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.

Vision

Advance regulatory excellence worldwide.
## Values

<table>
<thead>
<tr>
<th>COLLABORATION</th>
<th>EXCELLENCE</th>
<th>INNOVATION</th>
<th>INTEGRITY</th>
<th>TRANSPARENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forging solutions through respect, diversity and the collective strength of all stakeholders.</td>
<td>Striving to be and do the best.</td>
<td>Embracing change as an opportunity to better all organizational endeavors and turning new ideas into action.</td>
<td>Doing the right thing for the right reason through honest, informed, open and ethical dialogue.</td>
<td>Demonstrating and expecting openness, clear communication, and accountability of processes and outcomes.</td>
</tr>
</tbody>
</table>
Once an organization loses its spirit of pioneering and rests on its early work, its progress stops.

—Thomas J. Watson, Sr.
ABOUT THIS ILLUSTRATION

This illustration blends the message of the 2010 Annual Meeting’s theme, “Pioneering the Path to Public Protection,” with the natural beauty and history of Portland, Ore., the 2010 NCSBN Annual Meeting host city.

The graphic was designed to honor Portland’s past, reflect its vibrant present and bring to light its brilliant future. Each element was selected to not only bring meaning to the theme, but also acquaint new visitors with Portland’s heritage and culture. The woodcut look of the illustration pays homage to the folk art tradition of Pacific Northwest artisans. Green was chosen as the dominant color to symbolize nature, growth and potential. This color also honors Portland’s reputation as the “greenest” city in the U.S.

Serving as the centerpiece and heart of the illustration is the human element, which embodies the seeker who looks to the future, while remaining mindful of the past.

Because Portland is the City of Roses, the rose is featured prominently in the design. The rose icon can be found everywhere in the metro area, such as in signage, metalwork, and names of stores, businesses and locally-produced products.

The compass serves as a directional guide; a tool for the seeker to utilize in pioneering a path forward. Featured in the design are the Willamette and Columbia Rivers that run dramatically through the city and reinforce the concept of forging a trail despite all obstacles.

Mountains and pine trees are landscape elements native to the area and represent the challenges faced on the journey. The sun is an enlightening, positive symbol emblematic of the goal of safeguarding the public.
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MESSAGE FROM THE CEO AND PRESIDENT

Even as financial shortfalls continue to challenge boards of nursing in the U.S., the crucial work of protecting the public by assuring that only safe and competent nurses are allowed to practice goes on. 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.

In the past year, the publication of the inaugural issue of the Journal of Nursing Regulation (JNR) launched the first scholarly journal of its kind examining regulation from a nursing perspective. Published quarterly, JNR offers peer-reviewed articles written by leaders in nursing regulation about original nursing regulatory research; features on regulatory issues, policies and law; critical reviews; evidence-based best practices; innovative strategies; public safety; case reports; book reviews; and continuing education. Additionally, information about the NCLEX® examinations; Joint Commission updates; and federal legislation and regulations that affect nursing and other health care professions is covered on a regular basis.

On the world stage, NCSBN continued to be an active participant in many innovative global exchanges. Its work with national and international regulatory organizations, as well as its collaborations with other organizations, contribute to the body of regulatory knowledge and support NCSBN's vision to advance regulatory excellence worldwide. This unique relationship with regulators from all over the globe provides the opportunity to learn from, share with and assist our regulatory colleagues.

NCSBN supports both the single-state and multistate nursing licensure models. The Nurse Licensure Compact (NLC) allows registered nurses (RN) and licensed practical/vocational nurses (LPN/VN) to have one multistate license in a primary state of residency (the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline. Throughout the year the NCSBN Board of Directors worked closely with the Nurse Licensure Compact Administrators Executive Committee to further identify and strengthen the interface between the organizations.

