

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF STATE
BUREAU OF PROFESSIONAL AND OCCUPATIONAL AFFAIRS

F I N A L M I N U T E S

MEETING OF:

STATE BOARD OF NURSING

TIME: 9:02 A.M.

Held at

PENNSYLVANIA DEPARTMENT OF STATE

2525 North 7th Street

CoPA HUB, Eaton Conference Room

Harrisburg, Pennsylvania 17110

as well as

VIA MICROSOFT TEAMS

July 16, 2025

State Board of Nursing
July 16, 2025

BOARD MEMBERS:

Colby P. Hunsberger, DNP, RN, CNEcl, Chair
Arion R. Claggett, Acting Commissioner, Bureau of
Professional and Occupational Affairs
Donald H. Bucher, DNP, CRNP, ACNP-BC, FAANP, Vice
Chair
Kathryn L. Capiotis, MSN, BSN, RN
Susan Hellier, PhD, DNP, FNP-BC
Brandy Hershberger, DNP, MSN, RN, CEN
Sue E. Hertzler, LPN
Linda A. Kerns, Esquire, Public Member
David Scher, MPH, MSN, RN, CEN
Tina D. Siegel, LPN

COMMONWEALTH ATTORNEYS AND LEGAL OFFICE STAFF:

Judith Pachter Schulder, Esquire, Board Counsel
Megan E. Castor, Esquire, Board Counsel
Ashley Keefer, Esquire, Board Counsel
Cathy A. Tully, Esquire, Board Counsel
Tiffanie Camarota, Esquire, Board Counsel
Tara Czekner, Intern, Counsel Division
Michael Merten, Esquire, Counsel Division
David Schertz, Esquire, Board Prosecutor
Codi Tucker, Esquire, Board Prosecutor and Board
Prosecution Co-Liaison
T'rese Evancho, Esquire, Board Prosecutor and Board
Prosecution Co-Liaison
Kathryn Bellfy, Esquire, Board Prosecutor
Garrett Rine, Esquire, Board Prosecutor
Adrienne Doll, Esquire, Board Prosecutor
Matthew Fogal, Esquire, Board Prosecutor
Jason Giurintano, Esquire, Deputy Chief Counsel,
Department of State
Alex Capitello, Legal Analyst, Office of Prosecution

DEPARTMENT OF STATE AND BOARD STAFF:

Wendy Miller, MSN, RN, Executive Secretary
Cynthia K. Miller, Board Administrator
Kelly Hoffman, MSN, RN, Nursing Education Advisor
Tracy Scheirer, PhD, MSN, RN, CMSRN, CNE, Nursing
Education Advisor

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DEPARTMENT OF STATE AND BOARD STAFF: (Cont.)

Linda Kmetz, PhD, RN, Nursing Education Advisor
Susan Bolig, MSN, RN, Nursing Practice Advisor
Dulcey Frantz, DNP, RN, RAC-C, Nursing Practice
Advisor
Leslie House, MSN, RN, Nursing Practice Advisor
Andrew LaFratte, Deputy Policy Director, Department
of State
Willow Marsh, Legislative Aide, Department of State
Robert Beecher, Policy Director, Department of State
Stephen Behun, Intern, Policy Office
Molly Smith, Commissioner Liaison, Department of
State
Piri Pantoja, Deputy Director of Legislative Affairs

ALSO PRESENT:

Jesse Monoski, Executive Director, Senate Consumer
Protection & Professional Licensure Committee,
Office of Senator Lisa Boscola
Tiffany Booher, MA, LPC, CAADC, CIP, CCSM, Director, Peer
Assistance Monitoring Programs, Foundation of Pennsylvania
Medical Society
Heather Wilson, MSW, CFRE, Executive Director,
Foundation of the Pennsylvania Medical Society
Kathleen Rundquist, MSN, RN, Director, Practical
Nursing Program, Franklin County Career and
Technology Center
Michelle Davis, LPN, MSN, Director of Nursing,
Lincoln Technical Institute
Denise Vanacore, PhD, ANP-BC, FNP-BC, PMHNP-BC, Vice
Dean and Professor, Holy Family University School
of Nursing & Health Sciences
Corey Glavin-Dennis, MSN, RN, CNEn, Assistant Dean of
Nursing, Pennsylvania Institute of Technology
Elizabeth Menschner, DNP, MAS, MSN, RN, NEA-BC,
Executive Director, Pennsylvania Organization of
Nurse Leaders
Lisa Urban, MSN, RN, Director, Practical Nursing
Program, Greater Altoona Career and Technology
Center
Misha Patel, Esquire, Government Relations
Specialist, Pennsylvania Medical Society
Edie Brous, Esquire, Law Offices of Edith Brous

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ALSO PRESENT: (Cont.)

Jake Muskovitz, Data Analyst, Special Projects,
Pennsylvania Healthcare Cost Containment Council
Barry Buckingham, Executive Director, Pennsylvania
Healthcare Cost Containment Council
Renee Greenawalt, Deputy Executive Director,
Pennsylvania Health Care Cost Containment Council
Alan Mburu Kagiri, Intern, Pennsylvania Health Care
Cost Containment Council
Katie Jordan, Program Analyst, Communications &
Education, Pennsylvania Healthcare Cost Containment
Council
Bailey Shafer, LPN, RN, BSN, MSN, Director, Allied Health
Program, Erie County Community College
Sandra Cohen, MSN, CRNP, CNE, Senior Associate Dean,
St. Luke's School of Nursing
Patricia Delucia, Corporate Director of Nursing,
Lincoln Technical Institute
P. Daniel Altland, Esquire, Pennsylvania Association
of Nurse Anesthetists
Marcia Landman, MSN-FNP, BSN, RN, Director, Practical
Nursing, United Career Institute
Andrea Wandling, PHR, SHRM-CP, Human Resources
Manager, Pennsylvania Association of Community
Health Centers
Jenifer Stilgenbauer, MEd, BSN, Bethlehem Area
Vocational-Technical School
Tracy Campbell, DNP, Children's Hospital of
Philadelphia
Michelle Borland, DNP, APRN, FNP-C, CN, Vice
President, Director of Nursing, Laurel College of
Technology
Beth Ann Puckett, Director of Nursing, Jersey College
- Jenkintown
Deanna Greene, Campus President, All-State Career,
Inc.
Lori Spiezio, MSN, RN, Director, Practical Nursing
Program, Lansdale School of Business
Debra Clark, BSN, RN, Nursing Instructor, Lansdale
School of Business
Shirley Wolhar, Pennsylvania Institute of Technology
Kimberly O'Neill, Practical Nursing Program
Coordinator, Schuylkill Technology
Center/Intermediate Unit 29
Ryan Scott, Ascend Learning

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ALSO PRESENT: (Cont.)

Luann Carrillo, MSN, RN, Coordinator, Practical
Nursing Program, Lenape Technical School
Heather Haines, MSN, RN, Director, Practical Nursing
Program, Mifflin County Academy of Science and
Technology
Susan Balint, MS, CCC-SLP, John P. Moses Esq. Wilkes-
Barre Pediatric Rehab Center
Rachel Mann, Esquire, Imagine Different Coalition
Steering Committee/Consultant
Patricia A. Hubbs, RN, BSN, MBA, Administrative
Director, Nursing and Clinical Care Services,
Children's Hospital of Philadelphia
Katrina Maurer, DNP, Dean, Practical Nursing Program,
Fortis Institute-Scranton Campus
George Mikluscak, EdD, Vice President, West Virginia
Re-Authorization Review Committee
Kathleen Prendergast, LPN, Assistant Director of
Nursing Clinical and Lab Experiences,
Pennsylvania Institute of Technology
Gail Holby, MSN, RN, Director, Practical Nursing
Program, Wilkes-Barre Area Career & Technical
Center
Marianne Schwalbe, BSN, RN, MS, Nursing Faculty,
Pennsylvania Institute of Technology
Larissa Smollar, MSN, RN, CHSE, Pennsylvania
Institute of Technology
Janet Yontas, BSN, MSN, Director, Practical Nursing
Program, Career Technology Center of Lackawanna
County
Alissa Smethers, PhD, RD, LDN, Consumer Protection
Coordinator, Pennsylvania Academy of Nutrition and
Dietetics
Katie Isselman, Instructor, Nursing Simulation Lab,
Pennsylvania Institute of Technology
Matt Myers, President, Pennsylvania Institute of
Technology
Kaylynn Beck, BSN, RN, Director, Practical Nursing
Program, Institute of Medical and Business Careers
Christine Bagley, RN, BSN, Butler Memorial Hospital
Tammy Sanfilippo, MBA, RN, Program Director,
Meadville Medical Center Institute for Healthcare
Professionals
Preet Chahal, RN, MSN, CHE, President, Falcon
Institute of Health and Science

State Board of Nursing
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ALSO PRESENT: (Cont.)

