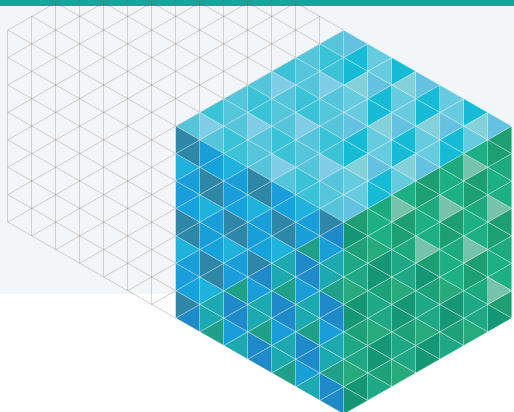




FY17

Annual Report

National Council of State Boards of Nursing



FY17 Annual Report

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NCSBN Values



Our values arise out of our purpose as an organization. They help us define our culture and beliefs and guide our actions as we face challenges and opportunities.

Collaboration

Forging solutions through respect, diversity and the collective strength of all stakeholders.

Excellence

Striving to be and do the best.

Innovation

Embracing change as an opportunity to better all organizational endeavors and turning new ideas into action.

Integrity

Doing the right thing for the right reason through honest, informed, open and ethical dialogue.

Transparency

Demonstrating and expecting openness, clear communication, and accountability of processes and outcomes.



About NCSBN

The National Council of State Boards of Nursing (NCSBN®) is a not-for-profit organization whose membership comprises the boards of nursing in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 30 associate members.

The member boards that comprise NCSBN protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. NCSBN is the vehicle through which boards of nursing act and counsel together on matters of common interest.

Our Mission

NCSBN provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

Our Vision

Advance regulatory excellence worldwide.

2016–2017

Board of Directors

Katherine Thomas, MN, RN, FAAN
President

Executive Director,
Texas Board of Nursing

Julia George, MSN, RN, FRE

President-elect
Executive Director, North Carolina
Board of Nursing

Gloria Damgaard, MS, RN, FRE

Treasurer
Executive Director,
South Dakota Board of Nursing

Suellyn M. Masek,

MSN, RN, CNOR

Area I Director
Board Member,
Washington State Nursing Care
Quality Assurance Commission

Adrian Guerrero, CPM

Area II Director
Board Staff,
Kansas State Board of Nursing

James Cleghorn, MA

Area III Director
Executive Director,
Georgia Board of Nursing

Ellen Watson, MS, APRN, FNP-BC

Area IV Director
Vice Chair,
Vermont State Board of Nursing

Karen Scipio-Skinner, MSN, RN

Director-at-Large
Executive Director, District of
Columbia Board of Nursing

Valerie Smith, MS, RN, FRE

Director-at-Large
Associate Director,
Arizona State Board of Nursing

Lori Scheidt, MBA-HCM

Director-at-Large
Executive Director,
Missouri State Board of Nursing

Nathan Goldman, JD

Director-at-Large
Board Staff,
Kentucky Board of Nursing



Front row, left to right:

Julia George, Kathy Thomas, Gloria Damgaard

Back row, left to right:

**Valerie Smith, Ellen Watson, Adrian Guerrero, Karen Scipio-Skinner,
Nathan Goldman, Lori Scheidt, James Cleghorn, Suellyn Masek**



NCSBN Committees

During Fiscal Year 2017

40TH ANNIVERSARY COMMITTEE

Demetrius Cianci Chapman, New Mexico
Julia L. George, North Carolina
Elizabeth Lund, Tennessee
Stacey Pfenning, North Dakota

AWARDS COMMITTEE

Kristin K. Benton, Texas
Mary Dale, Washington
Robin A. Lewis, West Virginia RN
Ann Mann, Nova Scotia PN
Cynthia York, Louisiana RN

BYLAWS COMMITTEE

Mark Majek, Texas, Chair
Michelle Harker, Minnesota
Jason Owen, Pennsylvania
Joey Ridenour, Arizona
Lori Scheidt, Missouri, Board Liaison
Myra Broadway, External Consultant

COMMITMENT TO ONGOING REGULATORY EXCELLENCE (CORE) COMMITTEE

Vicki Allen, Idaho, Chair
Kim Glazier, Oklahoma
Mary Sue Gorski, Washington
Sara A. Griffith, North Carolina
Stacey Pfenning, North Dakota
Julie Sabo, Minnesota
Paula Schenk, Kentucky
Margaret A. Sheaffer, Pennsylvania
Brett B. Thompson-May, Mississippi
Sharyl Toscano, Alaska
Adrian Guerrero, Kansas, Board Liaison
Theodore H. Poister, External Consultant

