

KBN CONNECTION

SUMMER 2025
VOL. 16, ISSUE 3, EDITION 84

KARE KORNER

*"Unhealthy situations
need more than an
unhealthy so-called
solution."*



APRN COMPLIANCE CORNER

*What should an APRN do
if planning to retire or
move???*

OFFICIAL RENEWAL NOTICE



**AVOIDING DISCIPLINARY
ACTIONS**

**REGULATION
UPDATES**

@kyboardofnursing

kbn.ky.gov



**KENTUCKY
BOARD OF
NURSING**

Discover Nursing Career Opportunities

See for yourself why
we were voted the
Best Place to Work for
the past seven years!



JOIN OUR TEAM

- ✓ Team-Centered Environment
- ✓ New-Graduate Tuition Reimbursement
- ✓ Educational Assistance Program
- ✓ Nurse Residency (Owensboro)
- ✓ Nurse Extern Program

Equal Employment
Opportunity



Apply at OwensboroHealth.org/Careers

Questions? RecTeam@OwensboroHealth.org • 1-877-227-3841

**Published by the
Kentucky Board of Nursing**

312 Whittington Pkwy., Ste 300
Louisville, KY 40222-5172
Phone: 800-305-2042 or 502-429-3300
Fax: 502-429-3311
Web Address: <http://kbn.ky.gov>

KBN MISSION

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.

BOARD MEMBERS:

Audria Denker, RN – President
Erica Lemberger, RN – Vice President
Ashley Adkins, Citizen-at-Large
Jana Bailey, APRN
Melissa Bentley, RN
Alisha M. Clemons, MSN, APRN, FNP-C
Susan Ellis, RN
Sara Ferguson, CNM, APRN
Miriam Haas, RN
Jennifer Harpe-Bates, APRN
Monica Kennison, BSN, MSN, EdD
Darlena Jones, APRN
Hope Jones, RN
Ruth Martin, RN
Amber Powell, APRN
Karen Sherfey, LPN
Jane Smith, Citizen-at-Large
Dana Steffey, LPN,
Anne Veno, RN

EXECUTIVE DIRECTOR:

Kelly Jenkins MSN, RN, NE-BC

EDITOR:

Marvin Bright
marvin.bright@ky.gov

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.**

KBN does not necessarily endorse advertisements contained herein. The publisher reserves the right to accept or reject advertisements for the **KBN Connection**.

Information published in the *KBN Connection* is not copyrighted and may be reproduced.

KBN would appreciate credit for the material used.

Direct questions or comments to KBN (KBNWebmaster@ky.gov).



pcipublishing.com

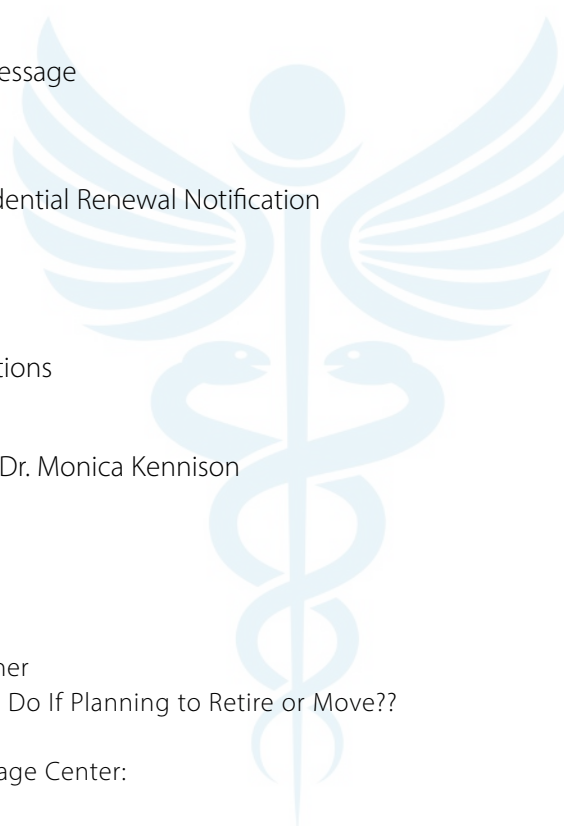
Created by Publishing Concepts, Inc.
David Brown, President • 800.561.4686 ext 103
dbrown@pcipublishing.com
For Advertising info contact
Michele Forinash • 800.561.4686 ext 112
mforinash@pcipublishing.com

ThinkNurse.com

Contents

Summer 2025 | Vol. 16, Issue 3 Edition 84

- 4 President's Message
- 5 Executive Director's Message
- 6 Licensure Corner –
2025 License and Credential Renewal Notification
- 11 Regulation Update
- 12 Summary of Board Actions
- 17 New Board Member - Dr. Monica Kennison
- 18 Write a New Story
with KARE
- 22 APRN Compliance Corner
What Should the APRN Do If Planning to Retire or Move??
- 24 KBN Nurse Portal Message Center:
Reviewing Messages
- 26 Have You Been to the KBN Website Lately???
- 28 Nursys e-Notify for Nurses FAQ and Steps to Enroll
- 30 Disciplinary Actions



STATISTICS CORNER

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

APRN-CNM: 171
APRN-CNP: 13,255
APRN-CNS: 120
APRN-CRNA: 1,862
CMA I: 2,108
CMA II: 52
DT CREDENTIAL: 646
LCPM: 39
LPN: 12,662
MEDICAL CANNABIS: 399
RN: 78,580
SANE Credential AA: 488
SANE Credential PA: 66
SRNA Certification: 44,569
TOTAL: 155,017

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

KBN Connection is funded in large part by advertisements. A portion of the publication costs are paid for by state funds. **KBN Connection** is provided free of charge to its readers. KBN receives no funding from this publication.

The Kentucky Board of Nursing does not discriminate on the basis of protected classes: race, color, religion, sex, national origin, sexual orientation, gender identity, ancestry, age, disability, veteran status, or genetic information in employment or in the provision of services, and provides upon request reasonable accommodation necessary to afford individuals with disabilities an equal opportunity to participate in all programs and activities.



President's Message

Dear Kentucky Nurses,

As we approach another licensure renewal season, I encourage you to pause and reflect—not just on the renewal process itself, but on what it truly represents.

For many, renewing a nursing license might feel like just another task on a long to-do list, squeezed between demanding shifts and busy schedules. But in truth, it is so much more. Your nursing license is a powerful symbol of trust—between you and your patients, your community, and the profession we all share.

Each renewal reaffirms your commitment to safe, competent, and ethical practice. It ensures that every nurse in the Commonwealth of Kentucky remains accountable to the standards that safeguard public health and well-being. At the Kentucky Board of Nursing (KBN), we honor this responsibility, and we are grateful that you do, too.

As the renewal period begins, please keep the following reminders in mind:

- **Don't Wait** – The renewal window opens in **September** and closes on **October 31**. We strongly encourage you to renew early to avoid any delay or disruption in your ability to practice.
- **Meet CE Requirements** – Continuing education is more than a checkbox—it's a meaningful opportunity to expand your knowledge and stay current in a rapidly evolving profession. Be sure your CE obligations are completed before submitting your renewal.
- **Update Your Contact Information** – Your **email address** is our primary way of sending important updates, including renewal notices. Take a moment to log into the **Kentucky Nurse Portal** to verify your contact details.
- **Know Your License Status** – Whether you are an **RN, LPN, or APRN**, it is your responsibility to be aware of your license's expiration date and any specific renewal conditions that may apply.

If you have questions, the **KBN website** is a great place to start. Our staff is also available and committed to supporting you throughout the renewal process.



Above all, thank you—for your compassion, your professionalism, and your unwavering dedication to the art and science of nursing. While licensure renewal may seem like a routine administrative task, it is in fact a vital act of public protection and professional integrity. We are honored to serve a community of nurses who take that responsibility seriously.

With deep respect and sincere gratitude,

Audria Denker, DNP, RN, FAADN

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

Executive Director's Message



Dear Kentucky Nurses,

Every one of us enters the nursing profession with a calling to care, to advocate, and to walk alongside others in moments of hardship and healing. It's work that requires skill, compassion, and resilience. But sometimes, the caregiver becomes the one in need of care—and that's where the KARE Program steps in.

The Kentucky Alternative Recovery Effort (KARE) is not just a program. It is a second chance. It is a bridge from despair to recovery. It is a lifeline—one that has helped hundreds of nurses rebuild their lives, their confidence, and their professional standing.

Recently, one of our dedicated KARE case managers, received a powerful message from a nurse who had just completed her five-year KARE journey. With her permission, we are honored to share her words:

"I met you (virtually) at the lowest point of my life 5 years ago... I remember 5 years feeling like an eternity and feeling so defeated when first starting the KARE program. You may not even realize it, but our first Zoom meeting gave me so much hope... Not once during the duration of this program did I ever feel like you didn't have my best interest at heart."

"Being a part of multiple support groups surrounding nurses in recovery, I know not everyone gets assigned a case manager that makes them feel heard/seen. I know that I am incredibly blessed to have had you for my entire 5 years."

"You were a huge part in my recovery, and while it may sound odd to some, you held me to a standard in which I wanted to succeed... I can't explain this feeling of being 'free' but I know I am so excited for this next chapter."

Her story is one of hope, accountability, and the unwavering power of professional support. It also serves as a reminder that recovery is possible—and that programs like KARE do more than monitor—they empower.

To our colleagues currently in KARE: know that you are not alone. You are part of a community committed to your success. To our KARE team, thank you for standing in the gap for nurses at their most vulnerable. Your work is transformative.



And to every nurse across the Commonwealth: let us remember that strength is not the absence of struggle—it is the decision to rise, to ask for help, and to walk toward healing, one step at a time.

Please find more information at the KARE Korner on page 18.

With deepest gratitude,

A handwritten signature in cursive script that reads "Kelly Jenkins".