Renee Gaddis, Practical Nursing Program Director,
Penn Commercial Business/Technical School
Larissa McDonnell, DNP, RN, CCRN, CCNS, NEA-BC, MSN,
Director of Nursing Professional Development,
Children's Hospital of Philadelphia
Jean Marie Truman, DNP, Director of
Assessment/Program Review, Associate Professor of
Nursing, University of Pittsburgh at Bradford
Heather Pflieger, Vice President of Academic Affairs,
Pennsylvania Institute of Technology
Callie Rohrbacher, BSN, RN, CMSRN, Senior Clinical
Educator, AMI Expeditionary Healthcare
Wendy Ruderman, Investigative Reporter, The
Philadelphia Inquirer
Lauren Scheetz, RN, Director of Practical Nursing,
Pennsylvania College of Technology
Karen Whitham, EdD, Director of Nursing Compliance,
Education Affiliates
Lauren Bogar, RN, U.S. Department of Veteran Affairs
Felicitas Akanno, RN, U.S. Department of Veteran
Affairs
Mindy Guinard, EdD, Interim Director of Nursing &
Health Sciences, Wilson College
Laurie Badzek, LLM, JD, MS, RN, FNAP, FAAN,
Pennsylvania State University College of Nursing
Peggy Pearl, Executive Director, Pennsylvania
Coalition of Nurse Practitioners
Marjorie Hinkle, Professor, Harrisburg Area Community
College - York Campus
Catherine Wang, Esquire, Morgan Lewis
Mary O'Connor, PhD, MSN, RN, Pennsylvania
Organization of Nurse Leaders Legislative
Committee, Professor Emeritus (retired), PennWest
University
Katrina Mauer, DNP, Dean, Practical Nursing Program, Fortis
Institute-Scranton Campus
Makesa Toure, Wilmington University
Kenya Martin, Wilmington University
Judith Dixon, DNP Student, Wilmington University
Nicole Campbell, Division Chief, Division of Law Enforcement
Education and Trade Schools, Pennsylvania Department of
Education
Francis Giglio, Senior Vice President of Compliance and
Regulatory Services, Lincoln Educational Services

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ALSO PRESENT: (Cont.)

Nicol DeCaro, Clinical Nurse Assistant, St. Clair
Health

Benjamin Muskovitz

Steph

Theresa

724-984-1349

610-633-2858

570-558-1818

Allison Walker, Sargent's Court Reporting Service,
Inc.

State Board of Nursing

July 16, 2025

The regularly scheduled meeting of the State Board of Nursing was held on Wednesday, July 16, 2025. Colby P. Hunsberger, DNP, RN, CNEcl, Chair called the meeting to order at 9:02 a.m.

Introduction of Board Members

[Colby P. Hunsberger, DNP, RN, CNEcl, Chair, requested an introduction of Board members. A quorum was present. It was noted David Scher would be arriving late.]

Introduction of Board Staff

[Wendy Miller, MSN, RN, Executive Secretary, provided an introduction of Board staff.]

Introduction of Board Counsel

[Colby P. Hunsberger, DNP, RN, CNEcl, Chair, requested an introduction of Board Counsel.]

Introduction of Board Prosecution

[Colby P. Hunsberger, DNP, RN, CNEcl, Chair,

1 requested an introduction of Board Prosecutors.]

2 ***

3 Introduction of Virtual Attendees

4 [Cynthia K. Miller, Board Administrator, provided an
5 introduction of virtual attendees.]

6 ***

7 Introduction of In-Person Attendees

8 [Colby P. Hunsberger, DNP, RN, CNEcl, Chair,
9 requested an introduction of in-person attendees.]

10 ***

11 Adoption of Minutes - April 16, 2025

12 CHAIR HUNSBERGER:

13 The minutes of the April 16, 2025
14 meeting, are there any additions or
15 corrections? Can I have a motion for
16 approval?

17 DR. BUCHER:

18 So moved.

19 MS. HERZLER:

20 Second.

21 [The motion carried unanimously.]

22 ***

23 Adoption of Minutes - June 5, 2025

24 CHAIR HUNSBERGER:

25 The minutes of the June 5, 2025 meeting

1 are also before you. Are there any
2 additions or corrections? Can I have a
3 motion for approval?

4 DR. BUCHER:

5 So moved.

6 MS. HERTZLER:

7 Second.

8 [The motion carried. Chair Hunsberger abstained from
9 the vote.]

10 ***

11 Adoption of the Agenda

12 CHAIR HUNSBERGER:

13 The agenda is before you. Are there
14 any additions or corrections to that?

15 MS. PACHTER SCHULDER:

16 The only addition we have are some
17 recusals in number 32, Bucher, Kerns
18 and Hertzler. 34 has been withdrawn.
19 46, the recusal is Kerns. 53, recusals
20 are Hertzler, Kerns, and Scher.

21 CHAIR HUNSBERGER:

22 Can we have a motion for approval?

23 DR. HERSHBERGER:

24 So moved.

25 DR. BUCHER:

1 Second.

2 CHAIR HUNSBERGER:

3 All those in favor?

4 [The motion carried unanimously.]

5 ***

6 Report of Prosecutorial Division

7 [Colby P. Hunsberger, DNP, RN, CNEcl, Chair stated

8 Agenda items 2 - 11 and 58 are VRP Consent

9 Agreements.]

10 ***

11 [Adrienne Doll, Esquire, Board Prosecutor, presented

12 Agenda Items 12 and 13.]

13 ***

14 [Kathryn Bellfy, Esquire, Board Prosecutor, presented

15 Agenda Items 14 and 15.]

16 ***

17 [Matthew Fogal, Esquire, Board Prosecutor, presented

18 Agenda Item 16.]

19 ***

20 [David Schertz, Esquire, Board Prosecutor, presented

21 Agenda Item 17.]

22 ***

23 Regulation Updates

24 [Judith Pachter Schulder, Esquire, Board Counsel,

25 stated there was no new update for regulation 16A-

1 5139 concerning Volunteer Licensing as it is a Bureau
2 driven regulation across multiple boards.

3 On 16A-5141, the Nursing Education Programs
4 regulation, the Board will be continuing its review
5 of the post-publication comments later in the
6 meeting.

7 Ms. Pachter Schulder reported regulation 16A-5145
8 regarding Certified Registered Nurse Anesthetist
9 (CRNA) Licensure was published in the *Pennsylvania*
10 *Bulletin* on June 28, 2025. Public comment will be
11 open until July 28, 2025. She stated the Board will
12 not review the comments in the September meeting as
13 after the public comment period, there will be
14 comments from House and Senate Licensure Committees
15 and Independent Regulatory Review Commission.

16 Ms. Pachter Schulder explained that regulation
17 16A-5146 addressing Opioid Prescription and Education
18 and Organ Donation Education has been delayed at the
19 Commissioner's request to align with the Medical and
20 Osteopathic Boards' regulations. However, the
21 Osteopathic Board regulation is just now going out
22 for an exposure draft. The Medical Board adopted the
23 regulation as proposed, but it has not published yet
24 or received comments. The Nurse Board is up against
25 the two-year deadline from original publication. Due

1 to the deadline and to avoid starting the process
2 over, the regulation package in final will be
3 delivered on July 24, 2025, with an effective date of
4 May 1, 2026. This timeline will allow integration
5 into the upcoming licensure system and coordination
6 with the other Boards. She reminded attendees that
7 while the opioid education requirement already
8 exists, licensees could begin the organ donation
9 education early and receive credit for it within the
10 five-year compliance window.

11 Ms. Pachter Schulder stated for regulation 16A-
12 5150 regarding Certified Registered Nurse
13 Practitioners (CRNPs) Prescribing and Dispensing, the
14 package still needs to be finished.

15 Ms. Pachter Schulder shared that regulation 16A-
16 5151 which concerns Licensed Practical Nurse (LPN)
17 Pronouncement of Death had only received one comment
18 from the Patient Safety Authority who supported the
19 regulation. The regulation will come back to the
20 Board at its next meeting or the following meeting.

21 Ms. Pachter Schulder also briefly referenced
22 regulation 16A-5152 related to permanent Nurse
23 Licensure Compact regulations, noting it was not
24 currently listed on the agenda. She noted it was
25 best to wait a bit longer in case issues arise as a

1 result of the temporary implementation. She added
2 the Board will likely need to start moving on the
3 regulation within the next six months.]

4 ***

5 Pennsylvania Legislative Update -
6 [Judith Pachter Schulder referred to the Report in
7 the Agenda.]

8 ***

9 Report of Chairperson

10 [Colby P. Hunsberger, DNP, RN, CNEcl, Chair, shared a
11 proclamation thanking Licensed Dietitian-Nutritionist
12 member Dr. Charlene Compher for her time served with
13 the Commonwealth. He read, "The Department of State
14 Bureau of Professional Occupational Affairs and the
15 State Board of Nursing of the Commonwealth of
16 Pennsylvania extend their gratitude to Charlene
17 Compher for her contributions to the State Board of
18 Nursing and to the citizens of the Commonwealth. It
19 recognizes her commitment to the highest standard of
20 ethics, the betterment of the nursing profession and
21 responsible acts as a public servant." He noted her
22 last day on the Board was July 1, 2025.]

