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FILED

JUL 16 2013

N.J. BOARD OF NURSING

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STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
DIVISION OF CONSUMER AFFAIRS
STATE BOARD OF NURSING

IN THE MATTER OF THE SUSPENSION :
OR REVOCATION OF THE LICENSE OF : Administrative Action
:
ELIZABETH A. GLENNING, LPN : ORDER OF SUSPENSION
License # 26NP06459800 : OF LICENSE
:
TO PRACTICE NURSING IN :
THE STATE OF NEW JERSEY :
:
:

This matter was opened to the New Jersey State Board of Nursing ("Board") upon receipt of information indicating the following:

1. Elizabeth Glenning ("Respondent") is a Licensed Practical Nurse (LPN) in the State of New Jersey and has been a licensee at all relevant times. (Exhibit A).

2. Respondent entered into a private letter agreement with the Board on or about September 24, 2012. The agreement required, in part, that Respondent enroll in and participate

with the Recovery and Monitoring Program of the Institute for Nursing ("RAMP") to undergo evaluation and monitoring. The agreement, which was to remain private and confidential unless and until the Board received reliable information that Respondent had violated any term, was to have the force and effect of a Board Order within the intendment of N.J.A.C. 13:45C-1.4. (Exhibit B).

3. Respondent failed to submit to six urine screens during the three months from November 2012 through January 2013; as of February 5, 2013, ceased checking-in on a daily basis with the online system which schedules random urine screens and has failed to undergo three urine screens since that date; failed to attend peer support meetings in December 2012; failed to submit monthly self-evaluation reports in January and February 2013; and failed to respond to RAMP's communications seeking to redirect Respondent towards compliance with her agreement. (Exhibit C).

4. On or about June 3, 2013, a communication was sent to Respondent at her address of record by overnight and regular mail, advising Respondent that the Board had received information indicating that she was not in compliance with the private letter agreement and with her agreement with RAMP.

Respondent was further advised to provide the Board with proof of any inaccuracy in that information within two weeks.

(Exhibit D).

5. Respondent replied to the communication, generally stating that she thought she was in compliance with the original Private Letter Agreement. However, Respondent failed to refute any of the information that the Board received indicating that she violated the private letter agreement by failing to submit to nine urine screens, ceasing daily check-ins since February 5, 2013, failing to attend peer support meetings, and failing to submit monthly reports. (Exhibit E).

6. The private letter agreement signed by Respondent provided for automatic suspension of Respondent's nursing license upon receipt of reliable information indicating that Respondent had violated any term of the private letter agreement. The agreement states that Respondent may, upon notice to the Board, request a hearing to contest her automatic suspension; however, at any such hearing, the sole issue shall be whether any of the information received regarding Respondent's violation of the agreement was materially false. The Board also reserved the right to bring further disciplinary action. (Exhibit B).

7. Respondent's actions, including failure to submit to nine urine screens, ceasing daily check-ins since February 5, 2013, failing to attend peer support meetings, and failing to submit monthly reports each violates the private letter agreement and constitutes a violation of N.J.A.C. 13:45C-1.4, subjecting Respondent to sanctions pursuant to N.J.S.A. 45:1-21(e), and automatic suspension of her license as provided in the private letter agreement.

ACCORDINGLY, IT IS on this 16th day of July, 2013, HEREBY ORDERED that:

1. Respondent's license to practice nursing in the State of New Jersey is hereby suspended for her violation of the terms of the private letter agreement as set forth above, which is a violation of a Board Order within the intendment of N.J.A.C. 13:45C-1.4 and N.J.S.A. 45:1-21(e).

2. Respondent may, under the terms of the private letter agreement, request a hearing, upon notice, on the sole issue of whether information received that Respondent has failed to comply with the terms of the private letter agreement was materially false.

3. In the event that Respondent seeks reinstatement of her New Jersey nursing license at any future time, the Board shall

not entertain any application for reinstatement without a demonstration by Respondent that she is in full compliance with the terms and conditions of the private letter agreement and with any agreement with RAMP, in addition to a demonstration that she is fit and competent to practice.

NEW JERSEY STATE BOARD OF NURSING

Patricia Murphy PhD APN

By: _____

Patricia Murphy, PhD, APN
Board President