



Nurse Licensure Compact Annual Report

Fiscal Year 2021



Table of Contents

Introduction.....	v	NLC Presentations and Meetings ...	14
About the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA).....	v	NLC Conference Series.....	17
About NLC	v	NLC Outreach	18
NLC Mission, Vision, Values	vi	NLC Financial Summary.....	22
Letter from the Chair.....	1	Organizational Chart.....	25
NLC Historical Timeline.....	2	NLC Commissioners	27
NLC Legislative Update	3	NLC Committees	28
NLC Strategic Plan Update	4	NLC Staff and Special Counsel	31
Midyear and Annual Meeting Recap.....	5	Acknowledgement and Appreciation.....	31
NLC Governance Training	5	Retirements and Transitions.....	32
Endorsements and Partnerships.....	6		
Growth of Interstate Compact Nationwide.....	7		
Overview of Committee Work	8		



Introduction

This annual report covers the period from Oct. 1, 2020 to Sept. 30, 2021. The purpose of this report is to provide a comprehensive overview of the activities, achievements and financial performance of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) throughout the report period. It provides a snapshot of recent accomplishments and a preview of what we have yet to achieve as a commission in fiscal year 2022 (FY22).

About the ICNLCA

The ICNLCA facilitates cross-border nursing practice through the implementation of the nationally recognized, multistate license via the Nurse Licensure Compact (NLC). The ICNLCA enhances nurse mobility and public protection through maintaining uniform licensure standards among party state boards of nursing; promoting cooperation and collaboration between party states; facilitating the exchange of data and information between party states and educating stakeholders. The ICNLCA is a quasi-governmental and joint public agency of the party states created and established on July 20, 2017. The Executive Committee is the seven-member elected leadership of the ICNLCA.

About the NLC

The NLC enables registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to have one multistate license, with the authority to practice in person or via telehealth in both their home state and other NLC states. In FY21, 38 jurisdictions became part of the NLC. Licensing requirements are aligned in NLC states, so all nurses applying for a multistate license are required to meet the same standards, which include a federal and state criminal background check that will be conducted for all applicants for multistate licensure.

The NLC also enables nurses to provide telehealth nursing services to patients located in other NLC states without having to obtain additional licenses. In the event of a disaster, nurses from multiple states can easily respond to supply vital services. Additionally, many nurses, including primary care nurses, case managers, transport nurses, school and hospice nurses, among many others, need to routinely cross state boundaries to provide the public with access to nursing services, and a multistate license facilitates this process.



ICNLCA Core Purpose

The Nurse Licensure Compact advances public protection and access to care through the mutual recognition of one state-based license that is enforced locally and recognized nationally.



ICNLCA Mission

The mission of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) is to facilitate cross-border nursing practice through the implementation of a nationally recognized, multistate license. ICNLCA enhances nurse mobility and public protection primarily through:



- Maintaining uniform licensure standards among party state boards of nursing;
- Promoting cooperation and collaboration between party states;
- Facilitating the exchange of data and information between party states; and
- Educating stakeholders.



ICNLCA Core Values

- Transparency
- Integrity
- Accountability
- Innovation
- Collaboration





“

Change is the law of life. And those who look only to the past and present are certain to miss the future.”

— John F. Kennedy

Letter from the Chair



Dear Commissioners,

None of us ever imagined that, almost two years later, we would still be facing the ongoing challenges of a global pandemic.

The COVID-19 pandemic has undoubtedly shown us that we cannot control or ever fully anticipate what the future holds. However, it also reinforces that silver linings can be found during tough times. We have experienced firsthand that the cohesive team of NLC commissioners was advantageous in quickly responding to various pandemic-related regulatory issues. Sharing in each other's expertise, communicating with one another and being flexible to change has allowed us to reach and support more people and each other more efficiently. Virtual meetings and trainings replaced in-person meetings. We were able to learn from and overcome challenges of technology to achieve greater interaction and participation in the virtual realm. Our virtual discussions, collaborations and celebrations speak volumes about the character of our community and the strength of our teamwork. The Midyear and Annual Meetings as well as the first-ever virtual NLC conference each had record numbers of participants. Additionally, we were able to maintain education and engagement with external stakeholders through increased on-demand webinars and educational opportunities.

In FY21, the NLC has grown to encompass 38 party jurisdictions. The majority of the nation has now moved to a care delivery model driven by the needs of patients. The pandemic has made it ever clear that the NLC does work. It allows for expedited, safe access to licensed, qualified and competent nurses who meet the same uniform licensure requirements, including submission to federal and state fingerprint-based background

checks. The NLC, if expanded to all fifty states, will eliminate the guesswork there was with emergency orders during the pandemic. It will allow nurses to easily travel to states where they are needed, and no additional application fees or background checks will be necessary. The continued adoption of telehealth and the likelihood of future crises and natural disasters is cause for leaders and stakeholders in noncompact states to take a second look at enacting the NLC in their state.

Helping others and protecting the public are the hallmarks of the NLC. I am proud of the NLC commissioners and the various NLC committee members that have worked tirelessly to ensure successful operation of the Compact. I am thankful for the opportunity to have served as NLC chair for the past two years. The passion, partnership and commitment-to-cause of commissioners, committee members staff, and key stakeholders was and continues to be inspirational. As we remain united in our mission, guided by our strategic plan and inspired by our purpose, I am confident we will have continued success toward a "Compact Nation."

Even in challenging times, we find the silver linings. Our response to the many limitations imposed by the pandemic was comprehensive, collaborative and creative. As we look ahead to post-pandemic times, we can be proud of all our FY21 achievements.

Sincerely,

A handwritten signature in black ink that reads "Kim Glazier".

Kim Glazier, MEd, RN
Chair, Interstate Commission of Nurse Licensure Compact Administrators (Term: October 2019–September 2021)

NLC Historical Timeline

Beginning on Jan. 19, 2018, an updated version of the NLC was implemented, replacing the original version that started in 2000. By Oct. 1, 2021, 38 jurisdictions have enacted NLC legislation.

Key changes in this updated compact include:

- The addition of uniform licensure requirements for eligibility to obtain a multistate license.
- A requirement that a nurse applicant for a multistate license submit to state and federal fingerprint-based criminal background checks at initial licensing and license by endorsement.
- The establishment of a governing body over the NLC which is known as a commission.
- Rulemaking authority by the commission.
- Provisions related to compliance and enforcement.

The timeline to the right demonstrates the growth of the NLC from redrafting to present day.

START

2013-14



Due to a slowdown of NLC adoption by states caused by concerns related to the lack of a criminal background check requirement in statute, the NLC was comprehensively redrafted to include uniform licensure requirements.

2015

The enhanced Nurse Licensure Compact (eNLC) was adopted by the NCSBN Delegate Assembly.



