

MINUTES OF THE
INDIANA STATE BOARD OF NURSING

Thursday, September 19, 2024
at 8:30 a.m.

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

Board Members Present:

Jason King, DNP, RN
Kim Cooper, MSN, RN
Julian Gallegos, PhD, RN, FNP-BC
Emily Segó, DNP, RN
Angela Morris, MSN, RN
Nancy Juengst, LPN
Jessican Harlan-York, JD

Advisory Counsel:

Claire Dyer
Jill Haddad

PLA Staff:

Nicholas Hart
Toni Herron
Catherine Briney
Bradley Repass
Erin Sutton

Court Reporter:

Molly Fish

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. Cooper/Gallegos 5-0-0.

III. Adoption of the Minutes

1. Minutes of the Meeting on August 15, 2024

A motion was made and seconded to approve the minutes. Segó/King 6-0-0.

2. Minutes of the ALJ Meeting on September 5, 2024

A motion was made and seconded to approve the minutes. Juengst/Gallegos 6-0-0.

IV. Adoption of ALJ Recommendations

1. ALJ Recommendations of August 15, 2024

A motion was made and seconded to adopt the ALJ recommendations. Segó/Harlan-York 6-0-0.

V. Adoption of Recommended Orders

1. Cristi Collins
2. Holly Kline
3. Elizabeth Foxworthy
4. Dana Barnes
5. Alisha Morr
6. Molly Jones (Moeller)
7. Lindsay Reich
8. Kimberly Williams
9. Stephen Hicks

A motion was made and seconded to approve the recommended orders with the addition of “1 year of active practice” to recommended order 1 as contained in the minutes of the meeting from August 1, 2024. Cooper/Segó 6-0-0.

VI. Education

1. ACL Medical Training site visit for report initial accreditation– Leveda Standifer MSN, RN

Leveda Standifer and Mecca Andrews Hill appeared on behalf of the program. Education Compliance Officer Toni Herron Stated that ACL Medical Training was appearing to request initial accreditation for an AND program in Anderson. Ms. Herron reminded the Board that ACL had received initial authorization from the Board of Proprietary Education (BPE) in 2019 and submitted their original initial intent to open to ISBN in September 2019 with a site visit in December 2020 and a decision to deny accreditation in February 2021. Another Intent to Open was submitted June 2021 and was found to have grammatical and typographical errors. The Education subcommittee recommended that an educational consultant be included in preparing the next request to open. The next Intent was submitted September 2021 and was denied by ISBN in December 2021. An Intent was submitted August 2022, site visit May 2023 and denied by ISBN May 2023. This Intent was submitted January 2024 with a site visit conducted August 2024. ACL Medical Training is wholly owned by Ms. Standifer and currently offers CAN< QMA and qualified insulin administration certificate courses.

Ms. Herron stated that MS. Standifer has corrected some of the issues that had been identified with previous applications. Photos of the physical environment were part of this site visit to accurately show the changes to the physical environment that were made in response to previous observations by the Board. ACL now has a separate, clearly identified entrance for the school, that is separate from the scrub shop and truck rental business Ms. Standifer also operates. The classroom has been revised to create an atmosphere that is more conducive to learning. An additional bed has been added to the skills lab with additional equipment that more realistically represents a patient care setting. The concern for qualified faculty for the general education courses has been resolved by requiring completion of gen ed courses prior to admission to ACL> A discussion with Ivy Tech resulted in approval for the students to complete courses there. Those courses include English composition, Intro to Psych, and general microbiology. While she did not consult an educational consultant, Ms. Standifer did consult with a local dean of another nursing program for advice and direction. Ms. Standifer

complied with other previous Board suggestions including revision of the vaccination declination statement, revision to the catalog and student handbook and changed the size the initial cohort from 20 to 10 students initially. At the Board's recommendation, affiliation agreements with clinical partners now identify the units and days when students will have opportunity for clinical.

Ms. Herron stated that areas of concern remain. Ms. Standifer is a "one stop shop" as she is the principal instructor for all courses except for Peds, OB, Psych/mental health and Med-surg. She is the Dean, clinical instructor, and advisor. All other faculty are full time employees of other institutions. One faculty member is employed full time by Leffler Academy who has agreed to work with ACL to make the instructor available when ACL needs her. Except for the faculty member, all other faculty have only taught in certificate, not diploma or degree programs. Ancillary staff have little experience with their assigned roles. The registrar has no experience or qualifications in evaluating transfer courses or credits from other institutions, and this has proven to be an issue for other programs in the past. There is concern for the appropriateness of the mental health site identified. Upon researching, multiple citations for this facility were found, including an indicator of abuse. The facility assured Ms. Standifer that new administration was in place and these problems were being rectified, but considering these citations, students should not be placed there.

Concerns about curriculum exist. Nursing courses do not begin until the third semester, which would make the program shorter than the 2 years required by statute. Since the gen eds are transferred in, it makes the nursing content only 3 semesters, not 4 as required by RN statute. Board member Dr. Jasom King agreed with this observation.

