

# WISCONSIN DEPARTMENT OF REGULATION & LICENSING



## Wisconsin Department of Regulation & Licensing Access to the Public Records of the Reports of Decisions

This Reports of Decisions document was retrieved from the Wisconsin Department of Regulation & Licensing website. These records are open to public view under Wisconsin's Open Records law, sections 19.31-19.39 Wisconsin Statutes.

### Please read this agreement prior to viewing the Decision:

- The Reports of Decisions is designed to contain copies of all orders issued by credentialing authorities within the Department of Regulation and Licensing from November, 1998 to the present. In addition, many but not all orders for the time period between 1977 and November, 1998 are posted. Not all orders issued by a credentialing authority constitute a formal disciplinary action.
- Reports of Decisions contains information as it exists at a specific point in time in the Department of Regulation and Licensing data base. Because this data base changes constantly, the Department is not responsible for subsequent entries that update, correct or delete data. The Department is not responsible for notifying prior requesters of updates, modifications, corrections or deletions. All users have the responsibility to determine whether information obtained from this site is still accurate, current and complete.
- There may be discrepancies between the online copies and the original document. Original documents should be consulted as the definitive representation of the order's content. Copies of original orders may be obtained by mailing requests to the Department of Regulation and Licensing, PO Box 8935, Madison, WI 53708-8935. The Department charges copying fees. *All requests must cite the case number, the date of the order, and respondent's name as it appears on the order.*
- Reported decisions may have an appeal pending, and discipline may be stayed during the appeal. Information about the current status of a credential issued by the Department of Regulation and Licensing is shown on the Department's Web Site under "License Lookup." The status of an appeal may be found on court access websites at: <http://ccap.courts.state.wi.us/InternetCourtAccess> and <http://www.courts.state.wi.us/wscqa>.
- Records not open to public inspection by statute are not contained on this website.

**By viewing this document, you have read the above and agree to the use of the Reports of Decisions subject to the above terms, and that you understand the limitations of this on-line database.**

**Correcting information on the DRL website:** An individual who believes that information on the website is inaccurate may contact the webmaster at [web@drl.state.wi.gov](mailto:web@drl.state.wi.gov)

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

---

IN THE MATTER OF DISCIPLINARY :  
PROCEEDINGS AGAINST :  
 :  
MONICA K. LAUER, R.N., : FINAL DECISION AND ORDER  
RESPONDENT. : Order 0000233  
 :

---

[Division of Enforcement Case # 09 NUR 163]

The parties to this action for the purposes of Wis. Stat. § 227.53 are:

Monica K. Lauer, R.N.  
8540 Greenway Boulevard #212  
Middleton, WI 53562

Division of Enforcement  
Department of Regulation and Licensing  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935

Board of Nursing  
Department of Regulation & Licensing  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935

PROCEDURAL HISTORY

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final decision of this matter, subject to the approval of the Board of Nursing. The Board has reviewed the attached Stipulation and considers it acceptable.

Accordingly, the Board adopts the attached Stipulation and makes the following:

FINDINGS OF FACT

1. Monica K. Lauer, R.N., Respondent, date of birth March 8, 1958, is licensed by the Wisconsin Board of Nursing as a registered nurse in the state of Wisconsin pursuant to license number 102475, which was first granted August 25, 1989.
2. Respondent's last address reported to the Department of Regulation and Licensing is 8540 Greenway Boulevard #212, Middleton WI 53562.
3. At the time of the events set out below, Respondent was employed as a registered nurse at Select Specialty Hospital in Madison, Wisconsin.

