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STATISTICS CORNER
As of April 8, 2019
KBN records show:

RN ACTIVE: 71,414
LPN ACTIVE: 13,753
ADVANCED PRACTICE REGISTERED NURSES: 8,530
DIALYSIS TECHNICIANS ACTIVE: 655
SANE ACTIVE: 283

KBN CONNECTION circulation includes over 90,000 licensed nurses and nursing students in Kentucky.

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8:30 am - 4:30 pm
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Kentucky State legislative expert

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“However beautiful the strategy, you should occasionally look at the results.” —Sir Winston Churchill

Every year, the Board updates its Strategic Plan, which describes its work to address complex, multifaceted, and evolving nurse regulatory issues. The Strategic Plan functions as a living, vital document setting priorities, accomplishments, and next steps that will be tracked and updated frequently. The Board has identified the following four goals each with measurable indicators:

**Goal 1:** The Board exhibits knowledge, confidence and leadership in the regulation of nursing. Board development will be a focus to ensure an understanding of professional regulation and their role in providing public protection.

**Goal 2:** Employees are knowledgeable, engaged, and proactive in identifying areas for improvement and understand key aspects of the agency and their role in providing an exceptional level of service. Employees will have training and resources to enhance performance.

**Goal 3:** The Board effectively communicates with constituents. The Board will utilize a variety of methods of communication, including social media, tailored to their constituents.

**Goal 4:** The Board continuously evaluates its performance using key performance indicators (KPIs) to support improved performance. Each branch has established key indicators used to benchmark and evaluate performance.

Kelly Jenkins, MSN, RN
President
Kentucky Board of Nursing
TRANSITIONS

As noted in another article, the Kentucky Board of Nursing has announced the appointment of the new Executive Director who will begin her duties on June 1.

In preparing for a transition in leadership, during this past year, the Board and staff have undertaken the development of a new Strategic Plan for 2018-2021 as referenced in President Kelly Jenkins’ message. We will use this document to guide our activities as an agency over the next three years related to ensuring that our Board members are informed and educated in regulatory governance and seeking to secure committed and knowledgeable staff to support the activities necessary to our licensees and to the protection of the public. We will continue to provide licensees with current and relevant information through new methods of distribution on our website and directly to your email as well as other media platforms. The Board is focused on enhancing communication with professional and collegial groups through regular and ongoing information sharing. Additionally, we will be seeking to evaluate our progress and will seek input from you as licensees, as to our effectiveness in communicating with you.

As we move to an enhanced delivery method of the KBN Connection, in 2020 we will be mailing two issues a year, to the mailing address on record with the Board and will initiate an email link to digital copies of all issues. You will be able to read the KBN Connection on the website. An exciting new feature will also be “workplace delivery” where bulk copies of the publication will be shipped to employers of large numbers of nurses. We are working to provide information from the Board in multiple ways so that you may have it readily at hand and use it as a reference. A reminder: KY NURSING LAWS STATE THAT THE LICENSEE SHALL MAINTAIN A CURRENT MAILING ADDRESS ON FILE WITH KBN. Please do not forget to notify the KBN when you move. While the Board does not mandate the requirement, we hope you will provide a current email address so that we may quickly communicate important messages to you, like RENEWAL announcements. Providing an EMAIL ADDRESS will enhance our communication with you instead of just waiting for the published KBN Connection in the mail.

We are revamping our website to provide greater ease in finding relevant information and to provide focused information at your fingertips. This change will evolve over the next few months.

There are more changes in the works for the KBN and we will keep you apprised. It has been my pleasure to lead the Kentucky Board of Nursing this past year plus. I will return to my role as Deputy Executive Director following a transition period with the new Executive Director.

Pamela C. Hagan, MSN, RN
Acting Executive Director
KBN announces the appointment of Dr. Jessica Estes as the new Executive Director of the Kentucky Board of Nursing, effective June 1, 2019.

