

**STATE OF VERMONT
BOARD OF NURSING**

IN RE:
Susan Lynn Keeney
License No: 26-21329

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Docket No. NU01-0797

MODIFIED STIPULATION AND CONSENT ORDER

STIPULATION

NOW COMES the State of Vermont, through its Attorney General, William H. Sorrell, and Respondent Susan Lynn Keeney, who stipulate and agree as follows:

1. The Vermont Board of Nursing has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by nurses and nursing assistants pursuant to 3 V.S.A. §§129, 129a; 26 V.S.A. §§1574, 1582, 1595 and 1598; the Board of Nursing's Rules and the Office of Professional Regulation's Rules.
2. Respondent Susan Lynn Keeney, of Brattleboro, Vermont, is a nurse holding license number 26-21329, issued by the State of Vermont. By way of history, Respondent's license was suspended for a period of at least one year, pursuant to a Stipulation and Consent Order entered on September 17, 1998 (attached and incorporated).
3. Respondent reiterates the admissions made in paragraph nos. 3 through 7 of the September 17, 1998 Stipulation and Consent Order.
4. Respondent represents that since her suspension: that she has participated in multiple treatment programs; that she continues counseling with a treating professional specializing in substance abuse; that she has continually passed urine screen tests for some time; and; further, Respondent has presented

several letters from her providers and employers that would tend to substantiate the above.

5. Respondent admits the conclusions of unprofessional conduct as set forth below in the Board's Order.
6. Respondent understands that the Nursing Board must review and accept the terms of the Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.
7. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
8. Respondent waives any notification period and agrees to have this document reviewed by the Board during the next available meeting. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced her rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.
9. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
10. Respondent voluntarily enters this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
11. Respondent voluntarily waives her right to charges and a contested hearing before the Board of Nursing.
12. Respondent agrees that the Board may set forth the order below.

ORDER

Based on the stipulation above it is **ORDERED AND ADJUDGED** as follows:

A. The Board reiterates it previous finding, that by engaging in the conduct above, Respondent acted unprofessionally pursuant to, and in violation of Nursing Board Rules: Chapter 4, Rule IV, B.2 and 3 (use of drugs, narcotics, chemicals) which constitutes unprofessional conduct within the meaning of, and also further violates: 26 VSA §1582(a)(3) (unable to practice competently by reason of any cause) and 26 VSA §1582(a)(5) (Is habitually intemperate or is addicted to the use of habit-forming drugs

B. The Nursing Board, taking into consideration that Respondent has been **SUSPENDED** since September 17, 1998, hereby **REINSTATES** her license, but **CONDITIONS** the Respondent's license to practice for **THIRTY-SIX (36) MONTHS**.

The **CONDITIONS** on Respondent's licenses are as follows:

(1) Length of Time Conditions Imposed.

The conditions shall remain in place until Respondent has completed **thirty six (36) months** of supervised nursing practice in which she works at least forty (40) hours every two (2) weeks in nursing [Part time hours of less than forty (40) hours every two (2) weeks shall be credited on a prorated basis].

(2) Administration of Medications.

For the first three (3) months of work as per paragraph B(1), Respondent shall not administer any medications. For the first three (3) months of work as per paragraph B(1), Respondent is permitted to administer only non-controlled medications, and only under direct supervision. Thereafter, for the next three (3) months of work as per paragraph B(1), Respondent is permitted to administer

controlled medications under direct supervision only. Thereafter, (that is, after nine months of work as per paragraph (B)1 above), Respondent may administer medications under "supervision" as that term is defined by paragraph (B)16 herein.

If a complaint or charges are filed against Respondent during the term of this Consent Order, any or all medication prohibitions may be reinstated at the sole discretion of the Board (or its designee).

(3) Completion of Counseling and Treatment Plan.

Respondent shall enter into and/or continue counseling with a treating professional approved by the Board's designee until the treating professional notifies the Board's designee in writing that such counseling is no longer necessary in her/his professional opinion and the Board (or its designee) agrees, in writing. Respondent shall comply with a treatment plan, including participation in a support group, approved by the professional and the Board (or its designee). This shall be done as soon as possible and no later than one month after entry.

