

DIVISION OF OCCUPATIONAL AND PROFESSIONAL LICENSING  
Heber M. Wells Building  
160 East 300 South  
P O Box 146741  
Salt Lake City UT 84114-6741  
Telephone: (801) 530-6628

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**BEFORE THE DIVISION OF OCCUPATIONAL AND PROFESSIONAL LICENSING  
OF THE DEPARTMENT OF COMMERCE  
OF THE STATE OF UTAH**

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IN THE MATTER OF THE LICENSE OF	: FINDINGS OF FACT,
DUSTI JO HALL	: CONCLUSIONS OF LAW,
TO PRACTICE AS A	: RECOMMENDATION, AND
REGISTERED NURSE	: ORDER
IN THE STATE OF UTAH	:
	: Case No. DOPL-2013-266

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**FINDINGS OF FACT**

The following findings of fact were made by the Utah Division of Occupational and Professional Licensing ("Division") after consultation with the Utah Board of Nursing on October 10, 2013:

1. This matter is classified as an informal proceeding pursuant to Utah Administrative Code § R156-46b-202(2)(c).
2. Dusti Jo Hall ("Respondent") was initially licensed in Utah as a registered nurse on or about September 25, 1996.
3. On about May 6, 2009 Respondent voluntarily entered into a Stipulation and Order with the Division in DOPL Case No. 2007-207, wherein Respondent admitted that Respondent represented that Respondent was an APRN on signs and business cards while not being licensed as an APRN in the State of Utah. Respondent also admitted to diagnosing and treating patients without the supervision of a physician. Respondent paid a fine of \$1,000.00.
4. On November 21, 2012, Respondent drove a vehicle from Mexico into the United States at the Port of Entry in Lukeville, Arizona. Respondent knew that hidden in the vehicle was a quantity of marijuana, later determined to be approximately 59 kilograms (130 pounds) in weight. Respondent was in control of the vehicle and was in possession of the marijuana

5. Respondent was subsequently charged with one count of possession with intent to distribute marijuana, a violation of 21 United States Code 841(a)(a) and 841(b)(1)(c), and one count of possession of marijuana, a violation of 21 United States Code 844, a misdemeanor, in United States District Court, District of Arizona, based upon the conduct described above.
6. On or about December 4, 2012 Respondent pleaded guilty to one count of possession of marijuana, a violation of 21 United States Code, 844, a misdemeanor, in United States District Court, District of Arizona.
7. On July 2, 2013 the Division filed a Notice of Agency Action and Order to Show Cause ("Notice") in this matter. The Notice seeks further disciplinary action against Respondent pursuant to Utah Code Ann. § 58-1-401(2). On or about July 2, 2013 the Notice of Informal Agency Action was mailed to Respondent's address on file with the Division.
8. A written response was required in this matter pursuant to Utah Administrative Code § R156-46b-402 and the Notice filed herein. Respondent filed a response which was provided to the Board at the October 10, 2013 Board meeting.
9. This Notice was placed on the agenda of the September 12, 2013 meeting of the Utah Board of Nursing ("Board") for its recommended action. Respondent was notified of the meeting in the July 29, 2013 Notice.
10. On September 9, 2013, Respondent's attorney, Walter F. Bugden, contacted the Division and asked if the Division would agree to postpone Respondent's meeting with the Board, because Mr. Bugden had been newly hired.
11. The Division agreed to postpone Respondent's meeting with the Board until October 10, 2013 if Respondent agreed to sign a non-disciplinary stipulated agreement wherein, without admitting or denying any allegations, Respondent's license would be limited, in that Respondent could not practice as a nurse until the Notice of Agency Action was resolved. Respondent signed the non-disciplinary stipulated agreement on or about September 10, 2013.
12. Respondent attended the October 10, 2013 meeting with the Utah Board of Nursing with her attorney Walter F. Bugden.
13. During a hearing before the Utah Board of Nursing on October 10, 2013, and in a document she submitted to the Division, Respondent admitted to the allegations described in paragraphs 3, 4, 5, and 6 above.
14. The Division's legal counsel provided the Board with documents substantiating the allegations contained in the Notice and Respondent's response. The Division's legal counsel then summarized Respondent's unprofessional conduct as described above. The Division's bureau manager with responsibility for nurses recommended that

Respondent's license be revoked, the revocation stayed, that Respondent's license be suspended for a period of six months, or until Respondent successfully completed the requirements of the terms and conditions of probation which is incorporated by reference into this Findings of Fact, Conclusions of Law, Recommendation, and Order, as Attachment A, and that Respondent's license be subject to the probationary terms and conditions contained in Attachment A for a period of five years.

