

WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

NATALIE K. DAMROW, R.N.,
RESPONDENT.

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FINAL DECISION AND ORDER

0004586

Division of Legal Services and Compliance Case No. 15 NUR 594

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

Natalie K. Damrow, R.N.
30120 Hickory Lane
Burlington, WI 53105

Wisconsin Board of Nursing
P.O. Box 8366
Madison, WI 53708-8366

Division of Legal Services and Compliance
Department of Safety and Professional Services
P.O. Box 7190
Madison, WI 53707-7190

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 Natalie K. Damrow, R.N., (dob January 13, 1977) is licensed in the State of Wisconsin as a professional nurse, having license number 135200-30, first issued on June 23, 2000. This license expired on February 29, 2016 and has not been renewed. Pursuant to Wis. Stat. § 440.08(3), Respondent retains the right to renew upon payment of a fee until February 28, 2021. Respondent's address on file with the Wisconsin Department of Safety and Professional Services (Department) is 325 South Kendrick Avenue, Burlington, Wisconsin 53105.

2. Upon information and belief, Respondent's current address is 30120 Hickory Lane, Burlington, Wisconsin 53105.

3. On or about January 27, 2014, Respondent was admitted into the Professional Assistance Procedure (PAP) based on the following facts:

- a. In 2001, Respondent sustained a broken femur and was prescribed Percocet®. Respondent took Percocet® occasionally until 2006 when she suffered a broken leg and then began taking Percocet® more often. Respondent's primary physician increased the amount of Percocet® that she received at the Respondent's request due to her increased tolerance. Sometime in 2009, Respondent began obtaining prescription pain medications by buying them from friends and off the street. By 2010, Respondent stated that she was using the medication to feel "normal."
- b. Around August of 2013, Respondent began diverting hydromorphone (Dilaudid®) from her employer. Respondent obtained the medication for patients who did not have an order for the medications and used them herself. Respondent obtained hydromorphone for patients with a physician's order, who had already received their medication, and used it herself.
- c. Respondent's employer requested pharmacy records for Respondent's patients for the months of September, October and November 2013. The records indicated that Respondent used an abnormally high volume of hydromorphone. On November 14, 2013, Respondent was confronted by her employer and admitted to her supervisor that she had been taking the missing narcotics for her personal use. Respondent's employment was terminated.
- d. On December 2, 2013, Respondent was admitted to a hospital for in-patient treatment and diagnosed with opioid dependence

4. On November 10, 2015, Respondent was dismissed from PAP for failure to comply with the program terms, including drug testing.

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. Percocet® contains oxycodone. Pursuant to Wis. Stat. § 961.16(2)(a)11, oxycodone is a schedule II controlled substance for which, under the circumstances at issue, a prescription is required pursuant to Wis. Stat. § 961.38(2).

3. Dilaudid® is a brand name for hydromorphone. Pursuant to Wis. Stat. § 961.16(2)(a)8, hydromorphone is a schedule II controlled substance for which, under the circumstances at issue, a prescription is required pursuant to Wis. Stat. § 961.38(2).

4. By the conduct described in the Findings of Fact, Natalie K. Damrow, R.N., engaged in unprofessional conduct as defined by Wis. Admin. Code § 7.04(2)¹, by obtaining any drug other than in the course of legitimate practice or as otherwise prohibited by law.

5. As a result of the above conduct, Natalie K. Damrow, R.N., is subject to discipline pursuant to Wis. Stat. § 441.07(1)(b) and (d)².

ORDER

1. The attached Stipulation is accepted.

2. The SURRENDER of the license and privilege of Natalie K. Damrow, R.N., (license no. 135200-30) to practice nursing in the State of Wisconsin or under another state license pursuant to the Nurse Licensure Compact is hereby accepted.

3. In the event Respondent petitions the Board of Nursing for reinstatement as a nurse in the future, the Board may enter an order denying such application without further notice or hearing. Whether to grant a license and whether to impose any limitations or restrictions on any license granted shall be in the discretion of the Board.

4. Respondent shall immediately return all indicia of Wisconsin licensure 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 7190, Madison, WI 53707-7190
Telephone (608) 267-3817; Fax (608) 266-2264
DSPSMonitoring@wisconsin.gov

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

WISCONSIN BOARD OF NURSING

by:  DNP, APRN
A Member of the Board

3-10-16
Date

¹ All references to Wis. Admin. Code § N 7.04 refer to the code as it existed prior to August 1, 2014.

² Wis. Stat. (2011-2012).

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

NATALIE K. DAMROW, R.N.,
RESPONDENT.

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:
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:
:

STIPULATION

0004586

Division of Legal Services and Compliance Case No. 15 NUR 594

Respondent Natalie K. Damrow, R.N., and the Division of Legal Services and Compliance, Department of Safety and Professional Services stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Division of Legal Services and Compliance. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- the right to a hearing on the allegations against Respondent, 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 Respondent;
- the right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- the right to testify on Respondent's own behalf;
- 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 Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.

3. Respondent is aware of Respondent's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.

4. Respondent agrees to the adoption of the attached Final Decision and Order by the Wisconsin Board of Nursing (Board). 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 then be returned to the Division

of Legal Services and Compliance for further proceedings. In the event that the 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. The parties to this Stipulation agree that the attorney or other agent for the Division of Legal Services and Compliance and any member of the Board ever assigned as an advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, any such advisor may vote on whether the Board should accept this Stipulation and issue the attached Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be published in accordance with standard Department procedure.


8. The Division of Legal Services and Compliance joins Respondent in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.



Natalie K. Darrow, R.N., Respondent
325 South Kendrick Avenue
Burlington, WI 53105
License no. 135200-30

2-15-16

Date



Amanda L. Florek, Attorney
Department of Safety and Professional Services
Division of Legal Services and Compliance
P.O. Box 7190
Madison WI 53707-7190

2/19/16

Date