



# COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

## Department of Health Professions

Perimeter Center  
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Henrico, Virginia 23233-1463

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

Board of Nursing (804) 367-4555  
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May 13, 2015

Felicia J. Donavant, R.N.  
71 Tupelo Circle  
Hampton, Virginia 23666

**CERTIFIED MAIL**  
**9414 7266 9904 2028 7532 39**

Re: **VA License No.: 0001-227929**  
**Expiration Date: October 31, 2015**

Dear Ms. Donavant:

This is official notification that an informal conference will be held pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), **on June 8, 2015, at 9:00 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia 23233. You may be represented by an attorney at the conference. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code.

The Special Conference Committee ("Committee"), which is comprised of at least two members of the Virginia Board of Nursing ("Board"), will inquire into allegations that you may have violated certain laws and regulations governing nursing practice in Virginia.

Specifically:

1. You may have violated § 54.1-3007(2), (3), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations Governing the Practice of Nursing ("Regulations") in that from on or about June 22, 2014, until on or about September 29, 2014, during the course of your employment with Sentara CarePlex Hospital, Hampton, Virginia, you diverted Percocet (oxycodone and acetaminophen, Schedule II), morphine (morphine sulfate, Schedule II), and Norco (hydrocodone and acetaminophen, Schedule III) for your own personal and unauthorized use, as evidenced by the following:

- a. On or about June 22, 2014, at 0811 hours and 0812 hours, you removed one tablet of Norco from the Omnicell machine for Patient A, but only documented administration of one tablet at 0901 hours.
  - b. On or about September 6, 2014, at 0811 hours and 0812 hours, you removed one tablet of Percocet from the Omnicell machine for Patient B, but only documented administration of one tablet at 0859 hours.
  - c. On or about September 21, 2014, at 0949 hours, you removed two tablets of Percocet from the Omnicell machine for Patient C, but there was no documentation of administration.
  - d. On or about September 22, 2014, at 1008 hours, you removed two tablets of Percocet from the Omnicell machine for Patient C, but there was no documentation of administration.
  - e. On or about September 29, 2014, at 1004 hours, you removed 10mg IV morphine from the Omnicell machine for Patient D. You documented administration of 6mg IV morphine, but did not document wastage of the remaining 4mg of morphine.
  - f. On or about September 29, 2014, at 1004 hours, you removed two tablets of Percocet from the Omnicell machine for Patient D, but there was no documentation of administration.
2. You may have violated § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(e) and (f) of the Regulations in that on or about April 18, 2011, during the course of your employment with Riverside Regional Memorial Hospital, you failed to timely respond to a patient's request for assistance. You also failed to assess the patient, but documented in the patient's record that you had assessed the patient's IV site every two hours.
3. You may have violated § 54.1-3007(5) of the Code in that during the course of your employment with Sentara CarePlex Hospital:
- a. On or about June 21, 2014, at 0715 hours, you documented administration of one tablet of Norco to Patient A, but there was no record that the medication was dispensed from the Omnicell machine until 0821 hours.
  - b. On or about June 21, 2014, you documented administration of one tablet of Norco to Patient A at 1115 hours and 1515 hours, but there was no record that the medication was dispensed from the Omnicell machine until 1651 hours and 1652 hours.
4. You may have violated § 54.1-3007(2), (5) and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations in that during the course of your employment with Sentara CarePlex Hospital:
- a. On or about September 13, 2013, you failed to follow a physician's order to get a post-surgery patient out of bed, with assistance, for meals.
  - b. On or about September 19, 2013, you failed to follow a physician's order for a stat lab in a timely manner.

5. You may have violated § 54.1-3007(5) and (8) of the Code in that during the course of your employment with Sentara CarePlex Hospital:

a. On or about April 12, 2014, you administered IV Lasix (furosemide, Schedule VI) to a patient instead of a continuous IV infusion of Protonix as ordered.

b. On or about September 22, 2014, you administered Percocet to Patient C, while the patient was also receiving IV morphine and Dilaudid (hydromorphone, Schedule II).

c. On or about October 6, 2014, you administered Tylenol 650mg and two tablets of Percocet to Patient E at the same time.

6. You may have violated § 54.1-3007(2), (3), and (5) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations in that:

a. On your applications for employment with Eastern State Hospital, Williamsburg, Virginia, dated on or about November 15, 2011, and on or about March 15, 2012, you stated that your reason for leaving your employment with Riverside Regional Medical Center, Newport News, Virginia, was due to "lack of communications," when, in fact, your employment was terminated on or about September 16, 2011, due to attendance issues.

b. On your application for employment with Sentara CarePlex Hospital, dated on about January 9, 2013, you stated that your reason for leaving your employment with Riverside Regional Medical Center was due to "family/personal-moved out of state," when, in fact, your employment was terminated as referenced above.

Please see Attachment I for the names of the patients referred to above.

In its deliberations, the Committee may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

After the informal conference, the Committee is authorized by § 54.1-2400(10) of the Code to take any of the following actions:

- 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;
- The Committee may place you on probation for such time as it may designate and subject to such terms and conditions as it may deem appropriate;
- The Committee may reprimand you; or
- The Committee may impose a monetary penalty.

Further, the Committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Committee is of the opinion that suspension or revocation may be justified, the Committee may offer you a Consent Order for suspension or revocation in lieu of a formal hearing.

If you fail to appear at the informal conference, the Committee may proceed to hear the case in your absence and may take any of the actions outlined above. At least ten days prior to the scheduled date of the conference, please inform this office at (804) 367-4515, or in writing at the address listed above, of your telephone number and whether you intend to appear at the informal conference.

To facilitate this proceeding, you should submit five copies of any documents you wish the Committee to consider to the Department of Health Professions, Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, by **June 1, 2015**. Your documents may not be submitted by facsimile or email.

You have the right to the information on which the Board will rely in making its decision. Therefore, I have enclosed a copy of the documents that will be distributed to the members of the Committee and will be considered by the Committee when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the original notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice, can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Sincerely,



Gloria D. Mitchell-Lively, R.N., M.S.N., M.B.A.  
Deputy Executive Director

GML/sts

Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division  
Special Conference Committee Members  
Cynthia E. Gaines, Adjudication Specialist  
Lisa Thomas, Senior Investigator (Case no. 159638)