

WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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FILE COPY

STATE OF WISCONSIN
BEFORE THE PHARMACY EXAMINING BOARD

IN THE MATTER OF THE
LICENSE OF

SCOTT T. TRELAND, R.Ph.,
RESPONDENT.

FINAL DECISION AND ORDER
ADOPTING STIPULATION

The parties to this action for the purposes of Wis. Stats. sec. 227.53
are:

Scott T. Treland, R.Ph.
3464 East Bottsford
Cudahy, WI 53110

Pharmacy Examining Board
P.O. Box 8935
Madison, WI 53708-8935

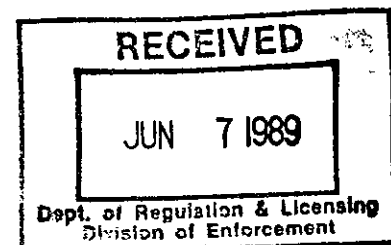
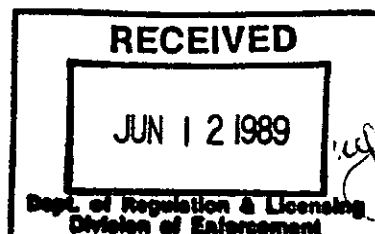
Department of Regulation and Licensing
Division of Enforcement
P.O. Box 8935
Madison, WI 53708-8935

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. The Board has reviewed this Stipulation and considers
it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation
and makes the following:

FINDINGS OF FACT

1. That Scott T. Treland, R.Ph., Respondent herein, was at all times
relevant to this proceeding duly licensed under the provisions of Chapter 450,
Wis. Stats., to practice as a registered pharmacist in the State of Wisconsin.
2. That Scott T. Treland holds a license as a pharmacist,
number 10279, granted December 14, 1982.
3. That the Respondent's date of birth is April 23, 1958 and current
address is 3464 East Bottsford, Cudahy, Wisconsin 53110.
4. On September 29, 1987 Respondent was convicted in Sheboygan County
Circuit Court, Branch 1, in Case #87CF156, upon a plea of no contest, of one
count of the felony offense of obtaining cocaine by fraud in May, 1987, in
violation of Section 161.43(1)(a), Wis. Stats. A Judgment of Conviction and
Order was entered on February 5, 1988, a copy of which is attached hereto as
Exhibit A. On February 5, 1988, Respondent was sentenced to:



- a. Six months incarceration in the county jail commencing upon completion of a chemical dependency treatment program at Bremen House, DePaul Rehabilitation Hospital;
- b. Four years probation;
- c. Ten hours per month community service during probation;
- d. Continued treatment with DePaul Impaired Professional Program;
- e. Court costs, witness fees and mandatory victim/witness surcharge, totalling \$74.40; and
- f. No contact with the Respondent's former girlfriend.

5. The criminal conviction above related to conduct of Respondent over the period from about November, 1986 through September, 1987, in which Respondent, while heavily addicted to cocaine, diverted cocaine from the hospital pharmacy at which he was employed as a pharmacist, for his own use and for the use of his then girlfriend/fiancee. Respondent had on occasion diverted and abused other controlled substances, including Valium.

6. The Division of Enforcement further alleges, and Respondent denies but chooses not to contest, that Respondent prepared and substituted another medication, lidocaine, for the cocaine he removed from the previously unopened cocaine container and resealed the container and replaced it in the hospital pharmacy stock to conceal his theft of the cocaine.

7. That following arrest leading to the above-described conviction, Respondent voluntarily entered treatment for drug abuse and dependency at DePaul Rehabilitation Hospital on October 8, 1987. Respondent received inpatient treatment for drug abuse and dependency from October 8, 1987 through November 6, 1987. Respondent was diagnosed with cocaine dependence-unspecified. Respondent has continued in the DePaul Recovery Program for Professionals to the present time. Respondent currently continues a program of random, bi-monthly urine screens for alcohol and controlled substances, and quarterly case reviews with his DePaul treatment team. Respondent's urine screens from the time of inpatient admission have all been negative for any mood altering substances. A copy of a report from DePaul Rehabilitation Hospital summarizing his rehabilitation program is attached hereto as Exhibit B.

8. Respondent has been employed at St. Joseph's Hospital Pharmacy from May 2, 1988 to the present. Respondent's pharmacy supervisor reported to the Division of Enforcement that Respondent's job performance has been commendable, and that no problems have been encountered in his work experience at St. Joseph's Hospital. A copy of a report from Respondent's employment supervisor is attached hereto as Exhibit C..

