

# KBN CONNECTION

SPRING 2025  
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#### Kentucky Board of Nursing

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The Kentucky Board of Nursing protects the public by development and enforcement of state laws governing the safe practice of nurses, dialysis technicians, and licensed certified professional midwives.

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#### PUBLICATION GUIDELINES

Articles from guest authors may be submitted for publication in the KBN Connection. Priority will be given to subject matter regarding Kentucky nurses, dialysis technicians, and licensed certified professional midwives. Articles should not exceed 1,000 words in length unless approved by the Editor. **Contact KBN Connection Editor for more detailed instructions.**

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## STATISTICS CORNER

As of January 6, 2025  
(in-state and out of state)

**APRN-CNM: 161**  
**APRN-CNP: 12,898**  
**APRN-CNS: 121**  
**APRN-CRNA: 1,803**  
**CMA I: 1,800**  
**CMA II: 26**  
**DT CREDENTIAL: 596**  
**LCPM: 40**  
**LPN: 12,507**  
**MEDICAL CANNABIS: 378**  
**RN: 76,671**  
**SANE Credential AA: 468**  
**SANE Credential PA: 61**  
**SRNA Certification: 44,370**  
**TOTAL: 151,900**

*KBN Connection* circulation includes 90,000 licensed nurses, nursing students, certified professional midwives and dialysis technicians in Kentucky.

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# President's Message

**Dear Kentucky Nurses,**

Attending the NCSBN Mid-Year meeting was both inspiring and thought-provoking. Conversations centered around workforce challenges, patient advocacy, ethical practice, and the growing role of AI in healthcare. As I reflected on these discussions, I felt immense pride in being a Kentucky nurse. Serving as a board member and president, I witness firsthand the dedication of Kentucky nurses in addressing these challenges head-on.

Our Practice Committee engages in critical discussions on ethical practice. The Education Committee continuously seeks solutions for workforce sustainability. The Consumer Protection Committee remains steadfast in upholding public safety and ethical nursing standards. Now, with AI emerging as a transformative force in healthcare, we must embrace its potential to enhance, rather than replace, the human touch in nursing. By leveraging AI thoughtfully, we can streamline processes, support clinical decision-making, and ultimately improve patient outcomes.

As we navigate the future, four key areas demand our collective focus:

#### **Investing in Workforce Development**

The evolving healthcare landscape requires us to strengthen nursing education, professional development, and workforce sustainability. Expanding access to mentorship programs, continuing education, and leadership training will equip Kentucky nurses with the skills to adapt to technological advancements and emerging care models. By fostering a culture of lifelong learning, we ensure that our nurses remain at the forefront of patient-centered care.

#### **Championing Patient Advocacy**

As the voice of our patients, nurses play a crucial role in ensuring equitable access to care, promoting health literacy, and addressing social determinants of health. Advocacy is central to our practice—whether we are speaking up for an individual patient or shaping policies that impact public health. By reinforcing the importance of advocacy in nursing education and practice, we strengthen our profession's ability to drive meaningful change.

#### **Upholding Ethical Practice**

Integrity and ethical decision-making are the cornerstones of nursing. In an era of rapid technological and medical advancements, it is essential that we remain committed to ethical principles that safeguard patient dignity, safety, and well-being. Strengthening ethical frameworks within nursing education and practice will empower nurses to navigate complex challenges with confidence and integrity.

#### **Harnessing AI in Healthcare**

Artificial intelligence is transforming healthcare, offering powerful tools that enhance efficiency, improve diagnostics, and support clinical decision-making. From predictive analytics to AI-assisted workflows, these innovations have the potential to reduce administrative burdens and allow nurses to focus more on patient care. However, as we integrate AI into practice, we must balance innovation with ethical considerations, ensuring that technology serves as a tool to enhance, rather than replace, compassionate nursing care.

As we look ahead, I encourage each of you to engage in these critical conversations, advocate for our profession, and embrace innovation while staying true to the core values of nursing. Together, we can strengthen the foundation of nursing in Kentucky—investing in our workforce, championing patient advocacy, upholding ethical excellence, and leveraging AI responsibly to advance healthcare.

Thank you for your unwavering dedication to this profession. Your commitment is what keeps the heart of healthcare beating strong.

With gratitude,

A handwritten signature in black ink that reads "Audria Denker, DNP, RN, FAADN".

Audria Denker, DNP, RN, FAADN, ANEF  
President, Kentucky Board of Nursing

# Executive Director's Message



Dear Kentucky Nurses,

As we approach Nurses Week May 6-12, I want to take this opportunity to express my heartfelt gratitude and appreciation for the incredible work you do every day. Nurses play a vital role in the health and well-being of our communities, and the Kentucky Board of Nursing (KBN) is deeply honored to work alongside such a dedicated and compassionate group of professionals.

Nurses Week is a time to pause and reflect on the monumental contributions of nurses to healthcare, especially as we celebrate the rich history and invaluable impact you have on patient care. The ANA theme for this year's Nurses Day is "The Power of Nurses™" and it is a perfect reflection of the role you play in shaping the future of healthcare in Kentucky and beyond.

Your tireless commitment, your compassion, and your skill set make a difference in countless lives each and every day. You are not just caregivers; you are educators, advocates, leaders, and innovators who ensure that the highest standards of care are met and that every patient receives the attention and treatment they deserve. We owe so much of the advancement in healthcare to your dedication, expertise, and resilience.

As we celebrate Nurses Week, let's also take a moment to recognize the unique challenges you continue to face, including the demands brought on by evolving healthcare environments. From the frontlines to the back office, your professionalism and perseverance are unmatched, and the KBN is committed to supporting you as you navigate these challenges.

In closing, please know that your work is seen, valued, and appreciated by your colleagues, by the Board, and by the patients whose lives you touch. You are the heart of healthcare, and we are proud to serve you as you continue your work to improve the health and quality of life for the people of Kentucky.

Thank you for everything you do. **Happy Nurses Week to each of you** – your work truly matters, and Kentucky is better for it.

With deepest gratitude,

A handwritten signature in black ink that reads "Kelly Jenkins". The signature is fluid and cursive.

Kelly Jenkins MSN, RN  
Executive Director, Kentucky Board of Nursing



## Compassion in the Chaos

Heather Braden  
[hrbraden30@gmail.com](mailto:hrbraden30@gmail.com)

“Let’s take a moment of silence,” the physician said.

Suddenly, we stopped. A hush fell over the chaos and clamor. Silence. Stillness.

A man had died that day. He lay there on our trauma room stretcher. In the trauma room, we work like mechanics who clearly know their machines: the nurses, respiratory therapists, emergency techs, and the physician. There was no lack of effort, medication, or procedure withheld to save this life. Yet life still slipped through our grasp that day—as it so often does.

Silence feels foreign. Amid the rush of adrenaline, strewn cords, cut clothes, tossed empty syringes, debris on the floor, and the literal chaos of saving a life—stopping feels impossible. There is a constant pressure and urgency to move onto the next; there’s always another task to be done, another room that needs my attention, another life to save, another place to be. Healthcare is an unforgiving force, always driving its battalion forward—no room for rest, no room for defeat. The pressure of the next leaves no room for pause. Yet, here in the trauma room—arguably our busiest and most chaotic space—we were asked to pause and be silent.

The stillness was deafening. Some bowed their heads, others stood resolute—but we all paused. Compassion grew in the room. Silence afforded us the opportunity to honor this man

as a human. He was no longer a room number or a generic male patient in his late 60s. He was no longer a task or a part of our workday. He was a husband, father, cousin, friend, and a heartfelt member of our community. I didn’t know the man; I didn’t need to. We, the patient and I, were connected by humanity, and I imagine even a shared hope to live long enough to enjoy life with the ones we love. In the quiet, I let the sadness creep into my heart to grieve a man I had never met. In the rush and chaos of emergency room care I had forgotten that there is time to feel. There is time to pause, share compassion, and express grief. There is time to be still and feel the weight of loss and life.

It’s not a common practice where I work to pause in silence for the life lost, but I’m beginning to believe it should be. Maybe it’s just a sentiment of an aging nurse in an ever-chaotic emergency industry. I can’t help but feel that the pressures of growing demands, bottom lines, and legal dilemmas are stealing our time as healthcare workers from what matters most—compassion and empathy. I can’t stop the pressures or requirements of administrative healthcare, but I can stop, pause, be still, and sit in silence. I can make room for humanity and respect, even in the chaos of an emergency room.

Yes, I will. I will take a moment of silence—again and again.



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# Retiring From Working vs Retiring Your Nursing License



As a licensed professional, deciding what to do with your license when you are no longer working can be difficult. Considering retiring your nursing license is not easy after years of working as a nurse. You have invested time and dedication, and you may reflect on your education and experience gained during your career. The following information summarizes the available options.

## Retire from work but not your license with KBN

Maintain an active license with KBN

- Complete the renewal process online and pay the renewal fee between September 15 – October 31st of each year.
  - o An active license means you can continue to work or volunteer as a nurse when you want.
  - o License will show as active on the website.
- Renewing the license means you must complete CE to do so.
  - o CE is a requirement for renewal and must be completed every year between November 1 – October 31. When you renew your license, you are attesting that you have completed your CE or will have completed it by October 31.

- o During the CE audit, we often hear from nurses who renewed their license but did not complete the CE requirements because they are no longer working.
  - ▶ Failing to complete CE is a violation of nursing law, regardless of whether the nurse is working. Failing to complete the required CE often results in a nurse having to complete the missing CE, enter into a consent decree, and pay a civil penalty.