(4) Approval of Changes of Treating Professional.

Respondent shall obtain prior approval from the Board or its designee of all changes of treating professional. Failure to obtain prior approval of a change of treating professional may be grounds for a charge of violation of this Consent Order.

(5) Substance Abuse Therapy and Notification to Treating Professional.

Respondent shall provide a copy of this Stipulation and Consent Order to her treating professional and cause her treating professional to inform the Board, in writing and on professional letterhead, of receipt of the Stipulation and

Consent Order and the treating professional's ability to comply with the conditions related to treatment and with all other terms of this Consent Order.

(6) Reports from Treating Professional.

Respondent shall authorize and cause her treating professional to submit to the Board evidence of satisfactory progress with the treatment plan during the effective period of this Consent Order. These reports shall be submitted in writing on forms issued by the Board. The first report is due commencing the month after the date of entry of this Consent Order and subsequent reports are due every month thereafter.

Respondent shall authorize her treating professional to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period this Consent Order is in effect.

(7) Random Drug Testing.

Respondent shall submit to random drug screening at the request of the Board. Respondent shall ensure an identified contact person, approved by the Board, shall administer random drug and alcohol tests. All screens shall be negative except for drugs prescribed for her under the care of a physician, dentist, or nurse practitioner. (See paragraph B(9) Drug Use Exception).

(8) Abstain from Alcohol & Drug Use.

Respondent shall abstain completely from the consumption or the use or possession of any alcohol or drugs with the exception of prescribed medications as outlined in paragraph B(9).

(9) Drug Use Exception.

Respondent may take medications lawfully prescribed for a bona fide illness or condition by a physician, dentist, or nurse practitioner whose identity shall be made known to the Board in writing by Respondent within forty-eight (48) hours of the establishment of the practitioner/patient relationship. Respondent shall ensure that the physician, dentist or nurse practitioner informs the Board, in writing and on appropriate letterhead, of knowledge of Respondent's chemical dependency within one (1) week of entering into the practitioner/patient relationship. Respondent shall inform the Board in writing of all medications prescribed, including the name of the prescribing practitioner, within forty-eight (48) hours of receiving the prescription. The Board or its designee may request at any time that the practitioner document the continued need for prescribed medications. Respondent shall keep a written record of medications taken, including over the counter drugs, and produce such record upon the request of the Board or its designee.

(10) Interview with the Board or its designee.

Respondent shall appear in person for interviews with the Board or its designee upon request.

(11) Re-issue of License.

Within five (5) days of the date of entry of this Consent Order, Respondent shall submit her license to the Board of Nursing for a re-issued license labeled "conditioned".

(12) Out of State Practice/Residence.

Before any out-of-state practice or residence can be credited toward fulfillment of these terms and conditions, Respondent shall first notify the Board before beginning such practice. If Respondent fails to notify the Board before, none of the time spent in out-of-state practice will be credited toward the fulfillment of the terms and conditions of this Consent Order.

(13) Notification of Place of Employment/ Personal Address/Telephone Number.

Within five (5) days of the date of entry of this Consent Order, Respondent shall notify the Board, in writing, of her current place of nursing employment (if she is employed as a nurse), personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in nursing employment, personal address, or telephone number.

(14) Notification to Employers/Nursing School.

Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any current or future setting in which she practices as a nurse and inform them of her conditional license status. Within ten (10) days of the date of entry of this Consent Order or of any such subsequent employment, Respondent shall cause her immediate supervisor to write to the Board, on the employer's letterhead, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order. In the event Respondent is attending a nursing program, Respondent shall provide a copy of the Stipulation and Consent Order to the Program Director. Respondent shall cause the Program Director to write to the Board, on school letterhead, acknowledging receipt

of the Stipulation and Consent Order and ability of the program to comply with the conditions in the Consent Order during clinical experience.

