WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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FILE COPY

BEFORE THE STATE	OF WISCONSIN	
BOARD OF NURSING		
IN THE MATTER OF	DISCIPLINARY	
PROCEEDINGS AGAINST		

RESPONDENT.

MARGARET A. WEISNER,

ORDER000 1877 FINAL DECISION AND ORDER

The State of Wisconsin, Board of Nursing, having considered the above-captioned matter and having reviewed the Stipulation and Proposed Decision, makes the following:

ORDER

NOW, THEREFORE, it is hereby ordered that the Proposed Decision annexed hereto, shall be and hereby is made and ordered the Final Decision of the State of Wisconsin, Board of Nursing. Let a copy of this Order be served on the Respondent by certified mail.

A party aggrieved by this decision may petition the Board for rehearing within twenty (20) days after service of this Decision pursuant to section 227.12, Wisconsin Statutes. The party to be named as Respondent in the petition is Margaret A. Weisner.

A party aggrieved by this Decision may also petition for a judicial review by filing the petition in the office of the Clerk of the Circuit Court for the county where the judicial review proceedings will be held and serving the Board and other parties with a copy of the petition for judicial review within thirty (30) days after service of this Decision pursuant to section 227.16, Wisconsin Statutes. The party to be named as Respondent in the petition is the State of Wisconsin Board of Nursing.

Dated this 44 day of October , 1982. isconsin State

MJB:smc 371-014

IN THE MATTER OF DISCIPLINARY :	
PROCEEDINGS AGAINST : MARGARET A. WEISNER, R.N., : RESPONDENT. :	

The parties in this matter agree and stipulate as follows:

1. That the Respondent freely and voluntarily waives her right to a public hearing in this matter.

2. That the Complainant and the Respondent urge the Board of Nursing to approve this Stipulation and adopt the Proposed Decision attached hereto as the Board's final order.

3. That the attorney for the Complainant may appear before the Board of Nursing to make statements in support of this Stipulation and Proposed Decision.

4. That if the terms of the Stipulation and Proposed Decision are not acceptable to the Board of Nursing, then the parties shall not be bound by any of the terms.

Michael J. Berndt,

Attorney for Complainant

Joseph Perry,

Attorney for Respondent

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Margaret **A**. Weisner Respondent

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BOARD OF NURSING	IN	
IN THE MATTER OF DISCIPLINA PROCEEDINGS AGAINST	RY : :	PROPOSED DECISION
MARGARET A. WEISNER, R RESPONDE	.N., :	

FINDINGS OF FACT

1. That Margaret A. Wiesner, hereinafter called the Respondent, was at all times relevant to this complaint duly licensed under the provisions of chapter 441 of the Wisconsin Statutes to practice as a registered nurse in the state of Wisconsin.

2. That the Respondent's registered nurse license number is 69064, granted on September 16, 1977.

3. That the Respondent's address is 2417 Pleasant Avenue, Minneapolis, Minnesota, 55404.

4. That on February 5, 1981, the Respondent converted hospital stock and patient medications to her own use while working as a registered nurse at Saint Anthony Hospital in Milwaukee, Wisconsin.

5. That said medications were two doses of Numorthan, a.k.a., Oxymorphone Hydrochloride, a Schedule II controlled substance.

6. That the Respondent signed out the medications as having been given to a particular patient, but did not chart the medications as given to this patient.

7. That the purpose of the diversion was the Respondent's private use and the motive was the relief of psychological stress.

8. That the Respondent received in-patient care at Waukesha Memorial Hospital, Wisconsin, in March and April, 1981 for drug abuse.

9. That on April 20, 1981, the Respodent entered Wayside House, 2409 Pillsbury Ave., Minneapolis, Minnesota, 55404, as a resident.

10. That the Respondent resided at Wayside House, a half-way house providing counseling and support for chemically dependent persons, until November, 1981.

11. That since June 1, 1981, the Respondent has been successfully employed as a medical secretary at Childrens Health Center, 2525 Chicago Ave. South, Minneapolis, Minnesota, 55404.

