

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:**

**TERISHA G. VAUGHAN, R.N.**

**ORDER**

Pursuant to §§ 2.2-4020, 54.1-110 and 54.1-2400(11) of the Code of Virginia (1950), as amended ("Code"), a formal administrative hearing was held before a panel of the Board of Nursing ("Board") on May 19, 2011, in Henrico County, Virginia, to inquire into evidence that Terisha G. Vaughan, R.N., may have violated certain laws and regulations governing professional nursing practice in Virginia. The case was presented by Amanda E. M. Blount, Adjudication Specialist, Administrative Proceedings Division. Howard M. Casway, Senior Assistant Attorney General, was present as legal counsel for the Board. Ms. Vaughan was present and was represented by Godfrey T. Pinn, Jr., Esquire. The proceedings were recorded by a certified court reporter.

Upon consideration of the evidence presented, the Board adopted the following Findings of Fact and Conclusions of Law.

**FINDINGS OF FACT**

1. Terisha G. Vaughan, R.N., was issued License No. 0001-125110 to practice professional nursing in the Commonwealth of Virginia on August 16, 1991. Said license expires on September 30, 2011. Ms. Vaughan was also issued License No. 0002-032990 to practice practical nursing in the Commonwealth of Virginia on May 18, 1983, which expired on September 30, 1991. Her primary state of residence is Virginia.

2. During the course of her employment with Southern Virginia Regional Medical Center, Emporia, Virginia:

a. On December 28, 2009, Ms. Vaughan failed to carry out multiple orders written at 12:40 p.m., for a 90 year old patient admitted with congestive heart failure and gastrointestinal bleeding.

Ms. Vaughan advised her supervisor that “she was really busy and just overlooked the orders.” Ms. Vaughan further advised that the LPN who relieved her at the end of her shift agreed to complete the orders. However, said LPN denied agreeing to complete the orders, but stated that she agreed to provide the patient’s file to the unit secretary. According to Ms. Vaughan’s supervisor, Ms. Vaughan reported that the error was due to her being off her medications.

b. Between December 21, 2007 and December 30, 2009, Ms. Vaughan received 11 disciplinary actions and four performance improvement plans dated July 2, 2008, August 4, 2008, May 25, 2009, and July 1, 2009. Ms. Vaughan never denied nor challenged the nursing performance issues detailed in the disciplinary actions. These actions included, but were not limited to:

- i. failing to check for a blood consent form before hanging a patient’s first unit of blood on February 4, 2009;
- ii. failing to perform an EKG on a patient admitted for congestive heart failure on February 18, 2009;
- iii. failing to check orders on an admission on January 30, 2009;
- iv. failing to ensure that an antibiotic was administered to a patient on October 29, 2008;
- v. failing to take a patient to radiology on October 29, 2008; and
- vi. failing to report an abnormal result on a stress test on December 21, 2007.

3. On December 30, 2009, Ms. Vaughan’s employment was indefinitely suspended based upon substandard work performance. Ms. Vaughan’s employment was subsequently terminated on January 11, 2010. She is currently not working, but she is seeking employment.

4. By her own admission, Ms. Vaughan has an anxiety disorder and has a history of depression which affected her nursing performance, as indicated above. Her treating psychiatrist reported that Ms. Vaughan is compliant with her medications and stated that he believes that she is capable of practicing

nursing safely, notwithstanding Ms. Vaughan's admission that, on at least two occasions, she failed to take her medications on days she had performance issues.

### **CONCLUSIONS OF LAW**

The Board concludes that:

1. Findings of Fact Nos. 2(a) and 2(b) 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 Governing the Practice of Nursing.
2. Finding of Fact No. 4 constitutes a violation of § 54.1-3007(6) of the Code.

### **ORDER**

WHEREFORE, the Virginia Board of Nursing, effective upon entry of this Order, hereby ORDERS that Terisha G. Vaughan, R.N., shall not practice as a professional nurse until such time as she has received an evaluation by a mental health specialist satisfactory to the Board and has a written report of the evaluation, including a diagnosis, a recommended course of therapy, and a prognosis sent to the Board, which will be reviewed and considered by the Board prior to Ms. Vaughan returning to practice. Ms. Vaughan shall further comply with any recommendations of the specialist. If therapy is recommended, written quarterly progress reports by the therapist shall be sent to the Board by the last day of the months of March, June, September and December until Ms. Vaughan is discharged from therapy. Ms. Vaughan shall direct the therapist to notify the Board if she withdraws from the treatment program before being officially discharged by the therapist. Following Ms. Vaughan's receipt of permission from the Board to return to practice, she shall be 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. After one year of active employment as a professional nurse, Ms. Vaughan may request that the Board end this probation.
2. Ms. Vaughan 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.

Vaughan shall provide the name and address of each employer to the Board.

3. Ms. Vaughan 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.

4. Performance Evaluations shall be provided, at the direction of Ms. Vaughan, by all nursing employer(s), as provided by the Compliance Division. 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.

5. Ms. Vaughan 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 physician or a professional nurse who works the same shift and holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Vaughan shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

6. Ms. Vaughan 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.

7. Ms. Vaughan 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, along with a payment of a fee of \$5.00. Upon receipt, the Board shall issue a new license marked "Valid in Virginia Only; Probation with Terms."

8. This order shall be applicable to Ms. Vaughan's multistate licensure privilege, if any, to practice professional nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Vaughan 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 she wishes to work. Any request for out of state employment shall be directed, in writing, to the Executive Director of the Board.

9. Ms. Vaughan shall maintain a course of conduct in her capacity as a professional nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

10. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Terisha G. Vaughan and an administrative proceeding shall be held to decide whether her license shall be 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 on request.

FOR THE BOARD

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

*June 7, 2011*  
ENTERED

**Certified True Copy**

By *Alan A. Joynes*  
Virginia Board Of Nursing

**NOTICE OF RIGHT TO APPEAL**

As provided by Rule 2A:2 of the Supreme Court of Virginia, you have 30 days from the date you are served with this Order in which to appeal this decision by filing a Notice of Appeal with Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233. The service date shall be defined as the date you actually received this decision or the date it was mailed to you, whichever occurred first. In the event this decision is served upon you by mail, three days are added to that period.