

**MINUTES OF THE**  
**INDIANA STATE BOARD OF NURSING**  
**ADMINISTRATIVE LAW JUDGE**

on  
**Thursday January 4, 2024**  
**at 8:30 a.m.**

**\*TO BE HELD THROUGH WEBEX\***  
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**MEETING CODE: 172 253 3540**

**Administrative Law Judges:**

Jennifer Miller, MSN, RN (Personal appearances 1-10, 14-17, 19-22, 28, and 30)  
Emily Segó, DNP, RN (Personal appearances 11-13, 18, 23-27, 29, and 31-46)

**PLA Staff:**

Nicholas Hart  
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**Advisory Counsel:**

Claire Dyer  
Donald Hannah

Jenn 1-10, 14-17, 19-22, 28 and 30

1. Alicia Yvette Flowers: Flowers appeared for a positive response on her renewal application. The positive response related to care of infant in respiratory distress following birth. Flowers attempted intubation, ultimately the hospitalist came and successfully intubated the infant who was transferred to NICU. No one provided chest compressions to the infant as far as Flowers was aware. Later, the infant died. Flowers indicated that her employer never provided her an opportunity to respond to accusations stemming from the situation before firing her. She indicated that in her long career as a nurse, she can recall being written up once before regarding the policy for ID banding newborns. The ALJ recommended renewal free and clear with referral of a consumer complaint to OAG.
2. Amy McIntyre: McIntyre appeared reinstatement application with a license that expired in 2015. She has no other state licenses. She reported that she worked at Wishard from 2003-2010 in trauma ICU. She allowed her license to lapse because she got into real estate due to burn out. She reported that she has already enrolled in a nurse refresher course. The ALJ recommended reinstatement with the requirement that she complete the refresher course with the clinical component.
3. Bobbi Sue Schwabe: Schwabe appeared for a positive response on her renewal application. She was terminated for failure to meet the requirements of an improvement plan. The terms of the plan included improvements to her documentation/paperwork. She indicated that she felt she was

set up to fail because she had too many patients and was asked to complete documentation that should've been completed by other clinicians. She reported that in her career she has had minimal workplace issues. She reported that she learned never to allow her documentation to get behind. She also reported that part of the reason she got behind was due to untreated ADD which is now being treated. The ALJ recommended renewal of the license free and clear.

4. Colleen Champe: Champe appeared on her renewal application. She did not provide a positive response but indicated that she should have done so. She indicated that the incident was related to another nurse she worked with who had "Covid brain" and was known to get into altercations with coworkers. An incident between the two at work escalated when Champe was changing a patient ostomy. Champe told a supervisor that she didn't want to work with this coworker because she was frightened of her. Later, on night shift, the coworker was "stalking" Champe. She also cussed Champe out in the parking lot and Champe said "I'm from Chicago and we know where to place things." The coworker accused Champe of threatening her. Champe admitted to the officer that she threatened her coworker. In her career, she has worked in several states in several clinical settings. She reported that she has only ever been terminated one other time. She reported being unaware of discipline on other state licenses, however, when confronted with discipline on her IN, TX, and NV licenses, she admitted this. The ALJ recommended renewal with referral of a consumer complaint to OAG.
5. Amanda Holmes: Holmes appeared for a reinstatement application with a positive response. Her license expired in 2013 on suspension. At that time she was not ready to complete ISNAP, which was a requirement of her suspension order. She has since successfully enrolled in methadone treatment. She felt she could not renew her license because she could not enroll in ISNAP while on methadone. The ALJ recommended renewing on the existing suspension, with the requirement that she complete the refresher course with clinical component since her application to reinstate was filed within the 10-year period.
6. Monica Bailey: Bailey appeared for a reinstatement application with a license that expired in 2015. She has an active VA license. The ALJ recommended free and clear.
7. Brian Hickman: Hickman appeared for a positive response on his renewal application. Hickman's positive response was related to a termination for inappropriate use of internet with an IU Health device. It was an IU Health device he was assigned that he used at home to access an inappropriate website. He worked at IU Health since 1998 without incident. He has obtained other employment and they are aware of his termination. The ALJ recommended renewal free and clear.
8. Charlanski Bates: Bates appeared for a renewal application with no positive responses. There was a disciplinary action against her MI license. She indicated it was for failure to complete MI required credentials/education. Per Nursys, her license was discipline for graduating from a school related to Operation Nightingale. The ALJ recommended renewing the license and referring to OAG.
9. Brittany Weberding\*: Weberding appeared for a reinstatement application with a license that expired in 2019. Her OH expired in 2021. The ALJ recommended renewal free and clear based on her OH license expiring within 3 years.
10. Addie Mixon: Mixon appeared for an initial application with a graduation date in 2007. She has never passed NCLEX and has never been licensed. The ALJ recommended requiring the applicant to return to nursing school.
11. Regan Fred: Failed to appear. Reschedule.
12. Tara Vash: Failed to appear. Reschedule.
13. Mahlon J Sittloh: Failed to appear. Reschedule.

