

WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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- Records not open to public inspection by statute are not contained on this website.

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1993

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

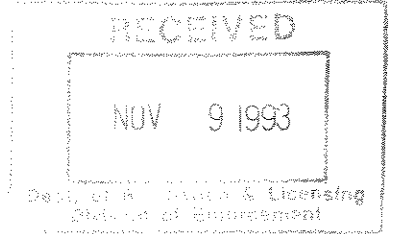
IN THE MATTER OF THE DISCIPLINARY	:	
PROCEEDINGS AGAINST	:	
	:	FINAL DECISION AND ORDER
ELLOIS ESTHER BETTS, R.N.,	:	92 NUR 217
RESPONDENT	:	

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

Ellois Esther Betts
2324 Carmel Avenue
Racine, WI 53405

Board of Nursing
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. Ellois Esther Betts (D.O.B. 01/27/55) is duly licensed in the state of Wisconsin to practice as a registered nurse (license #78340). This license was first granted on September 1, 1979.
2. Ms. Betts's latest address on file with the Department of Regulation and Licensing is 2324 Carmel Avenue. Racine, WI 53405.
3. On or about November 9, 1992, Ms. Betts was working as registered nurse in the neo-natal unit at St. Luke's Hospital, Racine, Wisconsin.
4. In the early morning hours on that date, Ms. Betts on two occasions administered oral doses of liquid Tylenol™ (acetamenophen) to a premature Downs syndrome infant with a cardiac condition (tetralogy of fallot). The infant had an intermittently hemorrhaging G-tube, was running a high fever,

and was experiencing continuous pain in the judgment of Ms. Betts and two other registered nurses, one of whom also administered Tylenol to the infant later that day in the same uncharted and unordered manner.

5. Ms. Betts admits to administering liquid Tylenol to the infant without a physician's order. She also admits to not charting the administration of the Tylenol or otherwise informing the treating neonatologists of its administration. Ms. Betts acted in this manner because she had already made several requests to the neonatologists who were the acting physicians in charge of the infant, seeking orders to administer some kind of pain medication. These requests were ignored or dismissed by these physicians because their superior, the chief neonatologist (who was on vacation at the time) was philosophically of the mind that infants were incapable of experiencing pain and thus frowned upon the administration of pain medication to infants under any circumstances.

6. Ms. Betts reported her uncharted actions to her nursing supervisor later that morning. The next day, Ms. Betts transported the infant to Children's Hospital. The infant received a dosage of morphine sulfate within one hour after its arrival at Children's Hospital. After further diagnostic work up, the infant was diagnosed as having osteomyelitis. On January 5, 1993, the infant died at Children's Hospital.

7. On November 17, 1992, Ms. Betts' employment was terminated by St. Luke's Hospital on account of this incident.

8. Ms. Betts has cooperated with the investigation of the Department of Regulation and Licensing. Further, in anticipation of the entry of the following order, Ms. Betts has successfully completed 7.5 credits of continuing education in courses related to legal and ethical requirements in nursing. [Copies of course descriptions and documentation of attendance are attached to this Order as Exhibit A.]

9. In resolution of this matter, Ms. Betts consents to the entry of the following Conclusions of Law and Order.

CONCLUSIONS OF LAW

Ellois Esther Betts is subject to disciplinary action against her license to practice as a practical nurse in the state of Wisconsin, pursuant to Wis. Stats. §441.07(1) and Wis. Adm. Code §§N7.03(1)(b) and N7.04(2), (5), (6) and (15).

ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED that the license of Ellois Esther Betts to practice as a nurse in the state of Wisconsin (#78340) shall be LIMITED for a period of SIX (6) MONTHS, subject to the following terms and conditions:

1. Ellois Esther Betts shall within six (6) months from the date of this order successfully complete twelve (12) units in continuing education

acceptable to the Board in the areas of drug administration, charting, and nursing ethics. To be acceptable, the course or training shall be pre-approved by a member or designated agent of the Board of Nursing. Examples of seminars acceptable to the Board are contained on Exhibit B, which is hereby incorporated by reference. Acceptable documentation shall include certification from the sponsoring organization as well as an affidavit executed by Ms. Betts in the form reflected in Exhibit C verifying that she attended the course(s) in its (their) entirety.