2017

The eNLC became effective on July 20, 2017, when North Carolina became the 26th state to enact the eNLC into law. As of the effective date, the ICNLC was formed and began to propose rules to implement the compact.



2018



The eNLC was implemented on Jan. 19, 2018. On this date, it became operational.

2019



Enactment of NLC legislation was achieved by the 34th state.

2020

NLC Commissioners celebrated NLC's 20th anniversary at the Midyear Meeting in March.



2021

39 jurisdictions are members of the NLC.



2022 and Beyond...

The NLC will continue work to achieve the goal of a **Compact Nation**.



NLC Legislative Update

In the 2021 calendar year, a total of 15 jurisdictions introduced NLC legislation, including Alaska, California, Guam, Illinois, Massachusetts, Michigan, Nevada, New York, Oregon, Ohio, Pennsylvania, Rhode Island, Vermont, Virgin Islands and Washington state. This was the highest number of bill introductions in any one year in NLC history.

38 jurisdictions have enacted the NLC. See the newest NLC member states below.

34

New Jersey

New Jersey partially implemented the NLC in 2020 due to the COVID-19 pandemic. Nurses with compact licenses from other compact jurisdictions were able to practice in New Jersey with their multistate license. New Jersey is pending full implementation in the fourth quarter of 2021. The date is to be determined. New Jersey residents cannot obtain a multistate license until implementation is completed.

Guam

On March 5, 2021, Guam became the first U.S. territory to enact the NLC. The NLC is partially implemented in Guam, allowing nurses who currently hold a multistate license from other compact jurisdictions to practice in Guam. Guam will tentatively complete implementation in 2022. Guam residents cannot obtain a multistate license until implementation is complete.

35

36

Vermont

On June 7, 2021 Gov. Phil Scott signed the NLC into law in the state of Vermont. Vermont has completed implementation on Feb. 1, 2022. Vermont residents will be able to apply for a multistate license as of that date. Nurses in other NLC states with a multistate license may not practice in Vermont until implementation is complete.

Pennsylvania

On July 1, 2021, Pennsylvania enacted the NLC. The implementation date is still to be determined. Criminal background checks must also be implemented. Pennsylvania residents cannot obtain a multistate license until implementation is completed. Nurses in other NLC states with a multistate license may not practice in Pennsylvania until implementation is complete.

37

38

Ohio

On July 1, 2021, Ohio enacted the NLC. The implementation date is Jan. 1, 2023. Ohio residents cannot obtain a multistate license until implementation is complete. Nurses in other NLC states with a multistate license may not practice in Ohio until implementation is complete.

NLC Strategic Plan Update

The NLC strategic plan focuses on four strategic initiatives that center on partnership development, education of boards of nursing (BONs) and stakeholders, marketing and communications, and completion of a comprehensive evaluation plan. The plan covers three fiscal years (FY20-FY23).



We have made tremendous progress in tackling the four major initiative areas and are on track for completion of the plan in FY23. However, many of these initiatives are and will be continuous efforts to ensure successful operation of the compact as well as public understanding of the compact.

In terms of partner development and collaboration, the NLC continued to engage with other licensure compacts, create educational materials to highlight the value of the NLC for nurses and stakeholders, and engage in on-demand virtual presentations available for all interested parties. These collaborative efforts help increase public understanding of and support for the NLC.

Board and stakeholder education also was a focal point of FY21. A series of eight educational presentations were provided to educate new and existing board staff about the NLC, available resources, discipline, Nursys® and more. These sessions allowed for interactive Q&As and were also recorded so that they can be referenced at any time. Additionally, NLC committees and staff conducted the first ever NLC virtual conference series, spanning across six weeks. In the conference series, there were a total of 20 quick-hit sessions, each with different speakers, content and interactive exercises to test knowledge.

In the area of marketing and communications, we have enhanced e-communication with development of *Compact Corner* (an internal members-only e-newsletter) and collaboration with NCSBN Nursing Regulation division staff for *Compact Connection* (an external, public-facing e-newsletter). Our social media followers have increased significantly and an NLC [Instagram](#) page was also created.

The NLC Research Committee also convened throughout the year to analyze existing NLC data and identify priority research needs. This committee has also begun collaborative efforts with NCSBN and other entities to help tackle research and data collection initiatives.

Midyear and Annual Meeting Recap

Both the NLC Midyear and Annual Meetings were conducted virtually, utilizing the Microsoft Teams platform. There was no lack of engagement among commissioners. The agendas were packed with Committee reports, legislative updates and open discussion. Due to the virtual format, both meetings were concluded in record time and had more than 300 attendees.

Virtual NLC Governance Training at Annual Meeting

The Annual Meeting of the NLC Commission on Aug. 17, 2021 commenced with governance training. Presenters included Special Counsel to the Commission Rick Masters, JD, and Nahale Kalfas, JD, consultant to the National Center for Interstate Compacts at The Council of State Governments (CSG). The presentation also featured panelists Fred Knight, JD, consultant to the NLC, and Alice Henley, JD, general counsel, Alabama Board of Nursing. The presentation included a general recap of the responsibilities and authorities of the Executive Committee and the NLC Commission, as found in the provisions of NLC statutes and ICNLCA Bylaws. Additionally, panelists and presenters engaged in a Q&A format dialogue to help commissioners understand good governance and be prepared for dispute resolution, if a conflict should ever arise. Panelists shared examples of the governance related successes and challenges of other compacts to help commissioners think ahead to the next stages of NLC governance. Overall, the training helped commissioners better understand the NLC decision-making process, authority of the committees, as well as their respective roles as NLC commissioners.

Evaluation results showed the training session was very well received.



Endorsements and Partnerships

2021 was an impactful year in terms of growing support for the NLC. Various noteworthy organizations have endorsed the NLC, including:

On Aug. 26, 2021 CHG Medical Staffing, Inc. dba RN Network, was added to the list of endorsers for the NLC.



On Oct. 7, 2021 Asian American/Pacific Islander Nurses Association, Inc. was added to the list of endorsers for the NLC. This organization also indicated its support for the APRN Compact.



NLC supporters across the U.S.

