



STATE OF MAINE  
BOARD OF NURSING  
158 STATE HOUSE STATION  
AUGUSTA, MAINE  
04333-0158

JOHN ELIAS BALDACCI  
GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.  
EXECUTIVE DIRECTOR

**BEFORE THE MAINE STATE BOARD OF NURSING**

IN THE MATTER OF LICENSE )  
R027127 ISSUED TO: )  
 )  
KAREN E. GREENLAW )  
 )  
To practice registered professional )  
nursing in the State of Maine )  
----- )

**ORDER TERMINATING  
PROBATION**

WHEREAS, on **January 18, 2007**, License #R027127 issued to **Karen E. Greenlaw** was placed on "probation" pursuant to 32 M.R.S.A. Section 2105-A (1-A); and

WHEREAS, on **June 2, 2010**, the Board of Nursing duly considered all evidence presented to it concerning **Karen Greenlaw's** compliance with the conditions of said probation; and

WHEREAS, the Board found that **Karen Greenlaw** has completed all of the Order;

NOW, THEREFORE, it is ordered that the Order of Probation executed on **January 18, 2007** is hereby terminated.

DATED this **10th day of June 2010**.

**MAINE STATE BOARD OF NURSING**

BY: *Myra Broadway*  
Myra A. Broadway, J.D., M.S., R.N.  
Executive Director



PRINTED ON RECYCLED PAPER

OFFICES LOCATED AT: 161 CAPITOL ST., AUGUSTA, ME  
<http://www.maine.gov/boardofnursing/>

PHONE: (207) 287-1133

FAX: (207) 287-1149



STATE OF MAINE  
 BOARD OF NURSING  
 158 STATE HOUSE STATION  
 AUGUSTA, MAINE  
 04333-0158

JOHN ELIAS BALDACCI  
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.  
 EXECUTIVE DIRECTOR

IN RE: **KAREN E. GREENLAW** )  
 of Orrington, Maine )  
 License #R027127 ) **CONSENT AGREEMENT  
 FOR REINSTATEMENT  
 AND PROBATION**

**INTRODUCTION**

This document is a Consent Agreement regarding Karen E. Greenlaw’s license to practice registered professional nursing in the State of Maine. The parties enter into this Consent Agreement pursuant to 32 M.R.S.A. § 2105-A(1-A)(B), 10 M.R.S.A. § 8003(5)(A-1)(4) and 10 M.R.S.A. § 8003(5)(B) and. The Board met with Ms. Greenlaw on December 12, 2006 regarding her request for reinstatement of her nursing license. The parties to this Consent Agreement are Karen E. Greenlaw (“Licensee”), Maine State Board of Nursing (“Board”) and the Office of the Attorney General, State of Maine.

**FACTS**

1. Karen E. Greenlaw entered a Consent Agreement with the Board on January 19, 2006, surrendering her license as a registered professional nurse. Exhibit 1, Consent Agreement for Voluntary Surrender of License.
2. Karen E. Greenlaw has represented to the Board that she is ready to return to work as a registered professional nurse and has petitioned the Board for reinstatement.
3. Karen E. Greenlaw has been sober since November 4, 2005. She has currently developed a support group and a sober life style. Her treatment consists of receiving therapy for depression and substance abuse, attending AA five times a week. She is receiving medical care to monitor her medications.

**REINSTATEMENT WITH CONDITIONS OF PROBATION**

4. Karen E. Greenlaw’s license as a registered professional nurse in the State of Maine is reinstated on a probationary status with conditions. The period of probation will commence on Ms. Greenlaw’s return to nursing practice, either through employment or pursuant to an educational program. The period of probation will be for a period of three years, to be effective only while she is employed in nursing practice and/or enrolled in a nursing education program. For purposes of this Agreement, nursing employment is any employment during which Ms. Greenlaw performs nursing services. Ms. Greenlaw’s probationary license will be subject to the following conditions:



PRINTED ON RECYCLED PAPER

OFFICES LOCATED AT: 161 CAPITOL ST., AUGUSTA, ME  
<http://www.maine.gov/boardofnursing/>