2. Ms. Betts shall work as a nurse only in a work setting approved by the Board of Nursing or its designated agent. A request for approval of a work setting shall be initiated by notifying Michelle Neverman, the Department of Regulation and Licensing Program Assistant assigned to monitor disciplinary orders of the Board [Tel. (608) 267-3817]. Requests for work setting approval shall be evaluated in reference to the following criteria:

- a. The level and type of supervision available for medication administration; and
- b. The age and condition of patients that will receive care from Ms. Betts.

The Board has reviewed Ms. Betts' current job description at Silver Spring Convalescent Center and approves this work setting. Ms. Betts shall obtain approval prior to the commencement of nursing duties in other settings. The Department shall attempt to respond to a request for approval under this paragraph within three (3) business days from receipt of a request (including job description). Approval may be communicated telephonically.

3. Ms. Betts shall:

- a. provide all current or prospective nursing employers with a copy of this Final Decision and Order;
- b. arrange for quarterly reports to the Board of Nursing from any nursing employer evaluating her work performance; and
- c. report to the Board, by telephone call directed to Michelle Neverman any change in nursing employment within fifteen (15) days of any such change.

4. At 11:00 o'clock a.m. on May 6, 1994, Ms. Betts shall appear before the Board to answer any questions the Board may have concerning her understanding of her practice obligations. The time and date of this appearance may be subject to change, dependent upon the exact scheduling of the May, 1994 meeting of the Board of Nursing.


5. Upon satisfactory and timely completion of the requirements listed in ¶s 1 - 5 above, the limitations on Ms. Betts' license to nursing shall be removed, returning her to complete and unrestricted license status.

A material violation of any of the terms of this Order shall be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Ms. Betts'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.

This Order shall become effective upon the date of its signing.

BOARD OF NURSING

By:


A Member of the Board

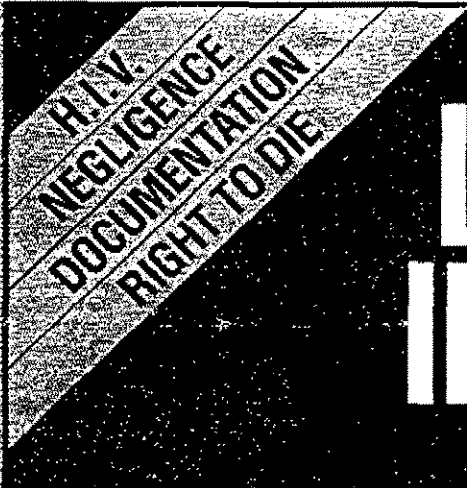
Date

11-5-93

Carondelet Management Institute
2090 N. Kolb Rd., Ste. 100
Tucson, Arizona 85715



7.5 Contact Hours
Awarded For This
POWERFUL
&
DYNAMIC
One-Day Seminar

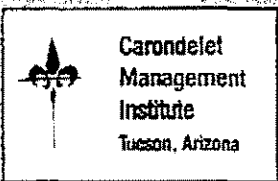


LEGALITIES IN NURSING

APPLETON, WI
September 29, 1993

MADISON, WI
September 30, 1993

MILWAUKEE, WI
October 1, 1993



E. Gerrie Schipske, R.N., M.A., Attorney-at-Law, internationally renowned lecturer and trainer, will teach you how to:

- Avoid possible legal pitfalls
- Recognize important right to die issues
- Identify health care provider's rights involving HIV/AIDS
- Prevent documentation errors
- Describe defenses for malpractice or negligence

Tucson, WI 1993

OBJECTIVES FOR THE DAY

Through lecture, handouts and group discussion, nurses will be able to:

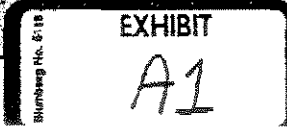
- Distinguish key elements of the Nurse Practice Act.
- Delineate the elements of civil negligence or professional malpractice.
- Identify the elements of assault and battery.
- Recognize areas of nursing practice that incur liability for malpractice and negligence.
- Document appropriately in order to prevent documentation "errors" thereby avoiding potential lawsuits.
- Identify and discuss relevant issues regarding the patient vs. health care provider's rights involving HIV/AIDS.
- Recognize important issues regarding the patient's self-determination.

