

MINUTES OF THE
INDIANA STATE BOARD OF NURSING

Thursday, November 21, 2024
at 8:30 a.m.

Indiana Government Center South
Conference Center, Room C
302 W. Washington St.
Indianapolis, IN 46204

Board Members Present:

Jennifer Miller, MSN, RN
Jason King, DNP, RN
Kim Cooper, MSN, RN
Julian Gallegos, PhD, RN, FNP-BC
Angela Morris, MSN, RN
Nancy Juengst, LPN
Jessican Harlan-York, JD
Rena Magers, LPN

Advisory Counsel:

Claire Dyer
Jill Haddad

PLA Staff:

Audrea Racine
Toni Herron
Rebecca Tinsley
Bradley Repass

Court Reporter:

Felicity Nunez

I. Call to Order and Establishment of Quorum **8:30 a.m.**

II. Adoption of the Agenda

A motion was made and seconded to adopt the agenda with edits. Cooper/Magers 8-0-0.

III. Adoption of the Minutes

1. Minutes of the Meeting on September 19, 2024

A motion was made and seconded to adopt the minutes. Gallegos/Magers 8-0-0.

2. Minutes of the Meeting October 17, 2024

A motion was made and seconded to adopt the minutes with edits. Gallegos/Magers 8-0-0.

3. Minutes of the ALJ Meeting on November 7, 2024

A motion was made and seconded to adopt the minutes. Gallegos/Magers 8-0-0.

IV. Adoption of ALJ Recommendations

1. ALJ Recommendations of September 19, 2024

A motion was made and seconded to approve the ALJ recommendations. King/Harlan-York 8-0-0.

2. ALJ Recommendations of October 3, 2024

A motion was made and seconded to approve the ALJ recommendations with edits. Magers/Cooper 8-0-0.

3. ALJ Recommendations of October 17, 2024

A motion was made and seconded to approve the ALJ recommendations. Morris/Gallegos 8-0-0.

V. Adoption of Recommended Orders

1. Lana Wells
2. Samantha Mahoney
3. Jeffrey Hopper
4. Cadey Lewis
5. Connie Bungardner
6. Dennis Makunenge
7. Jesse Clark
8. Joshua Calabrese
9. Tracy Hearn (Amended)
10. Kailey Griffin
11. Katelyn Rivera
12. Keith Crawley
13. Kristy Hollen
14. Kristyn Latislaw
15. Michelle Hibbard
16. Paula McCarthy
17. Tina Minier

A motion was made and seconded to approve recommended orders 1-7. King/ Gallegos 8-0-0.

A motion was made and seconded to approve recommended order 8 with an edit to change the pronouns. Morris/Magers 7-1-0.

A motion was made and seconded to approve recommended orders 9-16. Cooper/King 8-0-0.

A motion was made and seconded to approve recommended order 17. King/Harlan-York 8-0-0.

VI. Education

1. Ivy Tech Community College Franklin: Danielle Robinson MSN, RN
 - i. Construction site visit report
 - ii. Request to add PN track

Danielle Robinson and Dr. Kimberly Wiegand appeared on behalf of the program. Education Compliance Officer Toni Herron stated that this was a combined report that addressed the recent remodeling of the skills lab at Franklin campus of Ivy Tech (ITCC) and their request to add a Practical Nursing track at the Franklin campus. Ms. Herron reminded the Board that the Franklin campus is an extension of the Columbus campus. They are accredited with NCSBN using the same ID number, so both campuses report as one under the Columbus campus number.

In remodeling the skills lab in Franklin, the capacity was expanded from 5 beds to 9, all now with functional headwalls and surrounded by a privacy curtain. Each bed contains a manikin, made possible by the purchase of an additional two (2) medium fidelity manikins. A securely locked storage room contains supplies, including sharps and demi-dose medications. The area is capable of supporting the number of students in the clinical groups that will use the space.

Franklin has both ADN and LPN-ADN transition tracks that currently are located here. Each track operates at capacity and routinely must turn away qualified applicants. Community clinical partners have expressed the need for PN graduates to meet the needs of the local community served by the campus which includes Bartholamew, Decatur, Jackson, Johnson and Shelby counties. In addition to adding capacity through an additional site, initiation of this track at Franklin offers the opportunity to continue in progression for those students that may experience delays at Columbus, rather than sitting out an entire year for the class to be offered again.

After discussion, the Board voted to approve immediate occupancy and use of the remodeled skills lab and to authorize initial accreditation for the Practical Nurse certificate to be offered at Franklin beginning in Spring 2025 with an initial cohort of twenty (20) students.
Motion carries Morris/Juengst 6-0-0. (Cooper recuses)

2. Ivy Tech Community College Proposal for Conditional Admission – Kimberly Weigand DNP, RN

Dr. Kimberly Weigand appeared on behalf of the program. Dr. Weigand said Ivy Tech Community College (ITCC) is seeing to initiate a conditional admission process for high school students that show interest in nursing as a career. The conditional admission would allow a high school junior to start with general education courses while earning dual credit that would fulfill nursing pre-requisite requirements. Dr. Weigand said that the idea had been born out of concern with the state statute which requires a high school diploma for admission into a nursing education program – whether that is PN or RN. After completion of the general education pre-requisites in the junior year, and earning the CNA, after high school graduation, they would either complete the third semester for PN completion or enter the second year of the ASN program.

Dr. Weigand states that ITCC proposes starting this path at four (4) campuses initially with five (5) seats at each campus. Those campuses are Evansville, Madison, Richmond and Sellersburg. With respect to changes to schedules for students, preliminary discussions have begun with the school systems for each campus. Core nursing courses would remain with ITCC. Clinical partners have agreed to accept students under the age of 18 to work in their facility, after adding this to their affiliation agreements.

