

The Bulletin

The Official Publication of the North Carolina Board of Nursing.



CE ARTICLE

**Certified Nurse-Midwife Practice in NC
following the Enactment of the 2023 Care
for Women, Children, and Families Act**

*Protect the public by regulating
the practice of nursing.*



The Bulletin

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

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Mission

Protect the public by regulating the practice of nursing.

Vision

Leading nursing regulation through exemplary nursing care for the public.

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.

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message from the

CEO



Crystal L. Tillman
Chief Executive Officer

"I know of no single formula for success. But over the years I have observed that some attributes of leadership are universal and are often about finding ways of encouraging people to combine their efforts, their talents, their insights, their enthusiasm and their inspiration to work together." – Queen Elizabeth II

Greetings to all North Carolina Nurses,

The North Carolina Board of Nursing (NCBON) is excited to provide another issue of *The Bulletin* to keep you up to date on nursing regulation in North Carolina and available resources to assist you as you navigate the complexities of providing safe, high-quality care to patients in a variety of settings across the state. This issue highlights key developments and resources important to nurses across North Carolina, including an article on Certified Nurse-Midwife practice, updates to Nursing Rules, information from NC AHEC's RN Refresher program, helpful website resources, such as security updates to the Nurse Portal, and information about board member elections. Together, these topics reflect the ongoing work to support nursing practice, strengthen professional governance, and keep nurses informed about issues that shape patient care and the nursing profession statewide.

This year, we have 10 Staff Nurses on the slate of candidates! Information on each candidate and the voting process for this election starts on page 9. Each candidate's bios and responses are available for your review prior to selecting YOUR CHOICE in the [Nurse Portal](#). The election will be open from July 1st to August 15th! I encourage each of you to select the candidate that you think will focus on the NCBON's *mission of public protection* while setting policy decisions for nurses in NC.

During the May Board Meeting, I provided an update on the progress of the [2026-2029 Strategic Plan](#). This plan focuses on the Board's mission of public protection and aligns with the core values of equity, integrity, and agility. At the conclusion of each board meeting, details of the meeting will be posted to the NCBON's website once prepared. The board meeting minutes can be found [here](#).

I encourage you to monitor the board's meeting dates and attend if you are interested in learning more about nursing regulation. The Education and Practice Committee will meet on August 5th to begin developing a position statement on the use of Artificial Intelligence in Nursing. The complete list of meeting dates is provided on the NCBON website: <https://www.ncbon.com/board-info-events>.

As always, thank you for your commitment and service to the patients and communities in North Carolina.

Highest regard,

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



message from the

Board Chair

Racquel Ingram
Board Chair

Recognizing Nursing Degrees as Professional Degrees

Dear Nursing Peers,

At a time when the nation depends on a highly educated and clinically prepared nursing workforce, it is deeply concerning that questions have emerged about whether nursing degrees should be recognized as professional degrees. Federal student aid decisions have intensified this concern by creating uncertainty about how the value, rigor, and complexity of nursing education and practice are being understood. I believe this issue deserves careful attention because it affects nursing students, practicing nurses, the public we serve, and the future of the workforce. My responsibility as NCBON chair includes protecting the public by supporting standards that ensure nurses are prepared for safe, competent, ethical, and accountable practice. For students, that preparation begins with rigorous, evidence-based educational pathways that build scientific knowledge, clinical judgment and reasoning, ethical decision-making, and readiness for patient care. For practicing nurses, those same foundations support continued competence and the professional judgment needed to respond to increasingly complex health care needs. When nursing degrees are diminished or excluded from professional recognition, both student preparation and the expertise of licensed nurses are undervalued.

Nursing preparation spans multiple academic levels, each with distinct expectations and responsibilities, yet every pathway is grounded in science, clinical judgment and reasoning, legal and ethical standards, regulatory requirements, and licensure expectations. This academic preparation is strengthened through supervised clinical experiences, where students apply classroom knowledge in safe, patient-centered care under the guidance of qualified faculty and clinical partners. For pre-licensure programs, these experiences help students develop the judgment, communication, and accountability needed for entry into practice. For licensed nurses, clinical practice reflects the daily application of that preparation in environments where patient safety depends on timely decisions, skilled care, and ongoing professional competence. Postgraduate programs further build on this foundation by providing advanced education, clinical preparation, and specialty-focused experiences needed for specialized care and advanced nursing practice. Together, these expectations serve as essential safeguards for safe entry into practice and continued protection of the public.

These academic, clinical, and regulatory expectations demonstrate the depth, accountability, and public trust associated with nursing. Nursing is unquestionably a profession, and nursing credentials should be recognized as professional degrees. I urge nurses in every role, including those serving as leaders, educators, regulators, policymakers, students, and those practicing in clinical and nonclinical settings, to speak with a clear and unified voice in affirming that nursing is grounded in science, clinical expertise, hands-on practice, and service to the public. Recognizing

Continued on next page



nursing degrees as professional degrees is not simply a matter of status; it is a matter of workforce development, patient safety, public protection, and respect for the essential role nurses play across health care. Now is the time for the nursing profession to stand together, advocate boldly, and ensure that the education, preparation, and contributions of nurses are accurately recognized in policy, practice, and public discourse.

Best,

Racquel Richardson Ingram, PhD, RN
NCBON Board Chair

NURSING STATISTICS

Education Statistics

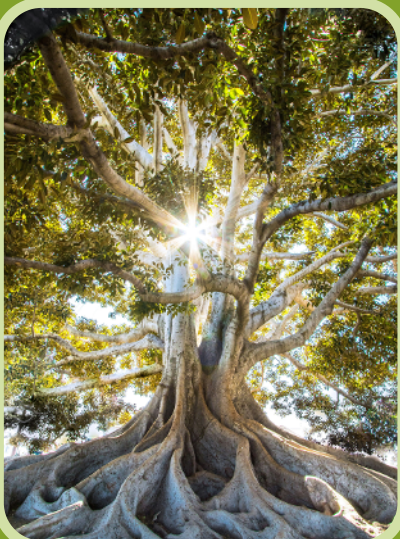
The NCBON collects data on NC pre-licensure nursing education and Nurse Aide II programs (click on the button to the left).

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).



Don't get caught out on a limb!

Click here to review the
NCBON Position Statements and
Decision Trees



Nurse Portal Security Changes

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2-Factor Authentication for all Nurse Portal Accounts

"Protect the public" is the fixture of the mission of the NCBON – this applies also to the security of the information that resides in the Nurse Portal. Every license, application, and record entrusted to the system must be protected with the same diligence used in patient care.

In pursuit of our mission and in accordance with our Strategic Plan, the NCBON will implement 2-Factor Authentication on all Nurse Portal accounts beginning **July 7th, 2026** to improve security of your data.



What is 2-Factor Authentication?

Likely, you've used 2-Factor Authentication with other applications as it is a widely accepted way to protect online accounts. 2-Factor Authentication (2FA), also known as Multi-Factor Authentication (MFA), works off of a simple idea: proving it's really you in more than one way by combining "something you know" and "something you have". In our case, the "something you know" is your password, while the "something you have" is a device or account you have control over. 2FA improves security because the chances of someone other than you having access to both of those things is relatively slim. Even if your password is compromised and known by others, the second factor makes it much harder for them to log in as you.

What Will Change When I Log In?

The change is relatively simple. When logging into the Nurse Portal:

1. Enter your username and password as usual.
2. Enter a one-time code sent to your phone (if you opt-in to SMS) or to your email address on file.
3. Enter that code in the appropriate place on the website.

That's right, the code can be sent to you via text (if you opt-in) or to the email address on-file in your Nurse Portal. With this in mind, it is important (and the rule – [21 NCAC 36 .0210 \(b\)](#)) to have an accurate and up-to-date email address and phone number on file with the NCBON.

