

NCSBN
IS

The National
Council of
State Boards
of Nursing

2013 ANNUAL REPORT





NCSBN

National Council of State Boards of Nursing

NCSBN 
1978-2013

The National Council of State Boards of Nursing Inc. (NCSBN®) marked the milestone of reaching its 35th anniversary this year.

Founded March 15, 1978, as an independent not-for profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing to act and counsel together on matters of common interest.

TABLE OF CONTENTS

NCSBN IS

- Our Member Boards 2
- Championing Our Mission 4
- Advancing Regulatory Excellence Worldwide 7
- Standing Behind Our Values 8

Message from the CEO and President 10

Progressing with a Purpose 12

Fiscal Year 2013:

- The Year in Review 16
- International Figures 22
- NCLEX® Examination Pass Rates 24
- Operating Statements 26

Timeline 28

Board of Directors 30

Staff Members 32

Committees 36

Celebrating 35 Years:

- Member Achievements 41



U.S. boards of nursing regulate more than **3 million** licensed nurses.

NCSBN IS

OUR MEMBER BOARDS.

As member boards, state and territorial boards of nursing gain access to invaluable NCSBN services and product offerings that will assist in efforts to protect and promote the welfare of the public and the interests of the profession of nursing. Collectively, member boards establish the strategic purpose and direction of the organization.

NCSBN IS

CHAMPIONING OUR MISSION.

The National Council of State Boards of Nursing (NCSBN®) provides education, service, and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

Since 1994, more than **4.2 million candidates for U.S. nurse licensure** have taken the NCLEX® via computerized adaptive testing (CAT).



Mindful of the evolving health care environment, NCSBN is uniquely positioned to combine the collective wisdom of its member boards of nursing, the results of innovative NCSBN research projects, and the information gained from its collaborations with other nursing and health care associations and organizations, both domestically and internationally, to ultimately provide the wealth of this knowledge back to the boards of nursing for use in their mission of public protection.

NCSBN IS

ADVANCING REGULATORY EXCELLENCE WORLDWIDE.

NCSBN works both nationally and internationally to foster cooperation and collaboration among its peer organizations, other professional associations and government entities to share information and knowledge in a multicultural exchange of thoughts and ideas.



NCSBN IS

STANDING BEHIND OUR VALUES.

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.



As the collective voice of nursing regulation in the U.S. and its territories, NCSBN serves its member boards by conducting research on nursing practice issues, monitoring trends in public policy, nursing practice and education, while providing opportunities for collaboration among its members and other nursing and health care organizations.

MESSAGE FROM THE CEO AND PRESIDENT

Taking as motivation the legacy of how bold, courageous and visionary NCSBN's founders were, the organization embarked on the development of NCSBN's strategic initiatives for 2014-16 during its 35th anniversary year. This ambitious set of initiatives was crafted to reflect the organization's mission, vision and values, and become its work and lifeblood. For the next three years the combined effort of the NCSBN Board of Directors (BOD), committees, member boards and NCSBN staff will help translate strategy into action.

The celebration of NCSBN's 35th anniversary caused us to look at the impetus of its founding—to lessen the burden of state government and to provide a forum by which boards of nursing (BONs) can act and counsel together. NCSBN seeks to serve its members by not only providing medium through which they can best work in partnership, we also look for ways to better serve the BONs in their mission of public protection. This service takes many forms: being the eyes and ears of BONs to determine how the evolving health care and business environment may affect nursing regulation; seeking out domestic and international relationships and collaborations with other regulatory groups, peer nursing organizations and local, state and federal agencies; utilizing the talents, experience and expertise of members in committees to propose new regulatory policies; and developing new products and services.

NCSBN strives to be responsive and nimble in order to always provide the highest level of service to its member boards so they can more effectively fulfill their public protection role. The organization seeks innovative ways to engage the membership and provide them with opportunities to improve upon the services they already provide. To that end NCSBN has facilitated coaching for executive officers at BONs to help them become even better leaders and more equipped to take on new regulatory challenges.

The 2013 Delegate Assembly significantly altered the membership agreement to eliminate the fee to ease financial burdens on

BONs. The revised agreement also better reflects the relationship between NCSBN and its members.

NCSBN completes a yearly comprehensive environmental scan that provides an analysis of the current state of the health care environment, especially how the Affordable Care Act may impact nursing regulation. NCSBN also conducted a comprehensive analysis, *A Comparison of Selected Military Health Care Occupation Curricula with a Standard Licensed Practical/Vocational Nurse Curriculum*, to assist BONs in making licensing decisions that will help veterans safely and competently enter civilian careers in nursing.

A government relations agency has worked for the last several years to educate key stakeholders about the work of BONs and the importance of state-based licensure. The information gleaned from reports provided by this agency and the desire to provide expertise around the national discussions regarding telehealth, interstate practice and other nursing regulatory issues led to the decision to establish a Washington, D.C. office, which will open in mid-2014.

The member board Executive Officers Forum meets on a regular basis to dialogue about the issues they face and to seek mutually agreed upon solutions that benefit the public. One such important issue is the discussion regarding interstate practice. Their goal is to describe a model of interstate practice that removes barriers, but maintains appropriate regulations to best facilitate nurse mobility and telehealth, and ultimately provide safe and competent care to the public.

NCSBN's founders and subsequent leaders helped build the organization to its current level of achievement; building upon this success is the call to action for the current and future BOD, member boards and NCSBN staff to spur the organization to an even greater level of accomplishment.



Kathy Apple
Chief Executive Officer

Alpa Broadway
President

NCSBN IS

PROGRESSING WITH A PURPOSE.

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 16 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

Founded in 1978 as an independent, 501(c)(3) not-for-profit organization, the impetus for NCSBN's creation arose out of recognition that in order to guard the safety of the public, the regulation of nurses needed to be a separate entity from the organization representing professional nurses.

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. These member boards are charged with the responsibility of providing regulatory excellence for public health, safety and welfare. They recognize that the best way to



guard the safety of the public is to ensure that nurses entering the workforce have the necessary knowledge, education and skills to practice. To meet that goal, NCSBN's focus is devoted to developing a psychometrically sound and legally defensible nurse licensure examination consistent with current nursing practice. The NCLEX-RN® and NCLEX-PN® Examinations developed and administered by NCSBN are constantly and rigorously evaluated to keep pace with the rapidly evolving health care environment.

As the collective voice of nursing regulation in the U.S. and its territories, NCSBN serves its member boards by conducting research on nursing practice issues, monitoring trends in public policy, nursing practice and education, while providing opportunities for collaboration among its members and other nursing and health care organizations.

The NCLEX® examinations remain the instruments by which most people know NCSBN. As evidence of its long history of continual efforts to remain on the cutting edge of examination technology, NCSBN became the first organization to implement computerized adaptive testing (CAT) for nationwide licensure examinations in 1994. NCSBN also develops and administers the largest competency evaluation for nurse aides/nursing assistants (NAs) known as the National Nurse Aide Assessment Program (NNAAP®). Additionally, NCSBN develops the Medication Aide Certification Examination (MACE®), designed for NAs who choose to receive additional training to

become a certified medication aide/assistant. The purpose of MACE is to ensure that individuals who administer medication to residents in assisted living facilities and comprehensive personal care homes have the basic knowledge and skills needed to perform their duties.

The ongoing assessment of these examinations includes research that gathers job analysis data from entry-level nurses and aides that ultimately contribute to refinement and adaptation of the tests. In addition, the continual refinement of the NCLEX examinations also incorporates the work of item writers, item reviewers and panels of judges made up of practicing nurses or nurse educators who work directly with entry-level nurses and aides. The item writers who create the examination questions, also known as items, and the reviewers who assess the items are responsible for the content in the NCLEX examinations. The panel of judges recommends potential NCLEX passing standards to the NCSBN Board of Directors. All of these measures, coupled with a determination to remain on the cutting edge of testing technology, ensure that the NCLEX examinations and NNAAP evaluations are an accurate reflections of current nursing practice.