CONCLUSIONS OF LAW

1. The Wisconsin Pharmacy Examining Board has jurisdiction over this matter and authority to take disciplinary action against the Respondent pursuant to Wis. Stats. sec. 450.10(1), and Wis. Adm. Code Ch. Phar 10.

2. The Wisconsin Pharmacy Examining Board is authorized to enter into the attached Stipulation pursuant to Wis. Stats. sec. 227.44(5).

3. That in having been convicted of the felony offense of obtaining cocaine by fraud in violation of Section 161.43(a), Wis. Stats., Respondent has been convicted of a crime the circumstances of which substantially relate to the practice of pharmacy, and is subject to discipline for unprofessional conduct pursuant to Section Phar 10.03(2), Wis. Adm. Code, and Section 450.10(1)(b)3., Wis. Stats.

4. Respondent engaged in unprofessional conduct contrary to Wis. Stats. sec. 450.10(1)(a)3. and Wis. Adm. Code sec. Phar 10.03(7) in that Respondent has practiced or attempted to practice pharmacy while his ability to competently perform the duties of a pharmacist were impaired by drug or alcohol abuse.

5. Respondent delivered to another person without authorization a controlled substance in violation of Section 161.41(1), Wis. Stats., which violation is substantially related to the practice of pharmacy under Section Phar 10.03(1), Wis. Adm. Code, and therefore subjects the Respondent to discipline for unprofessional conduct under Section 450.10(1)(b)3., Wis. Stats.

6. Respondent knowingly created a counterfeit substance in violation of Section 161.41(2), Wis. Stats., which conduct also constitutes a violation of Section Phar 10.03(4) and (6), Wis. Adm. Code, in that he knowingly created a contaminated medication used for administration to patients which constituted a danger to the health, welfare and safety of patients.

ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED:

I. That the Stipulation of the parties, attached hereto, is accepted.

II. IT IS FURTHER ORDERED that effective upon issuance of this order, the pharmacist license of Scott T. Treland, Respondent, shall be SUSPENDED for a period of not less than five (5) years.

1. The suspension shall be stayed for a period of three months, conditioned upon compliance with the conditions and limitations outlined in paragraph 2., below.

a. The Respondent may apply for consecutive three (3) month extensions of the stay of suspension, which shall be granted upon acceptable demonstration of compliance with the conditions and limitations imposed on the Respondent's practice during the prior three (3) month period.

b. The Board may deny without hearing an application for extension of the stay, or commence other appropriate action, upon receipt of information that Respondent has violated any of the terms or conditions of this Order. If the Board denies the petition by the Respondent for an extension, the Board shall afford an opportunity for hearing in accordance with the procedures set forth in Wis. Adm. Code Ch. RL 1 upon timely receipt of a request for hearing.

- a. Six times per month for the first five months following the date of this Order.
- b. Four times per month commencing in the sixth through forty-first month following the date of this Order.

If the physician or therapist supervising the Respondent's plan of care or Respondent's employer deems that additional blood or urine screens are warranted, Respondent shall submit to such additional screens as requested or recommended.

The Respondent shall be responsible for obtaining a monitoring facility and reporting system acceptable to the Board.

To be an acceptable program, the monitoring facility shall agree to provide random and witnessed gatherings of specimens for analysis for all controlled substances and alcohol. Any specimen that yields a positive result for any controlled substance or alcohol shall be immediately subjected to a gas chromatography-mass spectrometry (hereinafter, "GC-MS") test to confirm the initial positive screen results. The monitoring facility shall agree to immediately file a written report directly with the Pharmacy Examining Board, the supervising physician or therapist, and the Respondent's supervising pharmacist upon any of the following occurrences: if the Respondent fails to appear upon request; or if a drug or alcohol screen and confirmatory GC-MS test prove positive; or if the Respondent refuses to give a specimen for analysis upon a request authorized under the terms of this Order. Respondent shall arrange for quarterly reports from the monitoring facility directly to the Board and to Respondent's supervising physician or therapist providing the dates and results of specimen analyses performed. Such reports shall be due on the dates specified in paragraph 1.d. above.

The monitoring facility shall further agree to keep a formal record of the chain of custody of all specimens collected and subjected to analysis. The facility shall further agree to preserve any specimens which yielded positive results for any controlled substance or alcohol, pending further written direction from the Board.

(5) Respondent shall arrange for quarterly reports from his supervising physician or therapist directly to the Board evaluating and reporting:

- (a) A summary of Respondent's progress in his rehabilitation program to date, and all recommendations for continuing rehabilitation treatment,

- (b) Respondent's attendance in NA/AA meetings,
- (c) Respondent's participation in and results of his random witnessed urine and/or blood screening program.

