

NEBRASKA BOARD OF NURSING

MINUTES OF THE MEETING

March 12, 2026

CALL TO ORDER

The meeting of the Nebraska Board of Nursing was called to order by Brenda Smidt, Board President, at 8:31 a.m., March 12, 2026, at the Best Western Plus Conference Room, 2201 Wildcat Circle, Lincoln NE 68521. Copies of the agenda were emailed to the Board members, emailed to interested parties, posted in the east entryway of the Nebraska State Office Building, and posted on the Department of Health & Human Services website on February 27, 2026. Copies of the revised agenda were emailed to the Board members, emailed to interested parties, posted in the east entryway of the Nebraska State Office Building, and posted on the Department of Health & Human Services website on March 10, 2026. Smidt announced that a copy of the Open Meetings Act was available in the room.

ROLL CALL

The following board members were present and answered roll call:

- Holly Chandler, APRN-CRNA
- Theresa Delahoyde, RN
- Kathy Harrison, RN, *Board Secretary*
- Clay Jordan, RN
- Angela Kula, LPN
- Kandis Lefler, LPN
- Patricia Motl, RN
- Eric Rogat, RN, *Board Vice-President*
- Kristin Ruiz, RN
- Jules Russ, *Public Member*
- Brenda Smidt, RN, *Board President*

No board members were absent. One board position was vacant.

The following staff members from the Department and the Attorney General's Office were present during all or part of the meeting:

- Ann Oertwich, RN, *Executive Director*
- April Minster, RN, *Nursing Education Consultant*
- Sherri Joyner, *Health Licensing Coordinator*
- Jessie Enfield, *DHHS IT Systems Analyst*
- Marley Sandberg, *DHHS Legal*
- Milissa Johnson-Wiles, *Assistant Attorney General*
- Tricia Allen, *Investigations Program Manager*
- Brittany Bigham, RN, *Investigator*
- Andrea Cramer, RN, *Investigator*
- Veronica Hahn, RN, *Investigator*
- Susan Held, RN, *Investigator*
- Mendy Mahar-Clark, RN, *Investigator*

ADOPTION OF THE AGENDA

MOTION: Motl made the motion, seconded by Delahoyde, to adopt the agenda for the March 12, 2026, Board of Nursing meeting.

Voting Yes: Chandler, Delahoyde, Harrison, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, Russ, and Smidt.

Voting No: None. Abstain: None. Absent: None. Motion carried.

These minutes were approved by the Board of Nursing on April 9, 2026.

APPROVAL OF THE MINUTES

MOTION: Ruiz made the motion, seconded by Harrison, to approve the consent agenda.

Voting Yes: Chandler, Delahoyde, Harrison, Kula, Lefler, Motl, Rogat, Ruiz, Russ, and Smidt. Voting No: None. Abstain: Jordan. Absent: None. Motion carried.

ETHICS ASSESSMENT PRESENTATION

Bradley Guye, Business Development Manager for EBAS (Ethics and Boundaries Assessment Services, LLC) gave a presentation on the assessment tools offered by his company. EBAS offers assessments in five areas: Boundaries, Unprofessional Conduct, Professional Standards, Substance Abuse, and Fraud. Assessments are conducted at testing centers nationwide under secure conditions, and involve short answer and essay responses to scenarios that are designed to assess the test taker's ethical and moral compass. Guye said that EBAS selects scenarios that are relevant to each test taker's violations or allegations. He said that over 150 boards, representing 37 different professions, including nursing, have used EBAS assessments. Completed assessments are scored by a panel according to specific criteria. EBAS sends the results are sent directly the state board. Individuals who do not receive a passing score can retake the assessment. EBAS can refer testers to independent ethics partners and other resources if a tester needs assistance in order to pass an assessment. After listening to the presentation and asking questions, Board of Nursing members expressed approval for using EBAS assessments.

CLOSED SESSION

MOTION: Kula made the motion, seconded by Lefler, for the Board to go into closed session for the purpose of reviewing and discussing investigative reports, licensure applications, and other confidential information, and for the prevention of needless injury to the reputation of the individuals.

Voting Yes: Chandler, Delahoyde, Harrison, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, Russ, and Smidt. Voting No: None. Abstain: None. Absent: None. Motion carried.

Smidt announced that the Board was in closed session for the purpose of reviewing and discussing investigative reports, licensure applications, and other confidential information, and for the prevention of needless injury to the reputation of the individuals.

9:18 a.m. Meeting went into closed session.

9:33 a.m. Rogat left the meeting.

9:35 a.m. Rogat returned to the meeting.

10:25 a.m. Meeting returned to open session. Meeting went into recess. Chandler left the meeting.

10:35 a.m. Meeting reconvened.

LICENSURE RECOMMENDATIONS**ANN MARIE HAUPTMAN – RN REINSTATEMENT FROM DISCIPLINE**

MOTION: Delahoyde made the motion, seconded by Motl, to table Ann Marie Hauptman's reinstatement application in order to obtain additional information.

