KBN CONNECTION

FALL 2026

Vol. 17, Issue 4, Edition 89

KARE CORNER

"Why do hospitals and other healthcare facilities need to educate their staff about nurses and SUD?"

APRN COMPLIANCE CORNER

The Commonwealth has introduced new security measures that require regular and ongoing account login activity.

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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.

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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.***

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

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STATISTICS CORNER

APRN-CNM:	**233**
APRN-CNP:	**15,001**
APRN-CNS:	**114**
APRN-CRNA:	**2,034**
CMA I:	**2,158**
CMA II:	**212**
DT Credential:	**716**
LCPM:	**58**
LPN:	**13,059**
Medicinal Cannabis:	**387**
RN:	**81,682**
SANE Credential AA:	**549**
SANE Credential PA:	**102**
SRNA Certification:	**48,202**
Total:	**164,507**



President's Message

The Nursing Workforce and Patient Safety: Protecting What Matters Most

As we begin a new year, I want to bring attention to an issue that affects every nurse, every healthcare organization, and every patient in Kentucky: the sustainability of our nursing workforce and its direct connection to patient safety.

We often discuss nursing shortages in terms of vacancies, staffing ratios, and recruitment challenges. While these are important measures, they do not tell the full story. Behind every vacant position is the potential loss of clinical experience, professional knowledge, mentorship, and the ability to recognize subtle changes in a patient's condition. These are not easily replaced, and their absence can have significant consequences for patient care.

The National Council of State Boards of Nursing (NCSBN) has reported concerning trends in nurses' intentions to leave the workforce. These findings should prompt us to look beyond the number of nurses entering and leaving the profession and consider what we may be losing along the way.

Experience matters.

Experienced nurses bring more than years of service to the bedside. They bring clinical judgment developed through practice, the ability to anticipate complications, and the confidence to speak up when something does not seem right. They also play a critical role in developing the next generation of nurses.

When experienced nurses leave, we lose more than a position on a staffing schedule. We lose knowledge that cannot be fully captured in a policy, taught in a classroom, or replaced through technology.

At the same time, we must recognize the challenges facing nurses who are entering the profession. New graduates are beginning their careers in increasingly complex care environments. They are caring for patients with higher acuity, navigating rapidly changing technology, and learning to make clinical decisions in settings where experienced colleagues may already be stretched thin.

We cannot expect new nurses to develop the confidence and judgment necessary for safe practice without providing appropriate orientation, mentorship, and opportunities to learn. Clinical competence develops over time, and supporting that development is a shared responsibility.

Patient safety depends on both the nurses we retain and the nurses we prepare.

This brings us to an important question: What are we doing to create environments where nurses can practice safely, continue to develop professionally, and choose to remain in the profession?

There is no single solution. Recruitment alone will not resolve the challenges facing our workforce. We must also address the conditions that influence retention, including workload, access to experienced colleagues, professional support, workplace safety, and the ability to provide the quality-of-care nurses are educated and licensed to deliver.

As a regulatory body, the Kentucky Board of Nursing has a clear responsibility to protect the public through safe nursing practice. That responsibility includes establishing standards for licensure, education, and professional accountability. It also requires us to remain attentive to changes in the healthcare environment that may affect a nurse's ability to meet those standards.

While the Board does not control staffing decisions or organizational working conditions, we have an important role in promoting safe practice, providing regulatory clarity, and supporting nursing education and professional competence.

We must also recognize that patient safety and nurse well-being are not competing priorities. They are connected. Nurses who have the knowledge, resources, and support needed to practice safely are better positioned to provide the care patients deserve.

As we move into 2027, I encourage nursing leaders, educators, employers, and nurses across Kentucky to consider the role each of us plays in sustaining our profession. Are we supporting experienced nurses in ways that encourage them to stay? Are we preparing new nurses for the realities of practice? Are we creating environments where asking questions, seeking assistance, and raising patient safety concerns are encouraged?

These are questions worth asking, and more importantly, they require action.

To the nurses across Kentucky who continue to show up for patients and families, often under difficult circumstances, thank you. Your knowledge, judgment, and commitment matter. To those entering the profession, you are an important part of nursing's future, and you deserve the guidance and support necessary to build a strong foundation for your practice.

The future of nursing is not simply about having enough nurses. It is about ensuring that every nurse has the preparation, experience, and support needed to practice safely.

Our responsibility to protect the public depends on getting that right.

With gratitude and respect,

Audria Denker, DNP, RN, FAADN

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



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APRN COMPLIANCE CORNER

APRN Scope of Practice

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



The Commonwealth has implemented KYID for system access. In doing so, we have found that users are not logging into the portal but are likely accessing KASPER through an integrated access point. Moving forward, the login to the portal is now required to maintain an active KASPER account.

The Commonwealth has introduced new security measures that require regular and ongoing account login activity. KASPER accounts will now be terminated after **15 months of inactivity** by the Master Account Holder.

To avoid any interruption with the new **Automated Provider Authorization** feature and updated **KYID security protocols**, please ensure that you:

- Log into your KASPER account at least once each year.
- Verify that your licensure information is current and accurate.
- Verify that your DEA credentials are current and accurate, including all active DEA registrations.
- Verify delegate information, edit as appropriate

You can verify your account here: https://kyid.ky.gov

Account termination will impact integrated access to KASPER, and may affect compliance with KRS 218A, the Controlled Substance Act. An active account with the Kentucky All Schedule Prescription Electronic Reporting (KASPER) system, is required per KRS 218A.202 (3)(a).

Failure to maintain an active account within the allotted timeframe will result in account termination and a referral to the licensure board per KRS 218A.202 (3)(k).

Please access your account through https://kyid.ky.gov to ensure that your account remains current and active, and that you continue to meet these requirements.

If you have previously had a KASPER account, **please DO NOT submit a new account application**. Instead, contact the Helpdesk at (502) 564-2703 or ekasperhelp@ky.gov, to verify your existing account and reset your password, if needed.

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Regulation Updates

Jeffrey R. Prather, JD
General Counsel

Kentucky Administrative Regulation (KAR) Update

201 KAR 20:472

This administrative regulation concerns the initial approval for Dialysis Technician ("DT") training programs

The amendment provides that an initial DT training program seeking board approval must only provide a copy of the approval of certification from the program's governing organization to operate a renal dialysis center, and it removes the requirement for the most recent site visit or survey report.

Promulgation:

- On November 25, 2025, the proposed amendments were reviewed with the DT Council.
- On January 16, 2025, the Practice Committee considered and approved the changes.
- On February 26, 2026, the Board considered and approved the changes.
- On March 10, 2026, staff filed the regulation with the Legislative Research Commission ("LRC").
- A public hearing was tentatively scheduled for May 26, 2026, but no requests for hearing were received from the public, and the hearing was cancelled. Public comments were due by May 31, 2026; however, none were received.
- On June 9, 2026, the regulation was considered by the Administrative Regulation Review Subcommittee ("ARRS") and passed to the interim joint committee of jurisdiction.
- On August 18, 2026, the regulation was considered by the Interim Joint Committee on Health Services ("IJCHS") and was passed.