NCSBN offers the NCLEX-RN and NCLEX-PN Examinations abroad in Australia, Canada, England, Germany, Hong Kong, India, Japan, Mexico, Philippines and Taiwan for the purpose of domestic nurse licensure in U.S. states and territories.

PRODUCTS AND SERVICES

Publications

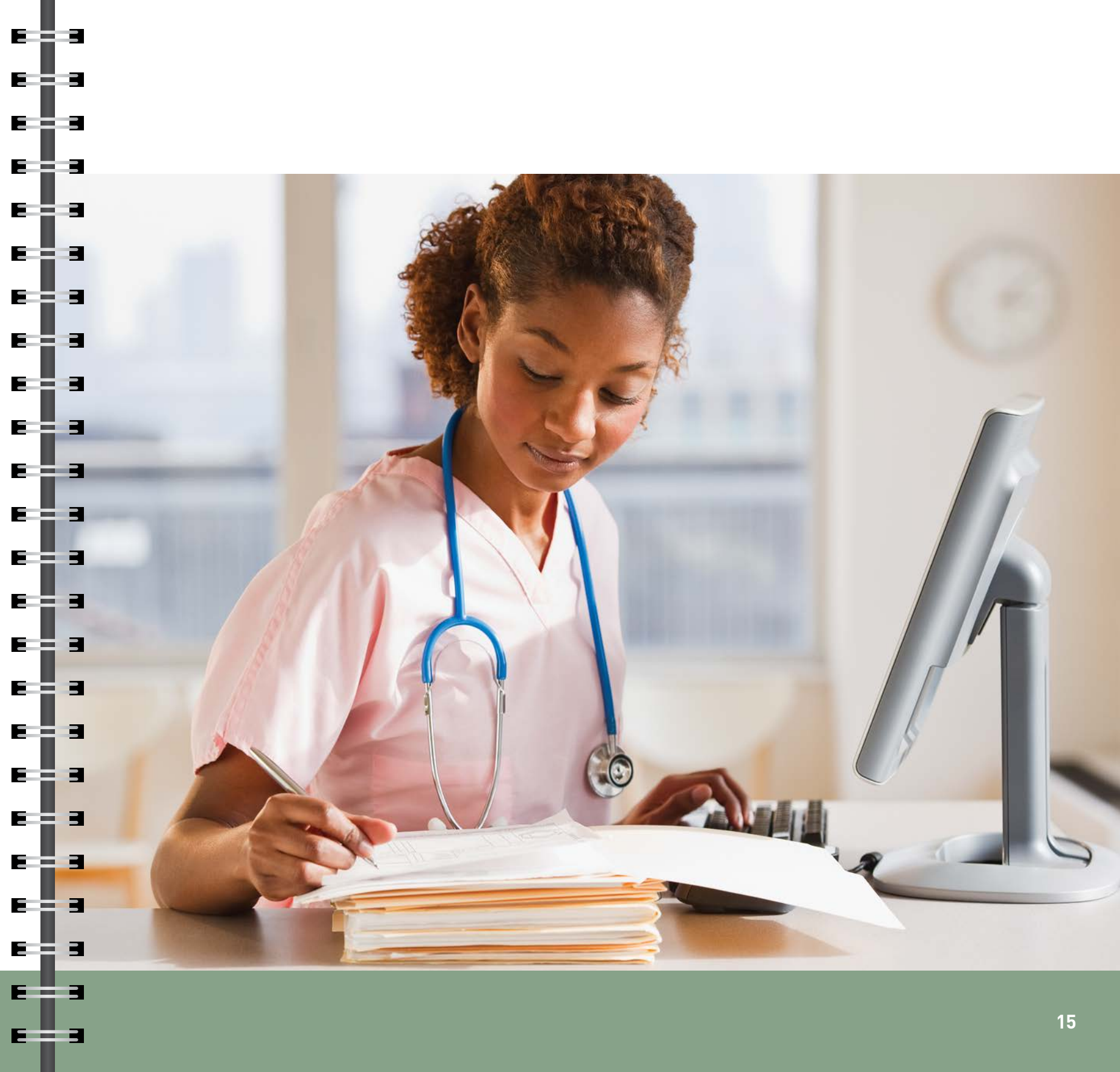
NCSBN produces a wide variety of publications focused on the NCLEX-RN® and NCLEX-PN® Examinations, as well as health care issues and activities. NCSBN also conducts its own research studies by addressing some of today's most important nursing practice issues. These publications present in-depth information and best practice techniques to enhance perspective and contribute to the nursing knowledge base. These publications are available for download free of charge from the NCSBN website at www.ncsbn.org/2807.htm.

Online Courses

NCSBN Learning Extension is a pioneer in e-learning for the nursing community, launching the first online preparation course for the NCLEX-RN Examination in 1998. Currently, more than 40 online courses are offered, promoting safe nursing practices to nurses, student nurses and nursing faculty. Rich in content and features, the online courses offer interactive and fun learning experiences, which facilitate better understanding of the topics presented.

Nursys®

Nursys® is the only national database for verification of nurse licensure, discipline and practice privileges for registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) licensed in participating jurisdictions, including all states in the Nurse Licensure Compact (NLC). The Nursys® Licensure QuickConfirm product allows employers and recruiters to retrieve necessary licensure and discipline documentation in one convenient location. Nursys® e-Notify, the newest product, is an innovative nurse licensure notification system that automatically provides employers licensure and publicly available discipline data as it is entered into Nursys by boards of nursing.



FISCAL YEAR 2013 THE YEAR IN REVIEW

There were many special activities and commemorations held during NCSBN's anniversary year. As part of its celebration, an interactive timeline was created, chronicling NCSBN's seminal milestones of the last 35 years. Drawn from archival sources, the timeline tells the story of the organization from its creation in 1978 to the present day through video and audio clips of interviews with the organization's founders, Board of Directors presidents, and both past and current executive directors from NCSBN Member Boards. The timeline can be viewed on NCSBN's website, www.ncsbn.org/timeline.

NCSBN made two special donations in celebration of its 35 years of nursing regulatory success. The organization donated \$135,000 to the Foundation of the National Student Nurses' Association (FNSNA) to provide scholarships to qualified undergraduate nursing students. NCSBN also donated \$35,000 to the Florence Nightingale International Foundation for its Girl Child Education Fund (GCEF), to support the primary and secondary schooling of girls under the age of 18 in developing countries whose nurse parent or parents have died.



During the 2013 Annual Meeting and Delegate Assembly a special luncheon was held honoring the late **Elaine Ellibee, RN**, NCSBN's first president (1978-79) and one of its founding members.

Elaine Ellibee, RN

NCSBN and The National Forum of State Nursing Workforce Centers published the *National Nursing Workforce Survey of Registered Nurses*, a study that provides a comprehensive snapshot of the U.S. nursing workforce in 2013. The results of this survey are especially valuable in that the data obtained can be used to project possible shortages and assist in the allocation of resources, program development decisions, and recruitment efforts in both the health care system and education sectors.

