



IN THE MATTER OF

\*

BEFORE THE MARYLAND

HEYWARD GLISSON III, P.D.

\*

STATE BOARD OF

LICENSE NO. 12475

\*

PHARMACY

\*

\* \* \* \* \*

**CONSENT ORDER**  
**HISTORY**

On June 3, 2010, the Maryland Board of Pharmacy (the "Board") received credible information indicating that Heyward Glisson III, License Number 12475, had a substance abuse problem that was affecting his performance as a pharmacist. The Board's investigation into this matter determined that Mr. Glisson may have a mental or physical ailment that may be affecting his ability to safely practice pharmacy. As a result, the Board referred Mr. Glisson for an evaluation by a Board-appointed evaluator to determine if he is mentally competent to practice pharmacy. The Board received a report on Mr. Glisson from the evaluator with certain recommendations which have been incorporated herein.

In lieu of instituting formal proceedings against Mr. Glisson, in accordance with the Maryland Pharmacy Act, Md. Code Ann., Health Occ. § 12-313, and Board regulations, COMAR 10.34.01, a Pre-charge Case Resolution Conference ("CRC") was held with members of the Board, Board Counsel, Mr. Glisson, and his counsel on April 11, 2012. Thereafter, the Board and Mr. Glisson agreed to resolve this matter as set forth in this Consent Order.

**FINDINGS OF FACT**

1. At all times relevant hereto, Mr. Glisson was a licensed pharmacist with the Board, Pharmacist License No. 12475. He was originally licensed by the Board on July 31, 1991.
2. On June 3, 2010, the Board received an anonymous complaint from a co-worker of Mr. Glisson expressing concern that Mr. Glisson had a substance abuse problem that was affecting his performance as a pharmacist.
3. Mr. Glisson's hospital employer also received the anonymous complaint, and set a meeting with Mr. Glisson to discuss the suspected substance abuse problem. At that meeting, which took place on June 18, 2010, Mr. Glisson admitted that he had a substance abuse problem and disclosed that he was already seeking professional assistance. Mr. Glisson was referred to both his employer's staff assistance program and the Pharmacists' Education and Advocacy Council of Maryland ("PEAC").
4. Following the meeting with his employer on June 18, 2010, Mr. Glisson was removed from the schedule at his place of employment. His employer's staff assistance program recommended that he remain off the schedule for a number of weeks to commit to recovery.
5. In August 2010, Mr. Glisson was cleared to return to work by his employer's staff assistance program, provided he sign an agreement with a number of conditions,

including continued substance abuse treatment and regular urine screens. Mr. Glisson returned to work in September 2010, and he returned to his schedule of evening shifts in January 2011.

6. On June 28, 2011, the Board referred Mr. Glisson for an evaluation by a Board-appointed evaluator to determine if he is mentally competent to practice pharmacy. On January 5, 2012, the Board received the evaluator's report. According to the evaluator, Mr. Glisson appeared to be progressing well in treatment, was fully compliant in his agreement with his employer, and did not have any positive urine screens with his employer. The evaluator commended Mr. Glisson's progress but stressed that his continued success depended on continued structured monitoring. The evaluator suggested that to ensure success, Mr. Glisson should continue a professional treatment program, continue group therapy, seek treatment for any underlying medical or behavioral health conditions, and continue weekly testing.
7. On April 11, 2012, the Board held a CRC with Mr. Glisson and his counsel. At the CRC, Mr. Glisson informed the Board that he was continuing to work with his employer's staff assistance program and PEAC, as well as a substance abuse clinic. Mr. Glisson provided the Board with letters from his employer's staff assistance program, PEAC, the substance abuse clinic, and his employer, all of which indicated that he was fully compliant with his treatment program and that he was showing good progress to date.
8. At the CRC, Mr. Glisson displayed to the Board that he is serious about his recovery and willing to do whatever it takes to overcome his substance abuse issue, although the Board agrees with the evaluator that strict monitoring is necessary to ensure Mr. Glisson's continued success.

#### CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, the Board concludes that Mr. Glisson is subject to discipline pursuant to Md. Code Ann., Health Occ. §§ 12-313(b)(21) and (25).

