

ALABAMA BOARD OF NURSING
REGULAR BOARD MEETING
RSA Plaza Suite 350
Montgomery, Alabama

July 18, 2025

I. CALL TO ORDER

A. Roll Call

The meeting was called to order at 8:32 a.m. on Friday, July 18, 2025.

The following members were present: Victoria Lavender, MSN, RN, President; Janice Seip, CRNA, Vice-President; Sarah “Mandy” Mims, LPN, Secretary; Cherry Rodgers, LPN, Clint Witherington, Consumer; Kristi Acker, PhD, DNP, CRNP, FAANP; Sabria Danielle Baker, RN; Louise O’Keefe, PhD, CRNP, CNE; Deborah “Pepper” Hoover, MSN, FNP, RN; Tochie Lofton, DNP, ACNR-BC, CMSRN, RN; Cara Floyd, LPN; and Executive Officer Peggy Benson. Board members absent were Gabriel Sapalaran, MSN, RN and Karron Armstrong, LPN

Staff members attending the meeting were: Honor Ingels, Administrative Director – Chief Policy/Communications Officer; Alice Maples Henley, Deputy Attorney General/General Counsel; Patrick Samuelson, Senior Assistant General Counsel; Amy Williams, Attorney; Joyce Jeter, MSN, RN, Deputy Director; Christie Mumford, MSN, RN, Director - Advanced Practice; Brad Jones, IT System Specialist Senior; Tonya Smith, Executive Secretary/Recorder; Wanda Dillard, Chief Financial Officer; Abby Migliore, MSN, RN, Administrative Director for Discipline/Compliance Monitoring; Rachel Brazell, Probation Director; Tina Betts, MSN, RN, Legal Nurse Consultant; Carolyn Chaffer, MSN, RN-BC, Taylor Thomas, Legal Research Assistant; Pamela Smith, DNP, MSN, RN, Administrative Director of Education Programs; Christi Melton, MSN, RN, Director of Nursing Education; LaDonna Marsh, PhD, MSN, RN, CEN, Director of Practice, CE and Licensure; Tara Armistead, Attorney III; Ebony Williams, ASA III; Rosiana Gray, Nurse Consultant; and Katie Barber, Legal Research Assistance.

Visitors attending the meeting were: Ms. Jessica Garner, University of Mobile; Ms. Melinda McGaughy, University of Mobile; Ms. Taiye Ajayi, University of Mobile and Ms. Effie Hawthorne, Alabama Board of Medical Examiners.

B. Declaration of Quorum

A quorum of eleven Board members was present on Friday, July 18, 2025.

C. Statement of Compliance with Open Meetings Act

Prior notice of the meeting was posted on the Secretary of State's website in accordance with the Alabama Open Meetings Act.

D. Review of Full Agenda

1. Additions, Modifications, Reordering

None

**II. REORDERING, MODIFICATION, OR ADOPTION AND APPROVAL OF
CONSENT AGENDA**

- II.A. May 23, 2025, Board Meeting Minutes
- III.A. Board Action Follow-up
- VI.A.1. Executive Officer Report
- VI.A.2. FYI
- VI. C. Research
- VI.D.1. General Counsel Report
- VI.D.2. Assistant General Counsel Report, Samuelson
- VI.D.3. Voluntary Disciplinary Alternative Program Report
- VI.D.4. Investigations Report
- VI.D.5. Legal Nurse Consultant Report
- VI.D.6. Probation/Compliance Monitoring Report
- VI.D.7. Assistant General Counsel Report, Williams
- VI E. Policy and Communications Report N/A
- VI.F. ABN Center for Nursing Excellence Report
- VII.A. Education Report
- VII B. Program Deficiency Report

- IX.A. Advance Practice Report
- IX.B. 2025 Application Deadline and Joint Committee Meeting Dates
- X.A. Continuing Education Report
- X.B. Licensure Report
- XI A. Board Travel
- XV.A. Upcoming rule revision discussion

On July 18, 2025, Ms. Seip moved that the Board adopt the Consent Agenda. Ms. Mims seconded. Motion carried without objection.

III. REORDERING, MODIFICATIONS, ADDITIONS, OR ADOPTION OF FULL AGENDA

On July 18, 2025, Ms. Seip moved that the Board modify the Full Agenda and move VIII. Policy before VII Education. Ms. Mims seconded. Motion carried without objection.

IV. REVIEW OF MINUTES

A. May 23, 2025, Board Meeting Minutes

The minutes of May 23, 2025, Board meeting was accepted on the Consent Agenda.

III. OLD BUSINESS/FOLLOW-UP

A. Board Action Follow-up

Ms. Benson's report on the Board Action Follow-up was accepted, as information, on the Consent Agenda.

IV. BOARD REQUESTS / PRESENTATIONS

A. PRESENTATIONS/REVIEW

None

V. FINANCIAL REPORTS

1. Financial Report Board Review

Ms. Benson shared the Revenues and Expenditure Summary, Revenues, and the Expenditure Budget Comparison as of May 31, 2025.

VI. REPORTS

A. Executive Officer

1. Report

Pursuant to Alabama Board of Nursing Administrative Code Chapter 610-X-.08, Ms. Benson accepted the voluntary surrender for revocation for each of the following nursing licenses.

<u>Licensee's</u> <u>Name</u>	<u>License</u> <u>Number</u>	<u>Date</u> <u>Acceptance</u>
Mareshah Rene Wehmeyer	1-174976	04/09/2025

Vanissa Hall McMeans	2-042662	05/12/2025
Dana Michelle Hewitt	1-183401	05/21/2025
	2-071440	05/21/2025
Dazhanae Donyelle Legette	1-180820	05/23/2025
Phillip Ray Cochran	1-108516	05/29/2025
Sheena Mattea Randall	2-068239	06/11/2025
April Larissa Scott	1-090097	06/16/2025
Kimberly Ann Benford	1-180944	06/17/2025
Phyllis Ann Cox	1-135946	06/23/2025
Cheryl Lynn Smith	1-073650	06/25/2025

2. FYI

Ms. Benson presented a copy of the 2024 NCSBN Workforce Survey Infographic, ABN Approved Alabama Nursing Programs utilizing Georgia facilities for clinical, Alabama Osteopathic Medical Association Letter and the Nursing Shortage Factsheet to be reviewed.

3. **NCSBN ANNUAL MEETING DELEGATE (2) AND ALTERNATE DELEGATE (2) SELECTION**

Ms. Benson reported that the Alabama Board of Nursing is a member of the National Council of State Boards of Nursing, Inc., (NCSBN), which holds its Annual Meeting each August. Each member board is allowed two delegates to vote on issues that come before the Delegate Assembly. Two alternate delegates are selected to vote, in the event one or both delegates are not available to vote during the Annual Meeting.

On July 18, 2025, Ms. Lofton moved that the Board approve Ms. Henley and Ms. Jeter as the two delegates to represent the Board at the 2025 NCSBN Annual Meeting. Ms. Seip seconded. Motion carried without objection.

