

WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

TINA R. HAFEMAN, R.N.,
RESPONDENT.

FINAL DECISION AND ORDER

ORDER 0007158

Division of Legal Services and Compliance Case No. 19 NUR 212

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

Tina R. Hafeman, R.N.
Green Bay, WI 54302

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 Tina R. Hafeman, R.N., (Year of Birth 1980) is licensed in the state of Wisconsin as a registered nurse, having license number 148503-30, first issued on July 15, 2004 and current through February 28, 2022. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is in Green Bay, Wisconsin 54302.

2. On March 18, 2018, in conjunction with her license renewal, Respondent self-reported her convictions for Criminal Trespass to Dwelling and Bail Jumping. The date of conviction was reported as August 10, 2017.

PAGE 2/8 REC'D 12/23/2020 1:58:07 PM [Central Standard Time] PRD 082862284

PAGE 3/8 REC'D 12/23/2020 1:58:07 PM [Central Standard Time] PRD 082662264

3. Further review of the Consolidated Court Automation Programs (CCAP) revealed a 2008 conviction for Disorderly Conduct, a 2010 restraining order against Respondent by Green Bay Area Public Schools, and a pending charge of Disorderly Conduct in addition to the conviction self-reported by Respondent.

4. A review of the criminal complaint and police report of the self-reported conviction contains narratives of incidents from September 2, 2016 and November 9, 2016 describing Respondent's trespass onto her mother's property. All narratives reference Respondent having mental health issues. A "Trespass Arrest Authorization" is also included which shows that Respondent was notified of the authorization on March 17, 2016.

5. An email was sent to Respondent at the address on file with the Department on April 23, 2020 requesting additional detail on a 2008 conviction and the circumstances of the currently pending charge, further information on the mentioned mental health issues, completion of a release for all of her mental health treaters, and her current work status with description of nursing duties.

6. On May 7, 2020 Respondent provided the following response related to the pending charge:

I was at the Appleton Public Library the day before my ticket. I was on my cell phone and the librarian said I swore. I knew that I did so I left for work and did not argue with her.

The next day I was speaking to my friend Dexter (who is also black, if that is relevant at all), and she asked me to leave. I refused. I didn't do anything.

I was arrested. Searched. And charged with disorderly conduct.

This is not the first time I've been charged with a crime I have not committed. I don't think that is going to go over very well in court so, I just intend to pay it.

Respondent did not address the remainder of the request. Another email was sent to Respondent requesting a response to the remainder of the items.

7. Respondent replied on May 20, 2020 with the following:

There are no police reports from 2008 indicating any mental health issues. There might have been a family argument. There was no use of force in any incidences I've been involved in.

Furthermore, I'd be really careful about making false accusations about past incidences that caused significant harm to my son. He had a real bullet pass through his body. There is nothing funny about that.

PAGE 4/8 REC'D 12/23/2020 1:58:07 PM Central Standard Time PRD 082662264

I have been working in inventory control, personal care working, and packaging. The economic impact from being assigned low level duties has impacted my career. Transportation issues is the primary concern for completion of my nursing duties. I've worked in critical care, oncology/hematology, and neuro- surgery. I can recover patients off anesthesia, read electrocardiograph's, and perform intubations.

None of that has anything to do with my healthcare providers. Lee Vogel is the name of the person in charge of the clinic I would go to if I had an illness to treat. I can't even respond further about the other questions because they are not relevant. I've never been given a no trespassing order for my residence.

8. Respondent has not provided the information requested or the necessary release(s) needed to obtain mental health records.

9. The incident related to the currently pending charge occurred at the Appleton Public Library. The police report from the incident provides witness statements which indicate the Respondent was on the first floor of the library, near the information desk and children's area, speaking into a cell phone very loudly using profanity and stating, "I'll shoot up the place." Respondent informed the officer on scene, "These people lie and make false accusations." Respondent was issued a summons and a notice of no trespassing.

10. Respondent's mother was contacted on August 4, 2020 for additional information. She confirmed that she had restraining orders against Respondent and has prevented her from entering the home. She further stated that Respondent has had mental health issues for twelve to fifteen years and she had placement of Respondent's son due to those issues. Respondent had been previously involuntarily committed in Brown County, but she was not permitted to be told Respondent's diagnosis. She stated that Respondent remains homeless and has not been able to hold a job. She has serious concerns for the well-being of Respondent.

