

Covenant School of Nursing
Disciplinary Action Summary Assignment
Instructional Module 2

Student Name: Madie McKinney

Date: 4/2/2025

DAS Assignment # 1

Name of the defendant: Tori Lynn Uribe, RN

License number of the defendant: 932567

Date action was taken against the license: 3/10/2020

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 each of them, e.g. drug diversion, HIPAA violation, abandonment, etc.*

Tori Uribe had four instances of unprofessional actions, which resulted in these disciplinary actions against her license. The unprofessional actions include: two occurrences of lacking fitness to practice, failure to administer medications, and failure to document nursing assessments. These actions not only put patients at risk of harm but also led to inaccurate medical records of multiple patients.

On July 25, 2018, Tori Uribe was observed by other staff members being unable to walk on her own, having slurred speech, and being unable to perform nursing assessments. She was also unable to keep her eyes open while on the job and could not communicate with other staff adequately. Tori Uribe lacking fitness to practice puts her patients at risk of harm, considering her judgement and decision making were impaired while working on the unit.

Also on July 25, 2018, Tori Uribe failed to administer medications to two different patients. This was most likely due to her judgement and decision-making being impaired that day. But this exposed the patients to great harm as these patients were prescribed certain medications by their physician to be given at specific times for their conditions, and Tori Uribe not giving those medications could have resulted in ineffective care of those patients.

On October 1, 2018, Tori Uribe was observed again lacking fitness to practice while on duty. She was observed by other staff members using the wall to prop herself up, had altered communication, and her eyes appeared heavy and glazed. She was also observed taking a very long time to answer questions and having a difficult time staying awake while documenting. Tori Uribe's decision making and judgement were greatly impaired yet again, which places patients at risk of harm.

On the same day of October 1, 2018, Tori Uribe failed to document the nursing assessments of three patients. In nursing practice, if it's not documented, it didn't happen. So, Tori Uribe not documenting properly could put patients at potential risk for harm or injury, because other caretakers of those patients would not have the correct or complete information to base their care decisions.

In conclusion, Tori Uribe put many patients at risk of harm from being unfit to practice on two separate occasions. This led to failure to give medications, and failure to document properly. Tori Uribe was

given the opportunity to show compliance with all the requirements to retain her license, but she did not show up to her hearing which led to her nursing license being revoked.

- *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.*

To prevent actions being taken against the nurse's license and to avoid harm to the patient, several measures could have been put in place. Early intervention and support for substance abuse or impairment would have been important. Regular check-ins and offering mental health or substance abuse support at work might have encouraged the nurse to ask for help before patient care was affected.

Stronger safety checks, like routine reviews of medication administration and documentation, could have caught mistakes sooner, which would lower the risk to the patient. Educating staff about the risks of working impaired and creating a supportive workplace could help prevent similar issues in the future.

Having these supports in place could have prevented potential harm to patients and helped the nurse keep their license.

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

The universal competencies that were violated were critical thinking, communication, documentation, and professional role.

Critical Thinking was violated due to the RN not prioritizing tasks and having impaired decision making due to being under the influence. Tori Uribe did not give medications ordered by the physician or document the nursing assessments that she performed.

Communication was violated as the RN could not communicate effectively with staff while under the influence. This led to potentially unsafe care due to the nurse's reduced clarity, judgement, and decision making when it comes to patient care.

Documentation was violated when the RN failed to document multiple nursing assessments on three different patients. Not documenting these assessments puts the patient at risk of harm due to other caretakers not having accurate and complete information of what interventions have taken place in the patient's care.

Professional Role was violated as the RN showed up to work two separate times under the influence. She lacked the fitness to practice and could not communicate effectively with staff. She failed to meet the expected professional and ethical standards that come with the nursing profession.

- *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.*

If I observed that a nurse was under the influence while on duty, my first priority would be to act quickly to protect patients. I would immediately inform the charge nurse, or the head nurse, so that they are aware of the situation and can take the necessary steps. Then, I would notify all physicians of the patients under that nurse's care to ensure they know what is going on, can assess their patients, and adjust care plans accordingly due to missed medications and lack of proper care. I would also make sure the nurse is taken out of direct patient care to prevent further risk and verify no harm was done to the patients. Lastly, I would make clear notes about what I saw and what I did. A nurse's job is to make sure patients are safe, speak up when there are concerns, and act quickly to stop any harm from happening.