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**VIRTUAL/TELECONFERENCE**  
**BOARD OF NURSING**  
**Virtual, 4822 Madison Yards Way, Madison**  
**Contact: Brad Wojciechowski (608) 266-2112**  
**December 11, 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.*

**AGENDA**

**8:00 A.M.**

**OPEN SESSION – CALL TO ORDER – ROLL CALL**

- A. Adoption of Agenda (1-4)**
- B. Approval of Minutes of November 13, 2025 (5-12)**
- C. Reminders: Conflicts of Interests, Scheduling Concerns**
- D. Introductions, Announcements and Recognition**
- E. Administrative Matters – Discussion and Consideration**
  - 1. Department, Staff and Board Updates
  - 2. Board Members – Term Expiration Dates
    - a. Anderson, John G. – 7/1/2029
    - b. Kane, Amanda K. – 7/1/2027
    - c. Malak, Jennifer L. – 7/1/2026
    - d. McNally, Patrick J. – 7/1/2026
    - e. Saldivar Frias, Christian – 7/1/2023
    - f. Weinman, Robert W. – 7/1/2027
- F. Administrative Rule Matters – Discussion and Consideration (13-41)**
  - 1. Drafting: N 1, Relating to Faculty Accreditation Standards (14-39)
  - 2. Pending and Possible Rulemaking Projects (40-41)
- G. Speaking Engagements, Travel, or Public Relation Requests, and Reports – Discussion and Consideration (42)**
  - 1. 2026 NLC and NCSBN Midyear Meeting, March 16-19, 2026, Phoenix, AZ
- H. Public Agenda Request: NCLEX Testing Timeframes and Attempts – Administrators of Nursing Education of Wisconsin, Dr. Kerri Kliminski (43-49)**
- I. Education and Examination Matters – Discussion and Consideration**

- J. Legislative and Policy Matters – Discussion and Consideration
- K. Credentialing Matters – Discussion and Consideration (57-96)
- L. Newsletter 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. 24 NUR 0694 – M.G. (50-56)

2. **Case Closings**
  - a. 23 NUR 296 – J.Y.S. **(57-62)**
  - b. 24 NUR 143 – D.C.N. **(63-68)**
  - c. 24 NUR 0619 – K.P., C.M.B. **(69-73)**
  - d. 24 NUR 0826 – A.M.J. **(74-81)**
  - e. 25 NUR 0286 – T.A.S., K.A.R., J.L.P. **(82-87)**
  - f. 25 NUR 0370 – H.L.B.L. **(88-95)**
3. **Proposed Stipulations, Final Decisions, and Orders**
  - a. 21 NUR 431 and 21 NUR 490 – Scott G. Moscoso **(96-102)**
  - b. 22 NUR 718, 23 NUR 446, 23 NUR 702, and 23 NUR 808 – Logan M. Wacker **(103-113)**
  - c. 23 NUR 831 – Jasmine A. Banks **(114-120)**
  - d. 24 NUR 0486 – Ann Grippe **(121-126)**
  - e. 24 NUR 066 – Trevor A. Brook **(127-133)**
  - f. 25 NUR 0292 – Margaret M. Prenger **(134-139)**

**R. Monitoring**

1. Monitor Wagner
  - a. Rachel Gliszinski, L.P.N. – Requesting full licensure **(140-194)**

**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: JANUARY 8, 2026**

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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  
NOVEMBER 13, 2025**

**PRESENT:** John Anderson, Amanda Kane, Jennifer Malak, Patrick McNally,  
Christian Saldivar Frias

**ABSENT:** Robert Weinman

**STAFF:** Brad Wojciechowski, Executive Director; Renee Parton, Assistant Deputy Chief  
Legal Counsel; Gretchen Mrozinski, Board 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 8:03 a.m. A quorum was confirmed with five (5) members present.

**ADOPTION OF THE AGENDA**

**Amendments to the Agenda**

- *Remove: P. Proposed Stipulations and Interim Orders 2. 25 NUR 0514 – Lisa M. Mathieus*

**MOTION:** Amanda Kane moved, seconded by Patrick, to adopt the Agenda as amended. Motion carried unanimously.

**APPROVAL OF MINUTES SEPTEMBER 11, 2025**

**MOTION:** Amanda Kane moved, seconded by Patrick McNally, to approve the Minutes of September 11, 2025, as published. Motion carried unanimously.

**INTRODUCTIONS, ANNOUNCEMENTS, AND RECOGNITION**

**MOTION:** Jennifer Malak moved, seconded by John Anderson, to recognize and thank Vera Guyton for her years of dedicated service to the Board and State of Wisconsin. Motion carried unanimously.

**PRELIMINARY PUBLIC HEARING ON STATEMENT OF SCOPE 064-25: N 1  
RELATING TO FACULTY ACCREDITATION STANDARDS**

**MOTION:** Amanda Kane moved, seconded by John Anderson, to affirm the Board has reviewed the public comments received concerning Scope Statement (SS) 064-25: N 1 relating to faculty accreditation standards. The Board approves SS 064-25 for implementation after consideration of all public comments and feedback. Motion carried unanimously.

## ADMINISTRATIVE RULE MATTERS

### **Scope Statement: N 1 to 8, relating to Advanced Practice Nurse Prescribers and comprehensive review**

**MOTION:** Amanda Kane moved, seconded by John Anderson, to approve the Scope Statement revising N 1 to 8, relating to advanced practice nurse prescribers and comprehensive review, for submission to the Department of Administration and Governor's Office and for publication. Additionally, the Board authorizes the Chairperson to approve the Scope Statement for implementation no less than 10 days after publication. If the Board is directed to hold a preliminary public hearing on the Scope Statement, the Chairperson is authorized to approve the required notice of hearing. Motion carried unanimously.

## CREDENTIALING MATTERS

### **Medical Condition Declarations – Applications**

#### **Application Language Revisions referring to Medical Conditions**

**MOTION:** Jennifer Malak moved, seconded by Amanda Kane, to approve the modifications to all nursing credential applications as discussed. Motion carried unanimously.

**MOTION:** Patrick McNally moved, seconded by John Anderson, to authorize the Board Chairperson to approve the suggested modifications to the nursing credential applications when finalized. Motion carried unanimously.

## CLOSED SESSION

**MOTION:** John Anderson moved, seconded by Patrick McNally, to convene to Closed Session to deliberate on cases following hearing (Wis. Stat. § 19.85(1)(a)); to consider licensure or certification of individuals (Wis. Stat. § 19.85(1)(b)); to consider closing disciplinary investigation with administrative warnings (Wis. Stat. §§ 19.85(1)(b) and 440.205); to consider individual histories or disciplinary data (Wis. Stat. § 19.85(1)(f)); and, to confer with legal counsel (Wis. Stat. § 19.85(1)(g)). 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; Amanda Kane -yes; Jennifer Malak-yes; Patrick McNally-yes; and Christian Saldivar Frias-yes. Motion carried unanimously.

The Board convened into Closed Session at 9:20 a.m.

**PROPOSED STIPULATIONS AND INTERIM ORDERS**

*24 NUR 0198 – Ian J. Lindsey*  
*25 NUR 0078 – Angel K. Webster*

**MOTION:** John Anderson moved, seconded by Amanda Kane, to delegate to DSPS Chief Legal Counsel the Board’s authority to adopt or reject the Findings of Fact, Conclusions of Law and Interim Orders in the matter of disciplinary proceedings against Ian J. Lindsey, DLSC Case Number 24 NUR 0198, and Angel K. Webster, DLSC Case Number 25 NUR 0078. Motion carried unanimously.

**DELIBERATION ON DIVISION OF LEGAL SERVICES  
AND COMPLIANCE MATTERS**

**Administrative Warnings**

*25 NUR 0274 – J.C.*

**MOTION:** Jennifer Malak moved, seconded by Patrick McNally, to issue an Administrative Warning in the matter of J.C., DLSC Case Number 25 NUR 0274. Motion carried unanimously.

*25 NUR 0035 – B.M.G.*

**MOTION:** Amanda Kane moved, seconded by Patrick McNally, to refer DLSC Case Number 25 NUR 0035, back to DLSC for further investigation. Motion carried unanimously.

*25 NUR 0403 – D.L.C.*

**MOTION:** Amanda Kane moved, seconded by John Anderson, to refer DLSC Case Number 25 NUR 0403, back to DLSC for further investigation. Motion carried unanimously.

*25 NUR 0421 – K.L.F.*

**MOTION:** Jennifer Malak moved, seconded by Patrick McNally, to refer DLSC Case Number 25 NUR 0421 back to DLSC for further investigation. Motion carried unanimously.

*25 NUR 0444 – J.K.G.*

**MOTION:** Amanda Kane moved, seconded by Jennifer Malak, to issue an Administrative Warning in the matter of J.K.G., DLSC Case Number 25 NUR 0444. Motion carried unanimously.

