

Covenant School of Nursing  
Disciplinary Action Summary Assignment  
Instructional Module 2

Student Name: Haylee Cruz

Date: January 20th, 2023

DAS Assignment # 1

Name of the defendant: Julia Hultz

License number of the defendant: 796426

Date action was taken against the license: November 13th, 2018

Type of action taken against the license: Revoked

*Use the space below to describe the events which led to the action(s) taken against the license. If multiple charges were in play, be sure and cite them, e.g. drug diversion, HIPAA violation, abandonment, forfeiture on student loans, etc.*

-Formal Charges: Upon the initial charges, Julia Hultz's status as a Registered Nurse was still upheld, as long as she complied with all of the requirement necessary to retain her license.

-Charge 1: Texas Occupations Code - Unprofessional Conduct; Texas Administrative Codes - Unsafe Practice

Roughly around May 30th, 2017, Julia Hultz confessed to multiple auditors that she "lacked fitness to practice professional nursing," under the circumstance that she was abusing the narcotic, Dilaudid, recreationally. She was diagnosed with "severe substance use disorder", and to retain her licensure, she agreed to undergo treatment as required. During the time of treatment, Julia Hultz failed to abstain from illegal substances and admitted to relapsing on heroine, and voluntarily left treatment early. She also failed to attend any outpatient treatment. This charge concluded with the status of Hultz's condition could have impaired her ability to make crucial judgements regarding patients in forms of "signs and symptoms, assessments, decisions regarding care, and thereby placing the patients in potential danger."

-Charge 2: Texas Occupations Code - Unprofessional Conduct, Endangerment to a Patient; Texas Administrative Codes - Unsafe Practice, Endangerment to a Patient, Inability to Practice Safely, Positive Drug Screening, Unlawful Practice

May 30th, 2017, Julia Hultz was also charged due to showing lack of self-control, and abuse of Amphetamines, Nordiazepam, Oxazepam, Temazepam, Clonazepan, Triazolam, and Hydromorphone, after failing a reasonable cause drug screening. The charge was based on the same criteria as charge 1, concluding that the status of Hultz's condition could have impaired her ability to make crucial judgements regarding patients in forms of "signs and symptoms, assessments, decisions regarding care, and thereby placing the patients in potential danger."

-Charge 3: Texas Occupations Codes - Endangerment to a Patient, Unprofessional Conduct: Texas Administrative Codes - Endangerment to a Patient, Inability to Practice Safely, Positive Drug Screening, Unlawful Practice

Roughly around January 8th, 2018, Julia Hultz was enrolled in the treatment program TPAPN. While enrolled, during a random drug screening, Hultz's urine tested positive for ETG and ETS, indicating that she had consumed alcohol during treatment. The charge states that she had showed lack of self-control, and abuse of alcohol. Once again, this charge was based off the criteria of charge 1 and 2, stating that the status of Hultz's condition could have impaired her ability to make crucial judgements regarding patients in forms of "signs and symptoms, assessments, decisions regarding care, and thereby placing the patients in potential danger."

-On November 13th, 2018, the Texas Board of Nursing Eligibility and Disciplinary Committee held an open meeting to discuss Julia Hultz's case. After given the opportunity to comply with the requirements of the Nursing Practice Act, and being given an appropriate notice regarding her violations, her failure to appear resulted in the Committee to enter a default order to revoke her licensure.

*Use the space below to provide a description of measures you think could have prevented any action being taken against the license and/or would have prevented harm to the patient, if harm occurred.*

-In my opinion, unfortunately this case is very black and white. I do believe that Julia Hultz did the right thing by coming forward with her drug abuse, but by complying with her treatment in the TPAPN, and overcoming her substance abuse, she could have retained her license and still be a practicing nurse to this day. The TBON gave her multiple chances to regain the trust that she could uphold our basic, first and foremost oath to "Do No Harm." Unfortunately she failed to succeed at this. To be blunt, thankfully the only harm done was brought upon herself, versus any patients in the end. And moving forward she will not have the opportunity to put patients in harms way again.

*Identify which universal competencies were violated and explain how.*

-I believe that the major Universal Competencies that were violated were Safety and Security (Physical and Emotional), Standard Precaution, Critical Thinking, Human Caring and Professional Role. Essentially 6 of the 8 Universal Competencies.

-Safety and Security: Physical - Hultz clearly violated this basic, first competency, by directly putting patients in harm. Under the influence, there is no way that she could have safely and successfully completed the 7 rights for medication administration. If a nurse is under the influence, this effects her ability to safely identify if she has the right patient, drug, dose, time, route, reason or documentation. There are so many errors that could have taken place. Anywhere from a small, accidental documentation error, to a huge, life ending error such as wrong dose. The opportunities are endless on this critical element.

-Safety and Security: Emotional - Hultz violated this in the sense of promoting trust and respect. Any patient that could notice her impairment, would question her ability and trust their life in her hands. This also shows that she has no respect for the patient and their vulnerability or wellbeing.

-Standard Precaution: I cannot imagine that while under the influence, ANYONE could possibly prepare medications safely. Dealing with major drugs, oral, injection, IV, etc, has a very small room for error. Any accidental miscalculation could have easily ended someones life.

-Critical Thinking: This one is also very simple. Any human under the influence has impaired judgement, especially in the aspect of critical thinking. Decision making such as to give a med or not, correct needle, dilution, etc. is out the window. While under the influence, it is difficult to think clearly. Even doing something that may be thought of as muscle memory can easily be overlooked.

-Human Caring: This one is also a huge, very simple violation. There is no way that by being impaired, one can treat a patient with respect and dignity. The very action itself of working while under the influence is disrespectful to the patient and family, as well as the staff you're working with. You could simply sum up this broken competency with one word: Careless.

-Professional Role: Everything about Hultz's actions violates the meaning of professionalism as a nurse. There is nothing professional about showing up to work under drug influence, in any normal profession, but especially in the nursing profession, where you are doing everything to save a persons life, versus putting it even more in harms way.

*Use the space below to describe what action you think a prudent nurse would take as the first to person to discover the event described, in other words, you are the one who discovers the patient has been harmed by the nurse or you have discovered the impairment or criminal activity cited in the disciplinary action.*

-This answer is simple. If I were the nurse to discover a patient potentially in harms way by their nurse, or if I witnessed the impaired nurse myself, I would immediately report to the charge nurse and urge them to be sent home, on the grounds of patient harm, ethical violations, and unsafe practice. I would hope in this situation, it would be grounds for an immediate, reasonable cause drug test, and suspension, with due action to follow.