15. Respondent submitted the following documents to the Board during the October 10, 2013 meeting:
  - a. Cover letter dated October 8, 2013
  - b. Memorandum in Support of Dusti Jo Hall's Position at Informal Agency Action
  - c. Letter from James L. Fullin dated October 3, 2013
  - d. Email from Melissa Evans dated October 7, 2013
  - e. Email from Brandi Orr, dated October 7, 2013
  - f. Email from Jeb Done, dated October 8, 2013
  - g. Email from Penny Moore, dated October 1, 2013
16. Respondent and her counsel were permitted to address the Board and respond to the allegations contained in the Notice.
17. Respondent made an argument to the Board requesting that the Board find that no misconduct occurred as Respondent's conviction was not reasonably related to her ability to safely or competently practice as a nurse in the State of Utah.
18. Respondent's counsel, Mr. Bugden, requested that the Board members be given the opportunity to read all of the documents that Mr. Bugden had provided to the Board members. As the Board had other appointments that day, the Division suggested that the Board members reconvene on October 24, 2013 to deliberate, make findings and conclusions of law, and announce their recommended order. Respondent, through her counsel, agreed that suggestion.
19. The Utah Board of Nursing reconvened on October 24, 2013, at 2:30 pm. Counsel for the Division provided each Board member with a letter authored by Respondent's attorney, Walter F. Bugden, that Mr. Bugden requested be provided to the Board, regarding Respondent's attempts to obtain a substance use disorder evaluation. The Board began its deliberation.
20. The Board found that Respondent had violated 58-1-502(2)(c). The Board found that Respondent's conviction of possession of 59 kilograms of marijuana bore a reasonable relationship to Respondent's ability to safely and/or competently practice as a registered nurse. Board members Cesilee Rall, Petty Brown, Diana Parrish, Alisa Bangerter, and Ralph Pittman voted in favor of a finding of misconduct. Board member Calvin Kremin found no misconduct.

21. The Board found that Respondent's conviction was reasonably related to her ability to safely and/or competently practice as a nurse in the State of Utah because of the magnitude and frequency of Respondent's dishonesty; that Respondent had shown that she was susceptible to blackmail and was willing to engage in criminal conduct including the possession of illegal drugs in response to the blackmail; that the threat of further blackmail remained; and the off-duty behavior of a nurse impacts the ability of a nurse to safely and/or competently practice as a nurse while on duty.
22. The Board considered the information presented and recommended that Respondent's license be revoked; the revocation be immediately stayed; Respondent's license be suspended until Respondent successfully completed all of the requirements contained in paragraph (b)(i) of Attachment A; Respondent's license be subject to the probationary terms and conditions contained in Attachment A; that the probationary term be for five years from the date the suspension is lifted; and that Respondent comply with paragraph (i) of Attachment A by providing samples for drug and alcohol analysis during the period of suspension. Five Board members voted in favor of the recommendation. Board member Ralph Pittman dissented.

### **CONCLUSIONS OF LAW**

The following Conclusions of Law were made after consultation with the Utah Board of Nursing on October 10, 2013:

1. Respondent has engaged in unlawful conduct as defined in Utah Code Ann. § 58-1-501(2)(c).
2. Respondent's federal criminal conviction for possession of 59 kg of marijuana is a crime reasonably related to Respondent's ability to safely and/or competently practice as a nurse in the State of Utah.

**ORDER**

After a careful consideration of this matter, the Findings of Fact and Conclusions of Law herein are hereby adopted by the Director. The Director concurs with the order recommended by the Board.

WHEREFORE, IT IS ORDERED Respondent's license be revoked; the revocation be immediately stayed; Respondent's license be suspended until Respondent successfully completes all of the requirements contained in paragraph (b)(i) of Attachment A; Respondent's license be subject to the probationary terms and conditions contained in Attachment A; that the probationary term be for five years from the date the suspension is lifted; and that Respondent comply with paragraph (i) of Attachment A by providing samples for drug and alcohol analysis during the period of suspension.

Dated this 28 day of October, 2013.



