



HYBRID (IN-PERSON/VIRTUAL)
BOARD OF NURSING
Room N208, 4822 Madison Yards Way, 2nd Floor, Madison
Contact: Brad Wojciechowski (608) 266-2112
March 20, 2025

The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a record of the actions of the Board. Be advised that board members may attend meetings designated as "Hybrid" in-person or virtually.

AGENDA

8:00 A.M.

OPEN SESSION – CALL TO ORDER – ROLL CALL

- A. Adoption of Agenda (1-5)**
- B. Approval of Minutes of February 13, 2025 (6-9)**
- C. Reminders: Conflicts of Interests, Scheduling Concerns**
- D. Introductions, Announcements and Recognition – Discussion and Consideration**
- E. Administrative Matters – Discussion and Consideration**
 - 1. Department, Staff and Board Updates
 - 2. Election of Officers, Appointments of Liaisons and Alternates, Delegation of Authorities
 - 3. Board Members – Term Expiration Dates
 - a. Anderson, John G. – 7/1/2025
 - b. Guyton, Vera L. – 7/1/2025
 - c. Kane, Amanda K. – 7/1/2027
 - d. Malak, Jennifer L. – 7/1/2026
 - e. McNally, Patrick J. – 7/1/2026
 - f. Sabourin, Shelly R. – 7/1/2027
 - g. Saldivar Frias, Christian – 7/1/2023
 - h. Weinman, Robert W. – 7/1/2027
- F. Legislative and Policy Matters – Discussion and Consideration**
- G. Administrative Rule Matters – Discussion and Consideration (10-12)**
 - 1. Pending and Possible Rulemaking Projects (11-12)
- H. Education and Examination Matters – Discussion and Consideration**
 - 1. 2024 Nursing School NCLEX exam results

- I. Speaking Engagements, Travel, or Public Relation Requests, and Reports – Discussion and Consideration (13-55)**
 - 1. Travel Report: 2025 NLC Midyear Meeting and 2025 NCSBN Midyear Meeting, March 10-13, 2025, Pittsburgh, PA – Anderson, Malak, McNally, Weinman
 - 2. Travel Report: The Tri-Regulatory Symposium & Opioid Regulatory Collaborative Summit, March 6-7, 2025, Tyson’s Corner, VA – Wojciechowski **(14-55)**
- J. Newsletter Matters – Discussion and Consideration (56)**
- K. Interdisciplinary Advisory Committee – Discussion and Consideration**
- L. Credentialing Matters – Discussion and Consideration**
- M. Nurse Licensure Compact (NLC) Update – Discussion and Consideration**
- N. Liaison Reports – Discussion and Consideration**
- O. Discussion and Consideration of Items Added After Preparation of Agenda:**
 - 1. Introductions, Announcements and Recognition
 - 2. Administrative Matters
 - 3. Election of Officers
 - 4. Appointment of Liaisons and Alternates
 - 5. Delegation of Authorities
 - 6. Education and Examination Matters
 - 7. Credentialing Matters
 - 8. Practice Matters
 - 9. Legislative and Policy Matters
 - 10. Administrative Rule Matters
 - 11. Liaison Reports
 - 12. Board Liaison Training and Appointment of Mentors
 - 13. Public Health Emergencies
 - 14. Informational Items
 - 15. Division of Legal Services and Compliance (DLSC) Matters
 - 16. Presentations of Petitions for Summary Suspension
 - 17. Petitions for Designation of Hearing Examiner
 - 18. Presentation of Stipulations, Final Decisions and Orders
 - 19. Presentation of Proposed Final Decisions and Orders
 - 20. Presentation of Interim Orders
 - 21. Petitions for Re-Hearing
 - 22. Petitions for Assessments
 - 23. Petitions to Vacate Orders
 - 24. Requests for Disciplinary Proceeding Presentations
 - 25. Motions
 - 26. Petitions
 - 27. Appearances from Requests Received or Renewed
- P. Public Comments**

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigations with administrative warnings (ss. 19.85(1)(b), and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85(1)(f), Stats.); and to confer with legal counsel (s. 19.85(1)(g), Stats.).

Q. Deliberation on Division of Legal Services and Compliance Matters

1. Administrative Warnings

- a. 23 NUR 802 – S.A.D. **(57-59)**
- b. 24 NUR 093 – H.E.S. **(60-63)**
- c. 24 NUR 0243 – J.M.W. **(64-66)**
- d. 24 NUR 0640 – T.F.E. **(67-68)**

2. Case Closings

- a. 22 NUR 576 – T.A.B. **(69-74)**
- b. 23 NUR 082 – L.M.F. **(75-89)**
- c. 23 NUR 207 – T.W. **(90-93)**
- d. 23 NUR 231 – U. **(94-101)**
- e. 23 NUR 435 – M.B.M. **(102-106)**
- f. 23 NUR 615 – T.L.S. **(107-112)**
- g. 23 NUR 700 – J.R.F. **(113-123)**
- h. 23 NUR 730 and 24 NUR 0614 – J.P.T. **(124-130)**
- i. 24 NUR 097 – T.L. **(131-137)**
- j. 24 NUR 0405 – J.K. **(138-141)**
- k. 24 NUR 0466 – U. **(142-145)**
- l. 24 NUR 0467 – B.A.B. **(146-157)**
- m. 24 NUR 0494 – T.L.S., E.M.M. **(158-162)**
- n. 24 NUR 0628 – J.M.E. **(162-176)**
- o. 24 NUR 0725 – S.L.G. **(177-181)**
- p. 24 NUR 0759 – L.B. **(182-185)**
- q. 24 NUR 0765 – J.A.R. **(186-188)**

3. Proposed Stipulations, Final Decisions, and Orders

- a. 22 NUR 665 – Deneen M. DeGroot **(189-195)**
- b. 23 NUR 128 – Landon C. Brigman **(196-202)**
- c. 23 NUR 330 – Amy S. Zeiler **(203-209)**
- d. 23 NUR 396 – Brett Tuttlewski **(210-216)**
- e. 23 NUR 559 – Adam J. Krueger **(217-223)**
- f. 23 NUR 623 and 24 NUR 088 – Krystal M. Firkus **(224-230)**
- g. 24 NUR 039 – Rebecca A. Grove **(231-237)**
- h. 24 NUR 088 – Katie A. Chamberlain **(238-242)**
- i. 24 NUR 0620 – Heather R. Feld **(243-248)**
- j. 24 NUR 0671 – Anthony L. Las **(249-254)**

R. Monitoring Matters (255-369)

1. Monitor Olson

- a. David Kososki, R.N. – Requesting Reinstatement of License **(257-265)**

2. Monitor Heller

- a. Zakaria Chege, R.N. – Requesting Modification of Monitoring Order **(266-280)**
- b. Cherie Hennessy, R.N. – Requesting Review of Monitoring Order **(281-351)**
- c. Carrie Nichelson, R.N. – Requesting Modification of Monitoring Order **(352-369)**

S. Deliberation of Items Added After Preparation of the Agenda

1. Education and Examination Matters
2. Credentialing Matters
3. DLSC Matters
4. Monitoring Matters
5. Professional Assistance Procedure (PAP) Matters
6. Petitions for Summary Suspensions
7. Petitions for Designation of Hearing Examiner
8. Proposed Stipulations, Final Decisions and Order
9. Proposed Interim Orders
10. Administrative Warnings
11. Review of Administrative Warnings
12. Proposed Final Decisions and Orders
13. Matters Relating to Costs/Orders Fixing Costs
14. Case Closings
15. Board Liaison Training
16. Petitions for Assessments and Evaluations
17. Petitions to Vacate Orders
18. Remedial Education Cases
19. Motions
20. Petitions for Re-Hearing
21. Appearances from Requests Received or Renewed

T. Consulting with Legal Counsel

RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

U. Vote on Items Considered or Deliberated Upon in Closed Session if Voting is Appropriate

V. Open Session Items Noticed Above Not Completed in the Initial Open Session

W. Board Meeting Process (Time Allocation, Agenda Items) – Discussion and Consideration

X. Board Strategic Planning and its Mission, Vision and Values – Discussion and Consideration

ADJOURNMENT

NEXT MEETING: APRIL 10, 2025

MEETINGS AND HEARINGS ARE OPEN TO THE PUBLIC, AND MAY BE CANCELLED WITHOUT NOTICE.