Dr. Estes comes to us with a wealth of knowledge and experience to provide strong leadership to the Board. She possesses a Doctor of Nursing Practice degree from the University of Kentucky and is a practicing APRN with a population focus in psychiatric mental health. She received her graduate nursing education from Vanderbilt University. Her clinical practice experience includes work as a CNA, staff nurse, administrator, educator, and nurse practitioner. Her nursing education experience includes serving as Associate Dean of the Program of Nursing through Owensboro Community and Technical College and as adjunct faculty and psychiatric mental health coordinator for Northern Kentucky University. She has also served as a Commissioner on the Accreditation Commission for Education in Nursing and has served as a site visitor.

Dr. Estes is a participating member of several professional nursing organizations and committees. She recently completed a four-year term as president and served as acting Executive Director of the Kentucky Coalition of Nurse Practitioners and Nurse-Midwives for several months with the departure of the previous Executive Director.

As former owner and CEO of a private behavioral health clinic in Lewisport, Kentucky, Dr. Estes has demonstrated the business acumen required to oversee the Board’s budget, staffing and operational functions. She previously served on the KBN APRN Council and Controlled Substances Formulary Development Committee. Dr. Estes has also established herself as an excellent communicator through professional presentations and through her contributions as representative spokesperson for legislative issues related to nursing practice.

Pam Hagan will return to her previous role as Deputy Executive Director and will continue to serve KBN in that capacity.

Please join us in welcoming Dr. Estes as the Executive Director of the Kentucky Board of Nursing. We are looking forward to the contributions she will make to the agency’s ability to fulfill its mission to protect the public by ensuring the safe practice of nursing across the Commonwealth of Kentucky.
**WHY DO I KARE?**

by C.G., RN

My file cabinet was so full the pages were wedged together, making it nearly impossible to find last year’s taxes or that warranty on my vacuum cleaner that just died. Since I recently completed the KARE program, I thought now would be a good time to clean it out. Basically, I unwittingly forced myself to go down a very emotional 10 year memory lane. Each piece of paper was reviewed, scanned, labeled and shredded. There were documents labeled urine drug screen, meeting attendance, monthly reports, and exhibits 1, 2 and 3.

As I labeled the scans for exhibits, I thought, “It wasn’t supposed to be this way.” I wasn’t supposed to be an impaired nurse. I wasn’t supposed to give up everything in my life for a substance that was killing me. I was supposed to grow up, get a degree, get married, have 2.5 children and a 3.5 bedroom house with the white picket fence. I was supposed to grow old with my husband as we watched our grandchildren and great-grandchildren play in our large front yard while the chain from the porch swing squeaked when we swung. I was supposed to lead Girl Scout troops, maybe run for the school board. It wasn’t supposed to be this way—yet it is.

I don’t know where things went wrong. After several years in recovery and much self-reflection, I don’t honestly know if things were ever ‘right’. I simply developed the skill of making everything look as if life was as it should be, when in reality I was holding things together with tenuous strings that were easily broken. I was very good at making things look very good. Not only was I the class Vice-President, President of our chapter and valedictorian of my nursing class, I was the things look very good. Not only was I the easily broken. I was very good at making things together with tenuous strings that were impossible standards, and I just didn’t have the money to comply with the required drug screens. I failed to appreciate the complexities of my situation.

I vividly remember the last conversation I had with my monitor. I had missed yet another appointment with only a few hours notice. He told me my lack of compliance would have severe consequences, to which I responded, “Oh, I’m sure they will, but I just can’t do what you want me to do.” He advised me he would be terminating my participation in the KARE program and wished me the best of luck. Shortly thereafter, I began receiving letters from several organizations that I had never heard of. I learned precisely how severe the consequences of my behavior were. I ended up not being able to work for any health organization. My employer who had been so responsive and accepting of my disease had placed me in a non-nursing position and enrolled me in their EAP services. However, after KARE was terminated, my employer had to terminate my employment as well. My husband and I were in the middle of a divorce due to my behavior. I had isolated myself so much during the last year of my disease that I had no relationship with friends or family.