*for* W. Ray Walker, Acting Director  
MARK B. STEINAGEL  
Director

Notice of Right to Administrative Review

Agency review of this order may be obtained by filing a request for agency review with the Executive Director of the Department of Commerce, 160 East 300 South, Box 146701, Salt Lake City UT 84114-6701, within thirty (30) days after the date of this order. The agency action in this case was an informal adjudicative proceeding. The laws and rules governing agency review of this proceeding are found in Section 63G-4-101 et seq. of the Utah Code, and Rule 151-4 of the Utah Administrative Code.

## ATTACHMENT A

Respondent's license shall be revoked. That revocation shall be immediately stayed. Respondent's license shall be suspended until Respondent successfully completes the requirements set forth in paragraph (b)(i) below. Respondent's license shall be subject to a term of probation for a period of five years. The period of probation shall commence when the Division Director signs an Order lifting the suspension. During the period of suspension Respondent shall comply with the requirements of paragraph (i) below and provide samples for drug and alcohol analysis as directed by the Division. During the period of probation Respondent's license shall be subject to all of the following terms and conditions. If the Board or Division later deems any of the conditions unnecessary such deletions may be made by an amended order issued unilaterally by the Division.

- a. **Meeting with Board and Compliance Specialist.** Respondent shall meet with the Board at the Board's next scheduled meeting following the signing of the accompanying Order. Respondent shall meet with Division Compliance Specialist Connie Call prior to Respondent's first meeting with the Board to review this agreement. Ms. Call may be reached at (801) 530-6295, or by email at [cscall@utah.gov](mailto:cscall@utah.gov). For the remainder of the duration of probation, Respondent shall meet with the Board or with the Division, as directed by the Division, quarterly or at such other greater or lesser frequency as the Division may direct.
- b. **Evaluations and Treatment.** Respondent shall submit to the following course of treatment as part of Respondent's rehabilitation and at Respondent's own expense:
  - i. Respondent shall successfully complete substance use disorder, psychological, and physical evaluations provided by Division-approved licensed providers within ninety (90) days of the effective date of this Order. Respondent shall contact the Division-approved evaluators for initial appointments within 10 days of the effective date of this Order. Respondent shall schedule the initial appointment for each evaluation to be held within 45 days of the effective date of this Order. Respondent shall attend all appointments and follow-up appointments in a

timely manner. Respondent shall provide a copy of this Order to each evaluator and cause the evaluator to acknowledge to the Board in writing that a copy of this Order has been provided to the evaluator. Respondent shall provide copies of all relevant police reports, proof of relevant criminal convictions, and a copy of a Bureau of Criminal Investigations (BCI) report obtained within the previous 30 days, to the evaluators before the evaluators conduct their evaluation. Respondent shall cooperate fully with the evaluators to ensure fair and complete evaluations. Respondent shall notify the Division immediately after successfully completing each evaluation and inform the Division that Respondent has successfully completed each evaluation. Respondent agrees to cause the evaluation reports to be sent to the Division within 90 days of the effective date of this Order. Respondent shall submit letters from each evaluator which state that Respondent is mentally and physically fit to practice as a nurse, to the Division and Board. Respondent shall successfully complete all treatment recommended in the evaluations. Respondent shall authorize all approved treatment programs or therapists from whom Respondent has received or will receive treatment to discuss Respondent's diagnosis, treatment, and prognosis with the Division and the Board. The program or therapist must also be directed to submit evaluations to the Board that address Respondent's progress in treatment and Respondent's prognosis at the frequency described in subparagraph (l) below.

- ii. If Respondent fails to submit the evaluation(s) to the Division within the time stated above, the Division may take any action necessary pursuant to the Utah Administrative Procedures Act, Utah Code Annotated § 63-46b.
- iii. In the interest of public safety, the Division may impose additional requirements above and beyond those recommended by the evaluator in the substance use disorder, psychological, and physical evaluations set forth above. Respondent agrees to comply with these additional requirements.

