

2025, Vol. 2

IN FOCUS

A PUBLICATION OF  NCSBN

Despite Signs of Recovery,
New Nursing Workforce
Research Reveals
Uncertain Future



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Empowering and supporting nursing regulators across the world in their mandate to protect the public, NCSBN is an independent, not-for-profit organization. As a global leader in regulatory excellence, NCSBN champions regulatory solutions to borderless health care delivery, agile regulatory systems and nurses practicing to the full scope of their education, experience and expertise. A world leader in test development and administration, NCSBN's NCLEX Exams are internationally recognized as preeminent nursing examinations.

NCSBN's membership is comprised of the nursing regulatory bodies (NRBs) in the 50 states, the District of Columbia and four U.S. territories. There are nine exam user members and 21 associate members that are either NRBs or empowered regulatory authorities from other countries or territories.

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In This Issue

A Grand Acknowledgement.....4

Victoria Record Reflects on Receiving NCSBN's 2024
Exceptional Contribution Award

Despite Signs of Recovery, New Nursing
Workforce Research Reveals Uncertain Future.....12

While Challenges are Deep and Complex, Solutions are
Tangible and Within Reach

In Memory of Joyce Schowalter22

NCSBN pays tribute to Joyce M. Schowalter, Founding “Mother”
and Nursing Regulatory Pioneer

News & Notes20

Speed Round21



Above: Victoria Record and retired NCSBN President Jay Douglas at the 2024 NCSBN Award Ceremony.

All photos from the 2024 Annual Meeting Awards Dinner by [Tori Soper Photography](#). To view more photos from the event visit our [Flickr page](#).

A Grand Acknowledgement

Victoria Record Reflects on Receiving NCSBN's 2024 Exceptional Contribution Award

In 2001, Victoria Record, EdD, MS, AGPCNP-BC, RN, CNE, was a faculty member in a hospital-owned practical nurse program. She told two colleagues she was thinking of starting a college of nursing and beginning an associate degree in nursing (ADN) program. "They said to me, 'you're crazy,'" she recalls.

"I've dedicated the educational part of my career to developing frontline individuals," Record explains. "While I strongly believe in the importance of education, mobility and continuing at the baccalaureate and master's levels, that practical nurse — that ADN — is really where my heart and soul are. I learned a lot about practical nurses in New York State and some of the great work they do, but also some of the restrictions of a practical nurse scope of practice. So I told my colleagues, 'No, I'm very serious.' There was one local community college that was 30 minutes away, and that was it. The LPN program I was in had been in existence since 1965 and had huge success. It was one of three hospital-based LPN programs in the state of New York. I wanted to build on that success, so I went to the CEO of the hospital with my idea and he said, 'I always wanted to be a college president. Write it up for me.'"

With those same two colleagues — Martha DiCicco, MS, RN, CNE, and Mary Donahue, MS, RN — Record set about creating a degree-granting institution. "We wrote it in 2006 and opened our doors in 2008 and began the journey there," she says. "Later we added other programs, including a dual-degree program and a surgical technology program."

The Associate Degree in Applied Science Nursing that Record developed at Finger Lakes Health College of Nursing & Health Sciences has helped meet the health care needs of a rural community and created pathways for graduates to continue their education. Record says, "I can remember one student specifically saying, 'Dr. Record, you changed my life with this opportunity.'"

This is one example of Record's determination, teamwork and sincerity of purpose in support of nursing and the public. Martha DiCicco and Mary Donahue, the two colleagues who jokingly told her she was crazy, were by her side in Chicago last year when she accepted the [2024 NCSBN Exceptional Contribution Award](#), which is given for significant contribution by a member who is not a president or executive officer and has demonstrated support of NCSBN's mission of empowering and supporting nursing regulators in their mandate to protect the public.

"Receiving the award was a huge honor for me, not only to be recognized by NCSBN, but my colleagues from the New York State Board of Education and the [New York State Board of Nursing](#)," says Record. "It acknowledges the time I've put into the profession, and the commitment and integrity I have for my own practice. Recognition provides a venue to be thanked for your contributions and your commitment to the profession."

