

# KBN CONNECTION

**SUMMER 2024**  
VOL. 15, ISSUE 3, EDITION 80

## **APRN COMPLIANCE CORNER**

*"When acting within one's role as a professional, the nurse recognizes and maintains boundaries that establish appropriate limits to relationships."*

## **LOUISVILLE NURSE PLAYS CRITICAL ROLE IN SAVING SHARK ATTACK VICTIM**

*"I give praise to my years of education and proper training for allowing my medical instincts to take over in such a critical moment," Cathy said. "You never know when you'll have to jump into action and answer the call."*

## **ARE YOU READY FOR A CE AUDIT?**

*Even if you are not working as a nurse when you renew your license, you are attesting you have or will complete your CE by October 31st*

**RENEWAL NOTICE  
SEPTEMBER 15 - OCTOBER 31**

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#### Kentucky Board of Nursing

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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 June 1, 2024  
(in-state and out of state)

**RN: 77,420**

**LPN: 12,982**

**APRN-CNM: 162**

**APRN-CNP: 12,165**

**APRN-CNS: 129**

**APRN-CRNA: 1,775**

**DIALYSIS TECHNICIANS**

**(CREDENTIALLED): 726**

**LCPM: 36**

**SANE (PEDIATRIC/ADOLESCENT): 40**

**SANE (ADULT): 439**

**SRNA (NURSE AIDE CERTIFICATION): 43,408**





# President's Message

## Embracing Diversity in Nursing: A Message from the President of the Kentucky Board of Nursing

Serving as the President of the Kentucky Board of Nursing provides me with a unique opportunity to address important issues facing nurses and healthcare in our state and country. In June, we observe both Pride Month and the Juneteenth holiday, which feature events and activities that highlight the importance of diversity, inclusion, and equality. In this context, I believe it is fitting to briefly discuss the importance of diversity in nursing.

Diversity in nursing is more than just a buzzword; it's a crucial component of delivering quality healthcare in an increasingly multicultural world. As the population of patients becomes more diverse, it is imperative that the nursing workforce mirrors this diversity to ensure culturally competent care and to reduce health disparities among different demographic groups.

The nursing profession, historically dominated by Caucasian females, has seen significant strides in becoming more inclusive. According to recent data, there has been an increase in the number of nurses from various ethnic backgrounds and genders entering the field. However, despite these advancements, there is still much work to be done to achieve true diversity.

### Why Diversity Matters

1. **Improved Patient Care:** Nurses from diverse backgrounds bring unique perspectives and experiences that enhance patient care. They are often more attuned to cultural sensitivities, which can lead to better patient communication, understanding, and trust.
2. **Reduction of Health Disparities:** A diverse nursing workforce can help bridge the gap in health disparities. Minority nurses are more likely to work in underserved areas and to understand the specific health challenges faced by their communities. This can lead to more effective prevention, treatment, and management of diseases that disproportionately affect minority populations.
3. **Enhanced Innovation and Problem-Solving:** Diversity brings a variety of perspectives to the table, fostering creativity and innovation. Different viewpoints can lead to new solutions and improvements in healthcare delivery, benefiting the entire healthcare system.
4. **Cultural Competence:** Nurses who understand the cultural contexts of their patients can provide care that respects patients' values, beliefs, and traditions. This competence is crucial for effective patient education, adherence to treatment plans, and overall patient satisfaction.

### Strategies for Promoting Diversity

1. **Educational Initiatives:** Expanding access to nursing education through scholarships, loan forgiveness programs, and targeted recruitment efforts can help increase the number of minority nurses. Partnerships between nursing schools and community organizations can also provide support and resources for minority students.
2. **Mentorship Programs:** Mentorship plays a vital role in the success of minority nurses. Experienced nurses can provide guidance, support, and career advice to new nurses from diverse backgrounds, helping them navigate the challenges of the profession.
3. **Inclusive Policies:** Healthcare organizations should implement policies that promote diversity and inclusion. This includes creating diverse hiring practices, offering diversity training programs, and establishing support networks for minority nurses.
4. **Community Engagement:** Engaging with the community to understand their health needs and preferences can help build trust and improve health outcomes. Nurses who are active in their communities can advocate for better health policies and practices that reflect the needs of diverse populations.

Diversity in nursing is essential for providing high-quality, equitable healthcare. By continuing to promote diversity through education, mentorship, inclusive policies, and community engagement, the nursing profession can better meet the needs of all patients, reduce health disparities, and foster a more innovative and effective healthcare system. As we strive for a more diverse and inclusive nursing workforce, we take a crucial step towards a healthier, more equitable society.

### Supporting Diversity at the Kentucky Board of Nursing

At the KBN, our mission to protect the public is far-reaching. We support the diverse nursing workforce in our state and strive to create an environment of inclusivity and diverse thought. Through our Nursing Incentive Scholarship Fund (NISF), we support individuals from all walks of life who are seeking to become nurses.

We, as a nursing community, can support those who desire to be nurses through mentoring and encouragement. I recall a time when I thought becoming a nurse was just a dream. Living in an impoverished area of Kentucky, I never thought I would actually become one. With the help of others, I was able to realize my dream. We can all do our part in encouraging others to enter the profession of nursing. While the nursing shortage seems to be waning, it is still with us and will be for a long time. Providing opportunities to a diverse group of individuals to become nurses should be the mission of all of us in healthcare.

Thank you for doing your part!

Yours in Nursing,

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



## Renewals Are Here: Understanding the Importance of Workforce Questions

As renewal season approaches, you might find yourself wondering, “Why do I need to answer workforce questions?” The Kentucky Board of Nursing (KBN) is dedicated to ensuring that our state’s nursing workforce is prepared, supported, and capable of meeting the healthcare needs of our communities. To achieve this goal, collecting workforce data through mandatory questions during the license renewal process is essential. Here’s why these questions matter:

### 1. Understanding Workforce Demographics

Workforce questions help the KBN gather detailed information about the demographics of the nursing workforce, including age, gender, and ethnicity. This data is essential for understanding the composition of our workforce and identifying trends that may impact future workforce planning and policy development.

### 2. Identifying Employment Patterns

By collecting data on employment status, primary work settings, job roles, and specialty areas, the KBN can identify where nurses are working and in what capacities. This information helps in understanding the distribution of nurses across different healthcare sectors and geographical regions, allowing for targeted interventions where shortages or surpluses are identified.

### 3. Workforce Planning and Policy Development

Accurate workforce data is critical for effective workforce planning and policy development. The information gathered from these questions enables the KBN to forecast future workforce needs, develop strategies to address shortages, and ensure that nursing education programs are aligned with the needs of the healthcare system.

### 4. Supporting Nurse Retention and Well-being

Understanding the factors that influence job satisfaction, career intentions, and work-life balance is vital for developing policies and programs that support nurse retention and well-being. Workforce questions help the KBN identify areas where nurses may be experiencing burnout or considering career changes, allowing for proactive measures to support nurse retention and mental health.

### 5. Enhancing Healthcare Delivery

A well-distributed and adequately prepared nursing workforce is essential for delivering high-quality healthcare. By analyzing workforce data, the KBN can identify gaps in service delivery, especially in underserved or rural areas, and work towards ensuring that all communities have access to skilled nursing care.

### 6. Responding to Emerging Trends and Challenges

The healthcare landscape is constantly evolving, with new challenges and trends emerging regularly. Workforce data helps the KBN stay informed about these changes and respond effectively. Whether it’s a rise in chronic diseases, an aging population, or the impact of technological advancements, having up-to-date workforce data ensures that the KBN can adapt and respond to these challenges.

### 7. Informing Stakeholders and the Public

Workforce data collected through these questions provides valuable insights that can be shared with stakeholders, including healthcare providers, educational institutions, policymakers, and the public. This transparency helps build trust and fosters collaboration among all parties involved in the healthcare system.

In conclusion, the collection of workforce data through mandatory questions during the license renewal process is not just a bureaucratic exercise; it is a vital tool for ensuring that the nursing workforce in Kentucky is equipped to meet the healthcare needs of our population. Your participation in providing this information is essential for the KBN to make informed decisions that support the nursing profession and enhance the quality of healthcare in our state.

Thank you for your cooperation and commitment to advancing the nursing profession in Kentucky.

