

STATE OF VERMONT  
BOARD OF MEDICAL PRACTICE

In re: KIRSTEN LANPHER            )  
  )       Licensing Matter  
  )

STIPULATION AND CONSENT ORDER

NOW COME Kirsten Lanpher, Physician Assistant, (“Applicant”) and the State of Vermont, by and through Attorney General Thomas J. Donovan and undersigned counsel, Assistant Attorney General Margaret O. Vincent, and stipulate as follows:

1. Kirsten Lanpher, Applicant, filed a completed application for a Vermont physician assistant license in December of 2019.
2. Jurisdiction rests in the Vermont Board of Medical Practice (the “Board”) pursuant to 26 V.S.A. §§ 1353, 1391, 1398 and 3 V.S.A. §§ 809 and 814(c) and (d).

BACKGROUND

3. Applicant received a Master of Medical Science in Physician Associate Studies from University of Bridgeport, Bridgeport, CT in May of 2013.
4. Applicant did not practice nor pursue her Board Certification after her graduation in May of 2013 due to personal reasons.
5. Applicant received her initial certification by NCCPA on July 26, 2018. Applicant’s certification is valid through December of 2020.
6. Applicant is presently working as a Medical Assistant II working with ENT and General Surgery at the University of Vermont Medical Center, Berlin, VT

(UVMMC). Applicant has shadowed the UVMMC neurosurgery clinic since October 2019.

## **II. AGREEMENT AS TO TERMS AND CONDITIONS OF LICENSURE**

7. Applicant is knowingly and voluntarily agreeing to this Stipulation and Consent Order. She agrees and understands that by executing this document she is waiving at this time any rights of due process that she may possess with regard to the issuance to her of a Vermont physician assistant license with accompanying terms and conditions. She agrees that the Board possesses and shall continue to maintain jurisdiction in this matter, including any required action to enforce the terms herein.
8. Applicant acknowledges that at all times she has had the right to be represented by counsel in this matter. Applicant agrees that she personally has read and carefully reviewed this document. Applicant agrees to accept and fully abide by the terms and conditions set forth below while this agreement remains in force.
9. Applicant agrees that the terms and conditions of this agreement shall be imposed concurrently with the issuance of Applicant's Vermont medical license.
10. Applicant understands and agrees that that the Vermont physician assistant license issued pursuant to this agreement shall be issued with the designation "conditioned".
11. Applicant recognizes the responsibility of the Board to protect the health, safety and welfare of patients. She agrees to continue to provide her full cooperation with the Board in this matter and with regard to her practice and care of patients.
12. Applicant acknowledges that the sole purpose of this agreement is to establish terms and conditions governing her supervised return to the practice of medicine.

Applicant agrees to and accepts all terms and conditions herein without reservations and to do so in exchange for the Board's approval of this Stipulation and Agreement.

13. Applicant further agrees that this Stipulation and Agreement, without more, does not create a right to an unconditioned Vermont physician assistant license and does not constitute a promise of any kind by the Board regarding continued or future licensure.
14. Applicant agrees that the Board may adopt Paragraphs 1 through 13 as its findings of fact and/or conclusion of law in this matter. She accepts and agrees that these paragraphs provide a sufficient basis for entry and enforcement of this Stipulation and Agreement by the Vermont Board of Medical Practice.

**A. SUPERVISION**

15. Applicant's agrees that her Reentry program shall be with the Neurosurgical Service at the UVMMC located in Burlington, VT
16. Applicant agrees that her primary supervisor will be Bruce Tranmer, M.D. and that Kathleen Maloney, PA will be her preceptor.
17. Applicant has provided the Board with a copy of her Orientation Overview with the UVMMC. Applicant shall successfully complete the Orientation Overview as required by UVMMC. Applicant shall notify the Board if the Orientation Overview is modified during the time of her Orientation.
18. There are three phases to the Reentry program.
19. In Phase I of the Reentry program, Applicant shall shadow all clinic workflows and clinical staff in clinic, on the inpatient floors and in the OR for the first 4 to 6 weeks

of her employment. Applicant at all times will be under the supervision of her Primary or Secondary Supervising Physician, and preceptor.