## Retire your License with KBN

- You must complete the application to retire the license via the KBN Nurse Portal and pay a \$25 fee. This is a one-time fee.
- You cannot work or volunteer as a nurse in any capacity
- No CE is required
- You can still use the title (retired, LPN, or RN). It is an acknowledgment of the achievement of your profession, even though you are not continuing to work in the field.
- License will show as retired on the website.

Below is a chart reviewing these two options available to nurses who are no longer working.

Choice	Action Required	Is CE required?	May I continue to work as a nurse?	May I use the title RN or LPN?	What Fees are involved?	What will my license status be?
Maintain an Active License	Renew Annually	Yes	Yes	Yes	\$65 a year	Active
Retire an RN or LPN Nursing License	Complete Retirement Application	No	No*	Yes	\$25 fee once at time of application	Retired

\* If you retire a license, you will have to reinstate the license should you want to work in the future.

Additional information on licensure and CE requirements can be found on the KBN website at [www.kbn.ky.gov](http://www.kbn.ky.gov).



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**Registration is required for this webinar & spots are limited!**

To register: send an email to: [michellea.gary@ky.gov](mailto:michellea.gary@ky.gov).

Subject Line: May 7, 2025 - School Nurse Essentials

Include: Name, Email, Phone, and License number (if applicable)

*All attendees must have a Zoom account in place before the webinar.*

## Kentucky Board of Nursing

**May 7, 2025 10:00 AM – 12:30 PM ET**  
**Webinar Via Zoom**

This free webinar was created for nurses and others who work in the school setting and are interested in related healthcare topics.

**Objectives:** At the end of the webinar participants will be able to:

- Provide an Overview of Kentucky Nursing Laws and Advisory Opinions Related to School Nurses
- Provide Guidance Regarding Medication Administration and Delegation
- Discuss Issues of Concern in the School Setting
  - Continuous Glucose Monitoring (CGM)
  - Anti-Choking Devices
  - Field Trips
- Gain a Better Understanding of Mental Health Challenges Youth Face Today
- Identify Common Signs & Symptoms of Mental Health Concerns in Students
- Incorporate Strategies for Promoting Positive Coping Mechanisms



## Presenters

**Tina Hostuttler, MSN, Ed, RN, KBN Professional Practice Branch Manager & Professional Consultant**

**Sarah Cecil, DNP, APRN, FNP-BC, PMHNP-BC, MSCN, KBN Professional Consultant**



## Agenda

- 10:00 Kentucky Nursing Laws & Advisory Opinions
- 10:15 Medication Administration and Delegation
- 10:30 Continuous Glucose Monitoring
- 10:40 Anti-Choking Devices
- 10:50 Field Trips
- 11:00 Break
- 11:10 Student Mental Health
- 11:25 Mental Health Concerns - Signs & Symptoms
- 11:40 Strategies for Promoting Positive Coping Mechanisms
- 12:10 Questions



## Continuing Education

Nurses who register, attend the entire presentation, and complete an evaluation will receive 2.8 contact hours of nursing CE.

KBN Provider #0-0001-12-27-017



March 2025

## Kentucky Revised Statutes (KRS) Update

### Senate Bill 43 AN ACT relating to Identity Documents.

The Bill amends KRS 186.444 to create a medical review board for the purpose of considering a person's ability to drive due to a physical or mental disability authorizes certain practitioners, including advanced registered practice nurses, to be members and establishes other membership qualifications. The Bill also requires the medical review board to accept a statement of a person's medical professional that the person does not have a condition that impairs the driver's ability to operate a motor vehicle. Furthermore, the Bill sets licensure requirements and provides any of the providers appointed to the medical review board licensed in the area relevant to the case can be involved in the initial review. The Bill also creates a new section of KRS 186.400 to 186.640 that defines "identity document" and "third-party entity". The Bill requires the Transportation Cabinet to promulgate administrative regulations for third-party entities to apply to the Transportation Cabinet to be approved to accept applications for certain identity documents, establish minimum standards for third-party, and allows them to charge fees. The Bill also requires the Department of Kentucky State Police and the Transportation Cabinet to report to the Interim Joint Committee on Transportation by October 31, 2025, on the technological and budgetary need and identify the required reporting information.

### House Bill 90 AN ACT relating to freestanding birthing centers.

Creates a new section of KRS Chapter 216B to define "freestanding birthing center". The new section requires the Cabinet for Health and Family Services to promulgate administrative regulations to establish licensure standards and criteria. It also amends KRS 216B.015 to include freestanding birthing centers in the definition of "health facility" and other statutes to conform. The bill also creates a new section of KRS Chapter 216 requiring all hospitals offering obstetric services and freestanding birthing centers to offer to provide or make referrals for perinatal palliative care. The Bill defines terms and amends KRS 311.723 to establish medical procedures that do not constitute an abortion. The Bill requires the cabinet to promulgate updated administrative regulations by December 1, 2025. (Emergency, in part.)

### House Bill 132 AN ACT relating to home and hospital instruction.

Amends KRS 158.033 to allow a student admitted to an inpatient facility to receive home and hospital services on the day of admittance.

### House Bill 219 AN ACT relating to sexual assault emergency response training.

Amends KRS 216B.400 to require hospitals offering emergency services to provide training to their emergency medical services staff about sexual assault emergency response requirements, protocols, and resources.

### House Bill 303 AN ACT relating to military healthcare personnel.

Creates a new section of KRS Chapter 164 directing the Kentucky Community and Technical College System to develop academic career pathways and academic bridge programs to prepare military healthcare personnel for licensure in various healthcare-related fields

## Kentucky Administrative Regulation (KAR) Update

Copies of the pending regulations filed with the Legislative Research Commission (LRC) for promulgation can be located at <https://kbn.ky.gov/document-library/Pages/default.aspx>, search word "pending".

### 201 KAR 20:215

This administrative regulation concerns continuing competency requirements.

The amendments remove reference to CE Broker.

#### Promulgation:

- On November 22, 2024, the Practice Committee considered and approved the changes.
- On December 19, 2024, the Board considered and approved the changes.
- On January 2, 2025, staff filed the regulation with the LRC.
- A public hearing on this administrative regulation was tentatively set for March 24, 2025, but no requests were received.
- Written comments from the public were due by March 31, 2025, but none were received.
- As of this writing, the Bill is scheduled to be heard by the Administrative Regulation Review Subcommittee on April 8, 2025.

### 201 KAR 20:240

This administrative regulation concerns fees for applications and services.

The amendments update statutory citations and remove references to obsolete fines.

#### Promulgation:

- On January 9, 2025, the Governance Committee considered and approved the changes.
- On February 20, 2025, the Board considered and approved the changes.
- On March 4, 2025, staff filed the regulation with the LRC.
- A public hearing on this administrative regulation has been tentatively set for May 27, 2025, and written comments from the public are due by May 31, 2025.

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Continued from page 11>>

### 201 KAR 20:600

This administrative regulation concerns standards for training programs for licensed certified professional midwives.

#### The amendments:

- Remove reference to the Midwives Alliance of North America (MANA),
- Standardize curriculum requirements with those determined by the North American Registry of Midwives (NARM), and
- Update material incorporated by reference.

#### Promulgation:

- On January 9, 2025, the Licensed Certified Professional Midwife (LCPM) Council reviewed the proposed changes to the regulation.
- On January 17, 2025, the Practice Committee considered and approved the changes.
- On February 20, 2025, the Board considered and approved the changes.
- On March 4, 2025, staff filed the regulation with the LRC.
- A public hearing on this administrative regulation has been tentatively set for May 27, 2025, and written comments from the public are due by May 31, 2025.

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### 201 KAR 20:620

This administrative regulation concerns Licensing requirements for licensed certified professional midwives.

The amendments updates fees for LCPMs, reducing them.

#### Promulgation:

- On January 9, 2025, the LCPM Council reviewed the proposed changes to the regulation.
- On January 16, 2025, the Governance Committee considered and approved the changes.
- On February 20, 2025, the Board considered and approved the changes.
- On March 4, 2025, staff filed the regulation with the LRC.
- A public hearing on this administrative regulation has been tentatively set for May 27, 2025, and written comments from the public are due by May 31, 2025.

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# SUMMARY OF BOARD ACTIONS

## BOARD MEETING – FEBRUARY 20, 2025

### PRESIDENT'S REPORT

Audria Denker, Board President, reported that she will be recording a message for the NCSBN Mid-Year meeting next month. She also reported that at the January NCSBN Presidents' meeting there was discussion about cheating; with all of the AI resources out there, it is becoming more of a concern. She mentioned this might be a topic for the KBN Education committee to consider.

### FINANCIAL OFFICER'S REPORT

- It was moved and seconded to accept the financial officer's report, which was approved by acclamation.

### EXECUTIVE DIRECTOR'S REPORT

Kelly Jenkins, Executive Director, presented the Executive Director's report and included information on the following: Operations [Laserfiche; APRN JP Exam]; KBN Outreach; Personnel; Training for Board Members

- It was moved and seconded to accept the Executive Director's report, which was approved by acclamation.

### GENERAL COUNSEL'S REPORT

Jeff Prather, General Counsel, presented the General Counsel's Report.

- It was moved and seconded to accept the General Counsel's report, which was approved by acclamation.

### Letter of Response to Controlled Substance Prescribing Council

Mr. Prather presented, for information only, the KBN letter of response to the Controlled Substance Prescribing Council. On November 27, 2024, the Board had received a letter from the Controlled Substance Prescribing Council ("CSPC") containing proposed recommendations for Kentucky licensure boards. Mr. Prather explained that the letter meets the requirements stated in Kentucky Revised Statutes ("KRS") 218A.025(2)(e), that staff have 90 days to prepare a response.