Record is senior vice president, academic affairs officer, and president of the College of Health At

[continued on page 6](#)

“
Becoming a nurse is probably the one thing that I am most proud of – being able to not only practice as a nurse, but educate other nurses.
— Victoria Record
”



Rochester Regional Health, and a member of the New York State Board of Nursing. She received her doctorate in education from Walden University in Minneapolis, specializing in higher education and corporate training. She holds a master’s degree in nursing from St. John Fisher University and a post-master’s nurse practitioner certificate from Keuka College. She completed certificate programs in NCSBN’s [International Center for Regulatory Scholarship \(ICRS\)](#), the Institutional Effectiveness & Assessment of Learning Outcomes through the State University of New York, and Teaching in Nursing through Indiana University. She maintains her clinical practice at Rochester Regional Health in the Geriatric Consulting Division and is a board-certified Adult/Gerontology Primary Care nurse practitioner as well as a Certified Nurse Educator. She has held faculty appointments at Utica University, Keuka College and St. John Fisher University. Record continues her commitment to educational excellence through service as a peer reviewer for the New York State Department of Education & Office of Higher Education, the Accrediting Bureau of Health Education Schools and the Accrediting Commission for Education in Nursing. She has also served on NCSBN’s ICRS Advisory Board and NCLEX® Item Review Subcommittee.

More recently, Record has spearheaded more educational programs and pathways, this time for

an entirely different student population. In 2019, she began practice in a larger health system that also wanted to start a college and asked if she would help. She began consulting for them to establish a single-degree granting institution in which they would have an Associate in Applied Science program. This became the Rochester General College of Health Careers.

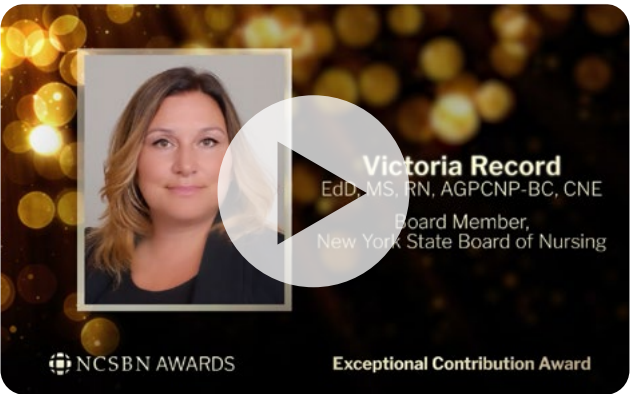
“They also had a hospital-based LPN program, but their population was urban, 70% minority students with little money or expected family contribution,” says Record. “I continued in that role initially as a consultant. They asked me to come onboard in a full-time capacity and I started there in the fall of 2021 as their provost. Then in May of 2022, they moved me to the president of the college. I now have both an LPN program and Associate Applied Science Nursing program, both traditional options and LPN-to-RN because we’re continuing the pathway.”

In May of this year, associate degrees in radiology tech and surgical technology rolled out as well. “We’re making impactful differences in those individuals’ lives because we’re bringing them in, educating them, and providing them some financial stability and the ability to achieve paying jobs. So, that’s been a great opportunity to go from creating this in a rural population to now doing that same thing in an urban population, to create opportunities for a different student population.

It’s been a learning curve for sure, and there were challenges, but this is part of my obligation to protect the public, right? And I’m excited to share that in 2024 we achieved a 95% pass rate.”

In 2022, Record was a member of the inaugural graduating class of the ICRS Certificate Program, a competency based, interactive, online and blended course of study that offers participants the opportunity to enhance their knowledge, network with colleagues around the world and expand their skills as regulators.