Voting Yes: Chandler, Delahoyde, Harrison, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, Russ, and Smidt. Voting No: None. Abstain: None. Absent: None. Motion carried.

10:37 a.m. Chandler returned to the meeting.

TIA B. STEVENSON – RN REINSTATEMENT FROM DISCIPLINE

MOTION: Chandler made the motion, seconded by Delahoyde, to table Tia Stevenson's reinstatement application in order to obtain additional information.

Voting Yes: Chandler, Delahoyde, Harrison, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, Russ, and Smidt. Voting No: None. Abstain: None. Absent: None. Motion carried.

KARRIE J. YORK – RN REINSTATEMENT FROM DISCIPLINE

MOTION: Delahoyde made the motion, seconded by Kula, to recommend reinstating Karrie York's RN license on probation for two years with the following terms and conditions: completion of EBAS assessment; abstain from alcohol; abstain from controlled substances and other prescription drugs unless prescribed by the treating practitioner; verification from treating practitioner of all prescription medications; report all prescription medications taken; submit to random body fluid screens; advise Department of any professional counseling and submit reports; comply with treatment recommendations including recommendations for attendance at support group meetings and sponsor; active practice for 2,080 hours; provide notice of disciplinary proceedings to employer and other states where licensed; provide quarterly employer reports; shall not provide nursing services for staffing agencies or in home health care; provide written notice to Department of any employment, address or phone changes within seven (7) days; comply with all reports, notices or other documentation from the Department; promptly respond to Department regarding compliance during probation; obey all state and federal laws, rules and regulations regarding practice of nursing and must report any violations of the above to Department within seven days; pay any costs associated with ensuring compliance, and appear at any meetings of the Board of Nursing when requested. The recommendation for probation is based on a diagnosis of a substance use disorder, misdemeanor convictions, and discipline history. The recommendation for reinstatement is based on applicant's participation in treatment, compliance with treatment recommendations, reported period of sobriety from December 2023, and positive letters of reference from employers and supervisors.

Voting Yes: Chandler, Delahoyde, Harrison, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, and Smidt. Voting No: Russ. Abstain: None. Absent: None. Motion carried.

STACIE R. WESTON – RN REINSTATEMENT FROM DISCIPLINE

MOTION: Ruiz made the motion, seconded by Delahoyde, to recommend reinstating an unrestricted RN license to Stacie Weston based on completion of education requirements.

Voting Yes: Chandler, Delahoyde, Harrison, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, Russ, and Smidt. Voting No: None. Abstain: None. Absent: None. Motion carried.

JASON S. IRLANDA – RN REINSTATEMENT FROM DISCIPLINE

MOTION: Jordan made the motion, seconded by Rogat, to deny Jason Irlanda's request to remove the limitation on his license based on insufficient evidence presented to substantiate a change in circumstances.

Voting Yes: Chandler, Delahoyde, Harrison, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, Russ, and Smidt. Voting No: None. Abstain: None. Absent: None. Motion carried.

10:40 a.m. Harrison left the meeting. Russ left the meeting.

HOSPITAL & NURSING EDUCATION PROGRAM PARTNERSHIPS

Members reviewed a letter that had been drafted to inform hospitals that nursing education programs operating in Nebraska must be formally approved by the Nebraska Board of Nursing. Edits to the letter that had been submitted by Sandberg were shown on the meeting room's video screen. Minster explained that the letter was prompted by indications that Great Plains Health in North Platte was exploring a partnership with Unitek Learning to offer an ADN nursing program at its hospital. Unitek offers what is sometimes referred to as "school-in-a box." In the Unitek model, the didactic portion of the program is done online, clinicals are all done at the hospital or associated sites, and hospital staff are trained to serve as clinical faculty. Board members recommended sending the letter on behalf of the Board to Great Plains' Board of Directors, to Great Plains' Chief Nursing Officer, and to Unitek Learning. Sandberg suggested that the contents of the generic letter could be published as an article in *Nursing News*.

MOTION: Delahoyde made the motion, seconded by Ruiz, to approve the letter regarding regulatory requirements for nursing education programs and to approve sending the letter to Great Plains' Board of Directors, Great Plains' Chief Nursing Officer, and Unitek Learning.

Voting Yes: Chandler, Delahoyde, Jordan, Kula, Lefler, Motl, Rogat, Ruiz, and Smidt. Voting No: None. Abstain: None. Absent: Harrison and Russ. Motion carried.

PRACTICE COMMITTEE UPDATES

10:59 a.m. *Harrison returned to the meeting.*

Oertwich reported that the Practice Committee will review four Advisory Opinions when it meets after the Board meeting adjourns. Once the Committee is satisfied with the opinions, they will be forwarded to DHHS Legal for review.

Oertwich reported that Dohrmann, the Practice Consultant, recently gave a presentation on "staying in your lane" at the Nebraska Nurse Practitioners annual conference. Dohrmann is also working on questions about the authority of APRNs to sign Do Not Resuscitate (DNR) Orders. According to Oertwich, some EMS personnel will not honor a DNR order signed by an APRN.

