



RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF HEALTH PROFESSIONS  
RAE RAMSDELL  
DIRECTOR

STEVEN H. HILFINGER  
DIRECTOR

## MICHIGAN BOARD OF NURSING DISCIPLINARY SUBCOMMITTEE MEETING OF APRIL 5, 2012

### APPROVED MINUTES

In accordance with the Open Meetings Act, 1976 PA 267, as amended, the Michigan Board of Nursing Disciplinary Subcommittee met in regular session on April 5, 2012 at the Ottawa Building, 611 West Ottawa Street, Upper Level Conference Center, Conference Room 3, Lansing, Michigan.

### **CALL TO ORDER**

LaDonna Schultz, Chairperson, called the meeting to order at 2:11 p.m.

### **ROLL CALL**

**Members Present:** LaDonna Schultz, Public Member, Chairperson  
Mary Brown, RN  
Kathy Bouchard-Wyant, RN  
Lars Egede-Nissen, Public Member

**Members Absent:** Nina Bugbee, RN

**Staff Present:** Christine Hanson, Board Secretary, Health Regulatory Division  
Pam Millben, Analyst, Health Regulatory Division  
Bill Hurth, Manager, Enforcement Section, Health Regulatory Division  
Kelly Elizondo, Assistant Attorney General  
Graham Filler, Assistant Attorney General

**Others Present:** None

## ***APPROVAL OF MINUTES***

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to approve the minutes of the January 5, 2012 meeting as presented.

*MOTION PREVAILED*

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to approve the minutes of the March 8, 2012 meeting as presented.

*MOTION PREVAILED*

## ***APPROVAL OF AGENDA***

*MOTION* by Egede-Nissen, seconded by Brown, to approve the agenda with the following modification:

Under **Regulatory Consideration**, agenda item U shall be removed.

*MOTION PREVAILED*

## ***REGULATORY CONSIDERATIONS***

### **Krista Marie Hebda, RN – Consent Order and Stipulation**

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Krista Marie Hebda, RN.

A roll call vote followed: Yeas – Egede-Nissen, Brown, Bouchard-Wyant, Schultz

*MOTION PREVAILED*

### **Kim Marie Campbell, RN, LPN – Consent Order and Stipulation**

*MOTION* by Brown, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Kim Marie Campbell, RN, LPN.

A roll call vote followed: Yeas –Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Karen Ann Kubit, RN – Consent Order and Stipulation**

*MOTION* by Egede-Nissen, seconded by Brown, to accept the Consent Order and Stipulation in the matter of Karen Ann Kubit, RN.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown Schultz

*MOTION PREVAILED*

**Pamela Ann Seabolt, LPN – Consent Order and Stipulation**

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Pamela Ann Seabolt, LPN.

Discussion was held.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Vikki Ann Simpson, RN – Consent Order and Stipulation**

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Vikki Ann Simpson, RN.

Discussion was held.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown  
Nays – Schultz

*MOTION PREVAILED*

**Michelle R. Brinich, RN – Consent Order and Stipulation**

*MOTION* by Brown, seconded by Egede-Nissen, to accept the Consent Order and Stipulation in the matter of Michelle R. Brinich, RN.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Maria Candela, RN, LPN – Consent Order and Stipulation**

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Maria Candela, RN, LPN.

A roll call vote followed: Yeas – Egede-Nissen, Brown, Bouchard-Wyant, Schultz

*MOTION PREVAILED*

**Shannon Marie Fitzpatrick, LPN – Consent Order and Stipulation**

*MOTION* by Brown, seconded by Egede-Nissen, to accept the Consent Order and Stipulation in the matter of Shannon Marie Fitzpatrick, LPN.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Rebecca Ann Herman, RN – Consent Order and Stipulation  
a/k/a Rebecca Ann Nyaga**

*MOTION* by Bouchard-Wyant, seconded by Brown, to accept the Consent Order and Stipulation in the matter of Rebecca Ann Herman, RN (a/k/a Rebecca Ann Nyaga).

