

IN THE MATTER OF

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BEFORE THE MARYLAND

JULIE CHRISTINE UDOH

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BOARD OF NURSING

LICENSE NOS: R203013

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ORDER OF TERMINATION OF PROBATION OF REGISTERED NURSE LICENSE

On November 19, 2013, the Maryland Board of Nursing (the "Board") executed an "Consent Order of Suspension and Probation" hereinafter "Probation Order"),¹ which placed the licenses of **JULIE CHRISTINE UDOH** ("the Licensee"), to practice as a registered nurse, license number **R203013**, in the State of Maryland on probation for a minimum of five (5) years, subject to certain probationary terms and conditions.

The Licensee has satisfied all the terms and conditions of probation that were imposed in the Probation Order, therefore it is hereby:

ORDERED that the probation ordered upon the Licensee by the Probation Order dated November 19, 2013, is hereby **TERMINATED** and the Probation Order is of no further force and effect; and it is further

ORDERED that this is a Final Decision and Order is a **PUBLIC RECORD** under Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2014)

August 9, 2022
Date

Karen E. B. Evans MSN, RN-BC
The Executive Director's Signature
Appears on the Original Document

¹ The Probation Order is incorporated by reference into this Order and is attached to this Order as Exhibit A.

IN THE MATTER OF
JULIE CHRISTINE UDOH
LICENSE NOS.: R203013
LP43412

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BEFORE THE
MARYLAND BOARD
OF NURSING

CONSENT ORDER REINSTATING REGISTERED NURSING LICENSE
TO ACTIVE STATUS/ORDER OF PROBATION

I. BACKGROUND

On November 19, 2013, the Maryland Board of Nursing (the "Board") and Julie Christine Udoh (the "Respondent") entered into a Consent Order of Suspension and Probation.¹ The Consent Order suspended the Respondent's license to practice as a registered nurse ("RN"), license number R203013, and her license to practice as a licensed practical nurse ("LPN"), license number LP43412, in the State of Maryland for a minimum of one (1) year. The Consent Order also ordered the Respondent to complete a Board-approved RN refresher course and provided that, at the conclusion of any period of suspension, the Respondent's RN and LPN licenses be placed on probation for a minimum of five (5) years, subject to numerous terms and conditions.

In September 2015, the Respondent submitted a written request to the Board, asking that the Board terminate the suspension of her RN license and place her RN license on inactive status so that she could complete the clinical portion of the RN refresher course. The Board granted the Respondent's request, and on January 8, 2016, the Board issued an Order Lifting and Terminating Suspension of Registered Nursing License and Placing Registered Nursing License on Inactive

¹ The November 19, 2013 Consent Order of Suspension and Probation is attached as Exhibit A and incorporated by reference.



UDOH, Julie Christine (R203013; LP43412)

Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

Status,² which reinstated the Respondent's RN license to inactive status for a period of no longer than one (1) year for the limited purpose of completing a Board-approved RN refresher course.

The January 8, 2016 Order further provided:

[I]f the Respondent submits written proof that she successfully completed a Board-approved RN refresher course within **ONE (1) YEAR** from the date of this Order, the Respondent's RN license will immediately be placed on **PROBATION FOR FIVE (5) YEARS** as mandated by the November 19, 2013 Consent Order

(January 8, 2016 Order, p. 2).

In September 2016, the Respondent submitted a request to the Board, asking that her inactive RN license be reinstated to active status. The Respondent completed the proper application, paid all required fees, submitted to a criminal history records check, and submitted a copy of the following documents:

- Award of Recognition from CCBS for the successful completion of Nurse Refresher Skills – 8 hours;
- Award of Recognition from CCBC for the successful completion of Nurse Refresher Theory – 90 hours; and
- Award of Recognition from CCBC for the successful completion of Nurse Refresher Clinical – 60 hours.

Therefore, the Respondent has submitted written proof that she successfully completed a Board-approved RN refresher course and has met all other requirements for the renewal of her RN license. Accordingly, the Board will reinstate the Respondent's RN license to active status subject to the probationary terms and conditions set forth in the Board's November 19, 2013 Consent Order.

II. ORDER

Based upon the foregoing, it is hereby:

² The January 8, 2016 Order Lifting and Terminating Suspension of Registered Nursing License and Placing Registered Nursing License on Inactive Status is attached as Exhibit B and incorporated by reference.

