

# STATEMENT OF SCOPE

## BOARD OF NURSING

Rule No.: N 7.02 and 7.04

Relating to: Misconduct or unprofessional conduct

Rule Type: Permanent

### 1. Finding/nature of emergency (Emergency Rule only):

N/A

### 2. Detailed description of the objective of the proposed rule:

The objective of the proposed rule is to update and modernize the misconduct or unprofessional conduct rule which has not been updated since 1995. The Board desires to utilize the recently adopted model rules of the National Council of State Boards of Nursing (NCSBN) and other Nurse Licensure Compact (NLC) states' rules as well as their own review of the misconduct or unprofessional conduct rule.

### 3. Description of the existing policies relevant to the rule, new policies proposed to be included in the rule, and an analysis of policy alternatives:

The current rule defines misconduct or unprofessional conduct as "any practice or behavior which violates the minimum standards of the profession necessary for the protection of the health, safety, or welfare of a patient or the public." The rule includes in a list specific practices or behavior which constitutes misconduct or unprofessional conduct.

The new policy proposed is to review the existing list and update it based upon current minimum standards of the profession necessary for the protection of the patient or public. This may include addressing new technologies, laws which have been enacted since 1995 including Health Insurance Portability and Accountability Act, and failure to cooperate with department investigations. The Board will review the recently adopted model rules of NCSBN to determine whether the inclusion of their rules would be in the best interest of the state of Wisconsin. In addition, as a member state of the NLC (which allows our nurses to work in another compact state under their Wisconsin license and nurses to work in Wisconsin under another compact state's license) the goal is to have consistency among the compact states as to what practices are construed as misconduct or unprofessional conduct.

The alternative to updating and modernizing the misconduct or unprofessional conduct rule is to continue with a current rule that creates uncertainty to the licensee as to what is misconduct or unprofessional conduct when a situation arises involving technology, practices, or laws that were not in place in 1995.

### 4. Detailed explanation of statutory authority for the rule (including the statutory citation and language):

s. 15.08(5)(b) Each examining board: shall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.

s. 441.01(3) The board may establish minimum standards for schools for professional nurses and schools for licensed practical nurses, including all related clinical units and facilities, and make and provide

periodic surveys and consultations to such schools. It may also establish rules to prevent unauthorized persons from practicing professional nursing. It shall approve all rules for the administration of this chapter in accordance with ch. 227.

**5. Estimate of amount of time that state employees will spend developing the rule and of other resources necessary to develop the rule:**

125 hours

**6. List with description of all entities that may be affected by the proposed rule:**

Licensees, health care consumers, and department of safety and professional services compliance staff

**7. Summary and preliminary comparison with any existing or proposed federal regulation that is intended to address the activities to be regulated by the proposed rule:**

None

**8. Anticipated economic impact of implementing the rule:**

None or minimal

**Contact Person:** Sharon Henes, (608) 261-2377

\_\_\_\_\_  
Department Head or Authorized Signature

\_\_\_\_\_  
Date Submitted



# LONG-TERM CARE CONFERENCE

Finding Common Ground: Improving the Quality of Long-term Care through Regulation, Practice and Education

APRIL 16-17, 2013 | SAN DIEGO, CALIF.

The Long-term Care Conference will bring together leaders from nursing regulation, practice, education and research to participate in interactive discussions. This diverse audience allows for multiple perspectives and provides a rare opportunity for attendees to debate issues and collaboratively discover ways to address barriers and improve care quality. Attendees will hear from experts in long-term care about strategies for implementing culture change, improving the effectiveness of staff development for all levels of care givers, implementing transition to practice strategies for novice licensed practical/vocational nurses (LPN/VNs) and registered nurses (RNs), and developing safe environments. Participants will also engage in purposeful discussions where they will generate ideas for establishing a culture that embraces quality care. A monograph, highlighting meaningful strategies for improving safety and patient care, will be developed after the meeting and will be made available online to participants and the public.

## Objectives:

1. Discuss strategies for implementing culture change in long-term care, along with the related needs for staff development, transition to practice models for novice RNs and LPN/VNs and developing environments that promote safe care.
2. Create a common understanding among nurse educators, regulators, researchers and nursing staff on key issues in long-term care nursing.
3. Examine the integration of quality of care and quality of life and their implications for long-term care regulation.
4. Generate cutting-edge ideas, which will be published in a monograph, about achieving organizational long-term care culture change that fosters safe and effective patient care.



# SCHEDULE

## Tuesday, April 16, 2013

### Audience:

- Regulators – Learn about evolving trends in long-term care, such as culture change and transition to practice programs, and explore implications for scope of practice, care quality and development of safe care systems.
- Upper management/regional directors of long-term care facilities – Learn about strategies used to improve care outcomes, while increasing resident, family and staff satisfaction.
- Nurses (LPN/VNs and RNs) who care for patients in long-term care – Explore how innovations in nursing practice and culture change models can improve the quality of care for residents and promote a more supportive work environment.
- Educators – Learn about significant changes in long-term care nursing and how to best prepare students to work in this environment.
- Researchers – Find out what the greatest challenges are for long-term care nursing and hear about the important practice questions that remain unanswered.

7:30 – 8:30 am  
Registration

7:30 – 8:30 am  
Continental Breakfast with Exhibitors

8:30 – 8:45 am  
Welcome

Barbara Bowers, PhD, RN, FAAN  
Associate Dean for Research, Helen Denne Schulte Professor, University of Wisconsin-Madison, School of Nursing

Nancy Spector, PhD, RN  
Director, Regulatory Innovations, NCSBN

8:45 – 9:30 am  
Spring Cleaning: The Rules in Our Heads

Karen Schoeneman, MPA  
Former Deputy Director, Division of Nursing Homes, Centers for Medicare & Medicaid Services

9:30 – 10:00 am  
Networking Break with Exhibitors

10:00 – 10:45 am  
Implementing Culture Change in Long-term Care

Charlotte Eliopoulos, PhD, MPH, RN  
Executive Director, American Association for Long Term Care Nursing

10:45 am – 11:30 am  
Group Discussions

Attendees will use iPads to discuss ideas for implementing strategies to foster a positive culture change considering regulatory and other barriers, and possible solutions.

11:30 am – 12:30 pm  
Lunch

12:30 – 1:15 pm  
The Practice of Nursing in Long-term Care: Challenges and Opportunities

Irene Fleshner, MHSA, RN, FACHE  
Senior Vice President of Strategic Nursing Operations at Genesis Healthcare Corp., and Principal at Reno, Davis & Associates, Inc.

1:15 – 2:00 pm  
Promoting Quality Care: Collaborating with Your LANE Convener

Linda Kluge, RD, LD, CPHQ  
Director, QIO

2:00 – 2:30 pm  
Networking Break with Exhibitors

2:30 – 3:15 pm  
Group Discussion

Attendees will use iPads to discuss staff development in long-term care, across all levels of education, that promotes safety and quality.

