Welcome to the FY18 NCSBN Annual Report
# Table of Contents

*About NCSBN* 3

*2017–2018 Board of Directors* 5

*NCSBN Committees* 7

*NCSBN Staff* 9

*FY18 Operating Statements* 12
About NCSBN

Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was initially created to lessen the burdens of state governments and bring together nursing regulatory bodies (NRBs) to act and counsel together on matters of common interest. It has evolved into one of the leading voices of regulation across the world.

NCSBN's membership is comprised of the NRBs 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 three exam user members. There are also 26 associate members that are either NRBs or empowered regulatory authorities from other countries or territories.
The NCSBN Mission

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

The NCSBN Vision

Advance regulatory excellence worldwide.

The 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.
2017–2018 Board of Directors

Front row, left to right:
Gloria Damgaard, Katherine Thomas, Julia L. George

Back row, left to right:
Adrian Guerrero, Elizabeth J. Lund, Karen Scipio-Skinner, Lori Scheidt, Valerie Fuller, Cynthia LaBonde, Valerie Smith, Jim Cleghorn
2017–2018
Board of Directors

Katherine Thomas, MN, RN, FAAN
President
Executive Director, Texas Board of Nursing

Julia L. 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

Cynthia LaBonde, MN, RN
Area I Director
Executive Director, Wyoming State Board of Nursing

Adrian Guerrero, CPM
Area II Director
Director of Operations, Kansas State Board of Nursing

Jim Cleghorn, MA
Area III Director
Executive Director, Georgia Board of Nursing

Valerie Fuller, PhD, DNP, AGACNP-BC, FNP-BC, FAANP
Area IV Director
Board President, Maine 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

Elizabeth J. Lund, MSN, RN
Director-at-Large
Executive Director, Tennessee State Board of Nursing
## NCSBN Committees
### During Fiscal Year 2018

#### 40th Anniversary Committee
- **Julia L. George**, North Carolina
- **Elizabeth Lund**, Tennessee
- **Stacey Pfenning**, North Dakota

#### Awards Committee
- **Kristin K. Benton**, Texas
- **Robin A. Lewis**, West Virginia RN
- **Ann Mann**, Nova Scotia PN
- **Cynthia York**, Louisiana RN

#### Bylaws Committee
- **Vicki Lynn Allen**, Idaho, Chair
- **Mary Sue Gorski**, Washington
- **Jason Owen**, Pennsylvania
- **Joey Ridenour**, Arizona
- **Lori Scheidt**, Missouri, Board Liaison
- **Myra Broadway**, External Consultant

#### Commitment to Ongoing Regulatory Excellence (CORE) Committee
- **Vicki Lynn Allen**, Idaho, Chair
- **Mary Sue Gorski**, Washington
- **Sara A. Griffith**, North Carolina
- **Stacey Pfenning**, North Dakota
- **Sharyl Toscano**, Alaska
- **Ann Oertwich**, Nebraska
- **Julie Sabo**, Minnesota
- **Margaret A. Sheaffer**, Pennsylvania
- **Brett B. Thompson-May**, Mississippi

#### Institute of Regulatory Excellence (IRE) Committee
- **Mary A. Baroni**, Washington, Chair
- **Natalie Baker**, Alabama
- **Cynthia Bienemy**, Louisiana RN
- **Christine Penney**, British Columbia RN
- **Sue Petula**, Pennsylvania
- **Patricia A. Sharpnack**, Ohio
- **Susan S. VanBeuge**, Nevada
- **Pamela Zickafoose**, Delaware

#### Leadership Succession Committee (LSC)
- **Tony Graham**, North Carolina, Chair
- **Kaci Bohn**, Arkansas
- **Patricia Dufrene**, Louisiana RN
- **Kim Esquibel**, Maine
- **Melissa Hanson**, North Dakota
- **Tracy Rude**, Washington

#### Marijuana Regulatory Guidelines Committee
- **Rene Cronquist**, Minnesota, Chair
- **Cathy Borris-Hale**, District of Columbia
- **Holly Fischer**, Ohio
- **Diana Heywood**, Manitoba RN
- **James (Dusty) Johnston**, Texas
- **Sherri Sutton-Johnson**, Florida