PHONE: (207) 287-1133

FAX: (207) 287-1149

- a. Karen E. Greenlaw will abstain completely from the use of alcohol or drugs, with the exception of substances used in accordance with a valid prescription from a treatment provider who is aware of Ms. Greenlaw's substance abuse history.
- b. Karen E. Greenlaw will continue in her aftercare treatment program to such an extent and for as long as her treatment provider(s) recommend.
- c. Karen E. Greenlaw will arrange for and ensure the submission of quarterly reports to the Board by her treatment provider(s), and such report shall continue until her probation is terminated. If Ms. Greenlaw's treatment is terminated she shall notify the Board.
- d. Karen E. Greenlaw will immediately notify the Board in writing should she return to employment and/or an educational program in the field of nursing. Notice under this section shall include the place and position of employment or the educational program and any subsequent change in employment or educational programs.
- e. Karen E. Greenlaw will notify any and all of her nursing employers and notify faculty involved in any clinical studies of the terms of this Consent Agreement and shall provide them with a copy of it.
- f. Karen E. Greenlaw's employment is restricted during the period of probation to structured settings with on-site supervision by another registered professional nurse. Structured settings shall not include assignments from temporary employment agencies, school nursing, working as a traveling nurse or working within the correctional system.
- g. Karen E. Greenlaw will arrange for and ensure the submission to the Board of quarterly reports from her nursing employer and/or clinical faculty regarding her general nursing practice. If during the period of probation, Ms. Greenlaw's employment as a nurse terminates or should her educational program in the field of nursing terminate, she shall notify the Board of this change to ensure that she remains in compliance with her employment and/or educational quarterly reports.
- h. Karen E. Greenlaw agrees and understands that the Board and the Department of Attorney General shall have access to any and all medical records and all otherwise confidential or medically privileged information pertaining to her treatment for substance abuse which the Board deems necessary to evaluate Ms. Greenlaw's compliance with the Consent Agreement and her continued recovery. Ms. Greenlaw shall provide such information, shall authorize the release of such records and information, and shall authorize any such discussions and communications with any and all persons involved in her care, counseling and employment as may be requested by the Board for the purpose of evaluating Ms. Greenlaw's compliance with the Consent Agreement and her continued recovery.

5. The State of Maine is Karen E. Greenlaw's home state of licensure for purposes of the Nurse Licensure Compact (Compact). Ms. Greenlaw agrees that during the pendency of this Consent Agreement her nursing practice is limited to the State of Maine. If Ms. Greenlaw wishes to practice in any other party state within the Compact she shall petition the Board for written authorization. In addition, Ms. Greenlaw will arrange to have the party state in which she intends to practice provide the Board with written authorization that she has been approved to practice in that state.
6. Karen E. Greenlaw agrees and understands that her license will remain on probationary status and subject to the terms of this Agreement indefinitely beyond the three year probationary period, until and unless the Board, at Ms. Greenlaw's written request, votes to terminate Ms. Greenlaw's probation. When considering whether to terminate the probation, the Board will consider the extent to which Ms. Greenlaw has complied with the provisions of this Agreement.
9. Ms. Greenlaw understands that this document is a Consent Agreement that affects her rights to practice nursing in Maine. Ms. Greenlaw understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering into the Consent Agreement.
10. Karen E. Greenlaw affirms that she executes this Consent Agreement of her own free will.
11. This Consent Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.

12. This Consent Agreement becomes effective upon the date of the last necessary signature below.

**I, KAREN E. GREENLAW, HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.**

DATED: 1/11/07

Karen E. Greenlaw  
KAREN E. GREENLAW

**FOR THE MAINE STATE  
BOARD OF NURSING**

DATED: Jan. 12, 2007

Myra Broadway  
MYRA A. BROADWAY, J.D., M.S., R.N.  
Executive Director

**FOR THE OFFICE OF THE  
ATTORNEY GENERAL**

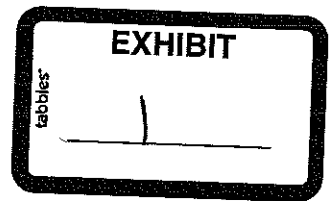
DATED: Jan. 18, 2007

John H. Richards  
JOHN H. RICHARDS  
Assistant Attorney General



JOHN ELIAS BALDACCI  
GOVERNOR

STATE OF MAINE  
BOARD OF NURSING  
158 STATE HOUSE STATION  
AUGUSTA, MAINE  
04333-0158



MYRA A. BROADWAY, J.D., M.S., R.N.  
EXECUTIVE DIRECTOR

**IN RE: KAREN E. GREENLAW** ) **CONSENT AGREEMENT**  
**of Orrington, Maine** ) **FOR VOLUNTARY**  
**License # R027127** ) **SURRENDER OF LICENSE**

