

## 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 APPLICATION FOR  
A REGISTERED NURSE LICENSE

CAMMIE L. GLADEM,  
APPLICANT.

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**ORDER GRANTING  
LIMITED LICENSE  
ORDER 0006476**

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

Cammie L. Gladem  
234 Belmont Rd.  
Madison, WI 53714

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. Cammie L. Gladem (Applicant) filed an application (no. 685536) for a Wisconsin registered nurse license.
2. Applicant's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is 234 Belmont Road, Madison, Wisconsin 53714.
3. Information received in the application process reflects that Applicant has the following convictions:

- a. On or about June 1, 2009, Applicant was convicted of Hit and Run-Unattended Vehicle in Dane County Circuit Court, Case Number 09 CT 1851, an ordinance violation.
- b. On or about December 10, 2011, Applicant was convicted of Operating while Intoxicated 1<sup>st</sup> in Dane County Circuit Court, an ordinance violation.
- c. On or about April 7, 2015, Applicant was convicted of Operating While Intoxicated 2<sup>nd</sup> in Dane County Circuit Court, Case Number 14 CT 481, a misdemeanor.
- d. On or about April 21, 2015, Applicant was convicted of Disorderly Conduct-Domestic Abuse in Dane County Circuit Court, Case Number 15 CM 783, a misdemeanor.
- e. On or about July 13, 2015, Applicant was convicted of Bail Jumping in Dane County Circuit Court, Case Number 15 CM 783, a misdemeanor.
- f. On or about March 7, 2016, Applicant was convicted of Operating While Revoked in Dane County Circuit Court, Case Number 16 CT 308, a misdemeanor.
- g. On or about September 20, 2018, Applicant was convicted of Possess of Amphetamine in Columbia County Circuit Court, Case Number 18 CM 206, a misdemeanor.

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

#### CONCLUSIONS OF LAW

1. The Board has jurisdiction to act in this matter pursuant to Wis. Stat. § 441.07 and is authorized to enter the attached Stipulation pursuant to Wis. Stat. §§ 15.08(5)(c) and 227.44(5).
2. The Board may deny or limit a license if Applicant committed a violation of Wis. Stat. § 441.07(1g).
3. By the conduct described in the Findings of Fact, Applicant violated Wis. Stat. § 441.07(1g)(b) and (c), and Wis. Admin. Code § N 7.03(6)(f), by committing acts which show Applicant to be negligent, unfit or incompetent by reason of abuse of alcohol or other drugs; and Applicant is unable to practice safely by reason of alcohol or other substance abuse.

#### ORDER

1. The attached Stipulation is accepted.
2. Limitations upon Applicant's license are necessary to ensure that she is fit and competent to practice as a registered nurse.
3. Applicant's application for a registered nurse license is granted subject to the following limitations.

4. The applicant's ability to practice professional nursing in the state of Wisconsin, and her privilege to practice in Wisconsin pursuant to the Enhanced Nurse Licensure Compact (Compact), is LIMITED as follows:

- a. For a period of at least two (2) years from the date of this Order:
  - i. Applicant shall enroll and participate in a drug and alcohol monitoring program which is approved by the Department (Approved Program). Enrollment shall occur within thirty (30) calendar days from the date of this Order.
  - ii. At the time Applicant enrolls in the Approved Program, Applicant shall review all of the rules and procedures made available by the Approved Program. Failure to comply with all requirements for participation in drug and alcohol monitoring established by the Approved Program is a substantial violation of this Order. The requirements shall include:
    - 1. Contact with the Approved Program as directed on a daily basis, including vacations, weekends and holidays.
    - 2. Production of a urine, blood, sweat, fingernail, hair, saliva or other specimen at a collection site designated by the Approved Program within five (5) hours of notification of a test.
    - 3. The Approved Program shall require the testing of specimens at a frequency of not less than forty-nine (49) times per year, for at least the first year of this Order. Thereafter, the Board may adjust the frequency of testing on its own initiative at any time.
  - iii. Applicant shall abstain from all personal use of alcohol.
  - iv. Applicant shall abstain from all personal use of controlled substances as defined in Wis. Stat. § 961.01(4), except when prescribed, dispensed or administered by a practitioner for a legitimate medical condition. Applicant shall disclose Applicant's drug and alcohol history and the existence and nature of this Order to the practitioner prior to the practitioner ordering the controlled substance. Applicant shall at the time the controlled substance is ordered immediately sign a release in compliance with state and federal laws authorizing the practitioner to discuss Applicant's treatment with, and provide copies of treatment records to, the Board or its designee. Copies of these releases shall immediately be filed with the Department Monitor.