As organizations representing the health care professional licensing and regulatory boards in the U.S., the Federation of State Medical Boards (FSMB), National Association of Boards of Pharmacy (NABP) and NCSBN formed the Tri-Regulator Collaborative in 2011. The first-ever Tri-Regulator Symposium, "Protecting Patients and the Public: A Heritage of Excellence," was designed to advance consensus building and dialogue on issues of state-based regulation and licensure. The participants found much common ground as they discussed issues challenging their respective professions. Leaders from the three organizations continued the work begun during the symposium on a variety of issues, including discussions on health care workforce planning, licensure portability, telemedicine, maintenance of licensure, the value of inter-professional communication, education, professionalism and team-based care. The Collaborative issued a joint statement that supported state and federal health care regulators, agencies and other key stakeholders in the collective effort to compile an evidence-based, comprehensive analysis of the nation's health care workforce.



★ ILLUMINATING THE PAST: ★
— A —
BEACON
for the
FUTURE

Illuminating the Past – A Beacon for the Future

This theme for fiscal year 2013 (FY13), honors the past, present and future of the organization.



NCSBN celebrated its 35th anniversary by acknowledging its past accomplishments, and applauding those who helped build and support the organization that it is today. Not content to just dwell on the past, NCSBN uses its current successes as a springboard for new endeavors and projects.



Nursys® e-Notify, the national nurse licensure notification system that automatically delivers licensure and publicly available discipline data directly to employers as the data is entered into the Nursys® database by U.S. boards of nursing (BONs), was launched in FY13. The e-Notify system alerts subscribers when changes are made to a nurse's record, including changes to license status, license expirations, pending license renewals, and public disciplinary action/resolutions and alerts. If a nurse's license is about to expire, employers have the option to receive a notification about the expiration date. Employers can also immediately learn about new disciplinary actions issued by a BON for a nurse in their employ, including receiving access to available public discipline documents. Nursys® e-Notify eliminates the need for employers to proactively search for license and discipline data because they are notified automatically when changes occur.

The **Center for Regulatory Excellence (CRE) Grant Program** awarded grants in FY13 totaling more than \$1.3 million to five U.S. and international organizations. Since the grant program began in 2007, it has awarded almost \$10 million in grants to 43 organizations. The CRE funds innovative projects that can have measurable impact on nursing regulation and can create meaningful change. The CRE's research priorities include: patient safety; practice (e.g., advanced practice registered nurses [APRNs], registered nurses [RN] and licensed practical/vocational nurses [LPN/VNs]); nursing education; continued competence; discipline and alternatives to discipline; and national and international regulatory issues and/or portability.

The National Nursing Database (NND), the first



comprehensive source of nursing licensure and disciplinary statistics for the U.S. and the territories of American Samoa, Guam, Northern Mariana Islands, and the Virgin Islands, was revealed. The NND is derived from Nursys, the only national database for verification of nurse licensure, discipline and practice privileges for RNs and LPN/VNs. It is comprised of data obtained directly from the licensure systems of U.S. BONs through frequent, secured updates. Now available to the general public, the NND offers interactive maps highlighting the information obtained from BONs, such as the number of active licenses (both RN and LPN/VN, and total overall) and discipline data, providing users with a snapshot of nursing statistics based on the more than 4.4 million RN and LPN/VN licenses in Nursys.

In its continual efforts to maintain the highest level of public safety possible, NCSBN raised the passing standard for the **NCLEX-RN® Examination** in response to changes in U.S. health care delivery and nursing practice that have resulted in the increased acuity of clients seen by entry-level RNs. After considering all available information, the BOD determined that safe and effective entry-level RN practice required a greater level of knowledge, skills and abilities than was required in 2009 when NCSBN established the previous standard.



In order to keep its communications channels accessible to the widest possible audience, NCSBN launched its new **mobile website**, m.ncsbn.org, to optimize the experience of smartphone and tablet users. A new **corporate**

Facebook page was created to enable individuals to receive up-to-date information about NCSBN and nursing regulation quickly and easily, joining NCSBN's very popular Learning Extension, and NCLEX-RN and NCLEX-PN Examinations Facebook pages. The corporate page features news, information about resources and events, links to videos, facts about nursing regulation and a detailed history of the organization.

The Association of Registered Nurses of Newfoundland & Labrador, College of Licensed Practical Nurses of Manitoba, Saskatchewan Association of Licensed Practical Nurses, and the Nursing & Midwifery Board of Ireland became **NCSBN Associate Members**, bringing the total number of members in this category to 16. Created by a Delegate Assembly resolution in 2007, the associate membership category is designed to provide a forum by which nursing regulatory bodies from around the globe can join NCSBN in a dialogue regarding issues of common concern, as well as share information and knowledge in a multicultural exchange of thoughts and ideas.

NCSBN inducted its seventh group of Fellows of the **NCSBN Institute of Regulatory Excellence (IRE)** in 2013. The IRE began in 2004 with the purpose of providing BONs with high quality regulatory education, expanding the body of knowledge related to regulation through research and scholarly work, developing the capacity of regulators to become expert leaders, and developing a network of regulators who collaborate to improve regulatory practices and outcomes. The IRE Fellowship Program is a four-year comprehensive educational and professional development program designed for current or former regulators who want to enhance their knowledge of and leadership in nursing regulation. The program includes experiences in analyzing issues involving



NCSBN's website (ncsbn.org) hosted 2.9 million visits during FY13. Visitors viewed pages 4.4 million times and downloaded publications and other documents more than 264,000 times.

public policy and regulation, strategic planning, patient safety and communication. It also requires the application of evidence-based concepts in decision making and leadership.

Leader to Leader, the biannual newsletter for nursing educators, remained a popular mechanism by which to disseminate information and stimulate dialogue between the educational community and NCSBN. The addition of guest authors to the publication, in addition to in-depth interviews with nurse regulators brought to its readers a wealth of knowledge about new programs, projects and initiatives in nursing education.



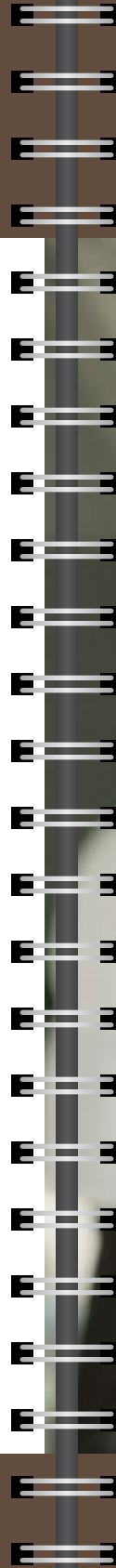
NCSBN supports **online collaboration of its membership** with wikis, discussion forums and live webinars/webcasts. Educational resources are available for both membership and external audiences in video and online course formats. User views of the 30 educational and promotional videos in the NCSBN catalog totaled 36,000 during FY13. NCSBN records presentations at its events; views of the 200 presentations from 40 past events totaled 4,900 during FY13.



NCSBN online course offerings for external audiences are available through the **NCSBN Learning Extension** campus located at learningext.com. NCSBN Learning Extension delivered 43,600 online courses during FY13. The course catalog of 45 courses covers a range of subjects, including continuing education courses for nurses, preparatory courses for licensure exam candidates, and item writing and test development courses for nursing faculty. Since its inception in 1998, the Learning Extension has reached more than 294,000 users in 120 countries.

In FY13, *Report of Findings from the 2012 LPN/VN Nursing Knowledge Survey*, *2012 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice* and *2011 Nurse Licensee Volume and NCLEX® Examination Statistics* research briefs were published.

NCSBN also produced a short introductory video that provides a brief overview of its history, in addition to explaining what the organization does and how it works toward its mission of public protection.



NCSBN IS

RAISING THE BAR FOR LICENSURE EXAMS.