201 KAR 20:474

This administrative regulation concerns the continuing approval and periodic evaluation of DT training programs.

The amendment provides a DT training program must notify the board of a Centers for Medicaid and Medicare Services ("CMS") site visit within 90 days of the close of the visit, and the DT program will be required to file a report. If CMS finds deficiencies during the visit the DT program will be required to provide correspondence and reports from CMS related to the deficiencies; the program's plan of correction; and the DT training program's continued approval certification.

Promulgation:

- On November 25, 2025, the proposed amendments were reviewed with the DT Council.
- On January 16, 2025, the Practice Committee considered and approved the changes.
- On February 26, 2026, the Board considered and approved the changes.
- On March 10, 2026, staff filed the regulation with the LRC.
- A public hearing was tentatively scheduled for May 26, 2026, but no requests for hearing were received from the public, and the hearing was cancelled. Public comments were due by May 31, 2026; however, none were received.
- On June 9, 2026, the regulation was considered by the ARRS and passed to the interim joint committee of jurisdiction.
- On August 18, 2026, the regulation was considered by the Interim Joint Committee on Health Services ("IJCHS") and was passed.



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SUMMARY OF BOARD ACTIONS BOARD MEEETING –August 27, 2026

STAFF RECOGNITIONS

Andrea Reed, Legal Services Supervisor, recognized Kim Nooning, Paralegal, for 10 years of service in Kentucky state government.

Rachel Williamson, Licensure and Operations Manager, recognized Jodi Velazquez, Program Coordinator, for 20 years of service in Kentucky state government.

Melissa Haddaway, Compliance Branch Manager, recognized Lisa Scott, Compliance Nurse Investigator, for five (5) years of service in Kentucky state government.

PRESIDENT'S REPORT

Audria Denker, Board President, reported that she and Kelly attended the national NCSBN conference; She congratulated Kelly on being elected to the Board of Directors, and also announced that Kelly was recognized at the conference for five (5) years of service to the Boards of Nursing.

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; KBN Outreach; Personnel Professional Development; Personnel; Training for Board Members.

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

Board Member Guidebook

Erica Klimchak, Administrative Assistant, presented the Board Member Guidebook for discussion only; no action was required.

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.

Delegation of Authority

Jeff Prather, General Counsel, presented the Delegation of Authority document for final approval.

- It was moved and seconded to accept the Delegation of Authority, which was approved by acclamation.

CREDENTIALS REVIEW PANEL

- It was moved and seconded to accept the reports of the June 18, 2026 and July 16, 2026 Credentials Review Panel meetings, which were approved by acclamation.

ACTION ON LICENSES

- It was moved and seconded that three (3) orders, with no exceptions filed, discussed in closed session be accepted as presented, which were approved by acclamation

PERSONNEL ACTIONS

The personnel actions were provided for information only. There was no discussion in closed session regarding personnel matters.

OTHER

The following items were provided for information only:

- KBN organizational chart, updated August 2026



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Increasing Access to Sexual Assault Nurse Examiners Across Kentucky

A New Statewide SANE Coordinator and Strategic Plan for the Commonwealth

For a survivor of sexual assault, seeking medical care can be one of the most challenging steps in an already devastating and traumatic experience. When a survivor arrives at an emergency department, access to a specially trained Sexual Assault Nurse Examiner (SANE) can make an important difference in the quality, consistency, and trauma-informed nature of the care they receive.

Kentucky is taking an important step toward improving access by creating a statewide SANE coordinator position within the Kentucky Board of Nursing and developing a statewide strategic plan for SANE services.

The need for this work is clear. Kentucky has made significant progress in increasing the number of nurses with SANE credentials. However, the distribution of these nurses across the Commonwealth remains uneven.

As of September 2026, Kentucky has 25 SANE-Ready hospitals representing only 19 of Kentucky's 120 counties. 44 counties do not even border a county with a SANE-Ready hospital. These numbers demonstrate an important distinction: having SANE-trained nurses in Kentucky is not the same as having equitable access to SANE services.

A Statewide Approach to a Statewide Need

The creation of a statewide SANE coordinator position recognizes that improving access requires coordination across hospitals, nurses, educators, victim-service organizations, law enforcement, prosecutors, healthcare providers, and state agencies.

During the 2026 legislative session, House Bill 134, introduced by Representative Rebecca Raymer, was enacted into law. This law directed the Kentucky Board of Nursing to employ a health professional as a statewide SANE coordinator. The legislation also requires collaboration to develop a statewide strategic plan, using a regional model, to ensure SANE coverage across hospitals throughout Kentucky. The plan is to be submitted to

the Legislative Research Commission by December 1st, 2026. Additionally, the legislation calls for the development of a statewide SANE registry accessible through the KBN website. This registry went live on …(**by the time this goes out, the registry will be live)

The role of the statewide SANE coordinator is not simply to increase the number of nurses who hold SANE credentials. It is to help build a system in which those nurses can be recruited, trained, supported, retained, and effectively utilized to improve access to care for survivors.

Why Access Matters

Sexual assault care requires specialized knowledge and skills. SANEs receive education and training in areas including trauma-informed care, victims' rights under Kentucky law, forensic evidence collection, medical assessment and evidence-based treatment, documentation, chain-of-custody maintenance, and testimony. Kentucky regulations establish specific education and credentialing requirements for nurses providing SANE services.

A SANE examination is about much more than evidence collection. It provides the opportunity for a survivor to receive compassionate medical care, assessment, and treatment for injuries, prevention and treatment of sexually transmitted infections, pregnancy prevention when appropriate, and connection to advocacy and other important resources.

The presence of a SANE can also strengthen collaboration among healthcare providers, law enforcement, prosecutors, advocates, and other members of the multidisciplinary response team.

For survivors living in communities without consistent SANE coverage, accessing this specialized care may require traveling significant distances, waiting for a SANE to respond from another community, waiting for extended periods for a healthcare provider who may not feel comfortable providing this care, or being transferred to another facility. For someone who has just experienced such an intimate trauma, these barriers can be overwhelming.

Improving access, therefore, is not simply a workforce issue. It is a patient-care issue, a rural healthcare issue, a public safety issue, and a health equity issue.

Looking Ahead

Kentucky has already demonstrated that progress is possible. The number of nurses holding SANE credentials has increased substantially in recent years. The next step is to ensure that this growing workforce translates into meaningful access for survivors in every region of the Commonwealth. The new statewide Coordinator position represents an important commitment to that goal.

Every community deserves access to quality sexual assault forensic-medical care. Every nurse who chooses to become a SANE deserves the support necessary to provide that care.

The work ahead is significant, but the opportunity is even greater. Through collaboration, regional partnerships, workforce development, education, and thoughtful strategic planning, Kentucky can build a stronger, more equitable SANE response, one that improves access to care and strengthens the Commonwealth's commitment to survivors of sexual violence.