There is no requirement regarding the origin of transfer credits such as a regionally accredited college or university. Gen ed courses required by statute include chemistry and nutrition, which Ms. Standifer intends to "integrate into other courses". Gen eds that would be transferred in are counted as part of the semester hours, even though they would not be completed at ACL. There is no clear indication regarding completion of gen eds prior to admission. Library resources are not evident Ms. Standifer states that a digital library will be available for students to "load onto their phones"/ There is no computer lab for testing purposes. Ms. Standifer states that students will use their personal laptops using the learning management system Populi. She was not sure if a lockdown browser to ensure test integrity was part of that system.

Board member Kim Cooper stated that this program is structured more like PN program than an RN program. Ms. Cooper asked Ms. Standifer the difference between nursing education and the education of a QMA or CNA. Ms. Standifer did not have a response.

Presiding board member, Dr. Jason King questioned why Ms. Standifer had not considered opening a PN program given her strengths, and the program focus she has presented. She shared that she had considered it but with had called "down there" and was advised that LPNs were going to be done away with. Ms. Cooper tried to determine where this discussion had been heard. Ms. Standifer reported it was not a board member. Cooper shared the focus of the published Department of Labor position on the continued needs for LPNS. She also remarked on the number of positions open in our communities for LPNS. She further highlighted that the ISBN had two seats filled by LPNs. Further highlighting that this was not a future concern for LPNs. ISNA has also reached across the isle to offer a form of membership to LPNs.

Ms. Cooper also observed that there are concerns about checks and balances. Board member Dr. Julian Gallegos stated that as owner of the school, appointing members to the advisory committee, rather than electing them, raises the issue of conflict of interest. The recommendation was made to hire faculty to teach and for Ms. Standifer to step back and act as administrator.

Ms. Standifer has taken the concerns voiced by the board during her previous visits and made some adjustments.

Ms. Standifer needs to be commended for moving English, general microbiology and psychology to an outside organization to be completed as a pre-requisite for admission. Concern remains that anatomy and physiology remain within ACL. Consider adding those to courses required to be completed prior to admission to ACL.

The course syllabi materials are increasingly strong and have worked to rectify concerns previously identified.

The program has worked to increase the number of clinical partners.

Ms. Cooper made a motion to be Denied with the following aggravating factors

1. The advisory board
 - a. The board does not reflect the community, there are no agencies or community partners. Stakeholders need to be represented. Currently a small group is appointed. There are concerns about the size of the board.
 - b. Students do not appear to have a voice in this board
2. Checks and balances between the levels of the program
 - a. Ms. Standifer is the owner, dean, advisor, and instructor. The person (Ms. Andrews-Hill) who has been placed in a position to address student concerns ultimately still works for her. Ms. Hill would respond to concerns from nursing students but has no nursing education background. She does have education in management and leadership (Master of Science credential).
3. Computer resources are not readily available
 - a. Ms. Standifer reports that she has a few computers around her building but not enough to really be considered a computer lab.
 - b. She shared that she has relationships with local businesses that would be able to allow the students use of their computers. This is considered inadequate for student needs.
 - c. It is the expectation that the school provided these resources and have a better developed plan for achieving these needs. Student phones and often laptops do not meet the needs for testing or other tasks.
4. Testing concerns
 - a. A testing platform (Populi) has been engaged but Ms. Standifer seems to have limited understanding of how this will work. It is ultimately her responsibility to have a working knowledge of how this will be used and impact her program of nursing.
 - b. She is unclear if the browser locks down or what securities are provided with this platform.
5. Program length
 - a. The program has plans to accept students who may still need general education courses. The students will not be able to start together. This management is questionable.
 - b. Program construction and length seems more in attune to a practical nursing program.
 - c. Students will not start nursing course work until semester 3. This does not comply with traditional Associate Degree model. Two full semesters of gen ed courses resulting in considerably less course time in nursing courses. Recommendation to revise/ recalculate to allow those courses to meet traditional time span for this license.
6. The standards for general education
 - a. The standards for the anatomy and physiology course are not consistent
 - i. Ms. Standifer has planned to teach Anatomy and Physiology. She is not credentialed at a level that would be consistent with what is required for an accredited college/university. Some of her students will bring in credits from ITCC or other partners. The student cohort will not have the same level of preparation.
 - ii. Anatomy and Physiology are scheduled to occupy 10 credit hours for those students who are scheduled to complete the course with this program. This is inconsistent with the requirements of those students who will be taking the courses with other colleges such as Ivy Tech where these requirements occupy only 6 credit hours. There are concerns that this is heavy.
 - iii. Inquiries were made about what skills she has to teach college level anatomy and physiology for nursing students aside from being a nurse.

