# Franklin Hopkins Principal Board Certified in Administrative Law by the Texas Board of Legal Specialization Germer Beaman & Brown PLLC Austin, Texas

### PROFESSIONAL BACKGROUND

- Former Active Duty Judge Advocate, U.S. Army JAG Corps (currently in the TXARNG)
- Former Staff Attorney at the Texas Medical Board
- Former Prosecutor at the TexasDepartment of Licensing and Regulation
- Represented Licensees in front of over 20 State and Federal Agencies

# **OVERVIEW OF LEARNING OBJECTIVES**

ecognizing the different type of criminal actions "i.e. arrests, rging, conviction, deferred adjudication, etc." that have to be orted on a licensing renewal. scuss the impact of other state's actions on your license

e what types of impairments are disciplinary versus those t only require explanation. examples of "incorrect answers" on nursing license

l forms. w actions taken by State Boards when "incorrect answers"

6.Discuss legal decisions of cases related to "incorrect answers".

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# What are we talking about? Top 3 renewal hiccups

- Crimes
  - Not realizing even arrests might have to be reported
- Disciplinary Measures taken by other states or agencies (State of Federal)
- Medical conditions (mental or physical) that might be an impairment

# **Typical Renewal Questions**

- Reviewing typical licensing renewal questions
- Going to look at Texas' Board of Nursing Licensing Renewal Form
- But need to review your State's for similar and/or different language

# Polling Questions: Type of Board

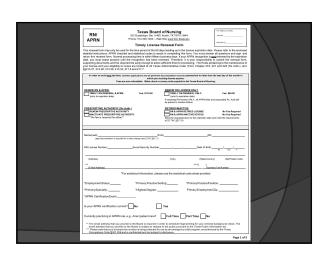
- Who here is in a state with an independent Nursing Board?
- Combined?
- There is a difference in their approaches:
  - Nursing ONLY Boards typically have nurses investigating, evaluating, and judging nurses
     Not general investigators

  - Can be harsher

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# Polling Questions: Type of Attorney

- Who in here handles licensing and criminal issues for their clients?
- Advise finding a reliable criminal attorney to consult and refer to/refer with for criminal cases involving nurses



	Answering the questions below and signing the form is mandatory.		
1) No Yes 'Hir	ve you, within the past 24 months or since your last renewal, for any criminal off pending appeal:	lense, including those	1111
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of an order of Nursing is end a criminal mat you to provide	lisclosurs you are not required to reveal those criminal matters on this form. However, a crim- ner-disclosure may become a character and finess less. Pursuant to the Gort Code char reliefs to access criminal history record information that is the subject of an order of non-disclosure, work if you properly did not reveal history information about any conduct that makes issues of character and fitness.	apter 411, the Taxons Board of losses. If the Board discovers matter, the Board may require	
	re you currently the target or subject of a grand jury or governmental agency inves		
I No Yes	Has any licensing authority ever reliated to issue you a license or ever revi accepted surender of, suspended, placed on probation, refract of prevent all state privilege held by you now or previously, or ever fired, consumed, reprimand you? (You may exclude disciplinary actions issued by the Toxas Board of Nurs previously disclosed to the Toxas Board of Nursing on an initial boreause or error.	icense, certificate, or multi- led, or otherwise disciplined ing and disciplinary actions	
I   No   Yes	In the past 5 years, have you been diagnosed with or healed or hospitalized psychotic diseaser, beload responses personally diseaser, artisocial borderine personally disorder which impaired or does impair your behavior, function in soldhoot or work? (You may answer "Yot" if you have completed an TPAPN for mental illness GR_you've previously disclosed to the Teas 86 years remained compliant with your treatment regime and have had not what her hospital than the properties of the properties	of personality disorder, or lor, judgment, or ability to ditor are in compliance with part of Nursing and have	
No Yes 1	In the post 5 years, have you been addicted to or treated for the use of alcohol may answer 'no' if you have completed and/or are in compliance with TPAPN)	or any other drug? (You	
may submit this form	and and meet all the requirements to practice for the type of renewal requested. I use my please and that I am accountable and responsible for the accouncy of any a mindrad that it is a violation of 22 TAC \$217.12(8)(0) and the Penal Code, sec. 37.00, etc.)	power or statement on this	
Sign	SIGNATURE REQUIRED: Date:		
*Pursuant to the Texas- condition, intemperate r	Occupations Code §331,227, information, including diagnosis and treatment, regarding on i use of drugs or alcohol, or chemical dependency and information regarding an individual's information collected as part of an investigation is confidential under the Texas Occupation	criminal history is confidential	
MOTE: IF YOU ANSWER	ED "YES" TO \$1-5 PLEASE REFER TO INSTRUCTIONS	Spanis (CVI)	

