



STATE OF WISCONSIN
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BOARD OF NURSING
ROOM 121A, 1400 E. WASHINGTON AVENUE, MADISON WI
CONTACT: DAN WILLIAMS (608) 266-2112
DECEMBER 6, 2012

Notice: The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a description of the actions and deliberations of the Board.

PRACTICE COMMITTEE

8:00 A.M.

CALL TO ORDER – ROLL CALL

OPEN SESSION: Practice Committee – Julie Ellis (Chair), Julia Nelson, Kay Coppens, Lillian Nolan, Maria Joseph

- A. **Approval of Agenda (1)**
- B. **Approval of the Practice Committee Minutes of November 1, 2012 (5-6)**
- C. **Discussion and Review of BON Position Papers currently on the DSPS website (7-10)**
- D. Other Committee Business
- E. Public Comments

ADJOURNMENT OF PRACTICE COMMITTEE MEETING

EDUCATION AND LICENSURE COMMITTEE

8:30 A.M.

(OR IMMEDIATELY FOLLOWING ADJOURNMENT OF THE PRACTICE COMMITTEE MEETING)

CALL TO ORDER – ROLL CALL

OPEN SESSION: Education and Licensure Committee –Carol Ott (Chair), Kay Coppens, Rachelle Lancaster, Gretchen Lowe

- A. **Adoption of Agenda (1-2)**
- B. **Approval of Education & Licensure Committee Minutes of November 1, 2012 (11-12)**

- C. **Discussion and Consideration of Request for Approval of Educational Administrator at Alverno College (13-50)**
- D. **Discussion and Consideration of Request for Authority to Plan a Bachelor of Science in Nursing Program at Herzing University-Madison (51-78)**
- E. **Discussion and Consideration of Letter from Lac Courte Oreilles Ojibwe Community College Regarding National League for Nursing Accrediting Commission Accreditation Site Visit (79-80)**
- F. **Discussion and Consideration of Survey Visit to Bryant and Stratton College (81-82)**
- G. Items Received After Printing of the Agenda:
- H. Other Committee Business
- I. Public Comments

ADJOURNMENT OF EDUCATION & LICENSURE COMMITTEE MEETING

BOARD OF NURSING MEETING

9:00 A.M

(OR IMMEDIATELY FOLLOWING ADJOURNMENT OF EDUCATION AND LICENSURE COMMITTEE MEETING)

CALL TO ORDER – ROLL CALL

- A. **Adoption of Agenda (2-4)**
- B. **Approval of Board of Nursing Minutes of November 1, 2012 (83-90)**
- C. Secretary Matters
- D. **Administrative Matters (91-92)**
 - 1) DSPS Staff Presentation on Online License Application System (OLAS)
- E. **Report of Practice Committee**
- F. **Report of Education and Licensure Committee**
- G. **9:10 A.M. APPEARANCE – Kimberly Wood (DSPS) – Discussion and Consideration of Board of Nursing 2013 Newsletter (93-110)**
- H. **Discussion and Consideration of Scope Statement to Create N9 Relating to Nurse Licensure Compact (111-112)**
- I. **Informational Item(s)**
 - 1) Status Update as to the NCSBN Operations Conference on Nov. 8 and 9, 2012
 - 2) Elaine Ellibee **(113-114)**

- J. Items Received After Printing of the Agenda:
- 1) Introductions, Announcements and Recognition
 - 2) Presentations of Petition(s) for Summary Suspension
 - 3) Presentation of Proposed Stipulation(s), Final Decision(s) and Order(s)
 - 4) Presentation of Proposed Final Decision and Order(s)
 - 5) Informational Item(s)
 - 6) DLSC Matters
 - 7) Status of Statute and Administrative Rule Matters
 - 8) Education and Examination Matters
 - 9) Credentialing Matters
 - 10) Practice Questions/Issues
 - 11) Legislation/Administrative Rule Matters
 - 12) Liaison Report(s)
 - 13) Speaking Engagement(s), Travel, or Public Relation Request(s)

K. New Business

L. Public Comments

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (s. 19.85(1)(a), Stats.; to consider closing disciplinary investigation with administrative warning (s. 19.85(1)(b), Stats. and 440.205, Stats., to consider individual histories or disciplinary data (s. 19.85 (1)(f), Stats.; and, to confer with legal counsel (s. 19.85(1)(g), Stats.)

M. **Deliberation on Monitoring Matters**

- 1) Theodore Alexander, R.N. – Requesting Extension of Time to Complete CE and Pay Costs **(115-124)**
- 2) Melissa Anderson, R.N. – Requesting Modifications **(125-142)**
- 3) Larisa Klein, R.N. – Requesting Modifications or Full Licensure **(143-160)**
- 4) Timothy Murphy, R.N. – Requesting Modifications **(161-182)**
- 5) Julie Wilcox, R.N. – Requesting Modifications **(183-198)**

N. **Application Review**

- 1) L.P.N. Endorsement – Christopher Cross **(199-202)**
- 2) R.N. Endorsement – Tammy Mewes **(203-208)**
- 3) R.N. Endorsement – Amy Rapp **(209-212)**
- 4) R.N. Re-Registration – Ann Purcell **(213-216)**

O. **Division of Legal Services and Compliance**

- 1) Case Status Report
- 2) Case Closings

P. **Deliberation on Issuance of Administrative Warnings**

- 1) 11 NUR 140 **(217-218)**
- 2) 12 NUR 003 **(219-220)**

Q. Deliberation of Proposed Stipulations, Final Decision and Orders

- 1) Kelly R. Barisas, R.N. (12 NUR 160) **(221-226)**
- 2) Indira Bhagwandin, R.N. (12 NUR 187) **(227-234)**
- 3) Nikkolee B. Grabow, R.N. (12 NUR 217) **(235-246)**
- 4) Shauna L. Dettinger, R.N. (12 NUR 283) **(247-252)**
- 5) Meghan I. Lowery, R.N. (12 NUR 298) **(253-258)**

R. Deliberation of Proposed Final Decisions and Orders

- 1) Lisa Friedman, R.N. (12 NUR 125) **(259-268)**
- 2) Sherrell Owens, L.P.N. (11 NUR 139) **(269-280)**
- 3) Nicole Wilburn, L.P.N. (12 NUR 219) **(281-292)**
- 4) Diane C. Walters, R.N. (09 NUR 290) **(293-324)**

S. Consulting with Legal Counsel

T. Deliberation of Items Received After Printing of the Agenda:

- 1) Application Issues and/or Reviews
- 2) Professional Assistance Procedure (PAP)
- 3) Monitoring Matters
- 4) Administrative Warnings
- 5) Review of Administrative Warning
- 6) Proposed Stipulations, Final Decisions and Orders
- 7) Proposed Final Decisions and Orders
- 8) Orders Fixing Costs/Matters Related to Costs
- 9) Petitions for Summary Suspension
- 10) Petitions for Re-hearings
- 11) Complaints
- 12) Examination Issues
- 13) Credential Issues
- 14) Appearances from Requests Received or Renewed
- 15) Motions

RECONVENE INTO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

Voting on Items Considered or Deliberated on in Closed Session, If Voting is Appropriate

U. Discussion of Board Meeting Process (Time Allocation, Agenda Items)

V. Discussion and Consideration of Board Strategic Planning and its Mission, Vision, and Values

- 1) Discussion and Consideration of Mission Statement **(325-326)**
- 2) Discussion and Consideration of WI Stats 441 in conjunction with the NSCBN Model Practice Act **(327-328)**

W. Other Board Business

ADJOURNMENT

PRACTICE COMMITTEE
BOARD OF NURSING
MEETING MINUTES
NOVEMBER 1, 2012

PRESENT: Kay Coppens, Julie Ellis, Julia Nelson, Lillian Nolan, Maria Joseph

STAFF: Dan Williams, Executive Director; Pamela Stach, Legal Counsel; Matt C. Niehaus, Bureau Assistant and other Department Staff

CALL TO ORDER

Julie Ellis, Chair, called the meeting to order at 8:00 a.m. A quorum of five (5) members was present.

ADOPTION OF AGENDA

Amendments to the Agenda

MOTION: Julia Nelson moved, seconded by Lillian Nolan, to adopt the agenda as published. Motion carried unanimously.

APPROVAL OF MINUTES OF SEPTEMBER 13, 2012

Amendments to the Minutes

- Page 1 of the Minutes: Under the topic titled “Present” **ADD** “Maria Joseph”

MOTION: Julia Nelson moved, seconded by Maria Joseph, to approve the minutes of September 13, 2012 as amended. Motion carried unanimously.

DISCUSSION AND REVIEW OF BON POSITION PAPERS CURRENTLY ON THE DSPS WEBSITE

MOTION: Lillian Nolan moved, seconded by Julia Nelson, to not upload the position statement for “educating the nursing workforce” to the DSPS website. A link to the Wisconsin Center for Nursing will be created to make documents accessible. Motion carried unanimously.

MOTION: Lillian Nolan moved, seconded by Julia Nelson, to designate the position statement for “Administration of Methadone by Licensed Practical Nurses” as having been reviewed and approved by the Board. This document will be uploaded to the website. Motion carried unanimously.

MOTION: Julia Nelson moved, seconded by Lillian Nolan, to designate the position statement for “Position of the Wisconsin Board of Nursing on APNP Verbal Orders” as having been reviewed and approved by the Board. This document will be uploaded to the website. Motion carried unanimously.

ADJOURNMENT

MOTION: Kay Coppens moved, seconded by Maria Joseph, to adjourn the Practice Committee meeting. Motion carried unanimously.

The meeting adjourned at 8:17 a.m.

CO-SIGNING STUDENT CHARTING

The ever more careful scrutiny of the patient's medical record creates additional opportunities and challenges with documentation, especially when nursing students and faculty are involved in providing elements of nursing care. The specifics of documentation policies need to be developed within each institution. Some points to consider include:

- ◆ As a novice practitioner, a student nurse's observations are subject to careful review. A licensed nurse needs to be aware of what the student charted. The facility nursing staff is ultimately responsible for re-assessment if documentation is in question.

- ◆ The patient record must provide for traceability of care givers. This may become especially challenging when several schools of nursing utilize the same facility and a caregiver only identified as "SN" could come from one of several schools. It is suggested that as a minimum, students document their name, student status and school if more than one school uses the facility. For example a student could sign the record "Susan J. Nurse, SN, Worlds Best College"

- ◆ The term "co-sign" is subject to misinterpretation. Documentation must clearly reflect if a "co-signer" is verifying the accuracy of students' charting or only verifying that they have reviewed the charting.

- ◆ A "co-signer" should not change the original student entry unless the record reflects that the change was made by another party.

- ◆ If the facility policy requires documentation that the student charting was reviewed, some suggested formats for charting may include:
 - A faculty member signs the record "WB Teacher, RN, MSN (oversight signature)"
 - A staff nurse signs "Charting reviewed by WB Nurse, RN, MSN"

DELEGATION

The Board of Nursing receives frequent requests to interpret the Rules and Regulations that address the delegation of nursing acts. This Position Paper is prepared in response to those requests.

The inquiries that we have received can be generalized into the following questions / statements:

- 1) What can or cannot be delegated?
- 2) To whom can a registered nurse delegate a nursing action?
- 3) Does the person accepting a delegated action work “under the RN’s license”?
- 4) Assigning a medically delegated action to an LPN or a less skilled assistant.
- 5) Accepting a delegated medical or nursing action.
- 6) The level of supervision required for delegated actions.

Definitions:

The following definitions are taken from N6.03(1)(a-d):

Assessment: Assessment is the systematic and continual collection and analysis of data about the health status of a patient culminating in the formulation of a nursing diagnosis.

Planning: Planning is developing a nursing plan of care for a patient which includes goals and priorities derived from the nursing diagnosis.

Intervention: Intervention is the nursing action to implement the plan of care by directly administering care or by directing and supervising nursing acts delegated to LPN’s or less skilled assistants.

Evaluation: Evaluation is the determination of a patient’s progress or lack of progress toward goal achievement which may lead to modification of the nursing diagnosis.

What nursing actions can or cannot be delegated?

Based on the standards of practice for RN’s contained in N6.03(1), a Registered Nurse is directly responsible for ensuring that Assessment, Planning, Intervention and Evaluation are performed in order to maintain health, prevent illness, or care for the ill. The only portion of the Nursing Process that contains nursing acts that can be delegated to LPN’s or less skilled assistants is the Intervention phase, which includes the collection of data (vital signs etc.) necessary to continuously Assess, Plan and Evaluate care.

A registered nurse can only delegate an act that they “own”, a nursing act, one they would be responsible for ensuring is completed on a day-to-day or shift-to-shift basis. This becomes a particularly important distinction when working in self-care residential settings, for example in Community Based Residential Facilities, prisons, or in some school settings. In these settings, the resident (or parent in the school setting) is ultimately responsible for ensuring that they or their children receive their medications. In this example, authority for administration of medication flows from the physician to

the resident or parent and ultimately to the delegate in those settings. In each of these settings, a registered nurse may be called upon in a consultative basis to ensure that the individuals who assist with medication administration are competent to perform the duty. However, the only piece of this process that the RN owns (in this model), and thereby could feasibly delegate, is the evaluation of staff for competency to perform the duty. In these examples, the “administration” of medications belongs to the resident or the parent. Authority for performing this task (delegation) comes directly from the resident or the parent.

To whom can a registered nurse delegate a nursing action?

As stated in N6.03(3) *an RN shall (a) Delegate tasks commensurate with educational preparation and demonstrated abilities of the person supervised.* Although the administration of a healthcare facility or organization may suggest which nursing acts should be delegated and/or to whom the delegation may be made, it is the RN who makes, and is ultimately responsible for making, the decision whether and under what circumstances, the delegation occurs. If an RN knows or should have known that the person supervised is not prepared by education, training or experience to safely perform a delegated nursing act, the RN may not delegate the task.

The concept that the person accepting a delegated action works “under the RN’s license”.

A RN who delegates nursing actions to LPN’s or less skilled assistants is required under N6.03(3)(b) *to provide direction and assistance to those supervised (c) Observe and monitor the activities of those supervised and (d) Evaluate the effectiveness of acts performed under supervision.*

Under the legal concept of *respondeat superior*, the RN-delegated acts performed by LPN’s or less-skilled assistants are the acts of the RN.

Assigning a medically delegated action to an LPN or a less skilled assistant

A physician does not “own” an act by virtue of writing a prescription or a request for service. A registered nurse can delegate any act that they “own”, one they are responsible for ensuring is completed on a day-to-day or shift-to-shift basis.

Accepting a delegated medical or nursing action.

A nurse should only accept those delegated acts that they are competent to perform. Inherent in the refusal to accept a delegated act is the absolute requirement that the nurse who is refusing must communicate their refusal to the physician or supervisor who is delegating it.

The level of supervision required for the delegated actions.

There are two levels of supervision that are defined in N6.02. In N6.02(6) *“Direct supervision” means immediately available to continually coordinate, direct and inspect at first hand the practice of another.* And in N6.02(7) *“General supervision” means regularly available to coordinate, direct and inspect the practice of another.* In practice, Direct Supervision means an RN is at all times in the facility and able to respond rapidly

to a request for assistance. General Supervision does not require 24 hour per day onsite RN availability.

The level of supervision that is required in any given situation is dependent upon the complexity of the patient's condition. Basic patient situations are defined in N6.02(2) and could be coordinated, directed and inspected under General Supervision. Complex patient situations are defined in N6.02(3). Because of the changing nature of these complex situations, an RN should be immediately available to assess the patient and to coordinate direct and inspect the practice provided by the delegates.

As in all situations where multiple laws may apply, the nurse or facility is held to the highest standard.

EDUCATION AND LICENSURE COMMITTEE
BOARD OF NURSING
MEETING MINUTES
November 1, 2012

PRESENT: Kay Coppens, Rachelle Lancaster, Gretchen Lowe, Carol Ott

STAFF: Dan Williams, Executive Director; Pamela Stach, Legal Counsel; Matt Niehaus, Bureau Assistant; Ryan Zeinert, Office of Education and Examinations; other DSPS staff

CALL TO ORDER

Carol Ott, Chair, called the meeting to order at 8:18 a.m. A quorum of four (4) members was present.

ADOPTION OF AGENDA

MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, to adopt agenda as published. Motion carried unanimously.

**APPROVAL OF EDUCATION & LICENSURE
COMMITTEE MINUTES OF OCTOBER 4, 2012**

Amendments to the Minutes

- Page 1 of the Minutes: Under the topic titled “Staff” **REMOVE** Pamela Stach

MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, to approve the minutes of October 4, 2012 as amended. Motion carried unanimously.

BELLIN COLLEGE

1) Review of Request for Approval of Educational Administrator

MOTION: Rachelle Lancaster moved, seconded by Gretchen Lowe, to recommend approval of the request for approval of Emily Litt, DNP, MS, BSN, as the Educational Administrator for Bellin College. Motion carried unanimously.

REVIEW OF QUARTER 3 2012 NATIONAL COUNCIL LICENSURE EXAMINATION REPORT PASS RATE DATA

- MOTION:** Kay Coppens moved, seconded by Gretchen Lowe, to no longer use the current NCLEX pass rate monitoring program (appendix D/Guidelines for Nursing program administrators/May/06) and to instead follow the rules as written in N1.04 and N1.05. That NCLEX pass rates be a trigger for review of continuation of approval and not form monitoring/probation. Appendix D will be removed from the website. Motion carried unanimously.
- MOTION:** Kay Coppens moved, seconded by Gretchen Lowe, to remove the NCLEX pass rate monitoring procedure from the nursing program administrator's guide dated May 06. Motion carried unanimously.
- MOTION:** Rachelle Lancaster moved, seconded by Kay Coppens, to remove Marian University from monitoring. Motion carried unanimously.
- MOTION:** Rachelle Lancaster moved, seconded by Gretchen Lowe, to remove North Central Technical College from monitoring. Motion carried unanimously.
- MOTION:** Gretchen Lowe moved, seconded by Rachelle Lancaster, to place Wisconsin Lutheran College on review for the Board of Nursing's January meeting. Wisconsin Lutheran College will present a report at this meeting regarding standards on N1.06. Motion carried unanimously.

OTHER COMMITTEE BUSINESS

- MOTION:** Rachelle Lancaster moved, seconded by Kay Coppens, to request the final NLNAC report from Lac Courte be forwarded to the Committee on Education. Motion carried unanimously.

ADJOURNMENT

- MOTION:** Kay Coppens moved, seconded by Gretchen Lowe, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 8:43 a.m.

**State of Wisconsin
Department of Regulation and Licensing**

AGENDA REQUEST FORM

Name and Title of Person Submitting the Request: Jill M. Remy, Program Manager		Date When Request Submitted: 11/16/2012
		Items will be considered late if submitted after 5 p.m. and less than: <ul style="list-style-type: none"> ▪ 10 work days before the meeting for Medical Board ▪ 14 work days before meeting for all other boards
Name of Board, Committee, Council: Board of Nursing		
Board Meeting Date: 12/6/2012	Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	How should the item be titled on the agenda page? Review of Request for Approval of Educational Administrator at Alverno College
Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	Is an appearance before the Board being scheduled? If yes, by whom? <input type="checkbox"/> Yes by _____ (name) <input checked="" type="checkbox"/> No	Name of Case Advisor(s), if required:
Describe the issue and action the Board should address: Review and approve or deny request from Alverno College relating to appointment of Patricia Schroeder, RN, MSN, FAAN as Educational Administrator.		
If this is a "Late Add" provide a justification utilizing the Agenda Request Policy:		
<u>Directions for including supporting documents:</u> 1. This form should be attached to any documents submitted to the agenda. 2. Documents submitted to the agenda must be single-sided. 3. Only copies of the original document will be accepted. 4. Provide original documents needing Board Chairperson signature to the Bureau Director or Program Assistant prior to the start of a meeting.		
Authorization:		
Jill M. Remy		11/16/2012
Signature of person making this request		Date
Supervisor signature (if required)		Date
Bureau Director signature (indicates approval to add late items to agenda)		Date

Alverno
C O L L E G E
JoAnn McGrath
SCHOOL OF NURSING

November 14, 2012

Jill M. Remy, Program Manager
Education and Examinations Officer
Department of Safety and Professional Services
State of Wisconsin
1400 E. Washington Avenue
PO Box 8935
Madison, WI 53708-8935

Dear Ms. Remy,

I am submitting a request to be appointed the sole education administrator for Alverno College JoAnn McGrath School of Nursing.

I believe I meet all requirements for this role. Since my appointment in June 2010 as Dean and Professor at Alverno, I have successfully served as co-educational administrator with Margaret Rauschenberger, MSN RN CNE, the Associate Dean of the School of Nursing. My academic experience prior to that time had been part time in addition to 37 years of practice experience. Please see the enclosed letter from the Board dated September 17, 2010.

I have enclosed an updated Form #1114 "Administrator/Faculty Qualification Form", as well as my curriculum vitae.

I am most willing to meet with the Wisconsin Board of Nursing or any of its representatives if there are further questions.

Thank you for this consideration.

Sincerely,



Patricia Schroeder RN,MSN,MBA,FAAN
Dean and Professor

PS:bs
enc.

Jim Doyle
Governor

**WISCONSIN DEPARTMENT OF
REGULATION & LICENSING**

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Celia M. Jackson
Secretary



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September 17, 2010

Patricia Schroeder, RN, MSN, MBA, FAAN
Margaret Rauschenberger, RN, MSN, MBA, FAAN
Alverno College School of Nursing
3400 S. 43rd Street, PO Box 343922
Milwaukee, WI 53234-3922
patricia.schroeder@alverno.edu
margaret.rauschenberger@alverno.edu

Re: Approval of Patricia Schroeder and Margaret Rauschenberger as Co-Educational Administrators at Alverno College

Dear Ms. Schroeder and Ms. Rauschenberger:

At its meeting on September 2, 2010 the Wisconsin Board of Nursing reviewed the request to have Patricia Schroeder and Margaret Rauschenberger serve as co-Educational Administrators at Alverno College School of Nursing.

The Board moved to recommend approval of Patricia Schroeder and Margaret Rauschenberger to serve as co-Educational Administrators at Alverno College for a period of two years and to consider removal of the requirement to maintain co-Educational Administrators in June of 2012; the motion passed. Prior to the end of the two year period, it will be necessary to submit a new form #1114 to the Board to indicate who Alverno proposes to carry on as Educational Administrator as of June 1, 2012.

Cordially yours,

Jill M. Remy
Program Manager
Education and Examinations Office
Department of Regulation and Licensing
1400 E. Washington Avenue
P.O. Box 8935
Madison, WI 53708-8935
jill.remy@wisconsin.gov

Wisconsin Department of Safety and Professional Services

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 Madison, WI 53703
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BUREAU OF HEALTH SERVICE PROFESSIONS

FACULTY / EDUCATIONAL ADMINISTRATOR QUALIFICATION RECORD

Completion of this form is required by all schools in order to maintain approval of the board. For educational administrators, please return this form to the Department upon appointment. For faculty, keep this form on file in the school of nursing office and available to the Board upon request. The information collected on this form will be used to determine compliance with standards in sec. N 1.06, Wis. Adm. Code.