### CREDENTIALS REVIEW PANEL

- It was moved and seconded to accept the reports of the December 19, 2024, and January 16, 2025 Credentials Review Panel meetings, which were approved by acclamation.

### EDUCATION COMMITTEE

Education Committee Report – January 16, 2025

- It was moved and seconded to accept the January 16, 2025 Education Committee report, which was approved by acclamation. The following committee recommendations were moved and seconded and were approved by acclamation after discussion and presentation of background materials:

Galen College, ASN – Pikeville Site Visit Report

- The Galen College, ASN – Pikeville Site Visit Report be approved as written, and the program be moved from initial to approved status.

Audria Denker recused herself from the discussion and vote due to employment; Jacob Higgins assumed the meeting chair duties; Ashley Adkins took over the Education Chair duties.

Hope Jones and Susan Ellis also recused themselves from the discussion and vote due to employment.

Somerset Community College, ASN – Whitley City Site Visit Report

- The Somerset Community College ASN, Whitley City, KY, Site Visit Report be approved as written and the program be moved from INITIAL to APPROVED status.

Ruth Martin recused herself from the discussion and vote due to employment.

### PRACTICE COMMITTEE

Practice Committee January 17, 2025 Report

- It was moved and seconded to accept the January 17, 2025 Practice Committee report, which was approved by acclamation. The following committee recommendations were moved and seconded and were approved by acclamation after discussion and presentation of background materials:

AOS #8 Role of Nurses in the Perioperative Setting

- Advisory Opinion Statement (AOS) #8 Role of Nurses in the Perioperative Setting be approved, by the Board, as submitted

### ADVISORY OPINION STATEMENTS

AOS #20 Roles of Nurses in Cardiovascular Nursing Practice

- Advisory Opinion Statement (AOS) #20 Roles of Nurses in Cardiovascular Nursing Practice be approved, by the Board, as submitted

AOS #39 Scope of Registered Nursing Practice in the Deactivation of Cardioverter Defibrillators (ICDs) and Ventricular Assist Devices (VADs)

- Advisory Opinion Statement (AOS) #39 Scope of Registered Nursing Practice in the Deactivation of Cardioverter Defibrillators (ICDs) and Ventricular Assist Devices (VADs) be withdrawn from publication, by the Board.

AOS #18 Employment of Nursing Students as Nursing Personnel Using Either an Academic or a "Nurse Extern" Service Model

- Advisory Opinion Statement (AOS) #18 Employment of Nursing Students as Nursing Personnel using either an Academic or a Nurse Extern Service Model be approved, by the Board, with specified additional revisions.

AOS #37 Role of the Advanced Practice Registered Nurse in the Prescribing of Medications to Self and/or Family

- Advisory Opinion Statement (AOS) # 37 Role of the Advanced Practice Registered Nurse in the Prescribing of Medications to Self and/or Family, by the Board, as submitted.

Approval of revisions to 201 KAR 20:600: Standards for Training Programs for Licensed Certified Professional Midwives

- 201 KAR 20:600 Standards for Training Programs for Licensed Certified Professional Midwives, be amended, by the Board, as submitted.

#### GOVERNANCE COMMITTEE

Governance Committee January 16, 2025 Report

- It was moved and seconded to accept the January 16, 2025 Governance Committee report, which was approved by acclamation. The following committee recommendations were moved and seconded and were approved by acclamation after discussion and presentation of background materials:

Proposed changes to 201 KAR 20:240

- The proposed changes to 201 KAR 20:240 be approved as written

Proposed changes to 201 KAR 20:620

- The proposed changes to 201 KAR 20:620 be approved as written

#### LICENSED CERTIFIED PROFESSIONAL MIDWIVES ADVISORY COUNCIL

- It was moved and seconded to accept the report of the January 9, 2025 Licensed Certified Professional Midwives Advisory Council meeting, which was approved by acclamation.

#### ACTION ON LICENSES

- It was moved and seconded that 1 order, with exceptions filed, discussed in closed session be remanded back

to the hearing panel for a second or updated evaluation, which was approved by acclamation.

- Hope Jones and Amber Powell abstained from the vote due to serving on the original hearing panel.

#### PERSONNEL ACTIONS

The personnel actions were provided for information only and discussed in closed session.

#### HEARING TRANSCRIPT

A copy of the transcripts from the following

hearings were provided for information only in closed session, and the exhibits in the case were made available, upon request, to the Board members:

- KBN v. Sean Reynolds

#### INFORMATION/ANNOUNCEMENTS

Other

The following items were provided for information only:

- KBN organizational chart, updated January 14, 2025

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— DR. VIKTORIYA KASHIN, DNP, FNP  
FNU Alumna

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# 2024 KBN Workforce Data

## Introduction

The Nursing Supply and Demand Dashboard is a product of the Kentucky Board of Nursing (KBN). Users have the ability to see information about nurses in five sections.

The first section, Nursing Supply, displays information around those with Kentucky Nursing Licensures. Information such as demographics and various employment metrics can be found here.

The second section, Enrollment & Grads, shows trends for enrollment, graduates, and faculty turnover by geography.

The third section, Projected Demand, shows 5-Year job projections for healthcare occupations by the Local Workforce Areas in Kentucky.

The fourth section, Hospital Vacancies, shows information around shortages, vacancy rates, and turnover rates for nurses.

The last section, Program Map, shows prelicensure nursing programs across Kentucky.

To access this information online: [https://kbn.ky.gov/KBN%20Documents/KBN\\_Technical%20Documentation.pdf](https://kbn.ky.gov/KBN%20Documents/KBN_Technical%20Documentation.pdf)

## Section 1: Introduction

The introduction is the landing page for this dashboard report. Descriptions are provided for each section. Users have the ability to click the Walkthrough Guide to see how dashboards are laid out, download technical documentation (this document), and an alternative, accessible, aggregate data file.

## Section 2: Nursing Supply

This dashboard shows various metrics and demographics of nursing licensures. Users can select an Area Type (State, County, Area Development District, or Local Workforce Area) and see any region in Kentucky as well as Out-of-State/Unknown Location counts. More information about geographic regions can be found in the glossary.

The dashboard shows total licensure counts for APRN-CNMs, APRN-CNPs, APRN-CNSs, APRN-CRNAs, LPNs, and RNs, as well as breakouts by gender and race for the selected region. A grid on the right side of the dashboard can be filtered to specific employment metrics, including:

- Employment Position
- Employment Setting
- Employment Specialty
- Employment Status
- Excess Hours
- Highest Education
- Number of Positions
- Planning to Retire (in Years)
- Unemployment Reason
- Years Practiced as a Nurse

Please see the glossary for how responses were grouped into categories for each metric.

## Section 3: Enrollment & Grads

This dashboard shows trends for prelicensure metrics. Users can

select an Area Type (State, County, or Area Development District) and see any region in Kentucky. Trends and their year-over-year changes can be seen for the following metrics:

- Total Enrollment
- New Enrollment
- New Enrollment as a Percent of the Total Enrollment
- Total Graduates
- Graduation Rate
- Faculty Turnover Rate

## Section 4: Projected Demand

This dashboard shows labor market information around Licensed Practical and Licensed Vocational Nurses, Registered Nurses, and Nurse Practitioners for Kentucky and its Local Workforce Areas. Users can select an Area Type (State or Local Workforce Area). Occupational Projections are a five-year projection and provided by Kentucky's Labor Market Information. Metrics on this dashboard include:

- Five-Year Projected Job Openings
- Five-Year Projected Change
- Five-Year Projected Exits from the workforce
- Five-Year Projected Transfers to other occupations
- 25th percentile wages
- 50th/median wages
- 75th percentile wages

## Section 5: Hospital Vacancies

This dashboard shows data from the Kentucky Hospital Association's (KHA) 2024 Workforce Survey Report for nursing occupations. Data are from the 2023 calendar year. Their report provides an in-depth look at the non-physician hospital workforce in Kentucky. Users can filter by Area Development District or Statewide values. Metrics on this dashboard include:

- Shortage
- Vacancy Rate
- Turnover Rate

## Section 6: Program Map

This dashboard shows a mapping tool created by the KBN showing Kentucky Prelicensure Nursing Program locations. This map shows prelicensure (RN and PN) nursing programs approved, or in the approval process, through the Kentucky Board of Nursing. Click on a program name from one of the program type headers (PN Programs, ASN Programs, BSN Programs, or MEPN Programs) or click an icon on the map to view a nursing program's address and website. You can view only a specific nursing program type by checking/unchecking the checkboxes next to the nursing program type headers. This map also lists potential clinical sites that prelicensure nursing program staff may contact to determine if the site has clinical availability that the program needs. Please be aware that KBN staff has NOT communicated with any of the Potential Clinical Sites indicated. Healthcare sites that have the possibility of being able to provide necessary clinical availability to Kentucky nursing programs have been included on this map; however, nursing program staff will have to contact the sites to determine if

their clinical needs may be met by any facility listed. To view the potential clinical sites, scroll to the bottom of the list and click the checkbox next to the Potential Clinical Sites header. This map also includes information about Kentucky's Area Development Districts (ADD's) and the Kentucky Hospital Association's (KHA's) Talent Pipeline Management (TPM) Program. The KHA has partnered with the Kentucky Chamber Foundation's Workforce Center to create the TPM program, which is designed for hospitals to build talent supply chains that support career opportunities in Kentucky by recruiting talent into Kentucky hospitals and educational programs and identifying and sharing regional best practices to support critical jobs needed for various types of healthcare settings. Click on a county name under Talent Pipeline Management (TPM) header to view contact information for ADDs and TPM regions. Please be aware that this information is provided by the Kentucky Board of Nursing as a public resource, and it is not an endorsement or recommendation of any entity, program, product, or service depicted herein.