20. During Phase I, Applicant will be evaluated for competencies as required by UVMMC on a weekly basis by her Supervising Physician and Preceptor. Phase I may not be completed until Applicant has shadowed for at least 4 weeks and her Supervising Physician and Preceptor find that she is competent in all of the areas that were required as part of her shadowing phase. If UVMMC agrees, Applicant may apply the time she shadowed in the Neurosurgery clinic prior to her signing this agreement to the 4 weeks shadowing requirement under Phase I.
21. Upon Applicant successfully completing Phase I she may begin Phase II. Phase II is direct patient care with a supervising physician or her preceptor for 4 to 6 weeks. Direct supervision requires the supervisor to be present in the exam room with the Applicant at all times.
22. Applicant will be required to demonstrate that she is successful in all the areas of competencies as is required by UVMMC and that she has had at least 80 to 120 hours of direct patient care while supervised by a supervising physician or her preceptor prior to starting Phase III of the program.
23. The Board , in its sole discretion and without need of notice or hearings, may extend the duration of either or both of the reentry phases described above, but only if reporting or information from Applicant's supervising physicians indicates one or more areas of possible deficiency in Applicant's practice skills, knowledge or performance.

24. All patient care, that Applicant personally provides, shall be separately logged and documented by her in writing, including the patient's name, date and time of care, a brief summary of the care rendered, and the name of the supervising physician(s) who is involved or on duty at the time.
25. Applicant agrees that at the conclusion of the two phases outlined in paragraphs 19-22 she will begin the third phase of reentry, with special supervision, under this agreement for at least another three months. A week before Applicant begins Phase III of the reentry program her Supervising Physician shall provide a letter to the Board with the requirements stated in paragraph 31.
26. Applicant's practice of medicine shall be subject to special supervision, in addition to the terms of the Delegation Agreement;
  - a. Applicant shall meet individually with her primary supervisor at least once a week during the first month of Phase III of the reentry program. The last two months of Phase III, Applicant shall meet with her primary supervisor at least once a month.
  - b. Applicant shall maintain a written record of the date, place and duration of each meeting and consultation with her supervising physician. Upon request by the Board or its agents, Applicant shall produce without delay such written record for review and copying.
27. Each meeting during all three phases of this agreement between Applicant and the primary supervising physician shall be of sufficient duration and involve discussion in sufficient detail to permit them to do the following;
  - a. Confer regarding the care of individual patients

- b. Review charts and record keeping matters;
- c. Discuss problems or concerns related to certain patients or complex cases;
- d. Address general professional standards, expectations, and office-based practice;
- e. Review, as needed, matters such as current research and studies, general fund of knowledge, patient safety, performance of procedures, prescribing, communication and counseling, and decision making; and
- f. Discuss areas of weakness that might be addressed through Continued Medical Education or self-study.

28. Applicant understands and agrees that her return to the practice of medicine shall occur and continue only if the Board, in its sole discretion, determines at all times that such continuation is consistent with prevailing professional standards, patient safety and the public welfare.

#### **B. REENTRY AGREEMENT**

29. Applicant agrees to enter into a reentry agreement with her primary supervisor, Dr. Bruce Tranmer. Any change in the reentry agreement shall be subject to the approval of the assigned Committee or the Board.
30. Applicant shall be responsible for ensuring that the reentry complies with the terms and obligations of the Reentry Agreement that shall be signed by both Applicant and the primary supervisor. The Reentry Agreement is attached hereto as "Exhibit A".
31. Applicant shall provide to the Board, one week before completing Phase I and II of the reentry program a written report from her primary supervisor. The report shall include information regarding Applicant's competency in performing physical

exams, taking a medical history, and developing a diagnosis and making a treatment plan, as well as Applicant's practice activities and workload, knowledge and skills, any problem or concerns, and ability to practice safely.

32. Applicant shall provide a copy of this Stipulation and Agreement to her primary supervisor.
33. Applicant shall provide to the Board during the third phase of reentry a monthly written report from her primary supervisor. The report shall include information specified in paragraph 31.
34. After the Applicant successfully completes her third full month under the third phase of reentry Applicant may request relief from the conditions on her license. The Board shall not take any action on that request without receiving the final written report from her primary supervisor.
35. Applicant shall comply with the terms and obligations of the Reentry Agreement.
36. Applicant shall be solely responsible for all costs associated with the reentry agreement. Applicant shall be responsible for ensuring that the primary supervisor's reports are timely submitted to the Committee.
37. Applicant agrees that her reentry agreement with the primary supervisor shall provide that the primary supervisor immediately notify the Board if the Applicant has engaged in practice that does not meet the standard of care. Applicant must also immediately notify the Board if the primary supervisor informs her of a belief that the Applicant may have engaged in practice that does not meet the standard of care.
38. Applicant agrees to allow a Board member, an investigator for the Board or an Assistant Attorney General to speak with applicant's primary supervisor regarding

her ability to practice. The agreement with the primary supervisor must include Applicant's consent to having the primary supervisor speak with a Board representative and the primary supervisor's agreement to do so.

