



# Nursing Forward

A Publication of the Wisconsin Board of Nursing (BON)

February 2015

## Drug and Alcohol Testing

By Ashley Horton, Department Monitor, Paralegal-Advanced

The Department's Monitoring Unit, housed within the Division of Legal Services and Compliance, monitors licensees ("participants") who are required to comply with random drug and or alcohol tests, whether that requirement is via Board order or a contract with the Professional Assistance Procedure ("PAP"). These participants must enroll and participate with one of the Department's approved drug testing service providers ("Approved Program"), currently FirstLab and Affinity eHealth, and the Approved Program reports the results directly to the Monitoring Unit.

### Test Frequency

Test days, or selections, are randomly generated for each participant based on the annual frequency specified in the Board order or PAP contract. Most participants begin with a frequency of 49 urine screens per year but this may vary based on substance(s) of choice, length of order/contract, severity of addiction or abuse, risk to the public, etc. Participants are given the opportunity to request a reduction in the frequency of tests after they have demonstrated at least one year of compliance with the current requirements.

### Alternative Specimens

Participants are most often required to submit a urine sample when selected for a test, but may also be asked to submit alternative specimens such as a hair, blood or nail sample on occasion. Not only can hair and nail specimens detect substance use in the last three months (as opposed to hours or days for urine screens), alternative specimens are also used to substantiate positive urine tests when a participant denies using; for reasonable suspicion after abnormal, dilute and/or invalid results; to detect substances that may not be detected in a standard urine sample; or when the frequency of tests has been reduced to less than 30 times per year resulting in long periods between tests and, consequently, the opportunity for substance use to go undetected.

### Panel Selection

Both of the Department's Approved Programs offer a variety of drug testing panels to choose from. In order to ensure that participants are being adequately tested, the Monitoring Unit thoroughly reviews each participant's history (including the order or contract, case summary, prior AODA assessments, criminal history, etc.) upon enrollment to determine the substance(s) of choice. While the standard urine

## BON Chair's Corner

By Dr. Jeffrey G. Miller, DNP, ACRN, APNP



Jeffrey Miller

Welcome to 2015. The beginning of a new year is always a mixture of an array of emotions and challenges. We tend to look back on the previous year to evaluate our successes and our uncompleted tasks, as well as, look forward with anticipation and excitement to the potential of a new year.

As I reflect on the past year for the Wisconsin State Board of Nursing, I can identify numerous successes and areas of growth. The first thing that comes to mind is the creation and distribution of Nursing Forward. It was an arduous process at times, but this was met with perseverance and dedication to increasing communication with the nursing community. From the feedback we have received, I would rank this as a success.

Other accomplishments (and not in any order) include the recruitment of new Board members and increasing the breath of expertise available to deliberate nursing issues; restructuring committees and utilizing liaisons to maximize meeting efficiency; and revising rules N1, N2, N7, N9 followed by the adoption of the revisions. I want to commend the Board for all of its efforts to improve nursing excellence and to protect patient safety in the State of Wisconsin.

As I look forward to 2015, I am excited that the Board will have an opportunity to continue to develop its expertise and culture; work with NCSBN to review national issues relevant to nursing; and revise more rules, including N5, N6, and N8. In addition, we will be reviewing State Statute 441. Please journey with us as we move forward by reading Nursing Forward, attending Board meetings, and/or sending us feedback.

Thank you for all you do and Happy 2015!

See Testing, page 5

I am a recovering alcoholic and drug addict. I am also a registered nurse. My name is Laura. This is my story.

As a child, even before I started drinking, I felt disillusioned, and inferior. I took my first drink at age 13. Alcohol immediately did for me what I could not do for myself. It gave me "warm fuzzies" and took away the inadequacies and anxieties I always felt. I fit in and all was well. Those imprints were strong, because after all the negative consequences...black out, pass out, vomited for 2 days, left my baby siblings alone as I was babysitting and got grounded for it... I chased that artificial euphoria brought on by alcohol for the next 27 years.

I was binge drinking and smoking pot by age 16. Blackouts were frequent. College weekends were a blur. Because academics came easily to me however, I was not confronted on my behavior until well into nursing school. In my junior year of college after some scary blackouts I attended my first AA meeting. I understood immediately, at the intellectual level that I was an alcoholic. However it was to take another 20 years for me to accept it and commit to recovery.

I finished nursing school with no major alcohol or drug relapses. For the most part over the next 5 years I was able to stay abstinent--I got married, started my nursing career in a large city hospital on a general medical/endocrine unit. I occasionally had one day "slips" or relapses into drinking that I attributed to "stress" but would quickly return to AA. I looked at staying sober as a "good thing" but not ever as a life or death necessity.