Applicant's Name (Last, First, Middle) Wisconsin RN Licensure Yes No

Schroeder, Patricia S.

#63439

Position:

Date Appointment Effective:

Educational Administrator

July 1, 2010

Faculty

Employment Status:

Full-time Part-time

School of Nursing Employed By:

Subjects Hired to Teach:

**JoAnn McGrath School of Nursing
 Alverno College**

**Selected classes in undergraduate
 and graduate**

Educational Preparation (Include Nursing School, College, University & Special Studies)

Name of Institution	Location	Period Attended	Date Graduated	Diploma Degree, or # Credits	Major	Minor
See attached CV						
Marquette University,	Milwaukee	1/72-5/75	1975	BSN	Nursing	
Marquette University,	Milwaukee	8/76-5/78	1978	MSN	Nursing	
Marquette University,	Milwaukee	8/96-12/97	1997	MBA	Business Administration	

#1114 (Rev. 9/12)
 Ch. 41, Wis. Stats.
 N 1.06(4)(g), Wis. Adm. Code

-OVER-

Committed to Equal Opportunity in Employment and Licensing

Wisconsin Department of Safety and Professional Services

Nursing Practice Experience (Please List Most Recent First)

From Mo/Yr	To Mo/Yr	Part or Full-time	Employer	Location City State	Position Title
8/06	3/09	Full-time	Oconomowoc Memorial Hospital	Oconomowoc, WI	Executive Vice President & Chief Nursing Officer
12/97	4/06	Full-time	Covenant Healthcare	Milwaukee, WI	Sr. Vice President, Chief Nursing Officer
1988	2004	Full-time/ part-time	Quality Care Concepts, Inc.	Thiensville, WI	Consultant
1985	2004	Part-time	Aspen Publishers/ Lippincott Williams Wilkins	Maryland	Editor-Journal of Nursing Care Quality

Nursing Education Experience (Please List Most Recent First)

From Mo/Yr	To Mo/Yr	Part or Full-time	Employer	Location City State	Position Title
6/2010	Present (11/2012)	Full-time	Alverno College	Milwaukee, WI	Dean and Professor
2005-2003	2008-2006	Part-time Part-time	Marquette University	Milwaukee, WI	Adjunct Faculty
2003	2005		Initiated and helped manage ADN to BSN Program as a partnership between Covenant Healthcare and University of Wisconsin, Milwaukee	Unviersity of Wisconsin, Milwaukee	
1992	1997-1982	Part-time Part-time	Initiated and helped manage Executive MSN Program as a partnership between Covenant Healthcare and Marquette University graduates.	Marquette University Milwaukee, WI	Adjunct Faculty
			University of Wisconsin-Milwaukee, WI	University of Wisconsin-Milwaukee, WI	Adjunct Faculty



Signature of Educational Administrator
Patricia Schroeder, RN MSN MBA FAAN
 Dean and Professor

CURRICULUM VITAE

Patricia Schroeder, R.N., M.S.N., M.B.A., F.A.A.N.

HOME

2621 W. Lake Vista Ct.
Mequon, WI 53092
(262) 242-3650
Mobile (262) 844-2543
Email: pschroeder16@wi.rr.com

LICENSURE

State of Wisconsin
License #63439

EDUCATION

Present

Ongoing professional education

1997

Masters in Business Administration
Marquette University
Milwaukee, WI

1978

Master of Science in Nursing
Marquette University
Milwaukee, WI

1975

Bachelor of Science in Nursing
Marquette University
College of Nursing
Milwaukee, WI

EMPLOYMENT

2010—Present

Dean and Professor. Alverno College School of Nursing.
Milwaukee, WI

2006—2009

Executive Vice President and Chief Nursing Officer.
Oconomowoc Memorial
Hospital. Oconomowoc, Wisconsin. (Part of ProHealth Care,
Inc)

1985 - 2003

Editor (Founding) Journal of Nursing Care Quality. Aspen
Publishers Inc
Gaithersburg, MD and Lippincott Williams &Wilkins.
Philadelphia, PA

2001—2004

Sr. Vice President – Clinical Performance/Chief Nursing Officer
Covenant Healthcare, Inc. (Currently Wheaton Franciscan
Healthcare)
Milwaukee, WI

1999 – 2001	Vice President – Clinical Performance Covenant Healthcare, Inc. Milwaukee, WI
1997 – 1999	Regional Director – Outcomes Based Care Management Covenant Healthcare, Inc. Milwaukee, WI
1996 – 1998	Online Moderator for Healthcare Quality BBS AspenLINK Aspen Publishers, Inc., Gaithersburg, MD
1996 - 1997	Quality Coordinator – Nursing Community Memorial Hospital Menomonee Falls, WI
1991 – 1996 2005 - 2008	Adjunct Faculty – Marquette University College of Nursing Milwaukee, WI
1988 – 2004	Quality Consultant Quality Care Concepts, Inc. Thiensville, WI
June 1986- November 1988	Quality Assurance Coordinator and Research Facilitator St. Michael Hospital Milwaukee, WI
June 1982 – June 1986	Clinical Nurse Specialist – Oncology St. Michael Hospital Milwaukee, WI 1982-1984 Chair of Nursing Quality Assurance 1984-1986 Hospital Quality Assurance Coordinator
January 1982 – June 1982	Clinical Nurse Specialist – Oncology St. Michael Hospital Milwaukee, WI
	Clinical Instructor – University of Wisconsin – Milwaukee School of Nursing Milwaukee, WI
July 1979 – January 1982	Clinical Nurse Specialist – Surgical/Oncology St. Michael Hospital Milwaukee, WI
June 1978 – July 1979	Clinical Nurse Specialist – Surgical Nursing St. Luke’s Hospital Milwaukee, WI
June 1975 – May 1978	Staff Nurse – Surgical Nursing St. Michael Hospital Milwaukee, WI

PROFESSIONAL MEMBERSHIPS

2010 - Present	Administrators of Nursing Education in Wisconsin - ANEW
2002 – Present	American Academy of Nursing
2000 – 2003	Wisconsin League of Nursing, National League for Nursing.
2010 – Present	
2000 – 2008	Wisconsin Organization of Nurse Executives
1993 – 2000	International Society for Quality in Healthcare (ISQA)
1991 – 2009	American Organization of Nurse Executives
1988 – 2000	National Association for Healthcare Quality
1987 – 2000	American Society for Quality (Formerly American Society for Quality Control – ASQC)
1980 – Present	Sigma Theta Tau International (Delta Gamma Chapter, Marquette University, Milwaukee, WI)
1975 – Present	American Nurses Association Wisconsin Nurses Association Milwaukee District Nurses Association

OFFICES HELD IN PROFESSIONAL ASSOCIATIONS

Delta Gamma Chapter, Sigma Theta Tau, Intl.

2010 – 2012	Board of Directors. President elect
1996 – 1999	Chair, Local Arrangements Committee for Region 4 Biennial Assembly Sigma Theta Tau, International.
1994 – 1998	President Elect, Chapter President
1989 – 1990	Chair, Nominating Committee
1983, 1984, 1985, 1986	Elected member, Nominating Committee
1979 – 1980	Chapter President
1978 – 1979	Chair, First Annual Research Conference

Delta Gamma At Large Chapter—Sigma Theta Tau, Intl.

2010 – 2012	President elect
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Milwaukee District Nurses Association

2009	Treasurer
1996 – 1997	Elected member, Chair, Nominating Committee

Wisconsin Organization of Nurse Executives

2001 – 2003	Board of Directors
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Wisconsin Center for Nursing
(Founding Member)
2004-2007

Board of Directors. Vice Chairperson.

Administrators of Nursing Education in Wisconsin

2010 – Present

Member. Chairperson, Southern Wisconsin Region.
Executive Committee Member

Southeastern Wisconsin Nursing Alliance

2011 – Present

Cofounder. Task force on business case development.

APPOINTMENTS

2012 – Present

Board of Directors. Wheaton Franciscan Healthcare Foundation.
North Market, Milwaukee WI.

2011 – Present

Boards of Directors. Community Care Inc.. Milwaukee WI.

2008 – 2009

Member. End of Life Initiative. Collaboration between WHA,
Regional
Healthcare Systems, Greater Milwaukee Committee

2007 – 2009

Board of Directors. Lake Country Endoscopy Center.
Oconomowoc WI; ProHealth Care Inc.

2001 – 2004

Board of Directors. St. Joseph Regional Medical Center; Marian
Franciscan
Health Center; Covenant Home Health and Hospice. Milwaukee
WI.

2003 – 2006

Member, American Organization of Nurse Executives Task
Force on
Patient Care Delivery Models.

2002 – 2010

Member – Wisconsin Health and Hospital Association Task
Force on Quality and Accountability. Reorganized into WHA
Task Force on
Public Quality Reporting. Chairperson of Measures
Subcommittee.

2001

Member – Bureau of Health Information Task Force on
Wisconsin Hospital Quality Report

2001 – 2004

Founding Member (one of four) of Wisconsin Nursing Redesign
Initiative
Transitioned into the Wisconsin Center for Nursing.

11/01 – 6/02

Co-chair Task Force on Patient Disclosure Regarding Outcomes
of Medical Error. WFSI Regions

2001 – 2004

Member – United Way of Greater Milwaukee Community
Impact (Allocations) Committee.

2000 – 2004	Member – Wisconsin Health and Hospital Association Medical and Professional Advisory Board.
1999 – Present	Marquette University College of Nursing, Nursing Fund Development Board Member.
1996 – 1997	Scientific Program Committee. International Society for Quality In Healthcare Annual Meeting. Chicago, IL
1994 – 1997	Member – Commission on Environment and Practice American Organization of Nurse Executives
1993 – 1996	Grant Consultant. “Bringing Quality Improvement to Nurses in Rural Healthcare.” SUNY-Buffalo, NY. Sr. Mary Finnick, Researcher.
1992	Invitational Conference; National Quality of Care Forum. Hospital Research and Education Trust; American Hospital Assn. Morristown, NJ
1991	Advisor, Faculty. Grant Proposal for Continuing Education of Nurses in Quality Assurance/Quality Improvement. Loyola University, Chicago, IL, Dr. Susan Nick, Researcher.
1991	Panel of Advisors, ENC Quality School, Boston, MA
1991	Participant in the American Nurses Association Task Force on Standards and Guidelines. Kansas City, MO.
1989 – 1996	Program Chair. Annual Conferences on Patient Care Quality. Mosby Publishers Division of Continuing Education and Training.
1989 – 1996	Member – Technical Review Committee, Robert Wood Johnson Foundation. “Improving the Quality of Hospital Care” grants
1987	Member – Search Committee for the Dean of the College of Nursing, Marquette University, Milwaukee, WI
1986 – 1989	Board of Directors Nurses’ Foundation of Wisconsin

PROFESSIONAL HONORS

2008	Finalist. Wisconsin Organization of Nurse Executives Nurse Executive of the Year.
2005	Best Nurse Leader Award—Service Excellence. <u>Advance for Nurses</u> . Regional publication.
2002	Fellow – American Academy of Nursing

- 1993 Marquette University Nursing Alumna Association
Outstanding Alumna Award
- 1991 Founders Award – “Dorothy Garrigus Adams Award for Excellence
in
Fostering Professional Standards.
Sigma Theta Tau International.
- 1990 – 1991 Participant, Distinguished Lecturer Series
Sigma Theta Tau International
- 1989 – 1996 Namesake of the Patricia Schroeder Award for Innovations in
Quality. Established by Mosby Publishers Division of Continuing
Education and Training, St. Louis, MO
- 1988 – 1995 Listed in “Who’s Who in Professional Nursing”
“Who’s Who of Women Executives”
“Two Thousand Notable American Women”
“Who’s Who Among Young American Professionals”
“Who’s Who in Science and Engineering”
“Who’s Who of American Women”
“Who’s Who Worldwide”
- 1988 “Outstanding Nurse Scholar” Award
Delta Gamma Chapter, Sigma Theta Tau, Intl.
- 1987 “Feature Article Award of Excellence”
Sigma Theta Tau International

EDITORIAL APPOINTMENTS

- Ongoing Coach to New Writers.
- 2000—2004 Editor. The Nurses of Covenant. System Newsletter.
- 1997 Judge. “Best of ‘Image’ Awards.”
Sigma Theta Tau International.
- 1996 – 1999 Editor. Pat Schroeder’s PI-3: Performance Improvement, Ideas,
and
Innovations. (newsletter) Aspen Publishers, Inc. Gaithersburg,
MD.
- 1994 – 2000 Editorial Advisory Board. Image: The Journal of Nursing
Scholarship.
Sigma Theta Tau, International.
- 1993 – 1996 Editor. Marquette Nursing. (biannual alumni publication)
- 1991 – 1995 Editorial Board. Quality Exchange. Newsletter from the Robert
Wood
Johnson Foundation for agencies associated with the “Improving
the
Quality of Hospital Care” grants. Princeton, NJ.

- 1990 – 1996 Founding Editor. Nursing Quality Connection (newsletter)
Mosby-Yearbook Publishers, Inc., Chicago, IL.
- 1989 – 2003 Editorial Advisory Board. Nursing Administration Manual.
Howard S. Rowland, Beatrice L. Rowland, editors.
Aspen Publishers, Inc., Gaithersburg, MD.
- 1989 – 1996 Editorial Review Board, Quality Progress.
American Society for Quality. Milwaukee, WI
- 1988 – 2003 Standing Review Board. Book Manuscripts.
Quality Press. American Society for Quality. Milwaukee, WI
- 1986 – 1988 Editorial Advisory Board. The Manual of Nursing Quality Assurance.
Howard S. Rowland, Beatrice L. Rowland, editors.
Aspen Publishers, Inc., Gaithersburg, MD.
- 1985 – 2003 Founding Editor. Journal of Nursing Quality Assurance.
Changed to Journal of Nursing Care Quality in October 1991.
Aspen Publishers, Inc. Gaithersburg, MD.
- 1985 – 1988 Editorial Board. Nutritional Support Services,
Creative Age Publications, Van Nuys, CA
- 1984 – 1985 Editorial Board. Momentum. National Clinical Nurse Specialist
Newsletter of the American Nurses Association.
- 1984 – 1985 Editorial Advisory Board. Nutritional Support Services Today.
Creative Age Publications, Van Nuys, CA

PRESENTATION/CONSULTATIONS

- 2011 Presented “Nursing 2011: Finding Our Voice.” Advanced Practice
Nurses Wheaton Franciscan Healthcare. Milwaukee WI.
- 2010 Presented keynote presentation. Delta Gamma Chapter, STTI Thirty
Year Anniversary
- 2010 Presented “Nursing 2010: Challenges and Choices.” Multiple events
across Wheaton Franciscan Healthcare settings. Milwaukee WI.
- 2009 Presented “What Is Your Elevator Speech?” Wisconsin Association of
Clinical Nurse Specialists.
- 2006 – 2009 Multiple Corporate Presentations. ProHealth Care Inc. Waukesha,
WI.
- Through
2006 Multiple Corporate Presentations. Wheaton Franciscan Healthcare.
Milwaukee WI.
- 2002 Presented “Bringing Quality to Life in Practice.” Graduate Class in
Quality. University of Wisconsin Milwaukee
- 2002 Commencement address for Nurses. University of Wisconsin
Milwaukee School of Nursing.

- 2003 Presented panel “Wisconsin’s Response to the Oregon Plan for Nursing.” Wisconsin Nursing Redesign Consortium
- 2002 Presented keynote address “Of Butterflies and Dinosaurs: A Leadership Mandate to Change the World.” Wisconsin Organization of Nurse Executives Annual Conference
- 2002 Co-Presented “Using the Statewide Bureau of Health Information Data Base for Quality Improvement: What It Can Do and What It Can’t. Madison, WI.
- 2001 Co-presented – Nursing in the Future. Invitational Conference on Nursing in Wisconsin.
- 2001 Presented legislative testimony on Nursing Shortage and Proposed Mandatory Overtime bill.
- 2001 Presented panel “Creating a Culture for Patient Safety Using a Databased Approach.” Wisconsin Patient Safety Foundation. Madison, WI.
- 2001 Presented panel “From Outcomes Measurement to Outcomes Management.” Milwaukee School of Engineering Informatics Program. Milwaukee, WI.
- 2001 Presented panel “Creating a Culture for Patient Safety.” Wheaton Franciscan System Senior Leadership Council. Waterloo, IA.
- 2001 Presented panel on recruitment and retention of nurses at times of increased demand. Wisconsin League for Nurses Annual Meeting. Waukesha, WI.
- 2001 Co-leader of initiative to address Wisconsin’s Nursing Shortage Think Tank/Invitational Conferences.
- 2001 Presented “Reinventing the Wheel of Quality.” Wisconsin Association of Healthcare Quality Annual Conference. Madison, WI.
- 2000 Presented “Driving Nursing Practice Through Clinical Outcomes Management.” Wisconsin Student Nurses Association Annual Convention Brookfield, WI.
- 2000 Presented Keynote Annual Nursing Lecture Series. University of Wisconsin Hospitals and Clinics, Madison, WI.
- 1999 Presented “Painless Professional Publishing.” First Annual Milwaukee Nursing Research Day, Milwaukee, WI.
- 1997 Presented, “The 21st Century Quality Professional.” National Association for Health Care Quality. Annual Conference, Orlando, FL.

- 1997 Consultation and strategy development. AACN Certification Corporation. Alisa Viejo, CA.
- 1997 Consultation and Presentation, “Change as a Positive Phenomenon.” CGH Medical Center, Sterling, IL.
- 1997 Consultation on Quality Improvement Strategies. Milwaukee Public Health Department, Milwaukee, WI.
- 1996 Presented, “Improving Quality in a Changing Health Care System.” International European Conference on Nursing Care Quality. Osnabruck, Germany.
- 1996 Consultation and strategy development. CBO—National Organization for Quality Assurance in Health Care. Utrecht, The Netherlands.
- 1996 Consultation and program evaluation. Community Memorial Hospital, Menomonee Falls, WI.
- 1996 Chair for 9th Annual Conference on Patient Care Quality sponsored by Mosby’s Division of Continuing Education and Training. Presented, “Reengineering, Redesigning and CQI.” New Orleans, LA.
- 1996 Presented, “Survival Skills for Nurses.” In Meeting the Challenge of Health Care Redesign. SUNY—Buffalo, Buffalo, NY.
- 1995 Presented workshop, “Improving Quality During Times of Change.” Pace University, Pleasantville, NY.
- 1995 Chair for 8th Annual Conference on Patient Care Quality sponsored by Mosby’s Division of Continuing Education and Training. Presented key, “Reinventing, Redesigning, Reengineering: The Good, The Bad, and The Ugly.” Atlantic City, NJ.
- 1995 Consultation/critique for outcomes book development. Joint Commission on Accreditation of Health Care Organizations. Oakbrook Terrace, IL.
- 1995 Consultation and Panel Presenter for “Quality Improvement for Nurses in Rural Healthcare.” SUNY Buffalo, Buffalo, NY.
- 1995 Presented workshop, “Improving Quality in a Changing Health Care Environment.” Central Baptist Hospital, Lexington, KY.
- 1995 Presented, “The Changing Role of the Quality Coordinator” and “What’s Working with CQI.” Illinois Association for Health Care Quality Annual Conference. Chicago, IL.

- 1995 Presented keynote, "The New Health Care Paradigm" and "Improving Quality During Times of Chaos."
Presented concurrent sessions, "The Changing Role for the Quality Coordinator" and conclusion "It Just Doesn't Work! or The Top Ten Ways to Sabotage a Quality Program." New York Nurses Network for Health Care Quality, New York, NY.
- 1995 Presented workshop, "Improving Quality in Health Care" for Wisconsin Division of Corrections Health Care Providers. Oshkosh, WI.
- 1995 Presented quality content in nursing management course for senior students; "Improving Quality in Advanced Practice" for nursing graduate students.
Marquette University College of Nursing, Milwaukee, WI.
- 1995 Presented workshop on health care quality. Hartford Memorial Hospital, Hartford, WI.
- 1995 Presented keynote, "Improving Quality in a Changing Health Care Environment."
Presented concurrent session, "CQI: Separating Fact From Fantasy." Mosby's Division of Continuing Education and Training. Nursing Management Conference. New Orleans, LA.
- 1994 Presented keynote, "Keeping Your Fingers on the Pulse of Quality" and "Linking Outcomes Into Quality Initiatives."
Quality Assessment Nurses Network Annual Meetings, Detroit, MI.
- 1994 Presented workshop: Creating Seamless Organizations: Focus on Quality."
Marquette University Division of Continuing Nursing Education, Milwaukee, WI.
- 1995 Consultation and Presentation, "Improving Quality in a Changing Health Care Environment." CGH Medical Center, Sterling, IL.
- 1994 Presented keynote, "Health Care Reform and Quality." Support Systems International. Conference on Quality Outcomes. Los Angeles, CA.
- 1994 Presented, "Unleashing the Power of Quality."
All Saints Health Care Corporation, Racine, WI.
- 1994 Presented sessions on health care systems and health care reform.
Marquette University College of Nursing graduate students.
Milwaukee, WI.
- 1994 Chair of 7th Annual Conference on Nursing Care Quality Assessment and Improvement. Presented, "The 'Write' Stuff" and "The Changing Role of the Quality Coordinator." Miami, FL.

- 1994 Presented workshop on Quality for Case Managers, United Health Care, Minneapolis, MN.
- 1994 Keynote presentation, "Improving Quality in an Age of Reform." St. John's Mercy Medical Center, St. Louis, MO.
- 1994 Consultation and Presentation, "Improving Quality in Health Care." Georgetown University Hospital, Washington, D.C.
- 1994 Consultation and Presentation, "Improving Quality in a Changing World." SUNY Buffalo, Buffalo, NY.
- 1994 Presented two day workshop, "Quality Assessment and Improvement: Concepts" and "Quality Assessment and Improvement: Tools." Marquette University Division of Continuing Nursing Education, Milwaukee, WI.
- 1994 Presented, "Learning Organizations and The Quality Connection." Marquette University Division of Continuing Nursing Education, Milwaukee, WI.
- 1994 Presented keynote, "Improving Health Care Quality During Times of Change." St. Joseph's Hospital Research Day, Milwaukee, WI.
- 1994 Presented workshop, "Improving Quality and Outcomes in Healthcare." Mountain Area Health Education Center, Greenville, NC.
- 1994 Presented, "Capturing Your Opportunity to Change the World." Induction Ceremony. Delta Gamma Chapter, Sigma Theta Tau. Milwaukee, WI.
- 1994 Presented workshops, "Improving Quality in Changing Health Care Environment" and CQI Tools." American Society for Post Anesthesia Nurses Annual Meetings, Chicago, IL.
- 1994 Presented keynote, "Pressures, Perspectives, and Possibilities: CQI in the Real World." Presented conference conclusion and breakout session, "Writing for Publication." New York Nurses Network for Health Care Quality. New York, NY.
- 1994 Keynote address, "Improving Quality During Times of Change." Conference sponsored by Support Systems International, Atlanta, GA.
- 1993 Consultation. Presented workshop, "Improving Health Care Quality in the 90's." Indiana University Medical Center, Indianapolis, IN.

