

**DISCIPLINARY ACTION REPORT**

NASHVILLE, Tenn. -- Tennessee Code Annotated, Section 68-1-114 requires the Tennessee Department of Health to issue a monthly media release listing all disciplinary actions taken by the health-related boards during the prior month. Below is a list of actions taken in **FEBRUARY 2024**. Detailed information about disciplinary actions is available on our website at <https://apps.health.tn.gov/Licensure/default.aspx>. Enter the name of the person. When the license information comes up, click either "disciplinary action" or "adverse licensure action" in the right column. Abuse Registry information is available on our website at <https://apps.health.tn.gov/AbuseRegistry/default.aspx>. Facility information is available on our website at <https://apps.health.tn.gov/facilityListings/>

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**BOARD OF COMMUNICATIONS DISORDERS AND SCIENCES**

Licensee: David Hutchings, S.L.P. 2992, Columbia

Violation: The board may refuse to issue a license or may suspend or revoke the license of any licensee if the licensee has been found guilty of unprofessional conduct that has endangered or is likely to endanger the health, welfare or safety of the public. Such unprofessional conduct may include: Being guilty of unprofessional conduct as defined by the rules established by the board or violating the code of ethics adopted and published by the board; Violating any lawful order, rule or regulation rendered or adopted by the board; or Violating any provisions of this chapter; Engaging in clinical work when the licensee or registrant is not properly qualified to do so, pursuant to Rules 1370-01-.04 and 1370-01-.14, by successful completion of training, course work and/or supervised practicum; Accepting for treatment, and/or continuing treatment of, any client where benefit cannot reasonably be expected to accrue or is unnecessary; Making false statements or representations, being guilty of fraud or deceit in obtaining admission to practice, or being guilty of fraud or deceit in the practice as a Speech Language Pathologist, Audiologist, or Speech Language Pathology Assistant; The following acts or omissions in the context of advertisement by any licensee shall constitute unprofessional conduct, and subject the licensee to disciplinary action pursuant to T.C.A. § 63-17-117: The misleading use of an unearned or non-health degree in any advertisement., Promotion of professional services which the licensee knows or should know are beyond the licensee's ability to perform, or Misrepresentation of a licensee's credentials, training, experience, or ability.

Action: License on probation for a period of at least 1 year. Respondent assessed \$2500 in civil penalties, and costs not to exceed \$3,000. Respondent must enter into a monitoring agreement with a Board certified, Asha certified, actively practicing speech language pathologist in Tennessee in the area of neurogenic communication disorders, pre-approved by the Board's consultant. The monitoring agreement shall last for a period of at least one (1) year. Respondent must provide written documentation to the Board's disciplinary coordinator that he has updated his advertisement, website, if applicable, to accurately reflect his credentials and scope of practice as a speech language pathologist, doctorate in speech language pathology, and not a medical doctor or neuropathologist.

**BOARD OF DIETICIAN/NUTRITIONIST EXAMINERS**

Licensee: Jill Ann Merkel, LDN 3174, Clarksville

Violation: Violation of statute: Practicing as a LDN with a lapsed license.

Action: Respondent's LDN license is Reprimanded, and Respondent is ordered to pay \$605 as a civil penalty-eleven (11) type "C" civil penalties in the amount of \$55 each, and the costs of the case not to exceed \$1,000.

Licensee: Madison Anne Templeton, LDN 2397, Lookout Mountain

Violation: Engaged in unethical or unprofessional conduct, including, but not limited to, willful acts, negligence or a pattern of continued and repeated health care liability, negligence or incompetence in the course of professional practice. Violated any lawful order, rule or regulation rendered or adopted by the board. Violated any provision of this chapter. It is unlawful for any person who is not licensed in the manner prescribed in T.C.A. §§ 63-25-101, et seq., to represent himself as a dietitian or a nutritionist or to hold himself out to the public as being licensed by means of using a title on signs, mailboxes, address plates, stationery, announcements, telephone listings, calling cards, or other instruments of professional identification or to use such titles as "dietitian/nutritionist", "licensed dietitian", "licensed nutritionist" or such letters as "L.D.N.", "L.D." or "L.N.". The licensee conducts himself with honesty, integrity, and fairness in all aspects of professional life. . . . [I]f the licensee practiced on a lapsed license for six (6) months or longer, the licensee shall be referred to the Office of Investigations and Office of General Counsel for formal disciplinary action. Upon a proven violation, the minimum disciplinary action for this violation shall be: A. A formal and reportable Reprimand on the license; B. Assessment of civil penalties in an amount to exceed \$50.00 per month for every month in which the individual worked at least one day beyond the sixty (60) calendar day grace period; C. Assessment of costs associated with investigating and prosecuting the matter; and D. Any and all other remedies the Board deems appropriate. In the event the matter is referred to the Office of Investigations and Office of General Counsel for formal disciplinary action, the Board's administrative office shall be permitted to reinstate those applicants for whom they have received a completed reinstatement application, supporting documentation (including any required proof of continuing education), and the applicant's payment of all fees, subject to further action on the license as described in paragraph five (5) above. Though the Board's administrator may reinstate such a license upon approval from the Board's consultant, preferential treatment will not be given to these applicants. These applications will be reviewed in the order in which they are received. For those applicants who have declined an Agreed Citation, their application will be deemed received sixty (60) days from the date the Agreed Citation was sent.

Action: Reprimand, eleven (11) Type C civil penalties in the amount of Eight Hundred Twenty-Five Dollars (\$825.00), and costs not to exceed three thousand dollars (\$3,000.00).

Licensee: Jill Louise Wright, LDN, License No. 1111, Thompsons Station

Violation: Violated any lawful order, rule or regulation rendered or adopted by the board. Violated any provision of this chapter. It is unlawful for any person who is not

licensed in the manner prescribed in T.C.A. §§ 63-25-101, et seq., to represent himself as a dietitian or a nutritionist or to hold himself out to the public as being licensed by means of using a title on signs, mailboxes, address plates, stationery, announcements, telephone listings, calling cards, or other instruments of professional identification or to use such titles as "dietitian/nutritionist", "licensed dietitian", "licensed nutritionist" or such letters as "L.D.N.", "L.D." or "L.N." . . . [I]f the licensee practiced on a lapsed license for six (6) months or longer, the licensee shall be referred to the Office of Investigations and Office of General Counsel for formal disciplinary action. Upon a proven violation, the minimum disciplinary action for this violation shall be: A. A formal and reportable Reprimand on the license; B. Assessment of civil penalties in an amount to exceed \$50.00 per month for every month in which the individual worked at least one day beyond the sixty (60) calendar day grace period; C. Assessment of costs associated with investigating and prosecuting the matter; and D. Any and all other remedies the Board deems appropriate.

Action: Reprimand, seventeen (17) Type C civil penalties in the amount of Eight Hundred Sixty-Seven Dollars (\$867.00), and costs not to exceed three thousand dollars (\$3,000.00).

#### **BOARD OF DISPENSING OPTICIANS**

Licensee: Jamie M. Doyle, D.P.O. License No. 3472, Knoxville

Violation: From July 1, 2022, until in or about June 2023, Licensee worked as a DPO on a lapsed license. Failure to renew annual certificate required under Tenn. Code Ann. § 63-14-106 and 63-14-107. Dispensing Optician is one of the healing arts, and as such the practice of which is restricted to those persons credentialed by the board. Persons engaging in the practice of dispensing optician without being licensed or expressly exempted by the laws are in violation of division law, Tenn. Code Ann. § 63-1-123.

Action: License reprimanded, assessed civil penalties totaling one thousand six hundred dollars (\$1,600.00) and costs not to exceed one thousand dollars (\$1,000.00).

#### **TENNESSEE ELECTROLYSIS REGISTRY**

Licensee: Kimberly Ann Killets, Electrolysis #121, Nashville

Violation: Failure to obtain continuing education

Action: Agreed citation; assessed civil penalty in the amount of \$100.00; must submit continuing education

#### **Board of Emergency Medical Services**

Licensee: Dustin Willis Coffindaffer, Paramedic Lic. #214477, Nashville

Violation: Licensee Failed a reasonable cause alcohol/drug screen while working at a hospital in Nashville. Habitual intoxication or personal misuse of any drugs or the use of intoxicating liquors, narcotics, controlled substances, controlled substance analogues or other drugs or stimulants in such manner as to adversely affect the delivery, performance or activities in the care of the patients requiring medical care;

Action: License is Suspended; Licensee may undergo an evaluation approved by the Tennessee Professional Assistance Program ("TnPAP")

Licensee: Jacob Gardner Harper, Advanced Emergency Medical Technician Lic. #210492, Collierville

