

BEFORE THE INDIANA STATE  
BOARD OF NURSING  
CAUSE NUMBER: 2014 NB 0282

IN THE MATTER OF THE LICENSE OF: )  
 )  
NATASHA MIFFLIN, L.P.N., )  
 )  
LICENSE NO.: 27069999A )



**FINAL ORDER**

Kim Cooper, R.N., designated by the Indiana State Board of Nursing (“Board”), pursuant to Ind. Code § 4-21.5-3-9 to act as an administrative law judge (“ALJ”) held an administrative hearing on October 4, 2018, concerning Natasha Mifflin’s request to withdraw the probation from her license as a nurse.

A copy of the ALJ’s “Recommended Findings of Fact, Conclusions of Law and Order” is attached hereto as Exhibit A and made a part hereof.

Pursuant to Ind. Code § 4-21.5-3-29(c) the Board, at its meeting of November 15, 2018, votes 5 to 0 to affirm said Recommended Findings of Fact, Conclusions of Law and Order and adopt it as a final order in this proceeding.

The probation on Mifflin’s license is **MODIFIED** as set out in Exhibit A.

ISSUED this 20th day of November, 2018.

INDIANA STATE BOARD OF NURSING

By: Maureen Bennett  
for Kim Cooper, R.N.  
Board President  
Indiana State Board of Nursing

**CERTIFICATE OF SERVICE**

I certify that a copy of the "Final Order" has been duly served upon:

Natasha Mifflin, L.P.N.  
9015 North Bak Acres Drive  
Brazil, IN 47834  
**Service by U.S. Mail**

Zanna Claire Dyer  
Attorney General's Office  
302 West Washington Street  
IGCS – 5<sup>th</sup> Floor  
Indianapolis, IN 46204  
**Service by Email**

11. 20. 2019  
Date

Lisa Chapman  
Lisa Chapman, Litigation Coordinator

Indiana State Board of Nursing  
Indiana Government Center South  
402 West Washington St., Room W072  
Indianapolis, IN 46204  
Phone: 317-234-2043  
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**Explanation of Service Methods**

Personal Service: by delivering a true copy of the aforesaid document(s) personally.

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BEFORE THE INDIANA STATE  
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CAUSE NUMBER: 2014 NB 0282

IN THE MATTER OF THE LICENSE OF: )  
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NATASHA MIFFLIN, L.P.N., )  
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LICENSE NO.: 27069999A )



**RECOMMENDED FINDINGS OF FACT, CONCLUSIONS OF LAW AND  
ORDER**

Kim Cooper, R.N., designated by the Indiana State Board of Nursing (“Board”), pursuant to Ind. Code § 4-21.5-3-9 to act as an administrative law judge (“ALJ”) held an administrative hearing on October 4, 2018, in Conference Room 4 of the Indiana Government Center South, 302 West Washington Street, Indianapolis, Indiana, concerning Natasha Mifflin’s request to withdraw the probation from her license as a nurse.

Mifflin appeared in person and waived her right to be represented by counsel. Zanna Claire Dyer of the Attorney General’s Office represented the State of Indiana.

The ALJ, after considering the evidence presented and taking official notice of the file in this matter issues the following Recommended Findings of Fact, Conclusions of Law and Order:

**RECOMMENDED FINDINGS OF FACT**

1. Mifflin, whose mailing address is 9015 North Bak Acres Drive, Brazil, Indiana 47834 is a practical nurse with license number 27069999A.

2. Mifflin received timely and proper notice of the date, time, and location of this hearing pursuant to Ind. Code § 4-21.5-3-20.

3. The Board is empowered to hold this administrative hearing pursuant to the authority of Ind. Code § 25-1-9-9 and Ind. Code ch. 4-21.5-3.

4. The Board renewed Mifflin's license on probation in November 2014 because in 2013 she had pled guilty to identity deception and had been terminated by an employer because her narcotics count was off.

5. In June 2018 Mifflin requested that the probation be withdrawn from her license.

6. At the hearing on withdrawal of probation, Mifflin presented evidence that she had complied with the terms of her probation which included completing a recovery monitoring agreement with the Indiana State Nurses Assistance Program ("ISNAP").

