



# COMMONWEALTH of VIRGINIA

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Director

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Virginia Board of Nursing  
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March 11, 2005

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Diana Dillard Goode, R.N.  
9201 Chatham Grove Lane  
Richmond, VA 23236

**CERTIFIED MAIL**  
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RE: License No.: 0001-082019  
Expiration Date: 9/30/05

Dear Ms. Goode:

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 **April 5, 2005, at 9:00 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 ("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 the practice of nursing in Virginia. Specifically:

1. On or about August 15, 2002, you entered into a Participation Contract with the Health Practitioners' Intervention Program ("HPIP"), pursuant to Chapter 25.1 of Title 54.1 of the Code and 18 VAC 76-10-10, et seq., of the Regulations Governing the HPIP. This was done with the understanding that the program is to assist those persons who have impairment, defined as "a physical or mental disability, including, but not limited to substance abuse, that substantially alters the ability of a practitioner to practice his profession with safety to his patients and the public." On or about October 21, 2004, you entered into Recovery Monitoring Contract #7. In October 2000, the HPIP Committee granted you a stay of disciplinary action. Your stay of disciplinary action was vacated on August 20, 2004, due to a report that you were non-compliant with the terms of your contract. Specifically, you relapsed on meperidine (Schedule II) in November 2003, by taking more than the recommended dose following surgery; on or about January 23, 2004, you relapsed on alcohol while at a social function; and on July 30, 2004, you admitted to your case manager that you had been self-injecting insulin, as described below, in order to cause medical emergencies.

2. You may have violated § 54.1-3007(2), (5) and (6) of the Code, and 18 VAC 90-20-300(A)(2)(c) of the Regulations of the Board of Nursing, in that, during the course of your employment at Chippenham

Medical Center, Richmond, Virginia, beginning at some indefinite point and continuing until at least on or about July 7, 2004, you self-injected insulin while at work, resulting in self-induced hypoglycemia. On July 8, 2004, you were placed on medical leave. On or about July 12, 2004, while seeking treatment for hypoglycemia, a syringe containing twenty (20) units of insulin was found in your bag. Your self-induced hypoglycemic episodes possibly impaired your practice and placed your patients in danger. While you sought treatment for your self-induced hypoglycemia while on duty, other nurses had to cover your patients, thereby stretching patient care resources.

3. During the course of your practice at St. Mary's Hospital, Richmond, Virginia, on or about the evening of August 9 and 10, 2002:

- a. You may have violated § 54.1-3007(5) and (6) of the Code, in that, by your own admission, although you were on-call, you should not have reported to work after being paged because you had taken the following prescription medications: Percocet (oxycodone, Schedule III), Neurontin (gabapentin, Schedule VI) and Topamax (topiramate, Schedule VI).
- b. You may have violated § 54.1-3007(2), (5) and (6) of the Code, and 18 VAC 90-20-300(A)(2)(c) of the Regulations of the Board of Nursing, in that, you withdrew fentanyl 100mcg (Schedule II) and Versed 5mg (midazolam HCl, Schedule IV) for Patient A's surgery. However, the Endoscopy Procedure Record, signed by you, and the surgeon's Operative Report state that only 50mcg of fentanyl and 2mg of Versed were administered during the procedure. No wastage or return of the excess fentanyl or Versed is documented.
- c. You may have violated § 54.1-3007(2), (5) and (6) of the Code, and 18 VAC 90-20-300(A)(2)(c) of the Regulations of the Board of Nursing, in that, you withdrew Versed 5mg for Patient B's surgery. However, the Endoscopy Procedure Record, signed by you, and the surgeon's Operative Report state that only 4mg of Versed were administered during the procedure. No wastage or return of the excess Versed is documented. Additionally, you placed the wrong sticker on the charge document.
- d. You may have violated § 54.1-3007(5) and (6) of the Code, in that, following Patient B's surgery, you were paged because your assistance was required on a third surgery, Patient C's, but you did not respond to the page and you were not easily located. Eventually, you were found exiting the bathroom. You appeared to be impaired, with blood on your arms, uniform, and in the sink. You were also seen to have pricks on your wrists. When you were later confronted regarding possible impairment and asked to submit to a drug test you refused. You were therefore terminated.
- e. You may have violated § 54.1-3007(2), (5), (6) and (8) of the Code, and 18 VAC 90-20-300(A)(2)(c) of the Regulations of the Board of Nursing, in that, on your request, another nurse withdrew Versed 5mg and fentanyl 100mcg for you for Patient C's surgery. However, the Endoscopy Procedure Record, signed by you, states that 5mg of Versed and 100mcg of fentanyl were administered during the procedure. The surgeon's Operative Report states that 3mg of Versed and 100mcg of fentanyl were administered during the procedure. Furthermore, the

Endoscopy Discharge Record, signed by you, states that 4mg of Versed and 50mg of Demerol (meperidine, Schedule II) were administered during the procedure. No wastage or return of any medication is documented. Additionally, during the surgery, it was noted that you seemed to be unable to focus on the task, placed the wrong patient identification stickers on the wrong record, appeared pasty, and your hands were shaking.

4. You may have violated § 54.1-3007(2) of the Code, and 18 VAC 90-20-300(A)(2)(e) of the Regulations of the Board of Nursing, in that, you falsified information on applications for employment. Specifically:

- a. Your application for employment with St. Mary's Hospital, Richmond, Virginia, stated that your reason for leaving your employment with Stuart Circle Hospital, Richmond, Virginia, in March 1995 as "drug rehab." However, you were terminated from your employment on March 1, 1995, for "refusing to submit to [a] drug test."
- b. Your application for employment with Stuart Circle Hospital stated that you were unemployed from June 1988 to February 1991 for "chemical dependency and recovery." However, your nursing license was suspended, barring you from practice, from September 6, 1988 to January 30, 1991.

After the conference, the 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 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 Committee will proceed to hear the case in your absence, and may take any of the actions outlined above.

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 that the Board will rely upon in making a decision. Therefore, I have

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enclosed a copy of the documents that will be distributed to the members of the Committee. The Committee, when discussing the allegations with you and deliberating upon your case, will consider these documents. 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 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/gk/klb

Enclosures

cc: Robert A. Nebiker, Director, Department of Health Professions  
James Banning, Director, Administrative Proceedings Division  
Special Conference Committee Members  
Grant Kronenberg, Adjudication Specialist  
Vicki Gwaltney Garrison, Pharmacist, Pharmacy Inspector (87217)  
Pamela Twombly, RN, Regional Enforcement Manager (98107)