

BOARD OF NURSING
Professional and Vocational Licensing Division
Department of Commerce and Consumer Affairs
State of Hawaii

AGENDA

Date: Thursday, June 4, 2026

Time: 9:00 a.m.

In-Person Meeting Location: Queen Liliuokalani Conference Room
HRH King Kalakaua Building
335 Merchant Street, 1st Floor
Honolulu, Hawaii 96813

Virtual Virtual Videoconference Meeting – Zoom Meeting (Use link below)

Participation: <https://dcca-hawaii-gov.zoom.us/j/87469479156?pwd=cm0juTS4dtYlm77yJz4M4C2Zad6ZOn.1>

Phone: (669) 900 6833

Meeting ID: 874 6947 9156

Passcode: 134279

‘Ōlelo TV: Subject to the availability of ‘Ōlelo personnel, members of the public may also view the meeting by televised live broadcast on Ō‘lelo TV.

AGENDA: The agenda was posted on the State electronic calendar as required by Hawaii Revised Statutes (“HRS”) section 92-7(b).

If you wish to submit written testimony on any agenda item, please submit your testimony to nursing@dcca.hawaii.gov or by hard-copy mail to Attn: Board of Nursing, P.O. Box 3469, Honolulu, HI 96801. We request submission of testimony at least 24 hours prior to the meeting to ensure that it can be distributed to the Board members.

INTERNET ACCESS:

To view the meeting and provide live oral testimony, please use the link at the top of the agenda. You will be asked to enter your name. The Board requests that you enter your full name, but you may use a pseudonym or other identifier if you wish to remain anonymous. You will also be asked for an email address. You may fill in this field with any entry in an email format, e.g., *****@***mail.com.

Your microphone will be automatically muted. When the Chairperson asks for public testimony, you may click the Raise Hand button found on your Zoom screen to indicate that you wish to

testify about that agenda item. The Chairperson will individually enable each testifier to unmute their microphone. When recognized by the Chairperson, please unmute your microphone before speaking and mute your microphone after you finish speaking.

PHONE ACCESS:

If you cannot get internet access, you may get audio-only access by calling the Zoom Phone Number listed at the top on the agenda.

Upon dialing the number, you will be prompted to enter the Meeting ID which is also listed at the top of the agenda. After entering the Meeting ID, you will be asked to either enter your panelist number or wait to be admitted into the meeting. You will not have a panelist number. So, please wait until you are admitted into the meeting.

When the Chairperson asks for public testimony, you may indicate you want to testify by entering “*” and then “9” on your phone’s keypad. After entering “*” and then “9”, a voice prompt will let you know that the host of the meeting has been notified. When recognized by the Chairperson, you may unmute yourself by pressing “*” and then “6” on your phone. A voice prompt will let you know that you are unmuted. Once you are finished speaking, please enter “*” and then “6” again to mute yourself.

For both internet and phone access, when testifying, you will be asked to identify yourself and the organization, if any, that you represent. Each testifier will be limited to five minutes of testimony per agenda item.

If connection to the meeting is lost for more than 30 minutes, the meeting will be continued on a specified date and time. This information will be provided on the Board’s website at: <https://cca.hawaii.gov/pvl/boards/nursing/board-meeting-schedule/>.

Instructions to attend State of Hawaii virtual board meetings may be found online at: <https://cca.hawaii.gov/pvl/files/2020/08/State-of-Hawaii-Virtual-Board-Attendee-Instructions.pdf>.

1. Establish Quorum, Public Notice, Call to Order, HRS §92-3 Open Meetings
2. Approval of the Open and Executive Session Minutes of the May 7, 2026, Meeting

The Board may enter Executive Session to consult with the Board’s attorney on questions and issues pertaining to the Board’s powers, duties, privileges, immunities, and liabilities in accordance with HRS section 92-5(a)(4) to review the executive session minutes.

3. Chair's Report

- a. Farewell to Board Vice Chair, Dianna Jill Riggs

4. Executive Officers' Report

- a. Alert regarding phone scams targeting nurses and other medical professionals statewide

5. Reports

- a. Hawaii State Center for Nursing ("HSCN") – Laura Reichhardt, Executive Director

HSCN updates on state mandates, strategic plan priorities, and activities, including: release of the AY25 Educational Capacity Report and upcoming Nursing Retention Report; nurse faculty professional development funded by the legislature; support for over 6,800 nurses through residency, preceptor, and transition to specialty programs; and policy activities related to HCR 105 and the 2026 legislative session.

- b. Hawaii American Nurses Association ("Hawaii ANA") – Denise Cohen, President

Report from Hawai'i-ANA on organizational activities and updates, including national policy advocacy, state legislative priorities, American Nurses Credentialing Center-accredited continuing education programming, and student nurse engagement initiatives.

6. Old Business

The Board may enter Executive Session to consult with the Board's attorney on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities in accordance with HRS section 92-5(a)(4) to review the executive session minutes.

- a. Updated Continuing Competency Manual

Discussion and possible action to approve proposed updates to the Continuing Competency Manual, an instructional document regarding the continuing competency requirements for licensees. The amended draft incorporates revisions discussed at the Board's May 7, 2026 meeting and is presented for Board review and approval.

7. New Business

The Board may enter Executive Session to consult with the Board's attorney on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities in accordance with HRS section 92-5(a)(4) to review the executive session minutes.

a. Scope of Practice

- 1) Scope of practice inquiry from Mary Katherine Roberts regarding whether a Registered Nurse (RN) may provide Accelerated Resolution Therapy (ART)

The Board will discuss whether the provision of Accelerated Resolution Therapy falls within the scope of practice of a Registered Nurse in Hawaii.

- 2) Board discussion and possible action regarding the scope of practice for graduate nurses (Graduate Registered Nurses and Graduate Practical Nurses) prior to obtaining licensure

Discussion regarding the current scope of permissible practice for graduate nurses awaiting NCLEX examination and licensure, including guidance for healthcare organizations operating nurse residency and transition-to-practice programs

- b. Board discussion and possible action regarding delegation of Licensed Practical Nurse (LPN) application review to a Board member
- c. Board discussion and possible action regarding the review of credentials evaluation reports which indicate deficiencies

8. Applications:

The Board may move into Executive Session in accordance with HRS §92-4 and §92-5(a)(1) and (4) "To consider and evaluate personal information relating to individuals applying for professional or vocational licenses cited in section 26-9 or both;" and "To consult with the Board's attorney on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities;" (Board will vote in Open Meeting.)

a. Ratification Lists

The Board will review and may approve the attached Ratification Lists.

b. Nurse License Applications

1) Registered Nurses (“RN”)

- a) Lindsey Flores (endorsement)
- b) Orange Swearingen (endorsement)

9. Chapter 91, Adjudicatory Matters

The Board will call for recess pursuant to chapter 91, HRS, Adjudicatory Matters, to discuss and deliberate on settlement agreements and other adjudicatory matters.

