



NCSBN

Leading Regulatory Excellence

Welcome to the FY24
NCSBN Annual Report





About **NCSBN**

Page 3



Year in Review

Page 5



Member Achievements

Page 15



Annual Meeting Recap

Page 19



FY24 NCSBN BOD

Page 20



FY24 Committees

Page 21



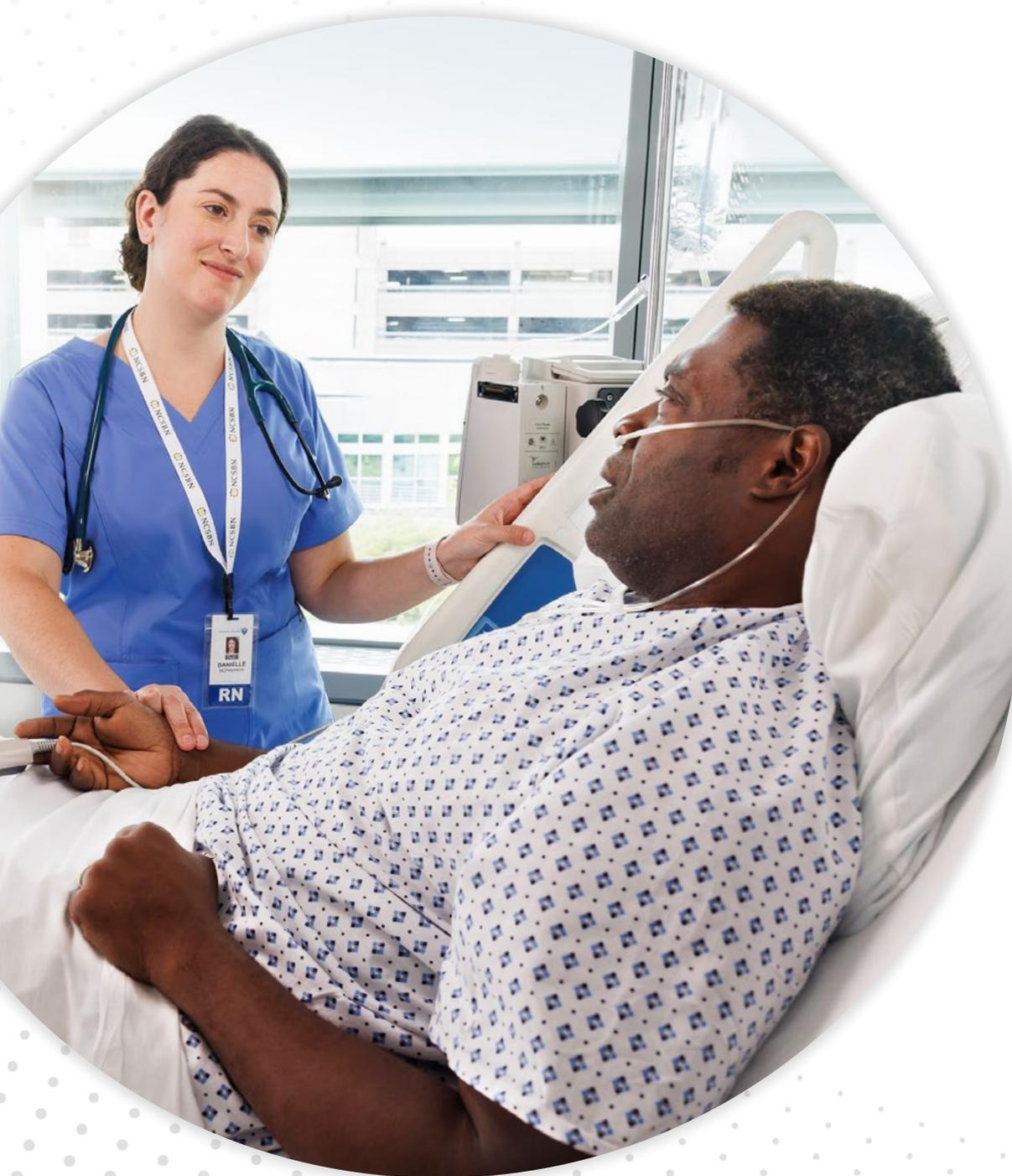
NCSBN Staff

Page 22



FY24 Operating Statements

Page 25



About **NCSBN**

Empowering and supporting nursing regulators across the world in their mandate to protect the public, NCSBN is an independent, not-for-profit organization. As a global leader in regulatory excellence, NCSBN champions regulatory solutions to borderless health care delivery, agile regulatory systems and nurses practicing to the full scope of their education, experience and expertise. A world leader in test development and administration, NCSBN's NCLEX® Exams are internationally recognized as the preeminent nursing examinations.

