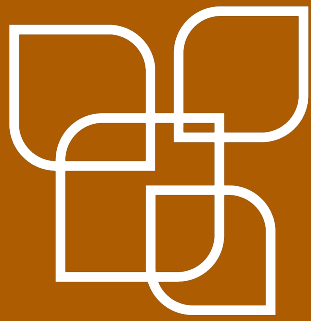




The Bulletin

The Official Publication of the North Carolina Board of Nursing.



Equity. Integrity. Agility.



The Bulletin

The Bulletin is the official publication of the North Carolina Board of Nursing.

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Racquel Ingram
PhD, RN

Chief Executive Officer

Crystal Tillman
DNP, RN, CPNP, PMHNP-BC, FRE

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Mission

Protect the public by regulating
the practice of nursing.

Vision

Exemplary nursing care for all.

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The Bulletin is published three times a year by the NCBON. In compliance with the Americans with Disabilities Act, this publication may be requested in alternate formats by contacting the Board's office.



Crystal L. Tillman
Chief Executive Officer

message from the

CEO

"The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails". — John C. Maxwell

As we move into Fall 2025, we are a year into the repair of Western North Carolina after the devastation caused by Hurricane Helene. As Western Carolina continues to rebuild, the NCBON has addressed the need of increasing access to nursing care in this region by establishing Emergency Waivers (RNs, LPNs, Nurse Practitioners, and Certified Nurse Midwives). Each waiver has been extended until the State of Emergency is lifted.

After the initial release of information on Operation Nightingale, we amended the licensure by examination and endorsement rules to prevent individuals with these fraudulent transcripts from potentially being licensed in NC. Additionally, when the FBI released new information, we ensured the public was aware by issuing updated statements. These statements can be found [here](#). If you are concerned about the authenticity of a nurse's education, I encourage you to submit a complaint via the NCBON Complaint Portal.

The information gathered from stakeholders, staff, and board members, along with the events discussed above, has informed the NCBON's conversations and planning for its next strategic planning cycle from 2026 to 2029. This plan will be presented during the January 2026 Board Meeting. I thank each organization and individual who contributed by responding to surveys or interviews.

As we work towards establishing our next strategic road map, I want to take this time to thank Sandra Lewis and Cheryl Wheeler for their dedicated service on the NCBON. Each of their terms will end on December 31, 2025. I also would like to express my gratitude for Dr. Racquel Ingram and Arlene Imes for their leadership during 2025. Finally, I would like to welcome three new Board members starting in January 2026: Christopher Burr, Kelly Dahl, and Dachia Thompson.

I am proud of the recent collaboration with the NC Board of Pharmacy to provide nurses and other healthcare providers with education on IV Hydration and IV Therapy. See [page 17](#) for how to access the recording of this webinar. For 2026, I am excited to announce the return of the Education Summit. Registration is now open, and the focus will be on emergency and disaster management. Additional information and a link to register are found on [page 12](#).

Although the wind may change, we remain steadfast in our mission of public protection through the regulation of nursing practice. One way we achieve this is by publishing materials like *The Bulletin* to keep nurses and the public updated on nursing regulation in North Carolina. I thank each nurse for their dedicated service and look forward to continuing to serve.

Highest regard,

Crystal L. Tillman, DNP, RN, CPNP, PMHNP-BC, FRE
Chief Executive Officer



message from the

Board Chair

Growth in North Carolina Nursing Programs

North Carolina has experienced remarkable growth in nursing education over the past several years, responding to the increasing demand for skilled nursing professionals across the state. Under the oversight of the North Carolina Board of Nursing (NCBON), this expansion demonstrates the state's steadfast commitment to strengthening the nursing workforce by regulating patient care in diverse communities.

Currently, the NCBON has approved 51 Licensed Practical Nurse (LPN) programs, 62 Associate Degree Nurse (ADN) programs, 38 Baccalaureate (BSN) programs, and three Direct Master's Entry (DME) programs, with one DME program being newly approved. These statistics are a testament to the NCBON's dedication to excellence in healthcare and more specifically, nursing education and practice.

Higher education institutions throughout North Carolina have made substantial investments in their nursing programs, working closely with the NCBON to ensure compliance with rigorous educational standards. Enrollment capacities have increased, curricula have been designed to meet ongoing healthcare challenges and NCBON requirements, and simulation laboratories have been modernized to reflect real-world clinical scenarios. The NCBON has facilitated collaboration among programs to address shared challenges in nursing education, supporting the formation of essential partnerships with local hospitals and healthcare organizations to strengthen clinical training opportunities for nursing practice.

In addition to traditional programs, accelerated options, along with the newer DME degree pathway approved by the NCBON, has broadened access for students from various backgrounds, including working professionals and residents of rural areas. These efforts aim to make nursing education more accessible while enabling a more diverse student population to enter the profession.

By supporting the development of future nurses through thoughtful program approval and regulatory oversight, the NCBON is investing in the health and well-being of the state's citizens while reinforcing North Carolina's reputation as a leader in nursing education and practice. The continued expansion and enhancement of nursing programs across the state, guided by the NCBON's commitment to quality and accessibility, positions North Carolina to meet both current and future nursing workforce needs.

Respectfully,

Racquel Richardson Ingram, PhD, RN
NCBON Board Chair



Racquel Ingram
Board Chair



ATTENTION

Applicants for Licensure in North Carolina and Pre-Licensure Nursing Education Programs

On October 6, 2025, the General Assembly of North Carolina enacted [Session Law 2025-94](#). The North Carolina Board of Nursing (NCBON) is now required to verify the authenticity of an applicant's social security number. As an applicant for licensure, you must log into your Nurse Portal and upload a copy of your signed Social Security card. If NCBON Staff have additional questions, these will be sent through the Nurse Portal. If you have additional questions about this new law, please use the [Email Us form](#) on the NCBON website.

REQUIRE OCCUPATIONAL LICENSING BOARDS TO VERIFY APPLICANTS' SOCIAL SECURITY NUMBERS

SECTION 27. G.S. 93B-14 reads as rewritten:

"§ 93B-14. Information on applicants for licensure.

Every occupational licensing board shall require applicants for licensure to provide to the Board the applicant's social security ~~number~~. number, and the Board shall verify the authenticity of the applicant's social security number. This information shall be treated as confidential and may be released only as follows:

- (1) To the State Child Support Enforcement Program of the Department of Health and Human Services upon its request and for the purpose of enforcing a child support order.
- (2) To the Department of Revenue for the purpose of administering the State's tax laws.
- (3) To the Social Security Administration for the purpose of verifying the authenticity of the applicant's social security number."





2026 Elected Officers & New Members

2026 Board Leadership



**Dr. Racquel
Ingram, RN**

BSN/Higher Degree
Nurse Educator
Chair



**Dr. LaDonna
Thomas, RN**

APRN
Vice-Chair

Newly Elected Members



**Kelly
Dahl, RN**

PN Nurse Educator



**Christopher
Burr, RN**

RN At-Large



**Dachia
Thompson, LPN**

Licensed Practical Nurse

New terms begin January 2026.
For information on your NCBON Board Members go to www.ncbon.com.



NOMINATIONS FOR 2026 ELECTION

General Nomination

Although we just completed a successful Board of Nursing election, we are already preparing for our next election. In 2026, the Board will have three openings: RN-Staff Nurse, RN-ADN/Diploma Nurse Educator, and Licensed Practical Nurse. The nomination form must be submitted by each petitioner via the [Nurse Portal](#) on or before April 1, 2026. Read the nomination instructions and make sure the individual being nominated meets all the requirements.

Instructions

Nominations for both RN and LPN positions shall be made by submitting the electronic nomination form completed by at least 10 RNs (for an RN nominee) or 10 LPNs (for an LPN nominee) eligible to vote in the election. The minimum requirements for an RN or an LPN to seek election to the Board and to maintain membership are as follows:

1. Hold a current unencumbered license to practice in North Carolina;
2. Be a resident of North Carolina;
3. Have a minimum of five years experience in nursing; and,
4. Have been engaged continuously in a position that meets the criteria for the specified Board position for at least three years immediately preceding the election.