1. When questioned about her preparation, she indicated she had not taught these courses for nursing
 2. She reported she was certified by Apex
 - a. This is a certification from radiation oncology
 3. She has taught anatomy and physiology for QMAs.
 - a. Their needs differ than those of nurses.
7. Lab size
- a. The lab size has only 3 beds.
 - b. The planned cohort size places large numbers of students per bed. A recommended 2-3 maximum per bed is encouraged.
 - c. Having so many students assigned to a single bed would reduce the ability to fully engage in the planned activities and could impact time to practice skills.
8. Clinical affiliate concerns
- a. The selected location for mental health nursing has been identified as concerning for Ms. Herron related to reputation. There is no IJ listed but there are abuse concerns.
 - b. Students split amongst several clinical locations in initial foundational med-surg locations with a single instructor. This appears to be more of a preceptor model.
9. Recognition of leveling between levels of practice
- a. Ms. Standifer was asked about levels of practice and no response was received
10. Continued resistance to hire an education consultant despite recommendations to do so.
11. Available faculty dedicated to ACL
- a. The faculty aside from Ms. Standifer are all with other schools.
 - b. This may present scheduling issues.
12. Credits – Number of credits is consistent with ADN ASN but A & P and occupy 10 credit hours rather than usual 6 credit hours. Four credit hour inflation that would be better allocated to nursing course and studies.
- a. Inequity in credit for those students taking these courses at regionally accredited university vs. those taking them at ACL. 6 credit hours vs. 10 at ACL.
13. Microbiology needs to be listed as 200 level course, not a 100- level course. In most colleges, microbiology is a course that is at a 200 level or higher. This reflects leveling above perhaps Anatomy and Physiology.
14. General staffing and faculty concerns
- a. Concerns about qualifications to evaluate transcripts.
 - b. Shared faculty with other agencies may result in scheduling issues.
 - c. Does faculty experience match the needs for clinical specialties
15. Simulation – No simulation is planned. Simulation is not to take the place of clinical coursework. It is rather an enhancement. The absence of simulation places students on a different playing field as other students in nursing around the state. Situations that are not routinely encountered can be managed by simulation thus promoting the students total experience in the program.
16. Course sequencing concerns.
17. Systematic plan of evaluation managed by Ms. Standifer – needs ownership by faculty and have student input. This plan seeks to promote evaluation and quality improvement.
- a. Currently roles are for it to be done by Ms. Standifer and Ms. Hill. The role of the students was identified as filling out surveys.
18. Admission policies – Students would be admitted to the program on a conditional basis if they do not have the required general education credits completed. The time needed to complete general education credits could vary greatly between students. This might cause issues with completion rates, cohort size and schedule planning.

Motion was seconded by Ms. Morris. (7-0-0)

2. Anderson University substantive change request regarding course modality – Dama O’Keefe DNP, APRN, FNP

Deny request to change course modality for existing class but approve for future cohorts. Cooper/Morris 7-0-0.

3. FYI ONLY:
 - i. Purdue University appoints Nancy Edwards PhD, MSN, ANP-BC, FAANP as Head of the School of Nursing effective 8/1/2024. (CV attached)

VII. Discussion Items

1. OAG Report

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

2. Director’s Report
 - i. Electronic Meeting Policy
 - ii. NCLEX Attempts Procedure
 - iii. NCSBN Annual Report

Nick Hart, ISBN Director Emeritus, delivered the report.

3. ISNAP Report

Tracy Traut, ISNAP Program Director, delivered the report.

VIII. Proposed Settlement Agreements

1. Carrie Moore
2. Tatyana Briscoe
3. Sydney Green-All
4. Erin Caine
5. Carol Berry
6. Shari Penticuff
7. Katrina Lareau
8. Lorraine York-Hudson
9. Leslie Nelson
10. Dana Holt
11. Katy Roddenberry Ely
12. Bryan Taylor
13. Dannon Gorham
14. Kevin Barnes

A motion was made and no seconded to deny proposed settlement agreement 1. Cooper/no second. Motion fails.

A motion was made and seconded to approve proposed settlement agreement 1. King/Morris 5-1-0.

A motion was made and seconded to approve proposed settlement agreements 2-7. Harlan-York/Gallegos. 6-0-0.

A motion was made and seconded to deny proposed settlement agreement 8. King/Harlan-York 6-0-0.

A motion was made and seconded to approve proposed settlement agreements 9-14. Gallegos/Sego 6-0-0.

IX. Motion to Dismiss

1. In the Matter of the Unlicensed Practice of Jo Leigh Holland a.k.a. Jo Leigh Harper
Administrative Cause No. 2022 NB 0032

A motion was made and seconded to grant the motion to dismiss. Morris/Juengst 6-0-0.

X. Petitions for Summary Suspension

1. In the Matter of the License of Pamela Baldwin, 28218286A
Administrative Cause No. 2024 NB 0066
DAG: Alex James
Respondent: present with counsel Cynthia Marcus

A motion was made and seconded to dismiss the petition for summary suspension. Gallegos/Morris 6-0-0.

2. In the Matter of the License of Clinton Cutler, 28271808A/C
Administrative Cause No. 2023 NB 0125
DAG: Rebekah Hammond
Respondent: Failed to appear
Witness(es): Tracy Traut and Carly Grace with ISNAP
Exhibit(s): State's Exhibit 1 (Sentencing Order for Respondent), State's Exhibit 2 (ISNAP Drug Screen), State's Exhibit 3 (ISNAP Records)

A motion was made and seconded to suspend Respondent's license for 90 days. Harlan-York/Gallegos 6-0-0.

XI. Summary Suspension Renewals

1. In the Matter of the License of Renee Patterson, 28203900A/C
Administrative Cause No. 202406-NUR-0111
DAG: Alex James
Respondent: Not present
Witness(es): None
Exhibit(s): None
Re: VSA

A motion was made and seconded to accept the voluntary suspension agreement. Morris/Gallegos 6-0-0.