23 ***

24 Report of Acting Commissioner

25 [Arion R. Claggett, Acting Commissioner, Bureau of

1 Professional and Occupational Affairs, noted that the
2 replacement for the PALS Licensure System, Evoke, is
3 still on schedule for early 2026. He also stated the
4 Nurse Licensure Compact (NLC) has been implemented
5 and applications are currently being processed.

6 Ms. Pachter Schulder noted if a registered or
7 practical nurse is in the VRP program, they are not
8 eligible for multistate licensure. She added all
9 participants in VRP have received letters letting
10 them know they are not eligible, and if they were to
11 apply for multistate licensure, they would have to
12 disclose their participation in VRP in the
13 application. She explained future VRP consent
14 agreements will include language about single state
15 versus multistate licensure.

16 Ms. Pachter Schulder shared that while the Board
17 thought uploading a Pennsylvania driver's license and
18 other Pennsylvania identification would suffice for
19 the declaration of primary state residency, the NLC
20 requested a declaration of primary state residence.
21 This will be a document on the Board's website which
22 licensees can download and then upload to their
23 multistate application. She added seeking
24 clarification from the NLC as to whether the document
25 will also have to be uploaded for renewals.

1 Acting Commissioner Claggett added the process
2 for getting a background check is contained in the
3 application. When a person applies for licensure,
4 there will be a series of instructions. They will
5 receive a service code and information on going to a
6 fingerprinting center to get their fingerprints and
7 to upload for their license.

8 Ms. Pachter Schulder noted for single state
9 licensees, as health care practitioners, the
10 applicant will have to provide the FBI background
11 check. For multistate licensees, the applicant will
12 have to provide the Pennsylvania background check in
13 addition to the FBI background check.]

14 ***

15 Report of Committees - Probable Cause
16 [Sue E. Hertzler, LPN, reported that the Probable
17 Cause Committee moved on 0 Petitions for Appropriate
18 Relief, 20 Petitions for Mental and Physical
19 Examinations, and 2 Immediate Temporary Suspensions—
20 one on June 28th and the other on July 9th.]

21 ***

22 Report of Committees - Application Review
23 [Donald H. Bucher, DNP, CRNP, ACNP-BC, FAANP, Vice
24 Chair, reported that virtual meetings occurred, and
25 the Committee moved on applications submitted.]

Report of Committees - Advanced Practice - No Report

Report of Committees - RN/PN Practice, Education and Regulation

[It was noted the regulations meeting would occur at 10:25 a.m. during the Board meeting.]

Report of Committees - Dietitian-Nutritionist - No Report

Report of Board Members Who Attended a Meeting on Behalf of the Board - No Report

Report of Executive Secretary

[Wendy J. Miller, MSN, RN, Executive Secretary, reported on the American Academy of Nurse Practitioner Certification Board (AANPCB), which has a new CRNP certification exam for psychiatric mental health nurse practitioners. The exam has been accredited by the Accreditation Board for Specialty Nursing Certification as of January 1, 2025 according to the National Council of State Boards of Nursing (NCSBN). Ms. Wendy Miller asked the Board to vote and determine if it should accept the additional

1 certification exam for nurse practitioner applicants.
2 The Board does have a list of approved CRNP exams,
3 and it would be an additional exam on the list. The
4 Board also has a list of recognized certifiers and
5 AANPCB is one of the national certification agencies
6 on the list.

7 Ms. Pachter Schulder asked for the full name of
8 the exam. Ms. Wendy Miller relayed it is the
9 American Academy of Nurse Practitioner Certification
10 Board Psychiatric Mental Health Nurse Practitioner
11 Exam.]

12 ***

13 MS. PACHTER SCHULDER:

14 Is anyone interested in making a motion
15 to add this examination to the Board's
16 approved list of exams?

17 DR. BUCHER:

18 Moved.

19 DR. HELLIER

20 Second.

21 [The motion passed unanimously.]

22 ***

23 Report of Executive Secretary (cont.)

24 [Wendy J. Miller, MSN, RN, Executive Secretary,
25 shared there is no LPN renewal right now as it is an

1 odd year. LPN renewals are on even years. The next
2 renewal will be for RNs, CRNPs, CNSs, and
3 prescriptive authority on October 31, 2025, and will
4 open 60 days prior to October 31st.]

5 ***

6 Old Business

7 [Wendy J. Miller, MSN, RN, Executive Secretary,
8 stated she had received two emails from TruMerit
9 following the last Board meeting. The first email
10 was a follow-up on the Nepali Proficiency Certificate
11 Level (PCL) programs. The second email from June
12 27th explained TruMerit had looked at the programs
13 four years prior, but due to renewed interest, their
14 professional standards committee will be examining
15 them again. She inquired as to whether the Board
16 wanted to move forward with current applicants based
17 on the emails. In the past, the Board issued
18 licenses to such applicants provided there were not
19 any content deficiencies cited by the foreign
20 credentials evaluator and the deficiency was at the
21 high school level. She noted, from the June Board
22 meeting, Mr. Joseph Silny felt strongly the programs
23 inherently were not equivalent. She also questioned
24 if the Board should go back to Mr. Silny and ask what
25 he suggested the path forward for the applicants

1 should be or if it should be waiting for TruMerit's
2 new evaluation of the programs. She stated when the
3 Board denies a license, it generally provides
4 information on how to remediate any deficiency.

5 Ms. Wendy Miller asked TruMerit to provide
6 programs wherein high school completion was not a
7 requirement. The two examples she gave were the
8 Nepali PCL programs and the Technical and Vocation
9 Education and Training Program (TVET). Unlike the
10 PCL program, the TVET program is a tiered program,
11 which was started when the person was 15 or 16 and
12 completed at 17 or 18. TruMerit did not feel the
13 TVET program was equivalent in standards in the
14 United States as it was not for a general nursing
15 education. TruMerit had stated if someone from the
16 TVET program completed a BS, then they would be
17 considered equivalent. In addition, Ms. Wendy Miller
18 stated the Board statutes cover high school
19 graduation or its equivalence.

20 Dr. Bucher stated based on the review from Mr.
21 Silny last month and based on TruMerit stating they
22 would look at the programs again, the programs do not
23 meet equivalency standards.

24 Ms. Pachter Schulder added the Board may want to
25 hold off on a decision until the additional

1 information is obtained. She stated the Board may
2 want to tell applicants who are outstanding that the
3 Board is awaiting information to ensure the program
4 is acceptable. She added the TruMerit information
5 and additional email responses made it a confusing
6 scenario. She further explained there needed to be a
7 pathway for people who want to obtain a Pennsylvania
8 license but are unable to document sufficiently
9 completion of the required education.

10 The Board discussed the merits of additional
11 education to meet equivalency. It added having two
12 different evaluators stating two different things
13 about the same program is concerning.

14 Ms. Wendy Miller stated she was hearing that if
15 the program does not require high school prior to
16 admission, the Board is unable to determine the
17 equivalency of the program until it receives
18 additional information from TruMerit. She added she
19 would contact Mr. Silny and get his recommendation on
20 how applicants might remediate in order to establish
21 equivalency.

22 Dr. Hershberger asked if the Board has
23 historically approved applicants from Nepal for an RN
24 license. Ms. Pachter Schulder confirmed it had after
25 a foreign credential evaluation made a determination

1 of equivalency.

2 Ms. Wendy Miller added the reports would use
3 language of the program being equivalent in most or
4 some aspects. The deficiency is in the fact high
5 school was not required for admission. There is no
6 noted deficiency in the nursing content breakdown.

7 Chair Hunsberger stated it would be interesting
8 to know if Nepal licensed applicants scored
9 differently on the NCLEX® if they complete the PCL
10 program or the Bachelor of Science in Nursing.

11 Dr. Bucher suggested applicants be given
12 information that they may have to go for additional
13 education, which may at least give them the
14 opportunity to start looking at programs. Ms.
15 Pachter Schulder added the Board could tell
16 applicants it had not decided, but the applicant is
17 welcome to ask for a review right now as it stands,
18 or their application could be supplemented with
19 additional education.

20 Dr. Hellier questioned what the additional
21 education would look like. Ms. Wendy Miller stated
22 there was one recommendation from TruMerit, but she
23 would like to ask Mr. Silny for his thoughts.

24 Chair Hunsberger stated he would like to know the
25 actual differences in the PCL program versus the BS

1 degree in Nepal.

2 Dr. Bucher added he was stuck on the high school
3 equivalent part and how it would be part of an
4 applicant's remediation. Ms. Wendy Miller suggested
5 they may be able to be evaluated by a PA program to
6 determine their deficiencies. Dr. Bucher still
7 questioned how the Board would get documentation
8 which would meet the regulations if the applicant
9 completes remediation but still does not have a GED
10 or high school degree.

11 Ms. Pachter Schulder stated they would hold on
12 the discussion and the Board's decision. She added
13 the Board would tell applicants it is still reviewing
14 information from foreign credential evaluators with
15 regards to their education and they are welcome to
16 supplement with additional education.]