**Glossary**

**Dashboard: Nursing Supply**

Metric: Total Licensures

Definition: Total count of licensures.

Data Source: Kentucky Board of Nursing

Elements Information: Group = Total, Subgroup = All

Dashboard: Nursing Supply

Metric: Gender

Definition: Total Count of Licensures by their response to gender.

Data Source: Kentucky Board of Nursing

Elements Information:

Gender	Female
Gender	Male
Gender	Non-binary

**Dashboard: Nursing Supply**

Metric: Race

Definition: Total Count of Licensures by their response to race.

Data Source: Kentucky Board of Nursing

Elements Information:

Race	American Indian or Alaska Native
Race	Asian
Race	Black/African American
Race	Choose not to answer
Race	Native Hawaiian or Other Pacific Islander
Race	Other Race
Race	White/Caucasian

**Dashboard: Nursing Supply**

Metric: Employment Setting

Definition: Total Count of Licensures by their response to the setting of their employment.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Setting	Ambulatory Care
Employment Setting	Community Health
Employment Setting	Government/Regulation
Employment Setting	Hospital
Employment Setting	Long-Term Care
Employment Setting	Mental Health/Addiction Services
Employment Setting	Non-Nursing/Other

Employment Setting	Nursing Education
Employment Setting	Occupational/School Health Services
Employment Setting	Sales/Insurance & Benefits
Employment Setting	Travel Nursing/Consulting

**Dashboard: Nursing Supply**

Metric: Employment Position

Definition: Total Count of Licensures by their response to the type of position they are employed.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Position	Administration
Employment Position	APRN
Employment Position	Case Manager
Employment Position	Development/Education
Employment Position	Office/Staff Nursing
Employment Position	Other Degree
Employment Position	Public Health Nursing
Employment Position	Quality Improvement/Assurance
Employment Position	School Health Nursing
Employment Position	Travel Nursing

**Dashboard: Nursing Supply**

Metric: Employment Specialty

Definition: Total Count of Licensures by their response to their specialty area of employment.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Specialty	Acute Care
Employment Specialty	Clinical/Primary Care
Employment Specialty	Community Health
Employment Specialty	Education
Employment Specialty	Executive/Administrative
Employment Specialty	Mental Health/Addiction
Employment Specialty	Non-Nursing
Employment Specialty	Quality Improvement/Assurance
Employment Specialty	Specialty Care
Employment Specialty	Surgical

**Dashboard: Nursing Supply**

Metric: Employment Status

Definition: Total Count of Licensures by their response to their employment/unemployment status.

Data Source: Kentucky Board of Nursing

Elements Information:

Employment Status	Employed in a field other than nursing
	Full-time
Employment Status	Employed in a field other than nursing on a per-diem basis
Employment Status	Employed in a field other than nursing
	Part-time
Employment Status	Employed in nursing or position that requires a nurse license full-time
Employment Status	Employed in nursing or position that requires a nurse license on a per-diem basis
Employment Status	Employed in nursing or position that requires a nurse license part-time
Employment Status	Retired from Work
Employment Status	Unemployed, not seeking work as a nurse
Employment Status	Unemployed, seeking work as a nurse

Continued on page 18>>

Continued from page 17>>

Employment Status Working in nursing only as a Volunteer

**Dashboard: Nursing Supply**

Metric: Excess Hours

Definition: Total Count of Licensures grouped by their response to on average the number of hours over 40 hours they work weekly.

Data Source: Kentucky Board of Nursing

Elements Information:

- Excess Hours 4-8 hours
- Excess Hours 9-12 hours
- Excess Hours 13-16 hours
- Excess Hours Greater than 16 hours
- Excess Hours Less than 4 hours
- Excess Hours Retired

**Dashboard: Nursing Supply**

Metric: Highest Education

Definition: Total Count of Licensures by their response to their highest level of educational attainment.

Data Source: Kentucky Board of Nursing

Elements Information:

- Highest Education Associate Degree
- Highest Education Baccalaureate Degree
- Highest Education Diploma-Nursing (RN)
- Highest Education Doctoral Degree
- Highest Education Masters Degree
- Highest Education Other Degree
- Highest Education Post Masters Certification
- Highest Education Vocational/Practical Certificate-Nursing

**Dashboard: Nursing Supply**

Metric: Number of Positions

Definition: Total Count of Licensures by their response to how many positions they currently hold.

Data Source: Kentucky Board of Nursing

Elements Information:

- Number of Positions One
- Number of Positions Three
- Number of Positions Two

**Dashboard: Nursing Supply**

Metric: Planning to Retire (in Years)

Definition: Total Count of Licensures by their response to when they plan to retire.

Data Source: Kentucky Board of Nursing

Elements Information:

- Planning to Retire (in Years) 3-5 years
- Planning to Retire (in Years) 5-10 years
- Planning to Retire (in Years) 10-15 years
- Planning to Retire (in Years) 15-20 years
- Planning to Retire (in Years) Already Retired
- Planning to Retire (in Years) Greater than 20 years
- Planning to Retire (in Years) Less than 3 years

**Dashboard: Nursing Supply**

Metric: Unemployment Reason

Definition: Total Count of Licensures by the reported reason they are unemployed.

Data Source: Kentucky Board of Nursing

Elements Information:

- Unemployment Reason Benefits

- Unemployment Reason Difficulty in Finding a Nursing Position
- Unemployment Reason Disabled
- Unemployment Reason Inadequate Salary
- Unemployment Reason Lack of Resources/Support on the Job
- Unemployment Reason Other Reason
- Unemployment Reason School
- Unemployment Reason Stressed/Burned Out
- Unemployment Reason Taking Care of Home or Family
- Unemployment Reason Unhealthy Work Environment

**Dashboard: Nursing Supply**

Metric: Years Practices as a Nurse

Definition: Total Count of Licensures by the number of years they have practices as a nurse.

Data Source: Kentucky Board of Nursing

Elements Information:

- Years Practiced as Nurse 1-5 years
- Years Practiced as Nurse 6-10 years
- Years Practiced as Nurse 11-15 years
- Years Practiced as Nurse 16-20 years
- Years Practiced as Nurse 21-25 years
- Years Practiced as Nurse 26-30 years
- Years Practiced as Nurse Less than 1 year
- Years Practiced as Nurse More than 30 years

**Dashboard: Employment & Grads**

Metric: Total Enrollment

Definition: Total count of enrollment in precicensure programs.

Data Source:

Elements Information: 2021-2022 Total Enrollment, 2022-2023 Total Enrollment, 2023-2024 Total Enrollment

**Dashboard: Employment & Grads**

Metric: # Change in Total Enrollment

Definition: The difference in latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year Total Enrollment – Latest year - 1 Total Enrollment

**Dashboard: Employment & Grads**

Metric: New Enrollment

Definition: Total count of new enrollment in precicensure programs.

Data Source:

Elements Information: 2021-2022 New Enrollees, 2022-2023 Total Enrollees, 2022-2023 Total Enrollees

**Dashboard: Employment & Grads**

Metric: # Change in New Enrollment

Definition: The difference in new enrollment between the latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year of New Enrollees – Latest Year - 1 New Enrollees

**Dashboard: Employment & Grads**

Metric: New Enrollment as a % of Total Enrollment

Definition: Total count of new enrollment in precicensure programs relative to the total count of enrollment.

Data Source:

Elements Information: 2021-2022 % New Enrollees, 2022-2023

% New Enrollees, 2023-2024 % New Enrollees

**Dashboard: Employment & Grads**

Metric: % Change in New Enrollment

Definition: The difference in new enrollment as a percent of total enrollment between latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year % New Enrollees – Latest year - 1 % New Enrollees

**Dashboard: Employment & Grads**

Metric: Total Graduates

Definition: Total count of graduates from prelicensure programs.

Data Source:

Elements Information: 2021-2022 Graduates, 2022-2023 Graduates, 2023-2024 Graduates

**Dashboard: Employment & Grads**

Metric: Change in New Enrollment

Definition: The difference in counts of graduates between latest year of data and the penultimate year of data.

Data Source:

Elements Information: Calculation: Latest year of Graduates – Latest year - 1 Graduates

**Dashboard: Employment & Grads**

Metric: Graduation Rate

Definition: The graduation rate from prelicensure programs.

Data Source:

Elements Information: 2021-2022 Graduation Rate, 2022-2023 Graduation Rate, 2023-2024 Graduation Rate

**Dashboard: Employment & Grads**

Metric: Change in Graduation Rate

Definition: The difference in graduation rates between the latest year and the penultimate year.

Data Source:

Elements Information: Calculation: Latest year Graduation Rate – Latest year - 1 Graduation Rate

Metric: Faculty Turnover Rate

Definition: The rate at which faculty exit from prelicensure programs.

Data Source:

Elements Information: 2021-2022 Faculty Turnover Rate, 2022-2023 Faculty Turnover Rate, 2023-2024 Faculty Turnover Rate

**Dashboard: Employment & Grads**

Metric: Change in Faculty Turnover Rate

Continued on page 20>>



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**Definition:** The difference in Faculty Turnover rates between latest year and penultimate year.

**Data Source:**

**Elements Information:** Calculation: Latest year Faculty Turnover Rate – Latest year - 1 Faculty Turnover Rate

**Dashboard: Projected Demand**

**Metric:** Job Openings

**Definition:** A sum of change in employment, exits from the workforce such as retirement, and transfers from one occupation to a different occupation.

