

**INDIANA STATE BOARD OF NURSING**

**Thursday, December 16, 2021  
at 8:30 a.m.**

**\*HELD THROUGH WEBEX\*  
TO JOIN, CALL: (240) 454-0887  
MEETING CODE: 610 915 440 or  
<https://indianaenhanced.webex.com/join/plawebex>**

**I. Call to Order and Establishment of Quorum**

**8:30 a.m.**

**Board Members Present:**

Kim Cooper, MSN RN, Board President  
Jennifer Miller, RN, Vice President  
Angela Morris, RN, Secretary  
Jason King, DNP, RN, CENP  
Susie Newkirk, LPN  
Judy Hamblen, LPN

**Advisory Staff:**

Donald Hannah

**PLA Staff:**

Alyssa Servies  
Toni Herron  
Rebecca Tinsley  
Ashlee Gentry

**II. Adoption of the Agenda**

**III. Adoption of Recommended Orders**

1. Miles Downing

A motion was made and seconded to accept the recommended order. Morris/Miller

**IV. Indiana State Nurses Assistance Program**

The report was presented by the IPRP Program Director, Tracy Traut,

**V. Education**

1. Site visit report ACL Medical Training Request to Open ASN program – LaVeda Standifer CEO, MSN, RN

Laveda Standifer CEO, MSN, RN appeared on behalf of the program. Education Compliance Officer Toni Herron reminded the Board that this is an Associate Degree in Nursing program seeking to open in Anderson. ACL gained initial authorization from the Board of Proprietary Education in December 2018. ACL appeared before the Board after a previous site visit in December 2020. The Board denied

the request to open at that time and asked the program to resubmit the application once revisions to policies and handbooks had been completed. They advised enlisting the help of a nurse educator who was experienced in such matters.

Revised documents were received, and another site visit was conducted in September 2021. The site visit report was returned to ACL on 10/07/2021, with a deadline to return a response to the site visit report to Ms. Herron no later than 11/10/2021. On 11/10/2021 Ms. Herron received a copy of the site visit report back from Ms. Standifer. Ms. Standifer was told that a rebuttal/response was required but that the deadline had passed. On 11/12/2021, Ms. Herron received revised documents from Ms. Standifer and shared with Ms. Standifer that they had not been received by the deadline of 11/10/2021, so they would not be considered as part of the site visit documents. Previously submitted versions would be reviewed.

Proposed nursing faculty were not available during that visit but Ms. Herron was able to speak with the gen ed adjunct faculty. The gen ed faculty do not have education degrees but are all currently teaching in other educational programs. Regardless of experience, Ms. Herron expressed concern over their credentials and if they were appropriate for this program. Since the site visit, two (2) additional nursing faculty were added. None of the nursing faculty have education degrees or experience other than teaching in in-service capacities or in ancillary training programs.

Board member Kim Cooper asked if it was still the intention of the program not to accept transfer credit. Ms. Standifer said yes, and Ms. Cooper pointed out that the handbook was confusing to the prospective student, considering how the information was presented in the handbook. Ms. Cooper stated that it was fine either way, but the policy had to be clear, and the policy had to be followed.

Ms. Cooper asked how Ms. Standifer had created the mission and vision for the program. Ms. Standifer stated that it was the result of her personal values and beliefs. Board member Angela Morris stated that she thought that the language was familiar and did a Grammarly search, which revealed that the language was verbatim from Marquette University. Ms. Standifer stated that she was not aware of that but that she had done reference searches for information. Ms. Morris stated that there were references in both the student and faculty handbooks regarding plagiarism, and that it was unacceptable.

Ms. Cooper stated that, based on the documents being reviewed, that the program was not ready for accreditation. Ms. Cooper recommended that the Board deny the application to open at this time. Ms. Standifer would be free to submit another application and start the process again when she was ready.

Ms. Morris made a motion to deny initial accreditation and Ms. Hamblen seconded. Motion to deny carries 6-0-0.

