



# COMMONWEALTH of VIRGINIA

Dianne L. Reynolds-Cane, M.D.  
Director

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

July 19, 2013

Vincenza S. Likens, R.N.  
515 Linden Street, S.E.  
Roanoke, VA 24014

**CERTIFIED MAIL**  
**7160 3901 9848 6288 2893**

Re: VA License No.: 0001-226151  
Expiration Date: August 31, 2014

Dear Ms. Likens:

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 August 13, 2013, at 10:30 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, 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, you may have violated § 54.1-3007(2), (5), (6) and (8) of the Code and 18 VAC 90-20-300(A)(2)(c) and (f) of the Regulations Governing the Practice of Nursing in that:

1. During the course of your employment with Lewis Gale Regional Health System, Roanoke, Virginia, you diverted fentanyl (Schedule II) and Dilaudid (hydromorphone, Schedule II) for your own personal and unauthorized use, as evidenced by the following:

a. On or about March 15, 2013, at 12:51 a.m., you removed hydromorphone 2mg for Patient A; however, you failed to document administration and you documented wasting 1mg at 5:37 a.m.

b. On or about March 12, 2013, at 1:10 a.m., and 4:38 a.m., you removed fentanyl 100 mcg/2ml for Patient B; however, you failed to document administration and documented wasting 50mcg of the 4:38 a.m. withdrawal.

c. On or about March 7, 2013, at 1:36 a.m., you removed hydromorphone 2mg for Patient C and documented administration two hours later at 3:22 a.m. On or about March 7, 2013, at 4:31 a.m., you removed hydromorphone 2mg for Patient C and documented administration two hours later at 6:27 a.m.

d. On or about February 26, 2013, Patient D was ordered hydromorphone 2mg every four hours as needed for pain. On or about March 14, 2013 at 9:20 p.m., you withdrew hydromorphone 2mg. You documented administering 1mg at 10:02 p.m., and wasting 1mg at 9:49 p.m. On or about March 15, 2013, at 9:05 a.m., you withdrew hydromorphone 2mg and failed to document administration or wastage.

e. Between December 12, 2012, at 7:37 p.m., and December 13, 2012, at 2:58 a.m., you withdrew nine vials of fentanyl 100 mcg/2 ml for Patient E, and documented one instance of wasting 50mcg and one instance of wasting 75mcg. The patient was ordered 0.05mcg/0.075mg and there were seven instances where you failed to document any wastage.

2. During the course of your employment with Carilion Roanoke Memorial Hospital, Roanoke, Virginia, you diverted fentanyl, hydromorphone, oxycodone and morphine (all Schedule II), for your own personal and unauthorized use, as evidenced by the following:

a. On or about July 27, 2012, you documented removing fentanyl for Patient F, who was ordered fentanyl for sedation; however, sedation was not performed on the unit where you were assigned and you are not a sedation nurse.

b. On or about July 27, 2012, you had two duplicate removals of hydromorphone for Patient G at 6:51a.m. and 6:53 a.m., and at 10:48 a.m. and 10:50 a.m. The removals exceeded the ordered dose; however, you failed to document wastage.

c. On or about July 26, 2012, you removed hydromorphone for Patient H at 7:30, 7:32, 8:47, 9:05 and 11:03 a.m., prior to conducting pain assessments at 10:15 a.m., and 12:08 p.m. Further, you had a duplicate removal which exceeded the ordered dose; however, you failed to document wastage.

d. On or about November 16, 2011, you removed oxycodone and morphine for Patient I at 9:12 a.m. and 11:03 a.m., prior to conducting pain assessments at 9:26 and 11:03 a.m.

e. On or about September 10, 2011, at 12:36 p.m., you removed one fentanyl 100 mcg/2ml vial for Patient J; however, you failed to document administration or wastage. You also documented that the patient had a pain level of zero.

Please see Attachment I for the names of the patients referred to above.

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' Monitoring Program ("HPMP"), which is available to all health care practitioners licensed in Virginia. Information about the HPMP is enclosed. Should you enter into a written agreement with the HPMP 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.

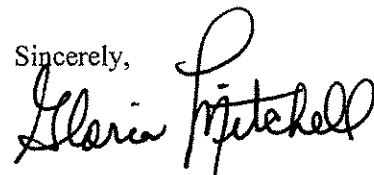
If you fail to appear at the informal conference, the Committee may proceed to hear the case in your absence and may take any of the actions outlined above. At least ten days prior to the scheduled date of the conference, please inform this office at (804) 367-4634, or in writing at the address listed 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, Henrico, Virginia 23233, by August 6, 2013. 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.**

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice, can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Sincerely,



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

GDM/sts  
Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division  
Special Conference Committee Members  
Tammie D. Jones, Adjudication Specialist  
Lisa Oliphant, Senior Investigator (Case no. 149840/147256)  
Peggy Wood, Monitoring Program Coordinator