



# UNLOCKING THE POSSIBILITIES

THE KEY TO  
REGULATORY EXCELLENCE

PHILADELPHIA

AUG. 12 - 14, 2009

2009 ANNUAL MEETING



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## Membership

The National Council of State Boards of Nursing, Inc. (NCSBN) is a not-for-profit organization whose membership comprises the boards of nursing in the 50 states, the District of Columbia, and four United States territories—American Samoa, Guam, Northern Mariana Islands and the Virgin Islands.

## Mission

The National Council of State Boards of Nursing (NCSBN), composed of Member Boards, provides leadership to advance regulatory excellence for public protection.

## Vision

Building regulatory expertise worldwide.

## Values

**Integrity:** Doing the right thing for the right reason through informed, open and ethical debate.

**Accountability:** Taking ownership and responsibility for organizational processes and outcomes.

**Quality:** Pursuing excellence in all endeavors.

**Vision:** Using the power of imagination and creative thought to foresee the potential and create the future.

**Collaboration:** Forging solutions through the collective strength of internal and external stakeholders.

## Purpose

The purpose of NCSBN is to provide an organization through which boards of nursing act and counsel together on matters of common interest and concern affecting the public health, safety and welfare, including the development of licensing examinations in nursing.

NCSBN's programs and services include developing the NCLEX-RN® and NCLEX-PN® examinations, performing policy analysis and promoting uniformity in relationship to the regulation of nursing practice, disseminating data related to the licensure of nurses, conducting research pertinent to NCSBN's purpose, and serving as a forum for information exchange for members.

## NCSBN ENVIRONMENTALLY CONSCIOUS MEETING COMMITMENT

As our Member Boards have requested, NCSBN is committed to holding environmentally friendly or green meetings. As part of our new policy, each hotel that is considered to host an NCSBN meeting will be given a green checklist to determine the property's environmental impact. As we move forward with our green meetings initiative, we will also ask you to contribute to the effort to decrease our carbon footprint and to help preserve our world.

### How You Can Help

- Recycle all paper in the provided bins in the meeting rooms.
- Reuse the towels in your guest room by hanging them up after use.
- Request that housekeeping does not replace the sheets for the entire length of stay.
- Turn off all the lights in your room each time you leave.
- Place your badge in the provided recycle bin at the end of the meeting.

### How the Loews Philadelphia Hotel is Helping

- Providing collection bins for the recycling of paper in meeting rooms.
- Participating in a glass and plastic recycling program.
- