



BOARD OF NURSING
Room N208, 4822 Madison Yards Way, 2nd Floor, Madison
Contact: Debra Sybell (608) 266-2112
December 12, 2019

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 (1-5)

B. Approval of Minutes of November 14, 2019 (6-11)

C. Administrative Matters

- 1) Department, Staff and Board Updates
- 2) 2020 Meeting Dates **(12)**
- 3) Board Members – Term Expiration Dates

D. Utilization of Social Media – Discussion and Consideration

E. 8:00 A.M. PUBLIC HEARING: CR 19-140 – N 2, Relating to Licensure (13-22)

- 1) Review and Respond to Public Comments and Clearinghouse Report

F. Education and Examination Matters – Discussion and Consideration

- 1) Herzing University-Madison – Status Report **(23-28)**
- 2) Lakeland University – Additional Information in Support of Existing Authorization to Admit **(29-53)**

G. Summary of 2018 RN Workforce Survey

H. Division of Legal Services and Compliance (DLSC) Matters – Discussion and Consideration

I. Minimum Age Requirements for Nursing Students – Discussion and Consideration

J. Guidance Document Adoption Process – Discussion and Consideration

K. Legislative and Policy Matters – Discussion and Consideration

- 1) Advanced Practice Registered Nurses (APRN) Legislation – Assembly Bill 267 & Senate Bill 249: Relating to Advanced Practice Registered Nurses, Extending the Time Limit for Emergency Rule Procedures, Providing an Exemption from Emergency Rule Procedures, and Granting Rule-Making Authority

L. Administrative Rule Matters – Discussion and Consideration

- 1) Pending or Possible Rulemaking Projects

M. Nursing Forward Newsletter – Discussion and Consideration (54-61)

- 1) Review of Newsletter Distribution Report
- 2) Future Newsletter Planning

N. Nurse Licensure Compact Update – Discussion and Consideration

O. Board of Nursing Liaison Reports – Discussion and Consideration

P. 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, or Public Relation Requests, and Reports

Q. 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.).

R. Credentialing Matters

1) Application Reviews

- a. Donnie J. Anderson – Registered Nurse Applicant **(62-103)**
- b. Alexander D. Barkster – Licensed Practical Nurse Applicant **(104-182)**
- c. Leah Billstrom – Registered Nurse Applicant **(183-295)**
- d. Jessica Driscoll – Registered Nurse Applicant **(296-321)**
- e. Laurie Haskins – Licensed Practical Nurse Renewal Applicant **(322-394)**
- f. Carey Krajewski – Registered Nurse Re-Registration Applicant **(395-561)**
- g. Tina Rios – Licensed Practical Nurse Renewal Applicant **(562-590)**
- h. Anne Symoens – Licensed Practical Nurse Renewal Applicant **(591-651)**

S. Deliberation on Division of Legal Services and Compliance Matters

1) Administrative Warnings

- a. 18 NUR 243 – D.S.S. **(652-653)**
- b. 18 NUR 319 – A.T.R. **(654-655)**
- c. 18 NUR 396 – B.J.G. **(656-657)**
- d. 18 NUR 499 – C.A.S. **(658-659)**

2) Case Closings

- a. 17 NUR 736 – C.M.M., E.C.B., W.N.N., D.M.J., A.K.P. and M.C.P. **(660-679)**
- b. 17 NUR 777 – C.L.H. **(680-684)**
- c. 18 NUR 031 – C.A.R. and V.D.R. **(685-689)**
- d. 18 NUR 084 – C.L.V. **(690-697)**
- e. 18 NUR 129 – J.M.G. **(698-702)**
- f. 18 NUR 175 – A.J. **(703-710)**
- g. 18 NUR 201 – A.M.L. **(711-715)**
- h. 18 NUR 213 – A.R.E. **(716-719)**
- i. 18 NUR 221 – T.M.B. **(720-724)**
- j. 18 NUR 279 – A.E.B. **(725-728)**
- k. 18 NUR 384 – A.A.F. **(729-735)**
- l. 18 NUR 409 – A.E.B. **(736-739)**
- m. 18 NUR 519 – Unknown **(740-745)**

3) Proposed Stipulations, Final Decisions, and Orders

- a. 17 NUR 220 – Charlene A. Reid, R.N. **(746-752)**
- b. 17 NUR 480 – Stephanie G. Grindheim, R.N. **(753-764)**
- c. 17 NUR 528 – Jennifer L. James, R.N. **(765-771)**

- d. 17 NUR 800 – Christine A. Hamilton, R.N. **(772-783)**
- e. 17 NUR 823 – Brianna M. Weldon, R.N. **(784-789)**
- f. 18 NUR 278 – Billie A. Lawler, R.N., A.P.N.P. **(790-796)**
- g. 18 NUR 557 – Kurt Bartz, R.N. **(797-803)**
- h. 19 NUR 013 – Conner A. Ruosch, R.N. **(804-810)**
- i. 19 NUR 057 – Amanda E. Goodbear, L.P.N. **(811-826)**
- j. 19 NUR 200 – Jennifer S. Sherbinow, R.N. **(817-822)**
- k. 19 NUR 230 – Donnamae E. Klug, R.N. **(823-828)**
- l. 19 NUR 242 – Philip D. Knese, R.N., A.P.N.P. **(829-835)**

4) **Monitoring Matters (836-837)**

a. **Monitor Cha**

- 1. David Ortiz, R.N. – Requesting Full Licensure or Reduction in Screens and Termination of AA/NA Meetings **(838-870)**
- 2. Heather Pierce, R.N. – Requesting Full Licensure or Reduction in Screens **(871-909)**

b. **Monitor Graf**

- 1. Amanda Gatrell, R.N. – Review of Fitness to Practice Evaluation and AODA Assessment **(910-937)**
- 2. Kelly Hagman, R.N. – Requesting Full Licensure **(938-970)**
- 3. Bryan Morel, R.N. – Requesting Full Licensure **(971-981)**

T. Deliberation on Proposed Final Decisions and Orders

- 1) Angelia P. Williams, L.P.N., Respondent (DHA Case Number SPS-19-042/DLSC Case Number 18 NUR 122) **(982-991)**

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

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: JANUARY 9, 2020

 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. Interpreters for the hearing impaired provided upon request by contacting the Affirmative Action Officer, 608-266-2112.

**BOARD OF NURSING
MEETING MINUTES
NOVEMBER 14, 2019**

PRESENT: Rosemary Dolatowski, Jennifer Eklof, Elizabeth Smith Houskamp, Peter Kallio, Lisa Pisney, Luann Skarlupka, Pamela White, Emily Zentz

STAFF: Debra Sybell, Executive Director; Jameson Whitney, Legal Counsel; Dale Kleven, Administrative Rules Coordinator; Kimberly Wood, Program Assistant Supervisor-Adv.; and other DSPS Staff

CALL TO ORDER

Peter Kallio, Chairperson, called the meeting to order at 10:05 a.m. A quorum was confirmed with eight (8) members present.

ADOPTION OF THE AGENDA

Amendments to the Agenda

- Closed Session – Under item “L. Credentialing Matters; 1). Application Reviews” **ADD:**
 - “Tyler Eichman – Registered Nurse Predetermination Applicant”
 - “Todd Mehrhoff – Registered Nurse and Advanced Practice Nurse Prescriber Renewal Applicant”
- Closed Session – Under Item “M. Deliberation on Division of Legal Services and Compliance Matters; 4) Case Closings” **ADD:**
 - “17 NUR 620 – D.K.A.”

MOTION: Rosemary Dolatowski moved, seconded by Pamela White, to adopt the Agenda as amended. Motion carried unanimously.

APPROVAL OF MINUTES OF OCTOBER 10, 2019

MOTION: Luann Skarlupka moved, seconded by Lisa Pisney, to approve the Minutes of October 10, 2019 as published. Motion carried unanimously.

EDUCATION AND EXAMINATION MATTERS

Mount Mary University – Authorization to Admit

MOTION: Luann Skarlupka moved, seconded by Pamela White, to acknowledge and thank Dr. Kara Groom, PhD, RN, of Mount Mary University for her appearance before the Board. Motion carried unanimously.

MOTION: Luann Skarlupka moved, seconded by Jennifer Eklof, to approve the request of Mount Mary University to admit students. Motion carried unanimously.

ADMINISTRATIVE RULE MATTERS

2017 Wisconsin Act 262 Report

MOTION: Emily Zentz moved, seconded by Pamela White, to approve the Board's 2019 report on opioid abuse for submission to the Legislature and Governor's Office as required under 2017 Wisconsin Act 262. Motion carried unanimously.

CLOSED SESSION

MOTION: Luann Skarlupka moved, seconded by Jennifer Eklof, 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; Jennifer Eklof-yes; Elizabeth Smith Houskamp-yes; Peter Kallio-yes; Lisa Pisney-yes; Luann Skarlupka-yes; Pamela White-yes; Emily Zentz-yes. Motion carried unanimously.

The Board convened into Closed Session at 11:18 a.m.

CREDENTIALING MATTERS

Application Reviews

Appearance: Jourdan Kufahl – Licensed Practical Nurse Applicant

MOTION: Rosemary Dolatowski moved, seconded by Emily Zentz, to affirm the offer of Limited License offered in the Licensed Practical Nurse Application of Jourdan Kufahl. Motion carried unanimously.

Christine Beckmann – Licensed Practical Nurse Renewal Applicant

MOTION: Emily Zentz moved, seconded by Jennifer Eklof, to offer a Limited Licensed Practical Nurse License to Christine Beckmann subject to approval by the Credentialing Liaison in consultation with Board Legal Counsel. Reason for Denial of Full Licensure: History of substance abuse and criminal record substantially related to the practice of nursing. Motion carried unanimously.

Ladyliza Cruz – Registered Nurse Applicant: Refresher Course Approval

MOTION: Elizabeth Smith Houskamp moved, seconded by Pamela White, to approve the Registered Nurse Refresher Course submitted by Ladyliza Cruz. Motion carried unanimously.

Samantha Oreskovich – Licensed Practical Nurse Renewal Applicant

MOTION: Pamela White moved, seconded by Rosemary Dolatowski, to affirm the offer of Limited License offered in the Licensed Practical Nurse Renewal Application of Samantha Oreskovich. Motion carried unanimously.

Kathryn Techmeier – Registered Nurse Applicant

MOTION: Lisa Pisney moved, seconded by Pamela White, to modify the Limited License offer for Kathryn Techmeier, Registered Nurse Applicant, subject to approval by the Credentialing Liaison in consultation with Board Legal Counsel. Motion carried unanimously.

Tyler Eichman – Registered Nurse Predetermination Applicant

MOTION: Rosemary Dolatowski moved, seconded by Jennifer Eklof, to approve the Registered Nurse Predetermination application (Single State) of Tyler Eichman, once all requirements are met. Motion carried unanimously.

MOTION: Rosemary Dolatowski moved, seconded by Jennifer Eklof, to deny the Registered Nurse Predetermination application (Multistate) of Tyler Eichman. Reason for Denial: Multistate compact felony bar. Motion carried unanimously.

