

# WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

LAURA KARIE, R.N.,  
RESPONDENT.

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FINAL DECISION AND ORDER

Order 0000294

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[Division of Enforcement Case # 09 NUR 169]

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

Laura Karie, R.N.  
1422 Lee Avenue  
West Bend, WI 53090

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

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

PROCEDURAL HISTORY

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

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

FINDINGS OF FACT

1. Laura Karie, R.N., Respondent, date of birth March 20, 1962, is licensed by the Wisconsin Board of Nursing as a registered nurse in the state of Wisconsin pursuant to license number 152225, which was first granted August 8, 2005.

2. Respondent's last address reported to the Department of Regulation and Licensing is 1422 Lee Avenue, West Bend, WI 53090.

3. At the time of the events set out below, Respondent was employed as a registered nurse (RN) at Cedar Lake Health and Rehabilitation Center (facility) in West Bend, Wisconsin.

4. Resident A was admitted to the facility in February 2008 with a complex medical history which included brain injury following brain surgery, extensive cardiac problems, and cognitive deficiencies related to his brain injury. Resident A's family elected medical interventions for Resident A that included cardiopulmonary resuscitation (CPR). It was the facility's policy to identify with a red wrist band those residents who had expressed written wishes for full code status. It was also facility policy to perform CPR only if the cardiac arrest was witnessed.

5. On April 28, 2009, while Resident A was participating in a music therapy activity, activity staff noticed that Resident A did not look well and alerted nursing staff. A staff RN arrived and assessed Resident A, who was pale, had a weak pulse, and his eyes were rolled back. The RN called for Respondent who was the nurse supervisor on duty. Respondent arrived and directed the RN to call Resident A's physician. Respondent then assessed Resident A's heart and lung sounds and found him to be unresponsive, but was moving air, bradycardic with irregular, radial pulses thready and weak. Respondent directed a certified nursing assistant (CNA) to take Resident A's vitals but the machine was not working.

6. To further evaluate Resident A, Respondent and other nursing staff rushed him to his room. Once in his room, Resident A was placed in a hoist lift to transfer him to his bed. While in the hoist lift, Resident A made a noise of expelling air, which appeared to have been his last breath. When Resident A was in his bed, Respondent placed a stethoscope to Resident A's chest and stated that he was dead. Respondent did not initiate CPR. Even though Resident A was not wearing a red bracelet, Respondent was aware that he had a full code status.

7. As a result of her actions, Respondent's employment was terminated.

#### CONCLUSIONS OF LAW

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

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

#### ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED:

1. Respondent, Laura Karie, R.N., is hereby REPRIMANDED for the above conduct.
2. Respondent's license to practice nursing in the State of Wisconsin, and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, is LIMITED as follows:
  - a. Respondent, at her own expense, shall complete, within 90 days of the date of this Order, four (4) hours of pre-approved continuing education in responding to cardiac and respiratory arrests. Respondent is responsible for finding appropriate course(s) and submitting the course information to the Board for approval prior to

taking the course and in sufficient time to obtain board approval within the 90-day time frame, taking into account the Board's meeting schedule.

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

c. Pursuant to Uniform Nurse Licensure Compact regulations, Respondent's nursing practice is limited to Wisconsin during the pendency of this limitation. This requirement may be waived only upon the prior written authorization of both the Wisconsin Board of Nursing and the regulatory board in the state in which Respondent proposes to practice.

3. Respondent shall, within 90 days of the date of this Order, pay to the Department of Regulation and Licensing costs of this proceeding in the amount of \$600.00 pursuant to Wis. Stat. § 440.22(2).

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

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

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

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

Wisconsin Board of Nursing

By: Karen Sue  
A Member of the Board

7/22/10  
Date