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Initiating Education Through Collaboration

"Being Appalachian involves coming from a long line of survivors and carrying the mountains with you wherever you go. It includes feeling your ancestors in every quiet holler and every winding road, remembering stories told on front porches, and honoring those who endured so you can stand today." (unknown author)

In the Summer edition of the KBN Connection, we discussed the benefits of educating others about how substance use disorder (SUD) affects nurses and the Kentucky Alternative Recovery Effort (KARE) for Nurses Program. The more we understand the devastating disease of addiction, the more likely we are to help struggling nurses find the help they need to be survivors.

Beginning in July, the Appalachian Regional Healthcare (ARH) system chose to live out one of ARH's core mission values - collaboration. ARH describes collaboration as "our strength; we are one family taking care of all families. Committed to fostering an inclusive team full of unique perspectives, experiences, and talents at every level that enhances our service." https://www.arh.org/about-us.

As an inclusive team, ARH led the way in eastern KY through collaboration with the Kentucky Board of Nursing (KBN) Compliance Branch staff to educate ARH administrative staff about SUD and the KARE Program. Melissa Haddaway, Compliance Branch Manager, and Lisa Sosnin, Compliance Nurse Investigator, met with the Chief Nursing Officers (CNO) from various ARH locations to discuss ways to educate staff and bring awareness that SUD is treatable and that recovery and return to competent nursing



practice is in the best interest of the nurse and public.

Online presentations about SUD and the KARE Program were initiated with several ARH Hospitals, including Highlands ARH Regional Medical Center, Harlan ARH Hospital, and Mary Breckinridge ARH Hospital. Under the leadership of Renee Milanes, CNO, Hazard ARH Regional Medical Center, the SUD and KARE Program presentation was delivered in person on September 15, 2026, to administrative staff by Lisa Sosnin. Other hospitals in the ARH system, including Morgan County ARH Hospital, Paintsville ARH Hospital, ARH Our Lady of the Way Hospital, McDowell ARH Hospital, and Harlan ARH Hospital, received KARE posters and brochures for their staffing areas. Lisa was fortunate to meet in person with Amber Keith, CNO, at Harlan ARH Hospital for a brief conversation about KBN's next steps in initiating more conversations about SUD and the KARE Program.

Why do hospitals and other healthcare facilities need to educate their staff about nurses and SUD? According to the Online Journal of Issues in Nursing, professional nurses are vulnerable. Before the pandemic, nurses were reported to have higher rates of mental health issues, substance use, and suicide compared to the general population. In a study of nearly 10,000 nurses in 2021, one in five nurses reported an increase in alcohol use, and three percent noted an increase in substance use (OJIN: The Online Journal of Issues in Nursing Vol. 28, No. 1, Manuscript 6).

How can we believe that the increased use of these substances during the pandemic corrected itself after the pandemic ended? The evidence provided today concludes that SUD and mental health issues continue. Nurses with SUD are not encouraged to self-report, or nurse colleagues and administrators are not reporting nurses who they suspect have a SUD to the KBN.

According to the National Council of State Boards of Nursing (NCSBN), many nurses with SUD are unidentified, unreported, and untreated. They may continue to practice where their impairment may endanger the lives of their patients. If left untreated, the nurse's life is also in danger.

Continued on page 16>>





Continued from page 15>>



Healthcare administrators must have detailed policies and procedures for nurse impairment and diversion. Under the 2025 Code of Ethics for Nurses, provision 3.5 states, "To protect patients, nurses follow policies of the employing organization and should be aware of guidelines outlined by the profession and relevant laws. Nurses in leadership roles should identify legal structures for intervention programs to assist nurses who practice may be impaired."

If a nurse or healthcare administrator is concerned that a nurse colleague is impaired or struggling with SUD, it is important to notify the KBN. The rationale for speaking up when a nurse is suspected of impairment is twofold. First, the patients under the care of an alleged impaired nurse need to be protected; second, the impaired nurse needs to be advised to seek treatment. (Haddaway, M., 2026). Kentucky is a mandatory reporting state in accordance with KRS 314.031 (Unlawful acts related to nursing) – "It shall be unlawful for any nurse, employer of nurses, or any person having knowledge of facts refrain from reporting to the board a nurse who is suspected of having violated any provision of KRS 314.091(1)".

You can help nurses who are suffering from addiction get the treatment and accountability they need to be a survivor of this terrible disease. Ask your healthcare administrator or CNO for more education on SUD and the effects on nursing. Compliance Branch staff are offering online and in-person presentations to anyone interested. Please get in touch with KBNComplianceMonitoring@ky.gov or 502-871-1430, or Toll-Free at 1-800-305-2042, extension 6, for more information.

References:

https://www.arh.org/about-us

Choflet, A., Rivero, C., Barnes, A., Waite-Labott, K., Lee, K. C., Davidson, J. E., (January 31, 2023) "Accessibility and Financial Barriers in the Utilization of Alternative to Discipline Programs in the United States" *OJIN: The Online Journal of Issues in Nursing* Vol. 28, No. 1, Manuscript 6.

https://www.ncsbn.org

https://codeofethics.ana.org/provision-3-5

https://kbn.ky.gov/Legal/Pages/laws-and-regulations.aspx

Haddaway, M. (2026, August 1). *Substance Use Disorder in Nursing and The Kentucky Alternative Recovery Effort (KARE) for Nurses Program* [Conference presentation].



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Nursing Workforce Model

Introduction

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

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

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

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

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

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

Nursing Workforce Model 2025

https://kbn.ky.gov/education/Pages/Nursing-Workforce-Projection-Model.aspx

NURSING SUPPLY - All Licensures (2025)

Select Area Employed Type	Select an Area Employed Value	Select a Metric	Year
State	(All)	Planning to Retire (in Years)	2025



Licensures by Occupation

Total	CNM	CNP	CNS	CRNA	LPN	RN
126,263	256	19,881	158	2,500	16,605	86,863

Licensures by Gender

	CNM	CNP	CNS	CRNA	LPN	RN
Female	100.0%	90.8%	95.0%	56.4%	94.0%	90.5%
Male		9.2%	3.7%	43.5%	6.0%	9.5%
Non-binary		0.0%	1.2%	0.0%		0.0%

License by Race

	CNM	CNP	CNS	CRNA	LPN	RN
American Indian ..	0.4%	0.4%	0.6%	0.5%	0.6%	0.4%
Asian	2.6%	2.1%		2.5%	1.0%	2.8%
Black/African Am..	5.1%	7.7%	3.6%	4.6%	15.5%	6.2%
Native Hawaiian ..		0.1%		0.4%	0.1%	0.2%
White/Caucasian	90.9%	88.5%	95.2%	89.5%	82.1%	89.6%
Choose not to an..	1.1%	1.1%	0.6%	2.5%	0.7%	0.9%
Other Race						

Licensures by Planning to Retire (in Years)