- a. In the Matter of the License to Practice Nursing of JENNIFER E. ELROD; Registered Nurse; Case No. RNS 2025-32-L; Settlement Agreement Prior to Filing of Petition for Disciplinary Action and Board's Final Order
- b. In the Matter of the License to Practice Nursing of CHRISTINE D. CAGUIOA; Registered Nurse; Case No. RNS 2024-19-L; Amendment to Settlement Agreement Prior to Filing of Petition for Disciplinary Action and Board's Final Order

10. Next Meeting:

Date: Thursday, July 2, 2026
Time: 9:00 a.m.
In-Person: Queen Liliuokalani Conference Room
HRH King Kalakaua Building, 1st Floor
335 Merchant Street
Honolulu, Hawaii 96813
Virtual: Zoom Meeting

11. Adjournment

If you need an auxiliary aid/service or other accommodation due to a disability, contact the Hawaii Board of Nursing at 1-844-808-3222 or nursing@dcca.hawaii.gov preferably by two (2) business days prior to the scheduled meeting or as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats

**Board of Nursing – Ratification List
June 4, 2026**

LICENSED PRACTICAL NURSES (LPN)

LPN-21661-0	Shaina Mlc Adlawan
LPN-21662-0	Kimberly Jeannine Brown
LPN-21663-0	Brenda Sue Evans
LPN-21664-0	Tania Antoine
LPN-21665-0	Noelani Tajanae Bester-Guiu
LPN-21666-0	Ricardo Jesus Anaya
LPN-21667-0	Jabry Mcwaine
LPN-21668-0	Elle Fleicher Dein Ramit
LPN-21669-0	Patrina Scott Savage
LPN-21670-0	Nicholas Joseph Aleman
LPN-21671-0	Fiona Wedderburn
LPN-21672-0	Alana April Ficca
LPN-21673-0	Jaquella Keara McGee
LPN-21674-0	Jenny Ann Oyama
LPN-21675-0	Priscilla Kim Moy Beach
LPN-21676-0	Aletha Vermillion Pulliam
LPN-21677-0	Maria Sanders
LPN-21678-0	Kayla Marie Josue Camilo
LPN-21679-0	Krysten Dianne Tapuro Navarro
LPN-21680-0	Danielle Hudec
LPN-21681-0	Angela Dawn Ayers
LPN-21682-0	Ivy Elizabeth Dewater Ahmed

REGISTERED NURSES (RN)

RN-130132-0	Jade Marie Scheich
RN-130133-0	Jennifer Anne Goode
RN-130134-0	Naomi M Smith
RN-130135-0	Kaylie Nichole Bridges
RN-130136-0	Areli Makayla Wolff
RN-130137-0	Beverly Lynn Wiechert
RN-130138-0	Bobbi Mullins
RN-130139-0	Shawn K Paish
RN-130140-0	Karyn Judith Kish
RN-130141-0	Cecelia Annalisa Facey
RN-130142-0	Kiana George
RN-130143-0	Vicki Coleman
RN-130144-0	Lisa Lee Rodriguez
RN-130145-0	Samuel Guy Shankle
RN-130146-0	Dena Bashiti
RN-130147-0	Nicole Bernat

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June 4, 2026

RN-130148-0	Kara Elle Simeon
RN-130149-0	Darin Cornwell
RN-130150-0	Selma Arslan Arslan
RN-130151-0	Brad Anthony Kempka
RN-130152-0	Shehara Mae Osea Seapno
RN-130153-0	Taloe Sharp
RN-130154-0	Denis Gavis Williams
RN-130155-0	Shana Mejia Roberts
RN-130156-0	Alyssa Monique Wisson
RN-130157-0	Holly J Bernal
RN-130158-0	Tayler Wallace
RN-130159-0	Matthew Zuhlke
RN-130160-0	Lisa Middleton
RN-130161-0	Kevin Ker
RN-130162-0	Erica Johnson
RN-130163-0	Brittany Dean Rea
RN-130164-0	Delaney Red
RN-130165-0	Michelle Lynnette Caldwell
RN-130166-0	Ronaviv Mamauag Garcia
RN-130167-0	Latoya Neshelle Gilbert
RN-130168-0	Taylor Marie Bleile
RN-130169-0	Dipty Rana
RN-130170-0	Logan Kerley
RN-130171-0	Haley Diann Steiner
RN-130172-0	Fayth Hargrove
RN-130173-0	Kiandra Louisa King
RN-130174-0	Lena Summer Febo
RN-130175-0	Antoinette Salada Cruz
RN-130176-0	Elfa P Humble
RN-130177-0	Juanita Lynn Thompson
RN-130178-0	Michelle Parsons
RN-130179-0	Melissa Nicole Stokes
RN-130180-0	Monika Jean Sherwood
RN-130181-0	Jordan Steiner
RN-130182-0	Kayla Horton
RN-130183-0	Kimberly Ann Knecht
RN-130184-0	Cara Sydney Mcconnell
RN-130185-0	Jessica Nicole Ellam
RN-130186-0	Virginia Davis Williams
RN-130187-0	Rhiannon Elena Damico
RN-130188-0	Corey Bingham
RN-130189-0	Timothy Joseph Blechle
RN-130190-0	Sherida Leslie
RN-130191-0	Kaylee Mei Chiyoko Brown