Todd Mehrhoff – Registered Nurse Renewal Applicant

MOTION: Pamela White moved, seconded by Jennifer Eklof, to offer a 5-year (Single State) Limited Registered Nurse License (5-year impairment) to Todd Mehrhoff, once all requirements are met. Reason for Denial: Conviction substantially related to the practice of nursing. Motion carried unanimously.

MOTION: Pamela White moved, seconded by Jennifer Eklof, to deny the Registered Nurse Application (Multistate) of Todd Mehrhoff. Reason for Denial: Multistate compact felony bar. Motion carried unanimously.

DIVISION OF LEGAL SERVICES AND COMPLIANCE MATTERS

Monitoring Matters

Appearance: Kristina Kendall, LPN – Continued Review of AODA Assessment Report

MOTION: Lisa Pisney moved, seconded by Elizabeth Smith Houskamp, to impose additional limitations upon the license of Kristina Kendall, LPN, equivalent to a 2-year impairment, pursuant to paragraph 4.e. of the Board Order (5/9/2019). Motion carried unanimously.

Jacqueline Geske, RN – Requesting Full Licensure

MOTION: Pamela White moved, seconded by Rosemary Dolatowski, to grant the request of Jacqueline Geske, RN, for full licensure. Motion carried unanimously.

Julie Harley, LPN – Requesting Full Licensure

MOTION: Pamela White moved, seconded by Jennifer Eklof, to grant the request of Julie Harley, LPN, for full licensure. Motion carried unanimously.

Hedy Klinger, RN – Requesting Modification of the Length of the Order and Reduction in Screens

MOTION: Luann Skarlupka moved, seconded by Jennifer Eklof, to grant the request of Hedy Klinger, RN, for a reduction in the frequency of drug screens to 28 drug screens per year and to deny the request for modification of the length of order. **Reason for Denial:** Insufficient time under the Board Order (4/3/2012) to demonstrate adequate compliance. Motion carried unanimously.

Diana Lang-Fonk, LPN – Requesting Full Licensure

MOTION: Luann Skarlupka moved, seconded by Jennifer Eklof, to grant the request of Diana Lang-Fonk, LPN, for full licensure. Motion carried unanimously.

Susan Thiel, RN – Requesting Termination of Direct Supervision, Termination of Home Health, Reduction in Screens, and Reduction in AA/NA Meetings

MOTION: Emily Zentz moved, seconded by Jennifer Eklof, to grant the request of Susan Thiel, RN, for termination of direct supervision and a reduction in the frequency of drug screens to 36 per year plus one (1) annual hair test, and to deny the request for reduction in the frequency of AA/NA meetings and termination of Home Health. **Reason for Denial:** Insufficient time under the Board Order (6/13/2013) to demonstrate adequate compliance. Motion carried unanimously.

Debra Brooks, LPN – Requesting Reinstatement of Full Licensure

MOTION: Pamela White moved, seconded by Emily Zentz, to grant the request of Debra Brooks, LPN, for full licensure. Motion carried unanimously.

Melissa Owens, RN – Requesting Reduction in Screens, Reduction in AA/NA Meetings, and Travel Interruption

MOTION: Rosemary Dolatowski moved, seconded by Emily Zentz, to grant the request of Melissa Owens, RN, for reduction in the frequency of drug screens to 28 per year plus one (1) annual hair test, a reduction in the frequency of AA/NA meetings to once per week, and travel interruption from 12/17/19 to 12/24/19 with the requirement that she complete a hair test upon her return. Motion carried unanimously.

Jennifer Taylor, RN – Requesting Reduction in Screens and Reduction in AA/NA Meetings

MOTION: Elizabeth Smith Houskamp moved, seconded by Emily Zentz, to grant the request of Jennifer Taylor, RN, for a reduction in the frequency of drug screens to 28 per year plus one (1) annual hair test and the frequency of AA/NA meetings to once per week. Motion carried unanimously.

Review of Administrative Warning

Appearance: DLSC Case Number 18 NUR 314 (WARN00000952) – B.L.B.

MOTION: Lisa Pisney moved, seconded by Jennifer Eklof, to affirm the issuance of the Administrative Warning in the matter of B.L.B., DLSC Case Number 18 NUR 314. Motion carried.

(Pamela White recused herself and left the room for deliberation and voting in the matter concerning B.L.B., DLSC Case Number 18 NUR 314, WARN00000952.)

Administrative Warnings

MOTION: Pamela White moved, seconded by Elizabeth Smith Houskamp, to issue an Administrative Warning in the matter of the following cases:

1. 17 NUR 137 – L.G.H.
2. 17 NUR 787 – M.L.B.
3. 17 NUR 815 – J.A.S.
4. 18 NUR 119 – S.L.N.
5. 18 NUR 226 – B.A.M.

Motion carried unanimously.

Case Closings

MOTION: Pamela White moved, seconded by Elizabeth Smith Houskamp, to close the following DLSC Cases for the reasons outlined below:

1. 17 NUR 620 – D.K.A. – Lack of Jurisdiction (L2)
2. 17 NUR 710 – J.L.S. – No Violation
3. 17 NUR 748 – N.M.S. – No Violation
4. 17 NUR 797 – S.K. – Prosecutorial Discretion (P1)
5. 18 NUR 005 – J.L.P. – Prosecutorial Discretion (P7)
6. 18 NUR 062 – T.C.A. – No Violation
7. 18 NUR 113 – T.M.B. – No Violation
8. 18 NUR 148 – T.A.D. – Prosecutorial Discretion (P5)
9. 18 NUR 174 – J.M.E., C.R.B. & D.M.W. – No Violation
10. 18 NUR 182 – R.A.D. – Prosecutorial Discretion (P2)
11. 18 NUR 190 – J.A.H. – No Violation
12. 18 NUR 260 – B.L.S. – Insufficient Evidence
13. 18 NUR 304 – T.M.S. – Prosecutorial Discretion (P5)
14. 18 NUR 595 – N.L. – No Violation
15. 18 NUR 596 – J.K.V. – No Violation
16. 18 NUR 667 – J.K.K. – Insufficient Evidence

17. 18 NUR 705 – A.T.S. – Prosecutorial Discretion (P2)
18. 19 NUR 049 – J.M.O. – Prosecutorial Discretion (P1)
Motion carried unanimously.

Proposed Stipulations and Final Decisions and Orders

MOTION: Pamela White moved, seconded by Elizabeth Smith Houskamp, to adopt the Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings of the following cases:

1. 17 NUR 112 – Paulette J. Brooks-Edgar, RN
2. 17 NUR 808 – Angela P. Hughes, RN
3. 18 NUR 075 – Jennifer M. Selin, RN
4. 18 NUR 099 – Linda A. Mlsna, LPN
5. 18 NUR 134 – Jay D.K. Reiners, RN
6. 18 NUR 203 – Elizabeth K. Stevenson, RN
7. 18 NUR 205 – Ellen M. Miskowski, RN
8. 18 NUR 212 – Brent T. Hassemer, RN
9. 18 NUR 408 – Alysha B. Riegert, RN
10. 18 NUR 557 – Cory J. Brandenburg, RN
11. 18 NUR 557 – Kathleen S. Hasse, RN
12. 18 NUR 686 – Carol J. Adamczyk, APNP, RN
13. 18 NUR 742 – Marcia Miller, RN
14. 18 NUR 784 – Kristina M. Giese, RN

Motion carried unanimously.

RECONVENE TO OPEN SESSION

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

The Board reconvened into Open Session at 3:16 p.m.

VOTING ON ITEMS CONSIDERED OR DELIBERATED UPON IN CLOSED SESSION

MOTION: Rosemary Dolatowski moved, seconded by Lisa Pisney, 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: Jennifer Eklof moved, seconded by Emily Zentz, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 3:17 p.m.

**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-Adv.		2) Date When Request Submitted: 11/27/2019 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: 12/13/2019	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? 2020 Meeting Dates	
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: Please review the finalized 2020 meeting dates. Any conflicts should be identified so to ensure quorum. (3 responses outstanding, potential attendance issues in May) 1/9/2020 2/13/2020 3/12/2020 4/9/2020 5/14/2020 6/11/2020 7/9/2020 8/13/2020 9/10/2020 10/8/2020 11/12/2020 12/10/2020			
11) Authorization			
<i>Kimberly Wood</i>		11/27/19	
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.			

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

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Dale Kleven Administrative Rules Coordinator		2) Date When Request Submitted: 12/2/19 Items will be considered late if submitted after 12:00 p.m. on the deadline date: ▪ 8 business days before the meeting	
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: 12/12/19	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? 8:00 A.M. Public Hearing: CR 19-140 – N 2, Relating to Licensure 1. Review and Respond to Public Comments and Clearinghouse Report Administrative Rule Matters – Discussion and Consideration 1. Update from the Legislation and Rules Committee 2. Pending or Possible Rulemaking Projects	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both		8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes (Fill out Board Appearance Request) <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required:
10) Describe the issue and action that should be addressed: 			
11) Authorization			
Signature of person making this request <i>Dale Kleven</i>		Date <i>December 2, 2019</i>	
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.			

STATE OF WISCONSIN
BOARD OF NURSING

IN THE MATTER OF RULE-MAKING	:	PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE	:	BOARD OF NURSING
BOARD OF NURSING	:	ADOPTING RULES
	:	(CLEARINGHOUSE RULE)

PROPOSED ORDER

An order of the Board of Nursing to **repeal** N 2.20; to **renumber and amend** N 2.12 (2) (a); to **amend** N 2.12 (2) (intro.), 2.21 (title), (1) (a) (intro.) and (b) (intro.), and (2) (e), and 2.35 (1); and to **create** N 2.12 (2) (a) 1. and 2., relating to licensure.

Analysis prepared by the Department of Safety and Professional Services.

ANALYSIS

Statutes interpreted: Sections 441.06, 441.08, and 441.10, Stats..

Statutory authority: Sections 15.08 (5) (b) and 441.01 (3), Stats.

Explanation of agency authority:

Section 15.08 (5) (b), Stats., provides that each examining board “[s]hall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

Section 441.01 (3), Stats., provides that the Board of Nursing “may establish minimum standards for schools for professional nurses and schools for licensed practical nurses, including all related clinical units and facilities, and make and provide periodic surveys and consultations to such schools. It may also establish rules to prevent unauthorized persons from practicing professional nursing. It shall approve all rules for the administration of this chapter in accordance with ch. 227.”

Related statute or rule:

Sections 441.06, 441.08, and 441.10, Stats..

Plain language analysis:

In 2014, the Board completed a comprehensive update of the licensure provisions in ch. N 2. Since that time, the Board has received stakeholder feedback that has led the Board to determine that some of the licensure provisions in ch. N 2 require revision. In addition, current rules do not reflect 2017 Wisconsin Act 329, which eliminated the requirement that an applicant for renewal of a temporary permit under s. 441.08, Stats., complete the nursing workforce survey administered by the Wisconsin Department of Workforce Development. To address these issues, the proposed rules make the following changes:

- Section N 2.12 (2) (intro.) is revised to clarify that acceptable documentation of nursing education is the same for education completed at a nursing school located in a U.S. territory and education completed at a nursing school located in the United States.
- Section N 2.12 (2) (a) is revised to allow a professional nursing applicant to document education by submitting a credential evaluation service academic report and demonstration of passing a Board-accepted language proficiency exam.
- The requirements for single-state licensure by endorsement in ss. N 2.20 (endorsement of an applicant from a nurse licensure compact state) and N 2.21 (endorsement of an applicant from another U.S. state, U.S. territory, or Canada) are consolidated.
- Section N 2.21 (2) (e), which requires an applicant to provide the Board with all information related to termination from any employment related to nursing, is revised to apply to termination from employment that occurred within the 10 years immediately preceding the date of application.
- Section N 2.35 (1), relating to renewal of a temporary permit for a registered nurse or practical nurse, is revised to reflect the provisions of 2017 Wisconsin Act 329 by eliminating the requirement to complete the nursing workforce survey.

