

June 2025

Kansas NURSING NEWS

The Official Publication of the Kansas State Board of Nursing



this issue-

Key Strategies for New RN and LPN Graduates
Helpful Resources for Nurses: From School to the Workplace



PUT THE “U” IN UK!

JOIN OUR TEAM!

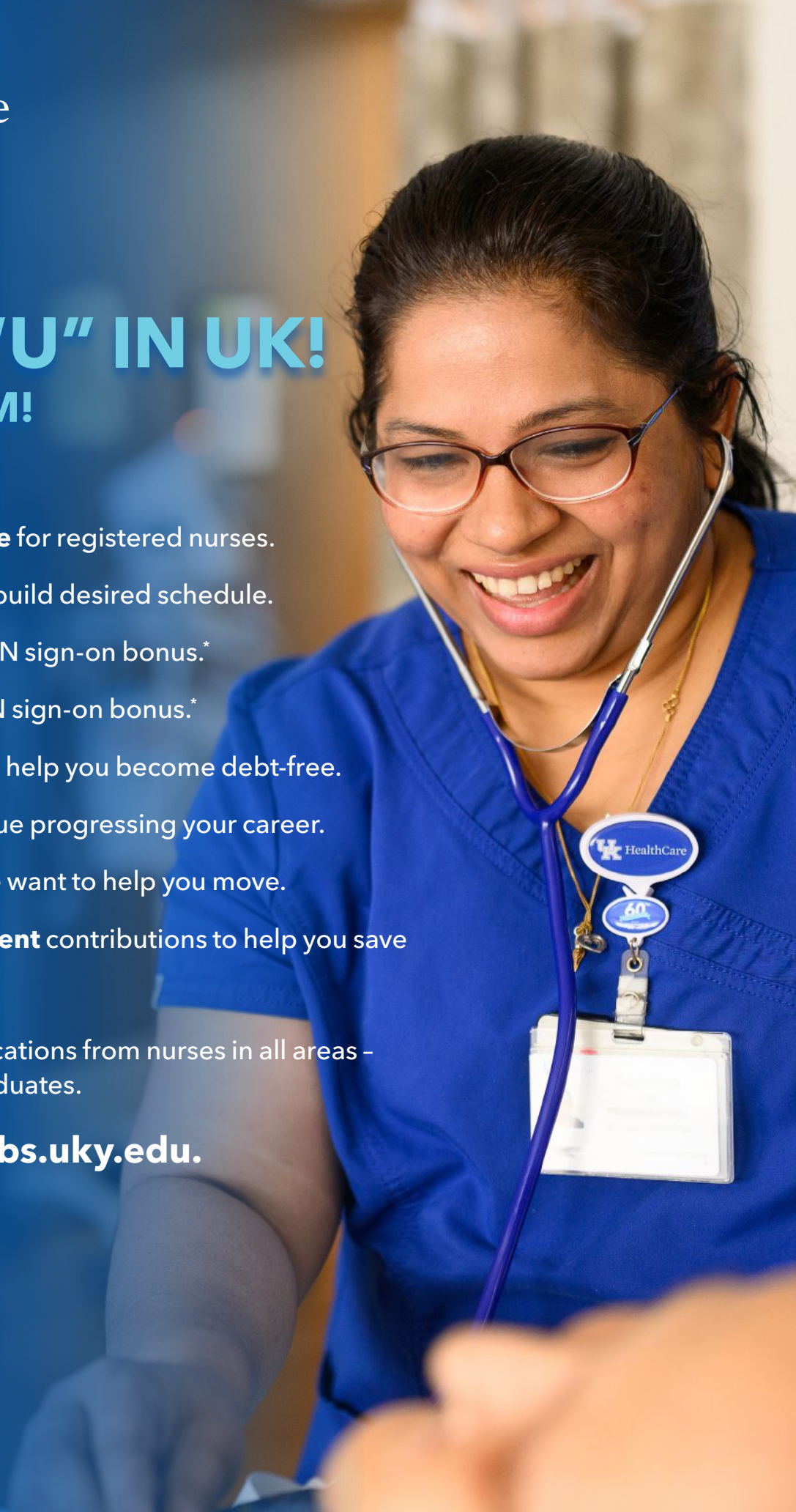
WHAT WE OFFER U:

- **Competitive salary scale** for registered nurses.
- **Float pool flexibility** to build desired schedule.
- **\$15,000** new graduate RN sign-on bonus.*
- **\$25,000** experienced RN sign-on bonus.*
- **Loan forgiveness.** Let us help you become debt-free.
- **Tuition benefits.** Continue progressing your career.
- **Relocation benefits.** We want to help you move.
- **200% match on retirement** contributions to help you save for the future!

Currently accepting applications from nurses in all areas – experienced and new graduates.

Apply today: ukjobs.uky.edu.

*Area restrictions





Kansas NURSING NEWS

June 2025 | VOL. 1 NO. 2

Landon State Office Building
900 SW Jackson, Ste. 1051
Topeka, KS 66612-1230
Office Hours: 8:00 am – 4:30 pm

<https://ksbn.kansas.gov/>

BOARD MEMBERS

Andrea Watson, RN, BSN, OCN, CCRP
President
07/01/2024 – 06/30/2028
andrea.watson@ks.gov

Michaela Hysten, MSN, BSN, RN
Vice President
07/01/2019 – 6/30/2027

Michelle Terry, RD, CPHQ, Public Member
Secretary
07/01/2022 – 06/30/2026

Adri Gouldsmith, LPN
07/01/2023 – 06/30/2027

Julianna Rieschick, RN, MSN, NEA-BC
07/01/17 – 06/30/2025

Ruth L.M. Burkhart, CNP, MSN, MA, RN-BC
LPCC
07/01/2022 – 06/30/2026

Melissa Oropeza, CNP, APRN-BC, CGRN
07/01/2021 – 06/30/2025

Lori Owen, LPN
07/01/2021 – 06/30/2025

Amy Hite, Ed D(c), DNP, FNP-C
07/01/2024 – 06/30/2028

Brenda R. Sharpe, MS, Public Member
07/01/2023 – 06/30/2027



Board members- Back Row: Amy Hite, Adri Gouldsmith, Melissa Oropeza, Michelle Terry, Ruth Burkhart, Brenda Sharpe
Front Row: Michaela Hysten, Julianna Rieschick, Andrea Watson

KSBN Committee and Board Meetings:

YouTube recordings of past KSBN Committee and Board meetings are available on the KSBN website and on the ks nursing YouTube channel.

<https://www.youtube.com/@ksnursing>

All meetings are open to the public and are held at the Landon State Office Building, 900 SW Jackson, Topeka, Kansas 66612.

Schedule for 2025 Meetings

Mon. September 8,

9 am - Investigative Comm

10 am Annual Nursing Education
Program Administrator Meeting

Tues. September 9,

8:30 am to 12 pm
Education Comm – Room 509

12:30 pm to 2 pm
DNE & IV Therapy Comm – Room 509

2 pm to 3 pm
APRN Comm – Room 509

3 pm to 4 pm - Practice Comm

Wed. September 10

8:30 am to 9 am
Finance & RM Committee – Room 560

9:15 am – until finish
Board - Room 509

Mon. December 8,

9 am - Investigative Comm.

Tues. December 9,

8:30 am to 12 pm
Education Comm. Room 509

12:30 pm to 2 pm
DNE & IV Therapy Comm. Room 509

2 pm to 3 pm – APRN Comm. Room 509

3 pm to 4 pm - Practice Comm

Wed. December 10

8:30 am to 9 am
Finance & RM Committee – Room 560

9:15 am – until finish
Board - Room 509



DISCLAIMER CLAUSE

The *Kansas Nursing News* is published quarterly by the Kansas Board of Nursing. The providers are responsible for offering quality programs under the criteria as established by the Board. Complaints regarding continuing education programs may be reported directly to the Kansas Board of Nursing. For information on these educational offerings, contact the sponsor, not the Board. Advertising is not solicited nor endorsed by the Kansas Board of Nursing. For advertising rates and information, contact Michelle Gilbert, 1-800-561-4686 ext. 120, mgilbert@pcipublishing.com.

**Publishing
PCI Concepts, Inc.**

Created by Publishing Concepts, Inc.
David Brown, President • 1-800-561-4686 ext.103
dbrown@pcipublishing.com
For Advertising info contact
Michelle Gilbert • 1-800-561-4686 ext.120
mgilbert@pcipublishing.com

EDITION 02

The statements and opinions contained in the publications of *KANSAS NURSING NEWS* are solely those of the individual authors and do not necessarily reflect those of the editors or the publisher. The appearance of advertisements in the KSBN *KANSAS NURSING NEWS* publications is not a warranty, endorsement or approval or the products or services advertised or of their safety. The Editor-in-Chief and the Publisher disclaim responsibility for any injury to persons or property resulting from any ideas or products referred to in the articles or advertisements.

Table of CONTENTS

Thoughts from the Executive Administrator	5	KNAP	
Contact Us	6	Kansas Nurse Assistance Program	20
Opportunities to Become Involved	8	The Art of Asking Questions	
Starting Strong: Key Strategies for New RN and LPN Graduates	10	FAQs	22
Sign up for CE Broker	11	Kansas State Board of Nursing Meeting.....	24
Nursys e-Notify	15	Helpful Resources for Nurses: From School to the Workplace	26
CRNA Prescriptive Authority	18	I'm So Stressed Out!	28
		Disciplinary Actions	30





Carol Moreland, MSN, RN
Executive Administrator

THOUGHTS FROM THE EXECUTIVE ADMINISTRATOR

Hello everyone,

Congratulations to all the graduates!! We appreciate your desire and dedication to join the nursing profession and wish you good luck on the NCLEX. The Kansas State Board of Nursing (KSBN) is the nursing regulatory board in Kansas. Nurses interact with KSBN for various reasons with licensure being the first interaction. After you obtain your license there are some important items to remember. The expiration of your license will be every two years at the end of your birth month on an even year if you were born in an even year and an odd year if you were both in an odd year. However, your first nursing license may have an expiration date two years before the date it was issued, due to the renewal date occurring on your birth month. **It is very important you look for your license expiration date when you receive your license. You can check your license expiration date on the licensure verification on the KSBN website.** Once you obtain your nursing license you will want to monitor your nursing license. Unfortunately, there is more fraud prevalent. One of the best ways to monitor your nursing license anytime, everywhere for free is to enroll in e-Notify. There is more information about e-Notify in this newsletter. Please take the time to enroll in e-Notify. If you have a multistate license and you relocate your primary state of residency you need to have an application

submitted within 60 days to the Board of Nursing in the new primary state of residency. Another requirement to renew your license is to obtain 30 hours of approved continuing education within your renewal period. There is information on our website about continuing nursing education so I would encourage you to take a little time to review the information. It is very important you are familiar with the Kansas Nurse Practice Act. It includes information about licensure and scope of practice for your license, along with other important information. The Kansas Nurse Practice Act is available on our website.

