



MAINE STATE BOARD OF NURSING

35 ANTHONY AVENUE
STATE HOUSE STATION 158
AUGUSTA, MAINE 04333
(207) 624-5275

In re:)
Joanne G. Glowa) CONSENT AGREEMENT
of Augusta, Maine) REGARDING VOLUNTARY
License #P009075) SURRENDER OF LICENSE
)

INTRODUCTION

This document is a Consent Agreement regarding Joanne G. Glowa's license to practice practical nursing in the State of Maine, entered into pursuant to 32 M.R.S.A. Section 2105-A(1-A)(B) and 10 M.R.S.A. Section 8003(5)(B). The parties to this Consent Agreement are: Joanne G. Glowa, the Maine State Board of Nursing ("Board") and the Department of Attorney General, State of Maine.

By letter dated December 12, 1991, Ms. Glowa was advised by the Board that it had received a letter dated December 9, 1991 from T. Anne Murphy, R.N., Vice President for Nursing, Kennebec Valley Medical Center, alleging that Ms. Glowa may be in violation of 32 M.R.S.A. Section 2105-A(2)(B), (2)(E) and (2)(F). Ms. Glowa responded to the Board in a letter dated December 20, 1991. Subsequently, the Board requested that Ms. Glowa attend an informal conference pursuant to 32 M.R.S.A. Section 2105-A(1-A). The informal conference was held on February 11, 1992 at the office of the State Board of Nursing in Augusta, Maine. Ms. Glowa attended the informal conference without counsel.

FINDINGS OF FACT

As a result of the informal conference, the Board made the following findings of fact:

1. Ms. Glowa admits to diversion of narcotics from Kennebec Valley Medical Center, her employer, since the end of September 1991. The diverted drugs were used personally by Ms. Glowa.
2. Patients at the Kennebec Valley Medical Center were deprived of necessary medication by Ms. Glowa's actions.
3. Ms. Glowa has a relatively short history of substance abuse: since September of 1991.
4. Ms. Glowa has completed a ten-day rehabilitation program and is actively involved in a formal aftercare program.

5. Ms. Glowa is active in self-help groups.
6. Ms. Glowa has a good work history in that the quality of nursing care provided has never been in question.
7. The Kennebec Valley Medical Center would be willing to re-employ Ms. Glowa after a period of time.
8. Ms. Glowa has remained substance-free since December of 1991.

COVENANTS

Based on the above findings of fact, the Board voted to enter into an agreement with Ms. Glowa under which the Board will accept the voluntary surrender of her license on February 11, 1992 for a period of six months with the following conditions:

1. Ms. Glowa will remain completely substance-free.
2. Ms. Glowa will continue her prescribed aftercare, self-help and counseling programs.
3. Ms. Glowa will arrange for reports to the Board from her counselor every two months, for a total of three reports during the six-month period of voluntary surrender. Ms. Glowa waives any claims of confidentiality and privilege which she may have with respect to these reports.
4. Ms. Glowa will not be employed in any position in the health care field, including as a Certified Nursing Assistant.
5. The Board agrees to take no further action upon these facts so long as Ms. Glowa fully complies with these conditions.

Ms. Glowa understands that this document is a Consent Agreement which affects her rights to practice nursing in Maine. Ms. Glowa understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering this Consent Agreement. Ms. Glowa affirms that she executes this Consent Agreement of her own free will.

DATED: March 4, 1992

BY: Joanne G. Glowa
JOANNE G. GLOWA

FOR THE MAINE STATE BOARD OF
NURSING:

DATED: 3/9/92

BY: Jean C. Caron
JEAN C. CARON, R.N., M.S.
Executive Director

FOR THE DEPARTMENT OF
ATTORNEY GENERAL:

DATED: 3/11/92

BY: Tim W. Collier
TIMOTHY W. COLLIER
Assistant Attorney General
Counsel to the Board