3:15 – 4:00 pm  
Panel Discussion

Moderator:

Linda Olson, PhD, RN, NEA-BC  
Institute of Regulatory Excellence  
Associate, Nursing Regulation, NCSBN

Panelists:

Lori Gutierrez, RN-C, DON-CLTC, RAC-CT, CBN  
Clinical Educator and Consultant, Clinical Advisors for Resources and Educational Services, LLC

Sarah Hagge, PhD  
Psychometrician, Examinations, NCSBN

Christine Mueller, PhD, RN, FGSA, FAAN  
Professor and Interim Associate Dean, Long-term Care Professorship in Nursing, University of Minnesota School of Nursing

Carol Silveira, MS, RN  
Assistant Director, Massachusetts Board of Registration in Nursing

This panel will reflect on the day, focusing on ideas presented, challenges posed and solutions proposed.

5:00 – 6:00 pm  
Reception

## Wednesday, April 17, 2013

7:30 – 8:30 am  
Registration

7:30 – 8:30 am  
Continental Breakfast with Exhibitors

8:30 – 9:00 am  
Feasibility of a Standardized Transition to Practice (TTP) Program in Long-term Care

Nancy Spector

Danette Temple, RN  
Staffing Development Coordinator, Alden Management Services, and Site Coordinator for NCSBN's Transition to Practice Study

9:00 – 9:30 am  
California Institute for Nursing & Health Care's Transition to Practice Program in Long-term Care

Nikki West, MPH, CINHC  
Project Manager, California Institute for Nursing & Health Care

## Wednesday, April 17, 2013, con't...

9:30 – 10:00 am  
Panel Discussion

Josephine Silvestre, MSN, RN  
Associate, Regulatory Innovations, NCSBN

Danette Temple

Nikki West

10:00 – 10:30 am  
Networking Break with Exhibitors

10:30 – 11:15 am  
Group Discussion

Attendees will use iPads to discuss effective strategies used for employing transition to practice programs in long-term care that foster quality care.

11:15 am – 12:00 pm  
Developing Safe Systems in Long-term Care

Kirsten Corazzini, PhD, FGSA  
Associate Professor, Duke University  
School of Nursing, Senior Fellow at the  
Duke Center for the Study of Aging and  
Human Development

12:00 – 1:00 pm  
Lunch

1:00 – 1:45 pm  
Group Discussion

Attendees will use iPads to discuss ideas and challenges for developing safe systems in long-term care.

1:45 – 2:00 pm  
Networking Break

2:00 – 2:30 pm  
Endnote Reflecting on the Discussion and  
Possible Outcomes of the Conference

Karen Schoeneman, MPA  
Former Deputy Director, Division of Nursing  
Homes, Centers for Medicare & Medicaid  
Services

2:30 – 3:00 pm  
Questions/Discussion/Next Steps

Barbara Bowers

# REGISTRATION

Registration must be submitted online at [www.ncsbn.org/events](http://www.ncsbn.org/events) by Tuesday, April 2, 2013.

## Accommodations

Westin Gaslamp Quarter San Diego

910 Broadway Circle  
San Diego, CA 92101  
Phone: 619.239.2200

Check-in time: 3:00 pm  
Checkout time: 12:00 pm  
Room rate: \$194 Single/Double

Rate is subject to 10.585% state and 2% Tourism Assessment Fee (subject to change without notice).

To reserve your hotel room:

1. Call 1.800.937.8461 and reference the National Council of State Boards of Nursing (NCSBN) room block when making your reservation; or
2. [Book Online](#).

The cut-off for the room block is Monday, March 25, 2013, or until full.

Failure to cancel a hotel reservation 24 hours prior to scheduled arrival may result in being charged one-night's stay.

## Attire

Business-casual attire is appropriate for all meeting functions. Meeting room temperatures fluctuate; dress in layers to ensure your comfort.

## Continuing Education

CE provider number/expiration date: ABNP1046, October 2014; 12 CEU contact hours

## Transportation

**Airport:** Plan on approximately 10 minutes in travel time from the San Diego International Airport (SAN) to the hotel.

**Shuttle:** A shuttle from the airport to the hotel is \$8 one-way, per person. Reserve a shuttle [online](#).

**Taxi:** Taxis may be found outside the baggage claim areas at the airport. A one-way cab fare is about \$10 per person.

## Registration

The registration fee for the 2013 NCSBN Long-term Care Conference is \$350 per person for nonmembers.

The registration fee for NCSBN Member Boards is \$250 per board representative (NCSBN members are staff or board members of state/territorial boards of nursing and associate members).

The registration fee includes continental breakfasts, beverage breaks, lunches, reception and meeting materials.

Registration may be paid by credit card, check, money order or purchase order. If paying for multiple registrations by check or purchase order, submit an online registration for each attendee. Payment is expected prior to **April 2, 2013**. Please make your check payable to NCSBN and write 2013 LTC Conference on it.

Send registration confirmation print-out with payment to:

NCSBN  
Attn: Mary Trucksa  
111 E. Wacker Drive, Suite 2900  
Chicago, IL 60601  
Phone: 312.525.3600  
Fax: 312.279.1032

## Online Registration

You must register for the meeting at:

**[www.ncsbn.org/events](http://www.ncsbn.org/events)**

If you do not receive correspondence from the NCSBN Meetings department within one week of submitting your online registration, contact NCSBN Meetings at 312.525.3639 or via [email](#).

## Cancellations

Registration cancellations must be received by **Tuesday, April 2, 2013**. No refunds will be provided after this date. Attendees must contact NCSBN Meetings at 312.525.3639 or by [email](#) to cancel.

Attendees are responsible for cancelling all flight and hotel arrangements. Failure to cancel a hotel reservation 24 hours prior to scheduled arrival may result in being charged one-night's stay.

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## STATE OF WISCONSIN

Department of Safety and Professional Services  
1400 E Washington Ave.  
Madison WI 53703

**Governor Scott Walker**

**Secretary Dave Ross**

Mail to:  
PO Box 8935  
Madison WI 53708-8935

Email: [dsps@wisconsin.gov](mailto:dsps@wisconsin.gov)  
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Voice: 608-266-2112 • FAX: 608-267-0644 • TTY: 608-267-2416

JANUARY 10, 2013

To Whom it May Concern:

On 12/6/12, MHC representatives appeared before the Wisconsin Board of Nursing with a presentation as to their proposed Pilot Program. The program outlined that APNPs would be admitting patients to the hospital and would be responsible for patient care in compliance with the MHC Pilot Program and safeguards. Per the program proposal, the APNPs would not be engaging in activities beyond the scope of practice as defined by the Wisconsin Statutes and the Administrative Code.