SPECIAL FEATURES

- ★ **HANDOUT**
You'll leave with a copy of the training materials, jam-packed with useful information and insight that will become a major reference tool you will turn to again and again.
- ★ **QUESTIONS AND ANSWERS**
Specific answers to your individual questions — bring them with you to the seminar. An opportunity to question and learn from a training practitioner who is on the day-to-day firing line with you.
- ★ **NETWORKING**
A great chance to meet and learn from your colleagues in an open, sharing environment.

LEGAL RISKS FOR NURSES IN THE 90's AND BEYOND

This course offers both experienced and newly licensed nurses an opportunity to learn about the latest legal trends in nursing practice and some of the legal risks nurses face in the 90's and beyond. Through a "hands-on approach" participants will be able to review actual court cases involving nurses and to learn what these nurses might have done to minimize their liability and to avoid being sued. All nurses, regardless of their practice setting, will find the practical information and hands-on approach utilized in this seminar to be extremely beneficial and relevant to acquiring new skills in malpractice prevention.



THIS IS THE NATION'S FOREMOST SEMINAR FOR HELPING NURSES TO MINIMIZE THE THREAT OF LIABILITY!

NEGLIGENCE / MALPRACTICE

- Duty or standard of care
- Breach of duty or standard of care
- Proximate cause or foreseeability
- Civil vs. criminal
- Injury or damages
 - Compensatory
 - Pain, suffering, trauma and emotional distress
 - Punitive damages
- Defenses
 - Statute of limitations
 - Contributory negligence
 - Comparative negligence
 - No fault statutes

UNDERSTANDING THE NURSE PRACTICE ACT

- Scope of practice
- Protocols
- Role of state nursing board

ASSAULT/BATTERY

- Civil vs. Criminal
- Defenses
- Informed consent
- Emergency

DOCUMENTATION/PREVENTIVE MALPRACTICE

- Do's & Don'ts
- Incident reports and risk management

HIV/AIDS

- Patient rights vs. health care provider's rights
- Mandatory testing
- Disclosure
 - Patient
 - Family or significant others
 - Peers
 - Employers/Employees
- Trends
 - Case law
 - Legislative mandates
 - Americans with Disabilities Act

PATIENT SELF-DETERMINATION

- Recent court rulings
- Legislative mandates
- Relevant issues
 - Living wills & wills
 - Durable Power of Attorney
 - Active/passive euthanasia
 - Guardianship/Conservatorship

ABOUT YOUR INSTRUCTOR

E. Gerrie Schipske, R.N., M.A., Attorney-At-Law, is a multi-talented individual with a diverse and unique combination of experience and expertise in the fields of health care reimbursement and insurance coverage law, education, and legislative and regulatory affairs. Gerrie has worked with the nation's largest HMO — the Southern California Regional Office of Kaiser Permanente Medical Care Program. In that position, she reviewed congressional, federal agency, state legislative and court action in relation to Kaiser's positions, policies, and programs regarding its contracts and benefits for Medicare, Medicaid and employer groups and individual members. Formerly the Regional Contracting Manager in the Hospital Relations Division of Blue Shield of California, she reviewed state and federal legislation pertaining to home health care, durable medical equipment and skilled nursing care. Gerrie has also held executive level positions in hospital and nursing administration. She is the 1991 recipient of the Susan B. Anthony-Woman of the Year Award. An accomplished writer, Gerrie's articles appear in a number of publications. Her graduate and undergraduate level teaching experience has focused upon bioethics, organizational change and legislative and regulatory trends in health care. She is a Consultant to the Harbor-UCLA Women's Health Care Nurse Practitioner Program and has served on the Editorial Advisory Board of RX HOME CARE magazine and MANAGED CARE OUTLOOK newsletter.