- Air & Surface Transport Nurses Association
- American Academy of Ambulatory Care Nursing
- American Association of Colleges of Nursing
- American Association of Neuroscience Nurses
- American Association of Occupational Health Nurses (AAOHN)
- American Association of Poison Control Centers
- American Nephrology Nurses Association
- American Organization of Nurse Executives (AONE)
- American Red Cross
- American Telemedicine Association (ATA)
- Asian American/Pacific Islander Nurses Association, Inc.
- Association of Camp Nurses
- Association for Vascular Access
- Case Management Society of America (CMSA)
- Center for Telehealth and E-Health Law
- CGFNS International, Inc.
- CHG Medical Staffing, Inc. dba RN Network
- Citizen Advocacy Center (CAC)
- Commission for Case Manager Certification
- Cross Country Healthcare
- Emergency Nurses Association (ENA)
- Health IT Now
- Hospital Corporation of America (HCA) Healthcare
- National Military Family Association
- National Governors Association Center for Best Practices
- National League for Nursing
- National Patient Safety Foundation
- National Student Nurses' Association (NSNA)
- Oncology Nursing Society
- Optum
- Organization for Associate Degree Nursing
- Population Health Alliance
- Telehealth Leadership Council
- U.S. Department of Commerce
- WorldWide HealthStaff Solutions Ltd.

Growth of Interstate Compacts Nationwide

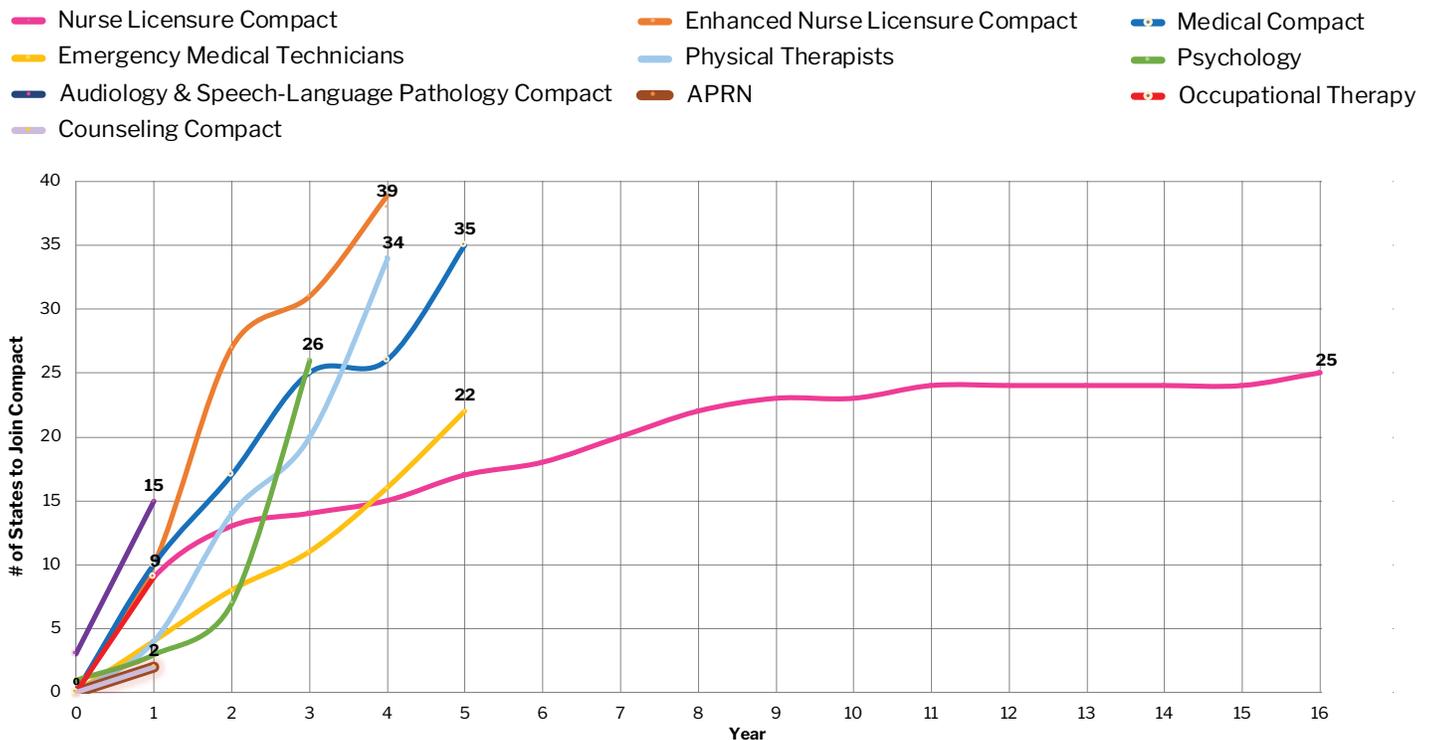
The chart below shows the growth and progression of interstate compacts among health professions that offer multistate practice to their practitioners.

To date, 43 states and territories have enacted occupational licensure compacts for nurses, physicians, physical therapists, emergency medical technicians, psychologists, speech therapists/audiologists, occupational therapists and counselors.

It comes as no surprise that the work of NLC is essential to remove barriers or unnecessary burdens to borderless practice and increase access to care. The NLC model of mutual recognition has been adopted by other health care professions in developing interstate licensure compacts. NLC staff have been instrumental in helping other professions develop their own respective compacts. In FY21, on more than 20 separate occasions, NLC staff have served as an expert resource to provide information and guidance for compacts that currently exist and those under development.

Collaboration with other health care professions aligns with the 2021-2023 NLC Strategic Plan and key elements which include building and maintaining relationships with new and existing partners, creating new and enhanced educational resources, enhancing the NLC's reach and providing expert guidance on the benefits of the model of mutual recognition.

Health Care Licensure Compact Progression



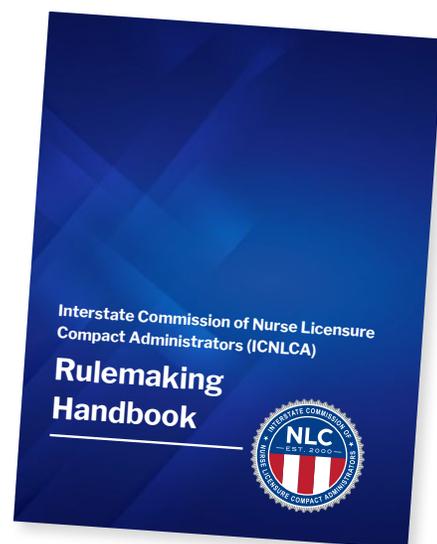
Note: The original NLC was adopted in 1997 and was retired in January 2018. The enhanced NLC (eNLC) was adopted in 2015 and implemented in January 2018. The eNLC can simply be referred to as NLC since the original version no longer exists. This chart is current as of February 2022.