Such quarterly reports shall be due on the dates specified under paragraph 1.d. of this Order.

(6) Respondent shall arrange for agreement by his supervising physician or therapist to report immediately to the Board any conduct or condition of Respondent that may constitute a danger to the public in his practice of pharmacy, and any occurrence that constitutes a failure on the part of the Respondent to comply with the requirements of this Order or treatment recommendations by the supervising physician or therapist.

c. Practice of Pharmacy: Limitations and Conditions. Any practice of Pharmacy by Respondent during the pendency of this Order shall be subject to the following terms and conditions:

(1) Respondent shall not practice as a pharmacist in any capacity unless he is in full compliance with the rehabilitation program as specified and approved under this Order.

(2) Respondent shall not be employed as or work in the capacity of a "managing pharmacist" or "pharmacist in charge" as defined in secs. Phar 1.02(2) and (5), Wis. Adm. Code.

(3) Respondent shall not be employed in the practice of pharmacy nor perform any professional pharmacy services without the continuing supervision of another registered pharmacist, who is in good standing with and acceptable to the Board.

(4) Respondent shall not place nor be responsible for the placing of any orders for the purchase of any controlled substances, and Respondent shall not sign any orders or invoices for controlled substances.

(5) Respondent shall provide his employer and any prospective employers with a copy of this Stipulation and Final Decision and Order immediately upon issuance of this Order, and upon any change in employment.

(6) Respondent shall arrange for his supervising pharmacist to provide directly to the Board quarterly written reports due on the dates specified in paragraph 1.d. evaluating Respondent's work performance, which shall include reports or information required under subparagraph (7) and (8) hereunder.

(7) Respondent shall obtain agreement from his managing pharmacist to establish a system acceptable to the Board for monitoring pharmacy operations relating to all controlled substances, structured and implemented to reasonably detect any loss, diversion, tampering, discrepancy or other unauthorized activity relating to controlled substances. Respondent shall arrange for his managing pharmacist to formulate such a maintenance and monitoring system and provide to the Board a written description of such system within 30 days of the date of this Order or any change in employment. Any loss, diversion, tampering, discrepancy or other unauthorized activity discovered shall be immediately reported to the Board.

(8) In addition to the foregoing subparagraph (7), Respondent shall obtain from his managing pharmacist agreement to conduct accountability audits of all schedule II controlled substances every six months for the duration of this Order, commencing October 30, 1989. The audit shall be conducted by and certified by a licensed pharmacist other than respondent, who shall be approved by the Board. A summary of the audits required under this subparagraph shall be included in the quarterly report following the audit, however, any discrepancy or missing drugs indicated by the audits shall be immediately reported in writing to the Board.

(9) Respondent may enter or be present in the professional service area of the pharmacy at which he is employed during times other than regular pharmacy business hours only with the immediate presence of his supervisor, and only for the purpose of rendering legitimate professional pharmacy services.

(10) Respondent shall arrange for agreement by his supervising pharmacist to immediately report to the Board and to the supervising physician or therapist any conduct or condition of Respondent that may constitute a danger to the public.

d. Upon request of the Board, the Respondent shall provide the Board with current releases complying with state and federal laws, authorizing release of counseling, treatment and monitoring records, and employment records.

e. The Respondent shall report to the Board any change of employment status, residence address or phone number within five (5) days of any such change.

3. Respondent shall not own in whole or in part any interest in a pharmacy except upon prior approval of the Pharmacy Examining Board.

4. Following successful compliance with and fulfillment of the provisions of paragraph 2. of this Order for a period of 18 months, and only upon the express written recommendation of the Respondent's supervising physician or therapist, the Respondent may petition the Board, in conjunction

with an application for extension of the stay of suspension, for modification of the conditions or limitations for stay of suspension, except as to paragraphs 2.a., 2.c.(2), (4), (5), and paragraph 3, above. A denial of such a petition for modification shall not be deemed a denial of license under sec. 227.01(3), or 227.42, Wis. Stats., or Ch. RL 1, Wis. Adm. Code, and shall not be subject to any right to further hearing or appeal.

5. Respondent shall be responsible for all costs and expenses of complying with this Order and for arranging any alternative means for covering such costs and expenses.

6. The Board in its discretion may conduct unannounced inspections and/or audits, and make copies, of pharmacy records and inventory where Respondent is employed as a pharmacist.