Minimum ongoing employment requirements for both RNs and LPNs shall include continuous employment equal to or

greater than 50% of a full-time position that meets the criteria for the specified Board member position, except for the RN-At-Large position.

If you are interested in being a nominee for one of the positions, visit the [NCBON website](#) for additional information, including a Board Member Job Description and other Board-related information. You may also contact election@ncbon.com. After careful review of the information packet, you and your petitioners must each complete the electronic nomination form by 5:00 pm April 1, 2026.

Guidelines for Nomination

1. RNs can petition only for RN nominations and LPNs can petition only for LPN nominations.
2. Only petitions submitted on the electronic nomination form will be considered.
3. The Nurse Portal will validate that the petitioner and each nominee holds appropriate North Carolina licensure.
4. If the nominee receives fewer than ten petitioners, the petition shall be declared invalid.
5. Petitions must be submitted via Nurse Portal nomination form on or before 5:00 pm on April 1, 2026 for the nominee to be considered for candidacy.
6. Elections will be held July 1, 2026 through August 15, 2026. Those elected will begin their terms of office in January 2027.

[Click here to access](#)



NCBON Board Business Meeting

September 25, 2025 | Raleigh, NC

Board meetings are held each year in January, May, and September. Board meetings are open to the public and individuals are encouraged to attend either the full meeting or the Open Comment Period.

The purpose of the Open Comment Period is to provide members of the public and nursing community an opportunity to bring issues of concern to the Board. Individuals are encouraged to share their concerns, offer views, and present questions regarding issues that impact nursing and nursing regulation. For more information on the Open Comment Period process, visit www.ncbon.com.



Board Business Meeting

September 25, 2025



**NCBON Board Meetings
Channel on YouTube**

Meeting Minutes

**Meeting minutes are transcribed for delivery to the State Archives. Historical accuracy of these minutes is paramount in this process. As such, official meeting minutes take longer to produce than recorded video.*





Nursing Rules Roundup



G.S. § 150B-21.3A "Periodic Review and Expiration of Existing Rules" mandates all state agencies review existing rules every 10 years. NCBON will begin periodic review of Chapter 36 Board of Nursing (Administrative Code) in November 2025. For more information regarding this review, visit [our website](#).

Stay informed regarding the periodic review as well as proposed rule adoptions, amendments, and repeals by visiting our website at [Proposed Rule Changes | North Carolina Board of Nursing](#) or sign up to receive notifications regarding the Nursing Practice Act and the Administrative Code using the link below.

If you have any questions, please email lawsrules@ncbon.com.

Want to receive notifications on Law and Rule changes?

Sign up!

Here you are!



We've missed you!

Have you changed jobs recently?

Maybe moved to a new address?

Be sure to update your contact information in the NCBON Nurse Portal.

It's the **rule***!

**21 NCAC 36 .0208 CHANGE OF NAME AND CONTACT (a) and (b)*

NCBON Nurse Portal



Annual Board Scorecard Summary

The mission of the North Carolina Board of Nursing (NCBON) is to protect the public by regulating the practice of nursing. The NCBON's formal Strategic Plan includes initiatives, objectives, and targets, some of which relate to performance indicators that help monitor meeting the mission of public protection. The NCBON has three core values that help to drive the work: equity, integrity, and agility. These values are fundamental in the operations and protection of the public and thus are integrated into performance measures. The NCBON is happy to share a summary of the most recent fiscal year (July 2024-June 2025) annual scorecard.



Angie Matthes

MBA/MHA, RN

Associate Nursing Officer

Licensure Data

North Carolina currently has over 187,000 actively licensed nurses, including over 21,000 Advanced Practice Registered Nurses, making the NCBON the largest professional licensing body in the state. Updated licensure numbers are readily available on the website (www.ncbon.com). Licensure data show that two-thirds of currently licensed RNs were born between 1965 and 1994, and a slightly higher percentage for LPNs. The Licensure department continues to process licensure applications expediently once an applicant submits all required paperwork. Over 6,400 applications were approved for initial licensure by exam and for US-educated applicants, the approvals were completed on average, in less than two days. For nurses renewing a license or endorsing from another state, the process is routinely completed by staff in less than a day. North Carolina continues to see growth in licensed nurses endorsing or relocating from other states, with the top states being New York, Florida, Pennsylvania, and Texas this past fiscal year. Licensure staff processed, on average, over 500 applications each month from nurses endorsing into North Carolina.

NC Nursing Education

North Carolina pre-licensure nursing programs continue to perform well on the National Council Licensure Examination (NCLEX) when compared nationally. The most recent NCLEX results for North Carolina education programs can be found on the website [NCLEX Pass Rates | North Carolina Board of Nursing](#). For Associate, Baccalaureate, and Practical nursing programs, North Carolina programs have pass rates that exceed the national



averages. North Carolina currently has [153 pre-licensure programs approved](#), with new programs being approved with added student capacity each year. Six new programs were approved by the Board last year, resulting in an added capacity of over 800 students. East Carolina University had the most students applying for licensure in North Carolina this past fiscal year, followed by UNC-Chapel Hill and UNC-Wilmington.

Nursing Practice

The Practice department provides a variety of presentations each year, with other NCBON staff also taking part in educational offerings. Last fiscal year, 51 presentations were offered to students, nurses, and nurse leaders on a variety of topics, including scope of practice, role of the NCBON, information for nursing education leaders, investigations and discipline, and information for newly licensed nurses on nursing licensure and regulation. Practice Consultants assist employers in reviewing nursing practice events to determine appropriate reporting, resolution, and remediation. The Practice department also responds to queries on matters such as scope of practice, delegation, and supervision.

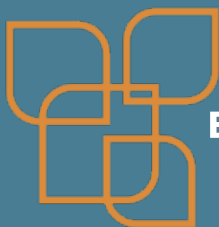
Complaints, Investigations, and Monitoring Programs

The NCBON received over 2,100 complaints last fiscal year, including those filed by licensees as self-reports. About 61% of complaints filed were from members of the public and 28% were filed by an employer, with two-thirds resulting in a formal case investigation. On average, the NCBON's cycle time for the investigation phase of all cases is just over five months. For cases not awaiting resolution of another investigation, such as a criminal court matter, that cycle time is about 3.5 months. Approximately 1,280 cases were closed during the past fiscal year, with about 83% representing RNs and LPNs, and APRNs representing about 11%. Out of all licensed nurses in North Carolina, the percentage of nurses who are reported to the Board is small. Additionally, of those cases closed, less than one percent of total licensed nurses were issued discipline. 112 cases were resolved through licensees appearing before the NCBON in one of three formal Legal proceedings: hearing, settlement, or licensure review panel. The NCBON Legal staff are involved in review and decision-making or resolution with all departments, including drafting and reviewing all consent orders executed to resolve a case.

The Compliance department currently monitors nearly 200 licensees who are under consent orders with the NCBON. Licensees may be in one of the NCBON's Drug Monitoring Programs for nurses experiencing substance use disorders or are being monitored as a result of practice-related violations. Last year, about 86% of licensees under a monitoring order successfully completed the terms of the order.

The NCBON is committed to providing meaningful data that helps to educate licensed nurses and the general public about the role the NCBON takes in meeting the mission of public protection. Nurses are encouraged to follow the NCBON on social media to stay up to date on valuable information related to nursing regulation.