17 ***

18 [David Scher MPH, MSN, RN, CEN, entered the meeting
19 at 9:46 a.m.]

20 ***

21 Appointment - PA Health Care Costs Containment
22 Council (PHC4)

23 [Jake Muskovitz, Data Analyst, Special Projects;
24 Barry Buckingham, Executive Director; and Katie
25 Jordan, Program Analyst, Communications & Education,

1 Pennsylvania Healthcare Cost Containment Council
2 (PHC4), made a presentation to the Board.

3 Mr. Muskovitz explained that PHC4 is an
4 independent state agency created by the General
5 Assembly in 1986 to collect, analyze, and disseminate
6 health care cost and quality data to promote
7 competition and improve care in the state. While
8 created by the General Assembly, it functions
9 independently to provide unbiased, public information
10 and data to consumers, purchasers, and policymakers.
11 PHC4 is governed by Council members comprised of a
12 multidisciplinary team of professionals that
13 represent key stakeholders from across the
14 Commonwealth. PHC4 collects inpatient hospital
15 discharge and ambulatory/outpatient procedure records
16 from hospitals and freestanding ambulatory surgery
17 centers in Pennsylvania. The data is used to publish
18 free public reports and provide customized data to
19 various stakeholders, including consumers, healthcare
20 providers, insurers, policymakers, and researchers.

21 Mr. Muskovitz stated the topic before the Board
22 was non-compete agreements. Act 74 of 2024, Fair
23 Contracting for Healthcare Practitioners Act, took
24 effect in January of 2025. Act 74 of 2024 limits non-
25 compete agreements to a length of one year maximum.

1 The agreements are only enforceable with voluntary
2 departure. If the employee is dismissed for any
3 reason, the agreement is considered void. The law
4 specifically relates to only five license types: MDs,
5 DOs, PAs, CRNPs, and CRNAs.

6 Mr. Muskovitz explained PHC4 created a survey to
7 understand the prevalence and gain insight on non-
8 compete agreements impacting healthcare professionals
9 in Pennsylvania. The survey collects several relevant
10 data points which are needed to study the impact of
11 this legislation and to aid in studying the
12 occurrence of non-compete agreements from 2025 to
13 2027. The first survey collection period was from
14 February 15, 2025, through April 15, 2025. Four
15 hundred thirty-nine responses were received from
16 hands-on healthcare providers; 71.3% of those
17 surveyed currently practice under a non-compete
18 clause. Mr. Muskovitz added optional data was
19 collected to track where a provider lives versus
20 where they practice. This information will be
21 assessed, in addition to remarks collected during an
22 initial comment period offered by PHC4 which ended
23 October 21, 2024, to gather the thoughts of the
24 general public. PHC4 plans to analyze this survey
25 against a second round of survey data collection that

1 will occur in 2027.

2 Mr. Muskovitz added PHC4 is tracking facility
3 specific NPI numbers which are made public through
4 the National Plan and Provider Enumeration Survey and
5 the Center for Medicare and Medicaid Services. They
6 can then track how many facilities are being
7 activated or deactivated in Pennsylvania. He added,
8 while not perfect, it allows them to track how much
9 access patients have to healthcare throughout the
10 state.

11 Mr. Muskovitz shared they are also tracking filed
12 civil lawsuits at the request of members of
13 Legislature and support staff. Specifically, they
14 want to determine if non-compete agreements in
15 healthcare are burdening the judicial system. Data
16 from prothonotaries, data vendors, and courts across
17 Pennsylvania are being collected as a starting point.
18 They have noticed a slight uptick over the last
19 handful of years at a statewide level but still need
20 to dig at a county level. He added the most recent
21 data available is from 2023.

22 He further explained PHC4 is also looking at the
23 number of active medical staff with clinical
24 privileges. This is being done through collaboration
25 with various Commonwealth agencies. PHC4 intends to

1 use the data to see if the new law impacts the number
2 of medical staff with more or less privileges.

3 Mr. Muskovitz shared the last data point PHC4 is
4 studying is the impact of the law on employers. He
5 stated they started with the Hospital and Health
6 System Association of Pennsylvania but plan to expand
7 their efforts. The data they are collecting is
8 specific to how hospital employers use non-compete
9 agreements and how many practitioners they have under
10 non-compete agreements.

11 Mr. Muskovitz concluded his presentation by
12 providing contact information for PHC4 and offered to
13 answer any questions the Board may have.

14 Dr. Hellier asked if they had found nurse
15 practitioners signing non-compete agreements. She
16 noted she works for UPMC and does not recall signing
17 one, while her husband did as a doctor. Mr.
18 Muskovitz responded they are working to expand how to
19 collect who is signing the agreements. He added they
20 are limited at the moment to the people who answered
21 the survey, and he is unable to speak specifically on
22 nurse practitioners.

23 Dr. Hershberger asked how PHC4 gains consents for
24 the overall collections of patient records throughout
25 Pennsylvania. Mr. Muskovitz replied it was mandated

1 in the legislation for PHC4. Mr. Buckingham stated
2 not only was it a mandate, but they have the choice
3 of collecting the data from the payers or the
4 providers. He added traditionally hospitals have
5 been the most cooperative.

6 Dr. Hershberger asked if the information was
7 deidentified. Mr. Buckingham stated PHC4 does the
8 deidentifying of the information. Mr. Muskovitz
9 added if someone wanted the information, they would
10 get in touch with the special requests team. The
11 team would work with the researcher to determine what
12 they want to answer and how they want to answer it.
13 Because their primary focus is security, there is
14 data they cannot provide. Mr. Buckingham conveyed it
15 can be frustrating what they can and cannot provide
16 due to specifics in the law.

17 Dr. Hershberger suggested PHC4 specifically look
18 at non-compete clauses in executive leadership roles
19 as there may be dual roles which could potentially
20 impact future workforces.

21 Mr. Buckingham noted when the law was about to be
22 passed, non-compete was not allowed at all. The law
23 was modified due to concerns of the rural health
24 community. He added the study PHC4 is doing was a
25 mandate in the law.

1 Dr. Bucher commented it would be interesting to
2 see how results of the study are used. Mr.
3 Buckingham stated he always gets a lot of feedback on
4 studies, especially the financial report which looks
5 at hospitals and the average profit margin.]

6 ***

7 [The Board recessed from 10:15 a.m. until 10:25 a.m.]

8 ***

9 Committee Meeting - RN/PN Practice, Education &
10 Regulation/Advanced Practice
11 [Judith Pachter Schulder, Esquire, Board Counsel,
12 explained she would start by reviewing what the Board
13 had agreed to so far based upon the public comments
14 received on 16A-5141, the Nursing Education Programs
15 regulations. As written, current Sections 21.33a and
16 21.162a permit an RN or LPN program to be on
17 provisional status for two years maximum before they
18 have to file a request for an extension. Proposed
19 Section 21.912 changed the timeframe to the length of
20 the program because the Board wanted to give longer
21 programs more time to correct deficiencies. It was
22 not the Board's intent to shorten the timeframe for
23 shorter programs. Based on comments, the Board
24 agreed to amend Section 21.912 to read: "A nursing
25 education program may remain on provisional status

1 for two years or the length of the program, whichever
2 is longer."

3 Ms. Pachter Schulder shared there were questions
4 about the proposed regulation Section 21.915
5 regarding standards. Current 21.33b(2) sets out the
6 sole standard for programs. If a program does not
7 meet the minimum pass rate of 80% of first-time test
8 takers, the Board would administratively switch the
9 program to provisional status. Proposed 21.915 keeps
10 the minimum pass rate requirement and also adds 11
11 additional standards. The Board received the most
12 comments on proposed Section 21.915(b)(2) which
13 limits a program to having more than two
14 administrators in an academic year without
15 preapproval by the Board unless an emergency exists.

16 Ms. Pachter Schulder explained for a program to
17 go on provisional status under Subsection (b)(2), the
18 Commonwealth would have to file formal charges in an
19 Order to Show Cause and the program would be provided
20 an opportunity to defend against the charges,
21 including have a formal hearing. Secondly, (b)(2)
22 does not prohibit a program having more than two
23 administrators; however, there must be pre-approval
24 by the Board. The reason for the insertion of the
25 pre-approval requirement is because historically,

1 when there have been a number of programs on
2 provisional status, the Board saw a very high
3 turnover of program directors. One of the quality
4 indicators for a program is stability in the program
5 director. Third, (b)(2) specifically allows for more
6 than two administrators in the case of an emergency.
7 Therefore, the Board decided to keep Section
8 21.915(b)(2) as proposed with no changes despite the
9 comments.

10 Ms. Pachter Schulder reviewed Section 21.916 that
11 requires programs to obtain programmatic
12 accreditation within 5 years of the effective date
13 for current programs and 5 years from approval for
14 new programs. She stated the Board had agreed in
15 principle there would not be any additional changes
16 to 21.916 as programmatic accreditation is a quality
17 standard. She noted that there are many factors in
18 favor of programmatic accreditation including:
19 interstate portability, easier licensure by
20 endorsement, legitimacy of programs, Title IV
21 funding, and easier movement between programs as
22 needed.

