



VA BD OF NURSING

VIRGINIA:

BEFORE THE BOARD OF NURSING

**IN RE: KRISTY ADAMS, R.N.
License No.: 0001-216522**

CONSENT ORDER

Pursuant to §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), an informal conference was held before a Special Conference Committee ("Committee") of the Board of Nursing ("Board") on August 1, 2012, in Henrico County, Virginia, to inquire into evidence that Kristy Adams, R.N., may have violated certain laws and regulations governing the practice of nursing in Virginia. Ms. Adams was present and was not represented by counsel.

By letter dated September 28, 2012, the Board acknowledged Ms. Adams' request for a formal hearing. In lieu of proceeding to a formal hearing, the Board and Ms. Adams, as evidenced by their signatures affixed below, agree to enter into this Consent Order affecting the license of Ms. Adams to practice professional nursing in Virginia.

The Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Kristy Adams, R.N., was issued License No. 0001-216522 to practice professional nursing by the Virginia Board of Nursing on December 4, 2008. Said license is set to expire on November 30, 2014. Ms. Adams' primary state of residence is Virginia.
2. Between September 12, 2011, and December 2, 2011, during the course of her employment with Sentara Norfolk General Hospital, Norfolk, Virginia, in the Labor and Delivery Unit, Ms. Adams mislabeled specimens, did not follow facility procedure in documenting assessments, failed to respond to

changes in the fetal monitoring as quickly as expected, and failed to program an IV pump correctly. There are no indications of patient harm resulting from these actions.

3. On December 3, 2011, Ms. Adams was terminated from Sentara Norfolk General Hospital, during her orientation period, for unsatisfactory job performance.

4. Ms. Adams began employment on July 11, 2012, with Cross Country TravCorp, on an assignment in Howard County, Maryland. Ms. Adams did not disclose to Cross Country TravCorp that she had been employed with Sentara Norfolk General Hospital.

5. As of August 1, 2012, Ms. Adams has had five different nursing employers, with three of her nursing positions ending in terminations. All of Ms. Adams' terminations were while she was still in the orientation process.

6. Ms. Adams failed to disclose her terminations from previous nursing positions and her misdemeanor traffic convictions on subsequent employment applications. In regard to the misdemeanor convictions, Ms. Adams believed that the dated infractions were irrelevant to her employment.

CONCLUSIONS OF LAW

1. Finding of Fact No. 2 constitutes a violation of § 54.1-3007(2), (5), and (8) of the Code of Virginia (1950), as amended ("Code"), and 18 VAC 90-20-300(A)(2)(b) of the Regulations Governing the Practice of Nursing ("Regulations").

2. Finding of Fact No. 6 constitutes a violation of § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations.

CONSENT

Kristy Adams, R.N, by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;

2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, § 2.2-4000(A) *et seq.* of the Code;
3. She acknowledges that she has the following rights, among others: the right to formal fact finding hearing before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;
4. She waives all such right to a formal hearing;
5. She neither admits nor denies the Findings of Fact and Conclusions of Law contained herein but waives her right to contest such Findings of Fact and Conclusions of Law in any subsequent proceeding before the Board;
6. She consents to the entry of the following Order affecting her right to practice professional nursing in Virginia.

ORDER

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS as follows:

1. Kristy D. Adams, R.N., is hereby REPRIMANDED.
2. Ms. Adams shall be placed on INDEFINITE PROBATION for a period of not less than one year of actual nursing practice and subject to the following terms and conditions:
 - a. The period of probation shall begin on the date that this Order is entered and shall end at such time as Ms. Adams has completed one year of active employment as a professional nurse. The license of Ms. Adams shall be reinstated without restriction at the completion of the probationary period without a hearing unless there is a pending investigation or unresolved allegation involving a violation of law, regulation or any term or condition of probation. In that event, the period of probation shall be continued indefinitely or until such

time as the Board makes a case decision in accordance with the Administrative Process Act, § 2.2-4000 et seq. and § 54.1-2400(9) et seq. of the Code.

b. Ms. Adams shall inform the Board in writing within ten days of the date she begins nursing practice, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Adams shall provide the name and address of each employer to the Board.

c. Ms. Adams shall inform her current nursing employer and each future nursing employer that the Board has placed her on probation and shall provide each employer with a complete copy of this Order. If Ms. Adams is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.

d. Ms. Adams shall practice nursing only in a structured /supervised employment setting satisfactory to the Board for the first 12 months after being placed on probation. This employment setting shall provide on-site supervision by a physician /professional nurse, who works the same shift, works on the same level of the building, and holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Adams shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

e. While employed, Performance Evaluations shall be provided, at the direction of Ms. Adams, by all nursing employer(s), as provided by the Compliance Division. The first report must be received in the Board office no later than 60 days from the date this Order is entered, if Ms. Adams is working as a nurse. Subsequent reports must be received quarterly by the last day of the months of March, June, September and December until the period of probation ends.

f. Ms. Adams shall submit quarterly “Self-Reports” which include a current address, telephone number, and verification of all current employment. These reports shall also include any changes in employment status. The first report must be received in the Board office no later than 60 days from the date this

Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September and December until the period of probation ends.

g. Ms. Adams shall return all copies of her license to practice as a professional nurse, to the Board office within ten days of the date of entry of this Order along with a payment of a fee of \$15.00. Upon receipt, the Board shall issue a new license marked “Valid in Virginia Only; Probation with Terms.”

3. This order shall be applicable to Ms. Adams’ multistate licensure privilege, if any, to practice professional nursing. For the duration of this Order, Ms. Adams shall not work outside the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where Ms. Adams wishes to work. Any request for out of state employment shall be directed, in writing, to the Executive Director of the Board.

4. Ms. Adams shall maintain a course of conduct in her capacity as a professional nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

5. Any violation of the stated terms and conditions contained in this Order, or failure to comply with all terms of this Order within five years of the date of entry of the Order, shall be reason for suspending or revoking the license of Ms. Adams and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

Pursuant to §§ 2.2-4023 and 54.1-2400.2 of the Code, the signed original of this Order shall remain in the custody of the Department of Health Professions as public record and shall be made available for public inspection or copying upon request.

FOR THE BOARD

Glenn Mitchell
for Jay P. Douglas, R.N., M.S.M., C.S.A.C.
Executive Director, Virginia Board of Nursing

ENTERED: December 14, 2012

SEEN AND AGREED TO:

Kristy D Adams
Kristy Adams, R.N.

COMMONWEALTH OF VIRGINIA,
COUNTY/CITY OF JAMES CITY, TO WIT:

Subscribed and sworn to before me, Rebecca A. Linn, a Notary Public, this day of December, 2012.

My commission expires May 31, 2016

Registration Number 239534

Rebecca A. Linn
NOTARY PUBLIC



Certified True Copy

By: [Signature]
Virginia Board of Nursing