I ended up homeless for a short time. I still had a vehicle, but that was simply because it had not been re-possessed. I remember pulling up to the shelter where I would be living and being greeted by a woman I knew from recovery. She walked me to the front desk to help me be processed. I was issued a grocery cart to help me pack my belongings up to my 6 x 10 ft. room. Everything I owned fit in that grocery cart. I cannot remember a time that I ever felt so alone. I was completely demoralized.

I was fortunate. I had a college degree, I was still very good at making things look good. I was able to find employment relatively quickly making $10.00/hr., a vast decrease from the non-nursing wages I had been making. I ended up in a relationship and moved in with him after a short time. This is when I learned that a person does not have to be an addict or alcoholic to have substantial social and emotional issues. I kept going to meetings, and I made a couple of friends in recovery. I did the steps and stayed ‘clean & sober’ for a while. I use quotes because I was what my friends in recovery like to call ‘dry’, ‘crispy’, or ‘white-knuckling’. I was still just making things look good. People would ask me when I was going to get my nursing license back and I would tell them I couldn’t afford it, or I didn’t really want to be a nurse, or I’m just trying to get everything else straightened out—all thinly veiled excuses.

I ended up doing what is inevitable when an addict or alcoholic doesn’t treat the disease. I relapsed. I relapsed in one of the most beautiful places in the world doing what I love to do most and I finally began to understand my disease. I finally hit bottom. I finally became willing to do what I needed to do. Astonishingly, I got better! After several years of recovery, I began to admit I wanted to be a nurse and I was done making excuses.

I reached out to both Boards of Nursing (apparently I like to live life in hard-mode) to see what I had to do to get my licenses reinstated. My monitor was no longer with the Kentucky Board, but the program coordinator had not changed. It was refreshing to see her name again. I was given...
the seemingly dauntingly impossible list of tasks that needed completed prior to requesting reinstatement. With the help of the program coordinator, my sponsor, and friends I was able to break things into manageable pieces. I cannot recall how many times I called the KBN in an utter panic because I realized my tea tree oil had alcohol in it or I learned that vinegar is based on some form of malt or wine. I was always treated kindly and with gentleness regardless of the intensity of my emergency of the day.

The vast difference in experience between the first and second time I interacted with the KBN was indescribable and the only thing who changed was me. Several years had passed and it is amazing what a little recovery will do for a person’s perception. I did what I was supposed to do, when I was supposed to do it, and the entire process went remarkably smoothly. My license was reinstated and I learned that once I became compliant with the requirements, my monitor no longer needed to be “mean or hateful” or “try to keep me down” as I had thought during my first attempt at the KARE program. The financial burdens that I had previously used as excuses, were no longer barriers. I was still poor but my priorities had changed. My annual pilgrimages to Louisville to meet with my monitor were no longer filled with dread and were quite pleasant exchanges.

Being a nurse is not easy. As a profession, we often struggle with ‘eating our young’, and being a nurse in recovery only makes that appetite more voracious. I often sit and listen to the nurses with whom I work, eviscerate people who struggle with addiction, judging them harshly and without compassion. When I share the fact that I am in treatment, my counselor had to show me objective, diagnostic evidence before I would begin to consider the disease approach to addiction. I simply refused to believe that my situation was not due to my failure as a human or as a nurse. Once I started to overcome the self-induced shame, I had to overcome the professionally induced shame.

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continued on page 10>>
Not once, even when non-compliant, did the KBN treat me with shame. Not once was I made to feel less-than. I was approached as a colleague who was being held accountable for my behavior. While the Board’s job is to protect the public, they have also taken the role of supporting their nurses. This is not reality in every state. Everyone I encountered wanted me to be successful and celebrated when I was. When I unexpectedly lost my first nursing job after re-entry due to a corporate purchase, my monitor’s support was invaluable in keeping me grounded.