On July 18, 2025, Ms. Seip moved that the Board approve Mr. Samuelson and Dr. Baker as the two delegate alternates to represent the Board at the 2025 NCSBN Annual Meeting. Ms. Lofton seconded. Motion carried without objection.

4. Georgia Board of Nursing

Ms. Benson presented a copy of the Georgia Board of Nursing responses to the most recent inquiries the Georgia Board of Nursing to their ACCS nursing administrators from Chattahoochee Valley Community College, Gadsden State Community College, and Southern Union State Community College to be reviewed.

B. Executive Committee

1. None

C. ABN Research

1. Report

D. Legal Division

1. General Counsel/Deputy Attorney General

A written report on activities on the Legal Division from May 3, 2025, to June 27, 2025, the number of cases, and the number of cases on appeal or subject to litigation was accepted, as information, on the Consent Agenda.

2. Assistant General Counsel Report, Samuelson

A written report on the number of cases in the docket of the Assistant General Counsel as of June 25, 2025, was accepted, as information, on the Consent Agenda.

3. Voluntary Disciplinary Alternative Program

A written report on VDAP (Voluntary Disciplinary Alternative Program) participants and terminations as of June 25, 2025, was accepted, as information, on the Consent Agenda.

4. Investigations Report

A written report on active investigations per investigator as of June 27, 2025, was accepted, as information, on the Consent Agenda.

5. Legal Nurse Consultant Report

A written report on open cases assigned to each Nurse Consultant as of June 25, 2025, was accepted, as information, on the Consent Agenda.

6. Probation/Compliance Monitoring Report

A written report on the number of nurses monitored on probation, the number of outstanding probation violations, the number of past due fines, the number of cases resulting in revocation by the Board Order as of June 25, 2025, was accepted, as information, on the Consent

Agenda.

7. Assistant General Counsel Report, Williams

A written report on pending cases on the docket of Assistant General Ms. Williams, as of June 25, 2025, was accepted, as information, on the Consent Agenda.

8. Assistant General Counsel Report, Armistead

A written report on pending cases on the docket of Assistant General Ms. Armistead, as of June 27, 2025, was accepted, as information, on the Consent Agenda.

Policy and Communication

1. Report

A written report on policy and communication activities was accepted, as information, on the Consent Agenda.

E. Leadership Institute/Center for Nursing Excellence Report

1. Report

A written report on Center for Nursing Excellence was accepted, as information, on the Consent Agenda.

F. Nursing Research/Workforce

VII. NURSING EDUCATION PROGRAMS

A. Education Report

1. A written report on nursing education was accepted, as information, on the Consent Agenda.

B. Program Deficiency

1. None

C. UNIVERSITY OF MOBILE NEW POST-MASTER'S PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER (PMHNP) CERTIFICATE PROGRAM

Ms. Smith reported that the Alabama Board of Nursing Administrative Code 610-X-3-.06 Establishing A New Program requires a two-part process. In

Phase I, the governing institution must submit a letter of intent and a feasibility study. The Board then reviews the letter of intent, feasibility study, and supporting documentation for completeness and compliance with rules and regulations and provides guidance regarding the forward progress of the plan. In Phase II, the governing institution for the proposed program submits an application for approval to establish a new program. If all standards for approval are met, then the Board may approve the new program.

On February 5, 2025, the University of Mobile, Associate Professor, submitted a letter of intent to offer a Post-Master's Psychiatric Mental Health Nurse Practitioner Certificate (PMHNP-C) Program. ABN Board consultant informed the Associate Professor of the application process for new programs. On February 24, 2024, the Dean of Graduate Nursing sent an email correspondence to the Board regarding the ABN policy and application process. On February 25, 2025, an ABN consultant contacted the Dean of Graduate Nursing to provide clarification on the process.

On May 20, 2025, the University of Mobile submitted the Phase I application, a letter of intent, a Feasibility Study, with supporting documentation to establish a Post-Master's Psychiatric Mental Health Nurse Practitioner Certificate (PMHNP-C) program. On June 2, 2025, the Phase II application was submitted.

On June 18, 2025, ABN consultants contacted the Dean of Graduate Nursing for clarification of documentation within the Phase I and Phase II applications. The revisions to Phases I and II applications were received on June 19, 2025.

On June 25, 2025, the Dean of Graduate Nursing was contacted regarding further clarification. The revisions to Phases I and II applications were promptly submitted on the same day. According to the submitted applications, the University of Mobile School of Nursing anticipates admitting students on August 18, 2025.

Board consultants reviewed all documentation submitted by the University of Mobile and prepared the attached Evaluation of the Proposal for Establishing Post-Master's Psychiatric Mental Health Nurse Practitioner Certificate (PMHNP-C) program. Based on a review of the submitted materials compared to the requirements in the ABN rules, the Board consultants have determined that the University of Mobile College of Nursing meets all of Phase I and Phase II regulatory criteria.

Dr. Jessica Garner, DNP, CRNP, FNP-C, CNE, Dean of Graduate Nursing, Dr. Melinda McGaughy, DNP, CRNP, FNP-BC, Associate

Professor and Dr. Taiye Ajayi, DNP, PMH, NP-BC, FNP-C, Nursing Program Administrator was present to answer any Board questions.

On July 18, 2025, Ms. Lofton moved that the Board approve University of Mobile School of Nursing Phase I and Phase II applications for a new Post-Master's Psychiatric Mental Health Nurse Practitioner Certificate (PMHNP-C) Program. Ms. Seip seconded. Motion carried without objection.

D. HERZING UNIVERSITY, DISTANCE PROGRAM Prelicensure (Accelerated)

Ms. Smith reported that the Alabama Board of Nursing (ABN) Administrative Code 610-X-3-.02 Standards for Approval requires that prelicensure nursing education programs have didactic and clinical learning experiences across the lifespan in the areas of adult, medical/surgical, maternal/infant, child/pediatric, and psychiatric/mental health and community health nursing that includes simulation, laboratory time, and direct patient care in a licensed health care setting. At least fifty percent (50%) of clinical experiences shall include direct patient care and include a variety of clinical settings sufficient to meet program outcomes.

Due to an influx of prelicensure nursing programs requesting to utilize a preceptor model only for clinical training in Alabama, the Board is proposing to require clinical learning experiences related to health assessment, fundamentals, and adult health medical/surgical courses be conducted by a prelicensure clinical supervisor or by a faculty led instructor at the clinical site. (See rule changes under policy Alabama Board of Nursing Administrative Code 610-X-3-.02(12)(d)5.

Additionally, the Alabama Board of Nursing Administrative Code 610-X-3-.08 requires distance education programs in (state and out of state) to comply with all standards of this Chapter, including those related to clinical supervision of student learning experiences.

Dr. Stephanie Black, DNP, MSN, RN, Dean of Nursing was present online to answer any Board questions.