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

Licensure Corner – 2025 License and Credential Renewal Notification

BEGINS: September 15, 2025 at 12:01 a.m. EDT

ENDS: October 31, 2025 at midnight EDT

RENEWAL WEB ADDRESS:

<https://kybn.boardsofnursing.org/kybn>

RENEWAL FAQ: <https://kbn.ky.gov/Licensure/Pages/Renewal.aspx>

RENEWAL FEES

RN: \$65 (includes \$10 for the Nursing Incentive Scholarship and the KARE Program)

LPN: \$65 (includes \$10 for the Nursing Incentive Scholarship and the KARE Program)

APRN: \$55 for each role designation (CNP, CNM, CRNA, CNS)

*APRN RN Combined Renewal = \$120

SANE: \$50 per role designation (A/A, P/A)

To access the 2025 license renewal, you must log in to your KBN Nurse Portal account. In preparing for the renewal period, please log in to your nurse portal account to make sure your account is up to date. If your email address has changed since last renewal and you are unable to log in, you will need to reach out to the Credentials staff to assist with updating your account.

Once logged in, you may update your address on file by going to “Manage Profile” and selecting “Demographics Update”. If your name has changed since last renewal, you may submit the name change application by scrolling down on the Nurse Portal Dashboard to “Other Applications”. Select the application “ALL LICENSE TYPES (EXCEPT CMA/SRNA) – Request Name Change”.

Please visit the Message Center regularly to make sure you are caught up on all communication from the KBN.

Beginning September 15, 2025, you may log in to your nurse portal account to access the renewal application. On the Nurse Portal Dashboard, under “Your Licenses with Kentucky”, you will find the “Apply for Renewal” link next to your license number. Selecting the “Finish” button at the end of the renewal process is an attestation that you have or will have met the continuing competency requirements by midnight Eastern Daylight Time (EDT) October 31. Print the confirmation page for your record of payment for your license renewal.

NOTIFICATION OF RENEWAL

Clicking on “Finish” at the end of the renewal application completes the application process, but it does not mean that your license is renewed. When your license has been renewed, you will receive a notification through your Nurse Portal Message Center, as well as to the email address on file with KBN, stating that your application has been processed. You can also validate that your license was renewed and check the expiration date in your nurse portal account and by using the KBN License Verification Portal: <https://kybn.boardsofnursing.org/licenselookup>

LAPSE OF LICENSE

A license renewed after 4:30 p.m. EDT Friday, October 31 is at risk of lapsing at midnight. Working on a lapsed license is a violation of Kentucky nursing law and subjects the individual to disciplinary action. If an application is received before midnight October 31 and an individual answers “No” to the disciplinary and conviction questions, a license MAY be renewed by the next business day. If your license has not been renewed before midnight EDT October 31, your license will lapse. You cannot practice as a nurse in Kentucky if your license has lapsed, so it is highly recommended you apply for renewal early in the renewal period.

REQUIRED RENEWAL DOCUMENTATION

If you answered “yes” to the discipline, criminal, and/or the APRN national certification revocation questions, your license will not be renewed until KBN receives and reviews the required documents that are to be uploaded at the time of renewal. You should not wait until the last minute to renew if these conditions apply to your license.

Required documentation includes:

- Certified court records and letters of explanation, if you answer “yes” to the criminal convictions question.
- Board certified orders and letters of explanation, if you answer “yes” to the disciplinary question.
- Documentation from your APRN national certification organization if you answer “yes” that your national certification was revoked or issued on a provisional or conditional status.
- Other documentation as requested by KBN staff.

NURSE LICENSURE COMPACT (NLC) AND KENTUCKY LICENSE RENEWAL

If your primary state of residence (PSOR) is Kentucky and your license was updated to single state in 2024 for not submitting proof of Kentucky residence, you may upload a copy of your current Kentucky driver’s license, Kentucky voter’s registration, Kentucky W2 from 2024 or current Kentucky vehicle registration during the renewal submission. KBN will review the document and your compact status during the renewal process.

If you previously uploaded proof of Kentucky residence, you will not be required to upload again.

If your PSOR is not Kentucky, but another state or jurisdiction located within the Nurse Licensure Compact (NLC) region, you may renew a single state Kentucky RN or LPN license. If you hold a multistate license in your PSOR, you do not need to renew, as it is not necessary. You may practice in Kentucky on the compact privilege with your multistate license. Your primary state of residence is “the state of a person’s declared fixed permanent and principal home for legal purposes; domicile.”

Continued on page 8>>



U CAN Grow here

NOW HIRING **ALL NURSE POSITIONS**

Joining UofL Health is more rewarding than ever:

- **\$150/MONTH** family insurance plans
- **PROFESSIONAL DEVELOPMENT** to advance your career
- **FREE TUITION** for you and your immediate family at University of Louisville

U^{OF}L Health

Contact a recruiter today by emailing us at NurseRecruitment@UofLHealth.org to learn more about open positions and the complete compensation package or visit UofLHealth.org/Nursing.



To determine whether you qualify for a multistate license, visit NCSBN: <https://www.nursecompact.com/>, or for a list of the uniform licensure requirements for a multistate license, see https://www.nursecompact.com/files/2023_NLC_ULRs.pdf.

APRN RENEWAL

If you do not intend to practice as an APRN and want to voluntarily relinquish your APRN license (allow it to expire), go to your Nurse Portal Dashboard and select “Inactivate License” and then choose the APRN license.

If your national certification has expired, your APRN license will display as lapsed. You will need to submit the reinstatement application. The “Apply for Reinstatement” link will appear next to your lapsed APRN license. You cannot practice as an APRN in Kentucky with an expired national certification and an expired APRN license.

To renew your APRN license in only one role designation (CNP, CRNA, CNM, CNS) and your Kentucky RN license, you may renew these licenses simultaneously for the combined fee of \$120 (RN-\$65 and APRN-\$55). To renew your APRN license in more than one designation in addition to your Kentucky RN license, select each designation that you want to renew. The fee for renewing each APRN designation is \$55 per designation.

You must maintain current national certification in each role designation.

You must provide the name of the state and the expiration date of your multistate RN license before you will be able to renew your Kentucky APRN license. NOTE: Please ensure your RN license is a multistate license and not a single state license, even if your license is from a compact state. You must keep your multistate RN license active in the state of your primary residence while you are practicing as an APRN in Kentucky. If your multistate RN license and/ or your national certification lapse, you may not practice as an APRN in Kentucky.

APRN POPULATION FOCI OF ONCOLOGY, CRITICAL CARE, AND COMMUNITY HEALTH

APRNs holding a current license with a population focus in oncology, critical care, or community health who fail to renew their APRN license in those foci will be unable to reinstate with these population foci.

SEXUAL ASSAULT NURSE EXAMINER (SANE) RENEWAL

Before you will be able to renew your SANE credential, you must first renew your RN license. When you have completed that process, proceed to the SANE renewal link located on your Nurse Portal Dashboard.

If you hold a SANE Credential A/A and SANE Credential P/A, you will need to submit a renewal application and fee of \$50 for each designation.

You must provide the name of the state and the expiration date of your multistate RN license before you will be able to renew your Kentucky SANE credential. NOTE: Please ensure your RN license is a multistate license and not a single state license, even if your license is from a compact state. You must keep your multistate RN license active in the state of your primary residence while you are practicing as a SANE in Kentucky. If your multistate RN license lapses, you may not practice as a SANE in Kentucky.

FAILURE TO RENEW

If you fail to submit a renewal application by midnight EDT October 31, or if you fail to submit all requirements for renewal, you will be required to reinstate your license. Before a license will be reinstated, the applicant for reinstatement must: s

- Complete the reinstatement application and submit the fee through the KBN Nurse Portal.
- Complete the state and federal criminal background check through IdentoGO®.
- Meet the continuing competency requirements, that are determined by how long your license has been lapsed.
- Provide proof of current national certification (if applying for APRN reinstatement).

ACTIVE-DUTY MILITARY NURSES

Upon request of an active-duty military licensee and with the appropriate military documentation, KRS 36.450 and KRS 12.355 requires KBN to renew the license without the required renewal fee and continuing competency requirement.

From the KBN standpoint, waiving the renewal fee and continuing competency requirement does not restrict the license. It is still considered full licensure in Kentucky; however, you should be aware of any policies that your branch of military service has in regard to waived fees. During online renewal, active-duty military licensees have the option to voluntarily pay a renewal fee, even though such payments are not required.

Active-duty military includes nurses based stateside or deployed overseas. Not included in these groups are individuals employed by the federal government, such as civilian VA nurses, public health nurses, or National Guard nurses not on full, active duty.

In addition to the online renewal application, one of the following documents must be uploaded and submitted before the license of an active-duty military nurse will be renewed.

- PCS Orders
- AF Form 899
- Mobilization Orders

If you are a military nurse stationed stateside, you must renew your license during the renewal period and provide the documentation listed above. The document(s) need to be uploaded during the renewal application. If additional information is needed, KBN will reach out to the licensee in the Nurse Portal Message Center. If you fail to provide the documentation and/or fail to submit the renewal application prior to midnight EDT October 31, you will have to meet all the requirements for reinstatement of a license(s).

If you are a military nurse and will be deployed overseas during the renewal period, you have two options:

- Through the Nurse Portal, submit a copy of the official overseas deployment orders showing a return date. The orders may be sent in your nurse portal message center to the topic “Credentials”. Your license will be renewed to reflect an expiration date through the renewal period that corresponds with your deployment orders. You will not be required to pay the renewal fee, and you are exempt from meeting the continuing competency requirement.



ONE OF THE **BEST PLACES**
TO WORK IN KENTUCKY
TWO YEARS IN A ROW

Apply online at **MyKDCareer.com**



UK King's
Daughters

- Do nothing until you are reassigned stateside. You will have 90 days after your return to the United States to request renewal of your license, and when doing so you will be required to submit a copy of the orders. You will not be required to pay the renewal fee, and you are exempt from meeting the continuing competency requirement.

INVALIDATING AN APRN LICENSE

If KBN records reflect that an APRN's national certification has expired and the APRN fails to provide evidence of current certification/ recertification prior to the expiration date on file with the KBN, the Board will invalidate the APRN license.

When an APRN license is invalidated, the APRN may not practice in the advanced practice role. This does not affect the RN license. An APRN whose license is invalidated for failure to provide evidence of current certification may reinstate the APRN license by meeting all of the requirements for reinstatement.