We have four Board member vacancies. There is more information about how to apply to be a Board member in this newsletter. There are openings on some of the subcommittees of the Board. There is more information about those openings and how to apply in this newsletter. I hope you consider either of these opportunities, if you qualify.

Email any ideas for content you would like to see in the future KSBN newsletters to me at carol.moreland@ks.gov. Thank you for all you do in caring for the citizens of Kansas and your continued support to KSBN. Again, congratulations to the graduates and welcome to the nursing profession.

Carol Moreland, MSN, RN

SCAM ALERT



The Board continues to receive reports of malicious actors calling pharmacists and pharmacy technicians, representing themselves as staff members of the Board or other federal agencies. These actors indicate there are complaints, investigations or outstanding disciplinary actions pending against licensees and registrants. In most cases, malicious actors are able to spoof caller ID or mask email addresses and may even have publicly available licensee names and license numbers.

These inquiries are fraudulent!

Please remember:

- Notification of disciplinary action will always be made by mail or email to your address of record.
- If a Board staff member calls you, you will always be allowed to terminate communication.
- If you are unsure of the validity of a call or email, contact one of the direct email addresses or phone numbers on the Board's website to ensure legitimate communication.
- The Board website is updated regularly with staff contact information.

Total Count of Active

Last Updated 05/15/2025

LICENSE TYPE	COUNT
Clinical Nurse Specialist	317
Clinical Nurse Specialist - Temporary	1
Licensed Mental Health Technician	32
Licensed Practical Nurse - Multi-State	2508
Licensed Practical Nurse - Single-State	6372
Licensed Practical Nurse - Temporary	8
Nurse Midwife	1
Nurse Practitioner	8478
Nurse Practitioner - Temporary	29
Registered Nurse - Multi-State	20069
Registered Nurse - Single-State	32217
Registered Nurse - Temporary	43
Registered Nurse Anesthetist	1322
Registered Nurse Anesthetist - Temporary	1
Total	71526

785-296-4929

Administration

Carol Moreland	Executive Administrator	carol.moreland@ks.gov	785-296-5752
Adrian Guerrero	Director of Operations	adrian.guerrero@ks.gov	785-296-5935
Andy Martin	Public Information Officer	andrew.martin@ks.gov	785-296-5062
Jill Simons	Executive Assistant	jill.simons@ks.gov	785-296-5752
Sharon Oxby	Senior Admin Asst.	sharon.oxby@ks.gov	785-296-1817

Education

Janelle Martin	Education Specialist	janelle.martin@ks.gov	785-296-5036
Stacy Johnson	Senior Admin Asst	stacy.johnson@ks.gov	785-296-3782

Legal Division Discipline

Rachel Kenney	Assistant Attorney General	rachel.kenney@ks.gov	785-296-4325
Sydney Winslow	Assistant Attorney General	sydney.winslow@ks.gov	785-296-4325
Megan Barber	Senior Adm Asst	megan.e.barber@ks.gov	785-296-4325

Investigation

Linda Davies	Practice Specialist	linda.davies@ks.gov	785-296-8401
Ruth Humbert	RN Investigator	ruth.humbert@ks.gov	785-296-8401
Evan Faulkner	Special Investigator Senior	evan.faulkner@ks.gov	785-296-8401
Christy Ryan	LPN Investigator	christine.ryan@ks.gov	785-296-8401
Susanne Forman	RN Investigator	susanne.forman@ks.gov	785-296-8401
Deb Quintanilla	RN Investigator	debra.quintanilla@ks.gov	785-296-8401
Abbie Stutzman	RN Investigator	abbigail.stutzman@ks.gov	785-296-8401
Mara Hurley	Special Investigator	mara.hurley@ks.gov	785-296-8401
Stephanie Wiley	Senior Admin Asst.	stephanie.n.wiley@ks.gov	785-296-8401

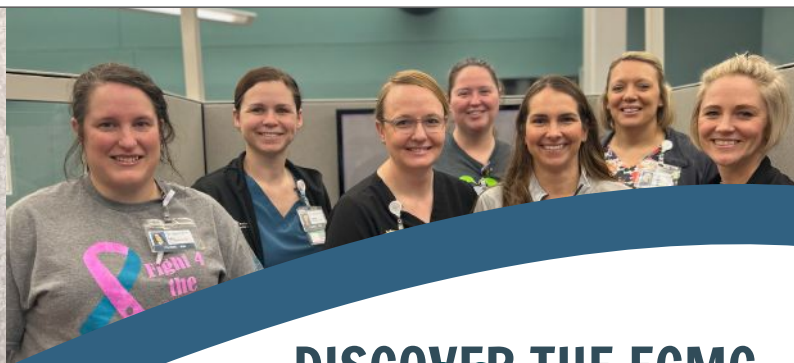
Licensing

RaeAnn Byrd	Licensing Supervisor	raeann.byrd@ks.gov	785-296-6573
Karen McGill	Senior Admin Asst.	karen.mcgill@ks.gov	785-296-2453
Barb Bigger	Senior Admin Asst.	barbara.bigger@ks.gov	785-296-2926
Jackie Mercer	Senior Admin Asst	jackie.mercer@ks.gov	785-296-2967

Information Technology

Anthony Blubaugh	Applications Developer	anthony.blubaugh@ks.gov	785-296-3928
Kolton Colhouer	eGov Support Analyst	kolton.colhouer@ks.gov	785-296-2240

Ellsworth, Kansas



DISCOVER THE ECMC *difference*

- ✓ State-of-the-Art Equipment - Work with new, modern equipment to enhance patient outcomes and streamline your workflow
- ✓ 24/7 Lab & Radiology Support - Our in-house lab is available around the clock, with radiology on call to assist when needed



We are hiring!

www.ewmed.com

- ✓ Manageable workloads - Enjoy a 6:1 or less nurse-to-patient ratio, ensuring you can provide quality, attentive care
- ✓ Comprehensive Training Program - We offer a robust orientation program designed to support new graduates as they transition
- ✓ Community-Focused Care - Experience the fulfillment of working in a close-knit, rural hospital where you truly make a difference
- ✓ Competitive Compensation - Enjoy differentials and incentives to reward your commitment and dedication



Affordable Accelerated Attainable

Expand your care and career with a nursing degree from MNU:

- **BSN:** 1 year, 18 month hybrid, and 2 year options
- **MSN:** Healthcare Administration and Quality or Nursing Education
- **MSN and MBA Dual Degree**
- **Post Graduate Certificates**

Learn more
by scanning
QR code



MidAmerican Nazarene University • Olathe, KS
Pgradmissions@mnu.edu / Mnu.edu/pgs / 913-971-3800

Opportunities to Become Involved

Apply to Join the Board or a KSBN committee

Are you at a time in your nursing career you would like to expand your knowledge and share your expertise with other nurses? We have some opportunities in which you can be involved with the Kansas State Board of Nursing (KSBN) and assist in decision making regarding nursing regulation in Kansas. We have

openings to serve as a Board member or a committee member. We have two Board member openings presently and two more will become available July 1, 2025. The vacant positions are for a Public Member, LPN member and two RN positions. A Board member term is for four years. There are subcommittees that assist the

Board with reviewing information. There are the following Committee member openings: APRN Committee: 1 CNS position, one NP position and one RNA position; Continuing Nursing Education/ IV Therapy Committee two positions; Education Committee: one position to represent ADN education and one position to represent graduate nursing education; and Practice Committee: four positions.

Meeting Schedule

The Board and Committee meetings are held quarterly in Topeka (March, June, September and December). They are in person meetings and there are packets of information that must be reviewed before the meetings. There is a KSBN Committee Application on our website (www.ksbn.kansas.gov) that explains more about the responsibilities, commitment, etc. about Committee membership. If you are interested in any of these open positions, please apply. The submission directions are included with the application.

Apply On-line

Board members are appointed by the Governor and applications for appointment to be a KSBN Board member are located on the Governor's website (<https://www.governor.ks.gov/serving-kansans/office-of-appointments>). The main functions of the KSBN Board members are to revise the Nurse Practice Act, if applicable, and ensure the mission, vision, values and strategic plan of KSBN are followed. They are expected to prepare, attend, and actively participate in all scheduled meetings of the Board and committees as assigned.

If you have questions regarding committee membership or Board member responsibilities, please email Carol Moreland at: carol.moreland@ks.gov. As a reminder you submit an application to be a Board member to the Governor's Office. Committee member applications should be submitted to KSBN at the location listed on the committee application.



Be the Heart of Healthcare

Our commitment to providing exceptional care starts with ensuring our employees have generous benefits, extensive resources, career growth options, and a supportive environment of coworkers who share a passion for care excellence.

Current Opportunities in Kansas:

Bob Wilson Memorial Hospital, St. Catherine Hospital - Dodge City and Garden City

- Float Pool
- Medical Surgical
- Emergency Room
- ICU
- Postpartum
- Surgery
- Pediatrics
- Cardiac Cath Lab
- Leadership

Explore a career with us!

CommonSpirit 



Hello humankindness™

The University of
Kansas School
of Nursing offers
degree programs
for every stage
of your career.

Learn More!
nursing.ku.edu

KU SCHOOL OF
NURSING
The University of Kansas



Inpatient Unit - Registered Nurse Full-Time - Night Shift

On-Site • Inpatient • Full Time
Wichita, Kansas

Description

Come join the **Kansas Surgery and Recovery Center** Team! We are a leading surgery specialty hospital in Kansas with over 100 physicians performing elective procedures across numerous specialties providing exceptional patient care! Our facility strives to be the preferred choice for surgery in Wichita as well as across Kansas. We are continually investing in new technologies allowing us to be a trailblazer in our industry. With consistently high rankings from HealthGrades, we are ranked among America's 100 best orthopedic hospitals for several years in a row, with high ratings in patient experience and communication with nurses.

Full-time nightshift positions available 7pm-7am. 20% night-shift differential pay, 10% weekend differential. Three 12-hour shifts per week; two 12-hour weekend shifts per month. Responsible for the planning, executing, directing and evaluating direct and indirect nursing care given to the post-surgical patient.

Requirements

- Applicants must have a minimum of one year hospital experience
- Graduate of an approved or accredited School of Registered Nursing
- Current RN license issued by the State of Kansas
- Current BLS certification
- ACLS or ALS certification required but will allow 6 months to obtain

Benefits

- Health, dental, and vision
- Retirement benefits
- Generous night shift and weekend differentials
- Sign-on bonus of \$500 upon successful completion of a 90-day introductory period and again at one-year anniversary

<https://www.kansas.surgery/>

KANSAS
SURGERY &
RECOVERY
CENTER
KSRC – A Physician Owned Hospital

Kansas Surgery & Recovery Center does not discriminate on the basis of race, sex, color, religion, age, national origin, marital status, disability, veteran status, genetic information, sexual orientation, gender identity or any other reason prohibited by law in provision of employment opportunities and benefits.