- A. been arrested and have any pending criminal charges?

  B. been convicted of a misdemeanor?

  C. been convicted of a felony?

  D. pled nolo contendere, no contest, or guilty?

  E. received deferred adjudication?

- F. been placed on community supervision or court-ordered probation, whether or not adjudicated guilty?
- G. been sentenced to serve, jail, prison time or court-ordered confinement.

- been cited or charged with any violation of the law?
   been subject of a court-martial; Article 15 violation; or received any form of military judgment/punishment/action?

# Criminal Issues

- How do they know?
- What is reportable?
- Importance of an expunction?
- Importance of an order of non-disclosure?
- Power of an administrative body to pass judgment even if a case gets dismissed

# Criminal Issues - What Paperwork to provide?

- Do you provide:
  - Arrest report

  - Order of expunction

  - Related military documentation
- Because whatever you provide, now the Board knows about it

# Criminal Issues: Key Language

- Cited = a simple speeding ticket?
- Military = Judgement/Action
  - Does that mean a:

# Hypothetical #1

- In January 2019, Nurse A was arrested for DUI. The prosecutor did not pursue tase, and the charges were dismissed shortly thereafter. In February2019, Nurse renewed her license, but did not report her arrest since the DUI was dismissed what should Nurse A have done?

  eporting the arrest that occurred in January 2019, along with the dismissal wo are been appropriate. She may also supply letters of support from supervisors unily, and friends, along with a personal letter explaining what happened. urse A would also be wise to obtain an examination by a substance abuse punselor to show the Board that she does not have an alcohol problem. he could even get an evaluation done by Texas Peer Assistance Program for urses (TPAPN').

  urses who are worried about reporting an arrest, consider this:

  The Board does not initiate and/or pursue an investigation for every Nurse who is arrested. The Board simply wants nurses to be forthcoming; the Board may find the failure to report more serious than the initial criminal allegation. Moreover, if the Board to do the same.

Impact from Hypothetical #1?	
Discipline	
Potential denial of renewal	
<ul> <li>Having to go before the Board to explain yourself and your answers</li> </ul>	
Criminal Issues: Fight the  Board on Expunctions	
<ul> <li>Some Boards want to know about offenses, and encourage you to send the</li> </ul>	
expunction order and underlying information	
<ul> <li>But then it's in the Board's mind</li> <li>They have no right (depending on your jurisdiction) to ask about an expunged</li> </ul>	
arrest/conviction/etc., let alone to use it against the nurse	
In some States, it's a misdemeanor offense to use an expunded offense	
Are you currently the target or subject of a grand jury or governmental agency	
investigation?	

# Questions about confidential proceedings of grand juries or other agencies

- Interesting:
  - What do they say when you are involved in a Grand Jury investigation?
    - o Tell no one
    - $_{\circ}$  What do other agencies rules/law say?
      - If that agency says the investigation process is confidential why do you have to tell the Board about it?
    - Akin to hospital asking about confidential Board investigations when hiring a nurse or physician

## Grand Juries by State

- Almost all keep it confidential
- Consult your state's Grand Jury laws
- Obtain an AG's opinion from your state AG's office
  - Have the AG's office pressure the Board

issue you a license or ever revoked, annulled, cancelled, accepted surrender of, suspended, placed on probation, refused to renew a license, certificate, or multi-state privilege held by you now or previously, or ever fined, censured, reprimanded, or otherwise disciplined you? (You may exclude disciplinary actions issued by the Texas Board of Nursing and disciplinary actions previously disclosed to the Texas Board of Nursing on an initial licensure or renewal application.)