During the past several years, NCSBN's extensive work on Nursys® has allowed the organization to move even closer to establishing for the first time, a truly unduplicated nurse licensure and discipline database. Nursys.org serves member boards by offering an invaluable forum where they can effectively and efficiently verify an applicant's licensure details; enter and review disciplinary actions; identify NLC licenses; enhance communication between member boards; and retrieve discipline and various other reports. Nursys.com allows nurses to use Nurse License Verification for online verification of their license when requesting to practice in another jurisdiction. After the completion of the online process and payment of the required fee, electronic verification is immediately available to the jurisdiction(s) where the nurse applied. Employers and the general public can obtain online license lookup reports through Licensure QuickConfirm and the Nursys® Emergency Responder Service gives approved emergency response organizations the ability to verify numerous nurse licenses at one time, free of charge, through Nursys during a declared “All Hazards Event.”

Always mindful of the ever-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.
OUR PURPOSE, OUR PROGRESS

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 seven associate members.

Founded in 1978 as an independent, 501(c)(3) not-for-profit organization, NCSBN can trace its roots to the American Nurses Association (ANA) Council on State Boards of Nursing. The impetus for its 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 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. NCSBN also maintains the Nursys® database that coordinates national, publicly available nurse licensure information.

Additionally, NCSBN develops the Medication Aide Certification Examination (MACE®), designed for nurse aides/nursing assistants 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 contributes to the 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 examination.

The NCLEX® examinations remain the instruments by which most people know NCSBN. As part of a continual effort to remain on the cutting edge of examination technology, NCSBN became the first organization in 1994 to implement computerized adaptive testing (CAT) for nationwide licensure examinations.

NCSBN also develops and administers two examinations for unlicensed assistive personnel. The National Nurse Aide Assessment Program (NNAAP®) is the largest competency evaluation for nurse aides/nursing assistants. The Medication Aide Certification Examination (MACE®) ensures that medication aides/assistants have the basic knowledge and skills needed to perform their duties administering medication to patients in various health care settings.
The leader has to be practical and a realist, yet must talk the language of the visionary and the idealist.

— Eric Hoffer
Management is doing things right; leadership is doing the right things.

—Peter F. Drucker
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 reflection 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.

From April 1, 1994 through Sept. 30, 2010, more than 3.4 million candidates for nurse licensure have taken NCLEX examinations via CAT. From Jan. 1, 2006 through Sept. 30, 2010, 87,876 nurse licensure candidates have taken the NCLEX in international test centers. For the fiscal year ending Sept. 30, 2010, 281,637 candidates took the NCLEX-RN and NCLEX-PN Examinations.

**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, in addition to conducting 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.

**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 36 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 the necessary licensure and discipline documentation in one convenient location.
FISCAL YEAR 2010 — A YEAR IN REVIEW

Pioneering the Path to Public Protection was chosen as the theme for fiscal year 2010 (FY10) and reflects the long-standing dedication of the NCSBN Board of Directors (BOD), NCSBN member boards and NCSBN staff to ensure the highest standards of public safety and welfare. FY10 was marked by building on past accomplishments, launching innovative endeavors and seeking new successes.

To reflect its ongoing commitment to the safety and welfare of the public and its service to its member boards, the NCSBN Delegate Assembly approved a new mission statement, vision statement and values that more clearly define NCSBN as an organization.

In FY10 NCSBN continued its high-level collaborations with other nursing and health care organizations, as well as local, state, federal and international government agencies. Mindful of the many environmental factors that influence the success of the organization and its members, NCSBN identified new issues and challenges it will face in the future. NCSBN investigated new ways to support its member boards during the current economic downturn. It sought out new approaches that positively impact patient safety through products, services and public education, and recognized the need to continue to work with consumer groups as an essential collaboration in promoting public safety, as well as informing the public about the work of nursing regulators. NCSBN set objectives to maintain its ongoing partnership with the global nursing regulatory community and continues to support leadership development to sustain and grow the future of the organization. NCSBN also explored new technologies to uphold its status as a leader in the testing industry.