NCSBN's membership is comprised of the nursing regulatory bodies (NRBs) in the 50 states, the District of Columbia and four U.S. territories. There are nine exam user members and 21 associate members that are either NRBs or empowered regulatory authorities from other countries or territories.



Our 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, inclusion and collective strength of all stakeholders.

Excellence

Striving to be and do our best in rapidly changing environments.

Innovation

Embracing change as an opportunity to better organize endeavors for all and turn new ideas into action.

Integrity

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

Transparency

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

Our Mission

NCSBN empowers and supports nursing regulators in their mandate to protect the public.



Our Vision

Leading regulatory excellence worldwide.

NCSBN Year in Review

Oct. 1, 2023 – Sept. 30, 2024



Feb. 5, 2024 – South Dakota enacts APRN Compact

Gov. Kristi Noem signed the APRN Compact into law in the state of South Dakota.

South Dakota was the fourth jurisdiction to enact the APRN Compact, joining Delaware, North Dakota and Utah.

When implemented, the compact will allow an advanced practice registered nurse (APRN) to hold one multistate license with a privilege to practice in other compact states. Through the APRN Compact, APRNs will have the ability to travel from state-to-state to deliver care or provide telehealth services across state borders in other compact states. This will increase patient access to high-quality care with the assurance that their practitioner has met rigorous uniform standards no matter where that care is provided. There are currently four member states. The APRN Compact will be implemented when seven states have enacted the legislation.

The enactment of the APRN Compact in South Dakota was the result of a nurse-led initiative. The bill was sponsored in both the state Senate and House by lawmakers who are also APRNs, was supported by the South Dakota Department of Health led by Secretary Melissa Magstadt, an APRN, and statewide nursing associations.



There are 43 jurisdictions that allow registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs), whose primary state of residence is in an NLC state, to hold one multistate license, with the authority to practice in person or via telehealth, in both their home state and other NLC states.

May 30, 2024 – Connecticut Enacts NLC

Gov. Ned Lamont signed the NLC into law making Connecticut the 42nd jurisdiction to enact the NLC. Gov. Lamont said, "Nursing shortages have put tremendous pressure on the nursing workforce throughout our country, and if we want to improve access to care we must do more to encourage workers to enter this profession and help hospitals and health facilities fill their staffing needs. By entering into this compact with our fellow states, we can eliminate burdensome red tape faced by nurses and aspiring nurses and expand the pool from which hospitals and health facilities can hire."





NCSBN Issues Fraud Detection Guidance for Employers and Educators

NCSBN developed a statement, "[Fraud Detection Guidance for Employers and Educators](#)," to provide direction for nursing education programs, employers and others who assess nursing applicants for advanced study, employment, certification and other uses.

Cognizant that fraud is pervasive across all segments of society but especially dangerous within the health care sector, NCSBN published recommendations to help prevent fraudulent individuals from entering nursing programs and health care organizations.

Research

2021–2023 APRN Compact Survey Report

This compilation of surveys conducted by NCSBN was produced in collaboration with five NRBs between 2021 and 2023. In total, there were 8,453 APRNs who participated in at least one survey. It was designed to determine the interest in and concerns about the current APRN Compact from the viewpoints of APRNs. This information is used by NRBs for evidence-based regulation and to facilitate their legislative efforts. Full results of the APRN Compact study were published in the January 2024 issue of the *Journal of Nursing Regulation*.

2023 NCLEX® Examination Statistics

This [annual publication](#) provides data on candidate performance on the NCLEX-RN® and NCLEX-PN® Examinations and also includes data on the candidates who have been able to take the NCLEX-RN for purposes of licensure/registration in Canada since Jan. 5, 2015. This publication provides a brief overview of how Computerized Adaptive Testing (CAT) works, how the passing standard is set, and how the pass/fail decision is made at the beginning. The main part of the publication is a detailed breakdown of candidate performance for 2023 and includes the pass rates by candidate type, degree type and country. In addition, the publication contains NCLEX historical data (e.g., pass rates, passing standards, and volume) since CAT administration started in 1994.



Research: Nursing Workforce Investigation Continues

NCSBN's researchers conducted a deeper analysis of the nursing workforce using data from the groundbreaking 2022 National Nursing Workforce Survey. These new analyses provide additional insight into the demographics and mental health/wellness of nurses ranging from early career nurses to faculty at schools of nursing.

Findings on RN Diversity from the 2022 Workforce Survey

These findings represent a descriptive breakdown of the RN workforce by race and ethnicity that compared observed trends to national demographic shifts over the past decade. The study provides evidence to overcome potential barriers to ongoing efforts to diversify the nursing workforce and thereby inform future workforce planning.