A Small Change for Stronger Security

Beginning July 7, 2026, this added protection will become a standard part of logging in – a step that helps ensure your information remains safe and the mission to “protect the public” continues in every part of NCBON’s work.



North Carolina Board of Nursing and Midwifery Joint Committee

Conduct Review of Existing Administrative Rules

In accordance with [N.C. Gen. Stat. §150B-21.3A](#), all state agencies are required to review all existing administrative rules every 10 years and classify each rule under one of the following categories:

- **Necessary** – the agency determines that the rule is needed. Rules designated as “necessary” will remain in the Code.
- **Unnecessary** – the agency determines that the rule is obsolete, redundant, or otherwise not needed. Rules designated as “unnecessary” will be removed from the Code without any further agency action.

NC Board of Nursing (NCBON)

In compliance with this statute, the NCBON conducted a review of the existing rules, made an initial determination as to the classification of each rule, and approved the Initial Periodic Review Determination Report at its January 2026 Business meeting. The public comment period was held from March 2, 2026, until the close of business on May 8, 2026, with the report posted on the NCBON website and notifications sent to interested parties.

At its May 21, 2026, meeting, the Board reviewed the public comments submitted as well as agency responses. The Board approved the final Periodic Review Report, which will be submitted to the Rules Review Commission later this Summer and posted to the NCBON’s website at www.ncbon.com.

Midwifery Joint Committee (MJC)

The MJC received its initial Periodic Review Report for Existing Rules in April 2026. The MJC will post the report on the NCBON’s website for the required public comment period and will receive comments later this Summer.

Questions?

Visit the NCBON’s website at www.ncbon.com for more information or contact Angela Ellis, Chief Administrative Officer and Rulemaking Coordinator, at lawsrules@ncbon.com.





Nursing Rules Roundup



At its May 21st Business meeting, the Board voted to approve proposed adoption and amendments to the following Rules and direct staff to proceed with rulemaking:

- 21 NCAC 36 .0114 Waiver of Enforcement (adoption)
- 21 NCAC 36 .0120 Definitions (amendment)
- 21 NCAC 36 .0318 Faculty (amendment)
- 21 NCAC 36 .0403 Qualifications (amendment)
- 21 NCAC 36 .0406 Medication Aide Training Requirements (amendment)

Stay informed regarding proposed rule adoptions, amendments and repeals by visiting our website at

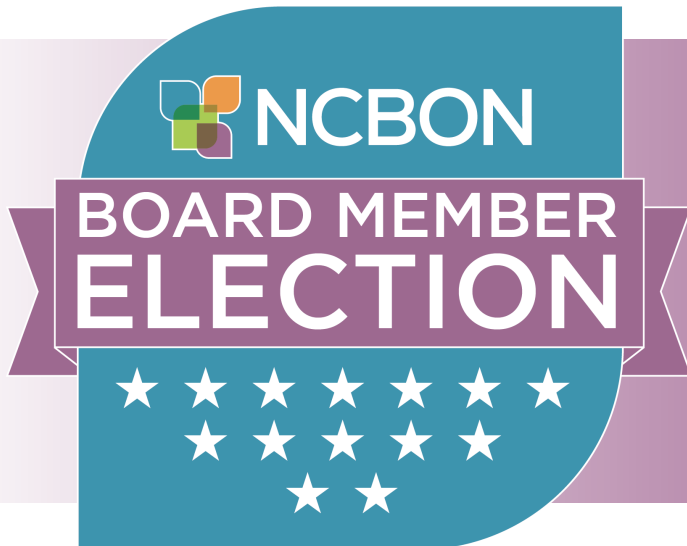
<https://www.ncbon.com/proposed-rule-changes>

or sign up to receive notifications regarding laws and rules using the link below. If you have any questions regarding rules, please email lawsrules@ncbon.com.

Want to receive notifications on Law and Rule changes?

Sign up!





SLATE OF CANDIDATES

Vote July 1st – August 15th

All candidate biographies are published verbatim, as submitted to the NCBON. The order of candidates listed is random.

- The Board is comprised of 14 members charged with implementation of policy and overseeing the activities of the Board of Nursing.
- Elected nurse members fill 11 seats on the Board. Registered Nurses hold 8 positions and Licensed Practical Nurses hold 3 positions.
- In addition to its 11 elected members, the Board has 3 public members. The Governor, President Pro Tempore of the Senate, and Speaker of the House each appoint a member to serve. Anyone interested in serving on the Board as a public member should contact their local State Senator or Representative.
- Both elected nurse members and public members serve a 4-year term and may be elected/re-appointed for a second term not to exceed 8 consecutive years on the Board. Board members spend an average of 30 days per year in carrying out these duties. Additional time may be spent depending upon Committee assignments and participation in other Board-related activities.

**The next several pages are dedicated to the
Slate of Candidates for the 2026 Election.**



RN – Staff Nurse (10)



Daniel Kevin Surom

I am a Registered Nurse with a Master of Science in Nursing (Western Governors University, 2024). I have over 20 years of progressive experience in perioperative and critical care settings, including roles as Patient Care Manager, OR Charge/Resource Nurse, Trauma Coordinator, ICU and OR Registered Nurse, and Surgical Technologist. I have demonstrated leadership in managing complex service lines, improving operations, and supporting high-quality patient care. I am currently employed with

Cone Health System as an OR Registered Nurse/First Assist, and additionally serves as a Clinical Instructor with Western Governors University and Mobile Research Nurse with Science 37.

I would like to serve on the North Carolina Board of Nursing because...

I would like to serve on the North Carolina Board of Nursing because I am committed to advancing safe, high-quality nursing practice and supporting the nurses who deliver care across our state. With experience in both frontline and leadership roles, I understand the complexities of healthcare today. I am passionate about contributing to policies that protect the public, strengthen the nursing workforce, and promote excellence, accountability, and innovation in nursing practice.

Phyllis Carter Goodman

I hold a Master of Science in Nursing Education from Western Carolina University, a Bachelor of Science in Nursing from Fayetteville State University, and an Associate Degree in Nursing from Sampson Community College. I have over 37 years of nursing experience in medical-surgical, critical care, psychiatric mental health, and nursing education. I have served as a staff nurse, charge nurse, psychiatric mental health nurse, and nursing instructor. I am currently employed with UNC Health Johnston, where I provide behavioral health nursing care.



I would like to serve on the North Carolina Board of Nursing because...

I would like to serve on the North Carolina Board of Nursing because I am committed to advancing safe, high-quality nursing care and strengthening the profession. With over 37 years of experience across clinical practice and education, I bring a well-rounded perspective. I am passionate about supporting nurses, promoting accountability, and ensuring standards that protect the public while empowering the next generation of nursing professionals.





RN – Staff Nurse (10)



Jason Michael Carney

Started with 10 years of bedside nursing after transitioning from a monitor tech, to an LPN, to a RN role, then followed into leadership roles. Always with a focus on patient safety and high quality expectations of care. Over 15 years of leadership experience in both for-profit and not-for-profit systems, including multiple Director-level positions within Healthcare Operations. Background in leading a 300+ member team, overseeing departments across multiple campuses, contributing to complex projects (e.g. \$325M

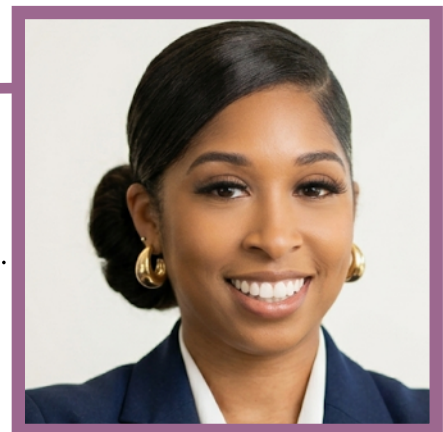
expansion), and implementing new processes/strategies. Track record of quantifiable achievements includes double-digit increases in customer/patient satisfaction, multi-million-dollar cost savings, successful accreditation surveys, and volume increases

I would like to serve on the North Carolina Board of Nursing because...