2. Site visit report – Ivy Tech Community College Anderson – Jennifer Gale MSN, RN and Jewel Diller DNP, MS ED, RN

Jennifer Gale, Dr. Jewel Diller, Dr. Mia Johnson, and Dr. Anne Marie Gillespie appeared on behalf of the program. Ms. Herron stated that this visit had been conducted in September and had been delayed on the agenda due to quorum issues. ITCC Anderson has a PN, LPN – ASN and ASN track at the campus. The campus is split between two (2) locations, one downtown where the gen eds are taught and the newer campus by the interstate where nursing core classes are taught. Anderson has had difficulty in dropping NCLEX scores up until Ms. Gale assumed the role as dean in March 2021. There has been a great deal of turnover in faculty and administration at this campus which has played a role in student performance. There has been some faculty attrition since Ms. Gale became dean, but some was anticipated and therefore, planned for. A simulation position remains open but otherwise, all faculty

positions are full. It is being left open intentionally to find a person with the right credentials for the position. Ms. Gale has made additional resources available to the faculty to ensure their success in teaching and has purposely chosen not to admit a summer cohort of transition students, to allow faculty time to concentrate on and support current students.

YTD NCLEX scores for PN is 100% (8/8) and ASN 81.5% (31/38). Ms. Herron recommended renewing full accreditation based on the recent changes and improvements to the program in Anderson. Motion to approve carries. King/Hamblen 5-0-0. Cooper recuse

3. Ivy Tech Community College request for curriculum change in ASN tracks – Jewel Diller DNP, MS Ed, RN

Dr. Diller appeared on behalf of the school. She stated that ITCC had been approached by the Indiana Commission on Higher Education to consider fulfilling all elements of the Indiana College Core curriculum to the ASN degree. This would apply to the main ASN track, and to all transition to ASN tracks as well. Upon review, it was determined that the objective can be met by the addition of a humanities elective and making Anatomy and Physiology 201 a course requirement, rather than an elective. Board voted to approve the request for curriculum change. King/Morris 5-0-0. Cooper recused.

4. Ivy Tech Community College Second Wave request to add military medic and medical assisting transition tracks to additional campuses - Jewel Diller DNP, MS Ed, RN

Dr. Diller appeared on behalf of the program. With increasing interest from the communities, ITCC plans to add transition tracks to other campuses in the system. Most of the tracks will not begin before academic year 2023. Military medic to ASN will be added at Bloomington campus. Medical assistant to ASN will be added at the Bloomington, Evansville, Muncie, Sellersburg and Greencastle campuses. The paramedic to ASN track will be added in Bloomington. Dr. King complimented Dr. Diller on the out of the box thinking in creating these additional transitional tracks to help meet the nursing shortage challenges. Board approves request. Morris/Hamblen 5-0-0. Cooper recused.

5. In person Monthly Reports from October, November, and December
  - i. Ivy Tech Community College Anderson

The monthly written reports for November and December 2021 were reviewed. Ongoing NCLEX prep support for PN graduates continues. Additional workshops for faculty include content on advising, retention and simulation are scheduled for Christmas break. A new simulation faculty position has been approved and a search is underway. Report accepted. King/Hamblen 5-0-0. Cooper recused.

- ii. Ancilla College at Marian University

Dr. Dorothy Gomez and Shanna Ricker appeared on behalf of the program. Dr. Gomez stated that they continue to teach out the 39 remaining students – 22 traditional and 17 transitional. There have been two (2) faculty resignations since the semester began. Currently there is an opening for a peds/OB faculty member. If the position cannot be filled by the January start of the spring semester, the plan is to have a faculty member on the Marian Indianapolis campus teach didactic via Webex technology. The Ancilla students would be physically on campus, in the classroom with a faculty facilitator. Ms. Cooper stated that this is a change in modality and is considered a substantive change that would require Board approval. Dr. Gomez stated that she is hopeful the position can be filled by start of the semester, so that won't be necessary. Board voted to accept the report. King/Hamblen 6-0-0.

iii. Fortis College

Dr. Christopher Bell appeared on behalf of the program. Ms. Cooper stated that she was pleased to see more interaction reflected in the faculty meeting minutes. They are fully staffed at this time. There have been a couple dismissals due to double fails in the program. A discussion about the policy regarding tardiness ensued. The Board recommended that Fortis re-examine the policy to prevent students from losing education time. Fortis has moved to computerized testing through Exam Soft. There have been some integrity issues, but faculty has devised a system to eliminate those. Dr. Bell stated that NCLEX scores were improving overall. Board voted to accept report, King/Morris 6-0-0.