On July 18, 2025, the board moved to table Herzing University's MSN-DE Prelicensure Plan for more information on their program.

VIII. POLICY

A. APPROVE, AS PROPOSAL PROPOSED REVISIONS OF ABN ADMINISTRATIVE CODE SECTION 610-X- 9 ADVANCED PRACTICE AND 610-X-5 ADVANCED PRACTICE COLLABORATIVE PRACTICE

Mr. Ingels reported that the 34-21-84, Code of Alabama, 1975 states:

“(a) The Board of Nursing shall be the sole state authority designated to establish the qualifications necessary for a registered nurse to be certified to engage in advanced practice nursing. The Board of Nursing shall recognize the educational qualifications and training of advanced practice nurses by the issuance of a cortication of qualification to engage I advanced practice nursing. To be eligible for certification, an applicant shall be currently licensed as a registered nurse in Alabama and shall meet the requirements for certification as an advanced practice nurse as defined in the rules and regulations established by the Board of Nursing. (b) Pursuant to subsection (a), the Board of Nursing may adopt rules and regulations establishing the procedures for individuals to be certified to engage in advanced practice nursing, as well as grounds for denial.

On July 18, 2025, Dr. O’Keefe moved that the Board approve as proposed revision on Alabama Board of Nursing Administrative Code Chapters 610-X-5 Collaborative practice related to non-collaborative practice provisions to be moved to 610-X-9 – Advanced Practice chapter and make a changes to revise proposed 610-X-9-.14(c) to take out two (2) years and revise to four thousand (4,000) hours of direct practice care in a clinical setting as either a registered nurse or advanced practice nurse being required for CRNP and CNM approval. Ms. Lofton seconded. Motion carried without objection.

B. APPROVE, AS PROPOSED REVISIONS OF ABN ADMINISTRATIVE CODE SECTION 610-X-3 – EDUCATION PROGRAM, PRELICENSURE CLINICAL

Mr. Ingels reported that the Board staff recommends revising the subject rules to prohibit conduct of clinical learning experiences related to health assessment, fundamentals, or adult health medical/surgical courses by way of a preceptor model.

On July 18, 2025, the Board moved to table VIII. B. until after XII. Disciplinary.

On July 18, 2025, Ms. Lofton moved that the Board approve, as proposal, revision of Alabama Board of Nursing Administrative Code 610-X-3-.02 and 610-X-3-.08. Ms. Baker seconded. Motion carried without objection.

C. APPROVE, FOR PUBLICATION FOR SUBMISSION FOR NOTICE AND COMMENT, PROPOSED REVISIONS TO ABN ADMINISTRATIVE CODE CHAPTER 610-X-13-VOLUNTARY DISCIPLINARY ALTERNATIVE PROGRAM.

Ms. Henley reported that Section 34-21-25(b)(2) of the Code of Alabama (1975) states: "The board may refrain from or delay taking disciplinary action under this subsection if a licensee may be voluntarily treated or rehabilitated pursuant to subsection (j)." Pursuant to this statutory authority, the Board operates the Voluntary Disciplinary Alternative Program (VDAP). These proposed rules revisions will provide an opportunity for additional flexibility in the evaluation and treatment process for nurses with substance use disorders, physical conditions, and mental conditions, while ensuring that VDAP continues to operate consistently with national standards and best practices.

Major revisions to the rules pertain to the eligibility criteria, requirements for evaluations, and requirements for treatment.

Eligibility criteria:

- Presently persons with any disciplinary history are ineligible for VDAP. This provision will state that only disciplinary action related to the condition for which participation in VDAP is sought will render the nurse ineligible.
- The revisions will make clear that nurses who are presently noncompliant in an alternative program in another jurisdiction will be ineligible for VDAP participation.
- The proposed revisions continue to require an admission by the participant, but the required admission is tailored more specifically to the statutory bases for VDAP eligibility. (As described below in the research section, persons seeking participation for substance use disorder are required to have voluntarily sought treatment for their substance use.)
- There is no longer a two-agreement limitation for eligibility; however, admission may be denied if the nurse has demonstrated behaviors that are so egregious that a public order is necessary for the protection of the public or has engaged in a pattern of deceitfulness or noncompliance such that confidential monitoring of the nurse would be unduly burdensome for the board.
- Return to APRN practice will be based on the evaluation provider's recommendation, without a minimum one year of practice as a RN prior to return to APRN practice.

Evaluations:

- The proposed revisions will separate board-recognized evaluation providers from board-recognized treatment providers. This means that additional evaluation providers may be available, because they no longer have to provide treatment as well.

- For substance use disorder evaluations, the definition of comprehensive evaluation is enhanced to describe the required members of the interdisciplinary team and components of the evaluation. Board-recognized substance use disorder evaluators are required to identify a minimum of three treatment providers at which the recommended treatment may be obtained, and at least two of those treatment providers cannot be owned, operated, or otherwise financially affiliated with the evaluation providers. If there are not three options available, the evaluator must state why.
- Separate, and more context-specific, requirements are set forth for board-recognized evaluators for mental and physical conditions.
- Evaluators must tell the participant the cost of the evaluation up-front.
- Evaluators are required to coordinate with the treatment providers and are required to issue opinions regarding fitness to return to safety sensitive employment in the field of nursing following the completion of that treatment.

Treatment:

- As noted above, treatment providers are separated from evaluation providers (although one entity may provide both services).
- Consistent with the statute, only nurses seeking VDAP for substance use disorder are required to have sought treatment. If the evaluation for a physical or mental condition does not reveal the need for primary treatment, the evaluation may move directly to recommendations for return to practice.
- If the participant does require treatment for a mental condition at the inpatient or partial hospitalization level, then the treatment provider must provide for further outpatient care services for a minimum of one day per week for twelve months or longer if recommended.

The rules revisions are the first part of a two-part process. When the rules are finally certified, ABN staff will bring to the Board revised VDAP agreements reflecting changes to the monitoring length and requirements based on type of agreement (substance use disorder, mental condition, or physical condition).

Ms. Migliore was available to answer any Board questions.

On July 18, 2025, Dr. O’Keefe moved that the Board approve, for publication for submission for notice and comment, proposed revisions to Alabama Board of Nursing Administrative Code Chapter 610-X-13 -Voluntary Disciplinary Alternative Program. Ms. Baker seconded. Motion carried without objection.

IX. ADVANCED PRACTICE

A. Report

A written report on the activities of the Advanced Practice Division was accepted, as information, on the Consent Agenda.

B. APPROVAL OF CRNP PROTOCOLS

1. BOTOX COSMETIC PROTOCOL REVISIONS

Ms. Mumford Reported At its April 9, 2025, meeting, the Joint Committee motioned to approve the Board of Medical Examiners' Cosmetic Botulinum Toxin Injection Protocol with the addition of the CRNP scope of practice language discussed by the Joint Committee. The Joint Committee also approved adding language concerning an ABN approved course(s) to the protocol. The ABN Board, at its May 23, 2025, meeting, approved the revisions to the Cosmetic Botulinum Toxin Injection Protocol for CRNPs in collaborative practice.