I feel my experience starting at the bedside and now working my way through leadership and now back in the front lines brings a unique experience into the perspective of nurses from the western North Carolina region.

Heaven St Arromand

I am a dedicated Registered Nurse holding a Bachelor of Science in Nursing. As a Certified Medical-Surgical Registered Nurse (CMSRN), my career is defined by clinical excellence and a commitment to patient safety across diverse acute care settings. I have extensive experience in bedside nursing, mentorship, and coordinating complex care plans for adult populations. Currently employed by Atrium Health, I leverage my board certification to uphold the highest standards of evidence-based practice. I am eager to bring my frontline perspective and regulatory focus to the Board to ensure the continued protection of the public.



I would like to serve on the North Carolina Board of Nursing because...

This would be a wonderful opportunity to be in the midst of many knowledgeable professionals. To seize this opportunity to look at nursing from a different lens would be invaluable. In addition, I am committed to upholding the integrity of the nursing profession through rigorous regulatory oversight. With the healthcare landscape in North Carolina evolving rapidly, I want to ensure that nursing practice acts remain robust and that our standards of care prioritize the safety





RN – Staff Nurse (10)



Angela Lasha Valentine

Angela L. Valentine, BSN, RN is an experienced registered nurse with over a decade of clinical practice across acute care, medical – surgical units, and veterans care. She currently serves as a Community Living Center Staff Nurse at Fayetteville VA Medical Center and a staff nurse at First Health Moore Regional. Her diverse educational background includes a Bachelor of Science from UNC Wilmington and an associate's degree Nursing from Bladen Community College. She is certified in BLS, NIHSS, and a

medication aide instructor. She is committed to patient centered care, ethical standards, regulatory compliance, and professional excellence.

I would like to serve on the North Carolina Board of Nursing because...

I would like to serve on the North Carolina Board of Nursing because I'm passionate about the advancement of safe, ethical, competent, and fair nursing practice provided. I value sound regulation, policy development, accountability and growth within our nursing profession. Serving as a bedside nurse, charge nurse, and working during the pandemic motivated my drive to serve on the NC board as a voice for nurses. I am motivated to help shape policies.

Tiffinee Danielle Smith

I received my Baccalaureate of Nursing from East Carolina University in 2006 and my Masters Degree from University of North Carolina at Charlotte in Nursing Administration and Leadership. I currently work as a staff nurse/RN care manager for the Veterans Health Care Administration at the Greenville Health Care Clinic. I've also served as Manager of Patient Care Services at ECU Health Inpatient Hospice, Advance Directive Education Coordinator at ECU Health, Professional Development Coordinator at ECU Health, Lead Nurse at Walter B. Jones Substance Abuse Center and Staff Nurse at ECU Health Medical Center and Public Health Nurse for Edgecombe County.



I would like to serve on the North Carolina Board of Nursing because...

I pride myself on seeking education and wanting to be a resource to those around me and those I serve. By being on the board I feel as though I'd be able to share valuable information and experiences and in turn share valuable information with my colleagues and team members.





RN – Staff Nurse (10)



Emilyann Ruedemann

I am currently employed at Carolina East Medical Center in New Bern, NC. I started out initially on a travel contract and fell in love with North Carolina and decided to make this my permanent home. I have worked in a few different departments, including inpatient rehabilitation, cardiac telemetry, emergency medicine, general medical-surgery and float pool staffing. Recently I have completed my MS in Nursing Leadership at Grand Canyon University. I also hold my BSN from Drexel University. I currently hold my certification in medical-surgical nursing.

I would like to serve on the North Carolina Board of Nursing because...

Nursing has been both a profession and a calling for me. Throughout my experience as a nurse, I have seen first-hand the importance of establishing clear standards, upholding ethical principles and maintaining accountability. Serving on the North Carolina Board of Nursing would allow me to have the honor of supporting the public in maintaining and improving the standards by which care is provided, helping to ensure every patient receives the best possible care.

Angela Michelle Martin

Board-certified Registered Nurse (RN-BC) with over 29 years of clinical excellence and a 2025 Great 100 Nurse of North Carolina distinction. Currently serving as a Cardiac Telemetry RN and Facility Shared Governance Chair at Novant Health Forsyth Medical Center (3333 Silas Creek Pkwy, Winston-Salem, NC), I specialize in complex cardiovascular care, mentorship, and clinical leadership. An alumna of North Carolina A&T State University, my career spans expertise in neuroscience, hospice, and restorative care. I am a dedicated Preceptor and Clinical Instructor Partner committed to empowering the next generation of nurses through evidence-based instruction and professional governance



I would like to serve on the North Carolina Board of Nursing because...

I would like to serve on the North Carolina Board of Nursing because I am dedicated to elevating professional standards and protecting public health. With over 29 years of clinical experience and as a 2025 Great 100 Nurse of NC, I bring a deep understanding of bedside care and shared governance. I am committed to mentoring the next generation, advancing nursing excellence, and ensuring equitable, high-quality care for all North Carolinians.





RN – Staff Nurse (10)



Sharon Capehart Watford

I am Sharon Capehart Watford, a graduate of East Carolina University. I have 37 years of nursing experience; all served at ECU Health Medical Center. Throughout my career, I have practiced in various areas, including Operating Room, Medical-Surgical and Neurosciences. I have also served as a Clinical Coach and held leadership roles as Assistant and Nurse Manager. I am board certified in Medical-Surgical Nursing (RN-BC) and was honored to be recognized as a 2025 Great 100 Nurse. Each day, I remain dedicated to my passion and calling to serve others with kindness, dignity and respect.

I would like to serve on the North Carolina Board of Nursing because...

I am committed to contributing to a system that governs and necessitates the quality and integrity of care for all people. I am eager to support the Board's mission of protecting the public and ensuring excellence in nursing practice across the state.

Summer Noelle Lillie

I am a diploma graduate of Watts School of Nursing and later earned my Bachelor of Science in Nursing from UNCW. I am a proud member of the Emergency Nurses Association and National Nurses United. I am duly board certified as a Certified Emergency Nurse and SANE-A. I currently work full time at the Veterans Administration Health Administration in the Emergency Department and Vascular Access Team. I work as a SANE on a as needed basis for the Duke University Health System.



I would like to serve on the North Carolina Board of Nursing because...

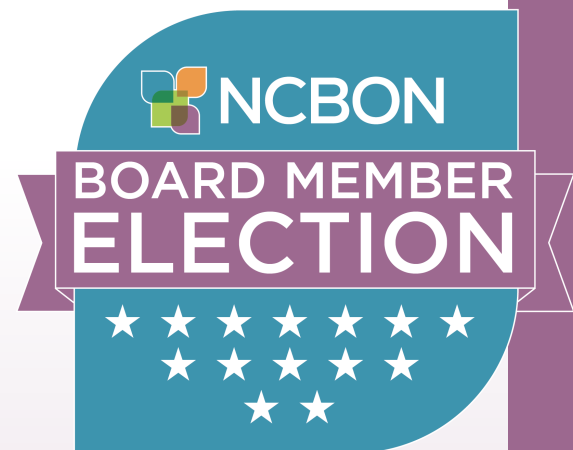
I want to give back to the state and the profession that have given me so much. It is both an honor and a privilege to practice nursing in North Carolina I offer a perspective grounded in years of bedside experience and guided by best practices that support nurses while protecting the public.