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown  
Nays – Schultz

*MOTION PREVAILED*

**Janet Lundberg, RN – Consent Order and Stipulation**

Brown recused herself from this matter.

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Janet Lundberg, RN.

Discussion was held.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Diane Kay McCracken, RN, LPN – Consent Order and Stipulation**

*MOTION* by Brown, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Diane Kay McCracken, RN, LPN.

Discussion was held and motion was withdrawn.

*MOTION* by Brown, seconded by Egede-Nissen, to reject the Consent Order and Stipulation in the matter of Diane Kay McCracken, RN, LPN and submit a counter-offer as follows:

Respondent shall be placed on probation for a period on one (1) year with the following terms and conditions:

- 1) Respondent shall submit quarterly employer reports.
- 2) Respondent shall be required to complete one (1) continuing education course in each of the following areas: 1) professional accountability and legal liability, 2) documentation, and 3) medication error prevention. These courses shall be pre-approved by the board chairperson or designee and shall not count toward license renewal.

All other terms and conditions as the original Consent Order and Stipulation shall remain the same.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Marcia Carol Gunderson, RN – Consent Order and Stipulation**

*MOTION* by Brown, seconded by Bouchard-Wyant, to accept the Consent Order and Stipulation in the matter of Marcia Carol Gunderson, RN.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Yvonne D. Merchant, RN, LPN – Order of Dismissal**

*MOTION* by Brown, seconded by Bouchard-Wyant, to accept the Order of Dismissal and dismiss the Administrative Complaint dated December 20, 2011 in the matter of Yvonne D. Merchant, RN, LPN.

Discussion was held.

A roll call vote followed: Yeas – Egede-Nissen, Brown, Bouchard-Wyant, Schultz

*MOTION PREVAILED*

**Ali Hassan Salami, LPN – Order of Dismissal**

*MOTION* by Brown, seconded by Egede-Nissen, to accept the Order of Dismissal and dismiss the Administrative Complaint dated December 28, 2011 in the matter of Ali Hassan Salami, LPN.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Diane Marie Shorter, RN – Order of Dismissal**

*MOTION* by Brown, seconded by Egede-Nissen, to accept the Order of Dismissal and dismiss the Administrative Complaint dated July 20, 2011 in the matter of Diane Marie Shorter, RN.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Erika Rene Herron, RN – Request for Reconsideration**

*MOTION* by Egede-Nissen, seconded by Brown, to grant the Request for Reconsideration, vacate the Final Order dated February 7, 2012, and to suspend the Respondent's license for a minimum period of one (1) day until she enters into a Health Professional Recovery Program (HPRP) monitoring agreement in the matter of Erika Rene Herron, RN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.

Upon reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with her HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, she must petition for reinstatement.

Discussion was held.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Tanya Marie Pinks, RN – Request for Reconsideration**

*MOTION* by Egede-Nissen, seconded by Brown, to deny the Request for Reconsideration in the matter of Tanya Marie Pinks, RN.

Discussion was held regarding the reason for denying the request for reconsideration; the Disciplinary Subcommittee determined that the original sanctions are appropriate in this matter for protecting the safety of the public.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Renee Annette Otulakowski, LPN – Proposal for Decision**

*MOTION* by Brown, seconded by Bouchard-Wyant, to accept the Proposal for Decision and to suspend Respondent's license for a period of fourteen (14) days in the matter of Renee Annette Otulakowski, LPN.

Respondent's license shall be automatically reinstated. Upon automatic reinstatement, Respondent shall be placed on probation for a period of one (1) year with the following terms and conditions:

- 1) Respondent shall successfully complete continuing education in each of the following areas: 1) five (5) hours in medication administration; 2) four (4) hours in HIPAA; 3) four (4) hours in ethics; 4) four hours in professional accountability and legal liability; 5) two (2) hours in documentation. These courses shall be pre-approved by the board chairperson or designee and shall not count toward license renewal. Respondent shall complete these courses within sixty (60) days of the effective date of the Order.
- 2) Respondent shall submit quarterly employer reports.