In addition, at the April 9, 2025, meeting, the Joint Committee discussed revisiting the protocol in the near future for potential revisions. Committee member(s) mentioned bringing the protocol back to the next committee meeting, the July 2025 Joint Committee Meeting. Therefore, board staff made revisions to the protocol to more accurately reflect the CRNP's scope of practice and access to patient services.

Subsequently, in June 2025, the Alabama Osteopathic Medical Association requested an amendment to the protocol. The association informed that the currently approved protocol limits physician qualifications to those board-certified by the American Board of Medical Specialties (ABMS) in plastic surgery, facial plastic surgery, or dermatology. The association further explained that this language excludes equally qualified osteopathic physicians who are board-certified through the American Osteopathic Association despite their extensive training and national recognition. To ensure fairness and consistency across physician certification pathways, the association proposed that the protocol be revised as follows:

- "I am currently board certified by a board recognized by the American Board of Medical Specialties or the American Osteopathic Association in plastic surgery, facial plastic surgery, or dermatology."

Board staff requests approval of the revisions to the Cosmetic Botulinum Toxin Injection Protocol for CRNPs in collaborative practice.

On July 18, 2025, Dr. Acker moved that the Board approve revisions to the Cosmetic Botulinum Toxin Injection Protocol for CRNPs in Collaborative Practice. Ms. Floyd seconded. Motion carried without objection.

2. STANDARD PROTOCOL REVISIONS

Ms. Mumford reported that at the June 10, 2025, meeting the CRNP Advisory Council reviewed and discussed the Critical Care Specialty Protocol and the Critical Care Advanced Protocol, as well as ABN's historical data related to critical care procedures. The Advisory Council also discussed skills/ procedures that fall within the scope of RN practice. The Advisory Council was presented with a Critical Care Skills/Procedures grid that includes procedures the ABN Board determined to be within an RN's scope of practice. The procedures identified on the grid were listed on the CRNP Critical Care Specialty Protocol. The procedures are highlighted in the attached Critical Care Specialty Protocol.

After reviewing the two (2) critical care protocols, the Advisory Council motioned to table both protocols to obtain more research from Critical Care Nurses. In response to the Advisory Council's motion, board staff conducted an additional review of the two (2) critical care protocols, reviewed literature and CRNP competencies, and consulted with critical care nurses and education program(s). Board staff identified procedures in the critical care protocol(s) that should be removed and/or added to the CRNP Standard Protocol as a standard procedure. The identified procedures are nursing-level procedures (within the RN scope of practice, with standardized procedures) or those within the CRNP scope of practice and/or taught in NP education programs.

On June 13, 2025, the ABN received a request from Dr. Eileen Meyer, DNP, MLS, CRNP, ACNP-BC, Director of Advanced Practice Providers at UAB and President of the Nurse Practice Alliance of Alabama, to reclassify mediastinal chest tubes in the CRNP Standard Protocol under the existing "chest tubes/pleural" standard skill.

The ABN recommended for consideration and approval by the Joint Committee at its July 16, 2025, meeting, the following:

1. Add the following skills/procedures to the current Standard Protocol for the Acute Care Nurse Practitioners (i.e., Adult Acute Care, Gerontology Acute Care, Pediatric Acute Care) specialties listed on the Critical Care Protocols. (The changes are highlighted in red in the attached protocol.)

- a. Central Venous Line Removal – Tunneled
- b. *Allowed to remove Mediastinal Chest Tubes
- c. Chest Tube Insertion
- d. Paracentesis
- e. Removal of Pacing Wires (On PA Core Duty list)
- f. Removal of Left Arterial Catheter
- g. *Removal of Pulmonary Artery Catheter (Swan-Ganz Catheter)
- h. Thoracentesis

2. Add the following changes to the current Standard Protocol for the other Nurse Practitioner (i.e., Adult Health, Adult/Gerontology Primary Care, Family, Gerontology, Pediatric) specialties listed on the Critical Care Protocols. (The changes are highlighted in the attached protocol.)

- a. Central Venous Line Removal – Tunneled
- b. *Allowed to remove Mediastinal Chest Tubes
- c. Removal of Pacing Wires (On PA Core Duty list)
- d. Removal of Left Arterial Catheter
- e. *Removal of Pulmonary Artery Catheter (Swan-Ganz Catheter)

The Joint Committee recommended approving the following revisions to the CRNP Standard Protocol:

1. Add the following skills/procedures to the current Standard Protocol for the Acute Care Nurse Practitioners (i.e., Adult Acute Care, Gerontology Acute Care, Pediatric Acute Care) specialties listed on the Critical Care Protocols. (The changes are highlighted in red in the attached protocol.)

- a. Allowed to remove Mediastinal Chest Tubes
- b. Removal of Pacing Wires (On PA Core Duty list)
- c. Removal of Pulmonary Artery Catheter (Swan-Ganz Catheter)

2. Add the following changes to the current Standard Protocol for the other Nurse Practitioner (i.e., Adult Health, Adult/Gerontology Primary Care, Family, Gerontology,

Pediatric) specialties listed on the Critical Care Protocols. (The changes are highlighted in the attached protocol.)

- a. Allowed to remove Mediastinal Chest Tubes
- b. Removal of Pacing Wires (On PA Core Duty list)
- c. Removal of Pulmonary Artery Catheter (Swan-Ganz Catheter)

On July 18, 2025, Dr. Acker moved that the Board approve revisions to the CRNP Standard Protocols for CRNPs in Collaborative Practice. Ms. Lofton seconded. Motion carried without objection.

C. APPROVAL OF CRNP ADVISORY COUNCIL PROTOCOL REVISIONS FROM JC IF INDICATED ONLY

1. BOTOX- MIGRAINE

2. BOTOX- HYPERHIDROSIS

Ms. Mumford reported that at its meeting on April 8, 2025, the CRNP Advisory Council reviewed the current Botox Injection for Chronic Migraine Protocol and the Botox for Hyperhidrosis Protocol for CRNPs. The Advisory Council made limited revisions to reflect the practice of a CRNP. The revisions aim to improve patient care and access to patient services in Alabama. On May 23, 2025, the ABN Board approved the revisions to the Botox Injection for Chronic Migraine Protocol and the Botox for Hyperhidrosis Protocol for CRNPs.

The modifications to the protocols were as follows:

1. Botox Injection for Chronic Migraine Protocol

- Collaborating or covering physician(s) shall be physically available on-site during training.
- CRNPs may treat patients with a diagnosis of Chronic Migraine by a physician, migraine and headache specialists, or advanced practice practitioners.
- No less than 10 treatments annually to maintain competency
- Removed items from numbers 5, 6, and 7
- Under the description of the skill/ procedure section, removed numbers 3, 5, 6, and 7
- Added standard, consistent quality assurance language.
- Added the CRNP's core duties and scope of practice.