6. FYI ONLY – Letter of Intent to Open LPN – BSN track from Vincennes University at both Jasper and Vincennes campuses (see attached)
7. FYI ONLY – Chamberlain University names Tonya Breymier PhD, RN, CNE, COI, CHSE as Campus President and Program Director effective December 28, 2021 (see attached).

**VI. Discussion Items**

1. OAG Report

The report was presented by the OAG Medical Licensing Assistant Section Chief, Amanda Elizondo Cassidy.

2. Electronic Meeting Policy

A motion was made and seconded to accept the electronic meeting policy. Morris/King 6-0-0.

3. Board Dates for 2022 (ALJ and Full Board)
4. Board Elections

**VII. Proposed Settlement Agreements**

1. Melissa Payne: A motion was made and seconded to accept the proposed settlement agreement. King recused. Morris/Newkirk 5-0-0.
2. Carolyn Austin: A motion was made and seconded to accept the proposed settlement agreement. Morris/Hamblen 6-0-0.
3. Bobbi Ringham: A motion was made and seconded to accept the proposed settlement agreement. Morris/King 6-0-0.
4. Melissa McCartney: A motion was made and seconded to deny the proposed settlement agreement. King/Hamblen 6-0-0.
5. Casey Guzman: A motion was made and seconded to accept the proposed settlement agreement. Hamblen/Miller 6-0-0.
6. Tonya Hunt: A motion was made and seconded to accept the proposed settlement agreement. Hamblen/Morris 6-0-0.

7. Kristin Borden: A motion was made and seconded to deny the proposed settlement agreement. King/Hamblen 6-0-0.
8. Nicole Maurer: A motion was made and seconded to accept the proposed settlement agreement. Hamblen/Morris 6-0-0.

### **VIII. Motions to Dismiss**

1. In the Matter of the License of Allison Krawza, 28247792A  
Administrative Cause No. 2021 NB 0140  
A motion was made and seconded to dismiss the cause without prejudice. King/Morris 6-0-0.
2. In the Matter of the License of Ashlee Todosijevec, 27069617A  
Administrative Cause No. 2020 NB 0155  
A motion was made and seconded to dismiss the cause without prejudice. Miller/Newkirk 6-0-0.
3. In the Matter of the License of Brandi Robinson, 28180262A  
Administrative Cause No. 2019 NB 0148  
A motion was made and seconded to dismiss the cause without prejudice. King/Hamblen 6-0-0.
4. In the Matter of the License of Bridgett Whalen, 28156940A  
Administrative Cause No. 2021 NB 0134  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen/Miller 6-0-0
5. In the Matter of the License of Freda Black, 28104924A  
Administrative Cause No. 2020 NB 0036  
A motion was made and seconded to dismiss the cause without prejudice. King/Hamblen 6-0-0.
6. In the Matter of the License of Jessica Fultz, 28196159A  
Administrative Cause No. 2020 NB 0082  
A motion was made and seconded to dismiss the cause without prejudice. Miller/Hamblen 6-0-0.
7. In the Matter of the License of Leslee Napier, 28224138A  
Administrative Cause No. 2021 NB 0355  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen/Newkirk 6-0-0
8. In the Matter of the License of Melissa Rider, 27066380A  
Administrative Cause No. 2021 NB 0086  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen/Newkirk 6-0-0.
9. In the Matter of the License of Melissa West, 28157530A  
Administrative Cause No. 2019 NB 0249  
A motion was made and seconded to dismiss the cause without prejudice. Miller/Hamblen 6-0-0.
10. In the Matter of the License of Mendy Lutz, 28220453A  
Administrative Cause No. 2020 NB 0094  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen recused.  
Morris/Newkirk 5-0-0.