This conditional admission for high school students was created in response to community requests for additional high school apprenticeships, and in response to the looming workforce crisis. Dr. Weigand stressed that this is not a new program, but a new path to admission. Dr. Weigand shared the intent is to work with the Commission for Higher Education (CHE) to eventually add nursing core

courses that could earn dual credit. The limited number of students in the initial cohorts will allow greater focus on student success and retention. Dr. Weigand stated the 800 applicants for 900 available seats were turned away for the Spring 2025 semester. Dr. Weigand stated that if this path is successful, ITCC hopes to use a similar process for other healthcare careers such as paramedic, medical lab technician, radiology and respiratory therapists.

Board member Nancy Juengst asked about the restriction currently in place regarding number of hours that students are allowed to work. Dr. Weigand stated that there would be a limit of 32 hours per week between the hours of 5 a.m. and 11 p.m. Proposals to work two (2) 12-hour shifts in a six (6) week period could satisfy work requirements. After discussion, Board member Angie Morris made a motion to approve the conditional admission request and Board member Dr. Jason King seconded. Motion carries. Morris/King 6-0-0 (Cooper recuses).

3. Ball State University substantive change to method in admission GPA calculation – Karrie Osborne PhD, RN

Dr. Karrie Osborne appeared on behalf of the program. Currently, the grade point average (GPA) for applicants to the nursing program are calculated differently. The University only considers the courses that have been taken at Ball State, while Nursing has included grades for all courses completed in a post-secondary period. This has resulted in a disparity between GPA and has resulted in loss of otherwise qualified applicants to the nursing program. The nursing program is requesting to change to the method of calculation currently used by the University. The admission GPA for direct admissions will remain 3.0 and for second degree applicants 2.75. The only change is the method used in calculating the GPA. After discussion the Board voted to approve the change. Motion carries. Cooper/King 7-0-0.

4. Fortis College status report – Shauna Smith DNP, RN

Dee Truax, acting Director of Nursing, and Tony Smarrella appeared on behalf of the program. Dr. Smith remains out on medical leave. Dr. King thanked Fortis for the revision to the table created representing placement of students in progression. It is now much easier to follow and compare the information. Ms. Herron complimented the program on the process that has been made. She stated that she had accessed the year-to-date NCLEX results for Fortis and they now stand at 82.3% pass rate. The next cohort to complete will be in December, with testing anticipated for January 2025.

The Board asked Fortis to continue to submit monthly reports. Board would like to see a report for Dec, Jan, Feb and Fortis will be back in March. Cooper/Magers 7-0-0

5. FYI ONLY:
 - i. South College revised PN End of Program Student Learning Outcomes
 - ii. Taylor University BSN requested documents
 - iii. St. Elizabeth School of Nursing diploma option documents
 - iv. Indiana University School of Nursing Columbus announces the resignation of Interim Division Head Paige McDaniel DNP, RN effective 9/30/2024 and the appointment of Caroline Sims PhD, RN as Assistant Dean of Nursing effective 10/1/2024. (CV attached)
 - v. Caris College announces the appointment of Carissa Jury MSN, RN as program director effective upon resignation of Kathryn Reed MSN, RN on 11/27/2024. (CV attached)

VII. Discussion Items

1. OAG Report

Amanda Cassidy, Section Chief of Medicaid Fraud Control Unit, delivered the report.

2. Director's Report

Audrea Racine, ISBN Director, delivered the report.

3. ISNAP Report

Tracy Traut, ISNAP Program Director, delivered the report.

4. Ms. Cooper NCLEX experience

Ms. Cooper provided feedback on her experience taking the NCLEX.

VIII. Proposed Settlement Agreements

1. Sara Fisher
2. Caroline Lecyk
3. Connie Allen
4. Chad Zwart
5. Josephine Wells
6. Nautyn McKay-Loescher
7. Rebecca Craddock
8. Brittany Lewis
9. Dionna Seddens
10. Carrie Wieging
11. Hannahmarie York
12. Ally Brandenstein
13. Kylee Roberts
14. Maria Samuel
15. Taneshia Foy
16. Annetta Wright
17. Tammy Sears
18. Amy Blake
19. LaParish Wilson

A motion was made and seconded to approve settlement 1. Harlan-York/Cooper 7-0-0.

A motion was made and seconded to approve settlement 2-4. King/Cooper 7-0-0.

A motion was made and seconded to deny settlement 5. Cooper/Magers 7-0-0.

A motion was made and seconded to grant Motion to Amend Admin. Complaint for 6. King/Morris 7-0-0.

A motion was made and seconded to deny settlement 6. Cooper/Morris 7-0-0.

A motion was made and seconded to deny settlement 7.- Cooper/Magers 6-0-0

A motion was made and seconded to approve settlement 8-9. Harlan-York/Cooper 7-0-0.

A motion was made and seconded to deny settlement 10. Harlan-York/Magers 6-1-0.

A motion was made and seconded to approve settlement 11-13. King/Cooper 7-0-0.

A motion was made and seconded to deny settlement 14. Miller/Harlan-York 7-0-0.

A motion was made and seconded to approve settlement 15. King/Miller 6-0-0. (Harlan-York recused)

A motion was made and seconded to approve settlement 16-18. King/Harlan-York 7-0-0.

A motion was made and seconded to deny settlement 19. Miller/Cooper 7-0-0.

IX. Motions to Dismiss

1. In the Matter of the License of Michael Hankins, 28118655A / 28118655C
Administrative Cause No. 202409 NUR 0195

A motion was made and seconded to deny the motion to dismiss. Morris/Cooper 7-0-0.

2. In the Matter of the License of Angelic Waddy, 99123614A
Administrative Cause No. 202409-NUR-0185

A motion was made and seconded to deny the motion to dismiss. Morris/Cooper 7-0-0.

3. In the Matter of the License of Adesola Turner, 28186258A/71014349A
Administrative Cause No. 202407-NUR-0219

A motion was made and seconded to grant the motion to dismiss. King/Harlan-York 7-0-0.

X. Petitions for Summary Suspension

NONE at this time.