2026 Education Summit

Empowering Education, Enabling Excellence

April 24, 2026

8:30 AM – 3:00 PM

Registration: 8:00 AM – 8:30 AM

Contact hours will be awarded

FEATURED PRESENTATION

Healthcare Emergency and Disaster Management

Critical insights into preparedness and response strategies for nurse educators

Michelle Taylor Skipper, DNP, FNP-BC, NHDP-BC, FAANP, FNAP

East Carolina University College of Nursing

Clinical Professor

Director, DNP/AGPCNP and DNP/FNP Specialties

HEDM Certificate Fellow

American Association of Nurse Practitioners Fellow

National Academics of Practice Member

North Carolina Agromedicine Institute



Ann Clarke, DNP, MSN, BSN, FNP-BC, APRN, NHDP-BC

East Carolina University College of Nursing

Clinical Professor

Assistant DNP Program Director

Certified Agrihealth Provider

Doctor of Nursing Practice Program

Adult and Family Nurse Practitioner Specialties



NCBON DEPARTMENT PRESENTATIONS

Discover NCBON Departments to Empower Your Journey

Gain insight on how the NCBON advances the mission of public protection through education, regulation, and collaboration with nursing educators.

McKimmon Conference and Training Center

North Carolina State University

1101 Gorman Street

Raleigh, NC 27606

Registration Fee: \$125

Lunch will be provided

Registration Deadline: April 3, 2026

For questions, contact the Education Department at education@ncbon.com.

**Register
Here**

2024 Annual Report for Nurse Aide II Courses

Narrative Summary

The 2024 Annual Report survey for Nurse Aide II (NAII) courses was distributed to North Carolina Board of Nursing (NCBON) approved Course Coordinators. Access to the survey was available from March 1, 2025, through March 31, 2025. NCBON staff collected data and performed an analysis of the information. The purpose of this report is to provide a narrative summary of the findings.

Course Offerings

A total of 143 full-course offerings occurred in 2024, an increase of 4% from 2023. A total of 544 students completed the full NAII course, a decrease of 9% from 2023.

One Continuing Education course, one Curriculum, and one Proprietary course requested closure due to no intention of offering the course at the designated location in the next two years. Of the 128 courses reporting, there are 338 anticipated offerings of the NAII course in the next two years.

Program Category	Offerings	Enrollment	Completion	Graduates	Closures
Community College Curriculum	19	84	76	76	1
Community College Career & College Promise	16	62	61	61	0
Community College Continuing Education	67	376	300	300	1
Proprietary	17	52	44	43	1
Licensed Care Agency	9	65	63	60	0
Total	128	639	544	540	3



Curriculum Compliance

There are 381 approved faculty who teach in NCBON approved NAI courses reported, a decrease of 76 faculty since 2023.

Competency Assessment

Proprietary School Competency Assessment	26%	8
Licensed Care Agency Competency Assessment	3%	1
Community College Competency Assessment	71%	22

A total of 24 Competency Assessments were offered in 2024 at 31 sites, a decrease of 33% from 2023. A total of 26 students completed the Competency Assessment, an increase from five students in 2023.



[View the full NAI Annual Report](#)

Email: practice@ncbon.com



Stacey Thompson
MSN, RN
Practice Consultant



Tammy Edelen
Licensure Specialist –
NAI



Paulette Hampton
MA
Practice Coordinator





The mission of the NCBON is to protect the public by regulating the practice of nursing.

Our vision is **exemplary nursing care for all**. In pursuit of our mission and vision, we focus on these core values:

Equity

We are committed to fairness and justice.

Integrity

We act in good faith in protecting the public.

Agility

We are responsive to emerging healthcare trends.

Strategic Initiatives

1

Enhance public protection through collaborative leadership

2

Advance best practices in nursing regulation

3

Cultivate an organization that supports diversity, equity, and inclusion

4

Foster mobility of licensed nurses and facilitate access to safe nursing care

A highlight of the targets NCBON Staff have achieved during 2025 are provided below:

- Monitored and contacted legislators regarding proposed legislation that could impact nursing regulation;
- Reviewed recidivism data for practice cases to identify any trends;
- Reviewed, revised, and reformed application to establish a new prelicensure nursing education program;
- Revised and published an updated simulation guidance document;
- Identified and expanded options for Mutual Support Groups for nurses in AP/DP; and
- Developed FAQs for each APRN role.

For more information on the Strategic Plan, visit our website at [Strategic Plan | North Carolina Board of Nursing \(ncbon.com\)](https://ncbon.com)

ACHIEVED



Upcoming Meetings

Meetings may be held virtually. Please check www.ncbon.com.

Board Business Meeting

January 22, 2026

Hearing Committee

January 28, 2026

March 25, 2026

Administrative Hearings

December 10, 2025

February 25, 2026

Education & Practice Committee

November 12, 2025

March 4, 2026

Please visit www.ncbon.com for updates to our calendar and call-in information to attend public meetings.

Following @NCNursingBoard on Social Media gives you access to up-to-date information between issues of *The Bulletin* – Practice Changes, Renewal Reminders, Rule Revisions, and so much more.

Click any of the icons below to find our pages.





Joint Regulatory Webinar on IV Hydration and IV Therapy

Author: Sara Griffith, PhD, MSN, RN, NE-BC

The mission of the North Carolina Board of Nursing (NCBON) is to protect the public by regulating the practice of nursing. After multiple calls and requests for information, along with some identified concerns related to nursing practice in IV hydration and IV therapy businesses, the North Carolina Board of Pharmacy (NCBOP) convened a working group to discuss the need for a regulatory webinar to educate practitioners. On September 4, 2025, the NCBON and the NCBOP presented a live webinar: Joint Regulatory Webinar on IV Hydration and IV Therapy. There were over 400 registrants for the webinar. The objectives for this webinar are:

1. Discuss the legal scope of practice and responsibilities of the Registered Nurse (RN) and Licensed Practical Nurse (LPN) within an IV Hydration setting.
2. Review pertinent laws and rules pertaining to IV infusion practice.
3. Identify the Advanced Practice Registered Nurse (APRN) scope, responsibilities, and some common standard-of-care issues.
4. Explain common Nursing Practice Act violations related to IV infusions.
5. Discuss the North Carolina Board of Nursing investigation process.
6. Define the North Carolina General Statute of a pharmacy and compounding under state and federal law.
7. Explain the Key Requirements for Sterile Compounding.
8. Describe what could happen when Sterile Compounding is conducted incorrectly.

After the webinar was completed, the NCBON received multiple inquiries regarding the webinar's availability. The registration for this webinar is available at www.ncbon.com under the 'Education' tab. Click on 'Presentations' and register to view the recording.

LPNs, RNs, and APRNs can obtain contact hours. Other professionals will obtain a certificate of completion. Registration is required to access the recording. There is no fee.

Register Now!

Resources:

Non-Pharmacist Dispenser Registration – Dispensing Nurse Practitioner

- 21 NCAC 46 .1703 Drugs to be Dispensed
- Compounding Statutes, Rules, and Standards Governing Compounding



Message From The Editors

RECEIVE

The North Carolina Board of Nursing (NCBON) publishes *The Bulletin* three times per year; February, June, and October. *The Bulletin* is disseminated to all North Carolina licensed

nurses via the email address you list in the Nurse Portal, shared via @NCNursingBoard social media platforms, and posted to the NCBON website.

If you have not received a publication or communication from the NCBON, you may have unsubscribed from the email distribution list. If you think this has occurred and would like to be added back to the email distribution list, please email publications@ncbon.com with a request to be added back to the email distribution list for *The Bulletin*. If there is an error in your email address like *jon.d.nurse@gamil.com*, this could also result in not receiving communications from the NCBON.

Previously all the content in *The Bulletin* was written by NCBON staff. Over the last year, NCBON has received multiple inquiries expressing interest from members of the community on how to submit articles/content for publication.

CONTRIBUTE

In response to these inquiries, the NCBON developed a process to review topics and provide information for potential authors. The potential authors would receive information on submission guidelines, the date for submission, and a copyright agreement.

GET PUBLISHED

If you are in a graduate-level nursing program that requires the publication of a project, this is an opportunity for you to have your work published.

The mission of the NCBON is to protect the public by regulating the practice of nursing. The vision is exemplary nursing care for all. With this as the focus of our publications, the article topics should have a link to patient safety.