UDOH, Julie Christine (R203013; LP43412)
Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

ORDERED that the license of the Respondent, Julie Christine Udoh, to practice as a registered nurse in the State of Maryland (license number R203013) is **REINSTATED** to **ACTIVE** status; and it is further

ORDERED that the license of the Respondent, Julie Christine Udoh, to practice as a registered nurse in the State of Maryland (license number R203013) is hereby placed on **PROBATION** for a **minimum of FIVE (5) YEARS** from the effective date of this Consent Order, subject to the terms and conditions set forth on pages 4-8 of the November 19, 2013 "Consent Order of Suspension and Probation," which are reproduced herein, with relevant modifications, as follows:

1. The Respondent's status as a registered nurse . . .¹³ will be listed in the Board's computer records and website as being on "Probation";
2. The Respondent may seek employment as an RN . . . , but shall obtain Board approval prior to accepting any such positions;
3. The Respondent may not seek employment or work in the following settings: Hospice, Home Health Care, Palliative Care, Temporary Agency, or Staffing Agency;
4. The Respondent shall not work between the hours of 12:00 a.m. to 5:00 a.m. and may not rotate shifts without prior approval of the Board. The Respondent may not work more than forty (40) scheduled hours per week;
5. The Respondent shall only work in a setting where there is a registered nurse physically present and immediately available;

¹³ The Board's November 19, 2013 Consent Order of Suspension and Probation placed both the Respondent's RN and LPN licenses on probation. In September 2016, the Respondent requested that the Board reinstate her RN license only. Therefore, because the Respondent did not petition for the reinstatement of her LPN license, the Respondent's LPN license remains suspended and otherwise expired on October 28, 2012. Accordingly, this Order does not place the Respondent's LPN license on probation, and the Respondent may not practice as an LPN in the State of Maryland unless and until the Respondent successfully petitions the Board for reinstatement of her LPN license. In this Order, an ellipsis has been inserted to replace any reference to the Respondent's LPN license that was included in the Board's November 19, 2013 Consent Order. (Footnote added).

UDOH, Julie Christine (R203013; LP43412)
Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

6. The Respondent shall notify all employer(s) of the probationary status of the Respondent's RN . . . license[] and shall be responsible for arranging for the Respondent's employer(s) to submit to the Board written confirmation that they have reviewed this Consent Order;
7. The Respondent shall arrange for the Respondent's supervisor at the Respondent's place of employment to submit written quarterly work-site reports to the Board evaluating the Respondent's RN . . . practice. If the Respondent's employment terminates at any of the Respondent's place(s) of employment prior to the due date of a quarterly report, then a final workplace report is due on the last day of employment. It is the Respondent's responsibility to ensure that such reports are submitted to the Board and to notify the Respondent's supervisor when these reports are due. An unsatisfactory report shall be considered a violation of probation and this Consent Order;
8. The Respondent shall notify the Board in writing of any registered nursing . . . position from which she is terminated by her employer and/or of any registered nursing . . . position from which she voluntarily resigns within **THREE (3) BUSINESS DAYS** of the date of termination and resignation. The Respondent shall include the reasons for the termination or resignation in any written notification to the Board. Failure to provide written notification to the Board of any termination or resignation as required by this paragraph shall constitute a violation of probation and this Order;
9. The Respondent shall submit to the Board written quarterly self reports describing the Respondent's progress. Failure to provide written self reports on time shall constitute a violation of probation and this Consent Order;
10. In the event the Respondent moves permanently or temporarily, either within or outside the State of Maryland, the Respondent shall notify the Board of the Respondent's new address and phone number within three days of the move;
11. The Respondent shall disclose a copy of this Order to the nursing board of any other state where the Respondent is licensed and/or employed and shall obtain and submit to this Board written acknowledgement of that disclosure;
12. The Respondent shall obey all state and federal laws. If the Respondent is convicted of, or pleads guilty to, any crimes, whether or not any appeal or other proceeding is pending to have the conviction or plea set aside, the Respondent shall notify the Board, in writing, of any conviction(s) or guilty plea(s) within **TEN (10) DAYS** of the conviction or guilty plea. Failure to report a conviction or guilty plea to the Board in writing within **TEN (10) DAYS** is a violation of probation and this Consent Order;
13. The Respondent shall submit to and schedule an in-person, face-to-face annual meeting with Board staff throughout the entire duration of the probationary

UDOH, Julie Christine (R203013; LP43412)
Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

period;

14. The Respondent shall have contacted, and scheduled an appointment with, the Board of Nursing's Discipline/Compliance unit **no later than [10 business days from the effective date of the Order Reinstatement Registered Nursing License to Active Status/Order of Probation]** . . . for the purpose of beginning compliance with the terms and condition of probation. Failure to **do so** will constitute a violation of probation and of this Order; and be it further

ORDERED that the Respondent shall be responsible for paying all costs required to comply with the terms and conditions of this Consent Order; and be it further

ORDERED that no earlier than **FIVE (5) YEARS** after the date that probation becomes effective under the terms of this Consent Order, the Board will consider a petition for termination of the Respondent's probationary status, provided that the Respondent has been compliant with the probationary terms of this Consent Order and safely employed as a registered nurse . . . for at least **NINE (9) MONTHS** immediately preceding the petition for reinstatement; and be it further

ORDERED that, unless and until terminated by further Order of the Board, the Respondent's **PROBATION** shall continue indefinitely; and it is further

ORDERED that there shall be no early termination of probation. The Board will not consider any requests from the Respondent to terminate probation any earlier than five (5) years from the date that probation becomes effective under the terms of this Consent Order; and be it further