XI. Petitions to Surrender (11:00 a.m.)

1. In the Matter of the License of Christine Wilson, 27023542A
Administrative Cause No. 2021 NB 0045
DAG: Hilary Brown
Respondent: Present by Counsel, Lorie Brown
Witness(es): None
Exhibit(s): None

A motion was made and seconded to deny the Petition to Surrender. King/Harlan-York 6-0-0.

XII. Final Hearings (11:00 a.m.)

1. In the Matter of the License of John Filosa, 28227989A/71010408A
Administrative Cause No. 2023 NB 0112
DAG: Natalie Stidd
Respondent: Present by Counsel, Eric Massey
Witness(es): Barbara Greene, Respondent
Exhibit(s): State Ex. 1(Ortho Indy Employment Records), State. Ex. 2 (Ascension Records), State Ex. 3 (OrthoIndy Medical Records), State. Ex. 4 (OrthoIndy Medical Records), State. Ex. 5 (Respondent's PLA file) State Ex. 6 (Respondent's response to consumer complaint) State Ex. 7, (Consumer Complaint), Respondent's Ex. A (5 Panel Drug Screen), Respondent's Ex. B (Extended Opiates Drug Screen), Respondent's Ex. C (Respondent Recognition), Respondent's Ex. D (PAC nomination), Respondent's Ex. E (Certificate), Respondent's Ex. F (Respondent's 2022 annual performance review), Respondent's Ex. G (Respondent's 2023 annual performance review)

A motion was made and seconded to take no action. King/Morris 6-0-0

2. In the Matter of the License of Lynne Cartwright, 28263657A

Administrative Cause No. 202405-NUR-0088
DAG: Hilary Brown
Respondent: Present with Counsel, Logan Hughes
Witness(es): Respondent, Barbara Greene from MFCU
Exhibit(s): State Ex. 1(Progress Notes), State Ex. 2 (Consumer Complaint)

The Respondent's counsel requested a Motion to Dismiss with prejudice based on the State's case. A motion was made and seconded to grant Respondent's Motion to Dismiss with prejudice. King/Gallegos 7-0-0.

3. In the Matter of the License of Freda Johnson, 28160634A -CONTINUED
Administrative Cause No. 2024 NB 0007
4. In the Matter of the License of Annetta Wright, 27050908A-CONTINUED/PSA
Administrative Cause No. 2024 NB 0067
5. In the Matter of the License of Brittany Lewis, 27071168A-CONTINUED/PSA
Administrative Cause No. 202405-NUR-0093
6. In the Matter of the License of Angela Trackwell, 28209397A /71009743A-CONTINUED
Administrative Cause No. 202405-NUR-0087
7. In the Matter of the License of Carrie Wiegand, 28196717A-CONTINUED/PSA
Administrative Cause No. 202405-NUR-0082
8. In the Matter of the License of Chad Zwart, 28225240A-CONTINUED/PSA
Administrative Cause No. 2024 NB 0026

XIII. Orders to Show Cause (1:00 p.m.)

1. In the Matter of the License of Morgan Hepler, 28244397A
Administrative Cause No. 2020NB0078

A motion was made and seconded to deny Respondent's Motion to Continue. King/Magers 8-0-0
A motion was made and seconded to issue a notice of proposed default for Respondent's failure to appear. King/Cooper 8-0-0.

2. In the Matter of the License of Kelly Tiemens, 28233019A
Administrative Cause No. 2017NB0250
DAG: Rebekah Hammond
Respondent: Present with Counsel, Lorie Brown
Witness(es): Respondent, Tracy Traut, ISNAP, Audrea Racine, ISBN
Exhibit(s): State Ex. 1 (2019 Order accepting PSA), State Ex. 2 (IPRP Letter of Noncompliance)

A motion was made and seconded to find that Respondent failed to show cause that her license should not be subjected to discipline. Suspend Respondent's license for a minimum of (2) years, complete MMPI3 within the first (6) months of final order, follow all recommendations in MMPI3, re-engage with ISNAP and be in full compliance with ISNAP for (1) year, Refresher

Course with a clinical component, additional (12) CEUs in impaired nursing, (12) CEUs in self-care, cost of proceedings, \$5 health records fee. King/Gallagos 7-0-0.

3. In the Matter of the License of Amy Fry, 28215817A
Administrative Cause No. 2016 NB 375
DAG: Rebekah Hammond
Respondent: Present and comfortable proceeding without counsel
Witness(es): Respondent, Tracy Traut, ISNAP, Audrea Racine, ISBN
Exhibit(s): State Ex. 1 (2016 Final Order accepting PSA), State Ex. 2 (IPRP Noncompliance letter), Respondent's Ex. A (Letter of Recommendation)

A motion was made and seconded to find that Respondent failed to show cause that her license should not be subjected to discipline. Continue on Indefinite Probation for an additional two (2) years or the length of her ISNAP RMA, continue terms from 2016 order, cannot work in a nursing capacity until she has signed and returned an ISNAP RMA to ISNAP, Contact ISNAP within ten (10) days of the order, complete an evaluation, sign RMA. Full and complete compliance with RMA for the duration. At least one (1) year of active nursing practice before petitioning to withdraw probation. Miller/King 7-0-0.

XIV. Default Hearings

1. In the Matter of the License of Niki Robinson, 27054524A
Administrative Cause Number 2023 NB 0175
DAG: Rebekah Hammond
Respondent: Respondent failed to appear
Witness(es): Audrea Racine, ISBN
Exhibit(s): State Ex. A (Consumer Complaint, State Ex. B(Marion County Criminal Records), State Ex. C (Marion County Sentencing Order), State. Ex. D (Respondent Employment Records), State Ex. E (Affidavit of Investigator Brittant Ulrey)

A motion was made and seconded to hold Respondent in default. King/Morris 7-0-0.
A motion was made and seconded to suspend Respondent's license for a minimum of one (1) year, engage with ISNAP (10) days within issuance of the final order, full compliance with RMA for minimum of 6 months, \$2,000 fine, cost of proceedings, and \$5 health records fee.
Gallegos/Harlan-York 7-0-0.