“I decided to enroll because I had an interest in NCSBN and I wanted to learn more beyond the regulatory focus and experience that I had in New York State,” says Record. “I’ve often thought about whether I’d pursue an executive director role at a state board of nursing and the courses helped me understand the different roles. The best parts about the program were the networking and collaboration with peers across the country. I reflected back on my own career and thought, ‘I wish I would have been able to do this, that, or something a little bit differently,’ to glean some different benefits. The graduation was such an incredible experience, meeting classmates in person and sharing that experience. Sometimes I look to see what other



Watch Victoria’s many accomplishments that contributed to her being named for the Exceptional Contribution Award.

classes I could take, even though I’m not in the certificate program now.”
When asked about her dedication to service, Record says, “Becoming a nurse is probably the one thing that I am most proud of – being able to not only practice as a nurse, but educate other nurses. When I was asked to join the board of nursing for New York State, I remember interviewing for the position. I thought I was

there to represent nursing and to protect nurses, when in reality, Barbara Zittel [executive secretary to the State Board for Nursing at New York State Education Department] said to me, ‘Well, you are in a way, but the biggest job you will have on this board of nursing is to protect the public.’ I have held that statement, that conversation, ever since. As an administrator in higher ed and in the practice setting, the way that I protect the public now is through the education I provide.”

Record continues, “I think that I have a professional responsibility to give back to the profession of nursing in a variety of ways. In addition to practice and education, there is my own personal scholarship and service – being part of professional organizations and committees. I’m on several advisory committees of schools of nursing. I’m in some groups that are focused on education. I

[continued on page 8](#)

“
Take the moment to reflect and contribute to the profession of nursing by recognizing a colleague for all that they have contributed. We don’t take enough time and effort to recognize the importance of being a nurse.
— Victoria Record
”



Record (center) with her longtime colleagues Martha DiCicco (left) and Mary Donahue (right)

am a peer reviewer for the New York State Department of Education and for the Accrediting Commission of Education and Nursing. I'm passionate about the concept of professional generosity, giving back, networking and providing opportunities to develop your profession and others."

When asked about how she would encourage NCSBN members to nominate themselves or others for an NCSBN Award, Record says, "Take the moment to reflect and contribute to the profession of nursing by recognizing a colleague for all that they have contributed. We don't take enough time and effort to recognize the importance of being a nurse. And we don't take the opportunity to really focus on the development of our professional identity as nurses. That's why nursing is in the room charge – in a health care facility, there's no separate charge for nursing services; this goes way back through the history of nursing. But if we think about developing a professional identity and recognition, this will become a learned thing: that it's okay to be recognized for your contributions in your discipline."

Record stresses that receiving the award was very impactful for her. "It is about upholding the mission of NCSBN, which is all about protecting the public through nursing regulation practice and education. That acknowledgement by my peers, across multiple states and by NCSBN, was so meaningful. I brought my longtime colleagues Martha DiCicco and Mary Donahue with me, who I've considered my right and left all through my career. They had retired, and Mary unfortunately passed away in February. I asked them to join me in celebrating because they have given 40-plus years in the service of nursing. They stood by me because they believed in the same things. And in that room in Chicago, everybody believed in that same thing. Everybody believed in protecting the public through the work that we do. So, while it was personal acknowledgement, it was also a grand acknowledgement, all of us sitting there together." 🌐

Congratulations to Our 2025 NCSBN Awardees!

NCSBN will recognize its dedicated and exceptional membership and guests at its annual awards ceremony during the NCSBN Annual Meeting and Delegate Assembly, held in Chicago, Aug. 13–15, 2025.

Tony Zara, PhD, vice president, Assessment Solutions, Pearson VUE, will receive the **Founders Award**. This prestigious award is given only upon occasion that an individual with ethics, integrity and sincerity has demonstrated the highest regard for the ideals and beliefs upon which NCSBN was founded.

The **College of Registered Nurses of Alberta** will receive the **Regulatory Achievement Award** that recognizes the member board or associate member that has made an identifiable, significant contribution to the mission and vision of NCSBN in promoting public policy related to the safe and effective practice of nursing in the interest of public welfare.

Jacci Reznicek, EdD, MSN, RN, ANP-BC, nursing educational consultant, Nebraska Board of Nursing, will receive the **Exceptional Contribution Award**, which is given for significant contribution by a member who is not a president or executive officer and has demonstrated support of NCSBN's mission.

Douglas Bungay, MN, RN, chief executive officer and registrar, Nova Scotia College of Nursing, will be honored with the **Catalyst Award**. This new award is given to an individual who sparks change and transformation in nursing regulation and is given for significant contributions to nursing regulation at any level.