ORDERED that, pursuant to Code of Maryland Regulations (COMAR) 10.27.22.03, for the duration of this Consent Order, the Respondent may not practice registered nursing . . . outside the State of Maryland pursuant to a multistate licensure privilege without prior written authorization from the Maryland Board of Nursing and the Board of Nursing in the party state where the Respondent wishes to work; and be it further

ORDERED that, in the event the Board grants to the Respondent any other type of certificate or license that the Board is authorized to grant, that certificate or license shall be subject to the all of the same terms and conditions imposed in this Consent Order; and be it further

ORDERED that if the Respondent violates any of the terms and conditions of this Consent Order, including, but not limited to, the terms and conditions of probation outlined above, the Board, in its discretion, after notice and an opportunity for an evidentiary hearing before the Board, if there is a genuine dispute as to the material fact(s), or an opportunity for a show cause hearing before the Board, may impose any other disciplinary sanction which the Board may have imposed in this case under HO § 8-316, including a reprimand, additional probation, additional

UDOH, Julie Christine (R203013; LP43412)

Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

suspension, revocation, and/or monetary fine, said violation being proven by a preponderance of the evidence; and be it further

ORDERED that this Consent Order is a **PUBLIC RECORD** pursuant to Maryland Code

Ann., General Provisions §§ 4-101 *et seq.* (2014).

FEB 10 2017

Date

Sabita Persaud, PhD, RN, APHN-BC
The Board President's Signature
Appears on the Original Document

UDOH, Julie Christine (R203013; LP43412)
Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

CONSENT

By this Consent, I acknowledge that I have read this Consent Order in its entirety and I hereby admit the truth of the Findings of Fact, and accept and submit to the foregoing Consent Order and its conditions. I acknowledge the validity of this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have had the right to legal counsel authorized to practice law in Maryland, to confront witnesses, to give testimony, to request subpoenas for witnesses, to call witnesses on my own behalf, to introduce testimony and evidence on my own behalf, and to all other substantive and procedural protections provided by law. I waive these rights, as well as any appeal rights under Maryland Code Annotated, State Government Article §10-222.

I sign this Consent Order after having an opportunity to consult with an attorney, voluntarily and without reservation, and I fully understand and comprehend the language, meaning, terms, and effect of this Consent Order.



Julie Christine Udoh (R203013; LP43412)

NOTARIZATION

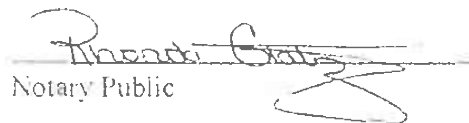
STATE OF: Maryland

CITY/COUNTY OF: Howard

I HEREBY CERTIFY that on this 31st day of February, 2017, before me, Notary Public of the State and City/County aforesaid, **Julie Christine Udoh** personally appeared, and made oath in due form of law that signing the foregoing Consent Order Reinstating Nursing License to Active Status/Order of Probation was the voluntary act and deed of **Julie Christine Udoh**.

AS WITNESSETH my hand and notarial seal.

SEAL



Notary Public

My Commission Expires: 2-11-17

UDOH, Julie Christine (R203013; LP43412)
Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

Exhibit A

Consent Order of Suspension and Probation
Dated: November 19, 2013

IN THE MATTER OF

JULIE CHRISTINE UDOH

LICENSE NOS.: R203013; LP43412

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BEFORE THE

MARYLAND BOARD

OF NURSING

CONSENT ORDER OF SUSPENSION AND PROBATION

Based upon certain information having come to the attention of the Maryland Board of Nursing (the "Board") regarding the registered nursing ("RN") practice of Julie Christine Udoh, (the "Respondent"), the Board directed that an investigation of the Respondent's practice be conducted. Based on that investigation, on October 28, 2013, the Respondent, along with her attorney, Andreas Lundstedt, Esq., attended a settlement conference with Board staff in an effort to reach resolution of the case prior to the issuance of formal charges. The Respondent and the Board subsequently agreed to the following Findings of Fact, Conclusions of Law and Order.

FINDINGS OF FACT

The Board finds that:

1. On or about June 27, 2013, the Board received a complaint from the Director of Nursing of an assisted living facility located in Elkridge, Maryland ("Facility A").
2. The complaint alleged that at approximately 4:00 am on or about June 9, 2011, the Respondent, while employed as a RN Charge Nurse, failed to assess an elderly male patient ("Patient A") following a fall, and failed to report the fall as required.
3. The incident was caught on Facility A's surveillance video. The surveillance footage shows the Respondent resting her head on the nurse's station. Shortly after that, the footage shows Patient A crawling out of his Geri-Chair, which was located in the hallway, and falling to the floor. The Respondent went to attend to Patient A and summoned a geriatric nursing assistant ("GNA") from an empty room. The Respondent and the GNA then dragged

Patient A back to his Geri-Chair. The Respondent did not perform any assessment of Patient A. Rather, she went back to the nurse's station and put her head back down. The GNA went back into the empty room. The Respondent never documented Patient A's fall. After an internal investigation, the Respondent was terminated from her employment at Facility A.

