

## WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

LISA S. HAYWARD, R.N.,  
RESPONDENT.

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FINAL DECISION AND ORDER

ORDER 00025121

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Division of Legal Services and Compliance<sup>1</sup> Case No. 12 NUR 574

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

Lisa S. Hayward, R.N.  
308 45<sup>th</sup> Avenue  
Menominee, Michigan 49858

Wisconsin Board of Nursing  
P.O. Box 8935  
Madison, WI 53708-8935

Division of Legal Services and Compliance  
Department of Safety and Professional Services  
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 disposition of this matter, subject to the approval of the Wisconsin Board of Nursing (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, Conclusions of Law and Order.

FINDINGS OF FACT

1. Respondent Lisa S. Hayward, R.N., (dob June 27, 1963) is licensed in the State of Wisconsin as a professional nurse, having license number 161115-30, first issued on March 26, 2008 and current through February 28, 2014. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is 308 45<sup>th</sup> Avenue, Menominee, Michigan 49858.

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<sup>1</sup> The Division of Legal Services and Compliance was formerly known as the Division of Enforcement.

2. At all times relevant to this proceeding, Respondent was employed as a professional nurse at a medical center (Center) in Marinette, Wisconsin.
3. Center's Pharmacy Director ran a proactive Pyxis diversion report which revealed numerous discrepancies with Respondent's medication administration.
4. The Pharmacy Director prepared a report on Respondent's medication administration between October 20, 2012, and November 7, 2012. The report indicated:
  - a. There were numerous instances when Respondent administered pain medication sooner than physician's orders indicated.
  - b. There were numerous instances when patients had orders for oral and injectable prn narcotics. Respondent dispensed and administered the injectable and oral narcotics at the same time.
  - c. On ten occasions, Respondent administered repeated doses of Ambien and lorazepam to patients.
  - d. Respondent removed hydrocodone from Pyxis but incorrectly documented how many tablets were administered to patients.
  - e. Respondent removed morphine and Xanax from Pyxis, but failed to document administration on the eMAR.
  - f. Respondent administered hydrocodone to a patient who had not received this medication prior to or after Respondent's care.
  - g. Respondent administered Ativan outside the range of the physician's order.

5. In resolution of this matter, Respondent consents to the entry of the following Conclusions of Law and Order.

#### 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 pursuant to Wis. Stat. § 227.44(5).
2. By the conduct described in the Findings of Fact, Lisa S. Hayward, R.N., demonstrated negligence as defined in Wis. Admin. Code. § N 7.03(1)(b).
3. As a result of the above conduct, Lisa S. Hayward, R.N., is subject to discipline pursuant to Wis. Stat. § 441.07(1)(b) and (c).

## ORDER

1. The attached Stipulation is accepted.
2. Respondent Lisa S. Hayward, R.N., is REPRIMANDED.
3. The professional nurse license issued to Lisa S. Hayward, R.N., (license number 161115-30) and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, are LIMITED as follows:
  - a. Within 90 days of the date of this Order, Respondent shall at her own expense, successfully complete six (6) hours of education on medication administration and five (5) hours of education on documentation offered by a provider pre-approved by the Board's monitoring liaison, including taking and passing any exam offered for the courses.
  - b. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Department Monitor at the address stated below. None of the education completed pursuant to this requirement may be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department, and also may not be used in future attempts to upgrade a credential in Wisconsin.
  - c. This limitation shall be removed from Respondent's license after satisfying the Board or its designee that Respondent has successfully completed all of the ordered education.
4. Within 120 days from the date of this Order, Lisa S. Hayward, R.N., shall pay COSTS of this matter in the amount of \$400.00.
5. Request of approval of courses, proof of successful course completion and payment of costs (made payable to the Wisconsin Department of Safety and Professional Services) shall be sent by Respondent to the Department Monitor at the address below:

Department Monitor  
Division of Legal Services and Compliance  
Department of Safety and Professional Services  
P.O. Box 8935, Madison, WI 53708-8935  
Telephone (608) 267-3817; Fax (608) 266-2264  
DSPSMonitoring@wisconsin.gov
6. 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 Respondent fails to timely submit payment of the costs as ordered or fails to submit proof of successful completion of the ordered education as set forth above, Respondent's

license (no. 161115-30) may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing, until Respondent has complied with payment of costs and submit proof of completion of the education.

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

WISCONSIN BOARD OF NURSING

by: Julia Nelson, RN  
A Member of the Board

7/11/13  
Date