

**MINUTES**  
**Annual Meeting of the NLC**  
**Commission**  
August 14, 2018  
Minneapolis, MN

**Commissioners Present:**

S. Tedford, Arkansas, Chair  
J. Ridenour, Arizona  
W. Colon for S. Delp, Colorado  
P. Zickafoose, Delaware  
J. Baker, Florida  
J. Cleghorn, Georgia  
S. Evans, Idaho  
K. Weinberg, Iowa, Member-at-Large  
C. Moreland, Kansas  
P. Hagan, Kentucky  
K. Lyon, Louisiana RN  
L. Ansardi, Louisiana LPN  
K. Esquibel, Maine  
K. Evans, Maryland  
P. Johnson, Mississippi  
L. Scheidt, Missouri  
M. Poortenga, Montana  
A. Oertwich, Nebraska  
B. Crumley Ayabar for D. Nies, New Hampshire

S. Poole, New Mexico  
J. George, North Carolina  
S. Pfenning, North Dakota, Member –at- Large  
K. Glazier, Oklahoma, Member-at-Large  
M. Carithers, South Carolina  
G. Damgaard, South Dakota  
L. Lund, Tennessee  
K. Thomas, Texas  
J. Busjahn, Utah  
J. Douglas, Virginia, Vice-Chair  
S. Painter, West Virginia RN  
M. Mayhew, West Virginia LPN  
S. Henes, for D. Williams, Wisconsin  
C. LaBonde, Wyoming

**Others:**

N. Goldman, Kentucky  
R. Masters, NLC Legal Counsel

**Staff Present:**

M. Alexander, Chief Officer, Nursing Regulation  
R. Fotsch, Associate Director, Legislative Affairs and State Advocacy  
D. Kappel, Director, Marketing Communications  
J. Puente, Director, NLC, NCSBN  
N. Rajwany, CIO, NCSBN  
Caitlyn Ward  
E. Vice, Director, Government Affairs

#	Agenda Item	Minutes
1.	a) Call to Order b) Roll Call c) Declare Quorum Present d) Introduce New Commissioners  e) Introduce NCSBN Staff and Welcome Guests  f) Order of the Day	a) S. Tedford called the meeting to order at 9:05 am b) M. Bieniek conducted the roll call. c) S. Tedford declared a quorum present. d) S. Tedford introduced and welcomed new commissioners: <ul style="list-style-type: none"> <li>▪ P. Zickafoose (DE)</li> <li>▪ P. Hagan, Interim EO (KY)</li> <li>▪ M. Poortenga (MT)</li> <li>▪ S. Poole (NM)</li> </ul> e) S. Tedford introduced designees: <ul style="list-style-type: none"> <li>▪ W. Colon (CO)</li> <li>▪ B. Crumley Ayabar (NH)</li> <li>▪ M. Carithers (SC)</li> <li>▪ S. Henes (WI)</li> </ul> D. Benton introduced NCSBN staff present.  f) Business will be conducted in the morning and the afternoon will involve a core ideology workshop with members in groups.
2.	a) Minutes of April 24, 2018 b) Minutes of May 1, 2018	J. Ridenour made a motion to approve the minutes of April 24 and May 1 and C. LaBonde seconded. The motion carried.
3.	Legislative Updates a) Advocacy Activities	R. Fotsch provided a legislative update. a) IL: growing a coalition and will file a bill in 2019. IN: Had 2018 legislation but was sent to an interim study committee. There is a large coalition. 2019 legislation is likely. MA: The bill progressed further than in any prior year. Staffing ratio ballot referendum is scheduled for Nov 2018 and if successful, there may be a need for more nurses. MN: The bill was not enacted. There was strong opposition from the nurse union. RI: The bill was not successful. There was union opposition and not enough support. There is a need to build a bigger coalition. NY: There was no movement on the bill. VT: The state received a grant to study the NLC. A report is due in March 2019. MI: The bill is pending. There is significant support. We are coordinating efforts with lobbyists. NJ: The bill is pending and there is significant support.