- 1993 Presented sessions at Clinical Nursing Institute, “Standards and Guidelines” and “Breaking Down the Barriers to CQI.” Marquette University Division of Continuing Nursing Education, Milwaukee, WI.
- 1993 Presented, “The Power of Quality.” St. Mary’s Medical Center, Racine, WI.
- 1993 Presented workshop, “Improving Healthcare Quality in the 90’s.” Trinity Medical Center, Rock Island, IL.
- 1993 Presented regional workshop, “Quality Improvement: What’s Hot and What’s Not.” St. Vincent Medical Center, Toledo, OH.
- 1993 Chairperson. 6th Annual Conference on Nursing Quality Assessment and Improvement. Presented, “The Tools of the Trade: Basic SPC.” Mosby/Resource Applications, Las Vegas, NV.
- 1993 Consultation. The Johns Hopkins Hospital, Baltimore, MD.
- 1993 Consultation. Long Island Jewish Medical Center, Glen Oaks, NY. Presented regional workshop, “Improving Quality in the 90’s.” Sponsored by Long Island Jewish Medical Center, Great Neck, NY.
- 1993 Presented workshop, “Quality Improvement in Higher Education.” Marquette University College of Nursing Faculty, Milwaukee, WI.
- 1993 Presented workshop, “Improving Healthcare Quality.” Excellence in Nursing Series. Bryan Memorial Hospital, Lincoln, NE.
- 1993 Presented keynote address for Nursing Day, “Nursing Quality Assurance: What Are We Heading For.” International Society for Quality Assurance in Health Care. Maastricht, The Netherlands. Consultation. CBO—National Organization for Quality Assurance in Health Care, Utrecht, The Netherlands.
- 1993 Presented two day regional conference, “Quality Assessment and Improvement” and “Quality Improvement Strategies: Tools and Techniques.” Marquette University Division of Continuing Nursing Education, Milwaukee, WI.
- 1993 Presented workshop, “Integrating Standards and Monitoring into Continuous Quality Improvement.” California Area Association for Healthcare Quality. Presented in Los Angeles and Orange County.
- 1993 Presented regional workshop, “QA to QI: Bridging the Transition.” University of Iowa, Iowa City, IA.
- 1993 Consultation on Quality of Care. Trinity Medical Center, Milwaukee, WI.

- 1993 Presented, "When QI Doesn't Work. Turning Obstacles into Opportunities."
American Organization of Nurse Executives. Annual Conference, Orlando, FL.
- 1993 Presented regional workshop, "Quality: The Imperative for the Future."
South Carolina Recruitment and Retention Center, Columbia, SC.
- 1993 Presented seminars on quality, standards, and quality initiatives for senior students and graduate students. Marquette University College of Nursing, Milwaukee, WI.
- 1993 Presented regional workshop, "The Relentless Pursuit of Nursing Care Quality."
Regional Medical Center of Memphis, Memphis, TN.
- 1993 Presented regional workshop and consultation, "From QA to QI."
Cleveland Clinical Foundation, Cleveland, OH.
- 1993 Presented workshop, "CQI: A Critical Analysis." Washington Organization of Nurse Executives. Third Annual Health Care Quality Conference. Seattle, WA.
- 1993 Presented regional workshop, "From QA to QI: Facilitating the Transition."
Wake Area Health Education Center, Raleigh, NC.
- 1993 Presented regional workshop, "From QA to QI: Improving Healthcare Quality in the 90's." Memorial Hospital,, Belleville, IL.
- 1993 Consultation and workshop, "Bridging QA and QI."
VA Medical Center, Tampa, FL.
- 1993 Presented, "When QI Doesn't Work...." Annual Management Development Conference. Mosby Division of Continuing Education. San Antonio, TX.
- 1993 Presented workshop, "The Relentless Pursuit of Quality." Regional conference sponsored by Southwest Medical Center, Oklahoma City, OK
- 1992 Presented workshop, "Tools and Techniques of Quality Improvement."
Marquette University, Milwaukee, WI.
- 1992 Presented workshop, "The Relentless Pursuit of Quality."
VA Medical Center, Cincinnati, OH.

- 1992 Presented workshop, "From QA to QI: Bridging the Transition." Regional Conference sponsored by Greensboro Area Health Education Center, Greensboro, NC.
- 1992 Presented workshop, "The Quest for Quality." Regional workshop sponsored by North Memorial Medical Center, Minneapolis, MN.
- 1992 Presented, "The New Order for Quality" and "Clinical Problem Solving: Use of QI Tools." Clinical Nursing Institute. Marquette University, Milwaukee, WI.
- 1992 Presented, "Quality Management in Critical Care." AACN Leadership Conference, Washington, D.C.
- 1992 Presented, "When QI Doesn't Work..." Fifth Annual National Nursing Care Quality Conference. Resource Applications, New Orleans, LA.
- 1992 Presented workshop, "The Relentless Pursuit of Quality." Memorial Hospital and Medical Center, Midland, TX.
- 1992 Presented workshop, "Unleashing the Power of Quality." St. Mary's Medical Center, Racine, WI.
- 1992 Presented keynote and concluding session to national workshop, "Innovation and Quality in Patient Care." St. Joseph Medical Center, Wichita, KS.
- 1992 Presented workshop, "The Quest for Quality Improvement." Northwestern Memorial Hospital, Chicago, IL.
- 1992 Presented workshop, "The Relentless Pursuit of Quality." Eastern Virginia Association for Healthcare Quality, Williamsburg, VA.
- 1992 Presented workshop, "Moving from QA to QI: Bridging the Transition." Zablocki VA Medical Center, Milwaukee, WI.
- 1992 Presented workshop, "The Relentless Pursuit of Quality." St. Vincent Medical Center, Toledo, OH.
- 1992 Content Advisor, Panel Member. "Clinical Quality Improvement in Direct Patient Care. 1992 Teleconference Series. Part Two: Nursing Processes and Standards of Care. American Hospital Association and American Organization of Nurse Executives, Chicago, IL.
- 1992 Presented, "Going Beyond Quality Assurance to Quality Improvement." American Nurses' Association 1992 Convention. Las Vegas, NV.

- 1992 Presented, "The Concepts of Quality in Nursing: Update for the 90's." Faculty Development Annual Conference for Resource Applications, Chicago, IL.
- 1992 Presented workshop, "Improving Clinical Quality: approaches for the Staff Nurse." Memorial Hospital, South Bend, IN.
- 1992 Presented workshop, "QA to QI: Bridging the Transition." Rural Wisconsin Hospital Cooperative, Sauk City, WI.
- 1992 Presented workshop, "From QA to QI." Wisconsin Regional Children's Hospital, Milwaukee, WI.
- 1992 Presented workshop, "Quality Assessment and Improvement." Marquette University Continuing Nursing Education, Milwaukee, WI.
- 1992 Presented, "Improving Quality: Perspectives, Paradoxes, and Potential." Annual meeting of the American Organization of Nurse Executives. Chicago, IL.
- 1992 Presented workshop, "The Relentless Pursuit of Quality." Mountain Area Health Education Center, Asheville, NC.
- 1992 Presented workshop, "Quality Improvement: the Challenge for the 90's." VA Medical Center, Madison, WI.
- 1992 Presented workshop, "Quality Improvement: The Evolution of Quality Assurance." Regional seminar sponsored by the Regional Medical Center at Memphis, Memphis, TN.
- 1992 Presented workshop, "Integrating Nursing Standards with CQI." Hartford Memorial Hospital, Hartford, WI.
- 1992 Keynote Speaker. Induction Ceremony for Sigma Theta Tau, Delta Gamma Chapter. Milwaukee, WI.
- 1992 Presented workshop, "From QA to QI: Bridging the Transition." Marquette University Continuing Nursing Education, Chicago, IL.
- 1992 Presented workshop, "The Relentless Pursuit of Quality." Iowa Association for Healthcare Quality, Ames, IA.
- 1992 Presented, "Improving Quality: Perspectives, Paradoxes, and Potential." Milwaukee Area Organization of Nurse Executives, Milwaukee, WI.
- 1992 Presented, "Improving Quality: The Continuing Challenge." Long Term Care Directors of Nursing of the Greater Milwaukee Area, Milwaukee, WI.

- 1992 Presented, "Nursing Care Quality: External Influences and Implications for Practice." Wisconsin Association for Healthcare Quality, Madison, WI.
- 1992 Presented keynote address, "Quality: The Imperative for the Future" and the "Ten Step Process: Updates and Applications." Texas Children's Hospital National Symposium, Houston, TX.
- 1992 Presented, "Capitalizing on the Quality Movement: State Development Taking Action." National Staff Development Conference. Resource Applications, Miami Beach, FL.
- 1992 Presented, "Quality Assurance to Quality Improvement: Strategies for Program Change." National Management Development Conference. Resource Applications, New Orleans, LA.
- 1992 Presented, "The Changing Pursuit of Quality: Directions for the 90's." National Faculty Development Conference, Resource Applications, New Orleans, LA.
- 1991 Presented keynote address, "The Pursuit of Quality" and concurrent session "Collaboration to Ensure Quality." St. Luke's Episcopal Hospital Professional Practice Symposium, Houston, TX.
- 1991 Presented "Improving Quality at the Bedside" and "QA to QI: Evolution or Revolution?" Regional presentation coordinated by John Dempsey Hospital, University of Connecticut Health Center, Farmington, CT.
- 1991 Presented workshop, "QA to QI: Evolving Approaches to Quality." Coordinated by Delaware Valley Nursing Quality Assurance Association, Philadelphia, PA.
- 1991 Presented one day workshop, "Nursing Quality Improvement: Programs and Strategies." Good Samaritan Hospital and Medical Center, Portland, OR.
- 1991 Presented, "Quality Improvement: Evolution or Revolution?" and "Defining Quality: Approaches to Nursing Standards." Clinical Nursing Institute, Marquette University, Milwaukee, WI.
- 1991 National Nursing Quality Assurance Conference. Presented talk in presessions: "Quality Primer." Presented general session: "Quality Improvement: Evolution or Revolution?" Concurrent sessions on, "Important Aspects of Care: Consensus Workshop." Resource Applications, Inc., Miami Beach, FL.
- 1991 Presented, "Approaches to Nursing Standards." Children's Hospital of Wisconsin, Milwaukee, WI.

- 1991 Presented regional workshop, "QA to QI: Evolving Approaches to Quality."
Coordinated by Nursing Quality Assurance Organization, Omaha, NE.
- 1991 Presented regional workshop, "QA to QI: Bridging the Transition."
Coordinated by Inservice Interest Group of Western Pennsylvania, Pittsburgh, PA.
- 1991 Presented talks on nursing standards. National Convention of Parish Nurses. Health Ministries Association, Northbrook, IL.
- 1991 Consultation and workshop, "Improvement Nursing Care Quality in the 90's." Ottawa Civic Hospital, Ottawa, Ontario, Canada.
- 1991 Presented workshop, "QA to QI: Bridging the Transition."
Marquette University Division of Continuing Education in Nursing, Milwaukee, WI.
- 1991 Panel Presenter, "Nurse Entrepreneurs: Success Stories." Regional Conference. Marquette University, Division of Continuing Education in Nursing, Milwaukee, WI.
- 1991 Four month consultation on nursing quality assessment/improvement.
St. Luke's Medical Center, Milwaukee, WI.
- 1991 Presented workshop, "Nursing Care Quality: Issues for the 90's."
Regional workshop coordinated by Casa Dorinda Center, Santa Barbara, CA.
- 1991 Consultation and workshop, "Improving Nursing Care Quality."
University of Michigan Medical Center, Ann Arbor, MI.
- 1991-1994 Consultation with Parish Nurse Group of Health Ministries Association regarding development of national standards for Parish Nursing. Presentation at national meeting. Mequon, WI.
- 1991 Consultation and workshop on Nursing Care Quality.
VA Medical Center, Manhattan, NY.
- 1991 Co-presented paper, "Identifying Important Aspects of Care at a National Forum for Nurses from the United States." International Society for Quality Assurance in Healthcare, Washington, D.C.
- 1991 Presented one day workshop, "Improving Nursing Care Quality: Directions for the 90's." MacNeal Hospital, Berwyn, IL.
- 1991 Presented workshop, "Nursing Quality Improvement: Programs and Strategies."
Regional workshop coordinated by University of Iowa Hospitals and Clinics, Iowa City, IA.

- 1991 Presented, "Quality Assurance to Quality Improvement," "The Team Approach," and "Creating Innovation Through Quality Assurance." Annual Conference of the American Nephrology Nurses Association, San Francisco, CA.
- 1991 Presented workshop on Nursing Quality Assurance. Marquette University Division of Continuing Education in Nursing, Milwaukee, WI.
- 1991 Consultation and workshop on Nursing Quality Assurance. VA Medical Center, Ft. Wayne, IN.
- 1991 Presented regional workshop, "The Quest for Quality." Coordinated by Golden Valley Hospital, Clinton, MO.
- 1991 Presented workshop on Nursing Quality Assurance. St. Louis University, Division of Continuing Education in Nursing, St. Louis, MO.
- 1991 Presented, "The Changing Pursuit of Quality: Directors for the 90's." National Staff Development Conference, Resource Application, San Francisco, CA.
- 1991 Consultation and workshop on Nursing Quality Assurance. VA Medical Center, Gainesville, FL.
- 1991 Presented, "QA and QI: The Same or Different Programs?" National Management Conference, Resource Applications, Orlando, FL.
- 1991 Consultation and workshop on Nursing Quality Assurance. St. Vincent Hospital, Toledo, OH.
- 1990 Presented lecture on quality. Arizona Nurses' Association, Tempe, AZ.
- 1990 Presented one day workshop, "The Quest for Quality." University of Southern Maine, Portland, ME.
- 1990 Keynote Address and breakout session. Nursing Quality Assurance Conference, Grosse Pointe, MI.
- 1990 Keynote Address, "Unleashing the Power of Quality" and two concurrent sessions. National Nursing Quality Assurance Conference, Resource Applications, Reno, NV.
- 1990 Consultation and Presentation on Nursing Quality Assurance. Northwestern Memorial Hospital, Chicago, IL.
- 1990 Presented one day workshop on Nursing Quality Assurance. Co-sponsored by St. Louis University School of Nursing and St. Louis Children's Hospital, St. Louis, MO.
- 1990 Presented workshop on Nursing Quality Assurance. Jewish Hospital, St. Louis, MO.

- 1990 Presented one day workshop on Nursing Quality Assurance.”
VA Medical Center, Nashville, TN.
- 1990 Workshop, “Nursing Quality Assurance.” Distinguished Lecturer
Presentation.
Southeast Missouri Hospital, Cape Girardeau, MO.
- 1990 Consultation and one day workshop, “Nursing Quality Assurance.”
VA Medical Center, Muskogee, OK.
- 1990 Consultation and workshop, “Nursing Standards and Nursing
Quality Assurance.”
VA Medical Center, Dallas, TX.
- 1990 Presented workshop on Nursing Quality Assurance and the Joint
Commission Expectations.
Chief Nurses of VA Medical Centers in Southwest Region, Dallas, TX.
- 1990 Presented, “Implications of the Joint Commission’s Agenda for
Change on Nursing Quality Assurance Programs.”
American Nurses’ Association Convention, Boston, MA.
- 1990 Presented keynote address, “Implementing Institutional Strategies
for Improving Nursing Quality Assurance Programs.”
Loyola University Medical Center, Chicago, IL.
- 1990 Presented workshop on Nursing Quality Assurance.
St. Francis Hospital, Milwaukee, WI.
- 1990 Presented one day workshop on Nursing Quality Assurance.
New Mexico Nurses’ Association and the VA Medical Center,
Albuquerque, NM.
- 1990 Presented workshop and consultation on Nursing Quality Assurance.
Holmes Regional Medical Center, Melbourne, FL.
- 1990 Presented Annual Leadership Conference in Nursing. DePaul Health
Center,
St. Louis, MO.
- 1990 Presented one day workshop on Nursing Quality Assurance.
Co-sponsored by Tri-County Nursing Education Association and
Burbank Hospital, Fitchburg, MA.
- 1990 Presented workshop and consultation on Nursing Quality Assurance.
St. John’s Mercy Medical Center, St. Louis, MO.
- 1990 Presented one day workshop on Nursing Quality Assurance.
Geisinger Medical Center, Danville, PA.
- 1990 Presented one day workshop on Nursing Quality Assurance.
VA Medical Center, Castlepoint, NY.

- 1990 Co-presented two day workshop on Nursing Quality Assurance. Marquette University Division of Continuing Education in Nursing, Milwaukee, WI.
- 1990 Presented one day workshop on Nursing Quality Assurance. Veteran's Administration Center, Decatur, GA.
- 1990 Presented one day workshop on Nursing Quality Assurance. Memorial Hospital and University of Tennessee-Chattanooga, Chattanooga, TN.
- 1989 Chairperson, Planning Committee, and Presenter of general session and three concurrent sessions. "Nursing Quality Assurance: Seeking Quality Outcomes in the 90's." Second Annual Conference, Resource Applications. Orlando, FL.
- 1989 Presented, "Quality Assurance: The Opportunity to Improve Care." Central Plains Expo, Wichita, KS.
- 1989 Presented one day workshop "The Quest for Quality." St. Vincent Hospital, Green Bay, WI.
- 1989 Presented, "Clinical Excellence Through Quality Assurance." Midwest Regional Conference for Clinical Nurse Specialists, Rochester, MN.
- 1989 Presented, "Nursing Quality Assurance." St. Mary's Medical Center, Racine, WI.
- 1989 Consultation on Nursing Standards. Children's Hospital of Wisconsin, Milwaukee, WI.
- 1989 Presented one day workshop "The Quest for Quality." Massachusetts Nurses' Association, Boston, MA.
- 1989 Presented one day workshop "Unit-Based Nursing Quality Assurance." Edward Hines VA Medical Center, Hines, IL.
- 1989 Presented one day workshop "Nursing Quality Assurance." South Memorial Medical Center, Oklahoma City, OK.
- 1989 Presented half day workshop "Nursing Quality Assurance." Rehabilitation Hospital of New York, York, PA.
- 1989 Consultation and workshop "Nursing Quality Assurance." Strong Memorial Hospital, University of Rochester Medical Center, Rochester, NY.
- 1989 Consultation and workshop "Nursing Quality Assurance." Condell Memorial Hospital, Libertyville, IL.
- 1989 Presented, "The Quality Assurance Process." Annual Regional Lifeline Conference, Milwaukee, WI.

- 1989 Presented workshop “The Quest for Quality.”
North Memorial Medical Center, Minneapolis, MN.
- 1989 Presented workshop “Nursing Quality Assurance.”
Indiana State University, Terre Haute, IN.
- 1989 Co-presented two day Quality Assurance Workshop.
Marquette University Division of Continuing Education in Nursing,
Milwaukee, WI.
- 1989 Presented, “Quality Assurance: What’s My Part?” Wisconsin
Orthopedic Nurses’ Association Annual Convention, Milwaukee, WI.
- 1989 Presented, “Examining the Effect of QA Activities on Practice.”
Sigma Theta Tau, Delta Gamma Chapter Research Day, Milwaukee,
WI.
- 1989 Lectured on Nursing Quality Assurance to Marquette University
Nursing Graduate Students. Milwaukee, WI.
- 1989 Consultation and workshop on Nursing Quality Assurance Program.
St. Agnes Hospital, Fond du Lac, WI.
- 1988 Panel Presenter. Breakout Session, Wheaton Franciscan System,
Inc.
Milwaukee: First in Quality Symposium
Milwaukee Association of Commerce, Milwaukee, WI.
- 1988 Presented workshop, “Nursing Quality Assurance: State of the Art,”
“Unit-Based Nursing Quality Assurance.” Nursing Quality Assurance
Professionals of Southern California, Long Beach, CA.
- 1988 Presented, “Controlling Quality During Innovation.”
Clinical Nursing Institute, Marquette University, Milwaukee, WI.
- 1988 Consultation on Nursing Quality Assurance Program.
Waukesha Memorial Hospital, Waukesha, WI.
- 1988 Presented one day workshop, “Nursing Quality Assurance” sponsored
by Marquette University Division on Continuing Education in
Nursing. Iron Mountain, MI.
- 1988 Lectured on quality assurance to graduate students.
Marquette University College of Nursing, Milwaukee, WI.
- 1988 Presented, “The Joint Commission and the Agenda for Change.”
Nursing Quality Assurance Specialists Group, Milwaukee, WI.
- 1988 Presented one day workshop on Nursing Quality Assurance.
Providence Hospital and Catholic University, Washington, DC.
- 1988 Coordinator – Second Annual Nursing Quality Assurance: A
National Forum. Milwaukee, WI.
Presented lectures, “The Politics of Quality Assurance,” “Leadership
Roles in Nursing Quality Assurance,” Assuring Quality: Looking
Beyond.”

- 1988 Presented, "A Practical Approach to Quality Assurance with Impact on Practice."
American Nephrology Nurses' Association Annual Convention, Reno, NV.
- 1988 Consultation on Nursing Quality Assurance Programs.
Loyola University Medical Center, Maywood, IL.
- 1988 Co-presented two day Quality Assurance Workshop.
Marquette University, Milwaukee, WI
- 1988 Consultation – Aspen Publishers, Inc. QRC Advisor.
- 1987 Presented, "Practical Quality Assurance."
Clinical Nursing Institute, Marquette University, Milwaukee, WI.
- 1987 Presented one day workshop, "Nursing Quality Assurance Makes a Difference."
Bon Secours Hospital and Quality Assurance Network, Grosse Pointe, MI.
- 1987 Presented one day workshop, "Nursing Quality Assurance: Trends and Strategies." University of Nebraska, Omaha, NE.
- 1987 Presented, "Quality Assurance: State of the Art," Wisconsin Society for Health Educators Annual Convention. Oconomowoc, WI
- 1987 Presented, "Unit-Based Nursing Quality Assurance—State of the Art" Department of the Army. Nursing Quality Assurance Coordinators from all Army hospitals around the world. Leesburg, VA.
- 1987 Coordinated, "Nursing Quality Assurance: A National Forum" National Workshop. Milwaukee, WI. Presented, "Nursing Quality Assurance: State of the Art" (keynote) and "Program Evaluation."
- 1987 Presented, "Standards – A Dilemma" Milwaukee Area Nursing Quality Assurance Coordinators Group. Milwaukee, WI.
- 1987 Co-presented two day Quality Assurance Workshop.
Marquette University Division of Continuing Nursing Education, Milwaukee, WI.
- 1986 Consultation on Nursing Quality Assurance. Oak Park Hospital, Oak Park, IL.
- 1986 Co-presented Quality Assurance Workshop and Consultation.
Waukesha Memorial Hospital, Waukesha, WI.
- 1986 Presented lecture, "Quality Assurance – The Key to Professional Practice in the Eighties," WI Nurses Association Clinical Sessions.
- 1986 Consultation and workshop. Nursing, Medical and Hospital Quality Assurance Programs. Howard Young Medical Center. Woodruff, WI.