ACCREDITATION

Carondelet Management Institute is an approved provider of continuing education in nursing by the Arizona Nurses' Association, which is accredited as an approver of continuing education in Nursing by the American Nurses' Credentialing Center (ANCC) Commission on Accreditation. CMI as an approved provider (or single program provider) of continuing education by the nursing boards and associations below, offers this program for credit applicable for relicensure in all states. States not listed receive credit equal to the hours awarded for Arizona.

- Amer. Assoc. of Critical Care Nurses .75 CERP Category E
- AL Bd of Nursing, Provider No. ABNP0248 7.5 Contact Hrs
- AZ Nurses Association
- Course No. 2193-CMI 7.5 Contact Hrs
- CA Bd of Registered Nursing, Provider No. 04547 7.5 Contact Hrs
- FL Board of Nursing
- Provider No. 2710986 7.5 Contact Hrs
- IA Board of Nursing, Provider No. 186, Subject Matter 1 7.5 Contact Hrs
- KS St Bd of Nursing
- Provider No. LT0143-0138 7.0 Contact Hrs

TO REGISTER

You may register by phone 24 hours a day, 7 days a week. Have your credit card ready and call:

1-800-726-3888
or FAX to 1-602-721-3985

You may send check, money order, purchase order or credit card information along with registration form to: Carondelet Management Institute, 2090 N. Koib Rd., Ste. 100, Tucson, AZ 85715.

Registration Deadline.

To receive confirmation through the mail and to insure a seat in the seminar, registration and payment should be received two weeks prior to the program date. Seating is limited so register early!

Questions? Need more information?

Call (602) 721-3838 from 8:30 am to 4:30 pm, MST, Monday through Friday.

If you are willing to work as an on-site registrar for a reduced tuition fee, please call 1-800-726-3888 and ask for Liz.

ABOUT CMI

Carondelet Management Institute (CMI) is a hospital-based organization providing a wide range of services to the health care industry. CMI is a division of Carondelet Health Care Corporation, Tucson, Arizona and is sponsored by the Sisters of St. Joseph of Carondelet.

CANCELLATION POLICY

We understand that circumstances arise that require you to cancel. If you cancel your registration up to five (5) business days before the workshop, your registration fee will be refunded less a \$15 enrollment processing charge. If your cancellation is received less than five (5) business days, you may send a substitute or receive a letter of credit for another workshop of equal value.

GUARANTEE

CMI guarantees your satisfaction. If, by the morning break, you are not satisfied that this seminar is everything we say, simply see our seminar leader. The registration fee will be returned or may be applied toward another CMI seminar.

LOCATIONS

APPLETON, WI
September 29, 1993
Paper Valley Hotel
333 W. College Avenue
Appleton, WI 54913
(414) 733-8000

MADISON, WI
September 30, 1993
Holiday Inn Southeast
3521 Evan Acres Road
Madison, WI 53704
(608) 222-9121

MILWAUKEE, WI
October 1, 1993
Holiday Inn City Centre
611 W. Wisconsin Avenue
Milwaukee, WI 53203
(414) 273-2950

LEGALITIES

1. NAME _____
HOME ADDRESS _____
CITY _____ STATE _____ ZIP _____
EMPLOYER _____ POSITION _____
WORK _____ HOME PHONE _____

WORKSHOP LOCATION

YOUR MAILING LABEL I.D. # = (2 or 3 letters)

Please fill in the boxes above with the 2 or 3 characters found in the upper right hand corner of your mailing label.

Tuition: **\$98** includes handout materials, and certificate of attendance.

If you are charging your registration to a credit card:

VISA (13 or 16 digits)

MC (16 digits)

CARONDELET MANAGEMENT INSTITUTE

Certificate of Completion

This is to certify that ...