Respectfully submitted,

Julia Nelson, RN  
Chair of the WI Board of Nursing

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Wisconsin State Board of Nursing  
 Survey Report  
 Bryant & Stratton College  
 Chapter N 1 - Program Approval for Schools of Nursing  
 Date: October 25, 2012

The site visit to Bryant and Stratton College, Nursing Program was conducted on October 25, 2012 as a result of: student complaints and a faculty complaint to the Board of Nursing (BON). This report presents all standards included in the Wisconsin Administrative Code N. 106 “Standards for school approval or continuing approval”. Surveyor comments are included where indicated.

**Site Visitors**

Board Members

Dr. Carol Ott, Chairperson Education Committee

Dr. Rachelle Lancaster

Dr. Julie Ellis

DSPS Staff Members: No staff members participated in the survey visit

Consultant: Dr. Grace Peterson sponsored by the National Council of State Boards of Nursing

**Interviews** were conducted with the following individuals/groups:

**Administrators:**

Mr. Peter J. Pavone, M.S., Director Milwaukee Colleges

Mr. Gregory Brandner, M.S., Campus Director, Wauwatosa

Ms. Ann Marie Mahler, M.S. Dean of Instruction

Dr. Susan A. Bonis, Ph.D., R.N., Nursing Academic Program Director

**Nursing Faculty Members:**

Michelle Werk

Mari Pinzl

Colleen Theshaus

Janine Eagon

Vicki Swaney

David Rohde

Paula Walker

Rosmary Stelzer

Danielle Rintala

Jennifer Morgan

Jamie Zwicky

Regina Mosby

Sue Kartoauos

Deborah Johnson

**Nursing Students**

10 students at the Wauwatosa campus

6 students at the Bay Shore campus

**Support Staff**

Jan Kamholt: Market Librarian

Mary Schultz: Academic Advisor

Jennifer Esch: Health Science Tutor

Ann Anundson: Academic Advisor

Andy Boman: Learning Resource Center

Carrie Diener: Market Director-Career Services

Jill Marshall: Director of Career Services

**Clinical Facility Site Visit:**

Aurora Sinai Hospital – 1 RN, 1 RN Staff Educator, Cherion Holder, MSN, Nurse Educator

**Files Reviewed:**

5 Student Files

5 Faculty Files

9 Clinical Contracts

Aurora Health Care Inc.: Sites: Aurora Psychiatric Hospital, Aurora West Allis Memorial Hospital, Aurora Psychiatric Hospital, Sinai, St. Luke’s, St Luke’s South Shore, Aurora Medical Center, Washington County. Milwaukee Center for Independence

**Documents reviewed:**

Student Handbook

Employee Handbook

Minutes

**Name of Education Unit in Nursing:** Bryant & Stratton College Nursing Program

**Accreditation Status of Nursing Program:**

Initial Accreditation of the ADN program by NLNAC: January 27-29, 2009: Approved

Accreditation Bay Shore Campus NLNAC: 2010, Approved

An interim report was submitted to NLNAC in October 2012 addressing inadequacies in Standard 6 related to the implementation of a system evaluation plan

**Educational Administrator:** Dr. Susan Bonis, PhD, RN

**Name of Governing Organization:** Bryant & Stratton College

Number of students currently enrolled: 431

**Year and Nursing Program Approved by Wisconsin BON:** 2005

**Approval extended to Bay Shore campus:** 2010

<p><b>N 1.06(1) Organization and Administration of the Program</b></p>		
<p>N 1.06(1)(a)1. The governing institution shall designate an educational administrator, establish administrative policies, and provide sufficient financial support, resources, and facilities for the operation of the program.</p>	<p>Met</p>	<p>Bryant &amp; Stratton College has three primary levels of oversight: Board, College-wide and Campus/geographical area. The Board of Directors is responsible for overall governance operations and management. The Board approves the operating plan and delegates responsibility for its implementation to the Chief Executive Officer (CEO), who oversees each of the campuses. There have been 3 Educational Administrators (EAs) in the past 5 years. The faculty indicated they appreciated the changes and high standards being advocated for by the new EA who was appointed in April 2012 The physical facility at the Wauwatosa campus provides adequate classroom space, computer labs, a skills lab with several simulator manikins and a full time nurse. Students stated they felt that more personnel are needed to in the skills lab because the scheduled appointments consistently run several hours late. There is a plan for expansion of the skills</p>

		<p>lab. There was adequate space for students with needed resources such as the library, academic advising, study skills center, and career services. The support services were praised by students in a separate meeting with the visiting team. A program called CARE was instituted to assist at risk students who are identified by low TEAS scores or faculty recommendation. Students can also self recommend themselves to this program.</p> <p>Faculty stated that their salaries were competitive but they indicated that the budget allotment of \$50 to attend professional development conferences was a concern.</p> <p>The site visit to the Bay Short campus indicated that the facilities (learning laboratory, library, classrooms) were all adequate. There was an office dedicated for nursing staff to meet with students 1:1. The program now consistently offers the exact same teacher/content on both campuses.</p> <p>Faculty are all housed in a crowded corner of one room with partially divided cubicles. Faculty are in full view as one tours the area. There is one office phone for all faculty. Students need to meet with faculty in one conference room outside of the office area.</p>
<p>N 1.06(1)(a)2. The governing institution shall provide an organizational chart and written plan which describes the relationship of the nursing program to the governing institution and the organization of the nursing program.</p>	<p>Not Met</p>	<p>There is no organizational chart describing New York corporate office's relationship to the Nursing Academic Program Director in Milwaukee.</p>
<p>N 1.06(1)(a)3. The governing institution shall submit evidence of being regionally accredited.</p>	<p>Met</p>	<p>Middle State Commission on Higher Education Date of Last Review: June 28, 2007 Action: Accreditation Reaffirmed Next Periodic Review: 2012 Next Self Study Evaluation: 2016-2017</p>
<p>N 1.06(1)(b)1. There shall be written administrative policies which are in accord with those of the governing institution</p>	<p>Met</p>	
<p>N 1.06(1)(b)2. There shall be written contracts between the school and institutions which offer associated academic study, clinical facilities and agencies for related services are in place.</p>	<p>Met</p>	<p>The following clinical contracts were reviewed: Aurora Health Care Inc.: Sites: Aurora Psychiatric Hospital, Aurora West Allis Memorial Hospital, Aurora Psychiatric Hospital, Sinai, St. Luke's, St Luke's South Shore, Aurora Medical Center, Washington County. Milwaukee Center for Independence Feb 2012, Children's Hospital and Health System Inc. Term 2012-5-31-2012</p>