- v. Applicant shall report to the Department Monitor all prescription medications and drugs taken by Applicant. Reports must be received within 24 hours of ingestion or administration of the medication or drug, and shall identify the person or persons who prescribed, dispensed, administered or ordered said medications or drugs. Each time the prescription is filled or refilled, Applicant shall immediately arrange for the prescriber or pharmacy to fax and mail copies of all prescriptions to the Department Monitor.
- vi. Applicant shall provide the Department Monitor with a list of over-the-counter medications and drugs that she may take from time to time. Over-the-counter medications and drugs that mask the consumption of controlled substances or of alcohol, create false positive screening results, or interfere with Applicant's treatment and rehabilitation, shall not be taken unless ordered by a physician, in which case the drug must be reported as described in the paragraph 4(a)v.
- vii. All positive test results are presumed valid and may result in automatic suspension of licensure by the Board or the Board's designee. Applicant must prove by a preponderance of the evidence an error in collection, testing, fault in the chain of custody or other valid defense.
- viii. If any urine, blood, sweat, fingernail, hair, saliva or other specimen is positive or suspected positive for any controlled substances or alcohol, Applicant shall promptly submit to additional tests or examinations as the Board or its designee shall determine to be appropriate to clarify or confirm the positive or suspected positive test results.
- ix. Applicant shall provide her nursing employer with a copy of this Order before engaging in any nursing employment. Applicant shall provide the Department Monitor with written acknowledgment from each nursing employer that a copy of this Order has been received. Such acknowledgment shall be provided to the Department Monitor within fourteen (14) days of beginning new employment and/or Respondent may work as a nurse or other health care provider in a setting in which Respondent has access to controlled substances. If Treater subsequently recommends restrictions on such access, the Board or its designee may impose such restrictions. within fourteen (14) days of the date of this Order for employment current as of the date of this Order.
- x. Applicant shall not work as a nurse in a setting in which Applicant has access to controlled substances. Applicant shall provide the Department Monitor with written acknowledgment from each

nursing employer that Applicant does not have access to controlled substances. Such acknowledgment shall be provided to the Department Monitor within fourteen (14) days from the date of this Order for any current employer and on a quarterly basis thereafter from each nursing employer.

5. Pursuant to the Compact, Applicant may not practice in a Compact state, other than Wisconsin, during the pendency of this limitation(s).

6. After the first year from the date of this Order, Applicant may petition the Board on an annual basis for a modification of the terms of this Order. After two (2) consecutive years of successful compliance, the Applicant may petition the Board for return of full licensure. The Board may grant or deny any petition, in its discretion, or may modify this Order as it sees fit.

7. Any requests, petitions, reports and other information required by this Order shall be mailed, e-mailed, faxed or delivered to:

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 this information online via DSPS' Monitoring Case management System, here:


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

10. In the event Applicant violates any term of this Order, Applicant's license, or Applicant's right to renew her license, may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing. The Board or its designee may terminate the suspension if provided with sufficient information that Applicant is in compliance with the Order and that it is appropriate for the suspension to be terminated. Whether to terminate the suspension shall be wholly in the discretion of the Board or its designee. 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.

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

WISCONSIN BOARD OF NURSING

By:

Peter Kallio   
A Member of the Board

10/4/19  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF APPLICATION FOR  
A REGISTERED NURSE LICENSE

CAMMIE L. GLADEM,  
APPLICANT.

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**STIPULATION**  
**ORDER 0006476**

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It is stipulated between the Applicant and the Wisconsin Board of Nursing (Board) as follows:

1. The Applicant has filed an application for a registered nurse license.
2. Information received by the Board reflects a basis for denial of application for licensure.
3. Based upon the information of record, the Board agrees to issue, and the Applicant agrees to accept, an Order granting a license as a registered nurse, subject to the terms and conditions set forth in the attached Order adopting the Stipulation.
4. Applicant understands that by signing this Stipulation, Applicant voluntarily and knowingly waives the following rights:
  - the right to request a hearing related to the denial of the application;
  - the right to confront and cross-examine the witnesses against Applicant;
  - the right to call witnesses on Applicant's behalf and to compel their attendance by subpoena;
  - the right to testify on Applicant'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 the Applicant under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.
5. Applicant is aware of Applicant's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.
6. Applicant agrees to the adoption of the attached Order Granting Limited License by the Board. The parties to the Stipulation consent to the entry of the attached Order Granting Limited License without further notice, appearance, or consent of the parties.

7. Applicant waives all rights to any appeal of the Board's Order, as adopted in the form as attached.


8. Applicant is informed that the Order Granting Limited License is a public record and will be published in accordance with standard procedure.

9. Applicant is informed that the Order Granting Limited License is an encumbrance as defined by the Enhanced Nurse Licensure Compact (Compact) and the Applicant's multi-state license and/or privilege, if any, will be subject to all terms and conditions of the Compact.

Cammie L. Gladem

Cammie L. Gladem  
234 Belmont Rd.  
Madison, WI 53714  
Application no. 685536

9/23/2019  
Date

Peter Kallio 

A Member of the Board of Nursing  
Department of Safety and Professional Services  
P.O. Box 7190  
Madison, WI 53707-7190

10/7/19  
Date