The Under 35 Nursing Workforce in 2022: Overworked, Under Supported, and Burned Out

A focused investigation based on RNs under 35 who participated in the 2022 National Nursing Workforce Survey, this study revealed the sources of burnout and intent to leave among these nurses, to inform on ways to maintain the resilience of the nursing workforce. The sample in this study, representing the more than one million RNs under 35, differed in practice profile from their older counterparts, being more likely to work in hospital settings, or as staff or travel nurses. While the COVID-19 pandemic was a major disruption in many young RNs' workplaces, many young RNs noted that the pandemic exacerbated existing issues in their workplace, such as staffing shortages, low pay or administration issues. While travel nursing was used throughout the pandemic to supplement staffing shortages, young travel nurses were alarmingly more likely to report intent to leave the nursing profession by 2027.





A Descriptive Investigation of the Nursing Educator Workforce in the United States

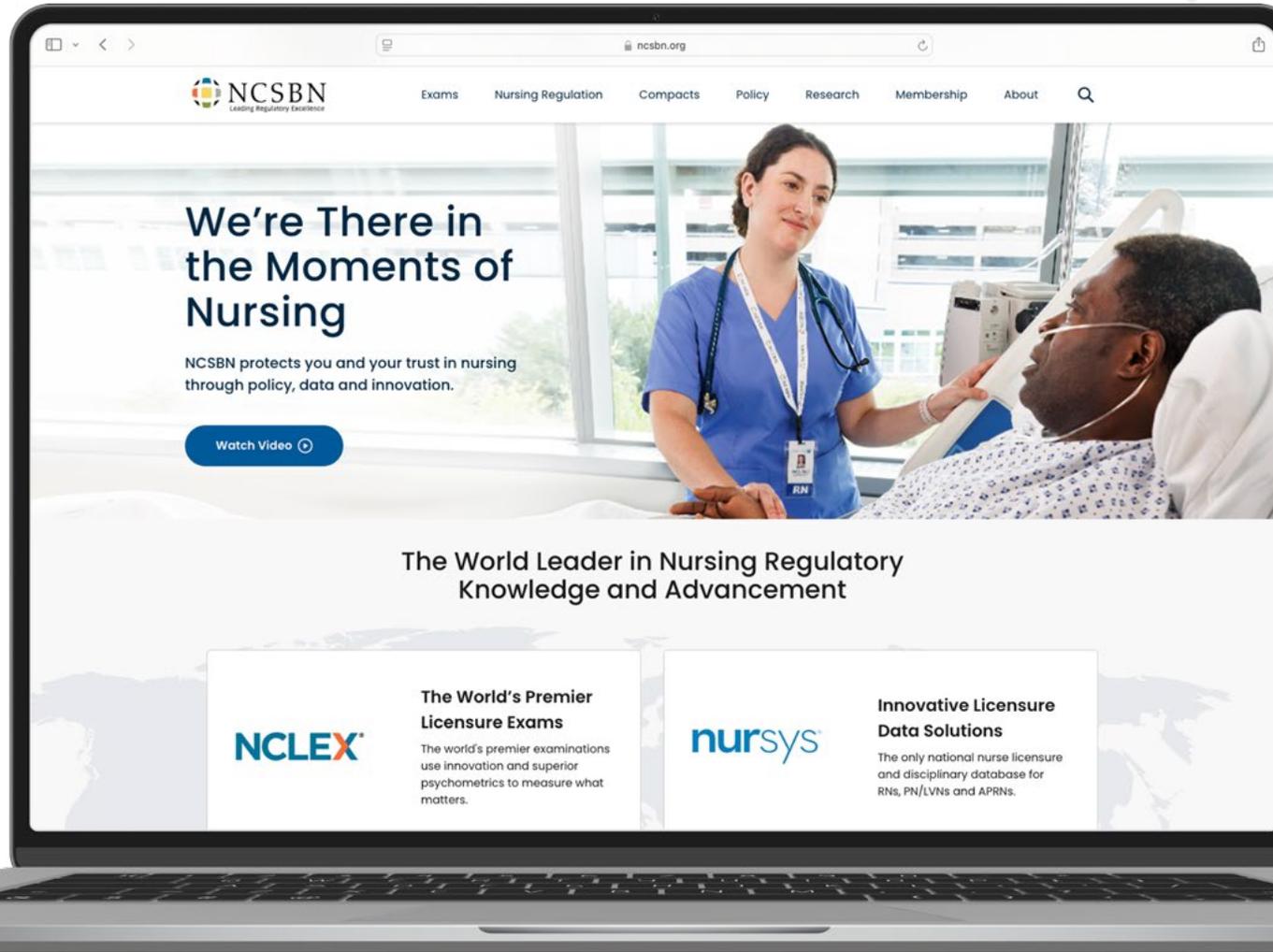
This study more closely examined how the COVID-19 pandemic impacted nurse educators embedded in academic and clinical settings, along with those educators in specialized roles. Educators reported they were profoundly impacted by the pandemic. The findings of this study suggested that educators' unique and acute experiences of emotional exhaustion during the COVID-19 pandemic warrant further consideration. Policymakers, program administrators, and employers must identify and implement methods to improve working conditions to retain and recruit more nurses for education, particularly among those employed in in-demand clinical practice specialty areas.