Overview of Committee Work

Rules Committee

The NLC Rules Committee was led by co-Chairs Joey Ridenour, RN, MN, FAAN, executive director, Arizona State Board of Nursing, and Brett Thompson-May, JD, general counsel, Mississippi Board of Nursing. Highlights of Rules Committee work include:

- Development of survey process for commissioners and BON legal staff to review existing regulatory FAQs and provide commentary regarding areas needing clarity.
- Review and revision of regulatory FAQs (previously legal FAQs) inclusive of statutory citations, grouping of questions by category, elimination of duplicative/overlapping questions and additional clarity based on survey results.
- Completion of an adverse action flowchart to help commissioners and board attorneys better understand when adverse action is a disqualifying event for a licensee to obtain a multistate license.
- NLC Conference Series presentation on May 17, 2021, inclusive of four sessions to help educate participants about the rulemaking process, share guiding documents and test rulemaking knowledge.
- Development of a Rulemaking Handbook to provide a publication of rulemaking information as a quick reference and describe formal and informal procedures, including guidance instructions.



NLC Rulemaking Handbook provides guidance related to NLC Rulemaking process, procedures and timelines.



Rules Committee pictured above, top row, left to right: Joey Ridenour, Brett Thompson-May, Kim Esquibel, Amy Fitzugh, Alice Henley; bottom row, left to right: Michelle Mayhew, Debbie McKinney, Carol Moody, Stacey Pfenning, Rick Masters

Compliance Committee

The Compliance Committee was led by Chair Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing. Highlights of Compliance Committee work include:

- Comprehensive review of party state self-assessment. The purpose of the self-assessment is for commissioners to do a self-check of compliance with compact requirements on an annual basis.
- NLC compliance risk assessment survey of each audit item, rating each on a scale of low, medium or high for risk to patient safety and risk to reputation of the Compact. Any items that will fall into the high-risk category would be included in a compliance review tool.
- Risk assessment survey analysis and recommendations.
- Compliance review survey wherein commissioners can answer questions and upload forms to validate compliance
- NLC Conference series presentation on June 2, 2021, inclusive of six engaging sessions to help participants learn about party state compliance — in terms of licensure, Nursys, alternative to discipline, and enforcement — and understand respective roles through the lens of party state responsibilities under the compact.

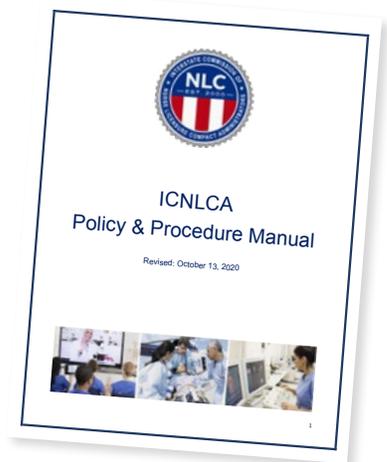


Compliance Committee pictured above, top row, left to right: Lori Scheidt, Kathy Weinberg, Karen Evans, Melissa Hanson; bottom row, left to right: Megan Hudson, Karen Lyon, Patrick Samuelson, Jackye Ward

Policy Committee

The NLC Policy Committee was led by Chair Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE, executive director, Delaware Board of Nursing. Highlights of Policy Committee work include:

- Completion and addition of three new policies to the Policy Manual. Newest policies include:
 - Revised Policy 1.3 Access to Legal Counsel
 - Policy 4.2 Utilization of the NLC Audit Report Comment Field in Nursys on the Discipline Tab
 - Policy 4.3 PTP Discipline and NPDB Reporting
 - Policy 5.4 Obtaining Factual Findings
- NLC Conference Series presentation on May 10, 2021, inclusive of three sessions that helped participants understand the difference between various governing documents, locate policy-related resources and understand policy-related situations.



The Policy Committee has worked to create a Policy manual to serve as a guiding document for commissioners and board of nursing staff.



Policy Committee pictured above, top row, left to right: Pamela Zickafoose, Joe Baker Jr., Peggy Benson; bottom row, left to right: Adrian Guerrero, Missy Poortenga, Jennifer Wright

Research Committee

The Research Committee was led by Chair Tammy Buchholz, DNP, RN, CNE, FRE, associate director for education, North Dakota Board of Nursing. The Research Committee is a newer committee and was established on Oct. 1, 2020. Highlights of Research Committee work include:

- Identification of three priority research areas including access to care, usage of multistate licensure and discipline.
- Multiple meetings with NCSBN's Research team to review existing research and determine needs, partnership opportunities and next steps.
- Development of a survey sent to NLC commissioners of NLC member and nonmember states asking them to prioritize 13 suggested NLC research topics.
- Review and discuss with authors Shishir Shakya, PhD, Economics Department, Shippensburg University; Sriparna Ghosh, PhD, Department of Economics, University of Cincinnati Blue Ash College; and Conor Norris, MA, The Knee Center for the Study of Occupational Regulation, West Virginia University, on a working paper regarding the impact of the NLC on the mobility of RNs and LPN/VNs.
- NLC Conference series presentation on June 9, 2021, inclusive of two sessions to help attendees learn about existing NLC information and dialogue with NLC Director Jim Puente, MS, MJ, CAE, about the impact of COVID, key questions related to the NLC and future research needs.



Research Committee pictured above, top row, left to right: Tammy Bucholz, Jennifer Lewis, Jenny Barnhouse; bottom row, left to right: LaDonna Patton, Sue Painter, Sherri Sutton-Johnson

Training and Education Committee

The Training and Education Committee was led by Chair Ann Oertwich, PhD, MSN, RN, executive director, Nebraska Board of Nursing. Highlights of Training and Education Committee work include:

- Review and approval of biweekly NLC Tip of the Week emails for member board staff and the general public.
- Review and approval of Compact Corner, NLC's newest e-newsletter publication to keep commissioners and member board staff abreast of NLC happenings and achievements.
- Review and approval of NLC fact sheets and informational resources.
- Review of NLC Virtual Conference Series agenda and topics.
- NLC Conference Series kickoff presentation on May 5, 2021, inclusive of three sessions wherein presenters explained different learning modalities that drive NLC education among key stakeholders, brainstormed educational ideas for the future, and shared a virtual tour of available NLC resources.



Training and Education Committee pictured above, top row, left to right: Ann Oertwich, Erin Matthies, Nicole Benson, Tony Graham; bottom row, left to right: Lisa Hastings, Shan Montgomery, Carol Moreland

Elections Committee

The 2021 Annual Meeting kicked off the election process for NLC Executive Committee members for FY21. Co-chairs, Crystal Tillman, DNP, RN, CNP, FRE, executive director, North Carolina Board of Nursing, and Sasha Poole, PhD, RN, executive director, New Mexico Board of Nursing, accepted nominations for three positions including, chair and two member-at-large positions.

Nominations were accepted through Aug. 31, 2021. The full slate of candidates was shared with the commission on Sept. 1 and voting took place between Sept. 20-30. The Executive Committee for FY22 was announced on Oct. 1, 2021 and can be viewed [here](#).