NCSBN issued a policy statement endorsing continued learning at all levels of nursing and supported the May 2010 Tri-Council Consensus Policy Statement on the Advancement of Nursing Education. NCSBN believes that fostering the advancement of education of nurses is congruent with its own mission to promote regulatory excellence for public protection. The policy statement is also in accordance with major NCSBN initiatives, including continued competence and patient safety. With the complexity in health care today, the need for systems thinking and the advancement of technology, NCSBN agrees that more nurses are needed in advanced roles; furthermore it is crucial to support the development of new nurse leaders and faculty through the advancement of nursing education, particularly in light of the severe faculty shortage. Similarly, more advanced practice registered nurses (APRNs) are needed to meet the primary care needs of the population.

The Center for Regulatory Excellence (CRE) Grant Program awarded grants totaling more than $1 million to four U.S. organizations. Since the grant program began in 2007, it has awarded more than $6 million in grants. 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 (licensed practical/vocational nurses [LPN/VNs], registered nurses [RNs] and APRNs); nursing education; continued competence; discipline and alternatives to discipline; and national and international portability.

continued on page 11
There is no more powerful engine driving an organization toward excellence and long-range success than an attractive, worthwhile, achievable vision for the future, widely shared.

— Burt Nanus, *Visionary Leadership*
Without continual growth and progress, such words as improvement, achievement, and success have no meaning.

—Benjamin Franklin
This year also saw the publication of the inaugural issue of *Journal of Nursing Regulation* (JNR), the first scholarly journal of its kind examining regulation from a nursing perspective. As the official journal of NCSBN, JNR is dedicated to advancing regulatory excellence and providing a worldwide forum for sharing research, evidence-based practice, and innovative strategies and solutions related to nursing regulation and practice, with the ultimate goal of safeguarding the public.

NCSBN inducted its fourth group of Fellows of the NCSBN Institute of Regulatory Excellence (IRE) in 2010. The IRE began in 2004 with the purpose of providing boards of nursing 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 public policy and regulation, strategic planning, patient safety and communication. It also requires the application of evidence-based concepts in decision making and leadership.

The Bermuda Nursing Council, the College of Licensed Practical Nurses of Alberta and the College of Licensed Practical Nurses of British Columbia joined NCSBN as associate members, bringing the total number of members in this category to seven. Created by a Delegate Assembly resolution in 2007, the associate membership category is designed to provide a forum through 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.

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 2007 when NCSBN established the previous standard.

The passing standard for the National Nurse Aide Assessment Program (NNAAP®) Written and Oral Examination was also raised. The passing standard was increased in response to changes in U.S. health care delivery that have resulted in a wider range of knowledge required by certified entry-level nurse aides/nursing assistants to perform their authorized duties than in 2006, when the passing standard was last evaluated.

The BOD approved an overall passing standard of 55, with no individual section of the test at a scoring level below 50, for the Pearson Test of English Academic (PTE Academic). This decision is consistent with the previous passing standards recommended for other English language tests and the level of English proficiency needed to perform entry-level nursing safely and effectively. This recommendation also

In 2010, eight research briefs were published, including:

- 2008 Nurse Licensee Volume and NCLEX® Examination Statistics;
- Report of Findings from the 2009 LPN/VN Nursing Knowledge Survey;
- 2009 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice;
- Report of Findings from the 2009 TUNING Analysis: A Comparison of U.S. and International Nursing Educational Competencies;
- Report of Findings from the 2009 Job Analysis of Nurse Aides;
- Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and Ontario, Canada;
- Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and British Columbia, Canada; and
- Report of Findings from the 2010 Knowledge Survey of Nurse Aides Employed in Nursing Homes/Long-term Care, Hospitals/Acute Care Community/Home Health Care Settings.

In total, NCSBN has published 50 research briefs.
supports the NCSBN policy position on international nurse immigration, which states that “domestic and international nurses need to be proficient in written and spoken English skills.”

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

NCSBN e-learning initiatives for the benefit of its members and external audiences are split between two product lines: NCSBN Learning Extension and NCSBN Interactive. NCSBN Learning Extension, through its campus located at www.learningext.com, delivered 32,000 online courses during FY10. The course catalog covers a range of subjects from continuing education courses for nurses, preparatory courses for licensure exam candidates, and item writing and test development courses for nursing faculty. The e-learning catalog for membership includes more than 300 offerings in a variety of formats: online courses, streaming videos, wikis, recorded webinars and live webcasts. Learning Extension currently offers 36 online courses covering a wide range of topics for nurses and nurse regulators. Since its inception in 1998, the Learning Extension has reached more than 197,000 nurses in 120 countries.

