

BEFORE THE TENNESSEE BOARD OF NURSING

In The Matter of:)	
)	
JOHN A. STEVENSON)	
R.N. License No. 284402)	Case No. 2025029661
A.P.R.N. Certificate No. 38026)	
)	
Respondent)	

CONSENT ORDER

The State of Tennessee, by and through the Office of General Counsel and the Respondent, John A. Stevenson, R.N., A.P.R.N., (Respondent), hereby stipulate and agree, subject to approval by the Tennessee Board of Nursing (Board), to the following:

I. Authority and Jurisdiction

The Board regulates and supervises nurses licensed to practice pursuant to Tennessee Code Annotated Section (Tenn. Code Ann. §) 63-7-101, *et seq.* (Code), including the discipline of licensees, as well as those who are required to be licensed, who violate the Code and the Rules promulgated by the Board, Official Compilation of Rules and Regulations of the State of Tennessee (Tenn. Comp. R. & Regs.), 1000-01-.01, *et seq.* (Rules). The Board enforces the Code and Rules to promote and protect the health, safety and welfare of the public; accordingly, it is the policy of the Board to require strict compliance with the law and to apply the law to preserve the quality of nursing care provided in Tennessee.

II. Stipulations of Fact

1. Respondent has been at all times pertinent hereto licensed by the Board as a registered nurse in the State of Tennessee, having been granted license number 284402 on January 6, 2025, which currently has an expiration date of January 31, 2027. Respondent's registered nurse license is active and valid in the state of Tennessee only.
2. Respondent has been at all times pertinent hereto certified by the Board as an advanced

practice registered nurse in the State of Tennessee, having been granted certificate number 38026 on January 21, 2025, which currently has an expiration date of January 31, 2027. Respondent's advanced practice registered nurse certificate is active and valid in the state of Tennessee only.

3. At all times pertinent hereto, Respondent was employed as a certified registered nurse anesthetist (CRNA) employed by Anesthesiology Consultants Exchange (ACE), which contracts with Erlanger Medical Center in Chattanooga, Tennessee, to provide anesthesia services.

4. On or about June 30, 2025, at the close of business, ACE personnel reported concerns that Respondent's behavior earlier in the day was consistent with impairment while on duty in the surgery center. Staff observed that Respondent had slurred speech, appeared extremely tired, was seen standing with his eyes closed and swaying, exhibited head nodding while standing upright, and appeared to have difficulty keeping his eyes open.

5. On or about July 1, 2025, the Chief CRNA for ACE and the Perioperative Anesthesia Compliance and Integration Administrator for Erlanger met with Respondent and directed Respondent to provide a urine specimen for a reasonable suspicion urine drug screen (UDS).

6. On or about July 1, 2025, Respondent submitted to the UDS. Laboratory results returned positive for fentanyl at a concentration of 2 ng/mL (laboratory threshold 0.05 ng/mL) and positive for norfentanyl, the primary metabolite of fentanyl.

7. Upon receiving the results of the UDS, Respondent was terminated from employment with ACE and prohibited from returning to any Erlanger facility.

8. The Drug Diversion Medical Safety Specialist for Erlanger conducted a retrospective audit of Respondent's Omnicell dispensing records from March 2025 through June 2025. The audit identified approximately five (5) instances of missing waste that were not flagged by the hospital's artificial-intelligence drug-monitoring software, "Sentri7," which was in its initial learning phase.

9. The Chief CRNA also reviewed Respondent's anesthesia charts and identified additional inconsistencies between drug dispensing and waste documentation that should have been flagged by the automated monitoring system.
10. On or about July 16, 2025, Respondent was referred to the Tennessee Professional Assistance Program (TNPAP).
11. On or about July 18, 2025, Respondent contacted the TNPAP intake coordinator and agreed to enter treatment.
12. On or about September 9, 2025, in an interview with a Tennessee Department of Health investigator, Respondent admitted to taking fentanyl for personal use and confirmed that he had been diverting waste fentanyl from Erlanger Medical Center. Respondent stated that he began using fentanyl waste in or around March 2025, initially one (1) to two (2) times per week, increasing to daily use by June 2025.
13. Respondent reported that he on occasion self-medicated by retaining unused fentanyl that would otherwise have been wasted after surgical procedures.
14. On October 13, 2025, Respondent entered into a Monitoring Agreement (MA) with Tennessee Professional Assistance Program (TNPAP). The MA shall be a minimum of sixty (60) months until the fulfillment of completion criteria. Respondent has obtained a safe to practice recommendation from TNPAP.