**C. MODIFICATION OF TERMS**

39. The Board, in its sole discretion, may require that Applicant pursue an additional period of supervised practice, retraining or additional training in certain subjects or fields, but only if:
- a. reporting or information from Applicant's supervising physicians or practice site indicates one or more areas of possible deficiency in Applicant's practice skills, knowledge or performance;
  - b. The Board receives credible information regarding deficiency in Applicant's practice skills, knowledge, performance, or conduct. The Board will advise Applicant of the adverse information and provide Applicant an opportunity to respond before any final action by the Board.
40. The parties agree that Applicant's continuing formalized association with the UVMMC located in Burlington, VT is a material term of this agreement. The parties agree that interruption or cessation of practice or employment during the required period shall constitute a circumstance of non-compliance by Applicant with the terms and conditions of this agreement and shall require Applicant to voluntarily and immediately cease any and all practice activities. The Board, in its sole discretion, shall promptly consider and approve or disapprove any petition from Applicant or the State, regarding such cessation.



#### **D. ADDITIONAL TERMS**

41. All terms and conditions of this agreement shall be imposed concurrently with Applicant's Vermont medical license.
42. The parties agree that this Stipulation and Consent Order shall be a public document, shall be made part of Applicant's licensing file, and shall be reported as a conditioned license to other licensing authorities and/or entities including, but not limited to, the National Practitioner Data Bank and the Federation of State Medical Boards.
43. This Stipulation and Consent Order is subject to review and acceptance by the Vermont Board of Medical Practice and shall not become effective until presented to and approved by the Board. If the Board rejects any part of this Stipulation and Consent Order, the entire agreement shall be considered void. However, should the terms and conditions of this Stipulation and Consent Order be deemed acceptable by the Board, the parties request that the Board enters an order adopting the facts and/or conclusions herein and all terms and conditions of licensure as set forth herein, including that this license is conditioned.
44. Applicant agrees that all terms and conditions herein may be adopted as an enforceable order of the Board. Applicant agrees that the Board of Medical Practice shall retain continuing jurisdiction in this matter and may enforce as necessary all terms and conditions herein.

Dated at Burlington, Vermont, this 29 day of January, 2020.

STATE OF VERMONT

THOMAS J. DONOVAN  
ATTORNEY GENERAL

by: Margaret O. Vincent  
MARGARET O. VINCENT  
Assistant Attorney General

Dated at Burlington, Vermont, this 27 day of January, 2020.


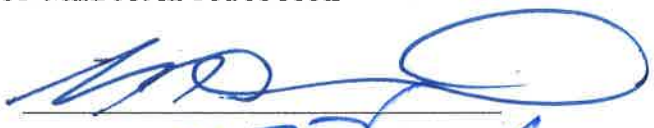
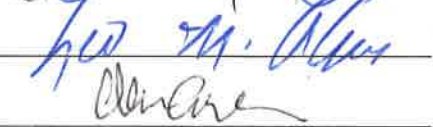
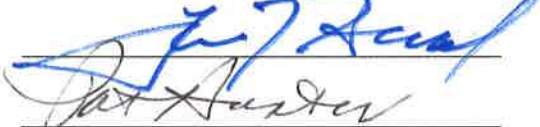
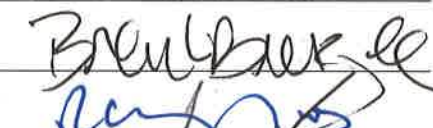


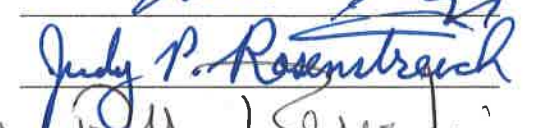

Kirsten J. Lanpher  
KIRSTEN LANPHER  
Applicant

ORDER

The Vermont Board of Medical Practice, so Orders, that the Vermont Physician Assistant License of Kirsten Lanpher, shall be a Conditioned License subject to the above Terms and Conditions.

FOREGOING, AS TO KIRSTEN LANPHER, PHYSICIAN ASSISTANT

APPROVED AND ORDERED  
VERMONT BOARD OF MEDICAL PRACTICE

	
Andrew M. Allen	[unclear]
	
Brent Baker	[unclear]
	
W. Katz	[unclear]
	
[unclear]	Judy P. Rosenbush
	
[unclear]	[unclear]

