

**SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

In re: Lisa Slightham	}	
Vermont License No. 026.0152914	}	Docket No. 2025-133
	}	

Appearances:

Prosecutor: Zoe Newman, Esq.
Respondent: Did not appear

Hearing Officer: Maxine Jo Grad

DEFAULT ORDER

Findings of Fact

1. The Respondent holds a license to practice as a Registered Nurse (RN) under license number 026.0152914 issued by the State of Vermont. The license was originally issued on January 29, 2024, and expired on March 31, 2025. At the time of the State of Vermont's filing of its Specification of Charges in this case, Respondent held licenses in Alaska, Arizona, Illinois, Montana, and North Dakota. See, Specification of Charges, paragraph 3, page 1.
2. The Hearing Officer held a hearing in the above matter on September 29, 2025, pursuant to 3 VSA §129(f). The hearing was held electronically pursuant to the Notice of Hearing. The State requested a Default because the Respondent had not responded to the charges in this case. A Notice of Hearing For Default Judgement was sent to the Respondent's last known address, which is the address on file with the Office of Professional Regulation, on or about September 12, 2025, by first class mail, certified mail, and email. Neither the certified, first-class mail notice nor the email were returned.
3. Specification of Charges were filed in this case on or about August 1, 2025. A copy of the Specification of Charges is attached to this order. The Notice of Specification of Charges were sent to the Respondent's last known address, which is the address on file with the Office of Professional Regulation on August 4, 2025, by certified mail, first-class mail and email. Neither the first-class mail notice, nor the email were returned. The certified mail receipt card was returned with the notation unable to forward. At the Hearing for Default Judgement, OPR Docket Clerk testified she received the card on September 19, 2025.
4. No Answer has been filed.
5. Under the Administrative Rules of the Office of Professional Regulation, Rule 3.4, a Default may be entered when an Answer is not filed within the required time period.
6. Upon consideration of the Prosecution's presentation and taking notice of the OPR file, the Hearing Officer of the Board finds Respondent to be in Default. The allegations contained in the Specification of Charges are therefore treated as the facts on which the Board may issue an order of professional discipline. OPR Rule 3.4, 3

V.S.A. § 809(d), and 3 V.S.A. § 814(c).

7. As indicated by the Board's file and the Prosecution's presentation, because Respondent has failed to answer the charges, the factual allegations in the Specification of Charges are treated as if proved. O.P.R. Rule 3.4. Accordingly, the Board may find, based up the finding of Default from this Default Hearing held pursuant to 3 V.S.A. §809(d), that Respondent has engaged in the unprofessional conduct alleged in the Specification of Charges. The Respondent committed unprofessional conduct by violating: **3.V.S.A. §129a(a)(3) Failing to comply with provisions of Federal or State statutes or rules governing the practice of the profession.**
8. The State recommended **Revocation** of Respondent's privilege to practice as a Registered Nurse (RN) in the State of Vermont.

Proposed Order

In accordance with the above Findings of Fact and Conclusions of Law, and consistent with the recommendation by the State, the Board does ORDER that the Respondent's privilege to practice as a Registered Nurse in the State of Vermont be hereby **REVOKED beginning on the date of entry.**

This Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).

This Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

The Hearing Officer reports the above findings of facts, conclusions of law, and the Proposed Order to the Board of Nursing with the recommendation that the Board approve them and enter the Order as above.

Dated this 3rd day of October 2025.

/s/Maxine Jo Grad

Maxine Jo Grad

Hearing Officer of the Vermont Board of Nursing

The Vermont Board of Nursing of the Office of Professional Regulation considered the report of findings of fact and conclusions of law on 10/13/2025. After considering the report, the Hearing Authority takes the following action:

- / / Rejects the report and schedules the matter for hearing.
- / / Schedules the matter for additional evidence.
- / X / Accepts the report, adopts the findings of fact and conclusions of law, and orders the recommended discipline as set forth in the proposed order above.

SO ORDERED.