Alison Bradywood, DNP, MN/MPH, RN, NEA-BC, executive officer, Washington State Board of Nursing, will receive the **Nova Award**, a new award which recognizes emerging nursing regulatory leaders and is given to an individual who is a member with less than five years tenure in nursing regulation or in their role.

Service awards will be given to the following executive officers of nursing regulatory bodies (NRBs):

Five Years

- **Loretta (Lori) Melby, MSN, RN**, executive officer, California Board of Registered Nursing
- **Crystal Tillman, DNP, RN, CPNP, PMHNP-BC, FRE**, executive officer, North Carolina Board of Nursing
- **Wendy Miller, MSN, RN**, executive secretary, Pennsylvania State Board of Nursing
- **Linda Young, MS, RN, FRE**, executive director, South Dakota Board of Nursing
- **Jeanne Weis, MN, RN, LPN, CHPCN(C)**, executive director & registrar, College of Licensed Practical Nurses of Alberta
- **Kim Lampron, MBA**, secretary general, Ordre des infirmières et infirmiers du Québec

Ten Years

- **Peggy Benson, MSN, MSHA, NE-BC, RN**, executive officer, Alabama Board of Nursing
- **Margaret Sesepasara, MS, RN**, executive secretary, American Samoa Health Services Regulatory Board
- **Kim Esquibel, PhD, MSN, RN**, executive director, Maine State Board of Nursing
- **Stacey Pfenning, DNP, APRN, FNP, FAANP**, executive director, North Dakota Board of Nursing
- **Sue Smith, MAOL**, retired RN chief executive officer & registrar, Nova Scotia College of Nursing (retired May 2025)

Fifteen Years

- **Sue Tedford, MNSc, APRN**, executive director, Arkansas State Board of Nursing (retiring June 2025)

Thirty Years

- **Joey Ridenour, MN, RN, FAAN**, executive director, Arizona Board of Nursing



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Submission Deadline:
Oct. 3, 2025

Despite Signs of Recovery, New Nursing Workforce Research Reveals **Uncertain Future**

The [2024 National Nursing Workforce Study](#) tells a complicated story. While not as dramatic as the results of the [2022 research](#) that predicted a loss of almost a million nurses, the current study reveals some positive strides toward recovery and a more stable workforce, but also points to the persistence of longstanding systemic issues and general malaise across all segments of the nursing workforce. The threat of workforce shortages, understaffing and nurse discontent remain.

[continued on page 14](#)



The research was gathered as part of a biennial nursing workforce study conducted by NCSBN and the [National Forum of State Nursing Workforce Centers](#). As the largest and most comprehensive research study of the nursing workforce, this research reveals data which have wide ranging impact on the health care system as a whole and for patient populations, now and in the immediate future.

Few would argue that nurses are the backbone of the health care system. Their work is irreplaceable in advocating for their patients, keeping the nation healthy and leading at the forefront of innovation. Diving deep into the statistics of a research study, it is easy to forget that among each demographic reported, response provided or sentiment expressed are the voices of more than 800,000 nurses. Whether they are standing at the bedside, making a home health visit, attending to schoolchildren, caring for those in long-term care facilities, serving as a nurse administrator or educating the next generation of nurses, each “statistic” represents a person — dedicated to their patients, but wanting their own needs and challenges acknowledged, counted and solved.

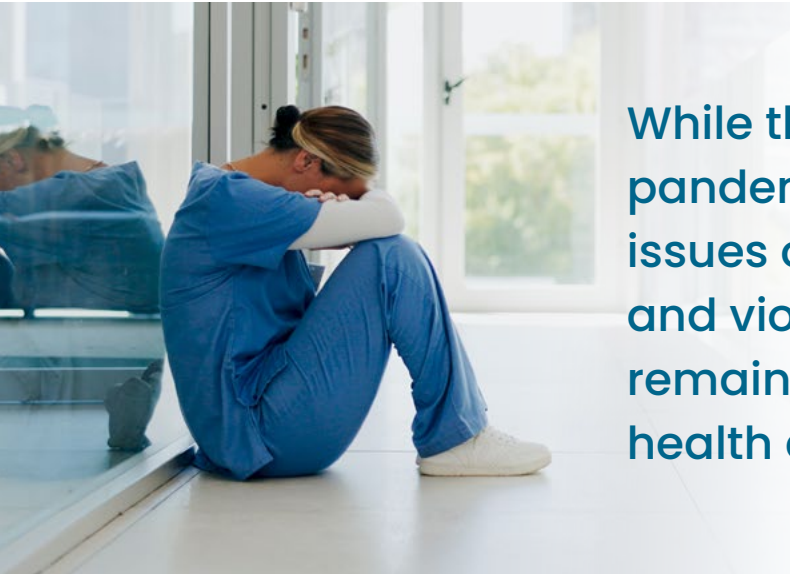
The facts emerging from the research are straightforward. While the intensity of the COVID-19 pandemic has faded, the inherent issues of stress, burnout, understaffing and violence, while lessened, still remain an omnipresent part of the health care culture.