III. IT IS FURTHER ORDERED that in consideration of the aggravating conduct described in paragraphs 5 and 6 of the Findings of Fact and paragraphs 5 and 6 of the Conclusions of Law, and in further consideration of the mitigating circumstance of successful chemical dependency rehabilitation to date, the Board hereby imposes, in lieu of revocation of license, an additional SUSPENSION of Respondent's license to practice pharmacy for a period of ten years, to be imposed consecutively to the period of suspension imposed above. This additional suspension shall be STAYED upon the following terms and conditions:

1. That Respondent has successfully complied with the terms of part II, paragraphs 1 through 3 above.

2. That Respondent shall have paid the costs of this investigation and proceeding in the amount of \$ 300.00 to the Department of Regulation and Licensing not later than 90 days after the date of this Order.

3. Respondent shall remain free of alcohol, prescription drugs and controlled substances not prescribed by a practitioner for legitimate medical purposes.

4. Respondent shall not be employed as or work in the capacity of a "managing pharmacist" or "pharmacist in charge" as defined in secs. Phar 1.02(2) and (5), Wis. Adm. Code.

5. Respondent shall not place nor be responsible for the placing of any orders for the purchase of any controlled substances, and Respondent shall not sign any orders or invoices for controlled substances.

6. Respondent shall not own in whole or in part any interest in a pharmacy except upon prior approval of the Pharmacy Examining Board.

7. Any further violation involving the unauthorized delivery of a controlled substance or other abuseable substance to another person, or the knowing creation of a counterfeit substance, or the knowing contamination of a medication that may be administered to or used by a patient, shall result in removal of the stay of suspension and shall further result in the revocation of Respondent's license to practice pharmacy in the State of Wisconsin.

8. Respondent shall provide his employer and any prospective employers with a copy of this Stipulation and Final Decision and Order immediately upon issuance of this order and upon any change in employment.

9. Respondent shall have complied with all aspects of the February 5, 1988, sentencing order referred to in paragraph 4 of the Findings of Fact.

IV. IT IS FURTHER ORDERED that the Board, in its discretion, may restore Respondent's license to full, unlimited status only upon petition by Respondent after completion of the periods of suspension and a showing that Respondent has complied with all terms and conditions of this order, that the Respondent is rehabilitated, and that the Respondent may practice pharmacy without limitation or condition.

V. IT IS FURTHER ORDERED that Respondent shall notify the Board in writing within five days of any change in residence address, employer, and employment status.

VI. IT IS FURTHER ORDERED that violation of any of the terms of this Order or of any law substantially relating to the practice of pharmacy may result in a summary suspension of the Respondent's license; the denial of an extension of the stay of suspension; the imposition of additional conditions and limitations; or the imposition of other additional discipline.

VII. IT IS FURTHER ORDERED that this Order shall become effective immediately upon issuance by the Pharmacy Examining Board, except for provision II. 2.a., page 4, which is effective the date of signing by Respondent.

PHARMACY EXAMINING BOARD

By:

W. R. Smith
A Member of the Board

Date

6/13/89

I, Scott T. Treland, have read and understood all parts of this Order and attached Stipulation, and pursuant to the attached Stipulation, hereby consent to the entry of the foregoing Final Decision and Order by the Wisconsin Pharmacy Examining Board.

Dated this 9th day of June, 1989.

Scott T. Treland
Scott T. Treland, R.Ph., Respondent

Robert D. Dietz
Robert Dietz, Attorney for Respondent

RTG: lmp
DOEATTY-657

JUDGMENT OF CONVICTION
SENTENCE WITHHELD, PROBATION ORDERED

STATE OF WISCONSIN,
v.

Plaintiff

STATE OF WISCONSIN, Circuit Court Branch I

SCOTT TRELAND

Defendant

County SHEBOYGAN

87CF156

Defendant Date of Birth

Court Case No.

87CF156

The defendant entered his/her plea of ☐ guilty

☐ not guilty

☒ no contest;

The ☒ Court ☐ Jury found the defendant guilty of:

Felony or

Date(s)

Wis. Statute(s)

Misdemeanor

Class

Crime

Crime(s)

Violated

(F or M)

(A-E)

Committed

Obtain cocaine by fraud

161.43(1)a

F

May, 1987

committed in this County; and

On 2/4/88, the Court inquired of the defendant why sentence should not be pronounced, and no sufficient grounds to the contrary being shown or appearing to the Court, and the Court having accorded the district attorney, defense counsel, and the defendant an opportunity to address the Court regarding sentence; and upon all the evidence, records, and proceedings, the Court pronounced findings and judgment as follows:

IT IS ADJUDGED that the defendant on 9/29/87 was convicted as found guilty:

IT IS DETERMINED that society will not be harmed and the defendant will benefit by being placed on probation pursuant to Sec. 973.09, Wis. Stats.;

IT IS ADJUDGED that sentence is withheld and the defendant is placed on probation for the period of 4 years, in the custody and control of the Wisconsin Department of Health and Social Services, subject to its rules and orders pursuant to Sec. 973.10, Wis. Stats.;

IT IS DETERMINED AND ORDERED that the record requires court-imposed conditions as follows:

☐ None ☒ As ordered below:

That the defendant has the ability to pay within that period the amounts ordered herein. Should his/her financial condition change s/he shall forthwith petition this Court for reconsideration of such conditions.

