



VIRTUAL/TELECONFERENCE
BOARD OF NURSING
Virtual, 4822 Madison Yards Way, Madison
Contact: Brad Wojciechowski (608) 266-2112
May 12, 2022

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 record of the actions of the Board.

AGENDA

8:00 A.M.

OPEN SESSION – CALL TO ORDER – ROLL CALL

- A. Adoption of Agenda (1-6)**
- B. Approval of Minutes of April 14, 2022 (7-15)**
- C. APPEARANCE: Dan Hereth, Assistant Deputy Secretary, DSPS License Demonstration – Discussion and Consideration**
- D. Reminders: Conflicts of Interests, Scheduling Concerns**
- E. Introductions, Announcements and Recognition**
 - 1) Recognition: Peter Kallio, Registered Nurse Member Resigned: 5/5/2022
- F. Administrative Matters – Discussion and Consideration**
 - 1) Department, Staff and Board Updates
 - 2) Election of Officers, Appointment of Liaisons and Alternates
 - 3) Board Members – Term Expiration Dates
 - a. Dolatowski, Rosemary P. – 7/1/2022
 - b. Edelstein, Janice A. – 7/1/2024
 - c. Guyton, Vera L. – 7/1/2025
 - d. Hinkfuss, Paul – 7/1/2025
 - e. Saldivar Frias, Christian – 7/1/2023
 - f. Scott, Linda D. – 7/1/2023
 - g. Weinman, Robert W. – 7/1/2023
 - h. Zentz, Emily – 7/1/2023
- G. Education and Examination Matters – Discussion and Consideration**
 - 1) Nicolet Area Technical College – Review of Plan for Improvement of NCLEX Pass Rates (PN) **(16-19)**
 - 2) Herzing University-Kenosha – Review of Plan for Improvement of NCLEX Pass Rates (PN) **(20-28)**

- 3) Herzing University-Madison – Review of Plan for Improvement of NCLEX Pass Rates (ADN) **(29-38)**
- H. Legislative and Policy Matters – Discussion and Consideration (39-40)**
 - 1) Senate Bill 394/Assembly Bill 396, Relating to Advanced Practice Nurses
- I. Administrative Rule Matters – Discussion and Consideration**
 - 1) Pending and Possible Rulemaking Projects **(41-43)**
- J. Credentialing Matters – Discussion and Consideration**
 - 1) Credentialing Statistics and License Counts **(44-47)**
- K. Division of Legal Services and Compliance Annual Report – January 1, 2020 – December 31, 2020 – Discussion and Consideration (48-56)**
- L. Newsletter Planning – Discussion and Consideration (57)**
- M. Speaking Engagements, Travel, Public Relation Requests, and Reports**
 - 1) Consideration of Attendance: Conference Travel: NCSBN Annual Meeting – August 17-19, 2022 – Chicago, IL
 - 2) Consideration of Attendance: NCSBN Executive Officer Leadership Summit – June 20-23, 2022 – Chicago, IL **(58)**
 - 3) Speaking Report: 2022 Wisconsin Association of School Nurses (WASN) Conference – April 28-29, 2022 – Green Bay, WI – Rosemary Dolatowski
- N. COVID-19 – Discussion and Consideration**
- O. Nurse Licensure Compact (NLC) Update – Discussion and Consideration**
- P. Board of Nursing Liaison Reports – Discussion and Consideration**
- Q. Discussion and Consideration of Items Added After Preparation of Agenda:**
 - 1) Introductions, Announcements and Recognition
 - 2) Administrative Matters
 - 3) Election of Officers
 - 4) Appointment of Liaisons and Alternates
 - 5) Delegation of Authorities
 - 6) Education and Examination Matters
 - 7) Credentialing Matters
 - 8) Practice Matters
 - 9) Legislative and Policy Matters
 - 10) Administrative Rule Matters
 - 11) Liaison Reports
 - 12) Board Liaison Training and Appointment of Mentors
 - 13) Informational Items
 - 14) Division of Legal Services and Compliance (DLSC) Matters
 - 15) Presentations of Petitions for Summary Suspension
 - 16) Petitions for Designation of Hearing Examiner
 - 17) Presentation of Stipulations, Final Decisions and Orders
 - 18) Presentation of Proposed Final Decisions and Orders
 - 19) Presentation of Interim Orders
 - 20) Petitions for Re-Hearing

- 21) Petitions for Assessments
- 22) Petitions to Vacate Orders
- 23) Requests for Disciplinary Proceeding Presentations
- 24) Motions
- 25) Petitions
- 26) Appearances from Requests Received or Renewed
- 27) Speaking Engagements, Travel, Public Relation Requests, and Reports

R. Public Comments

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigations with administrative warnings (ss. 19.85(1)(b), 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.).

S. Credentialing Matters

- 1) **Application Reviews**
 - a. Tina Pountney, R.N. – Registered Nurse Applicant **(59-72)**

T. Deliberation on Division of Legal Services and Compliance Matters

- 1) **Administrative Warnings**
 - a. 20 NUR 102 – B.D.A. **(73-74)**
 - b. 21 NUR 556 – C.V.K. **(75-76)**
 - c. 21 NUR 697 – D.L.K. **(77-78)**
 - d. 21 NUR 705, 21 NUR 748 – R.E.G. **(79-80)**
 - e. 22 NUR 068 – B.A.H. **(81-82)**
 - f. 22 NUR 180 – A.M.M. **(83-84)**
- 2) **Case Closings**
 - a. 19 NUR 781 – A.R.P **(85-89)**
 - b. 20 NUR 088 – P.F.E. **(90-94)**
 - c. 20 NUR 514 – S.M.B. **(95-107)**
 - d. 21 NUR 114 – K.M. **(108-114)**
 - e. 21 NUR 109 – C.M.P. **(115-125)**
 - f. 21 NUR 118 – A.K.L., S.L.W. **(126-151)**
 - g. 21 NUR 345 – L.J.M. **(152-158)**
 - h. 21 NUR 362 – S.R.Q. **(159-165)**
 - i. 21 NUR 420 – J.E.P. **(166-172)**
 - j. 21 NUR 514 – T.D.J. **(173-178)**
 - k. 21 NUR 618, 21 NUR 619 – N.L.S. **(179-183)**
 - l. 21 NUR 632 -B.L.D. **(184-188)**
 - m. 21 NUR 701 – A.A.C. **(189-191)**
 - n. 21 NUR 820 – B.F.M. **(192-198)**
 - o. 22 NUR 071 – K.A.T. **(199-202)**
 - p. 22 NUR 108 – C.A.D. **(203-206)**
- 3) **Proposed Stipulations, Final Decisions, and Orders**
 - a. 19 NUR 075 – Natasha Jovanovic, L.P.N. **(207-214)**

- b. 19 NUR 093 – Patricia A. Price, R.N. **(215-220)**
 - c. 20 NUR 125 – Kemba M. Banyard, R.N., A.P.N.P. **(221-228)**
 - d. 20 NUR 125 – Kenya R. Robertson, R.N., A.P.N.P. **(229-234)**
 - e. 20 NUR 125 – Lakeesha S. Robinson, R.N., A.P.N.P. **(235-242)**
 - f. 20 NUR 435, 21 NUR 019 – Patti E. Kaczmariski, R.N. **(243-250)**
 - g. 21 NUR 098 – Evan M. Sheedy, R.N. **(251-257)**
 - h. 21 NUR 162 – Daniel R. Karlin, R.N. **(258-262)**
 - i. 21 NUR 481 – Lauren L. Schladweiler, R.N. **(263-269)**
 - j. 21 NUR 547 – Samantha A. Woodward, R.N. **(270-275)**
 - k. 21 NUR 559 – Francis S. Stella, R.N. **(276-281)**
 - l. 21 NUR 621 – Bobbi Jo A. Heim, R.N. **(282-287)**
 - m. 21 NUR 788 – Lynn M. Zimmerman, L.P.N. **(288-294)**
- 4) **Monitoring Matters (295-296)**
- a. **Monitor Wagner**
 - 1. Kelly Clemence, R.N. – Requesting Access to Controlled Substances **(297-324)**
 - 2. Heather Effertz, R.N. – Requesting Full Licensure **(325-363)**
 - 3. Melissa Frank, R.N. – Requesting Termination of AA/NA Meetings **(364-387)**
 - 4. Tabitha Majors, R.N. – Board Review of AODA Assessment **(388-405)**
 - 5. Anthony Solberg, R.N. – Requesting Full Licensure **(406-442)**
 - 6. Michael Tyler, R.N. – Requesting Full Licensure **(443-454)**
 - 7. Lisa Walter, R.N. – Requesting Full Licensure **(455-472)**
 - b. **Monitor Heller**
 - 1. Jere Daniels, L.P.N. – Requesting to Work in Home Health Care, Hospice, Pool Nurse, Assisted Living Facility, or as a Nurse in a Correctional Setting **(473-587)**
 - 2. Christine Hamilton, R.N. – Requesting Review of Fitness for Practice Evaluation and Requesting Reduction in Drug Screen Frequency **(588-623)**
 - 3. Amber Keller, R.N. – Requesting Full Licensure **(624-644)**
 - 4. Kristina Kurtz, R.N. – Requesting Termination of Treatment Requirement **(645-676)**
 - 5. Kristina Mathison, R.N. – Requesting Termination of Direct Supervision **(677-701)**
 - 6. Heather Myhrvold, R.N. – Requesting Full Licensure **(702-721)**
 - 7. Chi Niemeyer, R.N. – Requesting Review of AODA Assessment Recommendation Letter **(722-739)**
 - 8. Lucas Stier, R.N. – Requesting Full Licensure **(740-754)**
 - c. **Monitor Schramm**
 - 1. Mallory Fife, R.N. – Requesting Full Licensure **(755-783)**
 - 2. Carly Musha, R.N. – Requesting Full Licensure or Termination of Direct Supervision **(784-821)**
 - 3. Breanna Thompson, L.P.N. – Requesting Full Licensure **(822-837)**

4. Amanda Wing, R.N. – Requesting Reduction in Drug Testing Frequency **(838-876)**
5. Cassandra Zuehlke, R.N. – Requesting Full Licensure **(877-886)**

U. Deliberation on Matters Relating to Costs/Orders Fixing Costs

- 1) Thomas T. Fickau, R.N. – DHA Case Number SPS-21-0033/DLSC Case Number 20 NUR 594 **(887-905)**
- 2) Linda L. Polanco, R.N. – DHA Case Number SPS-21-0012/DLSC Case Numbers 19 NUR 090, 19 NUR 635 **(906-931)**

V. Deliberation of Items Added After Preparation of the Agenda

- 1) Education and Examination Matters
- 2) Credentialing Matters
- 3) DLSC Matters
- 4) Monitoring Matters
- 5) Professional Assistance Procedure (PAP) Matters
- 6) Petitions for Summary Suspensions
- 7) Petitions for Designation of Hearing Examiner
- 8) Proposed Stipulations, Final Decisions and Order
- 9) Proposed Interim Orders
- 10) Administrative Warnings
- 11) Review of Administrative Warnings
- 12) Proposed Final Decisions and Orders
- 13) Matters Relating to Costs/Orders Fixing Costs
- 14) Case Closings
- 15) Board Liaison Training
- 16) Petitions for Assessments and Evaluations
- 17) Petitions to Vacate Orders
- 18) Remedial Education Cases
- 19) Motions
- 20) Petitions for Re-Hearing
- 21) Appearances from Requests Received or Renewed

W. Consulting with Legal Counsel

- 1) Planned Parenthood of Wisconsin, Inc. v. Wisconsin Board of Nursing, Et Al; USDC, Western District of Wisconsin

RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

- X. Vote on Items Considered or Deliberated Upon in Closed Session if Voting is Appropriate
- Y. Open Session Items Noticed Above Not Completed in the Initial Open Session
- Z. Board Meeting Process (Time Allocation, Agenda Items) – Discussion and Consideration
- AA. Board Strategic Planning and its Mission, Vision and Values – Discussion and Consideration

ADJOURNMENT

NEXT MEETING: JUNE 9, 2022

MEETINGS AND HEARINGS ARE OPEN TO THE PUBLIC, AND MAY BE CANCELLED WITHOUT NOTICE.