Sincerely,

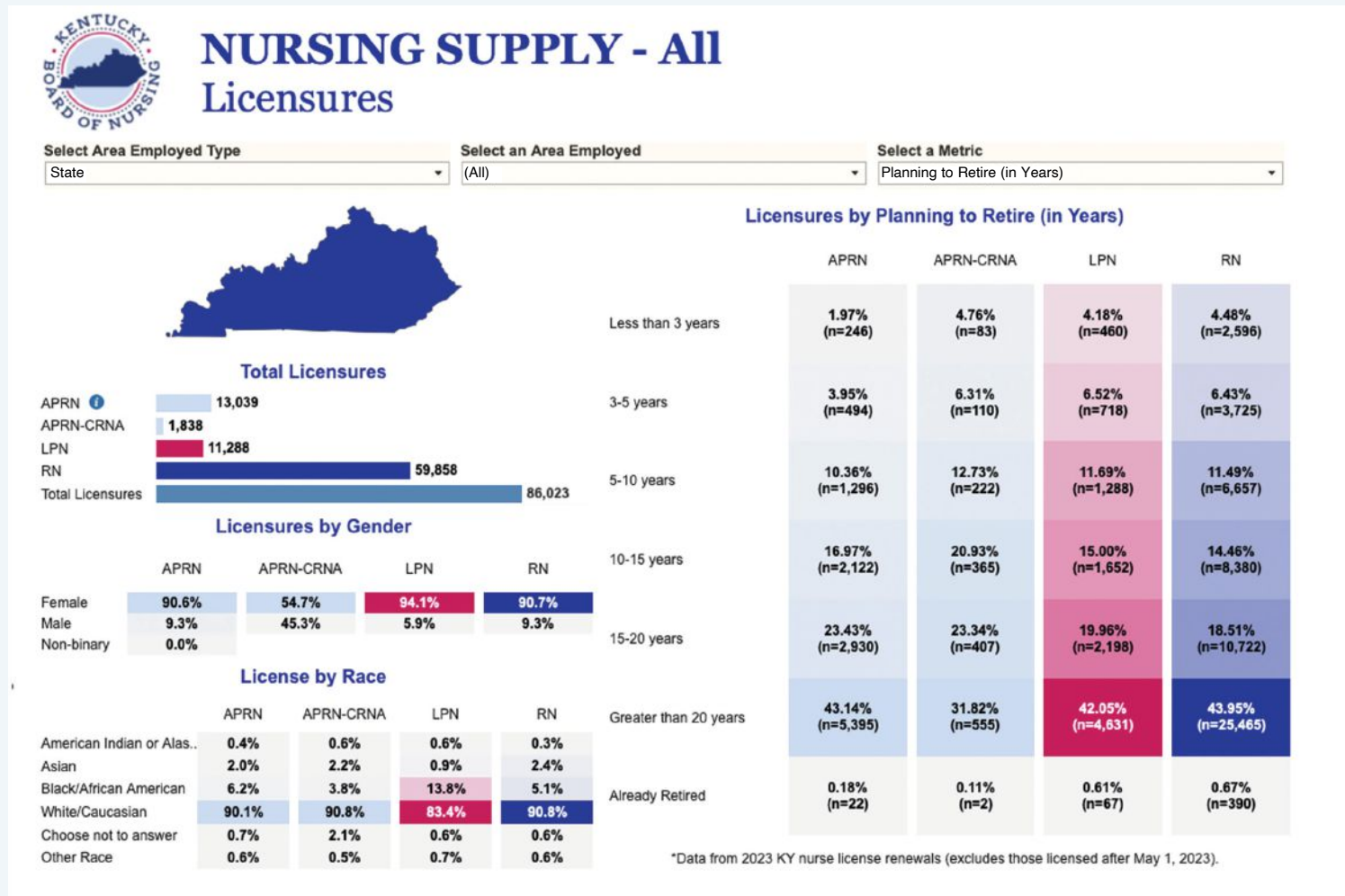
A handwritten signature in black ink that reads "Kelly Jenkins". The signature is written in a cursive, flowing style.

Kelly Jenkins MSN, RN, NE- BC  
Executive Director, Kentucky Board of Nursing

# Kentucky Board of Nursing Launches Workforce Projection Model

We are excited to announce that the Kentucky Board of Nursing (KBN) has launched the Nursing Workforce Projection Model on its official website! This powerful tool offers comprehensive data on licensure demographics, employment metrics, enrollment figures, graduate statistics, job trends, and prelicensure nursing programs across Kentucky. With the Workforce Projection Model, you can gain valuable insights and stay informed about the current and future landscape of nursing in our state. Whether you are a

healthcare professional, educator, or policy maker, this resource will support informed decision-making and strategic planning. Visit [kbn.ky.gov](http://kbn.ky.gov) today to explore this dynamic new model and enhance your understanding of Kentucky's nursing workforce. We're currently collaborating with the Kentucky Hospital Association and long-term care facilities to incorporate more on-demand data into the Workforce Projection Model in the future.



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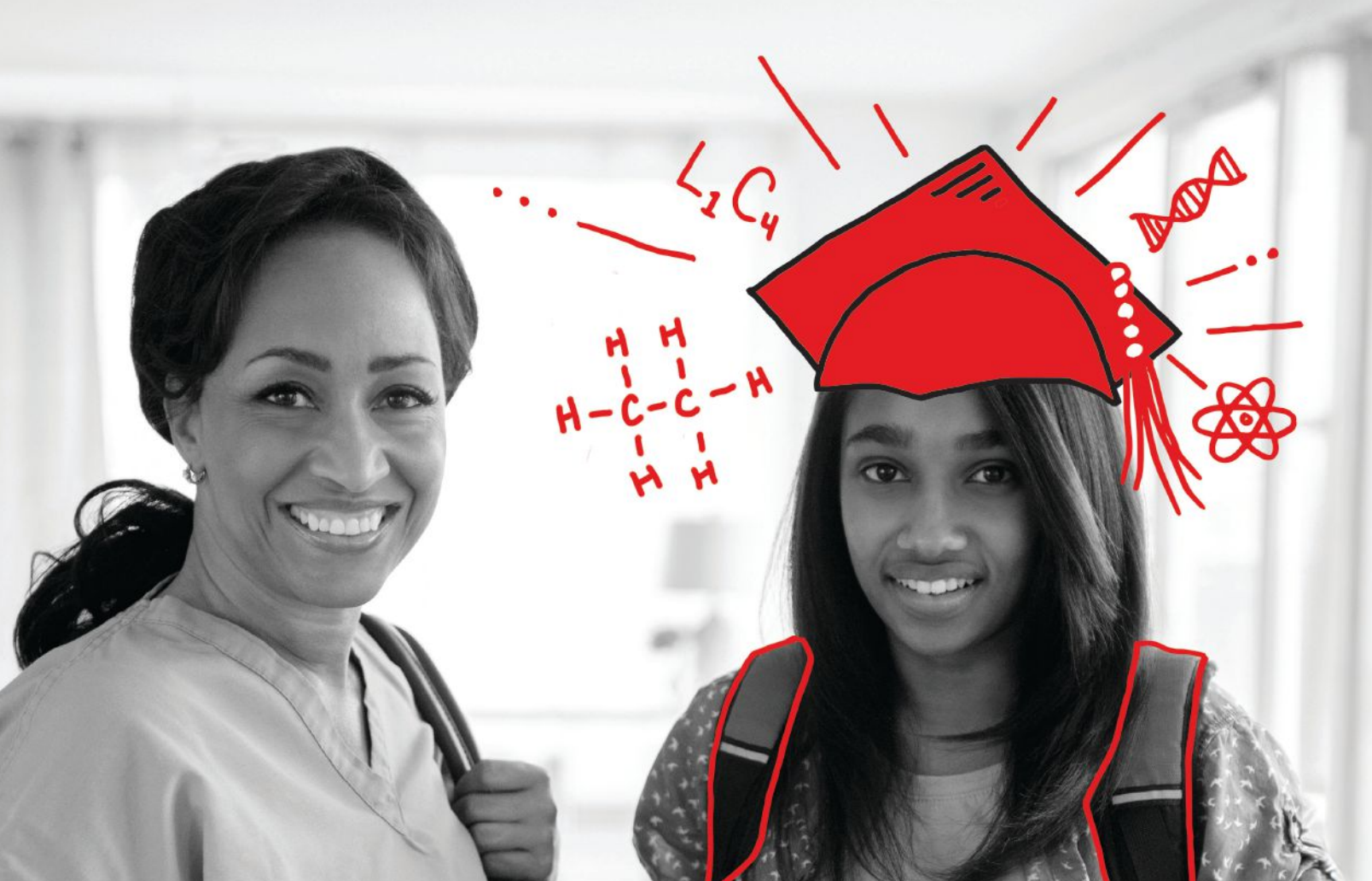
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# Third Annual Michelle Grant Rudovich Award



Pictured: Joe Lally Deputy - Executive Director, Shannon D. Whitlock – Administrative Branch Manager, Kelly Jenkins – Executive Director

On May 7, 2024, the Kentucky Board of Nursing was pleased to honor a deserving staff member with the Third Annual Michelle Grant Rudovich Award.

The Rudovich Award was established in 2022 to recognize one staff member a year who best exhibits the following qualities:

- Is dedicated to the mission and work of the Kentucky Board of Nursing,
- Maintains poise and professionalism in difficult situations,
- Possesses a determination to accomplish honorable and worthwhile endeavors,
- Demonstrates a strong sense of integrity,
- Possesses a profound attention to detail,
- Strives to contribute and add value,
- Strives to find the positive qualities in everyone,
- Seeks no recognition for their accomplishments and recognizes others' contributions,
- Shares knowledge and skills to make the team better, and
- Always goes above and beyond.

The award is named for former KBN Deputy Executive Director Michelle Grant Rudovich, who sadly passed away in 2021 after a long battle with breast cancer. Michelle exemplified all of the qualities listed above.

The recipient of this year's Michelle Grant Rudovich Award was Shannon Whitlock.

Shannon began her KBN career 22 years ago as a receptionist and gradually worked her way up through the ranks to her current position as Kentucky Nurse Aide Registry Program Coordinator. In the past year, Shannon was instrumental in adapting KBN's new ORBS system for KNAR processes.

If there was one theme that ran through all of the award nominations submitted by Shannon's coworkers, it was "positivity". A few examples of some of the comments in the nominations include:

- Shannon has been with KBN for over 22 years. From her time working the front desk to her time as office coordinator to working in the Kentucky Nurse Aide Registry, she has taken on anything that has come her way.
- She started as a temp but swiftly became an essential, joyful face of KBN.
- She has a bubbly personality, a kind smile and comforting presence. I envy her ability to connect to people in a way that makes them feel seen, valued and celebrated.
- She is someone that always looks for the good in someone and is always courteous. Even if the customer is escalated, she is able to de-escalate and get them the information that they are wanting and solve the problem that is occurring.
- She is willing to assist all departments at any time,
- People come to Shannon when they have a question as they know she will listen, troubleshoot, and help explain as needed.
- Even the delivery workers love Shannon.
- If Shannon is involved, everyone knows it will be done right and with efficiency.
- She never seeks recognition for the work she does for the KBN.
- Whether it was at the front desk, in admin services or KNAR, she works tirelessly and sometimes thanklessly to go above and beyond for this agency and anyone she meets.
- I worked with Shannon a lot over the years and when I say she is the best of us, the best of this agency, I truly mean it.
- There is no one better suited to represent this agency. She has put her blood, sweat and tears into the work she does for this agency over the years and she deserves to be recognized and celebrated. Shannon's name will join those of previous Rudovich Award winners, Jill Cambron (2022) and Rachel Williamson (2023), on a plaque that will hang in KBN's newly-renovated boardroom.