Starting Strong:

Key Strategies for New RN and LPN Graduates in the Workforce

By Priscilla S. Burks, PhD, RN
Director of Practical Nursing Programs
Reprinted with permission of MSBN

Embarking on the journey as a new Registered Nurse (RN) or Licensed Practical Nurse (LPN) is a thrilling and transformative experience. The shift from the academic realm to real-world clinical practice demands adaptability, resilience, and applying foundational nursing knowledge in diverse, often challenging, situations (Weston, 2022). New graduates need practical strategies to ensure success and professional development in the early stages of their careers. This article presents key evidence-based strategies to help new nurses navigate their first years in practice and set a solid foundation for a successful career in nursing.

Lifelong Learning: Staying Ahead in an Evolving Field

Healthcare is dynamic, with advancements in technology and treatment constantly reshaping nursing practice. A commitment to lifelong learning ensures that new nurses remain competent and capable of providing safe, evidence-based care. Research supports that nurses who engage in continuing education demonstrate improved clinical competencies and are less likely to experience burnout (Laschinger et al., 2009).

Clinical Skills Development and Critical Thinking

The ability to translate theoretical knowledge into practice is a cornerstone of nursing. New graduates must focus on honing clinical skills and cultivating critical thinking to respond effectively to complex patient scenarios. Benner's (2001) novice-to-expert model outlines the progression of nursing expertise, underscoring the value of experiential learning and reflection. By actively seeking clinical experiences and



mentorship, new nurses can accelerate their journey toward proficiency.

Mentorship: The Guiding Light in the Nursing World

Mentorship programs offer invaluable support for a new nurse, helping them navigate the challenges of their first roles while fostering professional confidence and competence. Zhang et al. (2016) report that mentorship enhances job satisfaction, reduces turnover, and improves patient care quality. Effective mentoring relationships empower new nurses to set goals, address challenges, and build professional networks.

Time Management and Prioritization: Tools for Empowerment

Time management and prioritization are essential skills for nurses. These skills empower new nurses to deliver effective, efficient, and safe patient care in fast-paced, demanding healthcare environments. These competencies enable nurses to balance competing responsibilities, reduce stress, and improve patient outcomes. For novice nurses, developing

strategies to build these skills is particularly crucial. Key approaches to improve time management and prioritization include:

- Utilizing organizational tools such as checklists and electronic health records to track tasks and deadlines.
- Allocating time for essential but often overlooked responsibilities, such as patient education and thorough documentation.
- Employing prioritization techniques like the ABC method (Assess, Break down tasks, and Create a timeline) (Potter et al, 2005).

Additionally, leveraging guidance from experienced colleagues and adopting effective organizational practices can further support new nurses in mastering time management and prioritization, ultimately enhancing their confidence and professional growth.

Communication: Building Strong Relationships

Effective communication is a cornerstone of nursing practice, playing a vital role in ensuring patient safety, fostering teamwork, and promoting positive healthcare outcomes. For new nurses transitioning into

continued on page 12



Sign up for CE Broker today!

CE Broker is a free CE tracking system option for the Kansas State Board of Nursing licensees. This tracking system will enable seamless CE audits through electronic verification of CE for each licensee audited, easy access to approved courses, and dedicated support to answer your questions about continuing education.

The Kansas State Board of Nursing has provided you with a free Basic Account so you have CE Broker's most helpful tools right at your fingertips at no cost. Optional upgraded accounts take the guesswork out of your CE requirements through benefits like a Compliance Transcript. Please visit the Board's [website](#) to learn more.

How to activate your CE Broker account

- 1 | Visit <https://cebroker.com/plans>
- 2 | Select the plan best for you and enter your license number.
- 3 | Start tracking your continuing education today!

* If you already have a CE Broker account, follow these [simple steps](#) to add your Kansas license.



Comprehensive course search

The CE Broker **Course Search** helps you find every course you need to complete your license renewal. Any courses with the "Take it Here" tag will be instantly reported to your account and appear in your Course History. To find courses, visit <https://courses.cebroker.com/search/ks> and select your profession.



Helpful support center

You can access articles in CE Broker's digital **Help Center** anytime, anywhere. Additionally, their US-based team of support representatives are available to answer questions by email or chat from 8AM-8PM EST Monday-Friday.

Trusted by millions of professionals across the nation



Love this App. Makes it absolutely clear what is required and what we need to complete!!

Daisey Bell



Very helpful tracking requirements, so easy to go on and see what I'm missing to make sure I am always compliant!

Sophie Moscato



CE Broker offers licensees **free mobile apps** on iOS & Android



19K Ratings
4.8 star rating

Need help creating a CE Broker account?



[Scan to learn how](#)

the workforce, mastering communication skills is especially critical as they navigate complex clinical environments and build their professional identities (Leonard et al, 2022). Strategies that have been utilized and instrumental in developing communication skills include:

- **Practice Active Listening:** Focus on understanding patient and team member needs without interruption or judgment.
- **Seek Feedback:** Regularly ask colleagues for input on various communication styles to identify strengths and areas for improvement.
- **Utilize Standardized Tools:** Use communication frameworks like SBAR (Situation, Background, Assessment, Recommendation) to ensure clarity and efficiency in conveying information.
- **Cultivate Emotional Intelligence:** Recognize and manage emotions to respond effectively in high-pressure situations.

Self-Care and Mental Health Preservation for Nurses: A Pathway to Longevity in the Profession

Nursing is one of the most demanding and rewarding professions, but it also comes with unique challenges that can lead to physical, emotional, and mental strain. For new nurses, it is essential to recognize the importance of self-care and mental health preservation. As caregivers, nurses dedicate themselves to the well-being of others, but in order to be truly effective in that role, they must first take care of themselves. The foundation of quality patient care starts with a nurse who is physically and emotionally well.

Self-care is not a luxury; it is necessary for long-term success in nursing. Without the proper attention to personal health and mental well-being, burnout, compassion fatigue, and emotional exhaustion are more likely to occur, diminishing a nurse's ability to provide compassionate, high-quality care. By prioritizing their own health, nurses can enhance their professional longevity, improve job satisfaction, and ensure that they can continue to care for others with the energy, focus, and empathy they deserve (William et al, 2021).

Several strategies can support new nurses in maintaining a healthy balance between their demanding roles and personal well-

being. These strategies not only promote physical health but also mental resilience:

Setting Boundaries: It is vital for nurses to establish clear boundaries between work and personal life. Overcommitting to shifts, staying late, or taking on extra responsibilities can lead to burnout. Learning to say “no” when necessary and respecting one's limits is important. Establishing boundaries also includes boundaries with patients, families, and colleagues to ensure a healthy work-life balance.

Practice Mindfulness: Mindfulness techniques, such as deep breathing, meditation, and mindful listening, can help nurses stay present in the moment and reduce stress. Incorporating mindfulness practices into daily routines allows nurses to center themselves, increase focus, and prevent emotional overload. A few minutes of mindfulness can go a long way in resetting the mind and reducing anxiety.

Engage in Physical Activity: Physical exercise is essential for maintaining overall health and has a significant impact on mental well-being. Regular exercise helps reduce stress, improve mood, and increase energy levels. Whether a walk after a shift, a yoga session, or a gym workout, physical activity helps combat the physical demands of nursing and reduces the risk of chronic health conditions.

Seek Support: Nursing can sometimes feel isolating, especially for new nurses who may not yet have developed a strong support network. Building a support system, whether through colleagues, mentors, or friends, is crucial. Sharing experiences with others who understand the challenges of nursing can provide emotional validation and reduce feelings of isolation. Seeking professional support, such as therapy or counseling, is also a valuable resource for managing stress and mental health concerns.

Prioritize Sleep and Nutrition: Proper sleep and nutrition are fundamental to maintaining the physical and mental stamina required in nursing. Nurses often work long hours, irregular shifts, and overnight shifts, which can disrupt sleep patterns. Prioritizing rest, creating a sleep-friendly environment, and following a consistent sleep routine can significantly improve energy levels and focus. Additionally, fueling the body with nutritious foods helps maintain concentration, boost

immune function, and support overall well-being.

Emotional Intelligence: Navigating Challenges with Empathy

Emotional intelligence (EI) is an essential skill for new nurses. It plays a pivotal role in their ability to navigate the complexities of clinical practice and thrive in challenging and high-pressure environments. Although the term “emotional intelligence” might be unfamiliar to some new nurses, it is important to understand that EI is not an innate trait—it is a set of skills that can be learned, developed, and refined over time. Emotional intelligence can be actively cultivated with conscious effort, making it an invaluable asset for any nurse.

In the high-stakes world of healthcare, nurses are regularly confronted with emotionally charged situations, whether supporting patients through serious illnesses, communicating with distressed families, or managing the demands of a fast-paced medical team. Nurses with emotional intelligence are better equipped to handle these moments with composure and empathy, leading to improved patient care, stronger professional relationships, and better overall outcomes in the clinical setting.

Emotional intelligence comprises four key competencies: **self-awareness**, **self-regulation**, **empathy**, and **social skills** (White & Grason, 2019). These components work together to help individuals understand, manage, and express their own emotions, as well as perceive and respond to the emotions of others. Here is a breakdown of each skill and how it can benefit new nurses:

- **Self-awareness:** involves understanding emotions, recognizing their impact on behaviors and decisions, and being mindful of responses in various situations. For new nurses, this means being able to identify when stress, frustration, or fatigue might be influencing their actions and adjusting accordingly. Practicing self-awareness allows nurses to remain calm under pressure, make thoughtful decisions, and reduce the likelihood of emotional burnout.
- **Self-Regulation:** Self-regulation is managing and controlling emotions, particularly in stressful or emotionally charged situations. Nurses often work in environments where they are required to make quick decisions and handle high-stress scenarios, such as

TARGETED ADVERTISING FOR THE MEDICAL PROFESSIONAL

Advertise HERE
Contact Michelle Gilbert
at 501-725-3561
mgilbert@pcipublishing.com

UNIVERSITY of SAINT MARY

EXCELLENCE IN NURSING EDUCATION

- + BSN with 1 and 2-Year Tracks
- + Online Family Nurse Practitioner (MSN-FNP)
- + Online Psychiatric Mental Health Nurse Practitioner (MSN-PMHNP)
- + Online Master of Science in Nursing
 - Nurse Educator
 - Nurse Administrator



REQUEST
INFORMATION

<https://stmary.edu/nursing>

NOW HIRING NURSES!

ALL SHIFTS!

- ✓ MED-SURG ✓ ER
- ✓ SURGERY ✓ CLINIC

Leading Compensation
Experience Considered
Outstanding Benefits

SCAN
TO
APPLY!



 **ELLINWOOD**
HOSPITAL & CLINIC
ELLINWOOD, KS



WORK IN OUR NEW
STATE-OF-THE-ART
FACILITY!

NEW
HOSPITAL
GALLERY



emergencies or patient crises. The ability to regulate emotions like anxiety, anger, or sadness enables nurses to remain focused, maintain professionalism, and respond appropriately without letting their emotions dictate their actions.