	<p>b) 2019 Forecast</p>	<p>There were some concerns related to APRNs.</p> <p>b) Anticipated 2019 legislation includes:</p> <ul style="list-style-type: none"> <li>• IN</li> <li>• NV</li> <li>• WA</li> <li>• IL</li> <li>• MA</li> <li>• RI</li> </ul>
<p>4.</p>	<p>Reports:</p> <p>a) Treasurer’s Report</p> <p>b) Rules Committee Report</p> <p style="padding-left: 40px;">I. Minutes of July 18-19, 2018 Rules Committee Meeting</p>	<p>a) J. Douglas provided the treasurer’s report for end of 3<sup>rd</sup> quarter, FY18. For the NCSBN-funded NLC budget, Douglas provided a summary of revenue and expenses and reported that the NLC is on budget with 76% of budget spent at end of 3 quarters. J. George made a motion to approve the budget report as presented and P. Zickafoose seconded. The motion carried.</p> <p>b) J. Ridenour and N. Goldman presented the Rules Committee report. The Rules Committee includes 5 attorneys and 5 EOs.</p> <p style="padding-left: 40px;">i. Ridenour summarized the Rules Committee minutes which includes recommendations to the Executive Committee (EC). J. Ridenour highlighted the following:</p> <ul style="list-style-type: none"> <li>○ (Page 2) Impact of social issue violations: Rules Committee recommends to EC that a licensee encumbered in home state with unresolved social violation shall not be issued multistate license if they change PSOR to another NLC state.</li> <li>○ (Page 2, #6) There are seven states that require a licensee to have an active license or reactivated license. Rules Committee recommends a review of article IV upon application for a multistate license presents options for the BON.</li> <li>○ (Page 3/4/5/6) This shows the beginning of five proposed rules currently being drafted. (Rules highlighted include: 408. Encumbrance, Rule 602. Agreed Disposition, Rule 409. Federal Criminal Records, Rule 407, Deactivation, Rule 601. Action Following Discipline)</li> <li>○ Rules Committee is also drafting legal FAQs.</li> </ul>