Times listed for meeting items are approximate and depend on the length of discussion and voting. All meetings are held at 4822 Madison Yards Way, Madison, Wisconsin, unless otherwise noted. In order to confirm a meeting or to request a complete copy of the board's agenda, please call the listed contact person. The board may also consider materials or items filed after the transmission of this notice. Times listed for the commencement of disciplinary hearings may be changed by the examiner for the convenience of the parties. Requests for interpreters for the deaf or hard of hearing, or other accommodations, are considered upon request by contacting the Affirmative Action Officer at 608-266-2112, or the Meeting Staff at 608-266-5439.

**VIRTUAL/TELECONFERENCE
BOARD OF NURSING
MEETING MINUTES
APRIL 14, 2022**

PRESENT: Rosemary Dolatowski, Janice Edelstein, Vera Guyton (*excused at 11:00 a.m.*), Peter Kallio, Christian Saldivar Frias (*arrived at 8:03 a.m., excused at 10:47 a.m.*), Linda Scott, Robert Weinman (*excused at 9:30 a.m., returned at 10:30 a.m.*), Emily Zentz

EXCUSED: Paul Hinkfuss

STAFF: Brad Wojciechowski, Executive Director; Jameson Whitney, Legal Counsel; Sofia Anderson, Administrative Rules Coordinator; Katlin Schwartz, Bureau Assistant; Kimberly Wood, Program Assistant Supervisor-Adv.; and other Department Staff

CALL TO ORDER

Peter Kallio, Chairperson, called the meeting to order at 8:01 a.m. A quorum was confirmed with seven (7) members present.

ADOPTION OF THE AGENDA

MOTION: Linda Scott moved, seconded by Robert Weinman, to adopt the Agenda as published. Motion carried unanimously.

APPROVAL OF MINUTES OF MARCH 10, 2022

MOTION: Rosemary Dolatowski moved, seconded by Vera Guyton, to approve the Minutes of March 10, 2022 as published. Motion carried unanimously.

Christian Saldivar Frias arrived at 8:03 a.m.

EDUCATION AND EXAMINATION MATTERS

Arizona College of Nursing – Request for Approval to Plan

MOTION: Janice Edelstein moved, seconded by Robert Weinman, to acknowledge and thank Deborah Long, DNP, MSN/Ed, RN, CNE, and colleagues, from Arizona College of Nursing, for appearing before the Board. Motion carried unanimously.

MOTION: Vera Guyton moved, seconded by Robert Weinman, to grant the request of Arizona College of Nursing for approval to plan a school of nursing. Motion carried unanimously.

Lakeland University – Final School Approval

MOTION: Linda Scott moved, seconded by Robert Weinman, to acknowledge and thank Kerry Hamm, MSN, RN, of Lakeland University, for appearing before the Board. Motion carried unanimously.

MOTION: Janice Edelstein moved, seconded by Rosemary Dolatowski, to grant the request of Lakeland University for final approval of their school of nursing. Motion carried unanimously.

Lac Courte Oreilles Ojibwe College

Plan for Improvement of NCLEX Pass Rates

MOTION: Rosemary Dolatowski moved, seconded by Christian Saldivar Frias, to acknowledge and thank Jamie Gohde, MSN, APRN, FNP-C, and Lisa Munive from Lac Courte Oreilles Ojibwe College for appearing before the Board. Motion carried unanimously.

MOTION: Janice Edelstein moved, seconded by Linda Scott, to accept the NCLEX Pass Rates improvement plan of Lac Courte Oreilles Ojibwe College. Motion carried unanimously.

Request for Final School Approval

MOTION: Robert Weinman moved, seconded by Rosemary Dolatowski, to grant the request of Lac Courte Oreilles Ojibwe College for final approval of their school of nursing. Motion carried unanimously.

ADMINISTRATIVE RULE MATTERS

Pending and Possible Rulemaking Projects

MOTION: Rosemary Dolatowski moved, seconded by Emily Zentz, to authorize Peter Kallio to speak on behalf of the Board regarding the following pending scope statements: N 8 relating to APNP prescribing limitations, N 8 relating to Collaboration with other health care providers, N 2 relating to temporary permits, and regarding the status of CR 20-069. Motion carried unanimously.

**SPEAKING ENGAGEMENTS, TRAVEL, PUBLIC RELATION
REQUESTS, AND REPORTS**

**Speaking Request: 2022 Wisconsin Association of School Nurses (WASN) Conference –
April 28-29, 2022 – Green Bay, WI**

MOTION: Linda Scott moved, seconded by Robert Weinman, to designate Rosemary Dolatowski to speak on the Board’s behalf at the 2022 Wisconsin Association of School Nurses (WASN) Conference on April 28-29, 2022 in Green Bay, WI regarding the structure and impact the Nurse Practice Act has on registered nurse practice, and an explanation of how the disciplinary process works in Wisconsin. Motion carried unanimously.

Robert Weinman was excused at 9:30 a.m.

CLOSED SESSION

MOTION: Rosemary Dolatowski moved, seconded by Emily Zentz, to convene to Closed Session to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigation with administrative warnings (ss. 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.). Peter Kallio, Chairperson, read the language of the motion. The vote of each member was ascertained by voice vote. Roll Call Vote: Rosemary Dolatowski-yes; Janice Edelstein-yes; Vera Guyton-yes; Peter Kallio-yes; Christian Saldivar Frias-yes; Linda Scott-yes; and Emily Zentz-yes. Motion carried unanimously.

The Board convened into Closed Session at 9:58 a.m.

DIVISION OF LEGAL SERVICES AND COMPLIANCE MATTERS

Administrative Warnings

MOTION: Rosemary Dolatowski moved, seconded by Vera Guyton, to issue an Administrative Warning the following DLSC Cases:

1. 20 NUR 131 – M.G.
2. 21 NUR 218 – J.B.T.
3. 21 NUR 325 – C.T.N.A.
4. 21 NUR 352 – K.M.H.
5. 21 NUR 397 – S.L.W.
6. 21 NUR 520 – S.J.D.
7. 21 NUR 553 – B.L.C.
8. 21 NUR 596 – T.R.C.
9. 21 NUR 655 – L.L.N.

10. 21 NUR 735 – J.L.P.
 11. 22 NUR 134 – K.M.S.
- Motion carried unanimously.

Case Closings

MOTION: Linda Scott moved, seconded by Peter Kallio, to close the following DLSC Cases for the reasons outlined below:

1. 19 NUR 421 – P.K.G. – No Violation
 2. 21 NUR 229 – D.B.S. – Insufficient Evidence
 3. 21 NUR 244 – H.J.S. – Prosecutorial Discretion (P7)
 4. 21 NUR 448 – J.L.J. – Insufficient Evidence
 5. 21 NUR 458 – J.M.B. – No Violation
 6. 21 NUR 499 – P.J.B. – No Violation
 7. 21 NUR 578 – M.V.P. – No Violation
 8. 21 NUR 733 – A.T.M. – Prosecutorial Discretion (P1)
 9. 22 NUR 045 – M.M. – Prosecutorial Discretion (P2)
 10. 22 NUR 055 – J.A.P. – Prosecutorial Discretion (P2)
- Motion carried unanimously.

22 NUR 052 – L.M.H.

MOTION: Linda Scott moved, seconded by Peter Kallio, to close DLSC Case Number 22 NUR 052, against L.M.H., for Lack of Jurisdiction (L2). Motion carried. Janice Edelstein abstained.

Proposed Stipulations and Final Decisions and Orders

MOTION: Rosemary Dolatowski moved, seconded by Vera Guyton, to adopt the Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings of the following cases:

1. 20 NUR 138 – Lisa L. Martell, R.N.
2. 20 NUR 453 – Susan A. Van De Hey, R.N.
3. 20 NUR 505 – Nancy J. Stephenson, L.P.N.
4. 20 NUR 612, 21 NUR 148 – Karla R. Green, L.P.N.
5. 20 NUR 618 – Michelle R. Dettlaff, R.N.
6. 21 NUR 066 – Tammy L. Hofmann, R.N.
7. 21 NUR 327 – Amanda M. Yankunas, R.N.
8. 21 NUR 532 – Adebayo K. Ogunkunle, R.N., L.P.N.
9. 22 NUR 109 – Mary K. Rasmussen, R.N.

Motion carried unanimously.

Monitoring Matters

Maureen Burke, L.P.N. Requesting Full Licensure

MOTION: Rosemary Dolatowski moved, seconded by Peter Kallio, to grant the request of Maureen Burke, L.P.N. for full licensure. Motion carried unanimously.

Lisa Fairbanks, R.N. Requesting Full Licensure

MOTION: Peter Kallio moved, seconded by Linda Scott, to grant the request of Lisa Fairbanks, R.N. for full licensure. Motion carried unanimously.

Karol Knoble, R.N. Requesting Full Licensure

MOTION: Emily Zentz moved, seconded by Janice Edelstein, to grant the request of Karol Knoble, R.N. for full licensure. Motion carried unanimously.

Robert Weinman returned at 10:30 a.m.

Tabitha Majors, R.N. Board Review of AODA Assessment

MOTION: Peter Kallio moved, seconded by Linda Scott, to table the board review of AODA assessment of Tabitha Majors, R.N. Motion carried unanimously.

Sara Schmidt, L.P.N. Requesting Full Licensure

MOTION: Peter Kallio moved, seconded by Emily Zentz, to grant the request of Sara Schmidt, L.P.N. for full licensure. Motion carried unanimously.

Christine Beckman, L.P.N. Requesting Full Licensure

MOTION: Janice Edelstein moved, seconded by Robert Weinman, to grant the request of Christine Beckman, L.P.N. for full licensure. Motion carried unanimously.

Leia Cruz-Perez, R.N. Requesting Full Licensure and/or Reduction in Drug Screens

MOTION: Peter Kallio moved, seconded by Robert Weinman, to grant the request of Leia Cruz-Perez, R.N. for full licensure. Motion carried unanimously.

Christian Saldivar Frias was excused at 10:47 a.m.

**Jere L. Daniels, L.P.N.
Requesting Access to Controlled Substances and/or Reduction in Drug Screens**

MOTION: Robert Weinman moved, seconded by Emily Zentz, to grant the request of Jere L. Daniels, L.P.N. for access to controlled substances and to deny a reduction in drug screens. **Reason for Denial:** Failure to demonstrate continuous and successful compliance. Respondent needs to fully comply with the complete terms and conditions of the original Board Order (4/8/2020). Motion carried unanimously.

DELIBERATION ON PROPOSED FINAL DECISIONS AND ORDERS

Angela N. Yant, L.P.N. – DHA Case Number SPS-21-0091/DLSC Case Number 21 NUR 192

MOTION: Peter Kallio moved, seconded by Rosemary Dolatowski, adopt the Findings of Fact, Conclusions of Law, and Proposed Decision and Order in the matter of disciplinary proceedings against Angela N. Yant, L.P.N. Respondent – DHA Case Number SPS-21-0091/DLSC Case Number 21 NUR 192. Motion carried unanimously.

(Janice Edelstein recused herself and left the meeting for deliberation and voting in the matter concerning Angela N. Yant, L.P.N. Respondent – DHA Case Number SPS-21-0091/DLSC Case Number 21 NUR 192.)