**INTRODUCTION**

This document is a Consent Agreement regarding Karen E. Greenlaw's license to practice registered professional nursing in the State of Maine. The parties enter into this Agreement pursuant to 32 M.R.S.A. § 2105-A(1-A)(C) and 10 M.R.S.A. § 8003(5)(B), (5)(D). The parties to this Consent Agreement are Karen E. Greenlaw ("Licensee"), Maine State Board of Nursing ("Board") and the Office of the Attorney General, State of Maine. The parties reached this Agreement on the basis of Ms. Greenlaw's offer to voluntarily surrender her license.

**FACTS**

1. Karen E. Greenlaw has been a registered professional nurse licensed to practice in Maine since 1983.
2. Karen E. Greenlaw's employment at Eastern Maine Medical Center as a registered professional nurse was terminated on November 4, 2005, for diverting injectable Ativan from EMMC.
3. The drug diversion occurred over a one year period and the injectable Ativan was diverted for her own personal use.
4. Karen E. Greenlaw is currently in substance abuse treatment and counseling.
5. Karen E. Greenlaw has offered to voluntarily surrender her registered professional nurse license.

**AGREEMENT**

6. The Maine State Board of Nursing will accept Karen E. Greenlaw's voluntary surrender of her license.



PRINTED ON RECYCLED PAPER

## Consent Agreement for Voluntary Surrender of License

Karen E. Greenlaw

Page 2

7. Karen E. Greenlaw understands that this document imposes discipline regarding her license to practice registered professional nursing in the State of Maine under 32 M.R.S.A. § 2105-A(2)(A), (2)(B), (2)(F), (2)(H) and Chapter 4, sections 1(A)(1), 1(A)(2), 1(A)(6), 1(A)(8) and Chapter 4, sections 3(K), 3(P) and 3(Q) of the Rules and Regulations of the Maine State Board of Nursing.
8. Karen E. Greenlaw agrees and understands that her license will remain on surrender status and subject to the terms of this Consent Agreement indefinitely until and unless the Board, at Ms. Greenlaw's written request, votes to reinstate Ms. Greenlaw's license. Ms. Greenlaw agrees and understands that if the Board reinstates her license, it will be for a probationary period.
9. Karen E. Greenlaw understands that this document is a Consent Agreement that affects her rights to practice registered professional nursing in Maine. Ms. Greenlaw understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering the Consent Agreement.
10. Karen E. Greenlaw shall not work or volunteer, in any capacity, for a health care provider as defined by Title 24 M.R.S.A. § 2502 (2) or in any position holding herself out as a registered professional nurse or with the designation, R.N. including, in a veterinarian's office, while her nursing license is surrendered. In addition, Ms. Greenlaw is not to seek employment where the handling or dispensing of drugs is part of the job responsibility.
11. If Ms. Greenlaw fails to meet any of the obligations of this Consent Agreement, the Board may take any disciplinary action, which it deems appropriate and impose any of the sanctions, including but not limited to that found in Title 10 M.R.S.A. § 8003 and Title 32 M.R.S.A. § 2105-A.
12. Modification of this Consent Agreement must be in writing and signed by all parties.
13. This Consent Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.
14. Karen E. Greenlaw affirms that she executes this Consent Agreement of her own free will.

**Consent Agreement for Voluntary Surrender of License**

**Karen E. Greenlaw**

**Page 3**

15. This Consent Agreement becomes effective upon the date of the last necessary signature below.

**I, KAREN E. GREENLAW, HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.**

DATED: 1/16/06

Karen E. Greenlaw  
KAREN E. GREENLAW

**FOR THE MAINE STATE  
BOARD OF NURSING**

DATED: Jan. 18, 2006

Myra Broadway  
MYRA A. BROADWAY, J.D., M.S., R.N.  
Executive Director

**FOR THE OFFICE OF THE  
ATTORNEY GENERAL**

DATED: Jan. 19, 2006

John H. Richards  
JOHN H. RICHARDS  
Assistant Attorney General