

IN THE MATTER OF THE LICENSE OF:)
)
HILLARY ELIZABETH HECKEL, R.N.)
)
LICENSE NO: 28241515A)



The State of Indiana (“Petitioner”), Natalie Stidd, Deputy Attorney General, and Hillary Elizabeth Heckel, RN (“Respondent”), with counsel Joshua W. Timmons, J. Timmons Law, LLC (collectively, “the Parties”) executed a Proposed Settlement Agreement (“Agreement”) in disposition of all issues raised in the Administrative Complaint filed with the Board in this cause on December 2, 2024. This Agreement was filed with the Board on September 17, 2025, for its consideration.

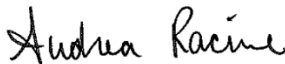
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by a vote of **9-0-0**. Incorporated into the Agreement was the consensus of both parties to Stipulated Facts, Stipulated Conclusions of Law, Additional Relevant Factors and Agreed Disposition. The Stipulated Conclusions of Law address all the allegations raised in the Administrative Complaint and stipulated violations of Ind. Code § 25-1-9-4(a)(3) citing 848 IAC 2-2-3(1) and 848 IAC 2-2-3(6) and Ind. Code § 25-1-9-4(a)(1)(A). By the Agreed Disposition and this Final Order, Violation I as charged in the Administrative Complaint is dismissed, and the language of Violations II and III is amended.

WHEREFORE, the Board hereby **ACCEPTS** and **APPROVES** the Agreement settling all matters in this case consistent with the terms of the Agreement between the parties, and Respondent is hereby **ORDERED** to abide by all the terms of the Agreement.

WHEREFORE, by the Board's Acceptance of the Agreement, and upon the issuance of this Order, Respondent's license shall be placed on Indefinite Probation pursuant to all terms and conditions set forth in the Agreed Disposition of the Agreement, attached hereto as "**Exhibit A**."

SO ORDERED, this 22nd day of October, 2025.

By: 

Jennifer L. Miller, MSN, RN,
President
Indiana State Board of Nursing

CERTIFICATE OF SERVICE

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

Hillary E. Heckel

[REDACTED]

Respondent

Service by Email

Joshua Timmons

J. Timmons Law, LLC

jtimmons@jtimmonslaw.com

Counsel for Respondent

Service by Email

Natalie R. Stidd

Deputy Attorney General

Office of the Attorney General

natalie.stidd@atg.in.gov

Katherine.lee@atg.in.gov

Counsel for Petitioner

Service by Email

10/22/2025

Date



Connie Adams, Litigation Coordinator

Indiana State Board of Nursing

Indiana Government Center South

402 West Washington St., Room W072

Indianapolis, IN 46204

Phone: 317-232-2960

Fax: 317-233-4236

Email: Clerk@pla.in.gov

Explanation of Service Methods

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

Service by U.S. Mail: by serving a true copy of the aforesaid document(s) by First Class U.S. Mail, postage prepaid.

Service by Email: by sending a true copy of the aforesaid document(s) to the individual's electronic mail address.

EXHIBIT A

**BEFORE THE INDIANA STATE
BOARD OF NURSING
CAUSE NO.: 202408-NUR-0153**

IN THE MATTER OF THE LICENSE OF:

HILLARY ELIZABETH HECKEL, R.N.

LICENSE NO: 28241515A



PROPOSED SETTLEMENT AGREEMENT

The State of Indiana (“Petitioner”), by Natalie Stidd, Deputy Attorney General, on behalf of the Office of the Attorney General (“Petitioner”) and Hillary E. Heckel, R.N. (“Respondent”) with counsel Joshua W. Timmons, J. Timmons Law, LLC (collectively, “the Parties”) execute this Proposed Settlement Agreement (“Agreement”) as a proposed disposition of the Administrative Complaint filed in this cause on August 5, 2024. On August 21, 2025, the Parties participated in a Prehearing Settlement Conference with Board Member Angela Morris, MSN, RN, serving as administrative law judge. This Agreement is subject to the review and approval of the Indiana State Board of Nursing (“Board”) pursuant to Ind. Code § 25-1-9 et seq. and the Administrative Orders and Procedures Act, Ind. Code ch. 4-21.5-3.

