

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Brandon Scott

Date: 04/04/2025

DAS Assignment # 1

Name of the defendant: Tran, Mary

License number of the defendant: 912383

Date(s) and BON decision(s) taken against the license: 11/12/2019, 01/25/2024.

Type of action(s) imposed to retain or regain licensure, if applicable (ex.: warning with stipulations, etc.)

Warning with stipulations and fine, 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 each of them, e.g. drug diversion, HIPAA violation, abandonment, etc.*

The events that led to the revocation of Mary Tran's RN and LVN license include: forging the signatures of multiple subject matter experts, submitting fraudulent documentation for annual competencies required by the employer, failed to provide a copy of the board agreed order within 5 days of receiving the order, failed to ensure her employer submitted the board's "Notification of employment form", failed to ensure her employer appropriately submitted the Board's quarterly nursing performance evaluations to the board's office, failed to pay a monetary fine as required by the agreed order issued before hand with warning with stipulations, failed to successfully complete a board-approved course in Texas nursing jurisprudence and ethics, failed to successfully complete a board-approved course in nursing documentation, and failed to successfully complete the course "sharpening critical thinking skills". (State Office of Administrative Hearings, 2024)

Forging signatures of subject matter experts can have serious adverse consequences in the hospital care setting. The reason given for forging the signatures was stated as "likely to deceive her employer and could have affected their decision to employ respondent" In other words, Mary Tran attempted to forge signatures of subject matter experts and this backfired and resulted in her getting a warning with stipulations. (State Office of Administrative Hearings, 2024) These actions by Mary Tran are concerning because she falsified completing annual skills competencies, which could have resulted in a wide range of universal competencies being not adhered to such as Safety and Security (Physical) and (Emotional), Communication, Standard Precaution, Critical Thinking, etc. The findings only state that "she admits to forging multiple signatures on annual competencies on August 18, 2018.". (State Office of Administrative Hearings, 2024) Therefore, Mary Tran could have forged signatures on a variety of annual education that could pertain to proper documentation, communication, safety and security, etc. resulting on her not possessing the skills that the forged document would support she has.

- *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.*

The measures that could have prevented any action being taken against the license would be for Mary Tran to maintain diligence and accountability throughout her nursing career. She had been a nurse for more than 17 years. Therefore, it may be possible to say laziness could have contributed to the initial warning Mary Tran was given regarding her forging signatures for annual competency courses that should not be challenging to complete. Becoming complacent and trying to take shortcuts just put her at risk and for what would've taken hours and some downtime to complete, now has led to Mary Tran to lose her license and not be a practicing nurse anymore. A peer of Mary's could have intervened if they had taken notice of her actions and been a valuable resource to reinforce accountability.

- *Identify ALL universal competencies (4-5) that were violated and explain how in detail to reflect your understanding and importance of the universal competencies.*

Universal competencies that were violated were: Safety and Security (Physical), Professional role, and Communication.

Safety and Security were violated, as Mary Tran did not consider the possible repercussions of falsifying signatures on her annual competency documents and put the patients under her care at risk due to her incompetence and lack of knowledge from not completing the required annual training. This could have led to one of her patient's becoming a victim of malpractice that could have led to their death.

Professional Role was violated, as Mary Tran did not remain adhere to the agreement that she would complete required continued education after receiving the first warning with stipulation, pay the required fines, and submit the required documentation to the TBON, and employers as detailed in the stipulation. Not following the agreement that the RN signed displays the lack of care and negligence that led Mary Tran into this situation.

Communication was violated, as Mary Tran could have avoided this situation entirely by contacting others and accessing the proper resources to aid in submitting documentation, completing annual skills, and communicating circumstances. The RN could have communicated the struggles she may have been going through with her peers or supervisor that could have gotten her the proper help she needed and coaching. Essentially, no one can help her if they are not aware of the problem.

- *Use the space below to describe what actions 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.*

Actions a prudent nurse would take as the first person to discover the event described would be to first report to the hospital of the forged signature such as management. I would also report the Nurse to the TBON. In addition, I would also attempt to listen to their reasoning for forging signatures and then educate them on the risk that can have on patients, hospitals, and herself concerning safety and communication. I would also stress

the integral position nurses have in patient care, and how not being professionally trained can have impactful effects which could even result in death.