Vermont Board of Nursing of the Office of Professional Regulation

Signed by:
By: William James Floyd III Date: 10/13/2025, 2025
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Vermont Board of Nursing

OFFICE OF PROFESSIONAL REGULATION

DATE OF ENTRY: 10/14/25

APPEAL RIGHTS

This is a final administrative determination by the Vermont Board of Nursing or Director of the Office of Professional Regulation. A party aggrieved by a final decision of a board or hearing authority may appeal this decision by filing a written Notice of Appeal with the Director of the Office of Professional Regulation, Vermont Secretary of State, 89 Main Street, Fl. 3, Montpelier, VT 05620-3402 within 30 days of the entry of this order. If an appeal is filed, the Director of the Office of Professional Regulation shall assign the case to an appellate officer. The review shall be conducted on the basis of the record created before the board. In cases of alleged irregularities in procedure before the board, not shown in the record, proof on that issue may be taken by the appellate officer. 3 V.S.A. §§ 129(d) and 130a.

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SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:	)	
Lisa Slightam	)	Docket No. 2025-133
License No. 026.0152914	)	

MOTION FOR DEFAULT

NOW COMES the State of Vermont, by and through Prosecuting Attorney Zoe Newman, and pursuant to Rule 3.3 of the Administrative Rules of Practice for the Office of Professional Regulation (“ARPOPR”), hereby moves that the Board of Nursing (the “Board”) find Respondent Lisa Slightam (“Respondent”) in default for the reasons stated in the following Memorandum of Law.

MEMORANDUM OF LAW

Rule 3.3 of ARPOPR requires a respondent to file an answer to a specification of charges “within 20 days of the date on which the notice of charges was mailed by the Director.” Under the Rules, if a respondent fails to file a timely answer, a default hearing shall be conducted. ARPOPR 3.4. At the default hearing, “the allegations of the charges will be treated as proven and disciplinary action will be taken.” *Id.*

In this matter, Respondent has failed to file a response to the charges and is, therefore, in default. The State filed the Specification of Charges against Respondent on August 1, 2025. Respondent was notified of the charges by letter from the Docket Clerk of the Office of Professional Regulation, sent by both certified and first class mail, on August 4, 2025. *See* ARPOPR 3.2. Respondent’s answer was due on or before August 24, 2025. *See* ARPOPR 3.4. As of this date, Respondent has failed to submit an answer.

WHEREFORE, in accordance with ARPOPR 3.3, et seq., the State respectfully requests that the Board schedule a default hearing and find Respondent in default.

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402

DATED at Montpelier, Vermont this 11th day of September 2025.

STATE OF VERMONT
SECRETARY OF STATE

By: *Zoe Newman*
Zoe Newman
Prosecuting Attorney
Zoe.newman@vermont.gov

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402

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STATE'S SANCTION RECOMMENDATION FOR DEFAULT HEARING

NOW COMES the State of Vermont, by and through Prosecuting Attorney Zoe Newman, and hereby recommends the following sanction against Respondent's license should she be found in default:

Revocation.

DATED: 9/11/25

STATE OF VERMONT
SECRETARY OF STATE

By: *Zoe Newman*
Zoe Newman
Prosecuting Attorney

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OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:)
LISA SLIGHTAM) **Docket No. 2025-133**
License No. 026.0152914)
)

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and hereby makes the following charges against Respondent Lisa Slightam:

Board Authority

1. The Board has the authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after a disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the ARBN); and the Rules of the Office of Professional Regulation (OPR Rules).

Statement of Facts

2. Lisa Slightam, also known as Lisa Woith, (Respondent) of Crete, Illinois, is licensed by the State of Vermont as a Registered Nurse (RN) under license number 026.0152914. This license was first issued on January 29, 2024, and expired on March 31, 2025.
3. As of this filing, Respondent holds RN licenses in the following additional States: Alaska, under license number 199675 (expired as of November 30, 2024); Arizona, under license number 282526 (unencumbered); Illinois, under license number 041429033 (indefinitely suspended as of December 31, 2024); Iowa, under license number 176249 (unencumbered); Montana, under license number 232446 (revoked as of April 23, 2025); and, North Dakota, under license number R55441 (under Cease and Desist Order as of April 17, 2025).