		<p>The Aurora Psychiatric Hospital contract term is August 15, 2006-August 2011 and needs to be updated.</p> <p>All contracts were signed and dated.</p>
<p>N 1.06(1)(b)3. The educational administrator shall have authority and responsibility for the development, implementation and evaluation of the program.</p>	<p>Not Met</p>	<p>The Educational Administrators attends a meeting with EAs from a Ohio and a Virginia program. The Chair of that meeting is a national director who is from New York and is not a nurse. This person ultimately decides on curriculum, policies, and textbooks for all nursing programs with input but not ultimate decision making from the EA's</p> <p>Minutes of these regional meetings were produced, but there were no motions made in the meeting. The minutes did not reflect that the EAs had any decision making ability regarding curriculum, policies, textbooks, or admission criteria.</p> <p>The Educational Administrator (EA) is very organized and seems to know the staff and faculty well. There is evidence that she is working very diligently and spending a lot of time at the Wauwatosa campus. She appears to have high standards. It was not clear whether the campus administration had any power to change the corporate policy that curriculum decisions were made by a non nurse administrator in New York. The campus director seemed supportive of the initiatives being proposed by Dr. Bonis.</p>
<p>N 1.06(1)(b)4. There shall be provisions for a system of records and reports essential to the operation of the nursing program.</p>	<p>Met</p>	
<p>N 1.06(1)(b)5. There shall be written personnel policies for the faculty which include position expectations and faculty rights and responsibilities.</p>	<p>Partially Met</p>	<p>A draft copy of position descriptions was produced after the site visit but this was not a ratified document.</p>
<p><b>N 1.06(2) Curriculum: Based on a stated purpose, philosophy, conceptual framework, and program objectives in terms of required student competencies Clinical and theoretical learning experiences are consistent the stated program objectives. Curricular content reflects current nursing practice and encompass health needs throughout the life span.</b></p>	<p>Met</p>	<p>Program Director participation in New Student Orientation, Student Listening Sessions, and daily walks in the hall and visits to the Skills Lab.</p>
<p>N 1.06(2)1. "Area of general education." The curriculum in the area of general education shall include: a. Scientific knowledge basic to</p>	<p>Met</p>	

nursing practice which includes principles from the biological and physical sciences. b. Human and cultural knowledge which includes currently accepted concepts and principles from the social and behavioral sciences and are basic to understanding motivation and behavior.		
N 1.06(2)(a)2. "Area of general education". The curriculum in the area of nursing education shall include theory and selected experiences designed to enable students to provide nursing care which shall promote, maintain, and restore physical and mental health of the individual throughout the life span.	Met	.
N 1.06(2)(a)2.a. Use the nursing process to plan and provide nursing care.	Met	
N 1.06(2)(a)2.b. Apply knowledge derived from the scientific, human and cultural areas to meet health needs.	Met	
N 1.06(2)(a)2.c. Individualize nursing care during preventive, maintenance, restorative and terminal phases.	Met	
N 1.06(2)(a)2.d. Promote positive health practices	Met	
N 1.06(2)(a)2.e. Understand the roles and relationship of nurses to other health care providers.	Met	
N 1.06(2)(a)2.f. Plan for health services with individuals, families, communities and health care providers.	Met	
N 1.06(2)(a)2.g. Practice professional nursing according to the legal standards of ch. N6.	Met	
N 1.06(2)(a)2.h. Function as a responsible, accountable nursing professional.	Met	
N 1.06(2)(a)2.i. Identify the need for continued competency.	Met	
N 1.06(2)(a)2.j. Recognize the impact of historical trends in nursing	Met	
<b>N 1.06(3) Instruction shall be based on written objectives which give direction to planning student experiences.</b>	Met	
N 1.06(3)(a) A variety of teaching methods shall be used to facilitate student learning.	Met	
N 1.06(3)(b) Criteria based on written objectives shall be used in the evaluation of student learning.	Met	
N 1.06(3)(c) Clinical laboratory learning experiences shall be supervised by nursing faculty meeting standards under sub (4).	Met	The BON team completed one clinical site visit to Aurora Sinai Hospital in Milwaukee. Students were supervised by a master's prepared faculty member

		who appeared to have a good relationship with students and staff members. There were no complaints from the staff and management related to supervision of students.
N 1.06(3)(d) There shall be written contracts with an adequate number of clinical facilities and resources to meet the program objectives.	Met	<p>The following contracts were reviewed:</p> <p>Aurora Health Care Inc.: Sites:  Aurora Psychiatric Hospital,  Aurora West Allis Memorial Hospital,  Aurora Psychiatric Hospital,  Sinai,  St. Luke's  St Luke's South Shore,  Aurora Medical Center, Washington County</p> <p>Milwaukee Center for Independence Feb 2012,</p> <p>Children's Hospital and Health System Inc. Term 2012-5-31-2012</p> <p>The Aurora Psychiatric Hospital contract term is August 15, 2006-August 2011 and needs to be updated.</p> <p>All contracts were signed and dated.</p>
<p>N 1.06(3)(e) Standards used in the selection of clinical facilities shall include the following:</p> <ol style="list-style-type: none"> <li>1. Identification that the clinical experience to be gained from the clinical facility is consistent with the nursing program objectives.</li> <li>2. Willingness on the part of the clinical facility and nursing program to cooperate in promoting the nursing program clinical objectives as demonstrated in a formal written agreement between administrations.</li> <li>3. Identification by the school that the practice of the registered nurse at the clinical facility is within the legal scope of practice under s. 441.001(3)</li> </ol>	Met	<p>There are a variety of clinical sites including acute and chronic care, pediatrics, obstetrical, mental health which allows to students to meet program objectives.</p>
N 1.06(3)(f) Evidence of meeting standards shall be documented on forms provided by the board and kept on file in	Not Met	The Clinical Faculty Selection (Form 1004) was not made available.