The Good News

The study does reveal some encouraging advances for the profession, not the least of which is that the nursing workforce is at the highest educational level ever documented by NCSBN. More than 73% of registered nurses (RNs) hold a baccalaureate degree or higher.

Employment levels remain high, with 87.7% of RN licensees and 70.6% of licensed practical/vocational nursing (LPN/VN) licensees now actively employed in nursing. Median pretax annual earnings for both RNs and LPNs have increased by 10–16%, likely driven by inflation and rising demand for health care services.

The workforce is also becoming more racially diverse, although progress varies across racial and ethnic groups. One of the most notable trends from the 2024 National Nursing Workforce Survey is the continued growth in Latino/Hispanic representation. In 2015, just 3.6% of RNs identified as Hispanic or Latino;



While the intensity of the COVID-19 pandemic has faded, the inherent issues of stress, burnout, understaffing and violence, while lessened, still remain an omnipresent part of the health care culture.



73% have a **baccalaureate degree** or higher.
This is the highest educational level for nurses ever documented by NCSBN.

in 2024, that number has doubled to 7.2% — a steady climb over the past decade. The percentage of Black/African American RNs increased from 6.3% in 2022 to 8.6% in 2024, and Asian representation rose slightly from 7.4% to 7.9%. The share of RNs identifying as more than one race or “other” has also slightly increased. White/Caucasian nurses remain the majority at 76.6%, and individuals of color and men continue to be underrepresented.

A Complex Portrait

More good news emerging from the study was the revelation that a number of more experienced nurses who left the profession during the COVID-19 pandemic have returned to the field, although this fact may be at the tip of a double-edged sword. The survey found that the median age of RNs was 50 in 2024, increasing from a median age of 46 in 2022. Their return may be of assistance to newly licensed and early career nurses because they can provide vital mentorship to less experienced nurses.

In the past, a typical hospital unit had a blend of veterans with years — sometimes even decades — of experience, alongside newer nurses learning from their seasoned wisdom. That balance faded during the peak of the pandemic when mentors retired early or moved away from bedside care, leaving a vacuum that the newly licensed nurses alone couldn’t fill. This void placed an enormous burden on early-career nurses before they had the chance to “get their feet under them” in a professional environment. When older and more experienced nurses leave the profession, it is not merely individuals making personal choices; it is about the erosion of a vital ecosystem of experience within clinical settings, especially hospitals. In their absence, early-career nurses face a steeper, more isolating learning curve, leading to potentially higher attrition rates for these nurses as well.



NCSBN Research Director Brendan Martin, PhD, cautions, “How significant is that rebound in experienced nurses beyond just numbers? While I think overall a net gain in practicing qualified nurses

is a benefit to patient safety and improved outcomes, only time will tell how durable this trend is. We have to ask whether these nurses will stay long enough to have a sustained impact.”

Martin continues, “The other part of the equation is determining where these more seasoned nurses are now practicing. In general, the number of nurses in direct care across all age demographics is declining. How many of these returning nurses actually came back to the bedside, or did they opt for reduced stress and less physically demanding positions?”



“ While I think overall a net gain in practicing qualified nurses is a benefit to patient safety and improved outcomes, only time will tell how durable this trend is. We have to ask whether these nurses will stay long enough to have a sustained impact.