Taking advantage of the many opportunities that social media outlets provide for the dissemination of information, NCSBN Examinations now has a presence on the social networking sites Facebook and Twitter to enable individuals who are interested in learning more about the NCLEX®, NNAAP and Medication Aide Certification Examination (MACE®), to receive the most up-to-date information quickly and easily. Facebook updates and Twitter tweets focus on sharing critical information about these examinations with the public and serve as an informational hub of NCSBN Examinations.

Nursys® is NCSBN’s national nurse licensure database to which the majority of state boards of nursing submit licensure information. In FY10 NCSBN introduced the Nursys® Emergency Responder Service. During a declared “All Hazards Event,” this service gives approved emergency response organizations the ability to verify numerous nurse licenses at one time, free of charge, through Nursys. This will help protect the public, as emergency response organizations can quickly and efficiently confirm the licensure status of those nurses offering assistance.

NCSBN met in Portland, Ore., Aug. 11–13, 2010, to consider pertinent association business with its member boards of nursing. All 60 member boards were represented by delegates.

Newly elected NCSBN President Myra A. Broadway, JD, MS, RN, executive director, Maine State Board of Nursing, commented, “One of the most important outcomes of this meeting was the delegates’ adoption of a new mission statement for the organization. Delegates embraced the need for an updated and more inclusive mission that focused on regulatory excellence for public protection.” She continued, “In addition, I know that the opportunity to network and debate important issues during this meeting will positively influence the work members perform in their jurisdictions in the coming year.”
Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience and the passion to reach for the stars to change the world.

— Harriet Tubman
NCSBN used the FY08–10 Strategic Plan as its guide to achieve long-term goals and objectives. Over the course of the past three years NCSBN advanced patient safety for the health and welfare of the public; provided resources, communication, education and technology to guarantee member board success; advanced evidence-based nursing regulation and regulatory solutions for public protection; provided comprehensive data management for member boards and external stakeholders; became the premier organization to define and measure entry and continued competence; and advanced the development of regulatory excellence worldwide.

### OPERATING STATEMENTS

#### FISCAL YEAR 2010 OPERATING STATEMENTS

**YEAR ENDED SEPT. 30, 2010**

<table>
<thead>
<tr>
<th>SOURCES OF REVENUE</th>
<th>$</th>
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<tr>
<td>Examination fees</td>
<td>$59,431,200</td>
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<td>Investment earnings</td>
<td>$7,996,943</td>
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<td>Membership fees</td>
<td>$186,000</td>
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<tr>
<td>Other program services</td>
<td>$6,055,024</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$73,669,167</strong></td>
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<table>
<thead>
<tr>
<th>PROGRAM SERVICES</th>
<th>$</th>
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<tr>
<td>Nurse competency</td>
<td>$41,264,703</td>
<td>70%</td>
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<td>Nurse practice and regulatory outcome</td>
<td>$6,552,005</td>
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<td>Information</td>
<td>$8,186,682</td>
<td>14%</td>
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<tr>
<td>Management and general</td>
<td>$2,959,055</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$58,962,445</strong></td>
<td><strong>100%</strong></td>
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| TOTAL INCREASE IN NET ASSETS     | $14,706,722 |     |
In periods where there is no leadership, society stands still. Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better.