Ncsbn.org Redesign

NCSBN launched an enhanced version of its ncsbn.org website to better highlight our initiatives and products, and align the site with NCSBN's mission. Central to this redesign was a renewed emphasis on NCSBN's work to ensure that when someone is sick, hurt or at their most vulnerable, they encounter nurses working at the top of their expertise and education who provide safe and competent care.

Notable updates included more focused and refined images and copy that better reflect NCSBN's purpose. The homepage and major section updates make it easier to find information and resources.

The site provides our members and the public with the most pertinent information available on exams, nursing regulation, education, research, licensure compacts and legislative efforts.



Statement from the Tri-Council for Nursing on the Imperative Need for Diversity, Equity, Inclusion and Belonging in Nursing

As part of nursing's ongoing commitment to advance health equity and advocate for quality care, the Tri-Council for Nursing – the American Association of Colleges of Nursing (AACN), the American Nurses Association (ANA), the American Organization for Nursing Leadership (AONL), NCSBN and the National League for Nursing (NLN) – called for unwavering support for diversity, equity, inclusion and belonging (DEIB) within nursing education, practice and all other health care sectors.

The Tri-Council believes that DEIB is foundational to the health and well-being of all individuals and is a crucial part of the mission to advance the nursing profession. DEIB programs are critical to improving nursing education and practice, overall benefiting the quality of care provided to communities nationwide.



Your Moment is Our Mission Campaign

When someone is ill, in pain, confused, facing a terminal diagnosis or even rejoicing in the birth of a baby, NCSBN is aware they place their trust in a nurse to provide the highest quality of care, safeguard their well-being and be their advocate. NCSBN launched a multimedia marketing campaign aimed at better educating stakeholders and the general public about nursing regulation and its mission to ensure public protection.

[Watch Video ▶](#)



Membership Achievements: **2024 NCSBN Awards**

NCSBN Honored its Dedicated and Exceptional Membership



R. Louise McManus Award

Jay Douglas, MSM, RN, CSAC, FRE
Executive Director (now retired),
Virginia Board of Nursing

The R. Louise McManus Award is NCSBN's most prestigious award. Individuals receiving this award have made sustained and significant contributions through the highest commitment and dedication to the mission and vision of NCSBN.



Watch Now

Meritorious Service Award



Sue Tedford, MNSc, APRN

Executive Director, Arkansas State Board of Nursing

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



Watch Now

Regulatory Achievement Award



British Columbia College of Nurses and Midwives

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



Watch Now

Exceptional Contribution Award



Victoria Record, EdD, MS, RN, AGPCNP-BC, CNE
Board Member, New York State Board of Nursing



Patricia Towler
Board Staff, Nevada State Board of Nursing



The Exceptional Contribution Award is given for significant contribution by a member who is not a president or executive officer and has demonstrated support of NCSBN's mission.

Executive Officer Recognition Awards

This award is given in five-year increments to individuals serving in the executive officer role. No nomination is necessary for the Executive Officer Recognition Award as it is presented to executive officers based on their years of service in five-year increments.

Five Years

- **Roberta Hills**, PhD, RN, program director, Colorado Board of Nursing
- **Zennia Pecina**, MSN, RN, executive officer, Guam Board of Nurse Examiners (*not pictured*)
- **Roca Sablan**, RN, board chairperson, Northern Mariana Islands Board of Nursing
- **Carmen Vanterpool-Romney**, RN, CPM, executive officer, Virgin Islands Board of Nurse Licensure
- **Cindy Smith**, MSN, RN, executive director, College of Registered Nurses of Saskatchewan

Pictured with Jay Douglas (L to R): Roberta Hills, Roca Sablan, Carmen Vanterpool-Romney and Cindy Smith.



2024 Annual Meeting Recap

NCSBN met in Chicago Aug. 28-30, 2024, to consider pertinent association business with its members.