DIVISION OF LEGAL SERVICES AND COMPLIANCE MATTERS

Monitoring Matters

**Amanda David, R.N.
Requesting Full Licensure**

MOTION: Peter Kallio moved, seconded by Emily Zentz, to grant the request of Amanda David, R.N. for full licensure. Motion carried unanimously.

Vera Guyton was excused at 11:00 a.m.

**Christine Hamilton, R.N.
Review of Fitness for Practice Evaluation**

MOTION: Peter Kallio moved, seconded by Linda Scott, to table the review of fitness for practice evaluation of Christine Hamilton, R.N. Motion carried unanimously.

Kristina Kurtz, R.N.

Requesting Termination of Direct Supervision and Reduction in Frequency of Screens

MOTION: Peter Kallio moved, seconded by Linda Scott, to grant the request of Kristina Kurtz, R.N. for termination of direct supervision and a reduction in the frequency of screens to 36 tests per year plus one (1) annual hair test. Motion carried unanimously.

Susan Thiel (Petri), R.N.

Requesting Termination of Treatment Requirement

MOTION: Peter Kallio moved, seconded by Janice Edelstein, to grant the request of Susan Thiel (Petri), R.N. for termination of treatment requirement. Motion carried unanimously.

Caitlyn Ellison, R.N.

Requesting Full Licensure or Termination of Drug Testing and/or AODA Treatment

MOTION: Linda Scott moved, seconded by Peter Kallio, to grant the termination of AODA treatment, but deny the request for full licensure and termination of drug testing. **Reason for Denial:** Insufficient time under the Board Order (3/12/2021) to demonstrate adequate compliance. Motion carried unanimously.

Daphne Genrich, R.N.

Requesting Reduction in Drug Testing Frequency and/or Termination of AODA Treatment

MOTION: Emily Zentz moved, seconded by Peter Kallio, to grant the request of Daphne Genrich, R.N. for a reduction in drug testing frequency to 36 screens per year plus one (1) annual hair test and for termination of AODA treatment. Motion carried unanimously.

Carol Jeuck, R.N.

Requesting Full Licensure

MOTION: Rosemary Dolatowski moved, seconded by Linda Scott, to grant the request of Carol Jeuck, R.N. for full licensure. Motion carried unanimously.

Lacey Kranski, R.N.

Requesting Reduction in Drug Test Frequency

MOTION: Peter Kallio moved, seconded by Janice Edelstein, to grant the request of Lacey Kranski, R.N. for a reduction in drug test frequency to 14 screens per year plus one (1) annual hair test. Motion carried unanimously.

DELIBERATION ON MATTERS RELATING TO COSTS/ORDERS FIXING COSTS

Latasha D. Brown, L.P.N. – DHA Case Number SPS-21-0038/DLSC Case Number 19 NUR 555

MOTION: Rosemary Dolatowski moved, seconded by Robert Weinman, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Latasha D. Brown, L.P.N., Respondent – DHA Case Number SPS-21-0038/DLSC Case Number 19 NUR 555. Motion carried unanimously.

Thomas T. Fickau, R.N. – DHA Case Number SPS-21-0033/DLSC Case Number 20 NUR 594

MOTION: Linda Scott moved, seconded by Emily Zentz, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Thomas T. Fickau, R.N., Respondent – DHA Case Number SPS-21-0033/DLSC Case Number 20 NUR 594. Motion carried unanimously.

(Peter Kallio recused himself and left the room for deliberation and voting in the matter concerning Thomas T. Fickau, R.N., Respondent – DHA Case Number SPS-21-0033/DLSC Case Number 20 NUR 594.)

Christopher M. Heinen, R.N. – DHA Case Number SPS-21-0039/DLSC Case Number 19 NUR 349

MOTION: Peter Kallio moved, seconded by Janice Edelstein, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Christopher M. Heinen, R.N., Respondent – DHA Case Number SPS-21-0039/DLSC Case Number 19 NUR 349. Motion carried unanimously.

(Emily Zentz recused herself and left the room for deliberation and voting in the matter concerning Christopher M. Heinen, R.N., Respondent – DHA Case Number SPS-21-0039/DLSC Case Number 19 NUR 349.)

Tanya R. Neath, R.N. – DHA Case Number SPS-21-0019/DLSC Case Number 19 NUR 080

MOTION: Robert Weinman moved, seconded by Peter Kallio, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Tanya R. Neath, R.N., Respondent – DHA Case Number SPS-21-0019/DLSC Case Number 19 NUR 080. Motion carried unanimously.

Linda L. Polanco, R.N. – DHA Case Number SPS-21-0012/DLSC Case Numbers 19 NUR 090, 19 NUR 635

MOTION: Rosemary Dolatowski moved, seconded by Janice Edelstein, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Linda L. Polanco, R.N., Respondent – DHA Case Number SPS-21-0012/DLSC Case Number 19 NUR 090, 19 NUR 635. Motion carried unanimously.

RECONVENE TO OPEN SESSION

MOTION: Peter Kallio moved, seconded by Rosemary Dolatowski, to reconvene into Open Session. Motion carried unanimously.

The Board reconvened into Open Session at 11:45 a.m.

VOTING ON ITEMS CONSIDERED OR DELIBERATED UPON IN CLOSED SESSION

MOTION: Janice Edelstein moved, seconded by Linda Scott, to affirm all motions made and votes taken in Closed Session. Motion carried unanimously.

(Be advised that any recusals or abstentions reflected in the Closed Session motions stand for the purposes of the affirmation vote.)

ADJOURNMENT

MOTION: Rosemary Dolatowski moved, seconded by Robert Weinman, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 11:48 a.m.

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

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Joan Gage		2) Date When Request Submitted: 5/12/2022 <small>Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting</small>	
3) Name of Board, Committee, Council, Sections: BON			
4) Meeting Date: 5/12/2022	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Nicolet Area Technical College Assessment and Institutional Plan for NCLEX-PN Exam Performance	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes (Fill out Board Appearance Request) <input type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed: Nicolet Area Technical College Plan for improving NCLEX-PN Exam Performance Amy Gatton MSN, RN, CNE Associate Dean of Health Occupations Nicolet Area Technical College 715-365-4602 gatton@nicoletcollege.edu			
11) Signature of person making this request Joan Gage		Authorization	Date 5/5/2022
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.			



Nicolet Area Technical College Assessment and Institutional Plan for NCLEX-PN Exam Performance

The Nicolet Nursing Program faculty and the Associate Dean of Health Occupations reviewed all aspects of the Practical Nursing Program and the student cohorts who participated in the 2021 NCLEX-PN exam to determine factors that contributed to a 75% NCLEX-PN pass rate. Faculty provided input for The Nicolet Institutional Plan for Improvement, and corrective measures with timeframes were established. Factors related to the COVID pandemic that contributed to NCLEX-PN scores for 2021 are listed below.

1. The students who took the NCLEX-PN exams in 2021 were enrolled in the Nicolet Nursing Program during the 2020-2021 academic school year. During the fall 2020 semester, the program had students eligible to take the NCLEX-PN exam in the late spring of 2021. Due to the COVID-19 pandemic, all theory courses moved to entirely online format in Fall 2020. Theory courses remained online during the spring 2021 semester. The change in course format caused a grading policy revision from an 80% exam average requirement before the addition of other points to an 80% overall average to pass. This allowed more students to be successful in theory courses. In addition, the rapid shift in course format did not allow faculty or students adequate time to become well versed in the use of online education and learning.
2. Due to a limited number of clinical options, first semester students in fall 2020 spent six days in the acute care setting. To make up for clinical days, additional assignments and virtual/high-fidelity simulation substituted for the remaining clinical time. Clinical for these students in spring 2021 included the Introduction to Clinical Management course in an online format that incorporated virtual simulation and assignments and the Lifespan Clinical course conducted in the field, in acute care.
3. In 2021, Nicolet College had 8 students take the NCLEX-PN exam, as opposed to 2020, in which 28 students tested, and 2019, in which 24 tested. This decrease occurred due to the loss of students during the pandemic, and hesitation to enter health care and comply with the vaccine mandate.

The faculty and Associate Dean of Health Occupations began implementing strategies to improve the nursing program in 2021, as areas for improvement became clear through preparation of the self-study report for Accreditation Commission for Education in Nursing accreditation that will occur in September 2022. For the spring 2022 semester, all clinical, theory, and lab courses returned to their previous format, which will help improve student learning and success. The nursing program identified additional areas for improvement with corresponding interventions:

Student Considerations

Need for increased preparation in test-taking skills, study resources, and critical thinking.

Need for student orientation in online learning and available resources for increased student success.

Strategies for Improvement	Timeline
Provide online learning information through Nicolet College Student Success at new student orientation.	8/29/2022
Provide students with learning and counseling information from the Nicolet Student Success Department at the beginning of each semester and at new student orientation.	8/29/2022

Increase use of Kaplan resources for test-taking skills and critical thinking.	4/15/2022
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Policy Considerations

Need for review of student readiness for the nursing program.

Strategies for Improvement	Timeline
Interview potential students prior to admission.	6/15/2022

Faculty Considerations

Need for increased faculty use of Kaplan resources.

Need to retain faculty.

Strategies for Improvement	Timeline
Kaplan training and increased use of Kaplan resources.	Completed 4/21/2022
New faculty will have at least 2 months of orientation and will work with experienced faculty in the courses they will teach for the first semester.	5/9/2022

Curriculum Considerations

Need for increased incorporation of NCLEX test plan information and practice exams.

Need for increased use of Kaplan resources for test preparation, remediation of subject matter and evaluation of learning.

Strategies for Improvement	Timeline
Increase use and awareness of Kaplan NCLEX preparation tools and resources in all semesters of the nursing program.	9/6/2022
Staff to evaluate and encourage use in Nursing Management and Professional Concepts Course	9/6/2022
Incorporate Kaplan competency testing in the program.	9/6/2022
Integrate Kaplan into each didactic course.	Completed 1/2022
Trial Study.com for one year for NCLEX practice and new learning resources.	4/1/2022

Testing and Evaluation Considerations

Need for improved exam analysis.

Strategies for Improvement	Timeline
Provide faculty training for analysis/revision of exams and test blueprints.	Completed 12/3/21
Nurse Tim Virtual Test Writing Workshop.	9/6/2022

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

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4) Meeting Date: 5/12/2022	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Herzing Kenosha Pass Rate Improvement Plan - PN	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes (<u>Fill out Board Appearance Request</u>) <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed: <p>See #6 for title. Discussion with Dr. Zapencki on Herzing Kenosha's plan to improve NCLEX pass rate for their PN program students.</p> <p>Dr. David P. Zapencki, DNP, MSN/Ed, CNE, CCRN-K, RN Nursing Program Chair Herzing University – Kenosha Campus 5800 7th Ave Kenosha, WI 53140 dzapencki@herzing.edu Office: 262-649-1710 ext. 60561 Cell: 262-729-3283</p>			
11) Signature of person making this request		Authorization	Date
Supervisor (if required)			Date
Executive Director signature (indicates approval to add post agenda deadline item to agenda)			Date
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**State of Wisconsin
Department of Safety & Professional Services**



April 25, 2022

Ms. Joan Gage, Program Manager
Office of Education and Examinations
Division of Policy Development
WI Department of Safety & Professional Services
Hill Farms State Office building
4822 Madison Yards Way
Madison, WI 53705

Re: Herzing University – Kenosha NCLEX Pass Rate Improvement Plan, PN

Dear Ms. Gage,

In response to the Wisconsin Board of Nursing notification received on March 25, 2022 regarding the Practical Nursing (PN) 2021 NCLEX pass rate, please accept our submission of the NCLEX Pass Rate Improvement Plan for Herzing University – Kenosha. Since graduation we have made continual attempts to contact and support all students through the NCLEX testing process. The plan includes organizational updates, student focused updates, and faculty focused updates. As of this date, the PN program maintains an 85.19% 2022 NCLEX pass rate.