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RN-130192-0	Ashley Nicole Tommasini
RN-130193-0	Kristen Paige Lorenz
RN-130194-0	Keirsten Ashley Ancheta Akaka
RN-130195-0	Melissa Ann Adams
RN-130196-0	Rachel Lynn Hanks
RN-130197-0	Brittni Kauionalani Crabbe
RN-130198-0	Radiah Nixon
RN-130199-0	Lisa Louise Leos
RN-130200-0	Ha Thanh Thi Tran
RN-130201-0	Patricia Soutar
RN-130202-0	Drew Kayhan Carew Naghibzad
RN-130203-0	Taylor Jade Kuni Takekawa
RN-130204-0	Beth Anne Linderborg
RN-130205-0	Bruce Elliott Harn
RN-130206-0	Victoria Magdalena James
RN-130207-0	Fatima Zeeshan
RN-130208-0	Ruby Hernandez Pena
RN-130209-0	Shyann Kanani Kuuipo Timbreza
RN-130210-0	Charlotte Reynolds
RN-130211-0	Rachel Lynn Novosad
RN-130212-0	Katherine Lindsey Feeney
RN-130213-0	Maria Lourdes Angel-Kee
RN-130214-0	Candice Peyton
RN-130215-0	Ursula White
RN-130216-0	Meagan Nicole Freeman
RN-130217-0	Danna L Buchhorn
RN-130218-0	Josephine Nalaniehiku- Timas Dickinson
RN-130219-0	Luis Blandon
RN-130220-0	Brooke Marie Rees
RN-130221-0	Carson Augustus Friddle
RN-130222-0	Nancy Ruth Long
RN-130223-0	Christina Jean David
RN-130224-0	Vannessa May Abella Sanchez
RN-130225-0	Annabelle Mariane Saint-Jean
RN-130226-0	Amanda Rees
RN-130227-0	Hilda Abea Seffa
RN-130228-0	Khaydeann Nicole Dolphy
RN-130229-0	Hana Reinboldt
RN-130230-0	Clinton Paslay
RN-130231-0	Stella Thompson
RN-130232-0	Lee Mendrei Llacuna Calaycay
RN-130233-0	Monica Y Denton
RN-130234-0	Tess Ahrens Bailey

**Board of Nursing – Ratification List
June 4, 2026**

RN-130235-0	Jennifer Ashley Lopez
RN-130236-0	Kyra Brown
RN-130237-0	Briana Lewis
RN-130238-0	Michael J Reed
RN-130239-0	Alexandra Cisneros
RN-130240-0	Alexis Nadia Krasnoselsky
RN-130241-0	Paul Villaire
RN-130242-0	Natalie Rebecca Miller
RN-130243-0	Nurhaida Sumaoang Robison
RN-130244-0	Kristen Fernandez-Kong
RN-130245-0	Thania Adanary Erresuris
RN-130246-0	Stephyn Lewis Earles
RN-130247-0	Eugene Rulloda Gueco
RN-130248-0	Jessica Vigna
RN-130249-0	Emily Marie Druskin
RN-130250-0	Zenaida Amador
RN-130251-0	Jessica Anne Simon
RN-130252-0	Darice Lynee Lane
RN-130253-0	Mary Nicole Ramos
RN-130254-0	Heather Gabrielle Bowers
RN-130255-0	Madison Homer
RN-130256-0	Deanna Michelle Moore
RN-130257-0	Katherine Feng
RN-130258-0	Jaime Vogel

TEMPORARY REGISTERED NURSES (RNT)

RNT-19-0	Natalie Brooke Appel
RNT-20-0	Venecia Lorene Key

ADVANCED PRACTICE REGISTERED NURSES (APRN)

APRN-3034-0	Eric A Conklin	Nurse Anesthetists
APRN-3404-0	Marcie Hart	Family Nurse Practitioner
APRN-3652-0	Olajide Opaleye	Psychiatric Mental Health Nurse Practitioner
APRN-4717-0	Chantell Brooks	Psychiatric Mental Health Nurse Practitioner
APRN-5921-0	Joy Bello	Psychiatric Mental Health Nurse Practitioner
APRN-5922-0	Todd Morris	Nurse Anesthetists
	William	
APRN-5923-0	Hernandez	Adult Nurse Practitioner
APRN-5924-0	Crystal Jones	Family Nurse Practitioner
	Kate Jeromae	
APRN-5925-0	Fetalco	Family Nurse Practitioner

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APRN-5926-0	Cecelia Facey	Family Nurse Practitioner
APRN-5927-0	Holly Bernal	Family Nurse Practitioner
	Monika	
APRN-5928-0	Sherwood	Family Nurse Practitioner
APRN-5929-0	Barbara Calvert	Family Nurse Practitioner
APRN-5930-0	Corey Bingham	Family Nurse Practitioner
APRN-5931-0	Akiko Kirias	Family Nurse Practitioner
APRN-5932-0	Eduardo Natavio	Nurse Anesthetists
APRN-5933-0	Kayla Horton	Family Nurse Practitioner
APRN-5934-0	Tiara Woodard	Family Nurse Practitioner
APRN-5935-0	Ursula White	Family Nurse Practitioner
APRN-5936-0	Luis Blandon	Nurse Anesthetists
APRN-5937-0	Megan Jim On	Family Nurse Practitioner
	Jennifer Ashley	
APRN-5938-0	Lopez	Nurse Anesthetists
	Katherine	
APRN-5939-0	Cashner	Family Nurse Practitioner
APRN-5940-0	Deanna Moore	Family Nurse Practitioner

BOARD OF NURSING
Professional and Vocational Licensing Division
Department of Commerce and Consumer Affairs
State of Hawaii
MINUTES OF MEETING

Date: Thursday, May 7, 2026

Time: 9:00 a.m.

In-Person Meeting Location: Queen Liliuokalani Conference Room
HRH King Kalakaua Building, 1st Floor
335 Merchant Street
Honolulu, Hawaii 96813

Virtual: Virtual Videoconference Meeting – Zoom Meeting (use link below)
<https://dcca-hawaii.gov.zoom.us/j/86390358871?pwd=1bSp9C83oVy1VwRwxzHgpXCazlsNnM.1>

Recording Link: <https://www.youtube.com/watch?v=DrJyKwJqCDE&t=4863s>

Agenda: The agenda was posted on the State electronic calendar as required by HRS section 92-7(b).

Members Present: Carrie Oliveira, Chair
Diana Jill Riggs, RN, MSN, Vice Chair
Sheri Shields-Hanson, MSN, RN
Bradley Kuo, DNP, APRN, FNP-BC, CARN-AP, PMHNP
Terrence Aratani, Public Member
Rebecca Moore, RN
Darryn Dunbar, DNP, RN (Joined at 9:12 A.M.)

Staff Present: Amy Chin, Executive Officer (“EO Chin”)
Adrian Stinardo, Executive Officer (“EO Stinardo”)
James Paige, Deputy Attorney General (“DAG Paige”)
Julie Halapio, Secretary (“Staff”)
Seth Grabow, Office Assistant

Guests: Laura Reichhardt, Executive Director, Hawaii State Center for Nursing (“HSCN”)
Denise Cohen- Hawaii’i American Nurses Association (“Hawaii ANA”)
Trang Nguyen
Rachael Silveira
Cherie Lowell
Linda (she/her)

Sam
Samuel Romero

Virtual Meeting
Instructions:

A short video regarding virtual meetings was played for attendees. Chair Oliveira provided information on internet and phone access for today's virtual meeting and announced that today's meeting was being recorded and that the recording will be posted on the Board's web page.

Call to Order:

The Chair took roll call of the Board members. The Chair, Ms. Moore, and Mr. Kuo noted that they were present in person.

In accordance with Act 220, SLH 2021, Ms. Shields-Hanson, Mr. Aratani, and Ms. Riggs, virtually confirmed that they were present and alone in nonpublic locations.

After taking roll, quorum was established, and the meeting was called to order at 9:08 A.M.

Mr. Dunbar joined the meeting in person at 9:12 A.M.

Approval of
Minutes:

**Approval of the Open and Executive Session Minutes of the
April 2, 2026, Meeting**

Chair Oliveira provided non-substantive edits to both the open and executive session minutes from the April 2, 2026, meeting. No additional changes were requested by other board members.

Upon a motion by Mr. Kuo, seconded by Ms. Moore, it was voted on and unanimously carried to approve the open and executive session minutes of the April 2, 2026, meeting with the non-substantive edits from the Chair.

Chair Oliveira asked if there was any member of the public requesting to provide public testimony. There were none.

Chair's Report:

**A. National Council of State Boards of Nursing ("NCSBN")
Upcoming Events Reminder**

Chair Oliveira drew the Board's attention to several upcoming NCSBN events and opportunities available on the NCSBN website calendar

1. **National Council Licensure Examination ("NCLEX") Conference:** Chair Oliveira highlighted this conference, noting that the predominant speaker will be Joe Betts, an expert psychometrician. The conference will focus on the NCLEX as a marker of competence for new graduate nurses and discuss the validity of the gap between nursing education and professional practice.
2. **Scientific Symposium:** Chair Oliveira stated that this event is held virtually and features presentations regarding the intersection of nursing regulation and education.

**B. Health Resources Services Administration Conducting its
National Sample Survey of Registered Nurses**

Chair Oliveira provided an update regarding the National Sample Survey of Registered Nurses being conducted by the Health Resources Services Administration. She clarified that while the survey occurs periodically without a predictable frequency, it is a legitimate federal effort used for national workforce projections. Chair Oliveira encouraged Hawaii nurses who received the survey in the mail to participate.

**C. Spring 2026 Nursing Regulatory Body Review of NCSBN
Examination Items**

Chair Oliveira highlighted an opportunity for board members to participate in the Spring 2026 Nursing Regulatory Body Review of NCSBN Examination Items. She explained that the NCSBN recruits representatives from nursing boards to review NCLEX items as part of a broader effort to ensure validity of measurement.

Chair Oliveira asked if there was any member of the public requesting to provide public testimony. There were none.

Executive
Officer(s) (“EO”)
Update:

**Department of Commerce and Consumer Affairs’
Updated Website**

EO Stinardo provided an update regarding the recent migration of the DCCA website, which hosts the Board of Nursing’s applications and publications. EO Stinardo noted that while the information was migrated, there have been reports of broken or missing links.

EO Stinardo stated that the DCCA welcomes feedback on the user experience and encourages members of the public who identify missing information or technical issues to contact the staff at nursing@dcca.hawaii.gov. Despite the migration issues, Chair Oliveira stated that the new layout has made certain resources, such as education program information and application checklists, significantly easier to find and navigate.

The Chair asked if there was any member of the public requesting to provide public testimony. There were none.

Reports From
Hawai’i Nursing
Organizations:

A. Hawaii State Center for Nursing (“HSCN”) – Laura Reichhardt, Executive Director

Laura Reichhardt, Executive Director of the Hawaii State Center for Nursing, provided an update regarding state mandates, strategic priorities, legislative updates, beginning with the Center’s nursing educational capacity survey, which evaluates local schools of nursing against NCSBN quality guidelines for nursing prelicensure.

She reported that professional development requests for nursing clinical faculty for the 2025-2026 fiscal year have been completed, with a new round of requests scheduled to open for the upcoming year. The Center is also hosting free continuing education webinars on policy in May and Advanced Practice Registered Nurse (“APRN”)-owned businesses in July, and it is planning a Nurse Practitioner conference for November that will feature the president of the American Association of Nurse Practitioners as the keynote speaker. Furthermore, workforce recruitment and retention efforts are expanding to support the rural nursing workforce through residencies, specialty transitions, and national certification support aimed at improving morale and retention in Hawaii’s hardest-hit regions.

Regarding legislative developments, Reichhardt noted that HCR 105, a resolution to develop a repository of safe staffing recommendations from nursing professional organizations, has passed the Senate Health and Human Services committee. She also discussed the potential impact of federal student loan rule changes recently released, highlighting that approximately 30% of APRNs and 14% of faculty in Hawaii hold student loans exceeding \$100,000. While Reichhardt noted a current over-supply of APRNs, she emphasized a critical under-supply of faculty and physicians, as well as the potential impact of these financial shifts on the "business of education" and student cohort sizes. These challenges underscore the priorities of the Center's Strategic Plan through 2029, which continues to focus on advancing nursing leadership and enhancing education as vital components of the state's success.

Chair Oliveira asked if there was any member of the public requesting to provide public testimony. There were none.

B. Hawaii American Nurses Association ("Hawaii ANA") – Denise Cohen, President

Denise Cohen, President of the Hawaii American Nurses Association, updated the Board on national and state-level initiatives. She emphasized Hawaii ANA's ongoing national battle to maintain nursing's status as a legally recognized profession and announced the association's attendance at the upcoming ANA professional assembly in Washington D.C. to address safe staffing. Cohen reported that safe staffing is the primary issue causing nurses to leave the field due to burnout and a disconnect between administration and frontline staff regarding the increased acuity of patients.

