

WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF APPLICATION FOR
RENEWAL OF A REGISTERED NURSE
LICENSE

:
:
: ORDER GRANTING
: LIMITED LICENSE
:
:

SHAWN SIEBOLD, R.N.,
APPLICANT.

ORDER 0007360

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

Shawn Siebold
Two Rivers WI 54241

Wisconsin Board of Nursing
Department of Safety and Professional Services
4822 Madison Yards Way
P.O. Box 8935
Madison, WI 53708-8935

The parties in this matter agree to the terms and conditions of the attached Stipulation as the resolution of this renewal application. The Wisconsin Board of Nursing (Board) adopts the attached Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

FINDINGS OF FACT

1. On or about February 19, 2020, Shawn Siebold (Applicant) filed an application to renew his Wisconsin Registered Nurse license (#193794-30).
2. Applicant resides in Wisconsin.
3. Information received in the application process reflects that Applicant has the following convictions and violations:
 - A. On or about July 6, 2005 – Operating While Intoxicated (OWI) 1st, an ordinance violation.
 - B. On or about September 15, 2006 – OWI 2nd, a misdemeanor conviction.
 1. Applicant had a Blood Alcohol Content of .228.
 - C. On or about May 11, 2009 – OWI 3rd, a misdemeanor conviction.
 - D. On or about November 6, 2018 – Disorderly Conduct, an ordinance violation.

- i. Applicant states he was out with a group of friends. He states they were in a crowd of rowdy people, and he broke a window. Applicant states he took responsibility, apologized to the owner of the broken window, and paid to replace the window. He states this was a stupid mistake that he deeply regrets. He paid a fine.
- ii. The criminal complaint states police were called to a market due to a report of an individual that punched and broke a window. A witness observed Applicant exit a bar, appearing angry, and hit a window that did not break. The witness then heard something break. Applicant had been picked up by a taxi and had a bloody hand. When asked what happened, Applicant stated he did not know.

4. Information received in the application process reflects that Applicant received the following pending charges following an incident on or about October 15, 2019:

- A. Operating a Motor Vehicle While Under the Influence – 4th Offense, Alcohol Fine Enhancer, a felony charge.
- B. Operating with Prohibited Alcohol Concentration – 4th Offense, Alcohol Fine Enhancer, a felony charge
- C. Refuse to Take Test for Intoxication After Arrest, an ordinance citation.
 1. The criminal complaint states that upon making contact with the Applicant, the officer detected a strong odor of intoxicants. Applicant's speech was slurred, his eyes were bloodshot and glassy, his mannerisms and actions were slow and lethargic.
 2. Applicant initially indicated he had consumed two (2) beers, but later admitted to drinking four to five (4-5) beers and three (3) shots at the bar. When asked how impaired he felt, on a scale of one (1), least impaired, to ten (10), most impaired, Applicant assessed himself as a four to five (4-5).
 3. Although he consented to the Standard Field Sobriety Tests (SFST), Applicant was unable or unwilling to follow the officer's directions or complete the tests. The SFST were stopped due to Applicant's failure to cooperate or follow directions. Applicant refused to provide a Preliminary Breath sample.

5. On or about March 10, 2021, the Board requested Applicant provide additional Alcohol and Other Drug Abuse (AODA) information.

6. On or about April 1, 2021, Applicant provided a personal statement prepared by his attorney. On or about April 4, 2021, Applicant provided treatment records. Applicant's additional AODA information reveal the following:

- A. Applicant was diagnosed with Alcohol Use, Unspecified Alcohol-Induced Disorder (F10.99).
- B. Applicant "has been sober since the October 15, 2019 incident" and "is required to maintain absolute sobriety as a condition of his bond."

- C. At intake on October 21, 2019, one of Applicant's goals was to "urge to be responsible in recreational use of ETOL." Another goal was to "surcease from any self-medication or indulgent relief use of beverage alcohol described as moderate to severe intoxication."
- D. Case notes dated November 26, 2019, reflect that "[Applicant] had a plan to get him[self] home after night out with friends drinking. But [Applicant] had a panic attack while intoxicated and made rash decision to leave to go home (driving himself)."
- E. Case notes dated February 10, 2020, reflect that "[Applicant] plans to not drink etol at this time. Abstain. [Applicant] acknowledges [illegible] and how to drink responsibly. Knows his limit to keep BAC [down]. [Applicant]'s BAC limit is .02 vs .08." Applicant and treater discussed a "plan to not recidivate."
- F. When asked about his relapse prevention plan, Applicant's attorney responded that Applicant does not have a written plan, but that his "friends and family support and keep him in line."

7. 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. Pursuant to Wis. Stat. § 441.07(1g)(b), the Board may deny an initial license or revoke, limit, suspend, or deny the renewal of a license of a registered nurse for one or more violations of this subchapter or any rule adopted by the Board under the authority of this subchapter.

3. Pursuant to Wis. Stat. § 441.07(1g)(c), the Board may deny an initial license or revoke, limit, suspend, or deny the renewal of a license due to acts which show the registered nurse, nurse-midwife or licensed practical nurse to be unfit or incompetent by reason of negligence, abuse of alcohol or other drugs or mental incompetency.

4. Pursuant to Wis. Stat. § 441.07(1g)(d), the Board may deny an initial license or revoke, limit, suspend, or deny the renewal of a license of a registered nurse for misconduct or unprofessional conduct.

