



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

ANGUS S. KING, JR.
 GOVERNOR

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

IN RE: CARRIE S. HICKMAN)
 of Berlin, Maryland)
 License R033437)
**CONSENT AGREEMENT FOR
 VOLUNTARY SURRENDER
 OF LICENSE**

INTRODUCTION

This document is a Consent Agreement regarding Carrie S. Hickman's license to practice professional nursing in the State of Maine, entered into pursuant to 32 M.R.S.A. § 2105-A and 10 M.R.S.A. § 8003(5)(B). The parties to this Consent Agreement are Carrie S. Hickman, the Maine State Board of Nursing ("Board") and the Department of Attorney General. The parties reached this Agreement following an informal conference held on October 21, 1998 regarding allegations submitted by Home Resources of Maine by letters dated December 2 and 3, 1997 and January 27, 1998 and by the Penobscot Nursing Home by letters dated March 31, 1998 and July 1, 1998.

FACTS

1. Ms. Hickman stated that she stored narcotics in her office desk and then subsequently destroyed them by burning them in her fireplace at home.
2. Ms. Hickman stated that she administered medications poured by another.
3. Ms. Hickman engaged in a pattern of deceitful conduct with two nursing employers.
4. Ms. Hickman lost her employment with these two employers as a result of this conduct.
5. Ms. Hickman stated that she was suffering from depression during the period of her employment at Home Resources of Maine, Inc. and Penobscot Nursing Home. Ms. Hickman stated that she is receiving ongoing treatment for depression.
6. Ms. Hickman has practiced as a nurse since 1989.
7. During her employment at Home Resources of Maine, Inc. and Penobscot Nursing Home, Ms. Hickman exhibited poor clinical judgment.
8. For the purpose of this agreement, the Board makes no specific finding regarding whether Ms. Hickman diverted drugs during her employment at either Home Resources of Maine or Penobscot Nursing Home.



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OFFICES LOCATED AT: 24 STONE ST., AUGUSTA, ME

PHONE: (207) 287-1133

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AGREEMENT

1. **Violations:** Ms. Hickman's conduct constitutes grounds for discipline under 32 M.R.S.A. § 2105-A(2)(A), (2)(E), and (2)(F).
2. **Voluntary Surrender:** Ms. Hickman agrees voluntarily to surrender her license to practice nursing for a minimum period of two (2) years.
3. **Request for reinstatement:** After two years from the effective date of this Agreement, Ms. Hickman may petition the Board for reinstatement of her license on probationary status. Ms. Hickman agrees and understands that her license will not be reinstated until and unless the Board, upon Ms. Hickman's written request, votes to reinstate Ms. Hickman's license. When considering whether to reinstate Ms. Hickman's license on probationary status, the Board will consider the degree to which Ms. Hickman has complied with these conditions and her ability to engage in safe nursing practice.
4. **Further action:** The Board agrees to take no further disciplinary action upon these facts so long as Ms. Hickman fully complies with these conditions.
5. **Miscellaneous provisions:** Ms. Hickman understands that this document is a Consent Agreement which affects her rights to practice nursing in Maine. This Consent Agreement may be amended only in writing signed by all the parties. Ms. Hickman 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. Hickman affirms that she executes this Consent Agreement of her own free will.
6. **Effective date:** This Consent Agreement becomes effective upon the last necessary signature below.

DATED: RECEIVED 11/30/98 (MTB)

Carrie S. Hickman
CARRIE S. HICKMAN

DATED: 12/1/98

M. Thomasine Burke
M. THOMASINE BURKE, ESQ
Counsel for Ms. Hickman

FOR THE MAINE STATE BOARD OF NURSING:

DATED: Dec 2, 1998

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

FOR THE DEPARTMENT OF ATTORNEY GENERAL:

DATED: Dec 3, 1998

Susan A. Sparaco
SUSAN A. SPARACO
Assistant Attorney General