Stipulated Facts

1. Respondent is a Registered Nurse (“RN”) in the State of Indiana, having obtained RN license number 28210269A, by examination on February 6, 2018, from the Indiana State Board of Nursing (“Board”).
2. Respondent’s address on file with the Board, as maintained by the Indiana Professional Licensing Agency (“IPLA”), is 314 Concanneau Drive, LaPorte, Indiana 46350.
3. Respondent also holds expired RN licenses from Missouri and Nevada. Respondent’s Missouri license expired on April 30, 2023, and her Nevada license expired on December 7, 2019.

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4. On June 22, 2021, Respondent began employment as a RN at Brickyard Healthcare – Terrace Care Center (“Terrace Care”) in La Porte, Indiana.

5. Respondent voluntarily left on November 17, 2022, and was rehired on December 1, 2022.

6. On December 27, 2022, Respondent received and signed a Disciplinary Action for failing to follow proper controlled substance medication pass procedures.

7. On or about January 5, 2023, Respondent received and signed a Disciplinary Action for failing to adhere to attendance policies.

8. In mid-January 2023, Terrace Care initiated an investigation into Respondent’s controlled substance practices after another nurse who had worked with Respondent reported concerns to the Director of Nursing (“DON”), who at the time was Tonnya LaCava, RN (“DON LaCava”).

9. Terrace Care’s investigation found discrepancies in the medications documented as being accessed by Respondent and the medications being documented as administered on the Medication Administration Records (“MAR”).

10. Respondent accessed one (1) tablet of Norco 5/325 mg for Resident T.O. on the following dates and times:

- a. January 5, 2023 at 17:45; and
- b. January 9, 2023 at 19:10.

There are no corresponding entries on Resident T.O.’s MAR as to whether the medications were administered, wasted or returned.

11. Respondent accessed one (1) tablet of Oxycodone/Acetaminophen 10/325 mg for Resident J.W. on the following dates and times:

- a. January 5, 2023 at 14:52;

EXHIBIT A

- b. January 7, 2023 at 21:49;
- c. January 9, 2023 at 14:38 and 22:30; and
- d. January 11, 2023 at 15:07.

There are no corresponding entries on Resident J.W.'s MAR as to whether the medications were administered, wasted, or returned.

12. Respondent accessed one (1) tablet of Hydrocodone/Acetaminophen 5/325 mg for Resident J.J. on January 6, 2023 at 20:34. There are no corresponding entries on Resident J.J.'s MAR as to whether the medication was administered, wasted, or returned.

13. Respondent accessed one (1) tablet of Norco 5/325 mg for Resident D.S. on the following dates and times:

- a. January 9, 2023 at 16:35 and 20:40; and
- b. January 11, 2023 at 16:00.

There are no corresponding entries on Resident D.S.'s MAR as to whether the medications were administered, wasted, or returned.

14. Respondent submitted to a urine drug screen ("UDS") on January 19, 2023, which resulted negative for all substances.

15. On January 26, 2023, Respondent resigned while she was on investigative suspension for suspicion of diversion, poor nursing practices, and misappropriation of property after initiating contact for several weeks with no response from Terrace Care administration.

16. On October 25, 2023, Respondent submitted her online application for license renewal to the Board. Respondent answered in the negative or "N" to renewal question number 5, "Since you last renewed, have you ever been terminated, reprimanded, disciplined, or demoted in the scope of your practice as a Nurse or as another health care professional?"

17. Ind. Code § 16-18-2-199 defines a legend drug as a drug that is:

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- i. subject to 21 U.S.C. 353(b)(1); or
- ii. listed in the Prescription Drug Product List as:
 - a. published in the United States Department of Health and Human Services, Approved Drug Products with Therapeutic Equivalence Evaluations, Tenth Edition, (1990); and
 - b. revised in United States Department of Health and Human Services, Approved Drug Products with Therapeutic Equivalence Evaluations, Cumulative Supplement to the Tenth Edition, Number 10 (1990).

STIPULATED CONCLUSIONS OF LAW

18. Respondent's conduct violates certain laws and rules regulating her profession and are cause for disciplinary sanctions, which may be imposed singularly or in combination, such as censure, letter of reprimand, probation, suspension, and permanent revocation, and the imposition of a fine in any amount up to \$1,000.00 per violation, all as available in accordance with Ind. Code § 25-1-9-9 and 848 IAC 1-1-16.