Regarding emerging technology, the association is taking a proactive stance on Artificial Intelligence, asserting that "nurse" is a legally protected title that cannot be used for AI tools. On the legislative front, Cohen highlighted support from Representative Jill Tokuda and Senator Schatz for measures addressing workplace violence, as well as Representative Tokuda's support for independent practice for APRNs to meet rural needs. During the report, Board member Sherry Shield Hansen noted that excessive charting requirements are a major factor in the nursing shortage because they detract from patient

assessment time. President Cohen agreed, stating that while technology is available, it must be leveraged to reduce the burden of documentation.

Chair Oliveira asked if there was any member of the public requesting to provide public testimony. There were none.

New Business:

New Business

A. Delegation to Executive Officers - Discussion and possible action to delegate certain application review functions to the Executive Officers

EO Stinardo stated that the board would be considering potentially delegating certain application review functions to the Executive Officers. Chair Oliveira stated that the agenda item would be moved into the Executive Session taking place later in the meeting to consult with DAG Paige in the proper forum.

B. Updated Continuing Education Manual

EO Chin stated that the Board has utilized the same manual since the regulations were established in 2017. EO Stinardo consolidated the materials into a single, comprehensive manual including requirements from statute, administrative rules, and board motions. EO Stinardo stated that the manual was being brought to the Board for feedback and approval before publication. Chair Oliveira opened the discussion by suggesting the manual could be retitled as the "License Renewal and Continuing Competency Manual" to reflect that it covers broader renewal information beyond just competency requirements. EO Stinardo supported this change, noting that many licensees are found deficient during the renewal process because they are unclear on what documents to submit and when. EO Chin agreed, stating that further direction for applicants would be helpful in the audit process as well.

During the conversation, Mr. Dunbar raised a concern regarding the term 'continuing competency', stating that education may not always translate to competency, and that continuing education should be viewed as an assessment of knowledge rather than a guarantee of clinical skills. Chair Oliveira acknowledged this perspective but emphasized the importance of maintaining language consistent with the existing law, which uses the term 'continuing competency'.

Chair Oliveira suggested clarifying that APRNs with prescriptive authority are fully exempt from standard continuing competency requirements. She also requested that national certification be categorized as an exemption rather than a "learning activity" to align with statutory language. Mr. Dunbar noted that the "American Organization of Nurse Executives" should be updated to its current name, the "American Organization of Nurse Leaders.". Board members were encouraged to submit further revisions to EO Stinardo so a final version can be reviewed for approval at the next meeting.

Executive Director Laura Reichardt from the Hawaii State Center for Nursing made a public comment, explaining that the initial legislation intentionally focused on 'competency' rather than just education, which is why the manual includes diverse activities such as research, precepting, and residencies as valid demonstrations of competence.

There was no further public testimony or board discussion.

C. Discussion and Possible Action Regarding Delegation of Application Education Review to Board Member

EO Stinardo introduced a proposal to delegate the review of education-related application questions to a specific board member to expedite the licensing process. EO Stinardo stated that there is existing delegation to board members to handle review of Registered Nurse, Licensed Practical Nurse, and Advanced Practice Registered Nurse applications respectively outside of scheduled meetings, questions regarding education such as discrepancies in transcripts or unique education issues currently wait for the Education Committee, which meets on a bimonthly basis. EO Stinardo noted that these types of questions arise approximately one to three times per week, and a delegation would prevent applicants from having to wait up to two months for a committee review.

Ms. Shields-Hansen volunteered to accept the delegation, agreeing that it would help expedite the overall process. EO Stinardo clarified that the delegated member retains the discretion to defer any cases to the full Education Committee.

It was moved by Chair Oliveira, seconded by Ms. Moore, and unanimously carried to delegate authority to Ms. Shield-Hansen to review education-related questions on applications Licensed

Practical Nurse, Registered Nurse, and Advanced Practice Registered Nurse applications.

D. Discussion and Possible Action Regarding the Addition of APRNs to the NCSBN's "Nursys" System

EO Chin informed the Board that while Hawaii currently reports data for Registered Nurses and Licensed Practical Nurses to the NCSBN "Nursys" database, it does not currently include APRNs. This omission means that other nursing regulatory boards do not have a complete picture of a Hawaii nurse's history, especially regarding disciplinary actions that may be tied to APRN-specific prescriptive authority rather than a general RN license. Chair Oliveira noted that she has received multiple inquiries from NCSBN staff regarding when Hawaii would begin reporting this information, emphasizing its importance for national licensure tracking. The Executive Officers explained that Hawaii's current data is transferred every 24-hours from the state's system, but technical modifications are required to include APRNs in the data package.

Mr. Dunbar expressed support for the initiative, noting it would improve efficiency and public safety by ensuring disciplinary actions are visible across jurisdictions. Following the discussion, the Board reached a consensus in support of the addition. The EOs were directed to move forward with the administrative process and collaborate with IT to determine a timeline for incorporating Hawaii's APRN data into the Nursys system.

Chair Oliveira asked if there was any member of the public requesting to provide public testimony. There were none.

E. Discussion and Possible Action Regarding Passing NCLEX Scores from Applicants who do not Meet the Board's Education Requirements

EO Stinardo stated that there are applicants with transcripts from schools indicted in "Operation Nightingale" who have successfully passed the NCLEX. EO Stinardo explained that while the Board previously implemented a blanket deferral policy for these applicants, that policy was based on administrative rules specifically governing the eligibility to take the exam rather than the requirements for licensure. EO Stinardo noted that similar issues arise with endorsement applicants who may have passed the exam in another jurisdiction under unapproved or unaccredited education

credentials. The Board discussed the need for a stronger legal basis to address these cases, identifying Hawaii Revised Statutes §457-7(a)(3) for Registered Nurses and §457-8(a)(3) for Licensed Practical Nurses, which require written evidence that an applicant has completed a nursing education program approved by the Board.

During the discussion, the Board clarified that passing the NCLEX is only one component of licensure and does not supersede the requirement for a legitimate nursing education. The process for identifying these candidates was also discussed at length.

Chair Oliveira moved, seconded by Mr. Kuo, and the motion was unanimously carried to delegate the deferral of applications for RNs and LPNs (whether by exam or endorsement) who provide transcripts from schools identified in Operation Nightingale, as they fail to meet the requirement for completed written documentation of an approved education program pursuant to HRS § 457-7(a)(3) and HRS § 457-8(a)(3).

The Chair asked if there was any member of the public requesting to provide public testimony. There were none.