- Violation: Licensee failed to properly treat the patient when the patient suffered catastrophic injuries. Violation or attempted violation or assisting in or abetting the violation of or conspiring to violate any of the following: Any provision of this part; Any rule or regulation of the board; Otherwise engaging in unethical practices or conduct; Gross health care liability or negligence, or a pattern of continued or repeated health care liability, ignorance, negligence, or incompetence in the provision of emergency care. Failing to take appropriate action in safeguarding the patient from incompetent health care practices of emergency medical services personnel.
- Action: License is placed on Probation for Four (4) Years; Licensee must complete and submit proof of completion of four (4) hours of EMS refresher training at his level of licensure, four (4) hours of patient assessment training, four (4) hours of resuscitation training, and four (4) hours of trauma training, four (4) hours of ethics training, and four hours (4) internal protocol training within 1 year.
- Licensee: Jason Wayne Greer, AMET, License No. 37916, Lexington
- Violation: Licensee, an AEMT, was convicted of several offenses under state law and failed to report the convictions to the board.
- Action: License is voluntarily surrendered – with same effect as revocation.
- Licensee: Zachary Lewis, Paramedic Lic. #210964, Cordova
- Violation: Licensee failed to properly treat the patient when the patient suffered catastrophic injuries. Violation or attempted violation or assisting in or abetting the violation of or conspiring to violate any of the following: Any provision of this part; Any rule or regulation of the board; Abandoning or neglecting a patient requiring emergency care, following assumption of duty; Performing or attempting emergency care techniques or procedures without proper permission, license certification, training, medical direction, or otherwise engaging in unethical practices or conduct; Gross health care liability or negligence, or a pattern of continued or repeated health care liability, ignorance, negligence, or incompetence in the provision of emergency care. Failing to take appropriate action in safeguarding the patient from incompetent health care practices of emergency medical services personnel.
- Action: License is placed on Probation for Four (4) Years; Licensee must complete and submit proof of completion of four (4) hours of EMS refresher training at his level of licensure, four (4) hours of patient assessment training, four (4) hours of resuscitation training, and four (4) hours of trauma training, four (4) hours of ethics training, and four hours (4) internal protocol training within 1 year.
- Licensee: John M. Lins, Paramedic Lic. #21811, Lenoir City
- Violation: Licensee failed to provide properly assess and care for a patient with a catastrophic injury. Violation or attempted violation or assisting in or abetting the violation of or conspiring to violate any of the following: Any provision of this part; Any rule or regulation of the board; Abandoning or neglecting a patient requiring emergency care, following assumption of duty; Performing or attempting emergency care techniques or procedures without proper permission, license certification, training, medical direction, or otherwise engaging in unethical practices or conduct; Gross health care liability or negligence, or a pattern of continued or repeated health care liability, ignorance, negligence, or incompetence in the provision of emergency care. Failing to take appropriate action in safeguarding the patient from incompetent health care practices of emergency medical services personnel.

- Action: Licensee shall be placed on SUSPENSION for six (6) months followed by PROBATION for a period of four (4) years. Licensee must complete and show proof of four (4) hours of patient assessment training, four (4) hours of resuscitation training, four (4) hours of ethics training, four hours ( 4) of internal protocol training, six ( 6) hours of penetrating injuries training, six hours (6) hours of trauma training, and an evaluation for PTSD, within one year of the ratification of this order.
- Licensee: Jonathan Collin Porchia, Paramedic Lic. #211589, Memphis  
Violation: Licensee failed to properly treat the patient when the patient suffered catastrophic injuries. Violation or attempted violation or assisting in or abetting the violation of or conspiring to violate any of the following: Any provision of this part; Any rule or regulation of the board; Otherwise engaging in unethical practices or conduct; Gross health care liability or negligence, or a pattern of continued or repeated health care liability, ignorance, negligence, or incompetence in the provision of emergency care. Failing to take appropriate action in safeguarding the patient from incompetent health care practices of emergency medical services personnel.
- Action: License is placed on Probation for Four (4) Years; Licensee must complete and submit proof of completion of four ( 4) hours of EMS refresher training at his level of licensure, four (4) hours of patient assessment training, four (4) hours of resuscitation training, and four ( 4) hours of trauma training, four ( 4) hours of ethics training, and four hours ( 4) internal protocol training within 1 year.
- Licensee: Jason O. Bizzle, paramedic (applicant), Nashville  
Violation: Applicant applied to upgrade his license from advanced emergency medical technician to paramedic. The applicant's probation period on the AEMT license will end March 24, 2024. The Board voted to grant the conditional license to allow applicant to complete the term of probation and upgrade to paramedic license.
- Action: Conditional license for the completion of the term of probation.

**Board for Licensed Professional Counselors, Licensed Marital and Family Therapists and Licensed Clinical Pastoral Therapists**

- Licensee: Justin Hall, LPC, License No. 2600, Knoxville  
Action: Probation Lifted.  
Reason: Order of Compliance.

**MASSAGE LICENSURE BOARD**

- Licensee: Emma Grace Brewster, LMT 11663, Oak Ridge  
Violation: Operated on a lapsed license for 6 months  
Action: Agreed citation; assessed civil penalty in the amount of \$300.00
- Licensee: Susan Denise Chaney LMT 9984, Strawberry Plains  
Violation: Operated on a lapsed license for 12 months  
Action: Agreed citation; assessed civil penalty in the amount of \$1,350.00
- Licensee: Tia Christine Curry, LMT 12180, Knoxville  
Violation: Operated on a lapsed license for 10 months  
Action: Agreed citation; assessed civil penalty in the amount of \$850.00

Licensee: Ann W. Davis, LMT, LME 1096, (Ann Davis, Owner) Memphis  
Violation: Operated on a lapsed license for 5 months  
Action: Agreed citation; assessed civil penalty in the amount of \$750.00

Licensee: Ann Davis, LMT 16, (Owner of Ann W. Davis, LMT) Memphis  
Violation: Operated on a lapsed license  
Action: License reprimanded; assessed civil penalty in the amount of \$1,500.00

Licensee: Emilia Loscerbo Davis, LMT 12592, Chattanooga  
Violation: Failure to obtain continuing education  
Action: Agreed citation; assessed civil penalty in the amount of \$400.00; must submit continuing education

Licensee: Wei Li Guo, LMT 11391 (owner of Tranquility Massage) Murfreesboro  
Violation: Willful negligence in the practice of massage or has been guilty of employing, allowing or permitting any unlicensed person to perform massage in such licensee's establishment; guilty of unprofessional or unethical conduct; responsibility of establishment owners to ensure compliance with all provisions of Board rule and statutes  
Action: LMT and ME licenses revoked. Both Respondents assessed \$8000 in civil penalties, and costs not to exceed \$5,000.

Licensee: Aaron W. Harrell, LMT 10770, Sevierville  
Violation: Failure to obtain continuing education  
Action: Agreed citation; assessed civil penalty in the amount of \$750.00; must submit continuing education

Licensee: William Dewayne Kirk, LMT 12318, Chattanooga  
Violation: guilty of willful negligence in the practice of massage; is guilty of unethical or unprofessional conduct; sexual conduct, sexual activity, or sexualizing behavior involving a client. A massage therapist may not initiate, arrange for, or engage in such activities, including if the client attempts to sexualize the relationship; Proper draping technique is of the utmost importance when performing massage therapy to ensure the comfort and safety of the therapist and the client. At all times massage therapists must provide draping and treatment in a way that ensures the safety, comfort and privacy of the client. Before beginning a massage, the therapist must explain to the client the draping techniques that will be used and provide the client a clean drape large enough for the purpose of draping the buttocks and genitalia and, in the case of female clients, the breasts. Such body parts must remain covered except during therapeutic treatment of those specific areas, with the exception of the genitalia, which shall always remain covered Respect the client's boundaries regarding privacy, disclosure, exposure, emotional expression, beliefs, and autonomy, as well as the client's reasonable expectations of professional behavior.  
Action: License is revoked, (1) Type A civil monetary penalty of \$1000. and pay actual and reasonable costs not to exceed 5,000 dollars.

Licensee: Guangtao Lu, LMT 9512, (Owner of Star Footcare Massage) Chattanooga  
Violation: Operated on a lapsed license for 5 months

Action: Agreed citation; assessed civil penalty in the amount of \$200.00

Licensee: Dennis Eugene Marsh LMT 3726, Knoxville, TN

Violation: guilty of willful negligence in the practice of massage; is guilty of unethical or unprofessional conduct; sexual conduct, sexual activity, or sexualizing behavior involving a client is strictly prohibited at all times. A massage therapist may not initiate, arrange for, or engage in such activities, including if the client attempts to sexualize the relationship; Respect the client's boundaries regarding privacy, disclosure, exposure, emotional expression, beliefs, and autonomy, as well as the client's reasonable expectations of professional behavior.

Action: License is revoked, (1) Type A civil monetary penalty of \$1000 and pay actual and reasonable costs not to exceed 5,000 dollars.

Licensee: Star Footcare Massage, LME 4796, (Guangtao Lu, Owner) Chattanooga

Violation: Operated on a lapsed license for 5 months

Action: Agreed citation; assessed civil penalty in the amount of \$750.00

Licensee: Abby Lynn Stewart, LMT 11704, Chattanooga

Violation: Operated on a lapsed license for 6 months

Action: Agreed citation; assessed civil penalty in the amount of \$300.00

Licensee: Tranquility Massage, LME 4541 (Wei Li Guo, owner) Murfreesboro

Violation: willful negligence in the practice of massage or has been guilty of employing, allowing or permitting any unlicensed person to perform massage in such licensee's establishment; guilty of unprofessional or unethical conduct; responsibility of establishment owners to ensure compliance with all provisions of Board rule and statutes

Action: LMT and ME licenses revoked. Both Respondents assessed \$8000 in civil penalties, and costs not to exceed \$5,000.

Licensee: Karen Denise Tucker, LMT 12497, Dandridge

Violation: Operated on a lapsed license for 11 months

Action: Agreed citation; assessed civil penalty in the amount of \$1,100.00

Licensee: Yingxian Zhou, LMT 8865, Chattanooga

Violation: Operated on a lapsed license for 5 months

Action: Agreed citation; assessed civil penalty in the amount of \$200.00

### **Board of Medical Examiners**

Licensee: Raju V. Indukuri, MD, License No. 28138, Nashville

Action: Restriction on prescribing opioids including Buprenorphine, Suboxone, and Subutex lifted.