**Case Closings**

**MOTION:** Jennifer Malak moved, seconded by Amanda Kane, to close the following DLSC Cases for the reasons outlined below:  
23 NUR 318 – R.C.W. – Prosecutorial Discretion (P2)  
23 NUR 592 – S.L.R. – Prosecutorial Discretion (P2)  
23 NUR 735 – A.L.M. – No Violation  
24 NUR 092 – L.J.Y. – Prosecutorial Discretion (P2)  
24 NUR 116 – L.M.R. – No Violation  
24 NUR 0187 – U. – No Violation  
24 NUR 0199 – A.L.G. – Insufficient Evidence  
24 NUR 0314 – S.B., C.J.D., and T.M.W. – Lack of Jurisdiction (L2)  
24 NUR 0598 – N.E.C. – No Violation  
24 NUR 0662 – K.J.H. – No Violation  
24 NUR 0680 – L.M.L. – Insufficient Evidence  
24 NUR 0741 – U. – Insufficient Evidence  
24 NUR 0772 – M.N.H. – No Violation  
25 NUR 0087 – J.B.P. – Prosecutorial Discretion (P7)  
25 NUR 0356 – H.L., and L.G. – No Violation  
25 NUR 0682 – A.J.G. – Prosecutorial Discretion (P7)  
Motion carried unanimously.

***22 NUR 293 – B.J.T., D.A.B., G.A.P., J.H.K., J.A.H., J.A.L.M., M.A.M., M.A.L., R.C.A., R.W.W., W.M.P. – No Violation***

**MOTION:** Jennifer Malak moved, seconded by Patrick McNally, to delegate to DSPS Chief Legal Counsel the Board’s authority to preside over and resolve the matter of disciplinary proceedings against B.J.T., D.A.B., G.A.P., J.H.K., J.A.H., J.A.L.M., M.A.M., M.A.L., R.C.A., R.W.W., W.M.P., in DLSC Case Number 22 NUR 293. Motion carried unanimously.

***25 NUR 0156 – M.K.L. – Prosecutorial Discretion***

**MOTION:** Amanda Kane moved, seconded by John Anderson, to close DLSC Case Number 25 NUR 0156, against M.K.L., for Prosecutorial Discretion (P1). Motion carried unanimously.

***25 NUR 0219 – T.M. – No Violation***

**MOTION:** Jennifer Malak moved, seconded by Amanda Kane, to close DLSC Case Number 25 NUR 0219, against T.M., for no violation. Motion carried unanimously.



***25 NUR 0386 – J.M.C.***

**MOTION:** Patrick McNally moved, seconded by John Anderson, to refer DLSC Case Number 25 NUR 0386, against J.M.C., to DLSC for further investigation. Motion carried unanimously.

**Proposed Stipulations and Final Decisions and Orders**

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

20 NUR 211 – Kathryn J. Sweetman  
22 NUR 058 and 22 NUR 059 – Kandise L. Sporer  
23 NUR 085 – Angela L. Minter  
23 NUR 253 – Mark O. Dove  
23 NUR 352 – Faron J. Crabtree  
23 NUR 394 – Molly E. Langum  
23 NUR 589 – Erick J. Gohdes  
23 NUR 705 – Kimberly Lange  
24 NUR 0251 – Jacqueline K. Evanow  
24 NUR 0352 – Kori L. Bergman  
24 NUR 0408 – Rachel M. Menke  
24 NUR 0533 – Judith T.N. Mapalo  
24 NUR 0631 – Gabriel Kilmurray  
25 NUR 0353 – Laura A. House  
25 NUR 0378 – Amber D. Larson  
25 NUR 0379 – Elizabeth M. Schroeder  
25 NUR 0381 – Amber M. Herzmann  
25 NUR 0500 – Troy A. Schaden  
25 NUR 0510 – Kimberly R. Erickson  
24 NUR 0524 – Patrick O’Connell  
Motion carried unanimously.

***22 NUR 295 and 24 NUR 0539 – Krystn M. Enk***

***24 NUR 036 – Christopher J. Devlin***

***25 NUR 0514 – Lisa M. Mathieus***

**MOTION:** Patrick McNally moved, seconded by Amanda Kane, to delegate to DSPS Chief Legal Counsel the Board’s authority to preside over and resolve the matter of the following cases:

22 NUR 295 and 24 NUR 0539 – Krystn M. Enk  
24 NUR 036 – Christopher J. Devlin  
25 NUR 0514 – Lisa M. Mathieus  
Motion carried unanimously.

***25 NUR 0186 – Kimberly D. Veley***

**MOTION:** Jennifer Malak moved, seconded by Patrick McNally, to adopt Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings against Kimberly D. Veley, DLSC Case Number 25 NUR 0186. Motion carried. Amanda Kane abstained.

***24 NUR 0619 – Catherine S. DePoole***

**MOTION:** John Anderson moved, seconded by Patrick McNally, to reject Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings against Catherine S. DePoole, DLSC Case Number 24 NUR 0619 and to refer back to DLSC for modifications. Motion carried unanimously.

***24 NUR 0681 – Lisa L. Grathen***

**MOTION:** John Anderson moved, seconded by Amanda Kane, to reject Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings against Lisa L. Grathen, DLSC Case Number 24 NUR 0681 and to refer back to DLSC for modifications. Motion carried unanimously.

**MONITORING**

***Kelly Hagman, R.N. – Requesting full licensure***

**MOTION:** Patrick McNally moved, seconded by John Anderson, to modify the monitoring order for Kelly Hagman (Order No. 0008758) to step down in testing to 24 drug and alcohol tests per year plus one (1) hair test within six (6) months and any other modifications as needed and allow for a new petition for modifications to be considered in six (6) months. Reasons for Denial of petition for full licensure is failure to demonstrate continuous and successful compliance under the terms of the Board Order. Motion carried unanimously.

**DELIBERATION ON PROPOSED FINAL DECISION AND ORDERS**

***Barry L. Coltrane, Respondent (DHA Case Number SPS-25-0053/ DLSC Case Number 23 NUR 622 and 24 NUR0190)***

**MOTION:** Jennifer Malak moved, seconded by Amanda Kane, to delegate to DSPS Chief Legal Counsel the Board's authority to preside over and resolve the matter of disciplinary proceedings against Barry L. Coltrane, Respondent – DHA Case Number SPS-25-0053/ DLSC Case Number 23 NUR 622 and 24 NUR0190. Motion carried unanimously.

***Sara Stadler, Respondent***  
***(DHA Case Number SPS-25-0057/ DLSC Case Number 22 NUR 868)***

**MOTION:** Patrick McNally moved, seconded by John Anderson, to delegate to DSPS Chief Legal Counsel the Board's authority to preside over and resolve the matter of disciplinary proceedings against Sara Stadler, Respondent – DHA Case Number SPS-25-0057/ DLSC Case Number 22 NUR 868. Motion carried unanimously.

**DELIBERATION ON MATTERS RELATING TO COSTS/ORDERS FIXING COSTS**

***Heather A. Koehler – DHA Case Number SPS-23-0078/ DLSC Case Number 22 NUR 186***

**MOTION:** Amanda Kane moved, seconded by Patrick McNally, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Heather A. Koehler – DHA Case Number SPS-23-0078/ DLSC Case Number 22 NUR 186. Motion carried unanimously.

***Tracie A. LaBarge – DHA Case Number SPS-23-0083/ DLSC Case Number 23 NUR 023***

**MOTION:** John Anderson moved, seconded by Jennifer Malak, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Tracie A. LaBarge – DHA Case Number SPS-23-0083/ DLSC Case Number 23 NUR 023. Motion carried unanimously.

***Tonya L. Crouch, R.N. – DHA Case Number SPS-23-0036/ DLSC Case Number 23 NUR 120***

**MOTION:** Jennifer Malak moved, seconded by Patrick McNally, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against J Tonya L. Crouch, R.N. – DHA Case Number SPS-23-0036/ DLSC Case Number 23 NUR 120. Motion carried unanimously.

**RECONVENE TO OPEN SESSION**

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

The Board reconvened into Open Session at 10:59 a.m.

**VOTING ON ITEMS CONSIDERED OR DELIBERATED UPON IN CLOSED SESSION**

**MOTION:** Amanda Kane 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.)*

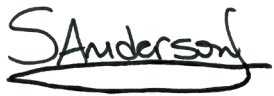
**ADJOURNMENT**

**MOTION:** John Anderson moved, seconded by Patrick McNally, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 11:02 a.m.