About 3 years into my nursing career I moved to Nevada, took a job in a pediatric unit, and got divorced. I was suddenly all alone. I decided I had over-reacted and didn't really have a drinking problem and spent the next 15 years trying to successfully drink and use drugs like a nonalcoholic person. I was sadly proven wrong.

I began having negative consequences to my drinking. I was arrested several times for drunk driving. I was out of control in public and police were called. My work began to suffer. I was a charge RN in a PICU in Las Vegas. I would call in sick. I went to work hung over. I even occasionally went to work intoxicated. When my performance was questioned I checked into treatment. I was to repeat this behavior on several occasions. I job hopped. I State hopped. I relationship hopped. I would be able to put the alcohol and drugs down for a few months here and there but would always start drinking again due to some perceived "stress". I had 3 OWI offenses in Nevada and escaped prison only on a technicality. I was arrested several times on disorderly conduct, public intoxication, or resisting arrest charges. I went through relationships like Kleenex. I was manipulative, verbally and sometimes physically abusive, and self-centered to the max. But I was STILL WORKING AS AN RN. My nursing license was not in jeopardy during these years as non-work related legal charges did not have to be reported to the Board of Nursing in Nevada in those days. So in my mind I was "fine". I continued to self-admit into treatment to get out of jail time, to save a relationship, etc. Each time I truly thought that I had hit bottom and would now be able to stay sober.

I took a job in an adult open heart surgery ICU. I was convinced for a time working with children was my "problem"...that I was too softhearted to deal with PICU deaths. I started drinking again. On the job I drank enough Listerine on the CS cart one night to pass out on my unit. I was back in treatment again...this time however the Board of Nursing was called.

My nursing license was restricted after treatment. I had to do random UAs. I had to attend 3 AA meetings, a nurse support group and a counseling session with a psychologist every week. Quarterly reports from said counselor, AA sponsor, RN support group leader were mandatory.

I lasted about 11 months. I began drinking again only trying to hide it now. I began stealing partial vials of valium and morphine to "take away hangovers". Soon after I OD'd on the morphine and valium in the ICU. I woke up in the same unit I was employed in. I was mortified.

That was probably the most humiliating day of my life. I left the hospital AMA. I was too embarrassed to call the Board. I accepted that I would never again be an RN. I was a danger to patients and I knew it was a miracle I hadn't killed anyone. I wish I could tell you I was shocked into recovery that day...sadly that was not the case. I spent the next 6 years spiraling downward further and further. I could not hold any type of job more than a month or so without showing up drunk or high or just not showing up at all. I went through another marriage and divorce, received 6 more OWIs in 4 different states and the Virgin Islands. I got married yet again, became pregnant, and drank during the pregnancy. I was in and out of jail. My whole life was consumed by alcohol and drugs. I was a train wreck.

I got sober in Laughlin Nevada and had my last drink on May 31, 1997. My husband had left me. My toddler daughter had been taken away by my family. All my scorecards read "0" (as they say in AA). I was sick and tired of being sick and tired. I finally conceded to myself that I was a real alcoholic and could not ever successfully drink again. It had been 20 years since I first attempted to get sober. I could finally see that drinking was no longer an option for me.

By working the AA program the way it is written (not my way), slowly my attitude and outlook on life improved. I got a sponsor. I WORKED the 12 Steps. Life got a bit easier. Other successes occurred. My daughter returned. We opened a business that became quite successful. I was able to cope with all the "stress" of daily life without alcohol or drugs.

When I was a little over 10 years sober we lost our successful business and relocated back to Wisconsin where I had grown up. My husband took a job in his pre-business profession. I concentrated on adjusting to sobriety in a new state. Sometime later a casual acquaintance asked me why "I didn't go back to nursing?" That simple question stirred feelings and sincere longings in me to go back to nursing that I never had the first 10 years. I was too afraid of relapse in those days. Now I was confident I could contribute to instead of being a detriment as an RN so long as I continued to stay sober and work a strong recovery program.

I petitioned the Wisconsin Board of Nursing with my story in Dec 2008. After a series of investigations, background checks, AODA assessments, and conversations with the Nevada Board of Nursing and many personal references, I was granted a limited license in March of 2009 to take the RN refresher course. Upon successful completion I was granted an unrestricted license to practice nursing again in Feb of 2010!! I began working as a staff RN at the detoxification unit of Tellurian UCAN in Madison WI in spring 2010 and have been there ever since. Last February I was promoted to the Director of Nursing. Every day I get to give back what was so freely given to me by others in recovery. Hopefully I offer hope to the alcoholic or addict who still suffers. We can and do recover from this hideous disease and can again become productive members of society. I like to think I am an example of that!