Discussion was held.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

### **Lynette Zvandasara, RN, LPN – Proposal for Decision**

*MOTION* by Egede-Nissen, seconded by Brown, to accept the Proposal for Decision and to suspend Respondent's license for a minimum period of one (1) day until she enters into a Health Professional Recovery Program (HPRP) monitoring agreement in the matter of Lynette Zvandasara, RN, LPN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.

Upon reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with her HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, she must petition for reinstatement.

Discussion was held. Motion was withdrawn.

*MOTION* by Brown, seconded by Bouchard-Wyant, to accept the Proposal for Decision and to suspend Respondent's license for a period of six (6) months and one (1) day in the matter of Lynette Zvandasara, RN, LPN.

A roll call vote followed: Yeas – Egede-Nissen, Brown, Bouchard-Wyant, Schultz

*MOTION PREVAILED*

### **Jennifer Ann Bayle, LPN – Administrative Complaint**

*MOTION* by Egede-Nissen, seconded by Brown, to suspend Respondent's license for a minimum period of one (1) day until she undergoes a Health Professional Recovery Program (HPRP) evaluation and enters into a monitoring agreement, if recommended, in the matter of Jennifer Ann Bayle, LPN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.



Upon automatic reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with her HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, she must petition for reinstatement.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**John Walter Dziubik, RN – Administrative Complaint**

*MOTION* by Bouchard-Wyant, seconded by Brown, to dissolve the Order of Summary Suspension and to suspend Respondent's license for a minimum period of one (1) day until he enters into a Health Professional Recovery Program (HPRP) monitoring agreement in the matter of John Walter Dziubik, RN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.

Upon automatic reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with his HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, he must petition for reinstatement.

Discussion was held. Motion was withdrawn.

*MOTION* by Egede-Nissen, seconded by Brown, to dissolve the Order of Summary Suspension and to suspend Respondent's license for a period of six (6) months and one (1) day in the matter of John Walter Dziubik, RN.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Angela Lynn Hack, RN – Administrative Complaint**

*MOTION* by Egede-Nissen, seconded by Brown, to dissolve the Order of Summary Suspension and to suspend Respondent's license for a minimum period of one (1) day until she enters into a Health Professional Recovery Program (HPRP) monitoring agreement in the matter of Angela Lynn Hack, RN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.

Upon automatic reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with her HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, she must petition for reinstatement.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Patricia Porter Herman, RN – Administrative Complaint**

*MOTION* by Egede-Nissen, seconded by Brown, to suspend Respondent's license for a minimum period of one (1) day until she enters into a Health Professional Recovery Program (HPRP) monitoring agreement in the matter of Patricia Porter Herman, RN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.

Upon automatic reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with her HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, she must petition for reinstatement.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Crystal Lee Kaltz, LPN – Administrative Complaint**

*MOTION* by Egede-Nissen, seconded by Brown, to suspend Respondent's license for a minimum period of one (1) day until she earns twenty-five (25) hours of Michigan Board of Nursing accepted continuing education (CE) credits with one (1) hour in the area of pain and pain symptom management. These hours shall not apply in computing Respondent's current continuing education requirements for license renewal in the matter of Crystal Lee Kaltz, LPN.

Additionally, Respondent shall be reprimanded and assessed a fine of \$500.00 payable prior to reinstatement.

If Respondent's period of suspension exceeds six (6) months, she must petition for reinstatement.

A roll call vote followed: Yeas – Egede-Nissen, Brown, Bouchard-Wyant, Schultz

*MOTION PREVAILED*

**Madelyn Stacey Price, LPN – Administrative Complaint**

*MOTION* by Egede-Nissen, seconded by Brown, to suspend Respondent's license for a minimum period of one (1) day until she enters into a Health Professional Recovery Program (HPRP) monitoring agreement in the matter of Madelyn Stacey Price, RN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.