**Data Source:** Kentucky Labor Market Information, KYSTATS

**Elements Information:** Calculation: Change + Exits + Transfers

**Dashboard: Projected Demand**

**Metric:** Change

**Definition:** The amount needed for an occupation’s employment to reach five-year projected levels (sometimes referred to as growth or decline).

**Data Source:** Kentucky Labor Market Information, KYSTATS

**Elements Information:** Change

**Dashboard: Projected Demand**

**Metric:** Exits

**Definition:** Those leaving the labor force (e.g. retirement).

**Data Source:** Kentucky Labor Market Information, KYSTATS

**Elements Information:** Exits

**Dashboard: Projected Demand**

**Metric:** Transfers

**Definition:** Those leaving an occupation for a different occupation (e.g. a Registered Nurse leaving to become a school teacher).

**Data Source:** Kentucky Labor Market Information, KYSTATS

**Elements Information:** Transfers

**Dashboard: Projected Demand**

**Metric:** Wage Information

**Definition:** Wages for each occupation collected from data from Labor Market Information.

**Data Source:** Kentucky Labor Market Information, KYSTATS

**Elements Information:** 25th Percentile, Median (50th), 75th Percentile

**Dashboard: Hospital Vacancies**

**Metric:** Shortage

**Definition:** The shortage counts as reported by KHA.

**Data Source:** Kentucky Hospital Association (KHA), 2024 Workforce Survey Report

**Dashboard: Hospital Vacancies**

**Metric:** Vacancy Rate

**Definition:** The vacancy rate as reported by KHA.

**Data Source:** Kentucky Hospital Association (KHA), 2024 Workforce Survey Report

**Dashboard: Hospital Vacancies**

**Metric:** Turnover Rate

**Definition:** The turnover rate as reported by KHA.

**Data Source:** Kentucky Hospital Association (KHA), 2024 Workforce Survey Report

Continued on page 22>>



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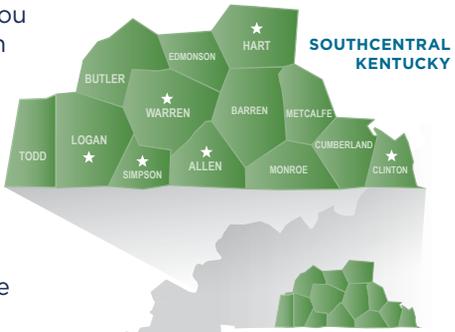
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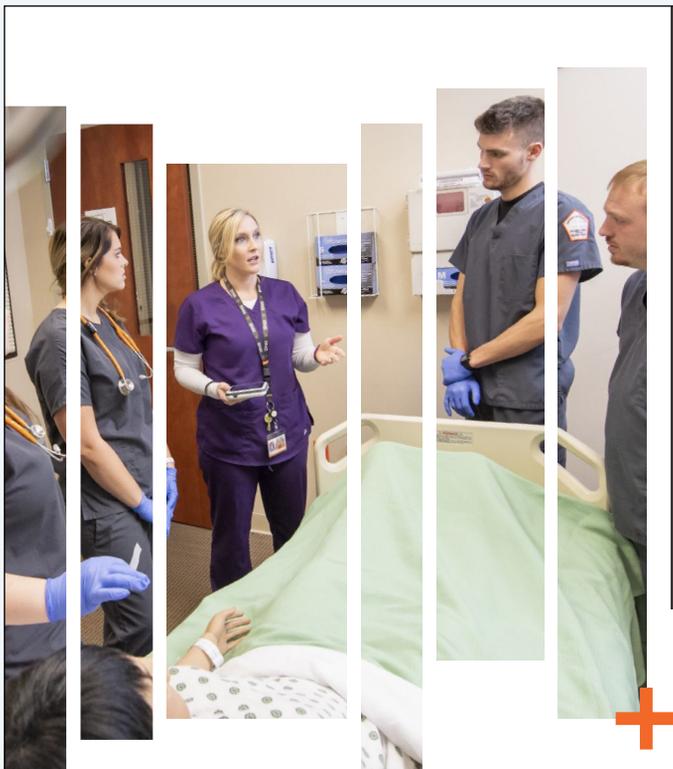
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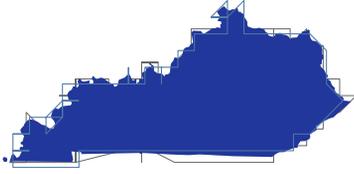
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# NURSING SUPPLY - All Licensures (2024)

Select Area Employed Type: State | Select an Area Employed Value: All | Select a Metric: Planning to Retire (in Years) | Year: 2024



### Licensures by Occupation

Total	188	16,164	150	2,048	15,074	78,040
<b>111,664</b>	CNM	CNP	CNS	CRNA	LPN	RN

### Licensures by Gender

	CNM	CNP	CNS	CRNA	LPN	RN
Female	100.0%	90.8%	95.4%	55.9%	93.9%	90.8%
Male		9.2%	3.9%	44.0%	6.1%	9.2%
Non-binary		0.0%	0.7%	0.0%		0.0%

### License by Race

	CNM	CNP	CNS	CRNA	LPN	RN
American Indian ..		0.4%		0.5%	0.5%	0.3%
Asian		2.2%		2.6%	1.1%	2.5%
Black/African Am..	4.4%	6.9%	1.3%	3.7%	14.2%	5.6%
White/Caucasian	94.6%	89.1%	98.1%	89.8%	83.0%	90.1%
Choose not to an..	1.0%	1.0%	0.6%	3.0%	0.6%	0.8%
Other Race		0.5%		0.5%	0.7%	0.7%

### Licensures by Planning to Retire (in Years)

	CNM	CNP	CNS	CRNA	LPN	RN
Less than 3 years	8.51% (n=16)	1.91% (n=309)	9.33% (n=14)	5.57% (n=114)	4.22% (n=636)	4.37% (n=3,413)
3-5 years	4.26% (n=8)	3.97% (n=642)	16.67% (n=25)	6.74% (n=138)	6.37% (n=960)	6.04% (n=4,710)
5-10 years	13.30% (n=25)	9.74% (n=1,575)	24.00% (n=36)	12.45% (n=255)	11.28% (n=1,700)	10.57% (n=8,252)
10-15 years	14.36% (n=27)	17.55% (n=2,836)	14.67% (n=22)	19.24% (n=394)	14.67% (n=2,211)	13.23% (n=10,323)
15-20 years	24.47% (n=46)	23.14% (n=3,741)	18.67% (n=28)	22.46% (n=460)	18.59% (n=2,803)	17.41% (n=13,590)
Greater than 20 years	34.04% (n=64)	42.64% (n=6,892)	14.00% (n=21)	33.40% (n=684)	40.53% (n=6,109)	42.58% (n=33,230)
Already Retired	1.06% (n=2)	1.05% (n=169)	2.67% (n=4)	0.15% (n=3)	4.35% (n=655)	5.79% (n=4,522)

\*Data from 2024 KY nurse license renewals (excludes those licensed after May 1, 2024).

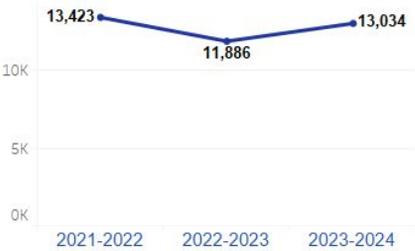


# ENROLLMENT & GRADS - Statewide Prelicensure

Select an Area Type: State | Select an Area Value: Statewide

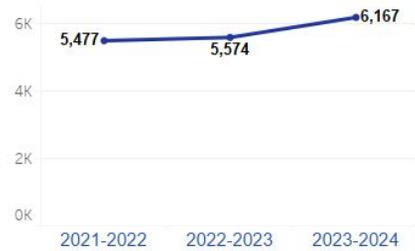
### Total Enrollment

▲ 1,148 from Prior Year



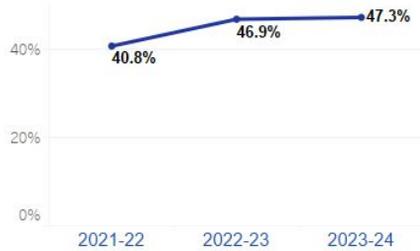
### New Enrollment Counts

▲ 593 from Prior Year



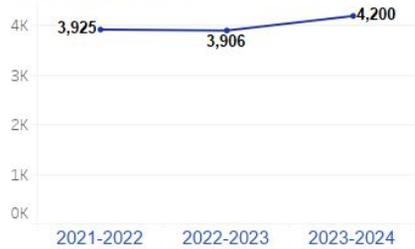
### New Enrollment as % of Total Enrollment

▲ 0.4% from Prior Year



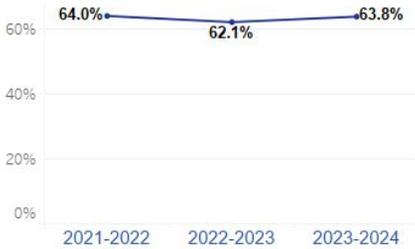
### Total Graduates

▲ 294 from Prior Year



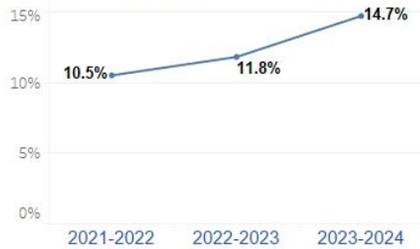
### Graduation Rate

▲ 1.7% from Prior Year



### Faculty Turnover Rate

▲ 2.9% from Prior Year



# Teen Depression: More than just moodiness



Being a teenager can be tough, but it shouldn't feel hopeless. If you have been feeling sad most of the time for a few weeks or longer and you're not able to concentrate or do the things you used to enjoy, talk to a trusted adult about depression.