4. At the time of the incident, the Respondent had been working in excess of 24 hours straight. Specifically, the Respondent worked from 11:00 pm until 7:00 am on June 7-8, 2013 at Facility A. She then worked from 8:00 am until 10:00 pm on June 8, 2013 as a private duty nurse for a nursing services company. Finally, she worked from 11:00 pm until 7:00 am on June 8-9, 2013, during which shift the incident took place at approximately 4:00 am.

5. In a written response to the Board, the Respondent admitted that she failed to properly assess Patient A or record the incident. The Respondent expressed regret and acknowledged that working too many consecutive shifts contributed to the cause of this incident.

6. Based on the foregoing, the Board finds that the Respondent acted inconsistently with generally accepted professional standards in the practice of registered nursing. The Board finds that the Respondent violated the Nurse Practice Act, Md. Code Ann., Health Occ. ("HO") §§ 8-101, *et seq.*, specifically HO § 8-316(a)(8).

7. The Board finds that the Respondent's violation of the Nurse Practice Act falls within category F. (2) of the Board's sanctioning guidelines. See COMAR 10.27.26.07 F. (2). The range of potential sanctions under category F. (2) is reprimand to revocation and/or a fine of \$1000 to \$5000. *Id.*

CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, the Board concludes that the Respondent violated HO § 8-316(a):

- (8) Does an act that is inconsistent with generally accepted professional standards in the practice of registered nursing or licensed practical nursing.

ORDER

Based upon the foregoing Findings of Fact and Conclusions of Law, it is hereby:

ORDERED that the license of Julie Christine Udoh to practice as a registered nurse in the State of Maryland, License No. R203013, is hereby **SUSPENDED** for a minimum of **ONE (1) YEAR**; and be it further

ORDERED that the license of Julie Christine Udoh to practice as a licensed practical nurse in the State of Maryland, License No. LP43412, is hereby **SUSPENDED** for a minimum of **ONE (1) YEAR**; and be it further

ORDERED that the Respondent must complete an RN refresher course approved by the Board in advance and provide the Board with written proof of successful completion of the Board-approved RN refresher course **WITHIN ONE (1) YEAR** of the date that this Order is executed; and be it further

ORDERED that after the suspension has been in effect for a minimum of one year, and only if the Respondent has submitted written proof satisfactory to the Board that she has successfully completed the required Board-approved RN refresher course, the Respondent may petition the Board to terminate the suspension of her RN and LPN licenses; and be it further

ORDERED that, if the Respondent submits written proof satisfactory to the Board that she has successfully completed the Board-approved RN refresher course within six (6) months of

the date that this Order is executed, the Board may consider a petition for early termination of the suspension of the Respondent's RN and LPN licenses; and be it further

ORDERED that at the conclusion of any period of suspension under the terms of this Consent Order, the Respondent's RN and LPN licenses shall immediately be placed on **PROBATION** for a minimum of **FIVE (5) YEARS** subject to the following terms and conditions:

1. The Respondent's status as a registered nurse and licensed practical nurse will be listed in the Board's computer records and website as being on "Probation";
2. The Respondent may seek employment as an RN or LPN, but shall obtain Board approval prior to accepting any such positions;
3. The Respondent may not seek employment or work in the following settings: Hospice, Home Health Care, Palliative Care, Temporary Agency, or Staffing Agency;
4. The Respondent shall not work between the hours of 12:00 a.m. to 5:00 a.m. and may not rotate shifts without prior approval of the Board. The Respondent may not work more than forty (40) scheduled hours per week;
5. The Respondent shall only work in a setting where there is a registered nurse physically present and immediately available;
6. The Respondent shall notify all employer(s) of the probationary status of the Respondent's RN and LPN licenses and shall be responsible for arranging for the Respondent's employer(s) to submit to the Board written confirmation that they have reviewed this Consent Order;
7. The Respondent shall arrange for the Respondent's supervisor at the Respondent's place of employment to submit written quarterly work-site reports to the Board

evaluating the Respondent's RN or LPN practice. If the Respondent's employment terminates at any of the Respondent's place(s) of employment prior to the due date of a quarterly report, then a final workplace report is due on the last day of employment. It is the Respondent's responsibility to ensure that such reports are submitted to the Board and to notify the Respondent's supervisor when these reports are due. An unsatisfactory report shall be considered a violation of probation and this Consent Order;

8. The Respondent shall notify the Board in writing of any registered nursing or licensed practical nursing position from which she is terminated by her employer and/or of any registered nursing or licensed practical nursing position from which she voluntarily resigns within **THREE (3) BUSINESS DAYS** of the date of termination and resignation. The Respondent shall include the reasons for the termination or resignation in any written notification to the Board. Failure to provide written notification to the Board of any termination or resignation as required by this paragraph shall constitute a violation of probation and this Order;

9. The Respondent shall submit to the Board written quarterly self reports describing the Respondent's progress. Failure to provide written self reports on time shall constitute a violation of probation and this Consent Order;

10. In the event the Respondent moves permanently or temporarily, either within or outside the State of Maryland, the Respondent shall notify the Board of the Respondent's new address and phone number within three days of the move;