Reason: Order of Compliance.

Licensee: Anthony Ramirez, MD, License No. 44332, Oakland

Action: Requirement to maintain lifetime advocacy of the TMF is removed.

Reason: Order of Modification.

\*LATE SUBMISSION FROM JANUARY 2024\*

### **BOARD OF NURSING**

Licensee: Cindy Anderson, RN License No. 140881, APRN Certificate No. 23168, Morristown

Violation: For approximately 2 years Licensee owned and operated a med spa without it being registered with the Tennessee Department of Health (Department). For approximately 1 ½ years, Licensee operated the med spa without a medical director. Additionally, during this time, Licensee prescribed controlled substances without a supervising physician. Even while Licensee had a supervising physician, Licensee failed to ensure that patient charts were being reviewed and signed by the supervising physician. Furthermore, Licensee failed to ensure a Notice and Formulary was filed with the Department. Lastly, Licensee had unlicensed staff members performing procedures for which they are required to have a license. In any event, a supervising physician shall personally review at least twenty percent (20%) of charts monitored or written by the certified nurse practitioner every thirty (30) days. The supervising physician shall be required to visit any remote site at least once every thirty (30) days. Once every ten (10) business days the supervising physician shall make a personal review of the historical, physical and therapeutic data and shall so certify by signature on any patient within thirty (30) days: when a controlled drug has been prescribed. A nurse who has been issued a certificate of fitness as a nurse practitioner pursuant to § 63-7-207 and this section shall file a notice with the board, containing the name of the nurse practitioner, the name of the licensed physician collaborating with the nurse practitioner who has control and responsibility for prescriptive services rendered by the nurse practitioner, and a copy of the formulary describing the categories of legend drugs to be prescribed and/or issued by the nurse practitioner. The nurse practitioner shall be responsible for updating this information. The nurse practitioner who holds a certificate of fitness shall be authorized to prescribe and/or issue-controlled substances listed in Schedules II, III, IV, and V of title 39, chapter 17, part 4, upon joint adoption of physician collaboration rules concerning controlled substances pursuant to subsection (d). A nurse who has been issued a certificate of fitness shall file a notice with the Board of Nursing containing: (a) The nurse's full name; (b) A copy of the formulary describing the categories of legend drugs to be prescribed and/or issued by the nurse; and (c) The name of the licensed physician having supervision, control and responsibility for prescriptive services rendered by the nurse. (5) Every nurse who has been issued a certificate of fitness shall be responsible for updating the information submitted pursuant to paragraph (4) within thirty (30) days of the change. Guilty of unprofessional conduct; to wit, assigning unqualified persons to perform functions of licensed persons or delegating nursing care functions and tasks and/or responsibilities to others contrary to the Nurse Practice Act or rules and regulations to the detriment of patient safety, failing to report, through proper channels, facts known to the individual regarding incompetent, unethical or illegal practice of any health care provider, and over- prescribing, or prescribing in a manner inconsistent with Rules 1000-04-.08 and 1000-04-.09.

Action: RN license and APRN certificate probated for minimum of 3 months, assessed three thousand eight hundred dollars (\$3,800.00) and costs.



- Licensee: Chantel M. Ballard, LPN License No. 77762, Red Boiling Springs  
Violation: The State represents that if a hearing were held on this matter, it is prepared to present evidence that in September 2022, Licensee slept while on duty, failed to properly assess her patient and documented care that she did not provide. Additionally, that Licensee overmedicated her patient by administering a higher dose of a controlled substance than approved by a physician's order. Guilty of unprofessional conduct; to wit, failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; abandoning or neglecting a patient requiring nursing care; making false or materially incorrect, inconsistent or unintelligible entries in any patient records or in the records of any health care facility, school, institution or other work place location pertaining to the obtaining, possessing or administration of any controlled substance as defined in the Federal Controlled Substances Act; practicing practical nursing in a manner inconsistent with T.C.A. § 63-7-108; and engaging in acts of dishonesty which relate to the practice of nursing.  
Action: Probation for 1-year, continuing education, three hundred dollars (\$300.00) in civil penalties, and costs.
- Licensee: Lori M. Barnett, RN 137911, Knoxville  
Violation: Is guilty of crime; is guilty of unprofessional conduct; to wit: Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Making false or materially incorrect, inconsistent or unintelligible entries in any patient records or in the records of any health care facility, school, institution or other work place location pertaining to the obtaining, possessing or administration of any controlled substance as defined in the Federal Controlled Substances Act; aiding, abetting, assisting or hiring an individual to violate or circumvent any law or duly promulgated rule intended to guide the conduct of a nurse or any other licensed health care provider; Failing to take appropriate action in safeguarding the patient from incompetent health care practices; Failing to report, through proper channels, facts known to the individual regarding incompetent, unethical or illegal practice of any health care provider; Engaging in acts of dishonesty which relate to the practice of nursing.  
Action: License revoked
- Licensee: Ashley Barron, RN 208739, Portland  
Violation: Licensee violated T.C.A. § 63-1-126 by refusing to submit to a drug test. Licensee is guilty of unprofessional conduct due to the discipline of her license to practice nursing by another state of the United States for an act which would constitute grounds for discipline of a license in Tennessee.  
Action: License suspended with terms.

- Licensee: Nona J. Batts, RN 155191, Tullahoma  
Violation: Licensee tested positive for alcohol and marijuana during a shift. Licensee violated T.C.A. § 63-1-126 by testing positive for alcohol and marijuana on an employer-ordered confirmed drug test. Licensee is addicted to alcohol or drugs to the degree of interfering with nursing duties and is guilty of unprofessional conduct in that she was under the influence of alcoholic beverages or under the influence of drugs which impair judgment while on duty in a health care facility.  
Action: License suspended with terms; plus costs.
- Licensee: Erica C. Bolar, APRN Certificate No. 32256, Atlanta, Georgia.  
Violation: On or about September 28, 2023, the Georgia Board of Nursing entered a Consent Order placing Licensee's Georgia RN license and authorization to practice as an APRN in Georgia on probation for a term of five (5) years because of Licensee's self-report of dependency and abuse of alcohol, illegal drugs, and prescription drugs. Unfit or incompetent by reason of negligence, habits or other cause and guilty of unprofessional conduct; to wit, revocation, suspension, probation or other discipline of a license to practice nursing by another state or territory of the United States for any act or omission which would constitute grounds for the revocation, suspension, probation or other discipline of a license in this state.  
Action: APRN certificate voluntarily surrendered.
- Licensee: Stephanie Braden, RN License No. 264560, Rockwood, TN  
Violation: Respondent was employed at Roan Medical Center in Harriman, Tennessee when she improperly accessed a coworker's medical records. The coworker had been seen in the emergency department and was due to be admitted to the hospital, supposedly in Respondent's unit. Respondent stated she accessed the records as part of her job, but the facility investigation found differently, and Respondent was terminated. When she improperly accessed her co-worker's records, Respondent violated TCA § 63-7-115(a)(1)(F) unprofessional conduct as defined by rule 1000-01-.13(1)(u) practicing professional nursing in a manner inconsistent with TCA § 63-7-103.  
Action: Respondent was reprimanded; required to take 10 additional hours of continuing education; take and pass the professional standards section of the EBAS exam; pay 1 Type A civil penalty in the amount of \$500.00; and pay costs up to \$1,000.00.
- Licensee: Michellina Brew, TN 264516, Newport, TN  
Violation: Licensee violated T.C.A. § 63-1-126 by refusing to submit to a drug test. Licensee is guilty of unprofessional conduct due to the unauthorized use or removal of narcotics, drugs, supplies, or equipment from a health care facility.  
Action: License placed on probation for three years; TNPAP not recommended; plus costs.
- Licensee: Gayla Brooks, R.N. License No. 94996, Chattanooga  
Violation: Is unfit or incompetent by reason of negligence, habits, or other cause; Is guilty of unprofessional conduct; Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Engaging in acts of dishonesty which relate to the practice of nursing. In December 2022, Respondent's nurse manager began monitoring her due to a complaint about Respondent's incomplete documentation of medications and improper disposal of narcotics. On February 10, 2023, Respondent reported to work a shift at Erlanger. Respondent's colleagues noticed

Respondent appeared disheveled and showed signs of impairment. During the shift, Respondent removed Robaxin (750mg) for a patient who was not assigned to Respondent. There was no documentation in the patient's record and the patient denied receiving Robaxin from Respondent. Following Respondent's February 10, 2023, shift, Erlanger conducted a Pyxis, automated dispensing system (Pyxis) audit of Respondent's activity between January 28, 2023, and February 10, 2023. The audit indicated that Respondent would not scan the patient's barcode prior to administering the patient's medication, pain scale documentation was not within the ordered parameters, and Respondent would access the narcotic medication compartment without documenting which medications were removed. Subsequently, Erlanger requested that Respondent submit to a urine drug screen (UDS). Respondent's UDS confirmed a negative result.

On or about February 15, 2023, after Erlanger's facility investigation, Respondent's employment was terminated due to suspected drug diversion.

Action: License suspended with terms.

Licensee: Joseph Daniel Collins III, FL LPN PN5213645, Wimauma, FL

Violation: Is guilty of unprofessional conduct; to wit: Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Making... materially incorrect, inconsistent...entries in any patient records or in the records of any health care facility, school, institution or other work place location pertaining to the obtaining, possessing or administration of any controlled substance as defined in the Federal Controlled Substances Act[.]

