

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE:

NANCY ALLEN WALKER CONNOR, R.N.

ORDER

Pursuant to § 9-6.14:11, § 54.1-2400(10) and § 54.1-3010 of the Code of Virginia (1950), as amended (the "Code"), a Special Conference Committee ("Committee") of the Board of Nursing met on June 23, 1998, in Henrico County, Virginia, to receive and act upon evidence that Nancy Allen Walker Connor, R.N., may have violated certain laws and regulations governing the practice of professional nursing in Virginia. Ms. Connor was not present and was not represented by counsel. Upon consideration of the evidence presented, the Committee adopted the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Nancy Allen Walker Connor, R.N., holds License No. 0001-136312 issued by the Virginia Board of Nursing.
2. During the course of her employment with Interim Healthcare, Charlottesville, Virginia, on or about March 29, 1997, Ms. Connor verbally abused Patient A, a brain-injured patient, in that she spoke in a loud, rough manner to the patient, telling him to "get your butt off of the commode and into the shower," or words to that effect. As a result, Ms. Connor was no longer to be assigned to care for this patient, and she resigned her employment effective March 31, 1997.
3. During the course of her employment with Avanté of Waynesboro, Virginia, which began on or about April 11, 1997:
  - a) On or about July 15, 1997, a performance appraisal was completed which noted Ms. Connor: "does not accept feedback on performance; does not accept responsibility for her actions; does not create positive work environment...does

NANCY ALLEN WALKER CONNOR, R.N.

not seek help from more knowledgeable employees; does not take direction from others; attitude makes other staff feel uncomfortable; needs to realize own limitations and ask for assistance when necessary; needs to work on sterile technique; does not follow isolation procedures.” As a result, Ms. Connor was placed on probation for “an additional 90 days.”

- b) On or about July 18, 1997, Ms. Connor’s employment was terminated based on her “continued inability to meet standards of performance,” specifically, her violation of isolation procedure.
4. During the course of Ms. Connor’s employment with Hospice of the Piedmont, Charlottesville, Virginia:
- a) A performance appraisal was completed on July 20, 1995, which noted Ms. Connor “Needs Improvement” on “Assumes responsibility of case manager; Initiative; flexibility/adaptability.”
  - b) On or about October 11, 1995:
    - 1) A patient’s family requested a meeting with Ms. Connor’s superiors to discuss the patient’s request for a different nurse based on a list of concerns, including the patient’s expressed fearfulness of her reaction to a list of needs; her disregard of the patient’s questions, and her poor technique with central line sterile dressing change.
    - 2) Ms. Connor was counseled regarding her continued difficulty with “connecting the whole clinical picture.” Also noted was: “She continues to give patient/family her home phone number after being instructed not to do this and to allow them to work through our established routes. She continues to set her own agenda with seeming little regard or understanding of family/patient expectations.”

NANCY ALLEN WALKER CONNOR, R.N.

- 3) Ms. Connor resigned this employment.

CONCLUSIONS OF LAW

Based upon the foregoing Findings of Fact, the Committee concludes that Nancy Allen Walker Connor, R.N., has violated § 54.1-3007(2), (5) and (8) of the Code of Virginia (1950), as amended, and 18 VAC 90-20-300(A)(2)(f) [formerly § 4.1(A)(2)(f)] of the Regulations of the Board of Nursing.

ORDER

On the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, hereby ORDERS that Nancy Allen Walker Connor, R.N., be, and hereby is, placed on PROBATION subject to the following terms and conditions:

1. The period of probation shall begin on the date that this Order is entered and shall continue INDEFINITELY. Nancy Allen Walker Connor, R.N., may request that the Board end this probation after not less than two (2) years of employment as a professional nurse.
2. Written reports are required by this Order and shall be sent to the Board office with the first report being received no later than sixty (60) days following the date that this Order is final. 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.
  - a) Performance Evaluations shall be provided, as detailed below.
  - b) "Self-Reports" shall be provided, as detailed below.
3. Ms. Connor shall inform the Board in writing within ten (10) days of the date she begins nursing practice, or changes employment, or any interruption in nursing practice occurs, and she shall provide the name and address of the employer.
4. Ms. Connor 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. Connor is employed through a staffing agency, she shall inform

NANCY ALLEN WALKER CONNOR, R.N.

- her supervisor in each facility where assigned that she is on probation.
5. Performance Evaluations shall be provided, at the direction of Ms. Connor, by all nursing employer(s).
  6. Ms. Connor shall enroll in and successfully complete a Board-approved refresher course in clinical nursing practice, and shall not practice until she has provided written evidence to the Board of satisfactory completion of the course and has received permission from the Board to do so.
  7. Ms. Connor shall enroll in and successfully complete a Board-approved course in the administration of medications and shall not administer any medication to patients until she has provided written evidence to the Board of satisfactory completion of the course and has received permission from the Board to do so.
  8. Ms. Connor shall practice nursing only in a structured, supervised employment setting satisfactory to the Board for the first year. This employment setting shall provide on-site supervision by a physician or professional nurse who holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Connor shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.
  9. Ms. Connor 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 all current and former treating health care providers.
  10. Ms. Connor shall submit quarterly "Self-Reports" which include a current address, telephone number, and all current employment. This report shall also include any changes in employment status, as required in Term No. 3.
  11. Ms. Connor shall return all copies of her current license to practice as a professional nurse

NANCY ALLEN WALKER CONNOR, R.N.

to the Board office within ten (10) days of the date of entry of this Order. Upon receipt of the old license and a \$15.00 fee, the Board shall issue a new license marked "PROBATION WITH TERMS."

12. Nancy Allen Walker Connor, R.N., as a professional nurse shall conduct herself in compliance with the requirements of Title 54.1, Chapter 30 of the Code of Virginia (1950), as amended, and the Board of Nursing Regulations.
13. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Nancy Allen Walker Connor, R.N., and a hearing shall be held to decide whether her license shall be revoked.

Pursuant to § 9-6.14:14 of the Code of Virginia (1950), as amended, 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.

If Ms. Connor does not consent to the committee's decision and desires a hearing before the Board or a panel thereof, Nancy Allen Walker Connor, R.N., shall notify, in writing, Nancy K. Durrett, R.N., M.S.N., Executive Director, Board of Nursing, 6606 W. Broad Street, Fourth Floor, Richmond, Virginia 23230-1717 within thirty-three (33) days from the date of entry of this Order. This Order shall become final upon the expiration of the thirty-three (33) day period unless a written request for a formal hearing is received within such time. Upon receiving timely request for a hearing, the Board or panel thereof shall then proceed with a hearing as provided in § 9-6.14:12 of the Code of Virginia (1950), as amended.

FOR THE BOARD

Nancy K. Durrett  
Nancy K. Durrett, R.N., M.S.N.  
Executive Director for the Board of Nursing

June 30, 1995  
ENTERED

NANCY ALLEN WALKER CONNOR, R.N.

Certificate of Service

I hereby certify that a certified true copy of the foregoing Order was mailed on this day to Nancy Allen Walker Connor, R.N., at P.O. Box 84, Schuyler, Virginia 22969 0084.

Nancy K. Durrett  
Nancy K. Durrett, R.N., M.S.N.  
Executive Director for the  
Board of Nursing

Date June 30, 1998