Times listed for meeting items are approximate and depend on the length of discussion and voting. All meetings are held virtually unless otherwise indicated. In-person meetings are typically conducted at 4822 Madison Yards Way, Madison, Wisconsin, unless an alternative location is listed on the meeting notice. In order to confirm a meeting or to request a complete copy of the board's agenda, please visit the Department website at <https://dsps.wi.gov>. The board may also consider materials or items filed after the transmission of this notice. Times listed for the commencement of any agenda item may be changed by the board for the convenience of the parties. The person credentialed by the board has the right to demand that the meeting

at which final action may be taken against the credential be held in open session. Requests for interpreters for the hard of hearing, or other accommodations, are considered upon request by contacting the Affirmative Action Officer or reach the Meeting Staff by calling 608-267-7213.

**VIRTUAL/TELECONFERENCE
BOARD OF NURSING
MEETING MINUTES
February 13, 2025**

PRESENT: John Anderson, Vera Guyton, Amanda Kane, Jennifer Malak, Patrick McNally, Robert Weinman

ABSENT: Shelly Sabourin, Christian Saldivar Frias

STAFF: Brad Wojciechowski, Executive Director; Whitney DeVoe, Legal Counsel; Sofia Anderson, Administrative Rules Coordinator; Brenda Taylor, Board Services Supervisor; and other Department Staff

CALL TO ORDER

Jennifer Malak, Vice Chairperson called the meeting to order at 8:02 a.m. A quorum was confirmed with six (6) members present.

ADOPTION OF THE AGENDA

MOTION: Robert Weinman moved, seconded by Patrick McNally, to adopt the Agenda as published. Motion carried unanimously.

APPROVAL OF MINUTES JANUARY 9, 2025

MOTION: Amanda Kane moved, seconded by Vera Guyton, to approve the Minutes of January 9, 2025, as published. Motion carried unanimously.

**SPEAKING ENGAGEMENTS, TRAVEL, OR PUBLIC RELATION REQUESTS, AND
REPORTS – DISCUSSION AND CONSIDERATION**

MOTION: John Anderson moved, seconded by Robert Weinman, to designate Brad Wojciechowski to attend the 2025 Executive Officer Summit, June 3-4, 2025, in New Castle, NH. Motion carried unanimously.

CLOSED SESSION

MOTION: John Anderson moved, seconded by Vera Guyton, to convene to Closed Session to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigation with administrative warnings (ss. 19.85(1)(b), Stats. and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85(1)(f), Stats.); and, to confer with legal counsel (s. 19.85(1)(g), Stats.). Jennifer Malak, Vice Chairperson, read the language of the motion. The vote of each member was ascertained by voice vote. Roll Call Vote: John Anderson-yes; Vera Guyton-yes; Amanda Kane

-yes; Jennifer Malak-yes; Patrick McNally-yes; and Robert Weinman-yes.
Motion carried unanimously.

The Board convened into Closed Session at 8:23 p.m.

DELIBERATION ON DIVISION OF LEGAL SERVICES AND COMPLIANCE MATTERS

Proposed Stipulations and Final Decisions and Orders

MOTION: Amanda Kane moved, seconded by Jennifer Malak, to adopt the Findings of Fact, Conclusions of Law and Order in the matter of the following cases:

22 NUR 427 – Peter R. Ripp
23 NUR 429 – Blia Lee
23 NUR 731 – Lauren E. Lahr
23 NUR 757 – Jodi A. Huven
23 NUR 857 – Zekeesha T. Henry
24 NUR 077 – Maria S. Mathison
24 NUR 0232 – Katrina A. Vandehei
24 NUR 0269 – Ann E. Riddle
24 NUR 0343 – Heather L. McNaughton
24 NUR 0700 – Lori A. Ruppel
24 NUR 0727 – Sarah K. Kaeser
Motion carried unanimously.

DELIBERATION ON PROPOSED FINAL DECISION AND ORDERS

Ken P. Bedroske—Respondent
(DHA Case Number SPS-24-0035/ DLSC Case Number 23 NUR 609)

MOTION: Vera Guyton moved, seconded by Patrick McNally, to adopt/ the Findings of Fact, Conclusions of Law, and Proposed Decision and Order, in the matter of disciplinary proceedings against Ken P. Bedroske — Respondent — DHA Case Number SPS-24-0035/ DLSC Case Number 23 NUR 609.
Motion carried unanimously.

DELIBERATION ON DIVISION OF LEGAL SERVICES AND COMPLIANCE MATTERS

Administrative Warnings

MOTION: Jennifer Malak moved, seconded by Patrick McNally, to issue Administrative Warnings in the following DLSC Cases:

23 NUR 115 – Y.L.
23 NUR 373 – K.M.J.
23 NUR 376 – M.C.J.
23 NUR 391 – D.M.F.
24 NUR 0294 – J.A.B.

24 NUR 0390 – D.A.M.
24 NUR 0542 – K.M.H.
24 NUR 0545 – A.L.S.
24 NUR 0693 – P.A.P.
Motion carried unanimously.

Vera Guyton excused 8:30 a.m.

Case Closings

MOTION: Amanda Kane moved, seconded by John Anderson, to close the following DLSC Cases for the reasons outlined below:
22 NUR 766 – J.E.B. – Insufficient Evidence
23 NUR 067 – K.P. – Insufficient Evidence
23 NUR 594 – U. – Insufficient Evidence
23 NUR 626 – U. – Insufficient Evidence
23 NUR 643 – T.J.G. – Prosecutorial Discretion (P2)
23 NUR 678 – K.A.L. – No Violation
23 NUR 717 – N.Y.D & E.S. – Insufficient Evidence
24 NUR 135 – K.M.B. – Insufficient Evidence
24 NUR 0233 – M.J.N. – Insufficient Evidence
24 NUR 0523 – M.P. – Insufficient Evidence
24 NUR 0552 – C.R.N. – No Violation
Motion carried unanimously.

Monitoring Matters

Virginia Lemmon, R.N., L.P.N. – Requesting reinstatement of License

MOTION: Jennifer Malak moved, seconded by Robert Weinman, to offer a limited license for purposes of completing a refresher course (both theory and clinical). After successful completion of the refresher course, the following conditions shall be imposed on the reinstatement of the license of Virginia Lemmon, R.N.: requiring Respondent to enroll and participate in a drug and alcohol monitoring program approved by the Department which shall include random urine screens at a frequency of not less than 49 times per year and one annual hair screen, work setting approved by the Board, no access to controlled substances in work setting, to participate in treatment with a Treater approved by the board or its designee, with quarterly treatment reports submitted to the Department Monitor, and to submit quarterly work reports to the Department monitor, and any additional limitations as appropriate. Respondent may petition the Board for full, unrestricted licensure upon demonstration of continuous, successful compliance with the terms of the order for at least five (5) years. Respondent may petition for modification on an annual basis but no petition for modification before one (1) year from her license being reinstated. Motion carried unanimously.

Cherie Hennessy – Requesting Review of Order

MOTION: Patrick McNally moved, seconded by Amanda Kane, to postpone consideration of Cherie Hennessy's request to the March 20, 2025 Board meeting. Motion carried unanimously.

Jessica Kimps – Requesting Review of Order

MOTION: Robert Weinman moved, seconded by Jennifer Malak, to suspend the license of Jessica Kimps, R.N., A.P.N.P. (145140-30), based information received of her noncompliance with the terms of Order 20125. The suspension will stay in place until Applicant provides evidence demonstrating full compliance for a minimum of 90 days. Motion carried unanimously.

RECONVENE TO OPEN SESSION

MOTION: John Anderson moved, seconded by Patrick McNally, to reconvene into Open Session. Motion carried unanimously.

The Board reconvened into Open Session at 9:19 a.m.

VOTING ON ITEMS CONSIDERED OR DELIBERATED UPON IN CLOSED SESSION

MOTION: Robert Weinman moved, seconded by Patrick McNally, to affirm all motions made and votes taken in Closed Session. Motion carried unanimously.

(Be advised that any recusals or abstentions reflected in the Closed Session motions stand for the purposes of the affirmation vote.)

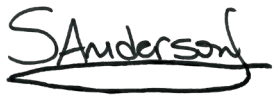
ADJOURNMENT

MOTION: Amanda Kane moved, seconded by Jennifer Malak, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 9:22 a.m.

