

# Covenant School of Nursing

## Disciplinary Action Summary Assignment

### Instructional Module 2

Student Name: Mya Cardenas      Date: 01-18-23      DAS Assignment # \_\_\_\_1\_\_\_\_ (1-4)

Name of the defendant: Karen Marie Arce      License number of the defendant: RN 837058

Date action was taken against the license: 12/08/2020

Type of action taken against the license: Enforced Suspension

In the order of the Texas Board of Nursing RN Karen Marie Arce was put on enforced suspension due to exhibiting “lack of fitness” to perform her nursing role. She failed to report a mental health condition she was diagnosed with and when addressed she was given the opportunity to attend a peer assistance program to seek help and further protect her patients in the future. She was still able to work under supervision, but the nurse was subjected to randomized alcohol and drug screens and if failed she acknowledged that it could lead to temporary suspension or revocation of her license. After agreeing to these terms Karen failed an alcohol test and did not arrive to any other scheduled meetings. The nurse never started the process of starting the program and failed to report back to the hospital during the time stated on the signed agreement. This led the TBON to then enforce suspension until further action was taken by the nurse to complete the peer assistance group, attend two meetings, and complete a course of 6 hours in standards of Nursing practice.

In this case the patient thankfully was not harmed. However, with her condition she could have hurt someone even if it was not intentional. To me the Texas Board of Nursing implemented fair and just assistance to help the nurse with support groups. Karen agreed to the terms but was not truly doing all she needed to seek the help that was necessary and therefore was placed under suspension and I do find it fair. She signed an agreement and broke one of the rules and neglected her duty as a nurse. She cannot help others if she is not okay, she also failed multiple alcohol screenings by having alcohol in her system and not showing up. Her failure to comply ultimately led to the harsher decision of suspension. Without causing harm to any patients, I believe her impairment of judgement falls under a violation of the critical thinking, human caring, communication, and professional role in the universal competencies. The potential for impairment could distract her from evaluating assessments and interventions correctly and could cause her to miss something important in regard to a life-or-death situation. As far as human caring the nurse not reporting her condition could cause harm directly to her patient due to her lack of communication with her charge nurse and director. Her professionalism was breached when she failed to show up and comply with the agreement previously made, by lack of motivation to complete these meetings she failed to promote and image of professionalism and trust.

As a prudent nurse if I knew that information, I would let the charge nurse know right away, regarding her condition as it may cause her to forget vital elements in the nursing profession. Although no harm had been done to the patient, the potential for her impairment to worsen increases the risk of patient harm and notifying management could potentially save a patient’s life before waiting to find out “IF” it will happen.