#### NCLEX® Examination Committee (NEC)
- **Betsy Houchen**, Ohio, Chair
- **Shirley Brekke**, Minnesota
- **Lisa Renee Johnson**, Florida
- **Kimberly Miller**, Minnesota
- **Deborah Swartz**, Vermont
- **Rhigel “Jay” Tan**, Nevada
- **Crystal Tillman**, North Carolina
- **Anne Coghlan**, Ontario, Ex-Officio
- **Cynthia Johansen**, British Columbia RN, Ex-Officio

(continued on following page)
NCLEX® Item Review Subcommittee (NIRSC)
Janzie Allmacher, Virgin Islands
Tammy Vaughn, Arkansas
Tracey Blalock, Georgia
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
Georgina R. Howard, New York
Keva S. Jackson-McCoy, Maryland
Marilyn Krasowski, Minnesota
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
Pamela Trantham, North Carolina

NCLEX® Standards Development Committee
Nathan Goldman, Kentucky, Chair
Peggy Benson, Alabama
Amy Fitzhugh, North Carolina
Ruby Jason, Oregon
Linda Kmetz, Pennsylvania
Barbara McGill, Louisiana RN
Linda Young, South Dakota

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
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)

NCBSN Active Supervision Committee
Greg Harris, Arizona, Chair
Kim Arguello, Nevada
Tom Dilling, Ohio
Kim Glazier, Oklahoma
Alice Henley, Alabama
Amy Fein, Massachusetts
Stephen Feldman, North Carolina
Amigo Wade, Virginia
NCSBN Staff
As of Dec. 1, 2018

Executive Office
David Benton, RGN, PhD, FFNF, FRCN, FAAN
Chief Executive Officer
Maggie Bieniek
Senior Coordinator, Nurse Licensure Compact
Allex Hernandez, MA
Executive Assistant to the Chief Executive Officer
James Puente, MS, MJ, CAE
Director, Nurse Licensure Compact
Elliot Vice
Director, Government Affairs
Kaitlynn Ward, MIA
Coordinator, Government Affairs

Operations
Philip Dickison, PhD, RN
Chief Officer, Operations
Alyson Brenton, MSN, RN, CNL
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 I, Examinations
Jacklyn Currier
Operations Manager, 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, Business Administration & Office Services
Daniel Hydzik
Test Development Associate, Examinations
Dawn M. Kappel, MA
Director, Marketing & Communications
Jennifer Keating
Operations Coordinator I, Examinations
Chelsea Kelley
Senior Manager, Operations
Doyoung Kim, PhD
Senior Psychometrician, Examinations
Danielle Lee, PhD
Psychometrician I, Examinations
Andreea Mihuta
Project Coordinator, Examinations
Renee Mula
Manager, Member Relations
Colleen Neubauer, CMP
Senior Meetings Manager, Marketing & Communications
Ryan Novak
Operations Coordinator I, Examinations
Kalona Owens
Manager, Marketing & Communications
Celeste Peake
Operations Coordinator I, Examinations
Dalilah Perello
Operations Coordinator I, Examinations
Greg Pulaski, MS, PMP
Director, Performance Measurement & Standard Setting
Rachel Pupiromrat
Coordinator, Member Relations
Hong Qian, PhD
Lead Psychometrician, Operations & Maintenance, Examinations
Nich Radcliffe, MFA
Coordinator, Business Administration & Office Services
Ashby Rosenberger
Senior Manager, Business Administration & Office Services

(continued on following page)
Betty Sanders, MBA, PMP, CAE  
Test Development Manager, Examinations

Dean Santiago  
Facilities Coordinator, Business Administration & Office Services

Gretchen Schlesinger, PMP  
Project Manager, Examinations

Kristin Singer, MSN, RN  — RN Test Development Associate, Examinations

Amanda Wagner  
Office Services Coordinator, Business Administration & Office Services

Christine Walsh, PHR, SHRM-CP  
Senior Manager, Human Resources

Wei Xu, PhD  
Psychometrician I, Examinations

Matthew Bunzol  
Product Support Associate I, Operations

Heather Chamberlain  
E-Learning Course Development Manager, Interactive Services