— President Harry S. Truman
### NCLEX® PASS RATES

#### NCLEX® PASS RATES – RN

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<tr>
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<tbody>
<tr>
<td>First-time, U.S. Educated</td>
<td># Testing</td>
<td># Passing</td>
<td>% Passing</td>
<td># Testing</td>
<td># Passing</td>
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<tr>
<td>RN – Diploma</td>
<td>1,641</td>
<td>1,460</td>
<td>90.0</td>
<td>1,538</td>
<td>1,356</td>
</tr>
<tr>
<td>RN – ADN</td>
<td>23,360</td>
<td>20,832</td>
<td>89.2</td>
<td>30,327</td>
<td>25,409</td>
</tr>
<tr>
<td>RN – BSN</td>
<td>16,048</td>
<td>14,746</td>
<td>91.9</td>
<td>21,547</td>
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<td>Special Program Codes</td>
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<td>20</td>
<td>69.0</td>
<td>20</td>
<td>15</td>
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<tr>
<td>Total – First-time, U.S. Educated</td>
<td>49,081</td>
<td>41,980</td>
<td>85.5</td>
<td>68,602</td>
<td>51,755</td>
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<tr>
<td>Repeat, Internationally Educated</td>
<td>345</td>
<td>272</td>
<td>78.6</td>
<td>207</td>
<td>153</td>
</tr>
<tr>
<td>Repeat, Internationally Educated</td>
<td>250</td>
<td>131</td>
<td>52.0</td>
<td>223</td>
<td>103</td>
</tr>
<tr>
<td>ALL CANDIDATES</td>
<td>28,775</td>
<td>23,357</td>
<td>81.3</td>
<td>49,595</td>
<td>37,754</td>
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#### NCLEX® PASS RATES – PN

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<td>21.7</td>
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<td>ALL CANDIDATES</td>
<td>18,438</td>
<td>13,747</td>
<td>74.6</td>
<td>18,787</td>
<td>14,507</td>
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### NCLEX® PASS RATES

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<td>% Passing</td>
<td># Testing</td>
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### FISCAL YEAR 2010 FIRST-TIME, INTERNATIONALLY EDUCATED CANDIDATES

#### TOP FIVE COUNTRIES (WITH RESPECT TO VOLUME)

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<td>5th</td>
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<td>104</td>
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</table>

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

*This number reflects an additional 73 candidates during the second quarter where Nigeria was 6th in the ranking.

From Jan. 1, 2006 through Sept. 30, 2010, **87,876 nurse licensure candidates** have taken the **NCLEX examination in international test centers**.

Since April 1, 1994 through Sept. 30, 2010, more than **3.4 million candidates** for nurse licensure have taken **NCLEX examinations via computerized adaptive testing**.

For the fiscal year ending Sept. 30, 2010, **281,637 candidates** took the **NCLEX-RN and NCLEX-PN Examinations**.
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</table>
The task of the leader is to get his people from where they are to where they have not been.

—Henry Kissinger
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Photo: Andrew Campbell.
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Project Specialist, Marketing & Communications

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Developer, Information Technology

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Director, Marketing & Communications

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Examinations

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Jacqueline Waggoner, New Mexico
Linda Young, South Dakota

Nursys® Committee
Adrian Guerrero, Kansas, Chair
Stacie Berumen, California–RN
Michelle Cartee, Missouri
DeWayne Hatcher, Oregon
Sandra Johanson, Kentucky
Sue Tedford, Arkansas
Terry West, Washington
Julio Santiago, Illinois,
Board Liaison

TERCAP® Committee
Lisa Emrich, Ohio, Chair
Charlotte F. Beason, Kentucky
Janet Edmonds, Idaho
Marney Halligan, Minnesota
Sue Petula, Pennsylvania
Ann Ricks, Mississippi
Mary Beth Thomas, Texas
Rodney Hicks, External Member
Julia George, North Carolina,
Board Liaison

Transition to Practice Committee
Marcy Echternacht, Nebraska, Chair
Lanette Anderson, West Virginia–PN
Mary L. Botter, Vermont
Carol Komara, Kentucky
Joyce W. Roth, North Carolina
Carol Silveira, Massachusetts
Carol Reineck, External Member
Jean Barry, Guest Member
Pamela McCue, Rhode Island,
Board Liaison