4. On May 5, 2009, the charge nurse found medications in cups by the bedsides of three patients, two of whom were assigned to Respondent. The electronic medication administration record (MAR) and charting for that day were reviewed.

a. Patient A's 7:30 a.m. scheduled medication (insulin) was charted as given by Respondent at 8:15 a.m.

b. Patient A's 8:00 a.m. medication (Metformin HCL 1000mg) was charted as given by Respondent at 8:12 a.m. but the patient did not receive this medication; it was the medication found in the cup by his bedside.

c. Patient A had additional medications scheduled at 11:30 (insulin, charted as given at 12:31); at 12:00 (Zosyn, charted as given at 14:17, which is late. Respondent documented the reason for the late dose as "patient over load"); at 17:00 (insulin, charted as given at 18:33, which is late; and Vancomycin, charted as given at 18:34, which is late. Respondent documented the reason for the late doses as "short staffed"). Zosyn and Vancomycin were not given because Patient A refused them. The nursing narrative in the chart indicated that Patient A refused his IV antibiotics but they were charted by Respondent as given.

d. Patient B's 8:00 a.m. medication (Gemfibrozil), which was found in the cup at the patient's bedside, was given by the charge nurse.

5. Respondent was counseled by the charge nurse regarding the correct medication administration policy. Later that day, Respondent was also counseled by the CEO regarding her recent behavior, the medications which were left at patients' bedsides and the six rights for medication safety.

6. Patient A reported to administrators that Respondent came into his room and told him that he had gotten her into trouble with the CEO. When Patient A expressed concern about the air in his tubing, Respondent told him that she was the only RN on the floor and that they were short staffed and overworked. Patient A reported that he was disturbed by Respondent's conduct and did not feel safe. Patient A left the hospital against medical advice.

7. At 9:00 p.m., the CEO called the hospital and spoke with Respondent, who reported that she was behind in her work because she had to work with LPN's. When the CEO asked her why she was still at the hospital, since her shift ended at 6:00 p.m., Respondent replied that she had to do her charting. Because the CEO believed that Respondent's conduct was out of the ordinary, Respondent was advised to stop charting and go to the emergency room at Meriter Hospital for a urine drug screen. Respondent then told the CEO that she quit. The CEO accepted her verbal resignation and asked her to finish charting and leave the building.

#### CONCLUSIONS OF LAW

1. The Wisconsin Board of Nursing has jurisdiction to act in this matter, pursuant to Wis. Stat. § 441.07, and is authorized to enter into the attached Stipulation and Order, pursuant to Wis. Stat. § 227.44(5).

2. Respondent, by her conduct as set out above, has committed negligence as defined by Wis. Adm. Code § N 7.03(1)(b) & (d) and is subject to discipline pursuant to Wis. Stat. § 441.07(1)(c).

ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED:

1. Respondent, Monica K. Lauer, R.N., is hereby REPRIMANDED for the above conduct.

2. Respondent's license to practice nursing in the State of Wisconsin, and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, is LIMITED as follows:

a. Respondent, at her own expense, shall complete four (4) hours of pre-approved continuing education in medication administration, within 90 days of the date of this Order. Respondent is responsible for finding appropriate course(s) and submitting the course information to the Board for approval prior to taking the course and in sufficient time to obtain board approval within the 90-day time frame, taking into account the Board's meeting schedule.

b. Upon Respondent providing proof sufficient to the Board, or its designee, that she has completed the education, the Board shall issue an Order removing this limitation of Respondent's license.

3. Respondent shall, within 90 days of the date of this Order, pay to the Department of Regulation and Licensing costs of this proceeding in the amount of \$400.00 pursuant to Wis. Stat. § 440.22(2).

4. Requests for approval, notification of completion of educational programs and payment shall be faxed, mailed or delivered to:

Department Monitor  
Department of Regulation and Licensing  
Division of Enforcement  
1400 East Washington Ave.  
P.O. Box 8935  
Madison, WI 53708-8935  
Fax (608) 266-2264  
Telephone (608) 267-3817

5. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order. In the event that Respondent fails to pay costs as ordered or fails to comply with the ordered continuing education, Respondent's license may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing, until Respondent has complied with the terms of this Order.

6. This Order is effective on the date of its signing.

Wisconsin Board of Nursing

By: Marilyn Kaufmann  
A Member of the Board

6/3/10  
Date

G:\Lytle\Legal\LauerRN\LauerRNrepcstpdf&o.doc