NCLEX-PN Pass Rate Update

The PN program has rigor and alignment among concepts introduced in the classroom, laboratory, and clinical. Specific activities that we implemented to support the rigor and alignment included remediation, tutoring, open lab hours, and study groups for those students who fall below the required 76%. Several of the faculty have been identified and are available to assist the PN students through tutoring, mentorship, and NCLEX preparation.

To date, a total of 17 PN graduates (2019, 2020, 2021) have not passed the NCLEX-PN exam or have not taken the NCLEX-PN examination. Of those 17 graduates, 14 are currently engaged in NCLEX-PN preparation through private 1:1 coaching, use of resources such as ATI, UWorld, and HESI. Table 1.1 below provides detailed information regarding each student contact this year.

Table 1.1 - Table 1. Student Contact Points for Remaining Test Takers

Student	Outreach
Barrera, Arely	Continuous outreach since fall 2021. Received response 4/6/2022. Using Hurst Review. Will begin participating in 1:1 coaching on 4/15/2022 and was given an individualized study plan. Study plan includes weekly content review with associated quizzes, daily practice questions, and scheduled predictors to assess graduate progress and to continually tailor graduate’s study plan to meet their current needs. Student also has access to optional weekly zoom meeting where Lead Faculty facilitates NCLEX style questions and advises on question breakdown. Graduate has a goal of passing the NCLEX by October 2022.

Student	Outreach
Garcia, Maria	Continuous outreach since fall 2021. Received response 1/27/2022. Started participating in 1:1 coaching 04/2022. Study plan includes weekly content review with associated quizzes, daily practice questions, and scheduled predictors to assess graduate progress and to continually tailor graduate's study plan to meet their current needs. Student also has access to optional weekly zoom meeting where Lead Faculty facilitates NCLEX style questions and advises on question breakdown. Using Hurst Review. Will be auditing courses starting in May 2022
Goines, Desira	Continuous outreach since fall 2021. Received response 2/11/2022. Currently participating in an audit of NP 280. Since graduate is focusing heavily on NP280, communication is bi-weekly with lead faculty. Will be working with graduate and formulating study plan after NP280 class ends.
Williams, Tricia	Continuous outreach since fall 2021. Received response 12/3/2021. Participating in 1:1 coaching since 1/29/2022 and was given an individualized study plan. Started with ATI BoardVitals 01/2022 and starting to use Hurst Review 04/2022. Study plan includes weekly content review with associated quizzes, daily practice questions, and scheduled predictors to assess graduate progress and to continually tailor graduate's study plan to meet their current needs. Student also has access to optional weekly zoom meeting where Lead Faculty facilitates NCLEX style questions and advises on question breakdown. Graduate has a goal of passing the NCLEX by July 2022.
Hudson, Yolanda	Continuous outreach since fall 2021. Currently auditing NP110 and NP280. Outreach regarding study plan and NCLEX prep following courses that are being audited. Awaiting response.
Madrio, Michelle	Continuous outreach since fall 2021. Received response 1/12/2022. Started studying again with Hurst Review on 1/21/2022. She has not been responding since 1/21/2022 despite repeated outreach.
Taboada Garcia, Maria	Continuous outreach since fall 2021. Received response 11/23/2021. Started studying and participating in 1:1 coaching on 1/31/2022. Using NCLEX high yield and Remar Review. Graduate was given an individualized study plan. Study plan includes daily questions, review of content and scheduled assessments to determine progress and to tailor the graduate's study plan to their current needs. Graduate has 1 st NCLEX attempt scheduled for 5/3/2022.
Anderson, Tawana	Continuous outreach since fall 2021. No response received to date.
Dela Cruz, Maria	Continuous outreach since fall 2021. Received response 11/29/2021. -started gradually getting back into studying December 2021 and has been working with lead faculty to increase study time, take assessments and determine current needs. Using Hurst Review. Currently participating in an audit of NP280. Since graduate is focusing heavily on NP 280, communication is bi-weekly with lead faculty.
Dortch, Schronda	Continuous outreach since fall 2021. Infrequent, noncommittal responses until 4/6/2022. Participating in 1:1 coaching since 4/6/2022. Using Hurst Review. Graduate was given an individualized study plan. Study plan includes weekly content review with associated quizzes, daily practice questions, and scheduled assessments to assess graduate progress and to continually tailor graduate's study plan to meet their current needs. Student also has access to optional weekly zoom meeting where Lead Faculty facilitates NCLEX style

Student	Outreach
	questions and advises on question breakdown. Graduate has a goal of passing the NCLEX by June 2022.
Perkins, Savanna	Continuous outreach since fall 2021. Infrequent, noncommittal responses. Student working through many personal issues and would like to get on track in the near future and study for the NCLEX. Continued support/check-ins provided.
Lewis, Desire	Continuous outreach since 12/2021. Outreach continued after unsuccessful NCLEX attempt on 1/19/2022. Student has been set up with a NCLEX prep product and given an individualized study plan. Hasn't responded to lead faculty since 01/2022 despite frequent outreach. Graduate not following proposed study plan.
Navarrete, Marlene	Outreach since graduation 12/2021. Outreach continued after unsuccessful NCLEX attempt on 2/11/2022. Participated in 1:1 coaching since 2/11/2022. Communication with lead faculty weekly. Using Nurse Achieve. Graduate was given an individualized study plan. Study plan includes weekly content review, daily practice questions, and scheduled assessments to assess graduate progress and to continually tailor graduate's study plan to meet their current needs. Lead faculty met with student weekly to review NCLEX style questions and advise on question breakdown.
Santana, Diana	Outreach and encouragement since 12/2021. Infrequent responses despite repeated attempts. Attempting to get graduate to work with lead faculty and schedule NCLEX. Student has been on vacation but sounds receptive to start study plan and work with lead faculty upon her return on 4/19. Using UWorld.
Sourn, Blancheneige	Outreach and encouragement since 12/2021. Infrequent responses despite repeated attempts until 3/10/2021. Graduate was given an individualized study plan. Study plan includes weekly content review, daily practice questions, and scheduled assessments to assess graduate progress and to continually tailor graduate's study plan to meet their current needs. Using ATI BoardVitals. NCLEX scheduled for 4/26/2022.
Ware, Syeria	Outreach and encouragement since 12/2021. No response despite repeated attempts. Attempting to get graduate to work with lead faculty regarding study plan and NCLEX prep since NCLEX failure on 4/8/2022. No response as of yet.
Sohail, Shahrukh	Continuous outreach since fall 2021. Communication with lead faculty weekly. Participating in 1:1 coaching, using Nurse Achieve Graduate was given an individualized study plan. Study plan includes weekly content review, daily practice questions, and scheduled assessments to assess graduate progress and to continually tailor graduate's study plan to meet their current needs. Graduate needs redirection frequently. NCLEX scheduled 4/19/2022 but advised to reschedule based on assessment scores.

Outreach has been made to the PN graduates who had the potential to sit for the NCLEX-PN since graduation to offer ongoing support to prepare for the NCLEX-PN. We continue to support the PN graduates who are interested in sitting for the NCLEX-PN examination by offering University resources. Herzing University - Kenosha will continue to offer support to those previous graduates who have not yet attempted or passed the NCLEX and who intend to pursue licensure.

In summary, we continue to be committed to serving the needs of the community and the state and to producing safe and competent nurse generalists. We will continue our outreach to Herzing graduates that have not taken the NCLEX examination to date.

Thank you for your continued support. Please do not hesitate to contact me at dzapencki@herzing.edu if you have any additional questions.

Respectfully,

David P. Zapencki, DNP, MSN/Ed, CNE, CCRN-K, RN
Nursing Program Chair
Herzing University – Kenosha

**Herzing University-Kenosha NCLEX -PN Improvement Plan
2022**

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
ORGANIZATIONAL CHANGES			
Herzing University – Kenosha	April 2022	Received a warning letter pertaining to the 2021 NCLEX-PN results on April 6, 2022	
Assembled a team to review the 2021 PN graduate NCLEX testing results.	April 2022	The Program Chair and Academic Dean met to monitor and discuss the 2021 PN test takers and discuss plans for remediation.	NCLEX Review Committee formed Meetings ongoing regarding the PN students that were not successful on the NCLEX or not taking the NCLEX-PN to date.
STUDENT FOCUS			
Monitoring and facilitation of student engagement	Ongoing	Administration and Faculty review of academic advising, mid-course connections, and student attendance in the classroom with remediation implemented when needed.	Students are encouraged to meet with Faculty and/or Program Chair to monitor progress and remediate as needed during their program. Every course includes a mid-course connection with every student that entails a review of student performance and referral to resources to support success in the course and program. Students scoring below 76% are required to meet with faculty for remediation and academic coaching. In addition, each semester, every student meets with their Academic Advisor to

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
			review goals and progress in the program.
Remediation including tutoring, open lab hours, and study groups for those students who fall below the required 76%.	Open and Ongoing with improvements made Feb of 2022	Remediation documented via <i>Beacon</i> (online student contact monitoring program) to identify tutoring, open hours, and study groups. Additional lab & tutoring hours provided to meet student needs.	Students are advised to attend tutoring, open faculty hours, and study group sessions. Faculty provide scheduled tutoring hours each week and additional tutoring hours as needed to provide remediation for those students scoring below 76%.
Integrate an ATI instructional program to support successful NCLEX preparation to address deficiencies and promote readiness prior to testing. Develop an Individualized student success plan using ATI data.	Ongoing but improved in Feb of 2022	Assessment outcomes using ATI-generated reports within nursing courses analyzed by the NCLEX Review Committee	Ongoing data monitoring by NCLEX Committee.
Program Chair, NCLEX Lead, and Campus President/Academic Dean reaching out to previous PN graduates	Feb 2022	Relationships exist among the graduates and the Nursing Program.	Graduates are notified of NCLEX-PN results. – Outreach to graduates who have not yet tested or passed the NCLEX continues.
Maintain relationship with graduates as they prepare to take the NCLEX-PN whether it is first time tester or not.	Feb 2022	Multiple services at HU reach out to students – faculty, Program Chair, Student Services. Currently the number of outstanding test takers that exist are the following: (As of 4/12/2022) First Time: 4 Repeat Testers: 13 Total: 17	For all outstanding PN graduates NCLEX team provides 1:1 coaching, 1:1 remediation in-person or virtually, NCLEX reviews, and support with NCLEX programs such as ATI and HESI while they prepare for the NCLEX. Program Chair attempts to communicate at least monthly by phone, text, and/or email with any PN graduate preparing for the NCLEX.

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
Hold Weekly Student Success Meetings (WSSM).	Ongoing weekly meeting with nursing administration, student services and the Academic Dean	Student Services Specialist submits weekly follow-ups to Program Chair to monitor current student attendance and progress in their program.	Students who require additional resources and support are referred to their academic advisor, university academic coaches, faculty and peer tutors for remediation. Our Weekly Student Success Meeting continue to serve as a consistent strategy to support student retention.
Students in the PN program have personal contact with a Student Services Specialist that reaches out weekly to at risk (<76%) students to provide support and resources to promote success.	Ongoing	Student Services Specialist reaches out to provide support and resources to promote success. Students receive resources, support, and follow-up from the Student Services Specialist, faculty, and academic advisors as documented in the University's Beacon system (an early-alert and e-advising retention tool).	Updates on what is working well and other strategies that are needed for students are reported during the Weekly Student Success Meeting (WSSM).
FACULTY FOCUS			
INSTRUCTIONAL/PROGRAM FOCUS			
Administration of assessment with increased rigor and alignment with the NCLEX Blueprint.	Ongoing PN Course QA process	Assessments have been reviewed and revised to increase rigor and align with the NCLEX Blueprint.	Assessments include more NCLEX-style questions to prepare students to sit for the NCLEX.

