

**BEFORE THE MINNESOTA
BOARD OF VETERINARY MEDICINE**

In the Matter of
Alex Iden, DVM
License No. 10590

STIPULATION AND ORDER

STIPULATION

Alex Iden, DVM (“Licensee”), and the Minnesota Board of Veterinary Medicine Complaint Review Committee (“Committee”) agree that the above-referenced matter may be resolved without trial of any issue or fact as follows:

I.

JURISDICTION

1. The Minnesota Board of Veterinary Medicine (“Board”) is authorized pursuant to Minnesota Statutes chapter 156 to license and regulate veterinarians and to take disciplinary action as appropriate.

2. Licensee holds a license from the Board to practice veterinary medicine in the State of Minnesota and is subject to the jurisdiction of the Board with respect to the matters referred to in this Stipulation and Order.

II.

COMPLAINT REVIEW COMMITTEE

3. The Board’s Complaint Review Committee (“Committee”) was composed of Board members Raye Taylor, DVM, and Mahlon Bauman. On May 5, 2025, Licensee met with the Committee to discuss the allegations in the Notice of Conference dated April 11, 2025. Licensee was represented by Fabian Hoffner, Esq. Theresa Flahaven, Assistant Attorney General, represented the Committee.

III.

FACTS

4. Licensee is the owner and sole practitioner of a veterinary clinic ("Clinic") in Raymond Minnesota.

5. On or about May 31, 2024, Licensee sold preventative medications to a patient's owner, though Licensee had last conducted the dog's examination on or about July 30, 2021.

6. On December 2, 2024, Board Committee members and an investigator from the Attorney General's Office conducted an unannounced inspection at Clinic. The inspection revealed the following:

- a. The Clinic's surgical room was not conducive of an aseptic environment.
- b. Mismanagement of inventory, including expired medications available for purchase, and mislabeled medications.
- c. The Clinic's controlled substance drug logs and medical records were insufficient and historically inconsistent. Several entries were missing details of dispensation of drugs with incomplete prescriptions and had no documentation of anesthetic monitoring for surgical procedures, dental charting, extractions, and surgical reports.

7. During the committee's investigation, the Licensee responded:

- a. There was ongoing construction which contributed to the unsanitary conditions in the Clinic.
- b. The Clinic had medications labeled as expired awaiting DEA disposal and some open vials in an open safe in preparation for surgery.
- c. All records were present but were not well organized for reference.

IV.

LAWS

8. Licensee acknowledges that the facts and conduct described in section III above constitute a violation of Minnesota Statutes sections 156.081, subdivision 2(11) and 2(12), and are sufficient grounds for the remedy set forth below.

V.

DISCIPLINARY ACTION

Based on the foregoing facts and violations, the Board takes the following disciplinary action against Licensee:

9. The Board hereby **SUSPENDS** Licensee's license to practice veterinary medicine. The suspension will be **STAYED** if Licensee complies with and completes all of the following **CONDITIONS**:

a. Within thirty (30) days from the effective date of this Order, Licensee shall submit to the Committee documentation of the continuing education for Licensee's most recent license renewal.

b. Within ninety (90) days from the effective date of this Order, Licensee shall submit to the Committee evidence of completion of at least fifteen (15) credit hours of continuing education on the topics of veterinary-client-patient-relationship, veterinary medication records, regulation of the profession, and law and ethics related to the practice of veterinary practice. For purposes of this requirement, the Committee preapproves the following online course offered by Dr. Sarah Babcock, Animal Law and Legal Services: Veterinary Law & Ethics. Alternative continuing education presentations must be pre-approved by the Committee. The credits from this continuing education may not be applied to the requirements for Licensee's next license renewal.

c. Within ninety (90) days of completion of the continuing education, Licensee shall submit to the Committee for approval an infection control and prevention plan for Licensee's clinic, including a specific plan for the facility's surgical suite.

d. While this Order is in effect and following approval of Licensee's infection control and prevention plan, one or more representatives of the Board may conduct unannounced clinic visits for the purpose of inspecting the safety and sanitary conditions present in Licensee's clinic, review of Licensee's medical records, and Licensee's controlled drug storage and monitoring log. At such clinic visit, Board representatives may request Licensee's appointment schedule for the preceding three (3) months and select three (3) patient files from this schedule for review and approval by the Committee. Licensee shall fully cooperate with any such clinic visit. The Board's representatives shall conduct the inspection during normal business hours.

10. Following a minimum of twenty-four (24) months from the effective date of this Order, and upon completing the requirements set forth above, Licensee may petition for an unconditional license. Licensee may be required to meet with the Committee, at the Committee's discretion, to discuss her petition. Licensee's petition may be granted, if at all, as the evidence dictates and based upon the need to protect the public. The burden of proof will be upon Licensee to demonstrate by a preponderance of the evidence that the suspension should be lifted. The Board will have discretion to decide whether to grant Licensee's petition for an unconditional license; continue the conditions imposed upon Licensee's license by this Stipulation and Order; or impose additional conditions and limitations upon Licensee's license.

VI.