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# Louisville Nurse Plays Critical Role in Saving Shark Attack Victim in Florida



Pictured: Cathy Dougherty, RN, and her husband "Papa Joe"

On what began as a serene day at Seacrest Beach, Florida, the peaceful atmosphere was abruptly shattered by screams of “Shark! Shark!” Swimmers, gripped by fear, were seen sprinting towards the shore, their frantic cries filling the air. The tranquility of the ocean was suddenly transformed into a scene of terror. To the right of the fleeing crowd, a massive plume of red water began to spread, a grim indicator of a brutal shark attack. As the horror of the situation set in, Cathy Dougherty’s heart sank. Amidst the chaos, she saw that someone was critically injured—a young girl, seemingly around 15 years old, was being brought to shore. A brave man had ventured out to fight off the shark and, using a boogie board, managed to push her to safety. Upon reaching the shore, the extent of the girl’s injuries became horrifyingly clear. Her left hand had been bitten off, and her right leg bore extensive wounds from the shark’s teeth. The scene was one of urgency and despair. Cathy, an EMT, a doctor, and other beachgoers sprang into action to assess the girl’s condition. She was unresponsive, her skin pale, and her pulse weak. “My husband, Papa Joe, acted quickly,” Cathy recalled.

“He grabbed a ratchet strap from our beach chairs. With the help of two others, they pulled extremely hard and used it as a tourniquet to stop the bleeding from the artery in her leg.” The situation was dire. Cathy continued to monitor the girl’s vital signs, keeping a hand on her chest to be ready for compressions if her condition worsened. In a miraculous turn, the girl regained some consciousness and was able to open her eyes and whisper her name, providing a glimmer of hope amidst the chaos. The arrival of EMS personnel brought a sense of relief. They swiftly transported the injured girl to Sacred Heart Hospital in Pensacola, where she received the necessary treatment. In addition to Cathy, who is a registered nurse, an EMT, a doctor, and other beachgoers sprang into action to assess the girl’s condition. The quick and decisive actions of the Dougherty family, along with the beachgoers and the EMS team, undoubtedly played a crucial role in saving her life. “I give praise to my years of education and proper training for allowing my medical instincts to take over in such a critical moment,” Cathy said. “You never know when you’ll have to jump into action and answer the call.”



# APRN COMPLIANCE CORNER

## Respecting Professional Boundaries for the APRN: Don't Cross the Line

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

According to the National Council of State Boards of Nursing (NCSBN), professional boundaries are “the spaces between the nurse’s power and the client’s vulnerability.” In relationships with any level of comfort and closeness, boundaries are needed to separate individuals appropriately. Boundaries also serve to keep lines of communication open and let patients and nurses interact in a professional atmosphere. Unfortunately, setting boundaries is not straightforward. The American Nurses Association Code of Ethics for Nurses states, “When acting within one’s role as a professional, the nurse recognizes and maintains boundaries that establish appropriate limits to relationships.”

### Key definitions by the NCSBN:

“**Professional boundaries**” means the space between the nurse’s power and the patient’s vulnerability. The power of the nurse comes from the professional position and access to private knowledge about the patient: establishing boundaries allows the nurse to control this power differential and allows a safe connection to meet the patient’s needs.

“**Professional-boundary crossing**” means a deviation from an appropriate boundary for a specific therapeutic purpose with a return to established limits of the professional relationship.

“**Professional-boundary violation**” means the failure of a nurse to maintain appropriate boundaries with a patient and key parties.

### Key points for the APRN:

#### NEVER:

- Complain about or comment about a patient, employer, or co-workers, in front of a patient or on social media
- Post photographs or videos of patients (even with consent) on social media
- Use offensive language and/or create or share offensive posts
- Use your personal email or phone number to communicate with a patient

- Provide patient care outside of the established healthcare setting
- Communicate with patients and/or friends on social media about healthcare issues
- Never engage in a romantic relationship with a patient

#### ALWAYS:

- Keep patient visits focused on the patient
- Use the electronic medical record (EMR) to relay patient specific information that is HIPPA compliant
- Check social media post before posting to ensure the material cannot be taken as offensive

- Maintain professional boundaries with patients
- Provide patient care within the established healthcare setting
- Remember that anything posted on social media or sent in an email or text, even if deleted, is permanent

#### References

NCSBN. A Nurse’s Guide to Professional Boundaries. Chicago, IL: NCSBN; 2011. [https://www.ncsbn.org/ProfessionalBoundaries\\_Complete.pdf](https://www.ncsbn.org/ProfessionalBoundaries_Complete.pdf). American Nurses Association Code of Ethics for Nurses. 2024. <http://nursingworld.org/MainMenuCategories/EthicsStandards/CodeofEthicsforNurses.aspx>.



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# Are You Ready for a CE Audit?

Michelle Gary  
Continuing Competency Coordinator

Every year the KBN randomly selects nurses to participate in an annual Continuing Education (CE) Audit of the most recent earning period, November 1 to October 31. Those selected will receive an email from CE Broker and must submit CE documents via CE Broker to verify compliance with annual CE requirements. Nurses may use the CE Broker basic plan, which is provided without cost.

Nurses are only required to use CE Broker if they are selected for the CE Audit and requested to submit CE documents. Nurses may use CE Broker outside of an audit to electronically maintain CE documents, but this is not required. Additional information on the CE Audit and CE Broker is available on the KBN website at <https://kbn.ky.gov/continuing-education/Pages/CE-Audit-CE-Broker.aspx>

## Compliance

During the CE Audit, documents submitted by those selected are reviewed. If the items submitted meet the CE requirements, the nurse is considered CE compliant and an email approving the submission is sent.

## Non-Compliance

If the items submitted do not meet the requirements, the nurse will receive an email requesting additional information or documentation.

Nurses who do not respond to the CE audit or cannot provide the required documentation to verify completion of the CE during the earning period are considered non-compliant and in violation of KRS 314. 073 <https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=44619> and 201 KAR 20:215 <https://apps.legislature.ky.gov/law/kar/titles/201/020/215/>.

Nurses who are unable to provide proof of completion of their annual CE requirements, for any reason, must complete the CE immediately, and submit completion documents to the Board with a letter of explanation. If accepted, they may enter into a consent decree that will include an administrative fine. Nurses who fail to resolve the CE deficiency will result in a formal investigation.

## 10 Helpful CE Tips

Meet your CE requirement by October 31! All nurses are required to complete continuing education requirements to renew their license. The CE earning period is from November 1 – October 31 of every year. Don't wait, complete CE before trick or treating!

1. Even if you are not working as a nurse when you renew your license, you are attesting you have or will complete your CE by October 31st.

A nurse who is no longer practicing may choose to retire their nursing license. Retirement of the nursing license allows the nurse to retain the title of RN; however, the nurse is not allowed to practice on the retired license. For additional information on the process, a web link has been provided directly below. <https://kbn.ky.gov/Licensure/Pages/retire-relinquish-lapse.aspx>.

2. Know your CE requirements! Do not depend on someone else. Some facility requirements do not meet KBN CE requirements. Annual CE requirements are based on the nurse's license type. To ensure that you have met the required annual CE, please review the information on the KBN website: <https://kbn.ky.gov/Pages/index.aspx>. Just click on the "I am a ..." tab, select your license type, and then the continuing education tab.
3. Know your CE Provider! The KBN only accepts completion certificates from providers approved to offer nursing CE by the KBN, another state board of nursing, or one of the national nursing organizations listed in 201 KAR 20:220. <https://apps.legislature.ky.gov/law/kar/titles/201/020/220/>. Some providers offer courses for other professionals that may not be acceptable for nursing CE.
4. BLS courses, equipment demonstrations, and in-service courses are not accepted! Courses designed to provide information related to the work setting do not meet CE requirements.
5. Check your completion certificates! They must include the following information:
  - Your name;
  - Course title;
  - Date of completion;
  - Number of contact hours completed and if applicable number of contact hours in pharmacology;
  - The name of the provider; and
  - Who approved the provider to offer nursing CE.If any of the required information is missing, the certificate will not be accepted.
6. Complete evaluations immediately! Completion of an evaluation is often required for CE courses. There may be a time limit for completion of an evaluation. The date of completion of the evaluation is often considered the date of completion for the course. Don't wait until you receive your audit notice, it will be too late.
7. Save your documents! All nurses are required to maintain CE documents for at least 5 years in the event of an audit. Keep your own records, do not depend on someone else.
8. Keep your email contact information updated in the KBN Nurse Portal!
9. Check your email including junk and spam folders for messages from KBN and CE Broker!
10. Stay informed! Check the KBN website, social media, and emails from the KBN for information on CE requirements.





## Kentucky Administrative Regulations (KAR)

### Administration Regulation Highlight: 201 KAR 20:067

The Kentucky Board of Nursing, in accordance with KRS 218B.050(10), recently promulgated a process under Kentucky Administrative Regulation 201 KAR 20:067 for APRNs to be authorized to provide written certifications for the use of medicinal cannabis. The new regulation is in effect and addresses the authorization application and renewal; continuing education requirements; potential sanctions; as well as minimal standards of care, including record maintenance and follow up requirements.

The complete regulation may be found at the Legislative Research Commission website: <https://apps.legislature.ky.gov/law/kar/titles/201/020/067/>

#### To be eligible for an Authorization to provide written certifications, an APRN applicant shall:

- Hold an active, unrestricted Kentucky license as an APRN that is in good standing;
- Have a valid DEA registration and a current registration certificate on file with the board;
- Have an active account with Kentucky's prescription drug monitoring program (KASPER) and a current PDMP registration certificate on file with the board;
- Have not had a license to prescribe, possess, dispense, administer, supply, or sell a controlled substance denied, restricted, or disciplined, by the DEA or appropriate issuing body of any state or jurisdiction, based, in whole or in part, on the applicant's inappropriate prescribing, personally furnishing, dispensing, administering, supplying, or selling a controlled substance or other dangerous drug;
- Have completed the continuing education requirements, which include the subjects diagnosing qualifying medical conditions; treating qualifying medical conditions with medicinal cannabis; and the pharmacological characteristics of medicinal cannabis and possible drug interactions; and
- Have no ownership or investment interest in or compensation agreement with a cannabis business licensed under KRS Chapter 218B.