2. In the Matter of the License of Josephine Wells, 28257447A&C
Administrative Cause Number 2023 NB 0165
DAG: Hillary Brown
Respondent: Respondent was not present
Witness(es): none
Exhibit(s): none

A motion was made and seconded to set aside the NOPD. King/Morris 7-0-0.

3. In the Matter of the License of Mary Hunter, 27025012A
Administrative Cause Number 202408-NUR-0157
DAG: Alex James
Respondent: Respondent failed to appear

Witness(es): Brittany Ulrey, OAG Investigator

Exhibit(s): State Ex. 1 (Consumer Complaint), State Ex. 2 (Iowa Criminal Records)

A motion was made and seconded to hold Respondent in default. Magers/Morris 7-0-0

A motion was made and seconded to indefinitely suspend Respondent's license for a minimum of six (6) months, twelve (12) CEUs in professional ethics and twelve (12) CEUs professional boundaries, \$1,000 fine, cost of proceedings, \$5 health records fee. Harlan-York/Magers 7-0-0

4. In the Matter of the License of Natasha Bowling, 27070657A

Administrative Cause Number 202407-NUR-0131

DAG: Hillary Brown

Respondent: Respondent failed to appear

Witness(es): none

Exhibit(s): State Ex 1 (Arbor Trace Employment Documents), State Ex 2 (Wayne County Criminal Records)

A motion was made and seconded to hold Respondent in default. Magers/ Gallegos 7-0-0

A motion was made and seconded to revoke Respondent's license. King/Morris 7-0-0

5. In the Matter of the License of Chanise Willis, 27048748A

Administrative Cause Number 202406-NUR-0110

DAG: Whitney Cooper

Respondent: Respondent failed to appear

Witness(es): none

Exhibit(s): St. Ex. 1 (Hamilton County Criminal Records), State. Ex. 2 (2020 license renewal application), St. Ex. 3 (Respondent Employment Records)

A motion was made and seconded to hold Respondent in default. Morris/Gallegos 7-0-0

A motion was made and seconded to indefinitely suspend Respondent's license for minimum of one (1) year, 24 CEUs, 6 in documentation, 6 in Professionalism and ethics, 6 in Teamwork, 6 in Delegation Fine of \$1,000, costs of proceedings, \$5 health records fee. Gallegos/Harlan-York 7-0-0

6. In the Matter of the License of Cecilia Schauer, 28168490A

Administrative Cause Number 202406-NUR-0118

DAG: Whitney Cooper

Respondent: Respondent failed to appear

Witness(es): none

Exhibit(s): St. Ex. 1 (Ascension Termination Documents), State. Ex. 2 (ISNAP records), State Ex. 3 (Respondent renewal app), State Ex. 4 (email from Respondent)

A motion was made and seconded to hold Respondent in default. Gallegos/Harlan-York 7-0-0.

A motion was made and seconded to indefinitely suspend Respondent's license for a minimum of two (2) years, engage with ISNAP, evaluation and sign RMA, compliance with RMA for at least (1) year, and complete MMPI3 within (3) months of the issuance of final order and follow recommendations, 6 CEUs impaired nursing, 6 CEUs in ethics, 6 CEUs in medication administration, 6 CEUs in critical thinking, \$1,000 fine, cost of proceeding, \$5 health records fee. Magers/Morris 3-4-0 Motion FAILS.

A motion was made and seconded to revoke Respondent's license and \$5 health records fee.

King/Morris 7-0-0.

7. In the Matter of the License of Wendy Hahn, 28262890A&C

Administrative Cause Number 202408-NUR-0152

DAG: Hillary Brown

Respondent: Respondent failed to appear

Witness(es): none

Exhibit(s): St. Ex. 1 (Respondent Employment Records), State Ex. 2 (Hancock Criminal Records)

A motion was made and seconded to hold Respondent in default. Morris/Harlan-York 7-0-0.

A motion was made and seconded to indefinitely suspend Respondent's license for a minimum of two (2) years, contact ISNAP within ten days of the order being issued, complete evaluation, sign RMA; full and complete compliance of ISNAP RMA for not less than one (1) year, 24 CEUs; 8 in

Professionalism, 8 in Documentation, 8 in Medication Administration, Comply with terms of criminal probation and submit proof of completion, \$1,000 Fine, Cost of proceedings, \$5 health records fee

Mitigating factors: Short duration of involvement with the board. No prior disciplinary actions before the board. Gallegos/Morris 7-0-0.

8. In the Matter of the License of Erin McMillan, 27062907A

Administrative Cause Number 202407-NUR-0130

DAG: Hillary Brown

Respondent: Respondent failed to appear

Witness(es): none

Exhibit(s): St. Ex. 1 (Employer Investigation Report), St. Ex. 2 (Bartholomew County Criminal Records)

A motion was made and seconded to hold Respondent in default. King/Harlan-York 7-0-0

A motion was made and seconded to indefinitely suspend Respondent's license for a minimum of two (2) years, contact ISNAP within ten days of the order being issued, complete evaluation, sign RMA; full and complete compliance of ISNAP RMA for not less than one (1) year, 24 CEUs; 8 in

Professionalism, 8 in Documentation, 8 in Medication Administration, Comply with terms of criminal probation and submit proof of completion, \$1,000 Fine, Cost of proceedings, \$5 health records fee

Mitigating factors: Short duration of involvement with the board. No prior disciplinary actions before the board. Magers/ Gallegos 7-0-0.