TOP FIVE COUNTRIES (with respect to volume) Fiscal Year 2013 – First-time Internationally Educated Candidates

	Oct. '12 – Dec. '12	Jan. '13 – Mar. '13	Apr. '13 – Jun. '13	Jul. '13 – Sept. '13	TOTAL (FY13)
1	Philippines 1,011	Philippines 942	Philippines 1,001	Philippines 1,008	Philippines 3,962
2	India 267	India 276	India 221	India 237	India 1,001
3	Canada 159	Canada 136	Canada 163	Canada 170	Canada 628
4	South Korea 102	Puerto Rico 118	South Korea 129	South Korea 123	South Korea 460
5	Puerto Rico 88	South Korea 106	Puerto Rico 118	Puerto Rico 104	Puerto Rico 428

In this table, the count of first-time internationally educated candidates includes both RNs and PNs.

From April 1, 1994 through Sept. 30, 2013, more than **4.2 million** nurse licensure candidates have taken NCLEX® examinations via CAT.

For the fiscal year ending Sept. 30, 2013, **273,862** candidates took the NCLEX-RN® and NCLEX-PN® Examinations.

NCLEX® PASS RATES – RN

	Oct. '12 – Dec. '12			Jan. '13 – Mar. '13			Apr. '13 – Jun. '13			Jul. '13 – Sept. '13			TOTAL (FY13)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated															
RN – Diploma	286	247	86.4	741	665	89.7	478	383	80.1	1,354	1,138	84.0	2,859	2,433	85.1
RN – BSN	5,255	4,585	87.3	16,564	15,197	91.7	20,248	17,377	85.8	23,710	19,459	82.1	65,777	56,618	86.1
RN – ADN	6,875	5,652	82.2	23,662	21,151	89.4	27,081	21,922	80.9	28,656	22,800	79.6	86,274	71,525	82.9
Special Program Codes	8	8	100.0	10	9	90.0	11	8	72.7	15	12	80.0	44	37	84.1
Total – First-time, U.S. Educated	12,424	10,492	84.4	40,977	37,022	90.3	47,818	39,690	83.0	53,735	43,409	80.8	154,954	130,613	84.3
Repeat, U.S. Educated	3,960	1,358	34.3	5,232	2,542	48.6	5,814	1,738	29.9	12,651	7,216	57.0	27,657	12,854	46.5
First-time, Internationally Educated	246	108	43.9	1,930	680	35.2	1,912	568	29.7	1,958	555	28.3	6,046	1,911	31.6
Repeat, Internationally Educated	174	22	12.6	2,948	569	19.3	3,009	366	12.2	3,102	392	12.6	9,233	1,349	14.6
ALL CANDIDATES	16,804	11,980	71.3	51,087	40,813	79.9	58,553	42,362	72.3	71,446	51,572	72.2	197,890	146,727	74.1

NCLEX® PASS RATES – PN

	Oct. '12 – Dec. '12			Jan. '13 – Mar. '13			Apr. '13 – Jun. '13			Jul. '13 – Sept. '13			TOTAL (FY13)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated															
First-time, U.S. Educated	12,592	10,263	81.5	13,650	11,487	84.2	12,208	10,155	83.2	20,696	18,178	87.8	59,146	50,083	84.7
Repeat, U.S. Educated	3,960	1,358	34.3	3,514	1,293	36.8	3,953	1,371	34.7	3,642	1,272	34.9	15,069	5,294	35.1
First-time, Internationally Educated	246	108	43.9	208	109	52.4	252	117	46.4	277	121	43.7	983	455	46.3
Repeat, Internationally Educated	174	22	12.6	193	30	15.5	198	30	15.2	209	33	15.8	774	115	14.9
ALL CANDIDATES	16,972	11,751	69.2	17,565	12,919	73.5	16,611	11,673	70.3	24,824	19,604	79.0	75,972	55,947	73.6

More than **103,000** nurse licensure candidates have taken the NCLEX® in international test centers.

NCLEX® Pass Rates – RN (First-time, U.S. Educated)

Jurisdiction	Oct. '12 – Dec. '12			Jan. '13 – Mar. '13			Apr. '13 – Jun. '13			Jul. '13 – Sept. '13			TOTAL (FY13)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
ALABAMA	227	203	89.4	903	827	91.6	1,162	935	80.5	1,154	941	81.5	3,446	2,906	84.3
ALASKA	30	26	86.7	78	74	94.9	47	31	66.0	51	44	86.3	206	175	85.0
AMERICAN SAMOA	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
ARIZONA	163	154	94.5	1,088	1,025	94.2	988	846	85.6	597	521	87.3	2,836	2,546	89.8
ARKANSAS	91	87	95.6	692	632	91.3	306	266	86.9	676	556	82.2	1,765	1,541	87.3
CALIFORNIA – RN	1,309	1,102	84.2	3,748	3,407	90.9	2,335	1,938	83.0	4,057	3,314	81.7	11,449	9,761	85.3
COLORADO	205	185	90.2	648	595	91.8	430	375	87.2	784	665	84.8	2,067	1,820	88.1
CONNECTICUT	135	117	86.7	342	318	93.0	321	280	87.2	897	792	88.3	1,695	1,507	88.9
DELAWARE	20	14	70.0	182	168	92.3	90	74	82.2	247	194	78.5	539	450	83.5
DISTRICT OF COLUMBIA	15	8	53.3	106	86	81.1	95	68	71.6	158	101	63.9	374	263	70.3
FLORIDA	1,645	1,274	77.4	2,994	2,545	85.0	3,191	2,450	76.8	3,265	2,497	76.5	11,095	8,766	79.0
GEORGIA – RN	136	125	91.9	1,012	930	91.9	1,706	1,429	83.8	804	661	82.2	3,658	3,145	86.0
GUAM	8	6	75.0	2	1	50.0	0	0	0.0	9	9	100.0	19	16	84.2
HAWAII	67	55	82.1	197	164	83.2	54	36	66.7	250	191	76.4	568	446	78.5
IDAHO	43	33	76.7	270	252	93.3	268	234	87.3	195	168	86.2	776	687	88.5
ILLINOIS	375	315	84.0	1,503	1,402	93.3	1,807	1,533	84.8	2,614	2,171	83.1	6,299	5,421	86.1
INDIANA	333	264	79.3	971	856	88.2	2,084	1,764	84.6	955	764	80.0	4,343	3,648	84.0
IOWA	158	135	85.4	491	432	88.0	676	555	82.1	863	714	82.7	2,188	1,836	83.9
KANSAS	203	181	89.2	463	398	86.0	1,050	847	80.7	346	226	65.3	2,062	1,652	80.1
KENTUCKY	180	153	85.0	866	816	94.2	1,178	990	84.0	547	449	82.1	2,771	2,408	86.9
LOUISIANA – RN	89	72	80.9	961	889	92.5	549	471	85.8	600	491	81.8	2,199	1,923	87.4
MAINE	33	30	90.9	148	139	93.9	420	338	80.5	138	102	73.9	739	609	82.4
MARYLAND	150	112	74.7	921	800	86.9	779	654	84.0	1,066	788	73.9	2,916	2,354	80.7
MASSACHUSETTS	133	107	80.5	960	894	93.1	945	788	83.4	1,674	1,327	79.3	3,712	3,116	83.9
MICHIGAN	551	488	88.6	1,405	1,305	92.9	1,441	1,246	86.5	1,809	1,524	84.2	5,206	4,563	87.6
MINNESOTA	95	65	68.4	815	728	89.3	1,464	1,216	83.1	810	568	70.1	3,184	2,577	80.9
MISSISSIPPI	24	20	83.3	503	466	92.6	1,164	919	79.0	164	126	76.8	1,855	1,531	82.5
MISSOURI	304	278	91.4	890	833	93.6	1,114	971	87.2	1,395	1,182	84.7	3,703	3,264	88.1
MONTANA	29	28	96.6	131	123	93.9	219	185	84.5	141	124	87.9	520	460	88.5
NEBRASKA	104	94	90.4	223	207	92.8	543	478	88.0	411	328	79.8	1,281	1,107	86.4
NEVADA	85	80	94.1	273	253	92.7	357	305	85.4	195	163	83.6	910	801	88.0
NEW HAMPSHIRE	15	9	60.0	38	37	97.4	396	342	86.4	265	208	78.5	714	596	83.5
NEW JERSEY	531	448	84.4	786	661	84.1	394	285	72.3	1,632	1,291	79.1	3,343	2,685	80.3
NEW MEXICO	138	118	85.5	358	297	83.0	290	227	78.3	296	224	75.7	1,082	866	80.0
NEW YORK	862	713	82.7	2,388	2,031	85.1	1,885	1,473	78.1	4,507	3,446	76.5	9,642	7,663	79.5
NORTH CAROLINA	64	58	90.6	821	777	94.6	2,495	2,152	86.3	573	460	80.3	3,953	3,447	87.2
NORTH DAKOTA	5	5	100.0	78	72	92.3	319	273	85.6	66	53	80.3	468	403	86.1
NORTHERN MARIANA ISLANDS	8	3	37.5	2	1	50.0	5	1	20.0	4	1	25.0	19	6	31.6
OHIO	1,108	951	85.8	2,046	1,843	90.1	2,027	1,574	77.7	3,609	2,904	80.5	8,790	7,272	82.7
OKLAHOMA	114	91	79.8	392	358	91.3	767	628	81.9	857	702	81.9	2,130	1,779	83.5
OREGON	107	102	95.3	127	120	94.5	301	260	86.4	853	766	89.8	1,388	1,248	89.9
PENNSYLVANIA	582	504	86.6	1,181	1,080	91.4	1,828	1,589	86.9	3,780	3,182	84.2	7,371	6,355	86.2
RHODE ISLAND	37	32	86.5	228	213	93.4	114	98	86.0	349	298	85.4	728	641	88.0
SOUTH CAROLINA	179	162	90.5	562	524	93.2	1,083	938	86.6	476	396	83.2	2,300	2,020	87.8
SOUTH DAKOTA	51	42	82.4	177	169	95.5	429	349	81.4	210	167	79.5	867	727	83.9
TENNESSEE	159	141	88.7	997	930	93.3	1,392	1,209	86.9	1,067	880	82.5	3,615	3,160	87.4
TEXAS	610	513	84.1	3,745	3,367	89.9	3,556	2,888	81.2	3,159	2,422	76.7	11,070	9,190	83.0
UTAH	118	103	87.3	376	340	90.4	740	595	80.4	307	254	82.7	1,541	1,292	83.8
VERMONT	9	8	88.9	2	1	50.0	192	165	85.9	129	95	73.6	332	269	81.0
VIRGIN ISLANDS	6	5	83.3	1	0	0.0	4	2	50.0	21	16	76.2	32	23	71.9
VIRGINIA	385	332	86.2	1,008	904	89.7	1,000	827	82.7	1,662	1,364	82.1	4,055	3,427	84.5
WASHINGTON	157	139	88.5	463	421	90.9	475	401	84.4	1,461	1,269	86.9	2,556	2,230	87.2
WEST VIRGINIA – RN	65	56	86.2	214	194	90.7	403	338	83.9	355	283	79.7	1,037	871	84.0
WISCONSIN	156	132	84.6	1,156	1,076	93.1	823	747	90.8	1,081	901	83.3	3,216	2,856	88.8
WYOMING	18	14	77.8	45	41	91.1	117	107	91.5	144	126	87.5	324	288	88.9
TOTAL	12,424	10,492	84.4	40,977	37,022	90.3	47,818	39,690	83.0	53,735	43,409	80.8	154,954	130,613	84.3