If a nurse continues to work in an APRN role in Kentucky after the invalidation of a Kentucky APRN license, this will result in a disciplinary complaint, which may delay reinstatement. Billing insurance companies for services performed after the APRN license has been invalidated may require that any billings collected during this time period be refunded. Practice as an APRN and billing insurance companies with an invalidated license may be considered insurance

fraud, so the APRN is encouraged to contact each insurance company billed during this time to determine what payments, if any, need to be refunded.

NATIONAL CERTIFICATION WITH DUAL POPULATION FOCI

KBN accepts national certification information for those APRNs holding certification in two population foci. The national certification of each population foci must be current if the APRN wishes to practice in both focus areas. If the national certification of one population focus expires, the APRN may only practice in the focus area of the unexpired certification. If the certification of both foci expires, the APRN license will be invalidated and the APRN must reinstate one or both foci.

REQUIRED APRN DOCUMENTATION

Pursuant to KRS 314.042 and 201 KAR 20:057, each APRN is required to have the following documentation on file with the KBN, if applicable:

- Current national certification/ recertification (required for all APRNs).
- Notification of a Collaborative Agreement for Prescriptive Authority (CAPA) for Non-Scheduled Legend Drugs (CAPA-NS).
- Notification of a CAPA for Controlled Substances (CAPA-CS).
- DEA registration.
- Evidence of a KASPER Master account.

To update your national certification, you will go to "Manage Profile" in your nurse portal account and select "APRN National Certification".

To make an update to the DEA registration, evidence of a KASPER Master account, and/or a change to your CAPA-NS or CAPA-CS information on file, you will go to "Manage Profile" and select "Prescriptive Authority – CAPA NS/CS".

ATTESTATION OF KBN DOCUMENTS

Attestation statements appear at the end of all KBN applications for licensure and other KBN forms. The attestation statement is a confirmation by the licensee that the information provided is truthful and accurate. Be sure to read all attestations carefully. The individual whose name is on the application or form is accountable for all information that document contains and for understanding the additional information within the attestation statement itself.

Accountability extends not only for the purpose of filing the form, but the nurse or applicant for licensure is accountable for all information provided on all forms filed with the KBN. Allowing another party to complete and submit a KBN form does not relieve the nurse or applicant of accountability for incorrect or inadequate information provided and may be the basis for disciplinary action for falsification of a Board of Nursing form. Each individual nurse or applicant must complete all forms and applications submitted to KBN.

CURRENT MAILING ADDRESS

KRS 314.107 requires any person licensed by the KBN to maintain a current mailing address and to notify the Board immediately. Address changes may be completed through the Nurse Portal account. Select "Manage Profile" located on the upper left corner of the Nurse Portal and click on "Demographics Update."

CURRENT EMAIL ADDRESS

KRS 314.107 also requires any person licensed by the KBN to maintain a current electronic mailing address (email address) and to notify the Board immediately if there is any change.

Become A CRNA at Bellarmine

DNP-NURSE ANESTHESIA

- ✓ Dedicated Clinical Partner
- ✓ Complete Program Locally
- ✓ Designed for post-BSN students



Scan Code for More
Information or to Request
Your Transcript Review
bellarmine.edu/crna



Kentucky Administrative Regulation (KAR) Update

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.
- On April 14, 2025, the Administrative Regulation Review Subcommittee (ARRS) reviewed the regulation, and it was passed to the Interim Joint Committee on Health Services (IJCHS) for consideration.

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 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 was set for May 27, 2025, and written comments from the public were due May 31, 2025. A hearing was not requested, and no written comments were received.
- On June 10, 2025, the ARRS reviewed the regulation, and it was passed to the joint committee of jurisdiction for further consideration.

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 was set for May 27, 2025, and written comments from the public were due May 31, 2025. A hearing was not requested, and no written comments were received.
- On June 10, 2025, the ARRS reviewed the regulation, and it was passed to the joint committee of jurisdiction for further consideration.

201 KAR 20:620

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

The amendments update 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 was set for May 27, 2025, and written comments from the public were due May 31, 2025. A hearing was not requested, and no written comments were received.
- On June 10, 2025, the ARRS reviewed the regulation, and it was passed to the joint committee of jurisdiction for further consideration.

SUMMARY OF BOARD ACTIONS

BOARD MEEETING – APRIL 24, 2025

STAFF RECOGNITION – BRIDGET SMITH

Melissa Haddaway, Compliance Branch Manager, recognized Bridget Smith, KBN Program Coordinator, for 10 years of service in Kentucky state government.

PRESIDENT'S REPORT

Audria Denker, Board President, recognized and thanked Jacob Higgins for his service to the Board, as this is his last meeting. Dr. Denker also reported that she attended the NCSBN midyear conference in Pittsburgh. She mentioned attending a “high-performing teams” presentation, and thanked KBN staff and Board members for being such a great team with a clear purpose. She also thanked Kelly for her leadership.

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 [CE Broker, CMA and Medicinal Cannabis applications]; 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.

CREDENTIALS REVIEW PANEL

- It was moved and seconded to accept the reports of the February 20, and March 20, 2025 Credentials Review Panel meetings, which were approved by acclamation.

EDUCATION COMMITTEE

Education Committee Report – March 20, 2025

- It was moved and seconded to accept the March 20, 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:

Bluegrass Community and Technical College, ASN – Winchester Site Visit Report

- Approve the requirements to be met as stated in the site visit report with quarterly progress reports providing evidence to those requirements, beginning May 31, 2025, and the Bluegrass Community and Technical College - Winchester Campus Associate Degree Nursing Program, Winchester, Ky, remain on initial status.

Elizabethtown Community and Technical College, PN – Leitchfield Proposal

- The Elizabethtown Community and Technical College, PN – Leitchfield Proposal be approved as written.

Madisonville Community College, PN – Madisonville Change of Curriculum

- Madisonville Community College, PN – Madisonville Change of Curriculum be approved as written.

Somerset Community College, ASN – Manchester Site Visit Report

- Approve the site visit report and Somerset Community & Technical College ASN Program Manchester, KY, move from initial to approved status.

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

Sullivan University, ASN – Louisville Site Visit Report

- Approve the requirements to be met as stated in the site visit report with quarterly progress reports providing evidence to those requirements, beginning May 31, 2025 with a focused site visit spring 2026, if official 2025 NCLEX pass rates fall below KBN benchmark.

Sullivan University, PN – Louisville Site Visit Report

- Approve the requirements to be met as stated in the site visit report with quarterly progress reports providing evidence to those requirements, beginning May 31, 2025.

PRACTICE COMMITTEE

Practice Committee March 21, 2025 Report

- It was moved and seconded to accept the March 21, 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:

Advisory Opinion Request – Replacement of Dislodged

Continuous Glucose Monitor (CGM) Sensor by a School Nurse

- School nurses who care for students who have a CGM sensor that has become dislodged should follow national guidance as outline by the American Diabetes Association (ADA) regarding sensor replacement.
- The ADA recommends:
- Placing all sensor pieces into a sealable plastic bag to be sent home with the student
- DO NOT discard any CGM sensor parts
- If the student has been approved to self-manage then allow the student or family member to replace the CGM sensor at school
- Perform finger sticks for blood glucose monitoring for a student with a dislodged CGM sensor while in the school setting
- Further, that schools develop internal policies and procedures related to 1) The dislodgement of CGM

Continued on page 14>>



KBN CONNECTION

Reach over 90,000 Nurses

Recruit:

RN's, LPN's, and NP's of every degree.

Advertise:

Open Faculty Positions to qualified candidates.

Promote:

New Accreditations and/or Nurse Graduate Programs.

 **Publishing**
PCI Concepts, Inc.



Contact:
Michele Forinash
501.725.3560
mforinash@pcipublishing.com

FREE Subscription to StuNurse Nationwide Magazine!



Do you know someone who is a student nurse, or someone considering a nursing career?

Then let them know about the **StuNurse** nationwide magazine. A subscription to the **StuNurse** digital magazine is **FREE** and can be reserved by visiting www.ThinkNurse.com/stunurse
Subscribe StuNurse.

Educators... let your students know they can subscribe **free of charge!**

StuNurse
education/employment.com

ADVANCE YOUR CAREER AT SHAWNEE STATE



Choose a nursing program that fits your schedule.

- ✓ Online courses
- ✓ Flexible start dates
- ✓ Full-time and part-time opportunities

MASTER OF SCIENCE IN NURSING

Complete in as little as **5** semesters
shawnee.edu/msn

RN-BSN

Complete in as little as **9** months
shawnee.edu/rn-bsn



Balance your studies with your professional career and your personal life while taking the next step forward at Shawnee State.

 **Shawnee State**
UNIVERSITY
School of Nursing

APPLY NOW:

admissions.shawnee.edu/apply



sensors on school property and 2) Appropriate training guidelines for all staff responsible for CGM devices.

ADVISORY OPINION STATEMENTS

AOS #30 Roles of Nurses in School Nursing Practice

- Advisory Opinion Statement (AOS) #30 Roles of Nurses in School Nursing Practice, be approved by the Board, with specified revisions.

CONSUMER PROTECTION COMMITTEE

Consumer Protection Committee March 20, 2025 Report

- It was moved and seconded to accept the March 20, 2025 Consumer Protection Committee report, which was approved by acclamation

GOVERNANCE COMMITTEE

Governance Committee March 20, 2025 Report

- It was moved and seconded to accept the March 20, 2025 Governance Committee report, which was approved by acclamation.

SUMMARY OF BOARD ACTIONS BOARD MEEETING – JUNE 26, 2025

PRESIDENT'S REPORT

Audria Denker, Board President, recognized and thanked Andre Stuckey, Human Resources Administrator, for conducting the recent employee engagement survey, and for creating a report of the survey results. It is clear that KBN is making great strides toward creating a cohesive working environment.

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 [Next budget cycle, NLC compliance audit, NISF report]; 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.

CREDENTIALS REVIEW PANEL

- It was moved and seconded to accept the reports of the April 24, and May 15, 2025 Credentials Review Panel meetings, which were approved by acclamation.