Ellois Betts

Name

Racine, WI

Address

78340 - Wisconsin

License No.

has earned

6.5 professional clock hours and/or 7.5 nursing contact hours

for participation in

LEGALITIES IN NURSING

Carondelet Management Institute is approved as a provider of continuing education in nursing by the AZ Nurses' Assn. which is accredited as an approver of continuing education in nursing by the American Nurses Credentialing Ctr. (ANCC) Commission on Accreditation.

- 7.5 hrs AZ Nurses Assn. Provider #2193-CMI
- 7.5 hrs AL Bd of Nursing Provider #ABNP-0248
- 7.5 hrs FL Bd of Nursing Provider #2710986
- 7.5 hrs CA Bd of Nursing Provider #CEP4547
- 7.5 hrs IA Bd of Nursing Provider #186 Criteria 1
- 7.0 hrs KS St Bd of Nursing Provider #LT0143-0138
- 7.5 hrs NV St Bd of Nursing Provider #N6027-0793
- .75 AACN CEU's, CERP Category E File #931118

This program has been approved for the hours above

Certificates must be retained for four years.

October 1, 1993

Date

Milwaukee, WI

Location

Joseph A. McCollough
Joseph A. McCollough, Ph.D.
Executive Director



Everything You Always Wanted to Know about Nursing Documentation

(But Were Afraid You'd Be Bored If You Asked)

This is "the" original documentation program acclaimed by thousands of nurses.

If your patient documentation skills are sharp and astutely applied, you can reduce the chances of a successful lawsuit being filed against you and your institution. If and when a suit is filed, your documentation techniques can provide you with significant protection and peace of mind.

This comprehensive, information-packed one-day seminar goes far beyond the typical "legal risks" course for nurses. By examining the legal implications of various real world situations, program content will focus on the "how to" and "how far?" aspects of this vital nursing responsibility.

Whatever your background and level of experience, this seminar will enable you to stretch your existing techniques, renew your competencies, and feel more confident as you fulfill your responsibilities to both your patients and your institution in the best ways available to you.

Key program issues will focus on:

- The most common charting errors, and how to avoid them (this includes both simple ones, and problems which often puzzle even the most experienced nurses)
- Real-world, concise and legally sound documentation strategies you should apply to all your written forms (including nursing notes, flow sheets, incident reports, etc.)
- How to strengthen your documentation techniques for more effective courtroom presentation
- How to comply with JCAHO and Medicare requirements for documenting nursing interventions and plans of care

At this exciting seminar, you will analyze actual clinical situations and legal cases involving nursing documentation, and you will participate in absorbing practice sessions that will yield surprising and highly interesting results. Overall, you will enhance your abilities to:

- Develop and document individualized plans of patient care that address specific problems in goal-oriented, measurable terms
- Write clear, appropriate nursing diagnoses, and differentiate these from medical diagnoses
- Use legally-proven key words and appropriate, descriptive terminology to communicate patient information

"Well-worth attending — I would recommend AHI presentations to any nurse."

—Ronald J. Bergmann,
R.N.,
Brookhaven
Memorial Hospital

Approved for:
AACN .75
Cat E CEUs

7.5 Contact
Hours
In Nursing



- Legally correct charting errors when you see them
- Document your communications with physicians and other professionals (when appropriate) in a relevant manner
- Understand the subtle ways your current documentation style can work to your advantage or disadvantage during litigation
- Implement specific documentation techniques that hold up in court
- Understand your rights when a patient's chart is subpoenaed

Knowledge of legally-sound documentation strategies and techniques can also be an important tool you can use to help improve quality of care delivered to your patients.

Throughout the day, you will be challenged to critically evaluate your current charting practices. You will gain new and exciting insights that are guaranteed to advance your documentation skills to a higher level.

Program content will be highly interesting to all nurses who either document patient care or supervise the charting activities of others.

Come prepared for a fascinating day!

FEATURED FACULTY

Barbara Eileen Calfee J.D.

An exceptionally dynamic speaker, Barbara Calfee consistently receives highest ratings from participants in her nursing seminars.