	CNM	CNP	CNS	CRNA	LPN	RN
Less than 3 years	5.47% (n=14)	1.70% (n=338)	10.76% (n=17)	4.16% (n=104)	3.72% (n=618)	3.87% (n=3,363)
3-5 years	2.73% (n=7)	3.50% (n=695)	14.56% (n=23)	6.44% (n=161)	5.73% (n=952)	5.33% (n=4,632)
5-10 years	9.77% (n=25)	9.80% (n=1,949)	21.52% (n=34)	12.92% (n=323)	10.91% (n=1,812)	10.06% (n=8,735)
10-15 years	15.23% (n=39)	16.45% (n=3,270)	17.72% (n=28)	20.64% (n=516)	14.10% (n=2,342)	12.58% (n=10,930)
15-20 years	21.88% (n=56)	22.56% (n=4,486)	18.35% (n=29)	22.44% (n=561)	18.35% (n=3,047)	17.52% (n=15,222)
Greater than 20 years	44.53% (n=114)	45.06% (n=8,958)	15.19% (n=24)	33.24% (n=831)	43.34% (n=7,196)	45.18% (n=39,249)
Already Retired	0.39% (n=1)	0.93% (n=185)	1.90% (n=3)	0.16% (n=4)	3.84% (n=638)	5.45% (n=4,732)

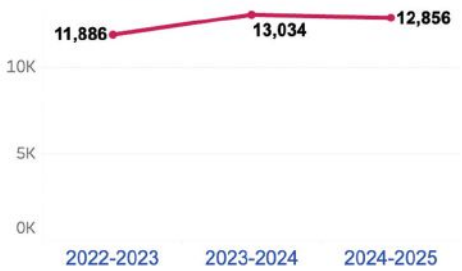
*Data from 2025 KY nurse license renewals (excludes those licensed after May 1, 2025).

ENROLLMENT & GRADS - Statewide
Prelicensure

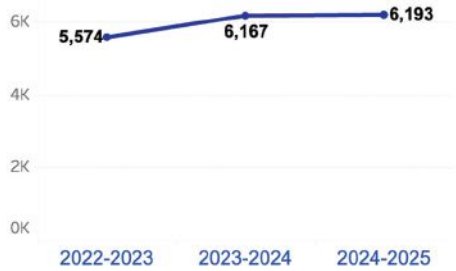
Select an Area Type: State

Select an Area Value: Statewide

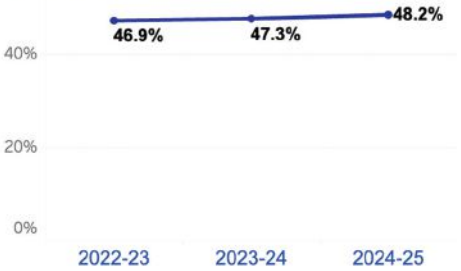
Total Enrollment
▼ -178 from Prior Year



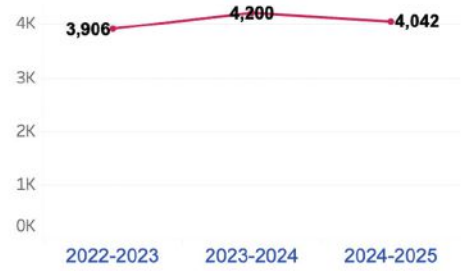
New Enrollment Counts
▲ 26 from Prior Year



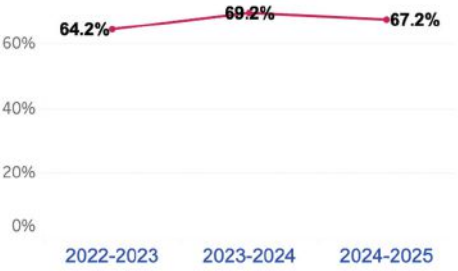
New Enrollment as % of Total Enrollment
▲ 0.9% from Prior Year



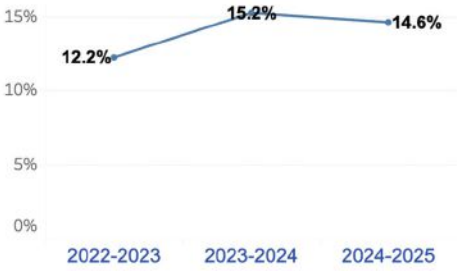
Total Graduates
▼ -158 from Prior Year



Graduation Rate
▼ -2.0% from Prior Year



Faculty Turnover Rate
▼ -0.6% from Prior Year



Continued on page 20>>



Continued from page 19>>

PROJECTED DEMAND - Statewide

Five-Year Projected Demand (Source: KYLMI)

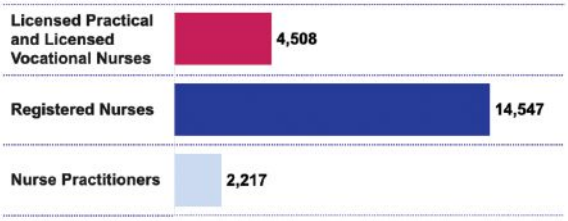
Select an Area

Statewide

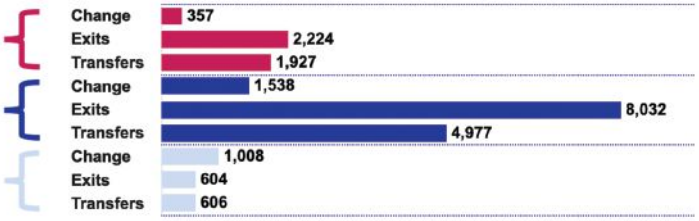
Understanding Five-Year Projected Job Demand (2023-2028)

Occupational projections are created for the state and each of Kentucky's Local Workforce Areas (LWA). **Change** is calculated as the amount needed for an occupation's employment to reach the five-year projected levels. Change is sometimes referred to as "growth" or "decline." **Exits** are referring to exits from the labor force, such as retirement. **Transfers** are those leaving an occupation for a different occupation. For example, a registered nurse leaving their job at one hospital for another is not considered a transfer. However, if a registered nurse leaves their job to become a school teacher, this would count as a transfer. **Total Job Openings** is a sum of change, exits, and tranfers. Total Job Openings is a five-year projection (2023-2028). *Data Source: Kentucky Labor Market Information at KYSTATS.*

Total Five-Year Projected Job Openings



Breakout of Five-Year Projected Job Openings



Wage Information (Percentiles)



Continued on page 22>>

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Continued from page 20>>

HOSPITAL VACANCIES - Statewide

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

Select an Area

Statewide

About the Data

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

Shortage		Vacancy Rate	Turnover Rate
Other RNs	1,221	18.3%	16.8%
Med/Surg/Telemetry RNs	1,024	23.2%	19.1%
Critical Care RNs (ICU, CCU)	627	18.5%	17.4%
Emergency Room RNs	276	12.5%	16.6%
Licensed Practical Nurses (LPNs)	254	18.6%	26.2%
OR/PACU RNs	238	11.0%	7.5%
Psychiatric RNs	202	24.4%	28.8%
Labor/Delivery/Maternal Child RNs	127	7.9%	13.3%
Nurse Practitioner	103	9.8%	9.8%
Pediatric RNs	63	6.0%	12.4%
CRNAs	17	5.6%	11.6%



