



COMMONWEALTH of VIRGINIA

Department of Health Professions

Perimeter Center

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November 4, 2008

Jeffrey Glenn Lucas, R.N.
390 Ellett Road
Christiansburg, Virginia 24073

CERTIFIED MAIL
71603901984534255734

Re: VA License No.: 0001-192187With Multistate License Privilege
Expiration Date: May 31, 2009

Dear Mr. Lucas:

This is official notification that an informal conference will be held pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), **on December 3, 2008, at 10:30 a.m.** at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Richmond, Virginia 23233. You may be represented by an attorney at the conference. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code.

The Special Conference Committee ("Committee"), which is comprised of at least two members of the Virginia Board of Nursing ("Board"), will inquire into allegations that you may have violated certain laws and regulations governing professional nursing practice in Virginia.

Specifically:

1. During the course of your employment with Montgomery Regional Hospital, Christiansburg, Virginia:

a. You may have violated § 54.1-3007(5) and (6) of the Code in that:

i. On various occasions since beginning your employment on January 3, 2005, you were observed by staff to exhibit inappropriate anger and mood swings, taking a long time to complete routine and simple tasks, and leave your assigned unit for increasingly extended periods of time.

ii. On or about May 16, 2005, you were observed to have slurred speech, an unsteady gait, and difficulty keeping up with assignments. You reported to the Director of Emergency Services that you had taken Ambien (zolpidem, Schedule IV) and Ativan (lorazepam, Schedule IV) a few hours prior to reporting for duty.

iii. On or about July 11 through 12, 2005, you were observed to exhibit aggressive behavior, appeared to be unfocused and unable to complete tasks, slow to react to patient issues, lethargic, slurred speech, and disappearing from the unit for extended periods of time. You were requested to submit to a urine drug screen; however, after six hours of not being able to provide a sample, you were dismissed with a presumed positive result for the drug screen. You told the Director of Emergency Services that a test would come back "dirty" as you had been taking pain killers and benzodiazepines for which you did not have legitimate prescriptions.

iv. On or about July 11, 2005, you were told to provide a patient with a bolus of fluid as her blood pressure was dropping; however, you failed to respond timely. The patient's physician noted that you acted as if you were over-medicated with slurred speech and flat affect, and slow to react to patients that needed more aggressive care.

b. You may have violated § 54.1-3007(2), (5) and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations Governing the Practice of Nursing ("Regulations") in that:

i. On or about July 11, 2005, you signed out on the Accudose for Patient A one Dilaudid 2mg/ml syringe (hydromorphone, Schedule II) at 2222 hours. You did not document the administration in the Nurses Notes.

ii. On or about July 4, 2005, you signed out on the Accudose for Patient B one Dilaudid 2mg/ml syringe at 0813 hours. The patient record indicates that the patient was discharged at 0805 hours. Further, there was no physician's order for this medication for this patient.

iii. On or about June 28, 2005, you signed out on the Accudose for Patient A one Dilaudid 2mg/ml syringe at each 0353 hours and 0444 hours as ordered; however, you signed out a third dose for this patient 0502 hours, without a physician's order. You documented in the Nurses Notes administering a dose at 0410 and at 0500.

iv. On or about June 28, 2005, you signed out on the Accudose for Patient C one Dilaudid 2mg/ml syringe at 2139 hours. This patient's physician did not order Dilaudid for this patient until 2159 hours, at which time it was documented as administered by another nurse. You did not document the administration of the dose you withdrew in the Nurses Notes.

v. On or about June 29, 2005, you signed out on the Accudose for Patient D one Dilaudid 2mg/ml syringe at 0307 hours. You did not document the administration in the Nurses Notes.

Further, this patient was first seen by a physician at 0444 hours, and that physician did not order Dilaudid for this patient.

vi. On or about June 1, 2005, you signed out on the Accudose for Patient E one Dilaudid 2mg/ml at 0812 hours. You did not document the administration in the Nurses Notes, and in fact, this patient had been discharged on May 30, 2005 at 1205 hours. Further, this patient did not have physician's orders for this medication.

c. You may have violated § 54.1-3007(5) of the Code in that, on two separate occasions between January 2005 and July 2005, you were observed to not wear gloves when providing care to a patient with a bleeding wound, and when removing another patient's IV. You refused to wear gloves, even when offered a pair by another nurse, despite your awareness that you have a medical condition which can be communicable.