FINANCE COMMITTEE

Gloria Damgaard, South Dakota, Chair
Gayle Bellamy, North Carolina
Lois E. Hoell, Washington
Karen C. Lyon, Louisiana RN
Shan Montgomery, Mississippi
Lorena M. Silva, Massachusetts
Randolph L. Smith, Kentucky

INSTITUTE OF REGULATORY EXCELLENCE (IRE) COMMITTEE

Linda D. Burhans, North Carolina, Chair
Natalie Baker, Alabama
Mary A. Baroni, Washington
Cynthia Bienemy, Louisiana RN
Cynthia Gustafson, Montana
Christine Penney, British Columbia RN
Sue Petula, Pennsylvania
Patricia A. Sharpnack, Ohio
Susan S. VanBeuge, Nevada

INVESTIGATOR TRAINING COMMITTEE

Paula S. Schenk, Kentucky, Chair
Catherine Boden, Alabama
Angie Matthes, North Carolina
Karen McCumpsey, Arkansas
Gregory N. Scurlock, District of Columbia
Catherine C. Woodard, Washington

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Committees (continued)

During Fiscal Year 2017

LEADERSHIP SUCCESSION COMMITTEE (LSC)

Tony Graham, North Carolina, Chair
Jane Christianson, North Dakota
Stacey Cropley, Texas
Kim Esquibel, Maine
Melissa Hanson, North Dakota
Paula Meyer, Washington
Tracy Rude, Washington

MARIJUANA REGULATORY GUIDELINES COMMITTEE

Rene Cronquist, Minnesota, Chair
Kaci A. Bohn, Arkansas
Cathy Borris-Hale, District of Columbia
Holly Fischer, Ohio
Diana Heywood, Manitoba RN
James (Dusty) Johnston, Texas
Sherri Sutton-Johnson, Florida
Valerie Smith, Arizona, Board Liaison

NCLEX® EXAMINATION COMMITTEE (NEC)

Betsy Houchen, Ohio, Chair
Shirley Brekken, Minnesota
Loraine Fleming, Hawaii
Joy Ingwerson, Oregon
Lisa Renee Johnson, Florida
Kimberly Miller, Minnesota
Deborah Swartz, Vermont
Rhigel "Jay" Tan, Nevada
Crystal Tillman, North Carolina
James Cleghorn, Georgia, Board Liaison
Anne Coghlan, Ontario, Ex-Officio
Cynthia Johansen, British Columbia RN, Ex-Officio

NCLEX® ITEM REVIEW SUBCOMMITTEE (NIRSC)

Janzie Allmacher, Virgin Islands
Nina Almasy, Texas
Kathleen S. Ashe, Massachusetts
Tracey Blalock, Georgia
Tammy Claussen, Arkansas
Teresa Corrado, Washington
Ann Michele Coughlin, Pennsylvania
Diana O. Forst, Florida
Becky Gladis, Minnesota
Ruth Ann Go, North Carolina
Myra Goldman, Kentucky
Steven Higginson, Utah
Vicki Hill, Alabama
Ramonda Housh, Arkansas
Georgina R. Howard, New York
Anna Hubbard, Florida
Kristin Husher, Vermont
Keva S. Jackson-McCoy, Maryland
Miriah L. Kidwell, Kansas
Marilyn Krasowski, Minnesota
Maryam Lyon, Ohio
June McLachlan, Minnesota
Teresita McNabb, Louisiana RN
Tammie Napoleon, Hawaii
Lewis L. Perkins, Kentucky
Catherine Prato-Lefkowitz, Nevada
Sherry Richardson, Tennessee
Darlene (Yolonda) Schulz, Montana
Elizabeth Sherfy, Tennessee
Pamela Trantham, North Carolina

NCSBN STANDARDS DEVELOPMENT COMMITTEE

Nathan Goldman, Kentucky, Chair
Peggy Benson, Alabama
Amy Fitzhugh, North Carolina
Tara Hulsey, West Virginia RN
Ruby Jason, Oregon
Linda Kmetz, Pennsylvania
Barbara McGill, Louisiana RN
Linda Young, South Dakota
Ellen Watson, Vermont, Board Liaison