Incoming President of the NCSBN Board of Directors, Phyllis Polk Johnson, DNP, RN, FNP-BC, executive director, Mississippi Board of Nursing, said, "The 2024 NCSBN Annual Meeting encapsulated the theme 'Every Moment Matters, Realizing Lasting Impact.' It reminded us of the importance of living in the present, appreciating the richness of our lives and making the most of every opportunity in life. The event ushered in a new era of transformational and innovative leadership under CEO Phil Dickison, PhD, RN, whose mantra is 'listen before acting, seek to understand, and develop a culture whose north star demands public protection.'"

Significant actions included:

- Approved the College of Registered Nurses and Midwives of Prince Edward Island and the Yukon Registered Nurses Association as Exam User Members of NCSBN.

Additional actions taken included elections to the NCSBN Board of Directors. Those elected include:

- **President-Elect**, Jose Delfin D. Castillo III, PhD, MSNA, CRNA, APRN, APRN seat, Florida Board of Nursing
- **Director-at-Large**, Tony Graham, MS, CPM, chief operations officer, North Carolina Board of Nursing
- **Director-at-Large**, Missy Poortenga, MHA, RN, executive officer, Montana Board of Nursing

- **Director-at-Large**, Ann Oertwich, PhD, RN, executive director, Nebraska State Board of Nursing
- **Director-at-Large**, Tammy Vaughn, MSN, RN, CNE, program coordinator, Education, Arkansas State Board of Nursing

NCSBN delegates also elected members of the Leadership Succession Committee (LSC):

- **Area II Member**
Maureen (Moe) Bentz, MSN, RN, CNML, North Dakota
- **Area IV Member**
Linda Kmetz, PhD, RN, Pennsylvania





Front row, left to right: Lori Scheidt, Jay P. Douglas, Phyllis Polk Johnson | Back row, left to right: Barbara Blozen, Carol Timmings, Danette Schloeder, Lori Glenn, Jose Delfin D. Castillo III, Sue Tedford, Tony Graham, Sue Painter

2023–2024 Board of Directors

Jay P. Douglas, MSM, RN, CSAC, FRE
President
Executive Director,
Virginia Board of Nursing

Phyllis Polk Johnson, MSN, RN, FNP-BC
President-elect
Executive Director,
Mississippi Board of Nursing

Lori Scheidt, MBA-HCM
Treasurer
Executive Director,
Missouri State Board of Nursing

Danette Schloeder, DNP, RNC-OB, C-EFM, C-ONQS
Area I Director
Chair,
Alaska Board of Nursing

Sue Painter, DNP, RN
Area II Director
Executive Director,
West Virginia Board of Registered Nurses

Jose Delfin D. Castillo III, PhD, MSNA, CRNA, APRN
Area III Director
APRN Seat
Florida Board of Nursing

Barbara Blozen, EdD, MA, RN, BC CNL
Area IV Director
Board President,
New Jersey Board of Nursing

Lori Glenn, DNP, CNM, C-EFM, RN
Director-at-Large
Board Member, Michigan Board of Nursing

Tony Graham, MS, CPM
Director-at-Large
Chief Operations Officer,
North Carolina Board of Nursing

Sue A. Tedford, MNsc, APRN
Director-at-Large
Executive Director,
Arkansas State Board of Nursing

Carol Timmings, MEd, RN
Director-at-Large
Chief Quality Officer,
College of Nurses of Ontario

NCSBN Committees

During Fiscal Year 2024

Awards Committee

Jennifer Best | Nova Scotia
Stacy Harper | Alberta RN
Bonny Kehm | Missouri
Carolyn Jo McCormies | Arizona
Shannon E. McKinney | Arkansas
Carol Moreland | Kansas

Finance Committee

Lori Scheidt | Missouri, Chair
Chris Archuleta | Washington
Peggy Benson | Alabama
Isonel Brown | Louisiana RN
Sarah Cecil | Kentucky
Jeremy L. Cummins | Mississippi
Michael Starchman | Oklahoma

Governance and Bylaws Committee

Kim Glazier | Virginia, Chair
Sara Griffith | North Carolina
Greg Kohn | Wyoming
Karen C. Lyon | Louisiana
Michael Payne | West Virginia
Shan Montgomery | Mississippi
Heather Totten | Nova Scotia

Leadership Succession Committee (LSC)

Tammy Buchholz | North Dakota, Chair
Joe Baker, Jr. | Florida
Cathy Dinauer | Nevada
Janice Hooper | Texas
Linda Kmetz | Pennsylvania
Patricia Motl | Nebraska
Cindy Smith | Saskatchewan

NCLEX® Examination Committee (NEC)