11. In the Matter of the License of Rebecca Hon, 27056298A  
Administrative Cause No. 2020 NB 0137  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen/Morris 6-0-0.
12. In the Matter of the License of Sharon Griner, 28083804A  
Administrative Cause No. 2020 NB 0134  
A motion was made and seconded to dismiss the cause without prejudice. Morris/Hamblen 6-0-0.
13. In the Matter of the License of Jennifer Albright, 28202190A  
Administrative Cause No. 2020 NB 0219  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen/Miller 6-0-0
14. In the Matter of the License of Cheryl Ytzen, 28111199A  
Administrative Cause No. 2020 NB 0200  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen/Morris 6-0-0
15. In the Matter of the License of Jennifer Adams, 28162638A  
Administrative Cause No. 2020 NB 0141  
A motion was made and seconded to dismiss the cause without prejudice. Hamblen/Miller 6-0-0

#### **IX. Probation Withdrawal**

1. In the Matter of the License of Tina Marie Galley, 28154659A  
Administrative Cause No. 2019 NB 0334  
DAG: No DAG  
Respondent: Present with counsel, Todd Ess.  
Witness(es): None  
Exhibits: Exhibits 1 through 4  
A motion was made and seconded to withdraw the probation on the license. King/Morris 6-0-0.
2. In the Matter of the License of Whitney Elise Wright, 28239686A  
Administrative Cause No. 2019 NB 0380  
DAG: No DAG  
Respondent: Present without counsel. Comfortable proceeding without.  
Witness(es): None  
Exhibits: None  
A motion was made and seconded to withdraw the probation on the license. King/Newkirk 6-0-0.
3. In the Matter of the License of Jacquelyn Marie Rogers, 28192028A  
Administrative Cause No. 2017 NB 0119  
DAG: Amanda Elizondo Cassidy  
Respondent: Present, with counsel, Todd Ess.  
Witness(es): Cara Kelly, IPRP, Alyssa Servies, Board Director  
Exhibits: Exhibits 1 through 6  
A motion was made and seconded to withdraw the probation on the license. King/Miller 4-2-0.

4. In the Matter of the License of Rebecca Renae Shaffer, 28157678A  
Administrative Cause No. 2017 NB 0215  
DAG: No DAG  
Respondent: Present  
Witness(es): None  
Exhibits: Exhibits 1 through 4  
A motion was made and seconded to withdraw the probation on the license. Hamblen/Miller 6-0-0.
5. In the Matter of the License of Jacqueline Ann Eveland, 28130507A  
Administrative Cause No. 2018 NB 0043  
DAG: No DAG  
Respondent: Present, with counsel, Todd Ess.  
Witness(es): None  
Exhibits: Exhibits 1 through 4  
A motion was made and seconded to withdraw the probation on the license. King/Newkirk 6-0-0.

## **X. Reinstatement**

1. In the Matter of the License of Lindsey Marie Herder, 28238579A  
Administrative Cause No. 2017 NB 0157  
DAG: Patricia Gibson  
Respondent: Present with counsel, Todd Ess.  
Witness(es): Abigail Rosa, IPRP  
Exhibits: Exhibits 1 through 4  
A motion was made and seconded to reinstate Herder's license on indefinite probation for the length of her RMA. Before returning to practice, Herder must complete a refresher course with a clinical component and provide proof of completion to the Board. While on probation, Herder must cause her employer to submit quarterly reports, and a signed board order. Herder must maintain full compliance with her RMA, keep the board apprised of any changes in her employment or contact information. She cannot hold supervisory roles for a period of at least one year. Herder must complete CEUs (12 in professionalism/ethics, 12 in impaired nursing; 12 in self-care/coping). The aggravating factors include the period of time since she practiced, her limited nursing practice experience, and the number of employers. King/Hamblen. 6-0-0.