The initial and renewal application fee for the Authorization is a nonrefundable \$100.

Please be advised the Board intends to begin accepting applications on July 1, 2024, and information on the applications may be submitted on the Board's Nurse Portal at [www.kbn.ky.gov](http://www.kbn.ky.gov).

### 201 KAR 20:320

This administrative regulation regards standards for curriculum of prelicensure registered nurse and practical nurse programs.

#### The Amendments:

- Clarify that external examinations may be weighted no more than the lowest weighted individual examination included within the course grade average;
- Require on-campus physical facilities pursuant for students to practice clinical skills and be observed and provided feedback prior to testing; and

- Remove implicit bias as a required curriculum subject for programs of prelicensure RN and LPN education.

#### Promulgation:

- On December 5, 2023, and January 11, 2024, a workgroup met to recommend amendments to the regulation.
- On January 18, 2024, the Education Committee considered and approved changes.
- On February 15, 2024, the Board considered and approved changes.
- On March 13, 2024, staff filed the regulation with the LRC.
- A public hearing was tentatively set May 21, 2024, but a hearing was not requested, and it was cancelled.
- The comment period ended on May 31, 2024. Two comments were submitted by stakeholders regarding the skills evaluations by programs of nursing. Staff offered additional comments regarding the requirement that the practicum be completed within seven weeks when the student has had a medical emergency.
- On June 5, 2024, counsel requested an extension until July 15, 2024, to give the Board an opportunity to review and respond to the comments.
- On June 20, 2024, the Board considered comments regarding the regulation and will offer agency amendments based upon those comments.

### 201 KAR 20:370

This administrative regulation regards applications for licensure.

**The Amendment requires a multistate licensee who changes primary state of residence to Kentucky shall apply for a multistate license in Kentucky within sixty (60) days, in accordance with Nurse Licensure Compact (NLC) rules.**

#### Promulgation:

- On December 14, 2023, the Board considered and approved changes.
- On December 27, 2023, staff filed the regulation with the LRC.
- A public hearing was tentatively set March 25, 2024, and the comment period ended on March 31, 2024. A hearing was not requested, and no comments were received.
- On April 9, 2024, the ARRS considered the regulation and passed it.
- On June 18, 2024, the Interim Joint Subcommittee on Health Services (IJCHS) considered the regulation and passed it.

### 201 KAR 20:506

This administrative regulation regards the nurse licensure compact.

**The Amendments update the NLC MIR to the latest versions.**

#### Promulgation:

- On December 14, 2023, the Board considered and approved changes.
- On December 27, 2023, staff filed the regulation with the LRC.
- A public hearing was tentatively set March 25, 2024, and the comment period ended on March 31, 2024. A hearing was not requested, and no comments were received.
- On April 9, 2024, the ARRS considered the regulation and passed it to the IJCHS.
- On June 18, 2024, the IJCHS considered the regulation and passed it.

# SUMMARY OF BOARD ACTIONS

## BOARD MEETING – APRIL 18, 2024

### PRESIDENT'S REPORT

Audria Denker, KBN Board President, provided a brief update from the NCSBN mid-year conference she attended in Atlanta. She also reported that one of the speakers from the conference will be providing a presentation to KBN staff called "Reimagine Discipline" in June.

### FINANCIAL OFFICER'S REPORT

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

Anna Adams, Administrative Services Supervisor, provided a brief update on the most recent audit. The audit report will be presented at the May Governance Committee meeting and at the June Board meeting.

### EXECUTIVE DIRECTOR'S REPORT

Kelly Jenkins, Executive Director, presented the Executive Director's report and included information on the following: Building; Operations [ORBS; Laserfiche]; Professional Development; 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 15, 2024, and March 21, 2024 Credentials Review Panel meetings, which were approved by acclamation.

### EDUCATION COMMITTEE

Education Committee Report – March 21, 2024

- It was moved and seconded to accept the March 21, 2024 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:

Bellarmine University Psychiatric Mental Health Nurse Practitioner Program – Degree Proposal

- The Bellarmine University PMHNP Degree Program Proposal be approved as presented.

Bellarmine University Psychiatric Mental Health Nurse Practitioner Program – Post-Masters Certificate Proposal

- The Bellarmine University PMHNP Post-Masters Certificate Proposal be approved as presented.

Galen College, PN – Pikeville, Site Visit Report

- The Galen College Practical Nursing Program Site Visit Report be approved as written, with no requirements to be met, and that Galen College of Nursing PN

Program, Pikeville KY, move from initial status to approval.

Erica Lemberger and Audria Denker recused themselves from the discussion and vote due to employment.

Kentucky State University, BSN – Frankfort, Site Visit Report

- Kentucky State University BSN Program of Nursing remain on Initial Status with quarterly progress reports providing supportive evidence concerning the program's progress in fulfilling the Requirements to be Met, to be submitted beginning May 30, 2024.

Lincoln Memorial University, ASN – Corbin, Site Visit Report

- Lincoln Memorial University ASN Program, Corbin KY, be granted continued approval status with bi-annual progress reports.

Continued on page 16>>

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Medical Career & Technical College, PN – Richmond, Site Visit Report

- The Requirements to be Met as stated in the site visit report be approved with quarterly progress reports providing evidence to those requirements.

2023 Benchmarks

- The 2023 Benchmarks be accepted as written

2023 Pass Rates

- The 2023 Pass Rates be accepted as written

**PRACTICE COMMITTEE**

Practice Committee March 22, 2024 Report

- It was moved and seconded to accept the March 22, 2024 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 23 The application and removal of a cast by nurses and closed reduction by APRNs

- **Advisory Opinion Statement (AOS) #23 The Application and Removal of a Cast by Nurses and Closed Reduction by Advanced Practice Registered Nurses, be approved by the Board, as submitted.**

AOS 24 Patient abandonment by nurses

- **Advisory Opinion Statement (AOS) #24 Patient Abandonment by Nurses, be approved by the Board, as submitted**

AOS 25 Roles of nurses in blood-related procedures

- **Advisory Opinion Statement (AOS) #25 Roles of Nurses in Blood-Related Procedures, be approved by the Board, as submitted**

AOS 44 Roles of nurses in the performance of general procedures

- **Advisory Opinion Statement (AOS) #44 Roles of Nurses in the Performance of General Procedures be approved, by the Board, with specified changes**

The Child Fatality & Near Fatality External Review Panel

- **The Board encourage licensees who care for children to complete an IPV screening tool, securely record those findings, and**

refer those with a positive screening to resources, as recommended by the Child Fatality and External Near Fatality Review Panel 2023 Annual Report.

- In response to the Panel, the Board will provide a written response that will include KBN staff recommendation that a list of screening instruments for IPV for licensees on its website and in a targeted email blast, specifically to APRNs and LCPM's that specialize in Women's Health.
- Additionally, the Report recommended that:

The Kentucky Multidisciplinary Commission on Child Sexual Abuse and the Kentucky Attorney General's Office should examine the feasibility and make a proposal to the Judiciary Committee to amend KRS 431.600 to require multidisciplinary teams to review all fatal or near fatal child physical abuse investigations.

- In response, Committee members recommend to the Board that:

The KBN requests that such a multidisciplinary team include KBN. In addition, the Kentucky Association of Nurse Practitioners and Nurse Midwives should also be included to participate in such a workgroup as this organization is most inclined and best positioned to advocate for

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legislative remedies such as mandated continuing education requirements.

• **Further, the Report recommended that:**

The Cabinet for Health and Family Services, Equity and Determinants Health Branch should create an educational handout for those individuals who screen positive for Intimate Partner Violence on social determinants health screening. The information should include resources available throughout the Commonwealth and risk factors to children in the home.

• **In response, the Committee members recommend to the Board that:**

KBN could provide such information to licensees on its website and in a targeted email blast, specifically to APRNs that specialize in Women's Health and to Licensed Certified Professional Midwives.

• **Further, the Board approved the following revisions:**

Amend the letter to state that the email blast will be sent to ALL licensees, instead of to only APRNs.

**GOVERNANCE COMMITTEE**

- **It was moved and seconded to accept the March 21, 2024 Governance Committee report, which was approved by acclamation.**

**ACTION ON LICENSES**

- **It was moved and seconded that 17 orders, with no exceptions filed, discussed in closed session be adopted, which were approved by acclamation.**

**PERSONNEL ACTIONS**

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

**PERSONNEL MATTER**

Discussion of Discipline of an Individual Employee

- **The report from the outside agency and the findings therein be accepted as written.**
- **Based on unsubstantiated findings in the report, this disciplinary matter is now closed.**

**INFORMATION/ANNOUNCEMENTS**

Other

The following items were provided for information only:

- **KBN organizational chart, updated April 8, 2024**

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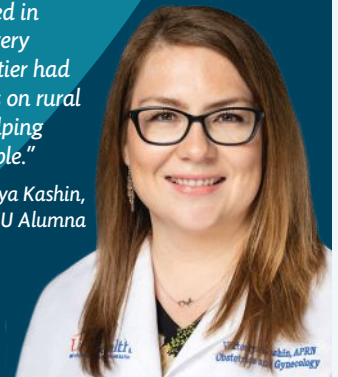


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# SUMMARY OF BOARD ACTIONS

## BOARD MEETING – JUNE 20, 2024

### ELECTION OF 2024-25 BOARD VICE PRESIDENT

Audria Denker, KBN Board President, explained that last year the Board approved to change the process of electing Board officers from electing both president and vice president in the same year, to electing only one officer each year in alternating years.

Erica Klimchak, Administrative Assistant, conducted the election of Vice President via electronic ballot. Erica Lemberger was re-elected Vice President.