EDUCATION COMMITTEE

Education Committee Report – May 15, 2025

- It was moved and seconded to accept the May 15, 2025 Education Committee report, which was approved by

ACTION ON LICENSES

- It was moved and seconded that 12 orders, with no exceptions filed, discussed in closed session be accepted as presented, which was approved by acclamation
- It was moved and seconded that 1 order, with exceptions filed, discussed in closed session be accepted as presented, which was approved by acclamation.

PERSONNEL ACTIONS

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

INFORMATION/ANNOUNCEMENTS

Other

The following items were provided for information only:

- KBN organizational chart, updated April 2025

acclamation. The following committee recommendations were moved and seconded and were approved by acclamation after discussion and presentation of background materials:

MedQuest College, PN – Louisville Current Unofficial NCLEX Pass Rate Standing

- The MedQuest College, PN – Louisville program be continued on Initial Status and the decision regarding the program's status be deferred until the March 2026 Education Committee Meeting when the 2025 NCLEX Pass Rates will be final.

ATA College, ASN – Louisville Program Update

- The ATA College, ASN – Louisville program remain on Initial Status until the 2025 NCLEX Pass Rates are official. At that time, if the pass rate is 80% or above, the program will move to Approved Status

Programs of Nursing Conditional Status Regulation Report

- A workgroup be established to consider the conditional status regulation change.

Joy Pennington, Executive Nurse Academic Officer, provided a brief explanation of the conditional status and what the workgroup would be considering.

Galen College, PN – Louisville Graduation Calculation Related to Part-time Student Enrollment

- The Galen College, PN – Louisville Request for Exception of Graduation Rate Calculation Related to Part-time Student Enrollment be approved.

Audria Denker recused herself from the discussion and vote due to employment. Newly elected Vice President, Anne Veno, assumed the meeting chair duties.

Gateway Community and Technical College Request for Exception Related to Candidacy Status

- Deny the Gateway Community and Technical College Request for Exception Related to Candidacy Status.

Joy Pennington, Executive Nurse Academic Officer, informed the Board that after the May Education meeting, Gateway Community and Technical College obtained their candidacy status.

Northern Kentucky University Request for Extension of Interim Program Administrator

- Approve the Northern Kentucky University Request for Extension of Interim Program Administrator.

American National University, ASN – Pikeville Site Visit Report

- Approve the requirements to be met for American National University, ASN – Pikeville with bi-annual progress reports beginning July 1, 2025 and a focused site visit March 2026

Union Commonwealth University, BSN – Barbourville Site Visit Report

- Approve the requirements to be met as stated in the site visit report with quarterly progress reports providing evidence to those requirements, beginning June 30, 2025.

Before moving on to the Practice Committee reports, Dr. Denker recognized Missy Bentley for stepping in to Chair the Education Committee when Jake Higgins resigned. Kelly Jenkins reported that Missy elected to not be reappointed to the Board to allow for others to have the opportunity. Kelly thanked Missy for her service, and informed the Board that she will remain on the Board until her replacement is appointed.

Kelly also announced that Monica Kennison was appointed to replace Jake, but that the name submitted for Missy's replacement was not a nurse, so the agency is waiting on a new appointment from the Governor's office.

Hope Jones, Anne Veno and Jane Smith were all reappointed.

PRACTICE COMMITTEE

Practice Committee May 16, 2025

Report

- It was moved and seconded to accept the May 16, 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:

ADVISORY OPINION STATEMENTS

AOS #42 Telehealth and Nursing

- Advisory Opinion Statement (AOS) #42 Telehealth and Nursing Practice, be approved by the Board, as submitted

AOS #15 Role of Nurses in the Supervision and Delegation of Nursing Tasks to Unlicensed Personnel

Continued on page 16>>



YOUR JOURNEY, OUR PASSION!

IT'S MORE THAN A JOB — IT'S A PURPOSE!

NOW HIRING: LPNs and Medical Assistants

As Kentucky's leading Community Mental Health Center and behavioral health services provider, Seven Counties Services proudly serves individuals and families throughout Bullitt, Henry, Jefferson, Oldham, Shelby, Spencer & Trimble counties. We've helped thousands of individuals on their journey to recovery!

- **Actively Hiring:**
 - Medical Assistants
 - LPNs
 - RNs
- **Shifts Available:**
 - 1st
 - 2nd
 - WOW & Baylor
- **Flexible Hours**
- **Outstanding Student Loan Repayment Options**
- **Tuition Assistance**
- **10 Paid Holidays**
- **Matching 403b**
- **Additional opportunities Available:**
 - Community Based
 - Integrated Care
 - Primary Care
 - Residential
 - Child and Family

For more information, please reach out to: sevendcounties.org

Visit sevendcounties.org/careers for a list of all our open positions



Seven Counties Services

- Advisory Opinion Statement (AOS) #15 Roles of Nurses in the Supervision and Delegation of Nursing Tasks to Unlicensed Personnel, be approved by the Board, as submitted.

AOS #23 Role of Nurses in Orthopedic Nursing Practice

- Advisory Opinion Statement (AOS) #23 Roles of Nurses in Orthopedic Nursing Practice, be approved by the Board, as submitted.

AOS #30 Roles of Nurses in School Nursing Practice

- Advisory Opinion Statement (AOS) #30 Roles of Nurses in School Nursing Practice, be approved by the Board, as submitted.

CONSUMER PROTECTION COMMITTEE

Consumer Protection Committee May 15, 2025 Report

- It was moved and seconded to accept the May 15, 2025

Consumer Protection 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 REGULATION CHANGES

KAR 20:161: Investigation and disposition

- Regulation KAR 20:161. Investigation and disposition of complaints with the discussed amendments be approved.

KAR 20:162. Disciplinary proceedings

- Regulation KAR 20:162. Disciplinary Proceedings as presented be approved.

KAR 20:410. Expungement of records

- Regulation KAR 20:410. Expungement of records, as presented be approved.

GOVERNANCE COMMITTEE

Governance Committee May 15, 2025 Report

- It was moved and seconded

to accept the May 15, 2025 Governance Committee report, which was approved by acclamation. Anne Veno assumed the meeting chair duties so that Dr. Denker could provide the Governance Committee report. The following committee recommendations were moved and seconded and were approved by acclamation after discussion and presentation of background materials:

Delegation of Authority Proposed Revisions

- The Delegation of Authority document be approved with proposed revisions.

Jeff Prather, General Counsel, and Kelly Jenkins provided a brief explanation of the changes to the document.

ACTION ON LICENSES

- It was moved and seconded that 9 orders, with no exceptions filed, discussed in closed session be accepted as presented, which were approved by acclamation
- Miriam Haas and Anne Veno recused themselves from the discussion and vote on two orders due to a conflict of interest. It was moved and seconded that those two orders, discussed in closed session be adopted, and were approved by acclamation
- It was moved and seconded that 1 order, with exceptions filed, discussed in closed session be accepted as presented, which was approved by acclamation.

PERSONNEL ACTIONS

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

INFORMATION/ANNOUNCEMENTS

- Jeff Prather thanked Morgan Ransdell, Hearing Officer, and KBN staff for their assistance with revising the investigation and expungement regulations

Other

The following items were provided for information only:

- KBN organizational chart, updated May 22 2025



Nurses Wanted

Join a team that sees your worth

We are hiring RNs and LPNs that are ready to make an impact. We're eager to welcome you to the Ephraim McDowell Health team!



Key Benefits

- \$10,000 sign on bonus
- Medical, dental and vision insurance
- Up to 8% matching retirement plan
- Tuition reimbursement and assistance
- Shift differentials
 - Night - 12.5%
 - Weekend - 5%
 - Weekend night - 17.5%
- Paid time off
- Disability and life insurance

Apply Today!

(859) 239-3453

EMHealth.org/careers

New Board Member



Dr. Monica Kennison earned a Bachelor of Science in Nursing degree from Indiana University of Pennsylvania, a Master of Science in Nursing degree, and a Doctor of Education degree from West Virginia University. She has over forty years of experience in nursing education, including fifteen years as a higher education administrator of accredited nursing and health science programs. **Dr. Kennison** is the past President of the Kentucky Nursing Deans and Directors Association and, for many years, has served as a Commission on Collegiate Nursing Education accreditation site visitor. **Dr. Kennison** has spearheaded faculty to significantly improve NCLEX-RN pass rates, which have been 96.7% from 2014-2024. For the past several years, **Dr. Kennison** has been engaged in global partnerships, including Collaborative Online International Learning projects with Kagoshima University in Japan and immersion trips to Japan and Ghana. Since 2014, **Dr. Kennison** has served as the Susan V. Clayton Nursing Chair and Professor at Berea College. Her program of research focuses on addressing workplace bullying and using reflective writing as a thinking strategy in nursing education and practice.



MIDWAY UNIVERSITY



**AFFORDABLE PROGRAMS
CONVENIENT CLASSES
ON CAMPUS OR ONLINE**

**NEW
MSN-MBA
Dual Degree**

Nursing degrees at every level:

- Associate's Degree (ADN)
- Bachelor of Science (BSN)
- Master of Science (MSN)
- ADN to MSN
- BSN to MSN
- RN-BSN

Apply Online Today at: midway.edu/nursing




**Kentucky Nurses
Foundation**



**Kentucky Nurses
Association**

**HONOR KENTUCKY NURSES
LICENSE PLATE**

Order one today to show your professional pride.



**KENTUCKY
KYNURS**

HONOR KENTUCKY NURSES

Don't be left behind!
Get yours today!

\$44 COST FOR PLATE
Additional cost for personalization.
Prices subject to change.

**\$10 FROM EACH PLATE
SUPPORTS NURSES**
Funds scholarships and research

This special license plate is a great way to celebrate and honor the important work of nurses in our Commonwealth!

"HONOR KENTUCKY NURSES" LICENSE PLATE NOW AVAILABLE!



**FOR NURSES AND SUPPORTERS
* CLICK THE QR CODE TO GET YOURS! ***

Write a New Story with KARE

Lisa A. Sosnin, BSN, RN
Compliance Nurse Investigator/Case Manager
Lisa.sosnin@ky.gov or 502-705-3862

Once upon a time... what a good beginning to a fairy tale. The expectation when hearing this introduction is to be entertained, uplifted, and to escape from the hardships of everyday life. For those individuals who have abused substances and who are in recovery, the phrase may often bring pain and an awareness of how fragile life is for everyone.

