

FILED
SEP 19 2014
N.J. BOARD OF NURSING

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

IN THE MATTER OF THE LICENSE OF :
ALECIA A. WILLIAMS, L.P.N. : Administrative Action
License No. 26NP06551600 :
TO PRACTICE NURSING : FINAL ORDER
IN THE STATE OF NEW JERSEY : OF DISCIPLINE

This matter was opened to the New Jersey State Board of Nursing (the "Board") upon receipt of information which the Board has reviewed and upon which the following findings of fact and conclusions of law are made:

FINDINGS OF FACT

1. Alecia A. Williams ("Respondent") is a licensed practical nurse (L.P.N.) in the State of New Jersey and has been a licensee at all relevant times.

2. Respondent was arrested on November 01, 2007 by members of the Paramus Police Department and charged with violating N.J.S.A. 2C:20-11B(2) (Shoplifting). The charge was dismissed by the Paramus Municipal Court on March 05, 2008.

3. Respondent was arrested on November 24, 2007 by members of the Wayne Township Police Department and charged with violating N.J.S.A. 2C:20-11B(1) (Shoplifting). On November 29, 2007, Respondent was found guilty by a judge of the Wayne Township Municipal Court and assessed fines, penalties, and costs of four hundred eight dollars (\$408).

4. Respondent was arrested on January 29, 2010 by members of the Paramus Police Department and charged with violating N.J.S.A. 2C:20-11B(1) (Shoplifting). On April 21, 2010, a downgraded charge of violating N.J.S.A. 2C:20-7A (Receive Stolen Property) was dismissed by the Paramus Municipal Court.

5. Respondent was arrested on May 05, 2011 by members of the Wayne Township Police Department and charged with violating N.J.S.A. 2C:20-11B(1) (Shoplifting). On May 17, 2012, Respondent pled guilty to the downgraded charge of violating N.J.S.A. 2C:20-3A (Theft by Unlawful Taking or Disposition) and was sentenced to thirty (30) days of suspended confinement, and assessed fines, penalties, and costs of six hundred and sixty-four dollars (\$664.00).

6. In response to a Board inquiry about the 2011 criminal charge, Respondent maintained that she no longer associates with people that shoplift and that when she thinks about possibly

losing her license to practice nursing, she can't eat or breath and she stresses about the situation.

CONCLUSIONS OF LAW

Respondent's guilty plea to theft by unlawful taking or disposition constitutes a violation of N.J.S.A. 45:1-21(f), as Respondent has been convicted of, or engaged in acts constituting, a crime or offense relating adversely to the practice of nursing. Shoplifting and theft are adverse to the practice of nursing in that nurses care for a vulnerable population who expect nurses to be trustworthy.

Respondent's criminal activity, which continued after Respondent applied for licensure and after she received her license to practice nursing, along with her admitted stress over the situation, raises concern sufficient to warrant testing, monitoring and evaluation, as a condition for continued licensure, to evaluate whether Respondent's continued practice may jeopardize the safety and welfare of the public within the intendment of N.J.S.A. 45:1-22(f).

Based on the foregoing findings and conclusions, a Provisional Order of Discipline was entered on July 16, 2014, provisionally imposing a reprimand and a \$250 civil penalty, and provisionally requiring respondent to undergo evaluation and

monitoring under the auspices of the Recovery and Monitoring Program of New Jersey (RAMP). A copy of the Order was served upon respondent by certified and regular mail at her address of record. The Provisional Order was subject to finalization by the Board at 5:00 p.m. on the 30th business day following entry unless respondent requested a modification or dismissal of the stated Findings of Fact or Conclusions of Law by submitting a written request for modification or dismissal setting forth in writing any and all reasons why said findings and conclusions should be modified or dismissed and submitting any and all documents or other written evidence supporting respondent's request for consideration and reasons therefor.

Respondent replied to the Provisional Order, acknowledging her past mistakes, but in mitigation maintaining that she has remediated her earlier mistakes. The Board considered this, but noted that the history of shoplifting arrests resulted in two convictions, one for shoplifting and one for theft by unlawful taking, and that such offenses relate adversely to the practice of nursing. The Board determined that no discrepancies had been raised, and that under the circumstances, the Provisional Order should be made final.

ACCORDINGLY, IT IS on this 19th day of September, 2014,

ORDERED that:

1. Respondent is hereby reprimanded for violating N.J.S.A. 45:1-21(f).

2. A civil penalty in the amount of two hundred and fifty dollars (\$250) is hereby imposed upon Respondent. Payment of the civil penalty shall be made by certified check or money order payable to the State of New Jersey, delivered to George Hebert, Executive Director, State of Board of Nursing, P.O. Box 45010, Newark, New Jersey 07101. Payment shall be made no later than fifteen (15) days after the entry of this order. In the event Respondent fails to make a timely payment, a certificate of debt shall be filed in accordance with N.J.S.A. 45:1-24 and the Board may bring such other proceedings as authorized by law.

3. Respondent shall undergo a comprehensive mental health and substance abuse evaluation, including monitoring, under the auspices of the Board's designated intervention program, the Recovery and Monitoring Program ("RAMP") and shall gain RAMP's support for continued active licensure. Respondent shall enroll in RAMP, for purposes of obtaining a comprehensive mental health and substance abuse evaluation, within thirty days of filing of this order.

4. By undergoing evaluation, Respondent expressly waives

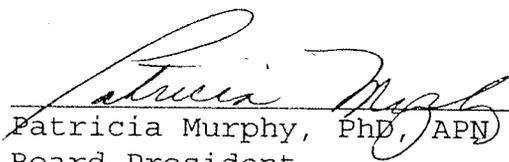
any claim of privilege or confidentiality that she may have concerning RAMP reports and disclosures to the Board, and use by the Board of that information in any proceedings.

5. All costs associated with the evaluation, monitoring, and/or treatment outlined above shall be the responsibility of, and paid directly by, Respondent.

6. The Board reserves the right to take action based upon the results of the comprehensive mental health and substance abuse evaluation, or upon any new information received.

NEW JERSEY STATE BOARD OF NURSING

By:


Patricia Murphy, PhD, APN
Board President