

## 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

CARRIE A. HARPE, L.P.N.,  
RESPONDENT.

:  
:  
: FINAL DECISION AND ORDER  
:  
:

**ORDER 0006987**

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Division of Legal Services and Compliance Case No. 18 NUR 208

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

Carrie A. Harpe, L.P.N.  
Kenosha, WI 53144

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 Carrie A. Harpe, L.P.N., (DOB: XX/XX/1981) is licensed in the state of Wisconsin as a licensed practical nurse, having license number 311998-31, first issued on October 9, 2009, and current through April 30, 2021. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is located in Kenosha, Wisconsin 53144.

2. At all times relevant to this proceeding, Respondent was employed as a practical nurse at Care Center (Center), located in Kenosha, Wisconsin.

3. On February 23, 2018, two (2) employees at the Center reported to the Center's Nursing Home Administrator (N.H.A.) that they observed a white oblong shaped pill fall from

Respondent's pocket. An investigation began immediately, and Respondent submitted to a drug screen.

4. The N.H.A. checked the Medication Administration Record for each Patient Respondent worked with and found that medications were signed out for that day, but with future times noted, for five (5) patients; four (4) of the five (5) patients reported no pain that day when interviewed.

5. The N.H.A. worked with the Center's pharmacy to perform an audit on all controlled substances; all counts were correct with no deficiencies noted.

6. The Kenosha Police Department was called to investigate. Respondent told the N.H.A. that the pill must have fallen into her pocket when a pill container spilled earlier that day. Respondent admitted to not always following medication administration policies and procedures, but denied diverting.

7. The Center and Kenosha Police Department were unable to substantiate the allegation of diversion, however, Respondent was discharged from her employment on February 28, 2018, for inaccurate charting of medications.

8. In a September 24, 2019 statement to the Department, Respondent denied diverting medications. Respondent stated she had contacted the Center many times to determine the results of her drug screen but received no response.

9. The Department called the Center four (4) times over the course of 25 days to determine the results of Respondent's drug screen but received no response.

10. 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, Carrie A. Harpe, L.P.N., violated Wis. Admin. Code § N 7.03(6)(a), by failing to perform nursing with reasonable skill and safety.

3. As a result of the above conduct, Carrie A. Harpe, 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 Carrie A. Harpe, L.P.N., is REPRIMANDED.

3. The practical nurse license issued to Carrie A. Harpe, L.P.N. (license number 311998-31) 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 three (3) hours of education on the topic of charting 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. The Board's monitoring liaison may change the number of credit hours and/or education topics in response to a request from Respondent. The monitoring liaison may consider the topic availability and/or hours of education when determining if a change to the ordered education should occur.
- d. 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 Enhanced Nurse Licensure Compact regulations, Respondent may not practice in a Compact state, other than Wisconsin, during the pendency of this limitation(s).

5. Within 120 days from the date of this Order, Carrie A. Harpe, L.P.N., shall pay COSTS of this matter in the amount of \$534.00.

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](mailto:DSPSMonitoring@wisconsin.gov)

You may also submit this information 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 (311998-31), 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

9/10/2020

\_\_\_\_\_   
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

CARRIE A. HARPE, L.P.N.,  
RESPONDENT.

STIPULATION  
**ORDER 0006987**

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Division of Legal Services and Compliance Case No. 18 NUR 208

Respondent Carrie A. Harpe, 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

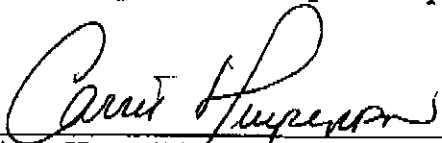
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of Legal Services and Compliance for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.

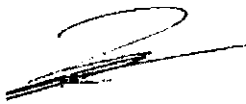
6. The parties to this Stipulation agree that the attorney or other agent for the Division of Legal Services and Compliance and any member of the Board ever assigned as an advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes 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.

  
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Carrie A. Harpe, L.P.N., Respondent  
Kenosha, WI 53144  
License No. 311998-31

8-2-2020  
Date

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

8/3/20  
Date