<p>the school of nursing office. The forms shall be available to the board upon request.</p>		<p>Criminal background checks are now certified. Drug Screening will be implemented in 2013</p>
<p><b>N 1.06(4) Faculty: Shall be adequate in number and academic and professional qualifications to develop, implement and evaluate the program in nursing in relation to its stated purpose, philosophy, objectives, and conceptual framework, number and size of classes admitted annually, and the clinical facilities used in the program.</b></p>		
<p>N 1.06(4)(a) Educational administrator of a professional nursing education program holds a current license to practice as a registered nurse in Wisconsin, have a minimum of years of full-time direct care experience as a practicing nurse, 3 years of experience in nursing education within the last 10 years, and holds a master's degree with a major in nursing.</p>	<p>Met</p>	<p>Dr. Susan Bonis is educationally and professionally prepared to practice in the role of Program Director.</p>
<p>N 1.06(4)(c) Nurse faculty members who teach nursing courses in a professional nursing program shall hold a current license to practice as a registered nurse in Wisconsin, have at least 2 years of full-time direct care experience as a practicing nurse, be employed in nursing within the last 5 years and hold a master's degree in nursing.</p>	<p>Met</p>	<p>Seven faculty records were randomly pulled and reviewed. Faculty/Educational Administration Record (Form 1114) was not evidenced in the faculty records. All nurses had current licensure. There were inconsistencies in the evidence that all persons held a master's degree.</p>
<p>N 1.06(4)(e) The ratio of students to faculty in the clinical area shall allow for meeting clinical course objectives and safe patient care.</p>	<p>Met</p>	<p>The ratio of students to faculty is approximately 1:7. Students had no issues with clinical faculty preparation, clinical site, or issues with preparation for direct patient care.</p>
<p>N 1.06(4)(f) The educational administrator of the nursing education program shall be responsible for ensuring that individual faculty members are academically and professionally qualified, and that faculty staff is adequate to carry out program objectives.</p>	<p>Partially Met</p>	<p>Lacked evidence of form 1114 (faculty/educational administration record) in faculty records. There were inconsistencies in the evidence that all persons held a master's degree. The self- report indicated the following: "All faculty are expected to continually pursue self-improvement in their teaching, service, and professional development. On an individual level, faculty are encouraged to build their Individual Development Plan (IDP) to support effectiveness in facilitating student learning consistent with the level of courses they teach, described in Policy # 052 (Appendix 14: Individual Development Policy # 052). Further, the report indicated: The budget allocation provides for nursing faculty to attend workshops, seminars and conferences as necessary to promote educational excellence and faculty competence. Faculty in the Nursing Program are encouraged to take advantage of the tuition reimbursement program provided by the college that</p>

		<p>supports faculty to enroll in continuing education programs. From the records reviewed, there was not documentation of continuing education in faculty member's area of expertise.</p> <p>The Employee Handbook stated the following related to faculty evaluation, "Bryant &amp; Stratton College is committed to the goal of excellence in teaching and student outcomes. Faculty and students must communicate openly, share their ideas, and identify various components of good teaching and suitable methods for measuring these components. In the evaluation of teaching performance, emphasis is placed on the knowledge, skills, and abilities (KSBs) acquired by students in each course. Attention is also paid to the relationship of the KSBs acquired to the overall outcomes of a given program. Several methods are available to obtain data for use in the evaluation of teaching and are described below. A combination of methods is used to assure a fair evaluation. All faculty should be knowledgeable concerning the evaluation, interpretation, and use of the data gathered from the various evaluation sources". (Faculty manual p. 21).</p> <p>The surveyors would point out that there are was no evidence of evaluation of quality of teaching, who will perform the evaluation, and at what time interval.</p>
<p>N 1.06(4)(g) Evidence of meeting faculty standards shall be on file in the school of nursing office and available to the board upon request.</p>	<p>Not Met</p>	<p>No evidence that Faculty/Educational Administration Record (Form 1114) is on file and available to Board members.</p>
<p><b>N 1.06(5) Evaluation. There shall be systematic and periodic evaluation of the total program.</b></p>	<p>Partially Met</p>	<p>NLNAC required an interim report addressing lack of a systematic evaluation plan. A Comprehensive systematic evaluation plan was submitted the week prior to the BON survey visit.</p> <p>There was no evidence that minutes were kept in a consistent manner in order to enable periodic evaluation. A review of randomly selected faculty files did not Indicate that faculty received a performance evaluation from the EA.</p>

**Summary:**

Despite the many changes and obstacles posed by the Corporate office, the new EA, faculty, and support members are committed to this program. The program has adequate resources for students including a skills lab and support services. Students indicated that more skills laboratory personnel are needed to accommodate the number of students in the program. Since Quarter 1 2009 with two exceptions, NCLEX scores have stayed mostly above the national average.

A violation to N 1.06 was found during the survey site visit and relates to the ability of the EA to develop, implement and evaluate the curriculum. Curricular decisions are made at the corporate level by a non-nurse with no input of the EA. The EA is not allowed to even select the programs' textbooks.

The EA of the Milwaukee campus is highly qualified and capable of leading this program. She has a doctorate in nursing and nursing practice experience that can benefit the Milwaukee program and the corporation in order to achieve the best academic outcomes. She has tried to make important innovations to improving the program by demanding high standards of professionalism in her faculty and in the student body. However, she does need to be empowered to implement the standards as described in N 1.06.

There is evidence that there have not been consistent performance reviews of faculty to ensure professional development. Faculty records are incomplete in terms of whether they meet N 1.06 criteria. The organizational chart is not reflective of the chain of command to the Corporate structure.

**Conclusion**

In order for continuing approval by the Wisconsin State Board of Nursing, Bryant and Stratton College needs to be in compliance with the N 1.06 standards as identified below:

N 1.06(1)(a)2. The governing institution shall provide an organizational chart and written plan which describes the relationship of the nursing program to the governing institution and the organization of the nursing program.

N.106(1)(b)3. The educational administrator shall have the authority and responsibility for the development, implementation and evaluation of the program.

The College will have 6 months from the date of this report to come into compliance. At that time, a decision will be made by the BON whether to place the school on probationary status.

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## **Board of Nursing**

### **Board Monitoring Liaison's Roles**

Board Monitoring Liaison is a board designee working with department monitors to carry out Board's order. The roles of Board Monitoring Liaison include but are not limited to:

1. Granting stay of suspension as provided under Board's order when the respondent demonstrates sufficient proof of compliance under the order;
2. Removing stay of suspension as provided under Board's order when the respondent repeatedly or substantially violates the order, such as, positive drug screen results, concerned work reports, etc;
3. Granting approval to Respondent's request as provided by the order, such as, approving proposed continuing education courses submitted by the respondent to fulfill education requirement under the order, approving treatment provider, change of employment, etc.

### **Current Delegated Authorities to Department Monitor and Board Monitoring Liaison**

Department Monitor may draft and sign Board orders on behalf of the Board Monitoring Liaison **ONLY** under the following circumstances:

1. Department Monitor can remove CE limitation on the respondent's license if the respondent is only ordered to complete CE course(s), including a nurse refresher course, and he/she has completed the course(s). A petition may be required for the CE limitation to be removed.
2. Department Monitor can suspend the license if the licensee does not pay costs and/or forfeiture or does not complete CE course(s) within the time period specified by the Board Order. When the licensee is in compliance with the order, the Department Monitor can remove the suspension.
3. With permission from the Board Monitoring Liaison, Department Monitor can issue an order granting initial stay of suspension.
4. With permission from the Board Monitoring Liaison, Department Monitor can issue an order removing stay of suspension if there are repeated or substantial violations of Board orders. The stay may be reinstated when the Board Liaison determines that the respondent is in compliance with the order.
5. With permission from the Board Monitoring Liaison, Department Monitor can issue an order granting a temporary reduction in random drug screen frequency if the respondent is unemployed and is otherwise compliant with Board's order until such time the respondent secures employment as a nurse.

