

Mission Statement

Protect the public by regulating the practice of nursing

Time and Place of Meeting	A regular meeting of the North Carolina Board of Nursing was held at the North Carolina Board of Nursing office in Raleigh, North Carolina on January 22, 2026. Meeting convened at 9:00 a.m.
Presiding	Dr. Racquel Ingram, RN
Members Present	Andrea Jeppson, LPN Dr. Brooke Kistler, RN Dr. Carmen Shaw, RN Ms. Dianne Layden, Public Member Karen York, RN Arlene Imes, LPN Dr. LaDonna Thomas, RN Tom Minowicz, Public Member Christopher Burr, RN Kelly Dahl, RN Dachia Thompson, LPN
Members Absent	Dr. Aimy Steele, Public Member Dr. Angela Moore, RN
Staff Present	Dr. Crystal Tillman, Chief Executive Officer Mrs. Meredith Parris, Chief Legal Officer Dr. Sara Griffith, Chief Nursing Officer Ms. Gayle Bellamy, Chief Financial Officer Hema Parmar, Staff Accountant Dr. Ann Marie Milner, Education Consultant Catherine Soderberg, Administrative Coordinator
Ethics Awareness and Conflict of Interest	Ethics Awareness and Conflict of Interest Statement was read. • Dr. LaDonna Thomas recused herself from M13.
Additions, Modifications, Reordering	• Moving M10 to later in the agenda. • Moving the Executive Session to earlier on the agenda.
Consent Agenda	The Consent Agenda be approved as presented. MOTION: That the Consent Agenda be approved with an amendment to the September 24, 2025 Administrative Hearing minutes to include Dr. LaDonna Thomas, Andrea Jeppson and Dianne Layden, Board members as present for this meeting, though they did not participate in voting. Minowicz/Passed

The following items were accepted/approved by adoption of the Consent Agenda:

- Minutes of September 24, 2025 (Administrative Hearings)
- Minutes of September 25, 2025 (Board Meeting)
- Minutes of December 10, 2025 (Administrative Hearings)
- Governance
 - Summary of Activities
- Education
 - Education Program Activity
 - NCLEX Quarterly Pass Rates
- Practice
 - NAII Programs
 - Sexual Assault Nurse Examiner (SANE) Program Activity
- Licensure Review Panel
 - Summary of Activities
- Settlement Committee
 - Summary of Activities
- Administrative Actions on Non-Hearing
 - Disciplinary Actions
 - Consent Orders
 - Practice Matters
- Drug Monitoring Programs
 - Program Statistics
- Meetings/Conferences
 - Summary of Activities

Meeting Agenda

The Meeting Agenda be adopted as presented.

MOTION: That the Meeting Agenda be adopted with modifications: Modifications – CEO Section (M10-M11) moved to later in the agenda and Executive/Closed Session moved to earlier in the agenda.
Jeppson/Passed

Open Comment Period

There were no individuals present for Open Comment Period.

Governance and Finance Committee

- Received and reviewed the Auditor's Report presented by Sarah Stanley, CPA, with Bernard Robinson & Company.
MOTION: That the Board accept the Auditor's Report as presented.
Committee Recommendation/Passed
- Received and reviewed Summary of Activities to include 1st Quarter Financials and review of investments as presented by Wells Fargo Advisors.

Education

- Received and reviewed Approval of Status Changes Related to Annual NCLEX Results.
MOTION: That the Board approve the NCLEX RN and NCLEX PN pass rates for 2025 as presented and approve warning status for the listed programs pursuant to 21 NCAC 36 .0303(d) based on non-compliance with 21 NCAC 36 .0320(c).

- Johnston and Wales BSN program
- Northeastern University BSN program
- University of Mount Olive BSN program
- Winston-Salem State University BSN program
- Cabarrus College of Health Science ADN program
- Halifax Community College ADN program
- Isothermal Community College ADN program
- Region A Nursing Consortium ADN Program
- Southeastern College PN Program

Burr/Passed

- Education Program Activity – CARE One – Application for establishment of a new PN Program.

MOTION: That the Care One PN program is granted initial approval with a maximum total enrollment of 60 students: 30 students in the daytime option and 30 students in the evening/weekend option, starting in June 2026.

Kistler/Passed

Thomas Recused

Practice

Received and reviewed the Education and Practice Committee Summary of Activities.

MOTION: That the Board extend the current charge of the Education & Practice Committee through 2026 to complete recommendations as directed by the committee during the November 12, 2025 meeting.

Shaw/Passed

NCAC Chapter 36 –
Administrative Code

Received and reviewed the Periodic Review and Expiration of Rules Report.

MOTION: That the Board approve the Periodic Review and Expiration of Rules Report and direct staff to proceed with the rulemaking process.

Minowicz/Passed

Closed/Executive Session

MOTION: 10:23 am closed session pursuant to G.S. § 143-318.11 to consult with and maintain attorney-client for discussion regarding pending litigation in the case of Sargent v. Board of Nursing.