- c. **Abstinence from Drugs and Alcohol.** Although the use and possession of alcohol is generally legal for persons age 21 and older, Respondent agrees to abstain from the personal use or possession of alcohol in any form. Respondent agrees to abstain from the personal use or possession of controlled substances and prescription drugs, unless such controlled substance or prescription drug is lawfully prescribed to Respondent for a current bona fide illness or condition by a licensed practitioner and taken by Respondent in accordance with that practitioner's instructions. Respondent shall abstain from the use of any and all other mood altering substances or use of mood altering substances for any other purpose than the purpose for which the substance is intended.
- d. **Completion of Criminal Sanctions.** Respondent shall complete all terms and conditions of any criminal sanctions, incurred before or during the period of this agreement, including probation or parole. If Respondent has not successfully completed all the terms and conditions of Respondent's criminal probation at the time Respondent's administrative probationary period ends, the period of Respondent's administrative probation shall be extended until all the conditions of Respondent's criminal probation have been successfully completed.
- e. **Limitation on Number of Prescribers and Pharmacies Used.** Unless otherwise approved by the Division, Respondent shall, except as provided otherwise herein, receive prescriptions from only one prescribing practitioner, and Respondent shall fill prescriptions at only one pharmacy. Respondent may submit the name of a prescribing practitioner specialist to the Division who provides care that the regular prescribing practitioner cannot provide. The Division will review the request by Respondent and determine if Respondent may receive prescriptions from the prescribing specialist. Respondent shall not obtain the same or equivalent prescription drug or controlled substance from more than one practitioner. All prescribing practitioners must be informed of any and all of Respondent's addiction/abuse problems. Respondent shall not undertake, under any circumstance, to obtain prescription drugs in quantities or types that are not legitimately required. Respondent shall submit the names of the prescribing practitioner and pharmacy to the Division and Board for approval. Respondent shall provide the

Division with a copy of all Respondent's prescriptions for prescription drugs and controlled substances within forty-eight (48) hours after the prescription has been written.

- f. **48 Hours to Submit Prescriptions to Division.**  
Prescriptions from an emergency practitioner or referral practitioner must be submitted to the Division within forty-eight (48) hours of being issued. Respondent shall report to the Division within forty-eight (48) hours any and all prescription medication and controlled substances administered or dispensed to Respondent by any other individual. Respondent shall provide any emergency room or hospital discharge summary to the Division and Board. If Respondent is seen in an emergency room, Respondent shall provide the Division and Board with a copy of Respondent's emergency room discharge papers.
- g. **Reporting Use of Prescription Medication to Division.**  
Respondent shall report to the Division within forty-eight (48) hours any and all prescription medication and controlled substances ingested by Respondent from any source.
- h. **Prescribing Practitioners Provided with Stipulation.**  
Respondent shall provide to the primary prescribing practitioner a copy of this Stipulation and Order and cause the practitioner to acknowledge to the Board in writing that a copy of this Stipulation and Order has been provided to the primary prescribing practitioner or referral prescribing practitioner.
- i. **Drug and Alcohol Testing Requirement.** Respondent shall provide samples (urine, blood, saliva, hair, or any other type of sample requested) for alcohol and drug analysis ("drug testing") upon the request of the Division, to be conducted by any company with which the Division has contracted to conduct drug testing. The designated company may also request such samples and Respondent shall comply with such requests. Respondent shall call in to a designated phone number or check-in via the internet every day to determine if Respondent is required to provide a sample for drug and alcohol analysis. The Division shall determine when and where Respondent is to submit for testing. Respondent shall pay for the cost of drug testing and shall accurately complete and sign any and all release forms requested by the Division or the drug testing

company with respect to drug testing, including but not limited to, forms authorizing the company to send the drug test results to the Division. Any report from a drug testing company that indicates that Respondent failed to provide a sample for drug analysis as directed will be considered a positive drug test result for Respondent and may subject Respondent to additional sanctions, including fines. Any drug test result or pattern of results that indicates that the sample provided by Respondent for drug analysis is diluted to an extent that it cannot be analyzed, will be considered a positive drug test result for Respondent and will subject Respondent to additional sanctions.

- j. **Payment of Costs.** Failure of Respondent to pay the costs associated with this Order constitutes a violation of the Order.
- k. **Failure to Comply Will Lead to Additional Sanctions.** The Division may take appropriate action to impose sanctions if: (i) Respondent tests positive for alcohol, a prescription drug, a controlled substance, or any mood altering substance which cannot be accounted for by administration or prescription by a lawful practitioner for a current medical condition; or (ii) Respondent violates any federal, state or local law relating to Respondent's practice, the Controlled Substance Act; or a term or condition of this Order. Sanctions may include revocation or suspension of Respondent's license, or other appropriate sanction, in the manner provided by law.
- l. **Frequency of Submitting of Reports.** All reports and documentation required in this Order shall be submitted to the Board on a monthly basis, on the first day of each month, for the first six months of probation. If Respondent is in compliance with all terms and conditions of the Order at the end of that time, all reports and documentation shall be submitted to the Division on the first day of the month on a quarterly basis for the remainder of probation. If Respondent is not in compliance with all terms and conditions of the Order by the end of the first six (6) months of probation, all reports and documentation shall be submitted to the Division on the first day of the month on a monthly basis until Respondent is in compliance with the Order, after which all reports shall be submitted on a quarterly basis.