## Do I have depression?



- Do you often feel sad, anxious, worthless, or even “empty”?



- Have you lost interest in activities you used to enjoy?



- Do you get easily frustrated, irritable, or angry?

- Do you find yourself withdrawing from friends and family?



- Are your grades dropping?

- Have your eating or sleeping habits changed?



- Have you experienced any fatigue or memory loss?



- Have you thought about suicide or harming yourself?

Depression looks different for everyone. You might have many of the symptoms listed above or just a few.

## How do I get help for depression?



- **Talk to a trusted adult** (such as your parent or guardian, teacher, or school counselor) about how you've been feeling.



- **Ask your doctor** about options for professional help. Depression can be treated with psychotherapy (also called “talk therapy”), medication, or a combination of medication and talk therapy.



- **Try to spend time with friends or family**, even if you don't feel like you want to.



- **Stay active and exercise**, even if it's just going for a walk. Physical activity releases chemicals, such as endorphins, in your brain that can help you feel better.



- **Try to keep a regular sleep schedule.**



- **Eat healthy foods.**

You're not alone, and help is available. You can feel better.

To get help, call or text the 988 Suicide & Crisis Lifeline at 988 or chat at [988lifeline.org](https://988lifeline.org).





# PROJECTED DEMAND - Statewide

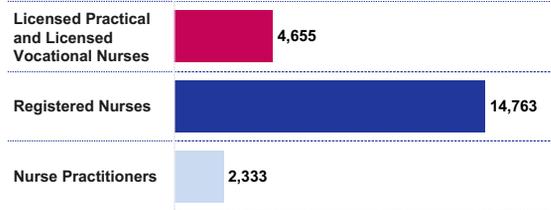
## Five-Year Projected Demand (Source: KYLMI)

Select an Area  
Statewide

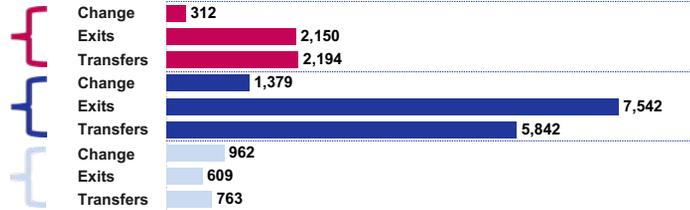
### Understanding Five-Year Projected Job Demand (2022-2027)

Occupational projections are created for the state and each of Kentucky's Local Workforce Areas (LWA). **Change** is calculated as the amount needed for an occupation's employment to reach the five-year projected levels. Change is sometimes referred to as "growth" or "decline." **Exits** are referring to exits from the labor force, such as retirement. **Transfers** are those leaving an occupation for a different occupation. For example, a registered nurse leaving their job at one hospital for another is not considered a transfer. However, if a registered nurse leaves their job to become a school teacher, this would count as a transfer. **Total Job Openings** is a sum of change, exits, and transfers. Total Job Openings is a five-year projection (2022-2027). *Data Source: Kentucky Labor Market Information at KYSTATS.*

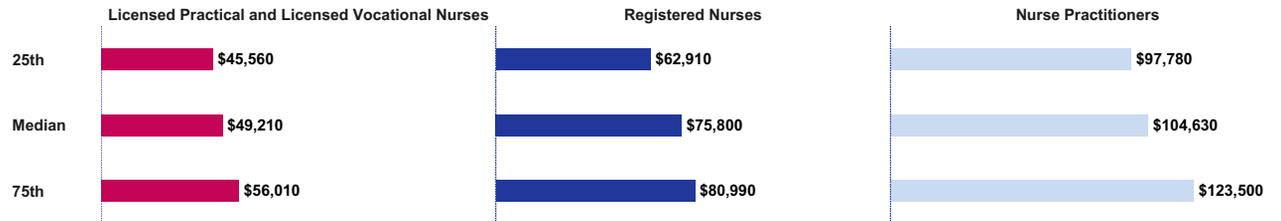
### Total Five-Year Projected Job Openings



### Breakout of Five-Year Projected Job Openings



### Wage Information (Percentiles)



# HOSPITAL VACANCIES - Statewide

## Shortages, Vacancy Rates, and Turnover Rates (Source: KHA)

Select an Area  
Statewide

### About the Data

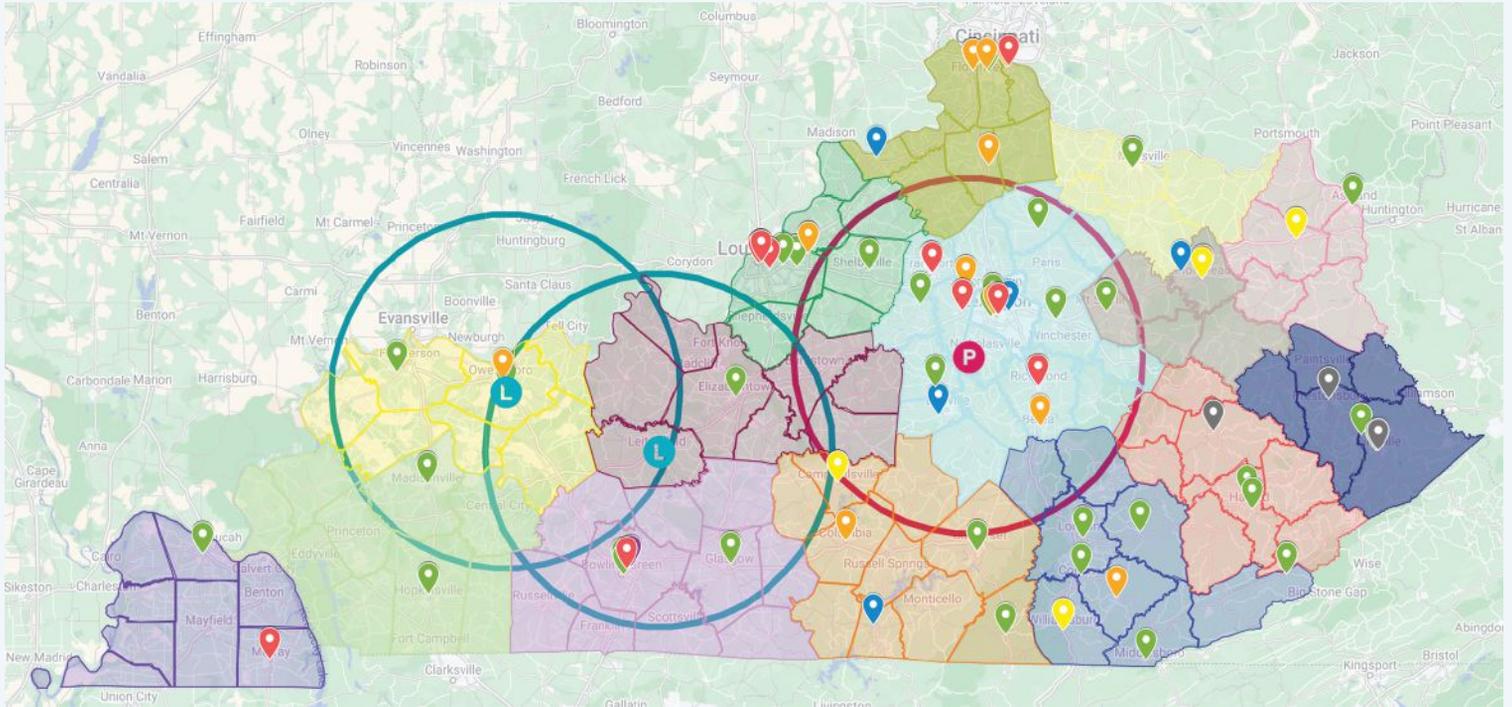
Data are from the Kentucky Hospital Association's (KHA) 2024 Workforce Survey Report and show data for the 2023 calendar year. This report provides an in-depth look at the non-physician hospital workforce in Kentucky. Acute care and specialty hospitals from all of the Area Development Districts (ADD's) of the state participated in the survey. For more information, please see the report here: <https://www.kyha.com/wp-content/uploads/2024/08/KHAWorkforceSurveyReport-2024.pdf>

Shortage	Vacancy Rate	Turnover Rate
Other RN's	18.3%	16.8%
Med/Surg/Telemetry RNs	23.2%	19.1%
Critical Care RNs (ICU, CCU)	18.5%	17.4%
Emergency Room RNs	12.5%	16.6%
Licensed Practical Nurses (LPNs)	18.6%	26.2%
OR/PACU RNs	11.0%	7.5%
Psychiatric RNs	24.4%	28.8%
Labor/Delivery/Maternal Child RNs	7.9%	13.3%
Nurse Practitioner	9.8%	9.8%
Pediatric RNs	6.0%	12.4%
CRNAs	5.6%	11.6%



# KENTUCKY PRELICENSURE PROGRAMS

## Prelicensure Nursing Program Map



PN Programs



ASN Programs



BSN Programs



MEPN Programs



MSN Programs



DNP Programs



Asbury University, BSN - Wilmore (Proposal)



Elizabethtown Community & Technical College, PN - Leitchfield (Letter of Intent)



Madisonville Community & Technical College, PN - Owensboro (Letter of Intent)

**If you are  
anywhere  
in your  
journey with  
substance  
use disorder,**

I want you to stop,  
look around  
and open your heart.