XV. Prehearing Settlement Conferences (Room 3, 9:00 a.m.)

1. In the Matter of the License of Catherine Dangli, 28254248A
Administrative Cause No. 2023 NB 0185

2. In the Matter of the License of Anthony Farley, 28159473A/ 71003475A
Administrative Cause No. 202405-NUR-0092

3. In the Matter of the License of Kerry Wanner, 1098403
Administrative Cause No. 2023 NB 0132

4. In the Matter of the License of Lindsey Marino, 28197343A
Administrative Cause No. 2024 NB 0025

5. In the Matter of the License of Christopher Baud, 28226304A
Administrative Cause No. 202408-NUR-0163

6. In the Matter of the License of Halli Amos, 27044152A
Administrative Cause No. 202406-NUR-0109

7. In the Matter of the License of Victoria Bell, 28107223A
Administrative Cause No. 2021-NB-0098
8. In the Matter of the License of Denise Miley, 28141399A
Administrative Cause No. 2022-NB-0040
9. In the Matter of the License of Shaquanda Prim, 28224744A /28224744C
Administrative Cause No. 202407-NUR-0150

XVI. Personal Appearances (Rooms 1&2, 11:00 a.m.)

1. Lori Ann Zollinger- CONTINUED
2. Charissa Lynne Ausman- Charissa is appearing on the LPN renewal for answering yes to #3. Charissa is currently on criminal probation until Sep 25. The probation is for major traffic violation. Also was terminated from a job. Was pulled over because she did not see the stop sign. Charissa was pulled over with a suspended license. Charissa forgot to switch over insurance and send SR22 to BMV. Licensee was given a ticket for running a stop sign. The matter was resolved September 25th and the licensee was put onto probation. Probation is for 12 months until SEP 25. Completed all probation requirements so far. Licensee has fines and community service. Charissa left from employment after being there for one month. Then went to signature healthcare and was terminated there after two months for not calling in and being a no show. No other discipline took place. Recommendation to issue the license onto probation for 12 months with active practice for 12 months. The criminal matter must be resolved. Signed board orders, quarterly reports, updated demographics/workplace discipline/contact information. Accepted these terms.
3. Nykittra Renee Harlan-Nykittra is appearing on the LPN renewal for answering yes to #3. Nykittra has several pending charges. Speeding, possession of marijuana, operating a vehicle with 1 or 2 controlled substances or its metabolite. Pending case. Currently employed. The arrest took place October of 23. JAN 25 is the next set court date. This is the first arrest/charge. Currently working at Beech Grove Meadows and has been employed there since 2017. Unit Manager at this facility. The employer is aware of the pending criminal charges. Just pulled over no accident or property damage involved. No workplace discipline. There were other occupants in the vehicle. 22-year-old friend was also in the car. Went to jail and then bonded out. Morning/Evening time. Out of town in IL and was heading back to IN. Recommend renewing and refer to the OAG. Aggravating factors: absence of information provided/ absence of transparency, mitigating factor: consistent employment
4. Elaine Catherine Jones-VACATED
5. Summer Paige Tiller- Summer is appearing on the LPN renewal for answering yes to #1, #3 and #5. Summer has a pending charge for criminal recklessness with a deadly weapon. The LPN stated she also sustained injuries. Charges are still pending. First became a nurse in July 2020. Currently employed at Hertz Stone Campus in Bloomington, Indiana. LPN- staff nurse at this facility since APRIL of 2024. No workplace discipline. Arrest took place NOV 23. The employer is aware of the arrest. Prior to this employment she worked with Shift Key (staffing agency) from Dec 22 – March 23. Before that, Brickyard healthcare but she was suspended from Brickyard (long term care facility) because of the arrest then was terminated after 6 months due to the case still pending and she could reapply for the job after the resolution of the criminal matter. Prior to Brickyard, she worked for a company that was bought out. She had been working at Brickyard 8 months prior to the arrest. Arrest was for criminal recklessness committed with a deadly weapon November 27th, 2023. Going to take it to trial. A coworker and the licensee plus a friend of the

licensee went out together in the parking garage and wanted to go have after party after work. The coworker and the licensee's friend got into an altercation in the parking garage before they could leave. The fight stopped and everyone left. The licensee's friend was beat up pretty bad. The licensee went to check on the friend that was hurt and had people approach her and try to jump her/hurt her. The licensee took her gun out and shot into the air out of fear of her life and feeling that she was going to get jumped/beat up. Goes to court December 12th, 2024, and take it to trial for self-defense. Recommendation to renew the license and refer to the OAG. Mitigating factors- abundantly transparent/ initially sounds like an act of self-defense/ working with attorney / shared that he felt comfortable she tells her story.

6. Jessica Nicole Page- Jessica is appearing for the LPN renewal for answering yes to #1 and #3. Conversion charge. Was put on a pretrial diversion agreement. ISNAP. Jessica has been a nurse since 2019. The last employment held was a staffing agency in October. Sitting at home with her baby instead of working. At least 10 different nursing jobs since 2019. Eshift is the agency employed with in OCT 24. Prior to that she was with connect RN and states she is still there with them. Jessica was working at a facility. Some medication was pulled from the EDK. Jessica took out the medication. Jessica administered the medication and put the other medication in the cart to set up for a pass in the future. When she went back for those medications the medications were gone. She left them in the packages but when she went back, they were not there. She said they were in packs with one single pill in it. The cart was not locked. The keys were in the licensee's hands. She was working with Brownsburg Healthcare as their employee. She had been with that agency for a week or two weeks. She stated she was never actually let go or fired. Jessica just decided not to go back after this incident. Licensee states she did tell a supervisor about the missing pills. Licensee was questioned about the pills. The licensee did state she is aware she is not supposed to pull in the future for medications. Licensee worked at Willows of Shelbyville agency and then staff there. She worked staff from AUG 23 to JAN 24. She was not happy with patient to staff ratio. She did not give notice and was on schedule and had patients. Narcotics were missing. Brickyard did not request a drug test. Recommendation to renew the license onto probation for 2 years. The last 12 months must be in active practice. Signed boards. quarterly reports, updated workplace discipline/ demographics etc. Updated names change etc. 12 hours in ethics and professionalism, 12 hours in med administration, 12 hours in documentation, Contact ISNAP/IPRP and have an evaluation. If she needs, she will have to follow the RMA. If she enters into RMA she will enter into probation for length of RMA. If no RMA then the licensee will just continue with the 2 years' probation. Must also report criminal matters and must be resolved before can. Aggravating factors – absence of transparency, poly employment a number of employers/ leaving a job times 2 with no notice/ either not coming and or just not returning for next shift/ practice competency concerns (evidence 1 violation of her training that was only a few short years ago) (med cart unlocked and that was her responsibility) (Second violation - pre pulling meds prior to their need /prior to their request/ with no PRN attached violation of pharmacy), pending criminal matters, placement of blame elsewhere (she didn't understand how the blame was placed onto herself). Accepted these terms.
7. Taiwo A. Biyibioku- Taiwo is appearing on the LPN renewal for answering yes to #3. Taiwo pled guilty to a misdemeanor on Jan 4th, 2024, for domestic battery. Probation will be completed on 12/21/2024. Taiwo went through a divorce. Taiwo did not really want the divorce, so it was very emotional. Taiwo and the ex-spouse got into an altercation in APRIL 2023. The matter has been resolved. Taiwo was in his own home, the children were at home when the event took place. Divorce was signed MARCH of 23 but they were still living in the same home. Taiwo confronted the ex-spouse, and it got very heated. Taiwo pointed but did not get physical with the ex-spouse.