Summary of, and comparison with, existing or proposed federal regulation:

None.

Comparison with rules in adjacent states:

Illinois:

An applicant is eligible for nurse licensure by examination if the applicant completes an application, pays the applicable fee, submits to a criminal background check, and graduates from an approved school. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse is eligible for licensure if the applicant completes an application; pays the fee; submits to a criminal background check; graduates from an approved school; and submits verification of licensure status from the jurisdiction of original licensure, the current state of licensure, and all states the applicant has directly practiced in within the last 5 years. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools.

Iowa:

An applicant is eligible for nurse licensure by examination if the applicant graduated from high school or the equivalent, completes an application, pays the applicable fee, graduated from an approved program, and passes the NCLEX. If the person has a criminal conviction history or prior disciplinary action, the applicant must receive board approval. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse from a compact state must submit a completed application, pay the applicable fee, and declare Iowa as their primary state. A nurse is eligible for licensure by endorsement from a non-compact state if the applicant completes an application, pays the applicable fee, provides verification of original licensure and nursing program transcripts, and submits to a criminal background check. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. If the person has a criminal conviction history or prior disciplinary action, the applicant must receive board approval.

Michigan:

An applicant is eligible for nurse licensure by examination if the applicant completes an application, pays the applicable fees, and verifies successful completion of an approved nursing education program and the NCLEX. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse is eligible for licensure by endorsement if the applicant completes an application, pays the applicable fee, verifies graduation from an approved school of nursing, and was first licensed in another state pursuant to passage of NCLEX.

Minnesota:

An applicant is eligible for licensure by examination if the applicant completes an application, pays the applicable fee, and verifies graduation from an approved nursing school and successful completion of the NCLEX. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse is eligible for licensure by endorsement if the applicant completes an application, pays the applicable fee, verifies licensure in another jurisdiction and successful completion of an examination acceptable to the board, and answers questions related to any prior disciplinary actions. If the applicant has not engaged in acceptable nursing practice within the 2 years preceding application, the applicant must complete one contact hour of continuing education for each month that the applicant was not engaged in acceptable practice, subject to a maximum of 60 hours. If the applicant has not practiced for more than 5 years, the applicant must complete a nurse refresher course.

Summary of factual data and analytical methodologies:

The Board reviewed the provisions of ch. N 2, taking into consideration stakeholder feedback and the provisions of 2017 Wisconsin Act 329.

Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis:

The proposed rules were posted for a period of 14 days to solicit public comment on economic impact, including how the proposed rules may affect businesses, local government units, and individuals. No comments were received.

Effect on small business:

These proposed rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department's Regulatory Review Coordinator may be contacted by email at Daniel.Hereth@wisconsin.gov, or by calling (608) 267-2435.

Agency contact person:

Dale Kleven, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, P.O. Box 8366, Madison, Wisconsin 53708-8366; telephone 608-261-4472; email at DSPSAdminRules@wisconsin.gov.

Place where comments are to be submitted and deadline for submission:

Comments may be submitted to Dale Kleven, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, P.O. Box 8366, Madison, WI 53708-8366, or by email to DSPSAdminRules@wisconsin.gov. To be included in the record of rule-making proceedings, comments must be received at or before the public hearing to be held on the proposed rules. Information concerning the date, time, and location of the public hearing will be published in the Wisconsin Administrative Register and posted on the Legislature's website at <https://docs.legis.wisconsin.gov/code/chr/hearings>.

TEXT OF RULE

SECTION 1. N 2.12 (2) (intro.) is amended to read:

N 2.12 (2) (intro.) The school of professional nursing or practical nursing shall forward directly to the department, official transcripts of nursing education for applicants who graduated from the school. If the applicant graduated from a school of professional nursing or practical nursing ~~from a U.S. territory or outside~~ not located in the United States ~~or a U.S. territory~~, the applicant shall submit any of the following:

SECTION 2. N 2.12 (2) (a) is renumbered N 2.12 (2) (a) (intro.) and amended to read:

N 2.12 (2) (a) (intro.) For a professional nursing applicant, ~~a valid certificate issued by the commission on graduates of foreign nursing schools or another board-approved entity which evaluates education.~~ one of the following:

SECTION 3. N 2.12 (2) (a) 1. and 2. are created to read:

N 2.12 (2) (a) 1. A valid certificate issued by the Commission on Graduates of Foreign Nursing Schools or another board-approved entity that evaluates education.

2. A credential evaluation service academic report and demonstration of passing a board-accepted language proficiency exam.

SECTION 4. N 2.20 is repealed.

SECTION 5. N 2.21 (title), (1) (a) (intro.) and (b) (intro.), and (2) (e) are amended to read:

N 2.21 (title) Endorsement of an applicant ~~from another U.S. state, territory or Canada~~ for a single state license.

(1) (a) (intro.) A license from a another U.S. state ~~that has not adopted the nurse licensure compact under s. 441.51, Stats.~~, a U.S. territory, or Canada is considered to have met educational and other qualifications comparable to those required in this state provided the requirements of the initial license included all of the following:

(b) (intro.) An applicant, whose initial license from another U.S. state, U.S. territory, or Canada does not meet the requirements in par. (a), shall submit all of the following to the board to assist the board in determining whether the qualifications are comparable:

(2) (e) An applicant who has been terminated from any employment related to nursing within the 10 years immediately preceding the date of application shall provide the board with all related information necessary to determine current competency.

SECTION 6. N 2.35 (1) is amended to read:

N 2.35 (1) A temporary permit for a registered nurse or practical nurse may be renewed once by completing an application, ~~completing a nursing workforce survey and payment of~~ paying applicable fees.

SECTION 7. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

(END OF TEXT OF RULE)

ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

1. Type of Estimate and Analysis <input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected	2. Date October 28, 2019
3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable) N 2	
4. Subject Licensure	
5. Fund Sources Affected <input type="checkbox"/> GPR <input type="checkbox"/> FED <input checked="" type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	6. Chapter 20, Stats. Appropriations Affected 20.165(1)(g)
7. Fiscal Effect of Implementing the Rule <input type="checkbox"/> No Fiscal Effect <input type="checkbox"/> Increase Existing Revenues <input checked="" type="checkbox"/> Increase Costs <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Indeterminate <input type="checkbox"/> Decrease Existing Revenues <input checked="" type="checkbox"/> Could Absorb Within Agency's Budget	
8. The Rule Will Impact the Following (Check All That Apply) <input type="checkbox"/> State's Economy <input type="checkbox"/> Specific Businesses/Sectors <input type="checkbox"/> Local Government Units <input type="checkbox"/> Public Utility Rate Payers <input type="checkbox"/> Small Businesses (if checked, complete Attachment A)	
9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1). \$0	
10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
11. Policy Problem Addressed by the Rule In 2014, the Board completed a comprehensive update of the licensure provisions in ch. N 2. Since that time, the Board has received stakeholder feedback that has led the Board to determine that some of the licensure provisions in ch. N 2 require revision. In addition, current rules do not reflect 2017 Wisconsin Act 329, which eliminated the requirement that an applicant for renewal of a temporary permit under s. 441.08, Stats., complete the nursing workforce survey administered by the Wisconsin Department of Workforce Development. To address these issues, the proposed rules make the following changes: <ul style="list-style-type: none">• Section N 2.12 (2) (intro.) is revised to clarify that acceptable documentation of nursing education is the same for education completed at a nursing school located in a U.S. territory and education completed at a nursing school located in the United States.• Section N 2.12 (2) (a) is revised to allow a professional nursing applicant to document education by submitting a credential evaluation service academic report and demonstration of passing a Board-accepted language proficiency exam.• The requirements for single-state licensure by endorsement in ss. N 2.20 (endorsement of an applicant from a nurse licensure compact state) and N 2.21 (endorsement of an applicant from another U.S. state, U.S. territory, or Canada) are consolidated.• Section N 2.21 (2) (e), which requires an applicant to provide the Board with all information related to termination from any employment related to nursing, is revised to apply to termination from employment that occurred within the 10 years immediately preceding the date of application.• Section N 2.35 (1), relating to renewal of a temporary permit for a registered nurse or practical nurse, is revised to reflect the provisions of 2017 Wisconsin Act 329 by eliminating the requirement to complete the nursing workforce survey.	

ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments.

The proposed rule was posted on the Department of Safety and Professional Services' website for 14 days in order to solicit comments from businesses, representative associations, local governmental units, and individuals that may be affected by the rule. No comments were received.

13. Identify the Local Governmental Units that Participated in the Development of this EIA.
No local governmental units participated in the development of this EIA.

14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred)

The proposed rule will not have a significant impact on specific businesses, business sectors, public utility rate payers, local governmental units, or the state's economy as a whole.

The Department estimates one-time administrative costs of \$1,060.72. These costs may be absorbed in the agency budget.

15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule

The benefit to implementing the rule is providing consistency with current licensing practices and applicable Wisconsin statutes. If the rule is not implemented, it will continue to reflect outdated practices and statutes.

16. Long Range Implications of Implementing the Rule

The long range implication of implementing the rule is providing consistency with current licensing practices and applicable Wisconsin statutes.

17. Compare With Approaches Being Used by Federal Government

None

18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)

Illinois:

An applicant is eligible for nurse licensure by examination if the applicant completes an application, pays the applicable fee, submits to a criminal background check, and graduates from an approved school. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse is eligible for licensure if the applicant completes an application; pays the fee; submits to a criminal background check; graduates from an approved school; and submits verification of licensure status from the jurisdiction of original licensure, the current state of licensure, and all states the applicant has directly practiced in within the last 5 years. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools.

Iowa:

An applicant is eligible for nurse licensure by examination if the applicant graduated from high school or the equivalent, completes an application, pays the applicable fee, graduated from an approved program, and passes the NCLEX. If the person has a criminal conviction history or prior disciplinary action, the applicant must receive board approval. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse from a compact state must submit a completed application, pay the applicable fee, and declare Iowa as their primary state. A nurse is eligible for licensure by endorsement from a non-compact state if the applicant completes an application, pays the applicable fee, provides verification of original licensure and nursing program transcripts, and submits to a criminal background check. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. If the person has a criminal conviction history or prior disciplinary action, the applicant must receive board approval.

ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

Michigan:

An applicant is eligible for nurse licensure by examination if the applicant completes an application, pays the applicable fees, and verifies successful completion of an approved nursing education program and the NCLEX. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse is eligible for licensure by endorsement if the applicant completes an application, pays the applicable fee, verifies graduation from an approved school of nursing, and was first licensed in another state pursuant to passage of NCLEX.