#### ORDER

It is this 25<sup>th</sup> day of June, 2012, by an affirmative vote of the Maryland Board of Pharmacy, hereby:

**ORDERED** that Mr. Glisson's license be placed on immediate PROBATION for at least THREE (3) YEARS, during which:

1. Mr. Glisson shall ensure that his pharmacist supervisor submit quarterly employer performance reports to the Board;
2. Mr. Glisson shall attend, on average, twice-weekly meetings of a 12-step aftercare or other group substance abuse program that is comprised of healthcare professionals;
3. Mr. Glisson shall continue individual psychotherapy and shall cooperate with his therapist's recommendations;
4. Mr. Glisson shall pursue treatment of any medical problems with a primary care physician and shall ensure that his physician provide twice-yearly reports to the Board; and
5. Mr. Glisson shall submit to random, Board-ordered urines on a weekly basis; and be it further,

**ORDERED** that after one (1) year of probation, Mr. Glisson may petition the Board for modification of the probationary terms herein, provided that he has been fully compliant with the terms of probation and does not have any pending complaints filed against him; and be it further,

**ORDERED** that after three (3) years of probation, Mr. Glisson may petition the Board to terminate probation, provided that he has been fully compliant with the terms of probation and does not have any pending complaints filed against him; and be it further,

**ORDERED** that all urine screens under this Order shall be:

1. Submitted by Mr. Glisson within 24 hours of the Board staff instructing him to submit a urine sample;
2. Submitted at a CLIA-certified laboratory;
3. Observed; and

4. Negative for any controlled dangerous substance, narcotics, cocaine, alcohol, or other mood-altering substance, except as provided below; and be it further,

**ORDERED** that Mr. Glisson shall abstain from the ingestion of controlled dangerous substances, narcotics, cocaine, alcohol, or other mood-altering substances, except that Mr. Glisson may ingest prescribed controlled dangerous substances for legitimate medical reasons under the following conditions:

1. Mr. Glisson must be a bona fide patient of a licensed Maryland prescriber who is aware of this order;

2. The medication must be lawfully prescribed by Mr. Glisson's physician or other authorized medical practitioner; and

3. Mr. Glisson must provide the Board, in writing, within seventy-two (72) hours of receiving the medication:

- a. The name and address of the prescriber;
- b. The illness or medical condition diagnosed;
- c. The type, strength, amount, and dosage of the medication; and
- d. A signed statement consenting to the release of all medical information about Mr. Glisson from the prescriber to the Board; and be it further,

**ORDERED** that Mr. Glisson's execution of this Order shall constitute a release of any and all medical records, substance abuse treatment records, and psychological/psychiatric records pertaining to Mr. Glisson to the Board in complying with the terms and conditions set forth herein; and be it further,

**ORDERED** that Mr. Glisson shall agree and consent to the release by the Board of any information or data produced in relation to this Order to any treatment provider; and be it further,

**ORDERED** that Mr. Glisson shall at all times cooperate with the Board in the monitoring, supervision, and investigation of Mr. Glisson's compliance with the terms and conditions of this Order; and be it further,

**ORDERED** that Mr. Glisson's failure to fully cooperate with the Board shall be deemed a violation of the probationary terms and a violation of this Order; and be it further,

**ORDERED** that in the event the Board finds in good faith that Mr. Glisson has violated any of the conditions of probation herein, or in the event the Board finds in good faith that Mr. Glisson has committed a violation of Title 12 of the Health Occupations Article or regulations adopted thereunder, the Board may immediately summarily suspend Mr. Glisson's license prior to a hearing, provided that Mr. Glisson is given the opportunity for a show cause hearing within a reasonable time of such action; and be it further,

**ORDERED** that Mr. Glisson shall bear the expenses associated with this Order; and be it further,

**ORDERED** that this is a formal order of the Maryland Board of Pharmacy and as such is a public document pursuant to the Maryland Annotated Code, State Government Article, Section 10-617(h).

January 25, 2012

Date

LaVerne Naesea

LaVerne Naesea, Executive Director

For

Michael Souranis, P.D.

President, Board of Pharmacy

**CONSENT**

1. By signing this Consent, I hereby affirm the findings of fact contained herein and agree to be bound by the foregoing Consent Order and its conditions.
2. By this Consent, I submit to the foregoing Consent Order as a resolution of this matter. By signing this Consent, I waive any rights I may have had to contest the findings and determinations contained in this Consent Order.
3. I acknowledge that this is a formal order of the Board and as such is a public document.
4. I acknowledge the legal authority and the jurisdiction of the Board to enter and enforce this Consent Order.
5. I sign this Consent Order freely and voluntarily, after having had the opportunity to consult with counsel. I fully understand the language, meaning, and effect of this Consent Order.

6/13/2012

Date

Heyward Glisson III

Heyward Glisson III, P.D.

**STATE OF MARYLAND**  
**COUNTY/CITY OF Howard:**

I hereby certify that on this 13<sup>th</sup> day of June, 2012, before me, a Notary Public of the State of Maryland and County/City aforesaid, personally appeared HEYWARD GLISSON III, and made an oath in due form that the foregoing Consent was his voluntary act and deed.

**Harry Gueno**  
Notary Public  
Howard County, MD  
My Commission Expires 6/9/2015

Harry Gueno  
Notary Public Harry Gueno  
My commission expires: 6/9/2015