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

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4) Meeting Date: 5/12/2022	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Herzing Madison ADN NCLEX Improvement Plan	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes <input type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed: Herzing Madison NCLEX pass rate improvement plan for AND students. Tina M. Dorau, MSN, RN, CRRN, CNE, CHSE Nursing Program Chair Herzing University www.herzing.edu tdorau@herzing.edu O:(608) 395-3439 Google Voice/Text: (708) 480-2964			
11) Signature of person making this request Joan Gage		Authorization	Date 5/5/2022
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date			
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**Herzing University-Madison: ASN NCLEX Improvement Plan
April 25, 2022**

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
ORGANIZATIONAL CHANGES			
Herzing University – Madison	March 2022	Received a warning letter pertaining to the 2021 NCLEX results on March 25, 2022	Requested and awaiting the jurisdictional report from WBON.
Assembled an executive team to review previous ADN graduate NCLEX testing.	March 2022	<p>The Program Chair and Academic Dean met to identify and discuss any outstanding students including strategies for contacting and remediating first-time test takers and repeat test takers.</p> <p>Activities documented in the Program Chair Excel spreadsheet.</p> <p>NCLEX Success Committee was created previously for the ADN program. Changes to campus leadership led to a transition from a committee to NCLEX Success Team.</p>	<p>Ongoing attempts to contact students have been made. When graduates respond, they are asked to meet with the Program Chair/NCLEX coach to plan and review NCLEX results. Each meeting discusses strategies to support student success and to review progress towards successful completion of the NCLEX-RN.</p> <p>Interactions occur between the NCLEX success team senior members as graduates respond to outreach and team members are assigned to support graduates as needed.</p>
New Campus Program Chair	May 2021	The new Program Chair for Nursing was hired in May 2021.	The Program Chair was informed of the ADN program concerns in mid-2021 at which time outreach was performed and continued for
New Campus Academic Dean	July 2021		

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
		<p>The Academic Dean transferred from Herzing Brookfield to Herzing Madison in July 2021.</p>	<p>graduates who responded and expressed interest in pursuing licensure. Five were engaged but communication was intermittent.</p> <p>The status of ADN program was discussed with the new Academic Dean in late 2021. The Dean and Chair identified a need for future planning and continued outreach for potential NCLEX test takers. In order to maximize both visibility and accountability to the ADN test takers the Program Chair assumed the responsibilities of maintaining contact and coaching ADN graduates.</p>
STUDENT FOCUS			
Monitoring and facilitation of student/graduate engagement	Ongoing since 2016-2017	For current BSN and PN Students, administration and faculty review of academic advising, mid-course connections, and student attendance in the classroom with remediation implemented when needed.	Students are encouraged to meet with Faculty and/or Program Chair to monitor progress and remediate as needed during their program. Every course includes a mid-course connection with every student that includes review of student performance and referral to resources to support success in the course and program. Students scoring below 76% are required to meet with faculty for remediation and academic coaching. In addition, every semester, each student is encouraged to meet with

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
		While enrolled the ADN graduates were subject to the same process above. Outreach has continued since program completion.	their Faculty Academic Advisor to review goals and progress in the program Currently, Program Chair/ NCLEX coach is the point of contact for the ADN graduates for NCLEX preparation.
<p>Remediation including tutoring, open lab hours, and study groups for those students who fall below the required 76%.</p> <p>ADN graduates interested in pursuing licensure are monitored using post grad NCLEX prep tests.</p>	<p>Remediation program Implemented in January 2019 and continued for current students.</p> <p>Graduates may also be assigned remediation and additional NCLEX prep as needed.</p>	<p>Remediation documented using <i>Beacon</i> (online student contact monitoring program) to identify tutoring, open hours, and study groups.</p> <p>Contact is tracked on an Excel document with historical information pertaining to each ADN graduate.</p>	<p>Students are advised to attend tutoring, open faculty hours, and study group sessions. Faculty provide office hours each week and additional tutoring hours as needed to provide remediation for those students scoring below 76%.</p> <p>Ongoing outreach performed, and support offered for remediation and NCLEX prep.</p>
<p>Integrate an ATI instructional program to support successful NCLEX preparation to address deficiencies and promote readiness prior to testing.</p> <p>Develop an Individualized student success plan using ATI data.</p>	<p>Implemented in April 2018</p> <p>Continued to offer ATI and other NCLEX preparation products</p>	<p>Assessment outcomes using ATI-generated reports within nursing courses analyzed by the NCLEX Success Plan Committee.</p> <p>Base remediations on UWorld, Hurst, and Kaplan practice test results and formulate plan for successful completion of NCLEX</p>	<p>Ongoing data monitoring by Program Chair/NCLEX coach and evaluated by the Success team regularly.</p>

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
Herzing University Madison Campus Leadership contact each individual graduate through preferred method of contact at desired intervals.	Since graduation January 2017	Relationships exist among the graduates and the Nursing Program Chair/NCLEX coach and NCLEX success team.	Outreach to ADN graduates who have not yet tested or passed the NCLEX continues by the Program Chair/NCLEX coach to gauge interest and readiness to sit for the NCLEX. Interactions are documented on the Excel Spreadsheet.
Maintain relationship with graduates as they prepare to sit for NCLEX.	March 2022	<p>Currently the number of outstanding test takers that exist are the following:</p> <ul style="list-style-type: none"> • 16 ADN grads from 2014 to 2017 remain eligible to sit for NCLEX-RN <ul style="list-style-type: none"> ○ 4 grads indicated they are pursuing other careers and no plans to test ○ 4 grads working with NCLEX team to prepare for NCLEX 	<p>For all outstanding ADN graduates NCLEX team provides 1:1 coaching, 1:1 remediation in-person or virtually, NCLEX reviews, and support with NCLEX programs such as ATI and Kaplan while they prepare for the NCLEX.</p> <p>Program Chair/NCLEX coach communicates by phone, text, and/or email with all ADN graduates and provides information and strategies to interested ADN graduates.</p>
Weekly Student Success Meetings (WSSM) were held when the ADN graduates were enrolled in the program. Currently updates are provided through Weekly NCLEX review meetings.	Ongoing weekly meeting with nursing administration, student services and the Academic Dean	<p>For current BSN and PN students, the Student Services Specialist submits weekly follow-ups to Program Chair to monitor current student attendance and progress in their program.</p> <p>For the ADN graduates, activities are monitored by the NCLEX success team.</p>	<p>Current students who require additional resources and support are referred to their academic advisor, university academic coaches, faculty and peer tutors for remediation.</p> <p>Review of ADN graduate activity on DSPS Application portal, monitor participation in NCLEX</p>

ACTIONS	DATE IMPLEMENTED	EVIDENCE	STATUS
			reviews and courses as appropriate and/or provide individual tutoring.
FACULTY FOCUS			
INSTRUCTIONAL/PROGRAM FOCUS			
<p>For current Nursing programs (BSN/PN) Administration of assessments with increased rigor and alignment with the NCLEX Blueprint have been implemented.</p> <p>ADN Graduates are offered resources to support NCLEX success.</p>	<p>January 2019 and ongoing</p>	<p>Reviewed and revised assessments indicate increased rigor and alignment with the NCLEX Blueprint as evidenced by the 2021 BSN 100% Pass rate on NCLEX-RN at the Herzing Madison Campus.</p> <p>Excel Spreadsheet records offerings of support. (NCLEX prep, tutoring, 1:1 meetings)</p>	<p>For 2022, the current BSN pass rate is at 94.7% (18/19 BSN students passed). Outreach is performed for all eligible testers (BSN, ADN). The PN students will become eligible to test in September 2022.</p> <p>2021 NCLEX results for ADN were recorded as 33% passing. 2022 to date has had no ADN testers.</p>



the BSN program for additional education to support their progression toward licensure. See Table 1.1 for detailed information regarding each student contact this year.

Table 1.1 - Table 1. Student Contact Points 2022.

Student	Jan-22	Feb-22	Mar-22	Apr-22
Hartley, Bobbi	No response from student	No response from student	DSPS Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Wildman, Teresa	No response from student	No response from student	DSPS Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Graff, Joshua	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Reisman, Michael	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Tamragouri, Vinay	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Steinberg, Anna (previously Smith)	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Schumacher, Joseph	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Temby, Ericka	Emailed 1/19/2022 in response to Inquiry on 1/19/2022 from graduate sent from Andy Routt reached out 1/12/2022	Emailed received 2/3/2022	DSPS activity Check 3/10/2022 Email sent 3/28 and Text, no response	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Kelley (Peterson)(Behm), Dakota - LPN	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022



April 25, 2022

Joan Gage
Program Manager
Office of Education and Examinations
Division of Policy Development
WI Department of Safety & Professional Services
Hill Farms State Office building
4822 Madison Yards Way
Madison, WI 53705

Re: Herzing University - Madison NCLEX Pass Rate Improvement Plan

Dear Ms. Gage:

In response to the Wisconsin Board of Nursing notification received on March 25, 2022 regarding the ADN 2021 NCLEX pass rate, we submit the April 2022 NCLEX Pass Rate Improvement Plan. The ADN Program graduated the last student in 2017. However, since that time we have made continual attempts to contact and support these students through the NCLEX testing process. The plan includes organizational updates and student focuses updates. The BSN Program at Madison currently maintains a 94.10% NCLEX pass rate for our BSN students. The first PN cohort will graduate and be eligible to take the NCLEX-PN in September of 2022.

Organizational Changes

The Herzing University ADN program was taught out and therefore are no longer curricular updates. However, at the time when this program was offered, it adhered to the rigor and alignment among concepts introduced in the classroom, laboratory, and clinical. Specific activities that we implemented to support the rigor and alignment included remediation, tutoring, open lab hours, and study groups for those students who fall below the required 76%.

There have been changes in nursing leadership to include a new Nursing Program Chair, Lead Faculty, and Faculty clinical coordinator. In addition, there are four full time faculty and 20 adjunct faculty who are available to teach in the pre-licensure BSN program and new PN program. We have fostered stability among the nursing team this past year through the implementation of a mentorship program to support their success as educators. Several of the faculty have been identified and are available to assist the ADN students through tutoring, mentorship, and NCLEX preparation.

Student Focus

To date, a total of 16 ADN graduates remain who have not passed the NCLEX-RN since the closure of the ADN program. Of those 16 graduates, 4 are currently engaged in NCLEX-RN preparation through private 1:1 coaching, use of resources such as ATI, UWorld, and Hurst. ADN graduates have been offered enrollment in

1 Herzing University – Madison Nursing Program Improvement Plan – Progress Report



Nicole Turner	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Schmitt, Courtney	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Dahl, Sara	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Shirly Norman-Johnson	1/4/2022, 1/18/2022, 1/19/2022 emails and texts- re-enroll in ATI -VATI	No response from student	DSPS Activity check on 3/10/2022, Emailed 3/17/2022, responded email 3/28/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Saffiatou Gai	Jen Lange 1/30	Jen Lange 2/15	DSPS activity check on 3/10/2022 Jen Lange 3/14	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Sara Miller	No response from student	No response from student	DSPS activity Check on 3/10/2022	Text on 4/1/2022, 4/2/2022, 4/4/2022, enrolled in Hurst review on 4/8/2022 Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022
Angie Splan	No response from student	No response from student	DSPS activity Check on 3/10/2022	Letter sent via USPS 4/11/2022 Emailed letter on 4/8/2022

Outreach has been made to the ADN graduates who had the potential to sit for the NCLEX-RN since graduation in 2016-2017 to offer ongoing support to prepare for the NCLEX-RN. We continue to support the ADN graduates who are interested in sitting for the NCLEX-RN: four are currently engaged in NCLEX-RN preparation at this time. Of the remaining graduates, some have declined continued support and have indicated that they have elected to pursue an alternate career path. Herzing University-Madison will continue to offer support to those previous graduates who have not yet attempted or passed the NCLEX and who intend to pursue licensure.

