

BEFORE THE NORTH CAROLINA STATE BOARD OF DENTAL EXAMINERS

In The Matter Of:

TIMOTHY J. GLANCY, JR., R.D.H,
(Applicant for Licensure)

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CONSENT ORDER

THIS MATTER came on to be heard and was heard before the North Carolina State Board of Dental Examiners (Dental Board) pursuant to N.C. Gen. Stat. § 90-231, for consideration of a Consent Order in lieu of a formal administrative hearing. A settlement conference was held before the full Board on February 13, 2016. Timothy J. Glancy, Jr., R.D.H. (Applicant), elected to appear without legal counsel. Crystal Carlisle represented the Investigative Panel. The parties freely and voluntarily consent to the following Findings of Fact and Conclusions of Law and to the entry of the Order of Conditional Licensure:

FINDINGS OF FACT

1. The Dental Board is a body duly organized under the laws of North Carolina and is the proper party to bring this proceeding pursuant to the authority granted to it in Chapter 90 of the North Carolina General Statutes, including the Dental Hygiene Act in Article 16, and the Rules and Regulations of the North Carolina State Board of Dental Examiners, set forth in 21 North Carolina Administrative Code Chapter 16.
2. Applicant, Timothy J. Glancy, Jr., is a May 2013 graduate from the dental hygiene program at Fayetteville Technical Community College.

3. On July 5, 2013, Applicant applied for licensure as a dental hygienist in North Carolina.

4. Applicant disclosed numerous charges against him in his application. The charges occurred between 1989 and 2012, and were largely related to alcohol and drug use.

5. The Dental Board conducted a settlement conference on December 13, 2013 to determine whether Applicant possessed the good moral character required to be granted a dental hygiene license in this State.

6. Following the December 13, 2013 settlement conference, the Dental Board denied Applicant's application for licensure and advised him that before re-applying, he must (a) participate in a substance abuse and psychological assessment organized by the North Carolina Caring Dental Professionals (CDP); and (b) follow all of the CDP's treatment recommendations.

7. Applicant participated in a residential evaluation summary at Pavillon from February 17 through February 20, 2014, where he was diagnosed with alcohol use disorder and deemed unsafe to practice.

8. Pavillon recommended Applicant attend a residential chemical dependency treatment program for a minimum of twelve (12) weeks and participate in professional monitoring and compliance with CDP for a minimum of five (5) years.

9. On May 11, 2015, Applicant entered Cornerstone of Recovery's (Cornerstone) residential treatment program. He completed the program on July 3, 2015.

10. Upon discharge from Cornerstone, Applicant's prognosis was listed as "fair," provided he follows the recommendations of his treatment team.

11. Applicant entered into a five-year contract with the CDP on July 13, 2015, and the CDP believes that Applicant now is fit to practice dental hygiene.

12. Applicant filed another application for licensure on January 4, 2016.

13. With his most recent application, Applicant provided the following evidence: (a) report regarding his residential evaluation summary at Pavillon; (b) report regarding his successful completion of the residential treatment program at Cornerstone; (c) character letter from Clinical Coordinator, Jeanette Herring, RDH at Fayetteville Technical Community College; (d) letter from The CARE Clinic regarding his volunteer services; and (e) letter of advocacy from Nancy Davis, Executive Director of the CDP.

14. The Board held another settlement conference on February 13, 2016.

15. The Board was presented with the documents in Applicant's most recent reinstatement application and his statements at the conference. Also, Nancy Davis, Executive Director of the CDP, appeared and advocated for Applicant's licensure.

16. Applicant has a lengthy and documented history of addiction and related violations of the law, but has taken significant steps at recovery and reformation.

17. Applicant needs to continue to demonstrate compliance with the CDP's recommendations, given his past history of addiction and violations of the law.

Based upon the Findings of Fact and the consent of the parties, the Board hereby enters the following:

CONCLUSIONS OF LAW

1. The Dental Board has jurisdiction over Applicant and the subject matter of this case.

2. Applicant had proper notice of the time, date and place of the settlement conference on February 13, 2016 and attended it.