Action: Voluntary surrender of Respondent's privilege to practice in TN.

Licensee: Meaghan Conway, MO LPN 2014028140, Saint Ann, MO

Violation: Licensee violated T.C.A. § 63-1-126 by refusing to submit to a drug test. Licensee is guilty of unprofessional conduct.

Action: Revocation of multistate privilege to practice nursing in Tennessee.

Licensee: Jason B. Crocket, RN License No. 241837, Murfreesboro

Violation: On February 28, 2023, Licensee had a verbal confrontation with an intoxicated patient while working in a Nashville, Tennessee emergency department. Licensee antagonized the patient by blowing in the patient's face after the patient commented that Licensee's breath smelled bad. Licensee forcefully grabbed the patient's arms and pushed the patient into the patient's room after the patient tried to cover Licensee's mouth. Guilty of unprofessional conduct.

Action: Probation, minimum of one (1) year; Ethics and Boundaries Services Assessment Services "Professional Standards" and "Unprofessional Conduct" examinations; and anger management course.

Licensee: Jill Daniel, RN 129558, Lawrenceburg

Violation: Licensee is addicted to alcohol or drugs to the degree of interfering with nursing duties. Licensee is guilty of unprofessional conduct in that she was under the influence of alcoholic beverages or under the influence of drugs which impair judgment while on duty in a health care facility and in that she made false or materially incorrect entries in patient records or in the records of a health care facility pertaining to the obtaining, possessing, or administration of a controlled substance.

- Licensee engaged in the unauthorized use or removal of narcotics, drugs, supplies, or equipment from a health care facility.
- Action: License suspended with terms.
- Licensee: Pamela Elaine "Laney" Eagle, NC LPN 0727738, Lexington, NC
- Violation: Is guilty of unprofessional conduct; to wit: Being under the influence of alcoholic beverages, or under the influence of drugs which impair judgment while on duty in any health care facility, school, institution or other workplace location; Testing positive for any drug on any government or private sector preemployment, employer-ordered confirmed drug test.
- Action: Voluntary surrender of Respondent's privilege to practice in TN.
- Licensee: Nancy Hall, NC LPN 080299, Bella Vista, AR
- Violation: Licensee violated T.C.A. § 63-1-126 by refusing to submit to a drug test. Licensee is guilty of unprofessional conduct in that she made false or materially incorrect entries in patient records or in the records of a health care facility pertaining to the obtaining, possessing, or administration of a controlled substance. Licensee engaged in the unauthorized use or removal of narcotics, drugs, supplies, or equipment from a health care facility.
- Action: Revocation of multistate privilege to practice nursing in Tennessee.
- Licensee: Heather Hammer, RN 243861, Livingston
- Violation: Testing positive for any drug on any government or private sector preemployment, or employer-ordered confirmed drug test and is guilty of unprofessional conduct. On August 16, 2023, Licensee submitted to an employer requested urine drug screen while working as an RN at the Cookeville Regional Medical Center in Cookeville, Tennessee. Licensee's urine drug screen was positive for marijuana metabolite.
- Action: Suspension with terms.
- Licensee: Jessica Nicole Hawkins, RN 169519, Powell
- Violation: Refusing to submit to a drug test, unprofessional conduct, and engaging in acts of dishonesty which relate to the practice of nursing. On September 5, 2023, Respondent was employed as a registered nurse at the chest pain center at North Knoxville Medical Center (NKMC) in Knoxville, Tennessee, when her name was randomly selected for a urine drug screen (UDS). Ms. Hawkins consented to provide a urine specimen and disclosed that she had used the substance CBD. On September 11, 2023, the results of the UDS were returned with an indication that the specimen was either substituted or adulterated and was considered as a refusal to test. When NKMC staff asked Respondent if she had adulterated the test in anyway, Respondent denied doing so. Respondent's employment with NKMC was terminated. On November 1, 2023, during an interview with an investigator and in a later provided sworn statement, Respondent stated that she had used a CBD vape that she knew contained THC and she feared would cause her to fail the UDS. Respondent admitted that when she received the notice by phone from her employer that she was selected for a random drug screen, she went to a vape store and purchased synthetic urine and then substituted the synthetic urine for her own when providing a sample for the UDS.
- Action: Suspension with terms.
- Licensee: Andrew Bryan Helton, RN 169281, Pinson

- Violation: Is guilty of unprofessional conduct; to wit: has violated or attempted to violate, directly or indirectly, or assisted in or abetted the violation of, or conspired to violate, any provision of this chapter or any lawful order of the board issued pursuant thereto; Practicing professional nursing in this state on a lapsed (state) license or beyond the period of a valid temporary permit
- Action: Additional 9 months of probation to be served consecutively to Respondent's present probation; 2 Type A civil penalties, and costs.
- Licensee: Candy Michele Hill, LPN 63001, Columbia
- Violation: Is guilty of a crime; Is unfit or incompetent by reason of negligence, habits or other cause; and Is guilty of unprofessional conduct.  
On August 20, 2023, Respondent drove herself to the Maury Regional Medical Center (MCRC) with the intent of receiving inpatient mental health treatment. Upon arriving, Respondent stopped her car for an extended period of time in the middle of the travel lane outside of the MRCM Emergency Room entrance. When an officer spoke with Respondent, the officer observed Respondent to be crying and had the strong odor of alcohol about her person. Respondent admitted being drunk while driving to the officer. Respondent was arrested and charged with driving under the influence and violating the implied consent law.  
On October 30, 2023, a Tennessee Department of Health investigator interviewed Respondent. During the interview, Respondent admitted she was intoxicated on August 20, 2023. Respondent further admitted to drinking with friends prior to driving to the arrest. Respondent expressed to the investigator she takes responsibility for being intoxicated while driving and is willing to cooperate with the Tennessee Professional Assistance Program and agreed to be evaluated.
- Action: Suspension with terms
- Licensee: Holly Hines, RN 231080, Knoxville
- Violation: Licensee is guilty of unprofessional conduct due to her failure to comply with the Tennessee Professional Assistance Program (TNPAP).
- Action: License suspended with terms.
- Licensee: Kimberly Dawn Inman, RN 154225, APRN 15286, Parsons
- Violation: On July 12, 2006, Applicant was granted license number 154225 by the Board to practice as a registered nurse in the State of Tennessee. Applicant's registered nurse license has an expiration date of July 31, 2024. Respondent's registered nurse license is active and bears a multistate privilege to practice nursing in states which have entered into the Nurse Licensure Compact. On October 19, 2010, Applicant was granted advanced practice registered nurse certificate number 15286. On March 3, 2014, the Board ratified a Consent Order that prohibited Applicant from prescribing controlled substances listed on Schedules II, III, and IV and placed other restrictions on Applicant's controlled substance prescribing. On May 16, 2018, the Board ratified an Agreed Order that placed Applicant's registered nurse license on probation for a minimum of two (2) years and until certain criteria were met and revoked Applicant's advanced practice registered nurse certificate. The Agreed Order prohibited Applicant from applying for an advanced practice registered nurse certificate for a period of one (1) year and until preconditions were satisfied. On or about September 18, 2023, Applicant applied to reinstate her advanced practice registered nurse certificate. On January 31, 2024, Applicant appeared before the Executive Director's Application Review Committee (ARC) to discuss her application. ARC reviewed Applicant's file. Applicant has fulfilled all

requirements to reinstate her certificate. The probation on Applicant's registered nurse license was lifted October 1, 2021, and Applicant provided proof of having completed the continuing education courses that were prerequisite for reinstatement of the advanced practice registered nurse certificate. Applicant has paid all assessed costs and civil penalties. The Agreed Order contains certain requirements and conditions should Applicant's advanced practice registered nurse certificate be reinstated. ARC considered the above facts in deciding whether to recommend reinstatement of the advanced practice registered nurse certificate. ARC recommended and the Board granted the application and a conditional advanced practice nurse certificate to Applicant to practice under the conditions contained in the Agreed Order.

Action: Reinstatement application granted and APRN Certificate reissued under terms and conditions in agreed order.

Licensee: Laurie Johnson, RN 269673, Murrieta, CA

Violation: Is guilty of a crime; revocation, suspension, probation or other discipline of a license to practice nursing by another state or territory of the United States for any act or omission which would constitute grounds for the revocation, suspension, probation or other discipline of a license in this state; and is guilty of unprofessional conduct. Licensee was also licensed to practice as a RN in the State of California, having been granted license number 359997 on April 30, 1983. On February 16, 2023, Licensee pled guilty in the Superior Court of Riverside County, California, to violating Vehicle Code section 23153, subdivision (a), driving under the influence (DUI) of alcohol and causing bodily injury; and Vehicle Code section 23153, subdivision (b), DUI with a BAC of .08 percent or more and causing bodily injury, both misdemeanors. On both charges, Licensee further admitted an enhancement/allegation of driving with a BAC of .15 percent or more, under Vehicle Code section 23578. On or about October 25, 2023, Licensee entered into a Stipulated Surrender of License And Order by agreement with the State of California Board of Registered Nursing.

Action: Voluntary surrender with the same effect as a revocation for licensee's privilege to practice nursing in the State of Tennessee and Costs not to exceed eight hundred dollars (\$800.00) to be paid in full within sixty (60) days from the issuance of the Assessment of Costs.