- **Empathy:** Empathy is the ability to understand and share another person's feelings. It's a foundational skill in nursing, as it allows nurses to connect with patients on an emotional level, acknowledge their fears and concerns,

and provide compassionate care. Empathetic nurses can offer emotional support to patients and their families, which fosters trust and enhances the overall patient experience. Empathy also extends to colleagues, enabling nurses to communicate effectively within teams, offer emotional support to one another, and create a positive work environment.

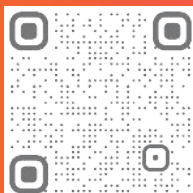
- **Social Skills:** Social skills involve interacting well with others, building relationships, and communicating effectively in both one-on-one

and group settings. In nursing, strong social skills help build rapport with patients, families, and coworkers, fostering collaboration and teamwork. These skills also allow nurses to advocate for patients, engage in conflict resolution, and maintain healthy professional relationships in a multidisciplinary environment. Nurses with strong social skills can also help create a positive atmosphere in the unit, which can directly impact patient satisfaction and team morale.

THINK OUTSIDE THE HOSPITAL.

Consider a career in correctional healthcare with Centurion Health!

Opportunities available throughout Kansas.



Scan to view opportunities

Contact CarLee Ozuna today!
cozuna@TeamCenturion.com
785.301.8212

TeamCenturion.com | Equal Opportunity Employer



References:

- Benner, P. (2001). From novice to expert: Excellence and power in clinical nursing practice. Commemorative edition (p. 336). London: Prentice-Hall International.
- Gazaway, S. B., Schumacher, A. M., & Anderson, L. (2016). Mentoring to retain newly hired nurses. *Nursing Management*, 47(8), 9-13.
- Jawabreh N. The Relationship Between the Emotional Intelligence and Clinical Decision Making Among Nursing Students. *SAGE Open Nursing*. 2024;10. doi:10.1177/23779608241272459
- Kerr, D., Ostaszewicz, J., Dunning, T., & Martin, P. (2020). The effectiveness of training interventions on nurses' communication skills: a systematic review. *Nurse education today*, 89, 104405.
- Kikanloo, A. A. I., Jalali, K., Asadi, Z., Shokrpour, N., Amiri, M., & Bazrafkan, L. (2019). Emotional intelligence skills: Is nurses' stress and professional competence related to their emotional intelligence training? A quasi experimental study. *Journal of Advances in Medical Education & Professionalism*, 7(3), 138.
- Laschinger, H. K. S., Finegan, J., & Wilk, P. (2009). New graduate burnout: the impact of professional practice environment, workplace civility, and empowerment. *Nursing economic\$*, 27(6).
- Leonard, J., Whiteman, K., Stephens, K., Henry, C., & Swanson-Biearman, B. (2022). Improving communication and collaboration skills in Graduate nurses: an evidence-based Approach. *OJIN: The Online Journal of Issues in Nursing*, 27(2).
- Potter, P., Wolf, L., Boxerman, S., Grayson, D., Sledge, J., Dunagan, C., & Evanoff, B. (2005). Understanding the cognitive work of nursing in the acute care environment. *JONA: the journal of nursing administration*, 35(7), 327-335.
- Price, S., & Reichert, C. (2017). The importance of continuing professional development to career satisfaction and patient care: meeting the needs of novice to mid-to late-career nurses throughout their career span. *Administrative Sciences*, 7(2), 17.
- Sovold, L. E., Naslund, J. A., Kousoulis, A. A., Saxena, S., Qoronfle, M. W., Grobler, C., & Munter, L. (2021). Prioritizing the mental health and well-being of healthcare workers: an urgent global public health priority. *Frontiers in public health*, 9, 679397.
- Weston, M. J. (2022). Strategic planning for a very different nursing workforce. *Nurse leader*, 20(2), 152-160.
- White, D. E., & Grason, S. (2019). The importance of emotional intelligence in nursing care. *Journal of Comprehensive Nursing Research and Care*, 4(152), 1-3.
- Williams SG, Fruh S, Barinas JL, Graves RJ. Self-Care in Nurses. *J Radiol Nurs*. 2022 Mar;41(1):22-27. doi: 10.1016/j.jradnu.2021.11.001. Epub 2021 Dec 31. PMID: 35431686; PMCID: PMC9007545.
- Zhang, Y., Qian, Y., Wu, J., Wen, F., & Zhang, Y. (2016). The effectiveness and implementation of mentoring program for newly graduated nurses: A systematic review. *Nurse education today*, 37, 136-144.



nursys[®]

E-NOTIFY

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

NCSBN created Nursys, the only
national database for licensure
verification of registered nurses (RNs),
licensed practical/vocational nurses
(LPN/VNs) and advanced practice
registered nurses (APRNs).

Notifications right to your inbox

In just a few minutes, you can join the nearly **one million nurses**
already using Nursys e-Notify[®] for:

- Licensure status and expiration updates
- License verifications for endorsement
- Creating and managing multiple license expiration reminders
- Discipline notifications
- Live and dynamic RN and LPN/VN updates sent securely
from all boards of nursing
- APRN data and updates from participating boards of nursing*

Obtain your NCSBN ID, a number unique to you that allows you
to easily identify yourself to applications and processes without
providing detailed information.

Learn more and enroll today
nursys.com/e-notify





RECOVER-CARE Heartland

www.RCHearland.com

WORK SOMEWHERE AWESOME!

*We Are
Hiring
RNs & LPNs!*

- Up to \$5,000 in Sign-On Bonuses for Select Positions
- New Hire Gift Package
- Competitive Wages
- Full Time, Part Time & PRN
- Day & Night Shifts
- Medical, Dental & Vision Insurance
- Vacation Time
- Tuition Reimbursement
- 401k with Company Matching
- Great Work Environment

SCAN CODE BELOW OR VISIT
RCHearland.com/Careers



RN & LPN Positions Available Throughout Kansas

RCHearland.com/Careers



- Baldwin Healthcare & Rehab Center**
1223 Orchard Lane, Baldwin City, KS 66006
(785) 594-6492 | BaldwinHRC.com
- Belleville Healthcare & Rehab Center**
2626 Wesleyan Drive, Belleville, KS 66935
(785) 527-5636 | BellevilleHRC.com
- Blue Valley Health and Rehabilitation Center**
710 Western Ave, Blue Rapids, KS 66411
(785) 527-5636 | BellevilleHRC.com
- Brighton Place West Health Center**
331 SW Oakley Ave, Topeka, KS 66606
(785) 232-1212 | BrightonPlaceHRC.com
- Cambridge Place Senior Village**
1100 N 16th St, Marysville, KS 66508
(785) 562-5321 | CambridgePlaceSV.com
- Flint Hills Care & Rehab Center**
1620 Wheeler Street, Emporia, KS 66801
(620) 342-3280 | FlintHillsCRC.com
- The Gardens at Aldersgate**
3220 SW Albright Drive, Topeka, KS 66614-4706
(785) 940-5100 | GardensAG.com
- Heritage Gardens**
700 Cherokee St, Oskaloosa, KS 66066
(785) 863-2108 | HeritageGardens.com
- Hilltop Lodge Health & Rehab Center**
815 N Independence Ave, Beloit, KS 67420
(785) 738-3516 | HilltopLodgeHRC.com
- Kenwood View Health & Rehab Center**
900 Elmhurst Blvd., Salina, KS 67401
(785) 825-5471
- Louisburg Health and Rehab Center**
1200 S Broadway Street, Louisburg, KS 66053
(913) 837-2916 | LouisburgHRC.com
- Meadowlark Rehabilitation Hospital & Meadowlark Rehabilitation Hospital South**
427 W Main St, Gardner, KS 66030
223 Bedford St, Gardner, KS 66030
(913) 856-8747 | MeadowbrookRH.com
- Merriam Gardens Healthcare & Rehab Center**
9700 W 62nd St, Merriam, KS 66203
(913) 384-0800 | MerriamGardensHRC.com
- Minneapolis Healthcare & Rehab Center**
815 N Rothsay Ave, Minneapolis, KS 67467
(785) 392-2162 | MinneapolisHRC.com
- Parkview Health & Rehabilitation Center**
811 N 1st Street, Osborne, KS 67473
(785) 346-2114 | ParkviewHRC.com
- Pinnacle Park Nursing & Rehab Center**
2936 Georgia Ave, Salina, KS 67401
(785) 825-6954 | PinnacleParkHRC.com
- Plaza West Healthcare & Rehab Center**
1570 SW Westport Drive, Topeka, KS 66604
(785) 271-6700 | PlazaWestHRC.com
- Richmond Healthcare & Rehab Center**
340 E South Street, Richmond, KS 66080
(785) 835-6135 | RichmondHRC.com
- Rossville Healthcare & Rehab Center**
600 E Perry Street, Rossville, KS 66533
(785) 584-6104 | RossvilleHRC.com
- Sandpiper Healthcare & Rehabilitation Center**
5808 W 8th Street N, Wichita, KS 67212
(316) 945-3606 | SandpiperHRC.com
- Shawnee Gardens Healthcare & Rehab Center**
6416 Long Street, Shawnee, KS 66216
(913) 631-2146 | ShawneeGardensHRC.com
- Springview Manor Healthcare & Rehab Center**
412 South 8th Street, Conway Springs, KS 67031
(620) 456-2285 | SpringviewManorHRC.com
- Wathena Healthcare & Rehabilitation Center**
2112 U.S. 36, Wathena, KS 66090
(785) 989-3141 | WathenaHRC.com



DIRECTOR OF NURSING

 **OSBORNE, KS**

- ✓ **RELOCATION PACKAGES**
- ✓ **TUITION REIMBURSEMENT**
- ✓ **COMPETITIVE PAY**

**JOIN OUR
OSBRONE TEAM**



PARKVIEW
HEALTH & REHABILITATION CENTER

CRNA Prescriptive Authority

Congratulations to the CRNAs upon obtaining prescriptive authority! Substitute for Senate Bill No. 67 was passed by the Legislature and signed into law by Governor Kelly during the 2025 Legislative Session. It amended K.S.A. 65-1158 in the Kansas Nurse Practice Act to include prescriptive authority to the scope of practice for CRNAs in Kansas. The bill added the following language to K.S.A. 65-1158:

(b)(1) A registered nurse anesthetist may prescribe durable medical equipment and prescribe, procure and administer any drug consistent with the registered nurse anesthetist's education and qualifications. Except as permitted by subsection (a), a registered nurse anesthetist shall not prescribe, procure or administer any anesthetic agent. Any drug that is a controlled substance shall be prescribed, procured or administered in accordance with the uniform controlled substance act.

(2) A registered nurse anesthetist shall not perform or induce an abortion or prescribe, procure or administer drugs for an abortion.

(3) A prescription order shall include the name, address, and telephone number of the registered

nurse anesthetist. A registered nurse anesthetist shall not dispense drugs but may request, receive and sign for professional samples and may distribute professional samples to patients.