# Professional Assistance Procedure

The Professional Assistance Procedure (PAP) is a program designed to assist credential holders with a substance abuse disorder and facilitate rehabilitation. It is estimated that at least 1 in 10 people in this country are experiencing a serious problem as a result of drug use.

The PAP program is outlined in the Wisconsin Administrative Code, Chapter SPS 7. The intent of the program is to:

“protect the public from credential holders who are impaired by reason of their abuse of alcohol or other drugs by promoting early identification of chemically dependent professionals and encouraging rehabilitation. This goal will be advanced by providing an option that may be used in conjunction with the formal disciplinary process for qualified credential holders committed to their own recovery. This procedure is intended to apply when allegations are made that a credential holder has practiced a profession while impaired by alcohol or other drugs or whose ability to practice is impaired by alcohol or other drugs or when a credential holder contacts the department and requests to participate in the procedure.”

If you or someone you know is a credentialed professional and is having problems with alcohol or other drugs, the PAP program may be the answer. Timely and effective treatment can save the professional’s career and even their life. Remember,

- PAP is a VOLUNTARY program.
- PAP is a CONFIDENTIAL program for chemically impaired professionals.
- PAP promotes early identification of chemically dependent professionals and encourages their rehabilitation.
- PAP offers participants an opportunity to obtain treatment for chemical dependency while ensuring that immediate action can be taken should a participant relapse or drop out of treatment. Participation in PAP will not exempt the professional from discipline.
- PAP does not provide treatment, but monitors participants’ progress in treatment with an approved treatment provider.
- For the majority of chemically dependent professionals, it is an opportunity to seek treatment without losing their professional credentials.

Procedures for potential participants:

- A professional who contacts the department and requests to participate in the procedure shall be referred to the board liaison and the coordinator for determination of acceptance into the procedure.

SPS 7.03(2) A professional shall be provided with an application for participation.

SPS 7.03(4) Eligibility for the procedure shall be determined by the board liaison and coordinator who shall review all relevant materials including investigative results and the professional’s application for participation. Professionals who

have committed violations of law may be eligible for the procedure. The board liaison shall have responsibility to make the determination of eligibility for the procedure.

SPS 7.03(5) The professional shall obtain a comprehensive assessment for chemical dependency from a treatment facility or individual therapist approved under s. SPS 7.06 and arrange for the treatment facility or individual therapist to file a copy of its assessment with the board liaison or coordinator.

SPS 7.03(6) If a professional is determined to be ineligible for the procedure, the credential holder may be referred to the division for prosecution.

Participation in PAP involves:

- Signing agreement for participation.
- Remain free of alcohol, controlled substances, and prescription drugs, unless prescribed for a valid medical purpose
- Enrollment and participation in a program for the treatment of chemical dependency
- Comply with any treatment recommendations
- Submit random monitored physiological specimens for the purpose of screening for alcohol or controlled substances
- Have the credential holder’s supervising therapist and work supervisors file quarterly reports with the coordinator
- Notify the coordinator of any changes in the credential holder’s employer within 5 days
- File quarterly reports documenting the credential holder’s attendance at meetings of self-help groups
- Failure to comply with the above may result in dismissal from the program and the potential for formal disciplinary process

For more information about the program please go to the Department of Safety and Professional Services Website or contact:

Department of Safety and Professional Services  
Professional Assistance Procedure  
PO Box 7190  
Madison, WI 53707-7190  
Phone: (608) 267-3817  
Fax: (608) 266-2264

*To view past issues of Nursing Forward please visit:*

<http://dsps.wi.gov/Boards-Councils/Board-Pages/Board-of-Nursing-Main-Page/Board-of-Nursing-Newsletters/>



## **Board of Nursing Membership and Staff Assignments**

*The Board of Nursing consists of 9 members. The members are appointed by the Governor and confirmed by the Senate.*

### **Board Members:**

Jeffrey Miller, Chair (Cedarburg)

Sheryl Krause, Vice Chair (Cottage Grove)

Lillian Nolan, Secretary (Fond du Lac)

Paul Abegglen, Registered Nurse Member (Waukesha)

Julie Ellis, Registered Nurse Member (New Berlin)

Peter Kallio, Registered Nurse Member (Muskego)