CONSEQUENCES OF NONCOMPLIANCE

11. If Licensee fails to comply with or violates this Stipulation and Order or it is determined Licensee has further violated Minnesota Statutes chapter 156 or Minnesota Rules

chapter 9100, the Committee may, in its discretion, seek additional discipline either by initiating a contested case proceeding pursuant to Minnesota Statutes chapter 14 or by bringing the matter directly to the Board pursuant to the following procedure:

a. The Committee shall schedule a hearing before the Board. At least 20 days prior to the hearing, the Committee shall mail Licensee a notice of the violation(s) alleged by the Committee. In addition, the notice shall designate the time and place of the hearing. Within ten days after the notice is mailed, Licensee shall submit a written response to the allegations. If Licensee does not submit a timely response to the Board, the allegations may be deemed admitted.

b. The Committee, in its discretion, may schedule a conference with Licensee prior to the hearing before the Board to discuss the allegations and to attempt to resolve the allegations through agreement.

c. Prior to the hearing before the Board, the Committee and Licensee may submit affidavits and written argument in support of their positions. At the hearing, the Committee and Licensee may present oral argument. Argument shall not refer to matters outside the record. The evidentiary record shall be limited to the affidavits submitted prior to the hearing and this Stipulation and Order. The Committee shall have the burden of proving by a preponderance of the evidence that a violation has occurred. If Licensee has failed to submit a timely response to the allegations, Licensee may not contest the allegations, but may present argument concerning the appropriateness of additional discipline. Licensee waives a hearing before an administrative law judge, discovery, cross-examination of adverse witnesses, and other procedures governing hearings pursuant to Minnesota Statutes chapter 14.

d. Licensee's correction of a violation prior to the conference, hearing, or meeting of the Board may be taken into account by the Board but shall not limit the Board's

authority to impose discipline for the violation. A decision by the Committee not to seek discipline when it first learns of a violation will not waive the Committee's right to later seek discipline for that violation, either alone or in combination with other violations, at any time while this Licensee's license is suspended or the suspension is stayed.

e. Following the hearing, the Board will deliberate confidentially. If the allegations are not proved, the Board will dismiss the allegations. If a violation is proved, the Board may impose additional discipline, including additional conditions or limitations on Licensee's practice, suspension, or revocation of Licensee's license.

f. Nothing herein shall limit the Committee's or the Board's right to temporarily suspend Licensee's license, pursuant to Minnesota Statutes section 156.126 based on a violation of this Stipulation and Order or based on conduct of Licensee not specifically referred to herein. Similarly, nothing herein shall limit the Committee's right to attempt to resolve an alleged violation of this Stipulation and Order through the procedures of Minnesota Statutes section 214.103, subdivision 6, or to initiate a contested case proceeding under Minnesota Statutes chapter 14 based on an alleged violation of this Stipulation and Order.

VII.

ADDITIONAL INFORMATION

12. Licensee knowingly and voluntarily waives a contested case hearing and all other procedures before the Board to which Licensee may be entitled under the Minnesota and United States constitutions, statutes, or rules.

13. Licensee knowingly and voluntarily waives any and all claims against the Board, the Minnesota Attorney General, the State of Minnesota, and their agents, employees and

representatives related to the investigation of the conduct herein, or the negotiation or execution of this Stipulation and Order, which may otherwise be available to Licensee.

14. This Stipulation and Order, the files, records and proceedings associated with this matter shall constitute the entire record and may be reviewed by the Board in its consideration of this matter.

15. Licensee shall be responsible for all costs incurred in order to comply with this Stipulation and Order.

16. Licensee has read, understands, and agrees to this Stipulation and Order and has voluntarily signed the Stipulation and Order. Licensee is aware that this Stipulation and Order must be approved by the Board before it goes into effect. The Board may either approve the Stipulation and Order as proposed, approve it subject to specified changes, or reject it. If the changes are acceptable to Licensee, the Stipulation and Order will take effect and the Order as modified will be issued. If the changes are unacceptable to Licensee or if the Board rejects the Stipulation and Order, it will be of no effect except as specified below.

17. Licensee agrees that if the Board rejects this Stipulation and Order or a lesser remedy than indicated in this settlement, and this case comes again before the Board, Licensee will assert no claim that the Board was prejudiced by its review and discussion of this Stipulation and Order or of any records relating to it.

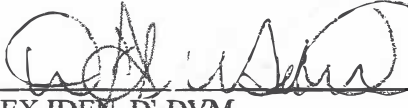
18. This Stipulation and Order does not limit the Board's authority to proceed against Licensee by initiating a contested case hearing or by other appropriate means on the basis of any act, conduct, or omission of Licensee which constitutes grounds for disciplinary action and which is not directly related to the specific facts and circumstances set forth in this document.

VIII.

DATA PRACTICES NOTICE

19. This Stipulation and Order constitutes disciplinary action by the Board and is classified as public data pursuant to Minnesota Statutes section 13.41, subdivision 5. Data regarding this action will be provided to data banks as required by Federal law or consistent with Board policy. While this Stipulation and Order is in effect, information obtained by the Board pursuant to this Order is considered active investigative data on a licensed health professional, and as such, is classified as confidential data pursuant to Minnesota Statutes section 13.41, subdivision 4.

20. This Stipulation contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies this Stipulation.


ALEX IDEN, DVM
Licensee

COMPLAINT REVIEW COMMITTEE:


MAHLON BAUMAN
Committee Member

Dated: July 29, 2025

Dated: 9-29-25

ORDER

Upon consideration of the Stipulation, the Board **SUSPENDS** Licensee's license. The Board **STAYS** the suspension upon Licensee's compliance with the requirements outlined in the Stipulation and adopts all other terms of the Stipulation effective this 1 day of October , 2025.

MINNESOTA BOARD
OF VETERINARY MEDICINE


PAMELA A. JOHNSON, DVM, MPH
Executive Director