2026 Legislative
Session Updates:

2026 Legislative Session

During the discussion of the 2026 Legislative Session, EO Stinardo noted that the session was nearly concluded. EO Stinardo highlighted a new resolution that has not previously been on the Board's list for review, SCR 59, which passed and requests the Governor to establish procedures for emergency proclamations. This measure is closely related to SB 3192, the binding version of the resolution that failed to advance this session. It was noted that the Board did not provide testimony on either of the measures.

Mr. Dunbar expressed a dissenting view regarding the state's continued reliance on emergency proclamations to manage staffing shortages. He stated that the frequent use of these proclamations to bring in out-of-state healthcare workers serves as further evidence for why Hawaii should join the Nurse Licensure Compact (NLC). Mr. Dunbar emphasized that joining the NLC would allow the state to implement vetting standards for out-of-state nurses rather than continuing the current "walk-in" state approach used during declared emergencies.

Executive
Session:

Executive Session

Chair Olivera motioned to move into executive session in accordance with HRS §92-4 and 92-5(a)(1) and (4) "To consider and evaluate personal information relating to individuals applying for professional or vocational cited in section 29-6 or both;" and "To consult with the Board's attorney on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities".

It was seconded by Mr. Kuo, and unanimously carried to move into executive session at 10:25 A.M.

Upon a motion by Chair Oliveira, seconded by Mr. Kuo, it was voted on and unanimously carried to move out of executive session and move into recess to discuss adjudicatory matters pursuant to Ch. 91 HRS at 11:50 A.M.

Applications:

Ratification Lists

Upon a motion by the Chair, seconded by Mr. Kuo, it was voted on and unanimously carried to approve the ratification lists for LPNs, RNs, Temporary licensure, APRNs, and APRN with Prescriptive Authority.

Applications

Registered Nurse by Endorsement

Upon a motion by Chair Olivera, seconded by Mr. Dunbar, it was voted upon and unanimously carried to approve the application for Registered Nurse by endorsement for Melissa N. Stokes.

Edna M. Moses – Deferred for additional information

Ashley K. Bucaro – Deferred

Licensed Practical Nurse (LPN) by Exam

Lisa G. Kim – Deferred for additional information.

Chapter 91,
Adjudicatory
Matters:

Adjudicatory Matters:

- a. **In the Matter of the License to Practice Nursing of SHAWN K. BANNISTER; Registered Nurse; Case No. RNS 2024-35-L; Settlement Agreement Prior to Filing of Petition for**

**Disciplinary Action and Board's Final Order (Board
decision deferred from meeting on February 5, 2026)**

The board voted to reject the settlement agreement related to the adjudicatory matter concerning Mr. Bannister while in recess.

Next Meeting: Date: Thursday, June 4th, 2026
 Time: 9:00 a.m.
 In-Person: Queen Liliuokalani Conference Room
 King Kalakaua Building, 1st Floor
 335 Merchant Street
 Honolulu, Hawai'i 96813
 Virtual: Zoom Meeting

Adjournment: The meeting was adjourned at 11:57 A.M.

Taken by:

/s/ Seth Grabow
Seth Grabow

Office Assistant

Reviewed by:

/s/ Adrian Stinardo
Adrian Stinardo

Executive Officer

- [] Minutes approved as is.
[] Minutes approved with changes; see minutes of _____



STATE OF HAWAI'I
KA MOKU 'ĀINA O HAWAI'I

JOSH GREEN, M.D.

GOVERNOR
KE KIA'ĀINA

DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS
KA 'OIHANA PILI KĀLEPA

NADINE Y. ANDO

DIRECTOR
KA LUNA HO'OKELE

PROFESSIONAL AND VOCATIONAL LICENSING DIVISION

CINDY A. MATSUSHITA

LICENSING ADMINISTRATOR

**ALERT: PHONE SCAMS TARGET NURSES AND MEDICAL
PROFESSIONALS STATEWIDE**

FOR IMMEDIATE RELEASE

May 13, 2026

HONOLULU — The Department of Commerce and Consumer Affairs (DCCA) is warning medical professionals — particularly nurses — about an active phone scam in which fraudsters impersonate state officials.

Specifically, individuals posing as state officials are contacting current and former nursing licensees — including LPNs, RNs and APRNs — and falsely claiming that an investigation has been opened against them. Scammers may request personal information or, in some cases, solicit wire transfers. While recent incidents have primarily targeted nursing professionals, dental professionals, pharmacists and other medical licensees have also been targeted and remain at risk.

Understanding how legitimate DCCA agencies operate can help prevent being the victim of a scam. Here are a few tips to remember:

- Only the 52 licensing boards, commissions and programs attached to the DCCA's Professional and Vocational Licensing (PVL) division have authority to discipline a professional license. Discipline occurs only after proper notification to the subject and investigation by the Regulated Industries Complaints Office (RICO).
- Like the PVL, RICO is an independent agency within the DCCA that performs investigative and prosecutorial functions only. During the course of an investigation, RICO communicates with subjects in writing through official letterhead only. RICO investigators will never ask for sensitive personal information over the phone or request wire transfers.
- Other state departments, such as the Departments of Health or Human Services, have no authority to suspend, revoke, or investigate a professional license issued by one of the 52 boards, commissions and programs under the PVL division of the DCCA.

What to Do If You Receive a Suspicious Call

1. **Hang up immediately** without providing any personal information.
2. **Do not rely on caller ID** — scammers can spoof official government numbers.
3. **Verify independently** by contacting the agency directly using a phone number from the official DCCA website: <https://cca.hawaii.gov/pvl/contact/>
4. **Report the call** to your respective licensing board, or contact PVL directly at 1-844-808-3222 Extension #1.

A full list of licensing programs and contact information for each are available at <https://cca.hawaii.gov/pvl/>.

Impersonating a public servant is a criminal offense and will be investigated and prosecuted.

###

Media Contact:

William Nhieu

Communications Officer

Department of Commerce and Consumer Affairs, State of Hawai'i

Phone: 808-586-7582

Email: wnhieu@dcca.hawaii.gov

SCAM ALERT

MEDICAL PROFESSIONALS TARGETED

Fraudsters are posing as state officials and contacting licensed professionals, especially nurses, via phone claiming fake investigations and demanding personal info or money.