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

**AGENDA REQUEST FORM**

<b>1) Name and title of person submitting the request:</b> Sofia Anderson, Administrative Rules Coordinator		<b>2) Date when request submitted:</b> 12/01/2025 <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>	
<b>3) Name of Board, Committee, Council, Sections:</b> Board of Nursing			
<b>4) Meeting Date:</b> December 11, 2025	<b>5) Attachments:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>6) How should the item be titled on the agenda page?</b> Administrative Rules Matters – Discussion and Consideration 1. Drafting: N 1, relating to faculty accreditation standards. 2. Pending and Possible rulemaking projects.	
<b>7) Place Item in:</b> <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session		<b>8) Is an appearance before the Board being scheduled?</b> <i>(If yes, please complete <a href="#">Appearance Request</a> for Non-DSPS Staff)</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>9) Name of Case Advisor(s), if required:</b> N/A
<b>10) Describe the issue and action that should be addressed:</b> Attachments:  1. Chapter N 1. 2. 4-state analysis. 3. WHA letter to the Board. 4. WNA letter to the Board. 5. Nursing rule projects chart.			
<b>11) Authorization</b> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 20px;"> <div style="text-align: center;">   <hr/> <b>Signature of person making this request</b> </div> <div style="text-align: center;">         12/01/2025  <hr/> <b>Date</b> </div> </div> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 10px;"> <div style="text-align: center;"> <hr/> <b>Supervisor (if required)</b> </div> <div style="text-align: center;"> <hr/> <b>Date</b> </div> </div> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 10px;"> <div style="text-align: center;"> <hr/> <b>Executive Director signature (indicates approval to add post agenda deadline item to agenda)</b> </div> <div style="text-align: center;"> <hr/> <b>Date</b> </div> </div>			
<b>Directions for including supporting documents:</b> 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.			

## Chapter N 1

### APPROVAL FOR SCHOOLS OF NURSING

- [N 1.01](#) Authority and intent.
- [N 1.02](#) Definitions.
- [N 1.03](#) Authorization to plan a school of nursing.
- [N 1.04](#) Authorization to admit students.
- [N 1.05](#) Approval of school of nursing.
- [N 1.06](#) Approval of out of state school of nursing.
- [N 1.07](#) Accreditation.
- [N 1.08](#) Standards.
- [N 1.09](#) Annual pass rates.
- [N 1.10](#) Continuation of board approval.
- [N 1.11](#) Closure of a school of nursing.
- [N 1.12](#) Nursing refresher course approval.

#### **N 1.01 Authority and intent.**

- (1) The rules in this chapter are adopted pursuant to authority of ss. [15.08 \(5\) \(b\)](#) and [441.01 \(3\)](#), Stats.
- (2) The intent of the board of nursing in adopting rules in this chapter is to clarify requirements and develop efficient timelines for the nursing school approval process and to reduce duplication that exists between the board and nursing accreditation processes for nursing schools.

#### **N 1.02 Definitions.** In this chapter:

- (1) “Annual NCLEX pass rate” means the pass rates for those who took the NCLEX or advanced practice certification examination between January 1 and December 31.
- (2) “Board” means board of nursing.
- (3) “Certificate of completion” means a student has completed the portion of the program equivalent to a diploma in practical nursing or professional nursing.
- (4) “Class” means a graduating class for each 12-month period.

(5) “Institution” means the college, university or governing body which has the authority to conduct a school of nursing.

(5g) “Institutional accreditation” means that the institution conforms to the standards of education prescribed by a regional accrediting commission recognized by the U.S. department of education.

(5r) “NCLEX” means national council licensure examination.

(6) “Nursing accreditation” means the school of nursing conforms to the standards of a board recognized nursing accreditation agency.

(8) “Out-of-state school” means a school operating in Wisconsin with a physical location outside of Wisconsin.

(10) “School of nursing” means a school for professional nurses or practical nurses.

(11) “School of practical nursing” means a school preparing students for practical nurse licensure.

(12) “School of professional nursing” means a school preparing nursing students at the associate, bachelor’s, or graduate degree level. This includes schools granting any of the following:

(a) Certificate of completion for practical nurse licensure or professional nurse licensure.

(b) Postlicensure bachelor’s degree.

(13) “Simulation” means planned clinical experiences to develop clinical judgment and assess learning utilizing patient simulators in an environment and under conditions that provide a realistic clinical scenario.

### **N 1.03 Authorization to plan a school of nursing.**

(1) An institution planning to establish and conduct a school of nursing for professional or practical nursing shall file with the board an application including all of the following:

(a) Name and address of the controlling institution and evidence of the accreditation status of the controlling institution.

(b) Statement of intent to establish a school of nursing, including the academic and licensure levels of all programs to be offered and the primary method of instruction.

(c) Evidence of the availability of sufficient clinical facilities and resources. No contracts with clinical facilities may be signed until after the institution receives authorization to plan from the board.

(d) Plans to recruit and employ a qualified educational administrator and qualified faculty.

(f) A proposed timeline for planning and implementing the program and intended date of entry for the first class.

(2) The board shall make a decision on the application within two months of the receipt of the completed application and notify the controlling institution of the action taken.

#### **N 1.04 Authorization to admit students.**

(1) The school of nursing shall file with the board an application including all of the following:

(a) Verification of employment of an educational administrator meeting the qualifications in s. [N 1.08 \(2\) \(a\)](#).

(b) Evidence of employment of sufficient number of faculty meeting the qualifications in s. [N 1.08 \(3\)](#) to teach the courses offered for the first six months.

(c) The school of nursing's philosophy and objectives.

(d) An overview of curriculum including all of the following:

1. Content.

2. Course sequence.

3. Course descriptions.

5. Course syllabi for the first year and plan for subsequent years.

(dm) Documentation of a school evaluation plan.

(e) Verification of the establishment of student policies for admission, progression, retention, and graduation.

(em) Documentation of a plan for student or prospective student access to student policies.

(f) Verification of the students' ability to acquire clinical skills by providing all of the following:

1. Written agreements from clinical facilities securing clinical opportunities and documentation of the facility, type, size, number of beds, and type of patients. All written agreements shall be signed and dated after the date on which the school of nursing was granted authorization to plan by the board.

2. Documentation of simulation equipment and experiences.



3. Documentation that clinical experiences are representative of all areas of nursing practice covered by the school of nursing's curriculum.

(g) An updated timeline for implementing the program and intended date for entry of the first class.

(2) The board shall make a decision on the application within 2 months of the receipt of the completed application.

(2g) A school of nursing which has received authorization to admit students shall provide the board on the first day of March, June, September, and December until the school of nursing receives approval, evidence of employment of sufficient number of faculty meeting s. [N 1.08 \(3\)](#) standards to teach the courses offered four months from the date the report is due.

(2r) The board may review the school of nursing to determine whether s. [N 1.08](#) standards are being met by requiring any of the following:

(a) A site survey.

(b) A self-assessment.

(c) A plan for improvement and any progress reports.

(3) Withdrawal of authorization may occur for failure to meet the standards in s. [N 1.08](#).

#### **N 1.05 Approval of school of nursing.**

(1) A school of nursing may apply for approval of the school of nursing upon graduation of the first class, but may not apply later than graduation of the third class. The school of nursing shall submit all of the following:

(a) A self-evaluation report setting forth evidence of compliance with the standards in s. [N 1.08](#).

(b) The school of nursing's ongoing systematic evaluation plan. The systematic evaluation plan shall include an evaluation of the annual pass rate of any graduates who took the NCLEX or an advanced practice certification examination.

(2) The board may conduct a site survey of the school of nursing. A determination to conduct a site survey shall occur within 2 months of receipt of completed application for approval.

(3) The board shall make a decision on the application within two months of the completed site survey or receipt of the completed application, whichever is later. The board shall approve the school based on verification that the school of nursing is in compliance with nursing education standards in s. [N 1.08](#).

(4) The board may grant conditional approval. The notice of conditional approval shall contain a short statement in plain language of the basis, specifying the standard upon which the conditional approval is based. A school of nursing that receives a conditional approval may not admit new students to the school of nursing until the school of nursing receives full approval. The school of nursing may apply for full approval in three months from the date the school of nursing receives conditional approval.

(5) If the board denies the school of nursing approval, the notice of denial shall contain a short statement in plain language of the basis for denial, specifying the standard upon which the denial is based. The controlling institution shall do all of the following:

(a) Implement the time frame established by the board for transfer of enrolled students to an approved school of nursing and report to the board the date of transfer for each student by name.

(b) Arrange for the secure storage and access to academic records and transcripts for the next 50 years. Provide the board with the name and address of the educational institution or other organization that will be responsible for secure storage and access to academic records and transcripts for 50 years.

(c) Close the school of nursing when the last student has transferred.

(d) Submit progress reports during the closure process upon request of the board.

(6) A school of nursing denied approval or given a conditional approval may request a hearing within 30 calendar days after the mailing of a notice. The school of nursing may be granted a stay of the school closure during the appeal process.

#### **N 1.06 Approval of out of state school of nursing.**

(1) APPROVAL. An out-of-state school of nursing shall be approved if all of the following requirements are met:

(a) The school is approved by the board of the state the school is located.

(b) The school is accredited by a nursing accreditation body recognized by the Wisconsin board.

(2) CONTINUED APPROVAL. An out-of-state school shall maintain approval as long as school of nursing meets the requirements in sub. [\(1\)](#).

#### **N 1.07 Accreditation.**

- (1)** A school of nursing shall receive nursing accreditation by a board recognized nursing accreditation agency within three years of school approval.
- (2)** Schools of professional nursing that grant a certificate of completion shall hold accreditation at the level of the complete degree at which a diploma is conferred.
- (3)** Failure to maintain nursing accreditation shall result in withdrawal of school approval.