For many in the field of nursing, the once-upon-a-time began early in their career. A new nurse introduced to the chaotic reality of floor nursing, or the adrenaline rush of the Emergency Department, may find themselves feeling insecure and wanting to be accepted. This nurse worked hard to get their nursing license. Perhaps, for the first time in their lives, they feel proud of something they have done. Possibly, they lifted themselves out of a dysfunctional family, escaped an abusive relationship, or overcame personal demons to earn their nursing degree. Now, they face more experienced peers who are not always welcoming to new nurses and who express their disdain for their inexperience in passive-aggressive ways. Other peers are openly hostile and demeaning. The new nurse finds patients aren't always appreciative of their care and often leans heavily on the nurse to help them through their health challenges. Despite the seemingly insurmountable obstacles presented in their work environment, they persevere because they feel called to be a nurse.

Then, "IT" happens. "IT" can refer to the circumstances that led this nurse to take that first bit of wasted narcotics to get them through the craziness of their workday. Perhaps "IT" refers to the personal demons they thought they had defeated and had reappeared in their life with a vengeance. Their willingness to fight the same battle weighed heavily on their mind. "IT" convinces them that maybe an alcoholic drink or two after the shift ends will help cut through the pain. Time passes, and the drink or two after the shift leads to drinks before the shift. Spiraling out of control, they succumb to the temptation of merely numbing the pain instead of dealing with the "IT" that started it. Unhealthy situations need more than an unhealthy so-called solution.

In the 1980s, the Kentucky Board of Nursing (KBN) realized that Kentucky nurses who had a substance use disorder needed a healthy solution. The KBN worked hard on gathering resources, including enlisting the help of the University of Kentucky to research and devise a program called Nurses Assisting Nurses

(NAN) for nurses who suffered from substance abuse and emotional distress. Ten years later, in 1996, Kentucky Nursing law, KRS 314.171, was passed by the legislature, allowing the KBN to establish or contract a program to help impaired nurses and to pay for the program by collecting \$5.00 of the \$65.00 license renewal fee. Kentucky Board of Nursing 1989-1999. A Bridge to 2000 History of the Decade. Retrieved from <https://kbn.ky.gov/KBN%20Documents/a-bridge-to-2000.pdf>

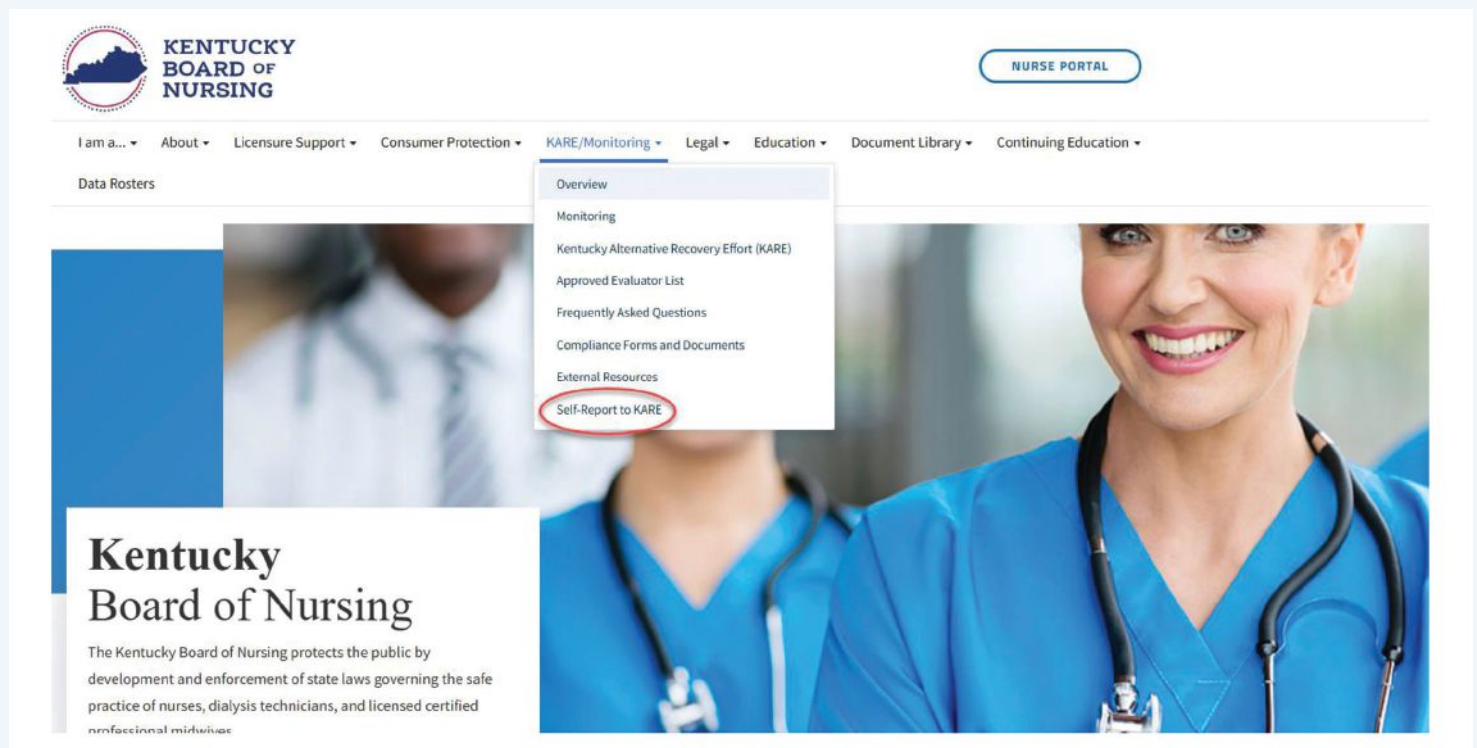
Four years after the law passed, the KBN created the Kentucky Alternative for Recovery Effort (KARE) for Nurses Program which remains in existence today. (KY Law 201 KAR 20:450-Alternative to Discipline Program for Nurses). The purpose of the KARE Program is to identify nurses whose abilities to provide nursing care are compromised by a substance use disorder (SUD) and to assist these nurses so that they can return to competent and safe nursing practice. <https://kbn.ky.gov/KARE/Pages/kentucky-alternative-recovery-effort.aspx>

Today, the KARE Program remains committed to helping nurses in Kentucky. With the ongoing nursing shortage, KARE offers the opportunity for nurses to successfully face their struggles, get established in their sobriety, and remain faithful to their calling – to be a nurse and help the people of the Commonwealth.

Currently, 91 nurses are participating in the KARE Program. We at the KBN are thankful these nurses are on the path to healing. The road to recovery isn't always easy, and having the right people to join you on the journey brings some peace to an otherwise chaotic world. The well-known African proverb says it best, "If you want to go fast, go alone. If you want to go far, go together." The KBN wants our nurses to go far!

Are you dealing with the ongoing effects of a substance use disorder and are too ashamed to ask for help? If you answered yes to this question, then it may be that the KARE Program is for you. The step to a better life takes courage and action. The first step is acknowledging that you have a problem (courage). The second step is to take action (Self-Report on the KBN website).

Continued on page 20>>



The screenshot displays the official website of the Kentucky Board of Nursing. At the top left is the KBN logo, and at the top right is a 'NURSE PORTAL' button. A navigation bar contains links for 'I am a...', 'About', 'Licensure Support', 'Consumer Protection', 'KARE/Monitoring', 'Legal', 'Education', 'Document Library', and 'Continuing Education'. Below this, a dropdown menu for 'KARE/Monitoring' is open, listing options: 'Overview', 'Monitoring', 'Kentucky Alternative Recovery Effort (KARE)', 'Approved Evaluator List', 'Frequently Asked Questions', 'Compliance Forms and Documents', 'External Resources', and 'Self-Report to KARE'. The 'Self-Report to KARE' option is circled in red. The background of the page features a large image of two smiling nurses in blue scrubs. In the bottom left corner, there is a section titled 'Kentucky Board of Nursing' with a brief description of the board's mission.

KARE/Monitoring

[Overview](#)[Monitoring](#)[Kentucky Alternative Recovery Effort \(KARE\)](#)[Approved Evaluator List](#)[Frequently Asked Questions](#)

[Compliance Forms and Documents](#)[External Resources](#)[Self-Report to KARE](#)

Self-Report to KARE

Self-reporting to the Board is required for admission into the Kentucky Alternative Recovery Effort (KARE) for Nurses Program. Per 201 KAR 20:450 Section 2, one must submit a written request for admission to the KARE Program and admit to having a substance use disorder. Please visit our KARE and Frequently Asked Questions pages for additional information regarding the KARE for Nurses Program.

If you wish to Self-report to the KARE for Nurses Program, please do so by submitting a KARE Self-Report in the [Kentucky Complaint Portal](#).

- Please write down your Complaint Number system generated in the event there is an issue you will need for future reference.
- Select KARE – Self-Report from the drop down box and complete all applicable information. *In the “Description of Incident” section, please include the following information:
 - Request for admission to the KARE for Nurses Program.
 - Admission to having a problem with substance use disorder.
 - Include a detailed history indicating what has transpired leading to this point.
- Please note that the KARE – Self-Report/Complaint Portal Form will time-out after 30 minutes of inactivity. If the Form times out, you can write the [Compliance Section](#) to request the link to recommence the submission of the Complaint Portal Form. You will need to include your complaint number referenced above.
- For questions, call (502) 429-3313.

Once you have submitted your request a Compliance Branch staff member will contact you with further information.

The KBN wants you to fulfil your dream of helping others by becoming a safe and effective nurse. There is a good life possible through hard work and a solid recovery from addiction. Your “once upon a time” beginning doesn’t have to end with addiction. Please let the KBN and the KARE Program help you overcome your struggles and find your happily ever after.





FRONTIER NURSING UNIVERSITY®



CARING *is Our Culture.*

CELEBRATING
100
YEARS

Advance your career with a distance education program at Frontier Nursing University.

Specialties Offered:

- Certified Nurse-Midwife
- Family Nurse Practitioner
- Women's Health Care Nurse Practitioner
- Psychiatric-Mental Health Nurse Practitioner

"The FNU faculty and staff were extremely invested in my success and were very supportive."