## **XI. Petitions for Summary Suspension**

1. In the Matter of the License of Carrie Rae Byrd, 28196717A  
Administrative Cause No. 2021 NB 0223  
Re: Agreement  
DAG: Patricia Gibson  
Respondent: Not present.  
A motion was made and seconded to accept the agreement and summarily suspend the license for 90 days. Miller/Hamblen 6-0-0.
2. In the Matter of the License of Scott Moon, 28183116A  
Administrative Cause No. 2021 NB 0225  
Re: Agreement  
DAG: Amanda Elizondo Cassidy  
Respondent: Not present.  
A motion was made and seconded to accept the agreement and summarily suspend the license for 90 days. King/Hamblen 6-0-0.

3. In the Matter of the License of Sandra Bleza, 28148581A  
Administrative Cause No. 2019 NB 0295  
Re: Agreement  
DAG: Carah Rochester  
Respondent: Present through counsel, Todd Ess  
A motion was made and seconded to accept the agreement and summarily suspend the license for 90 days. King/Morris. 6-0-0.

## **XII. Summary Suspension Extensions**

1. In the Matter of the License of Kristin Borden, 28185269A  
Administrative Cause No. 2019 NB 0237  
Re: Agreement  
DAG: Abigail Smith  
Respondent: Present through counsel, Todd Ess  
A motion was made and seconded to accept the agreement and extend the summary suspension by 90 days. Hamblen/Morris 6-0-0.
2. In the Matter of the License of Kendra Nelson, 27074837A  
Administrative Cause No. 2021 NB 0111  
DAG: Whitney Cooper  
Respondent: Present, without counsel. Comfortable proceeding without.  
Witness(es): None  
Exhibits: Exhibits A through G  
A motion was made and seconded to extend the summary suspension by 90 days. King/Hamblen 6-0-0.
3. In the Matter of the License of Amy Glassburn, 28255257A  
Administrative Cause No. 2021 NB 0112  
Re: Agreement  
DAG: Carah Rochester  
Respondent: Not present.  
A motion was made and seconded to accept the agreement and extend the summary suspension by 90 days. King/Hamblen 6-0-0.
4. In the Matter of the License of Misty Rachelle Snitchler, 27054635A  
Administrative Cause No. 2019 NB 0099  
DAG: Whitney Cooper  
Respondent: Not present.  
A motion was made and seconded to extend the summary suspension by 90 days.  
Hamblen/Newkirk 6-0-0.
5. In the Matter of the License of Joshua Sayman, 28233986A  
Administrative Cause No. 2021 NB 0092  
Re: Motion to Vacate  
DAG: Amanda Elizondo Cassidy  
Respondent: Not present.  
A motion was made and seconded to vacate the summary suspension. King/Hamblen 6-0-0.



6. In the Matter of the License of Jamie McCracken, 27034094A  
Administrative Cause No. 2021 NB 0036  
DAG: Whitney Cooper  
Respondent: Present, without counsel. Comfortable proceeding without.  
A motion was made and seconded to extend the summary suspension by 90 days. King/Hamblen 5-0-0.
7. In the Matter of the License of Amanda Boyd, 28193383A  
Administrative Cause No. 2019 NB 0115  
DAG: Whitney Cooper  
Respondent: Not present.  
A motion was made and seconded to extend the summary suspension by 63 days. Hamblen/King 5-0-0.
8. In the Matter of the License of Danielle Hornberger, 28238870A  
Administrative Cause No. 2021 NB 0155  
Re: Agreement  
DAG: Patricia Gibson  
Respondent: Not present.  
A motion was made and seconded to extend the summary suspension by 90 days. King/Hamblen 5-0-0.
9. In the Matter of the License of Lorelei Harsha, 28127288A  
Administrative Cause No. 2020 NB 0165  
DAG: Carah Rochester  
Respondent: Not present.  
A motion was made and seconded to vacate the summary suspension. Hamblen/King. 5-0-0.