2. In the Matter of the License of Shawn Randles, 28256088A
Administrative Cause No. 202406-NUR-0115
DAG: Natalie Stidd
Respondent: present and comfortable proceeding without counsel
Witness(es): Respondent, Alyssa Hamilton with ISNAP
Exhibit(s): State's Exhibit 1, Respondent's Exhibit A (NA sign in sheet), Respondent's Exhibit B (Respondent's Documents from Landmark Recovery)

A motion was made and seconded to renew the summary suspension for 90 days. Morris/Sego 6-0-0.

XII. Final Hearings

1. In the Matter of the License of Carol Berry, 28163618A-CONTINUED/PSA
Administrative Cause No. 2023 NB 0156

2. In the Matter of the License of Dana Holt, 27042020A-**CONTINUED/PSA**
Administrative Cause No. 2023 NB 0166

3. In the Matter of the License of Diane McClish, 28161500A
Administrative Cause No. 2023 NB 0127
Re: Motion to Dismiss
DAG: Natalie Stidd
Respondent: Not present
Witness(es): None
Exhibit(s): None

A motion was made and seconded to grant the motion to dismiss. Segó/Juengst 6-0-0.

4. In the Matter of the License of Erin Caine, 28212908A- **CONTINUED/PSA**
Administrative Cause No. 2021 NB 0132

5. In the Matter of the License of John Robinson, 27079075A
Administrative Cause No. 2023 NB 0128
DAG: Hilary Brown
Respondent: present and comfortable proceeding without counsel
Witness(es): Respondent, Brittany Smith with MFCU, Tracy Traut with ISNAP
Exhibit(s): State's Exhibit 1 (CCS for Respondent's Criminal Case), State's Exhibit 2 (IMPD Records for Respondent)

The State filed a motion to exclude witnesses and exhibits. A motion was made and seconded to grant the State's motion. Harlan-York/Gallegos 6-0-0.

A motion was made and seconded to place Respondent on indefinite probation for minimum of 1 year. ISNAP evaluation within 30 days, compliance and completion of RMA before withdrawal of probation. Signed board orders, quarterly reports, reporting requirements, keep board apprised of his/employer information, minimum of 1 year of active practice before withdrawal of probation. 6 CEs in controlled substance use, ethics, impaired nursing/addiction (18 total). \$5 health records fee, \$750 fine. Reporting of substance use or relapse immediately to Board. Morris/Gallegos 6-0-0.

6. In the Matter of the License of Josephine Wells, 28257447A
Administrative Cause No. 2023 NB 0165
DAG: Hilary Brown
Respondent: Failed to appear
Witness(es): None
Exhibit(s): None

A motion was made and seconded to issue an NOPD for Respondent's failure to appear. King/Morris 6-0-0.

7. In the Matter of the License of Kathleen Rayborn, 28225563A-**CONTINUED**
Administrative Cause No. 2023 NB 0159

8. In the Matter of the License of Katie Rodenberry Ely, 28245569A&C- **CONTINUED/PSA**
Administrative Cause No. 2023 NB 0157

9. In the Matter of the License of Kristen Fuess, 27061678A-**CONTINUED**

Administrative Cause No. 2023 NB 0143

10. In the Matter of the License of Lanette Johnson, 27072420A-**CONTINUED**
Administrative Cause No. 2023 NB 0161

11. In the Matter of the License of Lorraine York-Hudson, 28177417A&C-**CONTINUED/PSA**
Administrative Cause No. 2023 NB 0164

12. In the Matter of the License of Shari Penticuff, 28098217A - **CONTINUED/PSA**
Administrative Cause No. 2023 NB 0126

XIII. Order To Show Cause (1:00pm)

1. In the Matter of the License of Sarah Bortone, 71004380A - **CONTINUED**
Administrative Cause No. 202409-NUR-0182

2. In the Matter of the License of Dorthy Bodur, 71010489A - **CONTINUED**
Administrative Cause No. 202409-NUR-0180

3. In the Matter of the License of Jennifer Bosley, 71010883A-**CONTINUED**
Administrative Cause No. 202409-NUR-0181

XIV. Default Hearings

1. In the Matter of the License of Yonna Allen, 28188377A
Administrative Cause No. 2024 NB 0006
DAG: Rebekah Hammond
Respondent: Not present
Witness(es): Sarah Corman with OAG
Exhibit(s):

A motion was made and seconded to hold Respondent in default for her failure to appear. Gallegos/Harlan-York 6-0-0.

A motion was made and seconded to issue a letter of reprimand with a \$1,000 fine. King/Morris 6-0-0.

2. In the Matter of the License of Sheri Barnes, 71003184A
Administrative Cause No. 202406-NUR-0124
DAG:
Respondent:
Witness(es):
Exhibit(s):

A motion was made and seconded to hold Respondent in default. Morris/Gallegos 6-0-0.

A motion was made and seconded to suspend Respondent's license for no less than 6 months, \$3,000 fine, and provide the materials required for the audit, cost of the proceedings. King/Harlan-York. 6-0-0.

