

# WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

FILE COPY

IN THE MATTER OF THE DISCIPLINARY  
PROCEEDINGS AGAINST

MARY E. HUMPHREY, R.N.,  
RESPONDENT.

FINAL DECISION AND ORDER  
94 NUR 053 & 94 NUR 062

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

Mary E. Humphrey  
4969 North 74th Street  
Milwaukee, WI 53218

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. Mary E. Humphrey, (D.O.B. 5/29/59) is duly licensed in the State of Wisconsin as a registered nurse (license # 0115636).
2. Respondent's latest address on file with the Department of Regulation and Licensing is 4969 North 74th Street, Milwaukee, WI 53218.
3. Respondent has been receiving psychiatric care and treatment on an inpatient and outpatient basis for several years. As part of the course of treatment, medications, including Xanax, were prescribed for the Respondent.

4. On March 4, 1994, Respondent took an overdose of 15 mg of Xanax and then reported for her duty shift at the Marian Franciscan Home in Milwaukee. While on duty Respondent became impaired and was suspended from her work because she was unable to safely practice.

5. A psychiatric evaluation of Respondent in August 1993 recorded that Respondent was confused, had difficulty organizing her thoughts, and had difficulty prioritizing.

6. The treating psychiatrist has rendered his opinion that as of August 25, 1994, Respondent made sufficient progress in treatment to permit her to engage in limited practice as a registered nurse with supervision in a long term care setting. By assessment made August 2, 1995, the treating psychiatrist determined that Respondent is psychologically stable and is able to safely and reliably perform nursing functions, and is competent to have access to medications.

#### CONCLUSIONS OF LAW

By the conduct described above, Mary E. Humphrey is subject to disciplinary action against her license to practice as a registered nurse in the State of Wisconsin, pursuant to Wis. Stats. sec. 441.07(1)(b) and (d), and Wis. Adm. Code secs. N7.03(3) and 7.04(2) and (15).

#### ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED as a reasonable accommodation to the condition of Respondent that the license of Mary E. Humphrey shall be SUSPENDED for an indefinite period of not less than two (2) years.

(a) IT IS FURTHER ORDERED that the SUSPENSION shall be STAYED for a period of three (3) months, conditioned upon compliance with the conditions and limitations outlined in paragraph (b), below.

i. 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 upon Respondent's practice during the prior three (3) month period.

ii. If the Board denies the petition by 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.

iii. Upon a showing by Respondent of complete, successful and continuous compliance for a period of two (2) years with the terms of this Order, and upon the written recommendation of a licensed psychiatrist, Respondent may petition the Board for return of full licensure. The board may, in its discretion, require that Respondent complete at least six (6) months of nursing employment monitored under the conditions of paragraph (b) prior to the Board's issuance of a complete and unrestricted license.

(b) CONDITIONS OF STAY

i. Respondent must remain in a program acceptable to the Board for the treatment of her mental condition. As a part of treatment, Respondent must attend therapy on a schedule as recommended by her therapist; attendance, however, shall be initially required at least (2) two times per month. Respondent must follow the recommendations of her therapist including medications.

ii. Upon request of the Board, 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.

iii. Respondent shall remain free of alcohol, prescription drugs and controlled substances not prescribed for valid medical purposes during the period of limitation.

iv. Respondent shall practice as a nurse only in a long term care setting, and only under direct supervision. Respondent shall not act in the capacity of a charge nurse.

v. Respondent shall provide her employer and any prospective employers with a copy of this Final Decision and Order immediately upon issuance of this Order, and upon any change of employment. In addition, Respondent shall immediately provide her employer with a copy of any denial of an extension of stay under this Order.

vi. Respondent shall arrange for quarterly reports from her employer evaluating her work performance and from the counselor evaluating her attendance and progress in therapy. These reports shall be submitted to the Department Monitor in the Department of Regulation and Licensing, Division of Enforcement, P.O. Box 8935, Madison, WI 53708-8935, on a schedule as directed by the Monitor. An employer or counselor shall immediately report to the Department Monitor any violation or suspected violation of this Order.

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

(c) Respondent may petition the Board in conjunction with any application for an additional stay to revise or eliminate any of the above conditions. Denial in whole or in part of a petition under this paragraph shall not constitute denial of a license and shall not give rise to a contested case within the meaning of Wis. Stats. §§227.01(3) and 227.42.

(d) 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 Respondent's license; the Board in its discretion may in the alternative deny an extension of the stay of suspension or impose additional conditions and limitations other additional discipline for a violation of any of the terms of this Order.

(e) This Order shall be come effective upon the date of its signing.

WISCONSIN BOARD OF NURSING

By:

  
On behalf of the Board

9/10/95  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF	:	
DISCIPLINARY PROCEEDINGS AGAINST	:	STIPULATION
MARY E. HUMPHREY, R.N.,	:	94 NUR 053 & 94 NUR 062
RESPONDENT	:	

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It is hereby stipulated between Mary E. Humphrey, personally on her own behalf, and by Lauri Roman her attorney, and James W. Harris 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 Respondent's licensure by the Division of Enforcement. Respondent consents to the resolution of this investigation by stipulation and without the issuance of a formal complaint.
2. Respondent 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. Respondent is aware of her right to seek legal representation and has been provided the opportunity to seek legal advice prior to signing this stipulation.
4. Respondent 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. In the event that this Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.

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

7. Also attached to this Stipulation are copies of Respondent's health care records for review by the Board in conjunction with their consideration of the attached Final Decision and Order.

8. The parties to this stipulation agree that the attorney for the Division of Enforcement 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.

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

Mary E. Humphrey  
Mary E. Humphrey, R.N.

8-27-95  
Date

James W. Harris  
James W. Harris, Attorney  
Division of Enforcement

August 31, 1995  
Date

APPROVED:

Kelly and Haus

Lauri Roman 8/30/95  
Lauri Roman  
Attorneys for Mary E. Humphrey, R.N.

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## NOTICE OF APPEAL INFORMATION

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**Notice Of Rights For Rehearing Or Judicial Review, The Times Allowed For Each. And The Identification Of The Party To Be Named As Respondent.**

**Serve Petition for Rehearing or Judicial Review on:**

THE STATE OF WISCONSIN BOARD OF NURSING.

1400 East Washington Avenue

P.O. Box 8935

Madison, WI 53708.

**The Date of Mailing this Decision is:**

SEPTEMBER 12, 1995.

### 1. REHEARING

Any person aggrieved by this order may file a written petition for rehearing within 20 days after service of this order, as provided in sec. 227.49 of the *Wisconsin Statutes*, a copy of which is reprinted on side two of this sheet. The 20 day period commences the day of personal service or mailing of this decision. (The date of mailing this decision is shown above.)

A petition for rehearing should name as respondent and be filed with the party identified in the box above.

A petition for rehearing is not a prerequisite for appeal or review.

### 2. JUDICIAL REVIEW.

Any person aggrieved by this decision may petition for judicial review as specified in sec. 227.53, *Wisconsin Statutes* a copy of which is reprinted on side two of this sheet. By law, a petition for review must be filed in circuit court and should name as the respondent the party listed in the box above. A copy of the petition for judicial review should be served upon the party listed in the box above.

A petition must be filed within 30 days after service of this decision if there is no petition for rehearing, or within 30 days after service of the order finally disposing of a petition for rehearing, or within 30 days after the final disposition by operation of law of any petition for rehearing.

The 30-day period for serving and filing a petition commences on the day after personal service or mailing of the decision by the agency, or the day after the final disposition by operation of the law of any petition for rehearing. (The date of mailing this decision is shown above.)