NCLEX® Pass Rates – PN (First-time, U.S. Educated)

Jurisdiction	Oct. '12 – Dec. '12			Jan. '13 – Mar. '13			Apr. '13 – Jun. '13			Jul. '13 – Sept. '13			TOTAL (FY13)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
ALABAMA	148	127	85.8	332	303	91.3	115	100	87.0	256	247	96.5	851	777	91.3
ALASKA	1	1	100.0	8	8	100.0	2	2	100.0	10	10	100.0	21	21	100.0
AMERICAN SAMOA	1	0	0.0	2	0	0.0	0	0	0.0	2	0	0.0	5	0	0.0
ARIZONA	81	79	97.5	105	102	97.1	119	112	94.1	171	164	95.9	476	457	96.0
ARKANSAS	84	78	92.9	299	269	90.0	114	105	92.1	533	501	94.0	1,030	953	92.5
CALIFORNIA – VN	1,664	1,119	67.2	1,646	1,190	72.3	1,858	1,392	74.9	1,982	1,444	72.9	7,150	5,145	72.0
COLORADO	73	70	95.9	50	46	92.0	73	72	98.6	195	187	95.9	391	375	95.9
CONNECTICUT	220	189	85.9	108	97	89.8	177	149	84.2	109	101	92.7	614	536	87.3
DELAWARE	92	47	51.1	74	48	64.9	85	50	58.8	90	72	80.0	341	217	63.6
DISTRICT OF COLUMBIA	83	31	37.3	70	33	47.1	54	22	40.7	42	11	26.2	249	97	39.0
FLORIDA	1,130	825	73.0	1,095	813	74.2	928	693	74.7	1,327	1,045	78.7	4,480	3,376	75.4
GEORGIA – PN	174	154	88.5	338	306	90.5	160	142	88.8	380	350	92.1	1,052	952	90.5
GUAM	6	3	50.0	1	1	100.0	11	7	63.6	3	2	66.7	21	13	61.9
HAWAII	38	36	94.7	46	46	100.0	6	6	100.0	32	31	96.9	122	119	97.5
IDAHO	47	46	97.9	49	45	91.8	25	25	100.0	99	98	99.0	220	214	97.3
ILLINOIS	338	271	80.2	399	340	85.2	293	234	79.9	781	709	90.8	1,811	1,554	85.8
INDIANA	207	179	86.5	283	258	91.2	192	165	85.9	281	255	90.7	963	857	89.0
IOWA	146	136	93.2	241	230	95.4	234	222	94.9	505	481	95.2	1,126	1,069	94.9
KANSAS	98	92	93.9	245	214	87.3	450	415	92.2	239	216	90.4	1,032	937	90.8
KENTUCKY	149	130	87.2	314	292	93.0	230	210	91.3	212	200	94.3	905	832	91.9
LOUISIANA – PN	105	87	82.9	423	370	87.5	347	313	90.2	251	224	89.2	1,126	994	88.3
MAINE	51	39	76.5	51	16	31.4	77	20	26.0	62	31	50.0	241	106	44.0
MARYLAND	49	44	89.8	40	39	97.5	29	25	86.2	94	90	95.7	212	198	93.4
MASSACHUSETTS	109	93	85.3	79	71	89.9	49	42	85.7	685	634	92.6	922	840	91.1
MICHIGAN	345	312	90.4	373	344	92.2	309	282	91.3	431	413	95.8	1,458	1,351	92.7
MINNESOTA	158	142	89.9	481	442	91.9	609	562	92.3	549	488	88.9	1,797	1,634	90.9
MISSISSIPPI	41	34	82.9	189	165	87.3	31	24	77.4	392	362	92.3	653	585	89.6

FISCAL YEAR 2013 OPERATING STATEMENTS

Fiscal Year Ending Sept. 30, 2013

Sources of Revenue	\$	%
Examination fees	\$59,415,050	76
Investment earnings	\$11,021,793	14
Membership fees	\$192,000	< 1
Other program services	\$7,985,761	10
TOTAL	\$78,614,604	100