(15) Reports from Employers/Nursing School

Within one (1) month of the date of entry of this Consent Order and every month thereafter, Respondent shall cause every employer for which she has been employed as a nurse during that month to submit to the Board an evaluation of Respondent's performance and attendance during that month. This report shall be submitted in writing on forms issued by the Board. In the event the Respondent attends nursing school, Respondent shall cause the Program Director to submit to the Board, on a monthly basis, a written evaluation of Respondent's performance and attendance. This report shall be submitted in writing on forms issued by the Board. Reports must indicate, to the satisfaction of the Board, that Respondent can safely and competently administer medications.

Respondent shall authorize her employer and her nursing school administrator to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period the Consent Order is in effect.

(16) Practice Under Supervision.

Respondent shall practice only in a setting where she has on-site supervision for the entire shift by a registered nurse in good standing with the Vermont Board of Nursing, or is in good standing in all states that nurse is licensed.

(17) Prohibited Duties.

Respondent shall not work as a Charge Nurse.

(18) Types of Employment Prohibited.

Respondent shall not work for a nurse registry, travelling nurse agency, float-pool, home health care agency, temporary employment agency or as a personal care provider during the effective period of this Consent Order.

(19) Prohibited Hours of Work.

Respondent shall work only the day or evening shift during the effective period of this Consent Order. Respondent shall not work the night shift during the effective period of this Consent Order.

(20) License Renewal.

In the event Respondent's license is scheduled to expire during the period this Consent Order is in effect, Respondent shall apply for renewal of the license, pay the applicable fee, and otherwise maintain qualifications to practice nursing in the State of Vermont.

(21) Release of Information Forms.

Upon the establishment of all practitioner/patient relationships with (1) treating professionals for substance abuse treatment, and with (2) treating professionals who prescribe any medication to Respondent, Respondent shall execute all release of information forms which are necessary to authorize those practitioners to release information described in this Consent Order to the Board of Nursing, its investigators, and the Attorney General's Office. All information disclosed to the Board shall be made available to its investigators and the Attorney

General's Office. Respondent shall specifically execute a consent to disclosure form which meets the requirements of 42 C.F.R. §2.31 to permit disclosure of all information regarding respondent's substance abuse treatment to the Nursing Board, its investigators, and the Attorney General's Office. Any revocation by respondent of such a consent to disclosure during the term of this Consent Order shall be considered a violation of this Consent Order.

(22) Costs.

Respondent shall bear all costs of complying with this Consent Order.

(23) Violation of the Consent Order.

If Respondent violates the terms of this Consent Order in any respect, the Board, after giving Respondent notice and an opportunity to be heard, may revoke the terms of the conditional license and take further disciplinary action. If a complaint or charges are filed against Respondent during the term of this Consent Order, the conditional license period shall be extended until the matter is final.

(24) Reevaluation of Conditions.

In the event Respondent does not work in nursing within twenty-four (24) months of the date of entry of this Consent Order, Respondent may appear before the Board for reevaluation of the conditions of this Consent Order.

(25) Completion of Conditional License Period.

Upon completion of the conditional license period, Respondent may petition the Board to remove any and all conditions on her license and after formal review by the Board, Respondent's nursing license may be fully restored by

appropriate Board action. Respondent, however, must demonstrate compliance with all conditions, Furthermore, Respondent shall demonstrate, to the Board's satisfaction, that she fully complied with all the terms of this Consent Order.

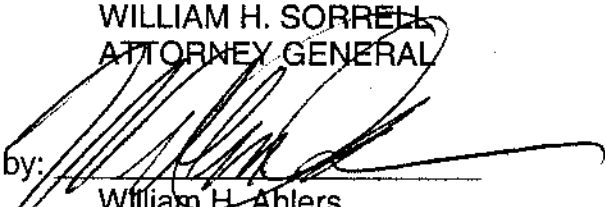
C. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).

D. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

STATE OF VERMONT

WILLIAM H. SORRELL
ATTORNEY GENERAL

Dated: 9/11/00
~~8-31-00~~

by: 

William H. Ahlers
Assistant Attorney General

RESPONDENT
SUSAN LYNN KEENEY

Dated: 8-31-00

by: Susan Lynn Keeney

Susan Lynn Keeney

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 9-11-00

by: Diane Dowgiewicz

Chairperson

Date of entry: 9-15-00

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5. Respondent further admits that on December 22, 1997, she was convicted by the Vermont District Court, Unit 2, Chittenden Circuit, on her plea of guilty, of the offense driving while intoxicated on September 18, 1997. At the time of the offense, Respondent's blood alcohol concentration was .219%.

6. Respondent further admits that on December 22, 1997, she was convicted by the Vermont District Court, Unit 2, Chittenden Circuit, on her plea of guilty, of the offense of driving with a suspended license on September 18, 1997.

7. Respondent further admits that on December 22, 1997, she was convicted by the Vermont District Court, Unit 2, Chittenden Circuit, on her plea of guilty, of the offense of driving while intoxicated on September 25, 1997. At the time of the offense, Respondent's blood alcohol concentration was .283%.

8. Respondent admits the conclusions of unprofessional conduct, as set forth below in the Board's Order.

9. Respondent understands that the Nursing Board must review and accept the terms of this Stipulation and Consent order, and that, in the event the Board rejects any portion of it, the entire Stipulation and Consent Order shall be null and void.

10. Respondent has read and reviewed this entire document, and agrees that it contains the entire agreement between the parties.

11. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced her rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.

12. Respondent has read and reviewed this entire document, and agrees that it contains the entire agreement between the parties.

13. Respondent voluntarily waives her right to charges and a contested hearing before the Board of Nursing.

14. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.

15. Respondent voluntarily enters this agreement after the opportunity to consult with legal counsel, and is not being coerced by anyone into signing this Stipulation and Consent Order.

16. Respondent agrees that the order set forth below may be entered by the Board.

ORDER

Based upon the stipulation above, it is
HEREBY ORDERED AND ADJUDGED as follows:

A. By engaging in the conduct described in paragraphs 3-7, above, Respondent violated Nursing Board Rule IV.B.2 and 3 (use of drugs, narcotics, chemicals) in that her conduct constituted unprofessional conduct under 26 V.S.A.

§§1582(a)(3) and 1582(a)(5).

B. The Nursing Board shall **SUSPEND** Respondent's license for a period of at least one (1) year, beginning upon entry of the order herein.

C. Respondent agrees that, if she desires to reinstate or renew her nursing license, the Board shall be entitled to review this Stipulation and Consent Order when it considers her request for reinstatement/renewal.

D. Respondent agrees that, if she requests reinstatement or renewal, she must demonstrate, to the satisfaction of the Nursing Board, that she poses no danger to the practice of nursing, or to the public, and that she can safely and competently perform the duties of a nurse.

E. Respondent agrees that, if she requests reinstatement or renewal, she must demonstrate to the satisfaction of the Nursing Board successful substance abuse rehabilitation, and shall specifically execute a consent form which meets the requirements of 42 C.F.R. §2.31, permitting disclosure of all information regarding Respondent's substance abuse treatment to the Nursing Board, its investigators, and the Attorney General's Office.

F. If Respondent requests reinstatement or renewal, she must meet all requirements of the Nursing Board, as set out in Title 26, Vermont Statutes Annotated, Chapter 28, and in the Administrative Rules for the Board of Nursing.

G. This Stipulation and Consent Order is a matter of public record, and may be reported to other licensing au-

thorities, as provided in 3 V.S.A. § 129(a)(7).

H. Respondent understands that this Stipulation and Consent Order will remain a part of Respondent's licensing file, and may be used for the purpose of determining sanctions in any future disciplinary matter.

STATE OF VERMONT
Office of Professional
Regulation

Dated: August 13, 1998

By: [Signature]
MICHAEL R. ZIMMERMAN
Special Counsel

Dated: 8/10/98, 1998

[Signature]
SUSAN LYNN KEENEY
Respondent

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: Sept 14, 1998

By: [Signature]
Chairperson

Date of entry: 9/17/98, 1998