	<p>II. Vote on Proposed Rules</p> <p>c) Training &amp; Education Committee Report</p> <ul style="list-style-type: none"> <li>I. Fact Sheets</li> <li>II. New Video in 2019</li> <li>III. Media Training Feedback</li> </ul>	<ul style="list-style-type: none"> <li>o Rules Committee recommends canceling a public hearing if no one responds or provides comments.</li> <li>o Rules Committee requests that members provide feedback and recommendations to the Rules Committee as warranted.</li> </ul> <p>ACTION ITEMS:</p> <ul style="list-style-type: none"> <li>✓ Page 6: Action following Discipline. Does compact statute give state authority to do another background check under this rule or does this need additional legislation? Do you require a CBC to reinstate multistate?</li> <li>✓ Rule 602. Remove double negatives to help clarify.</li> </ul> <p>ii. These are the tier 2 Rules that were proposed. There were no substantive comments posted on the website and public hearing had no additional comments.</p> <p>Commission voted on amended rule: Section 200: Coordinated Licensure Information System and proposed rules Section 500: Administration, deals with Dispute Resolution, Compliance, Enforcement.</p> <ul style="list-style-type: none"> <li>o J. Cleghorn made a motion to adopt the amended and proposed Rules as written and C. LaBonde seconded. The motion carried.</li> <li>o J. Ridenour made a motion to make proposed Rules effective January 1, 2019 and L. Lund seconded. The motion carried.</li> </ul> <p>c) K Glazier provided the Training and Education Committee Report.</p> <ul style="list-style-type: none"> <li>i. Training and Education committee has completed various revisions to the fact sheets that were used in the previous compact to incorporate changes with eNLC. These have gone to Committee members and Executive Committee. Goal to begin using them by September. Fact sheets include information for: employers, new grads, moving scenarios, FAQs, military, CNOs.</li> <li>ii. Funds have been budgeted in FY19 for a new NLC video. We will seek input from Commissioners.</li> <li>iii. Media training has been completed by Commissioners since last meeting. Seventeen Commissioners were able to join. There will be another webinar offered if there is interest for those who were not able to participate. Seven Commissioners indicated that they would like to participate in the follow-up Media training session.</li> </ul> <p>ACTION ITEMS:</p> <p>NLC staff to send out a Doodle request to determine date when all will be able to attend.</p>
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	<p>d) Elections Committee Report; Nominations</p>	<p>d. J. Baker and C. LaBonde, co-chairs, provided the Election Committee report:</p> <ul style="list-style-type: none"> <li>○ Three positions on the Executive Committee for which nominations will be accepted: Vice Chair (currently held by Jay Douglas, VA), Treasurer (Vacant), Member at Large (currently held by Kathy Weinberg, IA). Both Jay and Kathy are eligible for reelection and nomination to any other position.</li> <li>○ Positions on Executive Committee commence on October 1, 2018 and are for two-year terms ending Sept. 30, 2020. Nominations will be accepted starting at Annual Meeting through August 31, 2018. Nominations after Annual Meeting are to be sent to the Elections Committee at <a href="mailto:nursecompact@ncsbn.org">nursecompact@ncsbn.org</a>.</li> <li>○ The slate will be announced on September 1, 2018</li> <li>○ Election results will be announced on October 1, 2018.</li> <li>○ Nominations include: <ul style="list-style-type: none"> <li><b>Vice Chair:</b> <ul style="list-style-type: none"> <li>✓ Karen Evans (MD) nominates Jay Douglas (VA)</li> </ul> </li> <li><b>Treasurer:</b> <ul style="list-style-type: none"> <li>✓ Pam Zickafoose (DE) nominates Anne Oertwich (NE)</li> <li>✓ Lynn Ansardi (LA) nominates Karen Lyon (LA)</li> </ul> </li> <li><b>Member at Large:</b> <ul style="list-style-type: none"> <li>✓ Kim Glazier (OK) nominates Kathy Weinberg (IA)</li> </ul> </li> </ul> </li> </ul>
<p>5.</p>	<p>Committee Appointments: Recruit One Member to the Operations Committee</p>	<p><b>Operations Committee:</b> Operations committee has lost a member and needs a replacement. This committee meets via teleconference. EC will make the appointment at the September meeting. Suggested nominations include:</p> <ul style="list-style-type: none"> <li>○ Lori Scheidt (MO) nominated Melissa McDonald (NC)</li> <li>○ Cynthia LaBonde (WY) nominates Lisa Hastings (WY)</li> </ul> <p><b>Compliance Committee:</b> Compliance committee lost Sam Delp, CO, who received a promotion and needs a replacement. Suggested nominations include:</p> <ul style="list-style-type: none"> <li>○ Stacey Pfenning (ND) nominates Melissa Hanson (ND)</li> <li>○ Kim Glazier (OK) nominates Jackie Ward (OK)</li> </ul>