III. Stipulated Grounds for Discipline

The Stipulations of Fact are sufficient to establish that Respondent has violated Tenn. Code Ann. § 63-7-101, *et seq.*, for which disciplinary action by the Board is authorized.

15. The facts stipulated in five (5) and six (6) constitute a violation of Tenn. Code Ann. 63-1-126:

- (b) **A healthcare practitioner violates the practitioner's practice act by refusing to submit to a drug test or testing positive for any drug on any government or private sector preemployment or employer-ordered confirmed drug test for an employer when the practitioner does not have a lawful prescription for using the drug or a valid medical reason for using the drug. (Emphasis added).**
- (c)(1)(A) **If a healthcare practitioner refuses to submit to a drug test or tests positive for any drug on any government or private sector preemployment or employer-ordered confirmed drug test for a covered employer, then this section shall apply to the practitioner. (Emphasis added).**
- (B) The practitioner shall be given three (3) business days from the time of notification to the practitioner of the confirmed test result to:
 - (i) Produce a lawful prescription for the drug or a valid medical reason for using the drug to the employer; or
 - (ii) Report to the substance abuse peer assistance or treatment program of the appropriate board for the practitioner.
- (C) So long as the practitioner obtains and maintains the advocacy of the substance abuse peer assistance or treatment program, unless otherwise required by law, the employer is not required to notify the appropriate board for the practitioner of the violation of the practitioner's practice act.
- (2)(A) Whenever a healthcare practitioner who has been referred by the practitioner's employer or who has self-reported to the substance abuse peer assistance or treatment program of the appropriate board pursuant to subdivision (c)(1) fails to obtain or maintain the advocacy of the program, the program shall report the practitioner to the appropriate board concerning the violation of the practitioner's practice act.
- (B)(i) **So long as the practitioner complies with the terms and conditions of a referral to a substance abuse peer assistance or treatment program, the practitioner's license or certificate shall not be suspended or revoked by the appropriate board for a positive result on a confirmed drug test or a refusal to submit to a drug test. (Emphasis added).**

16. The facts stipulated in paragraphs four (4) through thirteen (13) constitute a violation of Tenn. Code Ann. § 63-7-115(a)(1):

- (C) Is unfit or incompetent by reason of negligence, habits or other cause;
- (D) Is addicted to alcohol or drugs to the degree of interfering with nursing duties; and
- (F) Is guilty of unprofessional conduct[.]

17. The facts stipulated in paragraphs four (4) through thirteen (13) constitute proof of Rule 1000-01-.08(1) of the Tenn. Comp. R. & Regs., which defines “unprofessional conduct and unfitness or incompetency by reason of negligence, habits or other cause” as including, but not limited to:

- (e) Unauthorized use or removal of narcotics, drugs, supplies, or equipment from any health care facility, school, institution or other workplace location;
- (f) The use of any intoxicating beverage or the illegal use of any narcotic or dangerous drug while on call or on duty in any health care facility, school, institution, or other workplace location;
- (g) Being under the influence of alcoholic beverages, or under the influence of drugs which impair judgment while on call or on duty in any health care facility, school, institution or other workplace location;
- (w) Engaging in acts of dishonesty which relate to the practice of nursing;
- (x) Having a positive drug screen without a valid prescription; and
- (ee) Carelessly or repeatedly failing to conform to generally accepted nursing standards in applicable practice settings;

IV. Stipulated Disposition

18. For the purpose of avoiding further administrative action with respect to this cause, Respondent agrees to have Respondent’s advanced practice registered nurse certificate and license to practice as a registered nurse in Tennessee **SUSPENDED** and the multistate privilege to practice in any other party state **DEACTIVATED**, beginning the effective date of this Order.