Minnesota:

An applicant is eligible for licensure by examination if the applicant completes an application, pays the applicable fee, and verifies graduation from an approved nursing school and successful completion of the NCLEX. If educated outside of the United States, the education must be evaluated by the Commission on Graduates of Foreign Nursing Schools. A nurse is eligible for licensure by endorsement if the applicant completes an application, pays the applicable fee, verifies licensure in another jurisdiction and successful completion of an examination acceptable to the board, and answers questions related to any prior disciplinary actions. If the applicant has not engaged in acceptable nursing practice within the 2 years preceding application, the applicant must complete one contact hour of continuing education for each month that the applicant was not engaged in acceptable practice, subject to a maximum of 60 hours. If the applicant has not practiced for more than 5 years, the applicant must complete a nurse refresher course.

19. Contact Name Dale Kleven, Administrative Rules Coordinator	20. Contact Phone Number (608) 261-4472
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This document can be made available in alternate formats to individuals with disabilities upon request.

ADMINISTRATIVE RULES
Fiscal Estimate & Economic Impact Analysis

ATTACHMENT A

1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

2. Summary of the data sources used to measure the Rule's impact on Small Businesses

3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- Less Stringent Compliance or Reporting Requirements
 - Less Stringent Schedules or Deadlines for Compliance or Reporting
 - Consolidation or Simplification of Reporting Requirements
 - Establishment of performance standards in lieu of Design or Operational Standards
 - Exemption of Small Businesses from some or all requirements
 - Other, describe:
-

4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

5. Describe the Rule's Enforcement Provisions

6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)
 Yes No

**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-Adv.		2) Date When Request Submitted: 12/3/2019 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: 12/13/2019	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Herzing University – Status Report	
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: Please review the attached materials provided by Herzing University pursuant to the action taken by the Board at its June 13, 2019 meeting: <u>Herzing University-Madison – Improvement Plan and Explanation of NCLEX Pass Rates</u> MOTION: Lillian Nolan moved, seconded by Pamela White, to acknowledge and thank Dr. Annmarie Lyles, Ph.D. R.N., and Dr. Kitty Kautzer, Ed.D., of Herzing University, for their appearance before the Board. Motion carried unanimously. MOTION: Lillian Nolan moved, seconded by Jennifer Eklof, to accept the NCLEX Pass Rate improvement plan of Herzing University-Madison contingent upon submission of progress reports on the NCLEX Pass Rate improvement plan every 6 months. Motion carried. Opposed: Skarlupka			
11) Authorization			
<i>Kimberly Wood</i>		12/3/19	
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.			



December 12, 2019

Debra Sybell
Executive Director
Division of Policy Development
WI Department of Safety & Professional Services
Debra.Sybell@wisconsin.gov

Re: Herzing University - Madison Progress Report on NCLEX Pass Rate Improvement Plan

Dear Ms. Sybell:

In response to a motion from the Wisconsin Board of Nursing in June 2019 to submit progress reports on the NCLEX Pass Rate Improvement Plan every six months, we would like to provide the following requested information:

1. Curriculum updates/changes
2. Faculty changes
3. Summary of Assessment of Student Learning
4. New enrollment numbers for all programs for Fall 2019
5. New or ongoing issues identified or monitored by accrediting bodies
6. Updated NCLEX Pass Rate Report – including new graduates and graduates who previously failed

Curriculum updates/changes

We continue to adhere 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 include the following:

- Monitoring and facilitation of student engagement;
- Comparative Analysis between course exams and assigned (nationally normed) ATI Assessments;
- Administration of assessment with increased rigor and alignment with the NCLEX Blueprint;
- Award of points for performance on assessments rather than other activities;
- Remediation including tutoring, open lab hours, and study groups for those students who fall below the required 76%; and
- Annual review and analysis of NCLEX Progress Reports to evaluate program outcomes.

Faculty changes

Currently seven full-time nursing faculty, one full-time nursing faculty clinical coordinator and six part-time adjunct nursing faculty are employed to teach in the pre-licensure BSN program. We have fostered stability among the nursing team this past year through the recruitment and hire of the full-time nursing faculty and implementation of a mentorship program to support their success as educators. The addition of a nursing faculty clinical coordinator also provides communication and collaboration among the nursing team in the classroom, laboratory and clinical settings to promote student learning and clinical judgement.

Assessment of Student Learning

In addition to course-based assessment, Herzing University-Madison employs the use of ATI proctored assessments and NCLEX Reports to determine student learning.



2019 Q3 Report on BSN NCLEX Test Takers

NCLEX Category	Herzing 2019 BSN Test Takers	National Mean
Management of Care	64%	60%
Safety and Infection Control	59%	60%
Health Promotion and Maintenance	64%	59%
Psychosocial Integrity	59%	59%
Basic Care and Comfort	67%	58%
Pharmacological and Parenteral Therapies	62%	60%
Reduction of Risk Potential	65%	58%
Physiological Adaptation	61%	59%

In seven of the eight NCLEX categories, Herzing BSN graduates scored as well as or above the national mean (highlighted in green) for the NCLEX-RN. Students scored slightly lower (59%) in the category of *Safety and Infection Control* than the national mean (60%). The Annual NCLEX Program Report will be analyzed to determine whether any changes to content are required.

Proctored ATI Assessment Data - 2019 BSN Test Takers

ATI Assessment Category	Herzing 2019 BSN Test Takers	National Mean
Fundamentals	66.32%	64.50%
Mental Health	68.62%	67.90%
Pharmacology	63.36%	65.30%
Maternal/Newborn	70.32%	66.80%
Children	66.89%	63.10%
Leadership	68.34%	72.50%
Medical/Surgical	73.47%	68.90%
Comprehensive Predictor	78.76%	71.60%

The 2019 BSN graduates completed eight Proctored ATI Assessments throughout the pre-licensure BSN program. The aggregate data for these graduates demonstrate proficiency above the national mean in six of the eight categories (highlighted in green). The categories of *Pharmacology* and *Leadership* were slightly lower than the national mean. Changes are being made to the content covered to facilitate a review of pharmacology material during each clinical experience and in courses other than the Pharmacology course to address this opportunity for improvement. Additionally, a weekly clinical evaluation tool that evaluates several competencies-- including management and leadership—has been added to each clinical experience to address the opportunity for improvement in leadership.



Fall 2019 New Enrollment

Program	Fall 2019 New Enrollments
Pre-licensure BSN Program	35 students
Post-licensure BSN Program	67 students
MSN – Family Nurse Practitioner	107 students
Post -Masters FNP	33 students
MSN – Nurse Educator	7 students
MSN – Nursing Leadership & Administration	6 students

Issues Identified or Monitored by Accrediting Bodies

The Board of Commissioners of the Commission on Collegiate Nursing Education (CCNE) on August 14, 2019, approved the request to transfer ownership of the CCNE-accredited baccalaureate degree program in nursing, master’s degree program in nursing, and post-graduate APRN certificate program from Herzing University- Online to Herzing University-Madison.

The accreditation term expiration dates for each program are as follows:

- The term of accreditation for the baccalaureate degree program will expire June 30, 2024. The next on-site evaluation is scheduled for Fall 2023.
- The term of accreditation for the master’s degree program, now operating under the auspices of Herzing University-Madison, will expire June 30, 2027. The next on-site evaluation is scheduled for Fall 2026.
- The term of accreditation for the post-graduate APRN certificate, now operating under the auspices of Herzing University-Madison, will expire June 30, 2027. The next on-site evaluation is scheduled for Fall 2026.

Updated NCLEX Pass Rate Report – including new graduates and graduates who previously failed

Since our 2018 Explanation of NCLEX Pass Rates, all BSN graduates sat for the NCLEX-RN. Year to date, a total of 41 Herzing University – Madison nursing graduates have tested. Although the ADN program was closed in February of 2018, Herzing University-Madison continues to support graduates from the ADN program.

In 2019, of the 41 graduates who sat for the NCLEX - RN, four ADN graduates and one BSN graduate failed, resulting in a pass rate of 87.80% (36/41).

Total Test Takers	41	8 ADN Test Takers	33 BSN Test Takers
Passed	36	4	32
Failed	5	4	1
Pass Rate	87.80%	50%	96.97%

To date, a total of 20 ADN graduates remain who have not passed the NCLEX-RN since the closure of the ADN program. Of those 20 graduates, 10 are actively engaged in NCLEX-RN preparation through private 1:1 coaching, use of resources such as ATI and Kaplan and enrollment in the BSN program. The table below identifies the engagement and support of these 20 ADN graduates. Included below are the four ADN graduates who passed the NCLEX-RN in 2019 and received RN licensure for a total of 24 ADN graduates.

2018 ADN Test Takers	Graduation Cohort	# Test Attempts	Test in 2019	Pass	Fail	Level of Engagement	Additional Resources Provided
Student A	2014	4	Yes		X	Weekly	Private 1:1, Kaplan
Student B	2014	2	No			Continued Outreach	
Student C	2014	1	No			Weekly	Private 1:1, ATI
Student D	2015	0	No			Continued Outreach	
Student E	2015	3	No			Weekly	Private 1:1, ATI
Student F	2016	4	No			Weekly	Private 1:1, ATI
Student G	2016	3	Yes		X	Weekly	Private 1:1, ATI
Student H	2016	1	No			Continued Outreach	
Student I	2016	2	No			Continued Outreach	
Student J	2016	4	Yes	X		Licensed RN	
Student K	2016	0	No			Continued Outreach	
Student L	2016	1	No			Continued Outreach	
Student M	2016	5	Yes	X		Licensed RN	
Student N	2016	3	No			Weekly	BSN Program
Student O	2016	3	Yes		X	Weekly	Private 1:1, Kaplan
Student P	2017	2	No			Continued Outreach	
Student Q	2017	1	No			Weekly	BSN Program
Student R	2017	2	No			Continued Outreach	
Student S	2017	1	No			Weekly	Private 1:1, ATI, Kaplan
Student T	2017	2	No			Weekly	BSN Program
Student U	2017	2	Yes		X	Continued Outreach	
Student V	2017	2	No			Continued Outreach	
Student W	2017	2	Yes	X		Licensed RN	
Student X	2017	1	Yes	X		Licensed RN	
Total Number of ADN Test Takers in 2019: 8							
Total Number of ADN Graduates preparing to sit for NCLEX-RN in 2020: 10							

Outreach has been provided to each of the 24 ADN graduates who had the potential to sit for the NCLEX-RN in 2019, to offer support to prepare for the NCLEX-RN. We continue to support the 10 ADN graduates who are interested in sitting for the NCLEX-RN; they are actively engaged in NCLEX-RN preparation. Of the remaining 10 graduates, several 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.

The overall NCLEX result for Herzing University - Madison is 87.8% (36/41) which includes a BSN pass rate of 96.97% (32/33) and an ADN pass rate of 50% (4/8). The one BSN graduate who did not pass on the first attempt continues to prepare to retake the NCLEX-RN in January 2020 and is supported through private 1:1 coaching and utilization of Kaplan learning resources. Of the four ADN graduates who did not pass, three of them continue to prepare to retake the NCLEX-RN in December 2019 and are supported through private 1:1 coaching, Kaplan, and ATI resources.