### PRESIDENT'S REPORT

Audria Denker, KBN Board President, provided a brief update from the NCSBN National Forum she recently attended.

### FINANCIAL OFFICER'S REPORT

- **It was moved and seconded to accept the financial officer's report (May financial summary), 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: Building; Operations [ORBS; Laserfiche; Workforce Projection Model]; Professional Development; 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. The following committee recommendations were moved and seconded and were approved by acclamation after discussion and presentation of background materials:**

Delegation of Authority

- **The Delegation of Authority document was approved as written for renewal.**

### 201 KAR 20:320

- **Section 3 – add language stating that the evaluation may be recorded using equipment provided by the Program of Nursing**
- **Revise language regarding practicum hours**

### CREDENTIALS REVIEW PANEL

- **It was moved and seconded to accept the reports of the April 18, 2024, and May 16, 2024 Credentials Review Panel meetings, which were approved by acclamation.**

### EDUCATION COMMITTEE

#### Education Committee Report Revisions – March 21, 2024

- **It was moved and seconded to accept the revisions to the March 21, 2024 Education Committee report, which was approved by acclamation.**

#### Education Committee Report Revisions – May 16, 2024

- **It was moved and seconded to accept the revisions to the May 16, 2024 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:**

#### Asbury University, BSN – Wilmore, Letter of Intent

- **The Asbury University, BSN – Wilmore, Letter of Intent be approved as presented.**

Jacob Higgins abstained from the vote due to employment

#### Western Kentucky University DNP – CRNA Program Letter of Intent

- **The Western Kentucky University DNP – CRNA Program Letter of Intent be approved as presented.**

Jana Bailey, Darlena Jones, and Jennifer

Harpe-Bates abstained from the vote due to conflicts of interest

### Big Sandy Community and Technical College PN Program Letter of Intent

- **The Big Sandy Community and Technical College PN Program Letter of Intent be approved as presented.**

There was one no vote

### Sullivan University ASN – Lexington Site Visit

- **The requirements to be met as stated in the site visit report be approved with quarterly progress reports providing evidence to those requirements, beginning August 31, 2024, and Sullivan University College of Nursing Associate Program Lexington KY, move from initial status to an approved program of nursing.**

### 201 KAR 20:215

- **The proposed changes to 201 KAR 20:215 be approved as written.**

### PRACTICE COMMITTEE

#### Practice Committee May 17, 2024 Report

- **It was moved and seconded to accept the May 17, 2024 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 School Nurse Continuous Glucose Monitoring

- **School nurses who provide continuous glucose monitoring (CGM) for students during the school day or during school activities should do so only if they are educationally prepared and clinically competent to perform such tasks. The school nurse should never use a personal device for CGM, data collection, or communication between themselves, students, guardians, or healthcare providers due to the risk of confidential student data being compromised. Further, that schools develop internal policies and procedures related to 1) The storage of CGM monitoring devices on school**



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

Advisory Opinion School Nurse Anti-Choking Devices

- In the event of a choking event in the school setting the school nurse should use recommended life-saving protocols as set forth by organizations such as the American Red Cross, American Heart Association, The International Liaison Committee on Resuscitation, etc.
- In schools, where such devices are prescribed by a qualified health care provider, school nurses should receive adequate training in the use of anti-choking devices and have evidence of clinical competence and education regarding such training. Further, it is recommended that schools develop internal policies and procedures related to 1) The use of anti-choking devices in the school setting, and 2) Appropriate training guidelines for all staff in the use of anti-choking 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.**

AOS #7 Roles of Nurses in Stapling, Suturing, and the Application of Topical Adhesives

- **Advisory Opinion Statement (AOS) #7 Roles of Nurses in Wound Closure Procedures, be approved by the Board, with specified revisions.**

AOS #26 Roles of Nurses in the Performance of Advanced Life Support and Delivery of Emergency Medical Care via Ambulance Services

- **Advisory Opinion Statement (AOS) #26 Roles of Nurses in the Performance of Advanced Life Support and Delivery of Emergency Medical Care via Ambulance Services be approved by the Board, with specified revisions.**

AOS #8 Nurses Practicing in the Perioperative Setting

- **Advisory Opinion Statement (AOS) #8 Roles of Nurses in the Perioperative Setting, be approved by the Board, with specified changes.**
- **Further, Committee Members establish a collaborative workgroup to review the scope of practice of surgical assistants, who become licensed RNs after having received training and employed as surgical assistants but do not meet the qualifications of an RNFA, in perioperative facilities.**

201 KAR 20:056 Advanced Practice Registered Nurse Licensure and Certification Requirements

- **201 KAR 20:056 Advanced practice registered nurse licensure and certification requirements, with specific revisions, be approved by the Board.**

201 KAR 20:057 Scope and Standards of Practice of Advanced Practice Registered Nurses

- **201 KAR 20:057 Scope and standards of practice of advanced practice registered nurses, be approved by the Board, as submitted.**

**GOVERNANCE COMMITTEE**

- **It was moved and seconded to accept the May 16, 2024 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:**

201 KAR 20:230 Renewal of Licenses

- **The proposed changes to 201 KAR 20:230 be approved as written.**


201 KAR 20:390 Nursing Incentive Scholarship Fund

- **The proposed changes to 201 KAR 20:390 be approved as written.**

**ACTION ON LICENSES**

- **It was moved and seconded that 5 orders, with no exceptions filed, discussed in closed session be adopted, which were approved by acclamation.**

Continued on page 20>>



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Continued from page 19>>

**PERSONNEL ACTIONS**

The personnel actions, including the staff training hours report, 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:

- **Wooton, Tonya – Condensed**

**INFORMATION/ANNOUNCEMENTS**

Other

The following items were provided for information only:

- **KBN organizational chart, updated June 12, 2024**
- **Staff Recognition:**
  - o **Nathan Goldman, KBN Hearing Officer, retirement**
- **There was a question and brief discussion regarding CMA certification requirements**



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# An A-Z Guide for the Kentucky Board of Nursing

Ann Tino, BSN, RN, Manager  
Investigation Branch



The following is a list of A-Z letters with corresponding words/terms commonly used at the Kentucky Board of Nursing.<sup>1</sup>

**A: An Agreed Order** is an agreement between the licensee and KBN that a violation occurred and specifies terms/conditions agreed to. This is a formal disciplinary action. During FY 2023, 121 Agreed Orders were entered.

**B: Board members** – The Governor appoints a Board of Nursing consisting of seventeen members. See KRS 314.121 for additional information on requirements and the nominating process. Two Board members serve on each hearing panel and act as the “finders of fact,” similar to a jury.

**C: Communication** – The Optimal Regulatory Board System (ORBS) provides the Board with two-way communication to applicants and nurses within the framework of the ORBS Message Center.

**D: Consent Decrees** are agreements between the licensee and Board that can be entered into if the Board finds that the incident was minor or non-willful. It is considered informal action, imposes a civil penalty, and may require the licensee to provide verification of successful completion of specific continuing education hours. During FY 2023, 308 consent decrees were entered.

**E: Electronic mail (email)** – For the purposes of the practice of nursing, a nurse shall provide the board with an electronic mail (email) address to receive communications from the Board. This requirement shall also apply to dialysis technicians and certified professional midwives. The email address provided shall be exempt from disclosure pursuant to KRS 61.878(1)(a). 201 KAR 20:085§(4) (1,2,3).

**F: Failed to report** is verbiage commonly used when a licensee or applicant fails to report convictions or disciplinary action from other states to KBN. This can result in discipline.

**G: Guidelines** are maintained by the Board to provide consistency.

**H: Hearings** are scheduled in contested cases monthly.

**I:** Investigators may request an **Investigative Meeting** with the individual against whom the complaint has been made. 201 KAR 20:161§1(4)(c).

**J: Just Culture** is a framework for decision-making in disciplinary actions. Just Culture balances accountability between the system and individual. The goal of Just Culture is to protect the public by helping licensees make responsible choices to prevent errors and client harm.

**K: Kentucky Alternative Recovery Effort (KARE)** for Nurses program is the Board’s alternative to discipline program for licensees who admit they have a substance use disorder. As of June 2024, the Compliance Branch was monitoring approximately 100 participants in the KARE program.

**L:** When a **license** is granted by the KBN the licensee consents to following the laws of the Commonwealth pertaining to their discipline and it is expected that they will familiarize themselves with all laws. Failure to do so may result in a disciplinary action. Lack of knowledge is not a viable defense.

**M: Mobile** devices (cell phones and tablets) are not currently supported by our new database, Optimal Regulatory Board System (ORBS). ORBS works best on Windows desktop PC or laptop in Chrome or Microsoft Edge. Mobile devices should be supported by ORBS by the end of 2024 calendar year!

Continued on page 22>>



Continued from page 21>>

**N:** The hearing process is initiated by the issuance of the **Notice of Hearing** and Statement of Charges. The Notice of Hearing provides notice to the licensee that a formal action is being brought against them and provides information regarding the charges and the hearing.

**O: Optimal Regulatory Board System (ORBS)** is a new turnkey solution for license management and discipline enforcement across the lifespan of a nurse. The Board transitioned to this database in March 2023. All licensees in the Commonwealth of Kentucky are required to register and create an account with the Board through the Kentucky Nurse Portal.

**P: Nurse Portal** – Kentucky Board of Nursing now has a secure licensee portal to allow an applicant or licensee to apply for various types of licenses (exam, renewal, reinstatement, endorsement). In addition, licensees will be able to renew, update their personal information (names, addresses, email, etc.), and communicate with Board staff via the Portal.

**Q:** With limited exceptions, Board staff maintain **queues** in ORBS where case processing generally occurs in the order received by the office.

**R:** A written, legible, verified **response** shall be filed with the board within thirty days of receipt of the complaint by the individual against whom the complaint has been made. 201 KAR 20:161§1(4)(b), KRS 314.095 If a Notice of Charges is issued, which initiates the hearing process, the licensee shall file with the Board a written answer to the specific allegations contained in the Notice of Charges within twenty days of the receipt of charges. An allegation not properly answered shall be deemed admitted. Failure to file an answer may result in the issuance of a default order. 201 KAR 20:162.

