

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Binjay Kabua

Date: 01/15/2025

DAS Assignment #1

Name of the defendant: Alexis Joann McNeilly, RN

License number of the defendant: 1037592

Date action was taken against the license: 02/29/2024

Type of action taken against the license: Enforced Suspension

- *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.*

Due to repeated unprofessional behavior in the clinical setting, Alexis Joann McNeilly faced these disciplinary actions. These actions included: diverting medications and using supplies from the facility for personal use, engaging in the intemperate use of multiple drugs and unlawful possession of said drugs, and exhibiting impaired behavior while in the clinical setting. These occurrences compromised the RN's ability to identify subtle signs, symptoms, or changes in a patient's condition. This could hinder the nurse's capacity to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, potentially placing the patient at risk.

Nurse McNeilly was found to have diverted several medications while employed with Baylor University Medical Center. In this incident, McNeilly diverted Hydromorphone, Morphine Sulfate, Promethazine, and Dilaudid. She was also found to have been taking facility supplies such as alcohol wipes and syringes for her personal use. In another incident, the nurse was seen on security footage replacing vials of hydromorphone with saline. The nurse's medication diversion undermines the integrity of care delivery, compromises patient safety, and places significant strain on the facility's resources.

The use of multiple drugs by the RN was hydromorphone, morphine, and marijuana. The RN submitted a drug screen for the following drugs mentioned which came back positive, this is a legal offense in that the RN was involved in unlawful possession of hydromorphone, morphine, and marijuana. Drug use by an RN while in the clinical setting impairs a nurse's ability to think clearly, assess situations accurately, and make sound clinical decisions. This can lead to errors in administering medications, documenting care, or responding to emergencies.

Nurse McNeilly exhibited impaired behavior while subject to call or duty. In this incident, the nurse demonstrated an inability to safely practice nursing by displaying aggressive behaviors, including episodes of extreme agitation and hostility, sending alarming and irrational messages to family members, confessing to her employer about diverting medications in the staff restroom and involving in an incident of domestic violence. Overall, the nurse's drug use and diversion create an unsafe environment for patients and

compromise the quality of care. For nurses, it results in a cycle of personal, professional, and legal challenges, ultimately eroding trust in the healthcare system and putting lives at risk.

In conclusion, nurse McNeilly's drug diversion and use of drugs in the clinical setting severely affected her ability to properly care for her patients, therefore placing the patients in potential danger. Furthermore, her behavior financially impacted the facility as well as causing legal and ethical violations.

- *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.*

Drug diversion in the clinical setting could have been prevented through a combination of proactive measures. Regular audits of medication inventories and the use of automated dispensing systems with strict access controls could have identified discrepancies early on. Implementing routine staff education on the dangers and consequences of drug diversion, along with training to recognize the signs of impairment, may have raised awareness and prompted earlier intervention.

Additionally, fostering a supportive work environment with access to mental health resources and employee assistance programs could have addressed underlying stressors or personal challenges contributing to substance use. Pre-employment screening and random drug testing could also serve as deterrents.

Lastly, establishing a culture of accountability and encouraging staff to report suspicious behavior without fear of retaliation would have allowed for timely detection and action, potentially preventing the situation altogether.

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

Competencies that were violated were safety and security, standard precautions, communication, critical thinking, documentation, human caring, and professional role.

Safety and security were compromised by diverting medications, potentially depriving patients of necessary treatments. This also posed a risk to the overall security of the clinical environment by allowing impaired behavior to interfere with care delivery.

Standard precautions were violated when the nurse was using medications inappropriately (e.g., in the staff restroom), this likely violated infection control and standard precaution protocols, creating potential contamination risks and undermining a safe clinical setting.

Communication was violated by impaired behavior, such as manic and aggressive actions and sending paranoid text messages, which undermined effective communication with colleagues, patients, and others. Poor communication can result in misunderstandings, missed information, and delays in care.

Critical Thinking was violated by the nurse's impaired state likely hindering her ability to make rational, accurate, and timely decisions regarding patient care. This lack of critical thinking could endanger patients and compromise the quality of assessments and interventions.

Documentation was violated in that nurses who divert medications may falsify administration records to cover up the diversion. In this case, medications may have been removed from inventory or automated dispensing systems without being properly recorded, resulting in missing and incomplete documentation.

Human Caring was violated by the nurse's behavior. Her actions disregarded the principle of human caring; by using drugs in the clinical setting, she placed the patients at risk and failed to prioritize their needs, safety, and well-being.

Professional Role was violated by the nurse's engagement in unprofessional and unethical behavior, including drug diversion and impaired practice. This compromised her ability to serve as a trusted and competent caregiver and role model within the healthcare team.

- *Use the space below to describe what action you think a prudent nurse would take as the first 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.*

A prudent nurse who discovers that a patient has been harmed by another nurse or uncovers impairment or criminal activity, such as drug diversion, should immediately prioritize patient safety while following the appropriate chain of command. If I were the one who witnessed the above incidents, my first step would be to assess and stabilize the patient to address any immediate harm or health concerns. After ensuring the patient's safety, I would report the incident to a supervisor or manager without delay, providing all relevant details about the situation. It is crucial to document the event thoroughly, accurately, and objectively, avoiding personal opinions or assumptions. If the issue involves criminal activity, such as drug diversion, I would follow institutional protocols to notify the appropriate authorities, such as risk management or compliance officers. Maintaining confidentiality and professionalism throughout the process is essential to uphold ethical standards and ensure a proper investigation is conducted.