Licensee: Jaildes Jordan, RN License No. 254713, Lenoir City

Violation: Respondent violated TCA § 63-1-126(b) when she submitted to a reasonable-cause urinary drug screen and the results were confirmed positive for hydrocodone and hydromorphone. She self-reported to TNPAP and entered into a monitoring agreement.

Licensee: Alicia E. Kisselbaugh, RN 186723, White House

Violation: Co-workers observed Respondent halting the infusion of IV fentanyl early, as well as other suspicious acts involving the improper administration of IV medication. When asked to undergo a drug screen or allow her personal belongings to be searched, Respondent refused. Respondent self-reported to TNPAP several months later and signed a monitoring agreement with them. Refusing to submit to a drug test on any employer-ordered confirmed drug test; Guilty of unprofessional conduct; to wit: making false or materially incorrect, inconsistent or unintelligible entries in any patient records or in the records of any health care facility, school, institution or other work place location pertaining to the obtaining, possessing or

- administration of any controlled substance as defined in the Federal Controlled Substances Act.
- Action: License is suspended with terms; suspension stayed; license placed on probation for no less than five (5) years to run concurrent with TNPAP participation.
- Licensee: Derrick Alan Laws, RN 203810, Knoxville
- Violation: During his first week at the detoxification unit of an drug rehabilitation facility, three patients submitted written complaints regarding Respondent's inappropriate behavior, communication, and touching of them, and another made a verbal complaint. The facility performed a thorough investigation that included reviewing security footage and interviewing numerous parties, and the investigation found twenty-one (21) incidents where Respondent had inappropriate interactions with patients, which does not include in-room conduct. Further, Respondent provided his personal cell number to numerous patients in this one-week period. Is unfit or incompetent by reason of negligence, habits or other cause; Guilty of unprofessional conduct; to wit: Intentionally or negligently causing physical or emotional injury to a patient; Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Failing to take appropriate action in safeguarding the patient from incompetent health care practices; and Engaging in acts of dishonesty which relate to the practice of nursing.
- Action: License is revoked.
- Licensee: Vanessa Suzanne Lawson, RN 204222, Knoxville
- Violation: Refusing to submit to a drug test or testing positive for any drug on any government or private sector pre-employment, employer-ordered or confirmed drug test; Is addicted to alcohol or drugs to the degree of interfering with nursing duties; Is guilty of unprofessional conduct; and Being under the influence of alcoholic beverages, or under the influence of drugs which impair judgment while on duty in any health care facility, school, institution or other work place location. In November 2022, Respondent was hired for a new contract position as a travel nurse at Tennova Healthcare (Tennova) in Cleveland, Tennessee through Sadiant Healthcare. Respondent attended orientation for Tennova on November 15, 2022, November 16, 2022, and November 18, 2022. While there, Respondent exhibited signs of potential impairment. On or about November 18, 2022, Tennova staff requested Respondent submit to a for-cause urine drug screen (UDS). Respondent refused to be tested. Additionally, on or about November 18, 2022, Respondent expressed to Tennova staff suicidal ideations. Respondent also stated she was looking for a mental facility to check herself into, and that she was not on drugs. Respondent admitted that she had issues with alcohol but denied that she was drinking alcohol or taking drugs while on duty. Respondent was admitted to an inpatient treatment program as of January 17, 2023.
- Action: Suspended with terms.
- Licensee: Neresa R. Lee, RN License No. 86879, Pinson
- Violation: On December 6, 2016, Licensee pled guilty to Driving Under the Influence (DUI). Licensee did not inform the Board of Nursing of her conviction and answered "No" to the question, "I have been convicted of a crime and I have not previously notified the Board of the conviction" on her 2017, 2019, and 2021 RN renewal forms. On June 15, 2023, Licensee failed to submit to a pre-employment urine drug screen.

- Action: Refusing to submit to a drug test on any government or private sector preemployment or employer-ordered confirmed drug test for an employer when the practitioner does not have a lawful prescription for using the drug or a valid medical reason for using the drug, guilty of a crime, guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing, and guilty of unprofessional conduct; to wit, engaging in acts of dishonesty which relate to the practice of nursing. License suspended with terms and three hundred dollars (\$300.00) in civil penalties.
- Licensee: Charles Little, RN 240159, Lupton City  
Violation: Licensee violated T.C.A. § 63-1-126 by refusing to submit to a drug test. Licensee is guilty of unprofessional conduct.  
Action: License suspended with terms.
- Licensee: Linda W. Mabry, RN License No. 129213, Oak Ridge  
Violation: On or about January 2, 2023, while on duty as an RN at Methodist Medical Center in Oak Ridge, Tennessee, Respondent forcefully shoved a patient onto the patient's bed face-first, then forcefully grabbed, and tossed the patient's legs onto the bed before patient was restrained. Guilty of unprofessional conduct.  
Action: Probation, minimum of one (1) year; continuing education in treatment of patients with altered mental status and de-escalation/patient restraint; one hundred dollar (\$100.00) civil penalty and costs.
- Licensee: John Marshall, RN 160938, Nashville  
Violation: Licensee violated T.C.A. § 63-1-126 by testing positive for marijuana on an employer-ordered confirmed drug test. Licensee is guilty of unprofessional conduct.  
Action: License suspended with terms.
- Licensee: Kimberly Mathis, APRN Certificate No. 5806, Murfreesboro  
Violation: Violation of Tenn. Code Ann. (b)(1)(A) failure to submit to the department within 15 business days justifying the amounts of controlled substances prescribed; Violation of Tenn. Code Ann. § 68-1-128(f) failure to respond to the department's request for information in a timely fashion; violation of Tenn. Code Ann. § 63-7-115(a)(1) guilty of unprofessional conduct.  
Action: APRN Certificate suspended; must provide a response to the Tenn. Code Ann. § 68-1-128 letter; must complete 3 credits of continuing education in prescribing controlled substances and 3 credits of continuing education in ethics and jurisprudence; assessed civil penalties in the amount of \$4,200, plus costs not to exceed \$5,000.
- Licensee: Spring McAlister, MS R.N. License No. 888217, Corinth, MS  
Violation: Is unfit or incompetent by reason of negligence, habits, or other cause; Is guilty of unprofessional conduct; Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Making false or materially incorrect, inconsistent or unintelligible entries in any patient records or in the records of any health care facility, school, institution or other work place location pertaining to the obtaining, possessing or administration of any controlled substance as defined in the Federal Controlled Substances Act; Unauthorized use or removal of narcotics, drugs, supplies, or equipment from any health care facility, school, institution or other work



place location; and Engaging in acts of dishonesty which relate to the practice of nursing.

On November 25, 2022, while working as a travel (RN) at TriStar Summit Medical Center (TriStar) Hermitage Tennessee, on the multistate privilege afforded to Respondent by Respondent's Mississippi nursing license, TriStar's pharmacy report flagged Respondent for medication discrepancies.

TriStar's facility investigation revealed that on the November 25, 2022, pharmacy discrepancy report, a missing Percocet 10 milligrams (mg)/325mg tablet was discovered. Respondent dispensed two (2) Percocet 10mg tabs while the order only allowed for one (1) tab. Further review showed, one (1) tab was documented as given four (4) hours after it was pulled from the medication dispensing system. Three (3) hours after being pulled from the medication dispensing system, Respondent was captured on camera with two (2) similar looking tabs while she had to remove cancel transactions for Percocet 10 mg at the Pyxis. Respondent also had four (4) controlled substance file time variances for the month of November 2022 including Gabapentin 300 mg x three (3) tabs and morphine 2mg/mL x one (1) syringe. A file time variance of over seven hundred (700) minutes was noted from the night of November 23, 2022, and two (2) medications from November 5, 2022, and November 17, 2022, had delayed administrations documented in nursing notes that stated documentation was not saved.

When confronted by TriStar management, Respondent denied diverting medication. Respondent could not explain the discrepancies or the missing narcotics. Respondent refused to submit for a urine drug screen, gathered her things, and left the facility. The medications were never accounted for.

After several attempts, Respondent could not be reached by a Tennessee Department of Health investigator.

Action: Revocation of multistate privilege to practice in Tennessee.

Licensee: Kelvin Xavier McGhee JR, GA RN RN289715, Midland, GA

Violation: Testing positive for any drug on any government or private sector preemployment, employer-ordered confirmed drug test.

Action: Voluntary surrender of Respondent's privilege to practice in TN.

Licensee: Edward L. McMillan, LPN 92870, Memphis

Violation: In July 2022, Respondent failed to show up for a scheduled home health visit but nonetheless entered time into the billing app. Respondent was also found to have taken numerous breaks without documenting them, communicated with patients via text messages but then deleted them later, and failed to ensure that the GPS system in the work tablet was on during all visits. Guilty of unprofessional conduct, to wit: Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Abandoning or neglecting a patient requiring nursing care; and Engaging in acts of dishonesty which relate to the practice of nursing.

Action: License placed on probation for no less than twelve (12) months; must pass both the Professional Standards and Fraud sections of the EBAS exam; assessed a civil penalty in the amount \$500.00; plus costs not to exceed \$300.00.