3 Herzing University – Madison Nursing Program Improvement Plan – Progress Report



HERZING
UNIVERSITY

In summary, we continue to be committed to serving the needs of the community and the state and to producing safe and competent nurse generalists. We will continue our outreach to Herzing graduates that have not taken the NCLEX examination to date.

Thank you for your continued support.

Respectfully,

A handwritten signature in cursive script that reads 'Tina M. Dorau'.


Tina M. Dorau, MSN, RN, CRRN, CNE, CHSE

Nursing Program Chair

Herzing University

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

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Brad Wojciechowski		2) Date when request submitted: 05/03/2022	
Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting			
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: 05/12/2022	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Legislative and Policy Matters – Discussion and Consideration	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if applicable: N/A	
10) Describe the issue and action that should be addressed: 1.) Senate Bill 394/Assembly Bill 396, Relating to Advanced Practice Nurses			
11) Authorization			
 Signature of person making this request		05/03/2022 Date	
Supervisor (Only required for post agenda deadline items)		Date	
Executive Director signature (Indicates approval for post agenda deadline items)		Date	
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the Agenda Items folders. 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.			



Tony Evers

OFFICE OF THE GOVERNOR

April 15, 2022

TO THE HONORABLE MEMBERS OF THE SENATE:

I am vetoing Senate Bill 394 in its entirety.

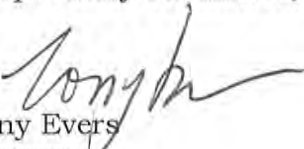
This bill creates a new license for advanced practice registered nurses (APRNs), administered by the Board of Nursing attached to the Department of Safety and Professional Services.

Nurses are essential to our healthcare system, patient care, and ensuring we have healthy communities in Wisconsin. Indeed, look no further than the last few years, during which nurses across our state have worked tirelessly on the frontlines during this pandemic—acts of selflessness and service for which we can never fully express our gratitude.

I recognize there are many individuals who support this legislation and others who do not, each with important stories, considerations, and concerns. I respect the many people and professions on both sides of this conversation. Unfortunately, the bill ultimately before me today does not address some of the issues raised by parties in the medical profession that went unremedied during the legislative process. I am therefore vetoing this bill in its entirety because I object to altering current licensure standards for APRNs, allowing practices functionally equivalent to those of physicians or potentially omitting physicians from a patient's care altogether notwithstanding significant differences in required education, training, and experience.

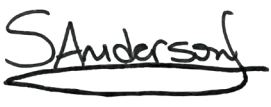
I have appreciated the opportunity to give this thoughtful consideration and I welcome continuing the conversations on this important issue.

Respectfully submitted,


Tony Evers
Governor

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

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Sofia Anderson, Administrative Rules Coordinator		2) Date when request submitted: 5/2/2022	
Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting			
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: May 12, 2022	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Administrative Rules Matters – Discussion and Consideration 1. Pending and Possible rulemaking projects	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> <input type="checkbox"/> Yes <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: Attachments: 1. Nursing rule projects chart.			
11) Authorization			
		5/2/2022	
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 of Nursing
Rule Projects (Updated 5/2/2022)**

Permanent Rules

Clearinghouse Rule Number	Scope #	Scope Expiration	Date Scope Requested by Board	Rules Affected	Relating Clause	Synopsis	Stage of Rule Process	Next step
20-069	014-20	9/30/2022	3/25/2020	N 1 to 8	Requirements in emergency situations	Comprehensive review of the Board's rules with the objective of establishing waivers and alternate requirements that the Board may utilize to respond to emergency situations.	Final rule and legislative report submitted to Governor's Office, 1/12/21.	Once Governor approves, it can be sent for Legislative review.

Scope Statements

Clearinghouse Rule Number	Scope #	Scope Expiration	Date Scope Requested by Board	Rules Affected	Relating Clause	Synopsis	Stage of Rule Process	Next step
			10/8/2020	N 8	APNP prescribing limitations	Review of limitations in N8 regarding APNPs prescribing certain drugs.	Scope submitted to Governor's Office, 11/24/20.	
			7/30/2020	N 8	Collaboration with other health care providers	Review of the collaboration requirements in N8 and other changes throughout the chapter.	Scope submitted to Governor's Office, 10/15/20.	
			6/11/2020	N 2	Temporary permits	Requirements for temporary permits to respond to a future emergency and may promulgate a permanent rule to allow the Board to grant a waiver of or variance to the	Scope submitted to Governor's Office on 10/15/20	

Board of Nursing

						requirements in emergency situations.		
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Emergency Rules

EMR Number	Rules Affected	Rule	Stage of Rule Process	Brief Synopsis of Rule	Stage Details	Next step
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**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Marcie Gossfeld, LPPA		2) Date when request submitted: 4/27/2022 <small>Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting</small>	
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: 5/12/2022	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Credentialing license counts	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session		8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> <input type="checkbox"/> Yes <Appearance Name(s)> <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if applicable: <Click Here to Add Case Advisor Name or N/A>
10) Describe the issue and action that should be addressed: Act 10 = License Counts (April 2022) LPN = 2 RN = 28 APNP = 4			
11) Authorization			
<i>Marcie Gossfeld</i>		4/27/2022	
Signature of person making this request		Date	
<i>Samantha Lange</i>		4/27/2022	
Supervisor (Only required for post agenda deadline items)		Date	
Executive Director signature (Indicates approval for post agenda deadline items)		Date	
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the Agenda Items folders. 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.			

APPLICATION COUNTS by MONTH

FROM: 1/1/2022 TO: 4/27/2022

PROFESSION NAME	YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YEAR TOTAL
Advanced Practice Nurse Prescriber(33)	2022	84	102	112	37	0	0	0	0	0	0	0	0	335
Licensed Practical Nurse(31)	2022	91	61	95	140	0	0	0	0	0	0	0	0	387
Registered Nurse(30)	2022	560	471	913	926	0	0	0	0	0	0	0	0	2870

run: 4/27/2022 1:55:21 PM report:ApplicationCountsByMonth url:http://DBWMAD0P3867.80/ReportServer user:ACCOUNTS\mangesjdcx

B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
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CREREDENTIALS ISSUED BY MONTH

FROM: 1/1/2022 TO: 4/27/2022

PROFESSION NAME	YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YR TOTALS
Advanced Practice Nurse Prescriber(33)	2022	48	80	73	53	0	0	0	0	0	0	0	0	254
Licensed Practical Nurse(31)	2022	98	105	108	101	0	0	0	0	0	0	0	0	412
Nurse - Midwife(32)	2022	1	1	1	0	0	0	0	0	0	0	0	0	3
Registered Nurse(30)	2022	616	918	504	309	0	0	0	0	0	0	0	0	2347

A	B	C	D	E	F	G	H	I	J	K	L	M
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WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES LICENSE COUNTS* AS OF 04/27/2022

Includes Temp. Licenses/*F=Firms; I=Individuals

Entity*	Reg.	Profession	In State			Out of State			Totals		
			Active	Inactive	Total	Active	Inactive	Total	Active	Inactive	Total
I	30	Registered Nurse	96,339	52,305	148,644	17,260	59,968	77,228	113,599	112,273	225,872
I	31	Licensed Practical Nurse	14,325	33,285	47,610	1,137	9,658	10,795	15,462	42,943	58,405
I	32	Nurse - Midwife	243	88	331	44	84	128	287	172	459
I	33	Advanced Practice Nurse Prescriber	7,472	1,335	8,807	1,684	1,424	3,108	9,156	2,759	11,915

5
21

Wisconsin Department of Safety and Professional Services
License Counts
(Includes Temp. Licenses)

<i>Active = Current License / Inactive = Licensed Expired</i>											
			In State			Out of State			Totals		
Reg.	Profession	License Count Date	Active	Inactive	Total	Active	Inactive	Total	Active	Inactive	Total
30	Registered Nurse	4/27/2022	96,339	52,305	148,644	17,260	59,968	77,228	113,599	112,273	225,872
		4/4/2022	96,201	52,329	148,530	17,111	59,964	77,075	113,312	112,293	225,605
		3/1/2022	95,967	52,353	148,320	16,816	59,990	76,806	112,783	112,343	225,126
		2/4/2022	95,723	52,367	148,090	16,332	59,967	76,299	112,055	112,334	224,389
		12/9/2021	95,009	52,382	147,391	15,965	59,991	75,956	110,974	112,373	223,347
		11/26/2021	94,957	52,386	147,343	15,915	59,997	75,912	110,872	112,383	223,255
		11/4/2021	94,803	52,410	147,213	15,786	60,008	75,794	110,589	112,418	223,007
		9/29/2021	94,540	52,439	146,979	15,525	59,998	75,523	110,065	112,437	222,502
		8/25/2021	94,213	52,463	146,676	15,345	60,017	75,362	109,558	112,480	222,038
		7/23/2021	93,924	52,468	146,392	15,133	59,980	75,113	109,057	112,448	221,505
5/21/2021	92,364	52,493	144,857	14,667	60,039	74,706	107,031	112,532	219,563		
Reg.	Profession	License Count Date	Active	Inactive	Total	Active	Inactive	Total	Active	Inactive	Total
31	Licensed Practical Nurse	4/27/2022	14,325	33,285	47,610	1,137	9,658	10,795	15,462	42,943	58,405
		4/4/2022	14,248	33,288	47,536	1,120	9,660	10,780	15,368	42,948	58,316
		3/1/2022	14,161	33,292	47,453	1,098	9,659	10,757	15,259	42,951	58,210
		2/4/2022	14,086	33,322	47,408	1,081	9,630	10,711	15,167	42,952	58,119
		12/9/2021	13,982	33,332	47,314	1,038	9,620	10,658	15,020	42,952	57,972
		11/26/2021	13,971	33,335	47,306	1,031	9,619	10,650	15,002	42,954	57,956
		11/4/2021	13,937	33,340	47,277	1,015	9,620	10,635	14,952	42,960	57,912
		9/29/2021	13,879	33,355	47,234	999	9,615	10,614	14,878	42,970	57,848
		8/25/2021	13,813	33,359	47,172	979	9,618	10,597	14,792	42,977	57,769
		7/23/2021	13,724	33,367	47,091	963	9,609	10,572	14,687	42,976	57,663
5/21/2021	13,425	33,376	46,801	931	9,610	10,541	14,356	42,986	57,342		

Reg.	Profession	License Count Date	In State			Out of State			Totals		
			Active	Inactive	Total	Active	Inactive	Total	Active	Inactive	Total
32	Nurse - Midwife	4/27/2022	243	88	331	44	84	128	287	172	459
		4/4/2022	243	88	331	44	84	128	287	172	459
		3/1/2022	245	88	333	41	84	125	286	172	458
		2/4/2022	248	88	336	38	84	122	286	172	458
		12/9/2021	243	89	332	41	83	124	284	172	456
		11/26/2021	243	89	332	41	83	124	284	172	456
		11/4/2021	242	89	331	41	83	124	283	172	455
		9/29/2021	239	89	328	41	83	124	280	172	452
		8/25/2021	234	89	323	41	83	124	275	172	447
		7/23/2021	233	89	322	41	83	124	274	172	446
5/21/2021	233	89	322	40	83	123	273	172	445		
Reg.	Profession	License Count Date	Active	Inactive	Total	Active	Inactive	Total	Active	Inactive	Total
33	Advanced Practice Nurse Prescriber	4/27/2022	7,472	1,335	8,807	1,684	1,424	3,108	9,156	2,759	11,915
		4/4/2022	7,429	1,335	8,764	1,676	1,427	3,103	9,105	2,762	11,867
		3/1/2022	7,373	1,342	8,715	1,647	1,426	3,073	9,020	2,768	11,788
		2/4/2022	7,349	1,346	8,695	1,593	1,431	3,024	8,942	2,777	11,719
		12/9/2021	7,282	1,355	8,637	1,554	1,433	2,987	8,836	2,788	11,624
		11/26/2021	7,260	1,354	8,614	1,520	1,433	2,953	8,780	2,787	11,567
		11/4/2021	7,227	1,356	8,583	1,500	1,434	2,934	8,727	2,790	11,517
		9/29/2021	7,136	1,358	8,494	1,452	1,440	2,892	8,588	2,798	11,386
		8/25/2021	7,041	1,362	8,403	1,399	1,445	2,844	8,440	2,807	11,247
		7/23/2021	6,939	1,370	8,309	1,349	1,446	2,795	8,288	2,816	11,104
5/21/2021	6,846	1,378	8,224	1,283	1,455	2,738	8,129	2,833	10,962		