Uniform Licensure Requirements
and Portability Committee
Brenda McDougal, North Carolina,
Chair
Karla Bitz, North Dakota
Mary Blubaugh, Kansas
Sue Derouen, Kentucky
Jennifer L. Filippone, Connecticut
Heidi Goodman, California–RN
Anthony Jusevitch, Florida
Judith Nagel, Idaho
Barbara Newman, Maryland
Ophelia A. Powell-Torres,
Virgin Islands
Laura Skidmore Rhodes,
West Virginia–RN, Board Liaison

NCSBN Interactive Offering
Development
These individuals participated in
the development of NCSBN online
educational and video offerings
during FY10.
Lanette Anderson, West Virginia–PN
Karla Bitz, North Dakota
Myra Broadway, Maine
J. L. Skylar Cadell, Texas
Dennis Corrigan, Ohio
Rene Cronquist, Minnesota
Sandra Evans, Idaho
Randall Hudspeth, Idaho
Sandra Johanson, Kentucky
Trent Kelly, Washington
C. Lynn Lewis, South Carolina
Margaret Sheaffer, Pennsylvania
Ann L. O’Sullivan, Pennsylvania
Linda Taft, Michigan
Katherine Thomas, Texas
Mary A. Trentham, Arkansas
Pamela Twombly, Virginia
MEMBER ACHIEVEMENTS

On Aug. 12, 2010, NCSBN Awards Ceremony attendees gathered inside a ballroom at the Hilton Portland & Executive Tower in Portland, Ore. to reconnect with old friends, congratulate the evening’s honorees and sample the finest cuisine Portland had to offer.

The ballroom was swathed in bold shades of oranges, reds and yellows. Each table was decorated with tall vases overflowing with colorful roses, honoring Portland as the City of Roses. Beside each place setting was a favor for attendees to remember the night by: a jar of marionberry preserves, a blackberry hybrid native to Oregon.

After a dinner of Northwest specialties, including crisp produce, fresh seafood and locally grown hazelnuts, NCSBN Board of Directors Vice President Myra Broadway presided over the night’s festivities, recognizing NCSBN’s dedicated and exceptional membership and guests. Broadway honored the award winners for their service and commitment to nursing regulation. She also congratulated the Institute of Regulatory Excellence (IRE) 2010 Class of Fellows, recognized two boards of nursing that celebrated 100 years of excellence in nursing regulation in 2010 and honored several executive officers for their years of service to NCSBN.

NCSBN inducted its fourth group of Fellows of the NCSBN IRE. 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 2010 Class of Fellows includes: Susan K. Odom, PhD, RN, chair, Idaho Board of Nursing, and William E. Spooner, regulatory supervisor consultant, Florida Board of Nursing.

Left (left to right): William E. Spooner, Connie Kalanek and Susan K. Odom.

Opposite page: The Awards Ceremony attendees gathered inside a ballroom at the Hilton Portland & Executive Tower in Portland, Ore.

Photo: David A. Barss.
Never miss an opportunity to say a word of congratulation upon anyone’s achievement.

— President Lyndon B. Johnson
MEMBER ACHIEVEMENTS CONTINUED

2010 AWARD RECIPIENTS

Meritorious Service Award:
Ann L. O’Sullivan, PhD, MSN, CRNP, CPNP, FAAN, board president, Pennsylvania State Board of Nursing, received the Meritorious Service Award, which is presented to a board or staff member of a member board for positive impact and significant contributions to the purposes of NCSBN.

Exceptional Leadership Award:
Catherine Giessel, MS, RN, ANP, FAANP, recent past board chair, Alaska Board of Nursing, received the Exceptional Leadership Award, which is bestowed upon an individual who has served as president of a member board and has made significant contributions to NCSBN in that role.

Exceptional Contribution Award:
Sue Tedford, MNSc, RN, CNS, APN, board staff, Arkansas State Board of Nursing, and Valerie Smith, MS, RN, FRE, board staff, Arizona State Board of Nursing, each received the Exceptional Contribution Award, which is given for significant contribution by a board of nursing staff member who does not serve as an executive officer or a board member who is not the current board president.