(4) In order to prescribe controlled substances, a registered nurse anesthetist shall:

(A) Register with the federal drug enforcement administration; and

(B) comply with federal drug enforcement administration requirements related to controlled substances.

These law changes take effect after its publication in the statute book (July 1, 2025). The entire bill follows.

K.S.A. 65-1158 as Amended

AN ACT concerning health professions and practice; relating to the regulation of nursing; authorizing registered nurse anesthetists to prescribe, procure and administer drugs consistent with the nurse's education and qualifications; amending K.S.A. 65-1158 and repealing the existing section.

Be it enacted by the Legislature of the State of Kansas:

Section 1. K.S.A. 65-1158 is hereby amended to read as follows: 65-1158. (a) Upon the order of a physician or dentist requesting anesthesia or analgesia care, each

registered nurse anesthetist shall be authorized to:

(1) Conduct a pre- and post-anesthesia and pre- and post-analgesia visit and assessment with appropriate documentation;

(2) develop a general plan of anesthesia care with the physician or dentist;

(3) select the method for administration of anesthesia or analgesia;

(4) select or administer appropriate medications and anesthetic agents during the peri-anesthetic or peri-analgesic period;

(5) order necessary medications and tests in the peri-anesthetic or peri-analgesic period;

(6) induce and maintain anesthesia or analgesia at the required levels;

(7) support life functions during the peri-anesthetic or peri-analgesic period;

(8) recognize and take appropriate action with respect to patient responses during the peri-anesthetic or peri-analgesic period;

(9) manage the patient's emergence from anesthesia or analgesia; and

(10) participate in the life support of the patient.

(b) (1) A registered nurse anesthetist may prescribe durable medical equipment and prescribe, procure and administer any drug consistent with the registered nurse anesthetist's education and qualifications. Except as permitted by subsection (a), a registered nurse anesthetist shall not prescribe, procure or administer any anesthetic agent. Any drug that is a controlled substance shall be prescribed, procured or administered in accordance with the uniform controlled substance act.

(2) A registered nurse anesthetist shall not perform or induce an abortion or prescribe, procure or administer drugs for an abortion.

(3) A prescription order shall include the name, address and telephone number of the registered nurse anesthetist. A registered nurse anesthetist shall not dispense drugs but may request, receive and sign for professional samples and may distribute professional samples to patients.

(4) In order to prescribe controlled substances, a registered nurse anesthetist shall:

(A) Register with the federal drug enforcement administration; and

(B) comply with federal drug enforcement administration requirements related to controlled substances.

(c) Each registered nurse anesthetist may participate in periodic and joint evaluation of services rendered, including, but not limited to, chart reviews, case reviews, patient evaluation and outcome of case statistics.

(c)(d) A registered nurse anesthetist shall perform duties and functions in an interdependent role as a member of a physician or dentist directed health care healthcare team.

Sec. 2. K.S.A. 65-1158 is hereby repealed.

Sec. 3. This act shall take effect and be in force from and after its publication in the statute book.



JOIN OUR TEAM!

Careers:

Full time, Part time, PRN opportunities in:

Labor & Delivery, Emergency Department, PACU, ICU, Surgery, Medical/Surgical, Rural Health Clinic



Benefits:

- Sign-On Bonus
- Pay Incentives
- Family-Like Atmosphere
- Dynamic Education Program
- Generous Retirement Match

Scan the QR code to apply today!

CONTACT US:

620.241.2250

www.mcphersoncenterforhealth.org

1000 Hospital Drive, McPherson, KS, 67460

Questions? Feel free to reach out to our CNO, Dara Reese - darar@mcphersonhospital.org

- Mission: Superior health care and exceptional service for each person, every time.
- Vision: To be a vibrant and thriving five-star center for health, serving as our community's first choice for health and wellness.



Nurses House, Inc.

A National Fund for Nurses in Need

National Fund for RNs in Need Celebrates 100 Years of Giving



Nurses House, Inc., a national charitable organization for registered nurses in need, is proud to be celebrating its centennial this year. The organization's sole mission is to provide short-term aid to nurses who are unable to support themselves financially as a result of illness, injury, or disability.

Nurses House was founded in 1924 through a generous bequest from Emily Bourne. Bourne left \$300,000 in her will to establish a respite place for nurses who fell ill or injured and needed a place to recuperate. A beachfront mansion was purchased in Babylon, NY, and nurses came to stay as guests from all over the northeast. Hundreds of nurses came to visit, whether it was just for the day, for a few nights, or for weeks at a time. Parties were held at the property to raise funds and donations were sought to maintain the costs of the home. However, in 1960, with the costs rising and fewer nurses coming to stay, the board of directors decided to sell the property and create a charitable fund for nurses in need. Nurses from New York City and surrounding areas could apply for grants to help with basic needs while out of work due to serious medical issues. The fund was aptly titled "Nurses House."

Today, Nurses House is a national organization providing grants to assist registered nurses with housing and medical expenses. It is run by a volunteer Board of Directors and is funded by individual donations from nurses, nursing organizations, corporations and friends of nurses as well as various annual fundraising activities. Since its inception, Nurses House has helped thousands of nurses in all 50 states regain health and productivity. In the past three years alone, Nurses House has provided financial grants totaling over \$500,000. The funds provided not only help keep bills paid and a roof over their heads while suffering from a serious medical crisis, but also provide to those who need it.

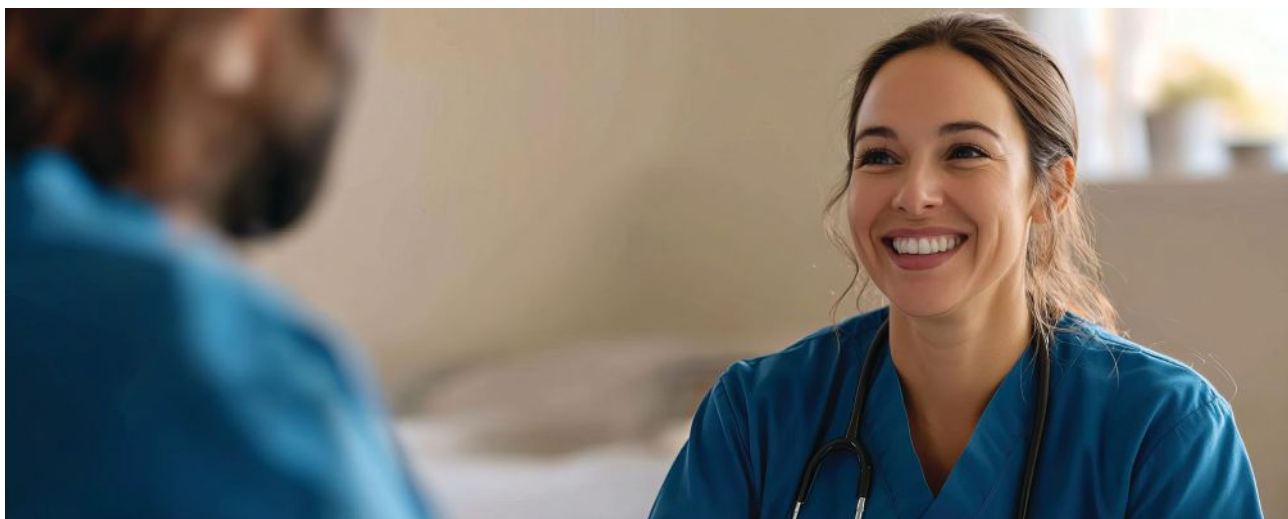
In honor of its centennial, Nurses House has established a fundraising campaign in the hopes of continuing Emily Bourne's legacy for another 100 years. All donations towards the fundraiser will be listed on the centennial page on the Nurses House website and donations of \$100 or more will be recognized on a centennial plaque. Sweatshirts and cross-body bags with the centennial logo are available for a donation of \$65 or \$35.

To learn more about the work of Nurses House, apply for help, or make a donation to the centennial campaign, visit www.nurseshouse.org.



518-456-7858 x125

www.nurseshouse.org



KNAP

Kansas Nurse Assistance Program

Many have never heard of our services, Kansas Nurse Assistance Program (KNAP), and that is because many healthcare professionals only hear of us when they have been referred to our program by KSBN, due to the licensee coming to their attention because of a complaint usually associated with impairment such as mental health, substance use, or cognitive problems.

Often the nurse looks at their referral as if they are “in trouble” and guilt leads the way to distorted thinking. They then view our program as a legal authority. This is far from the truth.

We want to correct this distortion. KNAP is a service that provides care and support to the licensee. It is important to understand that when a licensee is having mental health, substance use, or cognitive difficulties that compromise their ability to safely serve the public...they are not in trouble. They are human and all people, at some point in their life, reach a crisis which is beyond their coping skills. Human beings were never meant to be perfect. Healthcare providers are very able to be caring, understanding, and empathetic with the ones they are caring for but sometimes struggle accepting their own need for support and care.

So how did programs such as ours come about? They were legislated in the late 1980's to provide a recourse for the compromised healthcare professional. Prior to 1988, in the State of Kansas, if a licensing board received a substantiated complaint about a healthcare professional, their public safety responsibility would kick in and the healthcare professional would often receive an immediate suspension or revocation of their license.

They then were not able to provide licensed work for extended periods of time. Being out of work is not a good situation for someone in a crisis. Usually, the process to get their license reinstated would involve an attorney that would “provide proof the person was rehabilitated.” Programs such as KNAP are here to prevent this long, unstructured process. We provide what the legislation termed, “an alternative to discipline.”

In the beginning the “alternative to discipline” programs only provided monitoring programs and related services. These monitoring programs would refer the healthcare professional for a mental health and/or substance use disorder evaluation and if it was deemed necessary in the evaluation recommendations, the licensee was typically offered a “one size fits all” basic 3-year monitoring agreement which included services such as random urinalysis testing, monthly monitoring meetings facilitated by a mental health professional, prescription medication reporting, 12-Step and other support meetings, and employer reports. Our program has evolved, all services including monitoring are individualized to the participants' needs. We view our model as an innovative, state-of-the-art, support service. And we are proud to provide these services to all the healthcare professionals we serve. Licensees can also be referred by employers, co-workers, family members or can be a self-referral.

KNAP is a step forward as we provide a continuum of services for healthcare professionals from the beginning to the end of their career. We provide education on our services and on coping skills to the healthcare student in graduate school and throughout the

healthcare professional's career. This continuum of services is designed to aid the healthcare professional deal with stress in the modern, post-Covid world. Covid related stress led to many healthcare professionals leaving the field, at a time when healthcare providers are needed more than ever.