#### **N 1.08 Standards.**

**(1) ORGANIZATION AND ADMINISTRATION.** The institution shall assume legal responsibility for overall conduct of the school of nursing. The institution shall do all of the following:

- (a)** Designate an educational administrator, establish administrative policies, and provide fiscal, human, physical, clinical, and technical learning resources adequate to support school processes, security, and outcomes.
- (b)** Maintain institutional accreditation.
- (c)** Develop and maintain written school of nursing administrative policies which are in accord with the institution.
- (d)** Have written documentation between the school of nursing and institutions which offer associated academic study, clinical facilities, and agencies for related services for students.

**(2) EDUCATIONAL ADMINISTRATOR.**

**(a)** The qualifications for the educational administrator are all of the following:

- 1.** Current, active registered nurse license or privilege to practice in Wisconsin that is not encumbered.
- 2.** A graduate degree with a major in nursing. A doctoral degree is required for a school of nursing offering a graduate degree nursing program.
- 3.** Knowledge of learning principles for adult education, including nursing curriculum development, administration and evaluation and one of the following:
  - a.** Two years experience as an instructor in a nursing education program within the last 5 years.
  - b.** One year experience as an instructor in a nursing education program within the last 5 years and the graduate degree included education preparation.
- 4.** Current knowledge of nursing practice.

(b) The educational administrator shall notify the board within 5 business days of a vacancy in the educational administrator's position or change in educational administrator. Failure to report by the educational administrator is considered a violation of s. [N 7.03 \(1\) \(intro.\)](#).

(c) The institution shall designate an interim or permanent educational administrator and notify the board within 5 business days of a vacancy in the educational administrator position. The institution may request board approval of an interim educational administrator who does not meet the qualifications in par. [\(a\)](#).

(d) The interim educational administrator may serve no longer than 6 months. The institution may request an extension of time based upon hardship. The institution and new educational administrator shall notify the board within 5 business days of the institution's hiring of the educational administrator.

### **(3) FACULTY.**

(a) *Faculty standards.* The school of nursing shall have evidence of the faculty meeting the standards in this section on file in the school of nursing office and available upon request to the board.

(b) *Qualifications for professional nursing faculty.* The qualifications for the faculty of a school of professional nursing are all of the following:

1. Hold a current, active registered nurse license or privilege to practice in Wisconsin that is not encumbered.
2. A graduate degree with a major in nursing.
3. Notwithstanding subd. [2.](#), interprofessional faculty teaching interdisciplinary courses not specific to nursing shall have expertise and a graduate degree appropriate for the content being taught.

(c) *Qualifications for practical nursing faculty.* The qualifications for the faculty of a school of practical nursing are all of the following:

1. Hold a current, active registered nurse license or privilege to practice in Wisconsin that is not encumbered.
2. A baccalaureate degree with a major in nursing.

(d) *Faculty exceptions.* An educational administrator may apply to the board for exceptions to faculty requirements who are not teaching graduate level courses. A minimum of 50 percent of faculty must meet the faculty qualifications. A school of nursing that is granted a faculty exception for a faculty member shall provide the faculty

member with a supervisor who meets the qualifications in par. (b) or (c). The board may grant any of the following exceptions:

**1. ‘Standard exception.’** A standard exception may be renewed upon showing proof of progress and continued active enrollment each year. The standard exception is for a person who has a baccalaureate degree in nursing and is actively enrolled in one of the following:

- a.** A master’s program with a major in nursing.
- b.** A bachelor’s in nursing to doctorate program in nursing.
- c.** A doctorate program in nursing.

**2. ‘Emergency exception.’** A person with a bachelor’s degree in nursing may be employed for a short-term, unanticipated emergency situation including medical leave. The emergency exception is for a term no longer than one semester. The emergency exception may not be renewed for the course taught or for the individual in consecutive semesters. An educational administrator who requests a second consecutive emergency exception is required to submit a plan regarding the school of nursing staffing levels, courses being offered, and the extenuating circumstances to the board prior to the board approving another emergency exception.

**3. ‘Non-nursing masters degree exception.’** A non-nursing master’s degree exception is for a person who has a unique combination of knowledge, experience, and skills that will best serve the school of nursing, faculty, and students in a specific content area. The person shall meet all of the following:

- a.** A bachelor’s degree in nursing.
- b.** A graduate degree related to the topic of the course the person is teaching.
- c.** Nursing experience in the area of teaching assignment.

**(4) CURRICULUM.** The curriculum shall enable the student to develop the nursing knowledge, skills and abilities necessary for the level, scope and standards of competent nursing practice expected at the level of licensure. All curriculum shall be developed by nursing faculty with a graduate degree and designed to teach students to use a systematic approach to clinical decision-making and safe patient care. Curriculum for graduate level courses shall be developed by nursing faculty with a doctoral degree. Curriculum shall be revised as necessary to maintain a program that reflects advances in health care and its delivery. The curriculum shall include all of the following:

**(a)** Evidence-based learning experiences and methods of instruction consistent with the written curriculum plan. The methods of instruction may include distance education methods.

**(b)** Diverse didactic and clinical learning experiences consistent with program outcomes.

**(c)** Coursework shall include all of the following:

**1.** Content in the biological, physical, social and behavioral sciences to provide a foundation for safe and effective nursing practice.

**2.** Content regarding professional responsibilities, legal and ethical issues, and history and trends in nursing and health care.

**3.** Didactic content and supervised clinical experiences in the prevention of illness and the promotion, restoration and maintenance of health in patients from diverse cultural, ethnic, social and economic backgrounds. Prelicensure programs shall include patients across the lifespan.

**(5) CLINICAL LEARNING EXPERIENCES.**

**(a)** Patient experiences shall occur in a variety of clinical or simulated settings of nursing practice expected at the level of licensure and shall include all of the following:

**1.** Integrating evidence-based research with patient goals and values to produce optimal care.

**3.** Providing patient-centered culturally competent care by doing all of the following:

**b.** Recognizing that the patient or designee is the source of control and full partner in providing coordinated care.

**c.** Coordinating and managing patient care across settings.

**d.** Providing education at a level understandable by the patient.

**4.** Collaborating with interprofessional teams to foster open communication, mutual respect, and shared decision-making in order to achieve safe and effective patient care.

**5.** Experiencing quality improvement processes to monitor patient care outcomes, identify possibility of hazards and errors and collaborate in the development and testing of changes that improve the quality and safety of health care systems.

**6.** Using information technology to communicate, mitigate errors, and support decision-making.

**(b)** All entities selected for clinical experiences shall adhere to standards which demonstrate concern for the patient and evidence of the skillful application of all measures of safe nursing practices.

**(c)** All faculty teaching clinical or practicum courses shall be experienced in the clinical area of the course and maintain clinical expertise.

**(d)** Faculty-supervised clinical practice shall include all of the following:

1. Development of skills in the provision of direct patient care.
4. Delegation to and supervision of other health care providers.
5. Effective application of the nursing process.

**(e)** Clinical experiences shall be supervised by qualified faculty.

**(f)** All student clinical experiences, including those with preceptors, shall be directed by nursing faculty.

**(5m)** SIMULATION.

**(a)** Simulation used to meet clinical requirements shall adhere to all of the following:

1. Nursing faculty with documented education and training in the use of simulation shall develop, implement, and evaluate the simulation experience.
2. Prebriefing and debriefing are conducted by nursing faculty with subject matter expertise and training in simulation using evidence-based techniques.

**(b)** Simulation may not be utilized for more than 50% of the time designated for meeting clinical learning requirements.

**(6)** PRECEPTORS.

**(a)** Preceptors shall be approved by the faculty of the school of nursing.

**(b)** The school of nursing shall provide each preceptor with an orientation concerning the roles and responsibilities of the students, faculty and preceptors. The preceptor shall have clearly documented roles and responsibilities.

**(c)** Clinical preceptors shall have an unencumbered license or privilege to practice in Wisconsin as a nurse at or above the licensure level for which the student is being prepared.

**(d)** Preceptors shall demonstrate competencies related to the area of assigned clinical teaching responsibilities.

(7) EVALUATION. The school of nursing shall implement a comprehensive, systematic plan for ongoing evaluation. Evidence of implementation shall reflect progress toward or achievement of program outcomes.

#### **N 1.09 Annual pass rates.**

(1) GENERALLY. The school of nursing NCLEX pass rate includes all prelicensure students taking the NCLEX in the school of nursing. The board shall consider both the registered nurse NCLEX and practical nurse NCLEX pass rates when evaluating a school of professional nursing that grants a certificate of completion for practical nursing. A school of nursing which contains graduate programs shall include all advanced practice certification examinations related to programs offered in the school of nursing.

(2) ANNUAL PASS RATE STANDARD. The annual pass rate of graduates taking the NCLEX or advanced practice certification examinations for all test takers is a minimum of 80%.