— DR. VIKTORIYA KASHIN
DNP, FNP
FNU Graduate

frontier.edu/kbn





APRN COMPLIANCE CORNER

What Should an APRN Do If Planning to Retire or Move?

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



Advance your career, expand your impact and shape the future of healthcare.

Earn a master's or doctoral degree from one of the nation's top-ranked nursing schools.

Online and in-person learning options.



Apply at nursing.osu.edu.



THE OHIO STATE
UNIVERSITY
COLLEGE OF NURSING

This information is for the Advance Practice Registered Nurse (APRN) about how to retire a license or credential, relinquish a license or credential, or let a license or credential lapse.

To retire from active practice, log in to your Kentucky Board of Nursing Nurse Portal account and go to the bottom of the Nurse Portal Dashboard to 'Other Applications' and select Apply. On this page, you will choose the application called 'LPN/RN - Retire a License Request.' You will complete the application and pay the one-time \$25 fee. (All Fees are Non-Refundable).

PLEASE NOTE: When the retired license request is completed, it is effective immediately. A retired license cannot be renewed during annual renewal. To obtain an active license again the APRN would need to complete the Reinstatement Application Process.

To voluntarily relinquish a license or credential, log in to your Kentucky Board of Nursing Nurse Portal account and click on the 'Inactivate' option. There is no fee to voluntarily relinquish a license or credential. The APRN may chose this

option if you are moving out of state and will no longer be practicing in Kentucky as an APRN. When an APRN voluntarily relinquishes a license or credential, the online validation will indicate that the license has lapsed.

An APRN can choose to let their Kentucky license or credential lapse by not renewing their license or credential during the annual renewal period (September 15 – October 31). When this occurs, the online validation will indicate that the license has lapsed.

Once a license or credential lapses or is relinquished, the APRN may not work as an APRN. To return to active practice, the APRN will need to apply for reinstatement and meet all requirements.

*It is important to remember that all APRN's who have an active valid license must adhere to the continuing education requirements and may be subject to an audit. Failure to do the required continuing education may result in a civil penalty, whether the APRN is practicing or not. An APRN's certification meets the annual CE requirements for their RN license. All APRNs must complete at least 5 contact hours in pharmacology between November 1 - October 31, every year. Please visit the Kentucky Board of Nursing website for more information.

References:

<https://kbn.ky.gov/Licensure/Pages/retire-relinquish-lapse.aspx>

<https://kbn.ky.gov/advanced-practice-registered-nurse/Pages/Continuing-Education.aspx>



WESTERN KENTUCKY UNIVERSITY ONLINE PROGRAMS IN NURSING

MSN to DNP

**PMHNP Post-Grad
Certificate**

PMHNP - MSN

Only one face-to-face class

RN to BSN

WKU School of Nursing
& Allied Health

wku.edu/nursing/

Achieve your goals with us.



Our nursing degree programs at Murray State University will help you advance your nursing career.

- Bachelor of Science in Nursing
- RN to BSN Program
- MSN to DNP
- DNP Programs:
 - Family Nurse Practitioner
 - Nurse Anesthesia
- Online Nursing Degrees*

*Our RN to BSN and MSN to DNP nursing degrees are offered 100% online



**MURRAY STATE
UNIVERSITY**

School of Nursing and Health Professions

**Apply today:
murraystate.edu/sonhp**

KBN Nurse Portal Message Center: Reviewing Messages

The Kentucky Board of Nursing (KBN) Nurse Portal has now been in effect for over two years. Within your nurse portal account, you will find the message center where staff communicate with you regarding licensure applications, name and address changes, compact status updates, and additional licensure support.

It is important to regularly check your Nurse Portal Message Center to ensure timely and efficient communication, as well as staying up to date on information related to various applications and licensure status.

Please note, when a message is sent to you in the nurse portal, you will receive an email from no-reply@kybn.boardsofnursing.org with the subject “A Secure Message from Kentucky Board of Nursing”. Please add this email address to your safe senders list to ensure the messages do not go to spam. The email will let you know that you have received a secure message from the Kentucky Board of Nursing in your KBN Nurse Portal account and provide you the steps to access the message.

With the 2025 renewal period approaching September 15 – October 31, it is important to log in to your account and review your message center. This will ensure there are not any outstanding messages that need to be reviewed and responded to.

To review the message center, please follow these steps:

- Log in to the KBN Nurse Portal: <https://kybn.boardsofnursing.org/kybn>
- You may select ‘Inbox’ at the top of the nurse portal account, or
- Go to the Message Center located on the left side of your nurse portal account and select ‘Inbox’.
- Select message to view.

Your message center will outline the type of message, subject, read status (includes date message was read), and date sent. Once the message is opened, you will have the opportunity to respond to the message and attach a file to include, if needed. The message center accepts the following file

types .pdf,.png,.jpg,.jpeg files when sending an attachment.

If you have any questions related to your licensure status or application on file, you may contact KBN through the nurse portal message center.

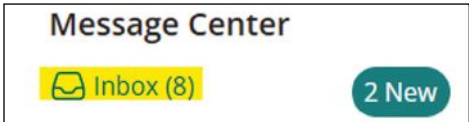
- Once in your message center, select ‘Compose New Message’.
- Select a Topic
- Enter Subject
- Attach Files
- Enter Message
- Select ‘Send’.
- Once staff receive your message and respond, you will receive an email notification that you have a new secure message to review.

Thank you in advance for your prompt attention to reviewing your message center. We look forward to assisting you with your licensure questions.

In your Nurse Portal, select “Inbox”



In the Message Center located on the left side of your Nurse Portal account, select Inbox and then the message to view.



COMPETITIVE PAY & BENEFITS FOR RNs AND APRNs.

Discover a role that can last a lifetime at St. Bernards. We're seeking mission-driven RNs and APRNs for positions across our network, with competitive pay & benefits, including:

- Nurse Residency Program
- Career Progression Pathway
- Non-Benefited Pay Opportunities
- Public Service Loan Forgiveness
- On-Site Employee Pharmacy

For those that live to serve, we offer a place to make it happen. Apply Today.

careers.stbernards.info



Alondra Garcia, RN
Clinical Coach
TM- Oncology



WE'RE HIRING

RNs for Positions in Tennessee

Apply on line at

www.nursefirst.net

Or Scan our QR code to apply



For information about our services, call our office

865.692.8950

I'm not just a nurse.



**Robley Rex VA Medical Center
(Louisville, KY) has open positions for:**

- RN
- LPN
- Nursing Assistant
- Health Technician
- Health Aid

Visit Work with us at www.Louisville.va.gov



Become a VA nurse.



VA



U.S. Department of Veterans Affairs

Veterans Health Administration
Robley Rex VA Medical Center
Louisville, Kentucky

Have You Been to the KBN Website Lately???



What's New? A Practice Tab Just for YOU!

The KBN website is the best place to look for information about the Board and to access information related to your license via the Nurse Portal. Recently, the KBN made changes to the website to provide additional information to licensees regarding practice.



Frequently Asked Questions (FAQs)

Frequently Asked Questions - Searchable by keywords and/or license/credential type. Links to statutes, regulations, Advisory Opinion Statements, and additional information are provided within each FAQ.



Advisory Opinion Statements (AOS)

The KBN receives several inquiries related to practice matters. When multiple questions concerning a matter are received, the KBN may research the matter and issue an advisory opinion statement (AOS).



Advisory Opinion Statements Index

A link to each AOS is provided on this tab. AOS are grouped by body system. Each one includes the KBN's opinion and information on regulations, statutes, other AOS, and related reference materials.

Although an AOS does not carry the force and effect of law, they are opinions of the KBN issued to provide guidance to nurses regarding the safe practice of nursing. The Board reviews each AOS as needed and, on a schedule, to ensure they are current and evidence-based.

An AOS content index is included, which provides a look at the nursing interventions and topics addressed in each AOS.



Scope of Practice

by license or credential type includes information regarding the role of the individual based on the license or credential they hold.

Please note: All nurses are held responsible and accountable for making decisions that are based upon the individual's educational preparation and current clinical competence. See, KRS 311.021(2). Additional information on laws concerning licensees and other credential holders governed by the KBN is available under the Legal tab of the website at <https://kbn.ky.gov/Legal/Pages/faq.aspx>



BE

*inspired
impactful
included*

WHO CARES FOR YOU WHEN YOU'RE CARING FOR OTHERS?

While you care for others, we're here to care for you. Join a team that prioritizes your well-being, offering support, resources, and a community that understands the importance of your work. Discover a workplace that values your dedication—because you matter.

Apply now to make a meaningful impact with a team that cares for you as much as you care for others.



To apply or learn more, scan the QR code, or visit
BaptistHealth.com/ChooseBaptist.



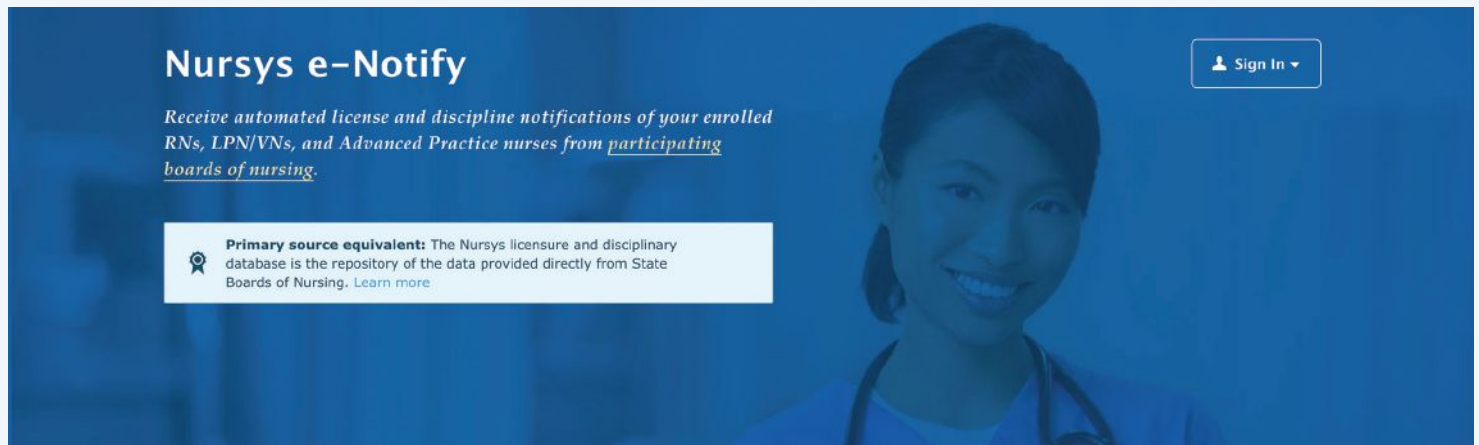
BAPTIST HEALTH®

Corbin | Floyd | Hardin | La Grange | Lexington | Louisville | Madisonville | Paducah | Richmond



BaptistHealth.com

Nursys e-Notify for Nurses FAQ and Steps to Enroll



What is Nursys e-Notify?