### **Proposed Additional Delegated Authorities**

Department Monitor is requesting additional authorities as follows:

1. Authority to grant extension to complete nurse refresher course (non-discipline) up to 6 months with permission from the Board Monitoring Liaison.
2. Authority to grant extension to pay proceeding costs up to 90 days with permission from the Board Monitoring Liaison.

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**Wisconsin Lutheran College Faculty Grid  
1/8/2013**

<b>FULL-TIME FACULTY</b>	
<b>Rebekah Carey</b>	
<b>Date of Hire</b>	
July 2007	
<b>Educational Preparation</b>	
BSN MSN Nurse Practitioner DNP	
<b>Institutions Awarding Degree</b>	
University of Alabama DNP On-line program	Anticipated completion August 2013
University of Illinois-Chicago Women's Health Nurse Practitioner	1998
University of San Diego Master of Science in Nursing Family Health Nursing and Education	1985
University of Wisconsin-Oshkosh Bachelor of Science in Nursing	1978
<b>Teaching Experiences</b>	
<b>Instructor</b> Wisconsin Lutheran College	2007-Present
<b>Instructor</b> RN to BSN program Courses: Foundations, Research, Physical Assessment, Women's Health Issues Course: Health Economics Dept. of Business Viterbo University La Crosse, WI	1999-2001
<b>Instructor</b> Maternal Child Health Dept. of Nursing Winona State University Winona, MN	1999
<b>Adjunct Clinical Instructor</b> Maternal Child Health Trinity Christian College	1996-97

Palos Heights, IL <b>Preceptor</b> Maternal-Child Nursing University of Illinois – Chicago	1989-94
<b>Preceptor</b> Maternal-Child Nursing graduate program DePaul University, Chicago, IL	1990
<b>Work Experiences</b>	
<b>Chair &amp; Instructor, School of Nursing</b> Wisconsin Lutheran College Milwaukee, Wisconsin	2007-Present
<b>President of the Board</b> Granville Neighborhood Health Center A primary healthcare clinic for the uninsured, Milwaukee, WI	2008-Present
<b>Nurse Practitioner</b> Outreach Community Clinic (Formerly Healthcare for the Homeless) Milwaukee, Wisconsin	2008-Present
<b>Nurse Practitioner</b> Private practice, OB-GYN Eau Claire Women's Care Eau Claire, WI	2006-07
<b>Sexual Assault Nurse Examiner</b> 2004-06 Casual position Sacred Heart Hospital Eau Claire, WI	
<b>Nurse Practitioner</b> Home-based care of elderly and disabled Community Health Partnership Eau Claire, WI	2004-05
<b>Nurse Administrator</b> LCCA Health Education Program Mwembezhi Lutheran Rural Health Center Central Africa Medical Mission Lusaka, Zambia	2001-03
<b>Nurse Practitioner</b> Low-income women's health clinic	1999-2001

SEMCAAC Clinic Winona, MN	
<b>Obstetrics Staff Nurse</b> Good Shepherd Hospital Barrington, IL	1997-98
<b>Coordinator</b> Center for Human Reproduction Hoffman Estates, IL	1995-96
<b>Manager, Reproductive Medicine</b> MacNeal Hospital Berwyn, IL	1994-95
<b>Clinical Specialist</b> Women's Health and Reproduction Dr. Reena Jabamoni Downers Grove, IL	1992-93
<b>Coordinator</b> Grant Fertility Center Chicago, IL	1989-92
<b>Perinatal Educator</b> Lutheran General Hospital Park Ridge, IL	1987-89
<b>Clinical Educator</b> Perinatal/Gynecological Services Mercy Hospital and Medical Center San Diego, Ca	1982-86
<b>Staff Nurse</b> OB-GYN, Special Care Nursery Mercy Hospital and Medical Center San Diego, CA	1979-82
<b>Obstetrics Staff Nurse</b> Charlevoix Area Hospital Charlevoix, MI	1979
<b>Pediatric Staff Nurse</b> Mott Children's Hospital University of Michigan Ann Arbor, MI	1978
<b>Certifications</b>	
NCC 1999 – Women's Health Nurse Practitioner	

<b>Courses Taught</b>
<ul style="list-style-type: none"> <li>- Nutrition</li> <li>- Intro to Professional Nursing</li> <li>- Pharmacology</li> <li>- Health Assessment</li> <li>- Childbearing</li> <li>- Issues and Trends Professional Nursing</li> <li>- Leadership in Health Care</li> <li>- Global Health</li> </ul>

<b>Lisa LeBlanc</b>
<b>Date of Hire</b>
January 2011 – Part-time Adjunct August 2012 – Full-time
<b>Educational Preparation</b>
BSN MSN – In progress
<b>Institutions Awarding Degree</b>
BSN – Marquette University, Milwaukee, WI 2007 MSN – St. Xavier University (Expected Graduation December 2013)
<b>Teaching Experiences</b>
St. Joseph Hospital - Staff Nurse Preceptor 2009 Wisconsin Lutheran College – Adult Health, Childbearing, Aging, Community Health, Clinical Instructor
<b>Work Experiences</b>
Wheaton Franciscan Healthcare – St. Joseph’s Hospital <ul style="list-style-type: none"> <li>- Health Unit Coordinator and Patient Care Assistant (2005-2007)</li> <li>- Nurse Intern (2006-2007)</li> <li>- Registered Nurse (2007 -2010)</li> </ul> Wisconsin Lutheran College <ul style="list-style-type: none"> <li>- Clinical Instructor (2010 – Present)</li> </ul>
<b>Certifications</b>
Neonatal Resuscitation – May 2011
<b>Courses Taught</b>
Adult Health Childbearing Aging Community Health

<b>Amanda Passint</b>
<b>Date of Hire</b>
-Fall 2010 (Adjunct Clinical Instructor) -Fall 2011 (Full-Time Assistant Professor of Nursing)
<b>Educational Preparation</b>
BSN MSN

Doctoral- Currently enrolled in DNP program at Concordia University of Wisconsin (est. graduation December 2013)
<b>Institutions Awarding Degree</b>
BSN-Concordia University Of Wisconsin (2003) MSN- University of Madison-Wisconsin (2008) Doctoral- Currently enrolled in DNP program at Concordia University of Wisconsin (est. graduation December 2013)
<b>Teaching Experiences</b>
Adjunct Clinical Instructor: Marquette University (2008) Adjunct Clinical Instructor: Wisconsin Lutheran College (2010) Assistant Professor Of Nursing (Full-time): Wisconsin Lutheran College (2011)
<b>Work Experiences</b>
Prior to teaching: Registered Nurse- Children's Hospital of Wisconsin 2003-2011
<b>Certifications</b>
Certified Pediatric Nurse Practitioner- 2008
<b>Courses Taught</b>
Adjunct: Aging/Foundations in Nursing (2010 & 2012) Adult Health Lecture/Clinical (2011, 2012, & Spring 2013 ) Child and Adolescent Health Lecture/Clinical (2011 & 2012) Issues and Trends in Nursing (2011) Leadership in Nursing Lecture/Clinical (2012) % only Clinical ( Spring 2013)

