

**VIRGINIA BOARD OF NURSING
BUSINESS MEETING
AGENDA (FIRST MAILING)**

Department of Health Professions – Perimeter Center
9960 Mayland Drive, Conference Center 201 – **Board Room 2**
Henrico, Virginia 23233

***DHP Mission** – the mission of the Department of Health Professions is to ensure safe and competent patient care by licensing health professionals, enforcing standards of practice, and providing information to health care practitioners and the public.*

Tuesday, July 21, 2026 at 9:00 A.M. – Quorum of the Board

CALL TO ORDER: Carol Cartte, RN, BSN; President

ESTABLISHMENT OF A QUORUM

PUBLIC COMMENT

Please note - Public Comment is not an opportunity to:

- Engage the Board in a discussion.
- Comment on regulatory actions for which the public comment period is closed.
- Address an investigation, a disciplinary proceeding or a closed case.

In order to allow ample time for the Board to conduct its business, the Board asked that the public limit your comment to 3-5 minutes.

ANNOUNCEMENT

- **Board Member Update**
 - **TBD.**
- **Staff Update:**
 - **TBD.**

A. UPCOMING MEETINGS and HEARINGS:

- The Education Informal Conference Committee is scheduled for August 18, 2026, at 9 am in Board Room 4.
- The NLC Annual Meeting is scheduled on August 18, 2026 in Chicago. Ms. Morris will attend as Commissioner for Virginia Board of Nursing.
- NCSBN Annual Meeting is scheduled for August 19-21, 2026 in Chicago. Ms. Cartte, Ms. Morris, Ms. Glazier, Ms. Hardy and Ms. Wilmoth will attend.

REMINDER of the Upcoming Special Conference Committee (SCC) Dates:

August 2026:

- SCC-B – August 5, 2026 → Cox and Valenta
- SCC-D – August 11, 2026 → Cartte and Kitt
- SCC-C – August 17, 2026 → Zehr and Webb-Jones
- SCC-A – August 21, 2026 → Davis and **TBD**

REMINDER of Formal Hearings:

- Tuesday, August 24, 2026, in Board Room 4 → Cartte, Nunez, Ware, Webb-Jones and Zehr

• **Nursing and Nurse Aide Education Program Training Sessions:**

- Review of the Application Process to Receive Approval to Establish a Nurse Aide Education Program Seminar is scheduled **VIRTUALLY** for September 16, 2026, 1 pm to 3 pm.

REVIEW OF THE AGENDA:

- Additions, Modifications
- Adoption of a Consent Agenda
- **CONSENT AGENDA**

*B1	May 18, 2026	Formal Hearings
*B2	May 19, 2026	Business Meeting
*B3	May 20, 2026	Board of Nursing Officer Meeting
*B4	May 20, 2026	Panel A – Formal Hearings
*B5	May 20, 2026	Panel B - Formal Hearings
*B6	May 21, 2026	Formal Hearings
*B7	May 28, 2026	Telephone Conference Call
*B8	June 11, 2026	Telephone Conference Call
*B9	June 25, 2026	Telephone Conference Call
	June 30, 2026	Formal Hearings

C1 - Board of Nursing Monthly Tracking Log as of May 31, 2026

***C2** - Agency Subordinate Recommendation Tracking Log

C3 - Executive Director Report

- May 18, 2026 NCSBN BOD President Letter

C4 – HPMP Quarterly Report – April 1 – June 31, 2026

C5 - The Committee of the Joint Boards of Nursing and Medicine Business Meeting on June 17, 2026

***C6** - The Committee of the Joint Boards of Nursing and Medicine Formal Hearing minutes on June 17, 2026

***C7** - NCSBN Discipline Case Management Conference on May 27-28, 2026, in Rosemont, IL - Ms. Dewey and Ms. Davis

DIALOGUE WITH DHP DIRECTOR – Dr. Brown

B. DISPOSITION OF MINUTES – None

C. REPORTS

- DHP Quarterly Performance Measurement, Q4 2022 – Q4 2026 – **FYI only**

D. OTHER MATTERS:

- Board Counsel Update (**verbal report**)

E. EDUCATION:

- Nurse Aide, Medication Aide and Nursing Education Program Updates – **Ms. Wilmoth (verbal report)**

F. REGULATIONS/LEGISLATION– Ms. Barrett/Mr. Novak

- F1 – Chart of Regulatory Actions
- Periodic Review of Regulations for RMA

BOARD MEMBER DEVELOPMENT

- Formal Hearing Practices and Procedures

G. CONSIDERATION OF CONSENT ORDERS

- **TBD**

12:00 P.M. – 12:45 P.M – LUNCH

Possible Summary Suspension Considerations

- **TBD**

1:30 P.M.

Presiding: Carol Cartte, RN, BSN; President
Other Members: Victoria Cox, DNP, RN
Tauna Gulley, PhD, FNP-BC, CNE
Jeanelle Webb-Jones, MSN, RN
Jodi Zehr, RN

*E1 – Education Special Conference Committee June 17, 2026 Minutes

CONSIDERATION OF JUNE 17, 2026 EDUCATION SPECIAL CONFERENCE COMMITTEE RECOMMENDATIONS:

- *E1a - Medical Learning Center, Fairfax, Medication Aide Training Program, 0030000234, case #

CONSIDERATION OF AGENCY SUBORDINATE RECOMMENDATIONS – Panel of the Board

1	*Steven Paul Barnabei-Cooper, LPN	2	*April Marie Lightsey, RN
3	*Kenyeta Nicole Morris, CNA	4	*Treva Marie Garner, RN
5	*Kimberly Ann Moody, RN	6	*Jennifer Gayle Heidemann, LPN
7	*Evelyn Appiah Agyekum, CNA	8	*Evelyn Appiah Agyekum, RN
9	*Nabin Oli, RN	10	*Caleb Coleson Witt, LPN
11	*Latoya Gray Wilson, LPN	12	*Jasmine Dae Wright, LPN
13	*Jyl Mary Bodenstein Carter, RN	14	*Jeremy Sheperd, RN
15	*Jennifer Alicia Miles, RN	16	*Britny Lynn Burgess, RMA Applicant
17	*Sierra Layne Weaver, RN	18	*April Lee Killmon, LPN
19	*Gina Allen, CNA	20	*Jamisha Latrice Seward, RMA
21	*Deena R. Truslow, LPN	22	*Shemica Mo'Shae Scott, CNA
23	*Jaysen Witynski, CNA Applicant	24	*Rebecca Milligan, CNA
25	*Auria M. Thomas, CNA	26	*Ashley Dawn Litten, CNA
27	*Armanda Johnson, CNA Applicant	28	*Rosalyn Yvette Johnson, CNA
29	*Danicqua Knox, CNA Applicant	30	*Victoria Edwards, RN
31	*Amelia G. Perfater, CNA		

MEETING DEBRIEF:

- What went well
- What needs improvement

ADJOURNMENT OF BUSINESS AGENDA

(*1st mailing - 7/1) (**2nd mailing - 7/8) (**3rd mailing – 7/15)

VIRGINIA BOARD OF NURSING
FORMAL HEARINGS
May 18, 2026

B1

TIME AND PLACE: The meeting of the Virginia Board of Nursing was called to order at 9:06 A.M., on May 18, 2026, in Board Room 4, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

**BOARD MEMBERS
PRESENT:**

Carol Cartte, RN, BSN; **President**
Victoria Cox, DNP, RN
Pamela Davis, LPN
Yesenia Nunez, MSN, FNP-BC
Helen Parke, DNP, FNP-BC
Jodi Zehr, RN

STAFF PRESENT:

Randall Mangrum, DNP, RN; Deputy Executive Director for Advanced Practice
Ann Hardy, MSN, RN; Deputy Executive Director
Monique Davis, MPH, MB, BSN, Discipline Case Manager
Tamika Claiborne, BS, Senior Discipline Specialist

OTHERS PRESENT:

Sara A. Blose, Senior Assistant Attorney General
Students from Riverside College of Health Sciences, RN Program
Students from South University, Richmond, RN Program
Students from Gloucester High School PCT/Nurse Aide Program

**ESTABLISHMENT
OF A PANEL:**

With six members of the Board present, a panel was established.

FORMAL HEARINGS:

Sadie Mitchell, RMA Reinstatement Applicant 0031-016553

Ms. Mitchell appeared.

Avi Efreom, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Juan Ortega, court reporter with Ortega International Reporting, recorded the proceedings.

Katie Land, Senior Investigator, Enforcement Division, was present and testified.

CLOSED MEETING: Ms. Zehr moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 10:11 A.M., for the purpose of deliberation to reach a decision in the matter of **Sadie Mitchell**. Additionally, Ms. Zehr moved that Dr. Mangrum, Ms. Hardy, Ms. Davis, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Dr. Cox and carried unanimously.

RECONVENTION: The Board reconvened in open session at 10:51 A.M.

Ms. Zehr moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Dr. Cox and carried unanimously.

ACTION: Ms. Davis moved that the Board deny **Sadie Mitchell's** application for reinstatement of her registration to practice as a medication aide in the Commonwealth of Virginia. The motion was seconded by Dr. Parke and carried unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESSED: The Board recessed at 10:52 A.M.

RECONVENTION: The Board reconvened at 11:09 A.M.

FORMAL HEARINGS: **Susan Kim, RN** **Maryland License # R244978**
With Multistate Privileges

Ms. Kim appeared.

Amy Weiss, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Juan Ortega, court reporter with Ortega International Reporting, recorded the proceedings.

Sarah Mazzeo, RN and Rebecca Adams, RN, were present and testified. Erica Besore, RN testified via telephone.

CLOSED MEETING: Ms. Zehr moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 12:19 P.M., for the purpose of deliberation to reach a decision in the matter of **Susan Kim**. Additionally, Ms. Zehr moved that, Dr. Mangrum, Ms. Hardy, Ms. Davis, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Dr. Cox and carried unanimously.

RECONVENTION: The Board reconvened in open session at 12:40 P.M.

Ms. Zehr moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Dr. Cox and carried unanimously.

ACTION: Ms. Davis moved that the Board impose terms on the license of **Susan Kim** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Nunez and passed unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESSED: The Board recessed at 12:42 P.M.

RECONVENTION: The Board reconvened at 2:02 P.M.

FORMAL HEARINGS: **Oyindamola Ogunlana, RN** **0001-303634**

Ms. Ogunlana did not appear.

Avi Efreom, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Juan Ortega, court reporter with Ortega International Reporting, recorded the proceedings.

Courtney Merkel, Senior Investigator, Enforcement Division, was present and testified.

- CLOSED MEETING: Ms. Zehr moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 2:08 P.M., for the purpose of deliberation to reach a decision in the matter of **Oyindamola Ogunlana**. Additionally, Ms. Zehr moved that, Dr. Mangrum, Ms. Hardy, Ms. Davis, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Dr. Cox and carried unanimously.
- RECONVENTION: The Board reconvened in open session at 2:12 P.M.
- Ms. Zehr moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Dr. Cox and carried unanimously.
- ACTION: Dr. Parke moved that the Board revoke the license of **Oyindamola Ogunlana** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Davis and passed unanimously.
- This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.
- ADJOURNMENT: The Board adjourned at 2:13 P.M.