11. The Respondent shall disclose a copy of this Order to the nursing board of any other state where the Respondent is licensed and/or employed and shall obtain and submit to this Board written acknowledgement of that disclosure;

12. The Respondent shall obey all state and federal laws. If the Respondent is convicted of, or pleads guilty to, any crimes, whether or not any appeal or other proceeding is pending to have the conviction or plea set aside, the Respondent shall notify the Board, in writing, of any conviction(s) or guilty plea(s) within **TEN (10) DAYS** of the conviction or guilty plea. Failure to report a conviction or guilty plea to the Board in writing within **TEN (10) DAYS** is a violation of probation and this Consent Order;

13. The Respondent shall submit to and schedule an in-person, face-to-face annual meeting with Board staff throughout the entire duration of the probationary period;

14. The Respondent shall have contacted, and scheduled an appointment with, the Board of Nursing's Discipline/Compliance unit no later than **THIRTY (30) DAYS FROM THE DATE THE SUSPENSION OF HER RN AND LPN LICENSES IS TERMINATED** for the purpose of beginning compliance with the terms and condition of probation. Failure to do so will constitute a violation of probation and of this Order; and be it further

ORDERED that the Respondent shall be responsible for paying all costs required to comply with the terms and conditions of this Consent Order; and be it further

ORDERED that no earlier than **FIVE (5) YEARS** after the date that probation becomes effective under the terms of this Consent Order, the Board will consider a petition for termination of the Respondent's probationary status, provided that the Respondent has been compliant with the probationary terms of this Consent Order and safely employed as a registered nurse or licensed practical nurse for at least **NINE (9) MONTHS** immediately preceding the petition for reinstatement; and be it further

ORDERED that, unless and until terminated by further Order of the Board, the Respondent's **PROBATION** shall continue indefinitely; and it is further

ORDERED that there shall be no early termination of probation. The Board will not consider any requests from the Respondent to terminate probation any earlier than five (5) years from the date that probation becomes effective under the terms of this Consent Order; and be it further

ORDERED that, pursuant to Code of Maryland Regulations (COMAR) 10.27.22.03, for the duration of this Consent Order, the Respondent may not practice registered nursing or licensed practical nursing outside the State of Maryland pursuant to a multistate licensure privilege without prior written authorization from the Maryland Board of Nursing and the Board of Nursing in the party state where the Respondent wishes to work; and be it further

ORDERED that, in the event the Board grants to the Respondent any other type of certificate or license that the Board is authorized to grant, that certificate or license shall be subject to the all of the same terms and conditions imposed in this Consent Order; and be it further

ORDERED that if the Respondent violates any of the terms and conditions of this Consent Order, including, but not limited to, the terms and conditions of probation outlined above, the Board, in its discretion, after notice and an opportunity for an evidentiary hearing before the Board, if there is a genuine dispute as to the material fact(s), or an opportunity for a show cause hearing before the Board, may impose any other disciplinary sanction which the Board may have imposed in this case under HO § 8-316, including a reprimand, additional probation, additional suspension, revocation, and/or monetary fine, said violation being proven by a preponderance of the evidence; and be it further

ORDERED that this document is a PUBLIC DOCUMENT under Md. Code Ann., State
Gov't § 10-617(h) (2009 Repl. Vol.).

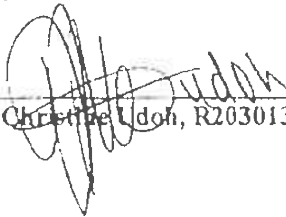
11/19/13
Date

NANCY ADAMS, MBA, RN
THE PRESIDENT'S SIGNATURE
APPEARS ON THE ORIGINAL DOCUMENT

CONSENT

By this Consent, I acknowledge that I have read this Consent Order in its entirety and I hereby admit the truth of the Findings of Fact, and accept and submit to the foregoing Consent Order and its conditions. I acknowledge the validity of this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have had the right to legal counsel authorized to practice law in Maryland, to confront witnesses, to give testimony, to request subpoenas for witnesses, to call witnesses on my own behalf, to introduce testimony and evidence on my own behalf, and to all other substantive and procedural protections provided by law. I waive these rights, as well as any appeal rights under Maryland Code Annotated, State Government Article §10-222.

I sign this Consent Order after having an opportunity to consult with an attorney, voluntarily and without reservation, and I fully understand and comprehend the language, meaning, terms, and effect of this Consent Order.