2. Botox for Hyperhidrosis Protocol

- CRNP must have **one (1) year** of experience working in Dermatology with a Board-Certified Dermatologist as a collaborating physician.
- Added: Time spent assisting the Dermatologist in a non-CRNP role may be counted towards no more than half of the **one (1) year** experience requirement.
- After supervised practice has been approved, the collaborating or covering physician must be readily available when this procedure is performed by the CRNP.
- The CRNP must perform the required initial procedures/skills under the direction/observation of the collaborating or covering physician, who must be physically present on-site during training.
- Added standard, consistent quality assurance language.
- Added the CRNP's core duties and scope of practice.

At its meeting July 16, 2025, the Joint Committee recommended approving the revisions to the Botox Injection for Chronic Migraine Protocol and the Botox for Hyperhidrosis Protocol for CRNPs with the following modifications:

1. Botox Injection for Chronic Migraine Protocol

- CRNPs may treat patients with a diagnosis of Chronic Migraine by a physician or an advanced practice practitioner.
 - The words "migraine and headache specialists were removed.
- Added: Pediatric/ Pediatric Acute and Women's Health Care CRNPs to the Population Foci Exclusion list.

2. Botox for Hyperhidrosis Protocol

- Removed: Time spent assisting the Dermatologist in a non-CRNP role may be counted towards no more than half of the **one (1) year** experience requirement.
 - The requirement for **one (1) year** of experience working in Dermatology with a Board-Certified Dermatologist as a collaborating physician remains in the revised protocol.

The Board action requested is to approve the revisions to the Botox Injection for Chronic Migraine Protocol and Botox for

Hyperhidrosis Protocol for CRNPs in collaborative practice.

On July 18, 2025, Dr. O’Keefe moved that the Board approve revisions to the Botox for Chronic Migraine Protocol and Botox for Hyperhidrosis Protocol for CRNPs in Collaborative Practice. Ms. Floyd seconded. Motion carried without objection.

X. CONTINUING EDUCATION/LICENSURE/PRACTICE

A. Continuing Education

1. Report

A written report on Continuing Education (CE) Activities was accepted, as information, on the Consent Agenda.

B. Licensure

1. Report

A written report on Licensure Data Activity was accepted, as information, on the Consent Agenda.

D. Practice

1. Report

A written report on Standardized Procedure Application Activity was accepted, as information, on the Consent Agenda.

XI. BOARD TRAVEL

1. Reminder Annual Meeting August 13-15, 2025, Chicago, IL

XII. DISCIPLINARY CASES – Executive Session, to follow completion of Agenda or as indicated by need, July 18, 2025

On July 18, 2025, Ms. Seip moved that the Board enter into Executive Session to discuss the general reputation and character, professional competence, and physical or mental conditions of specific applicant and licenses. Ms. Lofton seconded. Motion carried with all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Sabria Danielle Baker, Deborah “Pepper” Hoover, Sarah “Mandy” Mims, and Cara Floyd).

Ms. Lavender estimated that the Board would reconvene at 11:25 a.m.

The Board reconvened to open session at 11:22 a.m.

A. CONSENT ORDERS

1. Combs, Mr. Elijah Wayne – RN SSL Exam Applicant; LPN SSL Exam Applicant

Mr. Combs signed a Consent Order that would approve him to take the NCLEX-PN exam and if successful he will receive his Alabama single state LPN license and be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and he will be required to pay a \$300.00 fine and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course and Mr. Combs was approved to take the NCLEX-RN exam and if successful he will receive his Alabama single state RN license and will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and he will be required to pay a \$300.00 fine and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

2. Johnston, Mr. Beni – RN 1-143674 SSL (Active); CRNP

Mr. Johnston signed a Consent Order that would place his RN license and CRNP Certificate of Qualification on probation for twenty-four (24) months with the usual practice stipulations and require him to pay a \$600.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Documentation: A Case Study.

On July 18, 2025, Dr. O'Keefe moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

3. Parker, Mr. Robin Lee – RN 1-120902 SSL (Active)

Mr. Parker signed a Consent Order that would suspend his RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$300.00 fine; (b) successful completion of the educational programs on Upholding the Standard: Professional Accountability in Nursing and Critical Thinking Nursing CE Course; and (c) receipt of the employer notification. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Mr. Parker's licensure status will be considered s and listed as revoked.

On July 18, 2025, Ms. Baker moved that the Board accept the Consent Order. Dr. O'Keefe seconded. Motion carried without objection.

4. Craig, Ms. Mallory Wood – RN 1-171704 SSL (Lapsed/Probation)

Ms. Craig signed a Consent Order that would terminate her March 17, 2023 Order and suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program, if treatment is recommended; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; (h) completion of required courses on Upholding the Standard: Professional Accountability in Nursing and Substance Abuse and Addiction for RNs and LPNs Nursing CE Course, If not deemed in need of treatment; and (i) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Craig be deemed in need of treatment and upon documented completion of the above terms, Ms. Craig's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Craig's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulation and she will be required to pay a \$ 500.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Craig's licensure status will be considered as and listed as revoked.

On July 18, 2025, Dr. Acker moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

5. Dukes, Ms. Elizabeth – LPN 2-065277 SSL (Active/Probation)

Ms. Dukes signed a Consent Order that would terminate her January 17, 2025 Order and suspend her LPN license until receipt of documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) receipt of recommendation to return to the practice of nursing ; (d) participation in an aftercare program; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Ms. Dukes LPN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Dukes' licensure status will be considered as and listed as revoked.

On July 18, 2025, Dr. Acker moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

6. Floyd, Mr. Charles Albert – RN 1-101885 SSL (Active/Probation)

Mr. Floyd signed a Consent Order that would terminate his May 17, 2024 Order and suspend his RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program, if treatment is recommended; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; (h) completion of required courses on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course and Nursing Documentation Nursing CE Course offered by Nursing CE, if not deemed in need of treatment; and (i) payment of the reinstatement of suspended license fee and any other applicable fees. Should Mr. Floyd be deemed in need of treatment and

upon documented completion of the above terms, Mr. Floyd's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and he will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Mr. Floyd's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and he will be required to pay a \$500.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order.

On July 18, 2025, Dr. Acker moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

7. Singerhouse, Ms. Alison Harris – RN 1-091028 SSL (Active/Probation)

Ms. Singerhouse signed a Consent Order that would terminate her March 19, 2021, Order and place her RN license on probation for twenty-four (24) months with the usual substance use disorder stipulations and require her to pay a \$600.00 fine.

On July 18, 2025, Dr. Acker moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

8. Bryant, Ms. Misty Lynn – RN 1-122725 SSL (Active)

Ms. Bryant signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and, (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Ms. Bryant's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and require her to pay a \$1,000.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Bryant's licensure status will be considered as and listed as revoked.

