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State of Wisconsin
Before the Board of Nursing

In the Matter of the Disciplinary Proceedings Against

Cynthia Morse, L.P.N.

Respondent.

Case No. LS99051411NUR

FINAL DECISION AND ORDER

The parties to this proceeding for purposes of s. 227.53, Stats., are:

*Cynthia Morse
W970 CTY HWY K
Arlington WI 53911*

*Board of Nursing
Department of Regulation and Licensing
P.O. Box 8935
Madison WI 53708*

*Division of Enforcement
Department of Regulation and Licensing
P.O. Box 8935
Madison WI 53708*

The parties having agreed to the attached stipulation, the Board of Nursing makes the following:

FINDINGS OF FACT

1. Cynthia Morse, L.P.N., was born on August 22, 1949, and is licensed to practice as a licensed practical nurse in the state of Wisconsin pursuant to license number 10674, first granted on December 11, 1970.
2. Ms. Morse was employed as a licensed practical nurse at Central Wisconsin Center, a long term care facility operated by the State of Wisconsin Department of Health and Family Services, during 1994.
3. On July 26, 1994, Ms. Morse received a written reprimand for being apparently asleep on duty on July 11, 16, 24 and 25, 1994.
4. On August 26, 1994, Ms. Morse was suspended from work for three days for persistent personal hygiene deficiencies, disobedience to her supervisor, negligence and inattentiveness to her duties, and lying to her supervisor about her performance of certain nursing cares.
5. On September 15, 1994, Ms. Morse was suspended from work for ten days for persistent personal hygiene deficiencies, sleeping on duty, and negligence in the performance of nursing cares.
6. On November 9, 1994, Ms. Morse participated in a predisciplinary hearing held because of her supervisor's recommendation that she be terminated from employment. At the hearing, Ms. Morse made a statement to the effect that what she had done was not so bad as to justify termination, because no one had been harmed.
7. On December 13, 1994, Ms. Morse was terminated from her employment for violating the work rule prohibiting

disobedience, insubordination, inattentiveness, negligence or refusal to carry out written or verbal assignments, directions or instructions. The notice of termination also included as basis for the termination 17 medication administration errors and work performance errors between June 1 and November 8, 1994.

8. Ms. Morse filed a grievance through her labor union to contest her termination. The grievance was denied on the basis that the termination was for just cause, and the union did not appeal.

9. Ms. Morse denies the occurrence of the events for which she was suspended and terminated from her employment, but she recognizes the existence of evidence which makes it imprudent to contest this disciplinary proceeding before the Board of Nursing.

CONCLUSIONS OF LAW

1. The Board of Nursing has jurisdiction in this matter pursuant to s. 441.07, Stats.

2. Sleeping on duty, a pattern of medication errors, failure to comply with nursing procedures and inattentiveness in the performance of patient cares constitute violations of s. N 7.03, Wis. Admin. Code.

ORDER

Now, therefore, it is ordered that the license previously granted to Cynthia Morse as a licensed practical nurse is **SUSPENDED** for an indefinite period.

It is further ordered that Ms. Morse may petition the Board to lift the suspension at any time after Ms. Morse demonstrates successful completion of remedial nursing education in nursing organizational skills and medication administration.

It is further ordered that any education Ms. Morse pursues to meet the conditions of this Order shall be pre-approved by the Board or its designee. The Board designates Michelle Neverman, Department Monitor, P.O. Box 8935, Madison, Wisconsin 53708 as the person to whom Ms. Morse shall address all communications regarding the educational conditions of this Order.

It is further ordered that Ms. Morse is solely responsible for the costs of obtaining education to meet the conditions of this Order.

Dated: May 14, 1999

Wisconsin Board of Nursing

Timothy D. Burns CRNA

A member of the Board.