19. Respondent's conduct violated Ind. Code § 25-1-9-4(a)(3), in that Respondent has knowingly violated any state statute or rule, or federal statute or regulation, regulating nursing practice by engaging in unprofessional conduct pursuant to 848 IAC 2-2-3(1), by using unsafe judgment, technical skills, or inappropriate interpersonal behaviors in providing nursing care. Specifically, Respondent failed to document administration, waste, or return of controlled substance medication on the medication administration records for four (4) residents in January 2023 at Terrace Care.

20. Respondent's conduct violated Ind. Code § 25-1-9-4(a)(3), in that Respondent has knowingly violated any state statute or rule, or federal statute or regulation, regulating nursing practice by engaging in unprofessional conduct pursuant to 848 IAC 2-2-3(6), by falsifying, omitting, or destroying documentation of nursing actions on the official patient/client record for four (4) residents at Terrace Care, specifically, their medication administration records.

21. Respondent's conduct violated Ind. Code § 25-1-9-4(a)(1)(A) in that Respondent

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has engaged in or knowingly cooperated in fraud or material deception in order to obtain a license to practice as evidenced by Respondent failing to disclose her 2023 reprimand and investigative suspension from Terrace Care on her October 25, 2023 license renewal application.

ADDITIONAL RELEVANT FACTORS

22. Respondent documented the administration, waste, or return of controlled substance medication for the four (4) residents in January 2023 on each resident's controlled substance administration sheet.

23. Respondent was regularly the only registered nurse on duty during her shifts at Terrace Care and was responsible for all of the patients on her unit and often other units.

24. During the initial investigation, none of the administration or staff interviewed could substantiate any diversion by Respondent.

25. There is no substantial evidence that Respondent was under the influence of, in possession of, or impaired by any controlled substances at any relevant time.

26. Respondent has been working at Avalon Springs in Valparaiso, Indiana, for at least eighteen (18) months and has an exemplary record. She has not been reprimanded or disciplined at work.

27. Respondent proactively completed 44.5 continuing education units ("CEUs") including topics of Nursing Ethics and Professionalism, Preventing Medication Errors, Medication Documentation, and Pain Management Treatments. Respondent's CEUs included an eight (8) contact hour program in Substance Use Disorders and Pain Management and seven (7) CEUs in Longterm Care Nursing specific practices.

AGREED DISPOSITION

The agreement of the Parties as stated above establishes a sufficient factual and legal basis for the imposition of discipline upon Respondent's nursing license.

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WHEREAS, this matter is pending before the Board; and

WHEREAS, the Respondent, with counsel, and Petitioner wish to resolve this matter prior to a hearing and have reached this resolution.

The Parties hereby agree to the following:

1. The Board has jurisdiction over Respondent and the subject matter in this disciplinary action.
2. The parties execute this Agreement voluntarily.
3. Both parties voluntarily waive their rights to a public hearing on the Administrative Complaint and all other proceedings in this action to which either party may be entitled by law, including judicial review.
4. The Parties agree that the terms of this Agreement will resolve any and all pending claims or allegations relating to disciplinary action against Respondent's Indiana nursing license.
5. Petitioner agrees to **DISMISS VIOLATION I** from the Administrative Complaint
6. Petitioner **AMENDS VIOLATION II and VIOLATION III**, as set forth in the **Stipulated Conclusions of Law** above, to now correctly reflect that there were only four (4) residents' records impacted by Respondent's conduct at Terrace Care.
7. Respondent's license shall be placed on **INDEFINITE PROBATION for no less than one (1) year of active nursing practice from the date of the Final Order issued in this cause and immediately preceding her request for the withdrawal of the probation from her license**. Additionally, for the entirety of the length of the probation on her license, Respondent shall be subject to the following **TERMS and CONDITIONS**:
 - a. Respondent shall keep the Board informed of her residential address, email address, and telephone number at all times;

