

## 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 :  
NICHOLE M. DORN, L.P.N., : FINAL DECISION AND ORDER  
LICENSEE. : FOR REMEDIAL EDUCATION  
: **ORDER 0007030**

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Division of Legal Services and Compliance Case No. 19 NUR 167

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

Nichole M. Dorn, L.P.N.  
Cottage Grove, WI 53527

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 Nichole M. Dorn, L.P.N., (D.O.B. xx-xx-1984) is licensed in the state of Wisconsin as a practical nurse, having license number 316642-31, first issued on March 11, 2013, and current through April 30, 2021. Licensee's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is in Cottage Grove, Wisconsin 53527.

2. At all times relevant to this matter, Licensee was employed as a licensed practical nurse at a nursing home in Sun Prairie, Wisconsin (Facility).

3. On January 27, 2019, Licensee "pre-prepared" as needed (PRN) medications for certain residents, before the residents requested the medications, and put them on top of her

medication cart in separate cups. Facility policy required preparation of PRN medications only after a patient requested them and they were ready to be administered.

4. Shortly thereafter, another Facility staff member initiated an altercation with Licensee. As a result of the altercation and subsequent police investigation, Licensee's medication cart was left unattended for approximately two and half hours with the PRN medications on top. Licensee was not charged or cited by police for the altercation.

5. When the medications were counted at the end of Licensee's shift, seven (7) narcotics were missing from Licensee's medication cart.

6. Licensee completed a drug test the next day, which was negative.

7. On February 1, 2019, Licensee's employment was terminated by the Facility for violation of work rules, including failure to follow the Facility's controlled substance administration policy resulting in missing narcotics.

8. 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).

#### ORDER

1. The attached Stipulation is accepted.

2. Within six (6) months of the date of this Order, Nichole M. Dorn, L.P.N., shall at her own expense take and successfully complete the following continuing education: four (4) hours on the topic of proper medication administration and three (3) hours on the topic of ethics and professionalism.

a. Licensee shall be responsible for obtaining the courses required under this Order, for providing adequate course descriptions to the Department Monitor, and for obtaining pre-approval of the courses from the Board or its designee, prior to commencement of the courses. Licensee must take and pass any exam offered for the course(s).

b. The Board's monitoring liaison may change the number of credit hours and/or education topics in response to a request from Licensee. The monitoring liaison may consider the topic availability and/or hours of education when determining if a change to the ordered education should occur.

- c. 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](mailto:DSPSMonitoring@wisconsin.gov)

Licensee may also submit this information online via DSPS' Monitoring Case Management System, here: <https://dpsmonitoring.wi.gov>

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

WISCONSIN BOARD OF NURSING

By:   
\_\_\_\_\_   
A Member of the Board

10/8/2020  
\_\_\_\_\_   
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF THE LICENSE OF :  
 :  
NICHOLE M. DORN, L.P.N., : STIPULATION  
 :  
LICENSEE. : ORDER UUU07070

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Division of Legal Services and Compliance Case No. 19 NUR 167

Licensee Nichole M. Dorn, 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. 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.

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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Nichole M. Dorn, L.P.N., Licensee  
Cottage Grove, WI 53527  
License No. 316642-31

9.28.20

\_\_\_\_\_  
Date



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

9/29/2020

\_\_\_\_\_  
Date