Minowicz/Passed

Open Meeting

MOTION: 10:46 am open meeting.

Layden/Passed

Chief Executive Officer

Dr. Crystal Tillman reported the following:

General Updates

- Board Symposium took place on January 21, 2026. Dr. Stephanie Ferguson spoke to Board members about Board Governance, and our three new Board members were sworn in:
 - Christopher Burr, RN At Large
 - Kelly Dahl, Practical Nurse Educator
 - Dachia Thompson, Licensed Practical Nurse
- Nurses ranked most trusted profession for the 24th consecutive year.
- Ms. Arlene Imes gave the presentation for the pinning ceremony at Alamance Community College.
- NCBON staff collected over 230lb of food and \$900 for the Food Bank of Central and Eastern NC.
- NCBON is meeting its mission of protecting the public. The NCBON has issued three emergency suspensions since the last Board meeting, in Wake County, Durham County and Watauga County.
- Hurricane Helene emergency waiver updates for Nurse Practitioners (NPs):
 - Number of NPs on waivers (expired or inactive): 66
 - Number of NPs with current NC approvals to work in Western NC: 24
 - Disciplinary Actions: 0
- 2026 Legislative update:
 - H399/S286 NC Board of Nursing Licensure Fees – is currently in the Legislative Fiscal Analysis Division.
 - The Bill remains active during the 2026 short session.
- Post-Baccalaureate Degrees – Department of Education – Reimagining and Improving Student Education (RISE)
 - Omits post-baccalaureate nursing degrees from the “professional degree” in the new framework.
 - Does not include MSN, DNP or PhD in nursing.
 - Federal student loan aid capped at \$20,500.
 - Ashley Shelton, Director of Federal and Government Affairs met with all of the nursing board Executive Officers and helped draft a letter stating that we supported having a professional list which does not include a cap in the amount of loans that they can receive. 140 members of Congress signed on.
 - Next step – proposed rulemaking and public open comment.

- Periodic Review in 2026
 - Mandatory for all state agencies every 10 years.
 - State agencies review and classify their administrative rules as “Necessary” or “Unnecessary.”
 - Ensures the rules remain relevant, efficient, and compliant.
- Nursing Workforce
 - Dr. Crystal Tillman has been asked to join the NC Caregiving Workforce Strategic Leadership Council.
 - This is where State entities coordinate with each other and effectively utilize the levers available to them to help North Carolina have a sufficient, strong, supported and sustained nursing, mental health, substance use and direct care/support workforce, especially in rural areas.
 - This team is comprised of leadership at DHHS, AHEC, NCCCS, UNC Systems, DPI, NCBON, and Rural Health.
 - Goal is to help pull down some of the barriers, so we are able to get access to care for the citizens of North Carolina.
- Congratulations to Dr. Sara Griffith for being accepted into the NC Healthcare Foundation (NCHF) Diverse Healthcare Leaders Mentorship Program.
- Congratulations to Meredith Parris who will be presenting at the Advanced Leadership Institute for her “strong reputation for applying leadership concepts to navigate complex regulatory challenges in (her) role as Chief Legal Officer and Legislative Liaison.”
- International Center for Regulatory Scholarship (ICRS) 2026 graduates: Tony Graham, Alison Bailey, Dr. Ann Marie Milner, Keisha Griffith, Stacey Thompson and Dr. LaDonna Thomas.
- NCNA has now reached the 10,000-member milestone. NCNA’s hard copy of *Tar Heel Nurse* now advertises NCBON’s *The Bulletin*.
- Follow the NCBON on social media: Facebook, LinkedIn, Instagram, X, YouTube (@NCNursingBoard).

Regulatory Report

- Updates on the following were provided: Education NCLEX Statistics, Licensure, Practice, Legal, Investigations, and Compliance/Monitoring.

Strategic Plan

- Current Strategic Plan: we achieved/were on track with 96% of our targets.
- Proposed Mission: To protect the public by regulating the practice

of nursing (did not change).

- Proposed Vision: Leading nursing regulation to advance public safety.
- Proposed Values Statements:
 - Equity – We adhere to the principles of fairness and consistency in regulation.
 - Integrity – We are committed to building trust and respect by acting ethically.
 - Agility – We champion innovative ideas and adapt to emerging healthcare needs.
- Proposed Initiatives:
 - Enhance public protection through collaborative leadership.
 - Champion advancements in nursing regulation.
 - Promote best practices for the use of technology in nursing regulation.

MOTION: To direct staff to take back proposed Strategic Plan for modifications and updates based on feedback and suggestions and bring back to the Board for approval of the Strategic Plan.
Jeppson/Passed

Adjournment

MOTION: 11:53 am meeting be adjourned.
Minowicz/Passed

Minutes respectfully submitted by:

March 19, 2026
Date Submitted



Catherine Soderberg, Administrative Coordinator

May 21, 2026
Date Approved



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