Licensee: Glynnis M. Miller, MS RN 887337, Memphis

- Violation:** Refusing to submit to a drug test or testing positive for any drug on any government or private sector preemployment or employer-ordered confirmed drug test for an employer; Is guilty of unprofessional conduct; and Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Abandoning or neglecting a patient requiring nursing care; Being under the influence of alcoholic beverages, or under the influence of drugs which impair judgment while on duty in any health care facility, school, institution or other work place location; and Practicing professional nursing in a manner inconsistent with T.C.A. § 63-7-103. On or about May 23, 2023, while working as a registered nurse at West Tennessee Healthcare (WTH) in Jackson, Tennessee, on the multistate privilege afforded to Licensee by Licensee's Mississippi nursing license, staff discovered Licensee sleeping during her shift in the labor and delivery unit. To address this issue, Licensee and the Human Resources Department of WTH developed a performance improvement plan of action that was signed by both parties on June 13, 2023. On or about June 16, 2023, the Director of Labor and Delivery at WTH found Licensee to be sleeping while on shift for a second time and further discovered that Licensee failed to document an assessment for a patient during this shift. As a result, staff requested that the Licensee complete a for cause urine drug screen (UDS) and she agreed to do so. Licensee admitted that she would test positive on the UDS due to taking some of her mother's Percocet and from taking "a hit off of a Delta 8 pen". The results of Licensee's drug screen were returned on or about June 20, 2023, with a confirmed positive drug screen for cannabinoids, oxycodone, and oxymorphone. The provided prescriptions did not account for the positive results. Licensee as subsequently involuntarily discharged due to a violation of WTH's Drug Free Workplace Policy.
- Action:** Voluntary surrender with the same effect as a revocation for licensee's privilege to practice nursing in the State of Tennessee and Costs not to exceed eight hundred dollars (\$800.00) to be paid in full within six (6) months from the issuance of the Assessment of Costs.
- Licensee:** Taryn Miller, RN 239033, Nashville
- Violation:** Practicing nursing and using the title "nurse," "registered nurse" or the abbreviation "R.N." without an active Tennessee registered nurse license or multistate privilege to practice nursing in Tennessee.
- Action:** Application for reinstatement granted once assessed civil penalties, totaling one thousand dollars (\$1,000.00), are paid.
- Licensee:** Tara Lynn Morehouse, RN 270466, Rogersville
- Violation:** In March 2023, the North Carolina Board of Nursing initiated action against Respondent's license arising from an incident where Respondent responded improperly to an unruly patient. Respondent was also found to have made false entries into that patient's documentation. While this complaint was pending, Respondent applied for and received a Tennessee nursing license. The North Carolina Board later imposed a public reprimand and required Respondent to take and pass the Professional Standards subject matter essay of the Ethics and Boundaries Assessment Services (EBAS) exam, as well as an online course on managing difficult patients. Guilty of unprofessional conduct; to wit: Revocation, suspension, probation or other discipline of a license to practice nursing by another state or territory of the United States for any act or omission which would constitute grounds for the revocation, suspension, probation or other discipline of a license in

- Action: this state; and engaging in acts of dishonesty which relate to the practice of nursing. License to practice nursing in the State of Tennessee is voluntarily surrendered, and Respondent must cease and desist the practice of nursing in the State of Tennessee, effective the date of the Order.
- Licensee: Stephanie A. Moricette, LPN 80410, Manchester
- Violation: While working at a jail in March 2023, Respondent began a romantic relationship with an inmate, which included giving him her personal phone numbers. Some of the calls occurred while examining patients, which allowed the inmate to overhear personal interactions and protected health information. Respondent accepted responsibility for the relationship and admitted that it was wrong. Guilty of unprofessional conduct, to wit: Violating confidentiality of information or knowledge concerning the patient, except when required to do so by a court of law; and engaging in acts of dishonesty which relate to the practice of nursing.
- Action: License is suspended for three (3) months; License placed on probation for no less than twenty-four (24) months; must pass the Professional Standards and Boundaries section of the EBAS exam; must obtain continuing education hours; assessed a civil penalty in the amount \$500.00; plus costs not to exceed \$400.00.
- Licensee: Teresa Morris, RN License No. 119256, APRN Certificate No.7758, Franklin
- Violation: Licensee accepted large financial "gifts" from "Patient" who is one hundred three (103) years old and legally blind. The "gifts" totaled one hundred eleven thousand dollars (\$111,000.00) and included one hundred thousand dollars (\$100,000.00) for payment of Licensee's student loan(s). Licensee prepared and consumed alcoholic beverages during some of her home health visits with Patient. From July 2022 through February 2023, Licensee failed to maintain a proper medical chart for home health visits Licensee performed on Patient. Licensee improperly billed Patient for concierge services despite Patient having two (2) health insurance providers and routinely accepted payment from Patient up to one thousand two hundred fifty (\$1,250.00) more than Licensee's standard concierge service rate. Although Licensee's scope of practice is as a geriatric nurse practitioner and includes patients eighteen (18) years of age and older, in 2018, 2019, and 2020 Licensee wrote prescriptions for minor patients. Pursuant to Tenn. Comp. R. & Regs. 1000-0-.09, it shall be a prima facie violation of Tenn. Code Ann. § 63-7- 115(a)(1)(C) and (F) for an Advanced Practice Nurse, having proper authority to prescribe, to prescribe or dispense any drug to any individual, whether in person or by electronic means or over the Internet or over telephone lines, unless the Advanced Practice Nurse with proper authority to prescribe or the APN's licensed supervisee and pursuant to appropriate protocols or orders, has completed and appropriately documented, for the person to whom a prescription is to be issued or drugs dispensed, all of the following: (a) Performed an appropriate history and physical examination; and (b) Made a diagnosis based upon the examinations and all diagnostic and laboratory tests consistent with good health care; and (c) Formulated a therapeutic plan, and discussed it, along with the basis for it and the risks and benefits of various treatments options, a part of which might be the prescription or dispensed drug, with the patient; and (d) Insured availability of the Advanced Practice Nurse with proper authority to prescribe, or coverage for the patient for appropriate follow-up care. Unfit or incompetent by reason of negligence, habits or other cause and guilty of unprofessional conduct; to wit, failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and

title of the nurse providing care; the use of any intoxicating beverage or the illegal use of any narcotic or dangerous drug while on duty in any health care facility, school, institution, or other work place location; being under the influence of alcoholic beverages, or under the influence of drugs which impair judgment while on duty in any health care facility, school, institution or other work place location; over-prescribing, or prescribing in a manner inconsistent with Rules 1000-04-.08 and 1000-04-.09; exercising undue influence on the patient including the promotion of sale of services, goods, appliances, or drugs in such a manner as to exploit the patient for financial gain of the nurse or of a third party; and engaging in acts of dishonesty which relate to the practice of nursing. Misappropriation from a vulnerable person.

Action: RN license and APRN certificate voluntarily surrendered and placed on the TN Abuse Registry.

Licensee: Dustin R. Morrison, LPN License No. 99596, Kingsport

Violation: On or about October 16, 2023, while on duty as an LPN at Dominion Senior Living in Bristol, Tennessee, Licensee aggressively returned a 77-year-old patient to the patient's bed after patient's fifth fall. Licensee firmly held down patient's arm while applying first aid to patient's skin tear. Licensee requested certified nurse assistants not document patient's numerous falls to avoid having to complete incident reports. Guilty of unprofessional conduct; to wit, failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; and engaging in acts of dishonesty which relate to the practice of nursing.

Action: Probation minimum of one (1) year, 3-hour anger management course, Ethics and Boundaries Services Assessment Services, LLC ethics assessment examination "Professional Standards."

Licensee: Rebecca Necessary, V.A. L.P.N. License No.0002068164, Rose Hill, VA

Violation: Is guilty of unprofessional conduct; Abandoning or neglecting a patient requiring nursing care; On or about August 1, 2022, Respondent was working as a practical nurse in patient CR's home in Rogersville, Tennessee, on the multistate privilege afforded to Respondent by her Virginia nursing license. The dayshift nurse reported to patient CR's home and found Respondent fully reclined in a chair, the lights out, and patient CR was deceased. The pulse oximeter was turned off and the pulse oximeter probe was off patient CR's finger.

Action: It is unclear from the evidence the level or time of assessment before C.R. expired. Revocation of the multistate privilege to practice in Tennessee, one (1) type A civil penalty, totaling one thousand dollars (\$1,000.00), and costs not to exceed twenty thousand dollars (\$20,000.00).

Licensee: Jacqueline Pointer, LPN 93610, Memphis

Violation: Is unfit or incompetent by reason of negligence, habits or other cause; Is guilty of unprofessional conduct. On or about July 27, 2023, Respondent submitted to a pre-employment urine drug screen (UDS). On or about August 1, 2023, Respondent's UDS was confirmed positive for cocaine. Respondent states that she tested positive for cocaine because she was physically intimate with a person who uses cocaine.

Action: Suspension with terms.

Licensee: Lauren Powley, RN 238927, Knoxville

Violation: Is guilty of a crime.  
Action: License suspended until Respondent fulfills all terms of her criminal sentence and receives a safe-to-practice recommendation from the Tennessee Professional Assistance Program.

Licensee: Barry J. Reagan, R.N. License No. 171339, Sevierville

Violation: Is unfit or incompetent by reason of negligence, habits or other cause; Is guilty of unprofessional conduct; Being under the influence of alcoholic beverages, or under the influence of drugs which impair judgment while on duty in any health care facility, school, institution or other workplace location. On or about July 29, 2023, Respondent was a circulating nurse in the operating room (OR) and was on call that evening. Around 7:00 PM, Respondent was called in to work for an emergency procedure. Another nurse on the on-call team smelled alcohol on Respondent's breath. The procedure was completed successfully. When asked, Respondent admitted to drinking alcohol around lunchtime. LMC staff requested Respondent stay and submit to a breathalyzer. Respondent refused the employer-requested breathalyzer.