3. In the Matter of the License of Sarah Haag, 28179042A
Administrative Cause No. 2023 NB 0002
DAG: Alex James
Respondent: Failed to appear

Witness(es): Andrea Mills with OAG
Exhibit(s): State's Exhibits 1-4

A motion was made and seconded to hold Respondent in default. Harlan-York/Morris 6-0-0.
A motion was made and seconded to suspend Respondent's license indefinitely, require engagement with ISNAP and enter into an RMA and be compliant for at least 1 year before petitioning for reinstatement, \$5 health records fee, cost of proceedings, \$1,000. Gallegos/Harlan-York 6-0-0.

4. In the Matter of the License of Jessica Beam, 28190205A- Motion to Set Aside
Administrative Cause No. 2024 NB 0004
DAG: Not present
Respondent: Not present
Witness(es): None
Exhibit(s): None

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

5. In the Matter of the License of Jennifer Wilson, 28094839A
Administrative Cause No. 2023 NB 0096
DAG: Natalie Stidd
Respondent:
Witness(es):
Exhibit(s):

A motion was made and seconded to set aside the NOPD. Harlan-York/Gallegos 7-0-0.
A motion was made and seconded to approve the PSA. Cooper/Harlan-York 7-0-0.

6. In the Matter of the License of Holly Seale, 28156964A
Administrative Cause No. 2023 NB 0008
DAG: Alex James
Respondent: Not present
Witness(es): Andrea Mills
Exhibit(s):

A motion was made and seconded to hold Respondent in default. Gallegos/Harlan-York 7-0-0.
A motion was made and seconded to revoke Respondent's license. Morris/Cooper 7-0-0. Aggravating factors: severity of offense, failure to participate in the proceedings, presence of children during the offense.

7. In the Matter of the License of Brenda McIntosh, 27052235A
Administrative Cause No. 2024 NB 0005
DAG: Rebekah Hammond
Respondent: Failed to appear
Witness(es): Sarah Corman with OAG, Alyssa Hamilton with ISNAP
Exhibit(s): State's Exhibits 1&2

A motion was made and seconded to hold Respondent in Default. 6-0-0.
A motion was made and seconded to suspend Respondent's APRN license for no less than one year. Re-engage in ISNAP; cost of proceedings, 18 hours of continuing education. Harlan-York/Juengst 6-0-0.

XV. Pre-Hearing Settlement Conferences (9:00am, Conference Room 3)

1. In the Matter of the License of Catherine Dangli, 28254248A - CONTINUED
Administrative Cause No. 2023 NB 0185
2. In the Matter of the License of Angela Trackwell, 28209397A, 71009743A
Administrative Cause No. 202405-NUR-0081

XVI. Personal Appearances

1. Brandon Landau- Landau appeared for a positive response on an initial application. He graduated this past July 2024 and is currently preparing for boards. In 20222 while working as a paramedic, he was helping with a transport of a patient from Shelbyville to Indianapolis that needed a heart cath. Patient was awake and alert for the beginning of transport, but about 10 minutes in their oxygen started dropping and then 5 minutes later went into VFIB and became non-responsive. Following policy, the driver pulled over to assist with CPR since they were more than 8 minutes out from their destination. Efforts were made to call in for assistance, but the team dispatched was 20 minutes away. His training was to start with BLS before switching to ACLS. Contact was made to St. Francis to change their method but was instructed to work the code without epinephrin. Defibrillation was also used, but the situation did not have a favorable outcome. The coroner instructed them to return the decedent to Shelbyville. He ended up being disciplined by the transport employer and was ordered to redo his ACLS code education. He retook the ACLS exam but failed due to test anxiety. ACLS was current at the time of the event. The employer at the time ended up dropping him back to EMT. For the last 3 years he has been working at IU North as a medic and has a job offer with them. At current job doing quarterly testing on ACLS. Malpractice finding said initially failed to provide ACLS care to patient and adhered to American Heart Foundation policies for administering an epi pen. The ALJ recommended to allow him to test and license free and clear. Supportive findings: found himself in a situation where he was the senior as a 1 year medic with a 3 year EMT, followed policy to stop and recesitate, a bit torn on why epi pen wasn't administered but he had rationale why it wasn't, a horrific thing that happened and didn't have resources needed, working at IU and they are aware of matter, has been offered a job and opportunity to promote with no issues.

2. Caitlin Shephard (heard before the full Board as it was a conflict for Ms. Cooper) Shephard answered yes to termination or discipline. She received a write-up. She was asked to sign-out belongings by another nurse and checked out medications that belonged to another patient. A motion was made and seconded to issue the license if she passes NCLEX. Morris/Sego 6-0-0.

3. Keeshia Starks: (heard before Kim in Room A at the end of the agenda as Ms. Starks was lost). Was charged in April 2024 for theft. She disclosed it on her application for initial licensure. She's on a diversion agreement for that charge which should be completed in October 2025. The ALJ recommended issuance of the license on probation for the length of her criminal diversion. Quarterly reports, signed board orders, reporting requirements, keep board apprised of her information. Active practice for minimum of 9 months prior to petitioning.