- 1986 Co-presented two day Quality Assurance Workshop. Marquette University Division of Continuing Nursing Education. Milwaukee, WI.
- 1986 Presented two lectures at Cancer Nursing Symposium. Marquette University Division of Continuing Education in Nursing. Milwaukee, WI.
- 1985 Presented two lectures on Nursing Quality Assurance. MedSource Teleconference Network. Telecasted in central US. Based in OK.
- 1985 Presented lecture, "Critical Problem Identification: Balancing Quality And Cost." Clinical Nursing Institute. Marquette University Division of Continuing Nursing Education. Milwaukee, WI.
- 1985 Co-presented workshop, "Nursing Quality Assurance: A Unit-Based Approach." University of Pennsylvania, Division of Continuing Education. Philadelphia, PA.
- 1985 Consultation and workshop. Nursing, Medical, and Hospital Quality Assurance Programs. Howard Young Medical Center. Woodruff, WI.
- 1985 Presented workshop on Nursing Assurance. Kaiser Permanente Systems Nursing Administrator's Group. Oakland, CA.
- 1985 Coordinated and co-presented workshop, "Unit- Based Approach to Nursing Quality Assurance." St. Catherine's Hospital. Kenosha, WI.
- 1985 Consultation and co-presented workshop. Nursing Quality Assurance Program. Good Samaritan Medical Center. Phoenix, AZ.

Began consulting and lecturing on nursing quality assurance in 1982. Description of work prior to 1985 available upon request.

AUDIOVISUALS

- 1993 Collaborated on the development of two videos, "Continuous Quality Improvement in Health Care" and "Continuous Quality Improvement in Long Term Care." MedCom, Garden Grove, CA.
- 1991 Videotape, "Improving Quality: A Primer for Health Care." Quality Care Concepts, Inc., Thiensville, WI. Distributed by Quality of Care Concepts, Inc.; American Journal of Nursing Videotapes; American Society for Quality Control; Films, International.
- 1990 Slide/Tape Presentation, "Making a Difference: Touching a Life." Quality Care Concepts, Inc., Thiensville, WI.
- 1987 Videotape "Quality Assurance in Professional Nursing Practice." "Leading a Quality Assurance Committee: Accepting the Challenge." Quality Care Concepts, Inc. Thiensville, WI.

PUBLICATIONS

Schroeder, Patricia. "From the Editor – Disease Management." Journal of Nursing Care Quality. Volume 18, No. 3, July – September 2003.

Schroeder, Patricia. "From the Editor – Ensuring Safe Health Care Delivery." Journal of Nursing Care Quality. Volume 18, No. 2, April-June 2003.

Schroeder, Patricia. "From the Editor – Clinical QI in Cross Site Initiatives." Journal of Nursing Care Quality. Volume 17, No. 1, October 2002

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Schroeder, Patricia. "From the Editor – Population Specific Improvement." Journal of Nursing Care Quality. Volume 13, No. 6, August 1999, p. vii.

Schroeder, Patricia. "From the Editor – A Key to Improving Performance." Journal of Nursing Care Quality. Volume 13, No. 5, June 1999, p. vii.

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Schroeder, Patricia. "From the Editor – Quality and Competence." Journal of Nursing Care Quality. Volume 12, No. 6, August 1998.

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Schroeder, Patricia. "Are you Linking Competence to Outcomes?" Pat Schroeder's Performance Improvement, Ideas, and Innovations. December 1997, pp. 1-2.

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Schroeder, Patricia. "From the Editor – The Role of the Nursing Quality Professional." Journal of Nursing Care Quality. Volume 7, No. 4, p. viii.

Schroeder, Patricia. "Formats for Indicators: One Right Way?" Nursing Quality Connection. May/June 1993, p. 3.

- Schroeder, Patricia. "Thirteen Essentials of a Quality Initiative." Nursing Quality Connection. May/June 1993, pp. 1,2.
- Schroeder, Patricia. "From the Editor – Improving Clinical Quality." Journal of Nursing Care Quality. Volume 7, No. 3, April 1993, p. viii.
- Schroeder, Patricia. "Storyboards." Nursing Quality Connection. March/April 1993, p. 7.
- Schroeder, Patricia. "Histograms." Nursing Quality Connection. March/April 1993, p. 3.
- Schroeder, Patricia. "Ten Tips for Using the AHCPR Guidelines." Nursing Quality Connection. March/April 1993, pp. 1,2.
- Schroeder, Patricia. "Six Musts for Quality Programs." Nursing Quality Connection. January/February 1993, pp. 1,3.
- Schroeder, Patricia. "From the Editor – Bridging QA and QI." Journal of Nursing Care Quality. volume 7, No. 2, January 1993, p. vii.
- Schroeder, Patricia. "Six Tips for Effective Presentations." Nursing Quality Connection. November/December 1992, p. 4.
- Schroeder, Patricia. "Run Charts." Nursing Quality Connection. November/December 1992, p. 4.
- Schroeder, Patricia. "The Baldrige Award: An Approach for Self-Evaluation." Nursing Quality Connection. November/December 1992, pp. 1,6.
- Schroeder, Patricia. "From the Editor – Using Computers for Quality Data Management." Journal of Nursing Care Quality. Volume 7, No. 1, October 1992, p. viii.
- Schroeder, Patricia. "IQS Report: Employee Involvement in the Health Care Industry." Nursing Quality Connection. September/October 1992, pp. 1,3.
- Schroeder, Patricia. "Making Fun a Part of Quality." Nursing Quality Connection. July/August 1992, pp. 1,4.
- Schroeder, Patricia. "Cause and Effect Diagrams." Nursing Quality Connection. July/August 1992, pp. 6,7.
- Schroeder, Patricia. "Communicating Quality Information." Nursing Quality Connection. July/August 1992, p. 5.
- Schroeder, Patricia. "Joint Commission Update: Moving Toward 1994 – Part 2: Techniques of QI." Nursing Quality Connection. July/August 1992, p. 4.
- Schroeder, Patricia. "Groups: Chaos or Collaboration?" Nursing Quality Connection. July/August 1992, p. 3.
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- Schroeder, Patricia. "Using the PDCA Cycle." Nursing Quality Connection. July/August 1992, pp. 1,8.
- Schroeder, Patricia. "From the Editor – Measurement Tools for Nursing Care Quality." Journal of Nursing Care Quality. Volume 6, No. 4, July 1992, p. viii.

- Schroeder, Patricia. "Tested Ways to Keep Meetings on Time." Nursing Quality Connection. May/June 1992, p. 7.
- Schroeder, Patricia. "Dos and Don'ts for Mock Surveys." Nursing Quality Connection. May/June 1992, p. 4.
- Schroeder, Patricia. "Joint Commission Update: Moving toward 1994: Part I." Nursing Quality Connection. May/June 1992, pp. 1,8.
- Miller, Judith Fitzgerald and Schroeder, Patricia. "Profiles of Locus of Control and Coping in Persons with Peripheral Vascular Disease." In Miller, Judith Fitzgerald. Coping with Chronic Illness: Overcoming Powerlessness. 2nd Edition. Philadelphia, PA, F.A. Davis, 1992.
- Schroeder, Patricia. Foreword. In Katz, J. and Green, E. Managing Quality: A Guide to Monitoring and Evaluation Nursing Services. St. Louis, MO., Mosby-Yearbook Inc., 1992, p. ix.
- Schroeder, Patricia. "From the Editor – Collaboration for Quality." Journal of Nursing Care Quality. Volume 6, No. 3, April 1992, p. viii.
- Schroeder, Patricia. "Follow-up Phone Calls: A Monitoring Opportunity." Nursing Quality Connection. March/April 1992, p. 8.
- Schroeder, Patricia. "Nurse Managers: Evolving Roles in Achieving Quality." Nursing Quality Connection. March/April 1992, pp. 1,5.
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- Schroeder, Patricia and Katz, Jacqueline. "Seeking Consensus on Important Aspects of Nursing Care." Quality Review Bulletin. February 1992. Volume 18, No. 2, pp. 63-65.
- Schroeder, Patricia. "Three Data Sources Beyond the Chart." Nursing Quality Connection. January/February 1992, p. 8.
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- Schroeder, Patricia. "From the Editor – Empowering Staff Nurses Through Quality Assurance." Journal of Nursing Care Quality. Volume 6, No. 2, January 1992, p. viii.
- Schroeder, Patricia.. Chapter 16. "Future Perspectives on Quality." In Meisenheimer, C. Improving Quality: A Guide to Effective Programs. Gaithersburg, MD. Aspen Publishers, Inc. 1992, pp. 334-340.
- Schroeder, Patricia.. "AHCPR: Clinical Guideline Development." Nursing Quality Connection. November/December 1991, pp. 1, 3.
- Schroeder, Patricia. "From the Editor – Clinical Indicators, Development and Use." Journal of Nursing Care Quality. Volume 6, No. 1, October 1991, p. viii.
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Schroeder, Patricia.. Chapter 4. "The Unit-Based Nursing Quality Assurance Model."

Acquaye, Mina and Schroeder, Patricia. Chapter 11. "The Nursing Quality Assurance Coordinator: An Evolving role."

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November 2011 The Future of Nursing: Regional Meetings. Waukesha, WI.

October 2011 AACN Dean's Meeting. Washington, DC.

May 2011 Building Bridges to Nursing Research Annual Meeting. Milwaukee, WI

March 2011 AACN Dean's Meeting. Washington DC.

February 2011 The Future of Nursing: Plans for Wisconsin. Wisconsin Dells, WI
Peter Buerhaus keynote.

February 2011 Annual Joint Chapter Meeting Sigma Theta Tau Chapters of Milwaukee.

November 2010 American Academy of Nursing Annual Meeting. Washington DC.

October 2010 Wisconsin League for Nursing Annual Meeting Waukesha, WI

October 2010 AACN Dean's Meeting. Washington DC.

May 2010 Building Bridges to Nursing Research Annual Meeting, Milwaukee, WI

From: [Rush, Steven](#)
To: [Remy, Jill M - DSPS](#)
Subject: Approval to Plan BSN
Date: Monday, November 12, 2012 11:04:49 AM
Attachments: [Approval to Plan #1365.pdf](#)
[Application to Plan BSN BoN 11-2012 Madison FINAL.docx](#)

Dear Ms. Remy,

Attached you will find the Request to Plan a BSN program at Herzing University-Madison. Please confirm if this will appear on the December Board of Nursing meeting agenda. Please do not hesitate to contact me if you need anything further.

Sincerely,

Steven L. Rush, PhD, RN

Associate Academic Dean for Healthcare

Herzing University

5218 East Terrace Drive

Madison, WI 53718

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Wisconsin Department of Safety and Professional Services

Mail To: P.O. Box 8935
Madison, WI 53708-8935
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BOARD OF NURSING

APPLICATION FOR APPROVAL OF A NURSING PROGRAM

Completion of this form is required for all schools applying for approval by the Board of Nursing. The information collected on this form will be used to determine compliance with standards in Chapter N 1, Wis. Adm. Code.

Institution desiring to established an approved program:

Name HERZING UNIVERSITY - MADISON
Address 5218 EAST TERRACE DRIVE
MADISON, WI 53718
Type of Program BACHELOR OF SCIENCE IN NURSING (BSN)

The written program proposal as required in Section N 1.03(2), Wisconsin Administrative Code, is attached. It is understood that additional information may be required before the board determines a survey should be made.

There will be no publicity or plans made for the admission of students until the board has determined the written program proposal, clinical facilities, and response to other requirements are satisfactory.

The governing body of the above named institution herein applies for approval by the Board of Nursing.

Date 11/5/2012

Signatures:


President/Chair of the Board
Steven J. Bush RNP, RN
Secretary of Board/District Director
DIRECTOR OF NURSING
HERZING UNIVERSITY - MADISON
ASSOCIATE ACADEMIC DEAN
FOR HEALTHCARE

#1365 (Rev. 9/12)
Ch. 441, Stats.
N 1.03(2)(b), Wis. Adm. Code



HERZING
UNIVERSITY

Application for Approval to Plan BSN program

Submitted to:

State of Wisconsin
Department of Safety and Professional Services
Wisconsin State Board of Nursing

November, 2012

Herzing University is accredited by the Higher Learning Commission
and a member of the North Central Association

Herzing University- Madison, Wisconsin

November 5, 2012

**To: Carol Ott, PhD, RN Chair, Education and Licensure Committee
Wisconsin Board of Nursing**

**From: Steven L. Rush, PhD, RN
Associate Academic Dean for Healthcare, Director of Nursing
Herzing University-Madison**

**RE: Request for Approval to Plan Bachelor of Science in Nursing Program
Madison Campus**

In 1964, the ANA House of Delegates (HOD) adopted a motion "that ANA continue to work toward baccalaureate education as the educational foundation for professional nursing practice." Since that time, this issue has been debated in policy meetings at the state and national levels of the association. In 1985, the HOD agreed to urge state nurses associations to establish the baccalaureate with a major in nursing as the minimum educational requirement for licensure and to retain the legal title, Registered Nurse, for that license and to establish the associate degree with a major in nursing as the education requirement for licensure to practice technical nursing.

In 1991, the ANA HOD adopted the position that "ANA support the baccalaureate degree in nursing as a requirement for all generalist certification examinations by 1998. . . ." The following year, the Board of Directors of ANCC implemented the recommendations of the HOD. As a result, at the end of 1998, the BSN became an eligibility requirement for candidates taking ANCC generalist certification exams. In 1995, the HOD agreed to "declare the baccalaureate degree in nursing as the educational requirement for the beginning registered or 'basic' nurse."

ANA believes that baccalaureate nursing education is necessary to prepare the nursing workforce for the challenges of a complex and changing health care system. ANA has long supported increased accessibility to high-quality educational and career mobility programs that utilize flexible approaches to individuals seeking academic degrees in nursing and a major plank in ANA's legislative platform focuses on ensuring continued support for nursing education both at the baccalaureate and graduate levels.¹

Despite ANA's longstanding position regarding educational preparation for entry into practice, three paths for basic educational preparation for nursing practice remain in place. This discussion is particularly relevant for educational institutions and learners in Madison, Wisconsin. The percentage of major hospitals and health care facilities seeking Magnet Status is

¹ ANA position statement:

(<http://www.nursingworld.org/FunctionalMenuCategories/MediaResources/PressReleases/2000/CommitmenttoBSN.aspx>)

increasing. Combined with the extremely high percentage of adults with baccalaureate or higher degrees, nursing graduates with an associate degree in nursing may be at a disadvantage for employment.²

Due to the reasons cited above, Herzing University-Madison is requesting approval to plan a baccalaureate of science in nursing (BSN) program. This program will be grounded in the sciences and the liberal arts, and will be closely modeled after the BSN program at Herzing-Brookfield/Kenosha.

Dr. Steven Rush will oversee all aspects of the planning, implementation, and administration of this new program. Dr. Rush has over 25 years of experience in nursing, including being the Director of Undergraduate nursing at UW-Madison, former Chair of Education and Licensure for the Wisconsin Board of Nursing, and now as the Associate Academic Dean for Healthcare at Herzing-Madison. Dr. Rush respectfully requests permission to plan for a BSN program at Herzing-Madison, and looks forward to working with the Board throughout the process.

² (*Madison ranks number one in the country as the most educated city:*
http://www.huffingtonpost.com/2011/09/14/madison-wisconsin-ranked_n_962227.html)

Accreditation Plan

Herzing University is accredited by the Higher Learning Commission and is a member of the North Central Association. The current associate degree program on the Madison campus is accredited by the National League for Nursing Accreditation Commission (NLNAC). However, the proposed Bachelor of Science in nursing program will be accredited by the Commission on Collegiate Nursing Education (CCNE). This plan is consistent with the University's accreditation for all bachelors and higher degree programs in nursing. The goal would be to request the CCNE to complete the site visit for initial accreditation during the last semester of enrollment for the first graduating class.

Faculty Appointment Plan

Current faculty teaching in the associated degree program will be phased into teaching roles in the baccalaureate program. Faculty will have developmental sessions as needed to assure that there is clarity in understanding the differences between associated degree and baccalaureate education and its outcomes as well as continued opportunities to participate in continuing education opportunities in instructional strategies in nursing and maintenance of clinical expertise. Currently, there are 19 faculty members in the following areas of expertise:

Medical-Surgical Nursing	2 FT	3 PT
Obstetrics	2 FT	1 PT
Psychiatric/Mental Health	1 FT	2 PT
Pediatrics	2 FT	0 PT
Community Health	1 FT	2 PT
Gerontology	1 FT	2 PT

As the BSN program is implemented, additional faculty will be recruited as needed to fill deficits in areas of expertise with targeted recruitment of doctorally prepared and experience in nursing education. It is anticipated the need for 4 additional faculty starting in 5th semester of the BSN program.

The Bachelor of Science in Nursing Program Mission, Philosophy, Conceptual Framework and Outcomes

Mission Statement

Herzing University “provides degree and diploma higher education programs of high quality that are designed to prepare a diverse and geographically distributed student population to meet the needs of employers in business, technology, healthcare, design and public safety. Programs contain a complementary and integrated general education curriculum to stimulate students’

intellectual growth, contribute to their personal development and to enhance their potential for career advancement”.

Parallel to that overall directive, the mission of the Department of Nursing at Herzing University is to provide quality nursing education that prepares graduates to function in a caring, competent, ethical manner as entry level practitioners to enhance the health of persons within communities and the larger global environment by providing safe, quality, holistic healthcare as professional nurses and lifelong learners.

Philosophy

The philosophy of the Department of Nursing at Herzing-Madison is a continuing reflection of the mission of the University and speaks to caring, competence, and ethics. It is congruent with the mission of the nursing program and describes faculty beliefs related to person, family, environment, health, nursing, community, and teaching and learning. The mission, vision, and core values are holistic. Graduates will be prepared to work in a variety of healthcare settings with diverse populations.

The faculty of the Department of Nursing recognizes that nursing is a dynamic profession rooted in the arts and sciences and that nurses work collaboratively with the person and the community to achieve holistic health outcomes in a culturally diverse society. The nursing faculty believes nursing is profession based on caring, that is both an art and science, in which theories and knowledge from nursing and other disciplines are used to assist clients toward maximum health and wellness.

Professional Nursing

The faculty of Herzing University accepts the American Nurses Association (2010) definition of nursing.

Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities, and populations.

The definition goes on to include the following six essential features of professional nursing:

1. Provision of a caring relationship that facilitates health and healing,
2. Attention to the range of human experiences and responses to health and illness within the physical and social environments,
3. Integration of objective data with knowledge gained from an appreciation of the patient or group's subjective experience,
4. Application of scientific knowledge to the processes of diagnosis and treatment through the use of judgment and critical thinking,
5. Advancement of professional nursing knowledge through scholarly inquiry, and

6. Influence on social and public policy to promote social justice.

As both an art and science, nursing interacts holistically with the client and the community in an effort to achieve health, wellness, and education. Professional nursing incorporates patient/client advocacy, caring, cultural sensitivity, evidence-based outcomes-oriented actions and professional values to assist the patient/client toward adaptation, self-care, and equilibrium.

Making use of components of professionalism, the nurse provides high quality holistic care by acting as an advocate in issues with legal, ethical, political, or economic implications. The professional nurse demonstrates competency in delivery of complex care by providing safe, quality, and exceptional healthcare, critical thinking, clinical judgment and clinical reasoning through implementation of the nursing process.

Person

As members of a global society, people are integrated individuals with psychological, psychosocial, cultural, and spiritual dimensions. Human beings are gifted with intellects and capabilities directing them toward uniqueness, inherent worth, autonomy, and self-fulfillment. Affected by their environment people experience internal and external stressors to which they must adapt in order to maintain health. They have certain rights, privileges, and responsibilities as members of a family, community, and a greater global society.

Because people are holistic beings, they are worthy of compassionate, patient/client-centered care based on respect for patient/client preferences, values, and needs. When providing holistic care the nurse facilitates the nurse-patient/client partnerships, where the patient/client and nurse collaborate and share responsibility for healthcare decision making while looking at the whole person and situation. Employed are therapeutic interventions, communication and inquiry to modify behaviors that are dynamic and ever changing.

The core values of the nursing department at Herzing University provide a solid foundation in order to support a conceptual framework based on a holistic approach to caring. Through this framework, evidence-based nursing practice supports caring in every aspect of patient/client interactions while taking into account differing perspectives and values of the patient/client being served.

The person (patient/client; consumer; resident) is the recipient of nursing care and may be an individual, family, group, aggregate, community, or population. The person may “function in independent, interdependent, or dependent roles, and may seek or receive nursing interventions related to disease prevention, health promotion, or health maintenance, as well as illness and end-of-life” (AACN, 2008, p. 38) while preserving the locus of control.

Health

Health is a homeostatic process, a continuum of physiological, psychological, sociological and spiritual levels of wellness fluctuating within a state of health-illness with the individual’s goal being an optimal level of health, where individual potential is realized to the fullest extent

possible. Being a human experience health is often expressed in terms of wellness and illness and may occur in the presence or absence of disease or injury. Health is perceived individually according to developmental stage, cultural context, spirituality, preferences, and health literacy. Professional nursing focuses on the following areas of health across the lifespan, at both the individual as well as the community, and global levels including vulnerable populations; health promotion; prevention; acute and chronic illnesses; elimination of health disparities; disease management; injury prevention; risk reduction; relationships of genetics and genomics to health and illness; health determinants including environmental assessments of health and illness parameters; and educating patient/clients and caregivers about the same areas.

With this dynamic situation, nursing students must be prepared to assume new roles in health education, wellness, prevention, and disease management as the capability to predict future health problems becomes a greater reality with advances in science and technology.

Environment

The environment encompasses the world and we are responding constantly to both internal and external environmental factors resulting in varying degrees of health. External factors include; availability and quality of air; water; food; and living conditions. With a global increasing population, pollution, poverty, hunger, homelessness, natural disasters, and stressors of war and terrorism threatening our environment, people must collaborate to preserve our resources. Internal factors affecting a person include all of the dimensions of the person including mind, body, spirit, and emotions. Taking a holistic approach the professional nurse assesses the person's responses to the internal and external environment determining how the health is being affected. "Because professional nurses are the human link between the patient/client and the complex healthcare environment, they must provide compassionate care informed by a scientific base of knowledge, including current evidence from research" (AACN, 2008, p. 29).

The nursing education programs must prepare the students to develop the knowledge, skills, and attitudes to practice professional nursing in a multicultural environment with the ability to collaborate with members of the interdisciplinary healthcare teams from diverse backgrounds. The benchmark and goal for professional nursing and quality healthcare is provision of safe, quality, and culturally sensitive nursing care for patient/clients across the lifespan, during all transitions of care and across multiple healthcare environments.

Society

Society is made up of groups of individuals in various dynamic arrangements. It is a system providing the framework for human behavior and expectations including physical, psychological, cultural, ethical, and spiritual elements. The framework provided allows interactions to address personal needs and goals. The person being an integral part of society is also a member of a family, group, community, and population. Society's structure and diverse cultures affect a person's behavior in response to health and illness within their culture, and community. The professional nurse must understand and be prepared to individualize care provided to the diverse population based on the responses exhibited. The faculty affirms the beliefs and tenets related to

the value-added dimension that the nursing profession offers to society in *Nursing's Social Policy Statement: The Essence of the Profession* (ANA, 2010).