- m. **Self-Assessment Requirement.** Respondent shall complete and submit to the Board a self-assessment report at the frequency described in subparagraph (l) above. The self-assessment report shall be completed on a form prescribed by the Division.
- n. **Therapy and Aftercare Requirement.** Respondent shall participate in all therapy and aftercare that the Division and the Board may require. Respondent shall authorize all approved treatment programs or therapists from whom Respondent has received or will receive treatment to discuss Respondent's diagnosis, treatment, and prognosis with the Division and the Board. The program or therapist must also be directed to submit evaluations to the Board that address Respondent's progress in treatment and Respondent's prognosis at the frequency described in subparagraph (l) above. Respondent may be subject to re-evaluation upon notice and opportunity to be heard.
- o. **Professional Support Group Requirement.** If it is determined by the evaluator that Respondent has a substance use disorder or a similar determination is made, Respondent shall participate in a professional support group to address Respondent's use of controlled substances and shall submit documentation that reflects Respondent's continuing and regular attendance at such support group meetings. Respondent shall submit such documentation to the Division at the frequency described in subparagraph (l) above. Regular attendance for the purpose of this paragraph shall be at least twice a month.
- p. **12-Step Program Requirement.** If it is determined by the evaluator that Respondent has a substance use disorder or a similar determination is made, Respondent shall attend a 12-step program, have a sponsor, work the 12-step program and submit reports at the frequency described in subparagraph (l) above to the Division documenting Respondent's participation. The frequency of participation shall be approved by the Board. Unless otherwise directed, Respondent shall attend at least two times per month.
- q. **Notification of Employer Requirement.** Respondent shall notify any employer of Respondent's restricted status and the terms of this agreement. Respondent shall further cause Respondent's employer to submit performance evaluations to the Board at the frequency described in

subparagraph (l) above. The receipt of an untimely or an unfavorable report may be considered to be a violation of probation. If Respondent is not employed as a nurse, Respondent shall submit the employer report form on the date it is due, sign and date it, and indicate on that form that Respondent's current employment is not in nursing or that Respondent is not currently working.

- r. **Copy of Stipulation to Employer/School.** Respondent shall provide to Respondent's employer(s) and/or school of nursing a copy of this Order and cause each employer or school of nursing to acknowledge to the Board in writing, that a copy of this Order has been provided to the employer and/or school of nursing within 14 days of the effective date of this Order or any new employment date.
- s. **Workplace Restriction.** Respondent shall not work for a nursing registry, traveling nurse agency, nursing float pool, home health agency, hospice, temporary employment agency, or any other practice setting in which nursing supervision is unavailable.
- t. **Hours Per Week Worked Restriction.** Within any 14-day period Respondent shall not work more than 80 hours. Respondent may work three 12-hour shifts in one seven day period and four 12-hour shifts in the other seven day period, but Respondent may not work more than three consecutive 12-hour shifts. Respondent shall not work two consecutive 8-hour shifts within a 24-hour period or be scheduled work 16 hours within a 24-hour period. In the event Respondent does not practice as a nurse for a period of sixty (60) days or longer, Respondent shall notify the Board in writing of the date Respondent ceased practicing. The period of time in which Respondent does not practice shall not be counted toward the time period of this Order. It shall be within the discretion of the Board to modify this requirement if Respondent satisfactorily explains to the Board that compliance in Respondent's case was impractical or unduly burdensome. Respondent must work at least sixteen (16) hours per week to be considered "practicing" in Respondent's profession.
- u. **Supervisor Requirement.** Respondent shall practice only under the direct supervision of a registered nurse or a licensed physician in good standing with the Division. The supervising nurse or supervising physician shall be

primarily one (1) person who may periodically delegate her supervisory responsibilities over Respondent to other qualified personnel. The supervising nurse or supervising physician shall be approved by the Division and Board. Respondent shall cause Respondent's supervisor to read this Order in its entirety and cause the supervisor to provide input on Respondent's employer evaluations to the Division and Board. The employer reports shall be submitted to the Division and Board on pre-approved forms, at the frequency set forth in subparagraph (l) above. Employer reports submitted after the first day of the month shall be considered a violation of this Order. "Direct supervision" as defined in Utah Administrative Code R156-1-102a(4)(a) means that the supervising licensee is present and available for face-to-face communication with Respondent when and where nursing services are being provided.