Maria Joseph, Licensed Practical Nurse Member (Madison)

Cheryl Streeter, Licensed Practical Nurse Member (Van Dyne)

Luann Skarlupka, Public Member (De Pere)

*Information on how to apply for appointment to the Wisconsin Board of Nursing can be found through the Office of the Governor:*

<http://walker.wi.gov/governor-office/apply-to-serve/boards-commissions>

### **Department of Safety and Professional Services (DSPS)**

#### **Administrative Staff:**

Dan Williams, Executive Director

Gretchen Mrozinski, Legal Counsel

Taylor Thompson, Bureau Assistant

#### **Executive Staff:**

Dave Ross, Secretary

Tom Engels, Deputy Secretary

Greg Gasper, Policy Development Division Administrator

*The dates and times of the Board of Nursing meetings are announced on the DSPS website at <http://dsps.wi.gov>. Meeting agendas are posted approximately one week prior to the meeting.*

## Testing, from page 1

panel is the most common, it does not detect every substance and is not appropriate for 100% of participants, 100% of the time. Here are two examples:

- A standard urine panel will typically detect the *presence* of ethanol in the body (whether it's ingested or spontaneously produced) within the last few *hours* only; Ethyl Glucuronide (EtG)/Ethyl Sulfate (EtS) urine tests will detect the *ingestion* of ethanol within the last three to five *days*. Given the difference in accuracy (presence vs. ingestion) and detection times (hours vs. days), the EtG/EtS urine panel should most certainly be included in the panel make-up for participants whose substance of choice is alcohol.
- What if a participant's substances of choice are alcohol, hydrocodone and fentanyl? Hydrocodone is detected in a standard urine panel but fentanyl is not. In this case, it may be necessary to have two or three different panels rotating throughout the participant's selections depending on the primary substance of choice and frequency of tests required.

There are several factors the Monitoring Unit must consider when presented with a new participant for drug and alcohol testing; several more than can be described here. If you are interested in learning more about this topic, you may wish to visit the National Council of State Boards of Nursing's website, within the "Substance Use Disorder in Nursing" section, for more information (<https://www.ncsbn.org/111.htm>).

A wealth of useful information is available on the Department of Safety and Professional Services Website at: <http://dsps.wi.gov>

### Do you have a change of name or address?

Licensees can update name or address information on the Department website at:

<https://online.drl.wi.gov/UserLogin.aspx>

Please note that confirmation of change is not automatically provided. Legal notices will be sent to a licensee's address of record with the Department.

### Telephone Directory:

Call the Department of Safety and Professional Services toll-free (877) 617-1565, or (608) 266-2112 in the Madison area to connect to the service you need.

# Enforcement Actions of the Board of Nursing

The Board of Nursing, with help from staff at the Department of Safety and Professional Services, can take action against licensed nurses around the state to help protect the profession and the citizens of Wisconsin. You may search for any of the Board Orders listed below on the Department's website by using this link:

**Board Order Search:** <http://dsps.wi.gov/Other-Services/Lookup-Orders-Disciplinary>

There are several options the Board can use; some are disciplinary other are non-disciplinary and they include:

### *Disciplinary options available to the Board:*

**Reprimand** - A public warning of the licensee for a violation.

**Limitation of License** - Imposes conditions and requirements upon the licensee, imposes restrictions on the scope of practice, or both.

**Suspension** - Completely and absolutely withdraws and withholds for a period of time all rights, privileges and authority previously conferred by the credential.

**Revocation** - To completely and absolutely terminate the credential and all rights, privileges and authority previously conferred by the credential.

### *Non-disciplinary options available to the Board:*

**Administrative Warning** - Issued if violation is of a minor nature, a first occurrence and the warning will adequately protect the public. The issuance of an Administrative Warning is public information, however the reason for issuance is not.

**Remedial Education Order** - Issued when there is reason to believe that the deficiency can be corrected with remedial education, while sufficiently protecting the public.