My experience with the KBN and subsequent enrollment in KARE would have best been avoided by getting the help I needed long before I actually did. Fortunately, while the help was delayed, I did finally end up receiving it and the KBN played an active role. The KARE program was not my enemy and allowed me the opportunity to maintain licensure while still participating in recovery behaviors. Once I completed the KARE program, all restrictions were lifted and I currently carry an active, unrestricted license in the state of Kentucky. The same is not true for the other state. I was never given the opportunity to enter into an alternative program there, and I carry permanent restrictions in that state. At this point, I would seriously consider moving back to Kentucky if I could get along with my family as well as I did the Board of Nursing.

### PERSONAL TIMELINE

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>05/2001</td>
<td>Graduated from ADN program</td>
</tr>
<tr>
<td>2/22/2007</td>
<td>Entered KARE after self-report</td>
</tr>
<tr>
<td>10/3/2007</td>
<td>Terminated from KARE due to non-compliance and RN license suspended</td>
</tr>
<tr>
<td>08/05/2009</td>
<td>Sobriety date</td>
</tr>
<tr>
<td>8/21/2013</td>
<td>RN License reinstated and re-entered KARE program via disciplinary</td>
</tr>
<tr>
<td></td>
<td>decision by Board</td>
</tr>
<tr>
<td>9/6/2018</td>
<td>Successful completion of KARE</td>
</tr>
</tbody>
</table>

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Maysville
2017-2020

AUDRIA DENKER, RN
Financial Officer
Louisville
2018-2022

OLLIE BOWLING, LPN
Louisville
2018-2022

MICHELE DICKENS, RN
Campbellsville
2017-2021

MICHELLE DUNN
Citizen-at-Large
Prospect
2015-2019

KRISTI HILBERT, RN
Bellevue
2018-2021

JIMMY ISENBERG, RN
Glasgow
2018-2022

CRYSTAL MORGAN, LPN
Marrowbone
2017-2020

ADAM OGLE, RN
Paducah
2018-2019

CHRISTINA PERKINS
Citizen-at-Large
Owenton
2017-2021

CARL VINCISON, LPN
Paducah
2018-2019

ROBYN WILCHER, RN
Versailles
2017-2021

JESSICA WILSON, APRN
Nicholasville
2018-2022

GAIL WISE, RN
Mays Lick
2016-2020
KBN Board Meeting Schedule for 2019

June 13th
August 8th
October 17th
December 12th
*Board Meetings start at 10:00am

KBN Education Committee Meeting Schedule for 2019

September 12th
November 7th
*Education Committee Meetings start at 1:00pm

KBN Practice Committee Meeting Schedule for 2019

September 13th
November 8th
*Practice Committee Meetings start at 9:00am

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The KBN website at www.kbn.ky.gov provides extensive information on our licensure process, programs and organization. The website is organized with the menu list of topics down the left side of the screen. Click on the menu topic of your interest for more information. The left side-menu will expand with additional topic information to assist you. In addition to the KBN website, the KBN staff are available to answer your questions Monday-Friday, excluding state holidays, from 8:00am to 4:30pm ET. Please use the subject list below to identify the appropriate contact for your question.

**LICENSURE**
Renewal of Kentucky Nursing License
Annual Renewal Period is September 15 - October 31
RN/LPN Renewal  502-429-3332
APRN Renewal  502-429-3329
Military Renewal  502-429-3331
SANE Renewal  502-429-3330
Licenses Types
RN/LPN Examination Applications  502-429-3334
(New Grads, NCLEX, ATT, Provisional License)
RN/LPN Endorsement Applications  502-429-3332
(prior licensure in another state)
RN/LPN Reinstatement Applications  502-429-3330
(Lapsed KY RN/LPN License)
APRN Applications  502-429-3329
(Collaborative Agreements, DEA Registration)
Sexual Assault Nurse Examiner (SANE)  502-429-3330
Credential Applications
Foreign Educated Nurse Licensure  502-429-3332
Nurse Aides
KY Nurse Aide Registry  502-429-3347
(all CNA and SRNA questions)  502-429-3348
Foreign Educated Nurse Licensure  502-429-3332
Other Licensing Questions
APRN/RN/LPN Name and Address Change  502-429-7170
NLC Compact License Questions  502-429-7170
Transcript Requests  502-429-3332
Reporting a Deceased Nurse  502-429-3332
Retiring a RN/LPN License  502-429-3330