### **XIII. Personal Appearances**

1. Nicole Gulich: Gulich submitted an Illinois endorsement application. She had multiple criminal cases related to alcohol use. The first is from 2011; she hit a telephone pole, but case was dismissed. The second is from 2017; she blacked out and woke up in the suicide hold in Lake County. She never went to court. Her third is from March 2021. She was charged with an OWI but has not been to court yet. Gulich says she considers herself an alcoholic and goes to addiction counseling. She is not practicing in Illinois and has not practiced since she just graduated last December. A motion was made and seconded to deny the license. The aggravating factors include that she does not seem motivated to make the change, the depth of what has happened thus far, the recency of her third alcohol related charge, and the confusion of what occurred in 2017. The mitigating factor was her transparency. Cooper/Hamblen 5-0-0.
2. Ediza Zenor: Zenor disclosed a termination on her 2021 renewal application. While she was in the ER as a charge nurse, there was a fall (not reported by staff nurse) and she received a written warning. She received a final warning in March after using isolation room for a COVID patient. After this, she called in a manger while on a busy shift and was demoted to staff nurse and then terminated. Zenor said she has not had any issues with current employer. She feels valued. A motion was made and seconded to renew free and clear. King/Newkirk 5-0-0.
3. Russell Whannel: Whannel disclosed a termination on his 2021 renewal application. He reported that he felt overworked and was driving over an hour to and from work. He asked to decrease his hours, but that did not happen. While working a night shift for a home health patient, he fell asleep. The patient complained to his employer. Whannel is still doing in-home care. He currently works with a patient on a vent. A motion was made and seconded to renew free and clear. Missed Voters 5-0-0.

4. Shelby Sturm: Sturm submitted a reinstatement application. Her license expired in 2017, when she took time off to take care of her children and home school them. She needs to step in and provide for her family now. A motion was made and seconded have her complete a refresher course with a clinical component before issuing license. King/Hamblen 5-0-0.
5. Kayla Kohlman: Kohlman was represented by Todd Ess. She disclosed a criminal matter on her 2021 renewal application. She had not been to court. Substance abuse is not the issue, just bad judgment. She has completed CEUs in substance use. A motion was made and seconded to renew Kohlman's licenses (RN and APRN) on indefinite probation for the length of her criminal probation. While on probation, Kohlman must cause her employer to submit quarterly reports, and a signed board order. Herder must maintain full compliance with her criminal probation, keep the board apprised of any changes in her employment or contact information. Cooper/King 5-0-0.
6. Denise Beickman: Beickman disclosed a termination on her 2021 renewal application. She was terminated for medication errors at Baptist Health – Floyd and caused a patient to miss a dose of medications. Beickman has worked at a behavioral health center since March 2021 without issues. A motion was made and seconded to renew the license free and clear. Cooper/King 5-0-0.
7. Erin Kostner: Kostner disclosed a termination on her 2021 renewal application. She was a transport nurse for about 3 years. She hung the wrong drug. Although no harm came to the patient, she did not report it through the proper channels. The error was discovered at the receiving hospital. Kostner and her transport partner were terminated. Kostner still works in transport nursing and is completing her Master's in Nursing Education. She maintains an unencumbered Illinois license. A motion was made and seconded to renew the license free and clear. King/Cooper 5-0-0.
8. Pamela Lane: Lane disclosed workplace discipline on her 2021 renewal application. Lane has been working for the same employer for 20 years. She was dealing with a demeaning patient who wanted a new nurse. She felt like she couldn't gain the patient's trust. Lane said she slammed papers on the desk, swore, and threw papers down because she took things personally. She was moved from a charge nurse position to a staff nurse position. This is the second time she has thrown papers down on a desk. The first was in 2011. A motion was made and seconded to renew the license free and clear. King/Hamblen 5-0-0.
9. Kathleen Seurnyck: Seurnyck disclosed workplace discipline on her 2021 renewal application. She was terminated after making errors with the office technology. She is currently employed by a different facility. A motion was made and seconded to renew the license free and clear. King/Hamblen 5-0-0.
10. Elizabeth Walton: Walton disclosed workplace discipline on her 2021 renewal application. she was in a brand-new position and was unaware of expectations. She was only behind a computer and did not have any direct patient care. Walton reported that she has a master's in nursing informatics and is currently working to help develop software that will improve data operability. A motion was made and seconded to renew the license free and clear. Hamblen/Newkirk 5-0-0.
11. Angela Woodcock: Woodcock was represented by Lorie Brown. Woodcock disclosed workplace discipline on her 2021 renewal application. She was involved in replacing an IUD for a patient. The resident did not note on the consent form that the old IUD needed to be removed. The surgeon placed the new IUD without removing the old one. Woodcock had worked at the facility for 17 years without incident. She completed continuing education in ethics and wants others to learn from her mistake. She has been working as a travel nurse since July 2021. A motion was made and seconded to renew the license free and clear. King/Hamblen 5-0-0.