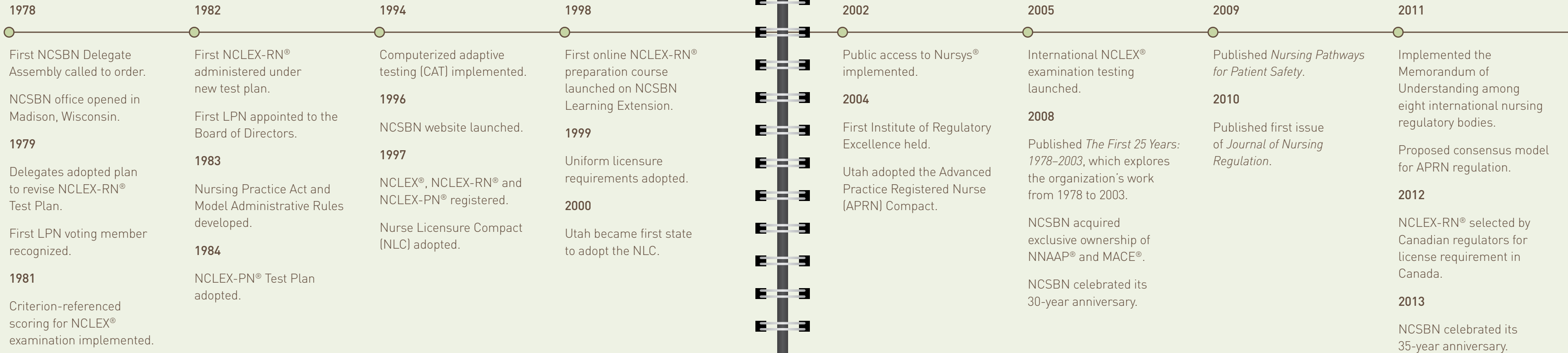
Program Services	\$	%
Nurse competency	\$43,193,372	64
Nurse practice and regulatory outcome	\$11,438,651	17
Information	\$8,819,895	13
Management and general	\$3,611,925	6
TOTAL	\$67,063,843	100

TOTAL INCREASE IN NET ASSETS **\$11,550,761**



NCSBN resourcefully endeavors to aid its member boards by providing direct assistance, technological resources, cutting-edge research and sustained excellence in the development and administration of nursing licensure examinations.

ESTABLISHING A MISSION-DRIVEN ORGANIZATION.



NCSBN BOARD OF DIRECTORS

The work of the NCSBN Board of Directors remains focused on the implementation and execution of the organization's strategic initiatives and objectives.

DURING FISCAL YEAR 2013

Myra A. Broadway, JD, MS, RN
President

Shirley A. Brekken, MS, RN
Vice President

Julia L. George, MSN, RN, FRE
Treasurer

Debra Scott, MSN, RN, FRE
Area I Director

Lanette Anderson, JD, MSN, RN
Area II Director

Pam Autrey, PhD, MBA, MSN, RN
Area III Director

Ann L. O'Sullivan, PhD, FAAN, CRNP
Area IV Director

Betsy Houchen, JD, MS, RN
Director-at-Large

Emmaline Woodson, DNP, MS, RN, FRE
Director-at-Large

Joe Baker, Jr.
Director-at-Large

Gloria Damgaard, MS, RN
Director-at-Large



NCSBN Board of Directors 2012–2013

Front row, left to right: Emmaline Woodson, Ann L. O'Sullivan, Debra Scott, Myra A. Broadway, Betsy Houchen, Pam Autrey, Joe Baker, Jr. Back row, left to right: Gloria Damgaard, Julia L. George, Shirley A. Brekken, Lanette Anderson

NCSBN STAFF MEMBERS

AS OF MARCH 2014

EXECUTIVE OFFICE

Kathy Apple, MS, RN, CAE, FAAN
Chief Executive Officer

Alicia Byrd, RN
Director, Member Relations

Kate Doyle
Manager, Executive Office

Joseph Dudzik
Director, Human Resources

Lindsey Erickson, MS
Manager, Special Projects,
Executive Office

Andrew Hicks
Associate, Member Relations

Jill Johnson, MA
Associate, Communications,
Marketing & Communications

Dawn M. Kappel, MA
Director, Marketing & Communications

Christine McNeela
Manager, Human Resources

Colleen Neubauer, CMP
Senior Meetings Manager,
Marketing & Communications

Kalona Rego
Graphic Design Associate,
Marketing & Communications

James Puente, MS
Director, Nurse Licensure
Compact (NLC), Executive Office

Greg Pulaski, MS, PMP
Director, Performance Measurement
and Standard Setting, Executive Office