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Sofia Anderson, Administrative Rules Coordinator		2) Date when request submitted: 03/10/2025 <small>Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting</small>	
3) Name of Board, Committee, Council, Sections: Board of Nursing			
4) Meeting Date: March 20, 2025	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Administrative Rules Matters – Discussion and Consideration 1. Pending and Possible rulemaking projects.	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session		8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required: N/A
10) Describe the issue and action that should be addressed: Attachments: 1. Nursing rule projects chart.			
11) Authorization <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 20px;"> <div style="text-align: center;">  <hr/> Signature of person making this request </div> <div style="text-align: center;"> 03/10/2025 <hr/> Date </div> </div> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 10px;"> <div style="text-align: center;"> <hr/> Supervisor (if required) </div> <div style="text-align: center;"> <hr/> Date </div> </div> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 10px;"> <div style="text-align: center;"> <hr/> Executive Director signature (indicates approval to add post agenda deadline item to agenda) </div> <div style="text-align: center;"> <hr/> Date </div> </div>			
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

**Board of Nursing
Rule Projects (Updated 03/10/2025)**

Permanent Rules

Clearinghouse Rule Number	Scope #	Scope Expiration	Date Scope Requested by Board	Rules Affected	Relating Clause	Synopsis	Stage of Rule Process	Next step
24-031	030-23	11/15/2025	2/9/2023	N 6	Delegated Acts	Review and update chapter N 6 to clarify and further define delegated acts.	The Governor's Office approved rule on 02/27/25. Rule submitted to Legislature on 03/03/25.	Legislative Review.
25-012	106-24	05/04/2027	04/11/2024	N 8	Advanced Practice Nurse Prescribers	The Board will conduct a review of the educational and renewal requirements for APNPs licensure.	Clearinghouse Review until 03/24/25.	Public Hearing scheduled for 04/10/25.

Scope Statements




Clearinghouse Rule Number	Scope #	Scope Expiration	Date Scope Requested by Board	Rules Affected	Relating Clause	Synopsis	Stage of Rule Process	Next step
			10/8/2020	N 8	APNP prescribing limitations	Review of limitations in N8 regarding APNPs prescribing certain drugs.	Scope submitted to Governor's Office, 11/24/20.	

Board of Nursing

			7/30/2020	N 8	Collaboration with other health care providers	Review of the collaboration requirements in N8 and other changes throughout the chapter.	Scope submitted to Governor's Office, 10/15/20.	
			6/11/2020	N 2	Temporary permits	Requirements for temporary permits to respond to a future emergency and may promulgate a permanent rule to allow the Board to grant a waiver of or variance to the requirements in emergency situations.	Scope submitted to Governor's Office on 10/15/20	

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Brad Wojciechowski, Executive Director		2) Date when request submitted: 3/10/2025 Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting									
3) Name of Board, Committee, Council, Sections: Board of Nursing											
4) Meeting Date: 3/20/2025	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Speaking Engagements, Travel, or Public Relations Requests, and Reports – Discussion and Consideration 1) Travel Report: 2025 NLC Midyear Meeting and 2025 NCSBN Midyear Meeting, March 10-13, 2025, Pittsburgh, PA – Anderson, Malak, McNally, Weinman 2) Travel Report: The Tri-Regulatory Symposium & Opioid Regulatory Collaborative Summit, March 6-7, 2025, Tyson's Corner, VA – Wojciechowski									
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? (If yes, please complete Appearance Request for Non-DSPS Staff) <input type="checkbox"/> Yes <Appearance Name(s)> <input type="checkbox"/> No	9) Name of Case Advisor(s), if applicable: <Click Here to Add Case Advisor Name or N/A>									
10) Describe the issue and action that should be addressed: <Click Here to Add Description>											
11) <table style="width: 100%; border: none;"> <tr> <td style="width: 60%; text-align: center; border: none;"> Authorization  </td> <td style="width: 40%; text-align: center; border: none;"> 3/10/2025 </td> </tr> <tr> <td style="border-top: 1px solid black; border-bottom: 1px solid black;">Signature of person making this request</td> <td style="border-top: 1px solid black; border-bottom: 1px solid black;">Date</td> </tr> <tr> <td style="border-top: 1px solid black; border-bottom: 1px solid black;">Supervisor (Only required for post agenda deadline items)</td> <td style="border-top: 1px solid black; border-bottom: 1px solid black;">Date</td> </tr> <tr> <td style="border-top: 1px solid black; border-bottom: 1px solid black;">Executive Director signature (Indicates approval for post agenda deadline items)</td> <td style="border-top: 1px solid black; border-bottom: 1px solid black;">Date</td> </tr> </table>				Authorization 	3/10/2025	Signature of person making this request	Date	Supervisor (Only required for post agenda deadline items)	Date	Executive Director signature (Indicates approval for post agenda deadline items)	Date
Authorization 	3/10/2025										
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Executive Director signature (Indicates approval for post agenda deadline items)	Date										
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the Agenda Items folders. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.											

■ THE 2025 ■ TRI-REGULATOR ■ SYMPOSIUM

MARCH 6, 2025 | TYSONS CORNER, VA



Agenda

Background

Sample

Response Rates

Methods

Results

Key Takeaways

Background

- Gap in the Health Resources and Services Administration's National Sample Survey of Registered Nurses (NSSRN) data collection from 2008 to 2018
- Collaborative partnership with the National Forum of State Nursing Workforce Centers (Forum) to fill the void
- Comprehensive Registered Nurse (RN) supply data collection from 2013 to 2024; Licensed Practical/Vocational Nurse (LPN/VN) supply data 2015-2024

Sample

Mail Survey



(24 Jurisdictions)

95,567 RNs

96,354 LPN/VNs

Email Survey



(18 Jurisdictions)

121,685 RNs

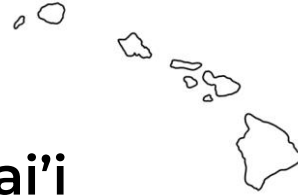
121,682 LPN/VNs

Sample

nursys® e-Notify Data

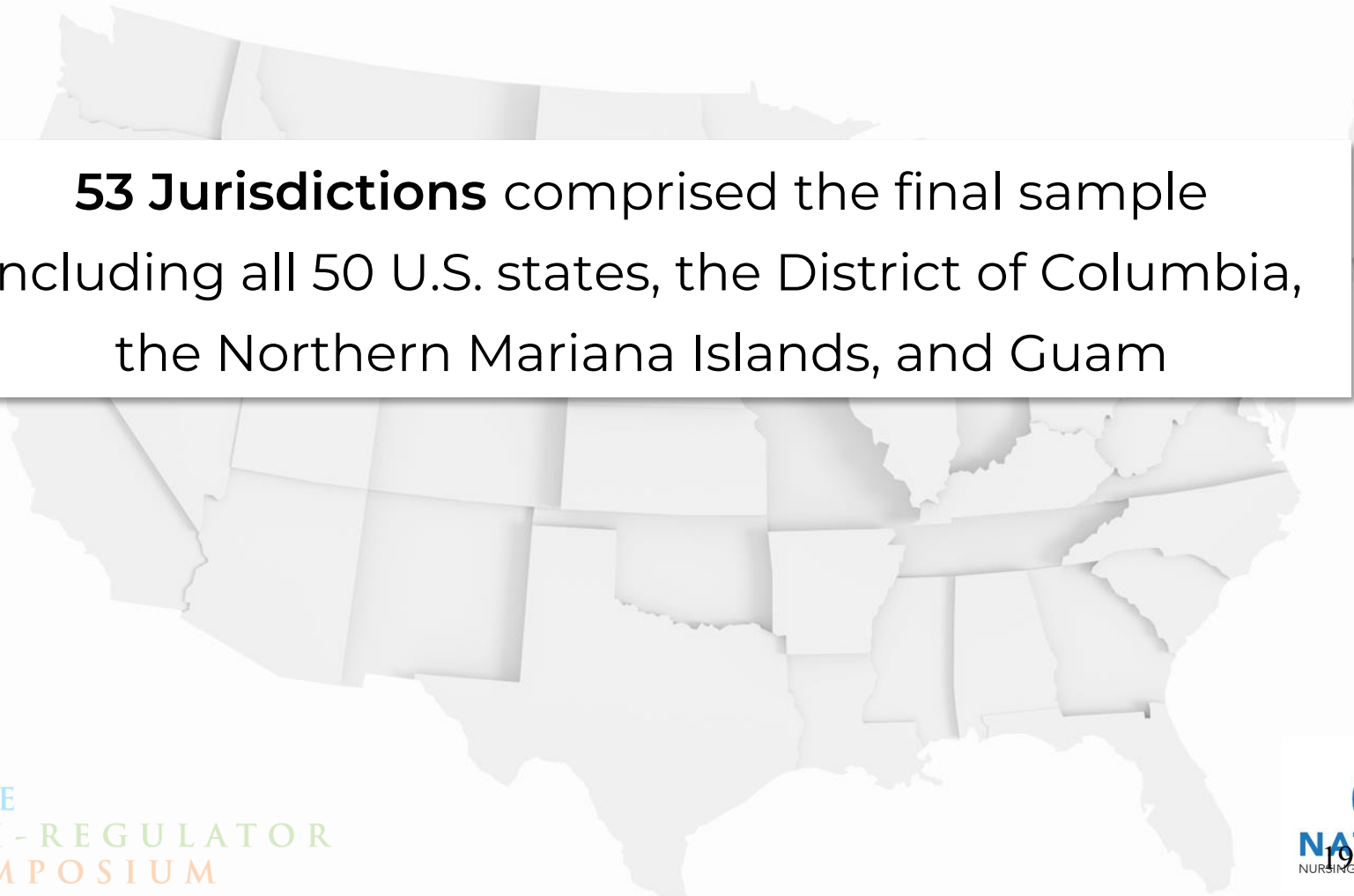
(10 Jurisdictions)

