



Staff Report

Date: December 10, 2025

TO: KSBN Board Members

FR: Carol Moreland, Executive Administrator

RE: December 2025

Executive Administrator Report

Purpose of the Agenda Item and/or the Board Action Requested:

This report is an update on the activities of the Executive Administrator for August 15, 2025, through November 15, 2025, to support KSBN strategic plan.

Board Action requested: None

Strategic Outcome and actions taken to support the strategic outcome:

Strategic Objective 1 – 1 Enhance collaborative relationships with other nursing and health-related organizations and other state agencies in Kansas

- Participated in Small Agency Head Brown Bag meetings which strengthens the relationships between small non-cabinet agency heads
- Mentor to new Executive Director at Kansas Board of Cosmetology
- 10/9/25 attended Governor's Cybersecurity Summit for Non-Cabinet Agencies and participated in cybersecurity incident tabletop exercise
- 10/15/25 & 10/16/25 Attended Kansas Agency Business Summit which strengthens KSBN relationship with procurement and other select state agencies and increases my knowledge of select state policies and procedures
- 10/28/25 Attended NLC Commission meeting as commissioner from Kansas
- Participated in Non-Cabinet Agency Leadership meeting which strengthens collaborative relationships with other non-cabinet state agencies

Strategic Objective 1 – 4 Legislative Engagement

- 9/8/25 Testified at House Select Committee on Government Oversight meeting
- 9/15/25 Submitted FY 26 & 27 budget requests for the Division of the Budget. Division of Budget concurred with the budget I submitted. The next step in the budget approval process is the Governor's budget, which will be published right after 2026 Legislative session starts in January 2026.
- 9/16/25 Attended Joint LPA Committee for the report out on KSBN Cybersecurity Audit
- Coordinated and provided agency answers to 3rd set of questions from House Select Committee on Government Oversight Committee

- Assisted in revision of applicant checklist that will improve the transparency for the applicant about the progress of their application
- 10/17/25 Participated in Statute Review Task Force
- 10/23/25 Observed Special Committee on Commerce during the discussion on interstate compacts
- 10/29/25 & 10/30/25 Coordinated and participated in an on-site visit of consultant to review investigative and discipline processes. Provided information and sat up more virtual meetings as required.
- 11/13/25 Attended meeting with North Carolina Board of Nursing regarding their Just Culture journey and implementation of their Complaint Evaluation Tool (CET)
- 11/14/25 Participated in Statute Review Task Force
- Continually collaborating with NCSBN and other Boards of Nursing and utilizing their resources as needed. They have provided support and offers of any assistance they can provide.
- Developed consistent talking points for our meetings with leadership of the Legislature and members of the House Health and Human Services and Senate Public Health and Welfare Committees
- We have started our meetings with Legislators to provide education, information and strengthen relationships between the Legislature and KSBN

Professional Development:

- 11/4, 11/5, and 11/6/25 Attended Leadership and Supervisory Issues Course which strengthened my knowledge and skills in adaptive vs. technical leadership, conflict management styles, coaching through effective feedback handling crucial conversations, emotional intelligence, performance improvement and mastering the message of communication

Upcoming NCSBN meetings:

- NLC Commission Meeting, Jan 2026 – Virtual
- 2026 NLC Midyear Meeting, March 16, 2026, Phoenix, AZ
- 2026 NCSBN Midyear Meeting, March 17 – 20, 2026, Phoenix, AZ
- Discipline Case Management Conference, May 27 & 28, 2026 – Rosemont, IL
- NLC Commission Meeting, June 16, 2026 – Virtual
- 2026 Scientific Symposium, July 15, 2026 - Virtual
- 2026 NLC Annual Meeting, August 18, 2026 – Chicago, IL
- 2026 NCSBN Annual Meeting, August 19 – 21, 2026 Chicago, IL
- 2026 NCLEX virtual Conference, September 17, 2026 - Virtual
- Leadership & Public Policy Conference, October 7 – 9, 2026, Philadelphia, PA

Board Member Terms:

- Andrea Watson (7/1/20 through 6/30/28 – second term)
- Amy Hite (7/1/24 through 6/30/28 - first term)
- Michelle Terry (12/5/2022 -through 6/30/26 – first term)
- Adri Gouldsmith (7/1/23 through 6/30/27 – second term)
- Melissa Oropeza (7/1/25 through 6/30/29 – second term)
- Ruth Burkhart (7/1/22 through 6/30/26 – first term)
- Brenda Sharpe (7/1/23 through 6/30/27 – second term)
- Steven Peterson (7/1/25 – 6/30/29 – first term)
- Tosha Fields (7/1/23 – 6/30/27 – first term)
- Belinda Katz (7/1/25 – 6/30/29 – first term)
- Vacant Public Member position

Attachments:

NCSBN Good Morning Members Newsletter, Oct. 22, 2025

Carol Moreland [KSBN]

From: NCSBN <replyncsbncommunications@ncsbn.org>
Sent: Wednesday, October 22, 2025 7:02 AM
To: Carol Moreland [KSBN]
Subject: Good Morning Members

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Oct. 22, 2025

[Redesigned Nurse Career Ladder Boosts Retention](#)

AdventHealth launched its Professional Excellence Program in 2022 to “keep nurses at the bedside and counter the notion that they had to migrate into leadership, quality or safety roles to progress in their career.”

“Historically, to advance, nurses often felt they had to step away from the bedside because those roles didn’t fully recognize the specialized competencies they bring,” Trish Celano, RN, system chief nurse executive for the Altamonte Springs, Fla.-based system, told *Becker’s*. “The clinical ladder changes that.”

“The Professional Excellence Program has been standardized across all 56 of AdventHealth’s facilities — and with big results. About half of 23,000 eligible nurses have enrolled. Participant turnover has [dropped](#) to 4.2%, compared to

14.1% overall. The vacancy rate has dipped to under 5% and agency usage to under 0.5%."

Additionally, leaders found that "nurse satisfaction, engagement and the quality of nurse-physician relationships have also all improved."

Inclusion of Nurse Staffing in Joint Commission's National Performance Goals Applauded by American Nurses Association (ANA)

Nurse staffing has been elevated within The Joint Commission's National Patient Safety Goals, now renamed the National Performance Goals.

"This milestone marks the culmination of years of tireless advocacy, collaboration, and leadership by ANA and its partners, who worked to elevate safe staffing as a core component of patient safety and care quality. The new National Performance Goal 12 requires health care organizations to demonstrate compliance with policies and procedures related to nurse staffing and numeration, including the requirement that a nurse is on duty whenever Critical Access Hospitals have one or more inpatients. The standard will take effect Jan. 1, 2026, carrying significant implications for accreditation and reimbursement."

"Today's achievement is a defining moment for the nursing profession and for patient care across the nation," said Jennifer Mensik Kennedy, PhD, MBA, RN, NEA-BC, FAAN, president of the American Nurses Association. "For decades, nurses have sounded the alarm that safe staffing saves lives. The inclusion of nurse staffing as a national performance goal validates what nurses have always known, that adequate staffing is essential to prevent patient harm, improve patient outcomes, and create a safer environment. While this marks a tremendous step forward, we will continue to advocate for all accrediting bodies to adopt similar standards so that every hospital upholds safe staffing as a top priority."