Randall Mangrum, DNP, RN
Deputy Executive Director for Advanced Practice

**VIRGINIA BOARD OF NURSING
BUSINESS MEETING MINUTES
May 19, 2026**

B2

TIME AND PLACE: The business meeting of the Board of Nursing was called to order at 9:00 A.M. on May 19, 2026, in Board Room 2, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

PRESIDING: Carol Cartte, RN, BSN; President

BOARD MEMBERS PRESENT: Victoria Cox, DNP, RN
Pamela Davis, LPN
Cleopatra Kitt, PhD, Citizen Member
Yesenia Nunez, MSN, FNP-BC
Helen Parke, DNP, FNP-BC
Lila Peake, RN
Jeanell Webb-Jones, MSN, RN, AMB-RN
Jodi Zehr, RN

MEMBERS ABSENT: Delia Acuna, FNP-C
Tauna Gulley, PhD, FNP-BC, CNE
Paul Hogan, Citizen Member
Dolores Valenta, LPN
Kathleen Ware, DNP, MSN, RN

STAFF PRESENT: Claire Morris, RN, LNHA; Executive Director
Randall Mangrum, DNP, RN; Deputy Executive Director for Advanced Practice
Christina Bargdill, BSN, MHS, RN; Deputy Executive Director
Ann Hardy, MSN, RN; Deputy Executive Director
Stephanie Willinger, Deputy Executive Director
Jacquelyn Wilmoth, MSN, RN; Deputy Executive Director for Education
Patricia Dewey, RN, BSN; Discipline Case Manager
Monique Davis, MPH, MB, BSN; Discipline Case Manager
Ka Yu-Cheng, RD, RN, SMQT; Compliance & Case Adjudication Manager
Huong Vu, Operations Manager

OTHERS PRESENT: Matt Novak, DHP Policy and Economic Analyst

IN THE AUDIENCE: Yvette Dorsey, DNP, MSN, RN, Director of the Virginia Nursing Workforce Center (VNWC)
Terri Gaffney, PhD, MPA, RN, CNE, Virginia Nurses Association (VNA)

ESTABLISHMENT OF A QUORUM: With 9 members present, Ms. Cartte indicated that a quorum was established.

Ms. Cartte welcomed Ms. Nunez to the Board and asked Ms. Nunez to provide her background.

Ms. Nunez provided brief background information.

- PUBLIC COMMENT:** Yvette Dorsey, DNP, MSN, RN, Director of the Virginia Nursing Workforce Center (VNWC) reported the following:
- Dr. Dorsey thanked the Board for soliciting the VNWC Summit on May 12, 2026. It was successful with about 145-150 attendees. The Summit will be annual Summit during the nurse week, and the next Summit will be on May 12, 2027, which will include scholarship recognition, Statewide DAISY Award Presentation and keynote speakers.
 - Waiting on budget amendment regarding HB815 & SB405 (Virginia Health Workforce Development Authority; administration of nursing scholarships). If approved then it will be effective on July 1, 2026.
 - Clinical placements in the Commonwealth – the goal is to find a common clinical placement platform in Virginia.

Ms. Morris noted that she attended the Summit and applauded Dr. Dorsey for her effort to ensure all relevant stakeholders are at the table to address nursing healthcare workforce challenges.

Terri Gaffney, PhD, MPA, RN, CNE, Virginia Nurses Association (VNA) reported the following:

- Online Leadership Development application is available until the end of May.
- VNA is still looking for nominations for Under 40 Awards which will be presented at the annual meeting.
- June is the month of advocacy actions
- The virtual Annual Legislative Summit will be held on Thursday, September 24, 2026
- Fall Conference will be on November 21-24, 2026 in Short Pump

ANNOUNCEMENTS: Ms. Cartte announced the following:

Board Member Update:

- Board Members, **Delia Acuna, FNP-C and Lila Peake, RN**, have resigned their positions as Board Members effective June 1, 2026.

Staff Update:

- **Shaniqua Oliver** has accepted the Senior Licensing Specialist position and started on May 10, 2026.

UPCOMING MEETINGS: The upcoming meetings listed on the agenda:

- The Education Informal Conference Committee is scheduled for June 17, 2026, at 9 am in Board Room 4.
- The Committee of the Joint Boards of Nursing and Medicine

Meeting/Hearing is scheduled for June 17, 2026, at 9 am in Board Room 2.

- NCSBN Discipline Case Management Conference is scheduled for May 27-28, 2026, in Rosemont, IL. Patricia Dewey and Monique Davis will attend.
- NCSBN's 2026 Executive Officer Leadership Summit is scheduled for June 9-10, 2026, in Nashville, TN. Claire Morris will attend.
- NCSBN Annual Meeting is scheduled for August 19-21, 2026 in Chicago. Please let Ms. Morris and/or Ms. Vu know if you are interested in attending.

REMINDER of Additional Special Conference Committee (SCC) to hear reinstatement cases:

April 2026:

- SCC-A – Tuesday, June 9, 2026 → Cartte, Hogan and Peterson, LMT
- SCC-C – Thursday, June 11, 2026 → Cartte and Valenta
- SCC-B – Friday, June 12, 2026 → Cartte and Davis
- SCC-D – Monday, June 22, 2026 → Cox and Zehr

REMINDER of Formal Hearings:

- Tuesday, June 30, 2026, in Board Room 4 → **Cartte, Parke, Cox, Davis, Peake and Valenta**

• **Nursing and Nurse Aide Education Program Training Sessions:**

- Preparation and Regulation Review for Program Directors and Faculty of Pre-Licensure Nursing Programs Seminar is scheduled for June 3, 2026, 9 am to 12 pm, at Department of Health Professions Office, Conference Center 201, 9960 Mayland Drive, Henrico, VA 23233.
- Survey Visit Preparation and Review of Regulations for Approved Nurse Aide Education Programs Seminar is scheduled for June 3, 2026, 1 pm to 4 pm, at Department of Health Professions Office, Conference Center 201, 9960 Mayland Drive, Henrico, VA 23233.
- Review of the Application Process to Receive Approval to Establish a Nurse Aide Education Program Seminar is scheduled **VIRTUALLY** for September 16, 2026, 1 pm to 3 pm.

Ms. Cartte asked staff if there are modifications to the agenda.

Ms. Morris stated that there is no modification to the agenda.

CONSENT AGENDA:

The Board pulled the following items from the Consent Agenda for discussion:

C9 – NCSBN Virtual APRN Roundtable Meeting on April 29, 2026

C10 - NCSBN NCLEX Item Review Subcommittee (NIRSC) May 12-14, 2026 Meeting in Chicago, IL

Ms. Davis moved to accept the items on the consent agenda as presented. The motion was seconded by Dr. Parke and carried unanimously.

Consent Agenda

B1 March 23, 2026	Formal Hearings
B2 March 24, 2026	Business Meeting
B3 March 25, 2026	Board of Nursing Officer Meeting
B4 March 25, 2026	Panel A – Formal Hearings
B5 March 25, 2026	Panel B - Formal Hearings
B6 March 26, 2026	Formal Hearings
B7 April 9, 2026	Telephone Conference Call
B8 April 23, 2026	Telephone Conference Call
B9 April 30, 2026	Formal Hearings

C1 - Board of Nursing Monthly Tracking Log

C2 - Agency Subordinate Recommendation Tracking Log

C3 - Executive Director Report

C4 – HPMP Quarterly Report – October 1 – December 31, 2025

C5 - The Committee of the Joint Boards of Nursing and Medicine Telephone Conference Call minutes on April 1, 2026.

C6 - The Committee of the Joint Boards of Nursing and Medicine Business Meeting on April 22, 2026.

C7 - The Committee of the Joint Boards of Nursing and Medicine Formal Hearing minutes on April 22, 2026.

C8 - Federation of State Massage Therapy Boards (FSMTB) 2026 Massage Board Executive (MBE) Summit on April 22-24, 2026, in Providence, RI.

Consent Agenda Items pulled for discussion:

C9 – NCSBN Virtual APRN Roundtable Meeting on April 29, 2026

Ms. Morris stated that Alabama Board requires individuals enrolled in APRN programs to have bedside practice of 3000 hours as an RN. Ms. Morris noted that Virginia does not regulate APRN programs.

Ms. Morris pointed out that NCSBN is currently proposing placing Family APRN with experience in emergency room (ER) setting.
Dr. Parker noted that the top three schools in the US offer education studies for ER.

Ms. Wilmoth added that at its Annual Meeting in August 2026, NCSBN will present Consensus Model for APRN Regulations adding APRNs in the ER setting for consideration.

C10 - NCSBN NCLEX Item Review Subcommittee (NIRSC) May 12-14, 2026 Meeting in Chicago, IL

Ms. Morris stated that NCSBN will present for consideration at its Annual Meeting the NCLEX exam fee increase of \$350.00, currently the fee is \$200.00 which has been for 25 years.

Ms. Wilmoth added that many nursing education programs include the cost of NCLEX exam in their tuitions or have scholarships or reimburse the cost of NCLEX exam if students pass the exam at the first try.

Dr. Parke moved to accept **C9, C10 and C11** (The Committee of the Joint Boards of Nursing and Medicine Telephone Conference Call minutes on May 7, 2026) as presented. The motion was seconded by Ms. Webb-Jones and carried unanimously.

DISPOSITION OF
MINUTES:

None

REPORTS:

DHP Performance Measure Report Q3 2022 – Q3 2026:

Ms. Cartte noted that this is provide for information only.

OTHER MATTERS:

Board Counsel Update:

Ms. Blose reported that the Board received notification of two appeals pending at the Circuit Court and no final resolution determined yet.

D1 - Informal Conference Schedule for Second Half of 2026

Ms. Cartte encouraged board members to pick up extra scheduled Special Conference Committee (SCC) dates due to early departure of two board members.

Ms. Hardy added that she will email board members the needed dates of the SCC-A and SCC-D in August, October and December.

RECESS:

The Board recessed at 9:47 A.M.

RECONVENTION:

The Board reconvened at 10:00 A.M.

POLICY FORUM - Healthcare Workforce Data Center (HWDC) Reports – Yetty Shobo, PhD, Executive Director and Barbara Hodgdon, PhD, Deputy Director

➤ Virginia’s Nursing Education Programs: 2024-2025 Academic Year

Dr. Hodgdon reported the Key Findings as follows:

- Attrition rates in PN proprietary programs and RN associate programs are a concern
- Percentage of total capacity unfilled has decreased for PN programs; could be the start of a shift in the trend
- Facility commitment and faculty shortages continue to be barriers for both PN and RN programs
- RN programs saw a decrease in turnover rates and a decrease in in percentage newly appointed
- Higher resignations than appointments in Adult HOE extended PN programs

Dr. Kitt moved that the Board of Nursing approve the report as presented. The motion was seconded by Dr. Parke and carried unanimously.

EDUCATION:

Education Update:

Ms. Wilmoth reported the following:

Nurse Aide Education Program Updates

- Testing Update – the average wait time to test is less than 30 days. Candidates drive on average <30 miles to testing site. Credentia is proactive in rescheduling if there are issues. The backlog of testers is decreasing significantly. Board staff continue to meet with Credentia bi-monthly.

Medication Aide Program Updates

- Another Medication Aide project is underway – to ensure the Board has accurate information regarding the number of active medication aide programs and to further support those with poor pass rates.
 - ✓ Staff are currently contacting programs with no pass rates for the past 2 years to determine if they remain active programs.
 - ✓ Staff are also contacting programs with pass rates less than 80% for 2 consecutive years to ensure they are using the current curriculum and the instructor meets regulatory guidelines. Programs have access to their weak areas on the PSI dashboard – board staff are working to educate programs on using the data to support their curriculum and their students.

Nursing Education Programs Updates

- NCSBN Annual Report – has closed and we are awaiting results from NCSBN. Results should be available in September 2026.

LEGISLATION/
REGULATION:

F1 - Chart of Regulatory Actions

Mr. Novak reviewed the Chart of Regulatory Actions provided on the agenda.

F2 – Closure of Periodic Reviews and Issuance of NOIRA – Chapter 30 and 40

Mr. Novak noted that this is a recommendation of the Committee of the Joint Boards of Nursing and Medicine which met on April 22, 2026.