We look at our mission as support, consultation, referral, and education services designed to keep healthcare professionals working in the post-Covid world. We believe in helping the healthcare provider by increasing their coping skills and helping them through life crises. The services we provide now and, in the future, include:

- We are available to provide referral aid for our healthcare provider's family members and co-workers...and the healthcare provider does not need to be in our program. Our clinical team has years of experience working in the Kansas Mental Health and Substance Use Disorder fields and if we can help you navigate these systems, we know that helps everyone in Kansas. Phone calls and our time are free to the healthcare professional.
- KNAP also provides management training on Mental Health and Substance Use Disorder employee issues such identification and intervention for compromised healthcare providers, and problem solving such as Back to Work Contracts.
- And at the traditional services level KNAP continues to provide a continuum of Monitoring Program services that are tailored in length, and specific to the mental health and/or substance use problem needs of the participant.

We are proud to serve Kansas nurses.

Thank you,

Stephanie Becraft,
LCAC Executive Director

Kansas Nurse Assistance Program

To contact KNAP, please call 913-236-7575
or email
stephanie@strategicprosolutions.org.

BUILT ON EXCELLENCE

3,000+ pediatric trained nurses

Working together, our multidisciplinary care teams have one shared goal – helping kids get back to building big dreams.

Learn more about Children's Mercy and how you can join our team, at: childrensmercy.org/careers.



Children's Mercy
KANSAS CITY



EVERY DAY IS GAME DAY

at **MEADOWLARK**

Up to **\$30,000**

RN and LPN Sign-On Bonus

Increased differentials for night and weekend shifts.

Full-time, part-time, and PRN positions available.

MVPs work at Meadowlark!

Visit careers.meadowlark.org to complete an application online. Questions? Contact the Human Resources team: at (785) 323-3898 or at hrteam@meadowlark.org





The Art of Asking Questions

FAQs

What advice do you have for new nurses joining the Kansas nursing profession and workforce?

- Know the Kansas Nurse Practice Act.
- You worked hard for your license, now work hard protecting it.
- Know your license expiration date and requirements to renew it.
- Trust the knowledge you have gained in your nursing program.
- Keep learning. Be curious. Always ask questions before doing something you are unsure about.
- Stay within your professional boundaries.
- Enjoy and take pride in your role as a nurse
- Make sure you take care of yourself. Selfcare first and then care for others.
- Build your professional network. Find the people to reach out to with questions. Don't ask just anyone.

What is the role and responsibility of a nursing preceptor in helping new nurses learn to be effective in the profession and workforce?

- Be emotionally healthy, centered and grounded.
- Share with new nurses what it was like for you to be a new nurse.
- The best preceptors are professional mentors who recognize that learning is a two-way process and both parties are learning.
- Take time to get to know the new nurses and what they are interested and needing to learn to be a better nurse and how you are to help them in precepting and mentoring.
- Ask open ended questions that allow new nurses to practice nursing.
- Invite new nurses to say to you the questions they would ask patients and steps they would do in a specific situation.



U.S. AIR FORCE

NURSING OPPORTUNITIES

- **New BSN Graduates**
- **BSN Nurses (1+ year experience)**
- **Advanced Practice Nurses**
- **Doctoral Scholarships**

BENEFITS

- 30 days of paid vacation each year
- Outstanding healthcare coverage for you and your family
- Food and housing assistance
- Generous retirement program
- Continuing medical education opportunities
- Free or low-cost world travel opportunities



TSgt Jonathan Warnock
Nurse Corps Accessions
348th Recruiting Squadron

Learn more!

JonathanWarnock@us.af.mil

(402) 578-5033
AIRFORCE.COM

How can we help new nurses, other nurses and healthcare professionals as well as the families we all work with manage the stress of this transition?

- “It takes a village” to care for a patient and to grow a healthy nurse.
- Give as much attention to your work life balance as you give to your profession.
- Know your personal and professional boundaries.
- Give yourself a break – no one knows everything.
- Exercise, sleep and good nutrition are very important.
- Find your support system during this stressful time in your life. Let friends and family know what you need and how they can support you.
- Experienced nurses need to remember they went through this stressful time when starting their nursing career.



FREE Subscription to StuNurse Nationwide Magazine!

Do you know someone who is a student nurse, or someone considering a nursing career?

Then let them know about the **StuNurse** nationwide magazine. A subscription to the **StuNurse** digital magazine is **FREE** and can be reserved by visiting www.ThinkNurse.com/stunurse **Subscribe StuNurse.**

Educators... let your students know they can subscribe **free of charge!**

StuNurse
education/employment.com



**Hiring Assistant Director of Nursing and Nursing Faculty
Ottawa, KS**

Neosho County Community College is hiring an Assistant Director of Nursing and Nursing Faculty for the Ottawa Campus. M.S.N. required, additional certifications and supervisory experience preferred.

Benefits include paid single employee Medical & Dental, KPERS retirement

For position details and to submit an application, visit neosho.edu/careers

Join the LAMC Team!

Los Alamos Medical Center is a 47-bed acute care hospital located in scenic Northern New Mexico. We are seeking full-time experienced and new grad RNs, as well as PRNs in the following departments:

- Labor and Delivery
- Emergency Department
- ICU
- Neonatal Nurse Practitioner



Along with competitive pay, LAMC is offering the following bonuses and incentives for full-time RNs:

- **\$30,000 Sign-on bonus with 24-month commitment**
- **Housing relocation allowance of \$1,000 per month for up to 12 months**



To learn more,
call **505.661.9187**
or scan our QR code

**LOS ALAMOS
MEDICAL CENTER**

To apply, visit LosAlamosMedicalCenter.com/Careers

2023 CSR-WF1004267,EOE

Kansas State Board of Nursing

December 11, 2024

Quorum: A quorum was established. The Board accepted reports from the Executive Administrator, Director of Operations, Practice Specialist, Education Compliance Officer, and Licensing Supervisor.

Committee Reports:

Educ. Comm. Report: It was moved to approve the:

- Nursing Education Staff Report
- 2025 Site Visit schedule
- Petition Summary 8/13/24 through 11/15/24
- Draft Regulation Review Approval K.A.R. 60-17-101, 60-17-102, 60-17-103, 60-17-104 and 60-17-105.

It was moved to accept the site visit report with recommendations for

- Emporia State University, BSN program, and reapprove the program for the time period of national accreditation.
- Fort Scott Community College, ADN

program; to remain on conditional approval, to cease admissions to the program until all recommendations have been addressed and board has given approval, and a site visit to be completed prior to approval to restart admissions.

- WSU Tech, ADN program, and to approve the program for five years.
- Southwestern College with approval to admit 20 students annually beginning Fall 2025 with a site visit to be done after the first graduation.

It was moved to approve the Major Curriculum Change Request from

- Barton Community College to transition NURS 1207 Mental Health Nursing I from face to face to an on-line format.
- University of Kansas School of Nursing, BSN program, to change the current clinical hour calculation based on a 16-week semester to a

15-week semester calculation with a change in clinical hours from 768 to 720.

- University of Saint Mary,
 - BSN program, to change the delivery method of NU (AT) 101 Drug Calculations to Nursing from online to hybrid delivery.
 - Graduate program, to approve the new Psych-Mental Health Nurse Practitioner (PMHNP) certificate concentration at USM.
- MidAmerica Nazarene University School of Nursing,
 - BSN program, to add an 18-month ABSN Hybrid cohort (25 seats), along with the current ABSN and traditional BSN tracts. Overall number of approved seats for the BSN program is not changing.
 - graduate program, to close the AGPCNP program due to insufficient enrollment.
- Chamberlain University, for a new prelicensure BSN program in Overland Park, KS, with a site visit to be done prior to approval to admit students.

It was moved to reapprove the PN, ADN, and BSN Programs on Full Approval Status through December 2025.

It was moved to reapprove the one PN program (Mid-America College of Health Sciences), and the three ADN programs (Donnelly College, Fort Scott Community College and Seward County Community College) on Conditional Approval Status through December 2025.

It was moved to reapprove the programs on initial approval status through December 2025 (which includes Allied Health Career Training, Galen College ADN, Barclay College BSN and Ottawa University BSN).

Investigative Report: The Investigative Committee report was accepted by consensus of the Board.

CNE/IV Therapy Report: CNE/IV Therapy Committee did not meet due to no quorum. It was moved to extend approval

Charge into a Great Career as a Nursing Instructor or a CNA Instructor



Eastern Wyoming College is now accepting applications for:

- *Nursing Instructor in Torrington, Wyoming
- *Nursing Instructor in Douglas, Wyoming
- *CNA Instructor in Torrington, Wyoming

Start Date:

Thursday, August 14, 2025

Apply online at:

<https://ewc.peopleadmin.com>

For job descriptions visit:

humanresources@ewc.wy.edu

3200 West C Street, Torrington, WY 82240 307-532-8200 ewc.wy.edu



of Professional Continuing Education, LT0053-0949 until renewal application can be reviewed at the March 2025 CNE Committee meeting.

APRN Committee: It was moved to approve APRN Programs approved for Licensure.

Final review:

- APRN (all four roles): K.A.R. 60-11-113, K.A.R. 60-11-116, K.A.R. 60-11-118, K.A.R. 60-11-120, K.A.R. 60-11-121
- Nurse Practitioner: K.A.R. 60-11-104, K.A.R. 60-11-104a
- Nurse Midwife: K.A.R. 60-11-105
- Clinical Nurse Specialist: K.A.R. 60-11-107

Practice Report: It was moved to approve Practice Calls Report and regulations reviews of K.A.R. 60-15-10, K.A.R. 60-15-102, K.A.R. 60-15-103, K.A.R. 60-15-104 and K.A.R. 60-7-105 as written.

Finance Report: The Finance Committee report was accepted by consensus of the Board.

Unfinished Business:

KSBN Newsletter, Annual Report and Strategic Plan: It was moved to have the executive staff negotiate a contract with Publishing Concepts, Inc. to produce the KSBN newsletter, annual reports and strategic plans.

New Business:

Renewal of the Impaired Provider Contract has been signed and will be effective on January 1, 2025.

Executive Session: The justification is to discuss personnel matters of nonelected personnel. The subject matter to be discussed in the executive session concerns an employee performance evaluation. To aid the Board in its discussion, Adrian Guerrero will join the executive session.

Board Retreat: A Board Retreat is tentatively scheduled for April 22 and 23, 2024 in Wichita.

K.A.R. 60-3-114 Approval: The public hearing was held on November 15, 2024.

KSBN received no comments by mail or during the hearing. It was moved that the Board adopt K.A.R. 60-3-114, and that a vote be taken by roll call vote. A copy is attached hereto.

