

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:**

**ADRIENNE CICIO, R.N.**

**ORDER**

Pursuant to § 2.2-4019, § 2.2-4021, § 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 August 21, 2003, in Henrico County, Virginia, to receive and act upon evidence that Adrienne Cicio, R.N., may have violated certain laws and regulations governing the practice of professional nursing in Virginia. Ms. Cicio was 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 and CONCLUSIONS OF LAW**

1. Adrienne Cicio, R.N., holds License No. 0001-165306 issued by the Virginia Board of Nursing.
2. During the course of her employment at Inova Fairfax Hospital, Falls Church, Virginia, Ms. Cicio violated § 54.1-3007(2) and (5) of the Code of Virginia (1950), as amended, and 18 VAC 90-20-300(A)(2)(a) and (e) of the Regulations of the Board of Nursing, in that, on or about May 28, 2002, at the time of Patient A's discharge, without consulting with a physician, Ms. Cicio altered the treating physician's prescription for 42 tablets of prednisone 5 mg. to be taken on a tapered schedule beginning with eight (8) tablets taken for two days then tapering to six (6), four (4), two (2) and one (1) tablets, to be taken for two days, respectively, to a starting dose of four (4) tablets taken for one day then tapering to two and one tablets. Further, Ms. Cicio altered the patient's copy of the

treating physician's Patient Discharge Form for Patient A to reflect the change she made to the prescription for the prednisone. As a result of this incident, the facility terminated Ms. Cicio's employment on or about June 4, 2002.

### ORDER

On the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, hereby ORDERS that Adrienne Cicio, 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. Ms. Cicio may request that the Board end this probation after not less than six (6) months 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, to include:
  - a. Performance Evaluations shall be provided, as detailed below.
  - b. "Self-Reports" shall be provided, as detailed below.
3. Ms. Cicio 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. Cicio 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. Cicio is employed through a staffing agency, she

shall inform her supervisor in each facility where assigned that she is on probation.


5. Performance Evaluations shall be provided, at the direction of Ms. Cicio, by all nursing employer(s).
6. Ms. Cicio shall obtain six (6) hours of individualized instruction, by a Board approved instructor, in the laws and regulations governing prescriptions, to include the Drug Control Act. She shall have the instructor provide written evidence to the Board of satisfactory completion of the instruction. Ms. Cicio shall provide the instructor with a copy of this Order.
7. Ms. Cicio shall practice nursing only in a structured, supervised employment setting satisfactory to the Board for six (6) months. This employment setting shall provide on-site supervision by a physician or professional nurse who works the same shift, works 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. Cicio shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.
8. Ms. Cicio 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.
9. Ms. Cicio shall return all copies of her current license to practice as a professional nurse to the Board office within ten (10) 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 "PROBATION WITH TERMS."

10. Ms. Cicio as a professional nurse, shall conduct her 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.
11. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Adrienne Cicio, R.N., and a hearing shall be held to decide whether her license shall be revoked.

Pursuant to § 2.2-4023 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. Cicio does not consent to the committee's decision and desires a hearing before the Board or a panel thereof, she shall notify, in writing, Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 6603 W. Broad Street, Fifth Floor, Richmond, Virginia 23230-1712 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 § 2.2-4020 and § 2.2-4021 of the Code of Virginia (1950), as amended.

FOR THE BOARD

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

September 23<sup>RD</sup>, 2003  
ENTERED

Certificate of Service

I hereby certify that a certified true copy of the foregoing Order was mailed on this day to Adrienne Cicio, R.N. at 9961 Cyrandall Drive, Oakton, Virginia 22124

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

September 23<sup>rd</sup>, 2003  
Date

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Certified True Copy  
By LD 9/23/03  
Virginia Board of Nursing