Mr. Novak added that if the Board of Nursing approves this action, it will be presented to the Board of Medicine for approval.

Dr. Parke moved that the Board of Nursing to accept the recommendation by the Committee of the Joint Boards to close the periodic reviews of Chapter 30 and 40 and to issue a Notice of Intended Regulatory Action (NOIRA) as presented. The motion was seconded by Ms. Zehr and carried unanimously.

F3 – Revision of Guidance Document 90-62: Medication Administration Training Curriculum Approved by the Board of Nursing for Various Settings

Mr. Novak the changes to GD 90-62 encompass changes in the statute from the 2026 General Assembly session.

Ms. Zehr moved that the Board of Nursing to amend GD 90-62 as presented. The motion was seconded by Dr. Kitt and carried unanimously.

CONSIDERATION OF CONSENT ORDER:

G1 – Kristina Marie Deguel, RN

0001-256138

Ms. Davis moved that the Board of Nursing accept the consent order to continue the license of **Kristina Marie Degule** to practice professional nursing in the Commonwealth of Virginia on indefinitely suspended. The motion was seconded by Dr. Kitt and carried unanimously.

G2 – Amy Marie Willoughby, RN

0001-212805

Ms. Davis moved that the Board of Nursing modify the consent order to include Findings of Fact #4, #4(b) and #4(b)(i) in the Confidential Exhibit, to

grant the application of **Amy Marie Willoughby** for reinstatement of her license to practice professional nursing in the Commonwealth of Virginia, and to indefinitely suspend her license with suspension stayed contingent upon Ms. Willoughby's continued compliance with all terms and conditions of the Virginia Health Practitioners' Monitoring Program (HPMP) for the period specified by the HPMP. The motion was seconded by Dr. Parke and carried unanimously.

G3 – Claudia Rose Guerra, RN

0001-241773

Ms. Zehr moved that the Board of Nursing accept the consent order to grant the application of **Claudia Rose Guerra** for reinstatement of her license to practice professional nursing in the Commonwealth of Virginia contingent upon Ms. Guerra successful complete of a Board-approved nursing refresher course, suspend her license with suspension stayed contingent upon Ms. Guerra's continued compliance with all terms and conditions of the Virginia Health Practitioners' Monitoring Program (HPMP) with for the period specified by the HPMP. The motion was seconded by Ms. Davis and carried unanimously.

G4 – Courtney Elizabeth Downs, RN Reinstatement Applicant

0001-246175

Ms. Zehr moved that the Board of Nursing accept the consent order to grant the application of **Courtney Elizabeth Downs** for reinstatement of her license, Valid in Virginia only, to practice professional nursing in the Commonwealth of Virginia, to indefinitely suspend her license with suspension stayed contingent upon Ms. Downs 'entry into a contract with the Virginia Health Practitioners' Monitoring Program (HPMP) and comply with all terms and conditions of the HPMP for the period specified by the HPMP. The motion was seconded by Ma. Davis and carried unanimously.

BOARD MEMBER DEVELOPMENT:

Sanction Reference Point (SRP) System

- Guidance Document (GD) 90-7: Sanctioning Reference Points Instruction Manual

Board Member – Guide to SRT video was provided to Board Members for review.

Ms. Morris reviewed the SRP Instruction Manual for nurses including:

- SRP Inability to Safely Practice Worksheet
- SRP Patient Care Worksheet
- SRP Fraud Worksheet

Ms. Morris also presented scenario cases as practice to help Board Members have a better understanding of the SRP Worksheets.

RECESS: The Board recessed at 11:27 A.M.

RECONVENTION: The Board reconvened at 12:45 P.M.

POSSIBLE SUMMARY SUSPENSION CONSIDERATION:

David Kazzie, Deputy Executive Director, Tammie Jones, Elizabeth Dorsey and Piero Mannino, Adjudication Specialists/Consultant, Administrative Proceedings Division (APD), joined the meeting at 12:50 PM.

Tammie Jones presented evidence that the continued practice of professional nursing by **Stephanie Nganso Nyame, RN (0001-294347)** may present a substantial danger to the health and safety of the public.

Dr. Parke moved to summarily suspend the right to renew the license of **Stephanie Nganso Nyame** to practice professional nursing in the Commonwealth of Virginia pending a formal administrative hearing and to offer a consent order for revocation of her right to renew her license in lieu of a formal hearing. The motion was seconded Ms. Webb-Jones and carried unanimously.

Tammie Jones presented evidence that the continued practice of professional nursing by **Mariam Kanoute, RN (0001-306651)** may present a substantial danger to the health and safety of the public.

Ms. Nunez moved to summarily suspend the license of **Mariam Kanoute** to practice professional nursing in the Commonwealth of Virginia pending a formal administrative hearing and offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Piero Mannino presented evidence that the continued practice of practical nursing by **Nicole Johnson, LPN (0002-104534)** may present a substantial danger to the health and safety of the public.

Ms. Davis moved to summarily suspend the license of **Nicole Johnson** to practice practical nursing in the Commonwealth of Virginia pending a formal administrative hearing and offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Zehr and carried unanimously.

Piero Mannino presented evidence that the continued practice as a registered medication aide by **Nicole Johnson, RMA (0031-010926)** may present a substantial danger to the health and safety of the public.

Ms. David moved to summarily suspend the registration of **Nicole Johnson** to practice as a medication aide in the Commonwealth of Virginia pending a formal administrative hearing and offer a consent order for revocation of her registration in lieu of a formal hearing. The motion was seconded by Ms. Zehr and carried unanimously.

A Visit from Lauryn Walker, PhD, Deputy Secretary, Health and Human Resources

Dr. Walker presented to the Board a thank you and a Happy Nurse Week from Secretary Figueroa for all their hard work.

Dr. Walker asked the Board for any healthcare issues that they would like Secretary Figueroa to consider. The Board stated APRN Compact, Long Term Care and retention of staff in Long Term Care facilities.

Dr. Walker thanked the Board for all that they do. The Board thanked Dr. Walker for her visit.

Dr. Walker left at 1:50 P.M.

POSSIBLE SUMMARY SUSPENSION CONSIDERATION (cont.):

Elizabeth Dorsey presented evidence that the continued practice of massage therapy by **Chunhua Wang Dickey, LMT (0019-016657)** may present a substantial danger to the health and safety of the public.

Ms. Zehr moved to summarily suspend the right to renew the license of **Chunhua Wang Dickey** to practice massage therapy in the Commonwealth of Virginia pending a formal administrative hearing and offer a consent order for revocation of her right to renew her license in lieu of a formal hearing. The motion was seconded by Ms. Nunez and carried unanimously.

Elizabeth Dorsey presented evidence that the continued practice of professional nursing by **Amy Commer Mills, RN (0001-230722)** may present a substantial danger to the health and safety of the public.

Ms. Zehr moved to summarily suspend the license of **Amy Comer Mills** to practice professional nursing in the Commonwealth of Virginia pending a formal administrative hearing and to offer a consent order for revocation of

her license in lieu of a formal hearing. The motion was seconded Ms. Webb-Jones and carried unanimously. Dr. Parke rescued from voting.

David Kazzie, Deputy Executive Director, Tammie Jones, Elizabeth Dorsey and Piero Mannino, Adjudication Specialists/Consultant, Administrative Proceedings Division (APD), left the meeting at 2:04 pm.

CONSIDERATION OF AGENCY SUBORDINATE RECOMMENDATIONS:

#19 – Rhonda N. Ivory, LPN

0002-078113

Ms. Ivory appeared and addressed the Board.

CLOSED MEETING:

Dr. Kitt moved that the Board of Nursing convene a closed meeting pursuant to Section 2.2-3711(A)(27) of the *Code of Virginia* at 2:11 P.M. for the purpose of considering the agency subordinate recommendations regarding **Rhonda N. Ivory, LPN**. Additionally, Dr. Kitt moved that Ms. Morris, Dr. Mangrum, Ms. Bargdill, Ms. Hardy, Ms. Willinger, Ms. Wilmoth, Ms. Vu and Ms. Blöse, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary, and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Davis and carried unanimously.

RECONVENTION:

The Board reconvened in open session at 2:15 P.M.

Dr. Kitt moved that the Board of Nursing certify that it heard, discussed and considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Ms. Davis moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand Rhonda N. Ivory and to revoke her license to practice practical nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Zehr and carried unanimously.

The following Agency Subordinate Recommendations were accepted by the Board as presented:

#2 – Tahmeesha Lynett Finley, RN

0001-261812

Mr. Finley did not appear but submitted written response.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Tahmeesha Lynett Finley** and to

indefinitely suspend her license to practice professional nursing in the Commonwealth of Virginia with suspension stayed upon proof of Ms. Finley's entry into a contract with the Health Practitioners' Monitoring Program (HPMP) within 90 days from the date of entry of the Order and remain in compliance with all terms and conditions of the HPMP for the period specified by the HPMP. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#3 – Fenet Ayele Mulugeta, RN Applicant

Case # 249509

Ms. Mulugeta did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to deny the application of **Fenet Ayele Mulugeta** for licensure to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#4 – Melanie Kay Holcomb Kello, LPN

0002-062591

Ms. Kello did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Melanie Kay Holcomb Kello** and to indefinitely suspend her license to practice professional nursing in the Commonwealth of Virginia with suspension stayed upon proof of Ms. Kello's entry into a contract with the Health Practitioners' Monitoring Program (HPMP) and remain in compliance with all terms and conditions of the HPMP for the period specified by the HPMP. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#5 – Deborah Lynn Lester, RN

0001-158253

Ms. Lester did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to indefinitely suspend the right of **Deborah Lynn Lester** to renew her license practice professional nursing in the Commonwealth of Virginia until such time as she provides proof to the Board that she has satisfied the continuing competency requirements set forth in 18VAC90-19-160 of the Regulations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#6 – Cyrstal Danyell Null, RN

0001-276308

Ms. Null did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Cyrstal Danyell Null** and within 90 days from the date of entry of the Order, Ms. Null shall provide written proof satisfactory to the Board of successful completion of a Board-approved courses of at least three contact hours in the subjects of (i) proper documentation, (ii) professional accountability and legal liability for nurses, and (iii) ethics and professionalism in nursing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#7 – Christelle Tchakouano Ngwayap, LPN **0002-101664**

Ms. Ngwayap did not appear but submitted a written response.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to require **Christelle Tchakouano Ngwayap** within 90 days from the date of entry of the Order, shall provide written proof satisfactory to the Board of successful completion of a Board-approved courses of at least three contact hours in the subjects of (i) ethics and professionalism in nursing, and (ii) professional accountability and legal liability for nurses. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#8 – Charlotte Anne Dere, LPN **0002-079057**

Ms. Dere did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to require **Charlotte Anne Dere** within 90 days from the date of entry of the Order, shall provide written proof satisfactory to the Board of successful completion of a Board-approved courses of at least three contact hours in the subjects of (i) physical assessments, (ii) documentation, and (iii) professional accountability and legal liability for nurses. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#9 – Hannah Amankwah, RN Applicant **Case # 246842**

Ms. Owen did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to deny the application of **Hannah Amankwah** for licensure to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#11 – Makesha Cartina Ndiaye, LPN **0002-068703**

Ms. Ndiaye did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Makesha Cartina Ndiaye** and to revoke her license to practice practical nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#13 – Rebekah Young, CNA Applicant

Case # 250072

Ms. Young did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to deny the application of **Rebekah Young** for certification by examination to practice as a certified nurse aide in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#14 – Latia A. Phipps, LPN

0002-085937

Ms. Phepps did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to indefinitely suspend the license of **Latia A. Phipps** to practice practical nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#15 – Harrison Mitchell, RN

**North Carolina License # 245946
With Multistate Privilege**

Mr. Mitchell did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Harrison Mitchell** and within 90 days from the date of entry of the Order, Mr. Mitchell shall provide written proof satisfactory to the Board of successful completion of a Board-approved courses of at least three contact hours in the subject of professional accountability and legal liability for nurses. The motion was seconded by Ms. Webb-Jones carried unanimously.