BENCHMARKS - All Programs

Prelicensure Program of Nursing Benchmarks

Select a Degree	Select a Metric	Scores or Benchmark Status	Select a City
(All)	NCLEX Pass Rate	Scores	(All)

NCLEX Pass Rate Scores

Benchmark: An average of greater than or equal to 80% for 3 consecutive years and does not vary above and below 80% from year to year over the previous 5 years

Degree	Institution	City	NCLEX Code	2021	2022	2023	2024	2025
Overall	Accumulative Average	NA	NA	81.2%	82.9%	89.7%	89.6%	86.9%
Master's Entry Nursing Program (MENP)	MEPN Average	NA	NA	94.0%	96.5%	93.8%	94.5%	87.5%
	University of Louisville*	Louisville	US76509800	88.0%	92.9%	95.8%	88.9%	75.0%
	Western Kentucky University	Bowling Green	US76510300	100.0%	100.0%	91.7%	100.0%	100.0%
Baccalaureate Degree Nursing (BSN)	BSN Average	NA	NA	85.2%	85.4%	92.2%	91.8%	92.9%
	Asbury University*	Wilmore	NA					
	Beckfield College	Florence	US76510100	60.0%	61.8%	88.5%	91.9%	73.1%
	Bellarmine University	Louisville	US76500000	82.6%	86.1%	89.7%	94.8%	95.3%
	Berea College	Berea	US76509300	100.0%	78.6%	91.7%	100.0%	91.7%
	Eastern Kentucky University	Richmond	US76507900	88.9%	91.2%	94.8%	100.0%	98.0%
	Galen College	Louisville	US76510000	85.3%	87.9%	93.2%	84.1%	90.2%
	Kentucky Christian University	Grayson	US76503000	75.0%	88.9%	100.0%	100.0%	100.0%
	Kentucky State University	Frankfort	US76510200	100.0%	100.0%	100.0%	66.7%	88.2%
	Lincoln Memorial University*	Lexington	US76510500					
	Lindsey Wilson University	Columbia	US76500300	82.4%	91.7%	90.9%	100.0%	100.0%
	Midway University	Midway	US76510400			100.0%	100.0%	100.0%
	Morehead State University	Morehead	US76500100	87.5%	95.8%	100.0%	100.0%	95.7%
	Murray State University	Murray	US76509000	98.2%	85.0%	92.1%	98.6%	92.1%
	Northern Kentucky University	Highland Heights	US76500500	97.2%	97.2%	98.9%	100.0%	100.0%
	Spalding University	Louisville	US76509600	52.8%	65.9%	76.5%	84.2%	92.9%
	Thomas More University	Edgewood	US76508800	81.8%	66.7%	86.4%	80.8%	93.8%

* Developmental Status ** Initial Status ^ Voluntarily Suspended Enrollment "Blank Values"- Not Applicable

SCAM ALERT!

Scam Alert: License Investigation Calls

The Kentucky Board of Nursing has received reports of fraudulent calls that appear to come from the Board's phone number. Scammers may claim that drugs or packages have been linked to your identity, threaten an investigation or license suspension, and ask you to verify credit card or other financial information.

Be aware: The Kentucky Board of Nursing (KBN) will NEVER contact you by phone or text regarding investigations.

All official communication will only be through the United States mail or your Nurse Portal account.

If you receive one of these calls:

Do NOT provide any personal information or payment.

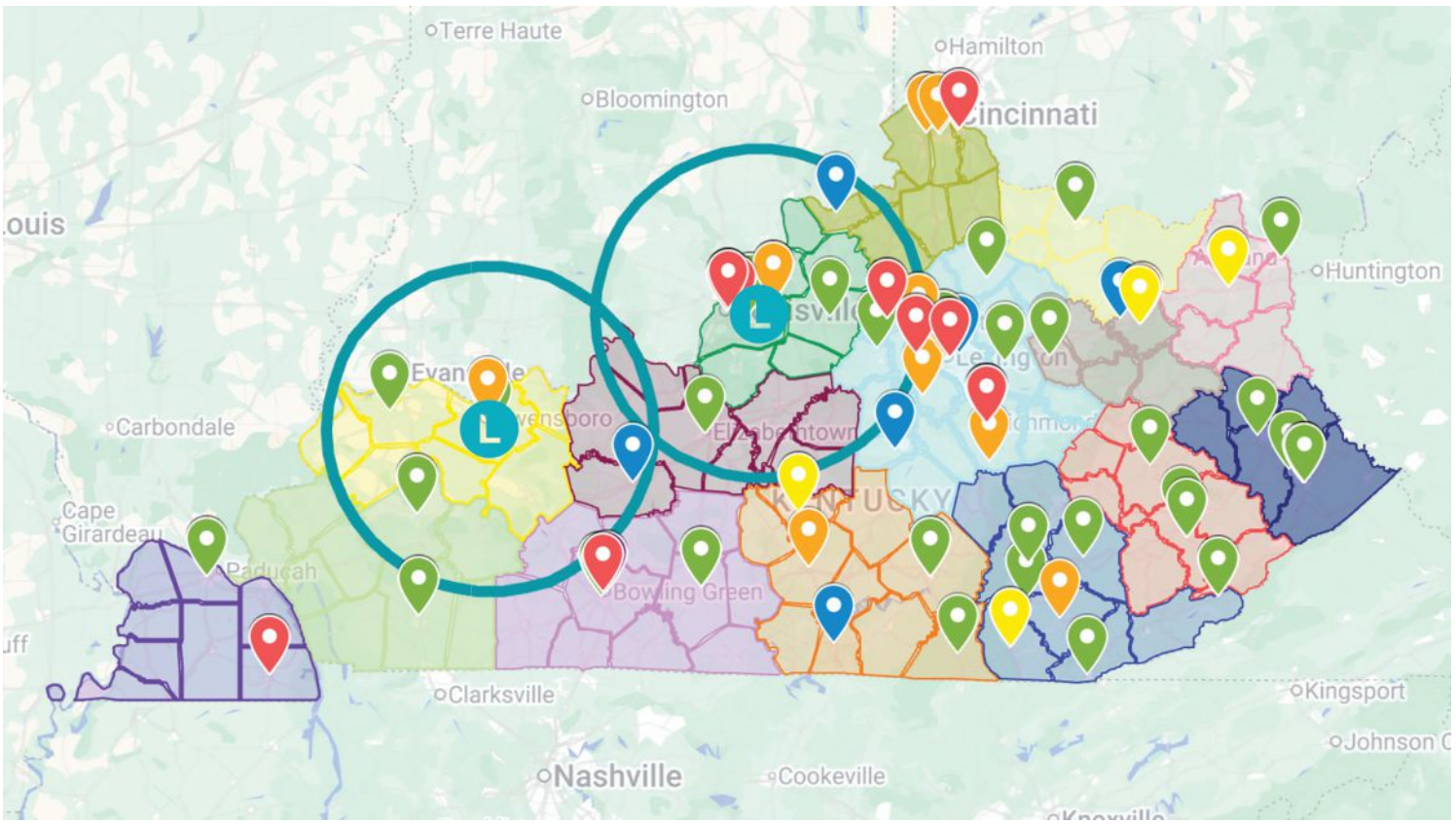
Hang up immediately

Report the incident at www.ic3.gov

Stay alert. Protect your information.