Desiree Diaz  
Product Support Associate I, Customer Experience

P. J. Donahue  
Helpdesk Administrator I, Information Technology

Megan Dunham  
Senior Web & Production Manager, Interactive Services

Alma Friar  
Quality Assurance Analyst I, Information Technology

Ben Gonzalez  
Manager, Infrastructure, Information Technology

Fay Green  
Senior Product Support Associate, Customer Experience

Kenesha Green  
Product Support Coordinator I, Customer Experience

Jessica Hansen  
Associate Director, Customer Experience

Debbie Hart, MBA  
Associate, Information Technology

Albert Hincapie  
Senior Developer II, Information Technology

Frank Hinchey  
Developer I, Information Technology

Dean Hope  
Senior Product Support Associate, Operations

Shelly Howell  
Senior Associate, Interactive Services

Mark Huffman, MBA, PMP  
Manager, Business Analysts and Project Management, Information Technology

Richard Hughes  
System Engineer I, Information Technology

Angela Johnston  
Senior Business Analyst I, Information Technology

Jeff Kendall, MBA  
Director, Customer Experience & Operations

Christopher Kuizon  
Developer I, Information Technology

Ameena Lalani  
Senior Database Administrator, ORBS, Information Technology

(continued on following page)
Joshua Lingwai  
Senior Lead Developer, Information Technology

Lavanya Pathak  
Quality Assurance Analyst I, Information Technology

George Potacki  
Business Analyst II, ORBS, Information Technology

Angeli Primiani, MSJ  
E-Learning Associate, Interactive Services

Dave Raheel  
Business Analyst I, Information Technology

Sandra Rhodes  
Manager, Operations

Robert Russell  
System Administrator II, Information Technology

Chandra Sadhangiri  
Lead Developer, ORBS, Information Technology

Narender Saraswati, MBA  
Program Manager, ORBS, Information Technology

Zach Sears  
Senior System Administrator I, Information Technology

Sachin Sharma, MA  
Business Analyst II, ORBS, Information Technology

Damon Short, MM  
Senior Database Administrator, Information Technology

Nick Smith  
Senior System Engineer I, Information Technology

Stephenie Southard, MS  
Manager, Information Security Assurance, 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

Sanjeev Yarlagadda  
Senior Quality Assurance Analyst I, Information Technology

---

**Nursing Regulation**

Maryann Alexander, PhD, RN, FAAN  
Chief Officer, Nursing Regulation

Maureen Cahill, MSN, RN  
Associate Director, APRN, Nursing Regulation

Rebecca Fotsch, JD  
Director, State Advocacy & Legislative Affairs, Nursing Regulation

Lindsey Gross  
Senior Coordinator, Nursing Regulation

Laura Jarosz  
Associate, Nursing Regulation

Nicole Livanos, JD, MPP  
Senior Associate, State Advocacy & Legislative Affairs, Nursing Regulation

Greg Mannix  
Project Specialist, Regulatory Innovations

Brendan Martin, PhD  
Research Scientist II, Nursing Regulation

Qiana McIntosh, MBA, MHRM  
Senior Coordinator, Regulatory Innovations

Kyrani Reneau, MA  
Senior Coordinator, Nursing Regulation

Kathleen Russell, JD, MN, RN  
Associate Director, Nursing Regulation

Josephine Silvestre, MSN, RN  
Associate, Regulatory Innovations

Richard Smiley, MS, MA  
Senior Statistician, Research

Hannah Snyder, MA  
Senior Coordinator, Policy, Nursing Regulation

Nancy Spector, PhD, RN, FAAN  
Director, Regulatory Innovations

Elizabeth Hua Zhong, PhD, MEd  
Research Scientist I, Research
## FY18 Operating Statements

**Year Ended Sept. 30, 2018**

### Sources Of Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>$</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Examination fees</td>
<td>67,559,927</td>
<td>74</td>
</tr>
<tr>
<td>Investment earnings</td>
<td>12,683,798</td>
<td>14</td>
</tr>
<tr>
<td>Membership fees</td>
<td>45,025</td>
<td>&lt; 1</td>
</tr>
<tr>
<td>Other program services</td>
<td>11,075,368</td>
<td>12</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 91,364,118</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

### Program Services

<table>
<thead>
<tr>
<th>Service</th>
<th>$</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse competency</td>
<td>59,247,957</td>
<td>67</td>
</tr>
<tr>
<td>Nurse practice and regulatory outcome</td>
<td>13,762,905</td>
<td>16</td>
</tr>
<tr>
<td>Information</td>
<td>10,370,811</td>
<td>12</td>
</tr>
<tr>
<td>Management and general</td>
<td>5,185,901</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 88,567,574</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

### Net Surplus

<table>
<thead>
<tr>
<th>Net Surplus</th>
<th>$ 2,796,544</th>
</tr>
</thead>
</table>