



STATE OF MAINE  
 BOARD OF NURSING  
 158 STATE HOUSE STATION  
 AUGUSTA, MAINE  
 04333-0158

JOHN ELIAS BALDACCI  
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.  
 EXECUTIVE DIRECTOR

**IN RE: ANDREA S. NORRIS, R.N. )  
 of Wallagrass, Maine )  
 License #R034892 )**      **CONSENT AGREEMENT  
 FOR VOLUNTARY  
 SURRENDER OF LICENSE**

**INTRODUCTION**

This document is a Consent Agreement regarding Andrea S. Norris's license to practice registered professional nursing in the State of Maine. The parties enter into this Consent Agreement ("Agreement") pursuant to 32 M.R.S.A. § 2105-A (1-A) (C) and 10 M.R.S.A. § 8003 (5) (B), (5) (D). The parties to this Consent Agreement are Andrea S. Norris ("Ms. Norris"), Maine State Board of Nursing ("Board") and the Office of the Attorney General, State of Maine. The Board met with Ms. Norris in an Informal Conference on August 12, 2008. The parties reached this Agreement on the basis of a Notice of Complaint or Provider Report from the Board dated September 5, 2007, consisting of information from Northern Maine Medical Center ("NMMC") located in Fort Kent, dated August 8, 2007 and August 16, 2007; supplemental information from NMMC dated January 28, 2008; and Ms. Norris's responses dated September 10, 2007 and February 2, 2008.

**FACTS**

1. Andrea S. Norris has been licensed as a registered professional nurse in Maine since December 1991.
2. On July 22, 2007, Ms. Norris had on-call responsibilities at NMMC for Operating Room emergency call. Ms. Norris's husband contacted the nursing supervisor to inform her that Ms. Norris was at home, but unfit to take an emergency call. Later that day, Ms. Norris was brought into the Emergency Department by EMTs for admission, but failed to contact her supervisor to inform her that she was unable to commit to the emergency call shift. Upon returning to work after pre-approved vacation, Ms. Norris reported to the Director of Nursing that she had been under the influence of alcohol on July 22 to the extent that she was unfit for duty that day. NMMC disciplined Ms. Norris on August 7, 2007 for this incident with a 15-day suspension without pay.
3. On January 17, 2008, Ms. Norris was terminated from employment in Surgical Services at NMMC because she diverted an anesthetic agent, Servoflurane, from NMMC for her own use.
4. Andrea S. Norris admits that she has a substance abuse problem. She voluntarily entered into substance abuse treatment at Aroostook Mental Health Center on January 25, 2008, where she completed a 36-session Intensive Outpatient



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## Consent Agreement for Voluntary Surrender of License

Andrea S. Norris

Page 2

Treatment program on May 9, 2008. On May 22, 2008, she began attending a Substance Abuse Wellness Recovery group, which is designed for people in the Action Stage of their recovery. She is also maintaining individual therapy as part of her substance abuse treatment and states that she has been substance free since January 8, 2008.

5. Andrea S. Norris wishes to resolve this matter by accepting this Agreement, thereby waiving her rights to an adjudicatory hearing