- A comprehensive review of data collected through the e-Notify system found 10 jurisdictions have data of sufficient quality and volume



Hawai'i

- Nurse Supply Minimum Data Set comprised bulk of questions



53 Jurisdictions comprised the final sample including all 50 U.S. states, the District of Columbia, the Northern Mariana Islands, and Guam

Materials

- Forum's Nurse Supply Minimum Data Set used for bulk of questions
- Included additional questions on:
 - Telehealth, Nurse Licensure Compact (NLC), intent to leave, travel nursing, direct patient care, and nurses' experiences of emotional exhaustion

Response Rates

Mail Survey



16,146 RNs (16.9%)

13,174 LPN/VNs (13.7%)

Email Survey



11,725 RNs (9.6%)

8,876 LPN/VNs (7.3%)

nursys® e-Notify Data

632,824 unique RN records

102,503 unique LPN/VN records


Hawai'i



14,538 RNs (46.0%)

871 PNs (49.0%)

Methodology

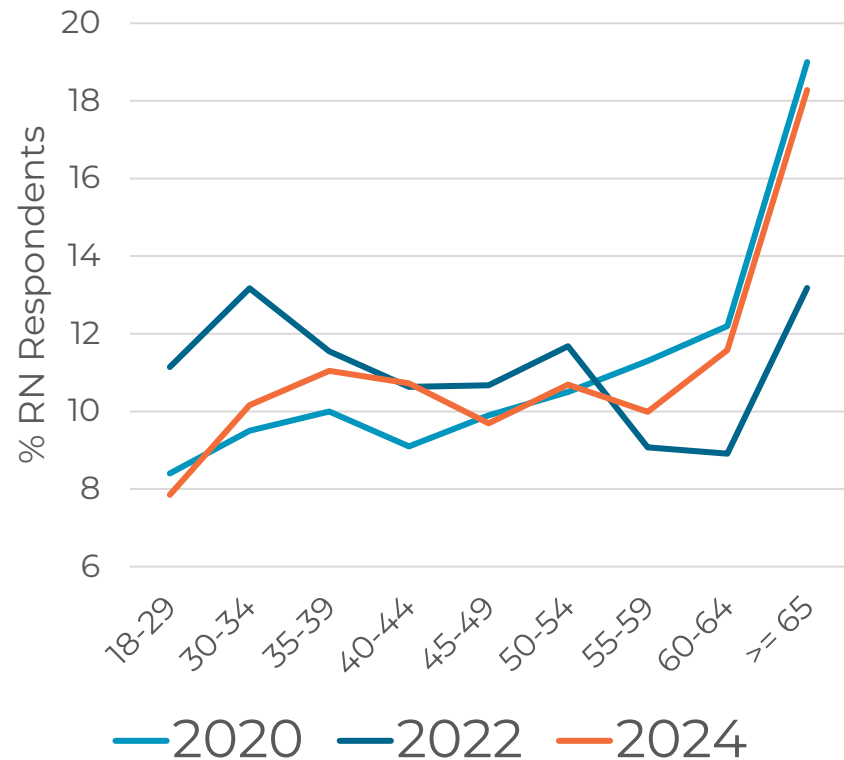
- **Quality Assurance** 
- Weighting
 - Nonresponse bias analysis
 - Survey response weights applied:
 - Age (nonresponse)
 - Gender (nonresponse)
 - State nursing population size (stratification)
- Descriptive Analysis
 - Counts; mean/median estimates

RN Results



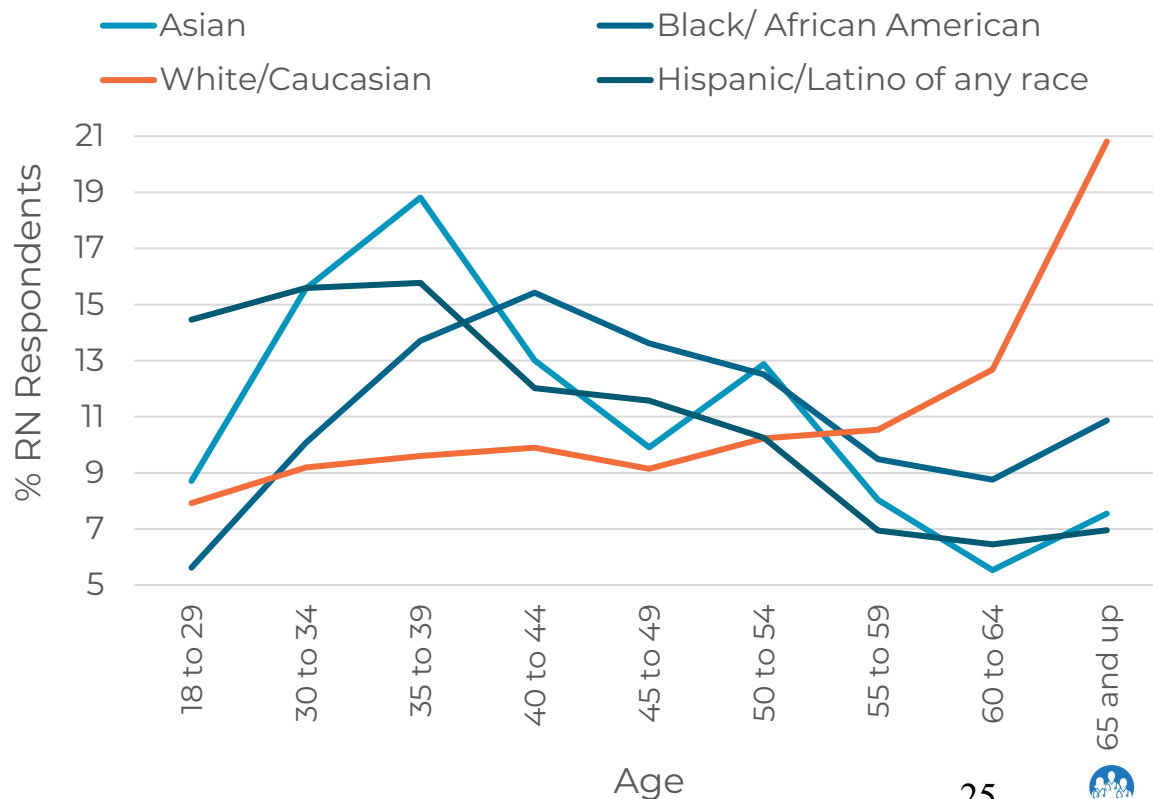
Age Distribution

- Median Age = 50
 - Increase of **4 years** from 2022
- About 18% of RNs are 34 or younger
- Age distribution is now more aligned with pre-pandemic trends