23 Proposed Section 21.917 requires that in
24 addition to programmatic accreditation, the
25 controlling institution must also be accredited. In

1 addition, the Board decided to retain the requirement
2 in proposed subsection (a)(1) that RN programs be
3 authorized by the Pennsylvania Department of
4 Education to grant either a baccalaureate, associate
5 degree, master's degree or above in professional
6 nursing and that an Associate Degree in Specialized
7 Technology (AST) is not the equivalent of an
8 associate degree in professional nursing.

9 Ms. Pachter Schulder stated the next section the
10 Board looked at was proposed Section 21.918 regarding
11 minimum student program qualification requirements.
12 Subsection (a) requires that the student must not
13 only meet program requirements but also the
14 requirements of the controlling institution. The
15 Board received comments that the programs would not
16 be able to be nimble if they were tied to the
17 admission requirements of the controlling
18 institution. The Board decided that because the
19 controlling institution actually confers the degree,
20 students must meet the institution's requirements as
21 well as the nursing program's requirements.

22 The majority of the comments on Section 21.918
23 were regarding the pre-commencement requirements in
24 subsection (a)(1) that RN and LPN students complete
25 two mathematics courses, one in algebra and two in

1 physical science with a related lab before beginning
2 the nursing program. The comments relayed that this
3 requirement has cost implications, may even prevent
4 people from entering LPN programs, and there is no
5 evidence that these prerequisites equate to higher
6 pass rates. RN programs currently contain these
7 science and math pre-requisites. The Board decided
8 to take the practical nursing programs out of the
9 requirement to complete the math and science courses
10 before entering the program but concomitantly decided
11 to make a curriculum change for the LPN programs in
12 proposed Section 21.942. Section 21.942(b)(1)(i)
13 will now require, for both RN and LPN programs, that
14 the curriculum includes anatomy and physiology with a
15 lab, which can be virtual or in person. In addition,
16 in Section 21.942(b)(3)(iii), the Board added in the
17 requirement for pre-licensure programs that the
18 curriculum also include an algebra course.

19 Dr. Hershberger requested clarification on
20 Section 21.917 in regard to controlling institution
21 accreditation for programs that award ASTs. Ms.
22 Pachter Schulder explained both under the current
23 regulation and the new regulation AST schools would
24 not be permitted to provide RN education; they would
25 still be permitted to provided LPN education.

1 Ms. Hertzler asked if the length of programs
2 would change with the addition of algebra. Ms.
3 Pachter Schulder stated the program length did not
4 need to change as algebra did not need to be a
5 separate course, but algebra just needed to be
6 incorporated within the curriculum. Additionally,
7 programs advised in their comments that they are
8 already providing this content. She added the Board
9 put the algebra requirement in because programs on
10 provisional status routinely told the Board that
11 students were not prepared prior to their programs.
12 The incorporation of algebra is one way to remediate
13 students who do not have the course prior to entering
14 a program.

15 Ms. Hertzler asked if programs would have to
16 prove they incorporated algebra. Ms. Pachter
17 Schulder replied that new programs will have to prove
18 it, but the conversation has not been had as to
19 current programs. She added normally when there is a
20 change in regulation, programs only have to provide
21 documentation if the Board says they have until a
22 certain date to accomplish the change. Ms. Hertzler
23 stated her opinion is the programs should be made to
24 prove it given how important the addition of algebra
25 is.

1 Ms. Wendy Miller confirmed that as the Essentials
2 have changed, the Board receives curriculum change
3 requests in order to comply with regulatory
4 standards. Ms. Pachter Schulder noted that the Board
5 received a number of comments from programs stating
6 they did not want algebra to be a prerequisite as
7 their programs already provide the education within
8 the program. She stated that without requesting a
9 curriculum for programs that already include this
10 content, a question could be added to the Annual
11 Reports since it is a regulatory requirement.

12 Dr. Hellier asked and received confirmation that
13 the list of programs on provisional status would be
14 public knowledge as it is posted on the Board's
15 website. Dr. Hellier questioned who would calculate
16 the pass rate for CRNP programs and where the pass
17 rate information and numbers would be coming from.
18 Ms. Pachter Schulder explained that the Board can get
19 information directly from exam administrators, but
20 most of the information would come directly from
21 schools. Ms. Wendy Miller added she had checked with
22 national certifiers, and schools can run reports
23 within specific time frames or requests reports. She
24 explained pass rate calculations are determined by an
25 average of the students grades for exams within a

1 specialty.

2 Dr. Hellier expressed her concern that programs
3 reporting their own pass rates could result in their
4 intentionally or accidentally muddle or misinterpreting
5 information because the stakes are high. Ms. Wendy
6 Miller stated the Board can request the reports that
7 were used to calculate the numbers to confirm the
8 calculations. She added the program director also
9 has to sign an attestation confirming the
10 calculations. Dr. Hellier stated she thinks the
11 programs should be told the exact way the pass rate
12 is to be calculated so that everyone does it the same
13 way.

14 The Board next turned to the qualification
15 requirements in proposed Sections 21.931 and 21.932
16 regarding administrative requirements and
17 administrator, faculty and staff requirements. She
18 noted that under proposed 21.932(1), full time
19 administrators must meet the requirements of 21.933,
20 and if the administrator also teaches, the
21 administrator must also meet the requirements of both
22 faculty and administrators. The Board received no
23 comments regarding student/faculty ratios in proposed
24 21.932(2).

25 The Board received comments regarding proposed

1 Section 21.932(5) which requires programs to have
2 nursing education support staff including
3 administrative, library, admissions, financial aid,
4 academic counseling, student services, technological
5 and dedicated clerical support. Post-publication
6 commentators questioned if the Board was requiring all
7 of the staff be dedicated to the program, therefore,
8 creating a financial burden on the program. Ms.
9 Pachter Schulder stated the Board intended the
10 programs simply have access to those support staff.

11 Dr. Hershberger stated the Board should not be
12 mandating support staff if it can be done with the
13 current complement at the controlling institutions
14 and that is for the programs and their controlling
15 institutions to figure out.

16 The Board discussed if the support staff should
17 be separated based on the program type. In addition,
18 discussion was had if the positions were intended to
19 be separate full-time positions or if one person
20 could do multiple jobs. Dr. Hellier stated that most
21 of the services listed are simply a part of higher
22 education, and the schools should already be offering
23 the services. The Board concluded that a dedicated
24 person is not needed to fill each role, but the
25 program needs to have the services available for the

1 students.

2 Dr. Bucher confirmed availability of services
3 also helps students succeed and for programs to have
4 higher pass rates. He used the example if the Board
5 sees a program is having issues and then the Board
6 sees the students do not have access to a library, it
7 could explain the poor pass rate.

8 Chair Hunsberger raised concerns about librarians
9 being specialized, and if they are doing
10 administrative work, it would defeat the purpose of
11 what was originally proposed. Ms. Wendy Miller
12 stated if the students have access to online sources
13 such as Medline and EBSCOhost, that would be like a
14 library. She added if the PN program is small, then
15 24/7 online access would likely be better than what a
16 small brick and mortar library may have.

17 Ms. Pachter Schulder recommended that the Board
18 remove the word "staff" or change the provision to
19 read the nursing education program "shall have access
20 to support staff."

21 Dr. Hershberger questioned what the dedicated
22 clerical support person would be doing. Ms. Pachter
23 Schulder explained when the Board originally wrote
24 the regulation, there was concern nursing programs
25 would not receive the same support other departments

1 may get. By writing it into the regulation, programs
2 informed the Board that they could justify the need
3 for program support staff to their institutions. Ms.
4 Wendy Miller added there are concerns about clerical
5 and administrative functions falling onto program
6 directors when they need to be teaching.

7 The Board debated what library access can look
8 like such as EBSCOhost, cooperatives with other local
9 colleges, or availability of textbooks for students
10 who cannot afford them. Dr. Bucher stated it was not
11 necessary for the Board to determine what exactly the
12 library is. He added he thinks the proposed
13 regulation is good the way it is, as it helps the
14 program and protects the student.

15 Dr. Hershberger recommended the removal of
16 "technological and dedicated support staff." Other
17 Board members added dedicated does not mean full-
18 time. It was also questioned about online programs
19 receiving needed support.

20 Ms. Pachter Schulder explained she could explain
21 in the preamble that one person could assume multiple
22 roles and would remove the word staff from the
23 regulation as written.