Fines: ☐ None ☐ \$ _____; Court Costs: ☐ None ☐ \$ 28.00;

Attorney Fees: ☐ None ☐ \$ _____; Restitution: ☐ None ☐ \$ _____;

Other: ☐ None ☒ \$ 16.40 witness fee;

Mandatory ☒ Felony 1 (# counts) @ \$30.00 Amount \$ 30.00;

Victim/Witness Surcharge ☐ Misdemeanor _____ (# counts) @ \$20.00 Amount \$ _____;

(Sec. 973.045 Wis. Stats.) Paid ☐ Yes Amount \$ _____; ☐ No

That the defendant shall be incarcerated in the County Jail for the following periods:

☐ None ☒ The period of 6 mo com when defr completes program at the Bremen House (no date

set., 10 hours per mo of Community Service during probations, no contact with Barb Kesner, continue with treatment with the Impaired Professional Program.

IT IS FURTHER ORDERED that the defendant shall pay surcharges pursuant to Sec. 973.09(1)(b), Wis. Stats.;

IT IS ADJUDGED 28 days sentence credit are due pursuant to Sec. 973.155, Wis. Stats., and shall be credited if probation is revoked.

Exhibit A

IT IS ORDERED that the Sheriff deliver the defendant into the custody of the Department as it directs.

CERTIFIED A TRUE COPY
CLERK OF COURTS, SHEBOYGAN COUNTY

By [Signature]
DEPUTY CLERK

Date 5-2-88

BY ORDER OF THE COURT. Signature of Judge, Deputy or Clerk of Court	
<u>[Signature]</u>	
Name of Judge	Date Signed
<u>L. EDWARD STENGEL</u>	<u>2/5/88</u>
Name of Defense Attorney	Name of District Attorney
<u>Robert Dietz</u>	<u>Robert Wells</u>

Send the following to the local Probation and Parole Office - two copies of this Judgment; two copies



St Joseph's

HOSPITAL - MILWAUKEE

5000 West Chambers Street Milwaukee, WI 53210 - 414 447-2000

April 6, 1989

Robert T. Ganch, Attorney
Division of Enforcement
Department of Regulation and Licensing
1400 East Washington Avenue
P.O. Box 8935
Madison, Wisconsin 53708

Dear Mr. Ganch,

This is in response to your 24 March 1989 letter requesting updated information regarding the work performance etc of Mr. Scott T. Treland, a pharmacist employed at St. Joseph's Hospital.

1. Employed as a staff pharmacist, Scott's duties and responsibilities are outlined on the attached job description.
2. Scott has been employed at St. Joseph's Hospital since 2 May 1988. During his eleven months of employment his work performance has been commendable.
3. No problems have been encountered regarding Scott's work experience at the hospital.
4. In a two week period, Scott works 3 day shifts and 7 p.m. shifts (2:30 p.m. - 11 p.m.), and every other weekend.
5. Regarding the degree of observation and supervision of Scott in his day-to-day functioning in his position, it is no more or less than that of any other staff pharmacist. Because the majority of Scott's work is conducted on the inpatient nursing units, there is minimal supervision of him. Due to his prior hospital experience, his initial orientation proceeded faster than planned. We have received no negative comments, concerns or complaints from either his peers or members of the nursing staff which would indicate a need to review his work habits or the outcome of his work.
6. There has been no specific procedures set up to monitor the handling of controlled substances by Scott. However, we do have in place a perpetual inventory system for controlled substances. Anytime that a controlled substance is removed from the safe an actual count is taken of quantity on hand. If a discrepancy exists, a supervisor is notified and the matter is looked into in greater detail. Complete safe audits are conducted at least quarterly. To the best of my knowledge, there has been no occurrences when the narcotic count has been either over or under the actual amount and Scott has been associated with the transaction.



Scott is a hard working individual who gets along very well with all members of the department and members of the nursing staff. He has done an excellent job in adapting to our distribution system. Although we are aware that Scott has made a serious error in judgement in the past, we believe that he has made a serious and sincere attempt to correct his problem and regain his standing in both the public and professional community. Upon making the decision to hire Scott, the commitment was also made to treat him as an equal and as a peer as we would any other new staff pharmacist. However, we feel that we have significant controls and audit trails built into all of our systems so that we can easily and rapidly determine if a problem exists (especially one of pilferage) and who may be involved.