NURSING EDUCATION OUTCOMES AND METRICS COMMITTEE

Janice I. Hooper, Texas, Chair
Brenda Bolen Rowe, Georgia
Bonita Jenkins, District of Columbia
Carol Moreland, Kansas
Sabita Persaud, Maryland
Mindy Schaffner, Washington
Bibi Schultz, Missouri
Suellyn M. Masek, Washington, Board Liaison
Joan M. Stanley, External Consultant from the American Association of Colleges of Nursing (AACN)
Elaine Tagliareni, External Consultant from the National League for Nursing (NLN)



NCSBN Staff

As of Jan. 22, 2018

EXECUTIVE OFFICE

David Benton, RGN, PhD, FFNF,
FRCN, FAAN

Chief Executive Officer

James Puente, MS, MJ, CAE

Director, Nurse Licensure Compact

Nich Radcliffe, MFA

Coordinator, Executive Office

Ashby Rosenberger

Senior Manager, Executive Office

Dean Santiago

Facilities Coordinator, Executive Office

Elliot Vice

Director, Government Affairs

Kaitlynn Ward, MIA

Coordinator, Government Affairs

Ann Watkins

Assistant to Chief Executive Officer

OPERATIONS

Philip Dickison, PhD, RN

Chief Officer, Operations & Examinations

Alyson Brenton, MSN, RN

RN Test Development Associate,
Examinations

Julie Burgett, PMP

Test Development Associate,
Examinations

Alicia Byrd, RN

Director, Member Relations

Bridget Byrne

Coordinator, Marketing &
Communications

Catherine Cantieri, SHRM-CP

Human Resources Generalist,
Human Resources

Tim Connolly

Operations Coordinator, Examinations

Jacklyn Currier

Operations Coordinator, Examinations

Joseph Dudzik, MSC, SPHR, SHRM-SCP

Director, Human Resources

Jennifer Gallagher

Director, Business Operations,
Examinations

Michael Grossenbacher

Associate, Communications,
Marketing & Communications

Andrew Hicks

Associate, Member Relations

Daniel Hydzik

Test Development Associate,
Examinations

Dawn M. Kappel, MA

Director, Marketing & Communications

Samantha Kauffman

Operations Coordinator, Examinations

Jennifer Keating

Operations Coordinator, Examinations

Chelsea Kelley

Senior Manager, Operations and
Examinations

Doyoung Kim, PhD

Senior Psychometrician, Examinations

Danielle Lee, PhD

Psychometrician, Examinations

Xiao Luo, PhD

Psychometrician, Research &
Development, Examinations

Andreea Mihuta

Project Coordinator, Examinations

Colleen Neubauer, CMP

Senior Meetings Manager, Marketing &
Communications

Ryan Novak

Operations Coordinator, Examinations

Kalona Owens

Manager, Marketing & Communications

Dalilah Perello

Operations Coordinator, Examinations

Greg Pulaski, MS, PMP

Director, Performance Measurement
and Standard Setting

Hong Qian, PhD

Psychometrician, Operations &
Maintenance, Examinations

Betty Sanders, MBA

Test Development Manager,
Examinations

Anne Sayre

Operations Manager, Examinations

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NCSBN Staff (continued)