#16 – Megan E. Bailey, LPN

0002-096805

Ms. Bailey did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Megan E. Bailey** and within 60 days from the date of entry of the Order, Ms. Bailey shall provide written proof satisfactory to the Board of successful completion of a Board-approved

courses of at least three contact hours in the subjects of (i) professional accountability and legal liability for nurses, and (ii) ethics and boundaries. Ms. Bailey's license to practice practical nursing in the Commonwealth of Virginia will be marked "Valid in Virginia Only." The motion was seconded by Ms. Webb-Jones and carried unanimously.

#17 – Brianna Paige Houchins, LPN

0002-103356

Mr. Houchins did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to require **Brianna Paige Houchins** within 90 days from the date of entry of the Order, shall provide written proof satisfactory to the Board of successful completion of a Board-approved courses of at least three contact hours in the subjects of (i) documentation, (ii) critical thinking, and (iii) professional accountability and legal liability as it relates to the practice of practical nursing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#18 – Brandee Elizabeth-Casillas Manuel, RN

0001-317493

Ms. Manuel did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to indefinitely suspend the license of **Brandee Elizabeth-Casillas Manuel** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#21 – Hawanatu S. Kalokoh, RMA Applicant

Case # 249500

Ms. Kalokoh did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to deny the application of **Hawanatu S. Kalokoh** for registration to practice as a medication aide in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#23 – Samantha S. Adkins, CNA

1401-222718

Ms. Adkins did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to revoke the certificate of **Samantha S. Adkins** to practice as a nurse aide in the Commonwealth of Virginia and to enter a

Finding of Abuse against her in the Virginia Nurse Aide Registry. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#25 – Quintarah Amiyo Hammond, RN

0001-275277

Ms. Hammond did not appear.

Dr. Parke moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Quintarah Amiyo Hammond** and indefinitely suspend her license to practice professional nursing in the Commonwealth of Virginia with suspension stayed upon proof of Ms. Hammond's entry into a contract with the Virginia Health Practitioners' Monitoring Program (HPMP) and remain in compliance with all terms and conditions of the HPMP for the period specified by the HPMP. The motion was seconded by Ms. Webb-Jones and carried unanimously.

The Board went into closed session to consider the remaining agency subordinate recommendation:

CLOSED MEETING:

Dr. Kitt moved that the Board of Nursing convene a closed meeting pursuant to Section 2.2-3711(A)(27) of the *Code of Virginia* at 2:20 P.M. for the purpose of considering the remaining agency subordinate recommendations regarding **#1, #10, #12, #20, #22, #24 and #26**. Additionally, Dr. Kitt moved that Ms. Morris, Dr. Mangrum, Ms. Bargdill, Ms. Hardy, Ms. Willinger, Ms. Wilmoth, Ms. Vu and Ms. Blose, Board Counsel attend the closed meeting because their presence in the closed meeting is deemed necessary, and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION:

The Board reconvened in open session at 2:58 P.M.

Dr. Kitt moved that the Board of Nursing certify that it heard, discussed and considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#1 – Zennash Dagnachew-Bisrat, LPN

0002-087206

Ms. Dagnachew-Bisrat did not appear but submitted a written response.

Dr. Parke moved that the Board of Nursing reject the recommended decision of the agency subordinate and to refer the matter of **Zennash Dagnachew-Bisrat** to a formal administrative proceeding. The motion was seconded by Ms. Nunez and carried unanimously.

#10 – Jennifer Brown Lovelace, LPN

**NC License # 066860
With Multistate Privilege**

Ms. Lovelace did not appear.

Ms. Zehr moved that the Board of Nursing reject the recommended decision of the agency subordinate regarding **Jennifer Brown Lovelace**. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#12 – Ashley Lynn Thompson, LPN

0002-099824

Ms. Thompson did not appear.

Ms. Davis moved that the Board of Nursing accept the recommended decision of the agency subordinate to reprimand **Ashley Lynn Thompson** and her license to practice practical nursing will be single state and valid in Virginia only. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#20 – Darlene Gandy Wilson, CNA

1401-115808

Ms. Wilson did not appear but submitted a written response.

Ms. Cartte moved that the Board of Nursing accept the recommended decision of the agency subordinate to require **Darlene Gandy Wilson**, within 90 days from the entry of the Order, to provide written proof satisfactory to the Board of successful completion of a Board-approved course of at least three contact hours in the subjects of: (i) professional accountability and legal liability for nurse aides, and (ii) providing proper nurse aide care for patients with dementia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

#22 – Sheri Saul, CNA

1401-248120

Ms. Saul did not appear.

Ms. Davis moved that the Board of Nursing modify the recommended decision of the agency subordinate to revoke the certificate of **Sheri Saul** to practice as a nurse aide in the Commonwealth of Virginia and to enter a Finding of Abuse against her in the Virginia Nurse Aide Registry. The motion was seconded by Dr. Cox and carried unanimously.

#24 – Yovinta Breventos, CNA

1401-227954

Mr. Breventos did not appear.

Dr. Kitt moved that the Board of Nursing accept the recommended decision of the agency subordinate to revoke the right of **Yovinta Breventos** to renew

his certificate to practice as a nurse aide in the Commonwealth of Virginia and enter a Finding of Abuse against him in the Virginia Nurse Aide Registry. The motion was seconded by Ms. Peake and carried unanimously.

#26 – Charmaine Leigh Belcher, RN

0001-315956

Ms. Belcher did not appear.

Dr. Parke moved that the Board of Nursing to reject the recommended decision of the agency subordinate and to refer the matter of **Charmaine Leigh Belcher** to a formal administrative proceeding. The motion was seconded by Dr. Cox and carried unanimously.

E1 – Education Special Conference Committee April 15, 2026 minutes

Dr. Parke moved to accept the Education Special Conference Committee April 15, 2026 minutes as presented. The motion was seconded by Dr. Kitt and carried unanimously.

Ms. Cartte and Ms. Davis did not participate in voting.

CONSIDERATION OF THE APRIL 15, 2026 EDUCATION SPECIAL CONFERENCE COMMITTEE RECOMMENDATION:

E1a – Astar Education Institute Nurse Aide Education Program, 1414100751, case # 255791

Dr. Parke moved that the Board of Nursing accept the recommendation of the Education Special Conference to withdraw the approval of **Astar Education Institute Nurse Aide Education Program** to operate a medication aide education program effective the date of the entry of the Order. The motion was seconded by Dr. Kitt and carried unanimously.

Ms. Cartte and Ms. Davis did not participate in voting.

E1b – Ultimate Health School Practical Nursing Education Program, US28420500, case # 245107 and 255775

Dr. Parke moved that the Board of Nursing accept the recommendation of the Education Special Conference to continue the approval of **Ultimate Health School Practical Nursing Education Program** to operate a practical education program on conditional approval subject to terms and conditions. The motion was seconded by Dr. Kitt and carried unanimously.

Ms. Cartte and Ms. Davis did not participate in voting.

E1c – America School of Nursing and Allied Health Practical Nursing Education Program, US28408900, case # 255188

Dr. Parke moved that the Board of Nursing accept the recommendation of the Education Special Conference to continue the approval of **America School of Nursing and Allied Health Practical Nursing Education Program** to operate a practical education program on conditional approval subject to terms and conditions. The motion was seconded by Dr. Kitt and carried unanimously.

Ms. Cartte and Ms. Davis did not participate in voting.

BOARD MEMBER DEVELOPMENT (cont.):

CNA Federal Registry and Discipline

- Overview of Nurse Aide Regulations

Ms. Morris reviewed the Nurse Aide Regulations

MEETING DEBRIEF:

What went well:

- Great Board Member Development
- Enjoy the visit from Dr. Walker
- Appreciate the expiration dates on the Statements of Allegations
- Cover sheet regarding Regulatory actions is helpful

What needs improvement:

- None was noted

ADJOURNMENT:

The Board adjourned at 4:03 P.M.

Carol Cartte, RN, BSN
President

**Virginia Board of Nursing
OFFICER MEETING**

B3

May 20, 2026

Time and Place: The Board of Nursing Officer meeting was convened at 8:00 A.M. on May 20, 2026 at Department of Health Professions – Perimeter Center, 9960 Mayland Drive, Suite 201 – Hearing Room 4, Henrico, Virginia.

Board Members Present: Carol Cartte, RN, BSN; President
Helen Parke, DNP, FNP-BC; First Vice President
Victoria Cox, DNP, RN; Second Vice President

Staff Members Present: Claire Morris, RN, LNHA

- **May 19, 2026 Business Meeting Debrief**
- Officers appreciated the Board Development session.
- **New Board Member Mentorship**
- Discussed materials to be used to assist with new board member mentorship. The Board President will assign mentors.
- **Future Training Topics for Board Members**
- Special Conference Committee (SCC) Chair training.
- Board Counsel presentation regarding the summary suspension and formal hearing process.

The meeting was adjourned at 8:48am.

VIRGINIA BOARD OF NURSING
FORMAL HEARINGS
PANEL A
May 20, 2026

B4

TIME AND PLACE: The meeting of the Virginia Board of Nursing was called to order at 9:04 A.M., on May 20, 2026, in Board Room 2, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

BOARD MEMBERS
PRESENT:

Carol Cartte, RN, BSN; **President**
Victoria Cox, DNP, RN
Pamela Davis, LPN
Yesenia Nunez, MSN, FNP-BC
Dolores Valenta, LPN
Jeanell Webb-Jones, MSN, RN

STAFF PRESENT:

Claire Morris, RN, LNHA; Executive Director
Christina Bargdill, BSN, MHS, RN; Deputy Executive Director
Tamika Claiborne, BS; Senior Discipline Specialist

OTHERS PRESENT:

Sara Blose, Senior Assistant Attorney General
Nurse Aide Students from Goochland High School

ESTABLISHMENT
OF A PANEL:

With six members of the Board present, a panel was established.

FORMAL HEARINGS:

Cassie L. Montgomery, RMA

0031-012795

Ms. Montgomery did not appear.

Aaron Timberlake, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Jasha Sykes, court reporter with County Court Reporters, recorded the proceedings.

Bryan Horowitz, Senior Investigator, Enforcement Division was present and testified.

CLOSED MEETING:

Ms. Valenta moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 9:26 A.M., for the purpose of deliberation to reach a decision in the matter of **Cassie L. Montgomery**. Additionally, Ms. Valenta moved that Ms. Morris, Ms. Bargdill, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION:

The Board reconvened in open session at 9:34 A.M.

Ms. Valenta moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

ACTION: Ms. Davis moved that the Board revoke the registration of **Cassie L. Montgomery** to practice as a medication aide in the Commonwealth of Virginia. The motion was seconded by Ms. Nunez and carried unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESSED: The Board recessed at 9:35 A.M.

RECONVENTION: The Board reconvened at 10:00 A.M.

CONSIDERATION OF CONSENT ORDER:

Mollie Ann Griddine, LPN **0002-100048**

Ms. Davis moved that the Board of Nursing accept the consent order to voluntarily surrender for indefinite suspension of **Mollie Griddine's** right to renew her license to practice practical nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECESSED: The Board recessed at 10:04 A.M.

RECONVENTION: The Board reconvened at 11:00 A.M.

FORMAL HEARINGS: **Michelle Irene Breeden, RMA** **0031-008538**

Ms. Breeden did not appear.

Piero Mannino, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Jasha Sykes, court reporter with County Court Reporters, recorded the proceedings.

Emily Anderson, Senior Investigator, Enforcement Division, was present and testified. Krista Bradberry testified via telephone.