If you have any questions relating to the above, please do not hesitate to contact me.

Sincerely,

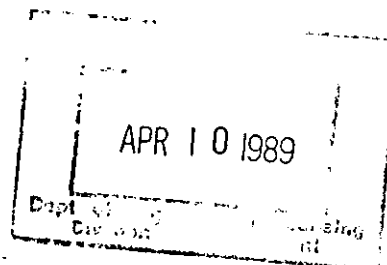
Allan J. Loeb

Allan J. Loeb, M.S., RPh
Director, Department of Pharmacy Services

cc: M. Poehls, Staffing Services

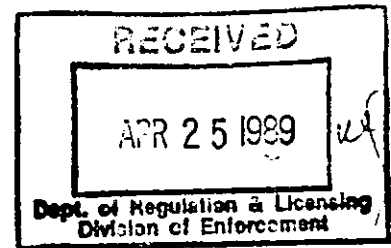
S. Treland File

AL13S2



4/20/89
Robert Ganch
RE. SCOTT Ireland
ae roeb

ST Joseph's HOSPITAL
Milwaukee, WI



JOB DESCRIPTION

TITLE: Staff Pharmacist

DEPARTMENT: (650) Pharmacy

This job description is congruent with the Human and Community Development philosophy of the Wheaton Franciscan Sisters. The philosophy emphasizes responsibility for human life and the dignity and worth of every person. It also promotes the creation of caring communities in which the needs of those serving and being served are met. It is expected employees will perform their job duties in accordance with this philosophy.

GENERAL SUMMARY

To provide pharmacy services while working in collaboration with other members of the health care team to maximize the effectiveness of patient care. Principal duties and responsibilities are divided into four categories: Clinical, Decentral, Distributive, and General. These will be considered minimal standards of practice.

CLINICAL DUTIES AND RESPONSIBILITIES

1. Participates in specified clinical functions as required, including pharmacokinetics, participation in code's, etc.
2. Counsels patients on the proper use of medications.
3. Provides drug information to health care professionals.
4. Responds to drug information and poison information requests.
5. Prepares drug evaluations and newsletters as assigned.

DECENTRAL DUTIES AND RESPONSIBILITIES

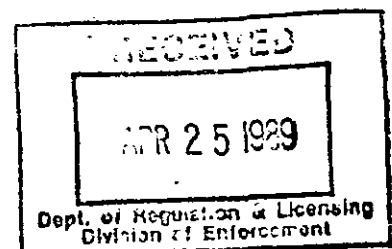
1. Reviews medication orders for accuracy and compatability.
2. Reviews patient profiles to insure # 1 is accomplished.
3. Clarifies and resolves medication orders when necessary.
4. Performs computer-entry function and accurately compounds, labels, and dispenses medications to nursing unit for inpatient use.
5. Makes rounds through assigned nursing units as required to insure optimal patient care as it relates to drug therapy.

DISTRIBUTIVE DUTIES / RESPONSIBILITIES

1. Reviews prescriptions for accuracy and compatability.
2. Reviews patient profiles to insure #1 is accomplished.
3. Clarifies medication orders when necessary.
4. Accurately compounds, labels, and dispenses medication to outpatients.
5. Counsels patients on the proper use of medications.
6. Reviews and interprets orders for sterile medication forms as prescribed for accuracy and compatability.
7. Accurately prepares and dispenses sterile medication forms as prescribed including cancer chemotherapy.
8. Accurately checks unit dose medication trays for correct medications.
9. Cooperates with the Medical Staff in dispensing of investigational drugs and maintains records on their use.

GENERAL DUTIES AND RESPONSIBILITIES

1. Rotates through all departmental service areas as required.
2. Insures that the correct patient gets the correct drug at the proper time and in a timely fashion.
3. Supervises supportive departmental personnel.
4. Orientates and trains new employees and students.
5. Inspects Hospital wide drug storage areas as assigned.
6. Completes all required legal and Hospital records for the dispensing of controlled drugs.
7. Participates in department planning and development.
8. Treats confidentially all information received.
9. Interacts with patients/guests/physicians/staff in a manner that reveals composure and sensitivity to the community of the hospital environment. Approaches patients/staff/physicians/guests in a friendly, considerate manner.
10. Treats patients with dignity and respect. Keeps patients informed of care and services to be provided and responds to patient's needs in a timely manner.
11. Performs related duties as assigned.



KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED

1. Bachelor of Science degree from an accredited School of Pharmacy.
2. Valid Wisconsin pharmacist license to practice pharmacy or license eligible.
3. Helpful to have experience in the institutional health field, as an extern, intern, or pharmacist.
4. Should maintain active membership in National and State Hospital Pharmacy organizations.
5. Should maintain an ongoing professional development through continuing education, professional activities, and the demonstration of professional work behaviors and standards.
6. Possesses good oral and written communication skills.
7. Evidence of good physical, mental, and emotional health.

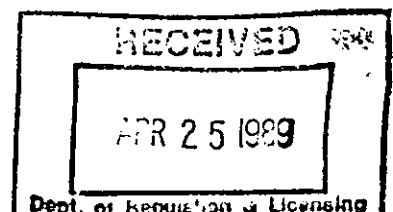
WORKING CONDITIONS

1. Central Pharmacy setting requires close contact with large staff setting.
2. Decentralized Pharmacy setting requires close contact with physicians, nurses, and patients. Will also require independent work at a computer terminal in a remote (hospital) area from the central pharmacy as assigned.
3. An environment that tends to be frequently interrupted and a moderate noise level.
4. Working with hazardous compounds, such as Cancer Chemotherapy.
5. Working with blood precaution, isolation, etc. patients.

REPORTING RELATIONSHIPS

Direct reporting to the Pharmacy Supervisor of Operations, indirect reporting to Clinical Coordinator as required.

JohnIS2



NOTICE OF APPEAL INFORMATION

(Notice of Rights for Rehearing or Judicial Review,
the times allowed for each and the identification
of the party to be named as respondent)

The following notice is served on you as part of the final decision:

1. Rehearing.

Any person aggrieved by this order may petition for a rehearing within 20 days of the service of this decision, as provided in section 227.49 of the Wisconsin Statutes, a copy of which is attached. The 20 day period commences the day after personal service or mailing of this decision. (The date of mailing of this decision is shown below.) The petition for rehearing should be filed with

STATE OF WISCONSIN PHARMACY EXAMINING BOARD

A petition for rehearing is not a prerequisite for appeal directly to circuit court through a petition for judicial review.

2. Judicial Review.

Any person aggrieved by this decision has a right to petition for judicial review of this decision as provided in section 227.53 of the Wisconsin Statutes, a copy of which is attached. The petition should be filed in circuit court and served upon

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within 30 days of service of this decision if there has been no petition for rehearing, or within 30 days of service of the order finally disposing of the petition for rehearing, or within 30 days after the final disposition by operation of law of any petition for rehearing.

The 30 day period commences the day after personal service or mailing of the decision or order, or the day after the final disposition by operation of the law of any petition for rehearing. (The date of mailing of this decision is shown below.) A petition for judicial review should be served upon, and name as the respondent, the following:

STATE OF WISCONSIN PHARMACY EXAMING BOARD

The date of mailing of this decision is June 16, 1989.

WLD:dms
886-490

227.49 Petitions for rehearing in contested cases. (1) A petition for rehearing shall not be a prerequisite for appeal or review. Any person aggrieved by a final order may, within 20 days after service of the order, file a written petition for rehearing which shall specify in detail the grounds for the relief sought and supporting authorities. An agency may order a rehearing on its own motion within 20 days after service of a final order. This subsection does not apply to s. 17.025 (3) (e). No agency is required to conduct more than one rehearing based on a petition for rehearing filed under this subsection in any contested case.

(2) The filing of a petition for rehearing shall not suspend or delay the effective date of the order, and the order shall take effect on the date fixed by the agency and shall continue in effect unless the petition is granted or until the order is superseded, modified, or set aside as provided by law.

(3) Rehearing will be granted only on the basis of:

(a) Some material error of law.

(b) Some material error of fact.

(c) The discovery of new evidence sufficiently strong to reverse or modify the order, and which could not have been previously discovered by due diligence.

(4) Copies of petitions for rehearing shall be served on all parties of record. Parties may file replies to the petition.

(5) The agency may order a rehearing or enter an order with reference to the petition without a hearing, and shall dispose of the petition within 30 days after it is filed. If the agency does not enter an order disposing of the petition within the 30-day period, the petition shall be deemed to have been denied as of the expiration of the 30-day period.

(6) Upon granting a rehearing, the agency shall set the matter for further proceedings as soon as practicable. Proceedings upon rehearing shall conform as nearly may be to the proceedings in an original hearing except as the agency may otherwise direct. If in the agency's judgment, after such rehearing it appears that the original decision, order or determination is in any respect unlawful or unreasonable, the agency may reverse, change, modify or suspend the same accordingly. Any decision, order or determination made after such rehearing reversing, changing, modifying or suspending the original determination shall have the same force and effect as an original decision, order or determination.