Regulatory Achievement Award:
The Texas Board of Nursing was awarded the Regulatory Achievement Award that recognizes the member board that has made an identifiable, significant contribution to the purpose of NCSBN in promoting public policy related to the safe and effective practice of nursing in the interest of public welfare.

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Photos at left (per key):

b. Valerie Smith and Sue Tedford.
c. Catherine Giessel.
d. Texas Board of Nursing.
MEMBER ACHIEVEMENTS
CONTINUED

In addition, service awards were given to the following executive officers of boards of nursing:

**FIVE YEARS**
Toaga Seumalo, MS, RN, executive secretary,
American Samoa Health Services
Charlotte Beason, EdD, RN, NEA, executive director,
Kentucky Board of Nursing
Rula Harb, MS, RN, executive director,
Massachusetts Board of Registration in Nursing
Betsy Houchen, JD, MS, RN, executive director,
Ohio Board of Nursing

**10 YEARS**
Barbara Zittel, PhD, RN, executive secretary,
New York State Board of Nursing (not present)
Claire Doody Glaviano, MN, RN, executive director,
Louisiana State Board of Practical Nurse Examiners (not present)

**15 YEARS**
Joey Ridenour, MN, RN, FAAN, executive director,
Arizona State Board of Nursing
Laura Skidmore Rhodes, MSN, RN, executive director,
West Virginia Board of Examiners for Registered Professional Nurses (not present)
Katherine Thomas, MN, RN, executive director,
Texas Board of Nursing

**25 YEARS**
Elizabeth Lund, MSN, RN, executive director,
Tennessee State Board of Nursing

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Photos at left (per key):

a. Myra Broadway and Rula Harb.
b. Myra Broadway and Katherine Thomas.
c. Myra Broadway and Joey Ridenour.
MEMBER ACHIEVEMENTS CONTINUED

The following boards of nursing celebrated 100 years of nursing regulation in 2010: 
South Carolina State Board of Nursing; and Massachusetts Board of Registration in Nursing.

Photos at right (per key):

a. Massachusetts Board of Registration in Nursing and Myra Broadway.
b. Myra Broadway and South Carolina State Board of Nursing.
ABOUT THIS ILLUSTRATION

The cover illustration was commissioned to depict the journey that an individual may take in discovering her/his leadership potential.

The boat symbolizes the launch of this voyage; the wheel is emblematic of an individual’s capability to chart her/his course and control her/his destiny.

The symbols and icons in the sky represent the many qualities and skills of great leadership and serve as guiding stars.

- **Pillar**: principles, honesty, integrity, ideals
- **Cube**: problem solving, ability to deal with ambiguity and complexity
- **Lamp**: knowledge
- **Heart**: courage, compassion
- **Eye**: vision
- **Lightbulb**: creative thinking, ideas
- **Pyramid**: organization, hierarchy, stewardship
- **Magnifying Glass**: finding leadership abilities in other individuals, self-discovery
- **Binoculars**: long range vision for strategy and futuristic thinking
- **Globe**: cultural competence, working effectively across cultures, global perspective
- **Handshake**: relationship and consensus building, communication
Every calling is great when greatly pursued.

—Oliver Wendell Holmes
NCSBN Fiscal Year 2010 Facts

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

- Nurses are the second largest group of licensed professionals in the U.S.

- Since 1994, more than 3.4 million candidates for nurse licensure have taken the NCLEX® exam via computerized adaptive testing (CAT).

- The Learning Extension currently offers 36 online courses, reaching more than 197,000 nurses in 120 countries since its inception in 1998.

- Over the last three years, 87,876 nurse licensure candidates in 10 countries have taken the NCLEX abroad.

- NCSBN® welcomed its first international associate member in 2008.

- The NCSBN Center for Regulatory Excellence Grant Program has awarded more than $6 million in grants.

- NCSBN has published 50 volumes of research briefs.

- The National Nurse Aide Assessment Program (NNAAP®) is the largest nurse aide certification examination program in the U.S. with more than 200,000 paper and practical examinations administered annually.

- NCSBN’s website hosted 1.9 million visits during FY10. Visitors downloaded publications and other documents 1.5 million times.