

BEFORE THE INDIANA STATE
BOARD OF NURSING
CAUSE NUMBER: 2019 NB 0206

IN THE MATTER OF THE LICENSE)
REINSTATEMENT APPLICATION OF:)
ALICIA REDDEN, RN)
LICENSE NUMBER: 27075164A)



FINAL ORDER

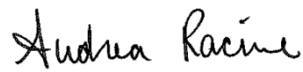
Jason M. King, D.N.P., R.N., designated by the Indiana State Board of Nursing (“Board”) pursuant to Ind. Code § 4-21.5-3-9 to act as an administrative law judge (“ALJ”), held an administrative hearing on April 2, 2026, via Microsoft Teams, concerning Alicia Redden’s (“Petitioner’s”) application to reinstate their license as a nurse.

A copy of the ALJ’ “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 May 21, 2026, votes 10-0-0 to affirm said Recommended Findings of Fact, Conclusions of Law and Order and adopt it as a final order in this proceeding.

The Petitioner’s license is **REINSTATED** on **PROBATION**.

ISSUED this 26th day of June 2026

By: 
Jason M. King, D.N.P., R.N.
President
Indiana State Board of Nursing

CERTIFICATE OF SERVICE

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

Alicia Redden

[REDACTED]

Petitioner

Service by Email

Autumn Murphy

Deputy Attorney General

Office of the Attorney General

Autumn.Murphy@atg.in.gov

LEClerk@atg.in.gov

Counsel for the State

Service by Email

26 June 2026

Date



Connie Adams, Litigation Coordinator

Indiana State Board of Nursing
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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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EXHIBIT A

BEFORE THE INDIANA STATE
BOARD OF NURSING
CAUSE NUMBER: 2019 NB 0206

IN THE MATTER OF THE LICENSE)
REINSTATEMENT APPLICATION OF:)
)
ALICIA REDDEN, R.N.)
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RECOMMENDED FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER

Jason M. King, D.N.P., 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 April 2, 2026, via Microsoft Teams, concerning Alicia Redden’s (“Petitioner’s”) application to reinstate their license as a nurse.

The Petitioner appeared in person and without counsel, the Petitioner waived their right to counsel. The State of Indiana appeared by Deputy Attorney General Autumn Murphy.

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 FACTS

1. The Petitioner applied to the Board to reinstate their license as a nurse.
2. The Petitioner 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 ALJ 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. On August 28, 2024, the Board issued an order entitled “Order Imposing Sanctions Following a Show Cause Hearing” which placed conditions on the Petitioner prior to petitioning for reinstatement (“Prior Board Order”).

5. The Prior Board Order required the Petitioner to complete the following conditions prior to petitioning for reinstatement:

- a. Complete no less than twelve (12) months of Indefinite Suspension.
- b. Complete a current version of the Minnesota Multiphasic Personality Inventory (MMPI) or equivalent mental status examination within the six (6) months immediately preceding the request for reinstatement.
- c. Demonstrate full compliance with all recommendations resulting from the MMPI or equivalent evaluation.
- d. Attend no less than one (1) to two (2) self-help recovery meetings per week during the six (6) months immediately preceding the request for reinstatement.
- e. Re-enroll in the Indiana State Nursing Assistance Program (ISNAP) and enter into a Recovery Monitoring Agreement (RMA) with a duration of no less than three (3) years.
- f. Maintain full and continuous compliance with the RMA for at least twelve (12) months prior to requesting reinstatement.
- g. Submit quarterly self-reports outlining at minimum:
 - Current employment, including employer name and direct supervisor
 - Self-assessment of current mental health status
 - Self-assessment of current substance abuse recovery status
 - Description of steps taken to address the issues leading to suspension