Left to right: Sasha Poole and Crystal Tillman



“
The pandemic has only shown us more proof as to why we need these compacts in the medical field”

— Sen. Lisa Boscola, Pennsylvania

NLC Presentations and Meetings

Webinars

NLC offered a series of free educational webinars (22 total) geared towards helping nurses, nurse educators, nurse employers and other stakeholder audiences obtain helpful information regarding the NLC.



Staff presented webinars twice per month and each webinar featured audience-specific content with explanation and clarification of topic areas that received the most questions. This webinar series offered a general overview of the NLC, explained how it works, how it benefits various types of nurses, including military, explained primary state of residency, provided regular legislative updates and addressed questions.

NLC Informational Presentations

In accordance with the strategic plan, specifically Strategic Initiative I: Partner Development and Collaboration, and Strategic Initiative II: Education of Boards and Stakeholders, presentations were provided for various organizations in both compact and noncompact states.

Presentations in Compact Jurisdictions:

- | | |
|---------------|---|
| Oct. 9, 2020 | NLC webinar for Home Care and Hospice Association of New Jersey |
| Oct. 15, 2020 | NLC presentation for annual conference of the New Jersey State Nurses Association |

Presentations in Noncompact Jurisdictions

- | | |
|----------------|--|
| Oct. 13, 2020 | Presentation for Southern Ohio Valley Chapter of Case Management Society of America (CMSA) |
| Jan. 6, 2021 | Presentation to Office of Emergency Services of the Office of the Governor of California |
| April 13, 2021 | Testimony and presentation for U.S. Virgin Islands Committee on Health, Hospitals and Human Services |
| April 13, 2021 | Presentation at Pennsylvania State Nurses Association Legislative Day |

Presentations, Meetings, Interviews with Stakeholder Organizations

Oct. 14, 2020	Presentation at Council of State Governments (CSG) webinar, “Assessing COVID-19 Occupational Licensing Policy Options.”
Oct. 29, 2020	Presentation and virtual exhibiting at National Student Nurses Association (NSNA) virtual conference
Nov. 10, 2020	Presentation at NCSBN’s IT Operations Conference
Nov. 10, 2020	Presentation at CSG webinar, “Teacher Licensure: Interstate Compacts-Lessons from other Professions”
Dec. 2, 2020	Presentation and CSG/ National Center for Interstate Compacts (NCIC) virtual interstate compact conference panel presentation.
Feb. 9, 2021	Virtual presentation to CMSA, Cleveland Chapter
March 11, 2021	Interview for article in <i>CSG Capitol Ideas Magazine</i>
April 7, 2021	Presentation for Canadian Council of Registered Nurse Regulators (CCRNRR)
April 7, 2021	Presentation of NLC information at NSNA Career Readiness Panel
April 8, 2021	Presentation for NSNA Virtual Annual Convention
April 14, 2021	Nurse Compact presentation for Work Session of Washington State Senate Health and LTC Committee
May 17, 2021	Presentation for Health Resources and Services Administration (HRSA) Telehealth Learning Series: A Discussion About Licensure Compacts
May 19, 2021	Presentation at NCSBN Discipline Case Management Conference
June 10, 2021	Presentation for National Military Family Association Webinar
Aug. 5, 2021	Keynote Presentation, “Key Considerations for the Start-up of a Licensure Compact and Commission,” to National Board for Certified Counselors Annual Summit
Aug. 25, 2021	Presentation for National Association of Travel Health Organizations (NATHO) Clinical Executive Committee
Sept. 17, 2021	Virtual Presentation for Indiana Student Nurses Association Annual Conference



Board of Nursing Training

Jan. 13, 2021	Virtual training on “Introduction to Interstate Compacts” available to all BON staff in compact and noncompact jurisdictions
Jan. 20, 2021	Virtual training on “Licensure” available to all BON staff in compact and noncompact jurisdictions
Jan. 27, 2021	Virtual training on “Discipline and Investigation” available to all BON staff in compact and noncompact jurisdictions
Feb. 3, 2021	Virtual training on “Nursys and Reporting” available to all BON staff in compact and noncompact jurisdictions
Feb. 10, 2021	Virtual training on “Resources” available to all BON staff in compact and noncompact jurisdictions
June 7, 2021	Training for New Jersey and Vermont BON staff regarding “Discipline and Investigations”
June 11, 2021	Training for New Jersey and Vermont BON staff regarding “Licensure”

NLC BON Trainings

NLC Director Jim Puente introduced a five-week series of virtual training sessions from Jan. 13 through Feb. 10. Each one to two-hour session was offered exclusively to member boards and covered the most important NLC topics for BON staff. Subjects included NLC overview, licensure, discipline and investigation, Nursys and reporting, resources, and FAQs.

The individual sessions were very well-received, with more than 200 attendees.

NLC Conference Series

The NLC conducted its first ever virtual conference which began on May 5, 2021 and spanned six weeks, concluding on June 9. Presentations were conducted in short content chunks. The series utilized the expertise of various committee members to showcase specific NLC Committee work as related to compact operations. Due to the virtual platform, each session was able to host over 300 virtual conference attendees. The NLC conference series was available to all BON staff across the nation.

Participants had the opportunity to ask questions related to policies, rulemaking, research, NLC education, discipline and more. Additionally, each session was interactive and allowed participants the opportunity to engage with content through interactive learning exercises including bingo, trivia and scavenger hunts.

The series helped participants navigate the NLC and know where to turn when questions or issues arise. Evaluation results show that the virtual conference series was very well received.

2021 NLC Virtual Conference Series

Roadmap to the NLC:

Your Guide to Successful Operations



NLC Outreach

In alignment with the NLC strategic plan, staff made efforts to further market the NLC and enhance e-communication, increase the presence of NLC educational posts on social media and enhance audience interaction key metrics tracked for FY21.

Compact Corner

The newest NLC e-newsletter, exclusive to NCSBN members. Compact Corner keeps members informed regarding NLC webinars, conferences, resources, reports, committee work, commission updates and legislative information.



March issue:

276 recipients, **91** opens* (**33%**)

April issue:

274 recipients, **72** opens* (**26%**)

July issue:

294 recipients, **88** opens* (**30%**)

*Note: Industry benchmarks indicate average email open rates fall between 17-28%. Average click-to-open rates should be between 6-17%.

Tip of the Week



Every Wednesday, public subscribers receive a tip containing general information about the NLC, based on FAQs. These tips are also shared via NLC Facebook, Twitter and Instagram pages. There is an opportunity to subscribe to this email list and anyone can do so directly from social media or from the NLC website. Every Friday, NCSBN member subscribers receive NLC tips focused on regulation.

50% ↑
increase in *Tip of the Week* subscribers

4,602
Tip of the Week subscribers

Facebook



8,797
TOTAL FOLLOWERS



Increased activity such as Tip of the Week posts, NLC Stories, webinar promotion posts, and NLC videos on Facebook beginning in 2020 helped gain more than **1,163** new followers and more than **1,131** likes. This is a **15%** increase from the prior year.