Nursing Licenses Issued Pursuant to Emergency Order 2/Act 10:

Profession	1/2021	2/2021	3/2021	4/2021	5/2021	6/2021	7/2021	8/2021	10/2021	11/2021	12/2021	1/2022	2/2022	3/2022	4/2022
Registered Nurse	41	27	19	20	4	10	6	10	68	91	100	40	56	32	4
Licensed Practical Nurse	5	1	-	1	3	-	2	-	6	6	7	5	2	1	1
Nurse Midwife	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Advanced Practice Nurse Prescriber	18	13	10	24	12	10	4	1	24	30	34	12	7	5	1

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

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Janie Brischke, Program Policy Analyst Advanced		2) Date when request submitted: April 22, 2022 <small>Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting</small>	
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: May 12, 2022	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Board of Nursing – Division of Legal Services and Compliance Annual Report/January 1, 2020 – December 31, 2020	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session		8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes <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: The Board of Nursing requested an Annual Report for 2020 from DLSC. The report is being submitted for approval by the Board.			
11) Authorization			
Janie Brischke / April 22, 2022			
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 OF NURSING

**DIVISION OF LEGAL SERVICES AND COMPLIANCE
ANNUAL REPORT
JANUARY 1, 2020 – DECEMBER 31, 2020**



The Wisconsin Department of Safety and Professional Services (DSPS), Division of Legal Services and Compliance (DLSC) provides legal services to professional boards, regulated industries and the Department regarding the investigation and prosecution/discipline of licensed credential holders for violations of statute and administrative rule (professional regulations). DLSC is also responsible for the complaint intake process, compliance monitoring (“Monitoring”) and a confidential program for impaired professionals named, Professional Assistance Procedure (PAP). In addition, the division conducts business inspections for pharmacies, drug distributors and manufacturers, funeral establishments, and barber and cosmetology schools and establishments.

As the Board of Nursing (BON) is charged with ensuring competent practice of licensed nurse professionals in the State of Wisconsin by protecting the public, deterring conduct, and rehabilitating the licensee, it enlists the services of DLSC to accomplish these goals. As part of these services, DLSC provides a Nursing Team and other staff comprised of attorneys, consumer complaint program associates, consumer protection investigators, management staff, paralegals, regulatory specialists, and a program policy analyst.

The following briefly summarizes the responsibilities of these positions:

- **Attorneys (Prosecutors)** – Performs specialized legal services relating to one or more areas of law. Prepares pleadings, briefs, legal options, orders, and all types of legal documents and memorandums. Prepares findings of fact and conclusions of law and negotiates orders. Administers oaths, examines witnesses, and issues subpoenas requiring appearance of witnesses and the production of documents. Presides at and conducts formal and informal hearings of varied complexity in connection with the administration of state laws and regulations.
- **Consumer Complaint Program Associates** - Evaluates and reviews incoming complaints and request information; processes the opening and/or closing of cases and monitors complaints in the initial review process. Also performs other administrative and program-related support to DLSC.
- **Consumer Protection Investigators** - Plans, develops, and conducts comprehensive investigations involving compliance with, or violations of, a wide range of statutes, rules, regulations, and/or standards.
- **Management Staff** - Supervises subordinates and manages programs within DLSC.
- **Paralegals** - Performs a wide range and combination of professional-level, law-related activities to assist DLSC staff attorneys in the delivery of legal services, conducts specialized or complex legal research, assist attorneys at hearings, and drafts and prepares a variety of legal documents.
- **Program Policy Analyst Advanced** – Performs comprehensive analysis, planning, development, and implementation related to policies/programs and management. Conducts research, develops project reporting and public information, and provides administrative assistance.
- **Regulatory Specialists (Monitoring and PAP)** – Performs regulatory work in the areas of compliance and/or enforcement for licensees who are being monitored with disciplinary orders and/or enrolled in the PAP.

In general, DSPS/DLSC operates based on a complaint-driven process, meaning most of the compliance and disciplinary actions are the result of complaints submitted by outside sources, rather than DSPS/DLSC's active search for misconduct. The complaint itself may come from a variety of sources, such as consumers, media, and credentialed professionals, who alert DSPS to the potential misconduct.

At other times, disciplinary action may be the direct result of inquiry by DSPS in conjunction with or at the request of the BON. An example of such is the violation of a board order or practicing without an active license. Actions taken by the BON on such matters are the result of information received from DSPS.

Screening

Once a complaint is received, it is routed to an attorney screener for review. The attorney screener determines if the complaint should be opened immediately, closed immediately or if the complaint should go to the entire BON screening panel. The BON screening panel consists of board members (nurse professionals and public members) as well as a DLSC prosecuting attorney. The BON screening panel brings together the professional expertise of the board with the legal expertise of the DLSC attorney.

The screening panel confers and determines, based on information provided, whether a violation(s) may have occurred. The panel may consider many factors, such as the seriousness of the allegations, the harm or threat of harm, whether the dispute is already resolved, and whether the matter is primarily a civil or private dispute. If a complaint does have merit, or requires further investigation, the case is opened for investigation.

If a complaint does not warrant further action, it is closed at screening and a closeout letter is sent to the parties. For example, the panel may close a complaint when it is determined that no violation has occurred or if there is a lack of jurisdiction over the matter.

Investigation

When a case is opened for investigation, a case advisor will be assigned, along with a DLSC attorney, investigator, and paralegal. At the conclusion of the investigation, DLSC staff will submit findings of the investigation to the case advisor, a member of the Board that provides professional expertise on the licensee's alleged misconduct. If the evidence is insufficient to prove a violation or there are other legal reasons not to pursue prosecution, the case advisor and the DLSC prosecuting attorney will determine the specific basis for closing the case.

Legal Action

If the investigation finds by a preponderance of evidence that a violation has occurred, the case advisor and DLSC staff will consider options available to resolve the matter. In some circumstances, the matter may be resolved through non-disciplinary action such as an administrative warning or remedial education. However, if the licensee's misconduct cannot be corrected with a non-disciplinary option, or if the misconduct is common enough that all licensees within the profession must be alerted to its substandard nature, formal discipline may be warranted.

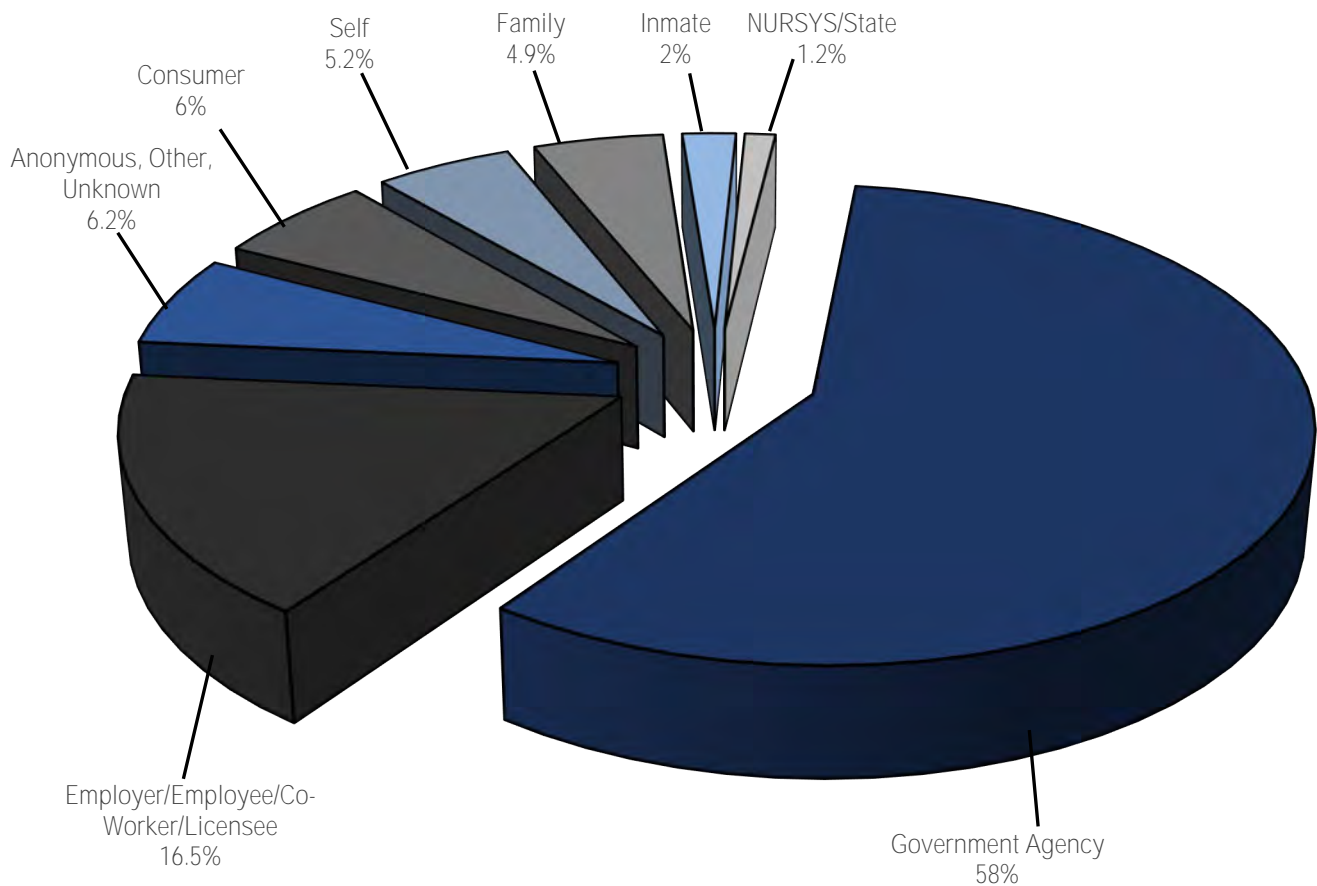
When formal discipline is warranted, the case advisor and DLSC legal staff will determine appropriate discipline and make specific recommendations to the BON for case resolution. Disciplinary action may be agreed to by the respondent in a stipulation, or, if an agreement cannot be reached, discipline may be pursued through the formal hearing process. Disciplinary options available to the BON include:

- **Reprimand** – A public warning of the licensee for a violation.
- **Limitation of License** – Imposes conditions and requirements upon the credential and/or restrictions on the scope of the practice.
- **Suspension** – Completely and absolutely withdraws and withholds for a period of time all rights, privileges, and authority previously conferred by the credential.
- **Revocation** – To completely and absolutely terminate the credential and all rights, privileges, and authority previously conferred by the credential.