In summary, although the official pass rates for 2019 have not been posted, the Herzing University – Madison campus NCLEX – RN pass rates are on track to be above the 80% pass rate standard for both the WI BON and



HERZING
UNIVERSITY

CCNE accreditation. We continue to be committed to serving the needs of the community and the state and to producing safe and competent nurse generalists.

Thank you for your continued support.
Respectfully,

A handwritten signature in black ink, appearing to read "Dr. Annmarie Lyles".

Dr. Annmarie Lyles, PhD, RN
Nursing Program Chair, Professor
Herzing University
Madison Campus

**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-Adv.		2) Date When Request Submitted: 12/5/2019	
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: 12/13/2019	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Lakeland University – Additional Information in Support of Existing Authorization to Admit	
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: Please review the attached materials in support of the authorization to admit approved in March. No action is needed at this time.			
11) Authorization			
Kimberly Wood		12/5/19	
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.			



November 26, 2019

Board of Nursing
Department of Safety and Professional Services
P.O. Box 8366
Madison, WI 53708-8366
dspsexaminationsoffice@wisconsin.gov

Attn: Board of Nursing

Lakeland University and the RN to BSN Completion Program are submitting this letter and supporting documents as evidence of employment of sufficient number of faculty (meeting § N 1.08 (3) standards) to teach the courses offered four months from December 1, 2019. In March, 2019, the BON unanimously granted Lakeland University authorization to admit students to the RN to BSN Completion Program.

The following information is included with this Request for Authorization to Admit:

- A. Educational administrator qualifications
- B. Evidence of faculty
- C. Staff plan

If you desire additional information please do not hesitate to contact us.

Respectfully,

A handwritten signature in cursive script that reads "Kerry Hamm".

Kerry Hamm, MSN, RN
Director of Nursing Program - Lakeland University
W3718 South Drive
Plymouth, WI 53073-4878
HammKL@lakeland.edu

Appendix A
Director of Nursing Program Documents



LAKELAND UNIVERSITY

Services

Wisconsin Department of Safety and Professional

Mail To: P.O. Box 8366 1400 E. Washington Avenue Madison, WI
53708-8366 Madison, WI 53703 FAX #: (608) 266-2602 E-Mail: dsps@wisconsin.gov
Phone #: (608) 266-2112 Website: dsps.wisconsin.gov

BOARD OF NURSING

FACULTY / EDUCATIONAL ADMINISTRATOR QUALIFICATION RECORD

New nursing school seeking authorization to admit students: Completion of this form is required for each faculty member and the educational administrator. This form must be submitted to the Board of Nursing along with the request for authorization to admit students.

Nursing school approved by the Board of Nursing: Completion of this form is required for each faculty member and the educational administrator. The form must be kept on file in the school of nursing office and made available to the Board upon request for all faculty members and educational administrators hired by the nursing school.

Change in educational administrator: Institutions are required to notify the Board of Nursing within 48 hours of the termination, resignation or retirement of an educational administrator and designate an interim educational administrator (EA) within five (5) business days. Completion and submission of this form is required as part of the notification process.

Faculty/EA Name (Last, First): Hamm, Kerry WI RN License #: 137771-30

School of Nursing Employed By: Lakeland University

Type of Nursing Program(s) (ADN, PN, BSN, etc.): RN to BSN Completion Program (postlicensure bachelor's degree)

Position: X Educational Administrator Faculty

Appointment Effective Date: September 1, 2018

FACULTY APPOINTMENTS (complete Section A below).

Fully-qualified faculty must have a current, active Registered Nurse license or privilege to practice in Wisconsin that is not encumbered and a graduate degree with a major in nursing.

A. EDUCATIONAL PREPARATION

Table with 6 columns: Name of Institution, Location City/State, Graduation Date, Degree Earned or # of Credits, Major, Minor. The table is currently empty.

Wisconsin Department of Safety and Professional Services

EDUCATIONAL ADMINISTRATOR APPOINTMENTS

Fully-qualified educational administrator must have current, active Registered Nurse license or privilege to practice in Wisconsin that is not encumbered, a graduate degree with a major in nursing, knowledge of learning principles for adult education, including nursing curriculum development, administration and evaluation, current knowledge of nursing practice, and **either** educational preparation (master's degree in nurse education or doctorate degree in nurse education) or at least two (2) years' experience as an instructor in a nursing education program within the last five (5) years.

NOTE: Applicant must complete Section A below; complete Section B below only if teaching experience is being applied toward the requirements in lieu of an earned master's or doctorate degree in nurse education.

List most recent education preparation and teaching experience first. Attach additional pages as necessary.

A. EDUCATIONAL PREPARATION

Name of Institution	Location City/State	Graduation Date	Degree Earned or # of Credits	Major	Minor
Bellin College	Green Bay/WI	May 2008	Masters of Science in Nursing	Nursing – Nurse Educator	
Ohio University	Athens/OH	March 2001	Bachelors of Science in Nursing	Nursing	Business Administration
Ohio University – Chillicothe	Chillicothe/OH	June 1996	Associate Degree in Applied Science (AAS)	Nursing	

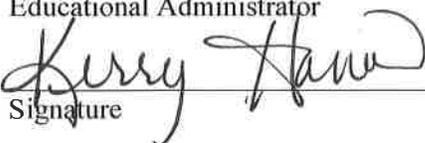
B. NURSING INSTRUCTION EXPERIENCE*

*Complete this section only if a master's or doctorate degree in nurse education has not been earned and teaching experience is being applied in lieu of a master's or doctorate degree in nursing.

From Month/Year	To Month/Year	Part-time or Full-Time	Employer/School	Location City/State	Position/Job Title

Kerry Hamm MSN, RN

Educational Administrator



Signature

(920) 565-1000 ext. 2903

Telephone Number

Director of Nursing Program

Title

11/26/2019

Date

HammKL@lakeland.edu

Email Address

Kerry L. Hamm, MSN, RN

1410 Whitewater Drive
Manitowoc, WI 54220
dnkhamm@gmail.com
920-323-4181

LICENSURE/CERTIFICATIONS

2001 - Present	Registered Nurse; Wisconsin Department of Safety and Professional Services
1996 - 2001	Registered Nurse; Ohio Board of Nursing
2001 - 2003	Neonatal Resuscitation Program (NRP) Provider
2000 - 2002	Pediatric Advanced Life Support (PALS) Provider
1998 - 2002	Advanced Cardiovascular Life Support (ACLS) Program Provider
1995 - Present	Basic Life Support (BLS) for the Healthcare Provider

EDUCATION

Bellin College – Green Bay, Wisconsin

Master of Science in Nursing – *summa cum laude*

May 2008

Leadership Integration Project: Utilizing Simulation as a Teaching Tool to Develop Leadership, Demonstrate Decision Making, and Cultivate Critical Thinking

Ohio University – Athens, Ohio

Bachelor of Science in Nursing – *cum laude*

Business Administration minor

March 2001

Ohio University – Chillicothe, Ohio

Associate Degree in Applied Science Nursing

June 1996

HONORS and AWARDS

2014	See Your Greatness Award: Lakeshore Technical College
2008	Induction Sigma Theta Tau International: Honor Society of Nursing

PRESENTATIONS

2018	Test Item Writing Workshop – LTC Nursing Faculty, Developer and Facilitator
2017	Cooperative Learning Panel Discussion – LTC Faculty Professional Development
2017	Nursing Program Options Overview – LTC Health Division Open House
2016	Nursing as a Profession - Plymouth High School, Guest Speaker
2016	Cooperative Learning – WTCS Nursing Faculty Regional Meeting
2015	Pinning Ceremony – Faculty Guest Speaker
2014	WIDS Repository Navigation WTCS Regional Meeting
2011	Improving Student Retention in Intro to Clinical Practice WTCS Regional Meeting
2008/2009	Utilizing Simulation as a Teaching Tool to Develop Leadership, Demonstrate Decision Making, and Cultivate Critical Thinking Poster Presentation Bellin College of Nursing Alumni Luncheon and WTCS Nursing Faculty Statewide Meeting

NURSING DEPARTMENT and UNIVERSITY/COLLEGE COMMITTEE MEMBERSHIP

2019	Program Development Committee, Member
2019	Academic Assessment Team, Member
2019	Academic Structure Task Force, Member
2019	Shared Governance Ad Hoc Committee, Member
2018 - 2019	Institutional Review Board Committee, Member
2018	Simulation Committee, Member
2017 – 2018	EAC Visual Data Committee, Member
2017 – 2018	WTCS Concept Based Curriculum Committee, Member
2016	Transitions NCLEX Prep Committee, Chairperson

2016	Employee Performance Review Committee, Member
2016	Ad Hoc Calendar Committee, Member
2015 - 2018	Exit Exams and Student Learning Outcomes, Accreditation Standard 6 Committee, Member
2015	Ad Hoc Developing a Vision for the Nursing Program Committee, Member
2014 - 2016	Faculty mentor
2012 - 2018	Accreditation Standard 4 Committee, Chairperson
2012 - 2016	Wisconsin Technical College Nursing Curriculum Committee, Member and Wiki Master
2008 - 2012	Lakeshore Chapter of the Student Nurses Association, Advisor

PROFESSIONAL MEMBERSHIPS

2019 – Present	Program/Quality Improvement Committee, Lakeshore Community Health Care, Member
2018 – Present	Lakeshore Health Care Alliance member
2018 – Present	Administrators of Nursing Education of Wisconsin member
2017 - Present	American Nurses Association/Wisconsin Nurses Association member
2008 - Present	Sigma Theta Tau International: Honor Society of Nursing member
2007 - Present	National League of Nursing member
2003 - 2005	Preventative Cardiovascular Nurses Association member
1997 - 1999	American Nurses Association/Ohio Nurses Association member

PROFESSIONAL/INSTRUCTIONAL EXPERIENCE

Lakeland University – Plymouth, Wisconsin

Director of Nursing Program (September, 2018 – Present)

Teaching History

2019	Course coordinator and lecturer for Professional Nursing Practice
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Lakeshore Technical College – Cleveland, Wisconsin

Instructor – Associate Degree Nursing (August, 2017 – August, 2018)

Teaching History

2017	Course/Clinical faculty for second year Clinical Transitions
2015	Course/Clinical faculty for second year Advanced Clinical Practice
2014 – 2018	Course coordinator and lecturer for second year Complex Health Alterations I
2014 – 2018	Course coordinator and lecturer for second year Advanced Skills
2014 – 2018	Course/Clinical coordinator for second year Intermediate Clinical Practice
2013 – 2014	Course coordinator and lecturer for second year Complex Health Alterations II
2011 – 2014	Course coordinator and lecturer for second year Virtual Clinical for 3 rd Semester
2011 – 2014	Course faculty for first year Nursing Skills
2010	Lecturer for Medical Terminology, elective course
2009	Course/clinical coordinator and lecturer for Nursing Assistant
2007 – 2014	Course/Clinical faculty for first year Introduction to Clinical Practice
2007 – 2014	Course/Clinical faculty for first year Introduction to Clinical Care Management
2007 – 2014	Course/Clinical faculty for first year Clinical Care Across the Lifespan; hospital-based obstetrics/postpartum focus and long-term care focus
2007 – 2014	Developer and facilitator of simulation for Introduction to Clinical Care Management

