

Covenant School of Nursing
Disciplinary Action Summary Assignment
Instructional Module 2

Student Name: **Andrea Nicole Johnson** Date: 8/25/23 DAS Assignment # 3 (1-4)

Name of the defendant: License number of the defendant: Kimberly Gail Hodges 554702

Date action was taken against the license: 11/14/2017

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.

Respondent had multiple charges of being impaired while on the job. She was tested positive for marijuana, benzodiazepines and alprazolam use while on duty. She was impaired while on the job; she was slurring her speech, drowsy, and her gait was off while walking and her feet were dragging too.

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.

Harm could have occurred to any of the patients she was taking care of. Luckily, they caught her the first time this happened so those charges were the same day. Her impairment impacted her ability to properly monitor her patients and her ability to respond correctly should anything have happened. I believe they caught her before she treated any patients, but she could have been using these drugs on multiple occasions. Any suspicion of drug use or any impaired judgment in nurses should be investigated or monitored.

Identify which universal competencies were violated and explain how.

She violated Safety and Security by being under the influence so she wasn't promoting trust in her patients, or having professional interactions. She wasn't capable of doing her job and was putting her patients in potentially dangerous situations. Respondent was noticeably impaired so she wasn't acting professional. She didn't communicate her struggles with marijuana, benzodiazepines or alprazolam use to coworkers or anyone else that could have helped her. I don't know if she had a prescription for the benzos or the alprazolam. Her being under the influence greatly affected her decision making skills. She wouldn't have been able to do proper assessment on her patients because her impairment could have lead her to not noticing subtle changes in her patients S & S. She couldn't make any rational judgments on what her patients needed and that could have negatively impacted her patients care.

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.

I believe she was caught before she was able to give any patients care, so I think the nurses who reported her were being prudent and had their patients' needs in mind. But, she could have been taking these drugs for a while and had been doing patient care on other days where she wasn't caught being impaired. If I was a nurse at this hospital I would have been making sure that my fellow nurses were behaving normally and any sign of drug use while on duty would have been investigated. I would have talked to her about why she was acting weird or asked if she was taking anything that she shouldn't have been.