Professional Roles

Professional nursing education prepares the student to practice as a professional nurse in various roles and settings. Consistent with *The Essentials for Baccalaureate Education for Professional Nursing Practice* (AACN, 2008, p. 35), the faculty believes the following roles are relevant for the baccalaureate-prepared generalist nurse:

- Provider of care (evaluation of client changes and progress over time; developing proficiency and efficiency in delivery of safe care)
- Designer/manager/coordinator of care (manage care transitions; be an active participant on the interprofessional team; identify system issues; develop working skills in delegation, prioritization, and oversight of care)
- Member of a profession (evaluate one's practice; assume responsibility for supporting the profession)

Professionalism

Nursing is an incredibly challenging profession and professionalism encompasses the values, formation of professional roles, and images of the nurse. Values are based in understanding ethical, legal, and regulatory guidelines of the profession and society as a whole. It is important for the public to view nurses as competent educated thinkers wanting to contribute to their communities, with an expectation to contribute also to the profession and professional development of self by using critically reviewed research to define evidence-based practice and to practice lifelong learning (Larson, 2006).

Conceptual Framework Of The Nursing Curriculum

The conceptual framework of the Department of Nursing of Herzing University is consistent with the Mission and Philosophy of the Program, providing a model of professional nursing practice, utilizing a variety of concepts grounded in eclectic nursing theory, and serves as a foundation for the selection and sequencing of courses, content, and learning activities in the nursing curriculum. Required courses provide foundational knowledge that builds key concepts used to frame the actions of the professional nurse.

It is the belief of the faculty that nurses, who are responsible for a wide variety of therapeutic interventions applied across a developmental lifespan, must possess competent didactic and clinical skills. Additionally, nursing, society culture, and diversity form major components of the external environment that is constantly changing and affects both the nurse and the patient (client, population). Finally, the conceptual framework is a dynamic, ever-changing model that should reflect the growth of knowledge in the profession and innovations in technology.

Continuous re-evaluation of the model is paramount to its success. Humanities, nursing concepts and technical skills are intertwined to provide optimal care of the client.

Nursing Process

Nursing process consists of cognitive activities consisting of assessment, diagnosis, planning, intervening, and evaluating. In order to effectively make use of the nursing process, professional nurses must be able to be critical thinkers, understand the role of diversity in understanding human behavior, communicate effectively, possess clinical competencies, content knowledge, demonstrate effective leadership skills in planning and managing patient care, effectively use technology, demonstrate professionalism and demonstrate a commitment to life-long learning. Additionally, the professional nurse needs to make clinical judgments (related to evidence-based practice, meanings, quality improvement, and improved health outcomes) based on theoretical knowledge from nursing, sciences, and experience. The nurse is a critical thinker when resolving clinical and ethical problems using evidenced based practice guidelines that includes reflective thought on delivery of quality care and patient preferences and values. The nurse recognizes, raises, and is open to questions and gathers evidence to support answers (Critical Thinking Institution 2011; Nursing Trends 2010; NLN 2010).

Communication

The Joint Commission identifies communication as the root cause of approximately 70 percent of all sentinel events. Effective communication and teamwork are fundamental to quality patient care (Joint Commission, 2007). The definition of communication is the exchange of thoughts, messages, or information. The professional nurse is able to maintain congruency and accuracy in all therapeutic intraprofessional and interprofessional exchanges whether verbal, nonverbal, written, or electronic. Other essential components of effective communication with patients/clients, families, colleagues, peers, and healthcare team members are conflict resolution and or restorative justice.

Providing safe care is the primary goal of all professional nurses. Nurse's communication must be accurate, timely, efficient, appropriate, and flexible, and incorporates active listening during all transactions with patients/clients including transitions of care both within and across healthcare environments. Additionally, the professional nurse must be competent in informatics, the ability to combine nursing science with information management and care technology.

Caring/Compassion

Registered nurses are caring and compassionate; are able to accept responsibility and direct, delegate to and/or supervise others; are able to follow orders precisely; and are able to determine when consultation is required. Caring refers to thoughts and actions that maintain human dignity while relaying concern and empathy to all aspects of a person's life including cultural, psychosocial, and the physical dimensions. All nurses are patient advocates and health educators. Fostering caring and compassion is achieved by providing a patient/client-centered care approach while developing a nurturing and empathetic relationship with others, fulfilling the

role as a patient/client advocate, promoting nurse-patient/client partnerships, identifying care as the primary outcome before cure, and striving to maintain human dignity for the patient/client while holding strong moral and ethical values. Professional nurses also attempt to lessen human suffering and provide caring measures to support the patient/client to die with dignity.

Safety

Patient safety is a multidimensional concept that is central to clinical education and refers to the minimization of physical and emotional risks and harm to patient/clients using critical thinking, clinical decision-making, and clinical judgment in the provision of nursing care. Included in safety measures are evaluations of system effectiveness and individual performance, and adherence to regulations, standards, and laws governing health care practice.

Evidence-Based Practice

Evidence-based practice (EBP) in nursing is a framework for approaching patient care. It represents a change in traditional nursing by requiring nursing professionals to rely on scientific research and evidence more often than experience or intuition. EBP is meant to guide treatment of patients in a systematic process by integrating the best research (current evidence) with clinical expertise and patient/client/family preferences and values.

Culture/Diversity

A definition of culturally congruent care is behaviors or decisions that are designed to fit with cultural values to provide meaningful, beneficial, and satisfying health care (Bednarz, Schim, & Doorenbos, 2010). Diversity includes the concept of culture and represents the “range of human variation, including age, race, gender, disability, ethnicity, nationality, religious and spiritual beliefs, sexual orientation, political beliefs, economic status, native language, and geographical background” (AACN, 2008, p. 37). Culturally-sensitive nursing care for patient/clients across the life-span, during all transitions of care and across the continuum of healthcare environments, is an ongoing goal for professional nursing and a benchmark for quality healthcare provided in the professional nursing program at Herzing University.

Professional Nursing Education

Because there is a need for registered nurses to be prepared with a broad knowledge base professional nursing education builds on and integrates the arts, sciences, and humanities with nursing science providing a refinement of knowledge, beliefs, values, attitudes, and skills reflected in cognitive, affective, and psychomotor domains. Based on Herzing University’s foundation of valued student success and support of professional role development; the concepts and theories from nursing and related disciplines form the structure of the nursing curriculum.

Herzing’s nursing program supports and encourages students to work toward the highest level to which they are capable. Nursing educators have responsibility to provide effective, appropriate and comprehensive theory and clinical experiences to assist the student in meeting their academic goals.

To fulfill the mission of providing quality healthcare, the faculty believes it imperative for the nursing curriculum to be in alignment with on-going changes in science and technology, shifting population demographics, emerging healthcare needs of contemporary society, and changes in professional nursing practice environments. Therefore, the nursing curriculum at Herzing is designed to encourage and support students as they assume responsibility for their own education.

Teaching-Learning Practices

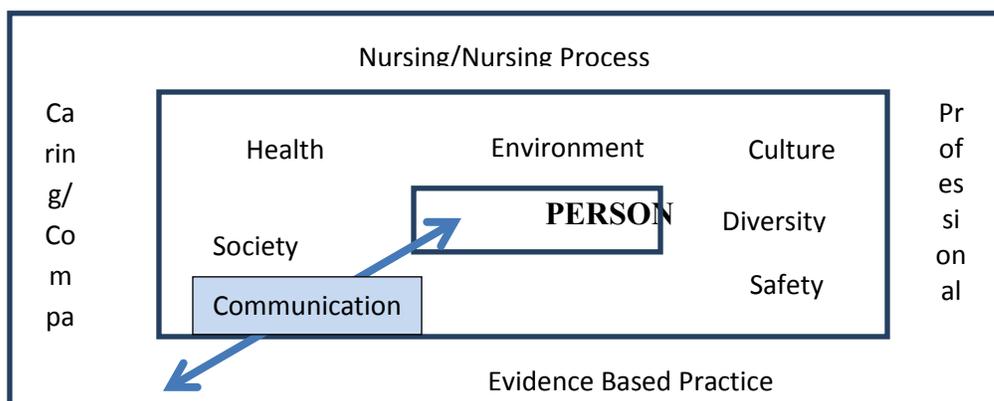
The art of teaching is to impart knowledge, while learning is the act of gaining knowledge. In nursing education, we impart beliefs, values, attitudes, and skills promoting lifelong learning by the students. Teaching being a facilitation of mutual learning requires collaboration, sharing experiences, and creating a stimulating, dynamic educational environment fostering critical thinking. Learning is the outcome of teaching and is a reflection of cognitive, affective, and psychomotor domains.

Effective teaching/learning practices take into account the needs of the learner, building on prior learning experiences and predetermined standards of academic rigor; seeking to advance growth through experiences promoting a sense of excitement, curiosity, creativity, and discovery. These practices further the student's sense of valuing their own accountabilities and responsibilities for learning, and join with the learner's and support individual efforts to achieve projected learning outcomes.

Faculty facilitates the learning process through a variety of teaching strategies. Faculty also acts as role models for students. The combination of the caring role and the facilitator role form a partnership in the learning process. Learning experiences are designed to facilitate personal and professional growth. In the final analysis, the ultimate responsibility for learning rests with the learner.

The conceptual framework of the Nursing Program of Herzing University-Madison is consistent with the Mission and Philosophy of the Program. It provides a model of professional nursing practice, and serves as the foundation for the selection, sequencing of courses, course content, and learning activities in the nursing curriculum. The required liberal arts courses provide the foundational knowledge upon which are built the key concepts used to frame the actions of the professional nurse. It is the belief of the faculty that the key threads (previously defined in the philosophy) of the curriculum are nursing, critical thinking and decision making, the nursing process, environment, health, society, professional role, communication, caring, compassion, safety, evidence based practice, culture, and diversity. The person (patient, client, population) is the center of universe and it is our response to those identified needs that are the processes of the practice of nursing. Figure 1, Conceptual Framework, represents schematically the faculties view.

Figure 1. Conceptual Framework



PROGRAM OUTCOMES

The program outcomes describe the professional nurse generalist who is a graduate of Herzing University. Upon completion of the program, the student will be able to:

1. Practice using caring, compassionate, culturally competent, and evidence based practices in the roles of the baccalaureate nurse using the nursing process to provide patient/client-centered care in a variety of health care settings.
2. Use a broad base of techniques to communicate effectively with clients, families, health care teams, and communities.
3. Use critical thinking and decision making, local,-state, national and global policies, legislative concepts, and healthcare economics to effect quality health care and the evolving health care system.
4. Integrate knowledge and skills in nursing leadership and management, quality improvement, and patient safety as required to provide health care.
5. Integrate knowledge and skills to promote health and prevent disease across the lifespan and the continuum of health care environments.
6. Practice professionalism including the inherent values of altruism, autonomy, human dignity, integrity, and social justice.
7. Formulate a professional ethic that includes lifelong learning and continuous professional development in an ever-evolving health care environment.

RELATIONSHIP OF PROGRAM OUTCOMES TO CURRICULUM THREADS AND
CCNE ESSENTIALS

PROGRAM OUTCOMES	THREAD	CCNE ESSENTIALS OF BACCALAUREATE ED.
1. Practice using caring, compassionate, culturally competent, and evidence based practices in the roles of the baccalaureate nurse using the nursing process to provide patient/client-centered care in a variety of health care settings.	Person Nursing Nursing Process Professional Role Caring Compassion Safety Evidence Based Practice Culture Diversity Environment Critical Thinking	Essential I: Liberal Education Essential III: Scholarship for EBP Essential VII: Clinical Prevention and Population Health Essential IX: Baccalaureate Generalist Nursing Practice
2. Use a broad base of techniques to communicate effectively with clients, families, health care teams, and communities.	Communication Society Nursing Professional Role	Essential IV: Information Managements and Application of Patient Care Technology Essential VI: Interprofessional Communication & Collaboration
3. Use critical thinking and decision making, local,-state, national and global policies, legislative concepts, and healthcare economics to effect quality health care and the evolving health care system.	Critical Thinking Society Nursing Health	Essential V: Health Care Policy, Finance, and Regulatory Environment Essential II: Basic Organizational and Systems Leadership Essential VII: Clinical Prevention and Population Health
4. Integrate knowledge and skills in nursing leadership and management, quality improvement, and patient safety as required to provide health care	Nursing Communication Evidence Based Practice	Essential II: Basic Organizational and Systems Leadership Essential V: Healthcare Policy Essential VI:

		Interprofessional Communication and Collaboration
5. Integrate knowledge and skills to promote health and prevent disease across the lifespan and the continuum of health care environments.	Health Society Professional Role	Essential VII: Clinical Prevention and Population Health
6. Practice professionalism including the inherent values of altruism, autonomy, human dignity, integrity, and social justice.	Professional Role Nursing Society	Essential VIII: Professionalism and Professional Values
7. Formulate a professional ethic that includes lifelong learning and continuous professional development in an ever-evolving health care environment.	Professional Role Communication Evidence Based Practice	Essential I: Liberal Education Essential III: Scholarship and Evidence Based Practice Essential VIII: Professionalism and Professional Values
8. Think critically at a conceptual level and by using mathematical analysis as well as the scientific method; write and speak effectively; use basic computer applications; and understand human behavior in the context of the greater society in a culturally diverse world.	Critical Thinking Evidence Based Practice Communication Professional Role Culture Diversity	Essential I: Liberal Education Essential III: Scholarship and Evidence Based Practice Essential VIII: Professionalism and Professional Values

HERZING UNIVERSITY-MADISON
PROPOSED BACHELOR OF SCIENCE IN NURSING PROGRAM PLAN

COURSE NUMBER	COURSE NAME	CREDITS	PRE-REQUISITES/CO-REQUISITES	CLINICAL OR LAB HOURS
SEMESTER ONE				
SC 165	General Microbiology	2	Co-req SC 165L	
SC 165L	General Microbiology Lab	1	Co-req SC 165	30 lab hrs.
HU 101	Critical Thinking	3	None	
MA 107	College Algebra	4	None	
EN 106	Information Literacy	1	None	
EN104	English Composition I	3	None	
PS 101	Psychology	3	None	
SEMESTER TOTAL		17		
SEMESTER TWO				
SC185	General Chemistry	2	Co-req SC 185L	
SC 185L	General Chemistry Lab	1	Co-req SC185	
SC 145	Anatomy and Physiology I	3	Co-req SC145L	
SC 145 L	Anatomy and Physiology I Lab	1	Co-req SC145	30 Lab hrs.
SC 245	Anatomy and Physiology II	3	Pre-req SC 145, 145L; Co-req SC245L	
SC 245L	Anatomy and Physiology I Lab	1	Pre-req SC 145, 145L; Co-req SC245	30 Lab hrs.
M0144	Medical Terminology	1	None	
NW100	Growth & Development	3	PS 101	
SS 120	Introduction to Sociology	3	None	
SEMESTER TOTAL		18		
SEMESTER 3				
NW 206	Introduction to Professional Nursing	2	None	
NW 207	Health Assessment	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, , MO144, SC 120 Co-req NW207L	
NW207L	Health Assessment Lab	1	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, MO144, SC 120 Co-req NW 207	30 lab hrs.
NW 208	Pathophysiology	4	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L	
IS 102	Computer Applications	4	None	
NW 210	Introduction to Clinical Nursing	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, M0144, SC120 Co-req NW 206, NW 210 L	
NW 210 C	Introduction to Clinical Nursing	1	Pre-req SC185, 185L,	45 lab hrs.

	Clinical Simulation		SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, M0144, SC120 Co-req NW 206, NW 210	
SEMESTER TOTAL		16		
SEMESTER 4				
NW 215	Adult Health I	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L Co-req NW 215 L, 215 C, NW220	
NW 215 L	Adult Health I Lab	1	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L Co-req NW 215, 215 C, NW220	30 lab hrs.
NW 215 C	Adult Health I Clinical	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L Co-req NW 215 L, 215 , NW220	90 clinical hrs.
NW 220	Pharmacology	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW210 L Co-req NW 215, 215L, 215C	
NW 225	Nursing Informatics	3	IS 102	
SC 150	Principles of Nutrition	2	Pre-rec SC 185, SC 145	
SEMESTER TOTAL		14		
COURSE NUMBER	COURSE NAME	CREDITS	PRE-REQUISITES/CO-REQUISITES	CLINICAL OR LAB HOURS
SEMESTER 5				
SS 310	Cultural Diversity	2	None	
NW 301	Adult Health II	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220 Co-req 301C	
NW 301 C	Adult Health II Clinical	3	Pre-req SC185, 185L, SS 110, NW100, SC	135 clinical hours

			145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220 Co-req 301	
EN 250	English Composition II	3	EN 104	
En 116	Speech	3	None	
SEMESTER TOTAL		14		
SEMESTER 6				
NW 308	Mental Health Nursing	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C Co-req 308C;	
NW 308 C	Mental Health Nursing Clinical	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C Co-req 308	90 clinical hrs.
NW 314	Gerontological Nursing	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C Co-req NW308, NW308C, NW314C	
NW 314 C	Gerontological Nursing Clinical	1	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C Co-req 308, NW 308C; NW314	45 Clinical hrs.
NW 335	Legal & Ethical Issues	2	NW 106	
MA 320	Statistics	3	MA 107	
PD 121	Professional Development I	1	None	
SEMESTER TOTAL		14		
SEMESTER 7				
NW 401	National and Global Health Policy Issues	2	Pre-req SC185, 185L, SS 110, NW100, SC	

			145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314	
PD 202	Professional Development II	1	None	
NW 400	Family Nursing	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, Co-req NW 400C, NW 409, NW409C	
NW 400C	Family Nursing Clinical	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, Co-req NW 400, NW 409, NW409C	90 clinical hrs.
NW 409	Community Nursing	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, Co-req NW 400C, NW 400, NW409C	
NW 409C	Community Nursing C	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, Co-req NW 400C, NW 400,	90 Clinical hrs.

			NW409	
SEMESTER TOTAL		13		
COURSE NUMBER	COURSE NAME	CREDITS	PRE-REQUISITES/CO-REQUISITES	CLINICAL OR LAB HOURS
SEMESTER 8				
HU 325	Literature and the Art of Healthcare	3	None	
NW 450	Nursing Leadership & Management	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, NW 400C, NW 400, NW409	
NW 446	Adult Health III/Nursing Practicum	2	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, NW 400C, NW 400, NW409; Co-req NW 446L, NW446 C	
NW 446L	Adult Health III/Nursing Practicum Lab	1	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, NW 400C, NW 400, NW409 Co-req NW 446, NW 446C	30 lab hrs.
NW 446C	Adult Health III /Nursing Practicum Clinical	3	Pre-req SC185, 185L, SS 110, NW100, SC 145, 145L, & SC 245, 245L, SC165, 165L, NW 210, NW 210 L, NW 215, NW215C, NW215 L, NW220, NW301, NW 301C NW 308, NW 308C; NW314, NW314C, NW	135 clinical hrs.

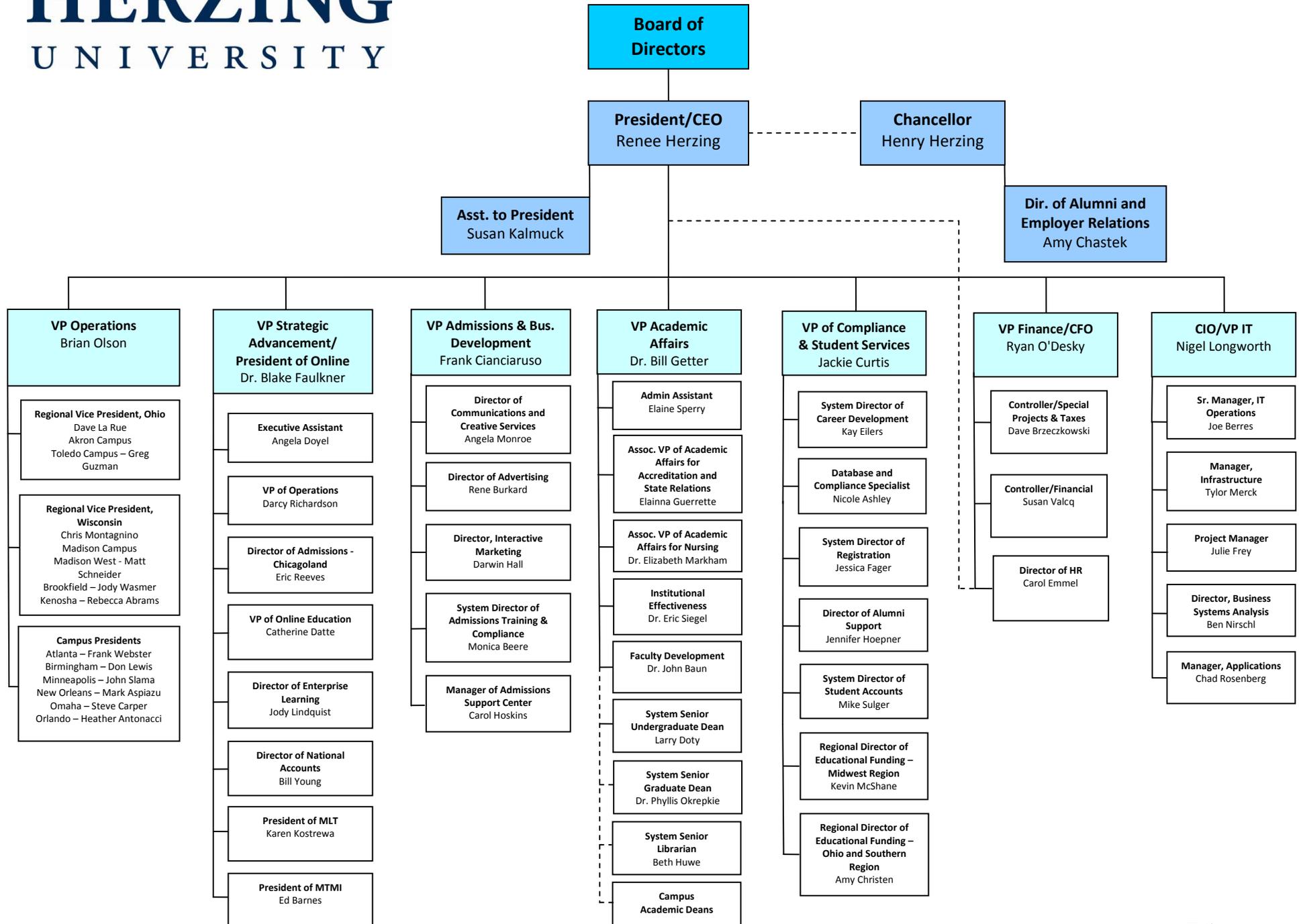
			400C, NW 400, NW409 Co-req NW 446, NW 446L	
NW 431	Evidence Based Nursing Research & Practice	3	MA 320	
SEMESTER TOTAL		15		
PROGRAM TOTAL		122		210 Lab/ 720 Cl

Application for Approval to Plan BSN – Herzing University-Madison: Grid For Clinicals