Action: Suspension with terms.

Licensee: Tammy Lynn Renstrom, RN 195793, McMinnville

Violation: Licensee is guilty of unprofessional conduct in that she was under the influence of alcoholic beverages or under the influence of drugs which impair judgment while on duty in a health care facility.

Action: License suspended with terms.

Licensee: Douglas W. Sanders, RN License No. 146289, Hampshire

Violation: On August 28, 2023, while on duty as an RN at American Health Communities in Lewis County, Tennessee, Licensee punched a patient after being cursed at by the patient. Is unfit or incompetent by reason of negligence, habits or other cause and guilty of unprofessional conduct.

Action: License voluntarily surrendered.

Licensee: James C. Sharp, R.N. License No. 106154, Maynardville

Violation: Is guilty of unprofessional conduct. On or about August 29, 2023, Respondent arrived at Claiborne Medical Center for his pre-employment health review, which included a drug screen. When Respondent discovered there was an observed urine drug screen, he refused the pre-employment drug screen.

Action: Revocation of license.

Licensee: Jessica S. Shaw, RN 234947, Stanton

Violation: Respondent worked as a travel nurse at a hospital and submitted eleven (11) timecards for shifts that she did not work, for a total of 134.5 hours; Respondent's absence was confirmed by a review of security footage. When confronted by these discrepancies, Respondent admitted to this fraudulent conduct. Guilty of unprofessional conduct; to wit: failure Engaging in acts of dishonesty which relate to the practice of nursing.

Action: License placed on probation for no less than twenty-four (24) months; must pass the Fraud section of the EBAS exam; must obtain continuing education hours; assessed eleven (11) civil penalties in the total amount of \$5,500.00; plus costs not to exceed \$500.00.

- Licensee: Thomas G. Shoemaker, RN License No. 189711, Medon  
Violation: On July 15, 2023, Patient A, a minor, attempted to fight another patient at Perimeter Healthcare of Jackson in Jackson, Tennessee. Licensee intervened and placed Patient A in a "bear" hug and attempted to take Patient A to the floor. Patient A was able to slip out of the "bear" hug and Licensee then grabbed Patient A around the neck and took her to the floor. As Licensee and a patient technologist attempted to further restrain Patient A, Patient B, a minor, interceded, and kned Licensee in the head and pushed Licensee off of Patient A. Licensee verbally confronted Patient B. As Patient B turned away from Licensee and the situation, Licensee grabbed Patient B from behind in a headlock. Unfit or incompetent by reason of negligence, habits, or other cause and guilty of unprofessional conduct.  
Action: Probation minimum of one (1) year, continuing education, anger management course, three hundred dollar (\$300.00) civil penalty, and costs.
- Licensee: Jei-Kia T. Spann-Walker, LPN License No. 97660, Clarksville  
Violation: On August 10, 2023, Licensee twice slapped an 82-year-old patient after being bitten and cursed at by the patient. Unfit or incompetent by reason of negligence, habits or other cause and guilty of unprofessional conduct.  
Action: Revocation of the license, but the revocation is stayed, and license placed on suspension for minimum of one (1) month but no longer than six (6) months. If complete five (5) hour anger management course and Ethics and Boundaries Services Assessment Services (EBAS) "Professional Standards" and "Unprofessional Conduct" examinations within six (6) months, license placed on probation for three (3) years. If does not complete anger management course and EBAS examinations within six (6) months, the revocation becomes final.
- Licensee: Amanda K. Starkey, L.P.N. License No. 77597, Knoxville  
Violation: Is guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing; is guilty of a crime; guilty of unprofessional conduct. On or about September 15, 2023, Respondent applied for a practical nurse license renewal. On the application, Respondent responded "No" to the question: "I have been convicted, found guilty or entered into an agreed disposition of a crime and not previously notified the board in writing." Additionally, Respondent applied for her registered nurse (RN) license and had to appear before the Tennessee Board Application Review Committee (ARC). After reviewing Respondent's application, the Tennessee Department of Health's Legal Review Coordinator discovered that Respondent had not reported criminal convictions to the Board at the time of the convictions or any renewal cycle thereafter. On or about January 12, 2012, Respondent pleaded guilty to RECKLESS DRIVING – WANTON DISREGARD by the Buncombe County Superior Court in North Carolina. On or about June 24, 2018, Respondent was found guilty of DUI, 1ST OFFENSE, a class A misdemeanor by Knox County Criminal Court.  
Action: Probation, civil penalties.
- Licensee: Amanda K. Starkey, RN applicant, Knoxville TN  
Violation: Is guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing  
Action: Initial RN license application denied.
- Licensee: Amy N. Stevenson, RN 187050, Knoxville

- Violation: Is guilty of unprofessional conduct. On March 23, 2023, Licensee caused a motor vehicle accident in Sevierville, Tennessee. Police discovered Licensee in an altered state and an open cup of alcohol in Licensee's car. Sevierville police conducted a field sobriety test, which Licensee failed. Licensee was arrested for driving under the influence and child neglect, due to Licensee's child being in the vehicle. Licensee's daughter was injured in the accident. On April 26, 2023, Licensee admitted to a Health Related Board Investigator that she was impaired during motor vehicle accident and admitted to having a problem with alcohol. On September 25, 2023, Licensee requested Tennessee Professional Assistance Program (TNPAP) services. Following successful completion of treatment, Licensee entered a TNPAP monitoring agreement on December 7, 2023. Her anticipated completion date is 12/6/26 and TNPAP advocates for Licensee's safety to practice.
- Action: License suspended with terms.
- Licensee: Erica Lee Swallows, LPN License No. 76411, Sparta
- Violation: On February 1, 2022, police found Licensee in possession of a glass pipe and methamphetamine. On or about April 21, 2023, Licensee pled guilty to SIMPLE POSSESSION OF METHAMPHETAMINE, SCHEDULE II. Licensee is addicted to methamphetamine. Unfit or incompetent by reason of negligence, habits or other cause; guilty of unprofessional conduct; and guilty of a crime.
- Action: Revocation, two (2) one thousand dollar (\$1,000.00) civil penalties and costs.
- Licensee: Jennifer J. Taylor, R.N. License No. 180049, Mountain City
- Violation: Is guilty of unprofessional conduct; Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Making false or materially incorrect, inconsistent or unintelligible entries in any patient records or in the records of any health care facility, school, institution or other work place location pertaining to the obtaining, possessing or administration of any controlled substance as defined in the Federal Controlled Substances Act. On February 14, 2018, the Board ratified an Agreed Order in which Respondent voluntarily surrendered her nursing license. Respondent admitted she pled guilty to two (2) counts of obtaining narcotics by fraud, class D felonies. Respondent had ordered Lortab for a patient without the treating physician's knowledge or approval and the patient never received the Lortab. In October of 2019, Respondent applied to have her nursing license reinstated. Respondent's license was reinstated on January 30, 2020. On or about March 15, 2022, staff at BRMC had a meeting with Respondent to review a medication documentation report that found suspicious documentation errors. The errors included: documenting administering before dispensing, delayed administration, and full wastes. On or about April 13, 2022, another medication report showed additional documentation errors including: delay between dispensing and wasting, delay between administration and wasting, back charted medication, and wasting full amount dispensed. BRMC staff had another meeting with Respondent to review the new report and address Respondent's suspicious behavior. BRMC requested Respondent submit to a urine drug screen. Respondent tested positive for oxycodone/oxymorphone on a for-cause confirmed urine drug screen. Respondent did not provide proof of a valid prescription for oxycodone/oxymorphone.
- Action: Suspension with terms.

- Licensee: April Thacker, LPN 51744, Tazewell  
Violation: Licensee is guilty of unprofessional conduct in that she intentionally or negligently caused physical injury to a patient, failed to take appropriate action in safeguarding the patient from incompetent healthcare practices, and performed nursing techniques or procedures without proper education and practice.  
Action: License placed on probation with terms.
- Licensee: Landen Thorpe, RN 24134, Normandy  
Violation: Is guilty of a crime; Is unfit or incompetent by reason of negligence, habits or other cause. On May 10, 2022, Respondent pled guilty and was convicted in the General Sessions Court of Coffee County, Tennessee of Driving Under the Influence (DUI) (Misdemeanor), in violation of TENN. CODE ANN. § 55-10-401. Respondent states he enrolled and completed an inpatient rehabilitation treatment program in March of 2022. On November 3, 2023, Respondent entered into a monitoring agreement with Tennessee Professional Assistance Program (TNPAP), with an anticipated completion date of November 2, 2028. TNPAP has given its recommendation that Respondent is safe to return to practice.  
Action: Suspension with terms.
- Licensee: Ashley Treece, RN 224299, Maynard  
Violation: Testing positive for any drug on any government or private sector preemployment, employer-ordered confirmed drug test; Is guilty of unprofessional conduct; to wit: Failure to maintain a record for each patient which accurately reflects the nursing problems and interventions for the patient and/or failure to maintain a record for each patient which accurately reflects the name and title of the nurse providing care; Making false or materially incorrect, inconsistent or unintelligible entries in any patient records or in the records of any health care facility, school, institution or other work place location pertaining to the obtaining, possessing or administration of any controlled substance as defined in the Federal Controlled Substances Act; Unauthorized use or removal of narcotics, drugs, supplies, or equipment from any health care facility, school, institution or other work place location.  
Action: Standard TNPAP.
- Licensee: Jennifer D. Vaught, RN License No. 132715, APRN Certificate No. 18146, Knoxville  
Violation: On or about December 27, 2023, Licensee submitted to a pre-employment drug screen that was subsequently confirmed positive for cannabinoids. On February 10, 2024, Licensee received a peer assistance program approved evaluation, and the evaluator opined Licensee was safe to practice, and no monitoring agreement was warranted. Testing positive for any drug on any government or private sector preemployment or employer-ordered confirmed drug test for an employer when the practitioner does not have a lawful prescription for using the drug or a valid medical reason for using the drug and guilty of unprofessional conduct.  
Action: RN license and APRN certificate on probation for three (3) years.
- Licensee: Tamara L. Vick, LPN License No. 58628, Milan  
Violation: On November 16, 2022, the Tennessee Board of Nursing ratified a Consent Order disciplining Licensee's nursing license and instituted probation terms that included that Licensee: shall not violate any local, state, or federal criminal law; shall report any arrests, criminal citations...in writing to the Disciplinary Coordinator by certified mail within ten (10) working days; and shall report any guilty pleas, no contest pleas, criminal convictions...in writing to the Disciplinary Coordinator by certified mail within