The NCBON looks forward to hearing from NC Nurses who are interested in submitting content!



PHONE \$CAMS

Phone and email scams are nothing new, but the way that scammers try to manipulate you to give them your personal information or money changes often. We have received multiple reports of NC nurses who have received suspicious calls. Let's look at a few examples that we've heard.

Scenario 1

A man called a Nurse Practitioner and said that she was under investigation by the NCBON and DEA for using her NPI number to prescribe Fentanyl in large quantities and these drugs were being sold across the Texas/Mexico border. Caller said he was an investigator with the NCBON office and told her she needed to hire a criminal attorney. He was able to repeat her NPI number associated with her name. When she refused to provide details and pressed him for his credentials with the NCBON, he hung up on her.

Scenario 2

A NC Nurse's son received a call. He was told that they were calling from the Bureau of Registered Nursing and that the DEA had a warrant out for his mother's arrest for drug trafficking and they needed \$500 via Cash App to take care of the charges against her. The licensee's son started asking questions and the caller hung up on him.

Scenario 3

A licensee received a phone call appearing to be from the NCBON. The suspicious caller stated that there was a pending charge on the nurse license. Having heard of scams like this, the licensee hung up and dialed the NCBON's main number and spoke with one of our licensure staff to confirm their license status.

The stories are all different, but the fact that remains is these bad-actors are intending to put you in enough panic to provide personal or credit card information. Should you receive a suspicious call appearing to be from the NCBON, we suggest hanging up and calling the NCBON directly at **(919) 782-3211** to check the authenticity of the call.

STAY VIGILANT!

License Verification

Are you an employer of nurses or a patient seeking verification of a nurse's licensure status?

Did you know this information is readily available on the North Carolina Board of Nursing's website?

The North Carolina Board of Nursing (NCBON) provides access to employers and the public via the website (<https://www.ncbon.com/verify-nc-license>) to verify a nurse's licensure status. The following licensure types can be verified:

- Registered Nurse (RN)
- Licensed Practical Nurse (LPN)
- Nurse Aide II (NAII)
- Nurse Practitioner (NP)
- Certified Nurse Midwife (CNM)
- Certified Registered Nurse Anesthetist (CRNA)
- Clinical Nurse Specialist (CNS)

To verify a license, click on 'Single License Verification' to obtain the licensure information for a nurse. After clicking on 'Verify a License', you can either search by license number or name.

For employers seeking bulk verification of nurses employed at your agency, click on 'Bulk Licensure Notifications and Reports' for additional information on how to obtain licensure expiration and status for your employees. Nursys e-Notify is a free service offered by the National Council of State Boards of Nursing to quickly verify or receive reports on the nursing staff at your agency.

The screenshot shows the NCBON (North Carolina Board of Nursing) website's 'License Verification' page. At the top is the NCBON logo. Below it, the title 'License Verification' is displayed in a blue header. The main content area states: 'You may search for a North Carolina license/listing by:'. There are two bullet points: 'Search by North Carolina License/Listing Number' and 'Search by Name/City'. Below these are two search input fields. The first field is labeled 'Search by North Carolina License/Listing Number' and the second is labeled 'Search by Name/City'. Below the search fields are two required fields: '* License/Listing Number' (a text input) and '* License/Listing Type' (a dropdown menu). At the bottom of the form is a reCAPTCHA section with a checkbox labeled 'I'm not a robot' and a reCAPTCHA logo. Below the reCAPTCHA are 'Search' and 'Exit' buttons.

FAQ | Verify a License

To obtain answers to commonly asked questions regarding verifying an NC Nurse, the NCBON has created a FAQ section.

Email Us

If you have a question about the licensure verification process or need assistance, use the Email Us form to submit your questions.



An initiative from
Capital Area Workforce Development
& the Healthcare Workforce Collaborative



Strengthening the nursing
workforce in the Triangle through
collaboration & impact

NURSING SCHOLARSHIPS UP TO \$3,500

*Open to current LPN & RN students as well as
retired RNs looking to return to the workforce.*

To receive funding support all participants must:

- ✓ Be a resident of Wake, Johnston, Chatham, Lee or Orange County.
- ✓ Enroll in NCWorks.
- ✓ Contact our Outreach Coordinator, Jamie Reyno (jamie.reyno@wake.gov).

Our training partners:



Equal Opportunity Employer/Program

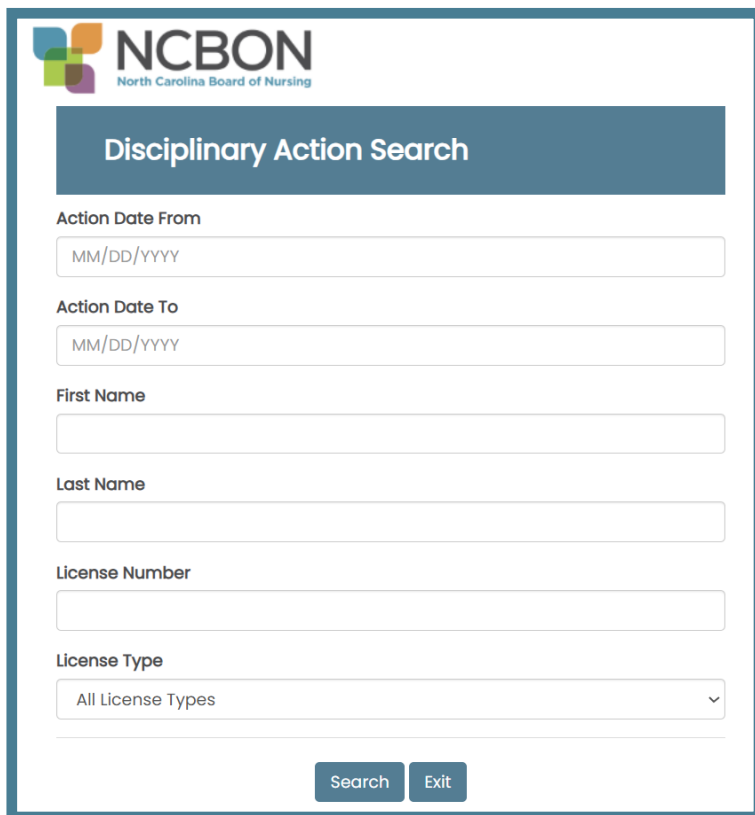
Capital Area Workforce Development Board Workforce Innovation and Opportunity Act (WIOA) Programs are federally supported 100% by the U.S. Department of Labor as part of an award totaling \$6,228,000.



Disciplinary Action Log

In an effort to provide the public, employers, or others seeking information on the disciplinary action for nurses (LPN, RN, NP, CRNA, CNS, and CNM), a disciplinary action log was created. To access this log, go to www.ncbon.com and hover over 'Investigations' and click on 'Disciplinary Action Log.' On this page, the last 100 disciplinary actions will be listed. If you are searching for a specific nurse, enter the information at the top of the page.

If a nurse has disciplinary action, the public document is available on the website.