Kentucky Nursing Programs

This map shows nursing programs approved, or in the approval process, through the Kentucky Board of Nursing.
https://kbn.ky.gov/education/Pages/Nursing-Workforce-Projection-Model.aspx



PN Programs

Ashland Community &Technical College, PN - Ashland
ATA College, PN - Louisville
Beckfield College, PN -Florence
Big Sandy Community &Technical College, PN -Pikeville
Bluegrass Community &Technical College, PN - Danville
Bluegrass Community &Technical College, PN -Lexington
Elizabethtown Community &Technical College, PN -Leitchfield
Galen College, PN - Louisville
Galen College, PN - Pikeville
Hazard Community & TechnicalCollege, PN - Hazard
Hopkinsville CommunityCollege, PN - Hopkinsville
Jefferson Community &Technical College, PN -Carrolton
Jefferson Community &Technical College, PN -Louisville
Madisonville CommunityCollege, PN - Madisonville
Maysville Community &Technical College, PN -Maysville
Maysville Community &Technical College, PN -Morehead
Medical Career & TechnicalCollege, PN - Richmond
MedQuest College, PN -Lexington
MedQuest College, PN -Louisville
Somerset Community College,PN - Albany
Somerset Community College,PN - London
Somerset Community College,PN - Somerset
Southcentral KentuckyCommunity & TechnicalCollege, PN - Bowling Green
Southcentral KentuckyCommunity & TechnicalCollege, PN - Glasgow
Southeast KentuckyCommunity and TechnicalCollege, PN - Cumberland
Sullivan University, PN -Louisville
West Kentucky Community &Technical College, PN -Paducah

ASN Programs

American National University,ASN - Pikeville
Ashland Community &Technical College, ASN -Ashland
ATA College, ASN - Louisville
Beckfield College, ASN -Florence
Big Sandy Community &Technical College, ASN -Pikeville
Big Sandy Community andTechnical College, ASN -Prestonsburg

Bluegrass Community &Technical College, ASN -Lawrenceburg
Bluegrass Community &Technical College, ASN -Lexington
Bluegrass Community &Technical College, ASN -Winchester
Campbellsville University, ASN- Campbellsville
Eastern Kentucky University,ASN - Richmond
Elizabethtown Community andTechnical College, ASN -Elizabethtown
Galen College, ASN - Hazard
Galen College, ASN - Louisville
Galen College, ASN - Pikeville
Gateway Community &Technical College, ASN -Edgewood
Hazard Community & TechnicalCollege, ASN - Hazard
Hazard Community & TechnicalCollege, ASN - Jackson
Henderson Community College,ASN - Henderson
Hopkinsville CommunityCollege, ASN - Hopkinsville
Jefferson Community &Technical College, ASN -Louisville
Jefferson Community &Technical College, ASN -Shelbyville
Kentucky State University,ASN - Frankfort
Lincoln Memorial University,ASN - Corbin
Madisonville CommunityCollege, ASN - Madisonville
Maysville Community &Technical College, ASN -Cynthiana
Maysville Community &Technical College, ASN -Maysville
Maysville Community &Technical College, ASN - Mt.Sterling
Midway University, ASN -Midway
Morehead State University,ASN - Morehead
Morehead State University,ASN - Mt. Sterling
Owensboro Community &Technical College, ASN -Owensboro
Somerset Community College,ASN - London
Somerset Community College,ASN - Manchester
Somerset Community College,ASN - Somerset
Somerset Community College,ASN - Whitley City
Southcentral KentuckyCommunity & TechnicalCollege, ASN - Bowling Green
Southcentral KentuckyCommunity & TechnicalCollege, ASN - Glasgow
Southeast KentuckyCommunity and TechnicalCollege, ASN - Cumberland
Southeast KentuckyCommunity & TechnicalCollege, ASN - Middlesboro
Sullivan University, ASN -Lexington
Sullivan University, ASN -Louisville
University of Pikeville, ASN -Pikeville
University of the Cumberlands,ASN - Williamsburg
West Kentucky Community &Technical College, ASN -Paducah
Western Kentucky University,ASN - Bowling Green

BSN Programs

Asbury University, BSN -Wilmore
Beckfield College, BSN -Florence
Bellarmine University, BSN -Louisville
Berea College, BSN - Berea
Eastern Kentucky University,BSN - Richmond
Galen College, BSN - Louisville
Kentucky Christian University,BSN - Grayson
Kentucky State University,BSN - Frankfort
Lincoln Memorial University,BSN - Lexington
Lindsey Wilson College, BSN -Columbia
Midway University, BSN -Midway
Morehead State University,BSN - Morehead
Murray State University, BSN -Murray
Northern Kentucky University,BSN - Highland Heights
Spalding University, BSN -Louisville
Thomas More University, BSN -Edgewood
Union CommonwealthUniversity, BSN - Barbourville
University of Kentucky, BSN -Lexington
University of Louisville, BSN -Louisville
University of Louisville, BSN -Owensboro
Western Kentucky University,BSN - Bowling Green

MEPN Programs

Western Kentucky University,MEPN - Bowling Green

MSN Programs

Bellarmine University, MSN -Louisville
Campbellsville University, MSN- Campbellsville
Eastern Kentucky University,MSN - Richmond
Frontier Nursing University,MSN - Versailles
Kentucky Christian University,MSN - Grayson
Morehead State University,MSN - Morehead
Northern Kentucky University,MSN - Highland Heights
Spalding University, MSN -Louisville
University of Louisville, MSN -Louisville
University of the Cumberlands,MSN - Williamsburg
Western Kentucky University,MSN - Bowling Green

DNP Programs

Bellarmine University, DNP -Louisville
Eastern Kentucky University,DNP - Richmond
Frontier Nursing University,DNP - Versailles
Kentucky State University,DNP - Frankfort
Murray State University, DNP -Murray
Northern Kentucky University,DNP - Highland Heights
Spalding University, DNP -Louisville
University of Kentucky, DNP -Lexington
University of Louisville, DNP -Louisville
Western Kentucky University,DNP - Bowling Green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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

CEASE & DESIST ISSUED

Adams, Heather	SRNA Certification 50151672	Waynesburg, KY	Eff. 9/25/26
Compton Thweatt, Kelli		Calvert City, KY	Eff. 7/31/26
Streetman III, Ray		Louisville, KY	Eff. 8/26/26