Crystal Tillman | North Carolina, Chair
Kristin Benton | Texas
Salvatore Diaz | Connecticut
JaCinda Downs | Minnesota
Gary Hicks | Maryland
Vicki Hill | Alabama
Carel Mountain | California RN
Christine Penney | British Columbia

NCLEX Item Review Subcommittee (NIRSC)

Cynthia Arpin | Connecticut
Jackie Barber | Iowa
Sarah Bear | Washington
Deborah Becker | Florida
Hansella Caines Robson | Massachusetts
Cindy Fairchild | California VN
Anne Elizabeth Hardee | North Carolina
Rachael Fillbrandt | Wyoming
Grace A. Jacek | Michigan
Rhonda Johnson | Minnesota
Judith D. McLeod | California VN
Kathleen McManus | Maine
Jennifer Pelletier | North Carolina
Victoria Record | New York
Rhonda Scott | Maryland
Beverly E. Skloss | Texas
Sarah Spangler | Montana
Maceo Tanner | Georgia
Sherri Trujillo | Wyoming
Tammy Vaughn | Arkansas
Terry Ward | North Carolina

Model Act and Rules Committee

Mary Boyer | Ohio
Cindy Griffin | Maine
Sam McCord | Nevada
Gretchen Mrozinski | Wisconsin
Meredith Parris | North Carolina
Natara Taylor | Georgia

Model Act and Rules – Education

Gerianne Babbo | Washington, Chair
Christine Mueller | Florida
Sherry Richardson | Tennessee
Jacquelyn Wilmoth | Virginia

Model Act and Rules – Licensure and Governance

Jenny Barnhouse | Oklahoma
David Dawson | Arkansas
Emma Mamaluy | Arizona
Missy Poortenga | Montana
Kerry Przybylo | Michigan

Model Act and Rules – Practice

Jody Long | Florida
Kelly Olson | Arkansas
Stacey Pfenning | North Dakota
Roberta Thomson | California VN
Lisa Wooten | Arkansas

NCSBN Staff

As of Jan. 15, 2025

Executive Office

Philip Dickison, PhD, RN
Chief Executive Officer

Joe Adduci, PMP, PMI-ACP, MPM
Project Manager II, Project Management Office

Kenesha Green, MA
Project Coordinator, Project Management Office

Andrew Hicks
Senior Associate, Executive Office

Dalilah Hill
Executive Assistant, Executive Office

Chelsea Kelley
Director, Executive Office

Tasha Magett, PMP, MPM
Project Manager, Project Management Office

James Puente, MS, MJ, CAE
Director, Nurse Licensure Compact

Lisa Sands, MS
Associate, Nurse Licensure Compact

Kay Watson
Coordinator, Executive Office

Katie Yandell, PMP
Project Manager II, Project Management Office

Operations

Jennifer Gallagher
Chief Operations Officer

Maya Amidon
Coordinator, Marketing & Advocacy

Nick Barnes
Exams Specialist II, Consolidated Services

Simone Boyd
Meetings Specialist I, Consolidated Services

Fabio Brienza
Customer Experience Specialist I, Customer Experience

Alicia Byrd, RN
Director, Member Engagement

Shannon Byrnes
Nursys Specialist III, Consolidated Services

Camille Campbell
Customer Experience Specialist I, Customer Experience

Jennifer Cernivec
Meetings Specialist III, Consolidated Services

Fernando Cisneros
Customer Experience Specialist II, Customer Experience

Tim Connolly
Customer Experience Specialist II, Customer Experience

Cathy Doan
Exams Manager, Consolidated Services

Megan Dunham
Associate Director, Creative Services, Marketing & Advocacy

Mercy Fulton
Office & Administrative Services Specialist I, Consolidated Services

Marco Gonzalez
Exams Specialist I, Consolidated Services

Fay Green
Customer Experience Specialist II, Customer Experience

Michael Grossenbacher
Associate, Communications, Marketing & Advocacy

Jessica Hansen
Senior Manager, Customer Experience

Debbie Hart, MBA
Office & Administrative Services Specialist II, Consolidated Services