**S: States** – currently the following states and territories participate with the Optimal Regulatory Board System (ORBS): Arizona, Arkansas, Guam, Kentucky, Louisiana (RN and LPN Boards), Nevada, New Mexico, North Dakota, Northern Mariana Islands, Oklahoma, Oregon, Texas, Virgin Islands,

West Virginia (RN and LPN Boards), and Wyoming.

**T: Terms and Conditions** for using the Kentucky Nurse Portal. You will have to accept the terms and conditions for using the Portal. Carefully and thoroughly read before clicking on I AGREE.

**U:** After review of a complaint, if no evidence of any violations of law can be determined then the complaint is deemed **unsubstantiated**.

**V: Voluntary Surrender** is disciplinary action against a license. The licensee agrees to surrender the property (the license) for a period to resolve a pending case on their license.

**W: Workforce Data** became part of the nurse's licensure renewal application effective with the 2022 renewal period. This data is collected for statistical purposes and shall be exempt from disclosure pursuant to KRS 61.878(1)(a). 201 KAR 20:085§(5)(1,2).

**X:** A list of the types of disciplinary actions that can be expunged upon the request of a nurse and when can be found at 201 KAR 20:410§3. Expungement means that all affected records shall be sealed and the proceedings to which they refer shall be deemed to never have occurred. After expungement, a nurse can state upon inquiry that disciplinary records do not exist.

**Y: Your Honor** is the proper way to address a judge in court. Regarding the Board, the Hearing Officer serves in this role and should be addressed as "your honor."

**Z: Zoom** is a virtual platform that the KBN started utilizing during the COVID State of Emergency. It is now used for board meetings, investigative meetings, and hearings.

<sup>i</sup> This article is applicable to nurses, licensed certified professional midwives, and dialysis technicians with a KBN issued license, credential, privilege to practice, or pending application. For simplicity, a reference to licensee will be used throughout the article as a reference to all those that are within the jurisdiction of the KBN.

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# Avoiding Disciplinary Action on Your License

Ann Tino, BSN, RN, Manager  
Investigation Branch

As you are aware, Kentucky nursing licensure renewal is required on an annual basis. If you currently hold an active nursing license, it will expire October 31, 2024. However, initial licenses issued by examination or endorsement on or after May 1, 2024, will expire October 31, 2025. Thereafter, the license renewal is required annually. Paying close attention to the application questions and answering each question properly could save you a headache and/or discipline after submitting your renewal application.

The Kentucky Nursing Laws and the attendant regulations require you to report:

- All misdemeanor convictions, including Driving Under the Influence but excluding traffic misdemeanors, in Kentucky courts or those of any other state, federal, military, or other U.S. jurisdiction, regardless of when they occurred.
- All felony convictions, in Kentucky courts or those of any other state, federal, military, or other U.S. jurisdiction, regardless of when they occurred.
- If the conviction is greater than five (5) years old, it may not be necessary to provide a letter of explanation or a certified copy of the court record, unless asked to do so by Board staff. This depends on the nature of the conviction(s), and you will be notified by Board staff to provide further information if it is needed.

Per KRS Chapter 314.011(21), a conviction is defined as:

- An unvacated adjudication of guilt;
- Pleading no contest or nolo contendere or entering an Alford plea; or
- Entering a guilty plea pursuant to a pretrial diversion order; regardless of whether the penalty is rebated, suspended, or probated. You do not need to report convictions that are:
- Minor traffic violations (i.e. speeding violations)
- No Insurance
- No Vehicle Registration
- Operating on a Suspended/Revoked Operators License (Non-DUI)
- Failure to Maintain Proper Number of Flotation Devices on Watercraft
- Reckless Driving
- Previously reviewed or reported to the Board.

Furthermore, Kentucky Nursing Laws and the attendant regulations also require you to report:

- All disciplinary action, including denial, limitation, suspension, probation, or revocation, taken against your nursing or other professional/business license/certification or your privilege to practice by any licensing or regulatory authority other than KBN.

For all disciplinary action reported, you must submit a detailed letter of explanation describing the circumstances and events surrounding the discipline and a certified or attested copy of the final disciplinary action.

- Any current pending investigation against your nursing or other professional/business license/certification or your privilege to practice by any licensing or regulatory authority other than KBN. You must submit an official, certified or attested copy of the complaint that initiated the pending investigation, or the document provided to you that notified you of the pending investigation. You must also submit a letter of explanation describing in your own words the status of the investigation, circumstances, and events that led to the pending investigation.
- Admittance to a monitoring program, including alternative to discipline, diversion, or peer assistance program reported. You must submit a letter of explanation describing the circumstances and events surrounding your admittance to monitoring and a copy of the monitoring agreement.

Failure to answer these questions correctly and/or failure to provide the required documents by close of business on October 31st may result in a delay in processing your application or non-processing of your application. If your application is not processed, you will be required to reinstate your license before being eligible to practice nursing.

It is imperative to answer these questions truthfully on any application for licensure issued by KBN. Unfortunately, there are applicants and nurses who fail to answer these questions honestly. These individuals could potentially be charged with falsification of the application. Specifically, you could be charged with KRS 314.091(1)(a): guilty of fraud or deceit in procuring or attempting to procure a license, credential or privilege to practice nursing; as well as KRS 314.091(1)(h): negligent or willful falsification of an essential document.

Help us, help you, protect the sacred oath of nursing practice, which is a privilege granted by the Kentucky Board of Nursing. You worked hard to earn your license, working smarter will protect it.

*ANN TINO joined the KBN as an Investigator in 2001 and was promoted to Manager of the Investigation Branch in 2011. She has earned distinction as a Certified Investigator (CLEAR). Ms. Tino served as a board member of the National Association of Drug Diversion Investigators, Kentucky Chapter, approximately 10 years. She has previously published articles in the Journal of Nursing Regulation and KBN Connection and has presented at CLEAR and NCSBN.*





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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.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](http://www.Nursys.com)**

## CEASE AND DESIST ISSUED

Pacheco Macias, Mayra		Lexington, KY	Eff. .... 5/29/24
Taylor, Alyson Paige	SRNA Certification 50217784	Lexington, KY	Eff. .... 4/25/24

## IMMEDIATE TEMPORARY SUSPENSION OF LICENSE/CREDENTIAL

Amburgy, Patricia Marie	RN License 1090213	Louisville, KY	Eff. .... 5/9/24
Bartimus, Pamela Dwan	RN License 1097732	Owensboro, KY	Eff. .... 4/23/24
Brumback, Kayse Ruth	RN License 1158574	Whitesburg, KY	Eff. .... 4/5/24
Eldridge, Crystal	LPN License 2048154	Blackey, KY	Eff. .... 5/15/24
Hamilton, Craig Scott	RN License 1094772	Richmond, KY	Eff. .... 4/25/24
Harris, Trina Kay	RN License 1094898	Carrollton, KY	Eff. .... 5/8/24
Marsh, Angela Brooke	RN License 1116075; APRN License 3017186	Scottsville, KY	Eff. .... 5/16/24

Mehlbauer, Connie	LPN License 2019680	Owensboro, KY	Eff. .... 4/29/24
Riddle, Jennifer Lynn	LPN License 2035478	Lexington, KY	Eff. .... 4/10/24
Smith, Lynn Kimiko	RN License 1159937	Charlestown, IN	Eff. .... 5/16/24
Smith, Savannah	RN License 1165618	Summer Shade, KY	Eff. .... 5/23/24
Young, Victoria J.	LPN License 2019365	Louisville, KY	Eff. .... 5/23/24

## IMMEDIATE TEMPORARY SUSPENSION OF PRIVILEGE TO PRACTICE

Anderson, Kimberly Michelle	MS PN License 327448	Clarksville, TN	Eff. .... 5/16/24
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## PRIVILEGE TO PRACTICE REVOKED PERMANENTLY

Thompson, Melinda M.	AR LPN License L045919	Huntsville, AR	Eff. .... 4/18/24
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## LICENSE/CREDENTIAL SUSPENDED

Cox, Kacey Kelli	RN License 1166640	Hazard, KY	Eff. .... 4/18/24
Durham, Brandon Kyle	RN License 1116424	Crestwood, KY	Eff. .... 4/30/24
Jesse, Theresa Lynn	RN License 1059888	Shelbyville, KY	Eff. .... 6/20/24
Oller, Lisa C.	RN License 1100510	Owensboro, KY	Eff. .... 4/18/24
Slone, Karenda	LPN License 2032598	Pippa Passes, KY	Eff. .... 4/18/24
Stephens, Kimberly Mae	LPN License 2030238	Covington, KY	Eff. .... 4/18/24
Tobias, Joshua	DT Credential 4012630	Clarksville, TN	Eff. .... 5/14/24

## PRIVILEGE TO PRACTICE SUSPENDED

Lovins, Cindy Jo	TN RN License 193783	Maryville, TN	Eff. .... 4/18/24
Maypray, Ashley Shante	TN PN License 87765	Madisonville, KY	Eff. .... 4/18/24
Paulson, Edwarda W.	MO RN 123523	Springfield, MO	Eff. .... 4/18/24
Riseden, Mary Beth	TN PN License 68332	Oneida, TN	Eff. .... 4/18/24

## LICENSE/CREDENTIAL DENIED OR DENIED REINSTATEMENT

Antle, Dawn Renee	RN License 1079714; APRN License 3007389	Sellersburg, IN	Eff. .... 6/20/24
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Asher, Eleisha	RN License 1124784	Jackson, KY	Eff. .... 4/26/24
Barron, Christian Alexandria	RN License 1153956	Tacoma, WA	Eff. .... 4/9/24
Bricker, Ashley R.	LPN License 2052846	West Portsmouth, OH	Eff. .... 4/18/24
Cook, Brenda F.	LPN License 2022598	Siler, KY	Eff. .... 4/18/24
Graybill, Vicki L.	RN License 1072057	Grays Lake, IL	Eff. .... 4/18/24
Guebert, Deyonna Cyle	RN License 1161312; APRN License 3013084	Evansville, IN	Eff. .... 6/20/24