IMMEDIATE TEMPORARY SUSPENSION OF LICENSE/CREDENTIAL

Bellew, Brandy Lynn	RN License 1123419	Hindman, KY	Eff. 8/4/26
Cline, Tammy Lynn	RN License 1080383	Tomahawk, KY	Eff. 9/22/26
Foley, Megan Renee	RN License 1181490	Carlisle, KY	Eff. 7/24/26
Hayslett, Samantha	LPN License 2052100	Ashland, KY	Eff. 7/31/26
Pratt, Cynthia	LPN License 2053248	Upton, KY	Eff. 8/24/26
Satterley, Bobbi	LPN License 2041563	Louisville, KY	Eff. 8/13/26
Sexton Sarah Jo	LPN License 2038543	Winchester, KY	Eff. 9/17/26
Shirley, Cynthia	LPN License 2023950	Glasgow, KY	Eff. 7/31/26
Vanderpool, Corey	RN License 1131957	Nicholasville, KY	Eff. 10/13/26
Williams, Bridgette Katherine	RN License 1136503	Georgetown, KY	Eff. 9/10/26

IMMEDIATE TEMPORARY SUSPENSION OF PRIVILEGE TO PRACTICE

Durbin, Megan Justine	IN RN License 28238161A	Corydon, IN	Eff. 8/26/26

LICENSE/CREDENTIAL SUSPENDED

Clark, Lesha Jenene	LPN License 2030225	Frankfort, KY	Eff. 8/27/26
Olliges, Jeffery William	RN License 1077348	Bellevue, KY	Eff. 8/27/26

LICENSE/CREDENTIAL DENIED OR DENIED REINSTATEMENT

Daugherty, Dusti	RN License 1163823	Louisville, KY	Eff. 8/4/26

LICENSE/CREDENTIAL VOLUNTARILY SURRENDERED

Fassiotto, Emily Ellen	RN License 1120098	Cadiz, KY	Eff. 9/1/26
Harper, Teresa	RN License 1096706	Frakes, KY	Eff. 10/5/26
Killion, Briana	RN License 1173591	London, KY	Eff. 8/10/26
Lippert, Amy Katherine	RN License 4037640	Versailles, KY	Eff. 10/6/26
Reed, Elizabeth Lynn	RN License 1101081	Robards, KY	Eff. 9/9/26
Stover, Brent	RN License 1153519; APRN License 3011332	Florence, KY	Eff. 9/15/26
West, Paul Lynn	RN License 1113740	Mayfield, KY	Eff. 8/5/26

PRIVILEGE TO PRACTICE VOLUNTARILY SURRENDERED

Lucas Jr., Danny	WV RN License 53583	Williamson, WV	Eff. 7/28/26

LICENSE/CREDENTIAL PLACED ON LIMITATION/PROBATION

Christophel, Samantha Marie	RN License 4051630	Colorado Springs, CO	Eff. 7/28/26
Douglass, Meredith Rachael	RN License 1167150	Louisville, KY	Eff. 7/28/26
Napier, Joshua	RN License 4014778	Grayson, KY	Eff. 10/14/26
Turner, Angela Dawn	RN License 1099485	Tompkinsville, KY	Eff. 10/5/26
Vincent, Sara	LPN License 4025278	Bowling Green, KY	Eff. 7/27/26
Weah, Martha	RN License 1178866	Louisville, KY	Eff. 8/24/26
Wooton, Michelle	LPN License 2037344	Viper, KY	Eff. 9/14/26

LICENSE/CREDENTIAL REPRIMANDED

Alegre, Andrew Christian	RN License 4046143	Crestview Hills, KY	Eff. 7/29/26
Bryan, Logan	RN License 1163868	Gravel Switch, KY	Eff. 9/28/26
Buse, Dallas Makenzie	RN License 1162241	Louisville, KY	Eff. 8/19/26
Carmona Dominguez, Mayulis	RN License 4063587	Shepherdsville, KY	Eff. 9/10/26
Carroll, Arnetha	RN License 1135055	Louisville, KY	Eff. 9/29/26
Cornwell, Janie Michelle	RN License 1120755	Ashland, KY	Eff. 9/24/26
Edwards, Pamala	LPN License 2055037	Louisville, KY	Eff. 10/15/26
Jarvis, Ashley	RN License 4020483	Mt. Vernon, KY	Eff. 8/11/26
Koerner, Brandy	RN License 1122718	Hopkinsville, KY	Eff. 9/9/26
Lui, Hok Him	RN License 4023878	Pikeville, KY	Eff. 8/3/26
May, Kelsey Paige	RN License 1159074	Lexington, KY	Eff. 8/11/26
Meade, Felicia	RN License 1152500	Pikeville, KY	Eff. 8/20/26
Miller, Candace Rae	RN License 1077526	Somerset, KY	Eff. 7/28/26
Pate, Melissa	RN License 1141832	Mayfield, KY	Eff. 10/8/26
Reaves, Rachel Renee	RN License 1142655	Hopkinsville, KY	Eff. 7/28/26
Revor, Tanya	RN License 1116316; APRN License 3011700	Vine Grove, KY	Eff. 8/10/26
Rodriguez, Liceth	RN License 1145565	Bowling Green, KY	Eff. 7/15/26

Rutherford, Barry Scott	RN License 1137536	Park City, KY	Eff. 8/17/26
Santiago, Mary Ann	LPN License 2044546	LaGrange, KY	Eff. 10/14/26
Smith, Austin Dewayne	RN License 4021832	Barbourville, KY	Eff. 8/6/26
Sturgill, Sarah	RN License 1118520	Louisville, KY	Eff. 10/12/26
Ward, Keilea Tianna	RN License 1171932	Van Lear, KY	Eff. 8/18/26
Wells, Melissa Dawn	RN License 1138232	Lexington, KY	Eff. 7/23/26
Wright, Catherine	LPN License 2042437	Louisville, KY	Eff. 7/30/26

PRIVILEGE TO PRACTICE REPRIMANDED

Buttrey, Jonathan Trevor	TN RN License 282086	Bean Station, TN	Eff. 8/20/26
Douglass, Maurice	OH RN License 47886	Dayton, OH	Eff. 8/26/26
Henderson, Brooke Olivia	AL RN License 1-193807	Auburn, AL	Eff. 8/20/26
Johnson, Everett	MS RN License 885932	Pontotoc, MS	Eff. 9/30/26
Watson, Alexander	MO RN License 2020019189	St. Charles, MO	Eff. 9/11/26