# Board Orders

August 2014 – January 2015

Order No	Order Date	Respondent	Profession
<a href="#">ORDER0003458</a>	1/28/2015	Wigley, Iphra Genera	Licensed Practical Nurse
<a href="#">ORDER0002251</a>	1/23/2015	Sheppard, Kimberly A	Licensed Practical Nurse
<a href="#">ORDER0000184</a>	1/23/2015	Coughlin, Jesse H	Registered Nurse
<a href="#">ORDER0003386</a>	1/22/2015	Anderson, Kimberly Ann	Registered Nurse
<a href="#">ORDER0000014</a>	1/22/2015	Pullam, Jennifer L	Registered Nurse
<a href="#">ORDER0003595</a>	1/22/2015	Leverence, Deanne Denise	Registered Nurse
<a href="#">ORDER0003272</a>	1/21/2015	Kleibor, Wendy A	Registered Nurse
<a href="#">ORDER0000569</a>	1/15/2015	Warner, Barbara J	Registered Nurse
<a href="#">ORDER0001818</a>	1/15/2015	Trunnell, Mary Jo	Registered Nurse
<a href="#">LS09012212NUR</a>	1/15/2015	Trunnell, Mary Jo	Registered Nurse
<a href="#">ORDER0003537</a>	1/15/2015	Wiggins, Sharon K	Registered Nurse
<a href="#">ORDER0003594</a>	1/13/2015	Humble, April Dawn	
<a href="#">ORDER0003540</a>	1/13/2015	Krause, Rosemary A	Registered Nurse
<a href="#">ORDER0003391</a>	1/12/2015	Riutta, Ravin L	Registered Nurse
<a href="#">ORDER0003393</a>	1/12/2015	Young, Tiffany K	Registered Nurse
<a href="#">ORDER0003383</a>	1/12/2015	Dundon, Cassie K	Registered Nurse
<a href="#">ORDER0002871</a>	1/12/2015	Dorn, Vicki L	Registered Nurse
<a href="#">ORDER0003385</a>	1/9/2015	Pittman, Brenda J	Registered Nurse
<a href="#">LS0705231NUR</a>	1/9/2015	Parker, Linda K	Registered Nurse
<a href="#">ORDER0000186</a>	1/9/2015	Pierce, Heather Marie	Registered Nurse
<a href="#">ORDER0003276</a>	1/8/2015	Gaines, Stephanie Y	Licensed Practical Nurse
<a href="#">ORDER0003618</a>	1/8/2015	Stoeger, Christa R	Registered Nurse
<a href="#">ORDER0003619</a>	1/8/2015	Butler, Suzanne M	Registered Nurse
<a href="#">ORDER0003620</a>	1/8/2015	Larson, Carleen D	Registered Nurse
<a href="#">ORDER0003621</a>	1/8/2015	Stout, Monica J	Registered Nurse
<a href="#">ORDER0003621</a>	1/8/2015	Stout, Monica J	Advanced Practice Nurse Prescriber
<a href="#">ORDER0003622</a>	1/8/2015	Everett, Renee Rose	Registered Nurse
<a href="#">ORDER0003623</a>	1/8/2015	Perrigo, Linda S	Registered Nurse
<a href="#">ORDER0003624</a>	1/8/2015	Cato, Julie M	Registered Nurse
<a href="#">ORDER0003625</a>	1/8/2015	Straks, Carol T	Licensed Practical Nurse
<a href="#">ORDER0003626</a>	1/8/2015	Cowart, Catherine M	Registered Nurse
<a href="#">ORDER0002531</a>	1/8/2015	Mishler, Deborah J	Licensed Practical Nurse
<a href="#">ORDER0003299</a>	1/6/2015	Danforth, Ericka L	Registered Nurse
<a href="#">ORDER0002419</a>	12/23/2014	Voss, Carrie L	Registered Nurse
<a href="#">ORDER0002419</a>	12/23/2014	Voss, Carrie L	Advanced Practice Nurse Prescriber
<a href="#">LS0703013NUR</a>	12/23/2014	Kongshaug, Mark A	Registered Nurse
<a href="#">ORDER0003606</a>	12/19/2014	Rislove, Valerie S	
<a href="#">ORDER0003605</a>	12/18/2014	Rodriguez, Deborah L	
<a href="#">ORDER0003597</a>	12/12/2014	Johnson Harris, Yvette L	Registered Nurse
<a href="#">ORDER0003584</a>	12/11/2014	Ney, Trista E	Registered Nurse
<a href="#">ORDER0002596</a>	12/11/2014	Mohrbacher, Lindsay F	Registered Nurse
<a href="#">ORDER0003585</a>	12/11/2014	Peterson, Greta A	Licensed Practical Nurse

Search for any of the Board Orders listed herein on the Department's website by using the link below:

Board Order Search: <http://dsps.wi.gov/Other-Services/Lookup-Orders-Disciplinary>