6.	Future Strategic Planning Meeting	S. Tedford reported on the future strategic planning retreat for Commissioners. Staff will announce the dates soon.
7.	Commission Logo Selection	EC directed staff to coordinate the development of a new logo for the Commission with the NCSBN Marketing Department. EC reviewed potential logos selected four finalists which were presented at midyear meeting. The Commissioners ranked the three logos. The new logo selected resembles a seal and has red and white vertical stripes.
8.	Utilization of Alternative Program Participation Indicator in Nursys	K. Weinberg reviewed the statutory requirements related to alternative to discipline program participation. Members were provided with a step by step handout which shows how to enable the indicator. Nursys team has offered live webinars which demonstrated this feature. This will become one of the elements of future compliance audits.
9.	Chair's Report: Update on Position Statement on Licensure Model	S. Tedford provided an update. EC is revisiting what should mutual recognition look like while trying to meet the needs of all. Uniformity is the basis of the compact so it is important to align where operationally possible. Will solicit member input. The September EC meeting will focus on this topic, how to move forward. The goal is to have something too present to Commissioners in the next few months.
10.	a) Party State Practices for Educating Employers About the NLC  b) Managing Issues Related to Employers that Choose Not to Recognize the Multistate License/Privilege	a) J. Baker encountering employers not familiar with NLC and may not hire an individual due to their licensure from their home state. He requests input from other states regarding how they handle such employers.  b) S. Pfenning suggested repurposing the legal memo from the original NLC. Fact sheets regarding this will ready by end of month. J. Puente to offer monthly employer webinars. Staff is also educating employers when exhibiting at conferences.
11.	Approve FY19 Commission Teleconference Schedule	P. Zickafoose made a motion to approve the FY19 meeting schedule and M. Mayhew seconded. The motion carried.
12.	Recognition	S. Tedford, on behalf of the Commission presented Nathan Goldman with an award to recognize his years of service to the NLC upon the occasion of his retirement.
13.	Open Discussion	Members made several comments:

		<ul style="list-style-type: none"> <li>• Request that Commissioners review a list of implementation requirements.</li> <li>• Staff commented that an implementation checklist exists and can be distributed.</li> <li>• Does ATD indicator requirement apply to participation when it is disciplinary?</li> <li>• A suggestion was made that states avoid implementing the NLC during a renewal cycle.</li> <li>• P. Zickafoose asked about how to enforce the requirement to be licensed in the absence of a 90 day rule.</li> <li>• J. Douglas suggested commissioners having participatory exercise going through a compliance checklist.</li> <li>• Masters confirmed that old statute is repealed by operation of law. Members may need to speak with their code reviser. Members suggested that a legal memo be sent to Commissioners on this topic.</li> <li>• Add language to the to the ATD instruction sheet to check nursys.com before adding the indicator.</li> </ul>
14.	Breakout Exercises to Develop NLC Core Purpose and Core Values	<p>Members convened after lunch for a core ideology workshop led by facilitator Robert Nelson. The goal of the exercises was the development of a draft core purpose statement and draft core values. The draft statement and values will be further refined at a later date.</p> <p><u>Draft core values:</u></p> <ul style="list-style-type: none"> <li>• Transparent</li> <li>• Integrity</li> <li>• Accountability</li> <li>• Collaborative</li> <li>• Altruistic</li> </ul> <p><u>Draft core purpose statements:</u> (The bolded statements had the most votes).</p> <ul style="list-style-type: none"> <li>• To facilitate nursing mobility while keeping the public safe</li> <li>• To ensure nursing license portability in the interest of public protection</li> <li>• <b>To promote access to safe healthcare through mobilization of high-quality nurses</b></li> <li>• To provide a mechanism that ensures access to safe health care through the mobilization of high-quality nurses.</li> <li>• To ensure access to safe healthcare through the mobilization of high-quality nurses.</li> <li>• To mobilize high quality nurses to ensure [broad] access to safe healthcare.</li> <li>• To enhance the portability of high-quality nursing in the interest of protecting the public.</li> </ul>

		<ul style="list-style-type: none"> <li>• <b>To enhance the mobility of high-quality nursing in the interest of protecting the public.</b></li> <li>• <b>To improve public health by enhancing the mobility of high-quality nursing.</b></li> <li>• Enhancing the portability and mobility of a nursing license and promoting public protection. (By laws)</li> <li>• <b>The nurse licensure compact advances public protection and access to care through mutual recognition of one state-based license that is enforced locally and recognized nationally</b></li> </ul>
	ADJOURN	The meeting adjourned at 3:00pm.