Julie Christine Udoh, R203013; LP43412

UDOH, Julie Christine (R203013; LP43412)
Consent Order Reinstating Registered Nursing License to Active Status/Order of Probation

Exhibit B

Order Lifting and Terminating Suspension of Registered Nursing License and
Placing Registered Nursing License on Inactive Status
Dated: January 8, 2016

IN THE MATTER OF	*	BEFORE THE
JULIE CHRISTINE UDOH	*	MARYLAND BOARD
LICENSE NOS.: R203013; LP43412	*	OF NURSING
	*	
	*	
	*	

ORDER LIFTING AND TERMINATING SUSPENSION OF REGISTERED NURSING
 LICENSE AND PLACING REGISTERED NURSING LICENSE
 ON INACTIVE STATUS

On November 19, 2013, the Maryland Board of Nursing (the "Board") and Julie Christine Udoh (the "Respondent") entered into a Consent Order of Suspension and Probation (the "Order of Suspension"),¹ which suspended the Respondent's license to practice as a registered nurse ("RN"), license number R203013, and her license to practice as a licensed practical nurse ("LPN"), license number LP43412, in the State of Maryland for a minimum of one (1) year and imposed a period of probation for a minimum of five (5) years. The Order of Suspension provided as follows:

ORDERED that the Respondent must complete an RN refresher course approved by the Board in advance and provide the Board with written proof of successful completion of the Board-approved RN refresher course **WITHIN ONE (1) YEAR** of the date that this Order is executed; and be it further

ORDERED that after the suspension has been in effect for a minimum of one year, and only if the Respondent has submitted written proof satisfactory to the Board that she has successfully completed the required Board-approved refresher course, the Respondent may petition the Board to terminate the suspension of her RN and LPN licenses[.]

(Exhibit A, p. 3).

In September 2015, the Respondent submitted a written request to the Board, asking that the Board terminate the suspension of her RN license and place it on inactive status so that she

¹ The November 19, 2013 Consent Order of Suspension and Probation is attached as Exhibit A and incorporated by reference.

**UDOH, Julie Christine (R203013; LP43412)
Order Lifting and Terminating Suspension of Registered Nursing License and Placing
Registered Nursing License on Inactive Status**

could complete the clinical portion of her RN refresher course. After consideration of the Respondent's request, the Board will lift and terminate the suspension of the Respondent's RN license and place her RN license on inactive status for a period of no longer than one (1) year for the purpose of completing the Board-approved RN refresher course.

ORDER

Based upon the foregoing, it is hereby:

ORDERED that the suspension of the license of the Respondent, Julie Christine Udoh, to practice registered nursing in the State of Maryland, license number R203013, is **LIFTED AND TERMINATED**; and it is further

ORDERED that the license of the Respondent to practice registered nursing in the State of Maryland is **REINSTATED** to **INACTIVE STATUS** for a period of no longer than **ONE (1) YEAR** from the date of this Order for the limited purpose of completing a Board-approved RN refresher course; and it is further

ORDERED that if the Respondent fails to submit written proof that she successfully completed a Board-approved RN refresher course within **ONE (1) YEAR** from the date of this Order, this Order shall have no further force and effect, and the Respondent's RN license will revert to suspended status; and it is further

ORDERED that if the Respondent submits written proof that she successfully completed a Board-approved RN refresher course within **ONE (1) YEAR** from the date of this Order, the Respondent's RN license will immediately be placed on **PROBATION FOR FIVE (5) YEARS** as mandated by the November 19, 2013 Consent Order, attached to this Order as Exhibit A, and subject to the terms and conditions set forth therein; and it is further

UDOH, Julie Christine (R203013; LP43412)
Order Lifting and Terminating Suspension of Registered Nursing License and Placing
Registered Nursing License on Inactive Status

ORDERED that this Order is a **PUBLIC DOCUMENT** pursuant to Maryland Code
Ann., General Provisions § 4-101 *et seq.* (2014).

8/20/16
Date

MARY KAY GOETTER, PhD, RN, NEA-BC
THE EXECUTIVE DIRECTOR'S SIGNATURE
APPEARS ON THE ORIGINAL DOCUMENT

IN THE MATTER OF * * * * * BEFORE THE
JULIE CHRISTINE UDOH * * * * * MARYLAND BOARD
LICENSE NOS.: R203013; LP43412 * * * * * OF NURSING

CONSENT ORDER OF SUSPENSION AND PROBATION

Based upon certain information having come to the attention of the Maryland Board of Nursing (the "Board") regarding the registered nursing ("RN") practice of Julie Christine Udoh, (the "Respondent"), the Board directed that an investigation of the Respondent's practice be conducted. Based on that investigation, on October 28, 2013, the Respondent, along with her attorney, Andreas Lundstedt, Esq., attended a settlement conference with Board staff in an effort to reach resolution of the case prior to the issuance of formal charges. The Respondent and the Board subsequently agreed to the following Findings of Fact, Conclusions of Law and Order.

FINDINGS OF FACT

The Board finds that:

1. On or about June 27, 2013, the Board received a complaint from the Director of Nursing of an assisted living facility located in Elkridge, Maryland ("Facility A").
2. The complaint alleged that at approximately 4:00 am on or about June 9, 2011, the Respondent, while employed as a RN Charge Nurse, failed to assess an elderly male patient ("Patient A") following a fall, and failed to report the fall as required.
3. The incident was caught on Facility A's surveillance video. The surveillance footage shows the Respondent resting her head on the nurse's station. Shortly after that, the footage shows Patient A crawling out of his Geri-Chair, which was located in the hallway, and falling to the floor. The Respondent went to attend to Patient A and summoned a geriatric nursing assistant ("GNA") from an empty room. The Respondent and the GNA then dragged



Patient A back to his Geri-Chair. The Respondent did not perform any assessment of Patient A. Rather, she went back to the nurse's station and put her head back down. The GNA went back into the empty room. The Respondent never documented Patient A's fall. After an internal investigation, the Respondent was terminated from her employment at Facility A.