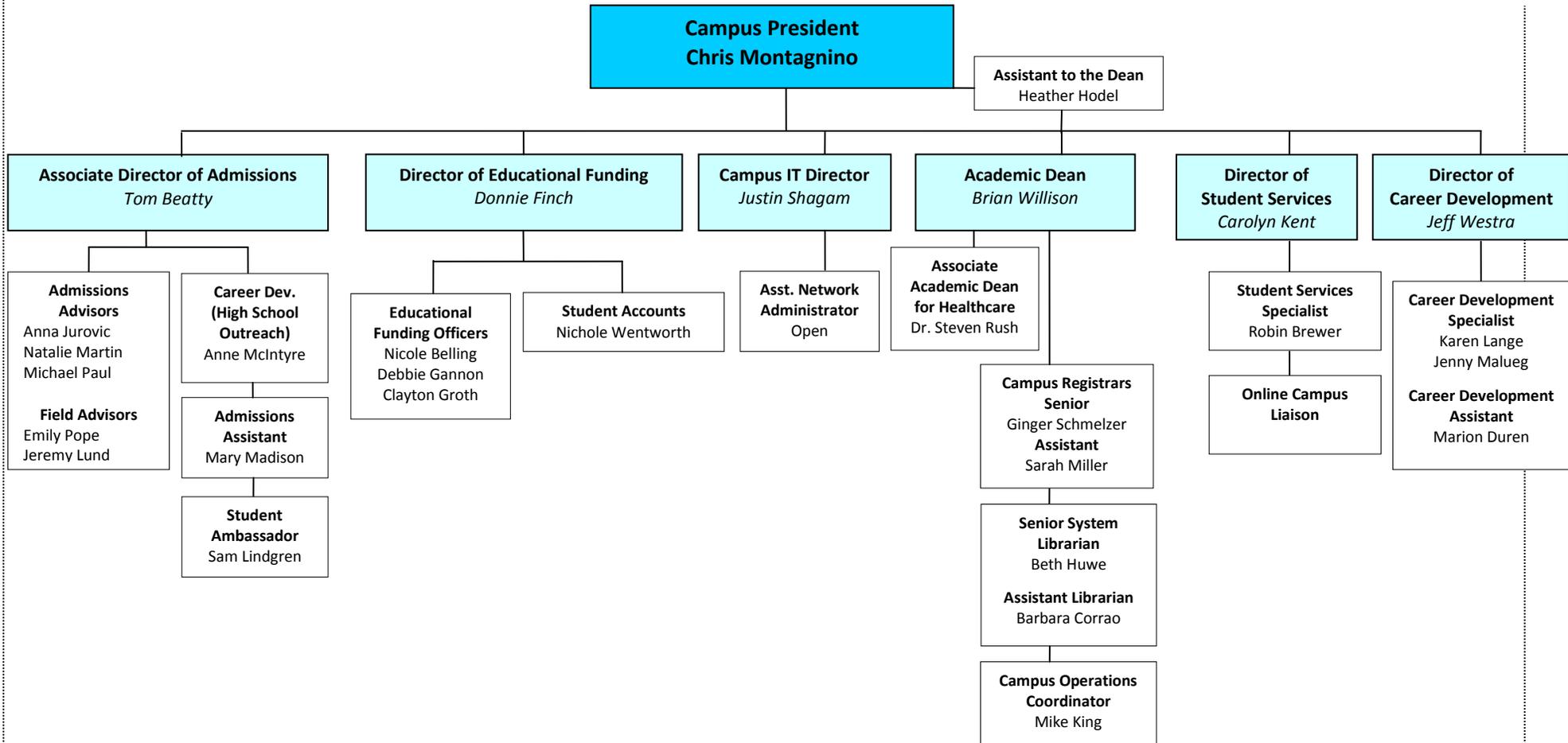
This purpose of this grid is to illustrate the range and mix of agencies that will be used for clinical experiences across the BSN curriculum. Planning to develop the BSN program in Madison will be done based on a careful evaluation of the adequacy of clinical agencies to support the clinical learning needs of the students. A full integration of high fidelity simulation experiences will also be utilized to enhance the clinical experiences of learners. The current goal would be to admit 48 students once a year. In the key below, projected clinical experiences are identified in which formal conversations have been held regarding development of contracts for placement of students as well as those contracts that are already in place and approved for the current ADN program. Additional agencies will be contacted in the next months as needed.

Courses – Madison	Spring 2014 Semester 1	Summer 2014 Semester2	Fall 2014 Semester 3	Spring 2015 Semester 4	Summer 2015 Semester 5	Fall 2015 Semester 6	Spring 2016 Semester 7	Fall 2016 Semester 8
Introduction to Clinical Nursing – High Fidelity Simulation			48 students 4 sections 45 hours					
Adult Health I				48 students 6 sections 90 hours				
Adult Health II					48 students 6 sections 135 hours			
Mental Health Nursing						48 students 6 sections Term A 90 hours		
Gerontological Nursing						48 students 6 sections Term B 45 hours		

Family Nursing							48 students 8 sections Term A 90 hours	
Community Health							48 students 6 sections Term B 90 hours	
Adult Health III								48 students 6 sections 135 hours
TOTAL CLINICAL HOURS								720 hours* *an additional 210 lab hours not shown in this grid are included in the program



Campus Organization Chart MADISON



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October 23, 2012

Hello Jill,

I am writing this letter to overview our NLNAC Site visit of October 9 through October 11. At this time the NLNAC site team visitors did not recommend accreditation at this time. We have not received formal notification as the process needs to go through two committees before the final decision is made. We will receive preliminary recommendations/results in a few weeks in the mail. We will receive final results in April. Our plan is to move forward with the initiative of accreditation and to send our self study report to the Wisconsin State Board of Nursing 6 months after graduation. Once we have the preliminary recommendations/results we will email them to you.

Our main concern is the students. We spoke on the phone on Monday October 15, 2012 about the students. The students will be able to take their state boards after they graduate. We discussed continuing education for these students to matriculate to a BSN or MSN program.

We are reviewing our department and plan on hiring a consultant to assist with this process. As a result of not obtaining initial accreditation, this allows us to start from a position of strength in knowing what we need to work on to provide our students the best program possible and provide the community with qualified nurses.

We have a new set of students starting in the spring of 2013. Our department has met with our administrative team and after careful review we looked at the start time of these students from a financial perspective. When students are enrolling in the program in the spring, this poses a drawback financially for the students. Pell funds are limited and grants have been used in the previous Fall semester as the starting semester. We would like the opportunity to request that the Associate of Applied Science in Nursing Program start in the fall semesters. This would also allow the nursing faculty time to implement the recommendations of the NLNAC and increase the financial stability of the incoming nursing students.

Please let us know what your thoughts are on this plan.

Thank you,

Carrie Arrigo RN, MSN
Associate Degree of Nursing Program Director
Lac Courte Oreilles Ojibwa Community College
13466 W. Trepania Road
Hayward Wisconsin, 54843
carrigo@lco.edu
(715) 634-4790 ext 170

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**BOARD OF NURSING
MEETING MINUTES
NOVEMBER 1, 2012**

PRESENT: Kay Coppens, Julie Ellis, Maria Joseph (*left the meeting at 11:00 a.m.*), Rachelle Lancaster, Gretchen Lowe, Julia Nelson, Lillian Nolan, Carol Ott, Jeffrey Miller

STAFF: Dan Williams, Executive Director; Pamela Stach, Legal Counsel; Matthew Niehaus, Bureau Assistant; Sharon Henes, Paralegal; and other Department Staff

CALL TO ORDER

Julia Nelson, Chair, called the meeting to order at 8:56 a.m. A quorum of nine (9) members was present.

ADOPTION OF AGENDA

Amendments to the Agenda

- Item “L” (open session) **ADD** the agenda item titled “L-1) Discussion and Consideration of Out of State Schools”
- Item “S” (closed session) **REMOVE** the agenda item titled “S-4) Nikkolee B. Grabow, R.N. (12 NUR 207)”
- Item “V” (closed session) **ADD** the agenda item titled “V-1) P.R.”
- Item “V” (closed session) **ADD** the agenda item titled “V-12-a) Consideration of Licensure Process and Review of Applicant Specific Information”

MOTION: Julie Ellis moved, seconded by Jeffrey Miller, to adopt the agenda as amended. Motion carried unanimously.

APPROVAL OF MINUTES OF OCTOBER 4, 2012

MOTION: Gretchen Lowe moved, seconded by Carol Ott, to approve the minutes of October 4, 2012 as published. Motion carried unanimously.

SECRETARY MATTERS

MOTION: Gretchen Lowe moved, seconded by Kay Coppens, to designate Julia Nelson, Rachelle Lancaster, Julie Ellis, and Carol Ott to meet with Secretary Ross after the meeting. Motion carried.

Rachelle Lancaster abstained from voting.

REPORT OF PRACTICE COMMITTEE

BOARD MOTION: Julie Ellis moved for the adoption of the Committee's recommendations. The Board adopts by unanimous consent.

Discussion and Review of BON Position Papers currently on the DSPS website

COMMITTEE MOTION: Lillian Nolan moved, seconded by Julia Nelson, to not upload the position statement for "educating the nursing workforce" to the DSPS website. A link to the Wisconsin Center for Nursing will be created to make documents accessible. Motion carried unanimously.

COMMITTEE MOTION: Lillian Nolan moved, seconded by Julia Nelson, to designate the position statement for "Administration of Methadone by Licensed Practical Nurses" as having been reviewed and approved by the Board. This document will be uploaded to the website. Motion carried unanimously.

COMMITTEE MOTION: Julia Nelson moved, seconded by Lillian Nolan, to designate the position statement for "Position of the Wisconsin Board of Nursing on APNP Verbal Orders" as having been reviewed and approved by the Board. This document will be uploaded to the website. Motion carried unanimously.

REPORT OF EDUCATION AND LICENSURE COMMITTEE

BOARD MOTION: Julie Ellis moved for the adoption of the Committee's recommendations. The Board adopts by unanimous consent.

Bellin College

1) Review of Request for Approval of Educational Administrator

COMMITTEE MOTION: Rachelle Lancaster moved, seconded by Gretchen Lowe, to recommend approval of the request for approval of Emily Litt, DNP, MS, BSN, as the Educational Administrator for Bellin College. Motion carried unanimously.

Review of Quarter 3 2012 National Council Licensure Examination Report Pass Rate Data

COMMITTEE MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to no longer use the current NCLEX pass rate monitoring program (appendix D/Guidelines for Nursing program administrators/May/06) and to instead follow the rules as written in N1.04 and N1.05. That NCLEX pass rates be a trigger for review of continuation of approval and not form monitoring/probation. Appendix D will be removed from the website. Motion carried unanimously.

COMMITTEE MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to remove the NCLEX pass rate monitoring procedure from the nursing program administrator's guide dated May 06. Motion carried unanimously.

COMMITTEE MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, to remove Marian University from monitoring. Motion carried unanimously.

COMMITTEE MOTION: Rachelle Lancaster moved, seconded by Gretchen Lowe, to remove North Central Technical College from monitoring. Motion carried unanimously.

COMMITTEE MOTION: Gretchen Lowe moved, seconded by Rachelle Lancaster, to place Wisconsin Lutheran College on review for the Board of Nursing's January meeting. Wisconsin Lutheran College will present a report at this meeting regarding standards on N1.06. Motion carried unanimously.

Other Committee Business

COMMITTEE MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, to request the final NLNAC report from Lac Courte be forwarded to the Committee on Education. Motion carried unanimously.

DISCUSSION AND CONSIDERATION AS TO THE DEVELOPMENT OF A NURSE PRACTICE ADVISORY LIST

MOTION: Julie Ellis moved, seconded by Kay Coppens, to request DSPP staff research the creation of a nurse practice advisory panel. Motion carried unanimously.

DISCUSSION AND CONSIDERATION OF THE CREATION OF A PROFESSIONAL ASSISTANCE PROGRAM BROCHURE

MOTION: Lillian Nolan moved, seconded by Carol Ott, that DSPP develop a brochure regarding the Professional Assistance Program. Motion carried unanimously.

DISCUSSION AND CONSIDERATION OF INITIATING RULE-MAKING REALATING TO N1

MOTION: Julie Ellis moved, seconded by Carol Ott, to approve the Scope Statement amending N1, 2, and 3. Motion carried unanimously.

DISCUSSION AND CONSIDERATION OF OUT OF STATE SCHOOLS

MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, for DSPS staff to delete 441.05: Examination for Nurses and, in consultation with the Education Committee, adopt language from the Model Practice Act. Motion carried unanimously.

Maria Joseph left the meeting at 11:00 a.m.

MOTION: Carol Ott moved, seconded by Rachelle Lancaster, recognizes an out of state school that has been approved by that state's Board of Nursing and, if it has not been approved, the applicant will need to submit evidence that their education was comparable to Wisconsin. Motion carried unanimously.

MOTION: Kay Coppens moved, seconded by Carol Ott, that any out of state school with campus locations in Wisconsin needs to be approved by the Wisconsin Board of Nursing. Motion carried unanimously.

MOTION: Jeffrey Miller moved, seconded by Gretchen Lowe, that the approval of Wisconsin-based clinical sites for out of state students is not considered operating an educational program in the state of Wisconsin.. Motion carried unanimously.

LEGISLATION/ADMINISTRATIVE RULE MATTERS

MOTION: Kay Coppens moved, seconded by Julie Ellis, that DSPS staff create a Scope statement addressing that failure to cooperate with a pending investigation can subject an applicant to disciplinary action. Motion carried unanimously.

CLOSED SESSION

MOTION: Rachelle Lancaster moved, seconded by Lillian Nolan, to convene to closed session pursuant to Wisconsin State statutes 19.85(1)(a)(b)(f) and (g) for the purpose of conducting appearances, reviewing monitoring requests, requests for licensure, deliberate on stipulations, administrative warnings, proposed decisions and orders, consulting with Legal Counsel and Division of Legal Services and Compliance case status reports. Roll Call Vote: Kay Coppens-yes; Julie Ellis-yes; Rachelle Lancaster-yes; Gretchen Lowe-yes; Julia Nelson-yes; Lillian Nolan-yes; Jeffrey Miller-yes; and Carol Ott-yes. Motion carried unanimously.

The Board convened into Closed Session at 11:23 a.m.

RECONVENE TO OPEN SESSION

MOTION: Lillian Nolan moved, seconded by Gretchen Lowe, to reconvene into open session. Motion carried unanimously.

The Board reconvened into Open Session at 2:36 p.m.

VOTING ON ITEMS CONSIDERED OR DELIBERATED ON IN CLOSED SESSION

MOTION: Lillian Nolan moved, seconded by Kay Coppens, to reaffirm all motions made in closed session. Motion carried unanimously.

CONSIDERATION OF LICENSURE PROCESS AND REVIEW OF APPLICANT SPECIFIC INFORMATION

MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, that authorization to admit is considered approval only for the graduate to take the NCLEX and to grant licensure once all requirements are met. Motion carried unanimously.

MONITORING

Christine R. Bohl, L.P.N. – Requesting Full Licensure

MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, to deny the request of Christine R. Bohl, L.P.N., for full licensure and reduction in drug screen frequency. **Reason for Denial:** Respondent should submit all of her prescriptions to date, complete treatment records and a detailed statement from her prescribing physician regarding her medical care and the medical reason for the prescription for Methadone or any other prescriptions. Motion carried unanimously.

James D. Larson, R.N. – Requesting Full Licensure

MOTION: Rachelle Lancaster moved, seconded by Jeffrey Miller, to deny the request of James D. Larson, R.N., for full licensure. **Reason for Denial:** Lack of time under the Board's Order. Motion carried unanimously.

Sue Ann Meadows, R.N. – Requesting Full Licensure

MOTION: Kay Coppens moved, seconded by Lillian Nolan, to grant the request of Sue Ann Meadows, R.N., for full licensure. Motion carried unanimously.

Denise A. Denton, R.N. – Requesting Modification

MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to grant the request of Denise A. Denton, R.N., for reduction in drug screen frequency of drug screens to twenty-eight (28) per year with one (1) annual hair test and termination of therapy requirement if Respondent's hair test is negative. Motion carried unanimously.

Brianna L. Foley, R.N. – Requesting Modifications/Review Fitness to Practice Evaluation

MOTION: Rachelle Lancaster moved, seconded by Jeffrey Miller, to deny the request of Brianna L. Foley, R.N., for reduction in drug screen frequency. **Reason for Denial:** Based on fitness to practice evaluation and lack of compliance with Board's Order. Motion carried unanimously.

MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, to suspend the license of Brianna L. Foley, R.N. based on the results for the fitness evaluation and lack of compliance with Board's Order. Motion carried unanimously.

Elizabeth Foward, R.N. – Requesting Full Licensure/Modification

MOTION: Kay Coppens moved, seconded by Jeffrey Miller, to deny the request of Elizabeth Forward, R.N., for full licensure. The Board also denies the request of Elizabeth Forward, R.N. for reduction in drug screening, termination of AA/NA attendance verification requirement, and termination of therapy requirement. **Reason for Denial:** Lack of time under Board's Order. Motion carried unanimously.

Angela M. Hanaman, R.N. – Requesting Stay of Suspension

MOTION: Kay Coppens moved, seconded by Rachelle Lancaster, to grant the request of Angela M. Hanaman, R.N., for stay of suspension. Motion carried unanimously.

MOTION: Rachelle Lancaster moved, seconded by Jeffrey Miller, that the information that was received by the Department of Safety and Professional Services monitor regarding Angela be referred to the Division of Legal Services and Compliance for potential investigation regarding patient abandonment, disruptive behaviors, and potential impairment. Motion carried unanimously.

Judith D. Kingsley, R.N. – Requesting Modification/Extension of Time to Pay Costs

MOTION: Gretchen Lowe moved, seconded by Kay Coppens, to grant the request of Judith D. Kingsley, R.N., for extension of 90 days to pay costs. Motion carried unanimously.

Mary Jo Trunnell, R.N. – Requesting Modification

MOTION: Rachelle Lancaster moved, seconded by Jeffrey Miller, to deny the request of Mary Jo Trunnell, R.N., for reduction in drug screen frequency, reduction in AA/NA meeting attendance, and permission to work in pool, home health, or agency settings. **Reason for Denial:** Failure to comply with the Board's Order. Motion carried unanimously.

Regina M. Young, R.N. – Stay of Suspension

MOTION: Julie Ellis moved, seconded by Rachelle Lancaster, to deny the request for stay of suspension of license to Regina M. Young, R.N. **Reason for Denial:** Lack of time under Board Order. Motion carried unanimously.

LICENSING BY ENDORSEMENT

MOTION: Julie Ellis moved, seconded by Kay Coppens, to deny the request of P.R., for full licensure. **Reason for Denial:** N3.03 – Qualifications by Endorsement: 1.a.3. Applicant should be informed that the denial is due to unpaid income taxes in Illinois. Motion carried.

Rachelle Lancaster recused herself from voting in the matter of P.R.

CASE CLOSINGS

MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to close the case # 11 NUR 608 for Insufficient Evidence (IE). Motion carried unanimously.

MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to close the case # 12 NUR 443 for Prosecutorial Discretion (P5 with a flag). Motion carried unanimously.

MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to close the case # 12 NUR 434 for Prosecutorial Discretion (P5 with a flag). Motion carried unanimously.

MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to close the case # 12 NUR 399 for Prosecutorial Discretion (P5). Motion carried unanimously.

MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to close the case # 12 NUR 460 for Insufficient Evidence (IE). Motion carried unanimously.

MOTION: Kay Coppens moved, seconded by Gretchen Lowe, to close the case # 12 NUR 435 for Prosecutorial Discretion (P5). Motion carried unanimously.

ADMINISTRATIVE WARNINGS

MOTION: Rachelle Lancaster moved, seconded by Kay Coppens, to issue an administrative warning in the matter of case number 11 NUR 215. Motion carried unanimously.

MOTION: Julie Ellis moved, seconded by Rachelle Lancaster, to issue an administrative warning in the matter of case number 12 NUR 188. Motion carried unanimously.

PROPOSED STIPULATIONS, FINAL DECISIONS AND ORDERS

MOTION: Gretchen Lowe moved, seconded by Lillian Nolan, to adopt the Findings of Fact, Conclusions of Law, Final Decisions and Orders in the disciplinary proceedings against:

- Martha J. Williamson, R.N. (11 NUR 537)
- Amanda R. Luedtke, L.P.N. (12 NUR 192)
- Vicki L. Piel, R.N. (12 NUR 207)
- Dona Lundmark, R.N. (12 NUR 249)

Motion carried unanimously.

Rachelle Lancaster abstained from voting on the matter of Amanda R. Luedtke.

ADJOURNMENT

MOTION: Lillian Nolan moved, seconded by Rachelle Lancaster, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 3:10 p.m.

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Dan Williams		2) Date When Request Submitted: 11/19/12 Items will be considered late if submitted after 4:30 p.m. and less than: <ul style="list-style-type: none"> ▪ 10 work days before the meeting for Medical Board ▪ 14 work days before the meeting for all others 	
3) Name of Board, Committee, Council, Sections: WI Board of Nursing			
4) Meeting Date: 12/6/12	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? DSPS staff presentation of Online Application Licensure System (OLAS)	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? If yes, who is appearing? <input type="checkbox"/> Yes by <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required: N/A	
10) Describe the issue and action that should be addressed: Same as title			
11) Authorization			
Signature of person making this request		Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda)			
Date			
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Board Services Bureau Director. 3. If necessary, Provide original documents needing Board Chairperson signature to the Executive Assistant prior to the start of a meeting.			

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**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Kimberly Wood, Program Assistant Supervisor		2) Date When Request Submitted: 11/20/2012	
Items will be considered late if submitted after 4:30 p.m. and less than: <ul style="list-style-type: none"> ▪ 10 work days before the meeting for Medical Board ▪ 14 work days before the meeting for all others 			
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: 12/6/2012	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Discussion and Consideration of Board of Nursing 2013 Newsletter	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? <input checked="" type="checkbox"/> Yes (Fill out Board Appearance Request) <input type="checkbox"/> No	9) Name of Case Advisor(s), if required: N/A	
10) Describe the issue and action that should be addressed: The Board should consider and dicuss the direction it wishes to take with respect to the creation of a newsletter, with specific focus to the content it would like to include. The Board should discuss its wishes and/or expectations with Kimberly Wood.			
11) Authorization			
Kimberly Wood 11/20/2012			
Signature of person making this request		Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda)		Date	
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, Provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

BOARD APPEARANCE REQUEST FORM

Board Name: Board of Nursing

Board Meeting Date: 12/6/2012

Person Submitting Agenda Request: Kimberly Wood

Person requesting an appearance: Kimberly Wood

Mailing address: N/A

Email address: Kimberly.Wood@wisconsin.gov

Telephone #: 608-266-5439

Reason for Appearance: To discuss the Board's options in pursuit of a 2013 newsletter.

Is the person represented by an attorney? If so, who? N/A

Attorney's mailing address: N/A

Attorney's e-mail address: N/A

Phone Attorney: N/A



Jim Doyle
Governor

WISCONSIN REGULATORY DIGEST

A Newsletter of the
Board of Nursing

July 2010

The Board of Nursing consists of the following members.