12. That the following letters describing the Respondent's rehabilitation and current job placement are attached:

Letter dated October 26, 1981, from Geni Murphy Brooks, C.C.D.P. Α. Letter dated March 11, 1982, from Jeanne Johanson, C.C.D.P. Β. Letter dated March 11, 1982, from M. Angela Skelton, M.D. С. D. Letter dated March 11, 1982, from Elizabeth A. Perkett, M.D. Letter dated March 11, 1982, from Ronald E. Hoekstra, M.D. Ε. Letter dated March 17, 1982, from Anne Harrington, R.N. F. Letter dated March 18, 1982, from Luanne Turner. G. Letter dated March 18, 1982, from John F. Fangman, M.D., Ph.D. Η. Letter dated March 18, 1982, from Elaine M. Nelson, R.N. Ι. Letter dated March 23, 1982, from David E. Brasel, M.D. i. Undated letter from Pam Kuklok, Resident Supervisor, Wayside Κ.

House

13. That the Respondent is currently licensed as a nurse in Minnesota and Wisconsin. The Respondent voluntarily did not practice nursing from February, 1981, through July, 1982.

CONCLUSIONS OF LAW

1. That obtaining a controlled substance as described above constitutes unprofessional conduct as defined by Wisconsin Administrative Code Sec. N11.04(1).

2. That pursuant to Sec. 441.07, Wisconsin Statutes, unprofessional conduct constitues a basis for the Board to take disciplinary action against the Respondent.

ORDER

NOW, THEREFORE, IT IS ORDERED that the license to practice professional nursing of the Respondent, Margaret A. Weisner, shall be and hereby is SUSPENDED for a period of one year, said suspension being stayed.

IT IS FURTHER ORDERED, that the Respondent's license shall be and hereby is LIMITED for a period of 2 years after the date she commences work as a nurse, said limitation to be under the following terms and conditions: 1. The Respondent must inform prospective employers of her history of drug abuse; 2. The Respondent must inform the Board of Nursing of any change in her employment status within five days of such change; 3. The Respondent shall not consume any unprescribed controlled substances; 4. The Respondent must, upon commencement of work as a nurse, submit to a random monitoring program acceptable to the Board for sampling of her blood and/or urine for the presence of unprescribed controlled substances. The program shall be headed by a supervising therapist who will arrange for witnessed random weekly or bimonthly drug screens and shall analyze the results. The supervising therapist shall file quarterly reports concerning the Respondent's progress in rehabilitation. The supervising therapist shall file an immediate report if any drug screen proves positive; 5. The Respondent shall be responsible for obtaining a program which is acceptable to the Board and for all costs connected with such program; and 6. During the period of limitation, the Respondent shall cause her employment supervisor to forward written quarterly evaluations of the Respondent's work performance directly to the Board.

IT IF FURTHER ORDERED, that after one year from the date of the Board's final order in this matter, the Respondent may petition the Board for the removal of any or all of the terms and conditions of the limitation.

MB:kh 108-961

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2409 Pillsbury Avenue, Minneapolis, Minnesota 55404

October 26, 1981

Ms. Belle Randell Investigator <u>Division</u> of Enforcement Departmant of Regulation & Licensing P.O. Box 8936 Madison, Wisconsin 53708

Dear Belle Randell:

Margaret entered Wayside House on 4/20/81. She completed primary treatment at Waukesha Memorial Hospital in Wisconsin. She had one prior treatment to that and started using heroin again in 3 months. She stated that she's ac-Cepting her chemical dependency this time and knew she needed a half-way house for support. She is also diabetic and has been on insulin since age 16. She is a nurse by profession.

In Sobriety goals Margaret; attended A.A. at least once a week, has become involved in a Nurses A.A. group at Abbott Northwestern Hospital, obtained a sponsor and is preparing to do another 5th step on November 18th, 1981.

In Behavior and Attitude goals she; worked on being a care-giver and not a caretaker, worked on changing her impulsiveness and impatience, worked on using her defiance in a positive way, worked on letting go and getting out of trying to control and took a look at how she gets herself with procrastination.

In Relationship and Social goals Margaret; did work on her dependency on her parents and is working on being responsible for self, looked at past male relationships and what she wants in relationships today and learned to have fun in sobriety.

In Education, Vocation and Finance goals she; got a job as a medical secretary at Children's Hospital and worked on being financially responsible for herself.

Margaret's goals after discharge are; to live with some Wayside graduates, to stay at her present job for at least two years, to continue going to her murges A.A. group, to continue working on her sexualtiy and relationships and to stay connected with Wayside.