LICENSE CLEARED FROM DISCIPLINARY ACTION

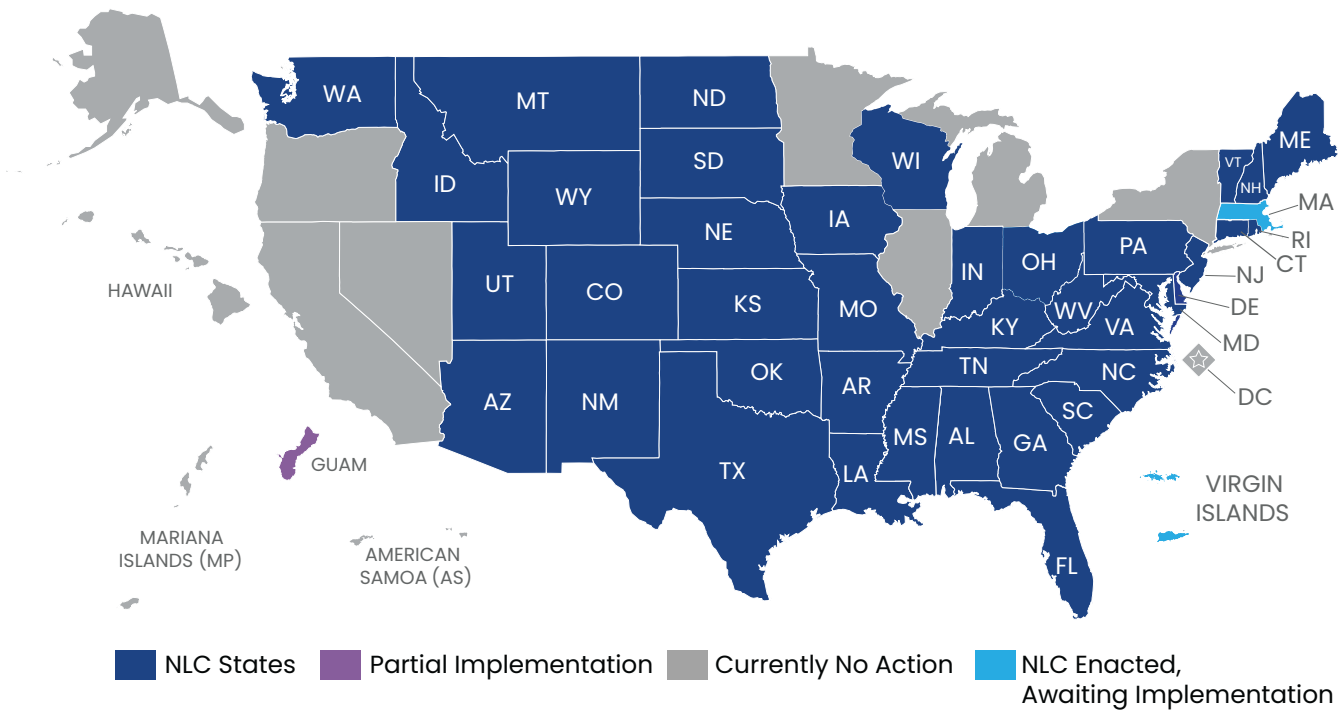
Abt, Jacqueline	LPN License 2047641	Anahuac, TX	Eff. 9/15/26
Alegre, Andrew Christian	RN License 4046143	Crestview Hills, KY	Eff. 9/16/26
Boler, Kimberly	RN License 4006769	Vine Grove, KY	Eff. 7/29/26
Brock, Jacob A.	RN License 4000119	Middlesboro, KY	Eff. 10/8/26
Buttrey, Jonathan Trevor	TN RN License 282086	Bean Station, TN	Eff. 9/9/26
Cannon, Sheila	RN License 1120248	Almo, KY	Eff. 8/14/26
Cawood, Samantha	RN License 4013788	Corbin, KY	Eff. 9/23/26
Cebe, Jessica Nicole	RN License 1167965	Louisville, KY	Eff. 9/22/26
Copper-Willis, Allison	RN License 1082364	Richmond, KY	Eff. 7/22/26
Coppol, Tracey Ann	LPN License 2041918	Louisville, KY	Eff. 10/9/26
Cornwell, Janie Michelle	RN License 1120755	Ashland, KY	Eff. 10/5/26
Fillmore, Randall Clay	RN License 1175292	Irvington, KY	Eff. 9/2/26
Foster, Amana Rene	LPN License 2052701	Somerset, KY	Eff. 9/3/26
Foster, Lakkin Danielle	RN License 1174352	South Point, OH	Eff. 9/3/26
Gearlds, Penny Jean	RN License 1096711	Tompkinsville, KY	Eff. 9/4/26
Giannini, Kimberly	RN License 1070840	Princeton, KY	Eff. 7/30/26
Glodo, Lindsay	LPN License 2053857	Murray, KY	Eff. 9/29/26
Hamblin, Krista Dawn	RN License 1136153	Pineville, KY	Eff. 8/21/26
Hurst, Lashaunda	LPN License 2032899	Chandler, IN	Eff. 8/26/26
Jarvis, Ashley	RN License 4020483	Mt. Vernon, KY	Eff. 8/27/26
Johnson, Alexis	RN License 1159969	Paducah, KY	Eff. 10/6/26
Lane, Leah Nicole	RN License 1173192	Richmond, KY	Eff. 9/8/26
Leanhart, Amy Jo	RN License 1116175	Louisville, KY	Eff. 8/6/26
Logsdon, Hannah	RN License 4038706	Hartford, KY	Eff. 8/21/26
Mattingly, Tabatha Dawn	RN License 1114613	Bardstown, KY	Eff. 9/4/26
May, Kelsey Paige	RN License 1159074	Lexington, KY	Eff. 10/2/26
Meade, Felicia Rachelle	RN License 1152500	Pikeville, KY	Eff. 9/11/26
Metz, Bobbi J.	RN License 1101391	Florence, KY	Eff. 8/18/26
Miller, Candace Rae	RN License 1077526	Somerset, KY	Eff. 8/17/26
Mynhier, Brittany Dawn	RN License 4059548	Wheelwright, KY	Eff. 8/12/26
Russell, Tyler	RN License 1179011	Hamilton, OH	Eff. 9/3/26
Schoch, Cameron Michael	RN License 1152077	Louisville, KY	Eff. 10/13/26
Smallwood, Chelsea	RN License 1117735	Jeff, KY	Eff. 8/24/26
Smith, Ashley Nicole	RN License 4005671	Leitchfield, KY	Eff. 8/10/26
Tanner, Candice Leigh	RN License 1118448	Rumsey, KY	Eff. 8/25/26
Thomassy, Kathleen	RN License 1177205	Hazard, KY	Eff. 10/6/26
Thompson, Bethany Lane	RN License 1132024	Columbia, KY	Eff. 9/4/26
Tiernan, Erica Janay	LPN License 2057070	Science Hill, KY	Eff. 9/29/26
Townsend, Jessica Marie	RN License 1149235	Paducah, KY	Eff. 7/29/26

CONSENT DECREES ENTERED FISCAL YEAR TO DATE

Imposition of civil penalty for practice without a current active license or temporary work permit	6	Imposition of civil penalty for falsification of an application for licensure	8
Imposition of civil penalty for failure to meet mandatory continuing education requirement	1	Imposition of civil penalty for a positive drug screen	4
Imposition of civil penalty for a practice issue	43		

NLC
NURSE LICENSURE COMPACT

43 jurisdictions have enacted the NLC



NLC States	Nurses who hold an active compact license may now practice in this state.	Nurses who reside in this state may apply for a compact license as of the implementation date.
Guam*	Yes	Date to be determined
Massachusetts*	No	Date to be determined
U.S. Virgin Islands*	No	Date to be determined

*Compact license not available until full implementation is complete.

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