

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Alexis Wilkinson

Date: 04/04/2025

DAS Assignment # 1

NOTICE OF DISCIPLINARY ACTION- 04/2020

Name of the defendant: Marsha Anderson, RN

License number of the defendant: 711850

Date(s) and BON decision(s) taken against the license: December 10, 2019

Type of action 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 each of them, e.g. drug diversion, HIPAA violation, abandonment, forfeiture on student loans, etc.

Marsha Anderson was involved in a variety of unprofessional occurrences while in a hospital setting, North Central Surgical Center, that led to the disciplinary actions as follows: medication diversion, she withdrew (2) tabs of Oxycodone 5/325, (1) Diazepam 5mg, and (1) vial of Hydromorphone 2mg without documenting any waste and failing to document the medications in the patient's MAR, misappropriating medications by not taking the proper precautions to prevent the incident from happening, failing to document in the patient's medication administration record leading to a potential overdose for the patient, failing to follow facility policies and procedures by not having a second nurse witness the disposal of the wastage leading to unaccounted medication, and failed to practice professional nursing by handling patient care while under the influence of multiple controlled substances leading to a positive urinalysis and follicle tests.

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.

Nothing was stated about patients being harmed due to the nurse's negligence, as a nurse, she should have known being under the influence of multiple narcotics was extremely dangerous and a horrendous show of lack of judgment from the nurse. Marsha should have checked herself into a rehab, called in, or her fellow coworkers should have immediately reported her for her unsteady gait, and they could have stopped her and had a conversation with her to analyze if she had slurred speech. The oncoming nurse stated Marsha failed to give a cohesive report and that should have been immediate grounds to report against the nurse. As nurses who constantly assess everyone around them should have been able to pick up on their coworker's subtle differences that day.

Marsha should have not been under the influence and should not have handled lives in that state of mind. She put her patients at serious risk because she could have missed signs of instability, symptoms, not being able to

conduct any form of accuracy in her documentation, rationalizing, making proper judgments and not being able to be a proper advocate for her patient's care.

Marsha should have taken responsibility for her actions instead of lying and the proof of her lie is in the drug tests: both a urinalysis and a follicle test that she tested positive for amphetamines, methamphetamines, benzodiazepines, and cocaine.

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

Marsha Anderson failed to provide safety and security, physical, by working under the influence and putting her patient's health and own safety at great risk. Proving she was not being a safe nurse by not providing accurate assessments needed, not providing proper documentation possibly leading to a patient overdose because the oncoming nurse would think the patient missed a dose.

Marshe failed to provide safety and security, emotionally, by taking advantage of the trust and respect from her patients to think they were being taken care of and having an actual advocate for their health.

Marsha failed to provide standard precaution because she was too under the influence to follow proper protocols. She would not have been able to accurately flush tubes or perform medication administration and failed to follow facility protocol for medication preparation.

Marsha failed to communicate to not only her patients but to her fellow coworkers because she was unable to provide coherent sentences much less provide accurate patient education or be able to respect cultural values, she was unable to log in to the computer which leads to being unable to utilize resources for her patients.

Marsha failed to provide critical thinking because she was under the influence and failed to use those skills to make sure a second nurse was in the med room to watch her waste unused controlled substances. She was unable to provide accurate assessments. She showed multiple levels of poor decision-making skills and failed to provide a proper SBAR to the oncoming nurse. The oncoming nurse needs accuracy because it is a team effort. Yes, the patient on that shift is yours alone, however, while one clocks out, the one coming on is trusted to keep the patient alive so that they, the patient, can eventually go home. This goes vice versa. There is a level of trust between nurses and between the patients with their nurse. This goes along with the emotional safety and security of the universal competencies.

Marsha failed to document. She was unable to login to the computers and failed to provide paper documentation.

Marsha failed to provide human caring because she did not give the medications to her patients who were in pain and because she didn't give proper assessments, she took her patient's pain medications for herself instead of providing the meds to her patients in actual need of them.

Marsha failed her professional role because of her interactions with her patients and peers, her appearance and her lack of a steady gait, unable to manage supplies and equipment of the facility.

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.

I think it is very important to assess everybody, patients, colleagues and patients' families. I would have immediately reported the nurse without hesitation, and I would have followed the appropriate procedures. Whether that is to call the cops and/or tell the CN, TPCN and Physician. I would not have let her take on ANY patients because while I may not be assigned to all the patients on the floor, it would show poor judgement on my part to allow a fellow nurse to treat patients under those of Marsha Anderson's conditions. Nurse's take an oath, and the standards of that oath must remain upheld at the high standard it has always been. I think the BON made an accurate decision and that's one less unsafe nurse in the field.