

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:**

**LAQUISHA S. DANIELS, R.N.  
A/K/A LAQUISHA S. GRINER**

**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 April 14, 2011, in Henrico County, Virginia, to inquire into evidence that LaQuisha S. Daniels, R.N., a/k/a LaQuisha S. Griner, R.N., may have violated certain laws and regulations governing nursing practice in Virginia. Ms. Daniels was present and was not represented by legal counsel.

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

**FINDINGS OF FACT**

1. LaQuisha S. Daniels, R.N., was issued License No. 0001-185423 to practice as a professional nurse in the Commonwealth of Virginia on June 16, 2003. Said license is set to expire on March 31, 2013. Her primary state of residence is Virginia.
2. By letter dated March 17, 2011, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Daniels notifying her that an informal conference would be held on April 14, 2011. The Notice was sent by certified and first class mail to 3630 Lafayette Blvd., Norfolk, Virginia 23513, the address of record on file with the Board of Nursing.
3. During the course of her employment with Sentara Norfolk General Hospital, Norfolk, Virginia (“Sentara”):

- a. On September 10, 2010, Ms. Daniels documented administration of Vancomycin (Schedule V) to Patient A, but she failed to administer the medication. She also failed to appropriately respond to the patient's complaints about pain at his IV site.
- b. On September 10, 2010, Ms. Daniels documented administration of Cipro (ciprofloxacin HCl, Schedule VI) and Zosyn (piperacillin and tazobactam, Schedule VI) to Patient B, but she failed to administer these medications.
- c. On March 16, 2009, Ms. Daniels failed to accurately document the actual time she administered D50 to her assigned patient. She also failed to document her attempts to contact the patient's physician regarding the patient's low blood sugars.
- d. On September 10, 2010, Ms. Daniels failed to obtain an order for and administer Prozac to Patient C.
- e. On September 10, 2010, Ms. Daniels failed to perform a dressing change and administer Santyl to Patient D. The nurse educator did the dressing change for her because she was busy. The nurse educator did not administer the Santyl when she performed the dressing change.
- f. On June 18, 2010, Ms. Daniels failed to assist her assigned patient with toileting. This patient was oxygen dependent and became short of breath.
- g. On October 4, 2009, Ms. Daniels failed to perform frequency checks every two hours on Patient E, who was a high-risk patient receiving Heparin.
- h. On August 6, 2008, Ms. Daniels failed to administer PRN medications as requested by her assigned patients.
- i. On September 10, 2010, Ms. Daniels administered insulin to Patient B without checking the patient's blood sugar. This resulted in a medical emergency for the patient and the medical response team had to be called to revive the patient.

4. Ms. Daniels' employment was terminated on September 17, 2010, related to the practice issues which occurred on September 10, 2010, as referenced above.

5. At the informal conference, Ms. Daniels acknowledged having a lot of personal stress around August, 2010, which contributed to the practice-related issues which occurred on September 10, 2010. Ms. Daniels reported that she was seen by the Employee Assistance Program ("EAP") counselor on August 19, 2010, at the suggestion of the nurse manager, and no follow-up was recommended by the EAP counselor. Ms. Daniels further stated that the issues she was having at that time have since resolved. Additionally, she reported that she is no longer picking up extra shifts in her current position as she was doing when she was working at Sentara. However, Ms. Daniels' responses at the informal conference did not provide sufficient explanations for her practice issues which occurred at Sentara and primarily included the comment, "I do not remember." She also had to be prompted to respond to questions during the informal conference, and many times did not respond at all to questions from the Committee members.

6. Ms. Daniels stated that she has been employed on the oncology unit at another hospital since January, 2011. She indicated that she has not had any practice-related issues in this employment. However, she stated that her current employer was not aware she had been investigated and was appearing before the Board.

#### CONCLUSIONS OF LAW

1. Findings of Fact Nos. 3(a) – 3(c) constitute violations of § 54.1-3007(2), (5) and (8) of the Code and 18 VAC 90-20-300(A)(2)(e) and (f) of the Regulations Governing the Practice of Nursing ("Regulations").

2 Findings of Fact Nos. 3(d) – 3(h) constitute violations of § 54.1-3007(2), (5) and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations.

3 Finding of Fact No. 3(i) constitutes a violation of § 54.1-3007(5) of the Code.

**ORDER**

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

1. LaQuisha S. Daniels, R.N., is hereby REPRIMANDED.
2. Ms. Daniels shall be placed on PROBATION for six months of actual nursing practice 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 Ms. Daniels has completed six months of active employment as a professional nurse. The license of Ms. Daniels shall be reinstated without restriction 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. Daniels 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. Daniels shall provide the name and address of each employer to the Board.
  - c. Ms. Daniels 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. Daniels 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. Daniels, by all nursing employers, as provided by the Compliance Division. The first evaluation must be received in the Board office no later than 60 days from the date this Order is entered or once employed. Subsequent

evaluations 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. Daniels shall provide evidence that she has completed the following NCSBN online course within 30 days of entry of the Order: *Documentation: A Critical Aspect of Client Care*.

f. Ms. Daniels shall practice nursing only in a structured / supervised employment setting satisfactory to the Board for the first six months after being placed on probation. This employment setting shall provide on-site supervision by a professional nurse who works on the same shift, on the same level of the building, and holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Daniels shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

g. Ms. Daniels 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.

h. Ms. Daniels shall return all copies of her license to practice as a professional nurse to the Board office within ten days of the date of entry of this Order. Upon receipt of the old license and a \$5.00 fee, the Board shall issue a new license marked “Valid in Virginia Only; Probation with Terms.”

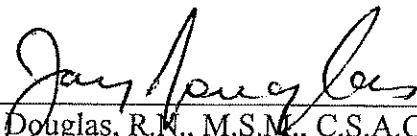
i. Ms. Daniels shall conduct herself as a professional nurse, in compliance with the requirements of Title 54.1, Chapter 30 of the Code, and the Board of Nursing Regulations.

j. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Ms. Daniels, and an administrative proceeding shall be held to decide whether her license shall be revoked.

k. This order shall be applicable to Ms. Daniels' multistate licensure privilege, if any, to practice nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Daniels shall not work outside 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 Ms. Daniels wishes to work. Any request for out of state employment shall 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.

FOR THE COMMITTEE

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

ENTERED:

\_\_\_\_\_  
*May 11<sup>th</sup>, 2011*

**Certified True Copy**  
By   
\_\_\_\_\_  
Virginia Board of Nursing

**NOTICE OF RIGHT TO FORMAL HEARING**

If you do not consent to the Committee's decision and desire a hearing before the Board or a panel thereof, you shall notify, in writing, the Executive Director of the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, within 33 days of the date of service of this Order. This Order shall become final upon expiration of the 33-day period unless a request for a formal hearing is received within such time. Upon receiving a timely request for a hearing, this Order shall be vacated and the Board or a panel thereof shall proceed with a hearing as provided in § 2.2-4020 *et seq.* of the Code.