— Brendan Martin

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Another optimistic trend found in the results is the fact that stress and burnout rates have moderated from extreme levels recorded during the height of the pandemic. The proportion of RNs reporting they feel burned out from work either every day or a few times per week decreased from 45.2% in 2022 to 35.4% in 2024. Likewise, in 2024, 21.0% of LPNs/LVNs reported that they felt burned out from work every day, which is a decrease from 25.3% in 2022.

While these results indicate a trend in a more positive direction, it is important to note that the health care ecosystem is still plagued by short staffing and the accompanying high workloads that predate the pandemic.

The 2022 study discovered an intent to leave the workforce by approximately 900,000, or almost one-fifth of the nation’s 4.5 million total RNs. The 2024 study also revealed a large proportion of RNs (40%) and LPN/LVNs (41%) reporting an intent to leave the profession in

the next five years. In the two years between the 2022 and 2024 studies, 138,000 nurses left the profession and another 469,000 opted to retire.

Stress, burnout, workload, understaffing, inadequate salary and workplace violence were cited as reasons for intending to leave the profession. Retirement was also included in that list. Even as circumstances have moderated, the unaddressed and unresolved issues pervasive in the health care system are driving nurses from the profession.

A more detailed examination of those who indicate an intention to leave finds that for those nurses under age 55, across all age ranges, the number is almost universally about 20% of each stratified age group total. This accounts for nearly 1 in 5 nurses who plan to leave nursing in the next five years without reported plans to retire.

While burnout and intent to leave are now fairly consistent across age groups, younger nurses are far more likely to cite salary dissatisfaction as a key motivator for exiting the profession. Martin comments, “For them, pay isn’t just about making ends meet it is also a signal of respect and recognition.”

The rise in the median age for nurses is a good news/bad news scenario. The U.S. population is aging with longer life expectancy than in the past, however advanced age goes hand in hand with greater acuity of illnesses and the need for skilled care. The need for nurses at all levels will increase but there is debate whether there will be enough nurses to care for those who need them. Regardless of if there are actual shortages of nurses or simply a maldistribution of nurses where they are most needed, there is disagreement whether we have enough nurses entering and remaining in the field to balance the continuing high numbers of those who retire or leave prematurely.

Nurses are not immune to the afflictions affecting all individuals as they age. Because nursing is such a physically demanding profession, a nurse’s own health history may necessitate retirement when someone is no longer able to safely and effectively perform the duties of a bedside nurse. While some may opt to remain in the profession in some other capacity such as the opportunities now offered by virtual nursing, others may consider retirement from the profession entirely. What also cannot be discounted is the “silver tsunami,” an era of significant demographic and societal change whereby the youngest cohort of the baby boomer generation turns 65 by 2030.

Another area of concern is the fact that the proportion of RNs who identified “hospital”

continued on page 18



40%

indicate an intent to leave the workforce by 2029.

**That’s potentially
1.6 million total nurses.**

“ While hospitals are still the setting where most RNs are employed, the trend indicates an employment shift away from the acute care environment, which may be the setting of greatest need in the years ahead...

**If we don’t retain
nurses, the influx of
new nurses alone will
never be enough.**

— Brendan Martin

”

as their primary workplace setting is at the lowest level NCSBN has tracked since 2015. While hospitals are still the setting where most RNs are employed, the trend indicates an employment shift away from the acute care environment, which may be the setting of greatest need in the years ahead.

Retention as a Key to Workforce Sustainability

Examined on a surface level, it appears that the entry of new nurses into the field remains robust. Hundreds of thousands of individuals pass the NCLEX® exam each year, the majority of whom enter the profession. If, however, you take a deeper look at the numbers, a troubling trend emerges. Retention is often not keeping pace with recruitment. If we rely solely on new nurses to fill the ranks, the profession risks a significant net loss in the years ahead. Martin asserts, “If we don’t retain nurses, the influx of new nurses alone will never be enough.”

While many hospital systems and other health care facilities did institute programs aimed at nurse retention (see *In Focus* volume 3, 2024) such as mental health services, alternative staffing models, flexible schedules and the use of artificial intelligence (AI) and virtual nursing, many experts believe that the long-term solution lies in a shift from reactive to proactive policy. True sustainability requires a system where nurses don’t just survive the early years of their careers but thrive in them and ultimately become mentors to those who follow them into the profession.