24 Proposed Section 21.933, relating to
25 administrator requirements, would require in

1 (a)(1)(i), that the administrator of a baccalaureate
2 degree professional nursing program hold at least one
3 degree in nursing and a doctoral degree within five
4 years of appointment. For a professional nursing
5 program conferring associate degrees or diplomas,
6 proposed Section 21.933(a)(1)(ii) would require that
7 the administrator possess at least one graduate
8 degree in nursing. For practical nursing programs,
9 proposed Section 21.933(b)(1) would require that the
10 administrator hold a bachelor's degree, preferably in
11 nursing, with experience in the areas of nursing
12 practice, nursing education, nursing research and
13 administration and a graduate degree within five
14 years of appointment. For CRNP programs, proposed
15 Section 21.933(c)(1) would require that the
16 administrator hold a graduate degree in nursing and a
17 doctoral degree or plan of getting the degree within
18 five years.

19 The Board then reviewed faculty requirements in
20 proposed Section 21.934. For RN graduate programs,
21 (a)(1)(i) would require that faculty hold a graduate
22 degree in nursing or obtain a minimum master's degree
23 in nursing within five years. For PN programs,
24 (a)(2)(i) would require that faculty hold a
25 bachelor's degree, preferably in nursing, or obtain a

1 bachelor's degree in nursing within five years. For
2 CRNP programs, (a)(3)(i) would require that faculty
3 hold a graduate degree in nursing and obtain a
4 doctoral degree within five years.

5 Ms. Pachter Schulder asked Nurse Education
6 Advisor Tracy Scheirer, DNP, to speak on the issues
7 about faculty qualifications for teaching. Dr.
8 Scheirer shared that it boiled down to looking at two
9 different program types. For practical nursing
10 programs, a bachelor's degree in nursing does not
11 address the educational principles present in a
12 master's program. She stated one alternative could
13 be a certificate program to address deficiencies.
14 She found for professional nursing programs, the
15 graduate degree highly correlated with quality
16 indicators for successful education programs.

17 Ms. Pachter Schulder explained that the
18 commentators indicated that requiring a doctoral
19 degree for the administrator of an RN program is very
20 challenging and is not required for RN licensure.
21 The comments regarding faculty qualifications for PN
22 programs would create financial burdens and
23 facilities may have to pay more for someone with a
24 higher education than the person who might currently
25 hold the position. She added the Hospital and

1 Healthsystem Association of Pennsylvania commented
2 that the Board could consider a variety of pathways.

3 Chair Hunsberger stated putting a burden on
4 current long-term faculty members is a valid concern.
5 Ms. Pachter Schulder suggested the possibility of
6 those faculty getting a certification or certificate
7 as opposed to a degree as recommended by Dr.
8 Scheirer. Chair Hunsberger acknowledged the national
9 standard according to the National League for Nursing
10 is that educators should have a master's degree or
11 higher. He asked if there was a way to differentiate
12 faculty hired after a certain date. It was suggested
13 the Board consider permitting educators who have been
14 approved as faculty by the Board prior to the
15 effective date of the regulation to continue to teach
16 using current credentials but requiring new educators
17 to meet the requirements in the proposed regulations.

18 The Board discussed what makes a good educator
19 and that the degree a person holds does not
20 necessarily make them equipped to teach in a nursing
21 program. It was stated the subject of the degree
22 holds more importance than the level of degree.

23 Chair Hunsberger expressed that educators go into
24 teaching to make a difference, and they know they
25 will be taking a drastic pay cut compared to what

1 they would make working in the field.

2 Dr. Hershberger expressed concern over requiring
3 expensive degrees in a time when there is already a
4 faculty shortage. She also stated the gold standard
5 of the Board has always been an MSN and that a PhD or
6 DNP does not necessarily make the faculty member a
7 better educator. She questioned if now is the time
8 to change requirements to make people have an
9 additional cost and additional loans when a master's
10 degree requirement has worked, and the programs are
11 already good.

12 Ms. Wendy Miller stated there actually is not a
13 lot of change between current regulations and
14 proposed regulations. The main change is the
15 graduate degree in nursing for the administrator.

16 Chair Hunsberger suggested the Board start with
17 the PN category and work through it before
18 continuing. Ms. Wendy Miller quoted the current
19 section 21.192(a)(3) for a PN administrator as having
20 "a baccalaureate degree, preferably in nursing, with
21 experience in the areas of nursing, nursing education
22 and educational administration. The nurse director
23 or coordinator shall give evidence of ability to
24 provide leadership and shall have a specific plan for
25 completing work towards a master's degree with

1 evidence of consistent effort toward completion of
2 the plan." The difference between the current
3 regulation and the proposed regulation would be
4 adding a five-year time frame and the graduate degree
5 being in nursing instead of being a master's degree
6 in anything. The Board discussed the difference
7 between an MSN and a master's degree in anything.
8 There was agreement the degree should be related to
9 nursing.

10 The Board discussed permitting administrators of
11 PN programs who have been approved as an
12 administrator by the Board prior to the effective
13 date of the regulation to continue using current
14 credentials but requiring new PN administrators to
15 meet the requirements in the proposed regulations.
16 Ms. Pachter Schulder stated the Board could create
17 two qualification requirements: one for previously
18 approved administrators and one for new
19 administrators approved on or after the effective
20 date of the regulations.

21 The Board moved onto PN faculty regulations. Ms.
22 Wendy Miller quoted the current section 21.192(b)(3)
23 "qualifications of the instructor shall be as
24 follows: a baccalaureate degree, preferably in
25 nursing, with additional preparation appropriate to

1 the teaching of practical nursing." The proposed
2 regulations would add the requirement for a BSN
3 within five years.

4 It was questioned if the PN faculty could also
5 have two qualification requirements where PN faculty
6 approved prior to the effective date of the
7 regulations could meet the requirements of the
8 current regulations while new PN faculty would be
9 required to meet the qualifications in the proposed
10 regulations. Chair Hunsberger summarized that all PN
11 administrators and faculty approved by the Board
12 prior to the effective date of the regulations would
13 be required to meet the current regulations while
14 those on or after the effective date would be
15 required to meet the enhanced qualifications.

16 The Board discussed the type of degree and
17 subject they thought should be required for PN
18 faculty and administrators.

19 Ms. Pachter Schulder clarified that proposed
20 21.933(b)(1) would require a PN administrator to hold
21 a bachelors, preferably in nursing, plus they would
22 need to get a graduate degree in nursing to be a PN
23 administrator, unless they are a current
24 administrator. For PN faculty, proposed
25 21.934(a)(2)(i) would require a bachelors, preferably

1 in nursing, to start and they would need at minimum a
2 BSN, within five years of the regulation going into
3 effect, unless they are a current faculty member.

4 The Board reviewed the current and proposed
5 regulations for RN-BSN administrators. Proposed
6 21.933(a)(1)(i) would require these administrators to
7 hold a baccalaureate degree, one graduate degree in
8 nursing and within five years a doctoral degree. For
9 programs conferring an AD or diploma, proposed
10 21.933(a)(1)(ii) would require these administrators
11 to hold at least one graduate degree in nursing.
12 This provision does not change the current
13 regulations.

14 Ms. Wendy Miller referred to the requirements for
15 RN faculty. Ms. Pachter Schulder stated that under
16 proposed 21.934(a)(1)(i), faculty would need one
17 graduate degree in nursing or an MSN within five
18 years of appointment. It was agreed there was just a
19 change in language but not meaning.

20 Ms. Wendy Miller reviewed current Section
21 21.365(b) of the Board's regulations applicable to
22 CRNP administrators. Dr. Hellier questioned if an
23 administrator needed to hold certification in the
24 program they are supervising. She used the example
25 of her administrator holding an FNP because they are

1 an FNP program. Ms. Wendy Miller explained it was
2 not a Board requirement but fell under accreditation
3 requirements. The Board concluded the current and
4 proposed CRNP administrator regulations were aligned.

5 Ms. Wendy Miller compared current 21.367 and
6 proposed 21.934(a)(3) regarding CRNP faculty
7 requirements. The proposed regulation would require
8 CRNP faculty to hold a doctoral degree while the
9 existing does not. The Board discussed if there were
10 current faculty who did not already have doctorates
11 and if it would be out of the question to require
12 current faculty to obtain one. The Board also
13 debated if the doctoral degree needed to be in
14 nursing or if it could be in another field like
15 public health, education or educational leadership.
16 It was agreed, the doctorate could be in various
17 fields because there is also a requirement of a
18 master's in nursing.

19 Dr. Hershberger asked if current CRNP faculty
20 could also be permitted to meet the requirements of
21 the current regulations while new CRNP faculty would
22 have to meet the requirements of the proposed
23 regulations. Acting Commissioner Claggett and Dr.
24 Hershberger supported this approach so as to not lose
25 current faculty. Dr. Bucher and Dr. Hellier did not

1 support separate qualification requirements for CRNP
2 faculty. Dr. Hellier pointed out most universities
3 are not hiring at the master's level anymore.

4 Dr. Hershberger added there are nurse
5 practitioner programs which have not transferred over
6 to DNP from MSN programs. She expressed concern rural
7 colleges in particular may have not made the
8 transition to DNP programs.

9 Chair Hunsberger point out if a university offers
10 a CRNP program, there is a high likelihood they also
11 offer doctoral programs. He added many universities
12 offer drastically reduced costs or even free programs
13 for faculty who already work there. He conveyed it
14 would allow the person to obtain their doctorate at
15 little or no financial burden.