2. During the course of your employment at Lewis Gale Medical Center, Roanoke, Virginia:

a. You may have violated § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations in that, on or about September 19, 2007, you submitted an Application for Employment wherein you failed to list your previous employment at Montgomery Regional Hospital, and termination from that facility on August 12, 2005.

b. You may have violated § 54.1-3007(5) of the Code in that, on or about July 29-30, 2007, you failed to appropriately treat, refer for treatment, or contact the physician of Patient F, despite this patient's continual problems throughout your shift with bleeding from a catherization site.

c. You may have violated § 54.1-3007(6) of the Code in that, on or about August 1, 2007, you were questioned by your supervisor concerning the care you provided your assigned patients on the night of July 29-30, 2007, including Patient F. You responded by stating that you "did not recall the night of the 29th."

In its deliberations, the Committee may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

Since the allegations listed above involve impairment, please be advised that you may make application to the Health Practitioners' Intervention Program ("HPIP"), which is available to all health care practitioners licensed in Virginia. A brochure about the HPIP is enclosed. Should you enter into a written agreement with the HPIP prior to your informal conference, the Committee will take that into consideration when deciding your case.

After the informal conference, the Committee is authorized by § 54.1-2400(10) of the Code to take any of the following actions:

- If the Committee finds that there is insufficient evidence to warrant further action or that the charges are without foundation, the Committee shall notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;
- The Committee may place you on probation for such time as it may designate and subject to such terms and conditions as it may deem appropriate;
- The Committee may reprimand you;
- The Committee may impose a monetary penalty.

Further, the Committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Committee is of the opinion that suspension or revocation may be justified, the Committee may offer you a Consent Order for suspension or revocation in lieu of a formal hearing.

If you fail to appear at the informal conference, the Committee may proceed to hear the case in your absence and may take any of the actions outlined above. At least ten days prior to the scheduled date of the conference, please inform this office at (804) 367-4515, or in writing at the address listed above, of your telephone number and whether you intend to appear at the informal conference.

To facilitate this proceeding, you should submit five copies of any documents you wish the Committee to consider to the Department of Health Professions, Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, Virginia 23233, by November 21, 2008. Your documents may not be submitted by facsimile or email.

You have the right to the information on which the Board will rely in making its decision. Therefore, I have enclosed a copy of the documents that will be distributed to the members of the Committee and will be considered by the Committee when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the original notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

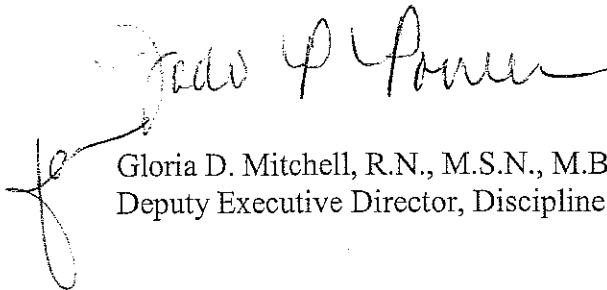
Also enclosed are copies of the relevant sections of the Administrative Process Act, which governs proceedings of this nature, as well as the relevant laws and regulations governing the practice of nursing in Virginia.

In the event of inclement weather, please be advised that Board of Nursing hearings will be held unless state offices are closed. Please listen to television or radio announcements to provide information about official

Jeffrey Glenn Lucas, R.N.
Page 5 of 6

state closings or delays. If there is a delayed opening, hearings will begin at the time of the agency opening. A recorded announcement pertaining to closings or delays will also be available by calling the main telephone number for the Department of Health Professions at (804) 367-4400.

Sincerely,

A handwritten signature in cursive script, appearing to read "Gloria D. Mitchell". The signature is written in black ink and is positioned above the typed name and title.

Gloria D. Mitchell, R.N., M.S.N., M.B.A.
Deputy Executive Director, Discipline

GDM/bl

Enclosures

cc: Sandra Whitley Ryals, Director, Department of Health Professions
Anne G. Joseph, Deputy Director, Administrative Proceedings Division
Special Conference Committee Members
Mary Beth Shelton, Adjudication Specialist
Sandra Barton, Senior Investigator (Case no. 103866)
Peggy Wood, Intervention Program Coordinator