- Kay Coppens (West Bend)
- Maria Joseph (Madison)
- Gretchen Lowe (Madison)
- Evelyn Merriett (Milwaukee)
- Julia Nelson (Boscobel)
- Steven Rush (Verona)
- Nelson Soler (Milwaukee)
- Kathleen Sullivan (Madison)
- Lou Ann Weix (Green Bay)

The Board meets ten times per year. The dates and times are announced on the DRL website at www.drl.wi.gov

Administrative Staff:

- John Lease, Division Administrator
- Jeffrey Scanlan, Bureau Director
- Colleen Baird, Legal Counsel
- Pamela Haack, Paralegal
- Kimberly Wood, Bureau Assistant

Executive Staff

- Celia Jackson, Secretary
- Barbara Wyatt Sibley, Deputy Secretary
- Hector Colon, Executive Assistant

Biographies:

Go to: www.drl.wi.gov

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MESSAGE FROM THE BOARD CHAIR

Serving on the Wisconsin Board of Nursing for the past seven and a half years has been an exciting, humbling and educational experience. The number and variety of issues that come to the Board has been amazing. The Board and the Department have

accomplished many great things over the course of these years, including a more user-friendly website, online renewal, and a comprehensive review of the impaired professionals program.

Most recently, the RNs of Wisconsin have renewed their licenses for another two years. Special thanks go to the 95% of nurses who renewed online, as this helps to improve efficiency and decreases the amount of hand labor needed to accomplish the renewal of over 79,000 registered nurses. Special thanks also go to DRL staff that designed a system that resulted in minimal problems. The Department of Workforce Development is working with the labor data collected during the renewal process and hopes to have a preliminary report out soon. This information will help Wisconsin better understand the makeup and composition of the nursing workforce so that we may better plan to meet the nursing needs of our citizens in the coming years!

The Board and the Department have been working to answer practice questions as appropriate; however, this has proved challenging as we receive a seemingly endless variety of questions from the pool of over 100,000 licensed nurses in Wisconsin and the from supporting health care industry professionals and sales organizations. Of course, the Board can only address questions as they relate to the nurse practice act. Most of you also function under a variety of other regulations and requirements (for example, Joint Commission or nursing home regulations). There is information on the Website pertaining to practice FAQs and Board of Nursing position papers available, so I encourage you to access the new website and review some of the available resources.

The Board is also facing some ongoing key challenges. A major function of the board is to protect the public from unsafe practitioners; however we too are affected by the economic downturn in that position vacancies and hiring freezes have not only restricted the Board from accessing human resources needed to conduct our business, the

existing State staff have taken on more work to cover for those vacancies, and to accommodate for new regulatory responsibilities. Practically, what this has meant is longer wait times and a difficulty for the Board to take swift action in protecting the public. For example, it may take well over a year or more to take disciplinary action against a nurse who has violated the practice act.

To see where we stand as a State regulatory board, we have been able to compare our statistics with other state boards of nursing which license comparable numbers of nurses. Some facts of interest include:

- The average length of time it takes to resolve a case in Wisconsin is 367 days. For boards of similar size, the average number of days is 208, with a range of 1-367 days. You will note Wisconsin is at the lowest end of the continuum.
- The average number of FTE (full time equivalent) staff involved in the discipline process (excluding investigators) in Wisconsin was 2.0. For boards of similar size, the average was 12.9!
- After nurses have received a formal disciplinary action, the board may be required to monitor compliance with their board orders in order to maintain public safety. Monitoring typically includes compliance with drug testing schedules for nurses who return to practice after they have been found to practice while impaired and/or have a diagnosed substance use disorder. Other monitoring may include completion of remedial education or filing of work reports. In other states similar to Wisconsin, the average number of FTE's assigned to monitoring of nurses is 1.1 (this excludes staff used for private impaired professional or alternative-to-discipline drug treatment programs). In Wisconsin, there are 0.4 FTE's assigned to nurse monitoring. Incidentally, the same staff person also administers the State's Impaired Professional Program.

The Department has revised its system of investigating cases so that we now have staff dedicated to nursing cases instead of spreading the cases over multiple attorneys and investigators. The new team has been making impressive gains in dealing with the backlog of cases. We appreciate the Department for being creative with the limited resources that they have. However to be able to handle the number of cases that involve discipline in

a timelier manner, more resources are going to be needed. We believe it is time to ask the legislature to for more dedicated resources for the largest profession that DRL regulates. We would like to begin a dialogue with the Department and the Legislature to make this happen.

As you read in this Digest, the Board, along with the Department of Regulation and Licensing has been working on a variety of other issues. If you have opinions or suggestions regarding these topics, I invite you to communicate those to us in the near future.

Marilyn Kaufmann, PhD, RN
Board of Nursing Chair

SECRETARY'S MESSAGE

On behalf of the Department of Regulation and Licensing (DRL), I am pleased to contribute to this edition of the Board of Nursing Regulatory Digest. I've had the privilege of serving as Secretary for the past five years and in all of my outreach efforts the one issue raised consistently by our licensees, across all professions, is the return of the digest. This is one of the most important ways for us to remain connected. There are constantly new rules, new bills in the legislature and new practices within your profession that you need to be informed about.

In the summer of 2008, DRL staff worked with members of our boards to explore how we could improve customer service to our various constituencies. The Regulatory Digest was one of the top priorities identified to reach out to licensees. With the challenges in the state budget and the economic downturn, we have concluded that the most prudent way for us to be in communication is by distributing the digest electronically. The costs of hard copies and mailing put a tremendous strain on our resources resulting in the digest being one of the services that was cut. We hope that you will keep us updated on your current e-mail address so that you can receive your digest timely.

Technology has opened the door for many new ways of improving services. You can now print your license with our e-credential system; we have purchased equipment that allows us to do live meetings for our board members; our website has recently been redesigned to be more user-friendly and our integration of credentialing and enforcement systems is complete.

We have been working on a plan to address the multitude of practice questions that we receive on a

regular basis and we have been hosting board meetings around the state to reach out to our licensees.

There have been several recent initiatives within our department which have benefitted the nursing profession:

- We have restructured our enforcement division and put in place a plan to resolve complaints more timely. This includes the creation of a nursing team in the division staffed with individuals adept at working together to tackle and reduce the backlog of open cases in this profession. Already this year, the nursing team has closed more than 290 cases, compared with 229 in all of 2009. This has helped reduce the total number of open cases from around 400 at the beginning of this year to around 290 cases at the present time.
- DRL worked closely with the Department of Workforce Development (DWD) during the recently completed nurse renewal to gather information that will help paint a clearer picture of what's happening in the labor force in this field.
- The department has begun writing and distributing press releases on individual disciplinary actions taken by the nursing board in hopes that providing additional information to the public will help explain the work the Board of Nursing does, clarify what are unacceptable practices and provide a deterrent to license holders who may engage in improper conduct.

While we recognize that we have a ways to go, we have turned a corner. We welcome your ideas, suggestions and comments on how to be in better communication with you in the practice of your profession.

Thank you,
Secretary Celia Jackson

BOARD ORDERS & DISCIPLINES

March 2010

Wayne D. Brunson – L.P.N., DeForest, WI

The Board of Nursing suspended indefinitely the license of Wayne D. Brunson, L.P.N., for having been convicted of two misdemeanor counts of battery and one misdemeanor count of neglecting a child. The Board found Brunson to have committed misconduct and unprofessional conduct. Should Brunson seek to end his suspension, he may petition the Board. The Board also ordered Brunson to pay costs of \$500.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000115-00004774.pdf>

Amanda M. Clifford – L.P.N., Irma, WI

The Board of Nursing suspended indefinitely the license of Amanda M. Clifford, L.P.N., for obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law and abusing drugs to an extent that impairs her ability to reliably practice. Clifford may petition for a limited license after completing three months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Clifford is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Clifford return of full licensure. Clifford was also ordered to pay costs of \$500.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000103-00004762.pdf>

Susan K. Gorton – L.P.N., Cottage Grove, WI

The Board of Nursing reprimanded Susan K. Gorton, L.P.N., and ordered her to pay costs of \$445, for being convicted of 2nd-Degree Recklessly Endangering Safety, a class G felony, and for obtaining a drug other than in the course of legitimate practice. Gorton's license to practice as a L.P.N. in Wisconsin is also limited for two years. She must comply with the conditions of her probation, provide written self-reports to the Department Monitor on a quarterly basis documenting her compliance, and ensure that her supervisor provides written reports to the Department Monitor about Gorton's work

performance. Gorton's vehicle struck and killed a cyclist on her way home from work; she did not stop to investigate the scene and ingested marijuana upon her arrival home.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000111-00004770.pdf>

Betty Hochstein – L.P.N., Milwaukee, WI

The Board of Nursing suspended indefinitely the license of Betty Hochstein, L.P.N., for having been convicted of operating a vehicle while influenced by an intoxicant, having twice appeared at her place of employment while intoxicated, and having failed to communicate with the Board's investigators on this matter. Hochstein may petition for a limited license after completing six months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Hochstein is allowed to work as a nurse but only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Hochstein return of full licensure. Hochstein was also ordered to pay costs of \$1,100.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000109-00004768.pdf>

Gina L. Indra – L.P.N., Watertown, WI

The Board of Nursing accepted Gina L. Indra's surrender of her license to practice nursing based on findings of unprofessional conduct. Indra may petition the Board for reinstatement at any time, and the Board may grant reinstatement subject to whatever terms the Board deems appropriate.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000113-00004772.pdf>

Megann L. Kubacki – L.P.N., Hurley, WI

The Board of Nursing suspended indefinitely the license of Megann L. Kubacki, L.P.N., for obtaining and using a drug other than in the course of legitimate practice or as otherwise prohibited by law and abusing substances to an extent that such use impairs her ability to safely and reliably practice.

Kubacki may petition for a limited license after completing three months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Kubacki is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can also only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Kubacki return of full licensure. Kubacki was also ordered to pay costs of \$600.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000105-00004764.pdf>

Cheryl D. Long – L.P.N., Milwaukee, WI

The Board of Nursing reprimanded and limited the license of Cheryl D. Long, L.P.N., and ordered her to pay costs of \$100 for testing positive for marijuana on a pre-employment drug screen. Long is also required to immediately submit sample blood, urine, breath, and/or hair samples for analysis at the Board or Department's request.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000116-00004775.pdf>

James T. Mansell – L.P.N., Dorchester, WI

The Board of Nursing accepted James T. Mansell's surrender of his license to practice as a nurse. Due to medical conditions, Mansell is no longer able to practice nursing and has not done so for the past five years.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000106-00004765.pdf>

Jennifer E. Mayer – R.N., Green Bay, WI

The Board of Nursing suspended indefinitely the license of Jennifer E. Mayer, R.N., for drug abuse, and for diverting and using patient medications. Mayer may petition for a limited license after completing nine months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and

enrolling and participating in a drug and alcohol monitoring program. Mayer is not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can also only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Mayer return of full licensure. Mayer was also ordered to pay costs of \$200.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000112-00004771.pdf>

Carol J. McKeown – R.N., Janesville, WI
The Board of Nursing reprimanded Carol J. McKeown, R.N., and ordered her to pay costs of \$500 for negligence in the care of an elderly patient. The patient was found lying face down unresponsive on the floor beside her bed; she was unresponsive for a couple of minutes. McKeown failed to take the patient's vital signs, call 911, or notify the patient's physician immediately after finding the patient unresponsive. Four hours after her fall, the patient vomited and complained of a severe headache. The patient's physician ordered that the patient be taken to the hospital where she was diagnosed with a subarachnoid hematoma. McKeown's negligence resulted in a delayed diagnosis and treatment of a potentially serious head injury.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000102-00004761.pdf>

Carol A. Niessen – L.P.N., Delavan, WI
The Board of Nursing reprimanded Carol A. Niessen, L.P.N., and ordered her to pay costs of \$300 for abandoning her shift, neglecting residents, and leaving employees unsupervised. Niessen was scheduled as the nurse and supervisor for a community-based residential facility (CBRF) on the 12:30 p.m. – 11:00 p.m. shift. At 8:30 pm., while a newly hired Certified Medical Assistant (CMA) was being trained, Niessen informed the CMA that she would be leaving for personal reasons and handed the CMA her keys. The next morning a note was found from Niessen stating that she would no longer be working at the CBRF.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000110-00004769.pdf>

Gail Ruth Seeger – R.N., Bruce Crossing, WI

The Board of Nursing reprimanded Gail Ruth Seeger, R.N., and ordered her to pay costs of \$150 for failing to report significant changes in the condition of a patient to a physician. Seeger neglected to contact an elderly patient's physician when the patient had a sudden change in condition. The patient was on Coumadin and had developed massive bruising and a nose bleed.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000114-00004773.pdf>

Susan Kay St. Catherine – L.P.N., Hayward, WI
The Board of Nursing suspended indefinitely the license of Susan Kay St. Catherine, L.P.N., for obtaining and using a drug other than in the course of legitimate practice and as otherwise prohibited by law. St. Catherine's suspension is stayed based on her having provided proof of sufficient compliance with certain provisions of the Order. The provisions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. St. Catherine is allowed to work as a nurse but only practice under the direct supervision of a Board approved licensed nurse. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant St. Catherine return of full licensure. St. Catherine was also ordered to pay costs of \$500.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000104-00004763.pdf>

Jennifer L. Wallock – R.N., Grafton, WI
The Board of Nursing suspended for an indefinite period of time of no less than two years and placed limitations on the license of Jennifer L. Wallock, R.N., for having consensual sexual contact and sexual intercourse with a child age 15-16 years old. Wallock may petition the Board to end the suspension after undergoing an assessment by a therapist with experience in the diagnosis and treatment of sex offenders. Wallock's license was limited in that she cannot practice nursing or be left unsupervised to practice nursing with children under the age of 18. For two years after her suspension is lifted, Wallock's employer must provide the Department with quarterly reports evaluating her work performance. The Board ordered Wallock to pay costs of \$200.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000107-00004766.pdf>

Debbie J. Watson – L.P.N., Milwaukee, WI
The Board of Nursing reprimanded Debbie J. Watson, L.P.N., and placed limitations on her license for administering a medication to the wrong patient and for the subsequent failure to appropriately assess the patient who had received the wrong medication. The Board ordered Watson to pay costs of \$400 and complete four hours of continuing education in the area of complete patient assessments, six hours of continuing education in the area of documentation, and seven hours of continuing education in the area of medication assessment.

Dated: March 25, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000108-00004767.pdf>

May 2010

Jacklyn S. Backhaus – R.N., West Bend, WI
The Board of Nursing has reprimanded Jacklyn S. Backhaus, R.N., for her misdemeanor conviction of possession of THC, the active ingredient in marijuana. Backhaus is not to consume any controlled substance without a valid prescription for a valid medical purpose. She is also required to immediately submit a sample of blood, urine, breath and/or hair for analysis at the request of the Board or the Department. The Board also ordered Backhaus to pay \$100 in costs.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000178-00004896.pdf>

Diane Baumann – R.N., Stitzer, WI
The Board of Nursing suspended indefinitely the license of Diane Baumann, R.N., for obtaining and using a drug other than in the course of legitimate practice or as otherwise prohibited by law, abusing substances to an extent that such use impairs her ability to reliably practice, and violating, and having been convicted of, laws substantially related to practice under her license. Baumann was convicted of a misdemeanor count of Possess/Illegally Obtained Prescription and a misdemeanor count of Theft-Movable Property <=\$2,500; she was placed on probation for three years as a result. Baumann may petition for a limited license after completing three months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Baumann is also not allowed to work as a

nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Baumann return of full licensure. Baumann was also ordered to pay costs of \$500.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000179-00004897.pdf>

Tina M. Berry – L.P.N., Marshall, WI
The Board of Nursing reprimanded Tina M. Berry, L.P.N., and limited her license for signing out medications that were discontinued, not to be administered, or more than the prescribed dosage. The limitations include six hours of continuing education in nursing documentation and six hours of continuing education in medication administration. Berry must also submit a sample of blood, urine, breath, and/or hair immediately upon request of the Board or the Department. For at least two years, Berry can only practice in a Board approved setting and her employer must submit quarterly reports on her work performance. The Board ordered Berry to pay costs of \$300.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000180-00004898.pdf>

Kristen M. Boyd – L.P.N., Streator, IL
The Board of Nursing reprimanded Kristen M. Boyd, L.P.N., and limited her license for having been convicted of 5 different misdemeanor criminal counts; these criminal convictions substantially relate to the practice of practical nursing. Boyd's license will be limited for at least two years. The limitations include, but are not limited to, not being allowed to have unsupervised access to patient's property and practicing only in a Board approved setting. Boyd can only practice under the direction of a Board approved licensed nurse or health care professional. Her supervisor must submit quarterly reports on her work performance. The Board also ordered Boyd to costs of \$600.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000181-00004899.pdf>

Edna M. Boykins – L.P.N., Milwaukee, WI
The Board of Nursing reprimanded Edna M. Boykins, L.P.N., for negligence. Boykins violated

the standards of practice for nursing when she assisted a registered nurse in a blood transfusion without verifying that the blood to be administered was for the patient.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000182-00004900.pdf>

Melissa L. Carson – L.P.N., Milwaukee, WI

The Board of Nursing suspended Melissa L. Carson's license for 45 days and ordered her to pay costs of \$550. While working for two employers, Carson billed and was paid for services being rendered at the same time. Before Carson's license may be reinstated, she must complete three separate continuing education courses: "Disciplinary Actions: What Every Nurse Should Know," "Ethics of Nursing Practice," and "Professional Accountability & Legal Liability for Nurses." Carson must also arrange for her supervisors to submit quarterly reports on her work performance.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000190-00004908.pdf>

Sheena S. Clayton – L.P.N., Milwaukee, WI

The Board of Nursing suspended indefinitely the license of Sheena S. Clayton, L.P.N., for obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law. Clayton may petition for a limited license after completing three months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Clayton is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Clayton return of full licensure. Clayton was also ordered to pay costs of \$200.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000183-00004901.pdf>

Jesse H. Coughlin – R.N., Madison, WI

The Board of Nursing reprimanded Jesse H. Coughlin, R.N., for obtaining and consuming marijuana and ordered him to pay costs of \$350.

Coughlin is not to consume any controlled substances without a valid prescription for a valid medical purpose. He must also submit, immediately upon request by the Board or Department, a sample of his blood, urine, breath, and/or hair for analysis.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000184-00004902.pdf>

Jennifer N. Flegel – R.N., Oak Creek, WI

The Board of Nursing suspended indefinitely the license of Jennifer N. Flegel, R.N., for violating a law substantially related to the practice of nursing and for obtaining and using a drug other than in the course of legitimate practice and as otherwise prohibited by law. Flegel's suspension is stayed based on her having provided sufficient proof of compliance with certain provisions of the Order. The provisions include, but are not limited to, abstaining from personal use of alcohol and all other controlled substances that are not prescribed for a legitimate medical condition, and enrolling and participating in a drug and alcohol monitoring program. Flegel is not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Flegel return of full licensure. Flegel was also ordered to pay costs of \$400.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000185-00004903.pdf>

Amy M. Freund – L.P.N., Osceola, WI

The Board of Nursing suspended indefinitely the license of Amy M. Freund, L.P.N., for obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law. Freund may petition for a limited license after completing three months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Freund is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only

practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Freund return of full licensure. Freund was also ordered to pay costs of \$100.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000196-00004914.pdf>

Heather M. Gafford – R.N., Greenfield, WI

The Board of Nursing suspended indefinitely the license of Heather M. Gafford, R.N., for having disciplinary actions against her license in another state; Gafford's Alabama license as a professional nurse was revoked due to withdrawing controlled substances from her employer. Gafford may petition for a limited license after meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Gafford is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Gafford return of full licensure. Gafford was also ordered to pay costs of \$300.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000186-00004904.pdf>

Maureen E. Goines – R.N., Racine, WI

The Board of Nursing reprimanded Maureen E. Goines, R.N., for having been convicted of two misdemeanor criminal counts, which is a violation of a law substantially related to the practice of professional nursing, and ordered her to pay costs of \$200. Goines is not to consume any controlled substances without a valid prescription for a valid medical purpose. She must also submit, immediately upon request by the Board or Department, a sample of her blood, urine, breath, and/or hair for analysis.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000187-00004905.pdf>

Barbara A. Groshek – R.N., Crandon, WI

The Board of Nursing reprimanded Barbara A. Groshek, R.N., and limited her license for having been convicted of possession of THC, such conviction is a violation of a law substantially related to practice under her license. Groshek's license is limited in that she must immediately submit sample blood, urine, breath, and/or hair samples for analysis at the Board or Department's request. The Board also ordered Groshek to pay costs of \$350.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000188-00004906.pdf>

Jill M. Gustafson – R.N., Sheboygan, WI

The Board of Nursing suspended indefinitely the license of Jill M. Gustafson, R.N., for diverting controlled substances from her employer for personal use. Gustafson may petition for a limited license after completing six months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Gustafson is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Gustafson return of full licensure. Gustafson was also ordered to pay costs of \$200.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000197-00004915.pdf>

Karen J. Hoffman – R.N., Armstrong Creek, WI

The Board of Nursing has ordered Karen J. Hoffman, R.N., to complete a continuing education course for failing to document the administration of medications and PRN medication response. Hoffman must also complete a 2-day managers CBRF course in legal requirements and costs for failing to conduct background checks on potential new hires.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000194-00004912.pdf>

Stephanie R. Hoffman – R.N., Shawano, WI
The Board of Nursing suspended indefinitely the license of Stephanie R. Hoffman, R.N., for diverting a controlled substance from her employer for her own personal use. Hoffman may petition for a limited license after meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Hoffman is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Hoffman return of full licensure. Hoffman was also ordered to pay costs of \$300.
Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000193-00004911.pdf>

Julie B. Krizan – R.N., Merrill, WI
The Board of Nursing reprimanded Julie B. Krizan, R.N., and limited her license for inappropriately altering patient records. The limitations imposed on her license include, but are not limited to, completing four hours of continuing education in nursing ethics, four hours of continuing education in nursing documentation, and four hours of continuing education in resident rights and abuse. She must also arrange for her employer to submit quarterly reports for at least two years on her work progress. Krizan can practice only under the supervision of a Board approved licensed nurse or other licensed health care professional for at least two years. The Board ordered Krizan to pay costs of \$200.
Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000195-00004913.pdf>

Tyra B. Lea – L.P.N., Milwaukee, WI
The Board of Nursing reprimanded Tyra B. Lea, L.P.N., for testing positive to marijuana in a drug test and ordered her to pay costs of \$200. Lea is not to consume any controlled substances without a valid prescription for a valid medical purpose. She must also submit, immediately upon request by the

Board or Department, a sample of her blood, urine, breath, and/or hair for analysis.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000198-00004916.pdf>

Mary B. Robers – L.P.N., Reedsburg, WI
The Board of Nursing reprimanded Mary B. Robers, L.P.N., for testing positive to marijuana in a drug test and ordered her to pay costs of \$150. Robers is not to consume any controlled substances without a valid prescription for a valid medical purpose. She must also submit, immediately upon request by the Board or Department, a sample of her blood, urine, breath, and/or hair for analysis.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000199-00004917.pdf>

Karen R. Shaw – L.P.N., Lodi, WI
The Board of Nursing accepted Karen R. Shaw's surrender of her license to practice as a nurse based on findings of unprofessional conduct and negligence in the care of a patient.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000189-00004907.pdf>

Judith M. Stemper – R.N., Fond du Lac, WI
The Board of Nursing has reprimanded Judith M. Stemper, R.N., and limited her license for negligence in the care of a patient when she failed to respond appropriately to a patient's needs and failed to observe, record, and report the conditions and symptoms of a patient. The Board has limited her license for at least two years by only allowing her to practice in a Board-approved setting under the direct supervision of a Board-approved licensed nurse or licensed health care professional. Stemper must also have her supervisor report on a quarterly basis to the Board on her work progress. The Board also ordered Stemper to pay costs of \$300.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000202-00004920.pdf>

Kimberly M. Tauscheck – R.N., Plymouth, WI
The Board of Nursing suspended indefinitely the license of Kimberly M. Tauscheck, R.N., for obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law and being convicted of three counts of possession of illegally obtained prescription drugs. Tauscheck may petition for a limited license after meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous

and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Tauscheck is also not allowed to work as a nurse or other health care provider in a setting where she passes controlled substances; all controlled substances to which she has access to must be audited weekly. Tauscheck can only practice under the direct supervision of a Board approved licensed nurse or health care professional, the only exception being her current position as a nursing supervisor. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Tauscheck return of full licensure. Tauscheck was also ordered to pay costs of \$400.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000191-00004909.pdf>

Margaret Vizyak – L.P.N., Waukesha, WI

The Board of Nursing accepted Margaret Vizyak's surrender of her license to practice as a nurse.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000201-00004919.pdf>

Carrie L. West – R.N., Redgranite, WI

The Board of Nursing suspended the license of Carrie L. West, R.N., for three months and then indefinitely for violating a law substantially related to the practice of professional nursing and for obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law. West may petition for a limited license after completing three months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program if she is ever diagnosed with substance abuse or dependence, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week if she is ever diagnosed with substance abuse or dependence, and enrolling and participating in a drug and alcohol monitoring program. West is allowed to work as a nurse or other health care provider in a setting where she can access controlled substances. She can only practice, though, under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the

suspension is stayed, the Board may grant West return of full licensure. West was also ordered to pay costs of \$350.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000192-00004910.pdf>

Christina M. Zabel – R.N., Milwaukee, WI

The Board of Nursing suspended indefinitely the license of Christina M. Zabel, R.N., for obtaining and using a drug other than in the course of legitimate practice and as otherwise prohibited by law. Zabel may petition for a limited license after completing six months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Zabel is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Zabel return of full licensure. Zabel was also ordered to pay costs of \$100.