What's next?

Time to Vote!

1. Log into your Nurse Portal account on the Board's website at www.ncbon.com -- or click the "Board Member Election" logo on this page.
2. Locate the election logo.
3. Click 'View Candidates' to the left of the logo.
4. Review the bios and responses.
5. Once you're ready to cast your vote, click the photo of the candidate you'd like to select.
6. Confirm your selection by clicking on the pop-up asking for confirmation.
7. Click 'OK' to cast your vote.





NCBON Staff Presentations Available for Students

Presentation Objectives

- Discuss the Mission, Vision , and Values of the NCBON
- 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

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



Upcoming Meetings

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

Board Business Meeting

October 1, 2026

Administrative Hearings

July 29, 2026

September 30, 2026

December 2, 2026

Hearing Committee

August 26, 2026

October 28, 2026

Education & Practice Committee

August 5, 2026

November 18, 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.



Certified Nurse-Midwife Practice in NC following the Enactment of the 2023 Care for Women, Children, and Families Act

Earn
Contact
Hours

Disclosure Statement – The following disclosure applies to the NCBON continuing nursing education article entitled "Certified Nurse-Midwife Practice in NC following the Enactment of the 2023 Care for Women, Children, and Families Act." Participants must read the CE article, online reference documents (if applicable), and the Reflective Questions in order to earn CE contact hours. Verification of participation will be noted by completion of online evaluation.

Provider Statement – The North Carolina Board of Nursing is approved as a provider of nursing continuing professional development by the Alabama Board of Nursing.

Provider Number: ABNP 1583 – Valid Through: 5/20/2028



EARN CE CREDIT: 1.5 Contact Hours

Learning Objectives

- Discuss how North Carolina law defines a CNM.
- Identify the core regulatory requirements CNMs must satisfy to practice under the Post-SB-20 framework.

Instructions

1. Read the article, online reference documents (if applicable), and review the Reflective Questions. The article can also be found at www.ncbon.com under Education – Bulletin Articles.
2. Log in to your Nurse Portal account.
3. Hover over the Applications tab on the top menu bar.
4. Scroll down and select Workshops.
5. Select the article you're interested in and complete your registration.
6. Once registered, select "Course Complete" and scroll to the bottom of the page to begin the evaluation.
7. Once the evaluation is complete, your contact hour certificate will be emailed to you. It can also be located in your Nurse Portal.

Please direct any questions to practice@ncbon.com, subject line: Bulletin Article – Care Act



Introduced in 2023, [Senate Bill 20 \(SB-20\)](#), titled the **“Care for Women, Children, and Families Act”**, ([Session Law 2023-14](#)), was written to reshape how Certified Nurse-Midwives (CNMs) are defined and authorized to practice in North Carolina. SB-20 passed, and significant changes to the Midwifery Practice Act became effective October 1, 2023. In practical terms, the law moved CNM regulation away from universal physician supervision toward a graduated model in which newer CNMs’ practice requires a Collaborative Provider Agreement (CPA), while experienced CNMs may qualify for independent practice under defined experience thresholds and obtaining approval from the Midwifery Joint Committee (MJC). This article focuses on (1) how North Carolina law defines a CNM and (2) the core regulatory requirements CNMs must satisfy to practice under the Post-SB-20 framework.

Why CNM Regulation in North Carolina Matters?

The Midwifery Practice Act, [Chapter 90 - Article 10A](#), defines who may practice midwifery and under what conditions. Although the changes to the Midwifery Practice Act following SB-20 include additional provisions beyond the scope of this article, its CNM-related changes are significant for maternal health delivery as they offer full CNM practice authority to increase access to care and reduce structural barriers for experienced CNMs. The information provided below summarizes the legal definition of a CNM under North Carolina law and highlights the steps CNMs must meet to practice and remain compliant with regulations.

What is a “Certified Nurse-Midwife” (CNM) in North Carolina?

A CNM is a registered nurse who has completed a graduate-level, accredited nurse-midwife education program and holds national certification from the American Midwifery Certification Board (AMCB), which is required for approval to practice as a CNM in North Carolina under [NCGS 90-178.2\(1\)](#).

North Carolina’s Midwifery Practice Act recognizes that the title and practice of midwifery are tied to active RN and CNM status, approval by the MJC, and compliance with the applicable oversight structure.

Core Regulatory Change following the Enactment of SB-20: From Supervision to Transition to Independent Practice

Before SB-20, CNM practice in North Carolina required physician supervision regardless of experience or setting. After SB-20, North Carolina adopted a graduated approach and expanded who could supervise a CNM: experienced CNMs may qualify for independent practice, while earlier-career CNMs must practice under a Collaborative Provider Agreement (CPA) until they meet the requirements for independent practice approval.



Supervision Changes following the Enactment of SB-20

Under the law before October 1, 2023, CNMs could only practice under physician supervision without regard to the CNM's experience level or practice setting. Following the enactment of SB-20, CNMs with a certain level of experience can qualify for independent practice. Additionally, the language of SB-20 broadened who may supervise a CNM to include experienced CNMs. An approved collaborating provider may be either a North Carolina-licensed physician (clinical experience benchmark of at least four (4) years and 8,000 hours) or an experienced CNM who already holds approval (also has practiced as a CNM for at least four (4) years and 8,000 hours) pursuant to [NCGS 90-178.2\(1a\)](#).

Independent Practice Eligibility for Experienced CNMs

The law following the enactment of SB-20 establishes an independent practice pathway for experienced CNMs. A CNM who has accrued at least 24 months and at least 4,000 hours of clinical practice as a CNM may be eligible to practice without CPA requirements, provided the CNM also applies and obtains independent practice approval through the MJC pursuant to [G.S. 90-178.5](#). In other words, the experience threshold is necessary but not self-executing: therefore, the CNM must apply for the MJC's approval for independent practice status.

CNMs required to have Collaborative Provider Agreements

CNMs who have not been approved to practice independently by the MJC shall practice subject to the terms of a Collaborative Provider Agreement (CPA). A CPA is a formal, written collaboration agreement that remains in place until the CNM obtains independent practice approval.

Prescriptive Authority: What CNMs Can Prescribe and Registration Requirements

North Carolina CNMs have prescriptive authority and, when within scope, may prescribe controlled substances in Schedules II–V. CNMs who prescribe controlled substances must also maintain an active Diversion Control Division DEA registration and register with the North Carolina Controlled Substances Reporting System (CSRS) via NCDHHS pursuant to [21 NCAC 33 .0117 Prescribing Authority](#) and the [Strengthen Opioid Misuse Prevention \(STOP\) Act](#).

Out-of-Hospital Birth: Additional Requirements for Home and Birth Center Deliveries

[NCGS 90-178.4](#) grants the MJC the authority to create the CNM rules. According to [21 NCAC 33 .0118](#), there are requirements a CNM shall meet to attend births outside of the hospital setting, such as home births or birth center deliveries. CNMs must use an informed and written consent process that addresses the risks associated with a non-hospital birth and must maintain a documented emergency transfer plan designed to facilitate timely escalation of care when emergent or non-emergent issues arise.



For planned home births, a CNM is prohibited from knowingly providing midwifery services in any of the following:

- Fetal malpresentation
- Multiple gestation
- Prior cesarean delivery

North Carolina law also limits liability for hospitals and clinicians who treat emergent complications arising from CNM-managed non-hospital births, absent gross negligence or willful misconduct in [NCGS 90-178.8](#).