DATED: February 5<sup>th</sup>, 2020

ENTERED AND EFFECTIVE: February 5<sup>th</sup>, 2020

## **REENTRY AGREEMENT**

### **Vermont Board of Medical Practice**

#### **Kirsten Lanpher, Physician Assistant Licensing Matter**

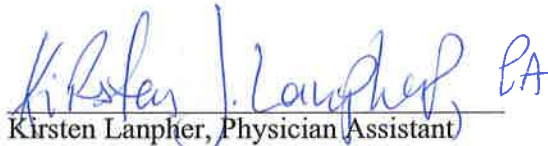
1. Pursuant to a Stipulation and Consent Order entered into by PA Kirsten Lanpher and the Vermont Board of Medical Practice (“the Board”). PA Lanpher has engaged a primary supervisor to provide direct and continued supervision in her reentry program. The purpose of this Reentry Agreement is to set forth the terms of the supervision called for under PA Lanpher’s Stipulation and Consent Order. This Agreement will be signed by the primary supervisor approved by the Licensing Committee and PA Lanpher.
2. The Reentry Agreement shall cover all three phases of the reentry plan. The Reentry Agreement will cease upon the Board’s removing the conditions on PA’s license.  
*(See Stipulation and Consent Order)*
3. In the event that the primary supervisor can no longer supervise PA Lanpher, PA Lanpher shall immediately notify the Board in writing. PA Lanpher will immediately terminate her practice until she has found a new primary supervisor that is approved by the Committee assigned to PA Lanpher’s Agreement. PA Lanpher shall provide the Committee with the name and curriculum vitae of the proposed new primary supervisor. The Committee will provide written notification to PA Lanpher indicating whether it approves of the new proposed primary supervisor.
4. PA Lanpher shall provide the primary supervisor with a copy of the fully executed Stipulation and Consent Order.

5. PA Lanpher shall be responsible for ensuring that the primary supervisor does the following:
  - a. In Phase I, the primary supervisor shall oversee that PA Lanpher is evaluated for competencies as required by University of Vermont Medical Center (“UVMHC”) on a weekly basis and that she has completed her shadowing as is required in the Stipulation and Consent Order.
  - b. During Phase II, the primary supervisor shall oversee that PA Lanpher completes at least 80 to 120 hours of direct patient care with a supervising physician or her preceptor. Direct supervision means that one of the approved supervisors will be in the exam room with PA Lanpher and the patient, directly observing and providing feedback or intervention as necessary to ensure that the patient receives appropriate care.
  - c. During Phase III, of PA Lanpher’s reentry plan the primary supervisor shall ensure that PA Lanpher only sees and cares for patients when an approved supervisor is on the premises at UVMHC and is readily available for consultation or assistance as needed. The Primary Supervisor shall ensure that he meets weekly with PA Lanpher in the first month of Phase III and monthly for the last two months of Phase III.
  - d. The meetings in all three Phases between PA Lanpher and the primary supervisor shall be of sufficient duration and involve discussion in sufficient detail to include at least the following;
    - i. Confer regarding the care of individual patients;
    - ii. Review charts and record keeping matters;


- iii. Discuss problems or concerns related to certain patients or complex cases;
  - iv. Address general professional standards, expectations, and office-based practice;
  - v. Review, as needed, matters such as current research and studies, general fund of knowledge, patient safety, performance of procedures, prescribing, communication and counseling, and decision making; and
  - vi. Discuss areas of weakness that might be addressed through Continuing Medical Education or self-study.
- e. Provide a written report one week before PA Lanpher has completed the first two phases of reentry. The primary supervisor shall provide a monthly report during the third phase of reentry. The reports for all three phases shall at least include the following;
- i. Applicant's competency in performing physical exams;
  - ii. Applicant's competency in taking a medical history;
  - iii. Applicant's ability to develop a diagnosis and make a treatment plan;
  - iv. Applicant's practice activities and workload;
  - v. Applicant's knowledge and skills;
  - vi. Any problem or concerns that the primary supervisor has viewed or any reports he has received from other supervisors regarding problems or concerns they have noted regarding the Applicant; and,
  - vii. the Applicant's ability to practice safely.

6. PA Lanpher and the primary supervisor agree that the primary supervisor shall discuss his observations regarding PA Lanpher's ability to practice upon request by a Board member, an investigator for the Board or an Assistant Attorney General.
7. PA Lanpher and the primary supervisor agree that the primary supervisor will immediately notify the Board if there is any indication that PA Lanpher has engaged in practice that does not meet the standard of care.
8. PA Lanpher and the primary supervisor agree that they have both read this Agreement in its entirety and agree to all of the terms and obligations set forth herein.
9. PA Lanpher and the primary supervisor agree that the terms of this Agreement cannot be amended or modified in any way without written approval of the Committee.

DATED at Burlington, Vermont, this 22 day of January, 2020.

  
Kirsten Lanpher, Physician Assistant  
Respondent

DATED at Berlin, Vermont, this 22 day of January, 2020.

  
Bruce Tanner, M.D.  
Primary Supervisor