On July 18, 2025, Ms. Lofton moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried

without objection.

9. Kriel, Ms. Emily Amanda – RN 1-119161 SSL (Active)

Ms. Kriel signed a Consent Order that would suspend her RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of a required course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course, if not deemed in need of treatment; and, (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Kriel be deemed in need of treatment and upon documented completion of the above terms, Ms. Kriel's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Kriel's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Kriel's licensure status will be considered as and listed as revoked.

On July 18, 2025, Ms. Lofton moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

10. Backus, Ms. Stephanie Lynn – RN 1-167492 MSL (Active)

Ms. Backus signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation until payment of a \$500.00 fine and documented completion of courses on Nursing Documentation Nursing CE Course offered by Nursing CE and Righting a Wrong-Ethics and Professionalism in Nursing and receipt of employer notification.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

11. Danielson, Ms. Catherine Lynn – RN 1-195899 SSL (Active)

Ms. Danielson signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her RN license for a minimum of one (1) month. Upon receipt of satisfactory documentation of: (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$300.00 fine; (b) successful completion of the education programs on Medical Errors Nursing CE Course and Upholding the Standard: Professional Accountability in Nursing; and, (c) accrual of requisite continuing education credits, Ms. Danielson's RN license will be placed on probation for twelve (12) months with the usual practice stipulations. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Danielson's licensure status will be considered as and listed as revoked.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

12. Foley, Ms. Bonnie Michelle – LPN 2-074677 MSL (Active)

Ms. Foley signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her LPN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$300.00 fine and documented completion of courses on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course, Nursing Documentation Nursing CE Course offered by Nursing CE and Upholding the Standard: Professional Accountability in Nursing.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

13. Hutto, Mr. Kenneth Lamar – RN 1-099598 MSL (Active)

Mr. Hutto signed a Consent Order that would deactivate his multistate license and convert to a single state license and place his RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require him to pay a \$300.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

14. Kirchler, Ms. Britany Sutherland – RN 1-152054 SSL (Lapsed)

Ms. Kirchler signed a Consent Order that would approve her application for reinstatement of a lapsed RN single state license and place her RN license on probation for twelve (12) months with the usual practice stipulations and require her to pay a \$300.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Documentation: A Case Study.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

15. Posey, Ms. Brandy Nicole – RN 1-150475 SSL (Active)

Ms. Posey signed a Consent Order that would place her RN license on probation for twelve (12) months with the usual practice stipulations and require her to pay a \$300.00 fine and documented completion of courses on Righting a Wrong Ethics and Professionalism in Nursing.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

16. Whitehead, Ms. Kayla Marie – RN 1-110241 SSL (Active)

Ms. Whitehead signed a Consent Order that would suspend her RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$300.00 fine; (b) successful completion of the educational programs on Nursing Documentation Nursing CE Course and Substance Abuse and Addiction for RNs and LPNs Nursing CE Course; (c) receipt of the employer notification; and (d) accrual of requisite continuing education credits. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Whitehead's RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations.

On July 18, 2025, Ms. Seip moved that the Board accept the

Consent Order. Ms. Hoover seconded. Motion carried without objection.

17. King, Mr. Bruce Adrian – RN 1-196979 SSL (Active)

Mr. King signed a Consent Order that would suspend his RN license for a minimum of one (1) month. Upon receipt of satisfactory documentation of: (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$500.fine; (b) successful completion of the educational program on Upholding the Standard: Professional Accountability in Nursing and Social Media; and (c) accrual of requisite continuing education credits, Mr. King's RN license will be placed on probation for twelve (12) months with the usual practice stipulations. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Mr. King's licensure status will be considered as and listed as revoked.

On July 18, 2025, Ms. Lofton moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

18. Seals, Mr. William Leon – RN 1-094280 SSL (Active)

Mr. Seals signed a Consent Order that would suspend his RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$300.00 fine; (b) successful completion of the educational programs on Upholding the Standard: Professional Accountability in Nursing and Professional Communication Techniques; and (c) receipt of the employer notification. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Mr. Seals' licensure status will be considered as and listed as revoked.

On July 18, 2025, Ms. Lofton moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

19. Cox, Ms. Brandy Nicole – LPN 2-065534 MSL (Active); RN SSL Exam Applicant

Ms. Cox signed a Consent Order that would issue her LPN license a public reprimand and approve her to take the NCLEX-RN exam, and, if successful, she will be issued a single state RN

license and issued a public reprimand.

On July 18, 2025, Dr. Acker moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

20. Buchanan, Ms. Aerial Symone – RN 1-189163 SSL (Active); RN SSL to MSL Applicant

Ms. Buchanan signed a Consent Order that would approve her application for conversion of her single state RN license to a multistate RN license and when issued she will be issued a public reprimand, and she will be required to pay a \$300.00 fine.

On July 18, 2025, Ms. Floyd moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

21. Law, Ms. Sarah Anne – LPN SSL Exam Applicant

Ms. Law signed a Consent Order that would approve her to take the NCLEX-PN exam and if successful she will be issued a single state LPN license and be issued a public reprimand and she will be required to pay a \$300.00 fine.

On July 18, 2025, Ms. Floyd moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

22. White, Ms. Renithia – MAC Exam Applicant

Ms. White signed a Consent Order that would approve her to take the MACE exam and if successful she will receive her MAC permit and be issued a public reprimand and she will be required to pay a \$300.00 fine.

On July 18, 2025, Ms. Floyd moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

23. Houska, Ms. Amanda Grace – RN 1-188172 MSL (Active)

Ms. Houska signed a Consent Order that would issue her a public reprimand and require her to pay a \$500.00 fine and documented completion of courses on Critical Thinking and Clinical Reasoning and Therapeutic Relationships: Defining Nursing Boundaries.

On July 18, 2025, Dr. O’Keefe moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

24. McCormick, Jr., Mr. Jeffery – RN 1-126093 MSL (Active)

Mr. McCormick signed a Consent Order that would issue him a public reprimand and require him to pay a \$300.00 fine and documented completion of courses on Nursing Documentation Nursing CE Course and Upholding the Standard: Professional Accountability in Nursing.

On July 18, 2025, Dr. O’Keefe moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

25. Sanders, Ms. Shaunta Nicole – RN 1-176518 MSL (Active)

Ms. Sanders signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

On July 18, 2025, Dr. O’Keefe moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

26. Stephenson, Ms. Lynda Ebere – LPN 2-049919 SSL (Lapsed); RN 1-127553 MSL (Active)

Ms. Stephenson signed a Consent Order that would issue her single state LPN license, and her multistate RN license a public reprimand and require her to pay a \$300.00 fine and documented completion of a course on Upholding the Standard: Professional Accountability in Nursing.