<b>Sheryl Scott</b>
<b>Date of Hire</b>
September 2009
<b>Educational Preparation</b>
BSN MSN PhD (finished with PhD coursework, enrolled at University of North Dakota)
<b>Institutions Awarding Degree</b>
BSN – Marian University, Fond du Lac, WI (1990) MSN – University of Phoenix (2005) PhD (finished with PhD coursework, enrolled at University of North Dakota)
<b>Teaching Experiences</b>
Staff educator, Wheaton Franciscan Healthcare, 02/05-09/09 Wisconsin School of Massage Therapy, Pathology for massage therapy students, 2005-present Wisconsin Lutheran College, 09/09-present
<b>Work Experiences</b>
2009 – present Wisconsin Lutheran College, Milwaukee, WI <i>Assistant Professor of Nursing</i>
2005- present Wisconsin School of Massage Therapy Germantown, WI <i>Teacher, Pathology</i> Teach a 13 week pathology course for massage therapy students
2005-2009 Wheaton Franciscan Healthcare-St. Joseph Milwaukee, WI

*Patient Safety Educator*

2002-2005 Community Memorial Hospital Menomonee Falls, WI

*Occupational Health Case Coordinator*

1997-2002 Midwest Airlines Oak Creek, WI

*Occupational Health and Safety Nurse*

1994-1997 Medical Associates Health Centers, Menomonee Falls, WI

*Employee Health Nurse*

1992-1994 Medical Associates Health Centers, Menomonee Falls, WI

*Urgent Care Nurse*

1990-1992 St. Joseph's Hospital, Milwaukee, WI

*Staff Nurse, Surgical Floor*

**Certifications**

FLAG fellow, 08/2010, Minnesota Hartford Center of Geriatric Nursing Excellence

**Courses Taught**

Pathology (massage therapy students, as required by state of Wisconsin)

Nutrition

Foundations of Nursing

Aging and Long-Term Care

Evidence-Based Practice in Nursing

Transitions in Nursing

Clinical: Foundations, Aging, Leadership, Global Health

<b>PART-TIME FACULTY</b>	
<b>Christine Curtiss</b>	
<b>Date of Hire</b>	
January 2012	
<b>Educational Preparation</b>	
BSN MSN	
<b>Institutions Awarding Degree</b>	
BSN-Alverno College-Milwaukee, WI (1987) MSN- University of Phoenix – Phoenix, AZ (2011)	
<b>Teaching Experiences</b>	
Wisconsin Lutheran College – Mental Health	
<b>Work Experiences</b>	
Charge Nurse/Nurse Educator - Froedtert Health/Community Memorial Hospital 2006-Present CEO-Owner /Certified Legal Nurse Consultant – Curtiss Consulting Medical/Legal Consultants 2001-2006 Nurse Educator/Liaison & Care Provider – Aurora Psychiatric Hospital & Behavioral Health Services 1999-2003 Charge Nurse/Interim Manager – Aurora St. Luke’s Medical Center 1992-1999	
<b>Certifications</b>	
ANCC (American Nurses Credentialing Center) Mandt (Code Gray – aggressive behavior responder)	
<b>Courses Taught</b>	
Mental Health	

<b>Jan Edelstein</b>		
<b>Date of Hire</b>		
January 2012		
<b>Educational Preparation</b>		
Ed. D.	2000	University of Arkansas, Fayetteville
M.S.(N)	1990	University of Oklahoma, Health Science Center
M.Ed.	1986	University of Arkansas, Fayetteville
B.S.(N)	1977	University of Wisconsin, Milwaukee
<b>Institutions Awarding Degree</b>		
Ed. D.	2000	University of Arkansas, Fayetteville
M.S.(N)	1990	University of Oklahoma, Health Science Center
M.Ed.	1986	University of Arkansas, Fayetteville
B.S.(N)	1977	University of Wisconsin, Milwaukee
<b>Teaching Experiences</b>		
Wisconsin Lutheran College – Community Health University of Wisconsin Oshkosh - Associate Professor - College of Nursing (Fall 2009-current)		
<b>Work Experiences</b>		
2009-2011	Associate Professor, UNIVERSITY of WISCONSIN OSHKOSH College of Nursing	
2008-2009	Chairperson RN-BSN/MSN, MARIAN UNIVERSITY School of Nursing	

2007-2009	Full Professor Status granted 2/28/08
2007-2008	Interim Program Director, MSN, MARIAN COLLEGE School of Nursing
2005-2008	RN-BSN/MSN Program Director, MARIAN COLLEGE School of Nursing
1998-2007	Associate Professor, Nursing, MARIAN COLLEGE, Fond du Lac, WI
1998-1999	Graduate Research Assistant, UNIVERSITY OF ARKANSAS
1992-1998	Assistant Professor, Nursing, MARIAN COLLEGE, Fond du Lac, WI
1994-2000	R.N., Co-Facilitator Transplant Recipient Understanding and Support Team (T.R.U.S.T.), ST. ANGES HOSPITAL, Fond du Lac, WI
1992-1994	Staff R.N. (long-term care) BETHEL HOME, Oshkosh, WI
1988-1990	Assistant Director Allied Health (Gerontology) Elderhostel Director CARL ALBERT STATE COLLEGE, Poteau, OK
1981-1988	Nursing Instructor, CARL ALBERT STATE COLLEGE, Poteau, OK
1980-1981	Head Nurse-Gastroenterology, ST. EDWARDS MERCY MEDICAL CENTER, Fort Smith, Arkansas
1979-1980	Surgery Coordinator (E.N.T./Dental), ST. FRANCIS HOSPITAL, Tulsa, OK
1978-1979	Cardiac Rehabilitation Staff Nurse, ST. JOSEPH HOSPITAL, Milwaukee, WI
<b>Certifications</b>	
American Nurses Association for Clinical Specialist Public/ Community Health Nursing (Successful exam completion 1995) Board Re-Certified December 2010 Expires 2015	
<b>Courses Taught</b>	
Community Health	

