

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

FATUMA D. ADAM, R.N.,
RESPONDENT.

FINAL DECISION AND ORDER

ORDER 0008658

Division of Legal Services and Compliance Case No. 22 NUR 876

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

Fatuma D. Adam, R.N.
Wauwatosa, WI 53225

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 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. Fatuma D. Adam, R.N. (Respondent), (Year of Birth 1978) is licensed in the state of Wisconsin as a registered nurse, having license number 153962-30, with multistate privileges pursuant to the Nurse Licensure Compact (Compact), first issued on April 7, 2006 and current through February 29, 2024. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is, Wauwatosa, Wisconsin 53225.

2. At all times relevant to this proceeding, Respondent has worked as a registered nurse through a traveling nurse staffing agency at multiple medical facilities located in the Milwaukee, Wisconsin area.

3. Respondent is also the owner-operator of an adult family home for four disabled residents in Wauwatosa, Wisconsin.

4. The Department received a complaint from Respondent's previous employer expressing concerns about Respondent's mental health based upon Respondent's statements and behaviors in both workplace and public settings. These statements caused Respondent's coworkers to be concerned for their safety within the workplace.

5. Respondent has been diagnosed as suffering from a mental health condition with persistent symptoms.

6. Respondent has been undergoing psychiatric treatment and has been prescribed multiple medications to improve her symptoms. Respondent's treaters have expressed concerns regarding Respondent's consistent compliance with her medication regimen.

7. In resolution of this matter, Respondent 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 into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).

2. By the conduct described in the Findings of Fact, Respondent has engaged in repeated or significant disruptive behavior or interaction with health care personnel, patients, family members, or others that interferes with patient care that could reasonably be expected to adversely impact the quality of care rendered, within the meaning of Wis. Admin. Code § N 7.03(4)(d).

3. By the conduct described in the Findings of Fact, Respondent is unable to practice safely by reason of psychological impairment or mental disorder within the meaning of Wis. Admin. Code § N 7.03(6)(g).

4. As a result of the above conduct, Respondent is subject to discipline pursuant to Wis. Stat. § 441.07(1g)(b), (c), and (d), and Wis. Admin. Code § N 7.03.

ORDER

1. The attached Stipulation is accepted.

2. Respondent's license to practice as a registered nurse in the state of Wisconsin (license number 153962-30), her right to renew such license, and her privilege to practice in Wisconsin pursuant to the Compact, are **SUSPENDED** for an indefinite period, effective the date of this Order. The suspension shall continue until Respondent has successfully completed a fitness for practice evaluation as outlined below.

3. Within 60 days of the date of this Order, Respondent shall, at her own expense, undergo a fitness for practice evaluation with psychiatrist Dr. Thomas Holbrook, M.D. (Evaluator).

4. If Dr. Holbrook is unwilling or unable to perform the evaluation, Respondent shall request pre-approval of another Evaluator who is a psychiatrist 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 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:

- 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.

5. Within ninety (90) days from the date of this Order, Respondent shall pay COSTS of this matter in the amount of \$2,254.00.

6. Any requests, petitions, payments of costs (made payable to Department of Safety and Professional Services), and other information required by this Order shall be submitted 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) 266-2112; Fax (608) 266-2264
DSPSMonitoring@wisconsin.gov

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

7. Pursuant to Wis. Stat. § 441.51(5)(b), Respondent's multistate licensure privilege to practice in all Compact states besides Wisconsin is deactivated during the pendency of this Order.

8. In the event Respondent violates any term of this Order, Respondent's license (number 153962-30), 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.

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

WISCONSIN BOARD OF NURSING

By: Al. Rohmeyer ~~A Member of the Board of Nursing~~ DSPS Chief Legal Counsel, Delegatee

7/19/2023
Date

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

FATUMA D. ADAM, R.N.,
RESPONDENT.

STIPULATION

ORDER 0008658

Division of Legal Services and Compliance Case No. 22 NUR 876

Fatuma D. Adam, R.N. (Respondent) 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. Respondent is represented by Attorney Godfrey Muwonge.

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 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 or Respondent's attorney, 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.

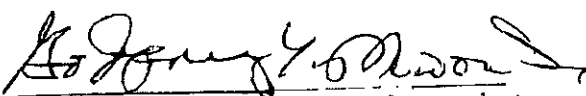
8. Respondent is further informed that should the Board adopt this Stipulation, the Board's Final Decision and Order will be reported as required by the National Practitioner Databank (NPDB) Guidebook and as otherwise required by any licensure compact or any other state or federal law.

9. The Division of Legal Services and Compliance joins Respondent in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.



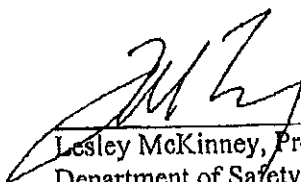
Fatuma D. Adam, R.N., Respondent
Wauwatosa, WI 53225
License No. 153962-30

7/5/23
Date



Godfrey Muwonge, Attorney for Respondent
Law Office of Godfrey Y. Muwonge, LLC
710 N. Plankinton Ave.
Milwaukee, WI 53203

7/5/2023
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

7/6/2023
Date