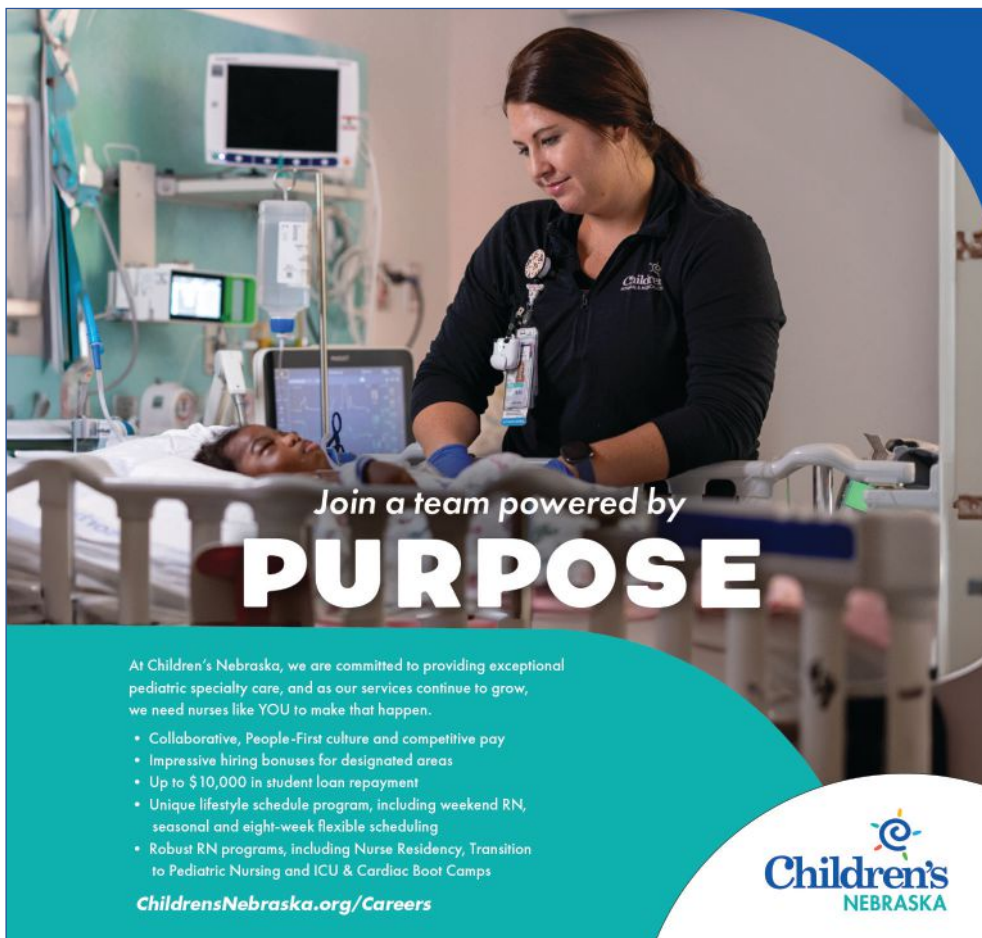
Leading Age Pending 2025 Legislation: Kylee Childs, Director of Government Affairs with LeadingAge Kansas presented an overview of LeadingAge Kansas to the Board. LeadingAge Kansas is an association not-for-profit and other mission-driven aging services providers dedicated to serving the needs of aging Kansans. She discussed possible pending legislation for 2025 Legislative Session.

Executive Session: The subject matter to be discussed in the executive session concerns the annual review of the KSBN COOP Plan and its submission to the Kansas Division of Emergency Management per Executive Order 23-03 as well as an annual review of the

KSBN Information Security Program. The Board's Executive Administrator, Carol Moreland, Director of Operations, Adrian Guerrero, KISO Non-Cabinet Agency Information Security Officer, Nathaniel Kunst and the Non-Cabinet Agency Information Security Officer, Rockey McKenzie are included as the client.

It was moved to agree with the direction the board is going with the Kansas State Board of Nursing Information Security Program and Continuity of Operations Plan.

Board Meeting: The consensus of the Board is to conduct a special board meeting the morning of January 8, 2025, at 9:00 a.m. to review public comments and any further action on the draft revisions to K.A.R. 60-17-101, 60-17-102, 60-17-103, 60-17-104, 60-17-105, 60-17-106, 60-17-107, 60-17-108, and 60-17-109.



Join a team powered by
PURPOSE

At Children's Nebraska, we are committed to providing exceptional pediatric specialty care, and as our services continue to grow, we need nurses like YOU to make that happen.

- Collaborative, People-First culture and competitive pay
- Impressive hiring bonuses for designated areas
- Up to \$10,000 in student loan repayment
- Unique lifestyle schedule program, including weekend RN, seasonal and eight-week flexible scheduling
- Robust RN programs, including Nurse Residency, Transition to Pediatric Nursing and ICU & Cardiac Boot Camps

ChildrensNebraska.org/Careers

Children's NEBRASKA

On-line Resources for Nurses Transitioning

The following information is provided as a resource for both new and current nurses in Kansas. The Kansas State Board of Nursing (KSBN) shares this summary and links to resources for individuals to use for individual learning, education, and development. KSBN does not endorse the organizations or content they provide.

This information is provided as a free service and is intended to provide useful information for RNs, LPNs, LMHTs and the practice of nursing in the State of Kansas. While the Board strives to provide accurate and reliable information, the Board does not warrant the accuracy of the information provided online by other organizations.

KSBN Resources for New Nurses in Kansas

Completing an approved nursing program and passing the NCLEX are the first steps to launching a successful nursing career. As nurses enter the workforce it is important that nurses understand how the profession is regulated and are aware of issues relating to professional responsibility. This includes knowing what constitutes a violation of the nurse practice act.

Kansas Nurse Practice Act (KNPA)

For the most up to date statutes and regulations, use the links below to the Kansas Legislature page for the statutes and the Kansas Secretary of State page for the regulations. Both are completely searchable. When looking for regulations, KSBN is listed as agency 60 on the Secretary of State's site.

Download the KNPA

<https://ksbn.kansas.gov/wp-content/uploads/NPA/npa.pdf>

Scope of Practice Decision Tree for the RN and LPN in Kansas

RN and LPN scopes of practice are defined by the Kansas Nursing Practice Act. Because the roles and responsibilities of nurses are influenced by the healthcare system, which is ever-changing and increasing in complexity, it is important that the nurse makes valid, reliable decisions regarding his/her own scope of practice. This tool is intended to provide direction in that decision making process.

These questions offer additional guidance for the nurse's consideration. The nurse may at any time, seek legal advice at their own expense. This guide is not intended to be legal advice.

Download the KNPA Decision Tree

<https://ksbn.kansas.gov/wp-content/uploads/2023/07/KSBN-Scope-of-Practice-Decision-Tree-for-the-RN-and-LPN.pdf>

Kansas is a National Licensing Compact (NCL) State!

On July 1, 2019 the conversion application will be available on our website for all existing Kansas RN and LPN licensed nurses to apply to convert from single state license to multi state license. You must meet all of the uniform license requirements to be able to qualify for this conversion. One requirement of the conversion application is submitting a fingerprint packet for a background check. This must be done regardless of how long you have been licensed in Kansas in order to go from single state to multi state license!!!

To learn more: <https://ksbn.kansas.gov/nlc/>

CE Broker by Propelus

CE Broker is an online software system that connects licensing boards, education providers, and licensed professionals in a single platform. Register here to stay current on our your licensure renews and updates. <https://cebroker.com/plans>

Watch an introductory video. <https://vimeo.com/886612812>

Volunteer for Emergency Healthcare and Medical Services in Kansas

You can help during an emergency by becoming pre-registered and your licenses pre-validated so Kansas can have a more rapid response in an emergency. By registering in the system, you become a potential volunteer and could be notified if there is a public health emergency in or near your county.

Want to get more involved? The Kansas Medical Reserve Corps (MRC) is a "level up" from the emergency general registry. Joining the MRC allows a volunteer to be officially affiliated with a response group where they become trained and vetted to rapidly respond. Joining the MRC is another step within the SERV-KS platform. **Register today!** www.serv.ks.gov

NCSBN Online Courses

NCSBN offers courses on topics that are related to nurse practice acts and professional boundaries.

Nurse Practice Acts

<https://catalog.icrnsnbn.org/browse/public/continuing-ed/npa>

Upholding the Standard:

Professional Accountability in Nursing

<https://catalog.icrnsnbn.org/>

In Focus

In Focus is NCSBN's e-magazine. It offers a behind-the-scenes look at NCSBN products and services, giving readers a peek at the inner workings of the organization. Through interviews, guest authors and in-depth storytelling, *In Focus* highlights the vital work of nursing regulation done by boards of nursing and the organization that serves them. Subscribe to *In Focus*.

<https://www.ncsbn.org/about/subscribe.page>

NCSBN Social Media Guidelines for Nurses

Watch Video -

<https://www.ncsbn.org/video/social-media-guidelines-for-nurses>

See Brochure:

https://www.ncsbn.org/public-files/NCSBN_SocialMedia.pdf

NCSBN Professional Boundaries in Nursing

Watch Video -

<https://www.ncsbn.org/video/professional-boundaries-in-nursing>

See Brochure:

https://www.ncsbn.org/public-files/ProfessionalBoundaries_Complete.pdf

NCSBN Substance Use Disorder in Nursing

Watch Video -

<https://www.ncsbn.org/video/substance-use-disorder-in-nursing>

See Brochure:

https://www.ncsbn.org/public-files/SUD_Brochure_2014.pdf

g from School to the Nursing Profession

American Nurses Association Resources:

The heartbeat of healthcare. In nursing, the time for transformation is always. Every day we are leading a quiet revolution to create impactful, meaningful change within our profession. And we invite you to carry the flame – to shape the future of nursing, to set new standards of excellence, and to empower our profession now and for another 125 years

To learn more <https://www.nursingworld.org/>

The ANA Code.

The Code of Ethics for Nurses (Code) establishes the ethical standard for the profession and provides a guide for nurses to use in ethical practice and decision-making without dictating a specific framework or method. The Code is a nonnegotiable moral standard of nursing practice for all settings. It arises from the long, distinguished, and enduring moral tradition of modern nursing in the United States. It is foundational to nursing theory, practice, and praxis in its expression of the values, virtues, ideals, and obligations that shape, guide, and inform nursing as a profession.

View the Code's

Preface and Introduction: <https://codeofethics.ana.org/about#preface>

Provisions: <https://codeofethics.ana.org/provisions>

ANA - Healthy Nurse, Healthy Nation.

We invite you to take a look at our content to learn how we define a #healthynurse and explore our key domain areas of focus — mental health, physical activity, nutrition, rest, quality of life, and safety.

Learn about ANA's:

What is a Healthy Nurse?

<https://www.healthynursehealthynation.org/our-focus/what-is-a-healthy-nurse/>

Mental Health

<https://www.healthynursehealthynation.org/our-focus/mental-health/>

Physical Activity

<https://www.healthynursehealthynation.org/our-focus/physical-activity/>

Nutrition

<https://www.healthynursehealthynation.org/our-focus/nutrition/>

National Alliance on Mental Illness (NAMI)

NAMI is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness.

Resources for healthcare providers.

<https://www.nami.org/your-journey/frontline-professionals/>

NAMI Kansas

NAMI Kansas is an organization of individuals, families, partners, caregivers, and friends whose lives have been affected by mental health conditions. Together, we advocate for better lives for those individuals who have a mental illness.