Generational differences are also affecting the recruitment and retention of younger nurses. Gen Z and millennials are dedicated nurses but are more outspoken in demanding flexibility, safety and respect. If their concerns are not addressed, many may leave the hospital setting for outpatient clinics, elective care, or even pursue advanced practice nursing (APRN)

roles—often leaving bedside care behind. Data show that those leaving to become APRNs are doing so much earlier in their RN career than what occurred a decade ago. While the need for advanced practice nurses is also increasing, the exodus from the bedside has the potential to become increasingly significant.

Seizing the Moment

The profession stands at a landmark moment in time with the next few years defining nursing’s trajectory for decades to come. While challenges are deep and complex, solutions are tangible and within reach.

“Many of the factors that influence a nurse’s decision to leave the profession, like salary, understaffing, workplace violence and bullying, are not unsolvable problems,” Martin says. “They’re practical, fixable and overdue for reform.”



Dickison

NCSBN CEO Phil Dickison, PhD, RN, says, “Unless we as health leaders across all disciplines, regulation, practice and education, act intentionally and systemically, we will be unable to solve

these issues, but if we work together on innovative solutions, we can evolve the health care system into one that uplifts nurses and increases the safety and quality of care for patients.”

Moving Forward with More Research

NCSBN’s unique and vital research will again be conducted in 2026. The next iteration of its study may be pivotal in workforce research determining whether trends identified over the last several cycles continue.

Many factors external to nursing may come into play, including economic uncertainty driven by inflation, market instability and

“

Unless we as health leaders across all disciplines, regulation, practice and education, act intentionally and systemically, we will be unable to solve these issues, but if we work together on innovative solutions, we can evolve the health care system into one that uplifts nurses and increases the safety and quality of care for patients.

— Phil Dickison

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retirement fund concerns delaying some nurses’ retirement, keeping experienced practitioners in the workforce longer. Policy decisions at the state and national level could make an impact.

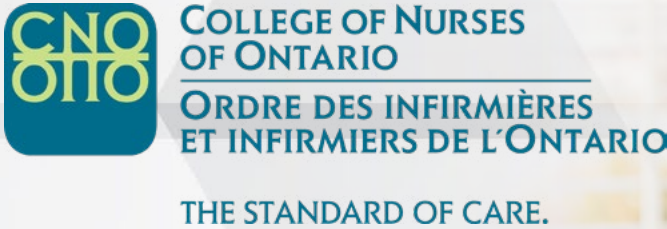
With each study, NCSBN strives to delve deeper and uncover data that is invaluable to workforce planning. Martin notes, “In addition to the data we have always collected, the 2026 National Nursing Workforce Survey will probe these trends further looking not just at why nurses leave, but how they navigate temporary breaks or career shifts within nursing. It will explore the evolving expectations around work-life balance, compensation and the desire for more meaningful and sustainable practice environments.”

In today’s turbulent health care environment, Nurses don’t see themselves as just caretakers; their identities are complex. They view their role in a complicated ecosystem in multiple ways, as advocates, leaders, innovators, teachers, mentors, peacemakers and often as survivors of an exhausting system unsupportive of their needs. Understanding this multifaceted identity and dealing with ongoing challenges is imperative to solving the challenges facing the nursing workforce. 🌈



News & Notes

College of Nurses of Ontario Implements Innovative Changes to Enhance Entry to Nursing Practice



On April 1, 2025, the [College of Nurses of Ontario \(CNO\)](#) introduced new registration requirements that will enhance the entry-to-practice process for all applicants and enable expedited registration for internationally educated nurse applicants (IENs).

The new requirements include modifications to the education requirement by setting new credential thresholds for all applicants. As of April 1, 2025, registered nurse (RN) applicants with a nursing baccalaureate, approved or recognized in the jurisdiction where they studied, will meet the education requirement. A nursing diploma is the required credential for practical nurse applicants.