12. Elizabeth Gaines: Gaines disclosed workplace discipline on her 2021 renewal application. She was terminated by phone in September 2021 after working there at Encompass Health for 4 years. Gaines served two 90-day probationary periods in one year. CNO said patients had complained about her “personality type.” Gaines said she did speak inappropriately to one of her patients because she felt the patient was manipulating her pain medication. Additionally, five patients complained about her in one night because she was late in passing medications. Third, a paramedic complained about her after a patient had developed a GI bleed. Gaines stated she reported it to the doctor, so the doctor ordered a CBC for the next morning. When she came back that night, the patient was still there and bleeding, without having been transferred. Other than those incidents, nothing was disclosed to her. A motion was made and seconded to renew the license on indefinite probation for not less than 18 months of active practice. While on probation, Gaines is to cause her employer to submit quarterly reports and a signed board order. Gaines is to keep the Board apprised of changes in her employment, contact information, and any further work disciplinary actions. Gaines must also complete CEUs (12 in professionalism and 12 in communication). Gaines accepted the terms of her probation. King/Miller 5-0-0.
13. L. Michele Jansons: Jansons was represented by Todd Ess. She disclosed workplace discipline on her 2021 renewal application. While working at Right at Home in Anderson, she was working on a billing project. She was being micromanaged and no one was never happy with her work product. Jansons says she was disciplined based on personality conflicts. A motion was made and seconded to renew the license free and clear. King/Hamblen 5-0-0.
14. Ashley Barnes-Gbemisola: Barnes-Gbemisola was represented by Todd Ess. She disclosed a criminal matter and workplace discipline on her 2021 renewal application. The criminal matter is not applicable since it was only a speeding ticket and seat belt violation. She resigned from a position after a disagreement with her employer. Her employer filed a consumer complaint, which has already been investigated. A motion was made and seconded to renew the license free and clear. King/Hamblen 5-0-0.
15. Terrie Lemley: Lemley disclosed licensure discipline on her 2021 renewal application. Her midwifery license was disciplined in Michigan for failing to report a client’s positive drug screen. Lemley was a mandatory reporter. The drug screen results came back 3 days after baby was born. The baby did not have any symptoms. Lemley is now aware that she is a mandatory reporter. Her Michigan license is currently unencumbered. A motion was made and seconded to renew the license free and clear. Cooper/King 5-0-0.
16. Lois Brandon: Brandon disclosed workplace discipline on her 2021 renewal application. She was terminated from a non-nursing position because her employer said she lacked focus and the ability to pay attention to detail. Brandon had been making some mistakes in data entry, but they did not cause patient harm. Brandon is currently not working due to health issues. A motion was made and seconded to renew the license free and clear. King/Newkirk 4-1-0.
17. Nichole Cackley: Cackley disclosed workplace discipline and a criminal matter on her 2021 renewal application. Cackley admitted to her employer that she stole drugs from her workplace. She was found also found guilty of diversion. Cackley self-reported to IPRP and signed a 5-year RMA. A motion was made and seconded to renew the license on indefinite probation for the length of her RMA. Cackley must cause her employer to submit quarterly reports and a signed Board order. Cackley must maintain full compliance with her RMA. While on probation, Cackley must complete CEUs (12 in professionalism/ethics, 6 in self-care, and 12 in medication administration.) Cackley will have a 12-month narcotic restriction and she cannot be in a supervisory role for 12 months. Cackley accepted the terms. Hamblen/Cooper 4-1-0.

**XIV. Adjournment**

**Upcoming Board Meetings: January 13, 2022, and January 20, 2022**