4. Lamont Imel- Imel appeared to discuss a positive response on his LPN renewal. Imel had workplace discipline stemming from conversation with boundary issues. He has worked as a LPN for 30 years. He was at a home health job for about 3 years and working in a training role for 3-4 months. He had a new trainee that was a new RN but not working as a nurse. After discussion about job duties and workflow, the conversation drifted to more personal topics including churches, families, and medical issues. The next day the trainee reported the conversation was offensive. She had shared about abdominal issues that later required surgery. Imel then shared about his experience with pancreatitis and prostatitis which required urethral dilation therapy. He then shared about a previous matter with a different employer that resulted in discipline and CE. Then was at Howard Community for 9 months and was asked to leave since they didn't need a LPN in the role he was in. Also worked for BioLife for 8 years and was disciplined then dismissed for giving out coupons to people down on their luck. Currently is working for St. Vincent in Kokomo for 10 months with no discipline. The ALJ doesn't find him to be a

danger to the public, feels BioLife action was wrong, and found it concerning Howard Community didn't transition him into another role since it was the back side of COVID. The ALJ recommended to renew him free and clear. Mitigating factors: spotty work history, currently employed for 9 months with no discipline, accepted responsibility for areas of concern, receptive of boundary issues and acknowledged work to be done, not a danger to the public.

5. Kristin Daugherty- Daugherty appeared to discuss a positive response on her LPN renewal. She shared about a workplace discipline incident. She worked at Bluffton Regional for 15 years. The first 10 years were in filing and registration. While working she got her degree and worked 5 years as a nurse. While working with a physician, the provider thought she wasn't meeting standards and placed on a plan for 6 months. She was written up for bringing an outdated vaccine to the doctor's attention when more in date vaccine was available in a back fridge that she didn't see. Fresh out of school she was working with a new provider and had a new supervisor about a year before the write up. The expectations of roles changed with the new staff. It wasn't her role to order vaccines. Was written up a second time for a vaccine date issue and a third time for faxing a document she was instructed not to fax. Prior to these incidents there had been no issues. She left that job in 2023 and has been at her current job for about 1.5 years. Currently working at Adams Memorial for 18 months with no discipline. The ALJ recommended to renew her free and clear. Mitigating factors: 15 years of employment with 11 years before any issues, management change didn't fit with staff, currently employed with no issues or write ups.

6. Nakia Williams- Williams appeared to discuss a positive response on her LPN renewal. October 2023, she got off work and received several calls that the mother of her nephew was left in the care of an 11-year-old babysitter while the mother was at a club and inebriated. Williams went to pick up her 1-year-old nephew and take the child to her brother who was the child's father. When the mother got home, she called the police and reported burglary and kidnapping. Williams then received a call about the kid missing, took him to a justice center for transfer of custody. She plead not guilty to burglary and kidnapping charge, which were converted into interference of custody. She was placed on a 6-month probation, which has been completed. When questioned what she would have done differently she replied go get her brother first. She said she learned to stay her lane with her own matters. Currently working at same job for 5 years and employer is aware of situation with no discipline. The ALJ recommended to renew free and clear. Mitigating factors: 5 years current employment, employer is aware of matter, she acknowledged actions were not well thought out.

7. Jesse Clark- Failed to appear. Reschedule.

8. Olushola Onofe - Onofe matter was initially vacated in error, but then she appeared and discussed her application and education. She graduated from Sacred Heart in Florida and took and passed her NCLEX in New York state. Attempted NCLEX 2 times in Florida and passed her third time in New York. She stated she was told New York was easier to obtain and she applied and tested and passed New York. However, she does not have a license in New York but is licensed in Florida. She was not able to explain why did never received a license in Florida. Did training at Nurses Bridges in Houston and went into detail about her schooling being a 9-month program with 4 days on and 4 days off with classes. When questioned multiple times she said she never trained on patients, only peers. The ALJ recommendation was to deny her endorsing to Indiana. Aggravating factors: 1) passed exam in New York, but no license in New York which doesn't explain how she obtained license in Florida, 2) in depth discussion about education, acknowledged she didn't take care of patients, no hospital, no long term care facility, no community center, education was only 9 months, 3) went to school every other week for a period of time, 4) independent study, no cohort, size of class varied, attended when she could with her schedule, 5) advanced standing was given to her because of CNA – CNA cannot pass meds and act as a LPN or RN.

9. Varena Edwards- Edwards appeared to discuss a positive response on her LPN renewal. In 2021 at a casino security found edibles and ecstasy pills in her bag. A warrant was put out for her arrest, which she wasn't aware of. When leaving for a trip to Jamaica, got arrested at airport and spent 6 days in jail. Plead guilty to the charge and was ordered to do drug testing, mental health evaluation, and take a marijuana treatment class. She said she has not problems or issues with drugs. She was previously

arrested in 1992 for disorderly conduct. She is not currently using ecstasy but could not pass a drug due to using edibles to help with Lupis. She is working and has no discipline. The ALJ recommended to order an ISNAP evaluation, then comply with RMA if needed. The license should be renewed on probation for 1 year or length of RMA with signed order, reports from employer, keep board updated, and 1 year of active practice. Aggravating factors: concern about a nurse carrying edibles and ecstasy and cannot pass drug test.