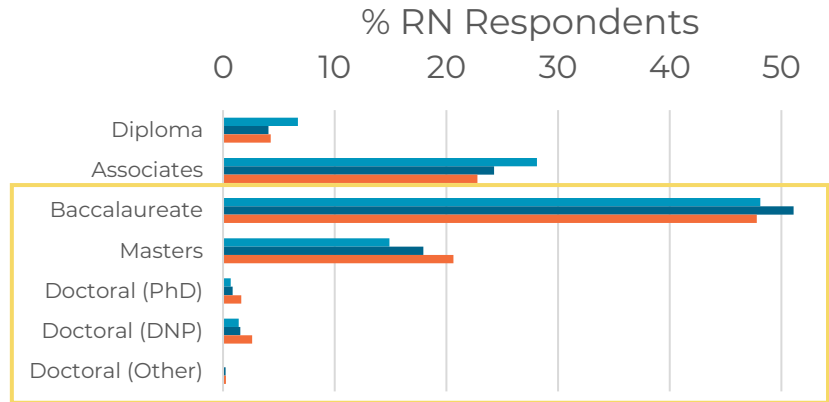
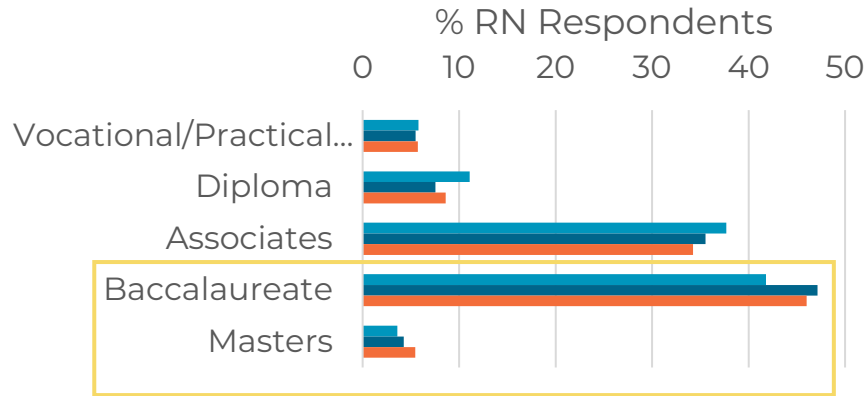


Racial & Ethnic Diversity

- Individuals from racial and ethnic minority groups accounted for **40%** of the US population in 2023
- **27%** of 2024 RN workforce
 - Increase from **24%** in 2022



Initial & Highest Nursing Education



■ 2020 ■ 2022 ■ 2024

46% held a baccalaureate as their **initial** nursing education

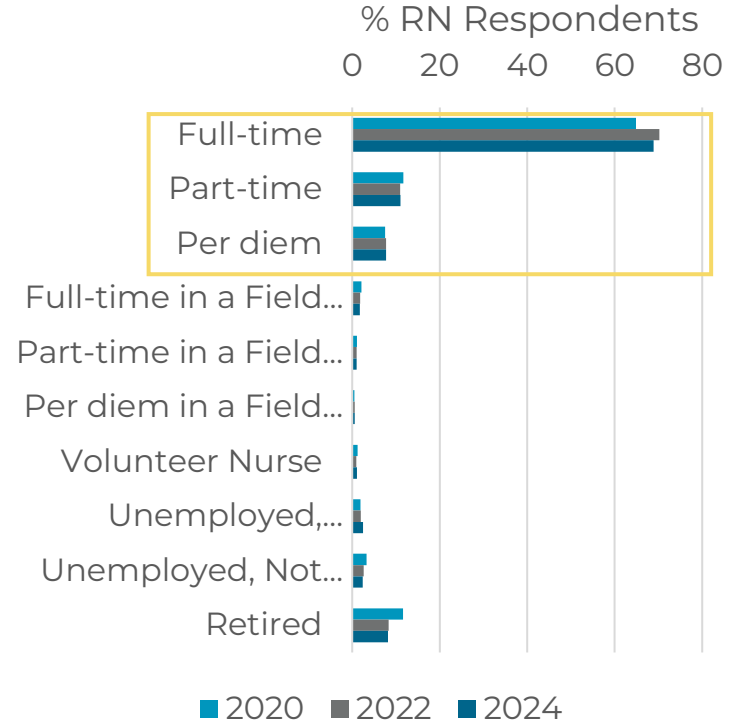
73% held a baccalaureate or higher degree as their **highest level** of nursing education

International Trends

- Since 2020, **93-94% of RNs** have reported the US as the country in which they received their entry-level education
- A larger share of NCLEX-RN candidates are international
 - From 2023-2024, approximately 1 in 3 (**32%**) NCLEX-RN candidates fit this profile
- Possible implications for future workforce planning

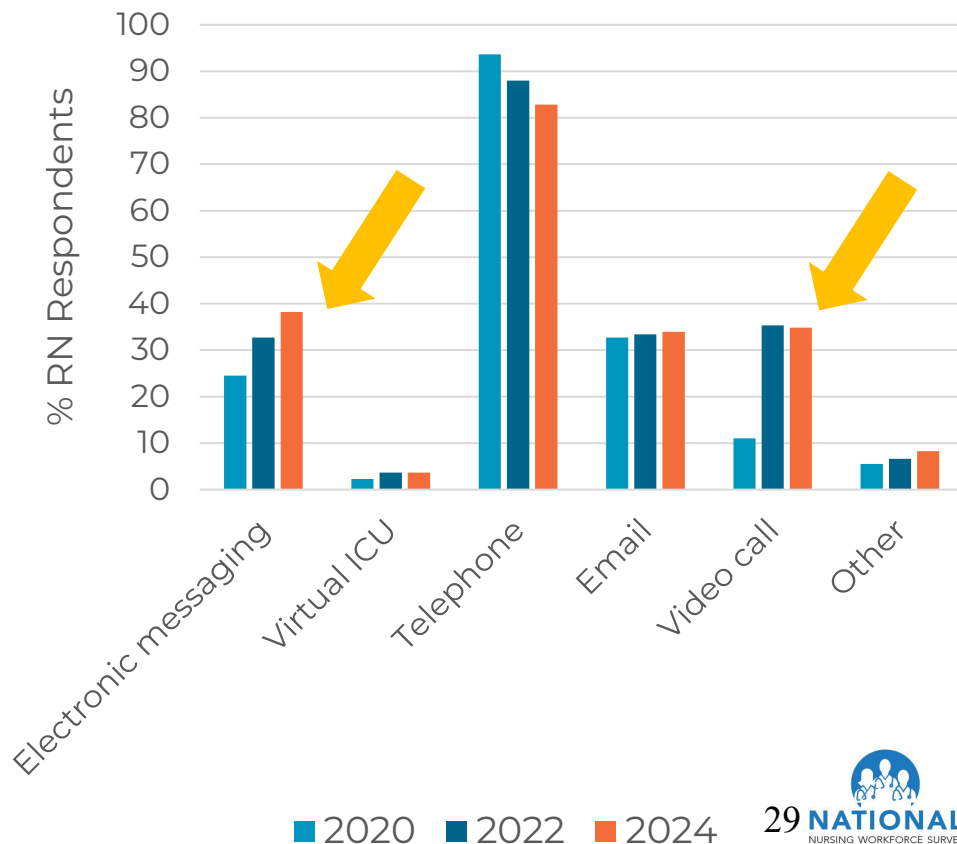
Nurse Employment Status

- Nursing employment levels were largely consistent with 2022 results:
 - **88%** of RN licensees were actively employed in nursing
 - **69%** of RN licensees were working full-time



Telehealth Trends

- **26% of RNs** indicate they engage in telehealth
 - Use of electronic messaging jumped over 10% from 2020 (**25%**) to 2024 (**38%**)
 - Use of video calls has tripled from 2020 (**11%**) to 2024 (**35%**)



Multistate Licensure (MSL)

- 1 in 3 RNs (**36%**) hold a MSL
- A similar proportion (**38%**) use their MSL, which is an increase of **6%** from 2022
 - **12%** use it to facilitate telehealth



Emotional Exhaustion

- RNs reported notable decreases in their workloads since 2022 (↓ **25%**)
- **Acute levels** of emotional exhaustion reported in 2022 appear to have **moderated**
- There was a **4-7%** reduction among RNs reporting daily distress across all measures

Intent to Leave

- 2 in 5 RNs (**40%**) report planning to **leave or retire in the next five years**
 - **22%** report they plan to retire
 - **18%** report they plan to leave nursing





Key Takeaways

Key Takeaways

- The number of nurses appears to have rebounded from pandemic lows
- Employers continue to prioritize mental health services
- Moderated, but still elevated, levels of emotional exhaustion

Key Takeaways

- Does the re-entry of more experienced nurses to the workforce represent a long-term gain or a temporary bounce?

