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VIRGINIA:

BEFORE THE BOARD OF NURSING

VA BD OF NURSING

IN RE: MICHELLE L. CUFFEE, L.P.N.  
License No.: 0002-047168

**CONSENT ORDER**

The Virginia Board of Nursing ("Board") and Michelle L. Cuffee, L.P.N., as evidenced by her signature hereto, enter into the following Consent Order affecting Ms. Cuffee's license to practice practical nursing in Virginia.

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

**FINDINGS OF FACT**

1. Michelle L. Cuffee, L.P.N., was issued License No. 0002-047168 to practice practical nursing by the Virginia Board of Nursing on March 12, 1993. Said license is set to expire on August 31, 2014. She also held a license to practice practical nursing in the State of New York, which expired in May 2013. Her primary state of residence is Virginia.
2. During the course of her employment with Correction Care Solutions, while assigned to Norfolk City Jail, Norfolk, Virginia, in November 2013, Ms. Cuffee altered an inmate's x-ray report to include her own personal information and submitted the report as her own to a potential employer.
3. Ms. Cuffee self-reported her fraudulent act to Correction Care Solutions. Her employment was terminated on November 25, 2013, for misappropriation of confidential health information.

**CONCLUSIONS OF LAW**

Finding of Fact No. 2 constitutes a violation of § 54.1-3007(2) and (5) of the Code of Virginia (1950), as amended ("Code"), and 18 VAC 90-20-300(A)(2)(e) of the Regulations Governing the Practice of Nursing.

**CONSENT**

Michelle L. Cuffee, L.P.N., 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 right to practice practical nursing 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. Michelle L. Cuffee, L.P.N. is hereby REPRIMANDED.
2. Ms. Cuffee shall provide the Board with verification that she has completed the NCSBN online course *Ethics of Nursing Practice* within 30 days of the entry of this Order.
3. Ms. Cuffee shall maintain a course of conduct in her capacity as a practical nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

4. Any violation of the terms and conditions of this Order or of any law or regulation affecting the practice of nursing in the Commonwealth of Virginia shall constitute grounds for the suspension or revocation of the license of Ms. Cuffee and an administrative proceeding shall be convened to determine whether such license shall be suspended or revoked.

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

ENTERED: July 11, 2014

SEEN AND AGREED TO:

Michelle Cuffee  
Michelle L. Cuffee, L.P.N.

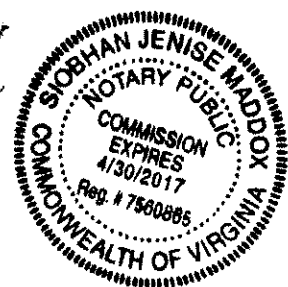
COMMONWEALTH OF VIRGINIA,  
COUNTY/CITY OF Norfolk, TO WIT:

Subscribed and sworn to before me, Siobhan Maddox, a Notary Public, this 5 day of July, 2014.

My commission expires April 30, 2017.

Registration Number 7560815

Siobhan Maddox  
NOTARY PUBLIC



Certified True Copy

By [Signature]  
Virginia Board of Nursing