Dated: May 6, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000200-00004918.pdf>

June 2010

Tina M. Behrens – R.N., Warrens, WI

The Board of Nursing reprimanded Tina M. Behrens, R.N., and limited her license for testing positive for marijuana in a drug test. At any time within a year of this Order she must submit, immediately upon request by the Board or Department, a sample of her blood, urine, breath, and/or hair for analysis. She also cannot practice nursing in another state under her Wisconsin license unless she receives written consent from both the Wisconsin Board of Nursing and the board in the other state. The Board also ordered Behrens to pay costs of \$100.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000223-00004973.pdf>

Catherine A. Doerfler – R.N., Milwaukee, WI

The Board of Nursing reprimanded Catherine A. Doerfler, R.N., and limited her license for accessing medical records without authorization and without any medical reason, which is a violation of a law substantially related to the practice of professional nursing. Doerfler must complete six hours of continuing education in the Health Insurance Portability and Accountability Act (HIPAA) and six hours of continuing education in professional boundaries. The Board also ordered Doerfler to pay costs of \$200.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000224-00004974.pdf>

Suzanne K. Erickson – R.N., Eau Claire, WI
The Board of Nursing accepted Suzanne K Erickson's surrender of her license to practice nursing based on findings of unprofessional conduct. She is not currently practicing as a nurse and does not hold a current license. If Erickson decides to resume the practice, she may petition the Board for reinstatement of her license, and the Board may grant reinstatement subject to whatever terms the Board deems appropriate.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000225-00004975.pdf>

Rebecca S. Gawlik – L.P.N., Stevens Point, WI
The Board of Nursing reprimanded Rebecca S. Gawlik, L.P.N., and limited her license for testing positive for marijuana in a drug test. At any time within a year of this Order she must submit, immediately upon request by the Board or Department, a sample of her blood, urine, breath, and/or hair for analysis. She also cannot practice nursing in another state under her Wisconsin license unless she receives written consent from both the Wisconsin Board of Nursing and the board in the other state. The Board also ordered Gawlik to pay costs of \$100.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000226-00004976.pdf>

Robert E. Haltner – R.N., Marshfield, WI
The Board of Nursing reprimanded Robert E. Haltner, R.N., and limited his license for negligence in the care of a patient and for unprofessional conduct. The Board ordered Haltner to complete three hours of continuing education in patient rights, three hours of continuing education in anger management, and three hours of continuing education in patient abuse. Haltner is also limited in that he can only practice nursing in the state of Wisconsin during the pendency of the limitation.

The Board has also ordered that Haltner pay costs of \$100.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000227-00004977.pdf>

Albert Janaro Heizman – L.P.N., Superior, WI
The Board of Nursing reprimanded Albert Janaro Heizman, L.P.N., and limited his license for unprofessional conduct. The Board ordered Heizman to complete four hours of continuing education in resident/patient rights. Heizman is also limited in that for at least one year he can only practice nursing under the supervision of a Board-approved licensed nurse or health care professional, he can only work in a Board-approved setting, and he must have his employer submit quarterly reports on his work performance. The Board further limited Heizman's license in that he can only practice nursing in the state of Wisconsin during the pendency of the limitation. The Board ordered Heizman pay costs of \$150.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000228-00004978.pdf>

Heather R. Johnson – R.N., Cudahy, WI
The Board of Nursing suspended indefinitely the license of Heather R. Johnson, R.N., for obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law. Johnson may petition for a limited license after completing six months of meeting certain conditions. The conditions include, but are not limited to, entering into a drug and alcohol treatment program, attending Narcotics Anonymous and/or Alcoholics Anonymous at least twice a week, and enrolling and participating in a drug and alcohol monitoring program. Johnson is also not allowed to work as a nurse or other health care provider in a setting where she can access controlled substances; she can only practice under the direct supervision of a Board approved licensed nurse or health care professional. She is to report to the Department Monitor every three months on her compliance with the terms and conditions of the Order. After five years of continuous, successful compliance with the terms of the Order and at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant Johnson return of full licensure. Johnson was also ordered to pay costs of \$200.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000229-00004979.pdf>

Karol L. Knoble – R.N., Manitowoc, WI

The Board of Nursing reprimanded Karol L. Knoble, R.N., and limited her license for negligence in the care of a 90-year-old patient by not conducting a physical assessment, not notifying the patient's physician or family of the patient's symptoms, and not documenting the patient's symptoms or complaints. The Board ordered Knoble to complete four hours of continuing education in nursing assessment and intervention, four hours of continuing education in documentation, and four hours of continuing education in the psycho-social needs of the dying patient. For at least two years she can only work in a Board-approved setting and have her employer submit quarterly reports on her work performance. The Board has ordered Knoble to pay costs of \$200.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000230-00004980.pdf>

Susan Kott – L.P.N., Waterford, WI

The Board of Nursing reprimanded Susan Kott, L.P.N., and limited her license for unprofessional conduct. The Board ordered Kott to complete four hours of continuing education in anger management and four hours of continuing education in nursing with brain-injured patients. For at least two years she can only practice nursing under the supervision of a Board-approved licensed nurse or health care professional. Kott can only work in a Board-approved setting, and her employer must submit quarterly reports on her work performance. Kott can only practice nursing in the state of Wisconsin during the pendency of the limitations. The Board ordered Kott pay costs of \$400.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000231-00004981.pdf>

Nicole E. Kutner – R.N., Milwaukee, WI

The Board of Nursing reprimanded Nicole E. Kutner, R.N., and limited her license for negligence in the care of a patient by violating a standard of practice when she administered blood to one patient that was intended for another patient. The Board ordered Kutner to complete six hours of continuing education in preventing medical errors. For at least two years she must have her supervisor submit monthly reports on her work performance. Kutner can only practice nursing in the state of Wisconsin during the pendency of the limitations. The Board also ordered Kutner to pay costs of \$150.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000232-00004982.pdf>

Monica K. Lauer – R.N., Middleton, WI

The Board of Nursing reprimanded Monica K. Lauer, R.N., and limited her license for negligence in the care of two patients by failing to maintain competency in the methods of nursing and failing to execute a medical order. Lauer did not administer medication to one patient and administered medication to another patient past the designated time. The Board ordered Lauer to complete four hours of continuing education in medication administration and pay costs of \$400.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000233-00004983.pdf>

Paulette Mennella – R.N., Genoa City, WI

The Board of Nursing reprimanded Paulette Mennella, R.N., for violating a law substantially related to the practice of professional nursing and obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law. She was convicted of possession of marijuana; Mennella was convicted under the name "Paulette Erickson." She must submit, upon request by the Board, a sample of her breath, blood, urine, or hair for analysis. The Board also ordered Mennella to pay costs of \$200.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000234-00004984.pdf>

Sylvia J. Murphy – L.P.N., Milwaukee, WI

The Board of Nursing reprimanded Sylvia J. Murphy, L.P.N., and limited her license for obtaining a drug other than in the course of legitimate practice or as otherwise prohibited by law when she diverted a patient's lorazepam medication for her own use. Murphy must submit, upon request by the Board or Department, a sample of her blood, urine, breath, and/or hair for analysis. She cannot practice nursing in another state under her Wisconsin License unless she receives written consent from both the Wisconsin Board of Nursing and the board in the other state. The Board ordered Murphy to pay costs of \$300.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000235-00004985.pdf>

Stacy A. Pautz – L.P.N., Neenah, WI

The Board of Nursing suspended the license of Stacy A. Pautz, L.P.N., for six months and limited her license for violating three provisions of a Board order from July 24, 2008. For a year after the suspension is lifted, Pautz is not allowed to work in a capacity where she would be able to enter prescriptions by computer or telephone. Her supervisor must provide quarterly work reports for a

year after the suspension is lifted. Pautz's nursing practice is limited to Wisconsin during the pendency of this limitation. The Board ordered Pautz to pay costs of \$500.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000236-00004986.pdf>

Dianna L. Peth – R.N., Tomah, WI

The Board of Nursing accepted Dianna L. Peth's surrender of her license to practice nursing upon findings of unprofessional conduct. The Board ordered her to pay costs of \$300 for investigating criminal charges that were brought against her for diverting patient's drugs for her own use.

Dated: June 3, 2010

Shelly L. Rietmann – L.P.N., Redwing, MN

The Board of Nursing reprimanded Shelly L. Rietmann, L.P.N., and limited her license for violating a law substantially related to the practice of practical nursing when the State of Minnesota filed a child in need of protection or services (CHIPS) petition against her. For at least a year, she can only practice nursing under the supervision of a Board-approved licensed nurse or health care professional. She can only work in a Board-approved setting, and have her employer submit quarterly reports on her work performance. Rietmann can only practice nursing in the state of Wisconsin during the pendency of the limitations. The Board ordered Rietmann to pay costs of \$200.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000238-00004988.pdf>

Therese A. Schneider – R.N., Oshkosh, WI

The Board of Nursing revoked the license of Therese A. Schneider, R.N., after completing an investigation and finding that Schneider had obtained a drug other than in the course of legitimate practice and as otherwise prohibited by law. Schneider had also abused drugs to an extent that such use impaired her ability to reliably practice. Schneider had partially removed fentanyl from vials and had replaced it with sterile saline; Schneider knew this fentanyl was to be administered to surgery patients. If the Board were to grant Schneider a license in the future, Schneider would be subject to monitoring as described in the Order. The Board also ordered Schneider to pay costs of \$750.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000222-00004972.pdf>

Kathleen A. Udd – L.P.N., Junction City, WI

The Board of Nursing reprimanded Kathleen A. Udd, L.P.N., and ordered her to pay costs of \$300 for demonstrating a failure to maintain competency in practice and methods of nursing care. Udd had received warnings and corrective discipline from her employer for not performing an inventory, not completing tasks on a to-do list, and not attending two mandatory in-service trainings. Udd had also committed a medication error when she provided the name of one resident instead of another for a critical lab value; the incorrect dosage was administered but neither patient was harmed.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000239-00004989.pdf>

Brenda Lou Vanden Langenberg – R.N., DePere, WI

The Board of Nursing reprimanded Brenda Lou Vanden Langenberg, R.N., and limited her license for practicing beyond the scope of practice as permitted by law when she called in a prescription without a physician's order and for committing negligence when she failed to document a prescription in a patient's chart. For at least a year she can only practice under the supervision of a Board-approved licensed nurse or health care professional. She can only work in a Board-approved setting, and her employer must submit quarterly reports on the terms and conditions of her employment and her work performance. The Board has also ordered Vanden Langenberg to pay costs of \$600.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000240-00004990.pdf>

Lys A. Warburton – R.N., Fennimore, WI

The Board of Nursing reprimanded Lys A. Warburton, R.N., and limited her license for negligence in the care of a patient when she did not assess a patient for approximately 45 minutes after he was found lying on the floor. The Board ordered Warburton to complete four hours of continuing education in nursing ethics and four hours of continuing education in nursing assessments. For at least two years she must have her employer submit quarterly reports on the terms and conditions of her employment and evaluate her work performance. The Board ordered Warburton to pay costs of \$250.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000241-00004991.pdf>

Nancy L. Welicky – R.N., Hayward, WI

The Board of Nursing reprimanded Nancy L. Welicky, R.N., and limited her license for demonstrating a failure to maintain competency in practice and methods of nursing care and for failing to execute a medical order. Welicky did not document a conversation with a physician on a patient's changing condition or change the care plan to reflect that change. Welicky also failed to communicate the change to any other person or carry out a physician's order in regards to that same patient. The Board ordered Welicky to complete four hours of continuing education in nursing ethics and four hours of continuing education in transcription of physician orders. For at least a year she must have her supervisor submit quarterly reports on her work performance. Welicky can only practice nursing in the state of Wisconsin during the pendency of this limitation. The Board ordered Welicky to pay costs of \$350.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000242-00004992.pdf>

Nicholas J. Wozniak – L.P.N., Waupaca, WI

The Board of Nursing limited the license of Nicholas J. Wozniak, L.P.N., and ordered him to pay costs of \$200. Wozniak is not to practice as a nurse without permission of the Board due to personal health conditions. He may petition the Board at any time for permission to resume practice; the Board's approval will be subject to limitations.

Dated: June 3, 2010

<http://online.drl.wi.gov/decisions/2010/ORDER0000243-00004993.pdf>

DID YOU KNOW THAT YOU CAN ACCESS MOST INFORMATION ON THE DEPARTMENT OF REGULATION & LICENSING WEB SITE?

Visit the Department's Web site at:

www.drl.wi.gov

Send comments to: Webmaster@drl.state.wi.us

CHANGE OF NAME OR ADDRESS?

Please send changes to the Department. Confirmation of changes is not automatically provided. **WIS. STATS. S. 440.11 ALLOWS FOR A \$50 PENALTY TO BE IMPOSED WHEN CHANGES ARE NOT REPORTED WITHIN 30 DAYS.**

TELEPHONE DIRECTORY

To contact the Department, just dial (608) 266-2112, then follow the instructions for the service you need:

- For renewal questions, say 'renewal'
- For a new license including exam and education requirements, say 'licensing'
- For complaint information, say 'complaint'
- For legal questions or interpretations, say 'legal questions'
- For exam administration, say 'exam'
- For continuing education, say 'education'
- For your pin, say 'obtain pin'
- For license verifications, say 'verify license'
- For the agency staff directory, say 'staff directory'
- For all other questions, say 'operator'

VERIFICATIONS

Verifications are now available online at www.drl.wi.gov/. On the Department Web site, please click on "Lookup a License". If you do not use the online system, all requests for verification of licenses/credentials must be submitted in writing. There is no charge for this service. Requests should be sent to the Department address or may be faxed to (608) 261-7083 - ATTENTION: VERIFICATIONS. Requests for endorsements to other states must be made in writing – please include \$10 payable to the Department.

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**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Sharon Henes Paralegal		2) Date When Request Submitted: 19 November 2012 Items will be considered late if submitted after 4:30 p.m. and less than: <ul style="list-style-type: none"> ▪ 10 work days before the meeting for Medical Board ▪ 14 work days before the meeting for all others 	
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: 6 December 2012	5) Attachments: <input type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Review and consider Scope Statement to create N 9 relating to nurse licensure compact.	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? If yes, who is appearing? <input type="checkbox"/> Yes by _____ (name) <input type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed: Review and consider scope statement.			
11) Authorization			
<i>Sharon Henes</i>		<i>19 November 2012</i>	
Signature of person making this request		Date	
Supervisor (if required)		Date	
Bureau Director signature (indicates approval to add post agenda deadline item to agenda) Date			
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Board Services Bureau Director. 3. If necessary, Provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

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Madison - Elaine F. Ellibee (Mrs. Ben B.) entered heaven and eternal peace on Saturday evening, November 17, 2012. On Saturday night, Elaine decided she had completed her life's work of raising her family and accomplishing what she needed to in her career to join Ben in heaven.

Elaine Margaret Franke Ellibee was born April 9, 1924 to Arno and Alma (Schmidt) Franke in Miner, IL. Much of Elaine's childhood was spent in the Midwest - between Iowa, Illinois and Wisconsin. The Franke's had many friends and family that Elaine was blessed to have in her life - the Schmidts, Dittmers, Peines, and Rischs. All loved and cared for her in innumerable ways and gave her life gifts that she ultimately gave to others.

Elaine was a proud graduate of Elmhurst College (B.S. Biology) and went on to receive her Masters of Nursing from the Frances Payne Bolton School of Nursing at Case Western Reserve University. Elaine's higher education was always a great source of pride and her strong values of lifelong learning she not only passed to her own children, but the nursing professionals and students that she worked with and taught over the years.

Her educational success allowed her to transition into a thriving nursing career. As a registered nurse, Elaine accomplished much and contributed greatly to nursing education and leadership at the local, state and national levels. She quickly rose from a staff nurse in Cleveland, Ohio to a nursing instructor; and then led staffs as a director of nursing at hospitals in Missouri, Iowa and Wisconsin. From the hospital level, she then had the opportunity to lead at the state level as a WI State nursing practice consultant and then the WI State Director of the Division of Nursing from 1974-1980. Even after her retirement to Arkansas, Elaine loved her time as a research and nursing studies coordinator at the Baptist Medical System School of Nursing in Little Rock, Arkansas.

With her career positions, Elaine's enduring focus in nursing was superior patient care and continuing education for nursing leaders. As a result, she was recognized by numerous state and national nursing organizations. Elaine held leadership positions with the WI Nurses Association; WI League of Nursing and was the first president of the National Council of State Boards of Nursing. In Arkansas, she was a board member and chair for the Cleburne County Hospital in Heber Springs; as well as a member and president of the Baptist Medical Center Auxiliary Board in Little Rock.

Although she was proud of her career, she was most proud of her family. Husband Ben, Margaret (daughter), and Chris (son) were the lights of her life. She demanded much and had high expectations, but was always there with hugs, kisses, a good teasing, and endless love. She also loved her purses, stylish shoes, and dry brandy manhattans.

She was preceded in death by her husband, Ben in 2000. She is survived by her children - son, Chris and wife Sue Mattes Ellibee; and Dr. Margaret (Muggy) Ellibee and partner Sue Ball. She also is survived by her three stepchildren and their families- David and Lana Ellibee, Linda and Ron Devillier, and Merri Oxley.

Our family would like to extend our thanks to Dr. Lisa Grant, Dr. Paul Hick; Rhonda of Dr. Grant's team; Agrace Hospice, and the entire staff of Capitol Lakes Health Care Center. Your love, care, and compassion helped Elaine be more comfortable every day.

A memorial service celebrating Elaine's life will be held on April 20, 2013.

In lieu of flowers, memorials can be made to the Pulaski Technical College Foundation, North Little Rock, AR; Agrace Hospice, Madison, WI; or Capitol Lakes Staff Appreciation Fund, Madison, WI.

<http://www.cressfuneralservice.com/obituary/96338/Elaine-Ellibee/>

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**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Dan Williams (per Rachelle Lancaster)		2) Date When Request Submitted: 11/15/12 Items will be considered late if submitted after 4:30 p.m. and less than: <ul style="list-style-type: none"> ▪ 10 work days before the meeting for Medical Board ▪ 14 work days before the meeting for all others 	
3) Name of Board, Committee, Council, Sections: WI Board of Nursing			
4) Meeting Date: 12/6/12	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Strategic Planning: Review and Consideration of proposed Mission Statement	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? If yes, who is appearing? <input type="checkbox"/> Yes by <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required: N/A	
10) Describe the issue and action that should be addressed:			
11) Authorization			
Signature of person making this request			Date
Supervisor (if required)			Date
Executive Director signature (indicates approval to add post agenda deadline item to agenda)			Date
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Board Services Bureau Director. 3. If necessary, Provide original documents needing Board Chairperson signature to the Executive Assistant prior to the start of a meeting.			

MISSION

The mission of the Wisconsin Board of Nursing is to safeguard and promote the health, safety and welfare of the public through licensing qualified and ethical practitioners and adopting and enforcing legal standards for nursing education and nursing practice.

VALUES

- **Integrity:** The Board approaches its decisions with honesty and forthrightness.
- **Fairness:** The Board's decisions are based on the law with consistency in application to achieve equal treatment.
- **Objectivity:** The Board values objective, evidence-based data, including facts and circumstances in enforcing the law.
- **Quality:** The Board values evidence-based decisions that are legally sound, fiscally responsible, and operationally efficient.
- **Collaboration:** The Board works with other organizations, agencies, groups and individuals to assure the best outcome in reaching its decisions.
- **Innovation:** The Board is committed to innovative uses of technology and processes to support the mission of the Board.
- **Diversity:** The Board respects varying perspectives, cultures, and ideas.

VISION:

The Wisconsin Board of Nursing will be nationally recognized as a leader in the regulation of nursing education and practice.

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Dan Williams (per Rachelle Lancaster)		2) Date When Request Submitted: 11/15/12 Items will be considered late if submitted after 4:30 p.m. and less than: <ul style="list-style-type: none"> ▪ 10 work days before the meeting for Medical Board ▪ 14 work days before the meeting for all others 	
3) Name of Board, Committee, Council, Sections: WI Board of Nursing			
4) Meeting Date: 12/6/12	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Strategic Planning item: Discussion and Consideration of WI Stats. 441.	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? If yes, who is appearing? <input type="checkbox"/> Yes by <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required: N/A	
10) Describe the issue and action that should be addressed: Discussion and consideration of WI Stats 441 in conjunction with the Model Act.			
11) Authorization			
Signature of person making this request		Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda)			
Date			
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Board Services Bureau Director. 3. If necessary, Provide original documents needing Board Chairperson signature to the Executive Assistant prior to the start of a meeting.			

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