NCBON
North Carolina Board of Nursing

Disciplinary Action Search

Action Date From
MM/DD/YYYY

Action Date To
MM/DD/YYYY

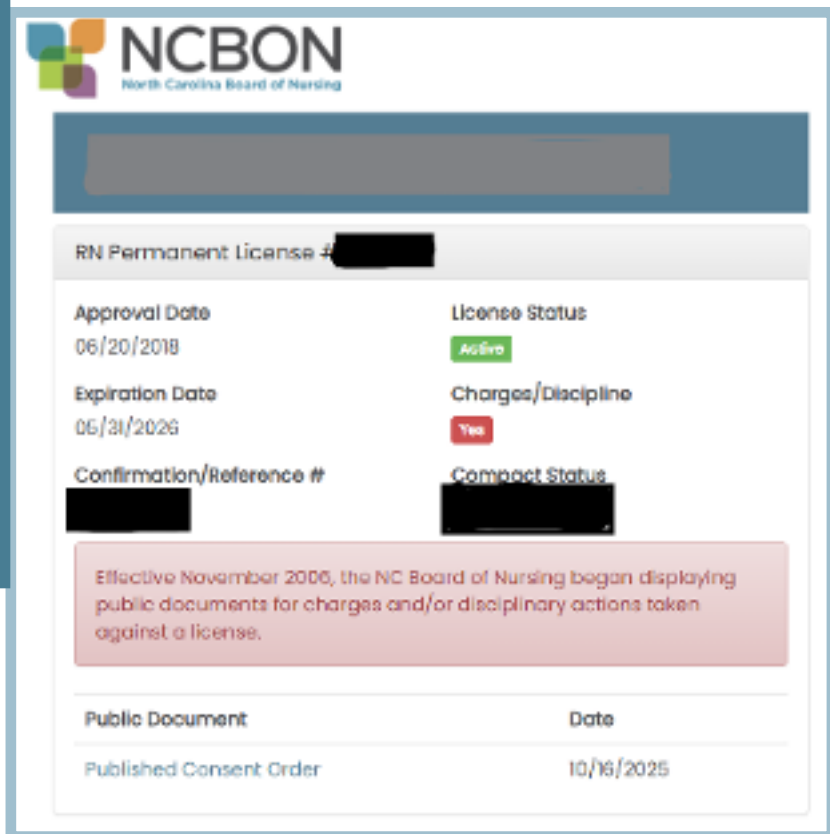
First Name
[Text Field]

Last Name
[Text Field]

License Number
[Text Field]

License Type
All License Types

Search Exit



NCBON
North Carolina Board of Nursing

RN Permanent License # [Redacted]

Approval Date 06/20/2018	License Status Active
Expiration Date 06/31/2026	Charges/Discipline Yes
Confirmation/Reference # [Redacted]	Compact Status [Redacted]

Effective November 2006, the NC Board of Nursing began displaying public documents for charges and/or disciplinary actions taken against a license.

Public Document	Date
Published Consent Order	10/16/2025

Have questions about the public document?

Email Us!



What is Considered Withholding from a Nursing Regulatory Perspective?



Have you ever been in a situation where you intended to communicate patient information, such as a critical lab result, to a provider, but got busy and forgot? Have you ever considered the importance of timely information exchange in healthcare and its impact on patient safety? The Nursing Practice Act (NPA) grants the North Carolina Board of Nursing (NCBON) authority to regulate the practice of nursing in North Carolina. While the NPA is broad, rules and components further clarify the laws.

Specifically, North Carolina Administrative Code 21 NCAC 36 .0224 (f) for the registered nurse and 21 NCAC 36 .0225 (f) for the licensed practical nurse defines the reporting and recording requirements for all aspects of nursing care. The failure to disclose information can result in a violation of the NPA or Rules, potentially leading to board action. A recent study concluded that poor communication amongst healthcare providers is a significant contributor of patient safety events (Howick, et al., 2024). Nurses serve not only as caregivers but also as patient advocates, educators, and key members of the healthcare team.

What constitutes crucial healthcare information?

Crucial healthcare information includes any clinical or situational data that may impact a patient's treatment plan or the provider's decision-making process. Some examples of crucial information that should be shared include changes in a patient's vital signs, a fall, critical lab values, or changes in a patient's mental status. These would warrant contact with the provider based on your agency's policy. It is crucial to understand and know how to access your agency's policies.

Why does withholding occur and what is the impact on patient safety?

There are multiple reasons nurses might withhold critical healthcare information. These include workload demands, interruptions, not understanding the information's significance, assuming that the information has already been communicated or viewed in the medical record, and inexperience. The direct consequence of withholding crucial information is the risk to patient safety. Incomplete information can lead to misdiagnoses, incorrect treatments, medication errors, or delays in care. These omissions could result in preventable harm and, in severe cases, death. For example, a nurse working in the neuro intensive care unit fails to report a change in the mental status of a stroke patient who has now become drowsy, dismissing the change in condition as a side effect of a medication. It is later determined that the patient had an evolving stroke that required an emergency thrombectomy.



Ethical and Legal Implications

The American Nurses Association's (ANA) Code of Ethics states nurses are responsible for delivering competent, compassionate, person-centered care within their scope of practice (ANA, 2025, Provision 4.1, para. 1). Withholding vital information can violate these ethical principles. Nurses are accountable not only to employers but also to state boards of nursing and the law (Chesteron, et al. 2021).

Prevention and Best Practices

There are strategies that individuals and organizations can take to help reduce the occurrence of withholding crucial information. For example, the standardization of reporting tools, such as the use of SBAR (Situation, Background, Assessment, and Recommendation), is beneficial during shift reports to help capture crucial information. A focus on teamwork skills, such as prioritization and organization of nursing tasks, may reduce pressures that lead to omissions (PSNet, 2019). Additionally, organizations that foster communication and environments of shared accountability are better equipped to improve systems in the workplace, by promoting Just Culture, leading to safer environments (Eng and Schweikart, 2020).

Conclusion

In summary, nurses must be vigilant in monitoring their patients and communicating any significant changes to the appropriate healthcare provider. Withholding information can negatively impact clinical decision-making, patient outcomes, and team collaboration. Nurses must recognize the importance of timely communication as an essential part of their role and for continuity of care. Healthcare organizations, in turn, should support nurses through training, tools, and a Just Culture environment.

Resource

North Carolina Board of Nursing. (2021). RN Scope of Practice-Clarification. [ps-rn-scope-of-practice-clarification.pdf](#)

Dana Price
MSN, RN, NE-BC
Nurse Investigator



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- Chesterton, L., Tetley, J., Cox, N., & Jack, K. (2021). A hermeneutical study of professional accountability in nursing. *Journal of Clinical Nursing*, 30(1-2), 188–199. <https://doi.org/10.1111/jocn.15539>
- Eng, D. and Schweikart, S. (2020). Why Accountability Sharing in Health Care Organizational Cultures Means Patients are Probably Safer. *AMA J Ethics*; 22(9):E779–783. doi: 10.1001/amajehtics.2020.779
- Howick, J., Bennett-Weston, A., Solomon, J., Nockels, K., Bostock, J., & Keshtkar, L. (2024). How does communication affect patient safety? Protocol for a systematic review and logic model. *BMJ Open*, 14(5), e085312. <https://doi.org/10.1136/bmjopen-2024-08531>
- PSNet (2019). Missed Nursing Care. Rockville (MD): Agency for Healthcare Research and Quality, US Department of Health and Human Services.



REGULATORY EDUCATION

TO ACCESS ONLINE ARTICLES, SESSION REGISTRATION, AND THE PRESENTATION REQUEST FORM, GO TO WWW.NCBON.COM AND LOOK FOR EDUCATION ON THE MENU. QUESTIONS? EMAIL PRACTICE@NCBON.COM.

As of June 30, 2024, the North Carolina Board of Nursing no longer provides CE contact hour credit for *The Bulletin* articles and Standard Presentation Offerings.

Online Bulletin Articles

For more articles, go to www.ncbon.com
Education - Bulletin Articles

- What is Considered Withholding from a Nursing Regulatory Perspective?
- Nurses' Emotional and Mental Health: Nursing Implications and Resources
- Sleep Deprivation: Am I at Risk for Patient Harm?



Nurse Leader Regulatory Orientation

Learn about the functions of the NCBON and how these functions impact the roles and responsibilities of the nurse leader (administrator, director, manager, clinical leader, supervisor, and others) and aspiring leaders in all types of nursing services and practice settings. The orientation offers 5.5 contact hours (Provider Number ABNP1583; Valid Through 5/20/2028). Registration is open to active NC or compact state RNs in leadership and aspiring leadership roles.

The 2026 sessions are listed below as follows:

April 15, 2026 (virtual) September 9, 2026 (in-person)

Registrations will be available on the website by February 2026.
If you have questions, please email practice@ncbon.com.