14. Amber Sanders - VACATED
15. Karina Lizeth Baltazar: Baltazar appeared for an initial application. She graduated in 2011. She has attempted NCLEX 3 times. The ALJ recommended requiring the applicant to return to nursing school.
16. Stacey Beard: Beard appeared for a positive response on her renewal application. She disclosed a 2023 termination that occurred related to suspicion of diversion. She entered into IOP/PHP and ISNAP. She reported being compliant in ISNAP. She has obtained subsequent employment. They are aware of her previous termination. She reported that her positive response to question 6 (OIG Exclusion List), was in error. The ALJ recommended renewal of her license on probation for no less than 12 months (including 12 months active practice), signed board orders, quarterly reports, reporting requirements, must keep the Board apprised of her info. RMA compliance for length of probation, no unsupervised work (home health, school nursing). Beard agreed to the terms.
17. Brandy Kay Santus: Santus appeared for a positive response on her renewal application with counsel Laura Iosue. Santus was terminated for an accusation of diversion at work. She self-enrolled in IOP which she has completed. She is in an RMA and is fully compliant. She is also in therapy. Iosue disclosed the existence of a pending consumer complaint with OAG. The ALJ recommended renewal with referral of a complaint to the OAG.
18. Trina Jane Aller: Failed to appear. Reschedule.
19. Lauren Clark: Clark appeared for a positive response on her renewal application with counsel Lorie Brown. She reported taking delta 8 gummies for stress while planning her wedding. She was sleepy at work and was asked to complete a drug test. She tested positive for THC. She has retained her employment with that same employer. She is enrolled in a 1-year RMA. She has completed continuing education. She expressed regret over the situation. She is enrolled in an EAP last chance program at work. She was not diagnosed with a substance use diagnosis, but her employer required her to enroll in an RMA. The ALJ recommended renewal of the license free and clear. Mitigating factors: transparency and accountable, completing RMA, still employed with same employer, multiple CEs completed.
20. Renee E. Mulgado: Mulgado appeared for a positive response on her renewal application. She reported 3 DUIs (two in 2020, one pending from September 2023 which is charged as a felony due to previous cases). She also has pending probation violations. She completed IOP and has contacted ISNAP and enrolled. She is in a 3-year RMA (beginning February 2023). She's had 9 missed check-ins in the year she's been enrolled with ISNAP. She had a positive drug screen in May 2023. She is not currently employed and she feels that is good so she has time to work on her sobriety. She reported that she doesn't intend to work for at least 6 months. She reported having a strong support system. The ALJ recommended renewal of the license on probation for no less than 18 months, signed board orders, 12 months of active nursing practice, 12 months RMA compliance, quarterly reports, reporting requirements, keep the Board apprised of any changes. 6 CEs in impaired nursing, 6 self-care and coping. No working in an unsupervised setting. Mulgado agreed to the terms.
21. Diana Kristine Hammar: Hammar appeared for a positive response on her renewal application. She was terminated in October 2023 for using Microsoft Teams to make an emergency call using a work device, which was prohibited by policy. In the course of the discussion, Hammar disclosed that she was previously in ISNAP, which she completed in 2018. She has obtained subsequent employment. They are aware of her previous termination. The ALJ recommended renewal free and clear.
22. LeAnna LaLime: LaLime appeared for a positive response on her renewal application related to workplace termination due to cannabis use at an Indiana employer in October 2023. She uses

cannabis and resides in Michigan, where its use is legal. She no longer holds a Michigan license because she let it expire due to a prohibition on having a medical marijuana card and an active nursing license there. The ALJ recommended renewal on probation for a minimum of 6 months of active nursing practice or 6 months of compliance with RMA if she is deemed a candidate, quarterly reports, signed board orders, reporting requirements, and keeping the Board apprised of her info. Must complete ISNAP RMA and enroll if monitoring is recommended. LaLime agreed to the terms.