On July 18, 2025, Dr. O’Keefe moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

27. Whitfield, Ms. Latonya Renee – LPN 2-074797 SSL (Active)

Ms. Whitfield signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

On July 18, 2025, Dr. O’Keefe moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

B. REINSTATEMENT OF REVOKED – CONSENT ORDERS

1. Galanty, Mr. Leonard – RN 1-138464 SSL (Revoked);
Reinstatement of Revoked Applicant

Mr. Galanty signed a Consent Order that would approve his application for reinstatement of a revoked single state RN license and place his RN license on probation for sixty (60) months with the usual substance use disorder stipulations and require him to pay a \$1,000.00 fine.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

2. Gibson, Mr. Douglas Chadwick – RN 1-180303 SSL (Revoked);
Reinstatement of Revoked Applicant

Mr. Gibson signed a Consent Order that would approve his application for reinstatement of a revoked single state RN license and issue him a public reprimand and require him to pay a \$300.00 fine.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

3. Jefferson, Mr. Carlos Adam – RN 1-136140 SSL (Revoked)

Mr. Jefferson signed a Consent Order that would approve his application for reinstatement of a revoked single state RN license and place his RN license on probation for sixty (60) months with the usual substance use disorder stipulations and require him to pay a \$1,000.00 fine.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

4. Malone, Ms. Heather Elise – RN 1-088212 SSL (Revoked);
CRNP(Revoked); Reinstatement of Revoked Applicant

Ms. Malone signed a Consent Order that would approve her application for reinstatement of a revoked single state RN license

and CRNP Certificate of Qualification. Ms. Malone shall be eligible to apply for the reinstatement of her CRNP approval to practice. Ms. Malone's single state RN license and CRNP Certificate of Qualification will be issued a public reprimand, and she will be required to pay a \$300.00 fine.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

5. McLaughlin, Ms. Kelli Brooke – RN 1-173441 SSL (Revoked)

Ms. McLaughlin signed a Consent Order that would approve her application for reinstatement of a revoked single state RN license and place her RN license on probation for sixty (60) months with the usual substance use disorder stipulations and require her to pay a \$1,000.00 fine.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

6. Miller, Ms. Nikkoll Xylia – RN 1-179533 SSL (Revoked)

Ms. Miller signed a Consent Order that would approve her application for reinstatement of a revoked single state RN license and place her RN license on probation for sixty (60) months with the usual substance use disorder stipulations and require her to pay a \$1,000.00 fine.

On July 18, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

C. ADMINISTRATIVE HEARINGS

On July 18, 2025, Ms. Seip moved that the Board enter into Executive Session in its capacity as a quasi-judicial body to deliberate and discuss evidence and testimony presented during contested case hearings and vote on the outcomes. Ms. Floyd seconded. Motion carried with all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Sabria Danielle Baker, Louise O'Keefe, Deborah "Pepper" Hoover, Tochie Lofton, and Sarah "Mandy" Mims).

Ms. Lavender estimated that the Board would reconvene at 11:45 a.m.

The Board reconvened in open session at 11:32 a.m.

1. Adkins, Ms. Jackie Lynette – LPN 2-050707 SSL (Active)

On July 18, 2025, Ms. Rodgers moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Adkins single state LPN license. Ms. Lofton seconded. Motion carried without objection.

2. Battle, Ms. Shaquania Arianne – MAC Exam Applicant

On July 18, 2025, Mr. Witherington moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and approve Ms. Battle's application to take the MAC exam and if successful she will receive her MAC permit and issued a public reprimand and she will be required to pay a \$500.00 fine. Ms. Floyd seconded. Motion carried without objection.

3. Eaton, Mr. Jalen – RN 1-166236 SSL (Active/Probation)

On July 18, 2025, Dr. Acker moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Mr. Eaton's single state RN license. Ms. Hoover seconded. Motion carried without objection.

4. Etheridge, Mr. Lelon Thaddeus – LPN 2-036981 SSL (Active)

On July 18, 2025, Ms. Baker moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Mr. Etheridge's single state LPN license. Ms. Seip seconded. Motion carried without objection.

5. Gaidry, Ms. Roberta Lorraine – RN 1-120239 SSL (Active)

On July 18, 2025, Dr. O'Keefe moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and place Ms. Gaidry's single state RN license on probation for sixty (60) months with the usual practice stipulations and require her to pay a \$500.00 fine and

documented completion of a course on Understanding Substance Use Disorder in Nursing and addressing mental health (self-care). Ms. Hoover seconded. Motion carried without objection.

6. Hurts, Mr. Marvavier Rian – LPN SSL Exam Applicant

On July 18, 2025, Ms. Hoover moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Mr. Hurts' single state LPN exam application. Ms. Lofton seconded. Motion carried without objection.

7. Plant, Ms. Stacey Williams – RN 1-176260 SSL (Active)

On July 18, 2025, Ms. Lofton moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Plant's single state RN license. Ms. Hoover seconded. Motion carried without objection.

8. Schroeter, Ms. Heidi Lynn - MULTISTATE PRIVILEGE TO PRACTICE IN ALABAMA BASED ON FLORIDA MULTISTATE LICENSE NO. RN9457827

On July 18, 2025, Ms. Seip moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and Ms. Schroeter's privilege to practice in Alabama pursuant to her Florida Multistate License RN9457827 is hereby revoked. Ms. Lofton seconded. Motion carried without objection.

9. Williams, Ms. Mary Lee – LPN 2-050813 SSL (Lapsed)

On July 18, 2025, Ms. Mims moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Williams single state LPN license. Ms. Floyd seconded. Motion carried without objection.

- XIII. **NEXT MEETING DATE – September 19, 2025, 770 Washington Avenue, RSA Plaza, Montgomery, Alabama, Suite 350**

XIV. OTHER

A. ABN Update

1. Regulatory application/renewal Question revisions

Ms. Henley reported that the Lorna Breen Heroes Foundation has published a toolkit for licensure board entitled “Remove Intrusive Mental Health Questions from Licensure Applications.” A copy of this toolkit is attached. Among other things, the Lorna Breen Heroes Foundation advocates for change with regard to regulatory board’s questions on its applications which pertain to mental health. The foundation recommends a three-step process for reviewing a licensing board’s regulatory questions: (1) audit of applications to determine what questions are asked; (2) changing the questions to remove “any invasive or stigmatizing language around mental health” and (3) communication of the changes to stakeholders.

(1) Audit

ABN staff performed an audit of its licensure applications. The following questions regarding mental health and substance use disorder were identified:

Initial Applications for RN/PN ask the following questions:

In the past three years, or since your last completion of any application for nursing licensure, have you abused alcohol, drugs (whether legal or illegal, prescribed or unauthorized), and/or other chemical substances or received treatment or been recommended for treatment for dependency to alcohol, drugs (whether legal or illegal, prescribed or unauthorized), and/or other chemical substances?

In the past three years, or since your last completion of any application for nursing licensure, have you had, or do you now have, a physical or mental health problem that may impair your ability to provide safe nursing care?