He did not spit intentionally at her. He was yelling and he was spraying stuff on her as he yelled. The children were 7, 9, and 10 at the time of the incident. The children were upstairs. The children did hear the argument. The ex-spouse decided to press charges against the licensee. Currently on probation until December 21, 2024. The licensee has paid all fines to the courts. Currently working at a factory and then he worked at a warehouse before that. Taiwo has not worked as a nurse since 2020. Recommendation to renew the license onto probation for one year signed board orders, quarterly reports, updated demographic's/discipline. Refresher course with clinical component. Active practice for one year. Accepted these terms.

8. Stephanie Jean Erwin- Stephanie is appearing on the LPN renewal for answering yes to #1 and #3. Charged with drug diversion. Pled guilty to obtaining controlled substance by deceit in 2023. Home detention for one year and probation for two years. Arrested Aug of 2024. The matter has been resolved and she has entered into two plea agreements. Arrested for multiple charges drug diversion/ falsifying documents/ obtaining controlled substance narcotic. Licensee was working at multiple places at Loogootee Healthcare/ another facility through them and Hill Side Manor. Licensee was diverting drugs from all 3 locations of employment. The licensee stole the drugs for her own use. Licensee kept taking management positions and suffers with crones' disease. Was going through IV therapy and was trying to stay away from surgeries. So, it led to drug use. The licensee has had surgery since this incident. Licensee worked at Hill Side manor the most recently between 2018-2020. She started as LPN and then ADON. She quit abruptly after she had been in and out of the hospital with her crones. Was in ADON position for 6 months and was diverting the whole time. Loogootee nursing center and then rehab is where she went next. She worked there from 2020 to 2021. After that she went to Spring Valley Meadows and was there for 8 months then turned in a two-week notice. She then applied at Davies hospital. She did get the position, but the unit closed MAY 24. Currently employed with hill side manor as a floor nurse. Took about a month and a half off because of being terminated from Loogootee and was terminated for diversion. The licensee's drug of choice was narcotic. The licensee is not involved in ISNAP/IPRP yet because she states when she called them, she said she couldn't enter because of the buprenorphine she takes. Licensee last used/diverted in 2021. She worked a program for a short time but does not work a program now. Does not attend AA or NA. Does not work with a licensed therapist but talks to her primary care doctor a lot about her concerns. Licensee did submit over some letters of recommendation. Recommendation to renew onto probation for 2 years. Length of RMA or criminal conviction whatever is longest. ISNAP evaluation. Signed board orders, quarterly reports, updated demographics/workplace discipline/Contact information. Mitigating Factors-established sobriety date of 2021/ abundant transparency with sharing information. Accepted these terms.
9. Aundrea E. Mendoza-CONTINUED
10. Mary Ann Poe- Mary is appearing on the LPN renewal for answering yes to #3. Pending criminal court case for an incident with her daughter. Mary and her daughter got into altercation. Daughter and family are living with Mary. Arrested December 23. Currently has a future court date of December 24 and jury trial JAN 25. Mary got into a fight with her daughter. The daughter was trying to send the kids to school looking unkempt. The daughter and 6 kids lived with the licensee and moved in JAN of 23. They were previously kicked out of a home that they had destroyed before moving in with the licensee. The children had been through sexual abuse due to a family member and that's why the licensee wanted the grandchildren to live with her. Mary has been a nurse since 2001. During the course of the past year the licensee tried to kick her daughter and children out of the home. The licensee offered to keep the 6 kids while the daughter goes off on her own. The licensee told her daughter to leave and under severe duress and was diagnosed with anxiety and depression. Mary went to work after the incident. The licensee and the daughter were physically fighting and pushing and rolling over each other. The daughter ended up calling the

police after the licensee had gone to work and decided to press charges against the licensee (mom). The daughter no longer lives at the home with the licensee and there is a protective order in place already. Currently employed since advantage home health care since 2012. The supervisor is aware of the incident. Employer has never had any issues with the licensee. Recommendation to renew the license and refer to the AGs. Mitigating factors – Abundantly transparent/ presently employed for 12 years and the employer is aware/ prior to that employed for 8 years/ does not appear to be discipline/ husband is here and supportive / transparent/ not at a safety risk.