(3) ANNUAL PASS RATE STANDARD NOT MET. If the annual pass rate standard is not met, the school of nursing shall receive a warning letter. The school shall identify factors that are potentially affecting the low pass rate and submit an assessment of contributing factors and institutional plan for improvement of examination results including outcomes and timeframes. The assessment and institutional plan shall be submitted to the board within 45 days of the board notifying the school of nursing of its failure to meet the annual pass rate standard and the institutional plan shall be acted on by the board no later than July 15. Failure to have a board approved plan by July 15 results in a review of the school of nursing under s. [N 1.10 \(4\)](#).

#### **N 1.10 Continuation of board approval.**

(1) Schools of nursing shall file with the board all of the following:

(a) Annual self-evaluation reports by February 1.

(b) All documents submitted to or received from nursing accreditation agencies relating to compliance with accreditation standards.

(c) Notification of any actions, withdrawal or change in school nursing accreditation status within 30 days.

(2) Failure to maintain nursing accreditation shall result in withdrawal of board approval and the procedures in s. [N 1.11 \(2\)](#) will commence.

(3) The board may review the school of nursing to determine whether s. [N 1.08](#) standards are being met in the following situations:



- (a) Change in school nursing accreditation status.
  - (b) Nursing accreditation reports indicate standards are not being met.
  - (c) Complaints regarding the conduct of the school are received and it is necessary to evaluate the complaints.
  - (d) Failure to meet annual pass rate standard in s. [N 1.09](#).
  - (e) Violation of any of the rules under this chapter.
- (4) The review of the school may include any of the following:
- (a) A site survey.
  - (b) A self-assessment.
  - (c) A plan for improvement and any progress reports.
- (5) If the board makes a determination that s. [N 1.08](#) standards are not being met, all of the following procedures shall be followed:
- (a) The school of nursing shall submit an institutional plan, including timelines, to correct identified deficiencies in the school of nursing.
  - (b) The board shall review the proposed plan and may make modifications to the plan.
  - (c) The school of nursing shall make progress reports to the board as requested.
  - (d) The board may withdraw board approval if the school of nursing continues to not meet standards.

#### **N 1.11 Closure of a school of nursing.**

- (1) VOLUNTARY. When a school of nursing intends to close, the institution shall do all of the following:
- (a) Submit a plan of intent to close a school of nursing to the board, including all of the following:
    - 1. The date of intended closure.
    - 2. Reason for the closure.
    - 3. Place for students who have not completed their nursing education.
  - (b) Ensure that the school of nursing is maintained, including retention of adequate number of faculty and approved curriculum, until the last student is transferred or graduates from the school of nursing.

(c) Notify the board of the name and address of the educational institution or other organization that will be responsible for secure storage and access to academic records and transcripts for 50 years.

**(2) WITHDRAWAL OF NURSING APPROVAL.**

(a) If the board withdraws approval of the school of nursing, the notice of withdrawal of approval shall contain a short statement in plain language of the basis for withdrawal of approval. The school of nursing may request a hearing within 30 calendar days after the mailing date of the notice.

(b) The institution shall do all of the following if approval of the school is withdrawn:

1. Implement the time frame established by the board for transfer of enrolled students to an approved school and report to the board the date of transfer for each student by name.
2. Arrange for the secure storage and access to academic records and transcripts for the next 50 years. Provide the board with the name and address of the educational institution or other organization that will be responsible for secure storage and access to academic records and transcripts for 50 years.
3. Close the school when the last student has transferred.
4. Submit progress reports during the closure process upon request of the board.

(c) The school of nursing may be granted a stay of the closure of the school during the appeal process.

**N 1.12 Nursing refresher course approval.**

(1) INTENT OF NURSE REFRESHER COURSE. A nurse refresher course is designed for nurses who have not been practicing for five years or more.

**(2) FACULTY.**

(a) The instructor shall have all of the following qualifications:

1. Masters degree in nursing.
2. Recent clinical experience or clinical teaching experience.

(b) If preceptors are used, the preceptor is selected by the instructor using criteria developed for the course and the instructor provides supervision of preceptors.

(3) PROFESSIONAL NURSE CONTENT. The nurse refresher course designed for professional nurse shall have all of the following content:

**(a)** Theory portion including all of the following:

1. Nursing process review.
2. Infection control.
3. Medication and pharmacology update.
4. Recent trends in nursing techniques and responsibilities.
5. Communication.
6. Documentation and reporting.
7. Supervision and delegation.

**(b)** Skills lab of at least 25 hours including basic nursing skills review and technology and equipment update.

**(c)** Directly supervised or precepted clinical experience of 100 hours or more performed in a hospital, clinic, long-term, or subacute facility.

**(4) PRACTICAL NURSE CONTENT.** The nurse refresher course designed for practical nurses shall have all of the following content:

**(a)** Theory portion including all of the following:

1. Nursing process review.
2. Infection control.
3. Medication and pharmacology update.
4. Recent trends in nursing techniques and responsibilities.
5. Communication.
6. Documentation and reporting.
7. Supervision and delegation.
8. Aging population.

**(b)** Skills lab of at least 15 hours including basic nursing skills review and technology and equipment update.

**(c)** Directly supervised or precepted clinical experience of 70 hours or more performed in a hospital, clinic, long-term, or subacute facility.

**(5) APPROVAL PROCESS.** The board will review curriculum of nurse refresher courses submitted for inclusion on a listing of approved courses. Individual course participants shall be required to submit curriculum only if the course is not on the approved list.

## **Illinois**

The state of Illinois establishes requirements for faculty in both professional and practical nursing programs. For professional nursing programs, faculty must possess a minimum of two years of experience in clinical nursing practice. Academically, faculty must hold a master's degree or higher, with the major field of study specifically designated as nursing. In practical nursing programs, faculty is also required to have at least two years of experience in clinical nursing practice. However, academically the faculty is required to hold a baccalaureate degree or higher with a major in nursing. [IL Admin Code Title 68 Ch VII Subch b Part 1300.340 and 1300.230]

## **Iowa**

In Iowa, a faculty member teaching nursing must possess a current license as a registered nurse in the state or hold a current multistate license under the nursing licensure compact prior to instruction. Instructors must also have two years of experience in clinical nursing. Faculty employed on or before July 1, 1992, are considered adequately prepared while they remain in that position. A new faculty member in a prelicensure registered nurse program must hold at least a baccalaureate degree with a major in nursing or an applicable field at the time of hire and shall make annual progress toward a master's or doctoral degree in nursing or an applicable field, with at least one degree being in nursing. For practical nursing programs and the first level of associate degree programs, faculty hired after July 1, 1992, shall have a baccalaureate or higher degree in nursing or an applicable field at the time of hire.

Faculty teaching in a master's program must hold a master's or doctoral degree with a major in nursing at the time of hire. If teaching in a population focus, the registered nurse must hold a master's degree in nursing, advanced level certification approved by the board, and current advanced registered nurse practitioner licensure in the state of instruction.

Faculty hired only to teach in the clinical setting are exempt from being considered adequately prepared to teach if hired before July 1, 1992, and from the bachelor's degree requirements for prelicensure RN programs. They are also closely supervised. If hired after July 1, 1992, clinical-only faculty must hold a baccalaureate degree in nursing or an applicable field or demonstrate annual progress toward attainment of such a degree. Annual progress requires a minimum of one course per year under a written plan of study. [655 IAC 2.11 (2)]

## **Michigan**

In Michigan, a member of the nursing faculty who provides didactic/theory instruction shall hold a minimum of a graduate degree, and the program shall ensure that the majority of the didactic/theory faculty hold a graduate degree with a major in nursing, unless an exception is granted. If the graduate degree is not in nursing, the faculty member shall hold a minimum of a

baccalaureate degree in nursing or an equivalent standing in a nationally nursing accredited associate's degree in nursing (ADN) to master's of science in nursing (MSN) nursing education program with attestation of baccalaureate level competency from that educational program. Courses that are non-nursing in content but are health-related are exempt from the degree requirements and may be taught by non-nurse faculty. Also, a member of the nursing faculty who provides instruction in either the clinical, skills, laboratory, or simulation laboratory shall hold a minimum of a baccalaureate degree in nursing or an equivalent standing in a nationally nursing accredited ADN to MSN nursing education program with attestation of baccalaureate level competency from that educational program. [MI Admin Rules R 338.10305a]

Michigan Statutes has an exception to the previous requirements for registered nurses and licensed practical nurses' education. This exception established that each member of the nursing faculty in a program of nursing education for registered nurses or licensed practice nurses who provide instruction in the clinical laboratory or cooperating agencies hold a baccalaureate degree in nursing science does not apply to a member of the nursing faculty who was employed by or under contract to a program of nursing education on or before September 1, 1989; and is still employed by or under contract to a program of nursing education on June 29, 1995. [MCL 333.16148]

### **Minnesota**

In Minnesota, professional nursing program faculty are required to possess a graduate degree, which must be conferred by a regionally or nationally accredited college or university recognized by the United States Department of Education or the Council for Higher Education Accreditation. If the major of the graduate degree is not nursing, the faculty member must hold a baccalaureate degree with a major in nursing. Additionally, effective January 1, 2025, advanced practice nursing faculty must hold a baccalaureate or graduate degree with a major in nursing or a health-related field in a clinical specialty. These advanced degrees must be from a regionally or nationally accredited institution. These requirements ensure advanced practice educators possess both core nursing credentials and specialized clinical expertise. [MN Admin Rules 6301.2340]



April 1, 2025

Robert Weinman, RN  
Chair, Wisconsin Board of Nursing  
Department of Safety and Professional Services  
Madison, WI 53708-8935

Dear Chair Weinman,

The Wisconsin Hospital Association (WHA), and the coalition of employers of nurses joining us, appreciate the Board of Nursing's role in providing oversight and governance to the state's nurses. Nurses make up more than half of our state hospitals' workforce, and two out of every three working registered nurses work in Wisconsin hospitals and health systems. As a key employer of nurses hospitals strive to be a good partner in growing, supporting and protecting this valued and valuable segment of the health care workforce. We know our partners in nursing workplaces, government, education and at the state's nursing schools strive to do the same.