4. At the time of the incident, the Respondent had been working in excess of 24 hours straight. Specifically, the Respondent worked from 11:00 pm until 7:00 am on June 7-8, 2013 at Facility A. She then worked from 8:00 am until 10:00 pm on June 8, 2013 as a private duty nurse for a nursing services company. Finally, she worked from 11:00 pm until 7:00 am on June 8-9, 2013, during which shift the incident took place at approximately 4:00 am.

5. In a written response to the Board, the Respondent admitted that she failed to properly assess Patient A or record the incident. The Respondent expressed regret and acknowledged that working too many consecutive shifts contributed to the cause of this incident.

6. Based on the foregoing, the Board finds that the Respondent acted inconsistently with generally accepted professional standards in the practice of registered nursing. The Board finds that the Respondent violated the Nurse Practice Act, Md. Code Ann., Health Occ. ("HO") §§ 8-101, *et seq.*, specifically HO § 8-316(a)(8).

7. The Board finds that the Respondent's violation of the Nurse Practice Act falls within category F. (2) of the Board's sanctioning guidelines. See COMAR 10.27.26.07 F. (2). The range of potential sanctions under category F. (2) is reprimand to revocation and/or a fine of \$1000 to \$5000. *Id.*

CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, the Board concludes that the Respondent violated HO § 8-316(a):

- (8) Does an act that is inconsistent with generally accepted professional standards in the practice of registered nursing or licensed practical nursing.

ORDER

Based upon the foregoing Findings of Fact and Conclusions of Law, it is hereby:

ORDERED that the license of Julie Christine Udoh to practice as a registered nurse in the State of Maryland, License No. R203013, is hereby **SUSPENDED** for a minimum of **ONE (1) YEAR**; and be it further

ORDERED that the license of Julie Christine Udoh to practice as a licensed practical nurse in the State of Maryland, License No. LP43412, is hereby **SUSPENDED** for a minimum of **ONE (1) YEAR**; and be it further

ORDERED that the Respondent must complete an RN refresher course approved by the Board in advance and provide the Board with written proof of successful completion of the Board-approved RN refresher course **WITHIN ONE (1) YEAR** of the date that this Order is executed; and be it further

ORDERED that after the suspension has been in effect for a minimum of one year, and only if the Respondent has submitted written proof satisfactory to the Board that she has successfully completed the required Board-approved RN refresher course, the Respondent may petition the Board to terminate the suspension of her RN and LPN licenses; and be it further

ORDERED that, if the Respondent submits written proof satisfactory to the Board that she has successfully completed the Board-approved RN refresher course within six (6) months of

the date that this Order is executed, the Board may consider a petition for early termination of the suspension of the Respondent's RN and LPN licenses; and be it further

ORDERED that at the conclusion of any period of suspension under the terms of this Consent Order, the Respondent's RN and LPN licenses shall immediately be placed on **PROBATION** for a minimum of **FIVE (5) YEARS** subject to the following terms and conditions:

1. The Respondent's status as a registered nurse and licensed practical nurse will be listed in the Board's computer records and website as being on "Probation";
2. The Respondent may seek employment as an RN or LPN, but shall obtain Board approval prior to accepting any such positions;
3. The Respondent may not seek employment or work in the following settings: Hospice, Home Health Care, Palliative Care, Temporary Agency, or Staffing Agency;
4. The Respondent shall not work between the hours of 12:00 a.m. to 5:00 a.m. and may not rotate shifts without prior approval of the Board. The Respondent may not work more than forty (40) scheduled hours per week;
5. The Respondent shall only work in a setting where there is a registered nurse physically present and immediately available;
6. The Respondent shall notify all employer(s) of the probationary status of the Respondent's RN and LPN licenses and shall be responsible for arranging for the Respondent's employer(s) to submit to the Board written confirmation that they have reviewed this Consent Order;
7. The Respondent shall arrange for the Respondent's supervisor at the Respondent's place of employment to submit written quarterly work-site reports to the Board

evaluating the Respondent's RN or LPN practice. If the Respondent's employment terminates at any of the Respondent's place(s) of employment prior to the due date of a quarterly report, then a final workplace report is due on the last day of employment. It is the Respondent's responsibility to ensure that such reports are submitted to the Board and to notify the Respondent's supervisor when these reports are due. An unsatisfactory report shall be considered a violation of probation and this Consent Order;