Applications for Renewal and Reinstatement of Lapsed Licenses ask the following question:

Since your last completion of any application for licensure with the Alabama Board of Nursing, have you abused alcohol, drugs (whether legal or illegal, prescribed or unauthorized), and/or chemical substances or received treatment or been recommended for treatment to

dependency to alcohol, drugs (whether legal or illegal, prescribed or unauthorized), and/or other chemical substances?

Initial Applications for a Certificate of Qualification to Engage in Advanced Practice Nursing ask the following question:

Since your last renewal, have you abused alcohol, drugs (whether legal or illegal, prescribed or unauthorized), and/or other chemical substances or received treatment or been recommended for treatment for dependency on alcohol, drugs (whether legal or illegal, prescribed or unauthorized), and/or other chemical substances?

The audit shows that questions specific to mental health are only asked on initial licensure as a RN/LPN. On those applications, the ABN questions currently contain a three-year look-back period for both mental health and substance use disorder issues. Advanced practice applications and RN/LPN renewal and reinstatement applications only ask about substance use disorder, but they do contain look-back periods ("since your last renewal," "since your last completion of any application," etc.).

(2) Change

The Lorna Breen Heroes Foundation proposes three options for changing what it describes as "invasive or stigmatizing language around mental health." The three options are as follows:

1. "Ask one question that addresses current impairment for all mental and physical health conditions as one, with no added explanations, asterisks, or fine print."
2. "Refrain from asking probing questions about an applicant's health altogether."
3. "Implement an Attestation Model that uses supportive language around mental health and holds health workers accountable to their well-being, making it clear that their self care is patient care. Offer confidential, non-reporting options to health workers who are under treatment and in good standing with a recognized program or other appropriate care provider."

Staff developed this question using proposed language from the Lorna Breen Heroes foundation's toolkit and amending it to comply with ABN's statutes, rules, and guidelines:

The ABN recognizes that nurses encounter health conditions, including those involving career fatigue, burnout, mental health, physical health, and substance use disorders. The ABN strongly supports applicants and nurses' efforts to address their health concerns and ensure patient safety through voluntarily seeking care and self-limiting their practice during times when their conditions may render them unable to safely practice nursing with reasonable skill and safety to patients. The failure to adequately address such a condition, where the applicant or nurse is unable to safely practice nursing with reasonable skill and safety to patients, may result in the ABN taking action against the applicant or nurse to ensure patient health and safety. Applicants or nurses who are unable to safely practice nursing with reasonable skill and safety to patients may also be eligible to participate in the ABN's non-public Voluntary Disciplinary Alternative Program.

By checking this box, I attest that I have no physical, mental, or substance use disorder condition which currently impairs my ability to practice, with or without reasonable accommodation.

If you are not able to make this attestation, please check this box, and a representative of the Voluntary Disciplinary Alternative Program will reach out to you at your contact information on file with the ABN.

(3) Communication

If the Board approves the changes, ABN staff will implement this new question for the 2025 renewal process and will amend all other applications to use this question. Staff will communicate these changes to ABN stakeholders through various methods and will also communicate the changes to the Lorna Breen Heroes Foundation.

On July 18, 2025, Ms. Seip moved that the Boar approve revision of regulatory questions pertaining to mental and physical health and substance use disorder. Ms. Lofton seconded. Motion carried without objection.

2. Amicus Brief

Ms. Henley reported that effective October 15, 2023, ADPH adopted final regulations for the licensure and regulation of FSBCs. Ala. Admin. Code r. 420-5-13-.01 to -.19 (hereinafter “Final Regulations”). The Final Regulations cite Ala. Code § 22-21-20 as their “Legal Authority.” Ala. Admin. Code r. 420-5-13-.01(1).

ABN had filed comments to those rules via letter of August 3, 2023, noting that the ABN “generally supports the new proposed rules for Birthing Centers because the rules establish additional opportunities for the care of patients during childbirth and recognize the capability of Certified Nurse Midwives to provide safe, competent care for patients during childbirth in a setting other than a hospital.”

Various plaintiffs, including two freestanding birth centers and the physicians who founded those birth centers, as well as two Certified Professional Midwives (CPM’s) and the American College of Nurse Midwives, filed a lawsuit which, among other things, challenges the authority of the State Department of Public Health to regulate birthing centers.

On May 7, 2025, the Circuit Court issued an amended order which granted summary judgment in favor of the plaintiffs on that issue, ruling:

The Court hereby DECLARES . . . that freestanding birth centers operating in the midwifery model of care are not “hospitals” under section 22-21-20(1) of the Alabama Code and, therefore, ADPH and Scott Harris, in his official capacity as the State Health Officer for ADPH, have no authority to require such freestanding birth centers to obtain a license under section 22-21-22 of the Alabama Code or to otherwise regulate such freestanding birth centers.”

The definition of hospital upon which ADPH relied includes “health care institutions when such institution is primarily engaged in offering to the public generally . . . obstetrical care.” Ala. Code 22-21-20(1). The parties agreed to the following definition of “obstetrics” “the branch of medicine that concerns management of women during pregnancy, childbirth, and the puerperium.” The court found that midwifery care at a birthing center is not “obstetrical care” and is not offered to the public generally. In doing so, the court found that midwifery care could not be obstetrical care because midwives cannot engage in the “practice of medicine.”

The Department of Public Health, which is represented by the Alabama Attorney General's Office, is appealing this ruling. The organizations planning to file an amicus curiae (friend of the court) brief do not all necessarily agree on what the requirements should be for birthing centers, but they all agree that birthing centers should be regulated. A review of the law and relevant definitions shows that the care provided in birthing centers is "obstetrical care," regardless of the license type of the person providing it. The circuit court incorrectly confused the term "branch of medicine" with the phrase "practice of medicine." The scopes of practice of many licensed professions overlap. For the protection of the public, birthing centers should be regulated by the Alabama Department of Public Health.

On July 18, 2025, Dr. O'Keefe moved that the Board approve request to join Alabama Hospital Association, Medical Association of Alabama, and Alabama Board of Medical Examiners in filing an Amicus Curiae Brief to the Alabama Court of Civil Appeals arguing that ADPH has statutory authority to regulate birthing centers. Ms. Floyd seconded. Motion carried without objection.

3. Retirement announcement

Ms. Benson announced her plans to retire from the Alabama Board of Nursing Executive Officer position in 2026, estimated to be between January and June 2026. A set date will be determined after the first of the year, based on agency needs identified for the upcoming 2026 legislative session.

XV. BOARD MEETING DEBRIEFING

A. New Board Members (How can we help?)

None

B. Meeting Process: What can we improve/change?

None

XVI. ADJOURNMENT

The ABN Board meeting adjourned at 12:01 p.m. on Friday, July 18, 2025.

Victoria Lavender, MSN, RN
President

Sarah "Mandy" Mims, LPN
Secretary

Submitted by: _____
Tonya Smith 07/25