Ms. Calfee is currently in private law practice, specializing in health care law and risk management. She is legal advisor and frequent lecturer to nurses, physicians, and other health care professionals regarding liability, negligence, malpractice, documentation, informed consent and ethics. In addition, Ms. Calfee teaches college courses on risk management and health care law.

Formerly an associate of a law firm specializing in health care law, Ms. Calfee was responsible for developing and overseeing the firm's hospital law and risk management division. She also served as Corporate Counsel for a metropolitan hospital, where she developed a risk management program and handled the insurance program.

Ms. Calfee is a frequent contributing author and consultant to leading journals such as *Nursing* and *Nursing Management*, and has authored several books on legal issues for nurses. Her keen understanding of nurses' legal concerns, coupled with her exceptional ability to relate her in-depth legal expertise to clinical nursing practice, will captivate you!

"Truly one of the best speakers I have ever heard - wonderful sense of humor."

—Barbara S. Moyer, R.N.C.
Medical College Hospital

LOCATIONS & DATES

Chicago, IL - December 13, 1993

Swissotel - 312/565-0565
323 E. Wacker Dr., Chicago, IL
Program Code: 5884

Cincinnati, OH - December 2, 1993

Clarian Hotel - 513/352-2100
141 W. 6th St., Cincinnati, OH
Program Code: 5942

Cleveland, OH - October 15, 1993

*Holiday Inn Independence - 216/524-8050
6001 Rockside Rd., Independence, OH
Program Code: 5941

Detroit, MI - January 25, 1994

*Royce Hotel/Metro Airport - 313/467-8000
31500 Wick Rd., Romulus, MI
Program Code: 5885

Pittsburgh, PA - January 11, 1994

*Harley Hotel - 412/244-1600
699 Rodi Rd., Pittsburgh, PA
Program Code: 5792

* = Free parking for seminar attendees at designated hotels.
Registration begins: 8:00 AM Seminar begins: 8:30 AM

What's New in Pediatric Drug Therapy?

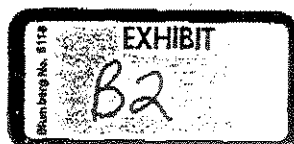
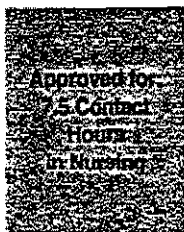
If you want to stay abreast of the latest advances in pediatric nursing practice, this is one seminar you must attend!

Content focuses on the newest pharmacologic interventions for treating childhood illnesses and chronic conditions, and associated nursing responsibilities. Led by a highly-skilled and dynamic pharmacist with vast pediatric experience, this seminar will better enable you to:

- Recognize indications, contraindications, actions, and potential adverse effects of medications commonly prescribed for pediatric patients
- Effectively use medications to manage pain in children
- Identify appropriate medication dosages, based on specific indication and route of administration
- Monitor effectiveness of medications, and detect earliest signs of toxicities
- Implement the most current guidelines for administration of vaccines
- Provide patient/parent teaching designed to obtain maximum benefit from medications

Clinical issues specific to use of selected medications with children of different ages will be highlighted throughout this intensive, one-day program. Key topics include:

- New oral antibiotics used to treat respiratory infections, and their nursing implications
- Potential risks and benefits associated with use of racemic epinephrine in the treatment of viral croup
- Treatment of resistant pneumococcal infections
- Use of adjuvant therapy (colony stimulating factors, IV immunoglobulin, etc.) in treating infections in children
- Vaccines for influenza, hepatitis, pertussis, measles, etc: Indications and contraindications
- Dosing guidelines for Beta agonists, steroids, theophylline, cromolyn, and other medications used to treat acute and chronic asthma



Proper use of inhaled medications in infants and children

- Advantages and disadvantages of cromolyn as a prophylactic medication for the treatment of asthma
- Significance of serum drug levels in monitoring the efficacy of theophylline
- Benefits of dexamethasone therapy for managing meningitis
- Treatment of AIDS infections in children: Nursing implications of AZT, DDI, CD4, pentamidine, fluconazole, etc.
- Current recommendations for immunizing children with AIDS
- Sedation and analgesia: Important considerations in administering opiates and sedatives
- Monitoring parameters for children receiving Nonsteroid Anti-inflammatory Drugs (NSAIDs) for the treatment of acute pain
- Current guidelines for childhood immunizations

FEATURED FACULTY

Melinda A. Ballard

PHARM. D.