Revel in the abundance  
of your existence.  
See how small  
substance use disorder  
can be when sat next  
to all that you are  
or ever could be.

Fill your existence  
with beauty, purpose  
and a life of service.

And your substance  
use disorder—  
your history of  
addiction,  
the things you  
may have done  
that you are not  
proud of—will one day  
be small enough  
to deal with  
while allowing you  
space to live this life  
of joy.

Hold on.

We are not the sum  
of our scars but rather  
a beautiful mosaic of the  
life they hold together.

—Joseph  
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disorder

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## APRN COMPLIANCE CORNER

### WHAT SHOULD THE APRN DO IF YOU ARE THE SUBJECT OF A COMPLAINT?

Marina McWilliams, APRN, MSN, NP-C, APRN  
Investigations Branch Manager

The National Council of State Board of Nursing (NCSBN) reports that more than 100 years ago, state governments established boards of nursing (BONs) to protect the public's health and welfare by overseeing and ensuring the safe practice of nursing. Since 1914, the Kentucky Board of Nursing (KBN) has protected the citizens of the Commonwealth regulating and overseeing nursing practice by enforcing the Kentucky nursing laws.

If you receive a notice that you are the subject of a complaint, thoroughly read all the information that is sent to you. Pay close attention to the deadline listed for the information to be returned and note any special instructions that are included. The Kentucky Board of Nursing has an established process in place to ensure that the investigation process is done consistently and fairly. The assigned investigator's name will be listed on the paperwork you receive, and they can answer any questions you may have. The Advanced Practice Registered Nurse (APRN) (respondent) is given an opportunity to respond to the allegations and present their side of the incident in writing and encouraged to send in any additional supporting documents/records they have regarding the complaint.

If disciplinary action is warranted, the KBN can take various actions with public safety as a priority. The KBN's goal is to investigate the complaint, handle the issue in a fair and just manner, take the best course of action to protect the public, and ultimately prevent further incidents.

As a reminder, it is important for APRNs to keep all of their personal information up to date in the NURSE PORTAL. Maintaining a valid email address (personal email is recommended), phone number, and home address is required by state law to ensure the APRN is receiving notifications and correspondence sent from the KBN. Failure to do so may result in disciplinary action. Listed below are some of the possible violations that can occur.

Excerpts from the KY State Law state:

The facts underlying the allegations, if true, violate KRS 314.091(1):

- (1) The board shall have power to reprimand, deny, limit, revoke, probate, or suspend any license or credential to practice nursing issued by the board or applied for in

Continued on page 28>>



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accordance with this chapter or the privilege to practice as a nurse recognized by the board in accordance with this chapter, or to otherwise discipline a licensee, credential holder, privilege holder, or applicant, or to deny admission to the licensure examination, or to require evidence of evaluation and therapy upon proof that the person:

- (1) Has violated any administrative regulation promulgated by the board [201 KRS 20:085, Section 4(1)].

The KBN website is a valuable resource and has information available that can answer questions about the APRN investigation process and other frequently asked questions. <https://kbn.ky.gov/Consumer-Protection/Pages/Frequently-Asked-Questions.aspx>

Reference

The National Council of State Board of Nursing. Retrieved from [https://www.ncsbn.org/public-files/What\\_Every\\_Nurse\\_Needs\\_to\\_Know.pdf](https://www.ncsbn.org/public-files/What_Every_Nurse_Needs_to_Know.pdf)

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# Let's Talk About Eating Disorders

The way we talk about eating disorders matters.  
Here are some facts to help you discuss them.



## **“Eating disorders are serious and can be fatal.”**

Eating disorders often involve serious medical complications that can cause permanent damage or death. People with eating disorders also have an increased risk of dying by suicide.



## **“Eating disorders are caused by a variety of factors.”**

Several factors can increase a person’s risk of developing an eating disorder, including biological, psychological, and social factors. An eating disorder is not a lifestyle choice.



## **“Eating disorders can affect anyone.”**

Eating disorders do not discriminate. They affect people of all ages, races, ethnicities, and genders.



## **“You can’t tell if someone has an eating disorder by looking at them.”**

People with eating disorders can be underweight, average weight, or overweight.



## **“Family members can be a patient’s best ally during treatment.”**

Family members can encourage a family member with eating or body image issues to seek help and provide support during treatment.



## **“It is possible to recover from an eating disorder.”**

Recovery is possible with treatment and time.



National Institute  
of Mental Health

[nimh.nih.gov/eatingdisorders](https://nimh.nih.gov/eatingdisorders)

NIMH Identifier No. OM 24-4317



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# Nurses House, Inc.

*A National Fund for Nurses in Need*

## National Fund for RNs in Need Celebrates 100 Years of Giving



**Nurses House, Inc.**, a national charitable organization for registered nurses in need, is proud to be celebrating its centennial this year. The organization's sole mission is to provide short-term aid to nurses who are unable to support themselves financially as a result of illness, injury, or disability.

Nurses House was founded in 1924 through a generous bequest from Emily Bourne. Bourne left \$300,000 in her will to establish a respite place for nurses who fell ill or injured and needed a place to recuperate. A beachfront mansion was purchased in Babylon, NY, and nurses came to stay as guests from all over the northeast. Hundreds of nurses came to visit, whether it was just for the day, for a few nights, or for weeks at a time. Parties were held at the property to raise funds and donations were sought to maintain the costs of the home. However, in 1960, with the costs rising and fewer nurses coming to stay, the board of directors decided to sell the property and create a charitable fund for nurses in need. Nurses from New York City and surrounding areas could apply for grants to help with basic needs while out of work due to serious medical issues. The fund was aptly titled "Nurses House."

Today, Nurses House is a national organization providing grants to assist registered nurses with housing and medical expenses. It is run by a volunteer Board of Directors and is funded by individual donations from nurses, nursing organizations, corporations and friends of nurses as well as various annual fundraising activities. Since its inception, Nurses House has helped thousands of nurses in all 50 states regain health and productivity. In the past three years alone, Nurses House has provided financial grants totaling over \$500,000. The funds provided not only help keep bills paid and a roof over their heads while suffering from a serious medical crisis, but also provide to those who need it.

In honor of its centennial, Nurses House has established a fundraising campaign in the hopes of continuing Emily Bourne's legacy for another 100 years. All donations towards the fundraiser will be listed on the centennial page on the Nurses House website and donations of \$100 or more will be recognized on a centennial plaque. Sweatshirts and cross-body bags with the centennial logo are available for a donation of \$65 or \$35.

To learn more about the work of Nurses House, apply for help, or make a donation to the centennial campaign, visit [www.nurseshouse.org](http://www.nurseshouse.org).



**518-456-7858 x125**

**[www.nurseshouse.org](http://www.nurseshouse.org)**



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# Disciplinary Actions

Since the publication of the last edition of the KBN Connection, the Board has taken the following actions related to disciplinary matters as authorized by the Kentucky Nursing Laws (KRS) Chapter 314. Licensure status of licensees against whom temporary action has been taken may have changed since data collection and publication. Please visit the Kentucky Board of Nursing License Validation Portal at <https://kybn.boardsfnursing.org/licenselookup> to confirm current licensure status of individual nurses.

**COPIES OF INDIVIDUAL NURSE'S DISCIPLINARY ORDERS CAN BE VIEWED OR OBTAINED AT THE WEBSITE: [www.Nursys.com](http://www.Nursys.com)**

## CEASE AND DESIST ISSUED

Whitenack, Christopher		Berea, KY	Eff. .... 2/26/25
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## IMMEDIATE TEMPORARY SUSPENSION OF LICENSE/CREDENTIAL

Borders, Joshua Leonard	LPN License 2052589	Marion, KY	Eff. .... 1/15/25
Burdette, Alicia	RN License 1118108	LaGrange, KY	Eff. .... 3/5/25
Green, Karen Elizabeth	RN License 1095407	Clay, KY	Eff. .... 1/17/25
Mullis, Chelsea	RN License 1165395	Mt. Washington, KY	Eff. .... 2/26/25
Stacy, Clinton Alexander	RN License 1111117	Bonnyman, KY	Eff. .... 1/31/25
Thomas, Jordyn	RN License 1178550	Uniontown, KY	Eff. .... 3/5/25

## LICENSE/CREDENTIAL SUSPENDED

Grubb, Tori Yvonne	RN License 1164394	Ashland, KY	Eff. .... 2/10/254
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## LICENSE/CREDENTIAL DENIED OR DENIED REINSTATEMENT

Austin, Mary Ann	DT Applicant	Cave City, KY	Eff. .... 2/18/25
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## LICENSE/CREDENTIAL VOLUNTARILY SURRENDERED

Adkins, David Alan	RN License 1129491	Vermilion, OH	Eff. .... 1/13/25
Froedge, Ashley	RN License 1096619	Columbia, KY	Eff. .... 3/11/25
McCubbins, Mary Gail	RN License 1134110	Shepherdsville, KY	Eff. .... 1/13/25
Meeks, Maranda Delphine	LPN License 2036359	Brandenburg, KY	Eff. .... 1/21/25
Parman, Sara Beth	RN License 1115757; APRN License 3008807	London, KY	Eff. .... 1/14/25

Reno, Jacquelin Lynette	LPN License 2053887	Paducah, KY	Eff. .... 2/24/25
-------------------------	---------------------	-------------	-------------------

Whitehead, Candice	RN License 1115595	Louisville, KY	Eff. .... 2/5/25
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## LICENSE/CREDENTIAL PLACED ON LIMITATION/PROBATION