# Board Orders

August 2014 – January 2015

Order No	Order Date	Respondent	Profession
<a href="#">ORDER0003586</a>	12/11/2014	Huber, Ross H	Registered Nurse
<a href="#">ORDER0003587</a>	12/11/2014	Solberg, Anthony C	Registered Nurse
<a href="#">ORDER0003588</a>	12/11/2014	Kinney, Justin W	Registered Nurse
<a href="#">ORDER0003589</a>	12/11/2014	Frank, Teresa M	Registered Nurse
<a href="#">ORDER0003590</a>	12/11/2014	Glodowski, Michelle L	Registered Nurse
<a href="#">ORDER0003591</a>	12/11/2014	Koenig, Stephen E	Licensed Practical Nurse
<a href="#">ORDER0003592</a>	12/11/2014	Prescott, Mark Andrew	Registered Nurse
<a href="#">ORDER0003593</a>	12/11/2014	Drazkowski, Nancy J	Registered Nurse
<a href="#">ORDER0003594</a>	12/11/2014	Humble, April Dawn	
<a href="#">ORDER0003595</a>	12/11/2014	Leverence, Deanne Denise	Registered Nurse
<a href="#">ORDER0003596</a>	12/11/2014	Graham, Sandra B	Registered Nurse
<a href="#">ORDER0003575</a>	12/8/2014	Everson, Kristin L	Registered Nurse
<a href="#">ORDER0001244</a>	11/26/2014	Wilcox, Julie A	Registered Nurse
<a href="#">ORDER0001244</a>	11/26/2014	Wilcox, Julie A	Advanced Practice Nurse Prescriber
<a href="#">ORDER0002520</a>	11/26/2014	Reynolds, Brian J	Registered Nurse
<a href="#">LS0804032NUR</a>	11/26/2014	Kuecherer, Charlene L	Registered Nurse
<a href="#">LS0806058NUR</a>	11/26/2014	Hollick, Diane M	Registered Nurse
<a href="#">ORDER0002043</a>	11/26/2014	Hagman, Kelly J	Registered Nurse
<a href="#">LS0801101NUR</a>	11/26/2014	Graham, Judi Louise	Registered Nurse
<a href="#">ORDER0001996</a>	11/26/2014	Gabryel, Elizabeth M	Registered Nurse
<a href="#">ORDER0000992</a>	11/26/2014	Omereonye, Gold Amarachi	Registered Nurse
<a href="#">ORDER0002422</a>	11/24/2014	Scallon, Joseph P	Registered Nurse
<a href="#">LS0304222NUR</a>	11/24/2014	Young, Regina Marie	Registered Nurse
<a href="#">LS0708309NUR</a>	11/21/2014	Waschbisch, Richard J	Registered Nurse
<a href="#">ORDER0003570</a>	11/21/2014	Pitzrick, Melissa L	Licensed Practical Nurse
<a href="#">ORDER0003544</a>	11/18/2014	Stange, Lisa L	Registered Nurse
<a href="#">ORDER0003545</a>	11/17/2014	Lyons, Colleen F	
<a href="#">ORDER0003552</a>	11/17/2014	Stern, Karen R	Registered Nurse
<a href="#">ORDER0003553</a>	11/17/2014	Bohl, Christine R	Registered Nurse
<a href="#">ORDER0003529</a>	11/13/2014	Weese, Rachel A	Registered Nurse
<a href="#">ORDER0003530</a>	11/13/2014	Grochowski, Rose M	Licensed Practical Nurse
<a href="#">ORDER0003531</a>	11/13/2014	Merriweather, Sherry Ann	Licensed Practical Nurse
<a href="#">ORDER0003532</a>	11/13/2014	Knigge, Elena N	Licensed Practical Nurse
<a href="#">ORDER0003533</a>	11/13/2014	Elverman, Andrea R	Licensed Practical Nurse
<a href="#">ORDER0003534</a>	11/13/2014	Tekus, Michelle L	Registered Nurse
<a href="#">ORDER0003535</a>	11/13/2014	Mccarthy, Stacey L	Registered Nurse
<a href="#">ORDER0003536</a>	11/13/2014	Lenz, Kathryn I	Registered Nurse
<a href="#">ORDER0003537</a>	11/13/2014	Wiggins, Sharon K	Registered Nurse
<a href="#">ORDER0003314</a>	11/13/2014	Pickhard, Tamera Ruth	Registered Nurse
<a href="#">ORDER0003538</a>	11/13/2014	Van Gelder, Kirsten	Registered Nurse
<a href="#">ORDER0003539</a>	11/13/2014	Murray, Kimberly Ann	Registered Nurse
<a href="#">ORDER0003540</a>	11/13/2014	Krause, Rosemary A	Registered Nurse