Top 3 Facebook Posts for FY21

June 28, 2021 Ohio passed the NLC **01**
77,100 REACH

June 24, 2021 The Pennsylvania Legislature Just Passed the NLC **02**
33,300 REACH

June 24, 2021 Congratulations Vermont **03**
16,300 REACH



Twitter

+194
FOLLOWERS

1,468
TOTAL FOLLOWERS

1,119
IMPRESSIONS*

Jan. 13, 2021:
Tip of the Week
re: Travel Nurses



747
IMPRESSIONS*

Dec. 10, 2020:
"Making Travel Nursing Easier with a Multistate License" Video

641
IMPRESSIONS*

Aug. 4, 2021:
Webinar: *"How the NLC Works for Telephonic Nurses"*

*Impressions are the number of times content is displayed



YouTube

NLC videos were shared via YouTube and social media.

5,336
VIEWS

Explanation of the NLC for Nurses

546
VIEWS

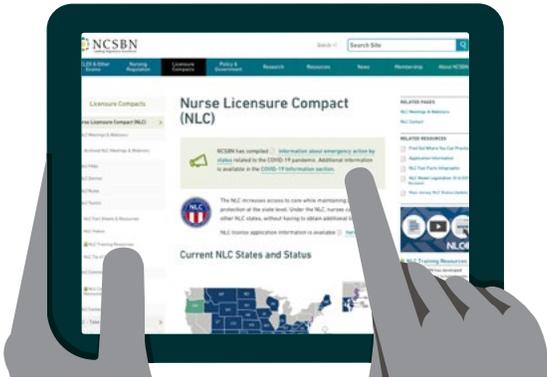
Guide to NLC for Nursing Students

479
VIEWS

Guide to NLC for Employers

Data and stats as of Date and status for Period of Oct. 1, 2020– Sept. 30, 2021.

NLC Webpages



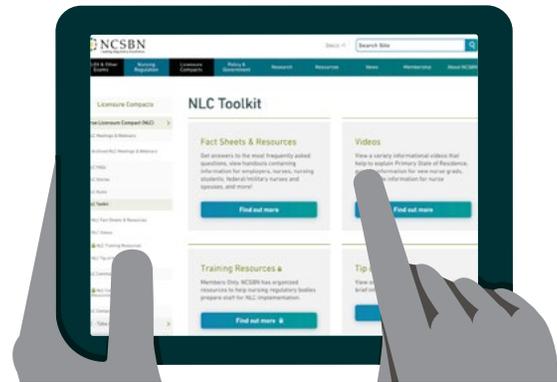
NLC HOMEPAGE

1,082,663
VIEWS



NURSECOMPACT.COM

16,923
VIEWS



NLC TOOLKIT

9,719
VIEWS

Zendesk Data

NLC staff use a new ticketing system for public inquiries called Zendesk. This system allows for tracking of how many inquiries come in and what topic they pertain to.

2,390 PUBLIC INQUIRIES
from Oct. 1, 2020 – Sept. 30, 2021

Top five most popular question categories are:

- Where do I find the license application?
- Changing state of legal residence.
- Upgrade/Convert to MSL.
- What is my authority to practice?
- What is the status of my license?





Independent Accountant's Report on Applying Agreed-upon Procedures

To Management and the Board of Directors
National Council of State Boards of Nursing

We have performed the procedures enumerated below, which were agreed to by National Council of State Boards of Nursing (NCSBN), solely to provide you with information for evaluation purposes for the fiscal year ended September 30, 2021. NCSBN's management is responsible for its compliance with the Agreement for the Provision of the Secretariat Services (the "Secretariat") for the Interstate Commission of Nurse Licensure Compact Administrators (the "Compact").

NCSBN has agreed and acknowledged that the procedures performed are appropriate to meet the intended purpose of assessing NCSBN's compliance with the Agreement for the Provision of the Secretariat Services for the Compact. No other parties have agreed to and acknowledged the appropriateness of the procedures. This report may not be suitable for any other purpose. The procedures performed may not address all items of interest to a user of this report and may not meet the needs of all users of this report, and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes. We make no representation regarding the sufficiency of procedures either for the purpose intended or any other purpose.

An agreed-upon procedures engagement involves performing specific procedures that the engaging party has agreed to and acknowledged to be appropriate for the intended purpose of the engagement and reporting on findings based on the procedures performed. Those procedures and findings are as follows:

1. **Procedure:** Obtain a list of states that have implemented compact legislation in their jurisdiction for the period from October 1, 2020 through September 30, 2021 (fiscal year 2021) and multiply the number by \$6,000 (annual membership fee) to calculate expected cash receipts. Obtain listing of payments made by member states for fiscal year 2021 and agree expected cash receipts to listing.

Results: We calculated expected cash receipts of \$186,000 by obtaining a list of states that have implemented compact legislation in their jurisdiction for the period from October 1, 2020 through September 30, 2021 (fiscal year 2021) and multiplying the number of states by \$6,000 (the amount required to be paid by each state participating in the Compact). We obtained the listing of payments made by member states and agreed the total of \$186,000 to the expected cash receipts.

2. **Procedure:** Obtain the bank statements of the Compact and vouch deposits of all membership fees for fiscal year 2021 collected by NCSBN for the Compact. View year-to-date interest from the bank statements and trace to the general ledger.

Results: We obtained the bank statements of the Compact and vouched deposits of all membership fees collected for fiscal year 2021. We viewed year-to-date interest of \$136.94 from the statements and traced the amount to the general ledger.

3. **Procedure:** Agree the secretariat fee revenue recognized by NCSBN in fiscal year 2021 to the fee stated in the Compact agreement. Note any exceptions.

Results: We agreed the secretariat fee revenue recognized by NCSBN in fiscal year 2021 to the fee stated in the compact agreement. As of September 30, 2021, the fee had not yet been collected by NCSBN.

To Management and the Board of Directors
National Council of State Boards of Nursing

4. **Procedure:** Obtain invoice sent by NCSBN to the Compact for the fiscal year 2021 secretariat fee and any other fees paid on behalf of the Compact during fiscal year 2021. Note treasurer or representative approval was obtained prior to payment.

Results: We obtained the invoice sent by NCSBN to the Compact for the fiscal year 2021 secretariat fee and legal fees paid on behalf of the Compact during fiscal year 2021. We noted the invoice was approved by James Puente, Director of Nurse Licensure Compact, on behalf of Ann Oetwich, Nurse License Compact Treasurer, prior to payment on October 26, 2021.

5. **Procedure:** Agree balance of cash held for the Compact as of September 30, 2021 to the bank reconciliations as of September 30, 2021 and the corresponding liability balance. Note any exceptions.