227.52 Judicial review; decisions reviewable. Administrative decisions which adversely affect the substantial interests of any person, whether by action or inaction, whether affirmative or negative in form, are subject to review as provided in this chapter, except for the decisions of the department of revenue other than decisions relating to alcohol beverage permits issued under ch. 125, decisions of the department of employee trust funds, the commissioner of banking, the commissioner of credit unions, the commissioner of savings and loan, the board of state canvassers and those decisions of the department of industry, labor and human relations which are subject to review, prior to any judicial review, by the labor and industry review commission, and except as otherwise provided by law.

227.53 Parties and proceedings for review. (1) Except as otherwise specifically provided by law, any person aggrieved by a decision specified in s. 227.52 shall be entitled to judicial review thereof as provided in this chapter.

(a) Proceedings for review shall be instituted by serving a petition therefor personally or by certified mail upon the agency or one of its officials, and filing the petition in the office of the clerk of the circuit court for the county where the judicial review proceedings are to be held. Unless a rehearing is requested under s. 227.49, petitions for review under this paragraph shall be served and filed within 30 days after the service of the decision of the agency upon all parties under s. 227.48. If a rehearing is requested under s. 227.49, any party desiring judicial review shall serve and file a petition for review within 30 days after service of the order finally

disposing of the application for rehearing, or within 30 days after the final disposition by operation of law of any such application for rehearing. The 30-day period for serving and filing a petition under this paragraph commences on the day after personal service or mailing of the decision by the agency. If the petitioner is a resident, the proceedings shall be held in the circuit court for the county where the petitioner resides, except that if the petitioner is an agency, the proceedings shall be in the circuit court for the county where the respondent resides and except as provided in ss. 77.59 (6) (b), 182.70 (6) and 182.71 (5) (g). The proceedings shall be in the circuit court for Dane county if the petitioner is a nonresident. If all parties stipulate and the court to which the parties desire to transfer the proceedings agrees, the proceedings may be held in the county designated by the parties. If 2 or more petitions for review of the same decision are filed in different counties, the circuit judge for the county in which a petition for review of the decision was first filed shall determine the venue for judicial review of the decision, and shall order transfer or consolidation where appropriate.

(b) The petition shall state the nature of the petitioner's interest, the facts showing that petitioner is a person aggrieved by the decision, and the grounds specified in s. 227.57 upon which petitioner contends that the decision should be reversed or modified. The petition may be amended, by leave of court, though the time for serving the same has expired. The petition shall be entitled in the name of the person serving it as petitioner and the name of the agency whose decision is sought to be reviewed as respondent, except that in petitions for review of decisions of the following agencies, the latter agency specified shall be the named respondent:

1. The tax appeals commission, the department of revenue.

2. The banking review board or the consumer credit review board, the commissioner of banking.

3. The credit union review board, the commissioner of credit unions.

4. The savings and loan review board, the commissioner of savings and loan, except if the petitioner is the commissioner of savings and loan, the prevailing parties before the savings and loan review board shall be the named respondents.

(c) Copies of the petition shall be served, personally or by certified mail, or, when service is timely admitted in writing, by first class mail, not later than 30 days after the institution of the proceeding, upon all parties who appeared before the agency in the proceeding in which the order sought to be reviewed was made.

(d) The agency (except in the case of the tax appeals commission and the banking review board, the consumer credit review board, the credit union review board, and the savings and loan review board) and all parties to the proceeding before it, shall have the right to participate in the proceedings for review. The court may permit other interested persons to intervene. Any person petitioning the court to intervene shall serve a copy of the petition on each party who appeared before the agency and any additional parties to the judicial review at least 5 days prior to the date set for hearing on the petition.

(2) Every person served with the petition for review as provided in this section and who desires to participate in the proceedings for review thereby instituted shall serve upon the petitioner, within 20 days after service of the petition upon such person, a notice of appearance clearly stating the person's position with reference to each material allegation in the petition and to the affirmance, vacation or modification of the order or decision under review. Such notice, other than by the named respondent, shall also be served on the named respondent and the attorney general, and shall be filed, together with proof of required service thereof, with the clerk of the reviewing court within 10 days after such service. Service of all subsequent papers or notices in such proceeding need be made only upon the petitioner and such other persons as have served and filed the notice as provided in this subsection or have been permitted to intervene in said proceeding, as parties thereto, by order of the reviewing court.