19. Respondent has undergone an evaluation approved by the Tennessee Professional Assistance Program (TNPAP). The results of the TNPAP approved evaluation recommended a return to practice with monitoring, and Respondent has signed a TNPAP monitoring agreement.

If Respondent maintains the advocacy of TNPAP and is in full compliance with the terms of the TNPAP monitoring agreement and any amendments thereto at the time of ratification of this Consent Order by the Board, then the suspension shall be **STAYED** and Respondent's license and certificate shall be immediately placed on **PROBATION** on the following terms and conditions:

- A. Respondent shall not violate Tenn. Code Ann. §63-7-101, *et seq.*, the rules promulgated pursuant thereto, any other state or federal law, rule, or regulation relating to the practice or the ability to practice nursing.
- B. Respondent shall not violate any local, state or federal criminal law.
- C. Respondent shall not violate any term of criminal probation or parole.
- D. Respondent shall report any arrests, criminal citations, and probation violation warrants in writing to the Disciplinary Coordinator by certified mail within ten (10) working days.
- E. Respondent shall report any guilty pleas, no contest pleas, criminal convictions and violations of criminal probation in writing to the Disciplinary Coordinator by certified mail within ten (10) working days.
- F. Respondent shall report any discipline of Respondent's nursing license and/or multistate licensure privilege by another state's licensing authority to the Disciplinary Coordinator by certified mail within ten (10) working days.
- G. Respondent **shall not** practice nursing:
 - (1) for agencies providing home care in the patient's residence;
 - (2) for hospice care programs providing hospice care in the patient's residence;
 - (3) for staffing agencies or pools;
 - (4) as an independent provider where the nurse provides nursing care and

is reimbursed for services as an independent contractor; or

(5) for an individual or group of individuals who directly engage Respondent to provide nursing services for fees, compensation, or other consideration or as a volunteer.

- H. Respondent **shall** practice as a nurse and/or CRNA only under the on-site supervision of another nurse, except for practice in a dialysis clinic or plasma center. On-site supervision is defined as having a supervising nurse present in the building while Respondent is on duty.
- I. The period of probation of Respondent's license and certificate shall run concurrent to the Respondent's monitoring agreement with TNPAP, but in no event shall the period of probation be less than three (3) years. Should Respondent's monitoring agreement with TNPAP be extended, the term of probation of Respondent's license and certificate shall be extended to run concurrent with the new term of the TNPAP monitoring agreement.
- J. If during the period of probation, a contested case is commenced by the filing of a Notice of Charges against Respondent's license and certificate the probationary period shall automatically be extended and shall not expire until the case has either been nonsuited or has been acted upon by the Board.
- K. Respondent's failure to maintain 100% compliance with the terms of the monitoring agreement and the advocacy of TNPAP until the completion of the monitoring agreement and any amendments thereto will be a violation of probation and shall result in the **immediate lifting of the stay of suspension of Respondent's license and certificate**. If thereafter Respondent wishes to have the suspension of Respondent's license and certificate stayed and the license and certificate placed on probation, Respondent must

appear before the Tennessee Board of Nursing Executive Director's Application Review Committee (ARC) to obtain a recommendation for such and demonstrate Respondent's present ability to engage in the safe practice of nursing, which shall include, at minimum, a demonstration of two (2) years of documented continuous sobriety. The Board reserves the right for ARC to recommend other reasonable conditions at the time of appearance before ARC. If ARC does not recommend staying the suspension and placing the license and certificate on probation, Respondent's license and certificate shall remain suspended. Respondent may not appear before ARC more than once in a twelve (12) month period.

7. **If on the date this order is ratified the Respondent has already lost the advocacy of TNPAP, then Respondent's license and certificate shall remain suspended.** If thereafter Respondent wishes to have the suspension of Respondent's license and certificate stayed and the license and certificate placed on probation, Respondent must appear before ARC to obtain a recommendation for such and demonstrate Respondent's present ability to engage in the safe practice of nursing, which shall include, at minimum, a demonstration of two (2) years of documented continuous sobriety. The Board reserves the right for ARC to recommend other reasonable conditions at the time of appearance before ARC. If ARC does not recommend staying the suspension and placing the license and certificate on probation, Respondent's license and certificate shall remain suspended. Respondent may not appear before ARC more than once in a twelve (12) month period.