CLOSED MEETING: Ms. Valenta moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 11:15 A.M., for the purpose of deliberation to reach a decision in the matter of **Michelle Irene Breeden**. Additionally, Ms. Valenta moved that, Ms. Morris, Ms. Bargdill, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION: The Board reconvened in open session at 11:20 A.M.

Ms. Valenta moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

ACTION: Ms. Davis moved that the Board revoke the registration of **Michelle Irene Breeden** to practice as a registered medication aide in the Commonwealth of Virginia. The motion was seconded by Ms. Webb-Jones and passed unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESSED: The Board recessed at 11:21 A.M.

RECONVENTION: The Board reconvened at 2:00 P.M.

FORMAL HEARINGS: **Samuel Kanu, RN** **0001-304995**

Mr. Kanu did not appear.

Elizabeth Dorsey, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Jasha Sykes, court reporter with County Court Reporters, recorded the proceedings.

Pamela Twombly, Deputy Director, Enforcement Division, was present and testified.

CLOSED MEETING: Ms. Valenta moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 2:22 P.M., for the purpose of deliberation to reach a decision in the matter of **Samuel Kanu**. Additionally, Ms. Valenta moved that Ms. Morris, Ms. Bargdill, Ms.

Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION: The Board reconvened in open session at 2:32 P.M.

Ms. Valenta moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

ACTION: Ms. Davis moved that the Board revoke the license of **Samuel Kanu** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Nunez and passed unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

ADJOURNMENT: The Board adjourned at 2:33 P.M.

Christina Bargdill, BSN, MHS, RN
Deputy Executive Director

**VIRGINIA BOARD OF NURSING
FORMAL HEARINGS
PANEL B
May 20, 2026**

TIME AND PLACE: The meeting of the Virginia Board of Nursing was called to order at 9:06 A.M., on May 20, 2026, in Board Room 4, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

BOARD MEMBERS

PRESENT:

Helen Parke, DNP, FNP-BC; **First Vice-President**
Delia Acuna, FNP-C
Cleopatra Kitt, PhD, Citizen Member
Lila Peake, RN
Jodi Zehr, RN

STAFF PRESENT:

Randall Mangrum, DNP, RN; Deputy Executive Director for Advanced Practice
Ann Hardy, MSN, RN; Deputy Executive Director
Cheryl Giles, Administrative Support Specialist

OTHERS PRESENT:

M. Brent Saunders, Senior Assistant Attorney General

**ESTABLISHMENT
OF A PANEL:**

With five members of the Board present, a panel was established.

FORMAL HEARINGS:

Brianna Harris, CNA

1401-210356

Ms. Harris appeared.

Tammie Jones, Adjudication Consultant, Administrative Proceedings Division, represented the Commonwealth. Mr. Saunders was legal counsel for the Board. Canandez Long, court reporter with County Court Reporters, recorded the proceedings.

Paul Wade, Senior Investigator, Enforcement Division and Alicia Clatterbaugh, RMA were present and testified. Rachel Custer testified via telephone.

CLOSED MEETING:

Dr. Kitt moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 10:03 A.M., for the purpose of deliberation to reach a decision in the matter of **Brianna Harris**. Additionally, Dr. Kitt moved that Dr. Mangrum, Ms. Hardy, Ms. Giles, and Mr. Saunders, Board Counsel, attend the closed meeting

because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Acuna and carried unanimously.

RECONVENTION: The Board reconvened in open session at 10:20 A.M.

Dr. Kitt moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Zehr and carried unanimously.

ACTION: Ms. Acuna moved that the Board dismiss the case of **Brianna Harris** to practice as a nursing aide in the Commonwealth of Virginia. The motion was seconded by Ms. Peake and carried unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESSED: The Board recessed at 10:21 A.M.

RECONVENED: The Board reconvened at 11:02 A.M.

FORMAL HEARINGS: **Judith Ngieh, RN** **0001-293879**

Ms. Ngieh did not appear.

Tammie Jones, Adjudication Consultant, Administrative Proceedings Division, represented the Commonwealth. Mr. Saunders was legal counsel for the Board. Canandez Long, court reporter with County Court Reporters, recorded the proceedings.

Cortney Merkel, Senior Investigator, Enforcement Division, was present and testified.

ACTION: Ms. Acuna moved that the Board revoke the right of **Judith Ngieh** to renew her license to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Dr. Kitt and passed unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESSED: The Board recessed at 11:12 A.M.

RECONVENED: The Board reconvened at 1:18 P.M.

FORMAL HEARINGS: **Kelly Colleen Richardson,**
RN Reinstatement Applicant **0001-179157**

Ms. Richardson appeared.

Amy Weiss, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Mr. Saunders was legal counsel for the Board. Canandez Long, court reporter with County Court Reporters, recorded the proceedings.

Tosha Fischetti, Senior Investigator, Enforcement Division was present and testified.

CLOSED MEETING: Dr. Kitt moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(16) of the Code of Virginia at 2:18 P.M., for the purpose of deliberation of the medical records of **Kerry Colleen Richardson**. Additionally, Dr. Kitt moved that Dr. Mangrum, Ms. Hardy, Ms. Giles, Ms. Weiss, Ms. Fischetti, Mr. Canandez Long, court reporter, and Mr. Saunders, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Acuna and carried unanimously.

RECONVENTION: The Board reconvened in open session at 2:29 P.M.

Dr. Kitt moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Acuna and carried unanimously.

RECESSED: The Board recessed at 2:30 P.M.

RECONVENED: The Board reconvened at 2:35 P.M.

CLOSED MEETING: Dr. Kitt moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 2:38 P.M., for the purpose of deliberation to reach a decision in the matter of **Kelly Colleen Richardson**. Additionally, Ms. Zehr moved that Dr. Mangrum, Ms. Hardy, Ms. Giles, and Mr. Saunders, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Acuna and carried unanimously.

RECONVENTION: The Board reconvened in open session at 3:02 P.M.

Dr. Kitt moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Acuna and carried unanimously.

ACTION: Ms. Acuna moved that the Board deny the application for reinstatement of **Kelly Colleen Richardson** and revoke her license to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Zehr and carried unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

FORMAL HEARINGS: **Mirble Foretia, RN** **0001-302325**

Ms. Foretia appeared.

Jovonni Armstead, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Mr. Saunders was legal counsel for the Board. Canandez Long, court reporter with County Court Reporters, recorded the proceedings.

Cortney Merkel, Senior Investigator, Enforcement Division, was present and testified.

CLOSED MEETING: Dr. Kitt moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 4:07 P.M., for the purpose of deliberation to reach a decision in the matter of **Mirble Foretia**. Additionally, Dr. Kitt moved that Dr. Mangrum, Ms. Hardy, Ms. Giles, and Mr. Saunders, Board Counsel, attend the closed meeting

because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Acuna and carried unanimously.

RECONVENTION: The Board reconvened in open session at 4:17 P.M.

Dr. Kitt moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Acuna and carried unanimously.

ACTION: Ms. Acuna moved that the Board revoke and invalidate the license number of **Mirble Foretia** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Peake and passed unanimously.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

ADJOURNMENT: The Board adjourned at 4:18 P.M.

Randall Mangrum, DNP, RN
Deputy Executive Director for Advanced Practice

**VIRGINIA BOARD OF NURSING
FORMAL HEARINGS
May 21, 2026**

TIME AND PLACE: The meeting of the Virginia Board of Nursing was called to order at 9:00 A.M., on May 21, 2026, in Board Room 4, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

**BOARD MEMBERS
PRESENT:**

Helen Parke, DNP, FNP-BC; **First Vice-President**
Delia Acuna, FNP-C
Pamela Davis, LPN
Cleopatra Kitt, PhD, Citizen Member
Dolores Valenta, LPN
Jeanell Webb-Jones, MSN, RN
Ann Lively, LMT – **9:00 a.m. and 2:00 p.m. cases only**

STAFF PRESENT:

Claire Morris, RN, LNHA; Executive Director
Jacquelyn Wilmoth, RN, MSN; Deputy Executive Director for Education
Christina Bargdill, BSN, MHS, RN; Deputy Executive Director
Tamika Claiborne, BS; Senior Discipline Specialist

OTHERS PRESENT:

Sara Blöse, Senior Assistant Attorney General
PN Students from Northern Virginia Community College

**ESTABLISHMENT
OF A PANEL:**

With seven members of the Board present, a panel was established.

FORMAL HEARINGS:

Anthony Otis Hayes, LMT **0019-011948**

Mr. Hayes did not appear.

Amy Weiss, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blöse was legal counsel for the Board. Juan Ortega, court reporter with Ortega International Reporting, recorded the proceedings.

Parke Slater, Senior Investigator, Enforcement Division, Detective Chris Roop, Christiansburg Police Department, Sara Miller, Client A, Deborah Mitchell, Client C, Kimberly Lawson, Client D, and Ryan Peterson, Client G were present and testified.

CLOSED MEETING: Ms. Davis moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 11:00 A.M., for the purpose of deliberation to reach a decision in the matter of **Anthony Otis Hayes**. Additionally, Ms. Davis moved that Ms. Morris, Ms. Wilmoth, Ms. Claiborne, and Ms. Blöse, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Acuna and carried unanimously.

RECONVENTION: The Board reconvened in open session at 11:17 A.M.

Ms. Davis moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Acuna and carried unanimously.

ACTION: Ms. Lively moved that the Board of Nursing revoke the license of **Anthony Otis Hayes** to practice massage therapy in the Commonwealth of Virginia. The motion was seconded by Ms. Acuna and passed unanimously in favor of the motion.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESS: The Board recessed at 11:18 A.M.

RECONVENTION: The Board reconvened at 1:00 P.M.

FORMAL HEARINGS: **Esther Wunze Wuabe, RN** **0001-317084**

Ms. Wuabe did not appear.

Jovonni Armstead, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blöse was legal counsel for the Board. Juan Ortega, court reporter with Ortega International Reporting, recorded the proceedings.

Kimberly Hyler, Senior Investigator, Enforcement Division, was present and testified.

CLOSED MEETING: Ms. Davis moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 1:16 P.M., for the purpose of deliberation to reach a decision in the matter of **Esther Wunze Wuabe**. Additionally, Ms. Davis moved that Ms. Morris, Ms. Bargdill, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Acuna and carried unanimously.

RECONVENTION: The Board reconvened in open session at 1:25 P.M.

Ms. Davis moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Acuna and carried unanimously.

ACTION: Ms. Acuna moved that the Board of Nursing revoke the license of **Esther Wunze Wuabe** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Davis and carried unanimously in favor of the motion.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESS: The Board recessed at 1:26 P.M.

RECONVENTION: The Board reconvened at 2:07 P.M.

FORMAL HEARINGS: **Cuixiang Zhao, LMT** **0019-019759**

Ms. Zhao appeared, accompanied by her friend William Perry.

Aaron Timberlake, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Juan Ortega, court reporter with Ortega International Reporting, recorded the proceedings.

The Chair granted a continuance of the case due to the need for interpreter services.

Virginia Board of Nursing
Thursday Formal Hearings
May 21, 2026

ADJOURNMENT: The Board adjourned at 2:11 P.M.

Christina Morris, BSN, MHS, RN
Deputy Executive Director

**VIRGINIA BOARD OF NURSING
POSSIBLE SUMMARY SUSPENSION TELEPHONE CONFERENCE CALL
May 28, 2026**

A possible summary suspension telephone conference call of the Virginia Board of Nursing was held May 28, 2026, at 4:30 P.M.