SOURCES OF COMPLAINTS RECEIVED

Data from January 1, 2020 to December 31, 2020

The Board of Nursing (BON) received 622 complaints in 2020. There are multiple ways in which the BON may receive a complaint. Below is a graphical representation of the sources of the complaints received in 2020. It is important to note that a complaint may be received in one year however, due to the nature or course of the investigation, may not be resolved until the subsequent year(s).



Note:

Government Agency includes: Federal, State (Wisconsin Department of Health Services*, Wisconsin Department of Safety & Professional Services/Board of Nursing/Medical Examining Board), County, Police

NURSYS/State is a database of nurses on the National Council of State Boards of Nursing (NCSBN) registry. NURSYS generates Discipline Speed Memos to each state that has issued a license to all nurses that have been disciplined providing information to the remote states about disciplinary action.

**Wisconsin Department of Health Services – Complaints are received based on a Memorandum of Understanding titled “Notification of Substandard Quality of Care and Referral of Credentialed Caregivers” between Department of Health Services and Department of Safety and Professional Services.*

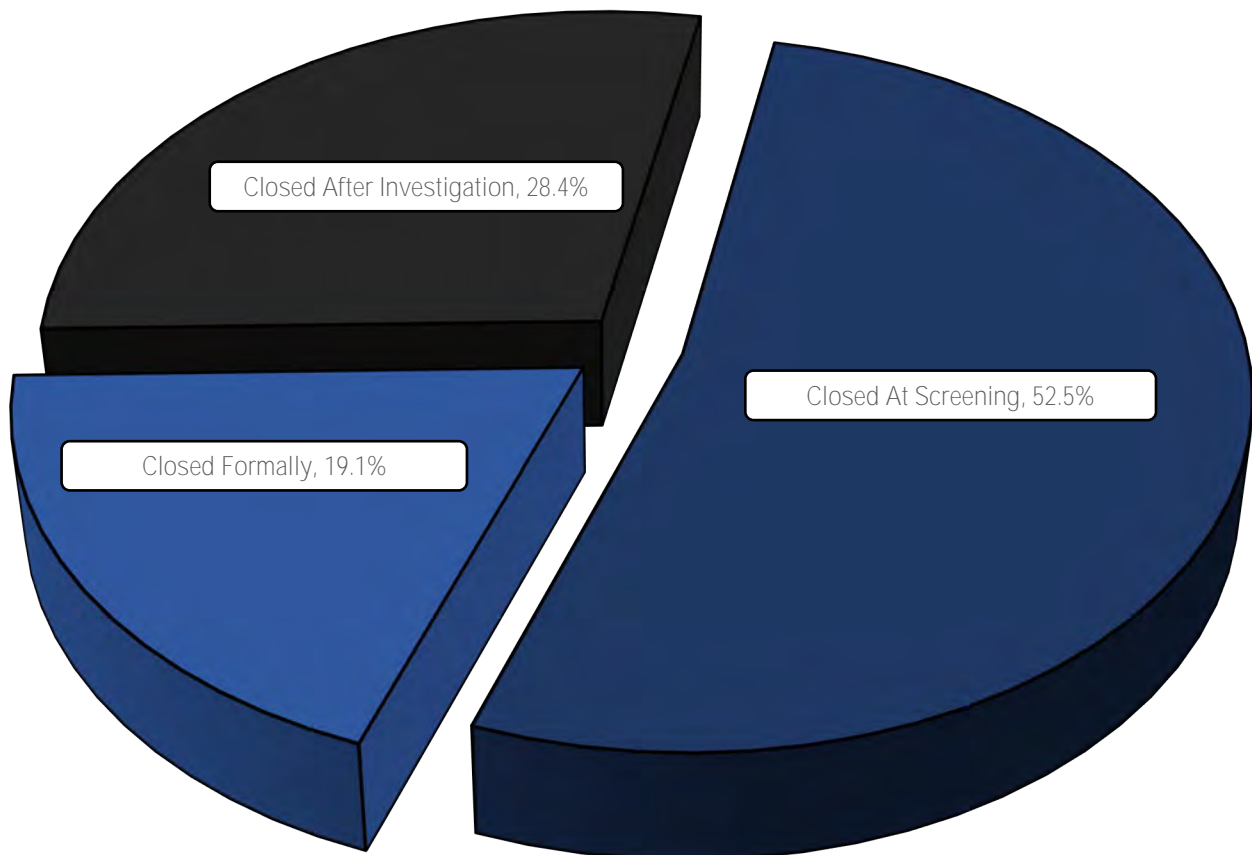
WHEN ARE COMPLAINTS OR CASES (RESPONDENTS) CLOSED?

Data from January 1, 2020 to December 31, 2020

Complaints/cases (respondents) may be closed in the following ways:

- ➔ The prescreening attorney or screening panel determines that an investigation is not warranted.
- ➔ After investigation when the BON case advisor, in conjunction with DLSC professionals, determines that the matter does not warrant professional discipline. Cases (respondents) may close with the following: Prosecutorial Discretion, Administrative Warning, Letter of Education, Lack of Jurisdiction, No Violation, Administrative Closure.
- ➔ After the BON issues a formal disciplinary order. (refer to disciplinary options on page 3)

Note: The following is a graphical representation of how complaints or cases (respondents) were closed in 2020. It is important to note that cases closed in 2020 may have been received in previous years.



MONITORING

As part of its role in protecting the public, the BON may direct the DLSC to monitor a licensee's compliance with a Final Decision and Order or Order Granting a Limited License. As of April 2021, [397](#) nurse professionals (Advanced Practice Nurse Prescriber, Registered Nurse, Licensed Practical Nurse, and Nurse – Midwife) are actively being monitored as a result of a disciplinary order.

The Department Monitor(s) are housed within the DLSC's Administrative Unit, which consists of regulatory specialists. Active monitoring requires considerable resources and action by Department Monitors to ensure compliance to orders and decisions. Examples of such requirements include recovery of costs, work reports, drug screenings, therapy, and education.

Below is a list of the types of disciplines/actions that are monitored:

- **Education:** The licensee is required to take continuing education in a specific topic (could be remedial or disciplinary).
- **Exam:** The licensee is required to take and pass an examination.
- **Impairment:** The licensee is suspended for a period (ordinarily five years), with the possibility of a stay of suspension that allows the licensee to practice if the licensee remains in compliance with the Order. The licensee must undergo random drug screens, attend AA/NA meetings, enter treatment, submit self-reports, and arrange for therapy and work reports.
- **Limitations:** Conditions and requirements upon the credential holder, or restrictions on the scope of the holder's practice, or both.
- **Mentor:** The licensee is required to have a professional mentor who provides practice consultations and evaluations as specified by the Order.
- **Reports:** The licensee is required to have reports submitted by a third-party (therapist, supervisor, probation officer, etc.).
- **Revocation:** (where costs are assessed): The licensee must return their license to the Department and is prohibited from practice in the State of Wisconsin but must still pay the costs of the proceeding. If the credential holder reapplies for licensure, the BON may grant the license with or without conditions.
- **Suspension:** A licensee is suspended from practice for a set period of time or indefinitely. Some suspensions may be stayed under specific conditions.
- **Voluntary Surrender:** (where costs are assessed): The licensee surrenders the registration and/or license but must still pay the costs of the proceeding. The licensee is prohibited from practice in the State of Wisconsin. If the person reapplies for licensure, the BON may grant the license with or without conditions. Some Orders prohibit the licensee from seeking reinstatement/reapplying after surrendering.

PROFESSIONAL ASSISTANCE PROCEDURE (PAP)

PAP is a program for impaired professionals that encourages individuals to seek help for their impairment through a non-disciplinary contract. As of April 2021, there are 33 nurse professionals (Advanced Practice Nurse Prescriber, Registered Nurse, Licensed Practical Nurse, and Nurse – Midwife) enrolled in the PAP.

- *In 2020, 8 (Advanced Practice Nurse Prescriber, Registered Nurse, Licensed Practical Nurse, and Nurse-Midwife) enrolled into PAP.*
- *In 2020, 3 nursing participants were successfully discharged and completed their agreement.*
- *In 2020, the PAP had 1 forced discharge due to non-compliance.*

If an individual is released from PAP for failure to comply with the voluntary requirements of the program, the BON's PAP Liaison and DLSC's PAP Coordinator may refer the individual to the BON for formal disciplinary procedures, if appropriate.

More information about this unique program designed to both protect the public and assist impaired professionals may be found by reading Wis. Admin. Code ch. SPS 7.

Why does the BON consider PAP an important tool?

- For the majority of chemically dependent professionals, this is an opportunity to seek treatment without losing their professional credentials.
- PAP promotes early identification of chemically dependent professionals and encourages their rehabilitation.
- PAP offers participants an opportunity to obtain treatment for chemical dependency while ensuring that immediate action can be taken should a participant relapse or drop out of treatment. It is important to note that participation in PAP will not exempt the professional from discipline.
- PAP does not provide treatment but monitors participants' progress in treatment with an approved treatment provider, as well as their random drug and alcohol screens.

SUMMARY OF KEY STATISTICS

Data from January 1, 2020 to December 31, 2020

- Complaints Received: **622**
- Of the 622 BON complaints received in 2020, **1** complaint has not been screened as of April 29, 2021 (going to screening panel on 5/6/21). Of the 621 already screened, **58%** were closed at screening.
- BON Cases/Respondents Resolved (Closed) – (Cases may have been received in the year 2020 or prior years):
 - Cases (respondents) closed formally: **207**
 - Cases (respondents) closed after investigation/informally (without a formal order): **307**
[**63** of the **307** were **Administrative Warnings**]
 - Cases (respondents) closed at screening: **567**
- Most common discipline issued by the BON: **license limitations, reprimands, and suspensions.**
- Primary sources of complaints: **Government Agencies, Employer/Employee/Co-worker/Licensee, and Consumers.**
- As of April 2021, **397** nurse professionals are actively being monitored as a result of a disciplinary order.
- As of April 2021, **33** nurse professionals are currently enrolled in the Professional Assistance Procedure (PAP).


**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: 4/29/2022 <small>Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting</small>	
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: 5/12/2022	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Newsletter Matters	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if applicable: N/A	
10) Describe the issue and action that should be addressed: <u>Future Planning June 2022 Newsletter:</u> Based on the revised distribution schedule the Board's next newsletter will be due out in June 2022 with a deadline for article submission on May 20, 2022. The newsletter deadline reminder will be sent to article authors on May 13, 2022. Board should note the topics for the next Newsletter including those below and discuss any additional topics and authors. Articles/Ideas: <ul style="list-style-type: none"> • Chair's Corner – By Peter Kallio • Rotating Articles on Professional Nursing Roles – Emily Zentz (June), Linda Scott (October) • New Member Introduction Articles/Photos <ul style="list-style-type: none"> ○ Paul Hinkfuss ○ Other Members (subject to new member appointments) • Rotating Articles on Administrative Code – Robert Weinman (N7) • NCSBN APRN Roundtable Summary – Janice Edelstein • WI Nurse Educator Program Funds – Linda Scott 			
11) Authorization			
<i>Kimberly Wood</i>		4/29/2022	
Signature of person making this request		Date	
Supervisor (Only required for post agenda deadline items)		Date	
Executive Director signature (Indicates approval for post agenda deadline items)		Date	
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the Agenda Items folders. 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.			

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

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Brad Wojciechowski		2) Date when request submitted: 05/05/2022 <small>Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting</small>	
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: 05/12/2022	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Speaking Engagements, Travel, Public Relations Requests, and Reports	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if applicable:	
10) Describe the issue and action that should be addressed: 3) NCSBN Executive Officer Leadership Summit – June 20-23, 2022 – Chicago, IL			
11) Authorization			
		05/05/2022	
Signature of person making this request		Date	
Supervisor (Only required for post agenda deadline items)		Date	
Executive Director signature (Indicates approval for post agenda deadline items)		Date	
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the Agenda Items folders. 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.			