

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE:

SHANNON KAREEM, R.N. APPLICANT

CONSENT ORDER

The Virginia Board of Nursing ("Board") and Shannon Kareem, as evidenced by her signature hereto, enter into the following Consent Order affecting Ms. Kareem's application for licensure to practice as a professional nurse in Virginia.

The Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Shannon Kareem submitted an application for licensure by endorsement as a professional nurse, which was received by the Board on September 25, 2012. Ms. Kareem was issued License No. 4704219781 to practice as a professional nurse by the Michigan Bureau of Health Professions ("Bureau") on February 23, 1999. Michigan is her primary state of residence.
2. Ms. Kareem completed her professional nurse education program provided by Wayne County Community College, Michigan, on December 1, 1998.
3. Ms. Kareem and the Michigan Bureau of Health Professions entered into a Consent Order on November 21, 2011 ("Michigan Order"), which placed her on probation subject to certain terms and conditions for one year of actual nursing practice, including quarterly performance evaluations and self-reports to be filed with the Bureau from nursing employers and payment of a \$250 fine. The Michigan Order was entered following nine incidents during the course of Ms. Kareem's employment as a professional nurse with the Detroit Area Agency on Aging, Detroit, Michigan, between 2009 and 2010, when Ms. Kareem documented contact and/or care of a client which did not occur because that client was either in a nursing

home or hospital or was deceased; Ms. Kareem was permitted to resign in lieu of termination on March 31, 2010.

4. Ms. Kareem has caused to have satisfactory worksite performance reports submitted to the Bureau, dated June 15, 2012, and September 13, 2012, by her supervisor at Coventry Cares of Michigan, Detroit, Michigan.

5. Ms. Kareem has not completed her probation term in Michigan.

CONCLUSIONS OF LAW

The Board concludes that:

1. Finding of Fact No. 3 constitutes a violation of §54.1-3007(7) of the Code of Virginia (1950), as amended (“Code”).

2. Ms. Kareem otherwise meets the qualifications of §54.1-3018 of the Code.

CONSENT

Shannon Kareem, by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;

2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, §2.2-4000(A) *et seq.* of the Code;

3. She acknowledges that she has the following rights, among others: the right to an informal fact finding conference before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;

4. She waives all such right to an informal conference;

5. She admits to the Findings of Fact and Conclusions of Law contained herein and waives her right to contest such Findings of Fact and Conclusions of Law in any subsequent proceeding before the Board;

6. She consents to the entry of the following Order affecting her application for licensure as a professional nurse in Virginia.

ORDER

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS as follows:

1. The application of Shannon Kareem for license by endorsement as a professional nurse is APPROVED. Ms. Kareem shall be issued a license to practice as a professional nurse in the Commonwealth.
2. Shannon Kareem shall be placed on PROBATION for a period of one year of actual nursing practice 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 end at such time as Shannon Kareem has completed one year of active employment as a professional nurse. Ms. Kareem shall be issued an unrestricted license at the completion of the probationary period without a hearing unless there is a pending investigation or unresolved allegation involving a violation of law, regulation or any term or condition of probation. In that event, the period of probation shall be continued indefinitely or until such time as the Board makes a case decision in accordance with the Administrative Process Act, §2.2-4000 et seq. and §54.1-2400(9) et seq. of the Code.
 - b. Ms. Kareem 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. Kareem shall provide the name and address of each employer to the Board.
 - c. Ms. Kareem shall inform her current nursing employer that the Board has placed her on probation and shall provide each employer with a complete copy of this Order. If Ms. Kareem 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. Kareem, by all nursing employer(s), as provided by the Compliance Division. 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.

e. Ms. Kareem 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.

f. The Board shall issue a license marked “Valid in Virginia Only; Probation with Terms.”

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

2. 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 Shannon Kareem and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

3. This Order is applicable to Ms. Kareem’s multistate licensure privileges, if any, to practice professional nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Kareem 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 upon request.

FOR THE BOARD

Jay P. Douglas, R.N., M.S.M., C.S.A.C.
Executive Director, Virginia Board of Nursing

ENTERED: January 2, 2013

SEEN AND AGREED TO:

Shannon Kareem RN
Shannon Kareem

COMMONWEALTH OF VIRGINIA,
COUNTY/CITY OF Macomb, TO WIT:

Subscribed and sworn to before me, Brian Reneau, a Notary Public, this 17th day of December, 2012.

My commission expires 3-17-2019.

Registration Number N/A

Brian Reneau
NOTARY PUBLIC

Certified True Copy
By [Signature]
Virginia Board of Nursing

