



COMMONWEALTH of VIRGINIA

Robert A. Nebiker
Director

Department of Health Professions
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July 9, 2003

Virginia Board of Nursing
Jay P. Douglas, RN, MSM, CSAC
Executive Director

Board of Nursing (804) 662-9909
Nurse Aide Registry (804) 662-7310
FAX (804) 662-9512

Marina Snodgrass, R.N.
734 Amherst Road
Staunton, VA 24401

CERTIFIED MAIL
71603901984423168534

RE: License No. 0001-134342
Expiration: 6/30/2005

Dear Ms. Snodgrass:

This is official notification that an Informal Conference will be held, pursuant to § 2.2-4019, § 2.2-4021, § 54.1-3010 and § 54.1-2400(10) of the Code of Virginia (1950), as amended, on **August 12, 2003, at 9:00 a.m.**, in the offices of the Department of Health Professions, 6603 West Broad Street, Fifth Floor, Richmond, Virginia.

The Special Conference Committee, which is comprised of two or three members of the Virginia Board of Nursing, will review your compliance with the terms and conditions of probation imposed upon your license to practice as a professional nurse in Virginia, as set forth in an Order of the Board entered December 10, 1996 and inquire into allegations that you may have violated certain laws and regulations governing nursing practice. Specifically:

1. You may have violated Term Nos. 4 and 10 of the Order and § 54.1-3007(2) and (3) of the Code, in that you failed to practice nursing in a structured, supervised setting approved by the Board.
 - a) On or about September 17, 2001, you began employment at Kings Daughters Community Health and Rehabilitation Center, Staunton, Virginia. On or about October 9, 2001, you submitted a request for approval along with a copy of the job description. By letter dated November 8, 2001, the Board approved this position.
 - b) On or about October 16, 2002, you accepted employment at Kings Daughter Augusta Health Care; however, you failed to submit a request for approval along with a copy of the job description. You later declined this position.
 - c) On or about October 17, 2002, you accepted employment at Ambition Health Services, a staffing agency, prior to receiving Board approval. On October 17, 23 and 25, 2002, you

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Board of Health Professions

accepted assignments at Avante Nursing Home; and on October 13 and 28, 2002, you accepted assignments at Oak Hill Nursing Home. On or about October 30, 2002, you submitted a request for approval. By letter dated January 14, 2003, the Board denied this position.

2. You may have violated Term Nos. 3 and 10 of the Order and § 54.1-3007(2) and (3) of the Code, in that while employed by Ambition Health Services, you failed to inform each supervisor where assigned that you are on probation.

3. You may have violated Term Nos. 5 and 10 of the Order and § 54.1-3007(2) and (3) of the Code, in that you failed to inform the Board in writing within ten (10) days of any change of employment.

a) On or about September 23, 2002, you submitted your resignation to Kings Daughters Community Health and Rehabilitation Center, effective September 13, 2002. You notified the Board on the June 30 – September 30, 2002, self report received October 1, 2002.

b) On or about October 17, 2002, you accepted employment at Ambition Health Services and notified the Board on or about October 30, 2002.

4. During the course of your employment with Kings Daughters Community Health and Rehabilitation Center, Staunton, Virginia:

a) You may have violated § 54.1-3007(2) of the Code, in that on or about June 7, 2002, you received a written warning for poor job performance, medication errors and your attitude regarding important patient issues. You were transferred to another unit, with 60 days monitoring and the stipulation that if your job performance did not improve during the 60-day period, your employment would be terminated.

b) You may have violated § 54.1-3007(2) and (5) of the Code, in that, on or about June 7, 2002, you failed to administer a resident's medication as ordered.

c) You may have violated § 54.1-3007(2) of the Code, in that, on or about June 7, 2002, you received a written warning for providing incorrect information to a staff member regarding isolation techniques.

d) You may have violated § 54.1-3007(2) and (5) of the Code, in that, on or about May 30, 2002, you failed to administer Vibramycin to Resident A.

e) You may have violated § 54.1-3007(2) and (5) of the Code, in that, on or about May 30, 2002, you failed to administer 90mg of Imdur to Resident B; you administered 60mg.

f) You may have violated § 54.1-3007(2) and (5) of the Code, in that, on or about May 15, 2002, you failed to administer a resident's medication as ordered. As a result, you received a written warning on or about June 7, 2002, for excessive medication errors.

You may be represented by an attorney at the Informal Conference. After the conference, the conference committee is authorized to take the following actions:

1. 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;
2. The committee may continue your license on probation with such terms as it may deem appropriate;
 3. The committee may reprimand you;
 4. The committee may modify a previous Order;
 5. The committee may impose a monetary penalty pursuant to § 54.1-2401 of the Code; or
 6. The committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Conference Committee is of the opinion that a suspension or revocation of your license may be justified, the committee may offer you a consent order in lieu of a formal hearing.

If you fail to appear at the informal conference, the Conference Committee will proceed to hear the case in your absence, and may take any of the actions outlined above.

At least ten (10) days prior to the scheduled date of the conference; please inform this office of your telephone number and whether you intend to appear at the conference. This can be done by calling our offices at (804) 662-9950 or by sending us a letter at the address listed above.

You have the right to information which will be relied upon by the Board in making a decision. Therefore, I have enclosed a copy of the documents which will be distributed to the members of the Committee and will be considered by the Committee when discussing the allegations with you and when deliberating upon your case. These documents are enclosed only with the original notice sent by certified mail, and must be claimed at the post office. Please bring these documents with you.

If you have any additional documents to be presented to the Conference Committee, please bring five (5) copies of each document with you.

Also, enclosed are copies of the relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws and regulations relating to the practice of nursing in Virginia that are cited in this notice.

Sincerely,



Susan Bell Rosen, R.N., F.N.P., J.D.
Deputy Executive Director, Discipline

SBR/th/dl
Enclosures

cc: Robert A. Nebiker, Director, Department of Health Professions
James L. Banning, Director, Administrative Proceedings Division
Tammie D. Hall, Senior Adjudication Analyst(88960)
Ann Tiller, Compliance Manager
Committee Members