For information for affiliates in Kansas

<https://namikansas.org/>



National Council of State Boards of Nursing (NCSBN): Resources

NCSBN: The Collective Voice of Nursing Regulation

NCSBN is fueled by the wisdom, experience and tireless work of nursing regulatory bodies. NCSBN speaks on public health matters, advocate for critical public policy, regulate the profession of nursing and create solutions for a better tomorrow. This is the organization that coordinates the NLC and the NCLEX exam used by Kansas to assess basic knowledge for RN and LPN licensure in Kansas.

<https://www.ncsbn.org/about.page>

New Nurses: Your License to Practice Video

"New Nurses: Your License to Practice" highlights topics that newly licensed nurses should be aware of as they begin their first nursing positions. It gives them, as well as practicing nurses and students, an explanation of how the profession is regulated, through nursing licensure, U.S. Nursing Regulatory Bodies and state laws called nurse practice acts. The video also details the importance of maintaining professional boundaries and upholding nursing ethics.

Watch now! <https://youtu.be/G8PJvIVbk6g>

e-Notify: Verify and Monitor Your Nurse Licenses Anytime, Anywhere...For Free.

NCSBN created Nursys, the only national database for licensure verification of registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs). Learn more and enroll today <https://nursys.com/e-notify>

Watch an introductory video

https://www.nursys.com/_Assets/videos/en-nurse-video.mp4

Nurses new to practice or preparing for their first nursing jobs will learn the ways the profession is regulated – through nursing licensure, boards of nursing and state laws called Nurse Practice Acts. Also covered are key issues of professional responsibility, including maintaining professional boundaries, and nursing ethics. Find other resources for new nurses at

www.ncsbn.org/newnurses.htm



I'M SO STRESSED OUT!

From the **NATIONAL INSTITUTE of MENTAL HEALTH**

Feeling overwhelmed? Read this fact sheet to learn whether it's stress or anxiety, and what you can do to cope.

Is it stress or anxiety?

Life can be stressful—you may feel stressed about performance at school, traumatic events (such as a pandemic, a natural disaster, or an act of violence), or a life change. Everyone feels stress from time to time.

What is stress? Stress is the physical or mental response to an external cause, such as having a lot of homework or having an illness. A stressor may be a one-time or short-term occurrence, or it can happen repeatedly over a long time.

What is anxiety? Anxiety is your body's reaction to stress and can occur even if there is no current threat.

If that anxiety doesn't go away and begins to interfere with your life, it could affect your health. You could experience problems with sleeping, or with your immune, digestive, cardiovascular, and reproductive systems. You also may be at higher risk for developing a mental illness such as an anxiety disorder or depression. More information about anxiety disorders is available at www.nimh.nih.gov/anxietydisorders.

So, how do you know when to seek help?

Stress vs. Anxiety

Stress

- Generally is a response to an external cause, such as taking a big test or arguing with a friend..
- Goes away once the situation is resolved.
- Can be positive or negative. For example, it may inspire you to meet a deadline, or it may cause you to lose sleep.

Both Stress and Anxiety

Both stress and anxiety can affect your mind and body. You may experience symptoms such as:

- Excessive worry
- Uneasiness
- Tension
- Headaches or body pain
- High blood pressure
- Loss of sleep

Anxiety

- Generally is internal, meaning it's your reaction to stress.
- Usually involves a persistent feeling of apprehension or dread that doesn't go away, and that interferes with how you live your life.
- Is constant, even if there is no immediate threat.



It's important to manage your stress.

Everyone experiences stress, and sometimes that stress can feel overwhelming. You may be at risk for an anxiety disorder if it feels like you can't manage the stress and if the symptoms of your stress:

- Interfere with your everyday life.
- Cause you to avoid doing things.
- Seem to be always present.



Coping With Stress and Anxiety

Learning what causes or triggers your stress and what coping techniques work for you can help reduce your anxiety and improve your daily life. It may take trial and error to discover what works best for you. Here are some activities you can try when you start to feel overwhelmed:

- Keep a journal.
- Download an app that provides relaxation exercises (such as deep breathing or visualization) or tips for practicing mindfulness, which is a psychological process of actively paying attention to the present moment.
- Exercise, and make sure you are eating healthy, regular meals.
- Stick to a sleep routine, and make sure you are getting enough sleep.
- Avoid drinking excess caffeine such as soft drinks or coffee.
- Identify and challenge your negative and unhelpful thoughts.
- Reach out to your friends or family members who help you cope in a positive way.

Recognize When You Need More Help

If you are struggling to cope, or the symptoms of your stress or anxiety won't go away, it may be time to talk to a professional. Psychotherapy (also called talk therapy) and medication are the two main treatments for anxiety, and many people benefit from a combination of the two.

If you or someone you know has a mental illness, is struggling emotionally, or has concerns about their mental health, there are ways to get help. Find more information on the National Institute of Mental Health (NIMH) website at www.nimh.nih.gov/findhelp.

If you are in immediate distress or are thinking about hurting yourself, call or text the 988 Suicide & Crisis Lifeline at **988** or chat at 988lifeline.org.

More Resources

- NIMH: Anxiety Disorders (www.nimh.nih.gov/anxietydisorders)
- NIMH: Caring for Your Mental Health (www.nimh.nih.gov/mymentalhealth)
- NIMH: Child and Adolescent Mental Health (www.nimh.nih.gov/children)
- NIMH: Tips for Talking With a Health Care Provider About Your Mental Health (www.nimh.nih.gov/talkingtips)
- Centers for Disease Control and Prevention: Anxiety and Depression in Children (www.cdc.gov/childrensmentalhealth/depression.html)



National Institute
of Mental Health

NIH Publication No. 20-MH-8125

www.nimh.nih.gov

Follow NIMH on
Social Media @NIMHgov



Name	City, State, Zip	License #	Case #	Effective Date	Outcome
Stephanie Williams	Merriam, KS 66203	14-147761-061	2020-529-7, 2023-194-8, 2024-259-7, 2024-287-7	2/25/2025	Revoked
Ana Ahrens	Bel Aire, KS 67226	14-84321-122	2025-93-0	2/28/2025	Fine
Hailey Diaz	Wichita, KS 67204	23-51831-032	2025-44-0	2/28/2025	Fine, CNE
Chavonne Schmidt	Ellis, KS 67637	13-75646-052	2021-404-0	3/4/2025	Suspended
Valynn Horn	Newton, KS 67114	23-39364-062	2023-326-4, 2024-666-0	3/4/2025	Suspended
Kyra Jent	Pittsburg, KS 66762	14-150319-112, 53-81259-112	2024-755-0	3/10/2025	Fine
Jeneta Ellis	Kansas City, KS 66102	13-113909-022	2025-25-0	3/17/2025	Limited
Deborah Spaw	Kansas City, KS 66102	13-74543-111	2024-240-7	3/18/2025	Suspended
Kimberly Hatton	Manhattan, KS 66502	13-72226-031	2023-478-0	3/18/2025	Fine
Jason Glasson	Topeka, KS 66614	23-20857-061	2023-528-0	3/18/2025	Fine
Ruth Bonilla	Newton, KS 67114	13-112626-121	2024-20-0	3/18/2025	Fine
Morgan Martin	Valley Falls, KS 66088	23-53043-071	2023-791-0	3/18/2025	Fine
Emily Alexander	Butler, MO 64730	13-145244-111	2024-116-0	3/18/2025	Fine
Alexandra Davidson	Roeland Park, KS 66205	23-49007-121	2024-3-0	3/18/2025	Fine
Amanda Straub	Gardner, KS 66030	13-111268-022	2024-212-0	3/18/2025	Fine
Ashley Willingham	Salina, KS 67401	13-154434-052	2024-560-0	3/18/2025	Fine
Susan Wheeler	Shawnee, KS 66203	13-145576-122	2025-35-0	3/18/2025	Fine, CNE's
Erica Peterman	Lyons, KS 67554	13-155559-071	2022-369-3, 2022-496-3, 2023-658-3, 2023-707-3, 2023-759-3	4/4/2025	Suspended
Whitney Pickens	Shawnee, KS 66219	13-151867-011	2025-128-0	4/17/2025	Fine, CNE's
Abby Schleicher	Mission Hills, KS 66208	14-151262-042	2024-246-7	4/21/2025	Suspended
Matthew Alsum	Lawrence, KS 66049	14-165473-042	2025-36-0	4/24/2025	Fine, CNE
Leslie Woods	Prairie Village, KS 66208	13-95114-022	2024-723-0, 2023-242-7, 2023-597-0	4/24/2025	Suspended
Nakeisha White	Shawnee, KS 66217	23-55024-021	2024-706-0	4/24/2025	Suspended
Renae Wehling	Derby, KS 67037	N/A	2024-893-0	4/30/2025	Denied
David Burkdoll	Ottawa, KS 66067	13-140256-122	2025-2-0,		
2023-33-7	5/5/2025	CNE's			
Lisa Weber	Hays, KS 67601	13-135829-032	2024-284-3, 2023-498-5, 2021-693-2	5/6/2025	Suspend- ed, Fine, CNE's

Registered Nurses

Join a team
you can trust!



Discover Your Path at Bryan Health!

Bryan Health is the only healthcare organization in Nebraska recognized by Newsweek as one of America's most trustworthy companies.

Whether you're an experienced nurse or just beginning your nursing career, Bryan Health offers more than just a job. We provide a trusted environment where you can grow, excel and make a meaningful impact on patients. Grow with us at Bryan Health!

- **Top-of-market pay:** Rewarding your dedication and value
- **Growth opportunities:** Supporting your personal and professional goals
- **Built on trust:** An environment and team you can rely on

**Explore openings
and apply today!**



Careers.BryanHealth.org

Bryan  **Health**

Kansas NURSING NEWS

Landon State Office Building
900 SW Jackson,
Ste. 1051, Topeka, KS

PRESORTED STANDARD
U.S. POSTAGE PAID

LITTLE ROCK, AR
PERMIT NO. 563

www.jrmc.org



Come Join Our Team!



Contact Nursing Recruiter Gigi Flory at 870-541-7774
or NursingRecruitment@jrmc.org.

- Jefferson Regional Nurse Residency, a six-month program providing clinical & classroom experience for newly graduated nurses
- Employer-paid CPR, PALS, NRP & ACLS
- Generous benefits
- Flexible scheduling
- Additional compensation for BSN, MSN & other national certifications
- Up to \$25,000 sign-on bonus for RNs, up to \$10,000 for LPNs
- Opportunities in multiple clinic locations
- Safe RN to patient ratio
- Free gym membership

Interested in earning
an Associates of
Applied Science degree
in Nursing? Call the
Jefferson Regional School
of Nursing at
870-541-7858.

The DAISY Award for Extraordinary Nurses!



Rick Parrson, RN
JANUARY 2025

Rebeca Gonzalez, RN
FEBRUARY 2025