The 2024 National Nursing Workforce Survey

April 2025



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REGULATION

journalofnursingregulation.com



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MARCH 6, 2025 | TYSONS CORNER, VA



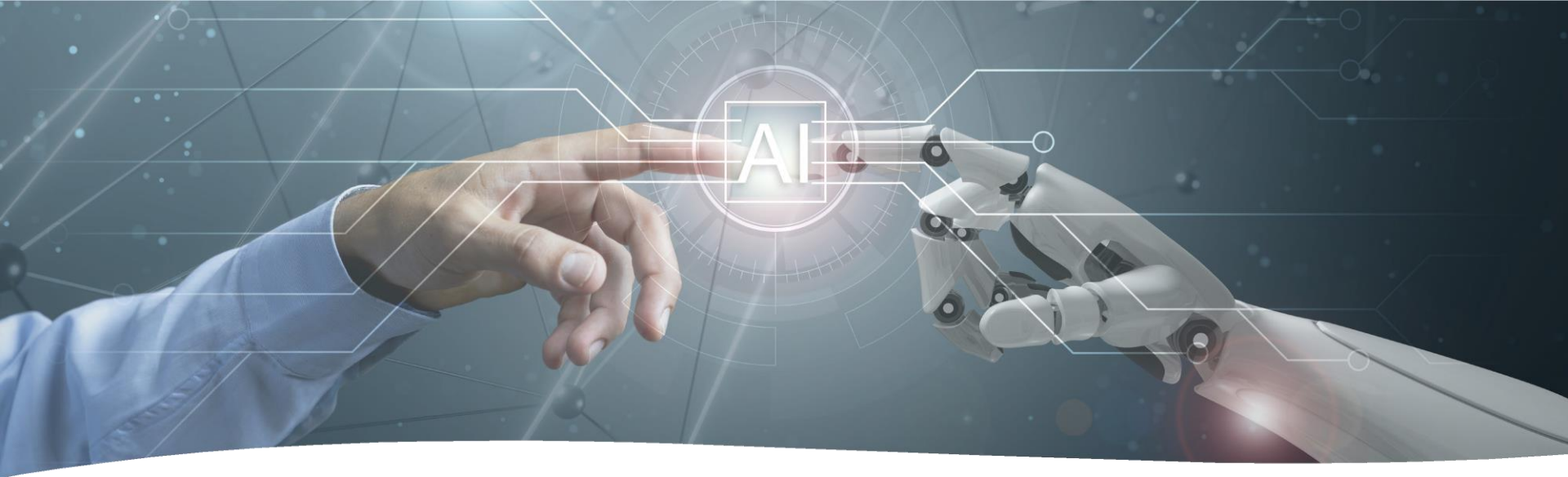
NCSBN Artificial Intelligence Update

Phyllis Polk Johnson

President, NCSBN Board of Directors

■ THE
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Artificial Intelligence or AI Definition

An engineered system where machines learn from experience, adjusting to new inputs and potentially performing tasks previously done by humans.

AI Policy Purpose



Leverage AI in responsible and ethical ways to add value to NCSBN programs and services.



Provide uniform guidelines, requirements and procedures for AI use.

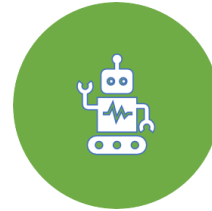


Ensure data security and privacy protection of Restricted Data, PII and IP.

Types of AI Covered in Policy



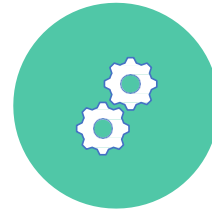
Generative AI



AI bots/assistants



ML/LLM/NLP/MLM for
research/analysis



AI product development

General Standards for all AI Usage



Outputs must be reviewed for:

- Accuracy
- Reliability
- Completeness
- Bias
- Infringement of third-party IP



Generated coding outputs must be reviewed to:

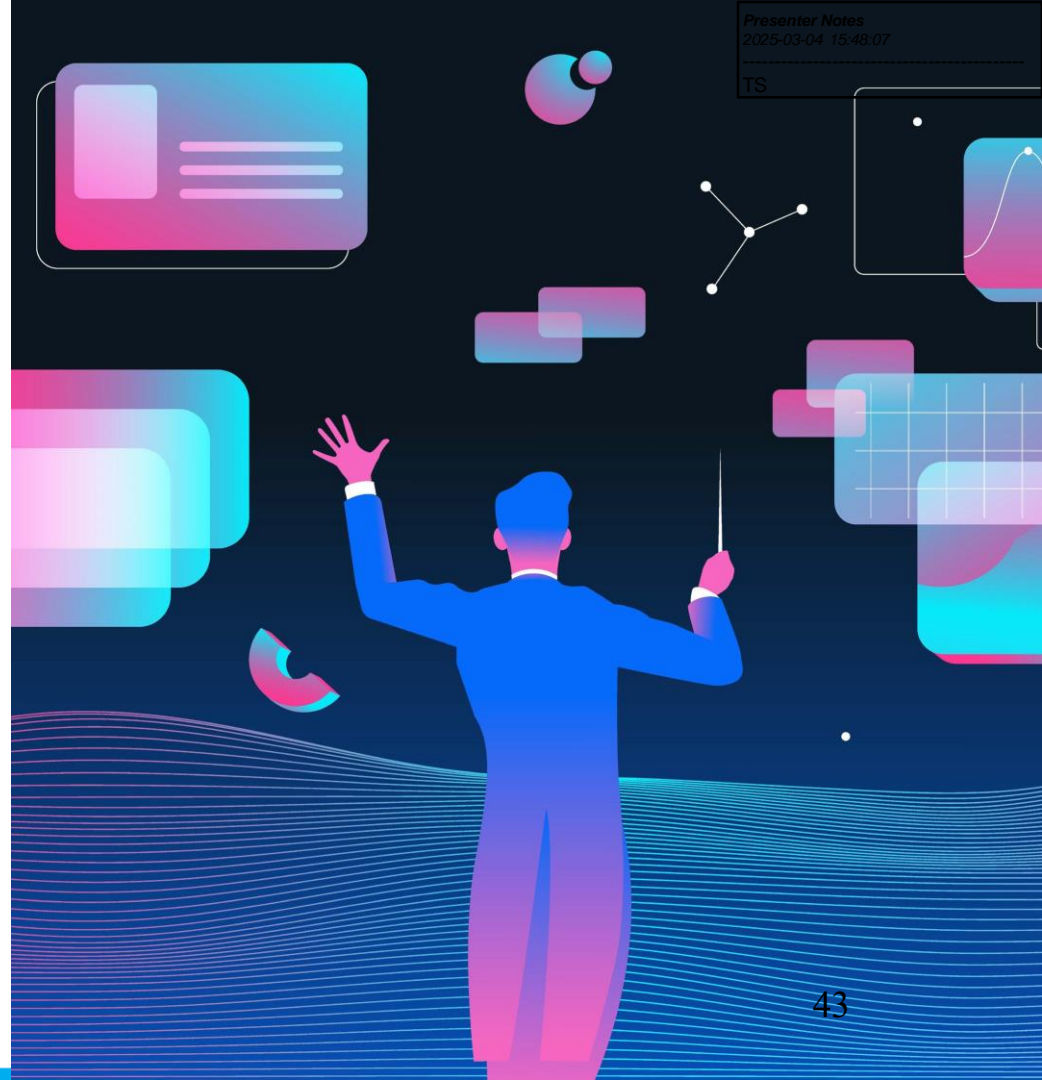
- Validate the accuracy and identify security vulnerabilities