In addition, to support applicants' success as they become registered and enter practice in Ontario, CNO has introduced a new registration

requirement called the Transition to Practice requirement. This requirement complements other registration requirements, such as the Jurisprudence Exam requirement and ensures that new CNO registrants are prepared with an understanding of 31 critical entry-level competencies that may be unique to the Canadian context of practice. Graduates of Canadian nursing programs will meet this requirement by completing their foundational education in Canada. IENs can meet this requirement by completing an online course delivered over a maximum duration of 14 weeks.

A robust short- and long-term evaluation plan will be implemented to measure the effectiveness of these changes in responding to health human resource needs while ensuring ongoing public safety. 🌐



News & Notes highlights NCSBN member achievements and updates as well as individual leadership and staff accomplishments.

Have news to share?

Send your News & Notes submissions via [email](#).



Speed Round

Get to know NCSBN staff:

DaVidion Yarbrough

Videographer/Editor, Marketing & Advocacy

What do you do at NCSBN?

As a videographer, editor and photographer at NCSBN, I am responsible for producing a wide range of visual content. My work includes filming and editing interviews, educational videos, promotional materials and more. Additionally, I handle photography needs such as group portraits, headshots and event coverage, both internally and externally. My role supports the organization's communications and outreach efforts by ensuring high-quality, brand-aligned visual media.

What are the best and most challenging aspects of your job?

One of the most rewarding yet challenging aspects of my role is creating original content

that remains consistent with our brand identity. Balancing between innovation and adhering to established brand standards pushes me creatively and professionally. Each project presents a new opportunity to problem-solve and explore fresh ideas while maintaining a consistent visual voice for the organization.

If you weren't working at NCSBN, what would your dream job be?

If I weren't at NCSBN, my dream role would be working in the film industry as a director. I am very passionate about storytelling, collaboration and visual creativity. Directing would allow me to lead teams in bringing fresh new concepts to life, combining my technical skills and artistic vision in a creative environment. 🌐



REGISTRATION OPEN

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Wednesday, Sept. 10, 2025

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IN MEMORY OF JOYCE SCHOWALTER

1934-2025

NCSBN pays tribute and expresses its gratitude to Joyce M. Schowalter, MEd, RN, a founding “mother” of the organization and nursing regulatory pioneer who passed away on May, 26, 2025. Her contributions to regulation and public protection are profound.

At a 1977 meeting of the American Nurses Association Council of State Boards of Nursing, Schowalter made the motion to form a task force to study the reorganization of the ANA Council of State Boards of Nursing, which led to the founding of NCSBN. She personally wrote the first check to fund the beginnings of the organization. Her leadership resulted in NCSBN evolving into as Mildred Schmidt, NCSBN president 1979-1981 characterized, “an organization of stature, strengthening the images of boards of nursing as state government agencies concerned with protecting the public health, safety and welfare, and fostering within our profession an increased respect and recognition of this crucial role.”

Schowalter served in many leadership positions in the early years of the organization. She was elected to NCSBN's first Board of Directors as an area director, and later served as vice-president and president.

NCSBN CEO Phil Dickison, PhD, RN, said, “Joyce’s contributions were significant and invaluable to NCSBN when it was just a nascent organization. Through the years her wisdom and forethought helped shape NCSBN into the vibrant organization that it is today.”

Schowalter graduated from the Deaconess School of Nursing. She earned master’s degrees

in nursing administration and education from the University of Minnesota, and spent most of her life in Minneapolis where she worked as an RN, and as executive director of the Minnesota Board of Nursing for 26 years.

In recognition of her many contributions, Schowalter was the second ever recipient of the prestigious R. Louise McManus award in 1986, given to individuals who have made sustained and significant contributions through the highest commitment and dedication to the mission and vision of NCSBN. In 2018, she was honored at NCSBN’s 40th anniversary celebration with the prestigious Founders Award. This recognition is only given to individuals who have demonstrated courage and vision for innovation in regulation to enhance the health, safety and welfare of the public, shown exemplary and sustained commitment to excellence in nursing regulation and evidenced a profound regard for the ideals and beliefs upon which NCSBN was founded. She is one of only six individuals honored with this award in NCSBN’s 47-year history. 🌈



Watch NCSBN’s
tribute to Joyce.

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“

I always felt the organization should be as broadly based as possible in terms of function, and we should not put all our eggs in one basket, the exam basket.

— Joyce Schowalter

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