Shelly Howell
Senior Associate, Marketing & Advocacy

Rita Johnston
Office & Administrative Services Manager, Consolidated Services

Keishia Jones
Meeting Planner, Consolidated Services

Dawn M. Kappel, MA
Director, Marketing & Communications, Marketing & Advocacy

Mitch Karmis
Exams Specialist II, Consolidated Services

Jeff Kendall, MBA
Director, Customer Experience

Michael Kotnaur
Director, Marketing & Advocacy

Monlau Kwok
Customer Experience Specialist I, Customer Experience

Matt Mahoney
Customer Experience Specialist I, Customer Experience

Heather Nichols
Manager, Customer Experience

Kalona K. Owens
Design Manager, Marketing & Advocacy

Faith Plum
Meetings Specialist I, Consolidated Services

Sandra Rhodes
Director, Consolidated Services

Imani Robertson
Specialist I, Consolidated Services

Donna Rostamian
Meetings Manager, Consolidated Services

Erin Rupprecht
Nursys Specialist I, Consolidated Services

Jason Schwartz, MS
Director, Member Outreach, Member Engagement

Zachary Shutoski
Front-end Developer/Designer, Marketing & Advocacy

Brian Smith
Nursys Manager, Consolidated Services

Tatiana Smothers
Exams Specialist I, Consolidated Services

Lucas Tully
Customer Experience Specialist II, Customer Experience

Madeline Tully
Coordinator, Member Engagement

DaVidion Yarbrough
Videographer/Editor, Marketing & Advocacy

Human Resources & Organizational Development

Laura Doerr, MS, SPHR, SHRM-CP
Chief Human Resources Officer

NCSBN Staff continued

As of Jan. 15, 2025

Catherine Cantieri, SPHR, SHRM-CP
Senior Human Resources Generalist,
Human Resources & Organizational
Development

Aseel Hussein, SHRM-CP
Human Resources Assistant, Human
Resources & Organizational Development

Christine Walsh, PHR, SHRM-CP
Associate Director, Human Resources &
Organizational Development

Examinations

Steven Viger, PhD
Deputy Chief Officer, Examinations

Joseph Betts, PhD, EdS, MMIS
Director, Measurement & Testing,
Examinations

Corinne Bilyeu
Manager, Medical Copy Editor,
Examinations

Melissa Biskupic, RN, LNHA
Content Development Associate I,
Examinations

Julie Burgett, PMP
Manager, Test Development, Examinations

Jennifer Chavez
Coordinator, Examinations

Joselin Cyriac, RN
Content Development Associate I,
Examinations

Theadora DiLeonardi
Medical Copy Editor, Examinations

Michelle Espedido dela Cruz, RN
Content Development Associate I,
Examinations

Ellen Guirl
Medical Copy Editor, Examinations

Patty Gunning, MS, RN
Content Development Associate II,
Examinations

Alan Hoogenboom
Application Developer, Measurement &
Testing, Examinations

Daniel Hydzik
Test Development Associate II,
Examinations

Shu-chuan Kao, PhD
Associate Director, Measurement & Testing,
Examinations

Murat Kasli, PhD
Psychometrician I, Measurement & Testing,
Examinations

Doyoung Kim, PhD
Senior Psychometrician, Measurement &
Testing, Examinations

Hyung Jin Kim, PhD
Psychometrician II, Measurement and
Testing, Examinations

Cary Lin, PhD, MS, MA
Manager, Measurement and Testing,
Examinations

José Martínez Rodríguez, MS, RN
Manager, Content Development,
Examinations

Brittany McClendon, MBA, MSN, RN
Content Development Associate I,
Examinations

Jing Miao, PhD
Senior Psychometrician, Measurement and
Testing, Examinations

William Muntean, PhD
Senior Manager, Measurement and Testing,
Examinations

Luping Niu, PhD
Psychometrician I, Measurement & Testing,
Examinations

Emily Paulucci, MS, MJ, RN, APRN, CPNP-PC
Manager, Content Development,
Examinations

Hong Qian, PhD, PMP
Exam Development Manager, Examinations

Ursula Singleton
Content Development Associate I,
Examinations

Natalie Sitkowski
Test Development Associate III,
Examinations

Shonai Someshwar, PhD
Psychometrician I, Measurement and
Testing, Examinations

Alma Valerio
Test Development Associate II,
Examinations

Zhuoran Wang, PhD, MS
Psychometrician II, Measurement & Testing,
Examinations

Nicole Williams, DNP, RN, NPD-BC, NEA-BC
Director, Content & Test Development,
Examinations

Finance

Robert Clayborne, MBA, CPA, CGMA
Chief Financial Officer

Tremell Eaton, MBA
Accounting Supervisor, Finance

Rocio Hernandez
Senior Accounting Manager, Finance

Heather Kowalkowski
Accounting Specialist, Finance

Mattie Williams
Senior Accounting Associate, Finance

Zina Williams
Accounting Specialist, Finance

Information Resources

Ali Baig
Business Analyst II, Information Technology

Jeyalakshmi Balachandran, MS
Manager, Business Analysis and Quality
Assurance, Information Technology

Rajeshwari Bommannavar, MS
Senior Application Support Developer I,
Information Technology