Practical Impact and Conclusion

The SB-20 2023 legislation allowed for independent practice for experienced CNMs and replaced the historical supervision requirements with a structured transition period. The practical impact of SB-20 is an increase in public access to prenatal and intrapartum care, particularly in underserved and rural communities. The changes to the Midwifery Practice Act following SB-20 removed administrative barriers for experienced CNMs, while maintaining formal collaboration requirements through written CPAs for CNMs earlier in their career.

The following tools are included for quick reference: (1) a side-by-side comparison of key regulatory changes Pre- and Post-SB-20, and (2) a one-page compliance checklist CNMs can use for documentation and audit readiness.

Appendix A. Quick Comparison (Pre- vs. Post-SB-20)

Topic	Pre-SB-20	Post-SB-20 (effective Oct. 1, 2023)
Practice relationship requirement	Physician supervision required for CNM practice.	Graduated model: CPA required until CNM qualifies for independent practice approval.
Independent practice pathway	Not available (supervision required).	Eligibility threshold: ≥24 months and ≥4,000 clinical hours, plus Joint Committee approval.
Collaborating provider options	Supervising physician model.	CPA collaborators may be an experienced NC-licensed physician or an experienced CNM.
Prescriptive authority	Available via joint approval; controlled substances require DEA registration.	Same framework (joint approval; controlled substances require DEA registration).
Out-of-hospital birth requirements	CNM practice permitted subject to existing statutory requirements.	Same core requirements emphasized in SB-20 context: informed consent + transfer plan + liability provision.



Appendix B. One-Page CNM Compliance Checklist (NC)

Professional status

- Confirm RN licensure and CNM verification via transcripts and national certification.
- Confirm approval to practice as a CNM in North Carolina.

Practice authority status (SB-20 framework)

- If applying for **independent practice** ≥24 months and ≥4,000 hours of clinical practice and obtain MJC approval.
- If not yet eligible: maintain a current CPA with an eligible collaborating provider.

Prescribing

- Maintain required documentation related to CPAs.
- If prescribing controlled substances (Schedules II–V): maintain **DEA and CSRS (also known as PMP Aware) registration** and comply with scope/credentialing limits.

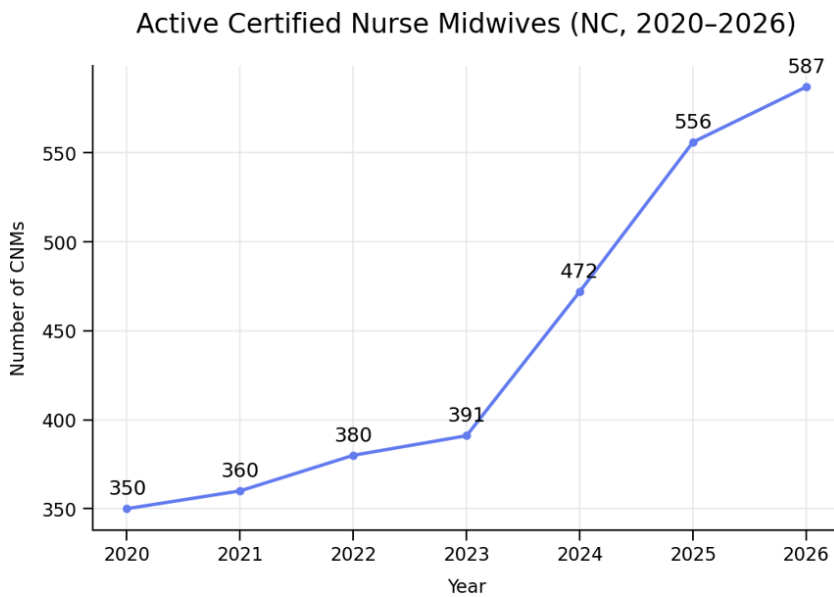
Out-of-hospital birth (home/birth center)

- Use a documented informed-consent process addressing risks of non-hospital birth.
- Maintain a documented emergency transfer plan and hospital transfer process.
- Be aware of contraindications.

Documentation & audit readiness

- Keep copies of all CPAs, DEA registration, certifications, and approval to practice for past 5 years.

Figure 1. Active Certified Nurse-Midwives from 2020 – 2026

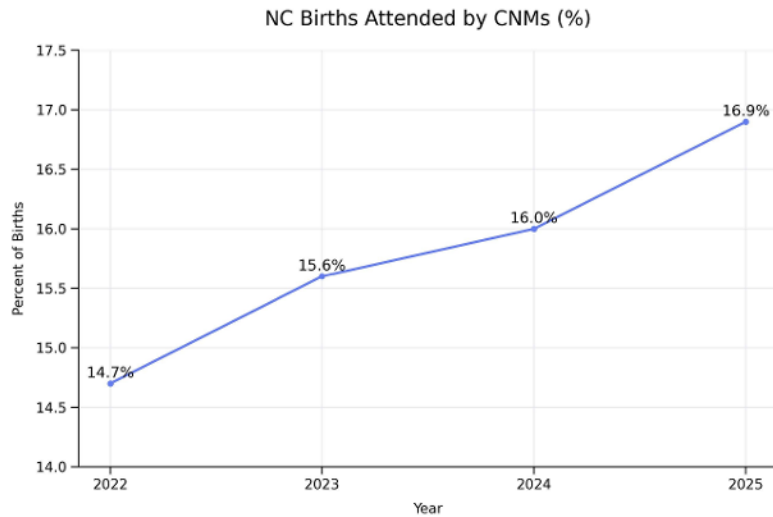


The number of Certified Nurse-Midwives (CNMs) in North Carolina has increased since 2020, rising from 350 to 587 providers—a growth of nearly 68% over this measured period. The upward trend reflects an expansion of the CNM workforce and signals evolving dynamics in maternity healthcare delivery across the state.

Source: NC Board of Nursing



Figure 2. North Carolina Resident Births by Certified Nurse–Midwives 2022–2025



This figure illustrates an upward trend in the births attended by Certified Nurse–Midwives (CNMs).

The proportion of births attended by Certified Nurse–Midwives increased steadily from 14.7% in 2022 to 16.9% in 2025 (year-to-date), indicating a gradual yet consistent expansion of nurse–midwifery care in North Carolina.

Source. North Carolina Department of Health and Human Services, Division of Public Health, State Center for Health Statistics, Provisional Vital Statistics Data (Resident Births by County of Residence and Attendant Type).

Reflective Questions

1. Is physician supervision always required for CNM practice in NC?
2. What are 3 main contraindications for home birth assisted by a CNM?
3. When can a CNM apply for independent practice in NC?
4. Do CNMs in NC have prescriptive authority for controlled substances?
5. Since the General Assembly passed Care for Women, Children, and Families Act in 2023, has there been a consistent expansion of nurse–midwifery care in North Carolina?