ten (10) working days. On March 10, 2023, Licensee was involved in a motor vehicle wreck and consented to a blood test which was positive for tetrahydrocannabinol (THC). On October 5, 2023, Licensee received a criminal citation for Driving Under the Influence (DUI) related to her March 10, 2023, wreck, and subsequent blood test. On July 12, 2023, Licensee was involved in a motor vehicle accident and arrested for DUI in addition to being arrested for Possession of Schedule VI, marijuana. On November 7, 2023, Licensee pled guilty to DUI related to her July 12, 2023, DUI arrest. Licensee failed to notify the Disciplinary Coordinator of her arrest, criminal citation, and conviction. Guilty of a crime, guilty of unprofessional conduct, and has violated or attempted to violate, directly or indirectly, or assisted in or abetted the violation of, or conspired to violate, any provision of this chapter or any lawful order of the board issued pursuant thereto.

Action: License voluntarily surrendered.

Licensee: Tavia West; LPN applicant, Memphis TN

Violation: Is guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing

Action: Initial LPN license application denied.

Licensee: Danielle Whitt, LPN Applicant, Knoxville

Violation: Is guilty of a crime; is guilty of unprofessional conduct.

Action: Conditional license single state granted if Applicant passes licensure exam; single state license suspended with terms.

Licensee: Lisa Marie Wodtke, APRN applicant RN applicant, Shelby Township MI

Violation: Is guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing

Action: Initial APRN and RN license application denied.

Licensee: Kellie D. Woods, RN 188899, Humboldt

Violation: In March 2023, Respondent worked as a case manager at food processing company. After a co-worker said they had a sinus infection, Respondent gave them a bottle of antibiotics and a vial of dexamethasone; the dexamethasone had been prescribed to Respondent's husband and the antibiotics were for Respondent. After the co-worker asked you to inject her with the dexamethasone at her home, Respondent did so. Guilty of unprofessional conduct, to wit: Practicing professional nursing in a manner inconsistent with T.C.A. § 63-7-103; and engaging in acts of dishonesty which relate to the practice of nursing.

Action: License placed on probation for no less than twelve (12) months; must pass the Fraud section of the EBAS exam; must obtain continuing education hours; plus costs not to exceed \$400.00.

Licensee: Brittney Young, LPN 97875, Anderson

Violation: Licensee violated T.C.A. § 63-1-126 by refusing to submit to a drug test. Licensee is guilty of unprofessional conduct.

Action: License suspended with terms.

## **BOARD OF PHYSICAL THERAPY**

Licensee: Erica S. Butler, PT Lic. No. 6599, Chattanooga  
Violation: Disciplinary action against a person licensed to practice as a physical therapist or physical therapist assistant by another state or territory of the United States for any acts or omissions that would constitute grounds for discipline of a person licensed in this state. A certified copy of the initial or final order or other equivalent document shall constitute prima facie evidence of a violation of this section and be sufficient grounds upon which to deny, restrict or condition licensure or renewal and/or discipline a person licensed in this state;  
Action: License reprimanded, pay civil penalty, pay costs

Licensee: Meaghan Cerrati, PTA 7091, Clarksville  
Violation: Failure to obtain continuing education  
Action: Agreed citation; assessed civil penalty in the amount of \$2,200.00; must submit continuing education

Licensee: Kayne Leeper, PTA 6730, Chattanooga  
Violation: Failure to obtain continuing education  
Action: Agreed citation; assessed civil penalty in the amount of \$1,000.00; must submit continuing education

Licensee: Dina Russell, PT 6109, Richmond, TX  
Violation: Operated on a lapsed license for 3 months  
Action: Agreed citation; assessed civil penalty in the amount of \$750.00

**Board of Respiratory Care**

Licensee: Kimberly Hale, CRT, License No., 7283, Memphis  
Violation: Licensee admits to the failure to obtain twenty four (24) hours of continuing education (CE) credits during Licensee's CE cycle 2021-2022, in violation of Tenn. Code Ann. § 63-27-109, and Tenn. Comp. R. & Regs., 1331-02-.12.  
Action: Agreed Citation; assessed civil penalty of \$300.00.

Licensee: Rachel Hibbits, CRT, License No. 7468, Johnson City  
Violation: Licensee failed to timely renew Licensee's respiratory care license in violation of Tenn. Code Ann. 63-27-105(c)(1), and Tenn. Comp. R. & Regs., 1330-01-02.  
Action: Agreed citation; assessed civil penalty of \$200.00.

Licensee: Erin Kelly, RRT, License No. 4422, Arlington  
Violation: Licensee admits to the failure to obtain twenty four (24) hours of continuing education (CE) credits during Licensee's CE cycle 2021-2022, in violation of Tenn. Code Ann. § 63-27-109, and Tenn. Comp. R. & Regs., 1331-02-.12.  
Action: Agreed Citation; assessed civil penalty of \$300.00.

**BOARD OF SOCIAL WORKERS**

Licensee: Camilla Chaffin, LMSW, License No. 14007, Hendersonville  
Violation: When Respondent began and continued a relationship with juvenile inmate, C.J., she violated TCA § 63-23-108(a), unprofessional or unethical conduct, or engaging in practices in connection with the practice of social work that are in violation of the

standards of professional conduct, as defined or prescribed by the rules of the board. This included Respondent depositing money into C.J.'s account and receiving over 800 telephone calls from C.J. while he was incarcerated. While working at the detention facility, Respondent was in a position of authority, therefore she violated rule 1365-01-.10 which defines unethical conduct as, including but not limited to (1) entering into a relationship with a client that increases the risk of exploitation for the client to the licensee's advantage. In addition to depositing money into C.J.'s account, Respondent also deposited money into third parties' accounts at C.J.'s request. These actions also violate the National Association of Social Workers Code of Ethics, 1.06 Conflicts of Interest (a) Social workers should be alert to and avoid conflicts of interest that interfere with the exercise of professional discretion and impartial judgement.; (c) Social workers should not engage in dual or multiple relationships with clients or former clients in which there is a risk of exploitation or potential harm to the client.; and (e) Social workers should avoid should avoid communication with clients using technology for personal or non-work-related purposes. Also 5.01 Integrity of the Profession (a) social workers should work toward the maintenance and promotion of high standards of practice.

Action: Voluntary Surrender, Civil Penalties, Costs.

Licensee: Yvette Moyon Hodgin, LMSW License No. 7446, Johnson City

Violation: Licensee failed to make clear distinctions between statements made and actions engaged in as a private individual and as a representative of the social work profession, made inaccurate and conflicting representations regarding affiliations, and did not avoid a conflict of interest that interfered with the exercise of professional discretion and impartial judgment, by presenting self as the LMSW of a child to a school when prior representations to the same were that of a familial relationship. Licensee's actions demonstrated willful and repeated violations of this chapter, were unprofessional and unethical, reflected unfavorably upon the profession of social work, and violated the rules of standards of conduct by not complying with the code of ethics adopted by the board.

Action: Probation for twenty-four (24) months minimum, five (5) hours regarding ethics related to boundaries, one (1) Type A civil penalty of one-thousand dollars (\$1,000.00) and costs not to exceed twenty thousand dollars (\$20,000.00).

Licensee: Nicolasa Rodriguez, LMSW, Lic. No. 14520, Maryville

Violation: Licensee engaged in willful and repeated violations of the provisions of Tenn. Code Ann. Title 63, Chapter 23 by carrying on an ongoing sexual relationship with a client. Licensee has engaged in unprofessional or unethical conduct and has engaged in practices in violation of the standards of professional conduct for social workers. Licensee has engaged in conduct reflecting unfavorably upon the profession of social work. Licensee's conduct violates the National Association of Social Workers Code of Ethics in that Licensee engaged in sexual activities with current or former clients and failed to make every effort to avoid dual relationships with clients and/or relationships that might impair the licensee's independent professional judgment and impair the quality of services provided to each client. Licensee's conduct constitutes a conflict of interest. Licensee allowed her own personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties to interfere with her professional judgment and performance and to jeopardize the best interests of her clients, and she failed to immediately seek consultation and take appropriate remedial action to protect her clients and others. Licensee did not maintain or

promote a high standard of practice as a social worker and did not uphold the values, ethics, knowledge, and mission of the profession.

Action: License voluntarily retired with costs, civil penalty, and agreement not to reapply.