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August 2014 – January 2015

Order No	Order Date	Respondent	Profession
<a href="#">ORDER0003541</a>	11/13/2014	Bruins, Karen Sue	Registered Nurse
<a href="#">ORDER0003542</a>	11/13/2014	Polzin, Nicole M	Registered Nurse
<a href="#">ORDER0003543</a>	11/13/2014	Sorenson, Petra I	Registered Nurse
<a href="#">ORDER0003543</a>	11/13/2014	Sorenson, Petra I	Advanced Practice Nurse Prescriber
<a href="#">ORDER0002524</a>	11/11/2014	Hargis, Heidi J	Registered Nurse
<a href="#">ORDER0003142</a>	11/7/2014	Story, Judy M	Registered Nurse
<a href="#">ORDER0001316</a>	11/7/2014	Conrath Bellin, Cassandra A	Registered Nurse
<a href="#">ORDER0003515</a>	11/3/2014	North, Beth L	
<a href="#">ORDER0003302</a>	10/24/2014	Shufelt, Jacqueline A	Registered Nurse
<a href="#">ORDER0003269</a>	10/23/2014	Metz, Amanda K	Registered Nurse
<a href="#">ORDER0000390</a>	10/21/2014	Anderson, Melissa S	Registered Nurse
<a href="#">LS0810024NUR</a>	10/21/2014	Cross, David P	Registered Nurse
<a href="#">LS0810081NUR</a>	10/21/2014	Galarza, Linda M	Registered Nurse
<a href="#">ORDER0002186</a>	10/21/2014	Grabow, Nikkolee B	Registered Nurse
<a href="#">LS0904027NUR</a>	10/21/2014	Lubich, Theresa Marie	Licensed Practical Nurse
<a href="#">ORDER0000236</a>	10/21/2014	Pautz, Stacy A	Licensed Practical Nurse
<a href="#">LS0905079NUR</a>	10/21/2014	Stanton, Ann E	Registered Nurse
<a href="#">ORDER0002936</a>	10/17/2014	Reichert, Cheri Ann	Registered Nurse
<a href="#">ORDER0003473</a>	10/15/2014	Franzmeier, Melissa S	
<a href="#">ORDER0003306</a>	10/14/2014	Mell, Jessica T	Registered Nurse
<a href="#">ORDER0002554</a>	10/13/2014	Kaiser, Jaime L	Registered Nurse
<a href="#">ORDER0003490</a>	10/13/2014	Dixon, Jennifer J	Registered Nurse
<a href="#">ORDER0003489</a>	10/10/2014	Jungwirth, Jana K	
<a href="#">ORDER0003458</a>	10/9/2014	Wigley, Iphra Genera	Licensed Practical Nurse
<a href="#">ORDER0003459</a>	10/9/2014	Majerle, Tracy M	Registered Nurse
<a href="#">ORDER0003460</a>	10/9/2014	Tomich, Kristi R	Registered Nurse
<a href="#">ORDER0003461</a>	10/9/2014	Vasquez, Stephanie L	Registered Nurse
<a href="#">ORDER0003462</a>	10/9/2014	Papkov, Dimitriy V	Registered Nurse
<a href="#">ORDER0003463</a>	10/9/2014	Cole-joerns, Diana L	Registered Nurse
<a href="#">ORDER0003464</a>	10/9/2014	Botcher, Todd S	Licensed Practical Nurse
<a href="#">ORDER0003465</a>	10/9/2014	Barry, Susan N	Registered Nurse
<a href="#">ORDER0003466</a>	10/9/2014	Jaeckle, Therese A	Registered Nurse
<a href="#">ORDER0003466</a>	10/9/2014	Jaeckle, Therese A	Advanced Practice Nurse Prescriber
<a href="#">ORDER0003467</a>	10/9/2014	Hadjinian, Christine A	Registered Nurse
<a href="#">ORDER0003468</a>	10/9/2014	Mishler, Rachel M	Registered Nurse
<a href="#">ORDER0003469</a>	10/9/2014	Larsen, Rosanne M	Registered Nurse
<a href="#">ORDER0003470</a>	10/9/2014	Curry, Adam W	Licensed Practical Nurse
<a href="#">ORDER0003471</a>	10/9/2014	Calmes, Megan L	Licensed Practical Nurse
<a href="#">ORDER0003472</a>	10/9/2014	Hawkins, Lisa M	Registered Nurse
<a href="#">ORDER0003144</a>	10/9/2014	Giles, Sabrina Ck	Registered Nurse
<a href="#">ORDER0003491</a>	10/9/2014	Robinson, San-hua J	Registered Nurse
<a href="#">ORDER0001131</a>	10/8/2014	Deeth, Nicole C	Licensed Practical Nurse