Available Online

Legal Scope of Practice Online Course

The purpose of this offering is to provide information and clarification of the components of the legal scope of practice for licensed nurses (RN and LPN) practicing in North Carolina.

Just Culture in Nursing Regulation Booklet

The booklet provides an introduction to the basic principles of Just Culture and the use of these concepts in evaluating the reportability of untoward events to the NCBON using the NCBON Complaint Evaluation Tool (CET).

Joint Regulatory Webinar on IV Hydration and IV Therapy - 1.8 CHs (pre-recorded)

Learn about legal scope of practice and responsibilities of the RN and LPN and how these apply to the IV Hydration setting, pertinent laws and rules pertaining to sterile drug compounding and IV infusion, APRN scope and responsibilities and identifying some common standard of care issues, common Nursing Practice Act violations related to IV infusions, NC Board of Nursing investigation process, North Carolina General Statute of a pharmacy and what defines compounding under state and federal law, key requirements for sterile compounding, and what could happen when sterile compounding is conducted incorrectly.



NCBON Staff Presentations

NCBON Staff are available upon request to provide presentations regarding nursing practice. To request a presentation, please complete the [Presentation Request Form](#) online and submit it per form instructions. The NCBON will contact you to arrange a presentation. A minimum of 25 – 30 licensed nurses (LPN, RN, and APRN) are required for presentations. Length of presentations can vary.



Standard Presentation Offerings

Continuing Competence – Presentation is for all nurses with an active license in NC and is an overview of continuing competency requirements.

Legal Scope of Practice – Defines and contrasts each component of the RN and LPN scope of practice including nursing accountability for delegation of tasks to unlicensed assistive personnel. Potential violations are discussed.

Delegation: Responsibility of the Nurse – Provides information about delegation that would enhance the nurse's knowledge, skills, and application of delegation principles to ensure the provision of safe competent nursing care. Discussion includes the role and responsibilities of the nurse for delegation to unlicensed assistive personnel.

Understanding the Scope of Practice and Role of the LPN – Assists RNs, LPNs, and employers of nurses in understanding the LPN scope of practice.

Nursing Regulation in NC – Describes an overview of the NC Board of Nursing authority, composition, vision, function, activities, strategic initiatives, and resources.

Introduction to Just Culture and NCBON Complaint Evaluation Tool (CET) – Provides information about Just Culture concepts, role of nursing regulation in practice errors, instructions in use of NCBON CET, consultation with NCBON about practice errors, and mandatory reporting. Suggested audience is nursing leadership: director, administrator, manager, supervisor, etc.

Overview of Nursing Practice Act (NPA) Violations and Investigations – Provides information regarding the five common NPA violations reported to the NCBON and the five common pieces of evidence gathered during an investigation.

Newly Licensed Nurse Orientation Workshop – Provides newly licensed nurses with information about the functions of the NCBON, the Nursing Practice Act, Administrative Rules, common practice concerns, strategies to avoid potential violations, and available resources.

As of June 30, 2024, the North Carolina Board of Nursing no longer provides CE contact hour credit for *The Bulletin* articles and Standard Presentation Offerings.



APRN

What is the status of the NC CSRS Dispensation Error Outreach?

Notice: NC CSRS Dispensation Error Outreach Began September 3, 2025



Kimberly Luisana

DNP, NP-C

Advanced Practice
Consultant

Beginning September 3, 2025, the North Carolina Department of Health and Human Services (NC DHHS) initiated outreach to pharmacies and dispensers regarding outstanding dispensation errors from the previous calendar quarter. This action is in accordance with NC General Statute §90-113.73(e), which outlines reporting requirements and potential civil penalties for noncompliance.

What to Expect:

- **Automated Notifications:** Registered NC CSRS users with a dispenser role (e.g., NPs, CNMs, Pharmacist, Pharmacist in Charge, Dispensing Physician, Veterinarian, etc.) will receive daily email alerts for up to 30 days if dispensation errors are associated with their profile Employer DEA.
- **Direct Outreach:** NC DHHS CSRS staff will follow up via phone or email with pharmacies or dispensers who have unresolved errors from the previous quarter.
- **Compliance Reminder:** Failure to correct these errors may result in civil penalties of up to \$5,000 per calendar year, depending on the number and severity of violations.

Resources & Support:

Dispensers can access the [NC Dispensers Guide](#) and [NC Veterinary Dispensers Guide](#) on the [NC DHHS CSRS webpage](#).

For technical assistance or questions about error correction, contact NC DHHS CSRS at nccsrs@dhhs.nc.gov.

NC DHHS CSRS will also distribute this announcement via PMP AWARe and Gateway Banner notifications.

If you have questions, contact NC DHHS CSRS at nccsrs@dhhs.nc.gov.



Compliance

What is the Alternative Program for Nurses in Recovery?

Pursuant to the Nursing Practice Act (NPA), NCGS 90-171.23, the North Carolina Board of Nursing (NCBON) is granted authority to establish programs to monitor the treatment, recovery, and safe practice of nurses with substance use disorders. In 1995, the NCBON established the Alternative Program for Nurses in Recovery (AP), a non-published alternative to traditional discipline action for nurses whose practice may be impaired because of a substance use disorder. The objectives of the AP include protecting the public by monitoring nurses experiencing substance use disorder and providing a structured monitoring program to return the nurse in recovery to safe practice.

Enrollment in the AP requires entry into a Non-Disciplinary Consent Order (NDCO) acknowledging a substance use disorder and violation of the NPA including, but not limited to, diversion, impairment on duty, fraudulently obtaining prescriptions, or multiple convictions for driving while impaired.

Upon entry into the AP, the participant is contacted by a designated NCBON Compliance Case Analyst (CCA) whose responsibility is to monitor the participant's compliance with the NDCO. Key tenets of the AP include:

- a minimum of three months abeyance (temporary license inactivity);
- treatment at a level prescribed by the qualified substance abuse treatment facility followed by 52 weeks of weekly aftercare;
- total abstinence from alcohol, non-prescribed medications, and illicit substances;
- attendance at a minimum of three approved mutual support group meetings per week;
- random, observed drug screening following a chain of custody protocol;
- requirement to report relapse to the CCA within 24 hours; and,
- evaluation by an NCBON-participating addiction evaluator prior to returning to restricted nursing practice.

Once a participant has been approved to return to restricted practice, all nursing positions are approved by the CCA. Employers verify awareness of the participant's AP participation and their ability to support conditions. Employers specifically agree to:

- submit quarterly evaluations to confirm quality of practice and minimum hours worked; and,
- remove the participant from duty following a participant's submission of a failed drug test or refusal to drug screen when requested by the employer.

Continued on next page



**Michelle
Wannemacher**
Compliance Case
Analyst



AP participants are subject to the NDCO conditions for a minimum of three years of satisfactory employment in an approved, licensed nursing position or a minimum of five continuous years of random, non-failed drug testing while satisfying all other conditions of the NDCO. As of December 31, 2024, the NCBON monitored 65 participants in the AP.

If the NDCO is terminated due to participant's non-compliance, the license is suspended for a minimum of 12 months resulting in published discipline. Prior to requesting reinstatement of the license, the participant must submit evidence of a minimum of six months of continuous sobriety as defined by the NCBON's Sobriety Notebook.

The NCBON has the authority to intervene when there is evidence that a nurse "is unable to practice nursing with reasonable skill and safety to patients by reason of illness, excessive use of alcohol, drugs, chemicals, or any other type of material." [NCGS 90-171.37(a)(3)].

2024 AP Admitted Nurse Profile

- Participants Year End: 65
- Female RN, 13 years of experience in NC
- 45 years old
- Substances of Choice: alcohol and opiates
- NPA violations: diversion, impairment

Alternative & Discipline Programs (AP/DP)

NURSING STATISTICS

Education Statistics

The NCBON collects data on NC pre-licensure nursing education and Nurse Aide II programs (click on the button to the left).