Kimberly Luisana, DNP, MSN, FNP–C, RN
Advanced Practice Consultant



Continued on next page



North Carolina General Assembly. (2026). *General Statutes of North Carolina, Chapter 90, Article 10A: Practice of Midwifery.*

<https://www.ncleg.gov/Laws/GeneralStatuteSections/Chapter90>

North Carolina Board of Nursing. (2024, April 30). *Administrative code.*

<https://www.ncbon.com/administrative-code>

North Carolina Office of Administrative Hearings. (2024). *Chapter 33 – Midwifery Joint Committee.*

<http://ncrules.state.nc.us/ncac/title%2021%20-%20occupational%20licensing%20boards%20and%20commissions/chapter%2033%20-%20midwifery%20joint%20committee/chapter%2033%20rules.pdf>

North Carolina General Assembly. (2023, May 16). *Senate Bill 20 / Session Law 2023-14: Care for Women, Children, and Families Act.*

<https://www.ncleg.gov/BillLookup/2023/S20>

North Carolina Department of Health and Human Services. (n.d.). *NC Controlled Substances Reporting System.*

<https://www.ncdhhs.gov/divisions/mental-health-developmental-disabilities-and-substance-use-services/north-carolina-drug-control-unit/nc-controlled-substances-reporting-system>

North Carolina Department of Health and Human Services, Division of Public Health, State Center for Health Statistics. (2026, May 26). *Provisional vital statistics data.*

<https://schs.dph.ncdhhs.gov/data/provisional/>



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 website's 'License Verification' page. At the top left is the NCBON logo with the text 'North Carolina Board of Nursing'. Below the logo is a dark blue header with the text 'License Verification'. Underneath, it says 'You may search for a North Carolina license/listing by:' followed by two bullet points: 'Search by North Carolina License/Listing Number' and 'Search by Name/City'. There are two search input fields: one for 'Search by North Carolina License/Listing Number' and another for 'Search by Name/City'. Below these are two required fields: '* License/Listing Number' (a text input) and '* License/Listing Type' (a dropdown menu). At the bottom left of the form is a checkbox labeled 'I'm not a robot' and a reCAPTCHA widget. At the bottom right are two buttons: 'Search' and 'Exit'.

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

[FAQ | Verify a License](#)

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

[Email Us](#)



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 discipline action log was created. To access this log, go to www.ncbon.com and hover over 'Investigations' and click on 'Discipline Actions 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.

The screenshot shows the NCBON logo at the top left. Below it is a dark blue header with the text "Disciplinary Action Search". The form contains several input fields: "Action Date From" and "Action Date To" both with a placeholder "MM/DD/YYYY"; "First Name" and "Last Name" as text boxes; "License Number" as a text box; and "License Type" as a dropdown menu currently set to "All License Types". At the bottom of the form are two buttons: "Search" and "Exit".

The screenshot shows the NCBON logo at the top left. Below it is a dark blue header with a blurred name. The main content area is titled "RN Permanent License # [redacted]". It displays the following information:

- Approval Date: 06/20/2018
- Expiration Date: 05/31/2026
- Confirmation/Reference #: [redacted]
- License Status: Active (green box)
- Charges/Discipline: Yes (red box)
- Compact Status: [redacted]

Below this information is a pink box with the text: "Effective November 2006, the NC Board of Nursing began displaying public documents for charges and/or disciplinary actions taken against a license." At the bottom, there is a table with two columns: "Public Document" and "Date".

Public Document	Date
Published Consent Order	10/16/2025

Have questions about the public document?

Email Us!



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 **OR** LOGIN TO YOUR NURSE PORTAL AND HOVER OVER "APPLICATIONS" AND SCROLL DOWN TO "WORKSHOPS."

Online Bulletin Articles

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

- Certified Nurse-Midwife Practice following the Enactment of the 2023 Women, Children, and Families Act
- Examining Compliance and Violations in Home Health Nursing
- What is Considered Withholding from a Nursing Regulatory Perspective?

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 ABNPI583; Valid Through 5/20/2028). Registration is open to active NC or compact state RNs in leadership and aspiring leadership roles.

The 2026 session is listed below as follows:

September 9, 2026
(in-person)

Registration is available via your Nurse Portal, under "Applications" and then "Workshops."

Available Online

Legal Scope of Practice Online Course (1.2 CHs) - 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.

Continuing Competence: A Licensure Requirement Online Course (1.2 CHs) - The purpose of this offering is to provide information regarding the reflective practice model of continuing education and its implementation with continuing competence requirements.

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.

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).



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 (APRN, RN, or LPN) 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 NCBON authority, composition, vision, function, activities, strategic initiatives, and resources.

Introduction to Just Culture and NCBON Complaint Evaluation Tool – 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.

Student Nurse Orientation to NC Nursing Regulation

Provides student nurses with information on the functions of the Board of Nursing, how the Board addresses potential violations of the NPA, how to apply for licensure in NC, and available NCBON resources to facilitate understanding of a licensed nurse's scope of practice.



Looking to register for a presentation or webinar?

Nurse Portal

Manage your license.

Apply. Renew. Reinstatement.

Login

Look no further than your **Nurse Portal**.

To register for regulatory education offerings, log into the **Nurse Portal**, go to "**Applications**" and scroll down to "**Workshops**."

Need to file a complaint?

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

"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.



Nurse Portal

Manage your license.

Apply. Renew. Reinstatement.

Login

Verify a License

Continuing Competence

File a Complaint
-or-
Self-Report

Contact Us





NC AHEC RN Refresher Program: Helping Nurses Reenter the Workforce with Confidence

North Carolina has a significant number of registered nurses who are eligible to return to practice, representing an important source of talent for strengthening the state's healthcare workforce. To support these nurses in resuming their careers with confidence, the North Carolina Area Health Education Centers (NC AHEC), in collaboration with the University of North Carolina (UNC) at Chapel Hill School of Nursing, offers the Registered Nurse (RN) Refresher Program—a trusted, supportive pathway designed to help nurses reenter the profession and make a meaningful difference in patient care.

Program Overview: Flexible, Modern, and Supportive

The NC AHEC RN Refresher Program, approved by the NC Board of Nursing, is thoughtfully designed to meet the needs of today's nurses by offering two main components: 140 contact hours of self-paced online learning through 24 modules that guide learners from foundational concepts to advanced adult health issues, and an additional 140 clinical hours coordinated by nine regional AHECs, providing hands-on clinical experience with assigned nursing preceptors.

Who is it for?

The program welcomes both registered nurses with a lapsed license (inactive for more than five years) and those with an active license who wish to refresh their knowledge. For nurses with active licenses, the clinical practicum is optional; participants may choose to complete only the online didactic component to update their skills and knowledge without requiring a clinical placement.

Some healthcare systems also utilize the NC AHEC RN Refresher theory course as part of their onboarding process for new hires, recognizing its value in reinforcing core nursing knowledge and ensuring readiness for clinical practice.

Personalized Support Every Step of the Way

The RN Refresher Coordinators at the regional AHECs play a vital role in the program's success. They guide nurses through orientation, coordinate clinical placements, and provide ongoing mentorship and communication throughout the program. Skills development classes are also available, allowing learners to refresh and strengthen their clinical abilities before beginning their practicum.

