

# Covenant School of Nursing

## Disciplinary Action Summary Assignment

### Instructional Module 2

Student Name: Cynthia A. Cerda

Date: 03-28-2024

DAS Assignment # 1

Name of the defendant: Diana Luz Salas

License number of the defendant: 698407

Date action was taken against the license: March 28, 2016

Type of action taken against the license: Suspended

*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.*

Diana Luz Salas had numerous infractions in the hospital setting, which resulted in the TBON suspending her registered nurse license. Ms. Salas began by providing inaccurate information while renewing her application to the TBON with a couple of class B misdemeanor offenses: DWI and POSS MARIJ less than 2oz, but we will focus on her in hospital issues. The various hospital incidents took place while she was employed as a staff nurse in ICU. These violations involved: withdrawing Dilaudid from the Pyxis but failing to follow proper protocol for wasting unused medication, misappropriating Dilaudid belonging to the hospital, and for partaking of Hydrocodone and Hydromorphone while at work, which caused a positive random drug screen. All of these events supported the TBON's decision that Ms. Salas' actions and choices posed increased risk to public health and safety through her nursing care, or lack thereof, due to her excessive use of controlled substances.

*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 harm occurred.*

One thing that may have prevented these events from occurring may have been a coworker noticing Ms. Salas' behavior when she was partaking of Hydrocodone and Hydromorphone, and calling attention to the charge nurse before patients could be harmed.

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

The Universal Competencies which were violated were: Safety and Security (Physical & Emotional), Critical Thinking, Documentation, and Professional Role.

Safety and Security were breached by improper handling and inaccurate documentation of the medication of Dilaudid. The protocol for wasting unused portions was disregarded as well as misappropriating this medication, which belonged to the hospital or to the patients. The behavior with this drug does not promote trust in Ms. Salas to do what is in the best interest of the patient or hospital. Salas' use of Hydrocodone and

Hydromorphone, while on duty, also violated Safety and Security by not promoting the trust or respect of her patients while in her care.

Critical Thinking was breached when Ms. Salas misappropriated the Dilaudid and chose to consume Hydrocodone and Hydromorphone while caring for her patients. When under the influence of these drugs it is not possible to provide your patients dedicated responsible nursing care.

Documentation was breached when Ms. Salas failed to document the wasting of the unused Dilaudid and misappropriated Dilaudid.

Professional Role was breached on multiple levels when not disclosing the truth regarding the class B misdemeanors and her behavior as a professional. When she repeatedly did not follow the hospital's protocol for medications and the use of drugs while on the job, she disregarded her professional role. The dependence on the need for substances and her lack of concern for those in her care created an unsafe environment for all those for whom she was responsible.

*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.*

As a colleague, I would take my concerns to the charge nurse and nurse manager and ask that further investigating be done. If I was present in the medication room, I would hold that nurse accountable and address the elements being violated. I would push for drug tests for that nurse, in efforts to keep our unit and our patients safe.