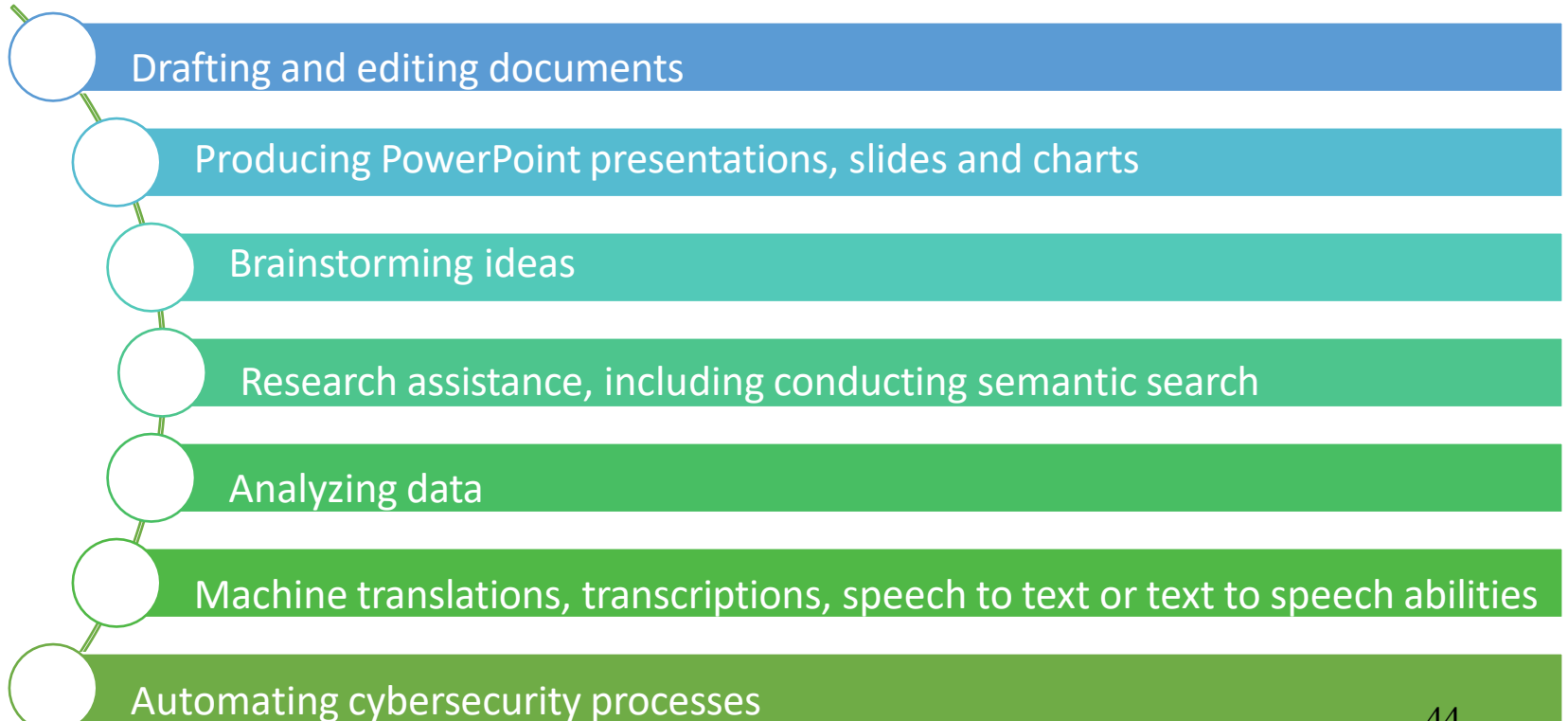
When presenting for review or approval:

- Disclose that Generative AI was used and the nature and extent of use

Type 1: Generative AI



Generative AI – Approved Uses



Generative AI – Restrictions on Use



- Must be authorized according to implementation plan.



- Must be used in an NCSBN secure environment to protect IP (i.e., only generate prompts and outputs when connected to NCSBN securely).



- Inputs or prompts must not include PII, Restricted Data, NCSBN proprietary or confidential information or NCSBN IP.

Type 2: AI Chat Bots/Assistants



AI Chat Bots/Assistants Examples

Available now for all NCSBN staff:

Built-in AI within pre-approved software:

- Adobe
- Grammarly
- Siri

AI Chat Bots – Standards & Restrictions

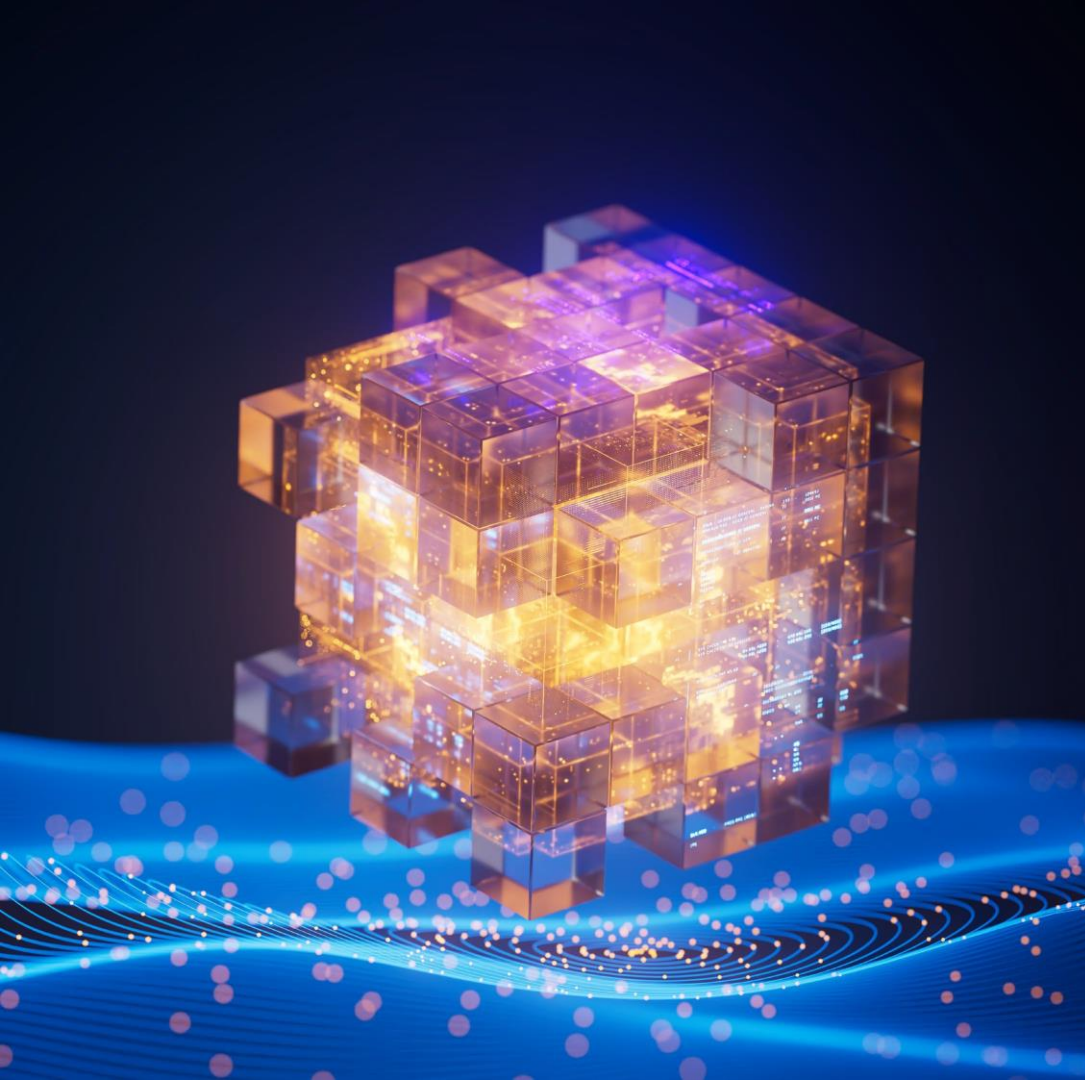


Outputs must be reviewed for:

- Accuracy
- Reliability
- Completeness
- Bias
- Infringement of third-party IP

No prompts or inputs or outputs that contain Restricted Data or PII are transferred to or retained by the software developer or other third party.





