

## 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 THE LICENSE OF :  
TISHA R. MENKE, R.N., : FINAL DECISION AND ORDER  
LICENSEE. : FOR REMEDIAL EDUCATION  
: **0005265**

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Division of Legal Services and Compliance Case No. 16 NUR 062

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

Tisha R. Menke, R.N.  
6414 92<sup>nd</sup> Avenue  
Kenosha, WI 53142

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. Licensee Tisha R. Menke, R.N., (dob March 3, 1975) is licensed in the State of Wisconsin as a professional nurse, having license number 167798-30, first issued on July 9, 2009 and current through February 28, 2018. Licensee's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is 6414 92<sup>nd</sup> Avenue, Kenosha, Wisconsin 53142.

2. At all times relevant to this proceeding, Licensee was employed as a professional nurse at a hospital (Hospital), located in Kenosha, Wisconsin.

3. An audit of Licensee's medication administration and documentation from May 2015 through August 2015, revealed the following:

- a. On May 9, 2015, at 10:44 p.m., Licensee removed 1 mg of Dilaudid® from the automated medication dispensing system under direction of a physician's order for Patient A. At 11:00 p.m., Licensee documented administration of 0.5 mg of Dilaudid® to Patient A. There is no documentation that the remaining 0.5 mg of Dilaudid® was wasted or returned.
- b. On May 12, 2015, at 10:51 p.m., Licensee removed 1 mg of Dilaudid® from the automated medication dispensing system under direction of a physician's order for Patient B. At 10:59 p.m., Licensee documented administration of 0.5 mg of Dilaudid® to Patient B. There is no documentation that the remaining 0.5mg of Dilaudid® was wasted or returned.
- c. On July 17, 2015, at 6:58 p.m., Licensee dispensed 1 mg of Dilaudid® from the automated medication dispensing system under the direction of a physician order for Patient F. At 7:00 p.m., Licensee documented administration of 0.5 mg of Dilaudid® to Patient F, but did not document wasting the remaining 0.5 mg.
- d. On July 17, 2015, at 10:32 p.m., Licensee removed 1 mg of Dilaudid® from the automated medication dispensing system under direction of a physician's order for Patient G. At 10:38 p.m., Licensee documented administration of 0.5 mg of Dilaudid® to Patient G, but did not document wasting the remaining 0.5 mg.
- e. On July 30, 2015, at 12:45 a.m., Licensee removed 1 mg of Dilaudid® from the automated medication dispensing system under direction of a physician's order for Patient M. Licensee documented administration of 0.5 mg of Dilaudid® at 12:58 a.m. to Patient M. Licensee placed the vial of remaining Dilaudid® in her pocket and accidentally took it home. When she discovered the Dilaudid® in her pocket at home, she called the Resource Nurse at the Hospital and explained what happened. He told her to bring it back the next day and waste it. The waste of the remaining 0.5 mg of Dilaudid® was documented on July 30, 2015, at 7:55 p.m., when Licensee returned to work.
- f. On August 4, 2015, at 7:08 p.m., Licensee removed 1 mg of Dilaudid® from the automated medication dispensing system under direction of a physician's order for Patient N. Licensee documented administration of 0.5 mg of Dilaudid® at 7:19 p.m. to Patient N. There is no documentation that the remaining 0.5 mg of Dilaudid® was wasted.

- g. On August 7, 2015, at 3:21 p.m., Licensee removed 1 mg of Dilaudid® from the automated medication dispensing system under direction of a physician's order for Patient O. Licensee documented administration of 0.5 mg of Dilaudid® at 3:26 p.m. to Patient O. There is no documentation that the remaining 0.5 mg of Dilaudid® was wasted.
  - h. On August 7, 2015, at 5:06 p.m., Licensee removed 1 mg of Dilaudid® from the automated medication dispensing system under the direction of a physician order for Patient O. At 5:15 p.m., Licensee documented administering 0.5 mg of Dilaudid® to Patient O, but did not document wasting the remaining 0.5 mg.
- 4. There is no evidence that Licensee diverted medications.
  - 5. On August 11, 2015, Licensee was subjected to a reasonable suspicion drug screen. The results of the test were negative for any medications not prescribed to her.
  - 6. In resolution of this matter, Licensee consents to the entry of the following Conclusions of Law and Order.

#### CONCLUSIONS OF LAW

- 1. The Wisconsin Board of Nursing is authorized to enter into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).
- 2. Dilaudid® is the 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).

#### ORDER

- 1. The attached Stipulation is accepted.
- 2. Within six (6) months of the date of this Order, Tisha R. Menke, R.N., shall at her own expense take and successfully complete four (4) hours of education on the topic of medication errors and five (5) hours of education on the topic of documentation as follows:
  - a. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Licensee shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the courses from the Board or its designee. Licensee must take and pass any exam offered for the course(s).
  - b. Licensee 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

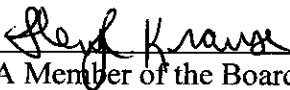
education requirements that have been or may be instituted by the Board or Department.

3. Request for approval of courses and proof of successful course completion shall be sent by Licensee to the Department Monitor at the address below:

Department Monitor  
Division of Legal Services and Compliance  
P.O. Box 7190, Madison, WI 53707-7190  
Telephone (608) 267-3817; Fax (608) 266-2264  
DSPSMonitoring@wisconsin.gov

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

WISCONSIN BOARD OF NURSING

by:   
A Member of the Board

4-13-17  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF THE LICENSE OF :  
: STIPULATION  
TISHA R. MENKE, R.N., :  
: 0005265  
LICENSEE. :

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Division of Legal Services and Compliance Case No. 16 NUR 062

Licensee Tisha R. Menke, 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. Licensee consents to the resolution of this investigation by Stipulation.

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

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

3. Licensee is aware of Licensee's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation. Licensee is represented by attorney Alan C. Olson.

4. Licensee 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. Licensee waives all rights to any appeal of the Board's order, if adopted in the form as attached.

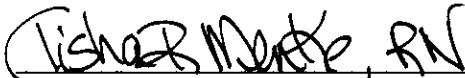
5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be

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 Licensee, 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. Licensee 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 Licensee in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.

  
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Tisha R. Menke, Licensee  
6414 92<sup>nd</sup> Avenue  
Kenosha, WI 53142  
License No. 167798-30

3-13-2017  
Date

  
\_\_\_\_\_  
Alan C. Olson, Attorney for Licensee  
Alan C. Olson & Associates, S.C.  
2880 South Moorland Road  
New Berlin, WI 53151-3744

3.15.2017  
Date

  
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Kim M. Kluck, Attorney  
Division of Legal Services and Compliance  
Wisconsin Department of Safety and Professional Services  
P.O. Box 7190  
Madison WI 53707-7190

3/20/17  
Date