Results: We agreed the cash held for the Compact as of September 30, 2021 to the bank reconciliations and the corresponding liability balance.

We were engaged by NCSBN to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). We were not engaged to, and did not, conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on NCSBN's compliance with the Agreement for the Provision of the Secretariat Services for the Compact. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of NCSBN and to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of National Council of State Boards of Nursing and the board of directors and is not intended to be and should not be used by anyone other than these specified parties.

Plante & Moran, PLLC

December 14, 2021

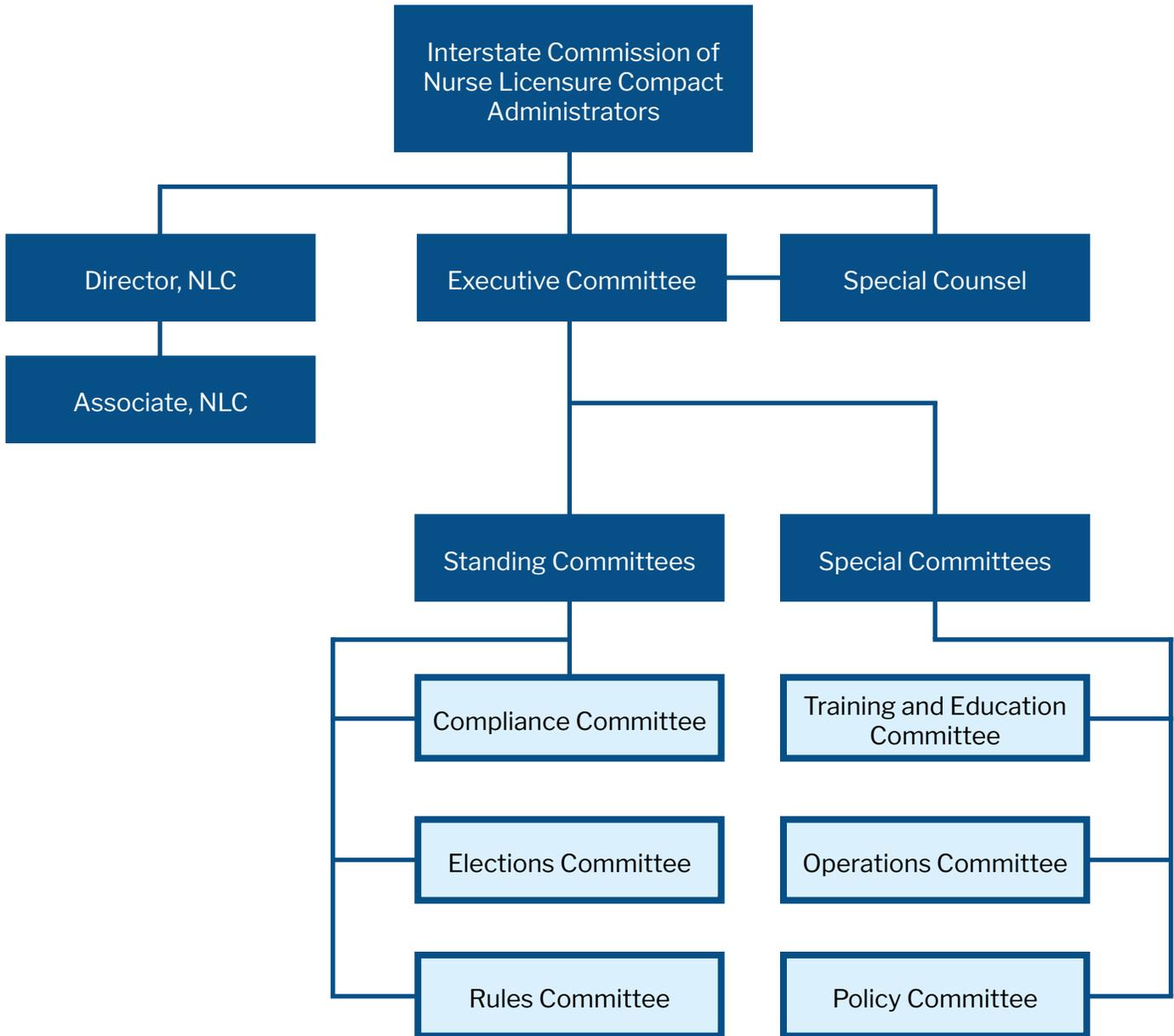
Financial Summary Fiscal Year 2021

	FY21
Cash Balance at June 30, 2021	\$757,502
Revenue	
Annual Assessments	\$159,000
Interest	\$20
Total Revenue	\$159,020
Expense	
MOU Fee with NCSBN	\$50,000
Reimburse NCSBN for expenses paid (includes legal fees)	\$24,037
Total Expenses	\$74,037
Cash Balance at Sept. 30, 2021	\$837,485



Prepared by:
 Ann Oertwich, PhD, MSN, RN
 Treasurer, NLC Commission
 Commissioner, Nebraska Board of Nursing

Organizational Chart



The Interstate Commission of Nurse Licensure Compact Administrators is a quasi-governmental joint public agency of the party states.

ICNLCA staff and services are provided via a memorandum of understanding with NCSBN.

Updated 5/2021



Thank you to all NLC Commissioners for all you do on behalf of the NLC

Interstate Commission of Nurse License Compact Administrators

Alabama Board of Nursing

Peggy Benson

Arizona State Board of Nursing

Joey Ridenour

Arkansas State Board of Nursing

Sue Tedford

Colorado Board of Nursing

Lorey Bratten

Delaware Board of Nursing

Pamela C. Zickafoose*

Florida Board of Nursing

Joe Baker, Jr.*

Georgia State Board of Nursing

Zelma Delgado

Guam Board of Nursing

Zennia Pecina

Idaho Board of Nursing

Russ Barron

Indiana State Board of Nursing

Alyssa D. Servies

Iowa Board of Nursing

Kathy Weinberg

Kansas State Board of Nursing

Carol Moreland

Kentucky Board of Nursing

Kelly Jenkins

Louisiana State Board Practical Nurse Examiners

Lynn Ansardi

Maine State Board of Nursing

Kim Esquibel

Maryland Board of Nursing

Karen EB Evans

Mississippi Board of Nursing

Phyllis Johnson*

Missouri State Board of Nursing

Lori Scheidt

Montana Board of Nursing

Melissa (Missy) Poortenga*

Nebraska Board of Nursing

Ann Oertwich*

New Hampshire Board of Nursing

Ashley Czechowicz

New Jersey Board of Nursing

Joanne Leone

New Mexico Board of Nursing

Sasha N. Poole

North Carolina Board of Nursing

Crystal Tillman

North Dakota Board of Nursing

Stacey Pfenning*

Ohio Board of Nursing

Betsy Houchen

Oklahoma Board of Nursing

Kimberly Glazier*

Pennsylvania Board of Nursing

Wendy Miller

South Carolina Board of Nursing

Carol Moody*

South Dakota Board of Nursing

Linda Young

Tennessee State Board of Nursing

Sherry Richardson

Texas Board of Nursing

Katherine Thomas

Utah State Board of Nursing

Jeff Busjahn

Vermont Board of Nursing

Shiela Boni

Virginia Board of Nursing

Jay P. Douglas

West Virginia Board of Examiners for Registered Professional Nurses

Sue Painter

Wisconsin Board of Nursing

Peter Kallio

Wyoming State Board of Nursing

Lori Hart

*Names with an * indicate a current member of the eNLC Commission Executive Committee.*