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- b. Respondent shall keep the Board informed of her employer(s) name, address, and telephone number at all times;
- c. Respondent shall have any nursing employer sign and return a copy of the Final Order within ten (10) days after receiving the Board's Order. Should her employment change, Respondent shall submit a new, signed copy of the Order from each new employer within ten (10) days of beginning employment;
- d. Respondent shall cause her nursing employer to submit quarterly reports to the Board addressing Respondent's duties, attendance, character and performance in her professional capacity;
- e. Within the first ninety (90) days of Respondent's probation, she shall submit to the Board a written statement addressing how she has changed her nursing practices to prevent the issues that gave rise to this cause of action;
- f. Respondent may not work as a nurse in a setting in which she does not have regular supervision and accountability, such as home healthcare, hospice, or school nursing; Respondent may not work in a charge nurse position within the first six (6) months of active nursing practice while her license is on probation; and,
- g. If not employed in a nursing capacity, Respondent shall submit self-reports to the Board addressing her employment activities, any attempts to return to the nursing profession, and any activities to further or maintain her nursing skills.

8. Prior to petitioning for the withdrawal of the probation on her license, Respondent shall submit proof to the Board of the **forty-four and a half (44.5) hours of Continuing Education** she has completed since the filing of the Administrative Complaint originating this cause.

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9. Prior to being eligible to petition for the withdrawal of probation, Respondent shall pay a **FINE** in the amount of **FIVE HUNDRED DOLLARS (\$500.00)**, to be paid to the order of the Indiana Professional Licensing Agency via check or money order, submitted to the following address:

Indiana Professional Licensing Agency
Attn: Board of Nursing
402 W. Washington Street, W072
Indianapolis, IN 46204

The fine is for the violation of Ind. Code § 25-1-9-4(a)(1)(A), and the amount determined according to 848 IAC 1-1-16(a) and (c). Specifically, Respondent has acknowledged responsibility for the underlying conduct and the likelihood that the underlying conduct will not recur.

10. Pursuant to Ind. Code § 4-6-14-10(b), Respondent shall pay a fee of **FIVE DOLLARS (\$5.00)** to be deposited into the Health Records and Personal Identifying Information Protection Trust Fund. This fee shall be paid within ninety (90) days of the issuance of the Final Order in this matter, submitted to the following address:

Indiana Office of the Attorney General
Attn: Executive Assistant, Consumer Protection Division
302 West Washington Street, IGCS 5th Floor
Indianapolis, IN 46204

11. Any and all reports and documentation shall be sent to the following address, email address, or as otherwise directed by the Board:

Indiana Professional Licensing Agency
Attn: Nursing Group 2
402 West Washington Street, W072
Indianapolis, Indiana 46204
Probation@pla.in.gov

12. Respondent has carefully read and examined this Agreement and fully understands its terms and that, subject to a Final Order issued by the Board, this Agreement is

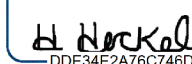
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a final disposition of all matters and not subject to further review.

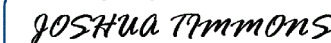
13. Respondent further understands that a violation of the Final Order, any non-compliance with the statutes or regulations regarding the practice of nursing, or any violation of this Agreement may result in Petitioner requesting a summary suspension of Respondent's license, an Order to Show Cause as may be issued by the Board, or a new cause of action pursuant to Ind. Code § 25-1-9-4, any or all of which could lead to additional sanctions, up to and including a revocation of Respondent's license.

14. Respondent must maintain her license in an active status at all times while the Final Order is in effect; this means Respondent must not let her license expire. If Respondent fails to maintain this license in active status, Respondent agrees that any renewal application shall be denied by the Board unless Respondent agrees to continue the terms of discipline ordered under this cause number on the renewed license.

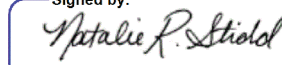
15. The parties agree to the continuing jurisdiction of the Board and that the discipline agreed to, terms of discipline, and licensure status will apply even if the Board renews Respondent's license at a later date.

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 Hillary Hecker, R.N.
 Respondent

9/17/2025
 Date

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 Joshua Timmons
 J. Timmons Law, LLC
 Counsel for Respondent
 Atty. No. 30932-49

9/17/2025
 Date

Signed by:

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 Natalie K. Stidd
 Deputy Attorney General
 Atty. No. 28081-55

9/17/2025
 Date