### AGREEMENT

6. The Maine State Board of Nursing will accept Andrea S. Norris's offer to voluntarily surrender her registered professional nurse license. Ms. Norris understands and agrees that should this matter go to hearing before the Board on the above-stated facts and the underlying information to support those facts, it is more likely than not the facts would support the Board's findings in this Agreement.
7. Andrea S. Norris understands and agrees that based upon the above-stated facts, this document imposes discipline regarding her license to practice registered professional nursing in the State of Maine. The grounds for discipline for violations under 32 M.R.S.A. § 2105-A(2)(B), (2)(F), (2)(H) and Chapter 4, sections 1(A)(1), 1(A)(2), 1(A)(6), 1(A)(8) and Chapter 4, sections 3(F), 3(K), 3(P) and 3(Q) of the Rules and Regulations of the Maine State Board of Nursing. Specifically, the violations are:
  - a. "B. Habitual substance abuse that has resulted or is foreseeably likely to result in the licensee performing services in a manner that endangers the health and safety of patients." See also Chapter 4, Section 1.A.2.
  - b. "F. Unprofessional Conduct. A licensee is considered to have engaged in unprofessional conduct if the licensee violates a standard of professional behavior that has been established in the practice for which the licensee is licensed." See also Chapter 4, Section 1.A.6.
  - c. "H. A violation of this chapter or a rule adopted by the board." See also Chapter 4, Section 1.A.6.
  - d. "Unprofessional Conduct" as defined by the Rules and Regulations of the Maine State Board of Nursing in Chapter 4, Section 3, describes, "Nursing behavior which fails to conform to legal standards of the nursing profession, and which could reflect

## Consent Agreement for Voluntary Surrender of License

Andrea S. Norris

Page 3

adversely on the health and welfare of the public shall constitute unprofessional conduct and shall include, but shall not be limited to, the following:

F. Failing to take appropriate action or to follow policies and procedures in the practice situation designed to safeguard the patient.

K. Inaccurate recording, falsifying or altering a patient or health care provider record.

P. Diverting drugs, supplies or property of patients or health care provider.

Q. Possessing, obtaining, furnishing or administering prescription drugs to any person, including self, except as directed by a person authorized by law to prescribe drugs.”

8. Andrea S. Norris understands and agrees that her license will remain on surrender status and subject to the terms of this Agreement indefinitely until and unless the Board, at Ms. Norris’s written request, votes to reinstate her license. Ms. Norris agrees and understands that if the Board reinstates her license, it will be for a probationary period.
9. The State of Maine is a “party state” that has adopted the Nurse Licensure Compact (“Compact”), which is set out in Chapter 11 of the Rules and Regulations of the Maine State Board of Nursing. The State of Maine is Ms. Norris’s “home state” of licensure and primary state of residence, which means Ms. Norris has declared the State of Maine as her fixed permanent and principle home for legal purposes; her domicile. Other party states that are in the Compact are referred to as “remote states,” which means party states other than the home state that have adopted the Compact. Ms. Norris understands that this document is an Agreement that affects her rights to practice nursing in the State of Maine and any remote party state in the Nurse Licensure Compact. Ms. Norris understands she does not have to execute this Agreement and has the right to consult with an attorney before entering into the Agreement.
10. Andrea S. Norris shall not work or volunteer in any capacity for a health care provider as defined by Title 24 M.R.S.A. § 2502 (2) or in any position holding herself out as a registered professional nurse or with the designation “RN,” including in a veterinarian’s office, while her nursing license is surrendered. In addition, Ms. Norris is not to seek employment where the handling or dispensing of drugs is part of the job responsibility.

**Consent Agreement for Voluntary Surrender of License**

**Andrea S. Norris**

**Page 4**

11. This Agreement is a public record within the meaning of 1 M.R.S.A. § 402 and will be available for inspection and copying by the public pursuant to 1 M.R.S.A. § 408.
12. Modification of this Agreement must be in writing and signed by all parties.
13. This Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.
14. Andrea S. Norris affirms that she executes this Agreement of her own free will.
15. This Agreement becomes effective upon the date of the last necessary signature below.

**I, ANDREA S. NORRIS, R.N., HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, KNOWINGLY, AND INTELLIGENTLY AND AGREE TO BE BOUND BY THIS AGREEMENT. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.**

DATED: 9-16-08

  
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ANDREA S. NORRIS, R.N.

**FOR THE MAINE STATE BOARD OF NURSING**

DATED: 9/18/08

  
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MYRA A. BROADWAY J.D., M.S., R.N.  
Executive Director

**FOR THE OFFICE OF THE ATTORNEY GENERAL**

DATED: 9/22/08

  
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JOHN H. RICHARDS  
Assistant Attorney General