<b>Abby Fritscher</b>	
<b>Date of Hire</b>	
August 2012	
<b>Educational Preparation</b>	
BSN MSN – In Progress	
<b>Institutions Awarding Degree</b>	
BSN – Alverno College, Milwaukee, WI (2008) MSN – Cardinal Stritch University, Milwaukee, WI (expected graduation March 2013)	
<b>Teaching Experiences</b>	
Wisconsin Lutheran College - Pediatrics	
<b>Work Experiences</b>	
Clinical Educator – bard Medical (March 2011-Present) Pediatric Acute Care RN – Children’s Hospital of Wisconsin (January 2008-Present) Clinical Administrator – Medical Rehabilitation and associates (August 2006 – July 2008)	
<b>Certifications</b>	
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<b>Courses Taught</b>	
Pediatrics	

<b>SHERILYNNE J GIULIANI</b>
<b>Date of Hire</b>
December 2012
<b>Educational Preparation</b>
Associate in Nursing BSN MSN, Graduate Student/Nurse Educator Program in progress. Projected graduation spring 2014.
<b>Institutions Awarding Degree</b>
CONCORDIA UNIVERSITY WISCONSIN Master of Science in Nursing, Graduate Student/Nurse Educator Program in progress. Projected graduation spring 2014. CARDINAL STRITCH UNIVERSITY Bachelors of Science in Nursing August 24, 2007 Associate Degree in Nursing December 17, 2005
<b>Teaching Experiences</b>
Carroll University - Clinical Laboratory Assistant, Adjunct Faculty Wisconsin Lutheran College – Mental Health
<b>Work Experiences</b>
Columbia-St. Mary's Hospital/ Registered Nurse, Milwaukee and Mequon, WI. (July 2010 – Present) Beta Plus/Bayer Pharmaceuticals/ Betaseron Nurse Training Program, Nurse Educator, Wisconsin Region (October 2007 – Present) Carroll University/Clinical Laboratory Assistant, Adjunct Faculty, Waukesha, WI. (August 2009 – January 2012) Horizon Home Care & Hospice/Case Manager, Registered Nurse, Milwaukee, WI (March 2006 – January 2007) Pool and Interim positions, Registered Nurse, Milwaukee, WI. Saint Rose Youth and Family Center: Registered Nurse, Milwaukee, WI. (October 2006 to January 2007, November 2009 to January 2010) Rogers Memorial Hospital/Registered Nurse, Milwaukee, WI. (April 2007 to January 2010)
<b>Certifications</b>
Certified Nursing Assistant February 1997-May 2006
<b>Courses Taught</b>
Mental Health Community Experience

<b>Judy Lark</b>
<b>Date of Hire</b>
January 2012
<b>Educational Preparation</b>
BSN MSN
<b>Institutions Awarding Degree</b>
BSN – UW-Milwaukee, Milwaukee, WI (1981) MSN – UW-Milwaukee, Milwaukee, WI (2009)
<b>Teaching Experiences</b>

Wisconsin Lutheran College - Mental Health Marquette School of Nursing – Clinical Instructor
<b>Work Experiences</b>
Community Memorial Hospital –(June 1981-Present) <ul style="list-style-type: none"> <li>- Staff RN</li> <li>- Part-time Staff RN</li> <li>- Staff RN/Case Manager</li> <li>- Part-time PM Administrator Supervisor</li> <li>- Staff RN/Patient Care Coordinator</li> <li>- Manager/Professional Development Coordinator</li> </ul> Manager/Professional Development Coordinator – Froedtert (July 2010-Present) Part-time School Nurse – Germantown school district (August 2001-June 2003) Clinical Instructor – Marquette School of Nursing (October 2009 – Present)
<b>Certifications</b>
Trauma Counseling- 11/15/2008 PMHCNS-BC- 10/4/2011
<b>Courses Taught</b>
Mental Health

Laura Rohowetz
<b>Date of Hire</b>
January 2011
<b>Educational Preparation</b>
BSN MSN
<b>Institutions Awarding Degree</b>
BSN - UW-Eau Claire, Eau Claire, Wisconsin (2002) MSN – UW-Madison, Madison, Wisconsin (2006)
<b>Teaching Experiences</b>
Wisconsin Lutheran College – Adult Health, Foundations and Aging Preceptor for pediatric nurse practitioner and nursing students
<b>Work Experiences</b>
Certified Pediatric Nurse Practitioner – ProHealth Care Medical Associates (2008-Present) Certified Pediatric Nurse Practitioner – Medical College of Wisconsin (2006-2008) Pediatric Nurse Clinician in the Hematology/Oncology/Bone Marrow Transplant (2005-2006) Pediatric Nurse Clinician in Pediatric Neurology – University of WI Hospital and Clinics (2003-2005) Pediatric Nurse Clinician in General Surgery and Hematology – University of WI Hospital and Clinics (2002-2003)
<b>Certifications</b>
Certified Pediatric Nurse Practitioner 2011 Certified Lactation Counselor 2010
<b>Courses Taught</b>
Adult Health Foundations Aging

<b>Rachel Schuetz</b>
<b>Date of Hire</b>
January 2011
<b>Educational Preparation</b>
BSN MSN – In Progress
<b>Institutions Awarding Degree</b>
BSN – Winona State University, Rochester, MN (1997-2000) MSN – UWPlatteville, Platteville, WI (2010-Present)
<b>Teaching Experiences</b>
Wisconsin Lutheran College – Adult Health Madison Area Technical College – Medical Assistant Instructor
<b>Work Experiences</b>
Madison Area Technical College <ul style="list-style-type: none"> <li>- Medical Assistant Instructor (August 2009-Present)</li> <li>- Emergency Hire and Medical Assistant Program (January 2008-May 2009)</li> </ul> Fort HealthCare – School Nurse (May 2007-August 2008) Dean Health Systems <ul style="list-style-type: none"> <li>- RN – Pediatrics (May 2007-January 2008)</li> <li>- RN Coordinator (October 2002 – May 2007)</li> <li>- RN Coordinator, Ear, Nose and Throat (February 2001-October 2002)</li> </ul> St. Mary’s Hospital – RN (June 2000-February 2001)
<b>Certifications</b>
Anticoagulation Therapy Management Certificate Program
<b>Courses Taught</b>
Adult Health
<b>ATI TESTING – POLICY AND PROCEDURE</b>
<p>ATI Policy for Wisconsin Lutheran College School of Nursing</p> <p>Wisconsin Lutheran College School of Nursing utilizes the ATI Comprehensive Assessment and Review Program (CARP). The exams are administered throughout the junior and senior years, with the benchmark of a minimum of Level 2 required. The student is required to re-take the exam if the benchmark is not met.</p> <p>No portion of the course grade is assigned to the ATI exam. The exam is administered during class time.</p> <p>Two incentives for the exam have been developed. Students who attain a minimum of Level 2 on the Adult exam in spring of the junior year are given preference for specialty areas for their precepted experience in Leadership in spring of the senior year. Students who attain a Level 3 at any time are given a \$10.00 gift certificate to an on-line bookstore.</p>

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