Johnson, Catherine M.	RN License 1071428	Versailles, KY	Eff. .... 4/18/24
Matter, Jonathan Matthew	RN Applicant by Endorsement	Hopkinsville, KY	Eff. .... 5/14/24
McElroy, Leah Nicole	LPN License 2040228	Neon, KY	Eff. .... 4/18/24
Ruckle, Tandra Evalene	LPN License 2046256	Lanesville, IN	Eff. .... 4/18/24
Schaefer, Cynthia Dawn	RN License 1106161; APRN License 3005632	St. Louis, MO	Eff. .... 6/20/24

Victor, Jane	LPN License 2054424	Mt. Washington, KY	Eff. .... 4/18/24
Williams, Deborah Ann	LPN License 2036253	Louisville, KY	Eff. .... 4/18/24

## LICENSE/CREDENTIAL VOLUNTARILY SURRENDERED

Carey, Kayla Danielle	LPN License 2050571	Frankfort, KY	Eff. .... 5/23/24
Childers, Shannon Brooke	RN License 1110151	Springfield, KY	Eff. .... 5/2/24
Haley, Stephanie Gail	LPN License 2041466	Sadieville, KY	Eff. .... 5/16/24
Maxwell, Stacey Michele	RN License 1077680	Lawrenceburg, KY	Eff. .... 5/2/24
McCarthy, Susan R.	RN License 1106975	Henderson, KY	Eff. .... 4/9/24
Smith, Lynn Kimiko	RN License 1159937	Charlestown, IN	Eff. .... 6/6/24
Tewes, Shana Deboarah	RN License 1126607	Covington, KY	Eff. .... 6/6/24
Wright, Alicia Dawn	LPN License 2048804	Mayfield, KY	Eff. .... 4/23/24

## LICENSE/CREDENTIAL PLACED ON LIMITATION/PROBATION

Booth, Kathleen	RN License 1062715	Florence, KY	Eff. .... 5/22/24
Carroll, Vanessa Lorene	RN License 1157938	Brandenburg, KY	Eff. .... 6/4/24
Deatherage, Kimberly Lynn	RN License 1140869	Owenton, KY	Eff. .... 6/6/24
Dehart, Brittany Jamilia	LPN License 2051216	Magnolia, KY	Eff. .... 6/18/24
Dial, Rebecca Grace	LPN License 2043287	Kevil, KY	Eff. .... 4/23/24
Oakes, Delilah	RN License 1131001	Nancy, KY	Eff. .... 5/13/24
Payne III, John	LPN License 2035349	New Albany, IN	Eff. .... 4/10/24
Wooton, Tonya Denise	RN License 1087365; APRN License 3003561	Bardstown, KY	Eff. .... 6/20/24

Continued on page 28 >>





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**LICENSE/CREDENTIAL REPRIMANDED**

Anderson, Rodrica Shuvon	LPN Applicant by Examination	Louisville, KY	Eff. .... 5/16/24
Couch, Christopher Lee	LPN License 2055499	Pineville, KY	Eff. .... 6/4/24
George, Sarah Elizabeth	RN License 1139806; APRN License 3011803	Prospect, KY	Eff. .... 4/10/24
Gillum, Amanda Jo	RN License 1166375	Ashland, KY	Eff. .... 5/23/24
Greenhill, LaRoyal Olivia	LPN License 2045937	Louisville, KY	Eff. .... 5/16/24
Hammond, Samantha Dawn	LPN License 2048095	Warsaw, KY	Eff. .... 5/13/24
Lucas, LaTonya Cherrelle	RN License 1170767	Lexington, KY	Eff. .... 4/16/24
Marks, Briana Nicole	RN License 1166645	Louisville, KY	Eff. .... 5/13/24
Merrell, Mary Lindsay	RN License 1065789	Winchester, KY	Eff. .... 4/30/24
Middleton, Samantha Kay	RN License 1152626	Corbin, KY	Eff. .... 5/14/24
Nelson, Amber	RN License 1181100	El Dorado, AR	Eff. .... 5/10/24
Osborne, Latesha Renee	RN License 1114069	Lexington, KY	Eff. .... 5/14/24
Pence, Victoria Leigh	RN License 1178036	Richmond, KY	Eff. .... 4/23/24
Rhoden, Jennifer Michelle	LPN License 2057061	Quincy, KY	Eff. .... 5/26/24
Walters, Rebecca	LPN License 2054452	Greenup, KY	Eff. .... 4/16/24
Williams, Corinne Elizabeth	RN License 1153941	Georgetown, KY	Eff. .... 6/12/24
Williams, Tonya Nicole	RN License 1134826	Utica, KY	Eff. .... 5/13/24
Wilson, Christina Catherine	RN License 1139357	Magnolia, KY	Eff. .... 6/12/24

**PRIVILEGE TO PRACTICE REPRIMANDED**

Williams, Darcie Marie	OH RN License 280186	Ironton, OH	Eff. .... 6/4/24
------------------------	----------------------	-------------	------------------

**LICENSE CLEARED FROM DISCIPLINARY ACTION**

Cashion, Kimberly Christine	RN License 1082603; APRN License 3003348	Louisville, KY	Eff. .... 4/18/24
Cox, Wendy Amanda	RN License 1100395; APRN License 3007862	Owensboro, KY	Eff. .... 6/3/24
George, Sarah Elizabeth	RN License 1139806; APRN License 3011803	Prospect, KY	Eff. .... 4/12/24
Hansen, Casey Marie	RN License 1138438	Wingo, KY	Eff. .... 5/15/24
Howard, Tiffany	RN License 1173442	Centerville, OH	Eff. .... 4/18/24
Karasick, Tobi Ann	LPN License 2046481	Crittenden, KY	Eff. .... 4/30/24
Klaiber, Cynthia Ellen	RN License 1065773	Flatwoods, KY	Eff. .... 4/1/24
Lamb, Lindsey	RN License 1131953; APRN License 3014198	Paducah, KY	Eff. .... 3/28/24

Continued on page 30>>



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Onyango, Doherty Apiyo	OK RN License R0096547	Sapulpa, OK	Eff. .... 4/5/24
Patton, Laurice Renee	LPN License 2048567	Crestwood, KY	Eff. .... 4/29/24
Ramey, Don Nicholas	LPN License 2057171	Grayson, KY	Eff. .... 5/28/24
Rock, Denisa Fay	RN License 1133273	Owenton, KY	Eff. .... 5/8/24
Sullivan, Lynette Marie	RN License 1115278; APRN License 3005424	Borden, IN	Eff. .... 5/31/24
Velotta, Tara Lynn	LPN License 2029350	Philpot, KY	Eff. .... 5/31/24
Wear, Belinda Wendy	LPN License 2046845	Lagro, IN	Eff. .... 6/3/24
White, Lori Allison	RN License 1106671	California, KY	Eff. .... 5/24/24
Wynn, Tammy Michelle	RN License 1114823	Richlands, NC	Eff. .... 6/4/24

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Imposition of civil penalty for practice without a current active license or temporary work permit	27	Imposition of civil penalty for falsification of an application for licensure	44
Imposition of civil penalty for failure to meet mandatory continuing education requirement	159	Imposition of civil penalty for a positive drug screen	13
Imposition of civil penalty for a practice issue	80		