- Nursys e-Notify is a free service offered by the National Council of State Boards of Nursing (NCSBN) for LPNs, RNs, APRNs and nursing institutions. It provides real-time automated license and discipline notifications from participating boards of nursing for licenses that are enrolled.
- LPNs, RNs, APRNs and applicants with a temporary or provisional license may be enrolled.
- Nursys e-Notify Video Tutorial:
 - o nursys.com/_Assets/videos/en-nurse-video.mp4

Is Nursys e-Notify primary source information?

- The information you will receive from Nursys e-Notify is pulled directly from Nursys, the only national database for licensure, discipline/final orders and practice privileges for RNs and LPN/VNs. Nursys data is compiled from information directly inputted from boards of nursing and is primary source equivalent.

Once I enroll into Nursys e-Notify, what information will I receive?

- Once enrolled, you will begin to receive email notifications from Nursys when there has been a change in your license or compact status.
 - o This includes:
 - Disciplinary actions
 - Board of nursing issued publicly available alerts
 - License expiration reminders
 - o You may also enroll into optional text message reminders.

Nursys e-Notify enrollment steps:

- Visit Nursys e-Notify website:
 - o <https://www.nursys.com/EN/ENDefault.aspx>
- Select 'As a Nurse'.
 - o Select 'Create a nurse account'.
- Read terms and conditions.
 - o Select 'I agree' to proceed.
- Enter the email address you wish to use for your account.
 - o Select 'I'm not a robot'.
 - Select 'Submit'.
- An email will be sent from Nursys with a link to select to complete the registration.
 - o Once you receive your email and select the link, it will take you to the next step of your registration process.
- Search for your nurse record.
 - o Select your nurse record to register.
 - Complete your e-Notify profile.
 - o Under 'My Profile' you may add a cell phone number for optional text alerts.
- Once you have completed the registration process, you will begin to receive the alerts from Nursys.

Need additional assistance, please contact Nursys Support:

- Available Monday through Friday from 8am-5pm Central Time.
 - o Email: nursysupport@ncsbn.org
 - o Phone: 1-866-819-1700
 - o Contact Form:
 - <https://www.nursys.com/ContactUs.aspx>

Join KANPNM

Connect with APRN Colleagues

Get Member Discounts on CEs

Dinner Meetings by Regions

Access the Prescribing Guide

Utilize "Ask the APRN Experts"

Stay informed on Regs & Policy

Join Association Committees

Enhance your Advocacy skills

Develop as an APRN Leader

Add to your Clinical Excellence

www.kynp.org

Education, Leadership and Advocacy



Kentucky Association of
Nurse Practitioners
& Nurse-Midwives

FAMILY
Allergy & Asthma

**Looking for
Amazing Nurses to
Join our Family!**

Over 30 locations throughout Kentucky!

Offices in the Metro Areas of Bardstown,
Elizabethtown, Frankfort, Lexington,
Louisville, Richmond, Shepherdsville,
and more!

**APPLY AND VIEW OPENINGS HERE:
FamilyAllergy.com/Apply**

**Care. Advocacy. Service.
Integrity. Accountability. Fun.**

Baptist Health Deaconess
Madisonville Is

RECRUITING REGISTERED NURSES

Recruitment/Retention Bonus

► Up to \$15,000 sign-on bonus

BSN, MSN and ANCC certification incentives

Eligibility: RNs hired into full-time or
part-time bedside staff nurse position

**Contact Laci Blue, Recruiter
at 270-825-7201 or
Laci.Blue@baptistdeaconess.com**



**BAPTIST HEALTH
DEACONESS
MEDICAL GROUP**

Interested candidates may apply at BaptistHealthDeaconess.com

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.boardsofnursing.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

CEASE AND DESIST ISSUED

Gooch, Kaycee	Brodhead, KY	Eff.	4/15/25
Hickerson, Michaelia Cheyanne	Carrollton, KY	Eff.	4/3/25
Letcher, Teresa	Fancy Farm, KY	Eff.	3/31/25

IMMEDIATE TEMPORARY SUSPENSION OF LICENSE/CREDENTIAL

Abner, Katie Lynn	RN License 1168765	Ryland Heights, KY	Eff.	5/1/25
Bradford, Brenda L.	RN License 1065045	Hickory, KY	Eff.	6/2/25
Clark, Kimberly Renee	RN License 1122066	Louisville, KY	Eff.	3/31/25
Conway, Sherri Rose	RN License 1145698	Harrodsburg, KY	Eff.	5/1/25
Hesler, Tracy Ann	RN License 1161969	Maysville, KY	Eff.	6/3/25
Houk, Jessica Nicole	LPN License 2046252	Richmond, KY	Eff.	4/29/25
Kennedy, Whitney Brooke	RN License 1152089	Williamsburg, OH	Eff.	4/7/25
Morgan, Monika Ann	LPN License 2051283	Independence, KY	Eff.	5/7/25
Salvadori, Stacey Mills	RN License 4007015	Frankfort, KY	Eff.	3/27/25
Taylor, Michelle Hayden	RN License 1107421	Coxs Creek, KY	Eff.	4/21/25

IMMEDIATE TEMPORARY SUSPENSION OF PRIVILEGE TO PRACTICE

Hartman, Lindsey	OH RN License 528599	Cincinnati, OH	Eff.	4/30/25
------------------	----------------------	----------------	-----------	---------

LICENSE/CREDENTIAL SUSPENDED

Bartimus, Pamela	RN License 1097732	Owensboro, KY	Eff.	4/24/25
Doud, Ashley Lynn	RN License 1131373	Edgewood, KY	Eff.	4/24/25
Francis, Johnathan Michael	RN License 1149104	Richmond, KY	Eff.	4/24/25
White, Sarah	RN License 1154679	Murray, KY	Eff.	4/24/25

PRIVILEGE TO PRACTICE SUSPENDED

Williams, Amanda Danielle	MS RN License 908900	Petal, MS	Eff.	4/24/25
---------------------------	----------------------	-----------	-----------	---------

LICENSE/CREDENTIAL DENIED OR DENIED REINSTATEMENT

Ashby, Jessica Nicole	DT Applicant	Winslow, IN	Eff.	3/25/25
Bottom, Tiffany	LPN License 2050327	Harrodsburg, KY	Eff.	4/24/25
Brackett, Ricky Dale	RN License 1170109	Harlan, KY	Eff.	6/20/25
Denton, Marissa	RN Applicant by Endorsement	Clarksville, TN	Eff.	4/3/25
Gallenstein, Bridget Carla	LPN Applicant by Endorsement	Maysville, KY	Eff.	6/2/25
Hahn, Laurie	RN License 1106874	Bloomfield, KY	Eff.	4/24/25
McKinstry, Monquinta	DT Applicant	Clarksville, TN	Eff.	6/11/25
Metcalf, Jennifer Kathleen	RN License 1097352	Louisville, KY	Eff.	4/24/25
Morrow, Heather	RN License 1144775	Somerset, KY	Eff.	4/24/25
Murphy, Angelica Lynn	LPN License 2052663	Adolphus, KY	Eff.	4/24/25
Rose, Timothy	RN License 1088442	Flemingsburg, KY	Eff.	4/24/25
Trent, Anna Kathy	RN License 1061185	Stamping Ground, KY	Eff.	4/24/25
Watson, Terrie Bea	APRN License 3016743	Paris, TN	Eff.	5/28/25

LICENSE/CREDENTIAL VOLUNTARILY SURRENDERED

Bullock, Olivia A.	LPN License 2052549	Taylorsville, KY	Eff.	4/28/25
Fisher, James	RN License 1152437	Louisville, KY	Eff.	4/10/25

LICENSE/LICENSE/CREDENTIAL PLACED ON LIMITATION/PROBATION

Bradt, Cheyenne Marie	RN License 1142818	Paris, KY	Eff.	5/29/25
Caudill, Kelli Jarita	RN License 1101523	London, KY	Eff.	6/20/25
Chafin, Sarah Elizabeth	RN License 1127592	Paintsville, KY	Eff.	4/16/25
Foster, Amy Leigh	RN License 1099663	Wilmore, KY	Eff.	5/20/25
Gallin, Rustem	RN License 1111673	Louisville, KY	Eff.	6/18/25
Johnson, Amanda Leigh	LPN License 2046495	Corbin, KY	Eff.	4/15/25
King, Tasha Nicole	RN License 1164207	Mt. Sterling, KY	Eff.	4/29/25
Lavey, Christopher Michael	RN License 4008433	Shepherdsville, KY	Eff.	4/22/25
Monroe, Jacklene	RN License 1142240	Lexington, KY	Eff.	3/31/25
Pellitteri, Sherilyn Maria	LPN License 2057167	Somerset, KY	Eff.	5/13/25
Smith, Pansy R.	LPN License 2034929	Hopkinsville, KY	Eff.	3/26/25
White, Kristen Albers	RN License 1158005	Louisville, KY	Eff.	4/10/25
Wyrick, Jennifer B.	RN License 1111467	Hazard, KY	Eff.	4/2/25

