

## 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  
RENEWAL APPLICATION FOR A  
REGISTERED NURSE CREDENTIAL

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ORDER GRANTING  
LIMITED LICENSE

HEIDI A. GWIDT, R.N.  
APPLICANT.

**ORDER 0008276**

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

Heidi A. Gwidt, R.N.,  
Mosinee WI 54455

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. Heidi A. Gwidt, R.N., (Applicant) filed an application to renew her Wisconsin Registered Nurse license (license no. 152911-30).
2. Applicant resides in Wisconsin.
3. Information received in the application process reflects that Applicant has the following violation and convictions:
  - A. On or about January 15, 1999 – Operating While Intoxicated (OWI) 1<sup>st</sup>, an ordinance violation.
  - B. On or about November 8, 2014 – OWI 2<sup>nd</sup>, a misdemeanor conviction.
  - C. On or about November 1, 2016 – OWI 3<sup>rd</sup>, a misdemeanor conviction.

- i. Department records show Applicant self-reported this conviction to the Department.
- ii. Information provided to the Department in connection with the Department's investigation into case 17NUR156 show Applicant was diagnosed with Alcohol Abuse, Uncomplicated.
- iii. Applicant noted the serious consequences she faced for her OWI 3<sup>rd</sup> conviction, including the potential loss of Applicant's job, house, family, and friends. Applicant was apologetic and admitted she used alcohol excessively to relieve stress and depression. Applicant attended outpatient counseling.

D. On or about October 29, 2019 – Failure to Install Ignition Interlock Device (IID), a misdemeanor conviction.

- i. Applicant stated she was working a contract nurse position at the University of Wisconsin Madison, over one hundred (100) miles away from her home. Applicant states there was a horrific snowstorm, and she thought the only way she could make it to work was to drive a four (4) wheel drive vehicle.
- ii. The criminal complaint states Applicant was pulled over for speeding. Upon making contact with Applicant, the officer learned Applicant has an IID requirement due to her OWI 3<sup>rd</sup> conviction, however there was no IID in Applicant's vehicle. Applicant told police her IID was installed on her other vehicle and she did not have an IID in her current vehicle due to the cost. Applicant paid a fine and her IID requirement was extended six (6) months.
- iii. Department records show no evidence this was reported to the Board. In response to the Board's inquiry into the failure to report, Applicant stated she thought this was just a traffic infraction.

4. Information received in the application process reflects that Applicant has the following pending charges from an offense alleged to have occurred on or about September 19, 2021:

- A. OWI 4<sup>th</sup>, a felony offense.
- B. Operating with a Prohibited Alcohol Concentration 4<sup>th</sup>, a felony offense.
  - i. Applicant stated on the date of her OWI 4<sup>th</sup> arrest, Applicant rode her motorcycle for a fall ride to meet with an old boyfriend. Applicant states the old boyfriend is also a heavy drinker, "one thing led to another, and I was right back at square one."

- ii. The police report states, at approximately 3:00 p.m., an officer observed a motorcycle laying on its side on the highway, along with a female on the ground next to the motorcycle. Police observed the female, Applicant, had poor balance and struggled to pick up the motorcycle due to her lack of balance. Police detected the odor of intoxicants when Applicant spoke, and Applicant speech was slurred. Applicant told police she was coming from a bar and was heading to a friend's house. When asked, Applicant admitted she had consumed two (2) drinks a couple hours ago. Applicant's poor performance on the Standard Field Sobriety Tests, blew a Preliminary Breath Test (PBT) of .247, and had a Blood Alcohol Concentration (BAC) of .205. A records check revealed that Applicant had three (3) prior OWI convictions and has a .02 restriction (no operation with alcohol level more than .02).
- ii. Applicant provided a statement that she maintained sobriety for about two and a half (2.5) years. Applicant stated she stopped socializing because most of her friends drank. However, after about one (1) year, Applicant began to socialize again, stopped making her sobriety a priority, began using alcohol again, and fell into old patterns.
- iii. For her pending OWI 4<sup>th</sup> charge, Applicant again noted the serious consequences she faces, including the potential loss of Applicant's job, house, family, and friends. Applicant was apologetic and again turned to alcohol as an unhealthy coping mechanism for the stresses of her life during the COVID-19 pandemic. Applicant is again attending outpatient counseling.
- iv. As a result of the similarities noted between Applicant's statements provided with both her OWI 3<sup>rd</sup> and OWI 4<sup>th</sup> offenses, the Board inquired as to what is different this time around.
  - a. Applicant responded "What's different, nothing and everything. I still struggle with an alcohol use disorder and emotional issues. But am back on track and hoping to get through this difficult time." Applicant also expressed interest into entering into an agreement with the Board for monitoring. Applicant stated she is one hundred percent (100%) abstinent from alcohol.

5. 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), (c), and (d), and Wis. Admin. Code § 7.03(6)(f), by committing acts which show Applicant to be 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.

4. Pursuant to Wis. Stat. § 440.08(4), the Board may deny the Applicant's application for renewal of Applicant's Registered Nurse license to protect the public health, safety, or welfare.

5. By the conduct described in the Findings of Fact, limitations on Applicant's license are necessary to protect the public health, safety, or welfare, pursuant to Wis. Stat. § 440.08(4).

6. Pursuant to Wis. Stat. §§ 440.03(13)(am), 441.07(1g)(b), and 441.07(1g)(d), and Wis. Admin. Code § SPS 4.09(2) and § N 7.03(1)(h), Applicant was obligated to report the conviction to the Board within 48 hours of entry of the judgment of conviction.