Currently serving dual roles as Clinical Pharmacist at Children's Hospital in Columbus, Ohio, and Clinical Assistant Professor at Ohio State University College of Pharmacy, Melinda Ballard is well-qualified in pediatric drug therapy. Her clinical responsibilities include therapeutic drug monitoring, drug education, and drug information for nurses, physicians, and families. Dr. Ballard is Coordinator for her hospital's Staff Development Program, and Co-coordinator of Pediatric Specialty Residency. A popular speaker at many symposia and conferences for healthcare professionals, Dr. Ballard is highly regarded for her enthusiastic and informative presentations.

Ina Lee Stile Calligaro

PHARM. D.

Ina Lee Stile Calligaro has over ten years experience in clinical pharmacy with a focus in pediatrics and neonatology. She has served in clinical and academic positions in major university medical centers and schools of pharmacy. Dr. Calligaro currently holds appointments as Director of Clinical Clerkship Programs, as Co-Director of the Doctor of Pharmacy Program, and as Associate Professor of Clinical Pharmacy at a prestigious School of Pharmacy. A well-regarded and very dynamic presenter, Dr. Calligaro draws on her clinical experience to illustrate the key role of nurses in the accurate administration and monitoring of pharmacologic therapies. She consistently receives highest praise from participants in her nursing seminars.

(One of these instructors will be leading each seminar, as indicated below.)

Nurses from inpatient, home, and ambulatory pediatric settings will find this to be a day well-spent!

LOCATIONS & DATES

Ann Arbor, MI - October 15, 1993

*Holiday Inn N. Campus - 313/769-9800
3600 Plymouth Rd., Ann Arbor, MI
Program Code: 6099 (Ballard)

Chicago, IL - January 7, 1994

Knickerbocker Hotel - 800/621-8140
Walton Pl. at N. Michigan Ave., Chicago, IL
Program Code: 6073 (Ballard)

Columbus, OH - December 3, 1993

*Stouffer Dublin - 614/784-2200
600 Metro Pl. N., Dublin, OH
Program Code: 6101 (Ballard)

Hartford, CT - November 5, 1993

Ramada Inn Capitol Hill - 203/246-6591
440 Asylum St., Hartford, CT
Program Code: 6003 (Stile Calligaro)

Indianapolis, IN - October 14, 1993

*Holiday Inn Airport - 317/244-6861
2501 S. High School Rd., Indianapolis, IN
Program Code: 6098 (Ballard)

New York, NY - January 21, 1994

Loews New York - 212/752-7000
569 Lexington Ave., New York, NY
Program Code: 6046 (Stile Calligaro)

Northern NJ - October 8, 1993

*The Meadowlands Hilton - 201/348-6900
Two Harmon Plaza, Secaucus, NJ
Program Code: 6045 (Stile Calligaro)

Philadelphia, PA - December 3, 1993

*Ramada Conference Center - 215/638-8300
2400 Old Lincoln Hwy., Treviso, PA
Program Code: 6004 (Stile Calligaro)

Pittsburgh, PA - November 5, 1993

*Holiday Inn Parkway East - 412/247-2700
915 Brinton Rd., Pittsburgh, PA
Program Code: 6100 (Ballard)

Washington, DC - January 28, 1994

Bethesda Ramada - 301/654-1000
8400 Wisconsin Ave., Bethesda, MD
Program Code: 6047 (Stile Calligaro)

* = Free parking for seminar attendees at designated hotels.