**VERIFICATION OF LICENSURE TO ANOTHER STATE BOARD**
RN/LPN  502-429-7170
(visit www.nursys.com to request verification)
APRN License Verifications  502-429-3329

**Consumer Protection**
Complaint Against a Nurse  502-429-3314
(or submit online at www.kbn.ky.gov)  502-429-3325
Reporting Criminal Convictions  502-429-3314
Investigations  502-429-3314 or 502-429-3325
Kentucky Alternative Recovery Effort for Nurses (KARE)  502-429-3313 or 502-429-7190
KARE Program


**Nursing Education**
Prelicensure Programs of Nursing  502-429-7179
APRN Programs of Nursing  502-429-3315

**Nursing Practice**
RN/LPN Practice  502-429-3320
APRN Practice  502-429-3315

**CE**
Continuing Education  502-429-7196
Competency/CE Audit

**Scholarship**
Nursing Incentive Scholarship Fund  502-429-7179
(Application Period is January 1 - June 1)

**DIALYSIS TECHNICIANS**
Credential/Education/Renewal/Other  502-429-3330
DT Practice  502-429-3320
Reporting Criminal Convictions  502-429-3314

**GENERAL**
Main KBN Office Phone  502-429-3300
Main KBN Office Fax  502-429-3311
KBN Executive Office  502-429-3310
Payment Receipt Request  502-429-7189
Open Records Request  502-429-7174
KBN Connection Magazine  502-429-3343
Website Technical Difficulties  502-429-3343
Human Resources  502-429-7171
General Counsel  502-429-3309
The Kentucky Board of Nursing, members and staff, celebrate National Nurses week and recognize all areas of nursing and those that the Board credentials: Licensed Practical Nurses (LPNs), Registered Nurses (RNs), Advanced Practice Registered Nurses (APRNs), as well as other health care team members who are licensed or credentialed by the Board such as RN Sexual Assault Nurse Examiners (SANE), Dialysis Technicians (DTs). National Nurses Week is celebrated annually beginning May 6 and ends on May 12, Florence Nightingale’s birthday.

Nurses have the most contact with patients making you the vital links that build those lasting relationships during trying moments. Patients rely on you for the extra care and support when they feel their options are low, which makes you their biggest advocate. Nurses are caregivers, teachers, critical thinkers, and innovators; you are the heartbeat of healthcare and we want to say thank you and we appreciate your amazing work and continued service.

Once again for the 17th year in a row, the Gallup Poll indicates that nurses are held at the highest esteem by the public as the most trusted, honest profession. This honor is one to be valued and maintained throughout your career.

The Kentucky Board of Nursing promotes public safety through development and enforcement of state laws governing the safe practice of nursing, nursing education and credentialing.
SWEARING IN OF NEW BOARD MEMBERS
Kristi Hilbert, RN, was sworn in to the Kentucky Board of Nursing by Nathan Goldman, General Counsel.

ELECTION OF OFFICER(S)
The Vice-President sought a nomination for President. A nomination was made to nominate Kelly Jenkins.

- IT WAS MOVED AND SECONDED TO ACCEPT KELLY JENKINS, RN, AS PRESIDENT BY ACCLAMATION
  A nomination was sought for Vice-President. A nomination was made to nominate Dina Byers.
- IT WAS MOVED AND SECONDED TO ACCEPT DINNA BYERS, APRN, AS VICE-PRESIDENT BY ACCLAMATION

2018-2021 STRATEGIC PLAN
- A MOTION WAS MADE AND SECONDED TO APPROVE THE KENTUCKY BOARD OF NURSING’S 2018-2021 STRATEGIC PLAN AS WRITTEN

PRESIDENT’S REPORT
No Report

FINANCIAL OFFICER’S REPORT
The Financial Officer’s report was reviewed and accepted.