Adjunct Instructor – Nursing Assistant (2002 – 2003)

PROFESSIONAL ACTIVITIES (partial listing)

2019	Tier 1 Training
2019	BUS – 310 Management Information Systems, Lakeland University
2019	MAT – 220 Probability and Statistics, Lakeland University
2019	Academic-Community-Public Health Partnerships to Improve Population Health: Webinar AACN
2019	Spring1819 EWO Instructor Orientation
2018	Population Health in Baccalaureate Education: Webinar AACN
2018	Project Management Foundations: Budgets: Certificate of Completion from Project Management Institute
2018	Introduction to Competency-Based Education, Nicolet College

- 2018 National Council of State Boards of Nursing Volunteer RN Item Writer
 2017 National Council of State Boards of Nursing Volunteer RN Item Writer
 2017 Accreditation Commission for Education in Nursing (ACEN) Self-Study Forum conference
 2017 National League for Nursing: Simulation Pedagogy: What Every Nurse Educator needs to Know, Teaching and Learning Strategies, Evaluating Simulation, Debriefing Foundations
 2016 National Council of State Boards of Nursing Test Development and Item Writing
 2016 Advanced Student Engagement Techniques/Critical Thinking: Greg Hodges presenter
 2016 Achieving the Dream and Accelerated/Cooperative Learning: Greg Hodges presenter
 2016 Elsevier Faculty Development conference (Critical Thinking, Test Item Writing, Important Aspects of Concept Based Curriculum)
 2015 Strategies to Apply QSEN Standards
 2015 Developing and Implementing a Concept Based Curriculum WTCS Nursing Faculty Statewide Meeting: Linda Caputi presenter
 2015 NCLEX and Critical Thinking-How Do I make the Connection? WTCS Nursing Faculty Statewide Meeting: Linda Caputi presenter
 2013 Building Bridges; Spanning the Generations; The Latest and Greatest Ways to Teach the iPod Generation: Bellin College of Nursing: Michelle Deck presenter
 2013 Test Item Writing Workshop: Webinar WTCS ADN and Allied Health Faculty: Larry Simmons presenter

VOLUNTEER ACTIVITIES

- 2018 - 2019 Middle School Math Meet, volunteer
 2018 College Preview Night, Nursing Program Representative
 2017 Health Division Open House, Nursing Program Representative
 2014 – 2016 American Cancer Society Road to Recovery, Volunteer Driver
 2011 – 2012 Meals on Wheels of Sheboygan County, Volunteer Route Driver
 2011 American Cancer Society Relay for Life, Team Co-Captain

Appendix B
Nursing Faculty Program Documents

Committed to Equal Opportunity in Employment and Licensing

Wisconsin Department of Safety and Professional Services

EDUCATIONAL ADMINISTRATOR APPOINTMENTS

Fully-qualified educational administrator must have current, active Registered Nurse license or privilege to practice in Wisconsin that is not encumbered, a graduate degree with a major in nursing, knowledge of learning principles for adult education, including nursing curriculum development, administration and evaluation, current knowledge of nursing practice, and **either** educational preparation (master's degree in nurse education or doctorate degree in nurse education) or at least two (2) years experience as an instructor in a nursing education program within the last five (5) years.

NOTE: Applicant must complete Section A below; complete Section B below only if teaching experience is being applied toward the requirements in lieu of an earned master's or doctorate degree in nurse education.

List most recent education preparation and teaching experience first. Attach additional pages as necessary.

A. EDUCATIONAL PREPARATION

Name of Institution	Location City/State	Graduation Date	Degree Earned or # of Credits	Major	Minor

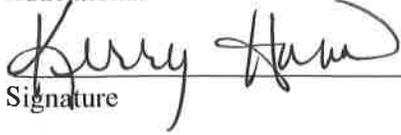
B. NURSING INSTRUCTION EXPERIENCE*

*Complete this section only if a master's or doctorate degree in nurse education has not been earned and teaching experience is being applied in lieu of a master's or doctorate degree in nursing.

From Month/Year	To Month/Year	Part-time or Full-Time	Employer/School	Location City/State	Position/Job Title

Kerry Hamm, MSN, RN

Educational Administrator



Signature

920-565-1000 ext. 2903

Telephone Number

Director of the Nursing Program

Title

11/26/2019

Date

HammKL@lakeland.edu

Email Address

Page 2 of 2

11/11/11

11/11/11

Tammy Spoerl

Professional summary

My strengths and personal qualities include: reliable, ethical healthcare provider and educator with the ability to stay calm and intervene during crises; facilitate new nurses in their educational journey and collaborate on multidisciplinary teams. I have a proven ability to build positive relationships with patients, family members, co-workers, students, educators, physicians and other medical professionals.

EDUCATION

Concordia University of Wisconsin

May 2013

Masters of Science in Nursing

- Coursework Completed: Evaluation & Testing in Evaluation, Curriculum Development, Human Learning & Motivation, Advanced Nurse Educator Practicum I, II, & III, Scholarly Project, Global Perspectives, Advanced Health Assessment, Bioethics for HealthCare, Nursing Research, Pathophysiology, Nursing Theory, Health Care in Context, and Statistics
- Practicum Experience: Medical Surgical Unit focusing on clinical instruction of students caring for patient with joint replacement, stroke and various medical conditions; Obstetrical Unit: care of women (ante partum, intra partum postpartum, recovery, newborns and premature infants). Children's Hospital of Wisconsin: institutional education, new employee orientation/education, opportunity to assist in safe sleep data collection and campaign.

Marian College

December 1998

Bachelors of Science in Nursing: *Cum Laude*

INSTRUCTIONAL WORK EXPERIENCE

Lakeshore Technical College

May 2013 - Present

Faculty: January 2015- Present

- Clinical Care Across the Lifespan; Nursing Health Promotion; Advanced Clinical Obstetric Simulations

Academic Specialist: August 2013 – December 2014

- Supplemental Instruction - student retention, instructing Medical Terminology, and Intro to Nursing Clinical

Adjunct Instructor: May - August 2013

- Medical Terminology
-

Concordia University of Wisconsin

October 2010 - May 2011 & August - October 2013

Adjunct Clinical Instructor for BSN Students

- Alterations in Wellness I: eight students at Pine Haven Nursing Home and Sharon S. Richardson Hospice Care
- Health Promotion: eight students at Columbia St. Mary's Milwaukee

WORK EXPERIENCE

Aurora Sheboygan Memorial Medical Center

April 1998 - February 2014

Women's Health Unit (Labor, Delivery, Postpartum, Recovery, Circulator, Nursery & NICU)

- *Transitional Leadership Team Member* (Aug. - Dec. 2010): Interim management member until manager was hired.
- *Lead Nurse* (Aug. 2009 - April 2011): Managed shift staffing, patient assignments, assigned tasks to ancillary staff.
- *Preceptor* (2005-2011): Assisted in orientation (12-16 weeks) of new employees in Labor & Delivery, Post Partum, and Newborn Nursery.
- *Staff Nurse* (1998 - Feb. 2014): Use of nursing process to care for the following patient population: women of childbearing age (L&D), Newborns - age 0-10 days and women requiring other gynecological surgeries.

- *Case Manager* (2000-2003 & April 2011-12): Managed the insurance verification/clinical review process for WHS patients. Care planning and coordination of expected L&D patients, providing information for community services. Collaborated with community interpreters, adoption agencies, and worked closely with the social work department for at risk populations.
- *Flu Champion*- administer and maintain record keeping of staff receipt of vaccines

Kohler Company – Medical Department

February 2000 - October 2001

Occupational Health Nurse / Emergency Medical Technician

- Primary Duties included: pre-hire physicals, workers compensation and OSHA required data. Use of nursing process for employees experiencing factory/work related injuries or personal illness and promoting health and wellness through flu clinics. Collaborating with facility First Responders, Orange Cross EMT's and Paramedics. Co-Pioneered the first offering of Freedom from Smoking Program at Kohler Co.

ACADEMIC QUALIFICATIONS, CERTIFICATIONS & AFFILIATIONS

- | | |
|---|---------------------|
| • Registered Nurse | April 1999- present |
| • Inpatient Obstetric Nurse Certification | NCC |
| • Member of Nursing Associations | WLN, WAPC, NLN |
| • Certifications | CPR |

Wisconsin Department of Safety and Professional Services

Mail To: P.O. Box 8366
Madison, WI 53708-8366

FAX #: (608) 266-2602
Phone #: (608) 266-2112

1400 E. Washington Avenue
Madison, WI 53703

E-Mail: dsps@wisconsin.gov
Website: dsps.wisconsin.gov

BOARD OF NURSING

FACULTY / EDUCATIONAL ADMINISTRATOR QUALIFICATION RECORD

New nursing school seeking authorization to admit students: Completion of this form is required for each faculty member and the educational administrator. This form must be submitted to the Board of Nursing along with the request for authorization to admit students.

Nursing school approved by the Board of Nursing: Completion of this form is required for each faculty member and the educational administrator. The form must be kept on file in the school of nursing office and made available to the Board upon request for all faculty members and educational administrators hired by the nursing school.

Change in educational administrator: Institutions are required to notify the Board of Nursing within 48 hours of the termination, resignation or retirement of an educational administrator and designate an interim educational administrator (EA) within five (5) business days. Completion and submission of this form is required as part of the notification process.

Faculty/EA Name (*Last, First*): Vanne, Jill WI RN License #: 150696-30

School of Nursing Employed By: _____

Type of Nursing Program(s) (ADN, PN, BSN, etc.): RN to BSN Completion Program

Position: _____ Educational Administrator Faculty

Appointment Effective Date: November 15, 2019

FACULTY APPOINTMENTS (complete Section A below).

Fully-qualified faculty must have a current, active Registered Nurse license or privilege to practice in Wisconsin that is not encumbered and a graduate degree with a major in nursing.

A. EDUCATIONAL PREPARATION

Name of Institution	Location City/State	Graduation Date	Degree Earned or # of Credits	Major	Minor
Lakeshore Tech. Coll.	Cleveland, WI	05/2005	Assoc. Deg. Nursing	Nursing	
Chamberlain College	Chicago, IL	05/2010	BSN	Nursing	
Jacksonville University	Jacksonville, FL	05/2014	MSN	Nursing Education	

Wisconsin Department of Safety and Professional Services

EDUCATIONAL ADMINISTRATOR APPOINTMENTS

Fully-qualified educational administrator must have current, active Registered Nurse license or privilege to practice in Wisconsin that is not encumbered, a graduate degree with a major in nursing, knowledge of learning principles for adult education, including nursing curriculum development, administration and evaluation, current knowledge of nursing practice, and **either** educational preparation (master's degree in nurse education or doctorate degree in nurse education) or at least two (2) years experience as an instructor in a nursing education program within the last five (5) years.

NOTE: Applicant must complete Section A below; complete Section B below only if teaching experience is being applied toward the requirements in lieu of an earned master's or doctorate degree in nurse education.