Ashby Rosenberger
Administrative Assistant,
Executive Office

Ann Watkins
Assistant to Chief Executive Officer

EXAMINATIONS

Philip Dickison, PhD, RN
Chief Officer, Examinations

Jessica Dangles, MS
Coordinator, Examinations

Melissa Cunningham
Administration Coordinator,
Examinations

Melissa Franke
Administration Manager, Examinations

Jennifer Gallagher
Operations Manager, Examinations

Daniel Hydzik
Senior Operations Coordinator,
Examinations

Chelsea Kelley
Associate, Examinations

Doyoung Kim, PhD
Senior Psychometrician, Examinations

Michelle Lee
Operations Coordinator, Examinations

Xiao Luo, PhD
Psychometrician, Examinations

Michael Monardo, MS
Statistician, Examinations

Samantha Noworul
Operations Coordinator, Examinations

Hong Qian, PhD
Psychometrician, Examinations

Rachel Reichman, MA
Test Development Associate,
Examinations

Jolene Riordan
Test Development Associate,
Examinations

Continued on page 34



Logan West

Senior Operations Coordinator,
Examinations

Nicole Williams, MSN, RN-BC

Nursing Content Manager,
Examinations

Terrence Wright, MA

Test Development Manager,
Examinations

Ada Woo, PhD, MA

Associate Director, Measurement and
Testing, Examinations

FINANCE**Robert Clayborne, MBA, CPA**

Chief Financial Officer

Johana Arnold

Accounting Coordinator, Finance

Gloria Evans-Melton, CPA

Associate Director, Finance

Steve Kaiser

Assistant Controller, Finance

Mary Trucksa

Senior Accounting Coordinator, Finance

Mattie Williams

Senior Accounting Coordinator, Finance

INFORMATION RESOURCES**Nur Rajwany, MS**

Chief Information Officer

Jeyalakshmi Balachandran, MS

Quality Assurance Analyst,
ORBS, Information Technology

Doug Ballee, PMP

Business Analyst, ORBS,
Information Technology

Raj Bommanavar, MS

Senior Developer, ORBS,
Information Technology

Matthew Bunzol

Nursys® Product Support Associate,
Information Technology

Christine Cassa

Senior Nursys® Customer Service
Coordinator, Information Technology

Shilpa Challam

Quality Assurance Analyst,
Information Technology

Desiree Díaz

Nursys® Customer Service Coordinator,
Information Technology

Megan Dunham

Senior Producer & Designer,
Interactive Services

P. J. Donahue

IT Helpdesk Administrator,
Information Technology

Melinda Evans

Coordinator, Interactive Services

Ben Gonzalez

Associate Infrastructure Manager,
Information Technology

Dorothy Green

Nursys® Associate Operations Manager,
Information Technology

Jessica Hansen

Associate Director, Interactive Services

Debbie Hart, MBA

Coordinator, Information Technology

Albert Hincapie

Senior Developer,
Information Technology

James Dean Hope

Nursys® Senior Product Support
Associate, Information Technology

Mark Huffman

Project Manager,
Information Technology

Angela Johnston

Business Analyst,
Information Technology

Christophel Kuizon

Developer, Information Technology

Joshua Lingwai

Senior Lead Developer,
Information Technology

Candice Mack

Nursys® Customer Service Coordinator,
Information Technology

Michael Mogenis

Database Administrator,
ORBS, Information Technology

Michael Odulate

Senior Quality Assurance Analyst,
Information Technology

Andrea Platt

User Experience & Social Media
Associate, Interactive Services

Vera Remennik, MS

Business Analyst,
Information Technology

Susan Richmond, MSN, RN

Content Manager, Interactive Services

Sandra Rhodes

Project Manager,
Information Technology

Hillie Rodriguez

Customer Service Coordinator, ORBS,
Information Technology

Narender Saraswati, MBA

Program Manager, ORBS,
Information Technology

Suzanne Schnite, PMP

Associate Director,
Information Technology

Amanda Schreiner

Operations Associate,
Interactive Services

Zach Sears

Network Administrator,
Information Technology

Rajesh Sharma

Senior Developer,
Information Technology

Damon Short, MA

Senior Database Administrator,
Information Technology

Nicholas Smith

Senior Systems Engineer,
Information Technology

Tammy Spangler

Director, Interactive Services

Matthew Sterzinger

Manager, Application Development,
Information Technology

Brian Stoudemire, MBA

Business Analyst, ORBS,
Information Technology

Saule Trainys

Senior User Experience Developer,
Interactive Services

Diana Valenzuela Allen, MBA

Lead Business Analyst, ORBS,
Information Technology

Jordan Villarreal

Network Administrator,
Information Technology

Sanjeev Yarlagadda

Quality Assurance Analyst,
Information Technology

NURSING REGULATION**Maryann Alexander, PhD, RN, FAAN**

Chief Officer, Nursing Regulation

Lindsay Beaver, JD

Legislative Affairs Associate,
Nursing Regulation

Jill Budden, PhD, MA

Associate, Research

Maureen Cahill, MSN, APN, CNS, RN

Associate, Outreach Services

Lindsey Gross

Coordinator, Research

Qiana Hampton, MBA, MHRM

Coordinator, Regulatory Innovations

Jennifer Hayden, MSN, RN

Associate, Research

Laura Jarosz

Project Specialist,
Regulatory Innovations

Linda Olson, PhD, RN, NEA-BC

Institute of Regulatory Excellence
Associate, Nursing Regulation

Beth Radtke, MS

Associate, Nursing Regulation

Kathleen Russell, JD, MN, RN

Associate, Nursing Regulation

Josephine Silvestre, MSN, RN

Associate, Regulatory Innovations

Richard Smiley, MS, MA

Statistician, Research

Nancy Spector, PhD, RN, FAAN

Director, Regulatory Innovations

Esther White, MS

Coordinator, Outreach Services

Elizabeth Hua Zhong, PhD, MEd

Associate, Research

NCSBN COMMITTEES

AS OF MARCH 2014

ADVANCED PRACTICE COMMITTEE

Vicki Erickson, Colorado, Chair
Saundra Austin-Benn, New Jersey
Matthew Bishop, Hawaii
Kathryn Busby, Arizona
Valerie Fuller, Maine
Eileen C. Kugler, North Carolina
Constance Kalanek, North Dakota
Martha G. Lavender, Alabama
Kathleen Lavery, Michigan
Kathy Lopez-Bushnell, New Mexico
Ellen C. Watson, Vermont
Martha Worcester, Washington
Emmaline Woodson, Maryland,
Board Liaison

AWARDS COMMITTEE

Patti Clapp, Texas
Jay P. Douglas, Virginia
Margaret E. Kelly, Washington
Karen McCumpsey, Arkansas

BYLAWS COMMITTEE

Nathan Goldman, Kentucky, Chair
Rene Cronquist, Minnesota
Amy Stone Murai, Hawaii
Robert S. Rollins II, Alabama
Katherine Thomas, Texas
Lanette Anderson, West Virginia-PN,
Board Liaison

COMMITMENT TO ONGOING REGULATORY EXCELLENCE COMMITTEE

Joey Ridenour, Arizona, Chair
Vicki Lynn Allen, Idaho
Jim Cleghorn,
Georgia-PN and Georgia-RN
Jessie Colin, Florida
Tamara J. Cowen, Texas
Barbara Damchik-Dykes, Minnesota
Carllene MacMillan, Louisiana-RN
Paula Meyer, Washington
Christine Penney, British Columbia
Chris Sansom, Nevada
Sue Tedford, Arkansas
Ann L. O'Sullivan, Pennsylvania,
Board Liaison
Theodore Poister, Consultant

DISTANCE LEARNING EDUCATION COMMITTEE

Bobby Lowery, North Carolina, Chair
Crystal Higgins, Nebraska
Whitney Hunter, Idaho
Cathy A. Learn, Ohio
Nancy Murphy, South Carolina
Sabita Persaud, Maryland
Paula B. Saxby, Virginia
Michelle Winters, West Virginia-PN
Betsy Houchen, Ohio, Board Liaison

EXECUTIVE OFFICER SUCCESSION RESOURCE COMMITTEE

Libby Lund, Tennessee, Chair
Louise R. Bailey, California-RN
Mary Blubaugh, Kansas
Elizabeth Kiefner Crawford, Indiana
Deb Haagenson, Minnesota
Carina Herman, British Columbia-PN
Debra Scott, Nevada, Board Liaison

FINANCE COMMITTEE

Julia L. George, North Carolina,
Treasurer
Deborah Bell, Texas
Cynthia D. Burroughs, Arkansas
Dean Estes, Nevada
Rula Harb, Massachusetts
Lois E. Hoell, Washington
Daniel Hudgins, North Carolina
[Resigned in December 2012]
Cynthia York, Louisiana

NCLEX® EXAMINATION COMMITTEE

Janice I. Hooper, Texas, Chair
M. Lynn Ansardi, Louisiana-PN
Janine Baxter, Idaho
[Resigned in May 2013]
Tammy Claussen, Arkansas
Roseann Colosimo, Nevada
Catherine Dearman, Alabama
Patricia Kennedy, Maryland
Linda Francine Kirby, West Virginia-PN
Judith M. Pelletier, Massachusetts
Lesleigh Robinson, Ohio
Rhonda Taylor, Washington
Pamela Autrey, Alabama, Board Liaison

LEADERSHIP SUCCESSION COMMITTEE

Sue Petula, Pennsylvania, Chair
Lisa Emrich, Ohio
George Hebert, New Jersey,
Designated Member
Lorinda Inman, Iowa
[Resigned in March 2013]
Mark Majek, Texas
Suellen Masek, Washington
Brenda McDougal, North Carolina
Pamela Randolph, Arizona

MEMBER BOARD AGREEMENT REVIEW COMMITTEE

Lori Scheidt, Missouri, Chair
Tony Graham, Mississippi
James (Dusty) Johnston, Texas
Kennetha Julien, Colorado
[Resigned in January 2013]
Laura Skidmore Rhodes,
West Virginia-RN
Caron Robertson, Massachusetts
Shirley A. Brekken, Minnesota,
Board Liaison

INSTITUTE OF REGULATORY EXCELLENCE COMMITTEE

Susan Odom, Idaho, Chair
Linda D. Burhans, North Carolina
Lois Kazmier Halstead, Illinois
Bonita E. Jenkins, District of Columbia
Wendy Winslow, British Columbia-PN
Linda J. Young, South Dakota

NCLEX® ITEM REVIEW SUBCOMMITTEE

Janzie Allmacher, Virgin Islands
William L. Anderson, Kansas
Kristin K. Benton, Texas
Diane D. Blier, Rhode Island
Mariclaire E. England, Minnesota
Debra Funk, Missouri
Sara A. Griffith, North Carolina
Georgina R. Howard, New York
Janet Jacobs, Kansas
Jennifer Lewis, North Carolina
Nancy McCarthy, Louisiana-PN
Deborah Meyer, Minnesota
Cecilia Mukai, Hawaii
Gene Pingle, Washington
Rebecca Reese, Idaho
Brenda B. Rowe, Georgia-RN
Felicia Stokes, District of Columbia
Rhigel (Jay) Alforque Tan, Nevada
Julie Traynor, North Dakota
Jennifer Wheeler, Ohio

“The work of today is the history of tomorrow, and we are its makers.”

