

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: KRISTI A. WILLIAMS, R.N.
License No.: 0001-225954

ORDER

Pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), a Special Conference Committee (“Committee”) of the Virginia Board of Nursing (“Board”) met on August 8, 2013, in Henrico County, Virginia, to inquire into evidence that Kristi A. Williams, R.N., may have violated certain laws and regulations governing professional nursing practice in Virginia. Ms. Williams was present and was not represented by counsel.

Upon consideration of the evidence, the Committee adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Kristi A. Williams, R.N., was issued License No. 0001-225954 to practice professional nursing in the Commonwealth of Virginia on July 14, 2010. Said license expires on November 30, 2014. Ms. Williams’ primary state of residence is Virginia.
2. By letter dated July 12, 2013, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Williams notifying her that an informal conference would be held on August 8, 2013. The Notice was sent by certified and first class mail to 400 Pelham Drive, Waynesboro, Virginia, 22980, the address of record on file with the Board of Nursing.
3. During the course of her employment with Augusta Health Fishersville, Virginia, by her own admission on multiple occasions from July 2012 through September 2012, Ms. Williams diverted oxycodone

(Schedule II) for her personal and unauthorized use, which she accomplished by withdrawing the medication from the MedSelect system and then failing to administer, waste, or return the medication.

4. Ms. Williams stated at the informal conference that her diversion began as a result of a number of family stressors in her life.

5. Ms. Williams stated at the informal conference that in March 2013, she entered a plea of guilty to possession of a controlled substance in the Augusta County, Virginia, Circuit Court. The case is in first-offender status and the charge will be dismissed in 2016 on the condition that Ms. Williams complies with all court-ordered requirements, including random urine drug screening. She stated that all her court-ordered drug screens have been negative. Ms. Williams stated that she has paid for all court-ordered urine drug screening through 2016.

6. Ms. Williams provided documentation of superior performance evaluations, proof of continuing education, and letters from patients attesting to her exceptional care as a nurse.

7. Ms. Williams signed a Participation Contract with the Health Practitioners' Monitoring Program ("HPMP") on October 15, 2012, in which she admitted to a history of substance abuse. She remained compliant with HPMP until she could no longer afford to continue the HPMP-ordered urine drug screening. She submitted a letter of resignation to HPMP.

8. On May 20, 2013, she was dismissed from the HPMP pursuant to her letter of resignation and noncompliance with the urine toxicology screening program.

9. Ms. Williams stated at the informal conference that she has been sober of alcohol or pills since September 1, 2012. She stated that she attends Narcotics Anonymous meetings once a week and that she does have a sponsor.

10. Ms. Williams stated that she is currently taking Wellbutrin for depression as prescribed by her primary care physician. Ms. Williams attends counseling with a licensed professional counselor once a

month and has frequent telephone contact with her counselor. She previously attended counseling once a week for six months. Ms. Williams stated that her primary support system is Narcotics Anonymous and her parents.

11. Ms. Williams is currently employed as the director of membership with the local Chamber of Commerce and intends to return to the practice of nursing in several years.

CONCLUSIONS OF LAW

1. Finding of Fact No. 3 constitutes a violation of § 54.1-3007(2), (5), and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) of the Regulations Governing the Practice of Nursing.

2. Finding of Fact No. 8 constitutes a violation of § 54.1-3007(6) of the Code.

ORDER

On the basis of the foregoing, the Committee hereby ORDERS as follows:

1. Kristi Williams, R.N., is hereby REPRIMANDED.

2. Ms. Williams shall be placed on INDEFINITE PROBATION 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 continue indefinitely. After three months of active employment as a professional nurse, Ms. Williams may request that the Board end this probation.

b. Ms. Williams 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. Williams shall provide the name and address of each employer to the Board.

c. Ms. Williams shall inform her current nursing employer and each future nursing that the Board has placed her on probation and shall provide each employer with a complete copy of this Order. If Ms.

Williams is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.

d. Performance Evaluations shall be provided, at the direction of Ms. Williams, by all nursing employers, as provided by the Compliance Division. The first report must be received in the Board office no later than 30 days from the date that Ms. Williams receives a performance evaluation during nursing employment. 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.

e. Ms. Williams shall not use alcohol or any other mood altering chemical, except as prescribed by a health care practitioner with whom she has a bona fide practitioner/patient relationship and for accepted medicinal or therapeutic purposes. Should she be prescribed any Schedule II-V controlled medication, a written report from the prescribing practitioner shall be provided to the Board within ten days of the date the medication is prescribed.

f. Ms. Williams shall submit copies of the results of all court-ordered drug screens to the Board within ten days of her receipt of the results of said drug screens.

g. Ms. Williams shall request her court appointed probation officer to provide the Board with a written report describing how she is meeting the conditions of her probation within 60 days from the date this Order is entered.

h. Ms. Williams shall provide the Board with a certified true copy of her final court order placed on record by the Court upon completion of his probation.

i. Ms. Williams shall provide all current and future treating practitioners with a complete copy of this Order and shall execute an Authorization for Disclosure of Information form providing for unrestricted communication between the Board and any court-appointed probation or parole officers and any consultants designated by the Board.

j. Ms. Williams 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.

k. The Board shall return all copies of her license 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.”

l. Ms. Williams shall conduct herself as a professional nurse in compliance with the requirements of Title 54.1, Chapter 30 of the Code, and the Board of Nursing Regulations.

m. 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. Williams and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

n. This Order is applicable to Ms. Williams’s multistate licensure privileges, if any, to practice professional nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Williams shall not work outside of 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 she wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

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 on request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Williams may, not later than 5:00 p.m., on October 14, 2013, notify Jay P. Douglas, Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that she desires a formal administrative hearing before the Board. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated.

FOR THE COMMITTEE:

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

ENTERED: *September 9, 2013*

This Order shall become final on October 14, 2013, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By *[Signature]*
Virginia Board of Nursing