11. There have been no Reports of Convictions received from the Respondent within 48 hours of any conviction noted in CCAP.

12. 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, Tina R. Hafeman, R.N., violated Wis. Admin. Code § N 7.03(1)(h) by failing to notify the board of a felony or misdemeanor in writing within 48 hours after the entry of the judgment of conviction, including the date, place, and nature of the conviction or finding.

3. As a result of the above conduct, Tina R. Hafeman, R.N., is subject to discipline pursuant to Wis. Stat. § 441.07(1g)(b) and (d).

ORDER

- 1. The attached Stipulation is accepted.
- 2. Respondent Tina R. Hafeman, R.N. is REPRIMANDED.

3. Within sixty (60) days of the date of this Order, Respondent shall, at her own expense, undergo a fitness for practice evaluation with a pre-approved psychiatrist or psychologist (Evaluator) who has not provided treatment to Respondent and is experienced in evaluating whether a health care professional is fit to practice:

a. Prior to evaluation, Respondent shall provide a copy of this Final Decision and Order to the Evaluator.

b. Respondent shall identify and provide the Evaluator with authorizations to communicate with all physicians, mental health professionals, and facilities at which Respondent has been treated or evaluated.

c. Within fifteen (15) days of the completion of the evaluation, a written report regarding the results of the assessment shall be submitted to the Department Monitor at the address below. The report shall address whether Respondent suffers from any condition(s) that may interfere with her ability to practice safely and competently and, if so, shall provide any recommended limitations for safe and competent practice.

d. Respondent shall execute necessary documents authorizing the Division to obtain records of the evaluation, and to discuss Respondent and her case with the Evaluator. Respondent shall execute all releases necessary to permit disclosure of the final evaluation report to the Board or its designee. Certified copies of the final evaluation report shall be admissible in any future proceeding before the Board.

e. If the Evaluator determines that Respondent is not fit to practice or is fit for practice with limitations, the Board or its designee may suspend Respondent's license until Respondent provides proof sufficient to convince the Board or its designee that Respondent is able to practice with reasonable skill and safety of patients and the public and does not suffer from any condition which prevents Respondent from practicing in that manner.

f. If the Evaluator determines that Respondent is fit to practice or is fit to practice with limitations, the Board or its designee may limit Respondent's license in a manner to address any concerns the Board or its designee has as a result of the conduct set out in the Findings of Fact and to address any recommendations resulting from the evaluation, including, but not limited to:

PAGE 5/8 REC'D 12/23/2020 1:58:07 PM [Central Standard Time] PRD 082662264

PAGE 6/8 REC'D 12/23/2020 1:58:07 PM [Central Standard Time] PRD 082662264

- i. Psychotherapy, at Respondent's expense, by a therapist approved by the Board or its designee, to address specific treatment goals, with quarterly reports to the Board by the therapist.
- ii. Additional professional education in any identified areas of deficiency.
- iii. Restrictions on the nature of practice, practice setting, or requirements for supervision of practice by a professional approved by the Board, with periodic reports to the Board by the supervisor.

g. Respondent is responsible for ensuring that the results of the evaluation are sent to the Department Monitor at the address listed in this Order.

4. Within 120 days from the date of this Order, Tina R. Hafeman, R.N., shall pay COSTS of this matter in the amount of \$1,071.00.

5. Results of the fitness to practice evaluation 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

Respondent may also submit this information online at:
<https://dpsmonitoring.wi.gov>

6. In the event Respondent violates any term of this Order, Respondent's license (148503-30), 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.

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

WISCONSIN BOARD OF NURSING

by: 

 A Member of the Board

1/14/2021

 Date

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

TINA R. HAFEMAN, R.N.,
RESPONDENT.

:
:
:
:
:

STIPULATION

ORDER 0007158

Division of Legal Services and Compliance Case No. 19 NUR 212

Respondent Tina R. Hafeman, 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. 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

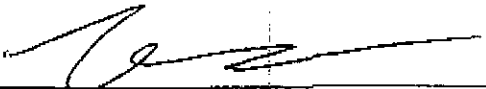
PAGE 7/8 REC'D 12/23/2020 1:58:07 PM [Central Standard Time] PRD 082862264

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.



Tina R. Hafeman, R.N., Respondent
Green Bay, WI 54302
License No. 148503-30

12.23.20
Date



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

1/4/2021
Date

PAGE 818 REC'D 12/23/2020 1:58:07 PM [Central Standard Time] PRD 082662264