7. Applicant violated Wis. Stat. §§ 440.03(13)(am), 441.07(1g)(b), and 441.07(1g)(d), and Wis. Admin. Code § SPS 4.09(2) and § N 7.03(1)(h), by failing to report her OWI conviction to the Board within forty-eight (48) hours of the entry of the judgment of conviction.

8. As a result of the above conduct, Applicant is subject to limitations on her license pursuant to Wis. Stat. §§ 440.03(13)(am), 440.08(4), 441.07(1g)(b), 441.07(1g)(c), and 441.07(1g)(d), and Wis. Admin. Code §§ N 7.03(1)(h), N 7.03(6)(f), and SPS 4.09(2).

#### ORDER

1. The attached Stipulation is accepted.

2. Limitations upon Applicant's Registered Nurse credential are necessary to ensure that she is fit and competent to practice as a Registered Nurse.

3. Applicant's Registered Nurse license is a Wisconsin single state license and Applicant's practice under Applicant's license is limited to Wisconsin during the pendency of this order. If Applicant wishes to obtain a multistate privilege in the future, Applicant may reapply for multistate privilege at any time after demonstrating complete successful compliance with the terms of this Order and Applicant's license has been changed to full, unencumbered status.<sup>1</sup>

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

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<sup>1</sup> A felony conviction is a disqualifying event pursuant to NLC § 100(6). A felony conviction fails to satisfy the multistate licensure requirements under Wis. Stat. § 441.51(3)(c)7. Pursuant to Wis. Stat. § 441.51(3)(g)2., a nurse who fails to satisfy the multistate licensure requirements under Wis. Stat. § 441.51(3)(c) due to a disqualifying event shall be ineligible to retain a multistate license.

- A. For a period of at least three (3) years from the date of this Order Applicant shall comply with the following requirements relating to drug and alcohol monitoring:
- 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 Department (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 forty-nine (49) times per year, (one (1) 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 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.

- B. For a period of at least three (3) years from the date of this Order Applicant shall comply with the following Alcohol and Other Drug Abuse (AODA) support group and counseling:
  - i. Within thirty (30) days of the date of this Order, Applicant shall provide proof to the Department Monitor that Applicant is enrolled in and/or continuing AODA counseling with an AODA counseling provider (Treater), whose credential is in good standing, and approved by the Board. Applicant shall participate in, cooperate with, and follow all treatment recommended by Treater.
  - ii. Applicant shall immediately provide Treater with a copy of this Order and all other subsequent orders.

- iii. Applicant shall provide and keep on file with Treater, all treatment facilities and personnel, laboratories and collections sites current releases complying with state and federal laws. The releases shall allow the Board, its designee, and any employee of the Division to:
    - 1. obtain all urine, blood and hair specimen screen results and patient health care and treatment records and reports, and
    - 2. discuss the progress of Applicant's treatment and rehabilitation. Copies of these releases shall immediately be filed with the Department Monitor.
  - iv. Applicant's treatment shall include individual and/or group therapy sessions at a frequency to be determined by Treater, but not less than once a month. Therapy may end only upon a determination by the Board or its designee after receiving a petition for modification, including a recommendation from Treater expressly approving termination of therapy.
  - v. Treater shall immediately report any relapse, violation of any of the terms and conditions of this Order, and any suspected unprofessional conduct, to the Department Monitor. If Treater is unable or unwilling to serve as Treater, Applicant shall immediately seek approval of a successor Treater by the Board or its designee.
  - vi. Treater shall submit formal written reports to the Department Monitor on a quarterly basis, as directed by the Department Monitor. These reports shall assess Applicant's progress in the mental health treatment sessions, abstinence from all substances, and drug and alcohol testing. Treater shall report immediately to the Department Monitor any violation or suspected violation of this Order.
  - vii. Applicant shall attend Alcoholics Anonymous meetings, Narcotics Anonymous meetings, or other Board-approved equivalent program for recovering professionals, no less than twice per week. Applicant shall provide proof of attendance on a quarterly basis to the Department Monitor.
- C. For a period of at least three (3) years from the date of this Order, Applicant shall comply with the following practice limitations:
- 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 her 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. If Treater subsequently recommends restrictions on such access, the Board or its designee may impose such restrictions.
- 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 forty-eight (48) hours of any such event, including any convictions resulting from pending charges.

5. 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. Any petition for modification shall be accompanied by a written recommendation from Applicant's Treater expressly supporting the specific modifications sought. 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.

6. After three (3) consecutive years of successful compliance, including at least six hundred (600) hours of approved nursing practice each 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.

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

8. 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](mailto:DSPSMonitoring@wisconsin.gov)

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

9. 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.

10. 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.

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

WISCONSIN BOARD OF NURSING

By: *Vera Gupton, L.P.N. / ALC*  
A Member of the Board

11/22/2022  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

RECEIVED  
NOV 14 2022  
BY: *[Signature]*

IN THE MATTER OF  
RENEWAL APPLICATION FOR A  
REGISTERED NURSE CREDENTIAL

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STIPULATION

HEIDI A. GWIDT, R.N.,  
APPLICANT.

ORDER 0008276

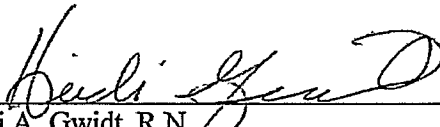
It is stipulated between Applicant and the Wisconsin Board of Nursing (Board) as follows:

1. Applicant filed a renewal application for a Registered Nurse license.
2. Information received by the Board reflects a basis for denial of licensure.
3. Based upon the information of record, the Board agrees to issue, and Applicant agrees to accept, an Order granting a 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.

  
Heidi A. Gwidt, R.N.,  
Mosinee WI 54455  
License no. 152911-30

11/8/2022  
Date

*Vera Guyton, L.P.N. / ALC*

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

11/22/2022  
Date