- v. **No Work in Other Nurse Licensure Compact State.** Respondent agrees not to practice nursing in any other state that is a party to the Nurse Licensure Compact without prior authorization from such other party state.
- w. **Working Around Controlled Substances.** Respondent shall restrict Respondent's practice to duties and surroundings that do not allow the Respondent access to, or require the Respondent to account for controlled substances.
- x. **Contacting Pharmacies.** Respondent shall not contact by telephone or other manner, any pharmacy or drug supplier for the purposes of filling a prescription order. This applies both while Respondent is working in the capacity of Respondent's employment or not. Respondent may transmit prescription orders to an inpatient pharmacy within the facility where Respondent is employed.
- y. **Change of Employer or Employment Status.** Respondent shall notify the Board in writing within one (1) week of any change of employer, employment status, or practice status. This notification is required regardless of whether Respondent is employed in Respondent's profession.
- z. **Notify Division if Leaving State of Utah.** If Respondent leaves the State of Utah for a period longer than sixty (60)

days, Respondent shall notify the Division and Board in writing of the dates of Respondent's departure and return. The licensing authorities of the jurisdiction to which Respondent moves shall be notified by Respondent in writing of the provisions of this Order. Periods of residency or practice outside the State of Utah may apply to the reduction of the period this Order is in effect, if the new state of residency places equal or greater conditions upon the Respondent as those contained in this Order.

- aa. **Notify Division if Further Criminal Arrest, Charge, Conviction or Mental or Substance Abuse Treatment.** If Respondent is arrested or charged with a criminal offense by any law enforcement agency, in any jurisdiction, inside or outside the State of Utah, for any reason, or should Respondent be admitted as a patient to any institution in this state or elsewhere for treatment regarding the abuse of or dependence on any chemical substance, or for treatment for any emotional or psychological disorder, Respondent agrees to cause the Division and Board to be notified immediately. If Respondent at any time during the period of this agreement is convicted of a criminal offense of any kind, or enters a plea in abeyance to a criminal offense of any kind, including a pending criminal charge, the Division may take appropriate action against Respondent, including imposing appropriate sanctions, after notice and opportunity for hearing. Such sanctions may include revocation or suspension of Respondent's license, or other appropriate sanctions.
- bb. **Maintain Active License.** Respondent shall maintain an active license at all times during the period of this agreement.
- cc. **Change of Address.** Respondent shall immediately notify the Division in writing of any change in Respondent's residential or business address.
- dd. **Timely Submission of Reports.** Respondent shall submit reports on the date they are due and shall appear at scheduled meetings with the Division and Board promptly. Failure to do so shall be considered a violation of this Order.
- ee. **Essay.** Respondent shall submit an essay to the Division and Board, within 30 days after the successful completion

of the requirements of paragraphs (ff) and (hh). The essay shall set forth the a description of the misconduct in Respondent's own words, along with the effect of the misconduct on Respondent, Respondent's family, and Respondent's patients and employer.

- ff. **Thinking Errors Class or Other Classes.** Respondent shall successfully complete a Thinking Errors class or any other continuing education class, intervention, or training that the Division and Board deem appropriate. Respondent shall successfully complete the Thinking Errors class within six months of Respondent's suspension being lifted. Respondent shall successfully complete in a timely manner any continuing education class or training directed by the Division and Board.
- gg. **Suspension If Not Working for One Year.** If Respondent does not work in Respondent's licensed profession for a period of one year or longer, then Respondent's license shall be suspended. When Respondent begins working in Respondent's licensed profession and provides the Division with written notice of this fact, and Respondent is otherwise qualified to practice, the suspension shall be immediately lifted.
- hh. **Additional Classes.** Respondent shall successfully complete the following courses within 90 days of Respondent's suspension being lifted: "Ethics of Nursing Practice" and "Professional Accountability & Legal Liability for Nurses."