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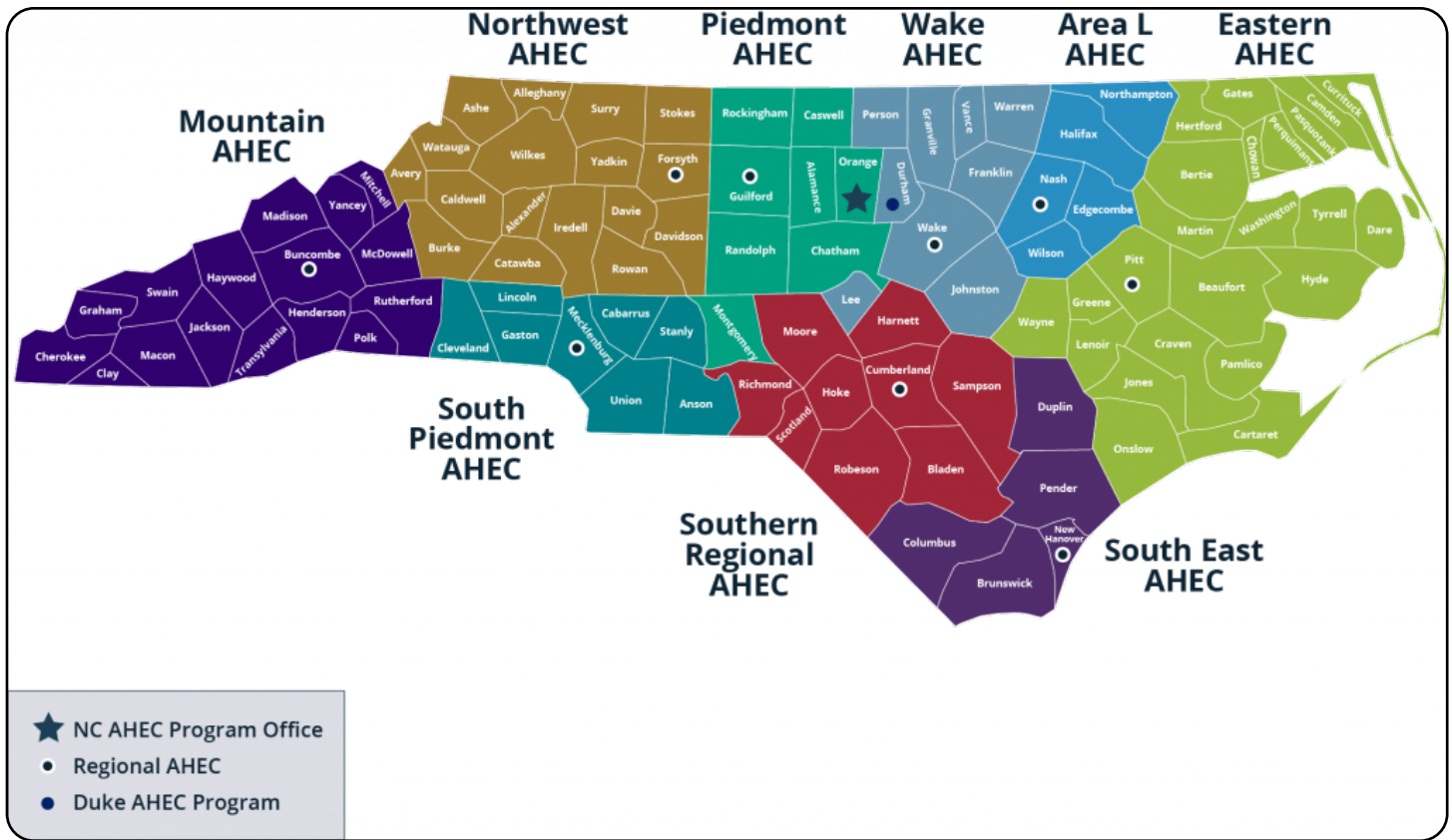
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MBA, BS

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MSN, RN



Below is a map of North Carolina showing the regional AHECs and the counties each AHEC serves.



For more information about the NC AHEC RN Refresher Program, please visit the NC AHEC website at <https://www.ncahec.net/rnrefresher/> or the UNC–Chapel Hill School of Nursing website at <https://nurserefresher.web.unc.edu/>.

The partnership between NC AHEC and the UNC–Chapel Hill School of Nursing demonstrates a strong commitment to equipping nurses with the essential tools and resources needed to support their return to the nursing workforce.

Nurse Refresher Program Contacts

Contact the RN Refresher Coordinator at the regional AHEC for your county to obtain more information and to determine program eligibility in your region.

<p>UNC Chapel Hill School of Nursing <i>Orange, Durham, Chatham, and Person Counties</i> Bethany Davis, PhD, MSN, RN Email: BDavis3@unc.edu</p>	<p>AREA L AHEC <i>Counties Served: Edgecombe, Halifax, Nash, Northampton, Wilson</i> Lisa Renfrow, MSN, RN, CDP Email: lisa.renfrow@arealahec.org Phone: 252-972-6958</p>
---	---



<p>EASTERN AHEC <i>Counties Served: Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Greene, Hertford, Hyde, Jones, Lenoir, Martin, Onslow, Pamlico, Pasquotank, Perquimans, Pitt, Tyrrell, Washington, Wayne</i> Pam Bowman, MSN, RN, OCN Email: bowmanp23@ecu.edu Phone: 252-744-5216</p>	<p>MOUNTAIN AHEC <i>Counties Served: Buncombe, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Yancey</i> Tonja Schroder, MSN, RN, CPN Email: tonja.schroder@mahec.net Phone: 828-771-4225</p>
<p>NORTHWEST AHEC <i>Counties Served: Alexander, Alleghany, Ashe, Avery, Burke, Caldwell, Catawba, Davidson, Davie, Forsyth, Iredell, Rowan, Stokes, Surry, Watauga, Wilkes, Yadkin</i> Ellen Zimmerman, MSN, RN Email: Ellen.Zimmerman@Advocatehealth.org Phone: 336-713-7720</p>	<p>PIEDMONT AHEC <i>Counties Served: Alamance, Caswell, Guilford, Montgomery, Randolph, Rockingham</i> Shawn Houck, MSN, RN Email: shawn.houck@conehealth.com Phone: 336-832-8025</p>
<p>SOUTH EAST AHEC <i>Counties Served: Brunswick, Columbus, Duplin, New Hanover, Pender</i> Kaitlyn Spearin, MSN, RN Email: kspearin@novanthealth.org Phone: 910-667-9298</p>	<p>SOUTH PIEDMONT AHEC <i>Counties Served: Anson, Cabarrus, Cleveland, Gaston, Lincoln, Mecklenburg, Stanly, Union</i> Kathy Calhoun, BSN, RN Email: kathy.calhoun@advocatehealth.org Phone: 704-512-6579</p>
<p>SOUTHERN REGIONAL AHEC <i>Counties Served: Bladen, Cumberland, Harnett, Hoke, Moore, Richmond, Robeson, Sampson, Scotland</i> Tonja Teter BSN, RN Email: Tonja.Teter@sr-ahec.org Phone: 910-678-7246</p>	<p>WAKE AHEC <i>Counties Served: Franklin, Granville, Johnston, Lee, Vance, Wake, Warren</i> Kathy Clark, MS, BSN, RN Email: kgclark@wakeahec.org Phone: 919-350-0481</p>

Program Impact: Data and Outcomes

Developed in the late 1980s in response to an ongoing nursing shortage, the NC AHEC RN Refresher Program has a long-standing record of supporting nurses' reentry into practice. Between 2005 and 2025, approximately 3,000 RN Refresher students completed the course according to their licensure needs.

Building on this strong foundation, the program continues to deliver impressive results. In the past three fiscal years alone, the RN Refresher Program trained 215 nurses, with 79% completing both the online and clinical components. For nurses with active licenses who wish to refresh their knowledge, participation in the clinical practicum remains optional, offering added flexibility.

The program typically takes 8–12 months to complete; on average, learners spent 5.4 months on the online component and 12.6 months to finish both components. Pass rates for the online modules were exceptionally high: 99.6% of learners who did not withdraw or run out of time successfully passed. In fiscal year 2025, participants averaged 49 years of age and had been out

Continued on next page



of practice for an average of 10 years.

RN refresher learners are nurses who have prior clinical experience and a strong foundation in nursing practice but have been away from the bedside for a period of time or need to reinstate a lapsed license. They typically bring maturity, professional judgment, and familiarity with patient care, which allows them to adapt quickly and reduces onboarding time. Their main challenge is updating knowledge on current evidence-based practices, technology, and regulatory changes, while regaining confidence in hands-on skills.

These nurses reenter the workforce with renewed confidence, up-to-date skills, and a deep commitment to safe, effective care. Their return reduces onboarding time, strengthens clinical teams, and helps address staffing shortages statewide.