16 Upon further discussion, the majority of the
17 Board agreed with Dr. Hershberger and Acting
18 Commissioner Claggett to allow current CRNP faculty
19 to meet the requirements of the current regulations
20 while new CRNP faculty would have to meet the
21 requirements of the proposed regulations.

22 Ms. Pachter Schulder confirmed there would be two
23 qualification requirements for the CRNP and PN
24 administrator and faculty positions depending on when
25 the administrators/faculty were approved by the

1 Board. There would not be different qualification
2 requirements for RN administrators and faculty as no
3 change was being made to the current requirements.

4 The Board next turned to the requirement that
5 CRNP faculty members who teach clinical courses have
6 to engage in clinical practice. Ms. Pachter Schulder
7 noted that current 21.367(b)(3) of the regulations
8 requires CRNP faculty to maintain currency in
9 clinical practice through ongoing clinical practice.
10 Proposed 21.934(c) includes that same requirement.

11 Ms. Wendy Miller explained that often programs
12 provide release time for faculty to get the clinical
13 practice they need to meet the requirement.

14 Dr. Hellier stated there is not a current
15 shortage of CRNPs in Western Pennsylvania. She
16 stated her concern would be if she were to leave her
17 current clinical practice, how would she find another
18 job to fulfill the requirement of clinical practice
19 when no one is hiring part-time CRNPs. She added for
20 ANCC, her teaching is considered her clinical
21 practice for recertification purposes. Dr. Bucher
22 stated he understood the national requirement still
23 included direct care clinical practice.

24 Dr. Hellier expressed concern over forcing people
25 who may be doing their clinical practice on a casual

1 basis into working part-time jobs on top of their
2 full-time teaching position. Ms. Wendy Miller stated
3 programs are providing the opportunity to meet the
4 regulatory requirement. Dr. Hellier reiterated her
5 stance that one does not need face to face clinical
6 hours to be recertified as a nurse practitioner.

7 Ms. Bolig pointed out the clinical practice does
8 not have to be a paid position; for example, it could
9 be volunteer work at a clinic or a church parish.

10 Dr. Hellier asked if the required clinical
11 practice would need to reflect what the person is
12 teaching in the CRNP program. Ms. Wendy Miller
13 stated the requirement is ongoing clinical practice
14 in the specialty. She added the requirements are not
15 increasing in the new regulation.

16 Dr. Bucher stated his opinion is CRNP faculty
17 should have real work experience in the nurse
18 practitioner world. He added most places carve out
19 time for the required practice.

20 Dr. Frantz added she has been through two annual
21 reports and the idea of clinical practice has never
22 been an issue.

23 Ms. Pachter Schulder returned the discussion to
24 the regulations themselves and looked at the RN and
25 PN requirements, both state faculty needs to have

1 expertise in the area of instruction. She added
2 under CRNPs, there is a line which states faculty
3 must "maintain expertise in the area in the clinical
4 or functional areas of specialization." She stated
5 this is functionally the same as the RN and PN
6 faculty requirements. It was concluded that the
7 regulation would not be changing.

8 The final comment discussed by the Board related
9 to the requirement in proposed Section 21.934(e),
10 modeled after the current provision, that requires an
11 LDN has to teach dedicated dietitian-nutrition
12 courses. The Board discussed the differences between
13 a discrete nutrition course and having it
14 interspersed throughout the nursing curriculum. It
15 was concluded a discrete nutrition course required
16 the additional knowledge an LDN could provide. A
17 nurse educator would be sufficient to teach topics
18 like how nutrition relates to disease. The Board
19 concluded that proposed Section 21.934(e) would not
20 change.]

21 ***

22 [The Board recessed from 12:39 p.m. to 12:44 p.m.]

23 ***

24 Appointment - Monitored Practice Restrictions for
25 LDNs

1 [T'rese Evancho, Esquire, Board Prosecutor and
2 Prosecution Co-Liaison, explained she was looking at
3 the Voluntary Recovery Program (VRP) terms for
4 licensed dietitian nutritionist (LDN). She shared
5 there are clear monitored practice terms for LPNs and
6 RNs specific to their practice. However, in working
7 with the VRP, it has come to her attention that the
8 Board may not have deliberated on terms for an LDN
9 for what their monitored practice should look like.

10 Ms. Evancho asked the Board to think about what
11 the terms might be and then come back to her with
12 ideas for the LDN monitored practice section. The
13 example she shared was for nursing. She explained
14 while some terms are specific to LPNs and RNs, they
15 may want to keep some of the language for LDNs such
16 as notification to prospective and current employers.
17 She shared she is specifically looking for language
18 on when an LDN is allowed to return to practice and
19 what they should be doing.

20 Ms. Pachter Schulder added the Board had a
21 conversation a number of years ago during which the
22 Pennsylvania Nurse Peer Assistance Program requested
23 the Board remove some of the practice site
24 restrictions. At that time, there was a lengthy
25 discussion, and the Board opted to not remove any

1 restrictions. She added it would be a more difficult
2 task right now without an LDN member on the Board.

3 Ms. Hertzler asked how many LDNs were coming to
4 the Board and if the behavior had occurred outside of
5 work or while they were practicing. Ms. Evancho
6 stated it could be either one, that there are a
7 variety of reasons a person could be placed in the
8 VRP.

9 The Board discussed various scenarios an LDN may
10 find themselves in and what monitoring should look
11 like. There was concern if the LDN was at a smaller
12 health system, they may not even have a direct
13 supervisor to monitor. The decision was made for the
14 Board to think about it over the next few weeks and
15 bring it back at the September meeting. Dr. Bucher
16 and Ms. Capiotis will take the lead in doing research
17 and developing the language needed. The Board will
18 consider a vote in September.]

19 ***

20 [Pursuant to Section 708(a)(5) of the Sunshine Act,
21 at 12:55 p.m., the Board entered into Executive
22 Session for the purpose of conducting quasi-judicial
23 deliberations on the matters on the Agenda under the
24 Report of Board Counsel and the Report of the
25 Prosecutorial Division. The Board returned to Open

1 Session at 1:33 p.m. It was noted Board members who
2 recused themselves will be noted in the motions.]

3 ***

4 MOTIONS

5 MS. PACHTER SCHULDER:

6 Is there a motion to adopt the VRP
7 consent agreements at Items 2 through
8 11 and 58?

9 DR. BUCHER:

10 So moved.

11 DR. HERSHBERGER:

12 Second.

13 CHAIR HUNSBERGER:

14 All those in favor? Any opposed?

15 Any abstentions?

16 [The motion carried unanimously.]

17 ***

18 MS. PACHTER SCHULDER:

19 Is there a motion to adopt the
20 following two Consent Agreements for
21 which there are no recusals, 23-51-
22 012201 and 23-51-006845?

23 Dr. BUCHER:

24 So moved.

25 DR. HERSHBERGER:

1 Second.

2 CHAIR HUNSBERGER:

3 All those in favor? Any opposed? Any
4 abstentions?

5 [The motion carried unanimously. The Respondent in
6 Case No. 23-51-012201 is Brittany M. Deutsch, RN, and
7 in Case No. 23-51-006845 is Stephanie Bellande, LPN.]

8 ***

9 MS. PACHTER SCHULDER:

10 Is there a motion to adopt the Consent
11 Agreement in Case No. 25-51-002086 for
12 which Hertzler and Scher are recused?

13 DR. BUCHER:

14 So moved.

15 MS. CAPIOTIS:

16 Second.

17 CHAIR HUNSBERGER:

18 All those in favor? Any opposed? Any
19 abstentions?

20 [The motion carried. Ms. Hertzler and Mr. Scher were
21 recused from deliberations and voting on the motion.
22 The Respondent in Case No. 25-51-002086 is Monica
23 Blackwell, LPN.]

24 ***

25 MS. PACHTER SCHULDER:

1 Is there a motion to adopt the Consent
2 Agreement in Case Nos. 24-51-012078 and
3 24-51-012023 for which Hertzler and
4 Kerns are recused?

5 MS. CAPIOTIS:

6 So moved.

7 DR. HERSHBERGER:

8 Second.

9 CHAIR HUNSBERGER:

10 All those in favor? Opposed?

11 Abstentions?

12 [The motion carried. Ms. Hertzler and Ms. Kerns were
13 recused from deliberations and voting on the motion.
14 The Respondent in Case Nos. 24-51-012078 and 24-51-
15 012023 is Kayla Marie Wozolek, LPN.]

16 ***

17 MS. PACHTER SCHULDER:

18 Is there a motion to deny as too
19 lenient the following Consent
20 Agreements: 24-51-012269 and 23-51-
21 011054?

22 DR. BUCHER:

23 So moved.

24 MS. CAPIOTIS:

25 Second.

1 CHAIR HUNSBERGER:

2 All those in favor? Any opposed?

3 Abstentions?

4 [The motion carried unanimously.]