8. The Respondent shall notify the Board in writing of any registered nursing or licensed practical nursing position from which she is terminated by her employer and/or of any registered nursing or licensed practical nursing position from which she voluntarily resigns within **THREE (3) BUSINESS DAYS** of the date of termination and resignation. The Respondent shall include the reasons for the termination or resignation in any written notification to the Board. Failure to provide written notification to the Board of any termination or resignation as required by this paragraph shall constitute a violation of probation and this Order;

9. The Respondent shall submit to the Board written quarterly self reports describing the Respondent's progress. Failure to provide written self reports on time shall constitute a violation of probation and this Consent Order;

10. In the event the Respondent moves permanently or temporarily, either within or outside the State of Maryland, the Respondent shall notify the Board of the Respondent's new address and phone number within three days of the move;

11. The Respondent shall disclose a copy of this Order to the nursing board of any other state where the Respondent is licensed and/or employed and shall obtain and submit to this Board written acknowledgement of that disclosure;

12. The Respondent shall obey all state and federal laws. If the Respondent is convicted of, or pleads guilty to, any crimes, whether or not any appeal or other proceeding is pending to have the conviction or plea set aside, the Respondent shall notify the Board, in writing, of any conviction(s) or guilty plea(s) within **TEN (10) DAYS** of the conviction or guilty plea. Failure to report a conviction or guilty plea to the Board in writing within **TEN (10) DAYS** is a violation of probation and this Consent Order;

13. The Respondent shall submit to and schedule an in-person, face-to-face annual meeting with Board staff throughout the entire duration of the probationary period;

14. The Respondent shall have contacted, and scheduled an appointment with, the Board of Nursing's Discipline/Compliance unit no later than **THIRTY (30) DAYS FROM THE DATE THE SUSPENSION OF HER RN AND LPN LICENSES IS TERMINATED** for the purpose of beginning compliance with the terms and condition of probation. Failure to do so will constitute a violation of probation and of this Order; and be it further

ORDERED that the Respondent shall be responsible for paying all costs required to comply with the terms and conditions of this Consent Order; and be it further

ORDERED that no earlier than **FIVE (5) YEARS** after the date that probation becomes effective under the terms of this Consent Order, the Board will consider a petition for termination of the Respondent's probationary status, provided that the Respondent has been compliant with the probationary terms of this Consent Order and safely employed as a registered nurse or licensed practical nurse for at least **NINE (9) MONTHS** immediately preceding the petition for reinstatement; and be it further

ORDERED that, unless and until terminated by further Order of the Board, the Respondent's **PROBATION** shall continue indefinitely; and it is further

ORDERED that there shall be no early termination of probation. The Board will not consider any requests from the Respondent to terminate probation any earlier than five (5) years from the date that probation becomes effective under the terms of this Consent Order; and be it further

ORDERED that, pursuant to Code of Maryland Regulations (COMAR) 10.27.22.03, for the duration of this Consent Order, the Respondent may not practice registered nursing or licensed practical nursing outside the State of Maryland pursuant to a multistate licensure privilege without prior written authorization from the Maryland Board of Nursing and the Board of Nursing in the party state where the Respondent wishes to work; and be it further

ORDERED that, in the event the Board grants to the Respondent any other type of certificate or license that the Board is authorized to grant, that certificate or license shall be subject to the all of the same terms and conditions imposed in this Consent Order; and be it further

ORDERED that if the Respondent violates any of the terms and conditions of this Consent Order, including, but not limited to, the terms and conditions of probation outlined above, the Board, in its discretion, after notice and an opportunity for an evidentiary hearing before the Board, if there is a genuine dispute as to the material fact(s), or an opportunity for a show cause hearing before the Board, may impose any other disciplinary sanction which the Board may have imposed in this case under HO § 8-316, including a reprimand, additional probation, additional suspension, revocation, and/or monetary fine, said violation being proven by a preponderance of the evidence; and be it further

ORDERED that this document is a **PUBLIC DOCUMENT** under Md. Code Ann., State
Gov't § 10-617(h) (2009 Repl. Vol.).

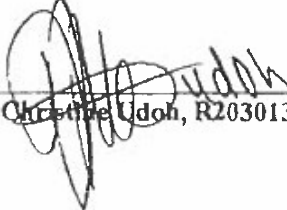
11/19/13
Date

NANCY ADAMS, MBA, RN
THE PRESIDENT'S SIGNATURE
APPEARS ON THE ORIGINAL DOCUMENT

CONSENT

By this Consent, I acknowledge that I have read this Consent Order in its entirety and I hereby admit the truth of the Findings of Fact, and accept and submit to the foregoing Consent Order and its conditions. I acknowledge the validity of this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have had the right to legal counsel authorized to practice law in Maryland, to confront witnesses, to give testimony, to request subpoenas for witnesses, to call witnesses on my own behalf, to introduce testimony and evidence on my own behalf, and to all other substantive and procedural protections provided by law. I waive these rights, as well as any appeal rights under Maryland Code Annotated, State Government Article §10-222.

I sign this Consent Order after having an opportunity to consult with an attorney, voluntarily and without reservation, and I fully understand and comprehend the language, meaning, terms, and effect of this Consent Order.



Julie Christine Udoh, R203013; LP43412