11. Rosalind E. Boyd-CONTINUED

12. Michelle Evon Coe-CONTINUED

13. Kandice L Duke- Kandice is appearing on the LPN renewal for answering yes to #3. While working a midnight shift at Symphony of Crown Point. Licensee disclosed taking a controlled substance to help with stress/burnout. Accused of taking much more. Finished counseling/probation/community hours. During covid the licensee did take substances from a facility and made a horrible choice. Licensee pled guilty. Kandice has initiated contact with ISNAP/IPRP on her own. Kandice did not realize she is on the OIG list. Graduated in 2005 and became a nurse in 2005. Licensee contracted covid in 2020 and 2021. Kandice had her toes amputated due to blood clots. Kandice worked on covid units at the time with 40+ patients and was a very challenging time for the nurse. Working at symphony crown point and this is where Kandice took the medication. The probation is completed and served. Kandice has been recently working as a nurse in Written House Village in Portage Indiana. Kandice did leave about a month ago due to there policies and procedures and counting narcotics. She was with written house for about two months. Before that she was looking for employment because of the criminal background. Went to court ordered counseling. Support Groups. Family is very supportive. Drug of choice was Xanax and that was the drug being diverted. Licensee could not list a sober date right away and had to think about it. States probably the day she was arrested which was JUNE 23. The matter was finished Aug 2023. Probation was finished April of 24. The employment did call the police at symphony. Licensee states she had a prescription from her doctor in 2021. Contacted ISNAP/IPRP. Licensee does not consider herself an addict. Licensee is currently in a support group, but the support group seems like its for covid and a number of problems. Has never been to a NA meeting. Licensee is not sure when her sober date is and when she was using Xanax. Recommendation to renew the license onto probation. Signed board orders, quarterly reports, updated demographics/ workplace discipline. Refer to ISNAP. Active practice and probation for three years. If ISNAP states she does not need to enter into an agreement, then three years' probation. If she enters into RMA then probation will be length of RMA. Or last year needs to be active practice for one year. Aggravating Factors- licensee does not realize she's an addict/recognition of the addiction/condition that brings the licensee in front of us here today/ Not in addiction support space. Mitigating Factors – willingness to tell her story/ open to unpleasantness of the situation. Accepted these terms.

14. Christina R. Mills- Christina is appearing on the LPN renewal for answering yes to #3. Christina is on a pretrial diversion program because her nephew had bruises on him. The nephew is in a psychiatric hospital for aggression. Arrest took place June 28th, 2023. Battery charge with a person under 14 and this person was related but did not share DNA. Nephew was the victim and was 11 at the time. Licensee and husband adopted the nephew. In-laws took the nephew at about 4 months old. From day one of taking the child there was issues. The nephew had been on probation at the time of the incident. Nephew was in juvenile detention when licensee was arrested. Nephew was destroying everything. Licensee has adopted a little girl that has special needs. Juvenile Detention reported a bruise on the boys back. Christina did sustain injuries during

the altercation she was kicked in the stomach and hit in the head. Christina then left the room after the physical altercation. Nephew did tell the police officers what he did to the licensee. Licensee is in pretrial diversion program for two years. Only stipulation is no criminal charges in the future and pay fees and then the charge will be dismissed. Entered in the diversion March of 24 and is in this agreement until 2026. Nothing else was court ordered. Licensee went to therapy herself on her own accord. Interm Health Care is where she is currently employed and has been there for 10 years. Employment is aware of the agreement. Her only patient is her daughter for 40 hours. She also resides with the licensee. Recommendation to renew the license onto probation and will remain until pretrial diversion program is over. Signed board orders, quarterly reports, updated demographics/workplace discipline. Accepted these terms.

15. Laura F. Schmidt- Laura is appearing on the LPN renewal for answering yes to #3. Laura has pled guilty to trafficking with an inmate and sexual misconduct. Laura is sentenced to 3 years' probation. Taken a job in the jail where boyfriend/ex-boyfriend were incarcerated at. Sexual interactions with the inmates while licensee was at work and working at the jail. An inmate told a correctional officer that then had the jail open the investigation on the nurse/licensee. The nurse knew the inmate before the incident as well as she stated she did not know he was incarcerated at the jail. The inmate was blackmailing her / grooming her. Threatening her through text messages/phone calls and telling her she had to do what he asked. Licensee was only at the job between FEB-APRIL. The licensee and inmate were found out within a two-month period. Inmate had her bring in a cell phone. Sexual Favors. Bring in a package of spice into the jail. Licensee states she was unaware of what was in the package. Laura had previously dated this person for 6 months. Laura was accepted to do things with other inmates as well. Licensee did state there was sexual activity with another inmate. The relationship was by choice. She felt threatened by the second inmate as well. The licensee is not currently in therapy has not been in therapy. Currently employed but not as a nurse and hasn't been a nurse since 2021. Licensee couldn't get jobs due to the pending case. After the incident licensee was PRN at a nursing home. The DON knew the circumstances and the licensee worked at the nursing home until the facility closed down. 3 sexual misconduct charges are related to two inmates. Licensee has 3 years' probation. Recommend denying the renewal and refer the license to the AGs. Aggravating Factors – had sexual intercourse with two inmates/ two felony charge relates to trafficking/ significant risk of trafficking (the licensee did indicate the risk) (the box was spice) /took unidentified package into prison placing prisoners/staff/corrections team in risk. On 3 years criminal probation. Despite the threats she continued the relationship with the inmate for an extended period of time. Licensee has sought no therapy for the defects she clearly has. Second device was cell phone and allows communication between inmates and outside population/ serious concerns with her absence of judgement/ serious concerns with due care of other people/ absence of self-care/ self-worth / self-preservation/ Absence of responsibility/ blame to others by evidence of her positive response “interactions were able to occur because the officers didn't follow protocol either”. Second statement showing inappropriate thought process “the things I thought I were doing were not bringing me money or anything like that or benefiting my household” – All statements made were uploaded to IPLA.
16. Kaitlin Hodges- Kaitlin is appearing on the LPN renewal for answering yes to #3. Kaitlin had battery against safety public official and operating while intoxicated. She was charged with operating while intoxicated endangering a person. June 4th of 2024 arrested and charged with two counts of battery and OWI. Charges were dropped to a misdemeanor. Everything has been resolved. An officer and nurse that was trying to get her blood were the ones she battered. The licensee was drunk and was not being cooperative. No injuries were sustained on the officer and or nurse. The licensee was in a hospital in Bloomington. The licensee was going through a nasty

