

**VIRGINIA BOARD OF NURSING  
AGENCY SUBORDINATE  
INFORMAL CONFERENCE  
December 15, 2025**

TIME AND PLACE: The informal conference held before an Agency Subordinate of the Board of Nursing was convened at 9:00 A.M., on Monday December 15, 2025, in Hearing Room 3, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

AGENCY  
SUBORDINATE: Kelly McDonough, D.N.P., R.N.

STAFF PRESENT: Patricia Dewey, R.N., B.S.N.  
Monique Davis, B.S.N., M.P.H.

OTHERS PRESENT: Amy Weiss, Adjudication Specialist  
Tammie Jones, Adjudication Specialist  
Avi Efreom, Adjudication Specialist

CONFERENCE  
SCHEDULED: **Shannon Medley C.N.A., 1401-101582**  
Ms. Medley did not appear.

Based upon information provided by Ms. Weiss, Dr. McDonough ruled that adequate notice was provided to Ms. Medley.

A recommended decision will be mailed to Ms. Medley within ninety days.

This recommendation will be presented to the Full Board; if accepted, an Order will be entered. As provided by law, this decision shall become a Final Order thirty days after service of such order on Ms. Medley, unless a written request to the Board for a formal hearing on the allegations made against her is received from Ms. Medley within such time. If service of the order is made by mail, three additional days shall be added to that period. Upon such timely request for a formal hearing, the Order shall be vacated.

CONFERENCE  
SCHEDULED: **Nicole Goad, C.N.A., 1401-158487**  
Ms. Goad did not appear.

Based upon information provided by Ms. Jones, Dr. McDonough ruled that adequate notice was provided to Ms. Goad.

A recommended decision will be mailed to Ms. Goad within ninety days.

This recommendation will be presented to the Full Board; if accepted, an Order will be entered. As provided by law, this decision shall become a Final Order thirty days after service of such order on Ms. Goad unless a written request to

the Board for a formal hearing on the allegations made against her is received from Ms. Goad within such time. If service of the order is made by mail, three additional days shall be added to that period. Upon such timely request for a formal hearing, the Order shall be vacated.

CONFERENCE  
SCHEDULED:

**Chloe Murray, C.N.A., 1401-210942**

Ms. Murray did not appear.

Based upon information provided by Ms. Jones, Dr. McDonough ruled that adequate notice was provided to Ms. Murray.

A recommended decision will be mailed to Ms. Murray within ninety days.

This recommendation will be presented to the Full Board; if accepted, an Order will be entered. As provided by law, this decision shall become a Final Order thirty days after service of such order on Ms. Murray unless a written request to the Board for a formal hearing on the allegations made against her is received from Ms. Murray within such time. If service of the order is made by mail, three additional days shall be added to that period. Upon such timely request for a formal hearing, the Order shall be vacated.

The Agency Subordinate Informal Conference recessed at 10:35 A.M.

The Agency Subordinate Informal Conference reconvened at 1:00 P.M.

CONFERENCE  
SCHEDULED:

**Eugenia Nipper, C.N.A. Appl., R.M.A., 0031-015158**

Ms. Nipper appeared.

Ms. Nipper was informed a recommended decision will be made and mailed to her within ninety days.

This recommendation will be presented to the Full Board; if accepted, an Order will be entered. As provided by law, this decision shall become a Final Order thirty days after service of such order on Ms. Nipper unless a written request to the Board for a formal hearing on the allegations made against her is received from Ms. Nipper within such time. If service of the order is made by mail, three additional days shall be added to that period. Upon such timely request for a formal hearing, the Order shall be vacated.

CONFERENCE  
SCHEDULED:

**Carolyn Scott C.N.A., 1401-069121**

Ms. Scott appeared accompanied by legal counsel, Attorney Herman Smith.

Ms. Scott was informed a recommended decision will be made and mailed to her within ninety days.

This recommendation will be presented to the Full Board; if accepted, an Order will be entered. As provided by law, this decision shall become a Final Order thirty days after service of such order on Ms. Scott, unless a written request to the Board for a formal hearing on the allegations made against her is received from Ms. Scott within such time. If service of the order is made by mail, three additional days shall be added to that period. Upon such timely request for a formal hearing, the Order shall be vacated.

ADJOURNMENT: The conference was concluded at 3:02 P.M.

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Monique Davis, B.S.N., M.P.H.  
Discipline Case Manager