23. Brianna Metz: Metz appeared for a positive response on her renewal application. She reported having family issues that resulted in her falling asleep at work during night shift (she was on break but had not clocked out). She was terminated but has since switched to dayshift. Her new employer provided a letter of reference. The ALJ recommended renewal free and clear.
24. Julie Ann Jacot: Jacot appeared for a positive response on her renewal application. She reported that her manager wrote her up regarding an incident where a behavioral health patient (dementia) was bathed by Jacot. The unit specifically housed combative patients. She ended up being terminated. Specifically, the patient got combative with Jacot when Jacot and an LPN attempted to shower the patient. Jacot said “we can do this the easy way or the hard way” referring to showering the patient. Jacot reported that she calmed down when the water from the shower was warmed. Part of the discipline alleged that the water used was cold. Jacot has obtained subsequent employment and has been successful there. She indicated that she had worked for the facility she was terminated from for roughly 13 years and had never received poor evaluations and only some warnings regarding tardiness. The ALJ recommended renewal on probation for a minimum of 1 year, 1 year active practice, quarterly reports, signed board orders, keep board apprised of her info, reporting requirements. 3 CEs in patient de-escalation techniques, 3 in patient safety, 3 in professionalism. Jacot agreed to the terms.
25. Jessica L Ferguson: Failed to appear. Reschedule.
26. Lisa A. Malchow: Failed to appear. Reschedule.
27. Denise R Miley: Failed to appear. Reschedule.
28. Bethany M Hartsfield: Hartsfield appeared for a positive response on an initial application. She has already taken and passed NCLEX. Hartsfield was terminated while working as a CNA for a HIPAA violation. She expressed regret and explained that she learned from the situation. The ALJ recommended issuance of the license free and clear.
29. Emily R Ehrgott: Ehrgott appeared for a positive response on her renewal application with counsel Laura Iosue. Ehrgott is enrolled in drug treatment court and is doing well. She was charged with interference with medical services, obtaining a controlled substance by fraud, furnishing false or fraudulent information, failure to keep or furnish records, possession of a narcotic drug. The criminal case is technically pending since she’s in a diversion agreement. She is enrolled in and compliant with a 5-year RMA. She completed IOP, she is also in an EAP (she is still employed by IU Health). She was diagnosed with opioid use disorder severe. The ALJ recommended renewal on indefinite probation for a minimum of 1 year of active nursing practice, or length of ISNAP RMA, whichever is longer. She must document successful completion of criminal case, quarterly reports, signed board orders, reporting requirements, keep board apprised of her information, must complete her diversion agreement. Complete ISNAP compliance. Ehrgott agreed to the terms. Mitigating factors: employer support, already in ISNAP, all drug tests have been clean.
30. Regina Johnson\*: Johnson appeared for a positive response on her renewal application. The positive response was related to an OWI case that was sentenced in July 2023. She has completed her criminal case. She reports that she drinks only socially. She reported that the incident

occurred when she went to a party and drove after drinking. She expressed regret over the situation and indicated that she accepts the consequences of her actions. The ALJ recommended renewal of her license free and clear.

31. Rachael Talpas\*: Talpas appeared for a positive response on her renewal application. She indicated that the positive response was in error. The ALJ recommended renewal free and clear.
32. Mackenzie Matlon: Matlon appeared for a positive response on her initial application. She was working as a cosmetologist and was smoking marijuana in the car with a friend. Someone saw and reported to police, who searched the car. She was charged with possession, the criminal case is over. This all occurred before she went to nursing school. The ALJ recommended issuance of the license free and clear. Mitigating factors: case was from before nursing school, years ago, criminal case successfully concluded.
33. Patricia Marie Guzzo: Failed to appear. Reschedule.
34. Kathleen Breen Varley\*: Failed to appear. Deny
35. Kyle Davis: Davis appeared for a positive response on his renewal. The ALJ recommended renewal free and clear.
36. Dawn Marie Sullivan: PR renewal
37. Rebecca Lee Navel - VACATED
38. Jennifer Nicole Perry: Perry appeared for a positive response on her renewal application. She indicated that she was terminated from her position at Community Health Network for poor performance. She indicated this was due to a neurological disorder she was trying to obtain treatment for. She is not currently working because she is trying to get on disability. The ALJ recommended renewal free and clear.
39. Connie Shirlene Brutus: Brutus appeared for a positive response on her renewal application. Brutus reported coming to work ill that resulted in making medication errors. She was written up for this incident. Specifically, she documented administering a medication that she did not actually administer. The medication was a twice a day Alzheimer's medication. The ALJ recommended renewal free and clear. She indicated that excessive breaks is a work performance issue, not a licensure issue. The ALJ recommended renewal free and clear.
40. Adrienne D Jenkins: Jenkins appeared for a positive response on her renewal application. Her positive response related to a termination from an employer due to "presetting medication." She indicated none of these medications were controlled substances and she did this for her own patients for efficiency purposes. She indicated that she struggled to get a reason for her termination from her employer. She felt she was terminated for personal reasons. She indicates that she has never had work issues other than this. She expressed understanding that she should not have preset medications. The ALJ recommended renewal free and clear. Mitigating factors: insight into her mistake, felt that it was overly punitive to terminate her for the offense, she's working in a different clinical setting.
41. Alexander G. Collins: Initial app PR
42. Jacquelyn Love: Reinstatement 2004
43. Alec J St John: VACATE
44. Patricia D. Clowers: Clowers appeared for a positive response on her renewal application. The positive response related to a patient complaint containing an allegation that she failed to give adequate pain medication. She was disciplined for this issue and has since left that employer. She has obtained subsequent employment where she has done well, including receiving a Daisy award. She provided CEs with her positive response. Clowers indicated that the charge nurse at the time of the incident that resulted in the complaint agreed with Clowers's decision regarding dosing/administration of the pain medication. The patient indicated that the patient complained of

back pain, not pain related to the procedure that she was at the hospital for. Clowers reported that she learned from the incident. The ALJ recommended renewal free and clear, citing CEs completed, letters of recommendation from current employer, and her opinion that Clowers's decision was clinically reasonable.

45. Kori Beth Babb: PR renewal - vacated

46. Denise Gaines: PR renewal