*Shoshana*

Baptist Health  
team member

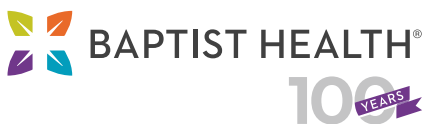
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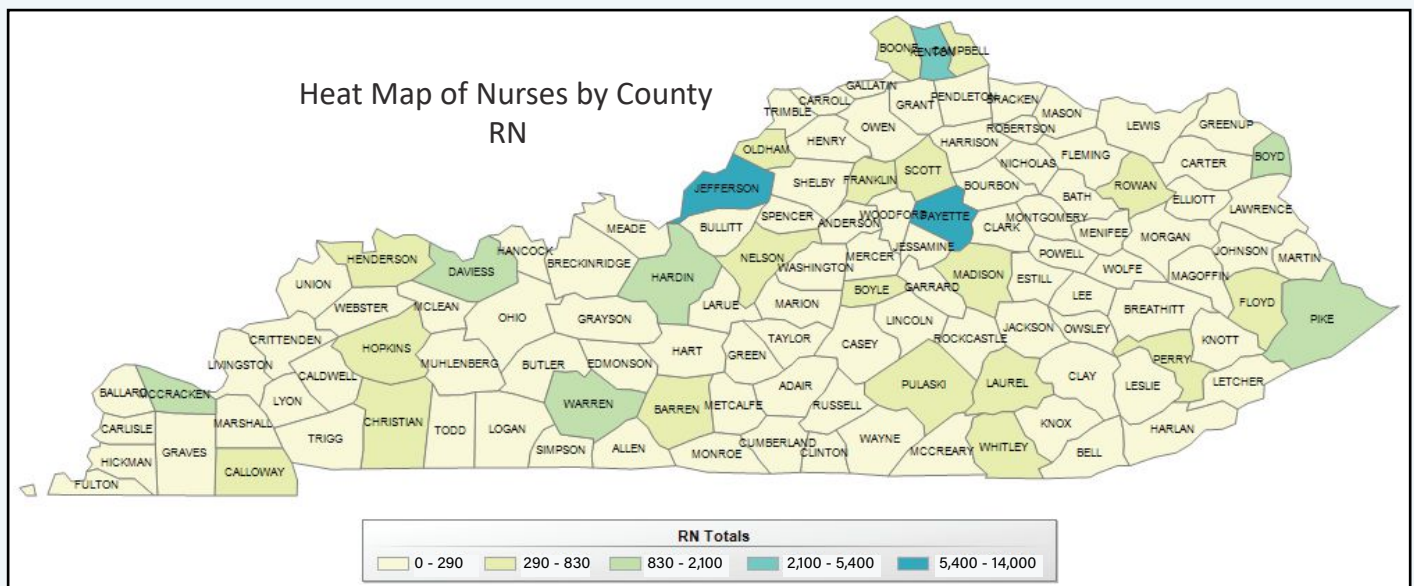
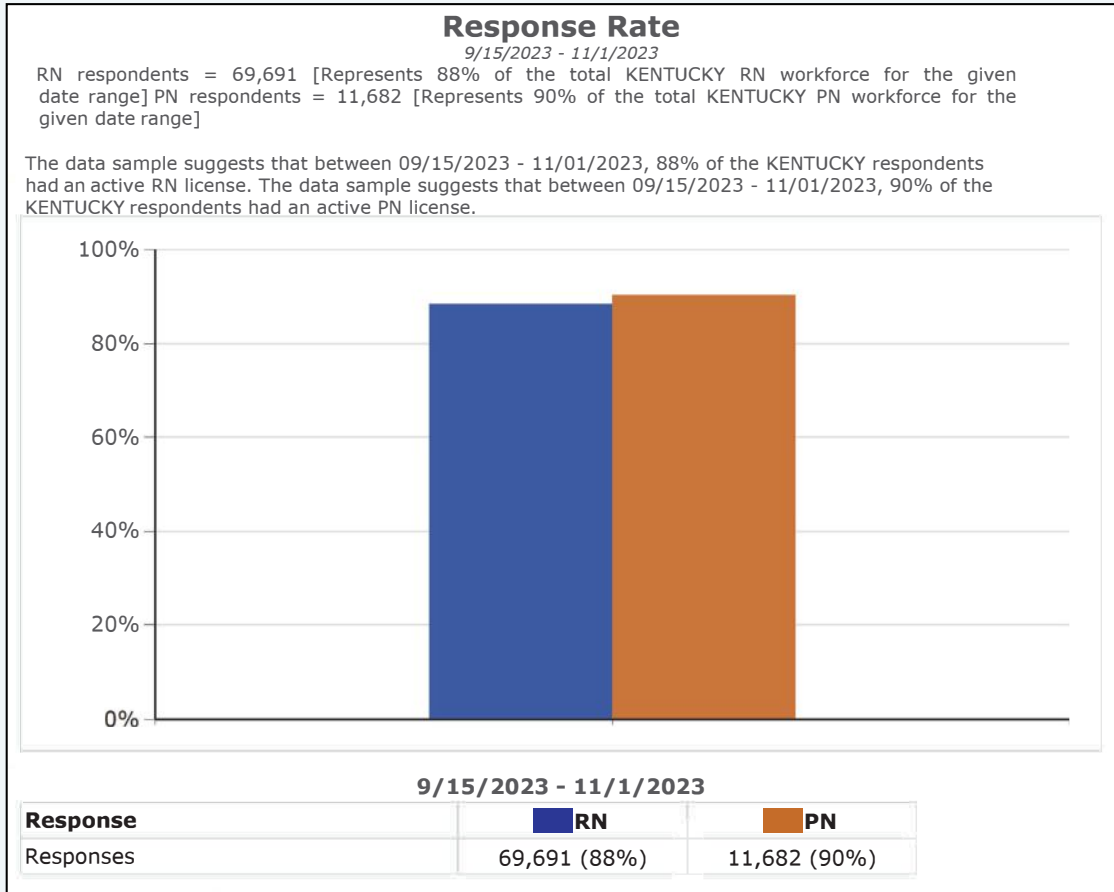
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# 2023 KBN Workforce Data

The 2023 licensure renewal process for over 100,000 licensees provided the KBN with accurate workforce data. We will be sharing some of this data in the next few issues of the KBN Connection to provide insight into the status of Kentucky's nursing workforce. As a licensee you will be required to respond to the questions when renewal rolls around again Sept. 15-October 31, 2024. Thus, the KBN will be able to acquire comparable data for future planning.

The following graphs show general demographic information about nurses in Kentucky. Future issues will look at data on school enrollments and faculty as well as specifics about where nurses practice.

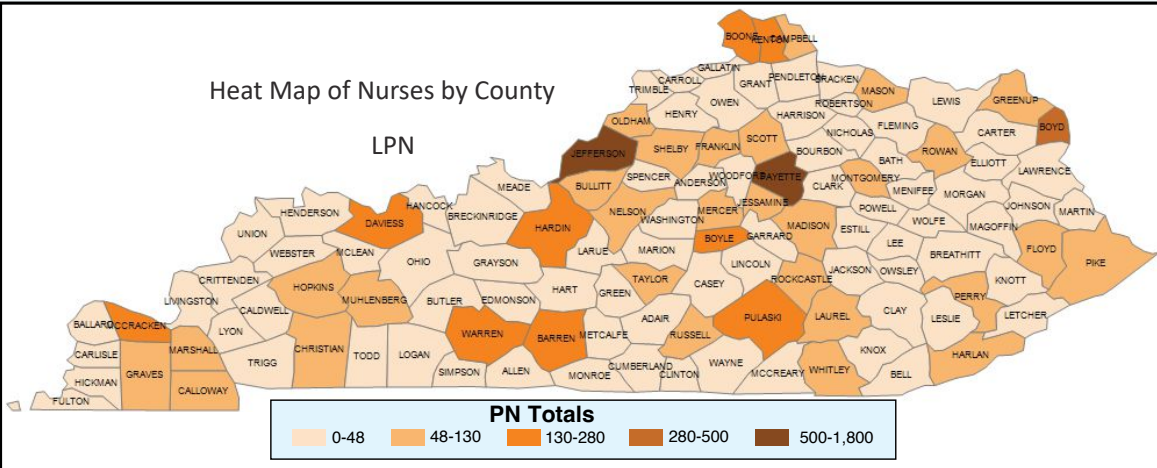
You will note that there is not 100% response to the data. Nurses who license between May 1 and October 31 as new graduates, reinstatements, endorsement from other states are not required to "renew" their licenses at the next renewal cycle. The KBN in the future will be determining how we can obtain this data during the licensure renewal period.





## Heat Map of Nurses by County

LPN



Continued on page 34>>

# OFFICIAL RENEWAL NOTICE

Renewal Notice

September 15

through

October 31

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Pages/renewal.aspx](https://kbn.ky.gov/Pages/renewal.aspx)

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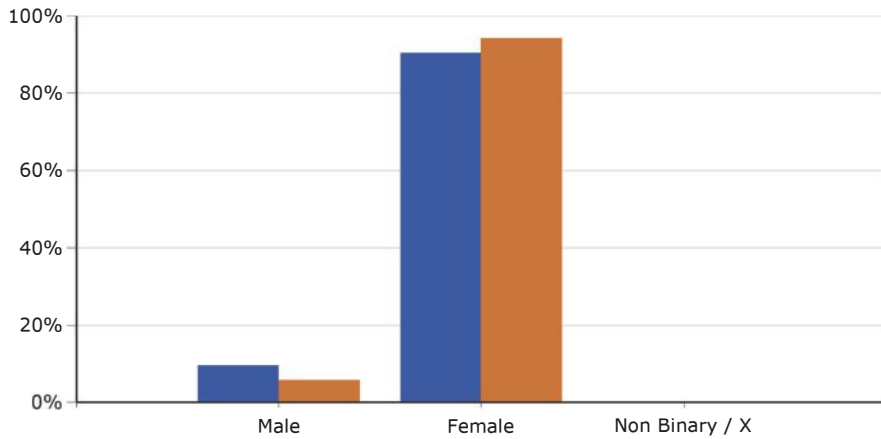


### Gender

9/15/2023 - 11/1/2023

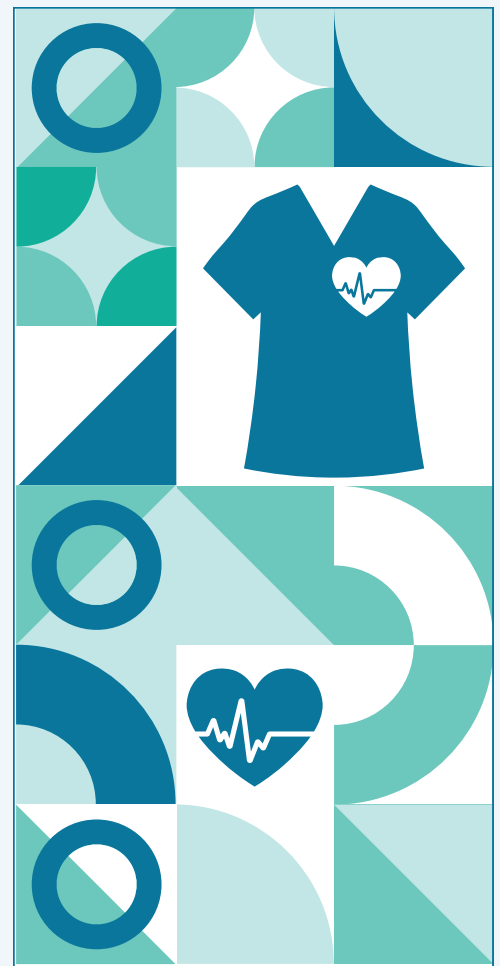
RN respondents = 69,691 [Represents 88% of the total KENTUCKY RN workforce for the given date range] PN respondents = 11,682 [Represents 90% of the total KENTUCKY PN workforce for the given date range]

The data sample suggests that 91% of the KENTUCKY RN workforce is female, 9% of the RN workforce is male and 0% of the RN workforce is non binary / x. The data sample suggests that 94% of the KENTUCKY PN workforce is female, 6% of the PN workforce is male and 0% of the RN workforce is non binary / x.



9/15/2023 - 11/1/2023

Gender	RN	PN
Male	6,608 (9%)	675 (6%)
Female	63,082 (91)	11,007 (94%)
Non Binary / X	1 (< 1%)	0 (0%)



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