

## WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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<http://ccap.courts.state.wi.us/InternetCourtAccess> and <http://www.courts.state.wi.us/wscca>

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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

PAULA J. FROMM, L.P.N.,  
RESPONDENT.

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:  
: FINAL DECISION AND ORDER  
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000618 3

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Division of Legal Services and Compliance Case No. 17 NUR 514

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

Paula J. Fromm, L.P.N.  
804 Main St.  
Niagara, WI 54151

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, Paula J. Fromm, L.P.N., (DOB: December 14, 1956) is licensed in the state of Wisconsin as a practical nurse, having license number 319577-31, first issued on June 25, 2015, and current through April 30, 2019. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is 840 Main Street, Niagara, Wisconsin 54151.

2. At all times relevant to this proceeding, Respondent was employed as a practical nurse in a nursing home (Facility), located in Niagara, Wisconsin.

3. On July 23, 2017, Respondent was involved in a verbal altercation on the locked Alzheimer's/dementia ward with Resident A, who has been diagnosed with dementia.

4. Resident A sustained a cut on his hand when Respondent forcefully pulled his wheelchair.

5. Resident A then stated, "Ouch, you hurt me," and Respondent replied, "You hurt me too when you ran over my toes, and I'm the only one who can help you, so you better apologize."

6. Respondent and Resident A continued yelling. Resident A then called Respondent a "son of a bitch," and Respondent replied, "Back at you."

7. Respondent forbade Resident A from returning to his room and closed the door to the room with Resident A's roommate, Resident B, in the room, sleeping.

8. Resident B was a high risk for falls and was left without adequate supervision.

9. Respondent was placed on a three (3) day suspension while the facility conducted an investigation.

10. Respondent admitted she did not handle herself well and was not acting as an advocate for the Resident. Respondent's employment with the Facility was terminated.

11. 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, Paula J. Fromm, L.P.N., violated Wis. Admin. Code § N 7.03(4)(c), by abusing a patient by a single or repeated act of force, violence, harassment, deprivation, neglect, or mental pressure which reasonably could cause physical pain, injury, mental anguish, or fear.

3. By the conduct described in the Findings of Fact, Paula J. Fromm, L.P.N., violated Wis. Admin. Code § N 7.03(4)(d), by engaging in repeated or significant disruptive behavior or interaction with health care personnel, patients, family members, or others that interferes with patient care or could reasonably be expected to adversely impact the quality of care rendered.

4. By the conduct described in the Findings of Fact, Paula J. Fromm, L.P.N., violated Wis. Admin. Code § N 7.03(6)(a), by failing to perform nursing with reasonable skill and safety.

5. By the conduct described in the Findings of Fact, Paula J. Fromm, L.P.N., violated Wis. Admin. Code § N 7.03(6)(c), by departing from or failing to conform to the minimal standards or acceptable nursing practice that may create unnecessary risk or danger to a patient's life, health, or safety.

6. As a result of the above conduct, Paula J. Fromm, L.P.N., is subject to discipline pursuant to Wis. Stat. § 441.07(1g)(b) and (d).

#### ORDER

1. The attached Stipulation is accepted.
2. Respondent Paula J. Fromm, L.P.N., is REPRIMANDED.
3. The practical nursing license issued to Paula J. Fromm, L.P.N., (license number 319577-31) and her privilege to practice in Wisconsin pursuant to the Enhanced Nurse Licensure Compact, are LIMITED as follows:
  - a. Within ninety (90) days of the date of this Order, Respondent shall, at her own expense, successfully complete nine (9) hours of education on the topics of residents' rights, dementia-client group specific matters, and challenging behaviors 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. Pursuant to the Enhanced Nurse Licensure Compact, Respondent's nursing practice under her Wisconsin license is limited to Wisconsin during the pendency of this limitation.
5. Within 120 days from the date of this Order, Paula J. Fromm, L.P.N., shall pay COSTS of this matter in the amount of \$606.00.
6. Request for 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 7190, Madison, WI 53707-7190  
Telephone (608) 267-3817; Fax (608) 266-2264  
DSPSMonitoring@wisconsin.gov

You may also submit them online via the Department's Monitoring Case Management System at


<https://app.wi.gov/DSPSMonitoring>

7. In the event Respondent violates any term of this Order, Respondent's license (319577-31), or Respondent's right to renew her 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 the Order. The Board may, in addition and/or in the alternative refer any violation of this Order to the Division of Legal Services and Compliance for further investigation and action.

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

WISCONSIN BOARD OF NURSING

by:

  
A Member of the Board

5/9/19  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

PAULA J. FROMM, L.P.N.,  
RESPONDENT.

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STIPULATION

0006183

Division of Legal Services and Compliance Case No. 17 NUR 514

Respondent Paula J. Fromm, L.P.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.

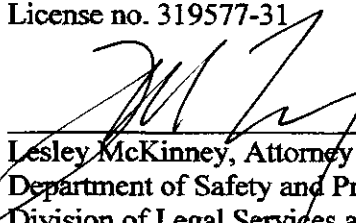
8. The Division of Legal Services and Compliance joins Respondent in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.



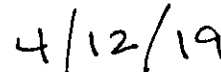
Paula J. Fromm, L.P.N., Respondent  
840 Main St.  
Niagara, WI 54151  
License no. 319577-31



Date



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



Date