20. Upon completion of probation, Respondent's advanced practice registered nurse certificate and license to practice as a registered nurse shall be returned to unencumbered status. Respondent's multistate privilege to practice in any other party state shall remain **DEACTIVATED** until such time as Respondent's license to practice as a registered nurse is no longer suspended or on probation.

10. Each condition of discipline herein is a separate and distinct condition. If any condition of this Order, or any application thereof, is declared unenforceable in whole, in part, or to any extent, the remainder of this Order, and all other applications thereof, shall not be affected. Each condition of this Order shall separately be valid and enforceable to the fullest extent permitted by law.

V. Representations of Respondent

11. Respondent understands and admits the allegations, charges, and stipulations in this Order.

12. Respondent understands the rights found in the Code, Rules, and the Uniform Administrative Procedures Act, Tenn. Code Ann. §§ 4-5-101 thru 4-5-404, including the right to a hearing, the right to appear personally and by legal counsel, the right to confront and to cross-examine witnesses who would testify against Respondent, the right to testify and to present evidence on Respondent's own behalf, as well as to the issuance of subpoenas to compel the attendance of witnesses and the production of documents, as well as the right to appeal for judicial review. Respondent voluntarily waives these rights in order to avoid further administrative action.

13. Respondent agrees that presentation of this Order to the Board and the Board's consideration of it and all matters divulged during that process shall not constitute unfair disclosure such that the Board or any of its members become prejudiced requiring their disqualification from hearing this matter should this Order not be ratified. All matters, admissions, and statements disclosed during the attempted ratification process shall not be used against the Respondent in any subsequent proceeding unless independently entered into evidence or introduced as admissions.

14. Respondent agrees that facsimile/PDF copies of this Order, including facsimile/PDF signatures thereto, shall have the same force and effect as originals.

15. Respondent also agrees that the Board may issue this Order without further process. If the Board rejects this Order for any reason, it will be of no force or effect for either party.

16. Respondent agrees that Respondent has not received any threats or promises of any kind

by the State or any agent or representative thereof, except such as is detailed herein.

VI. Notice

17. The discipline in this Order is formal disciplinary action and will be reported to the National Practitioner Data Bank (NPDB).

18. A **violation** of this Order shall constitute a **separate violation**, pursuant to Tenn. Code Ann. § 63-7-115(a)(1)(G), and is grounds for further disciplinary action by the Board, including revocation of Respondent's license and certificate.

APPROVED FOR ENTRY:



John A. Stevenson (Nov 4, 2025 19:51:22 EST)

John A. Stevenson
R.N. License No. 284402
A.P.R.N. Certificate No. 38026
Respondent

11/04/2025

DATE



Cara E. Weiner < (Nov 6, 2025 08:09:43 EST)

Cara Weiner
Attorney for Respondent
Spears, Moore, Rebman & Williams, P.C.
601 Market St. Suite 400
Chattanooga, TN 37402

11/06/2025

DATE



Kristen Irving (BPR # 034362)
Senior Associate General Counsel
Tennessee Department of Health
Office of General Counsel
665 Mainstream Drive, Second Floor
Nashville, Tennessee 37243
(615) 837-5376

11/19/25

DATE

Approval by the Board

Upon the agreement of the parties, this **CONSENT ORDER** was approved by a majority of a quorum of the Tennessee Board of Nursing at a public meeting of the Board and signed this 19th day of November, 2025.

ACCORDINGLY, IT IS ORDERED that the agreement of the parties will, and hereby does, become the Order of the Board.

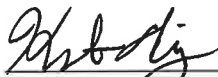


Chairperson/Acting Chairperson
Tennessee Board of Nursing

CERTIFICATE OF SERVICE

The undersigned hereby certifies that a true and correct copy of this document has been served upon the Respondent, c/o Cara E. Weiner, P.O. Box 1749, Chattanooga, Tennessee 37401, by delivering same in the United States regular mail and United States certified mail, number 9589 0710 5270 2723 6198 01, return receipt requested, with sufficient postage thereon to reach its destination and via electronic mail at CEW@smrw.com.

This 20th day of November, 2025.



Kristen Irving
Senior Associate General Counsel