

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Jo Beth Nichols

Date: 11/04/2023

DAS Assignment # 4

Name of the defendant: Steven Todd Lubking

License number of the defendant: 733380

Date action was taken against the license: 12/10/2013

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.

Steven Todd Lubking was employed as a registered nurse from January to February 2013 at South Texas Health System, McAllen Medical Center, in McAllen, Texas. During this time, he took actions which were likely to put his patients at risk of injury, to defraud his patients and his employer of medications, and to deceive the pharmaceutical staff.

The following charges were brought against Lubking. Charge one: in January of 2013 Lubking withdrew Morphine Sulfate 5 mg x 2 without a physician's order and Midazolam 2 mg x 1 without an order. In February 2013, he withdrew Morphine Sulfate 5 mg x 2 without a provider's order. Charge two: In addition to the medications listed in charge one, Lubking failed to document Morphine Sulfate 5 mg x 3 in January and Morphine Sulfate 5 mg x 4 in February. Charge three: Lubking failed to follow the facility's policy and procedure for wasting Midazolam and Morphine Sulfate. Charge four: Lubking misappropriated and failed to prevent misappropriation of Morphine Sulfate and Midazolam during the months he was employed at McAllen Medical Center.

Steven Todd Lubking was made aware of the charges made against him and given time to respond to the allegations. He failed to show compliance and his license was revoked on December 10, 2013.

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 reading the background on this case, I found that Steven Todd Lubking had a criminal history and in my opinion he should not have been licensed as a registered nurse and eligible for employment in the medical profession. According to the records, Lubking received an Associate Degree in Nursing from Northwestern State University in Shreveport, LA in 1994. On his application for licensure, he admitted to having been convicted, adjudged guilty or pleading nolo contendere to crime. In 1984, Lubking pled guilty to involuntary manslaughter; in 1987, he pled guilty to being a habitual traffic offender.

In 2006, Lubking became licensed to practice nursing in the state of Texas. In 2009, Lubking was employed as an RN at McAllen Medical Center in McAllen, Texas. While participating in the TPAPN, he failed a drug screening. Lubking's license was suspended for 3 years with a stay, and he was placed on probation for 3 years.

Identify which universal competencies were violated and explain how.

Lubking violated the universal competencies of safety and security by withdrawing medications without a physician's order and failing to follow hospital policies in regard to wasting medications and documenting in the MAR. Lubking failed to show critical thinking skills in his misappropriation of medications, and he failed to act professionally as he most likely attempted to defraud patients and his employer the costs of medications. In addition, he most likely attempted to misinform the pharmaceutical staff regarding the dispensing of medications.

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.

Had I been the first to observe Lubking withdraw medications without a provider's order, or fail to document in the MAR, or fail to waste medications according to the hospital's policy, I would have alerted the charge nurse.