Conclusion

The NC AHEC RN Refresher Program offers unmatched flexibility through self-paced online modules and tailored clinical practicums, making it ideal for nurses returning to practice on their own schedule. It is designed to be affordable, ensuring accessibility for those re-entering the workforce without financial strain. Most importantly, the program delivers strong outcomes—helping nurses regain confidence, update skills to current standards, and achieve license reinstatement, ultimately supporting safe, competent patient care. As North Carolina strives to meet growing healthcare demands, this program stands as a vital solution, with the potential to unlock the expertise of thousands of nurses ready to serve.

NORTH CAROLINA ADVANCED PRACTICE REGISTERED NURSES

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

Final Report



Compliance



Jess Castro
Compliance Case
Analyst

What is the Intervention Program?

The North Carolina Board of Nursing (NCBON) has the authority to impose restrictions and conditions on a license following an investigation establishing clear and convincing evidence of a Nursing Practice Act (NPA) violation pursuant to N.C.G.S. 90-171.37. The Intervention Program (IP) is a non-published alternative to traditional discipline which may be an appropriate monitoring program for a nurse who has not been diagnosed with a substance use disorder. The primary objective of the IP is to protect the public by monitoring nurses who have violated the NPA or any of the rules adopted by the NCBON under 21 N.C. Administrative Code 36.0217(a).

Examples of NPA violations which may be appropriate for monitoring under the IP are:

- Submits a random or pre-employment drug screen which tests positive for a controlled substance that the nurse is not legitimately prescribed; or
- Has multiple convictions for Driving While Impaired (DWI).

Enrollment in the IP requires entry into a Non-Disciplinary Consent Order (NDCO) agreeing to the facts of the case giving rise to NPA and rule(s) violation and one continuous year of monitoring with random drug screening.

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

- A single state NC license for the duration of participation;
- Total abstinence from non-prescribed medications, illicit substances, and alcohol (if applicable); and
- Random, observed drug screening following chain of custody protocol.

Participants are required to notify all nursing employers of participation in the program. In turn, employers agree to remove the participant from duty following submission of a failed drug screen or refusal to drug screen when requested by the employer.

IP participants are subject to the NDCO conditions for one year of continuous random non-failed drug screens. If the NDCO is terminated due to non-compliance, the license is suspended for a minimum of one year resulting in published discipline and the participant is required to appear before the Licensure Review Panel to request reinstatement.

Link to IP Information: <https://www.ncbon.com/intervention-program-ip>



Education

Is the North Carolina Pre-Licensure Nursing Education Annual Summary 2024-2025 and Trends Report 2022-2025 available?



Jennifer Lewis

PhD, MSN/MBA, RN
Director, Education

Yes, it is. The report offers a statewide analysis of nursing education trends, program characteristics, student demographics, faculty capacity, and workforce indicators. Data were submitted by 153 nursing programs across NC, including Bachelor of Science, Associate Degree, Practical Nursing, and Direct Master's programs.

The report is based on self-reported Annual Report data collected collaboratively by the North Carolina Board of Nursing (NCBON) and the National Council of State Boards of Nursing (NCSBN).

The 2024-2025 data show continued growth in NC nursing education pipeline, along with increases in student enrollment and graduation. At the same time, faculty capacity and clinical placements remain ongoing challenges. Although accreditation rates are improving, important gaps persist in key quality indicators, including graduation rates and the availability of full-time faculty. These findings point to continued opportunities for statewide policy development, targeted faculty recruitment, and expanded clinical partnerships to strengthen the future nursing workforce.

The report is available on the NCBON website:

**North Carolina Pre-Licensure Nursing
Education Annual Summary 2024-2025
and Trends Report 2022-2025**

Next Generation
NCLEX[®]

Click here to view
NCLEX[®] Pass Rates



Practice



Jenna Caporal
DNP, AGPCNP-BC
Nurse Regulation
Consultant

I've heard of proposed amendments to the Medication Aide rules. Can you provide any information regarding the proposed changes?

In 2025 and into 2026, the NCBON Education & Practice Committee was charged to review the medication aide process, approval, and training for medication aides in nursing homes. The NCBON role in medication aide training in the nursing home is to establish standards for faculty and applicant requirements for medication aide training and provide ongoing review and evaluation for faculty and medication aide training requirements to support safe medication administration and improve client, resident, and patient outcomes (G.S. 90-171.56).

Proposed rule revisions were approved at the most recent Education & Practice Committee on March 4, 2026, and were presented and approved by the Full Board on May 21, 2026. More information specific to the process will be located at www.ncbon.com at this link: <https://www.ncbon.com/proposed-rule-changes>

The current training and approval process will continue until the revisions are implemented.

If you have questions about the current process, email practice@ncbon.com. If you have questions about the rule amendments or would like to submit comments, email lawsrules@ncbon.com.



Annual Report for Nurse Aide II Courses Narrative Summary

The 2025 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, 2026, through March 31, 2026. Board staff collected data and performed an analysis of the information. The purpose of this report is to provide a narrative summary of the findings. Find the report on our website here:

[Annual Report for Nurse Aide II
Courses](#)



FENTANYL FREE AMERICA

PROTECT • PREVENT • SUPPORT

Fentanyl Free America demonstrates the Drug Enforcement Administration's unwavering commitment to protecting the United States from synthetic opioids by disrupting the fentanyl supply chain, reducing its availability, and saving American lives.

PROTECT

Protecting communities through increased enforcement and stronger measures to prevent fentanyl production and distribution

DEA leads the fight to protect American lives and communities from the devastating impact of fentanyl. Our mission is clear and rooted in decisive action: dismantling the cartels responsible for manufacturing and trafficking this deadly poison, breaking their command and control networks, disrupting the illicit financial systems that sustain them, and cutting off the supply before it reaches our neighborhoods. DEA is relentlessly driving toward a *Fentanyl Free America*, committed to eliminating the poison behind the nation's deadliest drug crisis and securing a safer, healthier future for all Americans.

PREVENT

Preventing fentanyl overdose through education and awareness

DEA conducts targeted prevention outreach for increased public awareness to save American lives through the following campaigns and initiatives:

- One Pill Can Kill
- Red Ribbon Week
- National Prescription Drug Take Back Day
- Together for Families Network
- Every Day is Take Back Day
- Operation Engage
- Operation Prevention
- Diversion Outreach

SUPPORT

Supporting families and those impacted by providing action-oriented resources

DEA provides parents, caregivers, and educators with up-to-date information about drug threats, and provides resources to help prevent substance misuse among children, teens, and young adults. DEA offers *Tips for Talking*, developed by prevention experts, to help facilitate age-specific conversations. The Together for Families Network provides valuable tools and support to assist people through any stage of their journey: [DEA.gov/TogetherForFamilies](https://www.dea.gov/TogetherForFamilies).

“TOGETHER WE CAN ACHIEVE A FENTANYL FREE AMERICA AND CREATE A SAFER FUTURE FOR GENERATIONS TO COME.”

DEA Administrator
Terrance Cole



29% of fentanyl pills tested by DEA contained a potentially lethal dose, compared to 76% of pills tested just two years before in fiscal year 2023



Fentanyl powder purity decreased to 10.3% in fiscal year 2025, from 19.5% in 2023

License Verification for Nurses



Contact: nursysadmin@ncsbn.org

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E-NOTIFY

Verify and monitor your nurse licenses anytime, anywhere...**for free.**

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

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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
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- **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



Visit
www.nursecompact.com



email
nursecompact@ncsbn.org



The next issue of

 **The
Bulletin**

will be released in **Fall 2026**

What to expect...

- 2026 Election Results
- CE Article
- Q&A Corners
- ...and much more!

“Rest is not idleness, and to lie sometimes on the grass under trees on a summer’s day, listening to the murmur of the water, or watching the clouds float across the sky, is by no means a waste of time.”

- John Lubbock -