The Board of Nursing members participating in the call were:

Carol Cartte, RN, BSN; **Chair**
Victoria Cox, DNP, RN
Pamela Davis, LPN
Paul Hogan, Citizen Member
Yesenia Nunez, MSN, FNP-BC
Helen Parke, DNP, FNP-BC
Dolores Valenta, LPN
Jeanell Webb-Jones, MSN, RN
Jodi Zehr, RN

Others participating in the meeting were:

Sara Blose, Assistant Attorney General, Board Counsel
Jovonni Armstead, Adjudication Specialist, APD
Elizabeth Dorsey, Adjudication Specialist, APD
Piero Mannino, Adjudication Specialist, APD
Amy Weiss, Adjudication Specialist, APD
Claire Morris, RN, LNHA, Executive Director
Christina Bargdill, BSN, MHS, RN, Deputy Executive Director
Ann Hardy, MSN, RN; Deputy Executive Director
Randall Mangrum, DNP, RN; Deputy Executive Director for Advance Practice
Cheryl Giles, Administrative Support Specialist

The meeting was called to order by Ms. Cartte. With nine (9) members of the Board of Nursing participating, a quorum was established.

Piero Mannino, Adjudication Specialist, presented evidence that the continued practice of professional nursing by **Chiedozie Bob Eboh, RN (0001-298401)** may present a substantial danger to the health and safety of the public.

Ms. Zehr moved to summarily suspend the license of **Chiedozie Bob Eboh** to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Dr. Parke and carried unanimously.

Mr. Mannino left the meeting at 4:37 p.m.

Jovonni Armstead, Adjudication Specialist, presented evidence that the continued practice of professional nursing by **Mabinty Jalloh, RN (0001-306258)** may present a substantial danger to the health and safety of the public.

Dr. Parke moved to summarily suspend the license of **Mabinty Jalloh** to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Davis and carried unanimously.

Jovonni Armstead, Adjudication Specialist, presented evidence that the continued practice of professional nursing by **Joyalene Toure, RN (0001-300954)** may present a substantial danger to the health and safety of the public.

Ms. Davis moved to summarily suspend the license of **Joyalene Toure** to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Ms. Armstead left the meeting at 4:47 p.m.

Elizabeth Dorsey, Adjudication Specialist, presented evidence that the continued practice of nurse aide by **Veronica A. Kumah, CNA (1401-116727)** may present a substantial danger to the health and safety of the public.

Ms. Zehr moved to summarily suspend the certification of **Veronica A. Kumah** to practice as a nurse aide in the Commonwealth of Virginia and to offer a consent order for revocation with a Finding of Abuse of her certification in lieu of a formal hearing. The motion was seconded by Dr. Parke and carried unanimously.

Ms. Dorsey left the meeting at 4:53 p.m.

Amy Weiss, Adjudication Specialist, presented evidence that the continued practice of professional nursing by **Lauren Ann Robin, RN (0001-254591)** may present a substantial danger to the health and safety of the public.

Ms. Davis moved to summarily suspend the license of **Lauren Ann Robin** to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

The meeting was adjourned at 5:00 P.M.

Claire Morris, RN, LNHA
Executive Director

**VIRGINIA BOARD OF NURSING
POSSIBLE SUMMARY SUSPENSION TELEPHONE CONFERENCE CALL
June 11, 2026**

A possible summary suspension telephone conference call of the Virginia Board of Nursing was held June 11, 2026, at 4:30 P.M.

The Board of Nursing members participating in the call were:

Carol Cartte, RN, BSN; **Chair**
Victoria Cox, DNP, RN
Pamela Davis, LPN
Paul Hogan, Citizen Member
Cleopatra Kitt, PhD, Citizen Member
Yesenia Nunez, MSN, FNP-BC – **joined at 4:35 P.M.**
Helen Parke, DNP, FNP-BC
Dolores Valenta, LPN
Jeanell Webb-Jones, MSN, RN
Jodi Zehr, RN

Others participating in the meeting were:

Sara Blose, Assistant Attorney General, Board Counsel
Aaron Timberlake, Adjudication Specialist, APD
Avi Efreom, Adjudication Specialist, APD
Piero Mannino, Adjudication Specialist, APD
David Kazzie, Deputy Director, APD
Christina Bargdill, BSN, MHS, RN, Deputy Executive Director
Randall Mangrum, DNP, RN; Deputy Executive Director for Advance Practice
Huong Vu, Operations Manager

The meeting was called to order by Ms. Cartte. With nine (9) members of the Board of Nursing participating, a quorum was established.

The Statement of Allegations were provided to Board Members in advance and Board Members had no additional questions for Piero Mannino, Adjudication Specialist, regarding the continued practice of professional nursing by **Pauline Ngoyit Etame, RN (0001-321339)** which may present a substantial danger to the health and safety of the public.

Ms. Davis moved to summarily suspend the right of **Pauline Ngoyit Etame** to renew her license to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Mr. Mannino left the meeting at 4:34 p.m.

The Statement of Allegations was provided to Board Members in advance and Board Members had no additional questions for Aaron Timberlake, Adjudication Specialist, regarding the continued practice of professional nursing by **Justina Manka Dorr, RN (0001-312214)** which may present a substantial danger to the health and safety of the public.

Ms. Zehr moved to summarily suspend the license of **Justina Manka Dorr** to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Ms. Nunez joined the meeting at 4:35 P.M.

Mr. Timberlake left the meeting at 4:36 PM

Avi Efreom, Adjudication Specialist, presented evidence that the continued practice of professional nursing by **Natascha Harris, RN (0001-290826)** may present a substantial danger to the health and safety of the public.

Dr. Parke moved to summarily suspend the license of **Natascha Harris** to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Davis and carried unanimously.

The meeting was adjourned at 4:46 P.M.

Christina Bargdill, BSN, MHS, RN
Deputy Executive Director

VIRGINIA BOARD OF NURSING
POSSIBLE SUMMARY SUSPENSION TELEPHONE CONFERENCE CALL
June 25, 2026

A possible summary suspension telephone conference call of the Virginia Board of Nursing was held June 25, 2026, at 4:30 P.M.

The Board of Nursing members participating in the call were:

Helen Parke, DNP, FNP-BC; **Chair**
Victoria Cox, DNP, RN
Pamela Davis, LPN
Paul Hogan, Citizen Member
Yesenia Nunez, MSN, FNP-BC
Kathleen Ware, DNP, MSN, RN
Jeanell Webb-Jones, MSN, RN
Jodi Zehr, RN

Others participating in the meeting were:

Sara Blose, Assistant Attorney General, Board Counsel
Jovonni Armstead, Adjudication Specialist, APD
Avi Efreom, Adjudication Specialist, APD
Piero Mannino, Adjudication Specialist, APD
David Kazzie, Deputy Director, APD
Claire Morris, RN, LNHA, Executive Director
Randall Mangrum, DNP, RN; Deputy Executive Director for Advance Practice
Monique Davis, BSN, MPH; Discipline Case Manager
Huong Vu, Operations Manager

The meeting was called to order by Dr. Parke. With eight (8) members of the Board of Nursing participating, a quorum was established.

The Statement of Allegations was provided to Board Members in advance and Board Members had no additional questions for Jovonni Armstead, Adjudication Specialist, regarding the continued practice of professional nursing by **Agnes O. Aboagye, RN (0001-306391)** which may present a substantial danger to the health and safety of the public.

Ms. Zehr moved to summarily suspend the right of **Agnes O. Aboagye** to renew her license to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Davis and carried unanimously.

Ms. Armstead left the meeting at 4:35 p.m.

Pierro Mannino, Adjudication Specialist, presented evidence that the continued practice of practical nursing by **Carrie Ann Williams Densmore, LPN (0002-086562)** may present a substantial danger to the health and safety of the public.

Ms. Davis moved to summarily suspend the license of **Carrie Ann Williams Densmore** to practice practical nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her license in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Mr. Mannino left the meeting at 4:40 p.m.

Avi Efreom, Adjudication Specialist, presented evidence that the continued practice of practical nursing by **Kamiah Sashe Shepard, LPN (0002-087047)** and the practice of professional nursing by **Kamiah Sashe Shepard, RN (0001-330433)** may present a substantial danger to the health and safety of the public.

Ms. Zehr moved to summarily suspend the right of **Kamiah Sashe Shepard** to renew her license to practice practical nursing in the Commonwealth of Virginia and to offer a consent order for revocation of her right to renew her license in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Ms. Zehr moved to summarily suspend the license of **Kamiah Sashe Shepard** to practice professional nursing in the Commonwealth of Virginia and to offer a consent order for indefinite suspension of her license with suspension stayed contingent upon Ms. Shepard's entry into a contract with the Virginia Health Practitioners' Monitoring Program (HPMP) and comply with all terms and conditions of the HPMP for the period specified by the HPMP in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

Avi Efreom, Adjudication Specialist, presented evidence that the continued practice of practical nursing by **Melissa Marie Brown, LPN (0002-098586)** may present a substantial danger to the health and safety of the public.

Ms. Davis moved to summarily suspend the license of **Melissa Marie Brown** to practice practical nursing in the Commonwealth of Virginia and to offer a consent order for indefinite suspension of her license with suspension stayed contingent upon Ms. Brown's entry into a contract with the Virginia Health Practitioners' Monitoring Program (HPMP) and comply with all terms and conditions of the HPMP for the period specified by the HPMP in lieu of a formal hearing. The motion was seconded by Ms. Webb-Jones and carried unanimously.

The meeting was adjourned at 4:56 P.M.

Claire Morris, RN, LNHA
Executive Director

Agency Subordinate Recommendation Tracking Trend Log - 2018 to Present – Board of Nursing

C2

Considered		Accepted		Modified*					Rejected					Final Outcome:** Difference from Recommendation				
Date	Total	Total	Total %	Total	Total %	# present	# ↑	# ↓	Total	Total %	# present	# Ref to FH	# Dis-missed	↑	↓	Same	Pend-ing	N/A
Total to Date:	1294	1184	91.5%	89	6.9%	23	66	20	28	2.2%	5	25	3	26	29	21	0	
CY 2026 to Date:	91	82	90.1%	5	5.5%	0	4	1	4	4.4%	1	4	0	0	1	0	0	
May-26	26	22	84.6%	1	3.8%	0	1	0	3	11.5%	0	3	0	0	0	0	0	
Mar-26	65	60	92.3%	4	6.7%	0	3	1	1	1.5%	1	1	0	0	1	0	0	
Annual Totals:																		
Total 2025	91	82	90.1%	5	5.5%	0	4	1	4	4.4%	1	4	0	0	1	0	0	
Total 2024	185	171	92.4%	18	9.7%	7	14	1	3	1.6%	1	3	0	7	6	2	0	
Total 2023	178	161	90.4%	10	5.6%	5	6	4	7	4.0%	1	6	1	5	4	4	0	
Total 2022	140	132	94.3%	4	2.9%	2	2	2	4	2.6%	0	4	0	1	0	0	0	
Total 2021	50	48	96.0%	2	4.0%	0	2	0	0	0.0%	0	0	0	3	4	1	0	
Total 2020	77	69	89.6%	6	7.8%	5	6	0	2	2.6%	0	2	0	4	0	0	N/A	
Total 2019	143	129	90.2%	12	8.4%	0	10	2	2	1.4%	2	0	2	0	0	1	N/A	
Total 2018	200	172	86.0%	24	12.0%	4	17	7	4	2.0%	0	4	0	4	10	7	N/A	

* Modified = Sanction changed in some way (does not include editorial changes to Findings of Fact or Conclusions of Law. ↑ = additional terms or more severe sanction. ↓ = lesser sanction or impose no sanction.

** Final Outcome Difference = Final Board action/sanction after FH compared to original Agency Subordinate Recommendation that was modified (then appealed by respondent to FH) or was Rejected by Board (& referred to FH).