We are reaching out with an opportunity for the Board of Nursing (BON) to better align state minimum standards for nursing schools to accreditation standards, to break down barriers to individuals wanting to pursue a nursing career, and to offer experienced baccalaureate nurses (BSNs) an opportunity to pursue an expanded role in education.

Our proposal is aligned to a recommendation to Governor Evers by his 2024 Task Force on the Health Care Workforce led by Lieutenant Governor Sara Rodriguez. Recommendation 8.d. in their [advisory action plan](#) suggests revising faculty educational requirements. The supporting documentation for this recommendation notes "flexibility is provided on interpretation of qualifications for faculty in accreditation models".

Three national bodies offer the accreditation the Board of Nursing requires for nursing schools, and each have standards guiding the use of BSNs as faculty.

The Commission on Collegiate Nursing Education (CCNE) provides accreditation for schools offering baccalaureate, graduate and post-graduate degrees. CCNE includes in their 2024 [Standards for Accreditation of Baccalaureate and Graduate Nursing Programs](#) criteria for faculty teaching clinical in a baccalaureate program who do not hold a graduate degree. Standard II Key Element II-F states:

*"...however, any faculty teaching clinical in the baccalaureate program who do not hold a graduate degree:*

- hold a baccalaureate degree in nursing;*
- have significant clinical experience;*
- are enrolled in a graduate program or are otherwise qualified (e.g., have completed relevant graduate-level courses or continuing education units, hold relevant national certification) for the clinical area(s) in which they teach; and*
- have purposeful engagement with and formal oversight by a graduate-prepared faculty member."*

The Accrediting Commission for Education in Nursing (ACEN), which provides accreditations for all levels of nursing education, defers to the school's governing organization and regulatory agency requirements for faculty. [ACEN Criterion 2.1](#) specifies that faculty are nurses who “are *experientially qualified* for their assigned roles and responsibilities”; and “are *sufficient* in number”.

The third accrediting organization, the National League for Nursing Commission for Nursing Education Accreditation (CNEA) also accredits all levels of nursing education. [CNEA Standard III-A](#) requires “*The program’s faculty are qualified, diverse and adequate in number to meet program goals.*” CNEA Interpretive Guidelines acknowledge the role of non-Master’s prepared faculty: “*Programs that employ faculty without the graduate degree credential design and implement organizational development plans with a goal of demonstrating trending progression toward achieving a full complement of faculty who are prepared at the graduate level. The majority of faculty who do not hold graduate degree document evidence of active and steady progression toward achieving a graduate degree in nursing or a related field within a defined timeline.*”

Wisconsin Statutes Chapter 441 ‘Board of Nursing’ includes 441.01(3): *The board may establish minimum standards for schools for professional nurses and schools for licensed practical nurses, including all related clinical units and facilities, and make and provide periodic surveys and consultations to such schools.* BON administrative rules Chapter N 1 establishes these minimum standards. WHA and the organizations partnering with us on this letter ask the BON to align [Chapter N 1](#), the Wisconsin Administrative Code guiding nursing school approval, to national accreditation standards that allow greater flexibility for experienced BSNs to serve as nursing school faculty. This change would broaden the faculty pool to include registered nurses with a baccalaureate degree and front-line experience who are ready and able to help grow the nursing workforce.

Chapter N 1.08 (3) (b) 2. requires that faculty must have a graduate degree with a major in nursing. The BSN’s role is limited by the current exceptions offered by Chapter N 1.

- N 1.08 (3) (d) 1. provides a ‘Standard exception’ for faculty who are not teaching graduate level courses. This ‘standard exception’, that can apply to no more than 50 percent of faculty, requires a baccalaureate degree in nursing. The individual must be actively enrolled in a master’s program with a major in nursing, a bachelor’s in nursing to doctorate program in nursing, or a doctorate program in nursing.
- The only other exception for Wisconsin BON-approved nursing schools is N 1.08 (3) (d) 2., an ‘emergency exception’ for a short-term unanticipated emergency situation. An emergency exception allows a person with a bachelor’s degree in nursing to be employed for a term of no longer than one semester.

The current N 1 faculty requirements unnecessarily prevent experienced baccalaureate-prepared nurses, BSNs, who pursue ***graduate-level courses, continuing education, or national certification***, from serving as clinical faculty for nursing schools as ACEN standards allow, and well within the bounds of CCNE and CNEA requirements. These nurses, with the oversight of graduate-level faculty, can safely help reduce bottlenecks to clinical placements, create more diversity in clinical opportunities, and open up enrollment for the thousands of interested applicants turned away from nursing school each year, without jeopardizing nursing school accreditation. These already-prepared bachelor’s level nurses can also assure enough faculty to see students through their journey and to support incumbent faculty workload reduction.

One way BON could accomplish this would be to expand faculty standards by adding ACEN-allowed criterion to Chapter N 1:



*N 1.08 (3) 4. 'clinical faculty non-master's degree exception.' A clinical faculty non-master's degree exception is for a person teaching clinical in a baccalaureate program who does not hold a graduate degree. The person shall meet all of the following:*

- *hold a baccalaureate degree in nursing;*
- *have significant clinical experience;*
- *be enrolled in a graduate program or **be otherwise qualified (e.g., have completed relevant graduate-level courses or continuing education units, hold relevant national certification) for the clinical area(s) in which they teach;** and*
- *have purposeful engagement with and formal oversight by a graduate-prepared faculty member."*

As employers, we would welcome the opportunity to add this enhanced nursing role to the recruitment and retention strategies deployed to engage and support the nursing workforce so essential to providing the high quality and accessible health care Wisconsin expects and deserves. Expanding the role of BSNs to serve as clinical instructors will help reduce a bottleneck often identified by nursing schools and students: the availability of clinical sites and experience. BSN RNs would also support didactic instructors and assure the sufficient number of instructors essential to successful accreditation.

We respectfully request the Board of Nursing to allow nursing schools greater flexibility in meeting the needs of all who pursue a career in nursing at one of our great Wisconsin BON-approved nursing schools. Thank you for your thoughtful consideration, and for your appreciation of the impact such rule changes have on the nursing workforce, on hospitals and health systems, and on our partners in education.

Sincerely,



Ann Zenk  
Senior Vice President Workforce & Clinical Practice  
Wisconsin Hospital Association

cc: Governor Tony Evers

Members, Senate Committee on Health

Members, Assembly Committee on Health, Aging and Long-Term Care

Members, Senate Committee on Licensing, Regulatory Reform, State and Federal Affairs

Members, Assembly Committee on Regulatory Licensing Reform

Department of Safety and Professional Services Secretary Dan Hereth

Board of Nursing Executive Director Brad Wojciechowski



3162 County Road B  
Stoughton, WI 53589

Nurses: Visible, Valued, Vital

TO: Robert Weinman, Chair and members of the Wisconsin Board of Nursing  
FROM: Gina Dennik-Champion, Executive Director, Wisconsin Nurses Association  
DATE: June 3, 2025  
RE: Considerations in Allowing Baccalaureate Degree in Nursing (BSN) to serve as Clinical Instructors in Wisconsin's Nursing Education Programs

### **Overview**

The demand for nurses in Wisconsin continues. Forecasting models about the nursing workforce indicate that by 2035 there will be a 21 percent, (-14,000) gap, and by 2040 a 25 percent (-17,100) gap between supply and demand.<sup>i</sup> These numbers are significant to providing accessible and quality care to Wisconsin's population.

