Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Hanna Garrison Date: 3/29/24 DAS Assignment # __1__

Name of the defendant: Isaac Villicana License number of the defendant: 786167

Date action was taken against the license: 4/25-26/2019.

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.*

Isaac Villicana committed several unprofessional actions at two separate hospitals, which both led to the actions taken against his license. At the first hospital, Isaac Villicana exhibited behavior that indicated he was impaired while working on the floor such as slurred speech, delayed response to questions, and sleeping while on duty. According to the Medication Dispensing System, Isaac Villicana misappropriated six vials of Fentanyl, four vials of Midazolam and one vial of Propofol without physician's orders and failed to document the medications and did not follow the hospital's policy on wasting controlled substances. Isaac Villicana admitted to management that he had diverted the medications for his personal use, and needles, syringes and tourniquets were found in his possession. In the second hospital, Isaac Villicana withdrew Fentanyl and Dilaudid greater than the dosage and/or frequency as written on the physician's orders, failed to accurately document the administration of the medications, and ultimately misappropriated them.

Issac Villicana's actions had multiple potential consequences to his patients, the hospital, and even himself. Firstly, his behavior while on the job indicating he was impaired was potentially a very dangerous situation for his patients. Since a Registered Nurse works with medications that can easily harm or kill a patient if not handled correctly, not to mention the many complex procedures that a nurse is expected to perform, Issac Villicana put his patients in grave danger with his impaired judgement. Furthermore, his sleeping while on the job would have made him unable to respond to emergencies or complications with patients as they arose, thus putting his patients in even greater danger.

Due to the fact that Issac Villicana failed to accurately document the dispensing and administration of the medications he withdrew from the Medication Dispensing System, he put the patients under his care in danger due to the fact that without an accurate documentation of the patient's medication administration, it would greatly increase the possibility of the patient getting a second dose of the medication, doubling the amount prescribed by the healthcare provider, thus greatly increasing the chances of overdosing the patient and causing severe complications or even death.

Finally, Isaac Villicana admitted to diverting the medications he withdrew from the Medication Dispensing System for his own uses, and furthermore they found syringes, needles, and tourniquets on his person. The potential complications from these actions are too many to name. However, the most important is perhaps that Issac Villicana would not only potentially be impaired while on duty but stole medications that belonged to a patient and the hospital.

- *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.*

There are many measures that could have been implemented to prevent harm to the patient and protected the license of the nurse. Isaac Villicana could have sought help with a nursing drug rehabilitation program, as addiction among nurses and other health professionals is unfortunately not a rare occurrence. The other events that resulted in Isaac Villicana's nursing license being revoked all stemmed from his addiction to drugs. Therefore, if Isaac Villicana had taken action to address his growing addiction to drugs, he could have protected his patients and potentially avoided having his license revoked.

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

The universal competencies that were violated included physical safety and security, standard precaution, critical thinking, documentation, and professional role.

Safety and Security (Physical) was violated multiple times due to not following the seven rights of medication administration. Isaac Villicana failed to withdraw the correct dose of medication, failed to document correctly if at all, and in some cases did not give the patient the medication due to diverting it for his own uses.

Standard Precaution was violated because the medications that Isaac Villicana withdrew from the Medication Dispensing System were not wasted properly and were not prepared correctly.

Critical Thinking was violated considering Isaac Villicana withdrew the medication by overriding the Medication Dispensing System, thus not adhering to the prescriber's orders of dose and time, and due to his impaired function, he would have not been able to utilize critical thinking as a nurse should.

Documentation was violated since Isaac Villicana did not document or inaccurately documented the medications he withdrew for patients, thus putting the patients under his care in potential danger.

Professional Role was violated because Isaac Villicana did not manage equipment, supplies and human resources efficiently and/or economically. Also, professional role was violated because Isaac Villicana was impaired while on duty.

- *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.*

If I was the first person to discover the events described, I would immediately report everything I discovered to the charge nurse, the director of nursing for the floor, as well as all physicians attending the patients who were potentially injured. I would also ensure that the nurse who committed these actions had no access to any patients or medications until they could be turned over to management and/or the authorities. I would accomplish that either by immediately calling the charge nurse while attempting to distract the nurse, or if the

nurse could not be distracted and became agitated, I would call security in order to remove any potential danger to the patients.