Bradford, Shaunta	LPN License 2038379	Louisville, KY	Eff. .... 3/19/25
Delaney, Patrick Robert	RN License 1118143	Coxs Creek, KY	Eff. .... 1/15/25
Goodman, Jessica	RN License 1125161	Mt. Washington, KY	Eff. .... 2/21/25
Lane, Leah Nicole	RN License 1173192	Richmond, KY	Eff. .... 2/6/25
Young, Chaelim Jordan	RN License 1135293	Paducah, KY	Eff. .... 2/10/25

## LICENSE/LICENSE/CREDENTIAL REPRIMANDED

Dial, Denice Wanda	RN License 1102526	Kirksey, KY	Eff. .... 1/29/25
Duncan, Eva Kaytlin	RN License 1138801; APRN License 4029929	Hanson, KY	Eff. .... 1/15/25

Harris, Dusty Keith	RN License 1157094	Campbellsville, KY	Eff. .... 2/5/25
Job, Mercy Simoy	RN License 1178830	Lexington, KY	Eff. .... 1/28/25
Kihnley, Dianna Jean	LPN License 2056111	Shepherdsville, KY	Eff. .... 2/21/25
Langford, Shari Lynn	RN License 1104739	Nicholasville, KY	Eff. .... 1/22/25
Long, Tracy Jeanette	RN License 1099699	Waverly, KY	Eff. .... 2/27/25
Pena, Rosa Liliana	RN License 4000335	Louisville, KY	Eff. .... 3/13/25
Powell, Tiffany Florine	LPN License 2045416	Madisonville, KY	Eff. .... 2/25/25
Prestigiaco, Casey Nicole	RN License 1139871; APRN License 3015000	Shepherdsville, KY	Eff. .... 3/4/25

Routon, Alicia Jayne	RN License 1094844	Columbia, KY	Eff. .... 2/11/25
Smith, Karen Sue	RN License 1082747	Smithland, KY	Eff. .... 3/17/25
Stewart, Darryl	RN License 1173015	Bledsoe, KY	Eff. .... 3/18/25
Sullivan, Kelsey Lynn	LPN License 2048671	Russell Springs, KY	Eff. .... 1/21/25
Weaver, Ashley	LPN License 2038658	Mt. Washington, KY	Eff. .... 3/13/25

## PRIVILEGE TO PRACTICE REPRIMANDED

Gibson, Charon	GA RN License 334655	Lithonia, GA	Eff. .... 3/19/25
Sharma, Palak	FL RN License 9672300	Yuba City, CA	Eff. .... 3/24/25

## LICENSE CLEARED FROM DISCIPLINARY ACTION

Anderson, Jeffery Jerome	IN RN License 28156077A	Georgetown, IN	Eff. .... 2/20/25
Berry, Kristy Lee	LPN License 2039723	Jeffersonville, KY	Eff. .... 2/19/25
Blagooee, Thelma	LPN License 2045638	Canal Winchester, OH	Eff. .... 2/25/25
Bush, Joshua	RN License 1162442	Shepherdsville, KY	Eff. .... 3/10/25
Cummins, Kelly	RN License 1176548	Foster, KY	Eff. .... 3/24/25
Gillum, Jillana J.	RN License 1138422	Carlettsburg, KY	Eff. .... 2/7/25
Hanks, Stephanie Renee	RN License 1097811	Clarksville, TN	Eff. .... 3/24/25
Jewell, Jessica	RN License 1127640	Paintsville, KY	Eff. .... 3/19/25
Kendrick, Tyler	RN License 1166449	Prestonsburg, KY	Eff. .... 3/10/25
Maranto, Lisa Nicole	IN RN License 28268716A	Ramsey, IN	Eff. .... 2/12/25
Miller, Cynthia Marie	RN License 1129007	Lanesville, IN	Eff. .... 3/5/25
Miller, Maria Samantha	LPN License 2050016	Lexington, KY	Eff. .... 2/3/25
Pfaadt, Tanisha Janee	RN License 1139857	Jeffersontown, KY	Eff. .... 2/5/25
Pickerell, Angelina	RN License 4015909	Hodgenville, KY	Eff. .... 2/7/25
Reynolds, Carrie	RN License 1164902	Printer, KY	Eff. .... 2/27/25

Roby, Codi Leeann	LPN License 2046800	Bardstown, KY	Eff. .... 3/21/25
Roby, Alyssa Kaye	RN License 1170024	Memphis, IN	Eff. .... 1/27/25
Skeens, Diana L.	RN License 1068481	Phyllis, KY	Eff. .... 1/31/25
Stringer, Deborah	LPN License 2046291	Scottsville, KY	Eff. .... 2/4/25
Unrue-Lemaster, Tonya Sue	RN License 1102475	Ashland, KY	Eff. .... 2/20/25
Wilkerson, Rechelle	RN License 1105727	Cave City, KY	Eff. .... 3/13/25
Williams, Corinne Elizabeth	RN License 1153941	Georgetown, KY	Eff. .... 2/20/25
Williams, Kimberly C.	TN RN License 153137	Paris, TN	Eff. .... 1/23/25
Wilson, Misi Jolee	LPN License 2040019	Paducah, KY	Eff. .... 3/13/25

#### CONSENT DECREES ENTERED FISCAL YEAR TO DATE

Imposition of civil penalty for practice without a current active license or temporary work permit	13	Imposition of civil penalty for falsification of an application for licensure	62
Imposition of civil penalty for failure to meet mandatory continuing education requirement	53	Imposition of civil penalty for a positive drug screen	6
Imposition of civil penalty for a practice issue	96		



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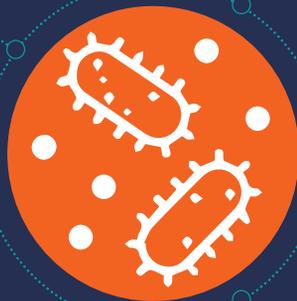


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# ANTIBIOTIC RESISTANCE THE GLOBAL THREAT

Antibiotic resistance – when bacteria change and cause antibiotics to fail – is happening **RIGHT NOW**, across the world

The full impact is unknown. There is no system in place to track antibiotic resistance globally



Without urgent action, many modern medicines could become obsolete, turning even common infections into deadly threats.



## A GROWING CRISIS WORLDWIDE

In the **EUROPEAN UNION**, antibiotic resistance causes 25,000 deaths per year and 2.5m extra hospital days<sup>1</sup>



In **INDIA**, over 58,000 babies died in one year as a result of infection with resistant bacteria usually passed on from their mothers<sup>2</sup>



In **THAILAND**, antibiotic resistance causes 38,000+ deaths per year and 3.2m hospital days<sup>3</sup>



In the **UNITED STATES**, antibiotic resistance causes 23,000+ deaths per year and >2.0m illnesses<sup>4</sup>



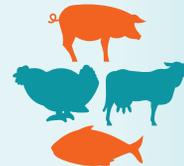
## CAUSES OF ANTIBIOTIC RESISTANCE



Over-prescribing of antibiotics



Patients not taking antibiotics as prescribed



Unnecessary antibiotics used in agriculture



Poor infection control in hospitals and clinics



Poor hygiene and sanitation practices



Lack of rapid laboratory tests

#AntibioticResistance  
www.who.int/drugresistance

## HOW CAN WE STOP IT?

### 1. Improve labs:

Countries need medical labs to identify bacteria and choose the right drugs to treat them.



### 2. Collect and share data:

Countries need systems to track cases and report results globally to make better policy decisions.

### 3. Use antibiotics wisely:

To ensure antibiotics are here when we need them, they must be prescribed and taken correctly now.



### 4. Take measures to prevent infections:

Especially in healthcare settings, good infection control practices are critical to stopping spread of resistant germs.



Centers for Disease Control and Prevention  
National Center for Emerging and Zoonotic Infectious Diseases

Learn More

<http://www.cdc.gov/getsmart>

<http://www.cdc.gov/drugresistance>

1. The Bacterial Challenge: Time to React. ECDC/EMEA Joint Technical Report 2009.
2. Laxminarayan, Ramanan et al. Antibiotic Resistance: the need for global solutions, The Lancet Infectious Diseases, Volume 13, Issue 12, 1057 - 1098
3. Pumart et al. Health and economic impacts of antimicrobial resistance in Thailand. J Health Systems Res 2012;6:352-60.
4. Pumart et al. Health and economic impacts of antimicrobial resistance in Thailand. J Health Systems Res 2012;6:352-60.
5. <http://www.cdc.gov/drugresistance/>

# Bipolar Disorder in Teens and Young Adults: Know the Signs

Bipolar disorder is a mental illness that causes unusual and extreme shifts in mood, marked by episodes of mania and depression. During these episodes, symptoms last for days or weeks at a time.



## Common signs & symptoms of mania

- Showing intense happiness or silliness
- Having a very short temper or seeming extremely irritable
- Talking very fast or having racing thoughts
- Having an inflated sense of ability, knowledge, and power
- Doing reckless things that show poor judgment



## Common signs & symptoms of depression

- Feeling very sad or hopeless
- Feeling lonely or isolating from others
- Eating too much or too little
- Having little energy and no interest in usual activities
- Sleeping too much

If you or someone you know is struggling or having thoughts of suicide, help is available.

For crisis counseling and support,  
call or text **988**  
(**988 Suicide & Crisis Lifeline**).

In life-threatening situations,  
**call 911.**



National Institute  
of Mental Health

[www.nimh.nih.gov/bipolardisorder](http://www.nimh.nih.gov/bipolardisorder)

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