REGISTRATION BEGINS: 8:00 AM SEMINAR BEGINS 8:30 AM

Statement of Completion
of Continuing Education Requirements

I, _____, affirm that I have completed the following continuing education courses, and that I attended these courses in their entirety:

<u>NAME OF COURSE</u>	<u>SPONSOR</u>	<u>DATE</u>	<u>CREDIT UNITS (HOURS)</u>
_____	_____	_____	_____
_____	_____	_____	_____
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I make this affirmation with the understanding that the provision of false information on this statement would constitute a basis for disciplinary action against my license in Wisconsin to practice as a registered nurse.

(Signature)

Date

Witnessed by _____
(Type or print name.)

(Signature)

Date

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF	:	
DISCIPLINARY PROCEEDINGS AGAINST	:	STIPULATION
ELLOIS ESTHER BETTS, R.N.,	:	92 NUR 217
RESPONDENT	:	

It is hereby stipulated between Ellois Esther Betts, personally on her own behalf and Steven M. Gloe, Attorney for the Department of Regulation and Licensing, Division of Enforcement, as follows that:

1. This Stipulation is entered into as a result of a pending investigation of Ms. Betts's licensure by the Division of Enforcement (92 NUR 217). Ms. Betts consents to the resolution of this investigation by stipulation and without the issuance of a formal complaint.

2. Ms. Betts understands that by the signing of this Stipulation she voluntarily and knowingly waives her rights, including: the right to a hearing on the allegations against her, at which time the state has the burden of proving those allegations by a preponderance of the evidence; the right to confront and cross-examine the witnesses against her; the right to call witnesses on her behalf and to compel their attendance by subpoena; the right to testify herself; the right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision; the right to petition for rehearing; and all other applicable rights afforded to her under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, and the Wisconsin Administrative Code.

3. Ms. Betts is aware of her right to seek legal representation and has obtained legal advice prior to signing this stipulation.

4. Ms. Betts agrees to the adoption of the attached Final Decision and Order by the Board of Nursing. The parties to the Stipulation consent to the entry of the attached Final Decision and Order without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order, if adopted in the form as attached.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall be returned to the Division of Enforcement for further proceedings.

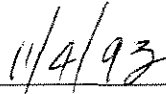
6. Attached to this Stipulation is the current licensure card of Ellois Esther Betts. If the Board accepts the Stipulation, Ms. Betts's license shall be reissued only in accordance with the terms of the attached Final Decision and Order. If the Board does not accept this Stipulation, the license of Ms. Betts shall be returned to her with a notice of the Board's decision not to accept the Stipulation.

7. The parties to this stipulation agree that the attorney for the Division of Enforcement and the member of the Board of Nursing assigned as an advisor in this investigation may appear before the Board of Nursing for the purposes of speaking in support of this agreement and answering questions that the members of the Board may have in connection with their deliberations on the stipulation.

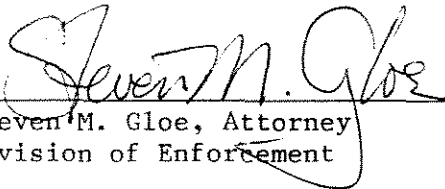
8. The Division of Enforcement joins Ms. Betts in recommending the Board of Nursing adopt this Stipulation and issue the attached Final Decision and Order.



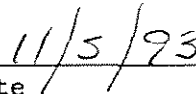
Ellois Esther Betts, R.N.



Date



Steven M. Gloe, Attorney
Division of Enforcement



Date

Statement of Completion
of Continuing Education Requirements

I, _____, affirm that I have completed the following continuing education courses, and that I attended these courses in their entirety:

<u>NAME OF COURSE</u>	<u>SPONSOR</u>	<u>DATE</u>	<u>CREDIT UNITS (HOURS)</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
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_____	_____	_____	_____
_____	_____	_____	_____

I make this affirmation with the understanding that the provision of false information on this statement would constitute a basis for disciplinary action against my license in Wisconsin to practice as a registered nurse.

(Signature) _____
Date

Witnessed by _____
(Type or print name.)

(Signature) _____
Date