

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Lauren Beaudoin
Assignment # 1

Date: 08/22/2024

DAS

Name of the defendant: Teresa L Brillhart

License number of the defendant: 227172

Date action was taken against the license: 1/12/2022

Type of action taken against the license: Voluntary Surrender

- *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.*

Brillhart voluntarily surrendered due to failure to uphold the nurses practice act and Texas Board of Nursing's rules and regulations.

While working as a registered nurse in Pearland, Texas Brillhart did not obtain her requirements that were requested for her new position as Nurse manager/supervisor. These courses included a new position orientation for nurse manager/supervisor, and an educational orientation course. She was required to obtain a pediatric life support and an advanced cardiac life support certification for her new role, in which she did not obtain.

After failure to acquire the certifications she worked as a nurse manager for nine months. During this time she was unable to complete the duties at which she was responsible for including, Managing incoming calls, Assessing her staff for performance and competency, and overseeing new employees have completed all requirements for the job. This led to her failure to terminate a new employee who twice failed their immunization test. She also failed to recognize what her delegation roles are and assigned a LVN to perform a job at which she is not licensed to do and later failed to recognize the medication error made by the LVN. Brillhart did not meet her duties by failure to provide requested information during a nurse meeting and again after two attempts were additionally emailed to her requesting the information.

No formal charges were listed due to Brillhart's submitted statement for voluntary surrender of her license a month after investigation opened.

- *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.*

Most of the actions listed above could have been prevented by attending the orientation, this would have given Brillhart a full understanding of her roles as a nurse Manager/Supervisor and present an opportunity for her to ask questions before she stepped into the role. Keeping up to date on her education coupled with knowing what her direct staff can and can't do while working could have solved the medication and inappropriate delegation that occurred under her watch. Keeping up to date on the agency's policies could have prevented the issue of

not terminating the employee who failed immunizations twice. Assessing her direct staff and being pertinent on providing requested information could have prevented possible errors that may have occurred and would have helped nurses give the highest level of care possible when treating patients.

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

Safety and Security: this competency was broken because the patient who was being taken care of by the LVN was not receiving the correct level of care she was supposed to be. The LVN was unsure about her confident in treating the patient which could have lead to malpractice.

Communication: Failure to forward the requested information from the meeting displayed poor communication on Brillharts part.

Critical Thinking: This competency was not met due to lack of prioritizing tasks and procedures she should have accompanied her staff with to ensure the best level of care was met for the patient.

Professional Role: the competency was severely under-met. With the failure to fulfill her professional role by not meeting her nurses needs for information, not supervising the LVN who was unsure about care, not receiving her training she was required to, and not terminating employees who failed to meet job qualifications. This all contributed to a unprofessional level of work which in turn can directly effect a patient in the care of this facility.

- 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 the nurse who discovered all of the actions listed above my first report would be made to Birlharts superior, and following up the chain of command if my agencies policy permits. I would then turn to the Texas Board of Nursing to file an additional report, regarding the incidents.