Underlying Conduct and North Dakota Discipline

4. On January 12, 2024, a healthcare agency (Agency), located in Fargo, North Dakota, terminated Respondent's employment as a RN.
5. On February 26, 2024, the Agency filed a complaint – referred to as a Potential Violation Report (PVR), – against Respondent, with the North Dakota Board of Nursing.

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05620-3402

6. The PVR was based in part on the Agency's audit of Respondent's medication administrations between January 1, 2024, and January 31, 2024, which found several concerns pertaining to Respondent's medication administration and documentation.
7. Those concerns included "one missing Lorazepam 1mg tablet, which was pulled from the Pyxis by Respondent, but with no documentation of administration, return, or waste by Respondent, resulting in a missing Lorazepam tablet[.]"
8. Based on the Agency's PVR, the ND Board of Nursing's staff had concerns about Respondent's handling of controlled substance medications and the missing tablet of Lorazepam.
9. Under ND statute, N.D.A.C §54-02-07-04.1, if a licensee fails to submit to an evaluation within thirty days of a Board request, the person's license to practice nursing may be suspended until the person submits to the required evaluation, and the Board may further suspend the person's license if it is determined that the individual is unsafe to practice.
10. On March 7, 2024, Respondent was notified of the ND Board of Nursing's staff's concerns regarding her safety to practice, by mail and e-mail, and directed to submit to a chemical dependency evaluation with a Board-approved evaluator within thirty days of the notice, as authorized by N.D.A.C §54-02-07-04.1.
11. Respondent did not submit to the chemical dependency evaluation.
12. On April 10, 2024, the North Dakota Board of Nursing (ND Board), Executive Director, filed a Notice of Suspension (Notice of Suspension), which indefinitely suspended Respondent's ND RN license.
13. The Notice of Suspension included the facts outlined in paragraphs 4 through 12 herein as the basis for the suspension and required Respondent to submit to the chemical dependency evaluation before their license could be reinstated.
14. On January 23, 2025, the ND Board of Nursing filed an Order for Reinstatement of License (Reinstatement Order), which reinstated Respondent's license without conditions, on the basis that Respondent had fulfilled the conditions of the Notice of Suspension.
15. The Reinstatement Order also stated that the investigation of the PVR remained ongoing.
16. Also in January 2025, the ND Board of Nursing filed a Notice and Complaint against Respondent, based on the PVR and the allegations as outlined in paragraphs 4 through 12.
17. On April 17, 2025, the ND Board of Nursing issued a Cease and Desist Order

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against Respondent revoking her ability to practice as an RN in ND based on the facts contained within paragraphs 4 through 17 herein.

18. According to the Cease and Desist Order, the ND Board of Nursing found that based upon credible evidence provided by the Facility, other evidence obtained by the Board in its investigation, and Respondent's failure to maintain current contact information with the Board, that Respondent had engaged in practice inconsistent with the standards of nursing practice and engaged in a pattern of practice or other behavior that demonstrated professional misconduct, in violation of N.D.C.C. § 43-12.1-14(3) and (5).
19. At the time of this filing, the ND Cease and Desist Order remains in effect.

Illinois' Action Against Respondent's RN License

20. On July 30, 2024, the Illinois Department of Financial and Professional Regulation filed a Complaint against Respondent's Illinois (IL) RN license, which included the factual allegations contained in ND's Notice of Suspension and specified in paragraphs 4 through 13 herein.
21. On November 1, 2024, the IL Board of Nursing filed its Finding of Fact, Conclusion of Law and Recommendation to the Director.
22. Based on the facts, the IL Board of Nursing found that Respondent had violated 225 ILCS 75/70-b(b)(10) ("grounds for discipline include . . . discipline by another U.S. jurisdiction or foreign nation, if at least one of the grounds for the discipline is the same or substantially equivalent to those set forth [in] this Section.").
23. The IL Board of Nursing further recommended to the Director of the IL Division of Professional Regulation (Director) that Respondent's license should be indefinitely suspended with the ability to petition for reinstatement after one year with a showing that Respondent had completed a substance use assessment and that Respondent had met the recommendations of said assessment.
24. On December 31, 2024, the Director filed an Order adopting the IL Board of Nursing's factual findings and legal conclusions and indefinitely suspended Respondent's license for a minimum of one year.
25. Under the terms of the Order, after one year and a showing that Respondent has completed a substance use assessment and met the recommendations of said assessment, Respondent may petition for her IL RN license to be reinstated.