As of Jan. 22, 2018

Gretchen Schlesinger, PMP

Project Manager, Examinations

Kristin Singer, MSC, RN

RN Test Development Associate,
Examinations

Christine Walsh, PHR, SHRM-CP

Senior Manager, Human Resources

Wei Xu, PhD

Psychometrician, Examinations

FINANCE

Robert Clayborne, MBA, CPA, CGMA

Chief Financial Officer

Johana Arnold

Senior Accounting Coordinator, Finance

Rocio Avila

Accounting Manager, Finance

Gloria Evans-Melton, CPA

Director, Finance

Mary Trucksa

Accounting Associate, Finance

Mattie Williams

Accounting Associate, Finance

INFORMATION RESOURCES

Nur Rajwany, MS

Chief Information Officer

Ali Baig

Business Analyst, Information
Technology

Jeyalakshmi Balachandran, MS

Lead Quality Assurance Analyst, ORBS,
Information Technology

Rajeshwari Bommannavar, MS

Senior Developer, ORBS,
Information Technology

Tony Born

Product Support Coordinator, Operations

Caitlin Brecht

Nursys® Product Support Coordinator,
Operations

Matthew Bunzol

Nursys® Product Support Associate,
Operations

Shilpa Challam

Senior Quality Assurance Analyst,
Information Technology

Heather Chamberlain

Senior Product Associate,
Interactive Services

Desiree Díaz

Coordinator, Customer Experience

P. J. Donahue

IT Helpdesk Administrator,
Information Technology

Megan Dunham

Digital Media & Design Manager,
Interactive Services

Alma Friar

Quality Assurance Analyst,
Information Technology

Ben Gonzalez

Manager, Infrastructure, Information
Technology

Fay Green

Senior Product Associate,
Customer Experience

Jessica Hansen

Associate Director, Customer Experience

Debbie Hart, MBA

Associate, Information Technology

Albert Hincapie

Senior Developer,
Information Technology

Frank Hinchey

Developer, Information Technology

Dean Hope

Nursys® Senior Product Support
Associate, Operations

Shelly Howell

Associate, Interactive Services

Mark Huffman, MBA, PMP

Manager, Business Analysts and Project
Management, Information Technology

Richard Hughes

System Engineer,
Information Technology

Angela Johnston

Business Analyst,
Information Technology

Jeff Kendall, MBA

Director, Customer
Experience & Operations

Christophel Kuizon

Developer, Information Technology

Ameena Lalani

Senior Database Administrator, ORBS,
Information Technology

Joshua Lingwai

Senior Lead Developer,
Information Technology

Lavanya Pathak

Quality Assurance Analyst,
Information Technology

Jennifer Pope, EdDc, MSN

E-Learning Program Development
Manager, Interactive Services

George Potacki

Business Analyst, ORBS,
Information Technology

Angeli Primlani, MSJ

Instructional Design Associate,
Interactive Services

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NCSBN Staff (continued)

As of Jan. 22, 2018

Dave Raheel

Business Analyst,
Information Technology

Sandra Rhodes

Manager, Operations

Robert Russell

System Administrator,
Information Technology

Chandra Sadhangiri

Lead Developer, ORBS,
Information Technology

Narender Saraswati, MBA

Program Manager, ORBS,
Information Technology

Suzanne Schnite, PMP

Associate Director,
Information Security Assurance,
Information Technology

Zach Sears

Senior System Administrator,
Information Technology

Sachin Sharma, MA

Business Analyst, ORBS,
Information Technology

Damon Short, MA

Senior Database Administrator,
Information Technology

Nick Smith

Senior System Engineer,
Information Technology

Tammy Spangler

Director, Interactive Services and
Information Security Assurance

Matthew Sterzinger

Senior Manager,
Application Development,
Information Technology

Saule Trainys

Senior User Experience Developer,
Interactive Services

Diana Valenzuela Allen, MBA

Manager, Business Analysts, ORBS,
Information Technology

Keena Ward

Coordinator, Customer Experience

Sanjeev Yarlagadda

Senior Quality Assurance Analyst,
Information Technology

NURSING REGULATION

Maryann Alexander, PhD, RN, FAAN

Chief Officer, Nursing Regulation

Maureen Cahill, MSN, APN-CNS, RN

Senior Policy Advisor,
Nursing Regulation

Lysette Cooksey, MPA

Coordinator, State Advocacy,
Nursing Regulation

Rebecca Fotsch, JD

Associate Director, State Advocacy and
Legislative Affairs, Nursing Regulation

Kent Gowen, MA

Coordinator, Policy,
Nursing Regulation

Lindsey Gross

Senior Coordinator, Nursing Regulation

Laura Jarosz

Associate, Nursing Regulation

Nicole Livanos, JD, MPP

Associate, State Advocacy and
Legislative Affairs, Nursing Regulation

Greg Mannix

Project Specialist,
Regulatory Innovations

Qiana McIntosh, MBA, MHRM

Senior Coordinator,
Regulatory Innovations

Linda Olson, PhD, RN, NEA-BC, FAAN

Senior Program Advisor,
Nursing Regulation

Kyrani Reneau, MA

Coordinator, Research

Kathleen Russell, JD, MN, RN

Senior Policy Advisor, Nursing Regulation

Josephine Silvestre, MSN, RN

Associate, Regulatory Innovations

Richard Smiley, MS, MA

Statistician, Research

Hannah Snyder, MA

Coordinator, Policy, Nursing Regulation

Nancy Spector, PhD, RN, FAAN

Director, Regulatory Innovations

Elizabeth Hua Zhong, PhD, MEd

Associate, Research

FY17

Operating Statements

Year Ended Sept. 30, 2017

Sources Of Revenue	\$	%
Examination fees	66,164,580	79
Investment earnings	4,746,769	6
Membership fees	40,525	< 1
Other program services	12,658,832	15
Total	\$ 83,610,706	100
Program Services	\$	%
Nurse competency	56,889,469	69
Nurse practice and regulatory outcome	11,487,659	14
Information	10,372,445	12
Management and general	4,202,287	5
Total	\$ 82,951,860	100
Net Surplus	\$ 658,846	