LICENSE/CREDENTIAL REPRIMANDED

Boulard, Makenna Shayne	RN License 4004564	Mayfield, KY	Eff.	3/25/25
Brown, Amy Denise	RN License 1172312	Louisville, KY	Eff.	4/8/25
Cash, Angela Jo	RN License 1132950	Columbia, KY	Eff.	5/5/25
Deloach, Tyler	RN License 4020201	Sidney, KY	Eff.	4/17/25
Darnall, Davin	RN License 1171498	Madisonville, KY	Eff.	4/7/25
Dotson, Gabriel Thomas	RN License 1173049	Phelps, KY	Eff.	6/2/25

Durbin, Jennifer Lynn	RN License 1144668	Dixon, KY	Eff. 6/11/25
Ferrell, Lawna	LPN License 4023707	Providence, KY	Eff. 6/5/25
Gaskin, Melony Kay	RN License 1073753;	Bardstown, KY	Eff. 4/30/25
	APRN License 3004634		
Grubb, Amanda	LPN License 2055346	Phelps, KY	Eff. 6/5/25
Hardin, Earon Leann	RN License 1161115	Taylorsville, KY	Eff. 5/28/25
Johnson, Brittany Ann	RN License 1166424	Smiths Grove, KY	Eff. 6/9/25
Johnson, Kelsey Morgan	RN License 1168483	Jeffersontown, KY	Eff. 6/2/25
Kendrick, Natasha Nicole	RN License 1166331	Paducah, KY	Eff. 4/30/25
Kinslow, Kaitlyn Faith	RN License 1166330	Bowling Green, KY	Eff. 5/20/25
Labanino, Rubildo	APRN License 4026729	Katy, TX	Eff. 5/29/25
Leugers, Kyle Jeffrey	RN License 1137195	Helena, AL	Eff. 6/20/25
Pate, Lara Leigh	RN License 1164176	Lexington, KY	Eff. 6/17/25
Priddy, Morgan	RN License 1161749	Frankfort, KY	Eff. 6/20/25
Reynolds, Sean Matthew	RN License 1115949	Florence, KY	Eff. 4/24/25
Rutledge, Ashley	RN License 1170448	Louisville, KY	Eff. 5/29/25
Sidhu, Sulkhan	RN Applicant by Examination	Antelope, CA	Eff. 3/25/25
Skees, Melanie	RN License 1152132	Bowling Green, KY	Eff. 5/28/25
Smith, Kelly Jo	LPN License 2051021	Lawrenceburg, KY	Eff. 4/29/25
Smith, Pomaikai	RN License 1143851	Winchester, KY	Eff. 5/28/25
Sprinkle, Allexis Mae	RN License 1181111	Louisville, KY	Eff. 4/9/25
Stagner, Matthew Keen	RN License 1145597	Louisville, KY	Eff. 5/12/25
Tooley, Kelsey	RN License 1154278	Fairdale, KY	Eff. 4/29/25
Weah, Martha	RN License 1178866	Louisville, KY	Eff. 5/12/25
Yetzke, Katrina	RN License 1165505	Pullman, MI	Eff. 5/22/25

PRIVILEGE TO PRACTICE REPRIMANDED

Rodgers, Maria Elisabeth	IN RN License 28262645A	Lanesville, IN	Eff. 6/20/25
Sterchi, Ashley	NC RN License 171059	Troutman, NC	Eff. 4/3/25

LICENSE CLEARED FROM DISCIPLINARY ACTION

Ball, Danyale June	LPN License 2038475	Mt. Sterling, KY	Eff. 3/27/25
Bast, James William	RN License 1118066	Palmetto, FL	Eff. 4/28/25
Cox, Lindsay Nicole	RN License 1152010	Winchester, KY	Eff. 6/13/25
Crews, Amanda Gayle	RN License 1113763	Glasgow, KY	Eff. 5/27/25
Donathan, Alma L.	LPN License 2024648	Jeffersonville, KY	Eff. 5/22/25
Duncan, Eva Kaytlin	RN License 1138801;	Hanson, KY	Eff. 4/4/25
	APRN License 4029929		
Duncan, Victoria Francis	RN License 1150878	Independence, KY	Eff. 6/9/25
Gaskin, Melony Kay	RN License 1073753;	Bardstown, KY	Eff. 5/5/25
	APRN License 3004634		
Gibson, Charon	GA RN License 334655	Lithonia, GA	Eff. 6/2/25
Jones, Luella Marie	RN License 1103249	San Diego, CA	Eff. 4/10/25
Job, Mercy Simoy	RN License 1178830	Lexington, KY	Eff. 6/17/25
Miles, Diana Lynn	RN License 1060712	McDaniels, KY	Eff. 5/2/25
Peach, John Michael	RN License 1130073	Harrodsburg, KY	Eff. 4/28/25
Pence, Jodi Carole	RN License 1162548	Paris, KY	Eff. 3/28/25
Sharma, Palak	RN Applicant	Yuba City, CA	Eff. 4/2/25
Sidhu, Sulkhan	RN Applicant	Antelope, CA	Eff. 4/29/25
Simpson, Natasha Danielle	RN License 1175658;	Edmonton, KY	Eff. 4/29/25
	LPN License 2055165		
Stagner, Matthew Keen	RN License 1145597	Louisville, KY	Eff. 5/20/25
Sterchi, Ashley Rhea	NC RN License 171059	Troutman, NC	Eff. 6/10/25
Warren, Bradlee Ross	LPN License 2049910	Lexington, KY	Eff. 4/17/25
Welch, Charlene	RN License 1102426	New Albany, IN	Eff. 4/14/25
Wilson, Catherine Cayce	RN License 1140760	Bowling Green, KY	Eff. 4/29/25
Wolford, Anna L.	RN License 1096270	Walton, KY	Eff. 4/23/25
Yinger, Ashton Brook	RN License 1177077	Jeremiah, KY	Eff. 6/12/25

CONSENT DECREES ENTERED FISCAL YEAR TO DATE

Imposition of civil penalty for practice without a current active license or temporary work permit	15	Imposition of civil penalty for falsification of an application for licensure	78
Imposition of civil penalty for failure to meet mandatory continuing education requirement	53	Imposition of civil penalty for a positive drug screen	9
Imposition of civil penalty for a practice issue	119		



Elder & Good, PLLC
Elder & Good, PLLC

THIS IS AN ADVERTISEMENT

NURSE LICENSE DEFENSE

Put our experience to work for you

*We represent nurses before the Kentucky and Ohio Boards of Nursing. **The most critical time to seek legal help is when a nurse receives a Notice of Complaint letter, which begins an investigation.** Proactive and effective representation from the beginning of an investigation by attorneys with extensive experience before the KBN can make the difference in avoiding discipline or litigation.*

We have that experience. Call for a free consultation.



L. Chad Elder

celder@eldergood.com

Brian R. Good

bgood@eldergood.com

BOARD INVESTIGATIONS • BOARD APPLICATION ISSUES • FORMAL BOARD COMPLAINTS
DISCIPLINARY HEARINGS & APPEALS • HOSPITAL DISCIPLINARY ACTIONS
CRIMINAL DEFENSE



Elder & Good, PLLC

159 St. Matthews Avenue, Suite 1

Louisville, Kentucky 40207

p 502.365.2800 • f 502.365.2801

www.eldergood.com



Nurses House

Nurses House, Inc. is a national 501(c)(3) organization helping registered nurses in need. Nurses House assists RNs with housing expenses, including rent or mortgage payments. If you or a nurse you know are in need of assistance due to a health crisis or other dire situation, visit the Nurses House website or email today for more information.

Nurses House relies on donations from nurses, the nursing community, and others who care. Please email or visit our website to learn how you can help.

www.nurseshouse.org
mail@nurseshouse.org



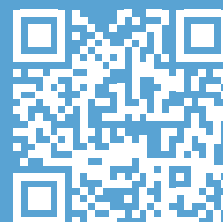
My greatness is
*compassion with a
side of humor*.

What's yours?

Everyday Greatness.

UNC
HEALTH®

Apply Now:





WHEN IT FEELS LIKE HOME, IT HEALS LIKE HOME.

Nestled in the beautiful Ozark Mountains, Baxter Health truly is a place to work where you vacation, a place where employees are treated like family and patients are treated like guests in their home, and a place where there is a smiling face at every corner.

There's a place for you in the Baxter Health Family. A variety of job opportunities are available, from full time to part time in clinical and ancillary departments. Baxter Health is proud to support those wishing to begin their career or advance it by continuing their education, with scholarships and educational assistance available.

Visit workwhereyouvacation.com to view all job opportunities and apply online, or contact a Baxter Health Recruiter for more information.

KIM BEAVERS, NURSING RECRUITER

(870) 508-1070 | kbeavers@baxterregional.org

MIRANDA BRADLEY, HR RECRUITER

(870) 508-1067 | mbradley@baxterregional.org

**ASK ABOUT OUR SIGN-ON BONUS FOR RN
OPPORTUNITIES IN PCU, ICU AND MORE!**

BAXTER HEALTH



SCAN QR CODE ▶
TO VIEW ALL JOBS
AND APPLY ONLINE



WWW.WORKWHEREYOUVACATION.COM



PUT THE "U" IN UK!

JOIN OUR TEAM!

WHAT WE OFFER U:

- **Competitive salary scale** for registered nurses.
- **Float pool flexibility** to build desired schedule.
- **\$15,000** new graduate RN sign-on bonus.*
- **\$25,000** experienced RN sign-on bonus.*
- **Loan forgiveness.** Let us help you become debt-free.
- **Tuition benefits.** Continue progressing your career.
- **Relocation benefits.** We want to help you move.
- **200% match on retirement** contributions to help you save for the future!

Currently accepting applications from nurses in all areas - experienced and new graduates.

Apply today: ukjobs.uky.edu.

*Area restrictions



**You could
be a nurse
anywhere.
Make your
mark here.**



Norton Healthcare is unlike any health care system in our region. We're innovators and strategic thinkers. We're researchers, leaders and compassionate caregivers. We're a team.

When you join us, you may be eligible for one of our hiring programs, including commuter and relocation reimbursement and student loan repayment.

For more information, email recruitment@nortonhealthcare.org or call (800) 833-7975 to speak to a recruiter. Explore careers at NortonHealthcareCareers.com.

EOE, including disability/vets



**NORTON
HEALTHCARE**