Josué Cartagena
Helpdesk Administrator II, Information
Technology

Penny Chhina
Business Analyst I, Information Technology

Bill Donofrio
Data Engineer, Information Technology

Doug Fischer
Cybersecurity Manager, Information
Technology

Alma Friar
Senior Quality Assurance Analyst I,
Information Technology

Ben Gonzalez
Associate Director, Information Technology

Jason Higbie
Helpdesk Administrator I, Information
Technology

Albert Hincapie
Manager, Application Development,
Information Technology

NCSBN Staff continued

As of Jan. 15, 2025

Mark Huffman, MBA, PMP

Senior Manager, Project Management, Business Analysis and Quality Assurance, Information Technology

Sujani Kalapala

Quality Assurance Analyst II, Information Technology

Rama Krishnaiah Kasavajjula

Senior Developer I, Information Technology

Stefan Keir

Senior Lead Infrastructure Administrator, Information Technology

Christophel Kuizon

Developer I, Information Technology

Joseph Marini

Business Analyst I, Information Technology

Roland Morales

Helpdesk Manager, Information Technology

Chakrapani Mutyala, MCA

Senior Developer I, Information Technology

Luis Portugues

Database Administrator I, Information Technology

George Potacki

Manager, Business Analysis and Quality Assurance, Information Technology

Dave Raheel

Business Analyst II, Information Technology

Chandra Sadhangiri

Manager, Application Development, Information Technology

Narender Saraswati, MBA

Senior Manager, Application Development, Information Technology

Zach Sears

Senior Infrastructure Administrator I, Information Technology

Sachin Sharma, MA

Manager, Business Analysis and Quality Assurance, Information Technology

Nick Smith

Senior Infrastructure Engineer I, Information Technology

Tammy Spangler, MSL

Director, Information Security Assurance

Matthew Sterzinger

Director, Information Technology

Jaxon Stout

Helpdesk Administrator I, Information Technology

Andrew Suszko, MS

Senior Database Administrator, Information Technology

Michelle Tate

Compliance Associate I, Information Security Assurance

Saule Trainys

Application and Data Analyst I, Information Technology

Sanjeev Yarlagadda

Senior Quality Assurance Analyst I, Information Technology

Burak Yurtsever

Cybersecurity Analyst I, Information Technology

Policy, Research & Education

Jim Cleghorn, MA

Deputy Chief Officer, Policy, Research & Education

Timothy Arehart, JD

Senior Policy Advisor, Policy

Kelly Betzold

Operations Coordinator, International Center for Regulatory Scholarship

Heather Chamberlain

Manager, Course Development & Technology, International Center for Regulatory Scholarship

Tom Harrington

Associate, State Affairs

Ruben Herrera

eLearning Developer I, International Center for Regulatory Scholarship

Nicole Kaminski-Ozturk, PhD, PMP

Data Scientist II, Research

Sam Kauffman

Instructional Designer I, International Center for Regulatory Scholarship

Jenifer Kohl

Manager, Administration, Policy, Research & Education

Amy Lippert, PhD, MA

Educational Programming & Outreach Associate, International Center for Regulatory Scholarship

Nicole Livanos, JD, MPP

Director, Government Affairs

Brendan Martin, PhD

Director, Research

Qiana McIntosh, MBA, MHRM

Project Specialist, Nursing Education Policy

Charlie O'Hara, PhD

Data Scientist I, Research

Annie Papineau Nelson

Instructional Designer I, International Center for Regulatory Scholarship

Cheryl Pulec

Director, International Center for Regulatory Scholarship

Joseph Reichert

eLearning Developer I, International Center for Regulatory Scholarship

Michaela Reid

Research Assistant, Research

Josephine H. Silvestre, MSN, RN

Senior Associate, Nursing Education Policy

Richard Smiley, MS, MA

Senior Statistician, Research

Nancy Spector, PhD, RN, FAAN

Director, Nursing Education Policy

Austen Steinberg

Project Specialist, Nursing Education Policy

Audrey Volk

Assistant Editor, Research

Eloise Wesenberg

Learning Management Systems (LMS) Administrator, International Center for Regulatory Scholarship

Elizabeth Hua Zhong, PhD, MEd

Senior Research Scientist, Research

FY24 Operating Statements

Year ended Sept. 30, 2024

Program Services

	\$	%
Nurse Competence	84,836,400	67
Nurse Practice and Regulatory Outcome Information	17,121,800	13
Administration and Supporting Services	5,818,000	5
<hr/>		
Total	\$ 127,065,000	100

Sources of Revenue

	\$	%
Examination Fees	103,748,500	82
Other Program Services	9,677,900	8
Use of Investment Earnings	13,638,600	11
<hr/>		
Total	\$ 127,065,000	100