Type 3:

ML/LLM/MLM/NLP
for Research and
Analysis

ML/LLM/MLM/NLP Availability & Examples

- Available for Research and Exam Psychometrics Staff
 - Research: LLM for large data set analysis
 - Examinations:
 - ML: Computer Adaptive Test delivery
 - MLM: Predicting test volume

ML/LLM/NLP Standards & Restrictions



Only developed for approved purposes.

Outputs must be reviewed for:

- Accuracy
- Reliability
- Completeness
- Bias
- Infringement of third-party IP

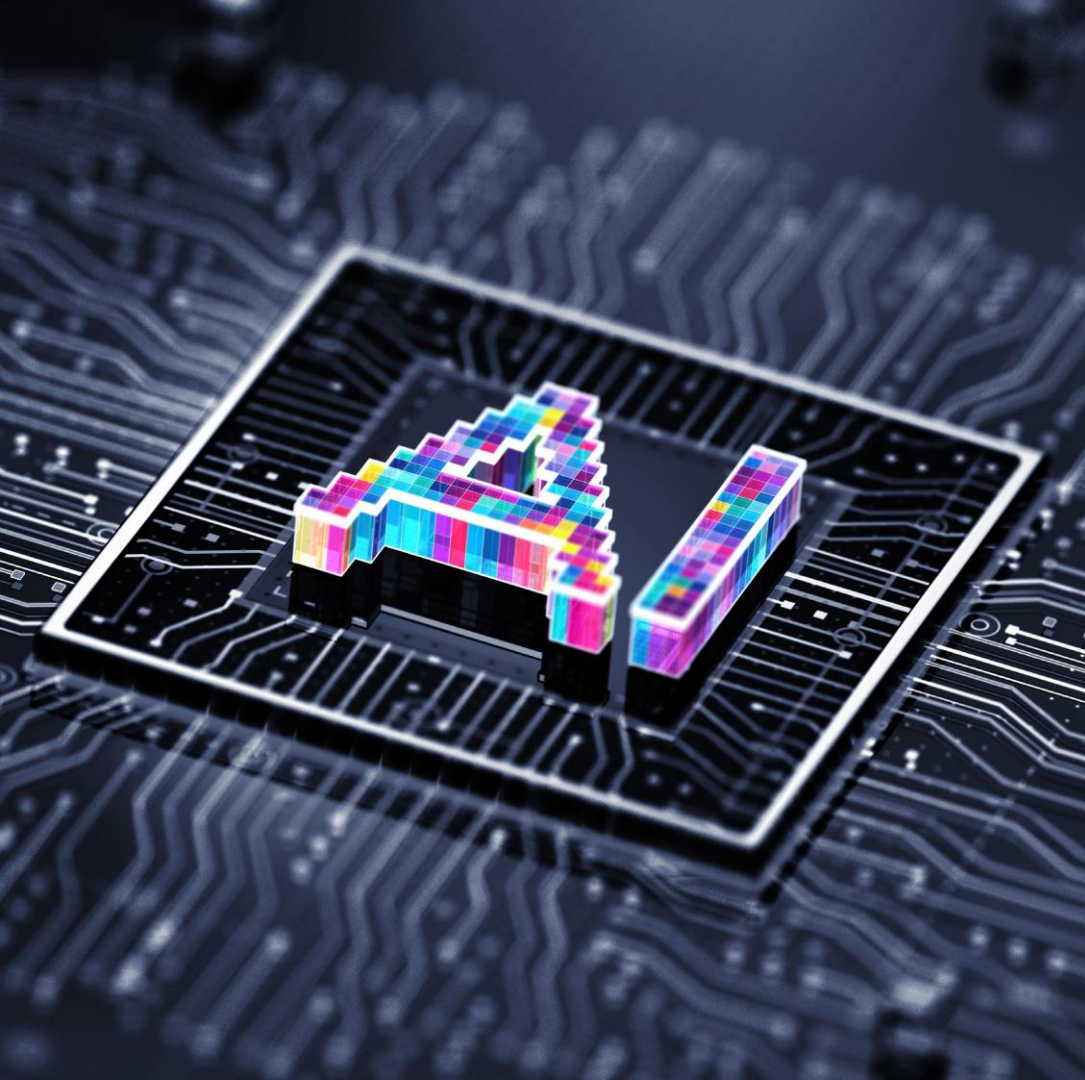
May only be used in secure NCSBN environments (e.g., Data Repository or Virtual Machines).

Raw prompts or inputs and outputs are stored within NCSBN's environment only and not transferred to or retained by tool providers.

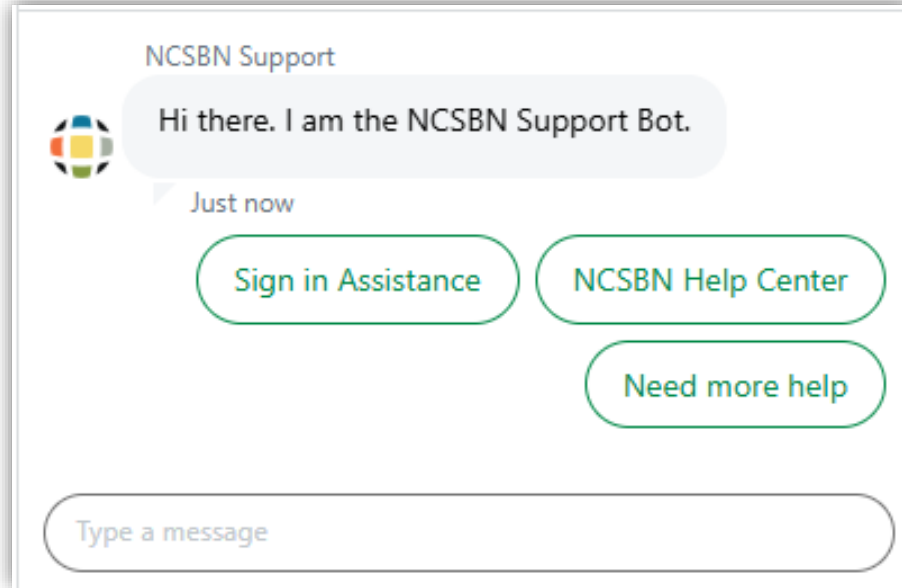
Must keep records of any AI sufficient to support replicability and ensure transparency of any associated output intended for either internal or external dissemination.

Adhere to existing policy on the dissemination of research findings (Policy 10.5) and third-party access to and use of NCSBN data and research findings (Policy 10.7). 51

Type 4: AI Product Development



NCSBN Customer Experience Chatbot



NCLEX Online






Questions?

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Brenda Taylor, Board Services Supervisor		2/16/2025	
3) Name of Board: Board of Nursing			
4) Meeting Date: 3/20/2025	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Newsletter Matters	
7) Place Item in: <input checked="" type="checkbox"/> Open Session	8) Is an appearance before the Board being scheduled? <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if applicable: N/A	
<p>10) Describe the issue and action that should be addressed:</p> <p>Please discuss deadlines and consider topics for the next newsletter.</p> <p>May 2025 issue [May Nurses Month]</p> <ul style="list-style-type: none"> Chairs Corner: Attrition rate and workforce efforts Articles: <ul style="list-style-type: none"> Digital Wallet Rob – Article on timely reporting Patrick – critical care Future Articles: <ul style="list-style-type: none"> Shelly – Spotlight ambulatory operations Jenny – specialty spotlights Amanda – CSB – PDMP update & reminder A.I. exam room [Phil as resource] Ethics in A.I. [Gina/WNA as resource] Orders update December 2024-April 2025 Deadline: Tuesday, April 1, 2025 <p>Articles/Ideas:</p> <ul style="list-style-type: none"> Rotating Articles on Professional Nursing Roles New Member introductions with headshots (<i>As needed for new appointments, subject to oath receipts</i>) Rotating Articles on Nurse Administrative Code Possible N6/Rules Status update Reminder to Update Contact Information – DSPS Staff Archive: https://dsps.wi.gov/Pages/BoardsCouncils/Nursing/Newsletter.aspx 			
<p>11) Authorization</p> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 20px;"> <div style="text-align: center;">  </div> <div style="text-align: right;"> <p>2/16/25</p> </div> </div>			
Signature of person making this request		Date	
<p>Directions for including supporting documents:</p> <ol style="list-style-type: none"> This form should be saved with any other documents submitted to the Agenda Items folders. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting. 			