ACTING EXECUTIVE DIRECTOR’S REPORT
The written report of the Acting Executive Director was presented and included information on Kentucky Board of Nursing Administrative News; Agency Information; Legislative and Regulatory Update; Nomination to APRN Council; Kentucky Higher Education Assistance Authority (KHEAA); National Council of State Boards of Nursing (NCSBN) Jurisprudence Examination; NCSBN Workforce Survey; Nurse Licensure Compact Commissioners-Enhanced Nurse Licensure Compact; CORE Report 2018; Legal Update; Representative to KNA Board Meetings; Upcoming Meetings; Investigation Branch Report; Compliance Branch Report; Meetings and Activities; Kentucky Board of Nursing Staff Presentations/Programs; Kentucky Board of Nursing Licensure Report and Kentucky Licensee Sex Offender (SOR) Report. The Board accepted the report and the following actions were taken:

- APPROVED THE AMENDMENTS TO 201 KAR 20:056 ADVANCED PRACTICE REGISTERED NURSE LICENSURE AND CERTIFICATION REQUIREMENTS AND DIRECTS FILING WITH THE LEGISLATIVE RESEARCH COMMISSION
- ACCEPTED THE APPOINTMENT OF MICHAEL E. FLETCHER, MD, AS A MEMBER OF THE KBN APRN COUNCIL
- MOTION WAS MADE AND SECONDED FOR KBN STAFF TO EXPLORE CONTRACT REVISIONS FOR THE KBN CONNECTION
- MOTION WAS MADE AND SECONDED FOR KBN STAFF TO EXPLORE USE OF CE BROKER AND BRING THE INFORMATION TO THE DECEMBER BOARD MEETING

EDUCATION COMMITTEE
The Education Committee meeting was held September 13, 2018. The Board accepted the report and the following actions were taken:

- APPROVED THE 2018-2019 EDUCATION COMMITTEE SCOPE AND FUNCTIONS AS AMENDED
- APPROVED THE 2018-2019 EDUCATION COMMITTEE OBJECTIVES
- APPROVED KENTUCKY ADMINISTRATIVE REGULATIONS 201 KAR 20:260-360
- APPROVED KENTUCKY ADMINISTRATIVE REGULATION 201 KAR 20:062
- APPROVED KENTUCKY ADMINISTRATIVE REGULATION 201 KAR 20:240
- APPROVED KENTUCKY ADMINISTRATIVE REGULATIONS 201 KAR 20:215-220
- APPROVED THE NEW KENTUCKY ADMINISTRATIVE REGULATION 201 KAR 20:362
- ACCEPTED THE LETTER OF INTENT DATED AUGUST 16, 2018, SUBMITTED BY MEDQUEST COLLEGE, TO ESTABLISH A PRACTICAL NURSING PROGRAM IN LEXINGTON, KENTUCKY AND;
  - GRANTED APPROVAL TO MEDQUEST COLLEGE TO SUBMIT A PROPOSAL FOR A PRACTICAL NURSING PROGRAM
- ACCEPTED THE LETTER OF INTENT DATED SEPTEMBER 3, 2018, SUBMITTED BY UNIVERSITY OF THE CUMBERLANDS, TO ESTABLISH AN ASSOCIATE DEGREE NURSING PROGRAM IN WILLIAMSBURG, KENTUCKY AND;
  - GRANTED APPROVAL TO UNIVERSITY OF THE CUMBERLANDS TO SUBMIT A PROPOSAL FOR AN ASSOCIATE DEGREE NURSING PROGRAM
- APPROVED THE REQUEST DATED AUGUST 23, 2018, FROM SOUTHCENTRAL KENTUCKY COMMUNITY AND TECHNICAL COLLEGE FOR KBN STAFF TO EXPLORE CONTRACT REVISIONS FOR THE KBN CONNECTION