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# What is a licensing authority?

- What does cancel mean?
  - I start my application in another state and stop because I don't want to mover there, they cancel my application
    - Reportable?
  - Ever?
  - o Does that really mean ever?
  - Not getting a Driver's License count at age 17 because of something on your records?

# Look to the other Agency's confidentiality provisions

- Do their laws/rules/bylaws state it's confidential by statute or law?
- That other agency's rules may save you from reporting to the Nursing Board
- Particularly if that State's Legislature enacted it

# Always Disclose the Board's Disciplinary Actions back to them

- Many licensing agencies, like Nursing Boards, might claim you don't have to disclose your disciplinary history to them
  - But why does it hurt not to?
    - ∘ It doesn't
    - What I have seen is when you don't, they find that to be a violation and an example of the nurse not being forthcoming

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# Hypothetical #2 - Action b **Another State**

- April 2018, Nurse Boomer, assisted on a spinal stimulation surgery on a patient in Sooner Hospital. Unfortunately, the patient had complications that prompted the hospital to initiate a peer review proceeding. The Oklahoma Sooner Board issued a very light and remedial plan to Nurse Boomer requiring 4 CEU credits.

  The reprimand stated it was non-disciplinary, but imposed a \$500 fine to pay for the remedial plan/investigation compliance.

  On August 1, 2018, Nurse Boomer renewed his Texas Longhorn license and failed to disclose the Oklahoma Sooner Board action.

  What should Nurse Boomer have done?

  It would have been a better decision for Nurse Boomer to report the Oklahoma Sooner Board remedial plan to the Texas Longhorns Board. Within the renewal, Nurse Boomer would have the opportunity to explain the circumstances of the remedial plan.

  In addition, Nurse Boomer may supply letters of support from Oklahoma Sooner hospital supervisors and peers and inform the Texas Longhorn Board if the review allegation is determined to be "unfounded."

# Hypothetical #2 Key Words

- Remedial Plan = Non-Disciplinary
- But....there was a fine!

# Impact from Hypothetical #2?

Lingering, conditional denial, until the other agency's investigation/process is complete

4) In the past 5 years, have you been diagnosed with or treated or hospitalized for schizophrenia or other psychotic disorder, bipolar disorder, paranoid personality disorder, antisocial personality disorder or borderline personality disorder which impaired or does impair your behavior, judgment, or ability to function in completed and/or are in compliance with TPAPN for mental illness OR you've previously disclosed to the

# Language

- Diagnosed with or treated for
- 5 years
- Impaired
  - So not may impair
    - "Ability to function at school or work'
  - Bi-polar medication, for example, has a side effect of making people sleepy. Is being sleepy during a shift a potential impairment?
     Yes, but wasn't asking about may impair or potential impairments

# Innocent vs. Disciplinary *Impairments*

- Let's make clear there are two overall types of impairment
- Most common one we think of is alcohol/drug impairment
  - While alcoholism/drug addiction are a diseases, still thought of as a disciplinary impairment
- However, the one never talked about, is what I think of an innocent. What is that?

- Impairment: It's Not What You Think:
  - Physical stroke/heart attackMental bi-polar diagnosis

  - Side-effects from prescribed medications
  - Age impairment cognitive abilities declining

# Hypothetical #3

# Impact of Hypothetical #3?

- Board mandated:
  - One time Evaluation
  - Continuous Monitoring
  - Drug testing
  - Quarterly reports from a mental health

# Drug/Alcohol Abuse pretty straightforward

- If did inpatient or outpatient
- If saw a provider about it
  - Should I report? It's confidential
  - They' maybe want your therapy records