Upon automatic reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with her HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, she must petition for reinstatement.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Pamela Sue Sears, LPN – Administrative Complaint**

*MOTION* by Brown, seconded by Bouchard-Wyant, to suspend Respondent's license for a period of six (6) months and one (1) day in the matter of in the matter of Pamela Sue Sears, LPN.

Additionally, Respondent shall be assessed a fine of \$500.00 payable prior to reinstatement.

Discussion was held.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Susan Marie Slifko, RN – Administrative Complaint**

*MOTION* by Egede-Nissen, seconded by Bouchard-Wyant, to Reprimand and place the Respondent on probation for a period of two (2) years with the following terms and conditions in the matter of Susan Marie Slifko, RN.

- 1) Respondent shall successfully complete continuing education in each of the following areas: 1) five (5) hours in ethics; 2) five (5) hours in professional accountability and legal liability; and 3) five (5) hours in HIPAA. These courses shall be pre-approved by the board chairperson or designee and shall not count toward license renewal. Respondent shall complete these courses within sixty (60) days of the effective date of the Order.
- 2) Respondent shall submit quarterly employer reports.
- 3) Respondent shall comply with the Michigan Public Health Code.

Additionally, Respondent shall be assessed a fine of \$500.00 payable within sixty (60) days of the effective date of the Order.

Discussion was held.

A roll call vote followed: Yeas – Brown, Bouchard-Wyant, Egede-Nissen, Schultz

*MOTION PREVAILED*

**Katherine A. Thornton, RN – Administrative Complaint**

*MOTION* by Brown, seconded by Egede-Nissen, to dissolve the Order of Summary Suspension and to suspend Respondent's license for a period of six (6) months and one (1) day in the matter of Katherine A. Thornton, RN.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

**Tim Joe Turcotte, LPN – Administrative Complaint**

*MOTION* by Egede-Nissen, seconded by Brown, to dissolve the Order of Summary Suspension and to suspend Respondent's license for a minimum period of one (1) day until he enters into a Health Professional Recovery Program (HPRP) monitoring agreement in the matter of Tim Joe Turcotte, LPN.

Respondent's license shall be automatically reinstated when the Department receives satisfactory evidence from the HPRP verifying either that 1) Respondent has entered into a disciplinary non-confidential monitoring agreement with the HPRP and that the HPRP has endorsed Respondent as safe to practice, or that 2) the HPRP has determined that Respondent does not require treatment monitoring.

Upon automatic reinstatement, Respondent shall be placed on probation for a period of two (2) years with the following terms and conditions:

- 1) Respondent shall comply with his HPRP monitoring agreement, if recommended.
- 2) Respondent shall submit quarterly employer reports.

If Respondent's period of suspension exceeds six (6) months, he must petition for reinstatement.

Discussion was held. Motion was withdrawn.

*MOTION* by Brown, seconded by Bouchard-Wyant, to dissolve the Order of Summary Suspension and to suspend Respondent's license for a period of six (6) months and one (1) day in the matter of Tim Joe Turcotte, LPN.

A roll call vote followed: Yeas – Bouchard-Wyant, Egede-Nissen, Brown, Schultz

*MOTION PREVAILED*

## ***PUBLIC COMMENT***



None

## ***ANNOUNCEMENTS***

The next regularly scheduled meeting will be held May 3, 2012, immediately following the full Board meeting scheduled to begin at 9:00 a.m. at the Ottawa Building, 611 West Ottawa Street, Upper Level Conference Center, Conference Room 3, Lansing, Michigan.

## ***ADJOURNMENT***

*MOTION* by Brown, seconded by Egede-Nissen, to adjourn the meeting at 3:35 p.m.

  
\_\_\_\_\_  
LaDonna Schultz, Public Member, Chairperson  
\_\_\_\_\_  
Christine Hanson, Board Secretary  
\_\_\_\_\_  
Date Minutes Approved  
\_\_\_\_\_  
Date Minutes Prepared