In order to grow Wisconsin's nursing workforce there is a documented need for more nurse educators. The key findings and recommendations from the 2021–2022 Wisconsin Nursing Education and Nurse Faculty Survey Report noted the following regarding faculty positions and vacancies:

- There were 300 fewer faculty employed in nursing programs from the prior 2020 survey.
- Filled faculty positions decreased for both full-time (881 to 686) and part-time (565 to 460) categories.
- There was a decrease in full-time vacant positions reported, but vacant positions increased for part-time faculty positions.<sup>ii</sup>

A Report on the status of nurse faculty from the 2022 RN Workforce Survey indicated that there were 1,150 nurse educators. A little over one-third (34.5%) of nurse faculty members noted an intent to stay in their current employment for less than 5 years and slightly over half (56.7%) of respondents reported an intent to stay in their current employment for less than 10 years. The response to this information generated a Wisconsin governmental strategy that provides loan forgiveness dollars to nurses graduating with an MSN or higher when they commit to teaching in a Wisconsin School of Nursing for three years.<sup>iii</sup>

Other solutions although not desirable are nursing faculty throughout Wisconsin are taking on additional teaching assignments.<sup>iv</sup>

### **Consideration for Utilization of BSNs as Clinical Instructors**

The purpose of this report is to share one possible solution that can support increasing the supply of nurse educators. The legislative committee members of the Administrators of the Nursing Education

in Wisconsin (ANEW) and the Wisconsin Nurses Association have been meeting to identify the legislative and regulatory solutions for increasing the supply of nurse educators. One topic that is being considered is the utilization of BSNs to serve in the role of a clinical instructor.

Allowing BSNs to serve as clinical instructors for all pre-nursing licensed nursing students helps expand clinical teaching capacity without compromising quality. Clinical instruction often focuses on basic nursing skills, patient care, and professionalism—areas where BSNs are fully competent. BSNs frequently serve as preceptors in clinical settings, performing similar roles as clinical instructors (guiding, evaluating, and supporting students). Nursing educational programs focus on competency-based education which means focusing on what a nurse can do rather than only their academic credentials. A BSN-prepared nurse with strong clinical skills, leadership ability, and a passion for teaching can meet these expectations. In addition, BSNs are often the primary caregivers in practice environments, making them relatable role models for students. Students benefit from instructors who are currently practicing at the bedside, bringing up-to-date, relevant clinical experience to their teaching.

WNA and ANEW reviewed materials that related to allowing BSNs to work as clinical instructors for nursing schools which are as follows:

- Wisconsin Statutes, Board of Nursing Ch. 441.01(3)
- Wisconsin Administrative Code for Nursing Ch N 1 Approvals for Schools of Nursing
- The Schools of Nursing National Accrediting Bodies standards regarding utilization of faculty that address BSNs:
  - AACN/CCNE Standards 2024
  - ACEN 2023 Program Guidelines
  - NLN CNEA – Standards for Accreditation 2023\*

\*You can find a summary and comparison of these references in Exhibit A.

## **Findings**

1. All of the **accrediting bodies** allow for the utilization of BSNs as clinical instructors with a range of criteria that include:

- hold a baccalaureate degree in nursing.
- have significant clinical experience.
- are enrolled in a graduate program or are otherwise qualified.
- have completed relevant graduate-level courses/education units.
- hold relevant national certification for the clinical area(s) in which they teach.
- have purposeful engagement with and formal oversight by a graduate-prepared faculty member.
- clinical expertise may be maintained through clinical practice or other means.
- perform in the role as a clinical instructor but prohibited teaching the didactic portion of nursing education.
- hold educational qualifications as required by the:

- governing organizations and regulatory agencies.
  - hold nursing licensure, and certification as applicable, consistent with their assigned roles and responsibilities.
  - are experientially qualified for their assigned roles and responsibilities; and
  - are sufficient in number.
- The majority of faculty who do not hold a graduate degree need to document or provide evidence of active and steady progression toward achieving a graduate degree in nursing or a related field within a defined timeline.

2. Current language found in **Nursing Administrative Code N1.108(3), Faculty** was established in 2014. We believe that the language is no longer contemporary given the actions of the national standards of the accreditors.

3. Wisconsin **State Statute 441.01** provides for the authority of the Board of Nursing to oversee schools of nursing standards and there is the opportunity to amend the current language.

### **Options for allowing the utilization of BSNs as clinical instructors**

WNA and ANEW have reviewed and identified options for increasing the utilization of BSN as clinical instructors which are as follows

1. Amend Chapter N1.108 (3) to reflect current accreditation standards that allow for clinical instruction for unlicensed RN students provided by BSNs. The time frame for changes to Wisconsin Administrative Code takes about 2 – 3 years. This delay will have an impact on the implementation of this important strategy.
2. Amend State Statute 441.01 to indicate that all schools of nursing in Wisconsin must adhere to the national accreditation standards for nursing education programs as it relates to the utilization of nurse faculty. The Board of Nursing will identify and approve the schools of nursing accrediting bodies that are acceptable in Wisconsin. When this bill is enacted and published it can be effective immediately. The Board of Nursing will need to identify the accreditation bodies.

We hope that this will provide for the Board of Nursing discussion on this topic.

Thank you for the opportunity to share our perspective on addressing Wisconsin's nursing shortage.

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<sup>i</sup> del Pilar Casal, M, & Walsh. July 2024, Wisconsin Registered Nurse Supply and Demand Forecast Results, Wisconsin Department of Workforce Development. retrieved from

[https://jobcenterofwisconsin.com/wisconsin/wits\\_info/downloads/nurse-survey-reports/supply-nurse-reports/2024-WI%20RN%20Nurse%20Supply%20Demand%20Forecast%202022-2040.pdf](https://jobcenterofwisconsin.com/wisconsin/wits_info/downloads/nurse-survey-reports/supply-nurse-reports/2024-WI%20RN%20Nurse%20Supply%20Demand%20Forecast%202022-2040.pdf)

<sup>ii</sup> Young, L. K., Alasagheir, M., Hanson Brenner, G., Adams J. L., & Stephens, S. (2023). 2021-2022 Wisconsin nursing education and nurse faculty survey report. Wisconsin Center for Nursing. retrieved from: [Wisconsin 2021-2022 Nursing Education & Nurse Faculty Report](#)

<sup>iii</sup> The Wisconsin Nurse Educator Program 2025, retrieved from: <https://nurseeducatorswi.com/>

<sup>iv</sup> Zahner, S. J., Pinekenstein, B., Henriques, J., Merss, K. B., LeClair, J., Alnuaimi, N., & Krainak, K. (2023). Wisconsin 2022 RN workforce survey report. Wisconsin Center for Nursing, Inc. retrieved from: [2022 RN Workforce Report](#).

# Appendix A

**Comparison of and Wisconsin State Statute 441.01 and Wisconsin Administrative Code for Nursing chapter N1.8(3) and the American Association of Colleges of Nursing (AACN) Commission on Collegiate Nursing Education CCNE Standard for teaching clinical experiences for nursing students.**

Wisconsin State Statutes	Wisconsin Administrative Code Nursing N1.08(3)(d)1	AACN/CCNE Standards 2024	ACEN 2023 Program Guidelines – more associate degree	NLN CNEA – Standards for Accreditation 2023 Interpretive Guidelines
<p>441.01 Board of nursing.</p> <p>(3) The board may establish minimum standards for schools for professional nurses and schools for licensed practical nurses, including all related clinical units and facilities, and make and provide periodic surveys and consultations to such schools. It may also establish rules to prevent unauthorized persons from practicing professional nursing. It shall approve all rules for the administration of this chapter in accordance with ch. 227.</p> <p>Source:  <a href="https://docs.legis.wisconsin.gov/statutes/statutes/441/i/01">https://docs.legis.wisconsin.gov/statutes/statutes/441/i/01</a></p>	<p>(3) FACULTY</p> <p>(d) Faculty exceptions. An educational administrator may apply to the board for exceptions to faculty requirements who are not teaching graduate level courses. A minimum of 50 percent of faculty must meet the faculty qualifications. A school of nursing that is granted a faculty exception for a faculty member shall provide the faculty member with a supervisor who meets the qualifications in par. (b) or (c). The board may grant any of the following exceptions:</p> <p><u>1. ‘Standard exception’</u></p> <p>A standard exception may be renewed upon showing proof of progress and continued active enrollment each year. The standard exception is for a person who has a baccalaureate degree in</p>	<p>Faculty teaching clinical are experienced in and maintain clinical expertise in the relevant clinical Faculty teaching clinical in the master’s, DNP, and/or post-graduate APRN certificate program(s) have a graduate degree.</p> <p>Faculty teaching clinical in the baccalaureate program hold a graduate degree; however, any faculty teaching clinical in the baccalaureate program who do not hold a graduate degree:</p> <ul style="list-style-type: none"> <li>• hold a baccalaureate degree in nursing.</li> <li>• have significant clinical experience;</li> <li>• are enrolled in a graduate program or are otherwise qualified</li> <li>- have completed relevant graduate-level courses</li> <li>- continuing education units,</li> </ul>	<p>Criterion 2 Faculty</p> <p>Criterion 2.2</p> <p>Part-time faculty are nurses who:</p> <p>a. hold the educational qualifications as required by the:</p> <ul style="list-style-type: none"> <li>• governing organization and</li> <li>• regulatory agencies</li> </ul> <p>b. hold nursing licensure, and certification as applicable, consistent with their assigned roles and responsibilities</p> <p>c. are experientially qualified for their assigned roles and responsibilities; and</p> <p>d. are sufficient in number.</p> <p>Source:</p>	<p>--All program types are expected to continually strive to employ full and part-time faculty who hold a graduate degree in nursing, or a field related to their teaching responsibilities. -----</p> <p>---<b>Programs</b> that employ faculty without the graduate degree credential design and implement organizational development plans with a goal of demonstrating trending progression toward achieving a full complement of faculty who are prepared at the graduate level.</p> <p>---The majority of faculty who do not hold a graduate degree must document evidence of</p>