    - Balance between protecting public and confidentiality of patient mental health records
      But a license is a privilege (yes it's a property right) but believe many Courts will find a Board has a compelling reason to ensure Nurses are safe to practice, which included reviewing that Nurse's therapy records

# If fail to disclose drug/alcohol treatment

- Could get Temporarily Suspended
- Board could seek Revocation **Proceedings**

# HOMEST DEGREE: ### ADMINISTRATION OF A MARKET AND A MARK

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GENERALINSTRUCTIONS	
(Do not return this sheet)	
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APRN RENEWAL REQUIREMENTS 221.8 (in addition to requirements in 22 TAC 55213.27-213.29, 213.33, 217.6, 217.7,	
and <u>chapters 216 &amp; 223.1</u>	
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APRICERTIFICATION FOR RENEWAL	
Board Rule 221.3 addresses the requirements that must be met in order to maintain licensure as an APRN. Board Rule 221.8/ai/11 addresses the requirement related to maintaining national certification/recertification in order to be eligible to	

CONTINUING COMPETENCY
If this is the first timely renewal of your Texas RN license, RN CE requirements are waived. For any Texas APRN authorization less than two years old, the APRN renewal requirements (2) $\delta$ . (4) (as listed above) pertaining to CE and 400 practice hours are waived.
NOTE: If APRN CE & 400 practice hours are waived, but your Texas RN license is beyond the first renewal, then you must have 20 hours of CE for your RN license.
NAME CHANGE  For name change, you must submit a copy of legal documentation, (e.g., marriage license, divorce decree, corrected driver's license) which states the name change.
RNAPRN INACTIVE STATUS  If your RN license is current, you may be eligible to request inactive status. Check the appropriate box on the front of the renewal form, complete all applicable areas and mail the form to the Board's address listed at the top of the renewal form. No fee is required. If you desire to re-enter the practice of nursing in Texas, you will be required to pay a reactivation fee and meet all current requirements in effect at the time you desire to re-enter the practice of nursing. Inactivating your RN License also inactivates all APRN and Rx Auth. Recognition(s).

# GENERAL NETROCTOMS (Continued Too An International Continued Too And International Annual Continued Too Annual Co

GENERAL INSTRUCTIONS - Continued
If you answered yes to questions 1-5 of the Eligibility Questions on page 2, you must provide the Board with the following information:
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Certified copies of:  1. charges (indictment, information, or complaint);  2. disposition of charges (Judgment, Order of Probation, Sentlence, and/or Deferred orders); and  3. evidence that the conditions of the court have been met.
(To obtain this documentation, contact the county clerk in the jurisdiction where the order was issued for misdemeanors; district court clerk forfelonies.)
You may answer "NO" to the question of prior convictions <u>only if</u> you. (a) received a pardon, or (b) were adjudicated as a minor without a finding oil "definquent conduct". If you were ever required to register as a sex offender, you must arewer "YES".
If you have questions regarding the outcome of any criminal matter, consult your attorney.
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tormal charges or a legations supporting the licensure action;     final disposition of the licensing authority regarding those formal charges or allegations; and     actions a but the conditions of the licensing supporties or the considerable has been made

GENERAL INSTRUCTIONS - Continued
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results; and
<ul> <li>a personal letter of explanation with sobriety date and plan for relapse prevention.</li> </ul>
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RN/APRN Renewal Form Checklist - (Co not return this sheet)
Checked type of renewal, TM or FIX/RFTN? (If you choose FIX inactive or TIX Retired, your AFFIX and/or prescriptive
authorisation will be placed inactive)
Here you asswered all the questions on the renewalform? Here you signed and dated the renewalform?
Have you enclosed the appropriate fee?
Have you completed 25 hours of Continuing Competency that meet the criteria in 22 TAC Chapter 216 (Fagelicable)?
Worked 400 hours in advanced specialty since last renewal?
If applicable, renewing Prescriptive Authority?
If applicable, have you completed 5 hours of CE in pharmacology?
if applicable, have you enclosed a copy of the current national certification document?