KNOW THE FACTS:

- Only DCCA's PVL boards can discipline licensees
- Investigations are handled by RICO — and communicated by official letterhead only
- No agency will ask for sensitive info or wire transfers over the phone

IF YOU GET A SUSPICIOUS CALL:

- Hang up immediately
- Don't trust caller ID
- Verify through official DCCA contacts
- Report it to PVL or your licensing board

Hawai'i Nurses Association (Hawai'i-ANA)

Report to the Hawai'i Board of Nursing

June 04, 2026

I. Organizational Overview

The Hawai'i Nurses Association (Hawai'i-ANA), as the state affiliate of the American Nurses Association (ANA), represents over **500 active members** statewide. Over the past six years, Hawai'i-ANA has expanded its membership and engagement to support the broader nursing workforce of approximately **17,000 licensed registered nurses in Hawai'i**.

Hawai'i-ANA's mission aligns with the protection of public health and safety through advancing nursing practice, promoting professional standards, and strengthening the nursing workforce pipeline.

II. Alignment with Board of Nursing Priorities

Hawai'i-ANA activities directly support key priorities consistent with the Hawai'i Board of Nursing's regulatory mission:

- **Public Protection and Patient Safety**
 - **Continuing Competency and Education**
 - **Emergency Preparedness and Response Capacity**
 - **Workforce training and Capacity**
-

III. National Policy and Professional Engagement

ANA is deploying a multi-prong strategy in continued advocacy against the Department of Education's (ED's) final rule implementing the federal graduate school borrowing limits. The final rule excludes post-baccalaureate degree programs from the "professional" definition, limiting the amount of federal graduate loans available to nursing students pursuing advanced degrees.

Representative Jen Kiggans (R-VA) introduced the *Nursing is a Professional Degree Act* ([H.R. 8691](#)) to explicitly classify post-baccalaureate nursing programs as "professional degrees" under the Higher Education Act, making it possible for nursing students and nurses to access additional federal graduate student loans to pursue these degrees. Senator Jeff Merkley (D-OR) is expected to introduce companion

5.b.

legislation when the U.S. Senate reconvenes next week. Look to [RNAction.org](https://www.rnaction.org) next week for more information on these bills and how to contact and urge your member of Congress to pass these critical bills.

On a parallel track, Representatives Suzanne Bonamici (D-OR), Lauren Underwood (D-IL), and John Mannion (D-NY), along with Senators Jeff Merkley (D-OR), and Angela Alsobrooks (D-MD), **announced** their intention to introduce a bicameral resolution to repeal the ED's final rule pursuant to the Congressional Review Act (CRA). The CRA allows Congress to review and overturn new federal regulations that it disapproves within 60 legislative (House) or session (Senate) days after a rule is published.

IV. State Legislative and Policy Advocacy

Hawai'i-ANA's Advocacy Committee collaborates with a coalition of nursing and healthcare organizations to support evidence-based legislation that impacts nursing practice and public health.

Priority legislative areas include:

- **Safe patient staffing standards HCR 105**
- **Volunteer Healthcare licensure waivers during declared disasters SCR 59 has passed through Senate and House committees**
- **Youth vape and tobacco regulation**
- **Pesticide exposure protections near schools**
- **Student loan repayment programs for healthcare workforce stabilization**
- **Preceptor tax credits to support clinical training capacity**
- **Medicaid program stabilization**

These initiatives are intended to strengthen workforce sustainability, improve patient safety, and address social determinants of health affecting Hawai'i communities.

V. Continuing Education and Professional Development

Hawai'i-ANA has achieved **American Nurses Credentialing Center (ANCC) Approved Provider status** for Continuing Education (CE). This designation supports:

- Delivery of **evidence-based continuing education programs**
- Enhancement of **continuing competency** for licensed nurses
- Expansion of accessible professional development opportunities across the state

Hawai‘i-ANA has provided continuing education programming for the past six years and will continue to scale offerings to meet workforce needs.

VI. Student Nurse Engagement and Workforce Pipeline

Hawai‘i-ANA maintains a strong commitment to workforce development through student engagement initiatives:

- The student nurse committee is being chaired by UH Manoa and UH Maui College faculty and has representatives from the nine pre-licensure programs through out the state
- Awarding **graduation cords** to student nurses who demonstrate leadership and participation in Hawai‘i-ANA activities (approx. 20 students from across state nursing programs have earned the cords and will be awarded during graduation)
- Providing **annual \$500 merit-based scholarships** to one student from each of Hawai‘i’s **nine pre-licensure nursing programs**

These efforts support early professional identity formation and encourage retention of nurses within Hawai‘i.

VIII. Upcoming Activities and Professional Engagement (2026)

National Engagement

- ANA Membership Assembly and Hill Day
June 24–26, 2026 | Washington, DC
- ANA Advocacy Institute (ANAI)
August 2026 | Washington, DC
- *Opening of State Legislature, Hawai‘i-ANA members will meet and greet our legislators on the first day.*

State Conference

- Hawai‘i-ANA Annual Membership Meeting and Conference
September 26, 2026 | Honolulu, Hawai‘i. 6 CE
Theme: *The Power of Nurses*

Leadership Development

- ANA State Leadership Conference
December 8–10, 2026 | Washington, DC

IX. Conclusion

Hawai‘i-ANA remains committed to advancing nursing excellence, supporting workforce sustainability, and promoting policies that protect the health and safety of Hawai‘i’s residents. Through continued collaboration with the Hawai‘i Board of Nursing and other stakeholders, Hawai‘i-ANA aims to strengthen the nursing profession and ensure a resilient healthcare system for the state.

Mary Katherine Roberts, BSN, RN, Caritas Coach®

Registered Nurse | Trauma-Informed Crisis Support & Integrative Care

Purpose (for Hawai'i Board of Nursing scope inquiry): This CV is provided to support a request for scope-of-practice clarification regarding the integration of a structured, protocol-driven, trauma-informed supportive intervention within the registered nursing practice. The intent is to ensure alignment with Hawai'i nursing regulations, including appropriate clinical oversight, defined scope, and adherence to established nursing roles of education, support, and care coordination.

Scope request summary: This inquiry seeks formal determination from the Hawai'i Board of Nursing as to whether Accelerated Resolution Therapy (ART), when delivered as a structured, protocol-driven, script-based, non-diagnostic supportive intervention (including guided imagery and eye-movement techniques) under the clinical oversight of a licensed PMHNP, falls within the scope of practice for a Registered Nurse.