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# Board Orders

August 2014 – January 2015

Order No	Order Date	Respondent	Profession
<a href="#">ORDER0003455</a>	10/3/2014	Palm-leis, Dawn M	
<a href="#">ORDER0003456</a>	9/17/2014	Hughes, Jana K	
<a href="#">LS0003038NUR</a>	9/16/2014	Hanaman, Angela M	Registered Nurse
<a href="#">LS0907243NUR</a>	9/16/2014	Flynn, Jennifer D	Registered Nurse
<a href="#">ORDER0000998</a>	9/16/2014	Dubrovsky, Vyacheslav	Registered Nurse
<a href="#">ORDER0001131</a>	9/16/2014	Deeth, Nicole C	Licensed Practical Nurse
<a href="#">ORDER0000185</a>	9/16/2014	Flegel, Jennifer N	Registered Nurse
<a href="#">LS09050710NUR</a>	9/16/2014	Wegner, Joan A	Registered Nurse
<a href="#">ORDER0000222</a>	9/16/2014	Schneider, Therese A	Registered Nurse
<a href="#">ORDER0002249</a>	9/16/2014	Kennedy, Kristine L	Registered Nurse
<a href="#">ORDER0003102</a>	9/16/2014	Whitehead, Valerie K	Registered Nurse
<a href="#">ORDER0003362</a>	9/11/2014	Pietrasik-dewey, Carrie Lee	Registered Nurse
<a href="#">ORDER0003378</a>	9/11/2014	Soteropoulos, Jamie L	Registered Nurse
<a href="#">ORDER0003379</a>	9/11/2014	Drankiewicz, Candy L	Registered Nurse
<a href="#">ORDER0003380</a>	9/11/2014	Polzin, Deborah K	Registered Nurse
<a href="#">ORDER0003381</a>	9/11/2014	Anderson, Jane F	Registered Nurse
<a href="#">ORDER0003382</a>	9/11/2014	Schultz, Breann H	Registered Nurse
<a href="#">ORDER0003383</a>	9/11/2014	Dundon, Cassie K	Registered Nurse
<a href="#">ORDER0003384</a>	9/11/2014	Moesch, Diane L	Registered Nurse
<a href="#">ORDER0003385</a>	9/11/2014	Pittman, Brenda J	Registered Nurse
<a href="#">ORDER0003386</a>	9/11/2014	Anderson, Kimberly Ann	Registered Nurse
<a href="#">ORDER0003387</a>	9/11/2014	Groenewold, Jayne J	Registered Nurse
<a href="#">ORDER0003388</a>	9/11/2014	Wetherald, Jeremy K	Registered Nurse
<a href="#">ORDER0003389</a>	9/11/2014	Hull, Julie J	Registered Nurse
<a href="#">ORDER0003390</a>	9/11/2014	Stoddard, Aszani	Registered Nurse
<a href="#">ORDER0003390</a>	9/11/2014	Stoddard, Aszani	Nurse - Midwife
<a href="#">ORDER0003390</a>	9/11/2014	Stoddard, Aszani	Advanced Practice Nurse Prescriber
<a href="#">ORDER0003391</a>	9/11/2014	Riutta, Ravin L	Registered Nurse
<a href="#">ORDER0003392</a>	9/11/2014	Slaney, Sharon M	Registered Nurse
<a href="#">ORDER0003393</a>	9/11/2014	Young, Tiffany K	Registered Nurse
<a href="#">ORDER0003394</a>	9/11/2014	Niecko, Melissa A	Registered Nurse
<a href="#">ORDER0003395</a>	9/11/2014	Stoehr, Catherine Adele	Licensed Practical Nurse
<a href="#">ORDER0003396</a>	9/11/2014	Kofler, Jennifer M	Registered Nurse
<a href="#">ORDER0003397</a>	9/11/2014	Lindberg, Robert A	Registered Nurse
<a href="#">ORDER0003398</a>	9/11/2014	Plumb, Barbara A	Registered Nurse
<a href="#">ORDER0003398</a>	9/11/2014	Plumb, Barbara A	Advanced Practice Nurse Prescriber
<a href="#">ORDER0002936</a>	9/10/2014	Reichert, Cheri Ann	Registered Nurse
<a href="#">ORDER0003141</a>	8/14/2014	Lindauer, Sheila M	Registered Nurse

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