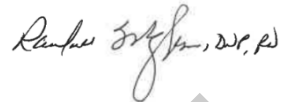
**VIRGINIA COMMITTEE OF THE JOINT BOARDS OF NURSING AND MEDICINE
BUSINESS MEETING MINUTES
June 17, 2026**

- TIME AND PLACE:** The meeting of the Committee of the Joint Boards of Nursing and Medicine was called to order at 9:00 A.M., June 17, 2026, in Board Room 2, Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia.
- MEMBERS' PRESENT:** Helen M. Parke, DNP, FNP-BC; Board of Nursing - **Chair**
Carol Cartte, RN, BSN; Board of Nursing
Blanton Marchese; Board of Medicine Bo
Vaughan, Jr., MD; Board of Medicine
- STAFF PRESENT:** Claire Morris, R.N., L.N.H.A.; Executive Director; Board of Nursing
William L. Harp, MD; Executive Director; Board of Medicine
Randall Mangrum, DNP, R.N.; Deputy Executive Director for Advanced Practice
Shannon Alexander, Senior Licensing and Discipline Case Specialist
- OTHERS PRESENT:** Sarah Blose, Assistant Attorney General; Board Counsel
- IN THE AUDIENCE:** Dr. Yetty Shobo, Healthcare Workforce Data Center
Dr. Barbara Hodgdon, Healthcare Workforce Data Center
- INTRODUCTIONS:** Committee members and staff members introduced themselves.
- ESTABLISHMENT OF A QUORUM:** Dr. Parke called the meeting to order and established that a quorum was present.
- PUBLIC COMMENT:** No public comments were received.
- PRESENTATION:** Drs. Shobo and Hodgdon presented the Healthcare Workforce Date Center Advanced Practice Registered Nurse Workforce Survey Reports:
- Virginia's Licensed Advanced Practice Registered Nurse Workforce: 2025
 - Virginia's Licensed Advanced Practice Registered Nurse Workforce: Comparison by Specialty
- ACTION ITEM:** Mr. Marchese moved to accept the HWDC reports as presented. The motion was seconded by Ms. Cartte and carried unanimously.
- Dr. Parke thanked Dr. Shobo and Dr. Hodgdon for the report.

Virginia Committee of the Joint Boards of Nursing and Medicine – Business Meeting June 17, 2026

NEW BUSINESS: No new business

ADJOURNMENT: As there was no additional business, the meeting was adjourned at 9:41 A.M.



Randall Mangrum, DNP, RN
Deputy Executive Director for Advanced Practice

DRAFT

VIRGINIA COMMITTEE OF THE JOINT BOARDS OF NURSING AND MEDICINE
Discipline Meeting
June 17, 2026

TIME AND PLACE: The meeting of the Committee of the Joint Boards of Nursing and Medicine was convened at 9:45 A.M., June 17, 2026, Board Room 2, Suite 201, Department of Health Professions, 9960 Mayland Drive, Henrico, Virginia.

MEMBERS PRESENT: Helen M. Parke, DNP, FNP-BC; Board of Nursing; Chair
Carol Cartte, RN, BSN; Board of Nursing
Bo Vaughan, Jr., MD; Board of Medicine
Blanton Marchese; Board of Medicine

STAFF PRESENT: Claire Morris, RN, LNHA; Executive Director
Randall Mangrum, DNP, RN; Deputy Executive Director for Advanced Practice
Shannon Alexander; Licensing/Discipline Specialist

**ADMINISTRATIVE
PROCEEDINGS**

STAFF PRESENT: Elizabeth Dorsey, Adjudication Specialist
Piero Mannino, Adjudication Specialist

OTHERS PRESENT: Sara Blose, Senior Assistant Attorney General

**ESTABLISHMENT OF
A QUORUM:** Dr. Parke called the meeting to order and established that a quorum was present.

CONSIDERATION OF AGENCY SUBORDINATE RECOMMENDATIONS

The following Agency Subordinate Recommendations were accepted by the Board as presented:

Eun Mi Lee, APRN

0024-13806

Ms. Lee did not appear but submitted a written response.

Mr. Marchese moved that the Committee of the Joint Boards of Nursing and Medicine accept the recommended decision of the agency subordinate to indefinitely suspend the license of Eun Mi Lee to practice as an advanced practice registered nurse in the Commonwealth of Virginia. The motion was seconded by Dr. Vaughan and carried unanimously.

RECESS: The Committee recessed at 9:50 A.M.

RECONVENTION: The Committee reconvened at 10:03 A.M.

FORMAL HEARING: **Amy Mills, APRN 0024-176089**

Ms. Mills appeared.

WITNESSES PRESENT: Sherri Oliver, Senior Investigator, Enforcement Division, Sabrina Martin, Rebecca Lockner, Patient B, Patient D were present and testified. Juan Ortega, Court Reporter with Ortega International Reporting, recorded the proceedings.

RECESS: The Committee recessed at 12:12 P.M.

RECONVENTION: The Committee reconvened at 12:17 P.M.

CLOSED MEETING: Mr. Marchese moved that Committee of the Joint Boards of Nursing and Medicine convene a closed meeting pursuant to Section 2.2-3711(A)(27) of the Code of Virginia at 12:21 P.M. for the purpose of deliberation to reach a decision in the matter of Ms. Mills. Additionally, Mr. Marchese moved that Ms. Morris, Dr. Mangrum, Ms. Alexander, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary, and their presence will aid the Committee in its deliberations. The motion was seconded by Dr. Vaughan and carried unanimously.

RECONVENTION: The Committee reconvened in open session at 1:05 P.M.

Mr. Marchese moved that Committee of the Joint Boards of Nursing and Medicine certify that it heard, discussed, or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Dr. Vaughan and carried unanimously.

ACTION: Dr. Vaughan moved that the Committee revoke the license of Amy Mills to practice as an advanced practice registered nurse in the Commonwealth of Virginia. The motion was seconded by Mr. Marchese and carried unanimously.

This decision shall be effective upon entry by the Board of a written Order stating the findings, conclusion, and decision of this formal hearing.

CONFERENCE SCHEDULED: **Robert Howington, APRN Reinstatement Applicant 0024-166092**

Mr. Howington did not appear.

ACTION: Mr. Marchese moved to Issue an Order to approve Robert Howington's Application for Reinstatement of his license to practice as an advanced practice registered nurse. The basis of this decision will be set forth in an Order which will be mailed to Mr. Howington at his address of record with the Board. The motion was seconded and carried unanimously. An Order will be entered. As provided by law, this decision shall become a Final Order thirty days after service of such order on Mr. Howington unless

a written request to the Committee for a Formal Hearing on the allegations made against him is received from Mr. Howington within such time. If service of the Order is made by mail, three additional days shall be added to that period. Upon such timely request for a formal hearing, the Order shall be vacated.

ADJOURNMENT: The Committee adjourned at 1:14 P.M.



Randall Mangrum, D.N.P., R.N.
Deputy Executive Director for Advanced Practice

DRAFT

June 4, 2026

TO: Virginia Board of Nursing

FROM: Monique Davis, RN, MPH
Discipline Case Manager

RE: 2026 NCSBN Discipline Case Management Conference

I had the opportunity to attend the NCSBN Discipline Case Management Conference on May 27-28, 2026, in Rosemont, Illinois. The theme of the conference was "The Power of Evidence."

This year's two-day conference included sessions and discussions related to:

- Ethics & Discipline: Lessons from Sport for Regulatory Boards
- Emerging Drugs, Substance Abuse, and Medication-Assisted Treatment in Nursing
- Confidentiality and Board Disclosures
- Controlled Substance Diversion, Automated Dispensing Machines and Nursing Disciplinary Investigations
- Preparing to Testify: Advanced Preparations and Collaboration Strategies- Part I & II
- Navigating APRN Disciplinary Investigations
- AI Complaint Implementation
- Federal Rescheduling of Marijuana – Implications for State Boards
- APRN- run Med Spas: History New Legislation and Disciplinary Trends
- Social Media Jeopardy: Exploring Professionalism, Free Speech and Confidentiality

Key takeaways from the conference included:

- Ethics & Discipline: Evidence shows that one in four employees witness or are involved in unethical conduct and 60% of misconduct is not reported. The Ethics Drift Curve (justification, repetition, normalization, concealment, and violation) shows that small choices, repeated over time lead to serious consequences. By the time an individual arrives for their hearing their behavior is already entrenched. The question posed is "how do you avoid licensees from taking short cuts?" Focusing on education to remediate their behavior; not only investigating misconduct but also recognizing how it begin and assisting in justifying behavioral changes. The biggest risk isn't the case you're managing; it's the one already forming that no one has reported yet.
- Intervention Project for Nurses (IPN) on Emerging Drugs and Medication-Assisted Treatment in Nursing.
 - Evidence shows that nurses are experiencing maladaptive coping due to stress exceeding resilience. One in five nurses may engage in maladaptive use of substances. Emerging drugs are easily accessible in convenience stores, online and drug markets. These drugs have similar effects to illegal drugs, are extremely unpredictable, and addictive and causes impairment. The challenge for employers

Monique Davis' report

is an unawareness of what to test for due to unknown ingredients found in these emerging drugs.

- In some nurse monitoring programs medications are being used for substance related disorders. Medication assisted treatment (MAT) are reasonable as they may assist in safe efficacious and quicker return to practice. MAT demonstrates additional recovery support and neurocognitive testing is key prior to returning to work.
- The medical spa session was presented by Texas Board of Nursing and focused on legislation enacted regarding elective IV therapy at med spas after an incident involving a client who died after being administered IV therapy by an unlicensed individual.
 - APRNs and Supervising physicians should have specific cosmetic training and work within their competence and population focus.
 - Many of the supervising physicians are not onsite and are supervising in name only. The presenter posed a question, “Is the supervising physician aware of what is being done under their name?”

**NCSBN: The Power of Evidence
Discipline Case management Conference
May 27-28, 2026 @ Rosemont, IL**

1. Ethics and Discipline: Lessons from Sport for Regulatory Boards

Similarities between Sports regulations and Licensing Boards.

It starts with minor behavioral changes that escalate using:

Justification (i.e. I'll chart it later) followed by

Small, justifiable deviations; Patterns that get rationalized

Repetition (done it before)

Normalization (Everyone is doing it) ending with

Silence gets interpreted as approval

Patterns before proof

Concealment (need to fix so questions aren't raised) resulting in

Ethics failures don't start at the hearing they start in the blind spots

By the time it's a case, it's already entrenched

Violation / Case

Be Proactive not Reactive

The ethics case investigation is not the right time to figure out a remediation plan

The biggest risk isn't the case you're managing. It's the one already forming that no one has reported yet

Our job isn't just to investigate misconduct. It's to recognize how it begins and to assist in justifying behavioral change

2. Emerging Drugs, Substance Abuse and Medication-assisted Treatment in Nursing

Objectives

- A. Recognize prevalence of substance abuse in nursing.
- B. Define Emerging Drugs and recognize types of Emerging Drugs.
- C. Discuss different Emerging Drugs and how they are being used and the prevalence of Cannabis and impact on safety sensitive jobs.
- D. Define and describe Medication for substance use disorders.
- E. Discuss the Intervention Project for Nurses (IPN) and Alternative to Discipline Programs.

Increased Stress, Burnout and Impaired Practice exacerbated these issues

Often, substances are chosen that are readily available, easy to obtain, and ones they believe may not show up on a drug screen

I. High Prevalence of Substance Abuse and Burnout in Nursing

- Nursing is a mentally and physically demanding profession, with studies showing that nearly two-thirds (62%) of nurses experience burnout, especially among younger nurses (69% under 25). Burnout and stress are linked to increased substance use, with up to 1 in 5 nurses estimated to engage in maladaptive substance use.