5 ***

6 MS. PACHTER SCHULDER:

7 Is there a motion to grant the motion

8 for reconsideration in the matter of

9 Rhonda L. Oliver, RN, and that's Case

10 No. 23-51-010331?

11 DR. HERSHBERGER:

12 So moved.

13 MR. SCHER:

14 Second.

15 CHAIR HUNSBURGER:

16 All those in favor? Opposed?

17 Abstentions?

18 [The motion passed. Ms. Hertzler, Ms. Kerns and Dr.
19 Bucher were recused from deliberations and voting on
20 the motion.]

21 ***

22 MS. PACHTER SCHULDER:

23 Is there a motion to grant licensure

24 for applicant Priscilla Oduraah

25 Sarpong, Case No. 24-51-011066?

1 MS. HERTZLER:

2 So moved.

3 DR. HERSHBERGER:

4 Second.

5 CHAIR HUNSBERGER:

6 All those in favor? Opposed?

7 Abstentions?

8 [The motion carried unanimously.]

9 ***

10 MS. PACHTER SCHULDER:

11 Is there a motion to enter a default,
12 to deem the facts admitted and to
13 authorize Counsel to prepare an
14 Adjudication and Order in the matter of
15 Savannah Leann Martin, LPN, 23-51-
16 011071?

17 MS. CAPIOTIS:

18 So moved.

19 MS. HERTZLER:

20 Second.

21 CHAIR HUNSBERGER:

22 All those in favor? Opposed?

23 Abstentions?

24 [The motion carried unanimously.]

25 ***

1 MS. PACHTER SCHULDER:

2 Is there a motion to adopt the Hearing
3 Examiner's Proposals for Martina
4 Victoria Albulet, 24-51-017801, and
5 Fawn Munro, RN, 22-51-013160?

6 DR. HERSHBERGER:

7 So moved.

8 DR. BUCHER:

9 Second.

10 CHAIR HUNSBERGER:

11 All in favor? Any opposed? Any
12 abstentions?

13 [The motion carried unanimously.]

14 ***

15 MS. PACHTER SCHULDER:

16 Is there a motion to authorize Counsel
17 to prepare Adjudications and Orders in
18 the matters of Krystle S. Johnson, LPN,
19 17-51-13554; Christal Lativa Nesbeth,
20 LPN, 23-51-000041; and Martona Moody,
21 CRNP, RN, LPN, 24-51-016615?

22 MS. CAPIOTIS:

23 So moved.

24 MS. HERTZLER:

1 Second.

2 CHAIR HUNSBERGER:

3 All those in favor? Any opposed?

4 Abstentions?

5 [The motion carried unanimously.]

6 ***

7 MS. PACHTER SCHULDER:

8 Is there a motion to issue a Memorandum

9 Order granting licensure to Unique

10 Markle, 24-51-015386?

11 DR. BUCHER:

12 So moved.

13 MS. CAPIOTIS:

14 Second.

15 CHAIR HUNSBERGER:

16 All those in favor? Any opposed?

17 Abstentions?

18 [The motion carried unanimously.]

19 ***

20 MS. PACHTER SCHULDER:

21 Is there a motion to adopt the Proposed

22 Adjudication but correct the proposed

23 Order in the matter of Angla Sue Wolfe,

24 LPN, 21-51-000365?

25 DR. HERSHBERGER:

1 So moved.

2 MS. HERTZLER:

3 Second.

4 CHAIR HUNSBERGER:

5 All those in favor? Opposed?

6 Abstentions?

7 [The motion carried unanimously.]

8 ***

9 MS. PACHTER SCHULDER:

10 Is there a motion to adopt the Proposed
11 Adjudication but to substitute a Board
12 Order in the matter of Sherry Lynn
13 Rivenburgh, RN, 24-51-008911?

14 DR. BUCHER:

15 So moved.

16 MS. CAPIOTIS:

17 Second.

18 CHAIR HUNSBERGER:

19 All those in favor? Opposed?

20 Abstentions?

21 [The motion carried unanimously.]

22 ***

23 MS. PACHTER SCHULDER:

24 Is there a motion to adopt the Hearing
25 Examiner's Proposal in the matter of

1 Theresa A. West, LPN, 21-51-012235, for
2 which member Kerns is recused?

3 MS. HERTZLER:

4 So moved.

5 MS. CAPIOTIS:

6 Second.

7 VICE CHAIR BUCHER:

8 All those in favor? Opposed?

9 Abstentions?

10 [The motion carried. Ms. Kerns was recused from
11 deliberations and voting on the motion.]

12 ***

13 MS. PACHTER SCHULDER:

14 Is there a motion to adopt the Draft
15 Adjudications and Orders in the matters
16 of Guilene Douge, LPN, 24-51-014372;
17 Nydesha Tyshea Brown, LPN, 24-51-
18 018536; and David Christoper Racemus,
19 Jr., LPN, 24-51-018582 and 24-51-018278
20 for which members Hertzler, Kerns and
21 Scher are recused?

22 DR. HERSHBERGER:

23 So moved.

24 MS. CAPIOTIS:

25 Second.

1 CHAIR HUNSBERGER:

2 All those in favor? Opposed?

3 Abstentions?

4 [The motion carried. Ms. Hertzler, Ms. Kerns and Mr.
5 Scher were recused from deliberations and voting on
6 the motion.]

7 ***

8 MS. PACHTER SCHULDER:

9 Is there a motion to adopt the Draft
10 Adjudication and Order for
11 Amanda Rachael Jocken, RN, 23-51-
12 002389, for which members Hertzler,
13 Kerns and Bucher are recused?

14 MS. SIEGEL:

15 So moved.

16 DR. HERSHBERGER:

17 Second.

18 CHAIR HUNSBERGER:

19 All those in favor? Opposed?

20 Abstentions?

21 [The motion carried. Ms. Hertzler, Ms. Kerns and Dr.
22 Bucher were recused from deliberations and voting on
23 the motion.]

24 ***

25 MS. PACHTER SCHULDER:

1 Is there a motion to adopt the Draft
2 Adjudication and Order in the matter of
3 Janita P. Johnson, LPN, 24-51-004072,
4 in which members Hertzler, Kerns and
5 Scher are recused?

6 DR. BUCHER:

7 So moved.

8 DR. HELLIER:

9 Second.

10 CHAIR HUNSBERGER:

11 All those in favor? Opposed?

12 Abstentions?

13 [The motion carried. Ms. Hertzler, Ms. Kerns, and
14 Mr. Scher were recused from deliberations and voting
15 on the motion.]

16 ***

17 MS. PACHTER SCHULDER:

18 Is there a motion to adopt the Draft
19 Adjudications and Orders for which no
20 one is recused? Scott Eyong Kemah, RN,
21 24-51-011535, Deborah Hadley Kozar, 24-
22 51-014323, Kevin William Thomer, RN,
23 24-51-006229, and Syreeta Marie Craven,
24 LPN, 23-51-001564?

25 DR. BUCHER:

1 So moved.

2 MS. CAPITIOS:

3 Second.

4 CHAIR HUNSBERGER:

5 All those in favor? Opposed?

6 Abstentions?

7 [The motion carried unanimously.

8 ***

9 Adjournment

10 CHAIR HUNSBERGER:

11 Okay, do we have a motion for

12 adjournment?

13 MS. HERTZLER:

14 So moved.

15 MS. CAPIOTIS:

16 Second.

17 CHAIR HUNSBERGER:

18 All in favor? Opposed?

19 ***

20 [There being no further business, the State Board of

21 Nursing Meeting adjourned at 1:43 p.m.]

22 ***

23

24

25

CERTIFICATE

I hereby certify that the foregoing summary minutes of the State Board of Nursing meeting, was reduced to writing by me or under my supervision, and that the minutes accurately summarize the substance of the State Board of Nursing meeting.

A handwritten signature in dark ink, appearing to read 'Allison Walker', is written over a horizontal line.

Allison Walker,

Minute Clerk

Sargent's Court Reporting
Service, Inc.

STATE BOARD OF NURSING
REFERENCE INDEX

July 16, 2025

TIME	AGENDA
9:02	Public Session
9:02	Official Call to Order
9:03	Introduction of Board Members
9:04	Introduction of Attendees
9:05	Adoption of Minutes
9:07	Adoption of Agenda
9:07	Report of Prosecutorial Division
9:09	Regulation Update
9:15	Pennsylvania Legislative Update
9:16	Report of Board Chairperson
9:16	Report of Acting Commissioner
9:22	Report of Committees
9:23	Report of Executive Secretary
9:27	Old Business
9:48	Appointment - PA Health Care Costs Containment Council (PHC4)
10:15	Recess
10:25	Committee Meeting - RN/PN Practice, Education & Regulation/Advanced Practice
12:39	Recess

STATE BOARD OF NURSING
REFERENCE INDEX
(Cont.)
July 16, 2025

TIME	AGENDA
12:45	Appointment - Monitored Practice Restriction for LDNs
12:55	Executive Session
1:33	Return to Open Session
1:33	Motions
1:43	Adjournment