I believe the provincial for Mangaret's recovery is good. I believe she is sincore about her recovery. She has worked hard looking at herself and

getting in touch with her feelings. Then she has gone on to implement behavior change.

If I can be of any further assistance, please contact me.

Sincerely, urphy Brooks Sine

Gini Murphy Brooks C.C.D.P.

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2409 Pillsbury Avenue, Minneapolis, Minnesosa 55404

March 11, 1982

Joseph Perry Attorney at Law Room 803 8 4th Street East St. Paul, Minnesota 55101

Dear Mr. Perry:

I would like to bring you up to date on the after-care progress of Margaret Wiesner. She is living with Wayside graduates and is consistently attending A. A. in the community. She continues to be employed in Minneapolis.

Margaret is a frequent visitor at Wayside, and appears open and honest. She is an exellent role model to the current residents and is open and willing to share herself with them. I believe she continues to be sincere about her recovery. At this point I consider her prognosis very good.

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Sincerely,

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Jeanne Johanson C. C. D. P. Program Director

cc: Margaret Wiesner



March 11, 1982

Joseph Perry, Attorney-at-Law 803 Commerce Building St. Paul, Minnesota 55101

Dear Mr. Perry:

I have known Margaret Weisner since June of 1981, during which time she has been employed as a secretary for our Neonatology Staff. She is involved in the day-to-day workings of the Newborn Intensive Care Unit and interacts with both physicians and nursing staff. She is also involved in the weekly Follow-Up Clinic, which requires her to make many telephone calls and repeated communications with parents of babies who were treated in our Newborn Intensive Care Unit sometime ago. In her ongoing role, she is required to observe, very closely, patient confidentiality both as regards the current condition of sick infants in our Unit and as regards the ongoing communication with parents of patients who have been discharged for sometime. Ms. Weisner has discharged her responsibilities in a highly exemplary and professional manner.

Many times, the demands placed on her have been unpredictable. For example, when illness reduced our secretarial force by half, and Margaret was the sole person functioning in that capacity in our office, she assumed the responsibilities of both persons. In addition, at the time there was a great deal of preparation for a nursing course. Margaret spent a tremendous amount of time in the evenings and on weekends helping to collate materials to be used in that course.

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MARGARET WEISNER

RE: MARG

Ms. Weisner takes a great deal of pride in her job. This is manifested both in her attitude, which is always pleasant and helpful, as well as in her work. She has proven to be reliable, resourceful, of unquestionable integrity, and has been willing to "go the extra mile" exerting extra effort and devoting extra time to complete a project, even though it required her to change her own personal plans.

Ms. Weisner is a person who has achieved a remarkable degree of self-knowledge. With that, she brings a sensitivity to others, a keen interest in her work and a very high personal ethical code. We are fortunate to have Ms. Weisner in our employ.

Should you require further information, please do not hesitate to contact me.

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Sincerelva 10. 11 M. Angela Skelton, M.D.

Staff Neonatologist Neonatal Intensive Care Unit MAS:lat



March.11, 1982

Joseph Perry, Attorney-at-Law 803 Commerce Building St. Paul, Minnesota 55101

Dear Mr. Perry:

I am writing in regard to Margaret Weisner. I have known Ms. Weisner since June of 1981, when she began working as a secretary in our office. Ms. Weisner has been an excellent worker. She is dependable and thorough with her work. She has shown initiative and accepts extra responsibilities. Overall, she is a conscientous, reliable person, and I have no reservations in recommending her.

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If you need any further information, please feel free to contact me.

Sincerely yours,

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Elizabeth A. Perkett, M.D. Staff Neonatologist Neonatal Intensive Care Unit EAP:lat

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March.11, 1982

Joseph Perry, Attorney-at-Law 803 Commerce Building St. Paul, Minnesota 55101

Dear Mr. Perry:

I am writing in regard to Margaret Weisner, who has been employed as my secretary and administrative assistant in the Neonatal Intensive Care Unit at Minneapolis Children's Health Center during the past nine months. During the entire time that Ms. Weisner has worked for me and my partners, she has gone far beyond the call of duty for her job description. In addition to working her regular hours, she has come in without being asked and worked on weekends in order that the entire neonatal operation at Children's Hospital might function more smoothly. She has proven to be extremely efficient as well as dependable. She is able to take the initiative in carrying out tasks without being told or directed. In addition to being extremely motivated, Ms. Weisner has demonstrated the utmost integrity.