3. Applicant demonstrated that he has complied with the pre-conditions for re-application set forth after the Board's December 2013 settlement conference and that he can safely practice dental hygiene under certain conditions.

4. In light of the longstanding nature of Applicant's addiction and violations of law, protection of the public in the future requires that restrictions be placed on his ability to practice dental hygiene.

Based upon the foregoing Findings of Fact and Conclusions of Law and with the consent of the parties hereto, the Board enters the following:

ORDER OF CONDITIONAL LICENSURE

1. The Applicant's application for licensure as a dental hygienist in North Carolina is hereby granted. Applicant's license shall be issued, but immediately suspended for one (1) year.

2. His license shall be conditionally restored, with no active suspension, provided that for a period of five (5) years he adheres to the following probationary terms and conditions:

- (a) Applicant shall violate no provision of the Dental Hygiene Act or the Board's Rules;
- (b) Applicant shall submit to interviews by the Board or its authorized agent during regular office hours or at such other times as are mutually convenient. Applicant shall also arrange for the Board or its agent to interview his employer and co-employees during regular office hours;
- (c) Applicant shall comply with all terms and conditions of his Caring Dental Professionals contract. Applicant shall sign a release with the CDP permitting them to submit monthly reports to the Board regarding his progress in the program;
- (d) Applicant shall not possess or use any controlled substances, alcohol or any other mood altering substance unless prescribed for him in the usual course of professional treatment. Applicant shall immediately notify the CDP of any medications prescribed, along with the name of the physician issuing the prescription. This must be accomplished prior to Applicant consuming the medication;

- (e) Applicant shall give written notice to the Board of the street and mailing addresses of his places of employment and residence. Applicant shall notify the Board of any changes of either address within ten (10) days of the change;
- (f) Applicant shall inform all employers, in writing, of his recovery status and provide each employer with a copy of this Consent Order.

3. If Applicant fails to comply with any provision of this Order or breaches any term or condition thereof, the Board shall promptly schedule a public Show Cause Hearing to permit Applicant to show cause why his dental hygiene license should not be suspended. If, as a result of the Show Cause hearing, the Board is satisfied that Applicant failed to comply with or breached any term or condition of this Order, Applicant's license shall be rescinded and, upon written demand, Applicant shall immediately surrender his license and current renewal certificate to the Board for a period of one (1) year. This sanction shall be in addition to and not in lieu of any sanction the Board may impose as a result of future violations of the Dental Practice Act or the Board's Rules.

This the 4 day of March, 2016.

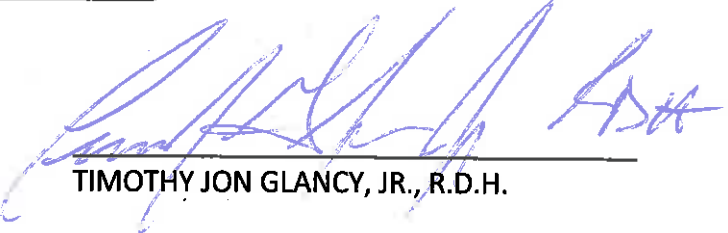
THE NORTH CAROLINA STATE
BOARD OF DENTAL EXAMINERS

By: Terry W. Friddle
Terry W. Friddle
Deputy Operations Officer

STATEMENT OF CONSENT

I, TIMOTHY JON GLANCY, JR., R.D.H., do hereby certify that I have read the foregoing Consent Order in its entirety and that I do freely and voluntarily consent to the Findings of Fact, Conclusions of Law, Order of Conditional Licensure and the terms and conditions set forth herein. By signing this Statement of Consent I hereby express my understanding that the Board will report the contents of this Consent Order to the National Practitioner Data Bank and that this Consent Order shall become a part of the permanent public record of the Board.

This the 1st day of March, 2016.


TIMOTHY JON GLANCY, JR., R.D.H.