Contact

Hawai'i RN License #: RN-127520 (Active, unencumbered)

[Redacted]

[Redacted]

[Redacted]

<https://www.linkedin.com/in/katroberts1>

Profile

Registered Nurse with **19+ years** of clinical experience in emergency medicine, global health, and integrative care. Extensive experience providing **supportive care** to individuals experiencing **acute stress and distress**, with formal training in **individual and group crisis intervention (ICISF)**. Practices within clearly defined RN scope—**education, support, and care coordination**—utilizing **structured, protocol-driven, non-interpretive interventions** focused on **regulation and stabilization**.

Core Clinical Competencies

- Trauma-Informed Care
- Crisis Intervention (ICISF-Trained)
- Supportive Nursing Interventions in High-Stress Presentations
- Nervous System Regulation
- Structured, Protocol-Driven Interventions
- Professional Boundaries & Scope Awareness
- Interdisciplinary Collaboration

Professional Experience

Vitality Kaua'i

Registered Nurse (November 2025 – Current)

- Provide integrative medical and wellness services within a multidisciplinary setting
- Provide supportive nursing interventions for patients experiencing **stress responses, distress, and nervous system dysregulation**
- Maintain **clear scope of practice** with **referral and collaboration** with licensed health providers

Clinical Scope & Practice Boundaries

Within RN Scope (ART-informed; pending Board determination):

- Provide **ART-informed, structured, protocol-driven, non-diagnostic supportive nursing interventions** focused on **stress management, emotional regulation, and stabilization**, delivered **under clinical oversight of a licensed PMHNP**
- ART is delivered via a **standardized, script-based protocol** with **consistent delivery across clients, without interpretation, modification, or deviation** from established scripts/procedures
- Deliver RN scope services of **education, support, and care coordination**

Founder & Manager of Integrative Health

WellStar Health System — Atlanta, GA

2017 – 2021

- Led development of trauma-informed, system-wide integrative care programs
- Co-created *WellStar Cares*, a multidisciplinary crisis-support program for team members in acute distress
- Completed training in **ICISF** (individual and group crisis intervention)
- Provided **structured one-on-one and group support** for individuals experiencing trauma, burnout, grief, and acute stress

- Focus on **stress management, emotional regulation, and supportive care for non-complex presentations**
- Utilize **objective documentation** and **informed consent processes** consistent with supportive nursing care
- Maintain **interdisciplinary collaboration**, including coordination and referral to licensed mental health providers as appropriate
- Practice within **established clinical protocols**, with appropriate escalation and referral to licensed healthcare providers when care needs exceed defined parameters

Explicit Exclusions (Outside RN Scope):

- Do **not diagnose psychiatric conditions**
- Do **not provide psychotherapy** or represent services as psychotherapy
- Do **not independently manage mental health treatment plans or prescribe/manage medications**
- Do **not provide services outside RN scope, established protocols, or without appropriate clinical oversight**

Clinical Oversight, Escalation & Referrals (ART-informed supportive interventions)

- **Clinical oversight: Arica Keyser, PMHNP**
- **Oversight structure:** PMHNP provides protocol review/approval, availability for case consultation, and accepts referrals for diagnostic evaluation/treatment when indicated.
- **Escalation:** If a presentation exceeds supportive nursing scope (e.g., safety concerns, severe symptoms, need for diagnostic evaluation), pause ART-informed supportive intervention and escalate to PMHNP and/or appropriate emergency services per protocol
- **Referrals:** Maintain referral pathways to PMHNP and licensed mental health providers for evaluation/treatment when indicated; coordinate care handoffs and follow-up as appropriate

Clinical Orientation

Committed to expanding access to structured, trauma-informed support services for individuals in Hawai’i, in alignment with safe, regulated nursing practice.

- Implemented interventions focused on **stabilization, regulation, and recovery**
- Collaborated with licensed clinicians within defined roles and responsibilities

Emergency Department Registered Nurse

WellStar Atlanta Medical Center (Level I Trauma Center) — Atlanta, GA

2014 – 2017

- Delivered care to critically ill and trauma patients in a high-acuity setting
- Applied rapid assessment and **stabilization protocols** in acute scenarios
- Collaborated within interdisciplinary clinical teams

Rural Clinic Nurse

Luamala, Zambia

2011 – 2014

- Provided primary and emergency care in a resource-limited setting
- Supported patients with infectious disease, maternal health, and malnutrition
- Delivered **education and care coordination** within a community health framework

Education & Training

- **Duke University** — Integrative Health Leadership Program (1-year)
- **Mercer University** — Bachelor of Science in Nursing (BSN)
- Assisting Individuals in Crisis & Group Crisis Intervention (ICISF)
- Mindfulness-Based Stress Reduction (MBSR)
- Cognitively-Based Compassion Training (CBCT®)
- Caritas Coach®(Caring Science Integration)

ART Training

- **Accelerated Resolution Therapy (ART) — 3-day in-person training, July 8–10 (Golden, CO)**
- Training information: <https://acceleratedresolutiontherapy.com/types-of-training-available>
- Participates in ongoing monthly ART-related education and consultation

Scope of Practice for Graduate Nurses Prior to Licensure

The Board is asked to discuss and consider issuing a positional statement addressing the following questions, which have been raised by healthcare organizations operating nurse residency and transition-to-practice programs:

- 1. Are graduate nurses (GPNs and GRNs) legally permitted to perform any nursing functions prior to obtaining licensure?**
- 2. Are graduate nurses limited to observation only while awaiting NCLEX results and licensure?**
- 3. Is there a distinction between what is allowed within an academic student nurse role versus a graduate nurse role after program completion?**
- 4. What guidance can the Board provide to healthcare organizations regarding the scope of permissible activities for graduate nurses in nurse residency and transition-to-practice programs?**

Action Requested

The Board is asked to discuss the current regulatory framework applicable to graduate nurses and consider issuing a positional statement or other public guidance for the benefit of healthcare organizations operating nurse residency and transition-to-practice programs in Hawaii.

Background

When the temporary permit provision in HRS Chapter 457 was revised, a previously existing licensure exemption that had permitted graduate nurses to practice nursing under supervision was removed. Prior to this change, employers had a reasonable statutory basis for allowing Graduate Registered Nurses (GRNs) and Graduate Practical Nurses (GPNs) to perform nursing functions under supervision while awaiting NCLEX examination results and licensure.

With the removal of that exemption, graduate nurses must now generally be treated as unlicensed assistive personnel. However, healthcare organizations across the state have expressed uncertainty about what this means in practice — specifically, what functions graduate nurses are permitted to perform in the period between graduation and licensure.