Montana's Action Against Respondent's RN License

26. On November 17, 2024, the Montana Department of Labor and Industry served Respondent with a Notice of Proposed Board Action and Opportunity for Hearing (Notice) via process server as authorized by Mont. Code Ann. § 37-1-309(1).

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05620-3402

27. The Notice was based on ND's indefinite suspension of Respondent's license and the facts as provided in paragraphs 4 through 13 herein.
28. Respondent failed to reply to the Notice, and, on April 23, 2025, the Montana (MT) Board of Nursing filed a Final Order by Default (MT Default Order) revoking Respondent's RN license and prohibited Respondent from practicing nursing in MT or any Nursing License Compact state on a multi-state practice privilege.
29. As provided in the MT Default Order, the MT Board of Nursing found the suspension of Respondent's ND RN license constitutes unprofessional conduct by Respondent, under Mont. Code Ann. § 37-1-316(1)(g) (denial, suspension, revocation, probation, fine, or other license restriction or discipline against a licensee by a state, province, territory, or Indian tribal government or the federal government if the action is not on appeal, under judicial review, or has been satisfied).
30. Under the MT Default Order and Mont. Code Ann. § 37-1-314, Respondent is ineligible to re-apply for any nursing license in MT until April 2030.

Vermont's Investigation into Respondent's Conduct

31. Respondent failed to report the discipline and regulatory authority orders as outlined in paragraphs 4 through 31 to OPR.
32. On February 11, 2025, Respondent told OPR Investigator S.G. that she did not think to report her discipline in other states to OPR.
33. Respondent further advised Investigator S.G. that she had never worked in Vermont nor did she plan to continue her career in nursing.

Violation One: 3 V.S.A. § 129a(a)(3) Failing to comply with provisions of federal or State statutes or rules governing the practice of the profession.

34. The State re-alleges and incorporates Paragraphs 2 through 33 above.
35. Under the Administrative Rules of the Board of Nursing, Rule 11-7(e), a licensee must report to OPR within 30 days and in writing, "any injunction or other order of a . . . regulatory authority, including any order to cease & desist and any assurance of discontinuance, limiting the licensee's ability to practice[.]"
36. As a RN, Respondent was required to report to OPR within 30 days any disciplinary order by a regulatory authority that limited Respondent's ability to practice.
37. Paragraphs 2 through 34 demonstrate that Respondent failed to comply provisions of rules governing the practice of the profession when Respondent failed to report within 30 days the ND Notice of Suspension, the ND Cease and Desist Order, the IL Order, which suspended Respondent's IL RN license, and the MT Default Order,

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Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402

which revoked Respondent's MT RN license in violation of the Administrative Rules of the Board of Nursing.

Further, paragraphs 2 through 33 demonstrate that Respondent failed to comply with State statutes governing the practice of the profession when ND Board of Nursing found Respondent in violation of ND State statute N.D.A.C §54-02-07-04.1, when IL Department of Financial and Professional Regulation found Respondent in violation of IL State statute 225 ILCS 75/70-b(b)(10), and when MT Board of Nursing found Respondent in violation of an administrative rules governing the profession, specifically Mot. Code Ann. § 37-1-316(1)(g).

38. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. § 129a(a)(3).

Relief Requested

WHEREFORE, the license of Lisa Slightam should be warned, reprimanded, suspended, revoked, limited, conditioned, or otherwise disciplined.

DATED 1st day of August, 2025.

STATE OF VERMONT
SECRETARY OF STATE

By: Zoe Newman
Zoe Newman
Prosecuting Attorney
Zoe.newman@vermont.gov

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Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402