NLC Committees and Committee Members

Executive Committee



Chair

Kim Glazier, MEd, RN
NLC Commissioner, Oklahoma
Executive Director, Oklahoma Board of Nursing
Term: October 2019–September 2021



Vice-chair

Stacey Pfenning, DNP, APRN, FNP, FAANP
NLC Commissioner, North Dakota
Executive Director, North Dakota Board of Nursing
Term: October 2020–September 2022



Treasurer

Ann Oertwich, PhD, MSN, RN
NLC Commissioner, Nebraska
Executive Director, Nebraska Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Joe Baker, Jr.
NLC Commissioner, Florida
Executive Director, Florida Board of Nursing
Term: October 2019–September 2021



Member-at-Large

Carol Moody, MS, BSN, RN, NEA-BC
NLC Commissioner, South Carolina
Administrator, South Carolina Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Missy Poortenga, MHA, BSN, RN
NLC Commissioner, Montana
Executive Director, Montana Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
NLC Commissioner, Delaware
Executive Director, Delaware Board of Nursing
Term: October 2019–September 2021



NLC Executive Committee and staff celebrate a return to in-person meetings and Kim Glazier's retirement at the September Executive Committee retreat in Greensboro, NC.

Rules Committee

Joey Ridenour, MN, RN, FAAN, Arizona, co-chair
Brett Thompson-May, JD, Mississippi, co-chair
Kim Esquibel, PhD, MSN, RN, Maine
Amy Fitzhugh, JD, North Carolina
Alice Henley, JD, Alabama
Michelle Mayhew, MSN, MBA/HCM, RN-BC, West Virginia-LPN
Debbie McKinney, JD, Oklahoma
Carol Moody, MS, RN, NEA-BC, South Carolina
Stacey Pfenning, DNP, APRN, FNP, FAANP, North Dakota
Rick Masters, JD, Special Counsel

Training and Education Committee

Ann Oertwich, PhD, MSN, RN, Nebraska, chair
Erin Matthies, South Dakota, vice-chair
Nicole Benson, Florida
Tony Graham, CPM, North Carolina
Lisa Hastings, Wyoming
Shan Montgomery, MBA, Mississippi
Carol Moreland, MSN, RN, Kansas

Policy Committee

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE, Delaware, chair
Joe Baker Jr., Florida
Peggy Benson, MSN, MSHA, NE-BC, Alabama
Adrian Guerrero, Kansas
Missy Poortenga, MHA, RN, Montana
Jennifer Wright, DNP, APRN, FNP, BC, FAANP, Louisiana

Compliance Committee

Lori Scheidt, MBA-HCM, Missouri, chair
Kathy Weinberg, MSN, RN, Iowa, vice-chair
Karen Evans, MSN, RN-BC, SD-CLTC, CLC, Maryland
Melissa Hanson, North Dakota
Megan Hudson, JD, Maine
Karen Lyon, PhD, RN, ACNS, NEA, Louisiana-RN
Patrick Samuelson, JD, Oklahoma
Jackye Ward, MS, RN, Oklahoma

Elections Committee

Sasha Poole, PhD, RN, New Mexico, co-chair
Crystal Tillman, DNP, RN, CNP, FRE, North Carolina, co-chair

Research Committee

Tammy Bucholz, DNP, RN, CNE, FRE, North Dakota, chair
Jennifer Lewis, PhD, MSN, MBA, RN, North Carolina, vice-chair
Jenny Barnhouse, DNP, RN, Oklahoma
LaDonna Patton, MSN, RN, CEN, Alabama
Sue Painter, DNP, RN, West Virginia-RN
Sherri Sutton-Johnson, DrPH, MSN, RN, CCHW, Florida

NLC Staff



Jim Puente, MS, MJ, CAE
Director



Maggie Bieniek
Associate

NCSBN Staff

Thank you to NCSBN staff Rebecca Fotsch for all NLC advocacy related work and efforts.



Rebecca Fotsch, JD
NCSBN Director of Legislative Affairs
and State Advocacy

Special Counsel

The Special Counsel provides guidance to the commission and its committees with respect to legal issues related to the duties and responsibilities under the NLC provisions, its bylaws and rules.



Richard Masters, JD

Acknowledgements

Thank you to NLC consultants for providing expertise, answering questions and contributing advice at committee meetings upon request.



Nahale Kalfas, JD
Consultant, Council of
State Governments



Fred Knight, JD
Consultant to the
Commission

Retirements and Transitions

Thank you to the following NLC commissioners for all of the many contributions, service and dedication to the NLC. We congratulate you and wish you all the best in your retirement.



Jessica Estes, DNP, APRN-NP, transitioned from her position as executive director, Kentucky Board of Nursing, effective on May 16, 2021. Estes's departure marks the culmination of more than two years of service.



Julie George, MSN, RN, FRE, retired from her position as executive director, North Carolina Board of Nursing, effective on Dec. 1, 2020. George's departure marks the culmination of more than 12 years of service.



Cynthia LaBonde, MN, RN, retired from her position as executive director, Wyoming Board of Nursing, effective on June 4, 2021. LaBonde's departure marks the culmination of more than nine years of service.



Kim Glazier, MEd, RN, retired from her position as executive director, Oklahoma Board of Nursing, effective on Sept. 30, 2021. Glazier's departure marks the culmination of more than 22 years of service.



Betsy Houchen, JD, MS, RN, Betsy retired from her position as executive director, Ohio Board of Nursing, effective on Sept. 30, 2021. Houchen's departure marks the culmination of more than 15 years of service.



**For more information about
the NLC, contact:**

Pamela C. Zickafoose, EdD, MSN, RN,
NE-BC, CNE, FRE
Chair, NLC

Jim Puente, MS, MJ, CAE
Director, NLC, NCSBN
email | 312.525.3601

Maggie Bieniek
Associate NLC, NCSBN
email | 312.525.3779

Author:
Maggie Bieniek

nursecompact@ncsbn.org

www.nlc.gov

Published 02/22



FY21