Ms. Weisner not only performs well in her job, but is a very pleasant person to work with. She has always demonstrated a high level of compassion and courtesy towards the parents of infants hospitalized in the NICU as well as those families returning for the NICU Follow-Up Clinic. In performing her duties, Ms. Weisner has assumed the entire responsibility for the administration

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Page -2-MARGARET WEISNER

RE:

of the Neonatal Intensive Care Follow-Up Clinic. This responsibility includes the scheduling of patient appointments and, in some instances, assisting with data collection. She has been a valuable person in our Department, and I would, unreservingly, give her the highest possible recommendation, personally and professionally.

Sincerely yours,

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Ronald E. Hoekstra, M.D. Staff Neonatologist Neonatal Intensive Care Unit REH:1at

JM STMARY'S HOSPITAL

March 17, 1982

Attorney Joseph Perry 803 Commerce Building St. Paul, MN 55101

Dear Mr. Perry:

A former employee of mine, Margaret Weisner, asked me to write a letter of reference to you in her behalf.

Miss Weisner worked for me as a staff nurse. Her work was of high quality, always exhibiting care and compassion for her patients. She was very well liked by her peers and physicians. She did very well in her job until the problem occurred that you are aware of.

I was pleased to see Maggie this past week and that she had resolved her problem and had received medical treat-ment.

I hope that your endeavors to represent her in her hearing in April with the State Board will prove favorable for her and that she will again be a valued asset to the Nursing profession.

Sincerely,

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Anne Harrington, RN Director/7th Floor Nursing

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cc: M. Weisner

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2125 North Eske Diffe PO Box 505 Millarkin, Wisconsis 55201 Phone: 414, 289-7000



March 18, 1982

Joseph Perry, Attorney-At-Law 803 Commerce Building St. Paul, Minnesota 55101

Deat Mr. Petru:

Margaret Weisner was employed as a Medical Secretary in our office in June of 1981. From the time of her first interview, I was impressed with her openness and her determination. During the past is or 9 months I have found that both of these impressions were very true. Margaret has shown a very determined effort to become a good secreatry and has proven that she can be just that. She does an excellent job in all phases of the position. Margaret has shown herself to be a very conscientious and feeling person, and has a most pleasant personality. I am quite impressed with the way she has managed to overcome her previous problems and has managed for the experience not to make her bitter, but to make her grow in her maturity.

I would most highly recommend Maragret for any position that she would apply for in her future. If I can be of any further assistance, or if you would like further information, please feel free to contact me.

Sincerely yours,

Xen.K.M.

Coordinator NICU Medical Office lat

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March 18, 1982

Joseph Perry, Attorney-At-Law 803 Commerce Building St. Paul, Minnesota 55101

Dear Mr. Perry:

I am writing in regard to Ms. Margaret Weisner. Ms. Weisner has worked in our Neonatal Office at Children's Health Center since June of 1981. She has performed as an outstanding employee and I have found her to be a very forthright, honest and pleasant improved. She has hundled her previous chemical dependency in a very mature fashion, and has shown the results of a great deal of hard work and mature acceptance of the problem. I would have no hesitation, at this time, in recommending her as a professional nurse. I feel that she will make a significant contribution to her profession.

If you have any questions, please feel free to contact me.

Sincerely.

John J. Fanghan, M.D., Ph.D. Medical Director Neonatal Intensive Care Unit JJF:Eat

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March 18, 1982

Joseph Perry, Attorney-At-Law 803 Commerce Building St. Paul, Minnesota

Dear Mr. Perry:

I have known Margaret Weisner since June 1, 1981, as a co-worker in the NICU Follow-Up Clinic. Major changes have occurred in the Follow-up Clinic during this time, to which Margaret has responded in a cool and efficient manner. She has been a very valuable liaision talking to parents before, during and after their clinic experience. I am very pleased and satisfied with Margaret's performance as a secretary and would have no qualms about having her work beside me as a nurse.