7. Testimony also revealed, however, that she recently pled guilty to criminal trespass and will be on criminal probation for a year. In addition, she was arrested for driving on a suspended license in June 2018.

8. These recent developments show a pattern of disrespect for the law. In addition, Mifflin displayed a casual attitude about her arrests which raised questions about her sense of responsibility.

9. Mifflin is beginning a new job and the ALJ has concerns about an apparent lack of professionalism as evidenced by her criminal behavior.

10. The deficiency that led to the probation on Mifflin's license involved mishandling narcotics. Mifflin's compliance with her probation is a positive

development but her recent criminal history constitutes changed circumstances warranting the modification of the terms of probation on her license.

### **RECOMMENDED CONCLUSIONS OF LAW**

1. "The board may withdraw or modify the probation ... if it finds, after a hearing, that the deficiency that required disciplinary action has been remedied, or that changed circumstances warrant a modification of the order." Ind. Code § 25-1-9-9(b).

2. Mifflin's compliance with her probation is a positive development but her recent criminal history constitutes changed circumstances warranting the modification of the terms of probation on her license.

### **RECOMMENDED ORDER**

Based upon the foregoing Findings of Fact and Conclusions of Law, the Board **MODIFIES** the **PROBATION** on Mifflin's license as follows.

1. Mifflin may not apply to withdraw the probation on her license until she has completed 12 months of practice evaluated by a nurse supervisor and she has completed the term of her criminal probation.
2. Mifflin must take 24 hours of continuing education units in professionalism and nursing.
3. Mifflin shall cause the person evaluating her nursing practice to submit quarterly reports to the Board indicating her professional competence, sense of responsibility, work habits, mental attitude and ability to work with others. If she is unemployed as a nurse, she must submit quarterly reports to the Board on her personal circumstances.
4. Mifflin must notify the Board of any future arrests.

All other terms and conditions placed on Mifflin's license in November 2014 shall remain in full force and effect.

SO ORDERED, this 24<sup>th</sup> day of October, 2018.

ADMINISTRATIVE LAW JUDGE  
INDIANA STATE BOARD OF NURSING

for By: Maureen Bennett  
Kim Cooper, R.N.  
Administrative Law Judge  
Indiana State Board of Nursing

**NOTICE OF RIGHT TO OBJECT TO RECOMMENDED FINDINGS OF FACT,  
CONCLUSIONS OF LAW AND ORDER**

Either party may object to the ALJ's Recommended Findings of Fact, Conclusions of Law and Order: but any objection must be filed with the Indiana State Board of Nursing, identifying the basis of the objection with reasonable particularity, no later than eighteen days from the ISSUANCE of this order unless such date is a Saturday, a Sunday, a legal holiday under state statute or a day that the Indiana Professional Licensing Agency offices are closed during regular business hours in which case the deadline would be the first day which is not a Saturday, a Sunday, a legal holiday under state statute or a day that the Indiana Professional Licensing Agency offices are closed during regular business hours. The ALJ's Recommended Findings of Fact, Conclusions of Law and Order is not the final order of the Indiana State Board of Nursing in this proceeding. In the absence of any objection, the Indiana State Board of Nursing may affirm the ALJ's Recommended Findings of Fact, Conclusions of Law and Order as its final order or will serve notice of its intention to review any issue related to the ALJ's Recommended Findings of Fact, Conclusions of Law and Order.

**CERTIFICATE OF SERVICE**

I certify that a copy of the "Recommended Findings of Fact, Conclusions of Law and Order" has been duly served upon:

Natasha Mifflin, L.P.N.  
9015 North Bak Acres Drive  
Brazil, IN 47834  
**Service by U.S. Mail**

Zanna Claire Dyer  
Attorney General's Office  
302 West Washington Street  
IGCS – 5<sup>th</sup> Floor  
Indianapolis, IN 46204  
**Service by Email**

10. 24. 2016  
Date

  
Lisa Chapman, Litigation Coordinator

Indiana State Board of Nursing  
Indiana Government Center South  
402 West Washington St., Room W072  
Indianapolis, IN 46204  
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