	<p>nursing and is actively enrolled in one of the following:</p> <ol style="list-style-type: none"> <li>A master's program with a major in nursing.</li> <li>A bachelors in nursing to doctorate program in nursing.</li> <li>A doctorate program in nursing.</li> </ol> <p>2. Emergency Exception A person with a bachelor's degree in nursing may be employed for a short-term, unanticipated emergency situation including medical leave.</p> <p>The emergency exception may not be renewed for the course taught or for the individual in consecutive semesters. An educational administrator who requests a second consecutive emergency exception is required to submit a plan regarding the school of nursing staffing levels, courses being offered, and the extenuating circumstances to the board prior to the board approving another emergency exception.</p> <p><u>Source:</u> <a href="https://docs.legis.wisconsin.gov/code/admin_code/n/1.pdf">https://docs.legis.wisconsin.gov/code/admin_code/n/1.pdf</a></p>	<ul style="list-style-type: none"> <li>- hold relevant national certification) for the clinical area(s) in which they teach; and</li> <li>• have purposeful engagement with and formal oversight by a graduate-prepared faculty member. area. Clinical expertise may be maintained through clinical practice or other means.</li> </ul> <p><u>Source:</u> COMMISSION ON COLLEGIATE NURSING EDUCATION pg.13, <a href="http://www.aacnnursing.org/Portals/0/PDFs/CCNE/CCNE-Education-Standards-2024.pdf">www.aacnnursing.org/Portals/0/PDFs/CCNE/CCNE-Education-Standards-2024.pdf</a></p>	<p>Accreditation Commission for Education in Nursing <a href="https://resources.acenursing.org/space/GUID/2072215567/Program+Guidelines+Contents?attachment=/download/attachments/2072215567/ACEN-2023-Program-Guidelines_August-2024.pdf&amp;type=application/pdf&amp;filename=ACEN-2023-Program-Guidelines_August-2024.pdf">https://resources.acenursing.org/space/GUID/2072215567/Program+Guidelines+Contents?attachment=/download/attachments/2072215567/ACEN-2023-Program-Guidelines_August-2024.pdf&amp;type=application/pdf&amp;filename=ACEN-2023-Program-Guidelines_August-2024.pdf</a></p>	<p>active and steady progression toward achieving a graduate degree in nursing or a related field within a defined timeline.</p> <p><u>Source:</u> <a href="https://irp.cdn-website.com/cc12ee87/files/uploaded/CNEA%20Standards%20October%202021-4b271cb2.pdf">https://irp.cdn-website.com/cc12ee87/files/uploaded/CNEA%20Standards%20October%202021-4b271cb2.pdf</a></p>
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**Board of Nursing**  
**Rule Projects (Updated 12/01/2025)**

**Permanent Rules**

Clearinghouse Rule Number	Scope #	Scope Expiration	Date Scope Requested by Board	Rules Affected	Relating Clause	Synopsis	Stage of Rule Process	Next step
				N 1	Faculty Accreditation Standards	Expand criteria regarding who can teach in a clinical setting to include BSNs.	Drafting rule.	EIA comment period, Clearinghouse review, and public hearing.
				N 1 to 8	APRNs and comprehensive review	The Board will implement the changes of 2025 WI Act 17 and also conduct a comprehensive review to ensure the code is up to current standards of practice.	Scope Statement submitted to Governor's Office on November 13, 2025	After the Governor's approval, submission of scope statement to Administrative Register for publication.

**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: 11/20/2025 <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: 12/11/2025	5) Attachments: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	6) How should the item be titled on the agenda page? Speaking Engagements, Travel, or Public Relation Requests, and Reports – Discussion and Consideration  1) 2026 NLC and NCSBN Midyear Meeting, March 16-19, 2026, Pheonix, AZ	
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 <a href="#">Appearance Request</a> for Non-DSPS Staff)</i>  <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: Discussion and Consideration of Board member attendance at the NCSBN Midyear meeting with motion.			
11) <span style="float: right;">Authorization</span> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 20px;"> <div style="width: 60%;">   <hr/>           Signature of person making this request         </div> <div style="width: 35%; text-align: right;">           11/20/2025  <hr/>           Date         </div> </div> <div style="margin-top: 10px;"> <hr/> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;">Supervisor (Only required for post agenda deadline items)</div> <div style="width: 35%; text-align: right;">Date</div> </div> <hr/> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;">Executive Director signature (Indicates approval for post agenda deadline items)</div> <div style="width: 35%; text-align: right;">Date</div> </div> </div>			
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the <a href="#">Agenda Items</a> 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.			

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

**AGENDA REQUEST FORM**

<b>1) Name and title of person submitting the request:</b> Brad Wojciechowski, Executive Director		<b>2) Date when request submitted:</b> 11/20/2025 <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>	
<b>3) Name of Board, Committee, Council, Sections:</b> Board of Nursing			
<b>4) Meeting Date:</b> 12/11/2025	<b>5) Attachments:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>6) How should the item be titled on the agenda page?</b> Public Agenda Request: NCLEX Testing Time frames and Attempts – Administrators of Nursing Education of Wisconsin, Dr. Kerri Kliminski	
<b>7) Place Item in:</b> <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	<b>8) Is an appearance before the Board being scheduled?</b> <i>(If yes, please complete <a href="#">Appearance Request</a> for Non-DSPS Staff)</i> <input type="checkbox"/> Yes <Appearance Name(s)> <input type="checkbox"/> No		<b>9) Name of Case Advisor(s), if applicable:</b> <Click Here to Add Case Advisor Name or N/A>
<b>10) Describe the issue and action that should be addressed:</b> <p>Graduates of Wisconsin schools of nursing may take NCLEX unlimited times, every 45 days, with no limit on the length of time they may test following graduation. Many state boards of nursing have adopted limitations on NCLEX attempts and/or timeframes to passing NCLEX before requiring some form of remediation understanding that knowledge decay may compromise competency assurance over time. ANEW respectfully asks the Board of Nursing to consider this issue and possible enhancements to N1 with the goal of ensuring a safe and competent entry level nursing workforce.</p>			
<b>11) Authorization</b> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 20px;"> <div style="width: 60%;">             Signature of person making this request         </div> <div style="width: 35%; text-align: right;">           11/20/2025            Date         </div> </div> <hr/> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 10px;"> <div style="width: 60%;">Supervisor (Only required for post agenda deadline items)</div> <div style="width: 35%; text-align: right;">Date</div> </div> <hr/> <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 10px;"> <div style="width: 60%;">Executive Director signature (Indicates approval for post agenda deadline items)</div> <div style="width: 35%; text-align: right;">Date</div> </div>			
<b>Directions for including supporting documents:</b> <ol style="list-style-type: none"> <li>This form should be saved with any other documents submitted to the <a href="#">Agenda Items</a> folders.</li> <li>Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director.</li> <li>If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.</li> </ol>			

# NCLEX Eligibility Following Graduation

Presented to the Wisconsin Board of Nursing on December 11, 2025

Dr. Kerri Kliminski, EdD, MSN, RN

# Current Process- N2 Licensure by Examination

- Students review form Form 3087 Credentialing Information for Registered Nurse/Licensed Practical Nurse Licensure
- Students create LicensE accounts & pay State licensure fee
- Students create Pearson Vue account & pay testing fee
- Students complete Certificate of Approval to Take Examination Early (form 3049) OR Schools issue Statements of Graduation following official graduation (form 259 or batch LicensE approval )
- DSPS releases students approved for testing to NCSBN/Pearson Vue
- Students receive an Authorization to Test (ATT) from Pearson Vue allowing scheduling of a test date

# The Situation

- Wisconsin currently has no clear time limit or attempt limit for taking the NCLEX after graduation.
- ANEW programs are increasingly receiving requests for graduation verification from individuals who completed programs many years ago
- This raises concerns that knowledge, clinical judgment, and competency may no longer reflect current standards of practice.

# For Board Consideration

- Public safety is a shared interest of our schools of nursing and the Board. Licensure should reasonably assure entry-level competence.
- Wisconsin's existing administrative rules do not limit how long after graduation a candidate may repeatedly attempt NCLEX before formal remediation or re-education is required.
- Unlimited or no attempts, over many years without a structured requirement for remediation, risks permitting practice by individuals whose knowledge and skills may be substantially out of date.

# The Ask

- In conjunction with the current comprehensive review of nursing administrative code, ANEW requests the Board consider:
  - establishing a time limit from graduation and/or
  - an attempt maximum within the time limit, with
  - remediation requirements if exceeded



# The Offer

ANEW offers full collaboration to support drafting, stakeholder engagement, and program standard identification to meet the following interests:

- Protect the public by ensuring candidates demonstrate current, practice-ready knowledge and skills.
- Provide clarity and consistency across all Wisconsin nursing programs.
- Encourage structured remediation rather than repeated unsuccessful retesting.