List most recent education preparation and teaching experience first. Attach additional pages as necessary.

A. EDUCATIONAL PREPARATION

Name of Institution	Location City/State	Graduation Date	Degree Earned or # of Credits	Major	Minor

B. NURSING INSTRUCTION EXPERIENCE*

*Complete this section only if a master's or doctorate degree in nurse education has not been earned and teaching experience is being applied in lieu of a master's or doctorate degree in nursing.

From Month/Year	To Month/Year	Part-time or Full-Time	Employer/School	Location City/State	Position/Job Title

Kerry Hamm, MSN, RN
 Educational Administrator


 Signature

920-565-1000 ext. 2903
 Telephone Number

Director of the Nursing Program
 Title

11/26/2019
 Date

HammKL@lakeland.edu
 Email Address

CURRICULUM VITAE

Jill Vanne

920-973-3139 (cell)

6670 Viceroy Road
Two Rivers, WI 54241
Jill.vanne@aurora.org
Jill.vanne@gotoltc.edu
Jillv920@gmail.com

Objective

Position as Nurse Instructor.

Education

2012-2014 | Master of Science, Clinical Educator

- Jacksonville University

2009-2011 | Bachelor of Science Nursing

- Chamberlain College of Nursing

2003-2005 | Associate Degree Nursing

- Lakeshore Technical College

Experience

January 2015 -- Present | Nursing Program Instructor

Lakeshore Technical College | 1290 North Avenue, Cleveland, WI 53014

Instructing nursing students per the needs and requirements of the college, which have included Nursing Pharmacology, Advanced Skills, Intermediate Clinical Practice, Advanced Clinical Practice, and Nursing Transitions Clinical Practice.

October 2014 – December 2014 | Adjunct Nursing Instructor

Lakeshore Technical College | 1290 North Avenue, Cleveland, WI 53014

Instructing nursing students per the needs and requirements of the college (Intermediate Clinical Practice).

October 2005 - Present | Staff Nurse, Casual

Aurora Medical Center | 5000 Memorial Drive, Two Rivers, WI 54241

Assessment and care of patients all ages on the medical/oncology floor, admitting and discharging patients, interpreting labs, administering medications, and preparing care plans; float to all ICU/stepdown, ED, and surgical units on a regular

basis. Precepting students in the BSN accelerated program with University of Wisconsin Oshkosh collaborative, and new hires within the system. Function as a Certified Credentialed EPIC trainer which involves teaching new hires at the home metro facility in Milwaukee. Spent the months of March, April, and May 2013 strictly teaching EPIC in Milwaukee. Function as a Pain Resource Nurse, which involves co-chairing hospital pain management program, responding to consults as needed in the facility, researching best practice, and implementing evidenced-based procedures.

October 2004 - 2005 | Nurse Extern

Aurora Medical Center | 5000 Memorial Drive, Two Rivers, WI 54241

Performing nursing responsibilities under the guidance of an RN in all different units

October 2003 - 2005 | Patient Transport, Radiology

Aurora Medical Center | 5000 Memorial Drive, Two Rivers, WI 54241

Transporting patients from floor to radiology department, assisting in radiology file room, positioning patients for studies, developing film, ordering studies.

Licensure and Certification

- RN Wisconsin # 150696-030
- CPR American Heart Association
- ONS # 368288
- Credentialed EPIC Trainer for RN 100, 200, 300, and Beacon (chemo) for acute inpatient.

Committees and Memberships/Participation

- Pain Resource Nurse (PRN) Committee Co-Chair 2012-2014
- American Society for Pain Management Nursing (ASPMN)
- Oncology Nursing Society (ONS)
- Preceptor for new nurses and UW Oshkosh students in Excel Program
- Participated in NDNQI study *Dissemination and Implementation of Evidence-Based Methods to Measure and Improve Pain Outcomes*, 2011.

Honors and Awards

- Nurse Excellence Award for Aurora Medical Center 2012
- Nurse Excellence Award for Aurora Medical Center 2013

Seminars Attended

- Planetree retreats, Aurora St. Lukes, Milwaukee, WI 2006 and 2007
- Preceptor Training, Aurora St. Lukes, Milwaukee, WI 2007
- ONS Chemo Administration, Aurora Baycare, Green Bay, WI 2008
- Promoting Excellence in End of Life Care, Aurora St. Lukes, Milwaukee, WI 2008
- Beyond the Nuts and Bolts of Nursing, Aurora St. Lukes, Milwaukee, WI 2009
- PRN course, Aurora Baycare, Green Bay, WI, 2011
- Basic and Advanced Pediatric Seminar, Aurora St. Lukes, Milwaukee, WI, 2012
- EPIC Credentialed Trainer Certification, Aurora Training Center, Milwaukee, WI, 2013
- ASPMN National Pain Conference, Indianapolis, IN, 2013
- Nuts and Bolts for Nurse Educators, MN, 2016

Community Service

- Optimist/Jr. Optimist Club of Two Rivers (Service Club)
- Relay for Life Manitowoc County
- Two Rivers School District Band; Cross Country and Track Clubs

Appendix C
RN to BSN Completion Program Staffing Plan
Fall 2019 and Spring 2020

Faculty Staff Fall 2019

Course	NUR 301 - Professional Nursing Practice
Type	Didactic (3 hrs/week) and Online (3 hrs/week)
Sections	1 section (25 students)
Faculty	Director of the Nursing Program
Contingency Plan	Not applicable

Faculty Staffing Plan Spring 2020

Course	NUR 301 – Professional Nursing Practice	NUR 320 - Comprehensive Health and Physical Assessment
Type	Didactic (3 hrs/week) and BlendEd	Didactic (3 hrs/week) and BlendEd
Sections	1 section (25 students)	1 section (25 students)
Faculty	Adjunct Faculty: Tammy Spoerl MSN, RN	Director of the Nursing Program: Kerry Hamm MSN, RN
Contingency Plan	Adjunct Faculty: Jill Vanne MSN, RN	Adjunct Faculty: Jill Vanne MSN, RN

**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-Adv.		2) Date When Request Submitted: 11/27/2019 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: 12/13/2019	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Nursing Forward Newsletter 1) Review of Newsletter Distribution Report 2) Future Newsletter Planning	
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: Please review the attached Newsletter Distribution report. Then the Board should consider the timing and content of its next newsletter.			
11) Authorization			
<i>Kimberly Wood</i>		11/27/19	
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.			

Subject: Wisconsin Nursing Forward Newsletter
 Sent: 11/25/2019 05:13 PM CST
 Sent By: Kimberly.Wood@wisconsin.gov
 Sent To: Subscribers of Board of Nursing

138,699

Recipients

- ✓ Email
- ✗ SMS
- ✗ Facebook
- ✗ Twitter
- ✓ RSS

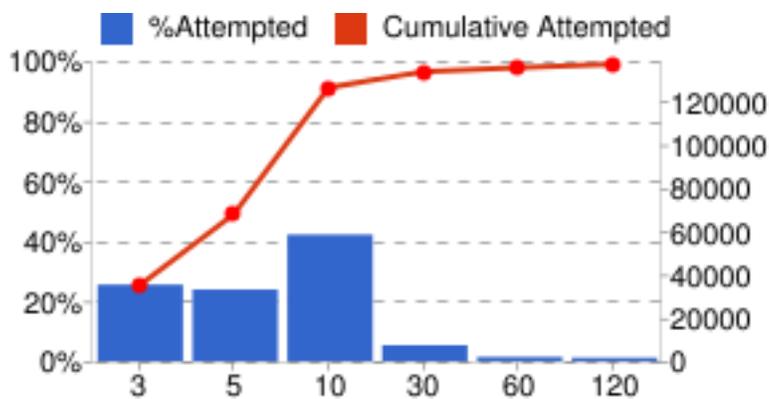
95%

Delivered



- 0% Pending
- 5% Bounced
- 27% Open Rate
- 21% Click Rate

Email Delivery Stats



Minutes	Cumulative Attempted
3	25%
5	49%
10	92%
30	97%
60	98%
120	99%

Delivery Metrics - Details

138,699 Total Sent
132,041 (95%) Delivered
0 (0%) Pending
6,658 (5%) Bounced
0 (0%) Unsubscribed

Bulletin Analytics

62,739 Total Opens
35731 (27%) Unique Opens
31,166 Total Clicks
27233 (21%) Unique Clicks
165 # of Links

Delivery and performance

These figures represent all data since the bulletin was first sent to present time.

	Progress	% Delivered	Recipients	# Delivered	Opened Unique	Bounced/Failed	Unsubscribes
Email Bulletin	Delivered	95.2%	138,699	132,041	35731 / 27.1%	6,658	0
Digest	n/a	n/a	0	0	0 / 0.0%	0	0
SMS Message	Delivered	0.0%	0	0	n/a	0	n/a

Link URL	Unique Clicks	Total Clicks
https://dsps.wi.gov/Documents/BoardCouncils/NUR/BONGuid...	1,293	1,402
http://www.aha.org/content/16/opiodneedtoknow.pdf?utm_m...	1,224	1,289
https://www.cdc.gov/drugoverdose/patients/index.html?utm_...	1,188	1,228
http://dx.doi.org/10.15585/mmwr.rr6501e1?utm_medium=e...	1,174	1,219
https://content.govdelivery.com/accounts/WIDSPS/bulletins/2...	1,169	1,209
https://secure-web.cisco.com/1MUQ2AS-3gT2OSkLSIQNENW2...	1,077	1,088
https://www.healthaffairs.org/doi/10.1377/hblog20180928.93...	1,066	1,080
https://online.drl.wi.gov/decisions/2019/ORDER0006464-000...	882	1,068
https://online.drl.wi.gov/decisions/2019/ORDER0006462-000...	772	905
https://dsps.wi.gov/Pages/SelfService/OrdersDisciplinaryActio...	635	790
https://online.drl.wi.gov/decisions/2019/ORDER0005213-000...	367	519
https://online.drl.wi.gov/decisions/2019/ORDER0006463-000...	408	492
https://online.drl.wi.gov/decisions/2019/LS0802282NUR-0001...	387	460
https://online.drl.wi.gov/decisions/2019/ORDER0004752-000...	307	411
https://online.drl.wi.gov/decisions/2019/ORDER0006416-000...	309	395
https://online.drl.wi.gov/decisions/2019/ORDER0006339-000...	339	393
https://online.drl.wi.gov/decisions/2019/ORDER0006182-000...	331	383
https://online.drl.wi.gov/decisions/2019/ORDER0006409-000...	277	368
https://online.drl.wi.gov/decisions/2019/ORDER0006233-000...	326	365
https://online.drl.wi.gov/decisions/2019/ORDER0005374-000...	271	326
https://online.drl.wi.gov/decisions/2019/ORDER0004978-000...	258	298
https://online.drl.wi.gov/decisions/2019/ORDER0005688-000...	261	294