— Juliette Gordon Low

About this Illustration

Illuminating the Past: A Beacon for the Future, the theme of the 2013 Delegate Assembly and Annual Meeting, honors not only the 35-year history of the National Council of State Boards of Nursing (NCSBN), but also looks toward the vibrant and exciting future of the organization.

The illustration’s red, white and blue color palette and the folk art signage style is a reflection of Rhode Island’s history as one of the original 13 colonies. Taking inspiration from Rhode Island’s official nickname, the “Ocean State,” the lighthouse was chosen as the central image of this year’s illustration because of its long association as a symbol of strength, guidance and dedication.

Lighthouses were thought of as the archetypal “public good” because they were a service and benefit provided to all without need for remuneration. Generally erected at the highest point of land closest to the sea and its dangers, the lighthouse was a guide to protect sailors as they approached the shore. Its beacon led ships away from rocky and dangerous cliffs toward safer waters in the same way that boards of nursing (BONs) now serve as guiding forces in patient safety and public protection. The lighthouse represents NCSBN and its beam signifies NCSBN’s leadership.

Those that manned these towering signposts were known for their steadfastness, perseverance and dedication, much like BON members and staff whose diligence and determination make nursing regulation possible amidst challenges in turbulent times.

Lighthouses also symbolize hope as they stand impervious to both nature and time, a sentinel of calm in an ever evolving health care sea. They epitomize the way forward and offer navigation through rough waters. The stars are the high standards of regulatory excellence that NCSBN reaches for and light the way to guarding public safety and welfare.



“We are delighted to celebrate our 35 years of advancing regulatory nursing excellence and rededicate our organization to its ongoing mission of patient safety and public protection.”

Myra A. Broadway, JD, MS, RN

NCSBN President

Executive Director, Maine State Board of Nursing

NCSBN IS

CELEBRATING 35 YEARS OF MEMBER ACHIEVEMENTS.

If you walked by Exhibit Hall D at the Rhode Island Convention Center on Aug. 15, 2013, you'd know there was a party going on. Not only was there laughter and applause, but there was music. Live music that made you tap your feet, sing along and ultimately, moved you to the dance floor. And why not? There was much to celebrate! Award winners were honored for their commitment to nursing regulation; five nurse regulators were inducted as the Institute of Regulatory Excellence 2013 Class of Fellows; several executive officers were recognized for their years of service; and five boards of nursing celebrated their centennial in 2013.

What made this night even more special was the celebration of a major milestone in NCSBN's history: 2013 marked the organization's 35th anniversary. After 35 years of regulatory excellence, NCSBN decided it was time for some fun, so they rolled out the red carpet, brought in a live band and danced the night away. And what a celebration it was!



The R. Louise McManus Award

The R. Louise McManus Award is the most prestigious award presented by NCSBN. Individuals nominated for this award shall have made sustained and significant contributions through the highest commitment and dedication to the purposes of NCSBN.

Betsy Houchen, JD, MS, RN
Executive Director, Ohio Board of Nursing



The Exceptional Contribution Award

The Exceptional Contribution Award is granted for significant contribution by a member who is not a president or executive officer.

Susan L. Woods, PhD, RN, FAAN
Commission Member,
Washington State Nursing
Care Quality Assurance
Commission



The Distinguished Achievement Award

The Distinguished Achievement Award is granted to an individual or external organization whose contributions or accomplishments has impacted NCSBN's mission and goals.

Lorinda Inman, MSN, RN
Former Executive Director,
Iowa Board of Nursing



The Meritorious Service Award

The Meritorious Service Award is granted to a member for significant contributions to the purposes of NCSBN.

Constance Kalanek, PhD, RN, FRE
Executive Director, North
Dakota Board of Nursing



The Elaine Ellibee Award

The Elaine Ellibee Award (formerly the *Exceptional Leadership Award*) is granted to a member who has served as a president and who has made significant contributions to NCSBN.

Linda R. Rounds, PhD, FNP, RN, FAANP
Former Board President,
Texas Board of Nursing



The Regulatory Achievement Award

The Regulatory Achievement Award recognizes the member board or associate member that has made an identifiable, significant contribution to the purposes of NCSBN in promoting public policy related to the safe and effective practice of nursing in the interest of public welfare.

North Dakota Board of Nursing



Centennial Celebrations

NCSBN is proud to acknowledge the following member boards that celebrated their 100th anniversary in 2013. We honor the many contributions they have made to nursing regulation in service to public welfare and safety. Congratulations on this accomplishment.

Awards presented by Myra A. Broadway.



Arkansas State Board of Nursing



College of Registered Nurses of Manitoba



Florida Board of Nursing



Kansas State Board of Nursing



Montana Board of Nursing

Institute of Regulatory Excellence (IRE) Fellows

NCSBN inducted its sixth group of NCSBN IRE Fellows. The IRE Fellowship program is a four-year comprehensive educational and professional development program designed for current or former regulators who want to enhance their knowledge of and leadership in nursing regulation.

Doreen Begley, MS, RN
Former Board Member, Nevada State Board of Nursing

Jay Douglas, MSM, RN, CSAC
Executive Director, Virginia Board of Nursing

Jacinta MacKinnon, MN, RN
Consultant, Registration Inquiry and Discipline,
College of Registered Nurses of British Columbia

Kathleen Privette, MSN, RN, CNAA-BC
Manager, Drug Monitoring Program,
North Carolina Board of Nursing

Danielle Smith, MSN, RN
Director of Monitoring, Louisiana State Board of Nursing



Left to right: Jay Douglas, Jacinta MacKinnon, Kathleen Privette, Danielle Smith, Doreen Begley

Service Awards

Service awards are given to the executive officers of boards of nursing to honor their commitment to nursing regulation and public protection.



Julia L. George, MSN, RN, FRE
Executive Director, North Carolina Board of Nursing
Five years of service



Myra A. Broadway, JD, MS, RN
Executive Director, Maine State Board of Nursing
Fifteen years of service



Constance Kalanek, PhD, RN, FRE
Executive Director, North Dakota Board of Nursing
Fifteen years of service



Paula Meyer, MSN, RN
Executive Director, Washington State Nursing Care
Quality Assurance Commission
Fifteen years of service



Lorinda Inman, MSN, RN
Former Executive Director, Iowa Board of Nursing
Twenty-five years of service



Barbara Morvant, MN, RN
Executive Director, Louisiana State Board of Nursing
Twenty-five years of service

Celebrating 35 Years

Photos by Andrew Campbell Photography.

NCSBN ³⁵

1978-2013



Celebrating 35 Years

continued



NCSBN ³⁵ 1978-2013

Dawn M. Kappel, Senior Writer and Editor
Jill Johnson, Contributing Writer and Editor
Design by Malcolm Wolf

111 East Wacker Drive
Suite 2900
Chicago, Illinois 60601-4277
312.525.3600 Phone
312.279.1032 Fax
www.ncsbn.org



NCSBN

National Council of State Boards of Nursing