11:04 a.m. *Russ returned to the meeting*

JOINT BOARD COMMITTEE ON MEDICAL SPAS

Oertwich reported that the outcome of the Joint Board Committee on Medical Spas will likely be a document on IV hydration, rather than a document that also addresses IV therapy and other concerns. Oertwich said that compounding is not within the scope of practice of LPNs, RNs, or APRNs.

DEPT OF EDUCATION'S PROPOSED DEFINITION OF PROFESSIONAL DEGREE

Members reviewed a letter signed by Smidt, acting as a representative for the Nebraska Board of Nursing, and addressed to the Under Secretary of Education for the U.S. Department of Education. The letter provides comments on the Department of Education's proposed student loan rule changes that would exclude nursing degrees from the definition of "professional degree." Members expressed approval of the letter.

2026 LEGISLATIVE SESSION

Oertwich did not think that LB936, which would allow nurse practitioners to utilize fluoroscopy, will move forward this legislative session. She also did not see any movement on LB1234, which would license freestanding birth centers. She noted that Senator Hansen filed an amendment to LB1234 that incorporates

the language from two bills introduced in 2025: LB676, which would enact changes sought by APRN-Certified Nurse Midwives, and LB374, which would create a license for midwives who do not necessarily have the training of APRN-CNMs.

LB912 includes a number of DHHS priority items, including the Community Health Worker Training Endorsement Act. Oertwich has been told that approval of the Community Health Worker portion of the bill is required in order for DHHS to move forward with the Rural Health Transformation Program (RHTP). Oertwich said that DHHS is currently hiring staff for RHTP.

COMMUNICATION

Nursing News – Oertwich indicated that an article on the Rural Health Transformation Program might be included in the next edition of *Nursing News*.

Center for Nursing Updates – Oertwich reported that the Center's Biennial Report on the nursing workforce has been posted to the Center for Nursing's website. She also noted that the Board of Nursing approves the Center's budget.

Staff Updates – Oertwich praised the work of Danielle Dohrmann, the new Practice Consultant, April Minster, the new Education Consultant, and David Stokes, the new supervisor for the nurse aide and medication aide registries.

Oertwich reported that the Licensure Unit is transitioning to a new licensing database called Evoke. Once Evoke is fully implemented, which might take up to two years, the Licensure Unit will be able to accept online applications.

PUBLIC COMMENT

The floor was opened to comments from the public. No comments were received.

11:25 p.m. *Meeting went into recess.*

11:36 p.m. *Meeting reconvened.*

STRATEGIC PLANNING AND COMMITTEE STRUCTURES

Minster reported that at the Board's March meeting, two potential new committees were identified, for a total of four committees: 1) Practice, 2) Nursing Education, 3) Nursing Community Outreach, and 4) Workforce.

Potential responsibilities for each committee were identified as follows:

Practice: 1) advisory opinions, 2) scope of practice questions, 3) changes/evolution of practice (e.g. aesthetics and med spas), and 4) delegation of responsibilities.

Education: 1) program approvals, 2) exploration of post-licensure education regulation, 3) exploration of ways to evaluate online programs, and 4) approval of curriculum changes

Workforce: 1) delegation/roles 2) rural workforce issues, and 3) development of innovative solutions

Community Outreach: 1) education on current topics, 2) discipline data, 3) ethics

Oertwich brought up scope of practice issues related to nurse practitioners working outside of their certification areas. Both Chandler and Jordan discussed the situation of Family Nurse Practitioners working in rural setting who need to be able to intubate patients and do other critical care services. They advocated for a solution that would address the scope of practice problems in IV spas and other settings without unnecessarily restricting those nurse practitioners who might be the only health care provider in a rural community.

Ruiz asked if a committee should be assigned the responsibility of proposed legislation. Delahoyde suggested that to avoid overlap, certain topics might be assigned to specific committees during Board meetings.

Members discussed meeting frequency. Delahoyde supported having the Education Committee plan on meeting every month. Meetings could then be cancelled if there was no business to address. Motl said that committees should meet when they have work to do. She suggested that each committee start by planning to meet monthly, and once the committee's roles and duties are established, they can decide how frequently to meet. Smidt noted that having committees meet monthly might create scheduling conflicts for members who are on more than one committee. Ruiz noted that the Education Committee does need to meet at specific times so that representatives from nursing programs know when they should arrive.

Members also discussed committee memberships. It was suggested that the Practice Committee include nursing administrators and practice staff. The three nurse educators on the Board would need to be on the Education Committee. Rogat said that he was interested in serving on the Community Outreach Committee. Chandler asked how members would be able to change their committee assignments. Kula suggested that once the new committees have been operating for a few months, members could reassess whether the assignments are good fits. Minster suggested that committee membership might be reviewed annually.

CONCLUSION

The meeting adjourned at 12:19 p.m.

Respectfully submitted,



Sherri Joyner
Health Licensing Coordinator