- *Example:* A 2022 national survey found 18% of nurses screened positive for substance use problems, and 6.6% for a substance use disorder, with higher rates in home health/hospice and nursing homes.

II. **Emergence and Risks of New Psychoactive Substances**

Emerging drugs: In 2025 defined by US DHHS as mind-altering substances have become more common in recent years & can be accessible in Drug markets; Convenience Stores, Gas Stations & On-line.

Emerging Drugs can have similar effects to illegal or prescription medications such as opioids, stimulants, benzodiazepines or other types of drugs.

- Over 1,000 emerging drugs have been identified globally since 2013, including synthetic cannabinoids (K2/Spice), synthetic opioids (Kratom, Nitazenes), and others like tianeptine and xylazine. These substances are often easy to obtain, hard to detect in routine drug tests, and can have unpredictable, addictive, and impairing effects.
- *Example:* Nitazenes are synthetic opioids more potent than fentanyl, and tianeptine ("gas station heroin") is sold as a supplement but can cause opioid use disorder and dangerous withdrawal symptoms.

III. **Cannabis Use and Safety Concerns in Nursing**

- Cannabis is the most used federally illegal drug in the U.S., with 52.5 million users in 2021. About 3 in 10 users develop cannabis use disorder. Cannabis impairs memory, learning, and psychomotor skills, posing significant risks in safety-sensitive jobs like nursing. The National Safety Council states there is no safe level of cannabis use for employees in such positions.
- *Example:* Research shows cannabis impacts cognitive ability, and its use is unsafe for nurses due to increased risk of injury or death.

As of February 2024, 24 US states had legalized nonmedical (ie, recreational) and medical cannabis use, with 14 states permitting medical marijuana only.

2019 The National Safety Council Position/Policy

"There is no level of cannabis use that is safe or acceptable for employees who work in safety sensitive positions."

IV. **Medication-Assisted Treatment (MAT) for Substance Use Disorders in Nurses**

- MAT (e.g., buprenorphine/naloxone, naltrexone) is increasingly used in nurse monitoring programs, though concerns remain about safety and impairment. Successful MAT use requires tools like neurocognitive assessments and increased toxicology testing. These treatments support recovery and a safe return to practice.
- *Example:* Injectable naltrexone (Vivitrol) and buprenorphine/naloxone are preferred for opioid use disorder in monitored nurses, with ongoing monitoring to ensure safety.

V. **Alternative to Discipline (ATD) Programs and the Intervention Project for Nurses (IPN)**

- ATD programs offer a non-punitive approach to nurses with substance use disorders, focusing on treatment and recovery rather than discipline. 47 of 59 U.S. nursing regulatory bodies have ATD programs. The IPN in Florida provides confidential support, education, and monitoring, helping nurses recover and return to practice safely.
 - *Example:* Nearly 80% of IPN referrals are confidential and voluntary, primarily from employers or self-referrals, supporting both public safety and nurse rehabilitation.
- A. The use of Medications for SUD in nurses, continues to raise debate among regulatory and state monitoring programs
- B. More monitoring programs are allowing for MAT/MOUD use with various stipulations for participants
- C. These treatments have demonstrated additional recovery support and ongoing sobriety

NEEDS:

- A. Decrease stigma
- B. It is essential for the safety of patients, the nurse's own health, and the wellness of the nursing workforce that they be able to get the help they desperately need.
- C. Encourage them to get help because recovery is possible

"Though no one can go back and make a brand-new start, anyone can start from now and make a brand-new ending."

3. Confidentiality and Board Disclosures

Balance of *Public Record* vs *Confidential*

Confidential: Any records or information obtained during the course of an investigation by the Board and any records of the investigation

Public Record: The complaint or other document filed by the Board to initiate disciplinary action and all the documents and information considered by the Board when determining whether to impose disciplinary action

Federal & State Laws including HIPAA play a big part in what can and can't be disclose or if it should even be disclosed.

Know your Privacy Rules; what is a Covered Entity and how a Consent or Court Order allow or prohibition disclosure.

4. Navigating APRN Disciplinary Investigations

Based upon Kentucky Board of Nursing laws, regulations & procedures

1. **Purpose and Mission of the Kentucky Board of Nursing:** The Board's primary mission is to protect the public by developing and enforcing state laws governing the safe practice of nurses, including APRNs. This is achieved through education, research, discipline, and monitoring. This foundational purpose guides all disciplinary investigations and actions.

2. **Structured and Fair Investigation Process:** Every complaint against an APRN follows a standardized investigation process. This includes reviewing the complaint, gathering evidence, sending a Notice of Complaint to the APRN, reviewing responses and documentation, and determining if a violation occurred. The process ensures fairness and consistency in handling all cases.
3. **Range of Possible Outcomes:** Not all complaints result in disciplinary action. Outcomes can include closure (if unsubstantiated), a Letter of Concern (not disciplinary), Consent Decree (informal action), Agreed Order (formal disciplinary action), immediate temporary suspension (for urgent public safety concerns), or a formal administrative hearing. The outcome depends on the severity and nature of the violation.
4. **Common Violations Leading to Discipline:** Frequent issues include prescribing controlled substances outside of guidelines, incomplete or missing documentation, boundary violations, not reporting convictions, and working without a valid license. Awareness of these pitfalls helps APRNs avoid actions that could trigger investigations.
5. **Importance of Evidence-Based Practice and Documentation:** APRNs must base patient care and prescribing decisions on evidence-based guidelines and maintain thorough documentation. Proper documentation is critical in defending against complaints and demonstrating compliance with professional standards.

These points are essential for understanding the disciplinary process, the responsibilities of APRNs, and the standards enforced by the Kentucky Board of Nursing.

Key Takeaways:

- Not all complaints result in discipline
- Use the same Investigation Process for every case
- Investigations should be structured and fair
- Prescribing/Patient care decisions must follow evidence-based guidelines

5. AI Complaint Implementation

Discusses the integration of AI into healthcare regulation, emphasizing ethical use, oversight, bias mitigation, and practical implementation strategies.

Recommendations and guidance in the ethical and responsible AI use, focusing on regulations, transparency and accountability.

- A. The Evolution & Current Capabilities of AI
 - a. Rapidly advancing with decreasing costs
 - b. Correct own mistakes with minimal costs
- B. Use in Disciplinary Case Management
 - a. Complaint triage, medical record review & generating structured case summaries.
 - b. Extraction of data from complex records & flag concerns
- C. Ethical, Bias & Transparency Considerations

- a. Bias can enter thru training data, prompt framing, reviewer & feedback loops
- b. Strategies should include dual human review, quarterly audits & structured prompts
- c. Disclosing AI use to licensees, public & within policies
- d. Protecting identity & preventing impersonation are key principles in AI generated content.

D. Use in Regulatory and Policy Environment

6. **Federal Rescheduling of Marijuana – Implications for State Boards**

Discusses federal initiatives, legal changes, and impacts related to the rescheduling of marijuana from Schedule I to Schedule III, including research, medical use, and professional licensing considerations.

Federal Initiatives to Reschedule Marijuana

- The DEA proposed to reschedule marijuana from Schedule I to Schedule III on May 21, 2024.
- Rescheduling would recognize medical use and lower abuse potential but not legalize recreational use nationwide.
- The process involves public comments, hearings, and executive orders to expedite the change.
- Rescheduling aims to improve research, reduce penalties, and align federal law with state medical programs.

DEA and Executive Orders on Marijuana Rescheduling

- The DEA's 2024 proposal and 2026 final rule aim to reclassify marijuana based on scientific and treaty obligations.
- Executive Order 14370 and 14730 direct agencies to expand research and expedite rescheduling.
- The 2026 final rule allows FDA-approved marijuana products and state-licensed medical marijuana to be placed in Schedule III.
- These actions facilitate research, reduce federal penalties, and recognize medical use without legalizing recreational cannabis.

Impact on Medical and State Marijuana Programs

- Rescheduling affirms medical use and may lead to better clinical standards and dosing guidance.
- States retain primary authority over medical marijuana programs, and existing patient certifications remain valid.
- State licensing and dispensing models are unaffected, but there may be increased physician participation.
- State professional boards can continue drug testing and discipline based on state laws, regardless of federal rescheduling.

Research, Product Development, and Industry Effects

- Rescheduling is expected to accelerate research and improve access to study-grade cannabis.

- It may lead to clearer distinctions between medical, adult-use, and recreational products.
- Dispensaries might create medical only lines and upgrade quality assurance protocols.
- Federal recognition could boost investment, market consolidation, and product credibility.

CBD, Hemp, and Regulatory Frameworks

7. APRN-Run Med Spas: History, New Legislation, and Disciplinary Trends

An overview of the growth, regulation, legal challenges, and disciplinary trends in the Texas med spa industry, focusing on legislative changes and professional standards.

Rise and Growth of the Medical Spa Industry

- The med spa industry in the U.S. emerged in the late 1990s as a hybrid of day spas and outpatient clinics.
- The industry expanded rapidly after FDA approval of Botox in 2002, reaching over 10,000 med spas in 2023.
- Revenue grew from \$17 billion in 2004 to over \$1.1 billion in 2010, with average APRN salaries around \$130,000 in 2023.
- Industry challenges include ownership ambiguity, scope of practice confusion, and regulatory lag.

Regulatory Framework and Challenges

- Federal agencies like HIPAA, OSHA, FDA, and FTC regulate different aspects of med spa operations.
- State regulations vary, with Texas governed by multiple bodies including the Texas Medical Board and Board of Nursing.
- Texas previously used Rule 193.17 for med spa regulation, which was replaced in 2025 by new rules under Chapter 169.
- The new rules clarify delegation, supervision, and operational standards for med spas.

Impact of Jenifer Cleveland Tragedy

- Cleveland, a patient at Luxe Med Spa, died after unlicensed IV therapy administered by an unlicensed provider.
- The case exposed issues like lack of medical director oversight, absence of protocols, and unlicensed staff performing medical procedures.
- It prompted legislative and regulatory scrutiny to improve safety standards.

Legislative Changes and HB 3749

- Filed in March 2025, HB 3749 initially proposed strict restrictions, including on-site physician presence and limiting scope for APRNs and PAs.
- The bill faced significant industry opposition, leading to amendments that focused solely on elective IV therapy.
- The final law, effective September 2025, restricts IV therapy to licensed professionals and mandates protocols and supervision.
- It emphasizes physician oversight, delegation, and on-site supervision for elective IV procedures.

Current Regulatory Landscape in Texas

**VIRGINIA BOARD OF NURSING
EDUCATION SPECIAL CONFERENCE COMMITTEE
Wednesday, June 17, 2026**

E1

Department of Health Professions – Perimeter Center
9960 Mayland Drive, Conference Center 201 – **Board Room 4**
Henrico, Virginia 23233

TIME AND PLACE: The meeting of the Education Special Conference Committee was convened at 9:00 a.m. in Suite 201, Department of Health Professions, 9960 Mayland Drive, Second Floor, Board Room 4, Henrico, Virginia.

MEMBERS PRESENT: Pamela Davis, LPN, Chair
Cleopatra Kitt, PhD, Citizen Member

STAFF PRESENT: Jacquelyn Wilmoth, MSN, RN, Deputy Executive Director

Medical Learning Center – Fairfax – Medication Aide Education Program, 0030000234

No representatives for the program were present.

Mr. Timberlake provided information regarding mailing of the Board notice. Based upon information provided by Mr. Timberlake, Ms. Davis ruled that adequate notice was provided to Medical Learning Center.

ACTION: Dr. Kitt moved to recommend to withdraw approval of the Medication Aide Education program at Medical Learning Center.

The motion was seconded and carried unanimously.

This recommendation will be presented to the Board on July 21, 2026.

Meeting adjourned at 9:07 a.m.

Jacquelyn Wilmoth, MSN, RN
Deputy Executive Director