



COMMONWEALTH of VIRGINIA

Robert A. Nebiker
Director

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Virginia Board of Nursing
Jay P. Douglas, RN, MSM, CSAC
Executive Director

September 15, 2003

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Susan Beck, R.N.
6822 Dina Leigh Court
Springfield, VA 22153

CERTIFIED MAIL
7160 3901 9844 2315 6517

RE: License No. 0001-133866
Expiration: 2/28/2005

Dear Ms. Beck:

This is official notification that an Informal Conference will be held, pursuant to § 2.2-4019, § 2.2-4021, § 54.1-2400(10) and § 54.1-3010 of the Code of Virginia (1950), as amended ("Code"), on October 15, 2003, at 10:30 a.m., in the offices of the Department of Health Professions, 6603 West Broad Street, Fifth Floor, Richmond, Virginia. You may be represented by an attorney at the Informal Conference.

The Special Conference Committee, which is comprised of two or three members of the Virginia Board of Nursing, will inquire into allegations that you may have violated certain laws and regulations governing nursing practice in Virginia. Specifically:

1. During the course of your employment with INOVA Mount Vernon Hospital, Alexandria, Virginia:
 - a) You may have violated § 54.1-3007(2), (3) and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations of the Board in that, by your own admission, on or about January 28, 2003, you diverted methadone, and in December 2002, you diverted Demerol (meperidine), for your personal and unauthorized use and self-administered the drugs while on duty. You accomplished the diversion by administering drugs left over from a patient's dose, instead of wasting it.
 - b) You may have violated § 54.1-3007(2), (3) and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations of the Board in that, a review of medical records from December 15, 2002 to January 25, 2003, to include medication administration records and narcotic withdrawal reports, revealed the following:
 - i. You withdrew narcotics and failed to document administration;
 - ii. You withdrew narcotics and documented administration at intervals that were not in

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- accordance with the physicians' orders;
- iii. You withdrew narcotics from other units in addition to the unit to which you were assigned; and
 - iv. There were discrepancies between the time you withdrew narcotics and the time that they were charted as being administered.
- c) You may have violated § 54.1-3007(2), (3) and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) of the Regulations of the Board in that, as a result of the above medical record review, on or about January 29, 2003, you were confronted and asked to submit to a drug screen. You were found to have an unopened pack of ten (10) syringes in your bag, that were the same brand and same type of packaging as those used in the hospital. You were placed on a leave of absence and referred to the Employee Assistance Program ("EAP"), pending investigation. On or about February 6, 2003, the drug screen was reported as yielding positive results for methadone.

2. You may have violated § 54.1-3007(6) of the Code, in that, from March 5, 2003 until April 16, 2003, you received outpatient treatment for opioid abuse, at the Harrison House of Virginia, Annandale, Virginia. Upon discharge, you were recommended to attend aftercare and Alcoholics/Narcotics Anonymous meetings and see a psychologist.

3. You may have violated § 54.1-3007(6) of the Code, in that, since April 2003, you have obtained mental health treatment from George Lawrence, Ph.D., Potomac Center, Inc., Alexandria, Virginia. On your initial appointment, you admitted to drinking two (2) shots of vodka prior to your appointment.

4. You may have violated § 54.1-3007(6) of the Code, in that, on or about April 24, 2003, you entered into a Recovery Monitoring Contract with the Health Practitioners' Intervention Program ("HPIP"), pursuant to Chapter 25.1 of Title 54.1 of the Code of Virginia (1950), as amended, and 18 VAC 76-10-10, et seq., of the Regulations Governing the HPIP. On or about August 25 and September 2, 2003, you tested positive for alcohol. You acknowledged that you had been drinking and stated that "alcohol has not been a problem" [for you]. On or about September 9, 2003, you were sent a pre-dismissal letter.

After the conference, the conference committee is authorized to take the following actions:

1. If the committee finds that there is insufficient evidence to warrant further action or that the charges are without foundation, the committee shall notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;
2. The committee may place you on probation with such terms as it may deem appropriate;
3. The committee may reprimand you;
4. The committee may modify a previous Order;
5. The committee may impose a monetary penalty pursuant to § 54.1-2401 of the Code; or
6. The committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Conference Committee is of the opinion that a suspension or revocation of your license may be justified, the committee may offer you a consent order in lieu of a formal hearing.

If you fail to appear at the informal conference, the Conference Committee will proceed to hear the case in your absence, and may take any of the actions outlined above.

Susan Beck

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At least ten (10) days prior to the scheduled date of the conference, please inform this office of your telephone number and whether you intend to appear at the conference. This can be done by calling our offices at (804) 662-9950 or by sending us a letter at the address listed above.

You have the right to information which will be relied upon by the Board in making a decision. Therefore, I have enclosed a copy of the documents which will be distributed to the members of the Committee and will be considered by the Committee when discussing the allegations with you and when deliberating upon your case. These documents are enclosed only with the original notice sent by certified mail, and must be claimed at the post office. Please bring these documents with you.

If you have any additional documents to be presented to the Conference Committee, please bring five (5) copies of each document with you.

Also, enclosed are copies of the relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws and regulations relating to the practice of nursing in Virginia that are cited in this notice.

Sincerely,



Susan Bell Rosen, R.N., F.N.P., J.D.
Deputy Executive Director, Discipline

SBR/th
Enclosures

cc: Robert A. Nebiker, Director, Department of Health Professions
James L. Banning, Director, Administrative Proceedings Division
Tammie D. Hall, Senior Adjudication Analyst
Susan Jo Tokarski, Senior Investigator (89559)
Committee Members