

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:**

**RENEE BOWMAN, C.N.A.  
Certificate No.: 1401-140942**

**ORDER**

In accordance with §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), an informal conference was conducted on behalf of the Board of Nursing ("Board") on January 14, 2014, in Henrico County, Virginia. Renee Bowman, C.N.A., was not present nor was she represented by legal counsel. Judith Piersall, R.N., B.S.N., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On March 19, 2014, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Bowman submitted written comments/objections.

Based upon its review of the Recommended Decision of the Agency Subordinate, the Board makes the following Findings of Fact and Conclusions of Law and issues the following Order.

**FINDINGS OF FACT**

1. Renee Bowman, C.N.A., was issued Certificate No.1401-140942 to practice as a nurse aide in Virginia on November 3, 2010. The certificate expired on November 30, 2013.
2. By letter dated December 16, 2013, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Bowman notifying her that an informal conference would be held on January 14, 2014. The Notice was sent by certified and first class mail to 110 Netherfield Court, # 8, Winchester, Virginia 22602, the address of record on file with the Board of Nursing. The Notice sent by certified mail was delivered on December 28, 2013. As of January 14, 2014, the Notice sent by first class mail had not been returned to the Board office. The Agency Subordinate concluded that adequate notice was provided to Ms. Bowman and the informal conference proceeded in her absence.
3. On June 16, 2013, Ms. Bowman was voluntarily admitted to Dominion Hospital, Falls

Church, Virginia, and diagnosed with major depressive episode, recurrent, severe with psychosis. Further, in May 2013, she was hospitalized following an overdose of Tylenol PM.

4. Ms. Bowman's admission to Dominion Hospital occurred after erratic behavior was observed in her job at Winchester Rehabilitation Center ("Winchester"), where she had been employed since 2012. Such behavior included running around the halls, laughing for no reason and coming into work when she was not assigned and sitting with a resident for 24 hours who she told staff was "family," although the resident was not related to her, but reminded her of her grandfather; this confused both the staff and resident. Ms. Bowman had received a two-day suspension in May 2013, for clocking out and leaving the premises after approximately 1.5 hours of her shift without telling anyone or returning calls when staff tried to locate her.

5. Ms. Bowman was allowed to return to work at Winchester after discharge from Dominion Hospital but was put on a performance improvement plan in August 2013, for not following orders, not setting bed alarms, not answering call bells, not focusing and listening to patients, and use of person cell phone and texting in front of residents. When questioned about continued concerning behavior, she submitted her resignation in September 2013, and advised her clinical manager that she could not take care of residents anymore. In a letter to the Department of Health Professions' investigator dated September 9, 2013, Ms. Bowman indicated that she resigned from Winchester due to workload and stress in the work environment and that she planned to use her acquired skills in a different environment.

### **CONCLUSIONS OF LAW**

Finding of Fact No. 3 constitutes a violation of § 54.1-3007(6) of the Code.

### **ORDER**

WHEREFORE, it is hereby ORDERED as follows:

1. The right of Renee Bowman to renew Certificate No. 1401-140942 to practice as a nurse

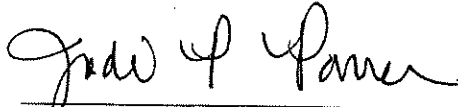
aide in the Commonwealth of Virginia is hereby INDEFINITELY SUSPENDED.

2. The certificate will be recorded as suspended and no longer current.
3. At such time as Ms. Bowman shall petition the Board for reinstatement of her certificate, an administrative proceeding will be convened to determine whether she is capable of resuming the safe and competent practice as a nurse aide. Ms. Bowman shall be responsible for any fees that may be required for the reinstatement and renewal of the certificate prior to issuance of the certificate to resume practice.

Pursuant to § 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 a public record, and shall be made available for public inspection and copying upon request.

Since Ms. Bowman failed to appear at the informal conference, this Order shall be considered final. Ms. Bowman has the right to appeal this Order directly to the appropriate Virginia circuit court. As provided by Rule 2A:2 of the Supreme Court of Virginia, Ms. Bowman has 30 days from the date of service (the date she actually received this decision or the date it was mailed to her, whichever occurred first) within which to appeal this decision by filing a Notice of Appeal with Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E., Executive Director, Board of Nursing, at Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, Virginia 23233. In the event that this decision is served by mail, three (3) days are added to that period.

FOR THE BOARD

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

Certified True Copy  
By   
Virginia Board of Nursing

Entered: April 1, 2014