- h. If employment changes during the period of suspension, explain the circumstances in the quarterly self-reports.
 - i. Complete continuing education requirements:
 - Twelve (12) hours in professionalism
 - Twelve (12) hours in addiction/substance abuse
 - Twelve (12) hours in mental health disorders
 - Twelve (12) hours in self-care
 - j. Pay the \$5 Health Records and Personal Identifying Information Protection Trust Fund fee.
 - k. Maintain current contact information with the Board, including address, email address, and telephone number.
 - l. Refrain from violating any statutes or rules regulating the practice of nursing
6. On February 15, 2026, the Petitioner filed a Petition for Reinstatement.
7. On April 1, 2026, the State of Indiana, by Deputy Attorney General Autumn Murphy, filed a Notice of Non-Objection and Designation of Evidence.
8. At the reinstatement hearing, the parties presented evidence related to whether the Petitioner has completed the terms required by the Prior Board Order.
9. The State had **NO OBJECTION** to the Board granting the Petitioner's petition.
10. The Petitioner has demonstrated to the Board that they may be able to practice competently and safely if they comply with the probationary terms set out below.

RECOMMENDED CONCLUSIONS OF LAW

1. "The board may reinstate a license which has been suspended under this chapter if,

after a hearing, the board is satisfied that the Petitioner is able to practice with reasonable skill and safety to the public. As a condition of reinstatement, the board may impose disciplinary or corrective measures authorized under this chapter.” Ind. Code § 25-1-9-11.

2. Petitioner has established that they may practice with reasonable skill and safety to the public, and therefore, the Board reinstates the Petitioner’s license on probation.

RECOMMENDED ORDER

Based on the foregoing information and pursuant to Ind. Code § 25-1-9-16, the Board **REINSTATES** the Petitioner’s license on **INDEFINITE PROBATION**.

LENGTH OF PROBATION:

The Petitioner’s license as a nurse is issued on **INDEFINITE PROBATION** for the length of Petitioner’s Indiana State Nursing Assistance Program (ISNAP) Recovery Monitoring Agreement (RMA).

TERMS AND CONDITIONS OF PROBATION:

The following **TERMS AND CONDITIONS** govern the Petitioner’s practice while on probation:

1. The Petitioner must keep the Board apprised of the following information in writing and update it as necessary:
 - a. The Petitioner’s current home address, mailing address, e-mail address, and residential telephone number.
 - b. The Petitioner’s place of employment, employment telephone number, employment e-mail address, and supervisor name.

2. The Petitioner shall provide a copy of all Board orders, including this one, imposing discipline or limiting practice to any nursing employer who shall sign and return a copy of such orders to the Board within ten (10) days of employment or receipt of the Order.

3. The Petitioner shall cause the person evaluating their nursing practice to submit quarterly reports to the Board indicating their professional competence, sense of responsibility, work habits, mental attitude, and ability to work with others. If the Petitioner is unemployed while on probation, the Petitioner will submit a written personal report to the Board. Quarterly reports must be submitted for the **DURATION OF THE PROBATION**.

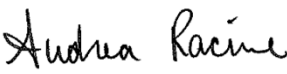
4. The Petitioner shall comply with all statutes and rules regulating the practice of nursing and report any future arrests, instances of substance abuse, relapses, discipline, or terminations to the Board immediately in writing.

5. The Petitioner shall maintain at least one (1) year of active nursing practice in the one (1) year immediately preceding the petition for the withdrawal of probation.

6. The Petitioner shall comply with all ISNAP requirements, including the RMA, and shall maintain full and continuous compliance with the RMA.

7. The Petitioner's failure to comply with the terms of this decision may subject the Petitioner to a show cause hearing and the imposition of further sanctions, including emergency suspension of their license.

SO ORDERED, this 1st day of May 2026.

By: 

Jason M. King, D.N.P., 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' 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' 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' 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' 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:

Alicia Redden

[REDACTED]

Petitioner

Service by Email

Autumn Murphy

Deputy Attorney General

Office of the Attorney General

Autumn.Murphy@atg.in.gov

LEClerk@atg.in.gov

Counsel for the State

Service by Email

1 May 2026

Date

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Connie Adams, Litigation Coordinator

Indiana State Board of Nursing

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Explanation of Service Methods

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