10. Megan Bonnet- Bonnet appeared to discuss a positive response on her LPN renewal. In December 2023 was out Christmas shopping with a friend and stopped for a couple drinks. She left and while driving home got pulled over for a DUI with a BAC 0.11. This was her first time getting arrested. Got 6 months of probation for the matter which was to start in June 2024. A friend recommended she contact ISNAP which she did and self-reported the incident. She started an 18 month program with ISNAP but stepped away after 5 months due to financial issues. She shared being a single mom the financial requirements of the program were hard to balance. She said she doesn't have an issue with drinking, but she is at high risk due to family history. She has been at her current job for 4 years and the employer is aware of the situation. The ALJ recommended her to re-engage with ISNAP, follow any recommendations, and to renew her license on probation for either the length of her criminal probation or the duration of RMA if one is recommended. She would need to submit a signed order, ¼ reports from employer, and keep board updated of any changes. Aggravating factors: elevated BAL, identification from ISNAP, positive UBS at intake, and family history. Supporting factors: honest, trying to fix, continuous employment, and employer is aware of situation.

11. Charzel Carpenter-CONTINUED

12. Terri Sage- Sage appeared to discuss her failure to disclose discipline from the Kentucky nursing board on her LPN renewal. She explained that she was 14 days late on turning in her CE to Kentucky as she was in North Dakota at the time. She paid that fine she incurred and has since turned all CE in. She lives in Kentucky but doesn't want to work there. Originally, she was licensed in Illinois and that is her home state. She hasn't had a Kentucky license for over a year, and it is currently marked lapsed. She travels with nursing corps out of Ohio. Her Illinois license is currently active with no discipline. The ALJ recommended to renew her free and clear.

13. Erin Caine – VACATED (due to PSA approved at same meeting which disposed of the matter)

14. Angela Tendorio- Failed to appear for second time. The ALJ recommended to deny the application.

15. Kyle Daniel-Daniel appeared to discuss a potential fraudulent Kaplan review course letter being submitted. He graduated from Ivy Tech in May 2021 and has attempted the NCLEX 3 times with the last time being in March 2023. After his last attempt PLA suggested his take a class. The letter he submitted had several components that raised question to the authenticity of it. The ALJ recommended to delay this matter until the question about the letter is sorted out. He was instructed to contact Sandra Fights, dean at Ivy Tech, to request a letter, on polished letterhead with her signature, to Toni Herron in which she can confirm his invitation to be a part of the class. He is also to forward all e-mail correspondence he had with Cheryl Martin to get said letter to Toni Herron for review. This matter is to be tabled until both items are received by Toni Herron. Then this matter is to be rescheduled for another personal appearance.

16. Merabell Yunteng- Failed to appear. Reschedule.

17. Donna Greenwood- Greenwood appeared to discuss reinstatement of her license that expired in 2004. She was initially licensed in 1985 and worked until she became a stay-at-home mom and missed the 2004 renewal. She has been unlicensed for 20 years. She is not licensed in any other state and has not practiced since. She is interested in working in a clinic or office and possibly online nursing. She is also interested in taking a refresher course. The ALJ recommended allowing her to set for the NCLEX and complete a review course with a green light or a predictor score of 95+. It was noted to her that Kaplan is more test savvy and that ATI is more content based. The recommendation to her was to pursue the more content path due to the time of out the job. Once the refresher course is completed provide proof to PLA

for clearance to test. Once test is completed then enroll in a RN refresher course that has a clinical component.

18. Ryan Scott- Scott appeared for a positive response on her late RN renewal. She submitted a positive response statement back in 2022. She found out her daughter was using drugs, ran away to Lansing, Illinois, and reported to police that she had been hit by her mother. Authorities returned the child to Munster, Indiana where DCS got involved. Once DCS was made aware of the daughter having ADD and ODD, DCS was fine with the situation and returned the child to her mom. 3 weeks later Scott was arrested by the sheriff for 3 felonies and a misdemeanor for child abuse. Scott ended up taking a 1-year diversion that is set to be completed in October 2024. She is licensed in Illinois with an active free and clear license. The ALJ recommended to have Scott submit completion documents to PLA of the diversion, then renew her license free and clear.

19. Marjorie Spencer- Spencer appeared previously for a RN application that was denied. This appearance was for her LPN application. She graduated from a program in the Philippines and passed her exam in 2017. Came to the states in 2018. She has been working as a LPN in California and is seeking licensure via endorsement. She resigned from her job this past April and moved to Indiana. The ALJ recommended to license her by endorsement from California to Indiana for LPN.

20. Johnathan Smith - CONTINUED

21. Christopher Banks- Banks appeared to discuss his positive response on his compact application. In Jan 2022 there was a domestic battery incident that a minor was present for which resulted in a felony charge. Both parties involved had been drinking and this was a one-time incident. The charge was dropped to a misdemeanor, and he took a deal with 3 months of home detention, 1 year of probation, online drug/alcohol program, and a battery program. He has no prior arrests. Currently he's working at a facility in Vincennes and has been there for 11 months. Previous to that he had worked at a place in Washinton, Indiana for 3 years; but was asked to leave due to the investigation and the employer was concerned about it making them look bad. His current employer is aware of the situation and has no discipline in place on him. Alcohol is not of concern. The ALJ recommended since this matter is resolved to allow him to obtain a compact license. Mitigating factors: the matter is resolved in the courts, currently working, and his previous job for 3 years he did not have discipline until this matter.