Link URL	Unique Clicks	Total Clicks
https://online.drl.wi.gov/decisions/2019/ORDER0005116-000...	220	260
https://online.drl.wi.gov/decisions/2019/ORDER0004747-000...	183	258
https://online.drl.wi.gov/decisions/2019/ORDER0004454-000...	218	256
https://online.drl.wi.gov/decisions/2019/ORDER0006231-000...	216	252
https://online.drl.wi.gov/decisions/2019/ORDER0003741-000...	197	247
https://online.drl.wi.gov/decisions/2019/ORDER0006234-000...	175	239
https://online.drl.wi.gov/decisions/2019/ORDER0000523-000...	211	233
https://dsps.wi.gov/Pages/Professions/NursingSchools.aspx?u...	192	230
https://online.drl.wi.gov/decisions/2019/ORDER0006227-000...	189	227
https://online.drl.wi.gov/decisions/2019/ORDER0006170-000...	200	219
https://online.drl.wi.gov/decisions/2019/ORDER0000623-000...	189	218
https://online.drl.wi.gov/decisions/2019/ORDER0005296-000...	188	215
https://public.govdelivery.com/accounts/WIDSPS/subscriber/e...	183	213
https://online.drl.wi.gov/decisions/2019/ORDER0000337-000...	181	210
http://www.wicenterfornursing.org/?utm_medium=email&ut...	163	197
https://online.drl.wi.gov/decisions/2019/ORDER0004211-000...	167	193
https://online.drl.wi.gov/decisions/2019/ORDER0005818-000...	154	183
https://online.drl.wi.gov/decisions/2019/ORDER0006032-000...	151	179
https://online.drl.wi.gov/decisions/2019/ORDER0004913-000...	156	175
https://online.drl.wi.gov/decisions/2019/ORDER0006453-000...	150	173
https://online.drl.wi.gov/decisions/2019/ORDER0006232-000...	141	170
https://online.drl.wi.gov/decisions/2019/ORDER0004428-000...	146	167
https://online.drl.wi.gov/decisions/2019/ORDER0006160-000...	137	165
https://online.drl.wi.gov/decisions/2019/ORDER0006405-000...	134	160
https://online.drl.wi.gov/decisions/2019/ORDER0005828-000...	139	160
https://online.drl.wi.gov/decisions/2019/ORDER0004920-000...	142	158
https://online.drl.wi.gov/decisions/2019/ORDER0006234-000...	112	158
https://online.drl.wi.gov/decisions/2019/ORDER0006270-000...	132	157
https://online.drl.wi.gov/decisions/2019/ORDER0005365-000...	137	154

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https://online.drl.wi.gov/decisions/2019/ORDER0005847-000...	131	153
https://online.drl.wi.gov/decisions/2019/ORDER0006308-000...	128	152
https://online.drl.wi.gov/decisions/2019/ORDER0006235-000...	127	151
https://online.drl.wi.gov/decisions/2019/ORDER0003587-000...	131	150
https://online.drl.wi.gov/decisions/2019/ORDER0006231-000...	127	147
https://online.drl.wi.gov/decisions/2019/ORDER0006230-000...	125	144
https://online.drl.wi.gov/decisions/2019/ORDER0006412-000...	114	142
https://online.drl.wi.gov/decisions/2019/ORDER0003491-000...	123	137
https://online.drl.wi.gov/decisions/2019/ORDER0006228-000...	118	136
https://online.drl.wi.gov/decisions/2019/ORDER0000298-000...	115	136
https://online.drl.wi.gov/decisions/2019/ORDER0003747-000...	113	133
https://online.drl.wi.gov/decisions/2019/ORDER0006237-000...	107	127
https://online.drl.wi.gov/decisions/2019/ORDER0006413-000...	107	123
https://evers.wi.gov/Pages/Application_Process.aspx?utm_me...	97	122
https://online.drl.wi.gov/decisions/2019/ORDER0006435-000...	100	120
https://online.drl.wi.gov/decisions/2019/ORDER0004649-000...	97	119
https://online.drl.wi.gov/decisions/2019/ORDER0006240-000...	107	118
https://online.drl.wi.gov/decisions/2019/ORDER0005746-000...	99	117
https://online.drl.wi.gov/decisions/2019/ORDER0006269-000...	76	116
https://online.drl.wi.gov/decisions/2019/ORDER0006239-000...	103	116
https://online.drl.wi.gov/decisions/2019/ORDER0006236-000...	104	115
https://online.drl.wi.gov/decisions/2019/ORDER0006415-000...	101	115
https://online.drl.wi.gov/decisions/2019/ORDER0005819-000...	100	115
https://online.drl.wi.gov/decisions/2019/ORDER0006175-000...	91	114
https://online.drl.wi.gov/decisions/2019/ORDER0006436-000...	95	111
https://online.drl.wi.gov/decisions/2019/ORDER0006414-000...	98	110
https://online.drl.wi.gov/decisions/2019/ORDER0006233-000...	100	109
https://online.drl.wi.gov/decisions/2019/ORDER0006419-000...	94	108
https://online.drl.wi.gov/decisions/2019/ORDER0004716-000...	97	107

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https://online.drl.wi.gov/decisions/2019/ORDER0006457-000...	87	107
https://online.drl.wi.gov/decisions/2019/ORDER0006229-000...	93	106
https://online.drl.wi.gov/decisions/2019/ORDER0003727-000...	92	105
https://online.drl.wi.gov/decisions/2019/ORDER0006183-000...	94	103
https://online.drl.wi.gov/decisions/2019/ORDER0006388-000...	84	103
https://online.drl.wi.gov/decisions/2019/ORDER0006451-000...	89	103
https://online.drl.wi.gov/decisions/2019/ORDER0006159-000...	87	103
https://online.drl.wi.gov/decisions/2019/ORDER0003314-000...	85	102
https://online.drl.wi.gov/decisions/2019/ORDER0006401-000...	81	101
https://online.drl.wi.gov/decisions/2019/ORDER0006180-000...	87	100
https://online.drl.wi.gov/decisions/2019/ORDER0006340-000...	80	100
https://online.drl.wi.gov/decisions/2019/ORDER0006098-000...	83	99
https://online.drl.wi.gov/decisions/2019/ORDER0005810-000...	84	98
https://pdmp.wi.gov/?utm_medium=email&utm_source=gov...	78	98
https://secure-web.cisco.com/1FKosHaH5RN7awkAV4QL6M2t...	90	98
https://online.drl.wi.gov/decisions/2019/ORDER0006247-000...	87	98
https://online.drl.wi.gov/decisions/2019/ORDER0001812-000...	86	96
https://dsps.wi.gov/Pages/RulesStatutes/Nursing.aspx?utm_...	79	96
https://online.drl.wi.gov/decisions/2019/ORDER0006173-000...	80	94
https://online.drl.wi.gov/decisions/2019/ORDER0006404-000...	77	93
https://online.drl.wi.gov/decisions/2019/ORDER0006336-000...	74	93
https://online.drl.wi.gov/decisions/2019/ORDER0006273-000...	76	93
https://dsps.wi.gov/Pages/SelfService/Default.aspx?utm_med...	61	89
https://online.drl.wi.gov/decisions/2019/ORDER0006406-000...	74	89
https://online.drl.wi.gov/decisions/2019/ORDER0006238-000...	78	89
https://online.drl.wi.gov/decisions/2019/ORDER0006403-000...	78	88
https://online.drl.wi.gov/decisions/2019/ORDER0004128-000...	76	88
https://online.drl.wi.gov/decisions/2019/ORDER0003734-000...	80	88
https://online.drl.wi.gov/decisions/2019/ORDER0006408-000...	75	87

Link URL	Unique Clicks	Total Clicks
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https://online.drl.wi.gov/decisions/2019/ORDER0006244-000...	80	85
https://online.drl.wi.gov/decisions/2019/ORDER0006410-000...	70	84
https://online.drl.wi.gov/decisions/2019/ORDER0005546-000...	72	84
https://online.drl.wi.gov/decisions/2019/ORDER0006267-000...	60	83
https://online.drl.wi.gov/decisions/2019/ORDER0006232-000...	71	83
https://online.drl.wi.gov/decisions/2019/ORDER0006387-000...	73	83
https://online.drl.wi.gov/decisions/2019/ORDER0005846-000...	71	82
https://online.drl.wi.gov/decisions/2019/ORDER0006268-000...	76	82
https://online.drl.wi.gov/decisions/2019/LS0003038NUR-0001...	64	82
https://online.drl.wi.gov/decisions/2019/ORDER0006120-000...	66	81
https://online.drl.wi.gov/decisions/2019/ORDER0006099-000...	71	81
https://dsps.wi.gov/pages/Home.aspx?utm_medium=email&...	76	80
https://www.healthit.gov/sites/default/files/resources/pdmp_p...	73	79
https://online.drl.wi.gov/decisions/2019/ORDER0006272-000...	64	78
https://online.drl.wi.gov/decisions/2019/ORDER0006335-000...	59	78
https://online.drl.wi.gov/decisions/2019/ORDER0006429-000...	62	77
https://online.drl.wi.gov/decisions/2019/ORDER0005622-000...	69	77
https://online.drl.wi.gov/decisions/2019/ORDER0006176-000...	63	77
https://online.drl.wi.gov/decisions/2019/ORDER0006417-000...	65	76
https://online.drl.wi.gov/decisions/2019/ORDER0006420-000...	60	75
https://online.drl.wi.gov/decisions/2019/ORDER0006407-000...	63	75
https://online.drl.wi.gov/decisions/2019/ORDER0004265-000...	64	75
https://online.drl.wi.gov/decisions/2019/ORDER0003103-000...	63	73
https://online.drl.wi.gov/decisions/2019/ORDER0006454-000...	65	73
https://dsps.wi.gov/Pages/BoardsCouncils/Nursing/Meetings.a...	54	72
https://online.drl.wi.gov/decisions/2019/ORDER0006102-000...	67	72
https://online.drl.wi.gov/decisions/2019/ORDER0006411-000...	63	71
https://online.drl.wi.gov/decisions/2019/ORDER0006395-000...	62	70

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https://online.drl.wi.gov/decisions/2019/ORDER0006402-000...	57	67
https://online.drl.wi.gov/decisions/2019/ORDER0006271-000...	58	66
https://online.drl.wi.gov/decisions/2019/ORDER0006045-000...	57	64
https://online.drl.wi.gov/decisions/2019/ORDER0006267-000...	50	58
https://secure-web.cisco.com/1jeYdaY4JTBPdivJpC9GMoDU8z...	53	56
https://secure-web.cisco.com/1stxqOmEy39U7afXvx7nltplqZ...	47	50
https://online.drl.wi.gov/decisions/2019/ORDER0004421-000...	43	47
https://secure-web.cisco.com/13uGAwFZrMgbINiGT5GMZ5F_i...	44	47
https://dsps.wi.gov/Pages/BoardsCouncils/Nursing/AnnualRep...	33	36
https://secure-web.cisco.com/1JW3eKUBz4WQrnX3UOSxrh7...	30	32
http://secure-web.cisco.com/1SxbWolBZeXntf0iurHyDk7x4FA...	16	16
https://secure-web.cisco.com/12HLFtsOxylkVflbLN_jPUL8XsJx...	11	11
https://subscriberhelp.govdelivery.com/	10	11
https://subscriberhelp.granicus.com/?utm_medium=email&u...	9	9
https://twitter.com/wi_dsps?utm_medium=email&utm_sourc...	6	6