divorce and custody battle. Licensee moved with parents. Licensee got into fight with dad. Licensee was drinking out of her vehicle. Licensee called her friend. The friend called the ex-husband. The ex-husband showed up with the police officers. When the officers said they would arrest the licensee she snapped and lost control. The licensee was then on the 6th floor of the unit and was mentally unwell and the licensee had issues with the nurse and officer. The licensee has been through IOP. The licensee is currently in aftercare and did AA. The custody was granted 50/50. Licensee states she did not have a substance abuse issue. The licensee at the time was mentally not well and would use drinking as a coping mechanism. On probation until AUG 25. Has employment offers but they did not like the probation status criminally. Licensee worked as a nurse in the first of the year. Recommendation to renew the license onto probation. Quarterly reports, Signed Board orders, Updated demographics/workplace discipline/contact information. One year with active practice. Resolution of criminal probation. 12 hours of CEUs in self-care, 12 hours in alcohol use, refer to ISNAP for evaluation. If ISNAP determines an RMA then the probation would match the RMA length. Accepted these terms.

17. Susan N Brown- Susan is appearing on the LPN renewal for answering yes to #3. Agreed to pretrial diversion program for theft. Did not scan an item at self-checkout. Can have it removed from record SEP 25. Licensee agreed to a pretrial misdemeanor that will fall off record in a year. Arrested for shoplifting. Licensee states she not sure what items they accused her of stealing. Licensee was waiting on her son's prescription. Licensee went to clearance aisle and then went to self-checkout. Licensee was going through the U checkout and forgot to scan a few items there were on the bottom of the cart. Licensee states she took nyquil before she went to the store. Recommendation to issue the license onto probation for 18 months. May not work until refresher course with clinical component/ Signed board order, quarterly reports, updated demographics/workplace discipline/contact. Resolution of criminal probation. Accepted these terms.
18. Britney N. Gibson- Britney is appearing on the LPN renewal for answering yes to #1. She was charged with resisting arrest. State agreed to drop charges November 14th, 2024. Patrick Callahan is representative for Britney Gibson. There were issues in the household. The police were called. The charges are pending. The father was the codefendant. The children went to CPS. The charges against the licensee are going to be dropped. The charge is resisting arrest. Works for Myshift. Has been with Myshift for 4.5 and 5 years. Completed overnight shift before appearing for PA. Licensee previous employment was for 8 years. Myshift is aware of the outstanding pending charges. The licensee is waiting on the charges for the codefendant work out plea agreement. Licensee has been previously arrested for a traffic ticket and it was sealed, and she came in front of the board and was issued a clean license in 2012. Recommendation to renew and refer to the OAG.
19. Jasmine Outlaw- CONTINUED
20. Joanna Smith- Joanna is appearing on the LPN renewal for answering yes to #3. OWI pled not guilty court date is DEC 17th. Pending charges. Licensee went to concert with friends for her 60th birthday. Had surgery two weeks prior. Licensee stopped at mcdonald and ate then got onto the interstate and she felt fine, and she was the driver. Was pulled over on the interstate and she did not pass the breathalyzer. Police officer stated that she swerved and that's why she was pulled over. Licensee did go to the hospital for a blood test. Licensee went to jail for 5 hours. Licensee goes to court December 17th. Never been arrested before. Currently works at Community Hospital and as been there for 3 years a nurse since 2005. Licensee works on the med surge floor. Prior worked in nursing home Bethany point healthcare for 15 years then covid broke out. Community is aware of the arrest. Recommendation to renew and refer to the OAG.

21. Thursa Denise Hoskins- Thursa is appearing on the LPN renewal for answering yes to #3. Received an OWI. Arrested June of 24. Licensee dropped a cigarette in her lap and then was pulled over for swerving. Blew a 000 on breathalyzer. Took her straight to the hospital to take her blood and urine. Licensee took a plea to be done with the charge. The drugs in her system were from her prescriptions with her name on it. Licensee was able to validate all her prescriptions with the court. They showed the courts a year's worth of prescriptions. Probation until March of 2025. Currently employed and has been employed for 5 years. The employment knows about the arrest and no change with them. Recommendation to issue the license onto probation. Signed board orders, quarterly reports, resolved criminal matter. The probation will last a year with IPLA and include active practice for one year. Aggravating factor – elements of the reports don't match up with the charges. Updated demographics/workplace discipline/contact information. Mitigating factor – Employer is aware of the matter. Accepted these terms.
22. Tiffany Slachter- Respondent failed to appear. Reschedule.
23. Jennifer Marie Kemp- Jennifer is appearing on the LPN renewal for answering yes to #3. Received a charge for felony theft. Licensee recently went through a breakup. Licensee has been a nurse for thirteen years. Licensee started stealing random items. Licensee became addicted to stealing. Clothes /toys / shoes. Licensee has not engaged into therapy. Licensee has been arrested 3 times. Meijers and Menards. June 7th of 2024 is last time nurse was arrested. Licensee is on a year's probation and all the cases were merged into one. Licensee was in jail for 3 months the last time she got arrested. Being arrested made the licensee realize she could not make that mistake again. Licensee is a parent as well. Jan 24 and March of 24 and June 24. Licensee is banned from the stores she stole from. Prior to these incidents the nurse had never been arrested. Licensee has had hard time getting job with the charges she has. All 3 incidents made it into a felony. Licensee last worked December of last year because she was in a bad place in life. No workplace discipline. Recommendation to place the license onto probation for 18 months. May not lift until criminal probation is resolved. The last 12 months must be active practice. Signed board order, quarterly report, updated demographics, workplace discipline/ contact information. 12 hours in self-care and 12 hours in addiction. Accepted these terms.
24. Ashley Gregory (Bowers)-CONTINUED
25. Jessica D. Truman-CONTINUED

XVII. Adjournment

Adjournment at 5:15pm.

Upcoming Board Meetings:

<u>Date</u>	<u>ALJ/Full</u>	<u>Location</u>
December 5, 2024	ALJ	Virtual
December 12, 2024	Full	Conference Room B+C