22. Brooke Giorgio - CONTINUED

23. Sandra Johnson- Failed to appear for second time. The ALJ recommended to deny the application.

24. Sheryl Jones- Jones appeared to discuss a positive response on her renewal. She moved back from New York in March 2021, then in November 2021 she was asked to move out from the place she was residing in. She then went to her storage unit to get some items and found her medical marijuana paraphernalia. She fell asleep in her car and woke up to cops that had responded to check on her. She told them she was getting ready to dispose of the paraphernalia. They searched her and found pills in her purse that weren't labeled. She was charged with possession of paraphernalia and pills. The pills charge was later dropped when proof was provided that they were in fact prescribed to her. She then completed her probation for the paraphernalia charge this past June 2024. She had a daughter pass away in December 2021 due to heroin overdose. Her other daughter got arrested and when she got out wanted to use her mom's car. The plate on the car had expired because Jones didn't have the money to renew it and she also had a toll bill to be paid. Both her and her daughter were diving on an expired plate. The daughter agreed to pay the toll bill so that they could go to a BMV kiosk to renew the plate. The daughter used her credit to pay the renewal fee. Couple months later both mom and daughter were arrested due to a warrant being put for them for using a stolen credit card. Jones was offered a 1-year plea agreement, but she declined it because she didn't know her daughter had used a stolen card. The daughter wrote and letter to the judge and Jones' counsel got the 1 year dropped to 6 months, which was finalized in April 2024. She hasn't been able to work for 2.5 years. She let her license expire in 2023 as she had health problems that required surgery, and she wasn't sure if she'd be able to return to work. She not is physically able to go back to work and has stable housing. She has been clean for 24 months and is taking CBD for her arthritis but not anything illegal. The ALJ recommended allowing her to renew free

and clear. Mitigating factors: death of a child, significant health issues which prohibited her from working for several years, and transparency of the situation.

25. Ashley Staten- Failed to appear for second time. The ALJ recommended to deny the application.

26. Stephanie Sessions- Sessions appeared for a positive response on an initial application. She discussed the deceptive practice charges she got for several bad checks from 2021, 2022, and 2023. All restitutions have been paid for groceries, gas, and childcare that were affected by the bad checks. She explained that they had gotten behind financially and the overdraft charges added up. She also shared about her issue with opiate use disorder which prompted her to lose her job. She entered a CCT contract in Illinois, where she lives, with the nursing board and completed the 2-year program there. Illinois had found discrepancies in Pyxis system due to diversion, which she admitted to. The ALJ recommended she do an ISNAP evaluation to determine if an RMA is needed. If so, then her license would be issued on probation to run for the length of the RMA. Probation would include a signed board order, ¼ reports, keeping board updated, and 1 year of active practice. If no RMA is needed, then she would be licensed free and clear. Aggravating factors: lengthy record back to 2021, check deception, and diversion.

27. Monique Iverson- Iverson appeared and discussed why she didn't disclose an incident on her application. In June 2023 she was caught shop lifting from Meijer. This was a first-time event with no prior record. This ended up costing her a lot more money in legal fees than the \$30.00 dress she stole. She has been employed for the last 9 years at IU Methodist and her employer is aware of everything. She said she has learned to never go through self-checkout as to avoid temptation. The ALJ recommended to approve her free and clear with mitigating factors being she has learned a log and is not looking forward to having to discuss this matter with her kinds.

28. Marjorie Butler- Failed to appear for second time. The ALJ recommended to deny the application.

29. Pamela Brodt- Failed to appear. Reschedule.

30. Stacy Abell- Abell appeared for her renewal and having previously been on probation. She shared about her 6 day detox in a hospital this past February due to drinking. She has been sober for 6 months now. She shared she's had problems with alcohol for 10 years and narcotics for 20 years. She had previously had an emergency suspension that was allowed to run out and now her status is expired. This is her 4th time with ISNAP and they had determined she has a sever level of both alcohol and opioid use disorders. She had signed and 3-year RMA with ISNAP to run from 8/2024 to 8/2027 and has been compliant. Currently she is attending AA and is looking for a sponsor. The ALJ recommended to move her license from expired to renew it on probation that will run the length of her RMA for 3 years. ISNAP will need to do a return-to-work assessment once she gets a sponsor and she will need to submit a copy of her meeting attendance record to ISNAP. No charge or preceptorship for 1 year, 6 months narcotics restrictions, evening restrictions, no more than 12 hours per shift, 36-40 hours per week, signed board order from her and her employer, ¼ reports from employer, for the first 12 months no home care/hospice/school care, keep board updated on all matters, and 12 months of active practice the last year. ISNAP is also to contact and notify PLA of any missed check-ins. Aggravating factors: extensive length of time with addiction, polypharmacy, alcohol and narcotics, severity of level of issues deemed by ISNAP, number of times she's been engaged with ISNAP, and her 2010 criminal matter. Mitigating factors: self-reported, sober since February 2024, family support, her spouse noted improved behavior, engagement with support groups (both nurse support and AA), new engagement with AA, and transparency for a difficult conversation.

XVII. Adjournment

Upcoming Board Meetings:

Date

ALJ/Full

Location

October 3, 2024
October 17, 2024

ALJ
Full

Virtual
Conference Room B+C