Sincerely,

Walle

Elaine M. Nelson, R.N. Coordinator NICU Follow-Up Clinic EMN:lat

2525 CHORAGE AVENUE SOUTH • MUNNEAPOUS MUNNESOTA 75404 • (612) 874-6122 Domners: Autor North Vertex and South Aster Kenny Institute: Charles Health Contex Ford Descard



March 23, 1982

Joseph Perry, Attorney-At-Law 803 Commerce Building St. Paul, Minnesota

Dear Mr. Perry:

Margaret Weisner has worked in the Neonatology Office since June 1, 1982 as a secretary to the neonatologists and as a organizer for our NICU Follow-Up Clinic. I have found Ms. Weisner to be a very pleasant and courteous person to work with. She is always friendly and personable with her contacts through this office.

In regard to her work performance, she has done exceptionally well. Although not a secretary by training, she seems to have taken this endeavor with all seriousness and motivation. She performs her job well and efficiently and has been a great asset to this department. Her greatest attribute has been her motivation and determination to perform this current job well and at the same time she's gained the respect of many of the people in our department who can rely on her.

It is our sincere hope that Ms. Weisner will continue to work in her capacity in our office, but know full well that her training and goal is to again work in direct patient care, and we would not want to hinder that aspiration.

Sincerely yours, and Zan Drusel

David Earl Brasel, M.D. Staff Neonatologist Neonatal Intensive Care Unit DEB:lat

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2409 Pillsbury Avenue, Minneapolis, Minnesota 55404

Mr. Joe Perry 1193 Laurel Ave. St. Paul, MN.

Dear Mr. Perry:

I am the Resident Supervisor at Wayside House, Inc. I met Margaret Weisner on April 20, 1981, at which time she was admitted to Wayside as a resident.

Margaret's eagerness to grow and change her life was highly evident. She worked hard to restructure her life and become a responsible, chemically free woman. She was always willing to do what the program required to achieve her own personal and individual goal of recovery.

Margaret successfully completed the 6 month program at Wayside and upon her graduation moved in with me in my home. We have lived together since November of 1981. I have continued to watch Margaret grow and work a remarkable program using both the tools of Alcohol Anonymous and those she aquired at Wayside House.

Margaret is a strong, honest, capable and gentle person. Our living experience has been extremly valuable to me. She has also served as an excellent role model to by 13 year old daughter.

I admire Margaret's sincere desire to recover from her disease of themical dependency and to do what is necessary to maintain a chemically free life.

I consider my relationship with Margaret both on a professional and social level to be an honor.

If there is any other way in which I can be of help, please feel free to contact me. Home phone - 866-7887; Work phone - 871-7999.

Sincerely,

Can Kuklok

Pam Kuklok Resident Supervisor

PK/ah



State of Wisconsin

Lee Sherman Dreyfus Govërnor

DEPARTMENT OF REGULATION & LICENSING

Sue Ann Kaestner Secretary

1400 E. WASHINGTON AVENUE P.O. Box 8936 MADISON, WISCONSIN 53708 608 266-2112

October 6, 1982

Ms. Margaret Weisner 2631 East Beverly Road Milwaukee, WI 53211

> RE: In the Matter of Disciplinary Proceedings Against Margaret Weisner, R.N.

Dear Ms. Weisner:

On September 23, 1982, the Wisconsin Board of Nursing took action to adopt the attached Final Decision and Order in the above matter. This action suspends your license for one year. The suspension is further stayed but the license is limited for a period of two years after the date you begin work.

The following schedule applies to the license limitation:

- 1. If you decide to return to employment as a registered nurse, you must notify the Board fifteen days in advance of your employment and return the license renewal card so it can be marked "Limited License".
- 2. You must at the same time inform the Board of Nursing of the facility which will be doing the monitoring for you for controlled substances in the blood and urine. This facility must be approved by the Bureau of Nursing.
- 3. You must arrange to have your supervising therapist file quarterly reports with the Bureau of Nursing.
- 4. You must arrange to have written quarterly reports, evaluating your work performance, forwarded to the Bureau of Nursing from your employer.

Violation of any of the terms of limitation may result in summary suspension of licensure, imposition of the stayed portion of the discipline and/or the imposition of additional discipline.

Ms. Weisner October 6, 1982 Page 2

If you have any questions, please contact Katie Kyndely, R.N., Nursing Education Consultant at 608-266-0072.

Sincerely,

BUREAU OF NURSING

ossin ł. Paula R. Possin

Director

PRP/KK/ms Encl.

cc: Joseph Perry, Attorney Michael J. Berndt, Attorney