

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:       KRISTI A. WILLIAMS, R.N.**  
**License No.: 0001-225954**

**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 February 24, 2016 in Henrico County, Virginia. Kristi A. Williams, R.N. was present and was represented by Eileen Talamante, Esquire. Jane Elliott, R.N., Ph.D., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On May 18, 2016, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Williams was not present nor was she represented by legal counsel.

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.       Kristi A. Williams, R.N. was issued License No. 0001-225954 to practice professional nursing in Virginia on July 14, 2010. The license is scheduled to expire on November 30, 2016. Her primary state of residence is Virginia.

2.       By letter dated October 19, 2015, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Williams notifying her that an informal conference would be held on November 10, 2015. The Notice was sent by certified and first class mail to 400 Pelham Drive, Waynesboro, Virginia 22980, the address of record on file with the Board of Nursing. The matter was continued at Ms. Williams' request to February 24, 2016.

3. By Order entered September 9, 2013, the Board placed Ms. Williams on indefinite probation for not less than three months of active nursing practice. This Order was based on findings that Ms. Williams had diverted oxycodone for her personal and unauthorized use while employed at Augusta Health, Fishersville, Virginia, in 2012. By Order entered October 8, 2014, the Board found that Ms. Williams had substantially complied with the terms of the prior Order and terminated her probation.

4. During the course of her employment with the University of Virginia Health System, Charlottesville, Virginia (“UVAHS”), on December 8, 2014, on a for-cause drug screen, Ms. Williams tested positive for fentanyl (C-II) for which she did not have a prescription. Ms. Williams was required to take the screen due to suspicion that she had diverted controlled substances.

5. The Agency Subordinate did not find clear and convincing evidence that Ms. Williams diverted controlled substances at UVAHS.

6. At the informal conference, Ms. Williams acknowledged using fentanyl without a prescription in late 2014. She also acknowledged using Tussionex cough syrup during this time. She expressed remorse at breaking her sobriety. Her new sobriety date is December 24, 2014.

7. Ms. Williams is active in her recovery. She attends Narcotics Anonymous meetings two times per week and speaks or meets with her sponsor five times per week. She sees a therapist every other week. The therapist has subjected her to four random drug screens since May 2015, all of which have been negative.

8. Ms. Williams is currently employed with Cardiovascular Associates of Charlottesville, Virginia. She schedules patients, takes vital signs, conducts tests, and provides pre- and post-procedure care and patient education. The office does not have any medications except for those on a locked crash cart. Her employer is aware of this matter and is supportive of her. Ms. Williams provided multiple letters of support.

9. With respect to her prior Board Order, Ms. Williams stated that she did not realize the seriousness of the situation and thought that “it was just a one-time thing.” She stated that she now realizes that she has a longstanding problem with substance use.

### 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 that Kristi A. Williams, R.N., be placed on INDEFINITE PROBATION for not less than two years under the following terms and conditions:

1. The period of probation shall begin on the date that this Order is entered and shall end at such time as Ms. Williams has completed two years of active practice in employment as a professional nurse (“practice employment”). The license of Ms. Williams **shall be reinstated without restriction at the completion of the probationary period without an administrative proceeding** unless there is a pending investigation or unresolved allegation involving a violation of law, regulation or any term or condition of probation. In that event, the period of probation shall be continued indefinitely or until such time as the Board makes a case decision in accordance with the Administrative Process Act, § 2.2-4000 et seq. and § 54.1-2400.9 et seq. of the Code.

2. Ms. Williams **shall not use alcohol or any other mood altering chemical**, except as prescribed by a health care practitioner with whom she has a bona fide practitioner/patient relationship and for accepted medicinal or therapeutic purposes. Should she be **prescribed any Schedule II-V controlled medication**, a written report from the prescribing practitioner shall be provided to the Board within ten days of the date the medication is prescribed.

3. Ms. Williams shall be required to have six **supervised, unannounced random drug screens** a year, from a Board-approved testing entity, which includes testing for alcohol and the

following drugs of choice: fentanyl. The Board shall be notified immediately in writing if Ms. Williams refuses to give a specimen for analysis as required by this Order, or of any positive results. All positive results must be confirmed by a confirmatory drug test, the results of which are to be sent to the Board immediately.

4. Ms. Williams shall **attend** Alcoholics Anonymous /Narcotics Anonymous /Cocaine Anonymous /Caduceus recovery support groups or other groups acceptable to the Board two times per week and shall have written evidence of attendance by a sponsor or contact person sent to the Board within ten days of each meeting.

5. **Performance Evaluations** shall be provided to the Board, at the direction of Ms. Williams, by all practice employer(s), using the forms provided by Compliance and available on the Board's website.

6. Ms. Williams shall practice only in a **structured / supervised practice employment setting** satisfactory to the Board for the first year of probation. This employment setting shall provide on-site supervision by a physician / licensed nurse practitioner / professional nurse, who works the same shift, works on the same level of the building, and holds an unrestricted license. For all current practice employment, and before beginning or changing practice employment during this period, Ms. Williams shall have current and all prospective practice employers provide a written description of the employment setting to the Board office for approval.

7. For the first year of practice employment after being placed on probation, Ms. Williams **shall not administer any Schedule II - V controlled substances**, the Schedule VI controlled substance Nubain, or any other controlled substances designated by the Board.

8. Ms. Williams **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 payment of a duplicate

license fee as specified in the regulations governing nursing. **Upon receipt, the Board shall issue a replacement professional nurse license marked “Valid in Virginia Only; Probation with Terms.”**

9. **Written reports are required** by this Order and, unless otherwise specified, shall be sent to Compliance at the Board offices with the first reports 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. Many of the required report forms are available on the Board’s website for your convenience.

10. Ms. Williams shall **inform the Board in writing within ten days** of the date any **practice employment** begins, changes, is interrupted, or ends. Additionally, Ms. Williams shall provide a contact name, address, and phone number for each practice employer to the Board.

11. Ms. Williams shall **inform all current and future practice employers** that the Board has placed her **on probation** and shall provide each practice employer with a complete copy of this Order. If Ms. Williams is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is **on probation**.

12. Ms. Williams shall **provide all current and future treating practitioners with a complete copy of this Order** and shall execute an *Authorization for Disclosure of Information* form providing for unrestricted communication between the Board, Compliance, and any treatment providers, court-appointed probation or parole officers, and/or any consultants designated by the Board, if applicable.

13. Ms. Williams shall submit **“Self-Reports”** which include a current address, telephone number, and verification of any and all current practice employment. These reports shall also include any changes in practice employment status. **Self-Reports must be submitted whether Ms. Williams has current practice employment or not.**

14. Ms. Williams shall conduct herself as a professional nurse in compliance with the requirements of Title 54.1, Chapter 30 of the Code and the Board of Nursing Regulations.


15. Any violation of the stated terms and conditions contained in this Order, or failure to comply with all terms of this Order within five years of the date of entry of the Order, shall be reason for suspending or revoking the license of Ms. Williams, and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

16. This Order is applicable to Ms. Williams' multistate nursing licensure privileges, if any, to practice professional nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Williams shall not practice outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the express written permission of both the Virginia Board of Nursing and the Board of Nursing in the party state where she wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

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.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Williams may, not later than 5:00 p.m., on June 29, 2016, notify Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that she desires a formal administrative hearing before the Board. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated.

FOR THE BOARD:

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

ENTERED: May 27, 2016

This Order shall become final on June 29, 2016, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By   
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Virginia Board of Nursing