Licensure Statistics

Up-to-date licensure statistics such as employment settings, highest degree earned, and more, these data can be located in the licensure statistics section (click on the button to the left).

NCLEX Historical Pass Rate Data

Historical NCLEX pass rates, are located on our website (click on the button to the left).



Education

**Tonya Body**

MAED

Education Coordinator

Why should nursing education programs use Nursys® e-Notify?

In today's fast-paced healthcare environment, licensure compliance is not just a regulatory necessity but a key part of professional accountability. For nursing education programs approved by the North Carolina Board of Nursing (NCBON), ensuring faculty licensure compliance with [21 NCAC 36 .0317](#) is a critical responsibility. Similarly, licensed nurses working in clinical, academic, or administrative roles must maintain licensure requirements and protect public health. However, the traditional approach to tracking licensure has long been a source of frustration. Many program administrators have relied on spreadsheets, email reminders, and infrequent manual audits to monitor faculty licenses. Such methods are time-consuming and inefficient, creating opportunities for human error and delays. Proactively managing renewal dates and disciplinary actions empowers institutions to uphold patient safety and public assurance. Similar challenges exist for individual nurses, particularly those licensed in multiple states or working across different practice settings. Without a centralized system, it can be difficult for nursing education programs and individual nurses to keep track of licensure.

To address these challenges more effectively, many turn to the Nursys® system, a centralized tool developed by the National Council of State Boards of Nursing (NCSBN). The system extracts information directly from participating State Boards of Nursing, making it a primary source equivalent for license verification (NCSBN, n.d.). The Nursys® system includes licensure data from over 58 participating jurisdictions and provides a centralized, automated solution that supports institutional oversight and individual accountability. Most importantly, the Nursys® e-Notify feature is a cost-free, user-friendly tool designed to deliver license status changes, expirations, and disciplinary actions. From the perspective of nursing education programs, e-Notify allows program directors to view real-time faculty licensure data to ensure compliance with the NCBON's Nursing Practice Act and NC Administrative Code. Not only does this streamline administrative processes, but it also strengthens institutional readiness for surveys and accreditation reviews.

What types of notifications are available?

Nursys® e-Notify offers several customizable alerts:

1. License Status Changes

- Notifications for licenses that are renewed, expired, lapsed, inactive, suspended, or revoked.

2. Disciplinary Actions

- Immediate alerts when a nurse is subject to disciplinary action by a state board.

Continued on next page



3. Multistate License Updates

- For nurses with a Compact license, alerts are sent if their home state changes or if multistate privileges are affected.

4. License Expiration Reminders

- Advance warnings when a license is nearing expiration, helping ensure timely renewals and compliance.

Conclusion

Nursys® e-Notify offers a modern solution that replaces outdated manual tracking methods with streamlined, automated efficiency. For nursing education programs, this means a smoother, more confident path to compliance and readiness. Beyond convenience, the system supports proactive license management, helping reduce the risk of missed renewals or disciplinary oversights. These features contribute to program accountability and excellence while reinforcing the commitment to patient safety and public trust. Nursys® is a reliable, easy-to-use system for institutions dedicated to advancing nursing education and professional practice.

References

Alexander, S., & Frith, K.H. (2012). Using Nursys® as a primary source for licensure information. *Nursing Education Perspectives*, 42(3), 200–201. <https://doi.org/10.1097/01.NEP.0000000000000821>

National Council of State Boards of Nursing. (n.d.). Nursys® e-Notify. <https://www.nursys.com/EN/ENDefault.aspx>



NCBON Staff Presentations Available for Students

Presentation Objectives

- Discuss the Mission, Vision, and Values of the NC Board of Nursing
- Explain the Nursing Practice Act and Rules
- Discuss NCBON Elections
- Identify NCBON Resources
- Identify and Review Licensure Information
- Differentiate Between the NCBON and NC Nurses Association
- Discuss NCBON Legislative Activities

To request a speaker, email practice@ncbon.com



Legal

A complaint has been filed against me. Am I required to respond to the North Carolina Board of Nursing's inquiries?



Alexis Tremble

JD

Staff Attorney

Yes, if a case is opened for investigation against a licensee, they are required to respond to the North Carolina Board of Nursing (NCBON). Under North Carolina General Statute § 90-171.37, failing to respond to an inquiry from the Board is a violation of the Nursing Practice Act. Specifically, NCGS § 90-171.37(a)(6d) grants the Board the authority to take disciplinary action against a licensee who "[f]ails to respond to the Board's inquiries in a reasonable manner or within a reasonable time regarding any matter affecting the license to practice nursing."

The NCBON determines what constitutes a "reasonable time" based on the specific circumstances of each case. Once a case is assigned for investigation, an NCBON Investigator will send a written correspondence informing the licensee of the investigation and providing their contact information. For cases involving the practice of Nurse Practitioners or Certified Nurse-Midwives, a deadline to respond is provided in this initial letter. Investigations into the practice of a Registered Nurse or Licensed Practical Nurse, the investigator will initially contact the licensee by either email or telephone to set up a response. As the investigation progresses, the NCBON will communicate through the licensee's email address or postal address on file. The licensee will have the opportunity to participate in an interview. If the licensee does not respond, the investigator will then send a letter via email and postal mail requesting the licensee contact the NCBON within three days.

Another instance when the licensee is required to respond to the NCBON is when an offer of resolution is extended. In that instance, the NCBON's legal department will correspond with the licensee via postal mail and extend an offer of resolution. The licensee may either sign the Consent Order, request a Settlement Conference, or request a hearing on the facts of the matter, but the licensee must respond to this offer. Should the licensee fail to respond, the matter will be set for hearing, and disciplinary action may occur for failing to respond to the NCBON, even in the absence of the licensee.

Responding to the NCBON is the licensee's opportunity to address any allegations against them and to submit evidence demonstrating compliance with the Nursing Practice Act. The licensee may choose to respond through an attorney at any stage of the investigation. It is important to note that failing to respond to the NCBON does not halt the investigation. Additionally, the majority of communications from the NCBON occur through email and postal mail. According to [21 NCAC 36 .0208\(b\)](#), it is the licensee's responsibility to update their contact information with the NCBON, especially if it changes during the investigation.

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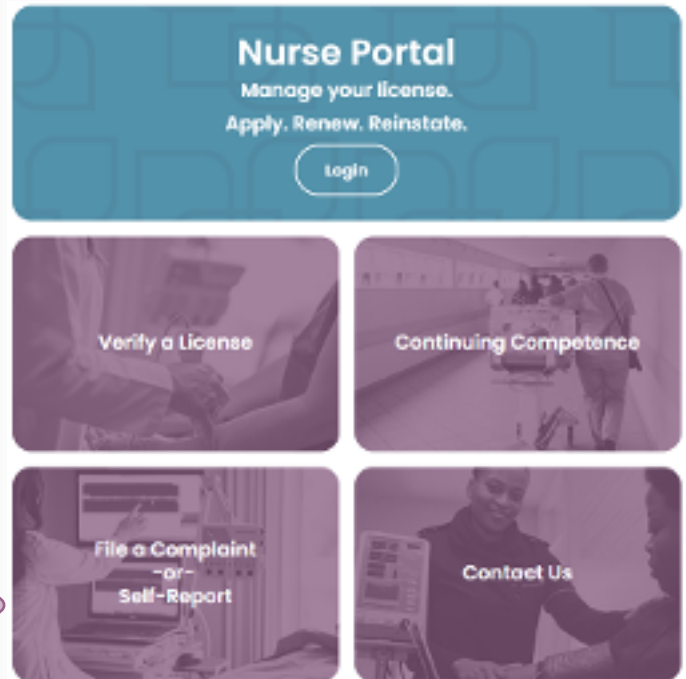
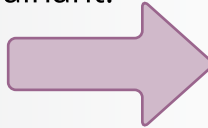
In summary, licensees are required to respond to inquiries from the NCBON within a reasonable time frame under the Nursing Practice Act. Failure to do so will not prevent the investigation from proceeding and could ultimately result in a disciplinary hearing where action may be taken on the license.