5. Pursuant to Wis. Stat. § 440.08(4), the Board may deny a renewal if it is necessary to protect the public health, safety, or welfare.

6. The Board may deny an application for licensure if Applicant is unable to practice safely by reason of alcohol or other substance use pursuant to Wis. Admin. Code § N 7.03(6)(f).

7. Applicant's fifteen (15) year history of alcohol-related arrests and convictions, and being diagnosed with Alcohol Use, Unspecified Alcohol-Induced Disorder, are acts which show Applicant unable to practice safely by reason of alcohol or other substance use and necessitate denial of renewal for full and unrestricted licensure.

8. As a result of the above conduct, Applicant is subject to limitations on his license pursuant to Wis. Stat. §§ 440.08(4), 441.07(1g)(b),(c), and (d), and Wis. Admin. Code § N 7.03(6)(f).

ORDER

1. The attached Stipulation is accepted.
2. Limitations upon Applicant's Registered Nurse are necessary to ensure that he is fit and competent to practice as a Registered Nurse.
3. Applicant's ability to practice as a Registered Nurse in the state of Wisconsin, and his privilege to practice pursuant to the Enhanced Nurse Licensure Compact (Compact), is LIMITED as follows:

- A. For a period of at least one (1) year from the date of this Order:
 - i. Within thirty (30) days of the date of this Order, Applicant shall enroll and participate in a drug and alcohol monitoring program which is approved by the Board or its designee (Approved Program).
 - ii. At the time Applicant enrolls in the Approved Program, Applicant shall review 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 twenty-eight (28) times per year (one of which may be a hair test at the Board's discretion), 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 of Safety and Professional Services Monitor (Department Monitor).
- v. Applicant shall report to the Department Monitor all prescription medications and drugs taken by Applicant. Reports must be received within twenty-four (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 he 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 3.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.

- B. For a period of at least one (1) year from the date of this Order:
- i. Applicant shall provide Applicant's nursing employer with a copy of this Order before engaging in, or continuing to engage 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 within fourteen (14) days of the date of this Order for employment current as of the date of this Order.
 - ii. It is Applicant's responsibility to arrange for quarterly written reports to be submitted to the Department Monitor from his supervisor at each setting in which Applicant practiced nursing in the previous quarter. These reports shall be submitted as directed by the Department Monitor, and shall assess Applicant's work performance, and shall include the number of hours of active nursing practice worked during that quarter. If a report indicates poor performance, the Board may institute additional limitations on Applicant's nursing license, in its discretion.
 - iii. Applicant may work as a nurse or other health care provider in a setting in which Applicant has access to controlled substances.
 - iv. Applicant shall report to the Board any change of employment status, residence, address or telephone number within five (5) days of the date of change.
 - v. Applicant shall commit no new violations of law and shall report all law enforcement contacts leading to arrest, charge or conviction, including DWI/OWI and municipal/ordinance violations, to the Department Monitor within 48 hours of any such event, including any convictions resulting from current pending charges.

4. Applicant may petition the Board on an annual basis for modification of the terms of this Order, however no such petition for modification shall occur earlier than one (1) year from the date of this Order. Denial of a petition in whole or in part shall not be considered a denial of a license within the meaning of Wis. Stat. § 227.01(3)(a), and Applicant shall not have a right to any further hearings or proceedings on the denial.

5. After one (1) year of successful compliance, including at least six hundred (600) hours of approved nursing practice during the year, 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.

6. Pursuant to the Compact, Applicant may not practice in a Compact state, other than Wisconsin, while his license is encumbered by any limitation or restriction imposed by this order.

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://dpsmonitoring.wi.gov>

8. In the event Applicant violates any term of this Order, Applicant's license, or Applicant's right to renew his 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.

9. Applicant shall be responsible for all costs and expenses incurred in conjunction with the monitoring, screening, supervision, and any other expenses associated with compliance with the terms of this Order. Being dropped from a program for non-payment is a violation of this Order.

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

WISCONSIN BOARD OF NURSING

By: Rosemary Dolatowski *RLC*
A Member of the Board

05/05/2021
Date

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF APPLICATION FOR :
RENEWAL OF A REGISTERED NURSE :
LICENSE :
 : STIPULATION
 :
 :
SHAWN SIEBOLD, R.N., :
APPLICANT. :

ORDER 0007360


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

1. Applicant filed an application to renew a Registered Nurse license.
2. Information received by the Board reflects a basis for denial of the renewal application.
3. Based upon the information of record, the Board agrees to issue, and Applicant agrees to accept, an Order granting a renewal of the Registered Nurse license, 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 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 Applicant's multi-state license and/or privilege, if any, will be subject to all terms and conditions of the Compact.


Shawn Siebold, R.N.
Two Rivers WI 54241
License no. 193794-30

04-29-2021
Date

A Member of the Board of Nursing
Department of Safety and Professional Services
P.O. Box 8935
Madison, WI 53708-8935

Date

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Shawn Siebold, R.N.
Two Rivers WI 54241
License no. 193794-30

Date

Rosemary Dolatowski *ACE*
A Member of the Board of Nursing
Department of Safety and Professional Services
P.O. Box 8935
Madison, WI 53708-8935

05/05/2021
Date