Need to file a complaint?

If you would like to file a complaint regarding a nurse, click the button on our home page entitled

"File a Complaint or Self Report."

All complaints must be submitted via this portal to ensure the correct information has been provided by the complainant.



NORTH CAROLINA ADVANCED PRACTICE REGISTERED NURSES

A Report on the Advanced Practice Registered Nurse Workforce in North Carolina

Final Report



Licensure

I have not held a nursing license (RN or LPN) for 5 years, but I am eager to return to nursing. What is the process?

Nurses that have not held an active nursing license for more than five years and considering returning to the workforce. Information to assist you in your transition is available on the North Carolina Board of Nursing (NCBON) website; <https://www.ncbon.com/rn-lpn-reinstatement>.

If your North Carolina RN or LPN license has been inactive, retired, or lapsed for **five years or more**, and you have **not held an active license in another state during that time**, you must complete a **Board-approved Refresher Course** before applying for reinstatement.

Nurses that have never held a license in North Carolina and the license from the former state is inactive or lapsed for more than five years, you may still be eligible for licensure by endorsement after completing the required refresher course. Approved courses are available on the NCBON website.

To be eligible for reinstatement or endorsement after completing a refresher course, you must apply **within one year** of completing the course and submit the following:

- Appropriate application and fee
- Criminal background check
- Additional documents required by the Board

If eligible, a license will be issued upon successful completion of all requirements. The NCBON may deny reinstatement if there is evidence of unsatisfactory ability to practice. If you require additional information, please email your questions to reinstatements@ncbon.com.



Tony Graham
MS, CPM
Chief Operations Officer

Next Generation
NCLEX®

Click here to view
NCLEX Pass Rates



Practice



Stacey Thompson

MSN, RN

Practice Consultant

My hospital is hiring Licensed Practical Nurses (LPNs) to work on various units throughout the organization. Is this appropriate and legal?

The North Carolina Board of Nursing (NCBON) receives questions related to the role of LPNs in the acute care setting. LPNs are valuable members of the healthcare team and participate in care delivery under the appropriate assignment and supervision of an RN or other person authorized by state law to provide supervision.

The RN and LPN legal scope of practice is defined by the Nursing Practice Act [[GS 90-171.20 \(7\) for RNs](#)] and [[GS 90-171.20 \(8\) for LPNs](#)] and the Administrative Code (Rules) [[21 NCAC 36 .0224 for RNs](#) and [21 NCAC 36 .0225 for LPNs](#)] providing the legal boundaries of nursing practice. Nursing law and rules apply to all nurses (RNs and LPNs) in all practice settings. Other laws, rules, and/or accreditation standards may apply to the acute care setting and may be reflected in agency policies. Agency policy may limit the scope of the nurse but never expand beyond the legal scope as defined in nursing law and rules. For example, it is the responsibility of the RN and LPN according to the legally defined scope to document care that is provided; however, agency policy may require a co-signature for some documentation performed by the LPN. In this situation, agency policy is limiting the LPN's scope by requiring a co-signature.

The dependent scope of the LPN requires continuous availability of an RN for the entire shift. It is the responsibility of the RN to determine the appropriate level of supervision needed according to the complexity of the task, the acuity of the patient, and the knowledge and competency of the LPN. It is important for RN nurse leaders to develop processes that provide for the appropriate assignments to and supervision of LPNs working in acute care. Although not all inclusive, two important considerations for RN nurse leaders are to develop care models that allow the RN to (1) determine and provide the appropriate supervision for the LPN and (2) be flexible in modifying LPN assignments as needed.

NCBON provides guidance in various resources available at www.ncbon.com for understanding the role of the RN when working with LPNs. In addition to document resources, [Practice Consultants](#) are available to discuss the proposed care model and provide guidance according to the legal scope of practice for the RN and LPN.

Key Points of the LPN scope of practice:

- **Dependent practice** requires appropriate assignment and supervision.
- **Participation** in assessment, planning, evaluation, teaching & counseling.

Continued on next page



- **Tasks cannot be separated from the nursing process.** A task may be appropriate to assign to an LPN in some situations, but not appropriate in others, depending on the patient's overall status, required monitoring, available supervision, and potential decision-making involved.

Refer to the Position Statement: [LPN Scope of Practice – Clarification](#) for more details.

The LPN is **not** approved to:

- administer IV thrombolytic medications, IV conscious sedation medications, IV Pitocin (during labor/delivery phase), and prostaglandin suppositories
- perform comprehensive assessments
- initiate and/or modify the nursing plan of care
- develop a teaching plan
- assign nursing activities to an RN
- act as a Charge Nurse in acute care
- provide clinical education to licensed and unlicensed personnel
- validate competencies of licensed and unlicensed personnel
- have responsibilities for nursing management, or performance appraisal

Additional resources are available at www.ncbon.com. For specific scope of practice questions, use the [Scope of Practice Decision Tree for the RN/LPN](#) or contact a [Practice Consultant](#).



Don't get caught out on a limb

Click here to review the
NCBON Position Statements
and Decision Trees



License Verification for Nurses



Contact: nursysadmin@ncsbn.org

nursys®

E-NOTIFY

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NCSBN created Nursys, the only national database for licensure verification of registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs).

Notifications right to your inbox

In just a few minutes, you can join the nearly **one million** nurses already using Nursys e-Notify® for:

- Licensure status and expiration updates
- License verifications for endorsement
- Creating and managing multiple license expiration reminders
- Discipline notifications
- Live and dynamic RN and LPN/VN updates sent securely from all boards of nursing
- APRN data and updates from participating boards of nursing*

Obtain your NCSBN ID, a number unique to you that allows you to easily identify yourself to applications and processes without providing detailed information.

Learn more and enroll today
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* See nursys.com for participating BONs.



License Verification for Employers



Contact us for a Demo NursysSupport@ncsbn.org

nursys®

E-NOTIFY

Join the nearly 15,000 health care institutions using e-Notify to protect their patients.



NCSBN created Nursys, the only national database for licensure verification of registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs).

Nursys e-Notify® delivers real-time notifications right to your inbox:

- Licensure status changes and expiration updates
- Create and manage multiple license expiration reminders
- Multistate and single-state changes within the Nurse Licensure Compact
- Live and dynamic RN and LPN/VN updates sent securely from all boards of nursing
- APRN data and updates from participating boards of nursing*
- Any publicly available disciplinary action
- The most reliable and efficient system of its kind
- **And it's all free of charge**

You can also obtain the **NCSBN ID** for each of your nurses, allowing you to identify your nurses with a unique nurse identifier (UNI) on electronic health records and various databases for documentation, education, research and training purposes.

Learn more and enroll today
nursys.com/e-notify

* See nursys.com for participating BONs.





Interstate Commission of Nurse Licensure Compact Administrators

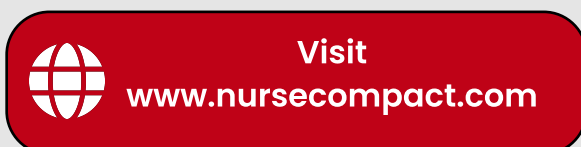
January 2, 2024, a Nurse Licensure Compact (NLC) rule went into effect. Nurses relocating to another compact state have **60 days** from the time they move to apply for a new license by endorsement in a new primary state of residence.

The Amended NLC Residency Rule states:

"402(2) A multistate licensee who changes primary state of residence to another party state shall apply for a multistate license in the new party state within 60 days."

Helpful FAQs and a brief video about the new rule are available online. Nurses can enroll at no cost in Nursys eNotify to receive notifications related to license renewals at www.nursys.com.

For more information



The next issue of

The Bulletin

will be released in February 2026.

What to expect...

- 2026–2029 Strategic Plan
- Q&A Corners
- ...and much more!

"Life starts all over again when it gets crisp in the fall."

– *F. Scott Fitzgerald* –

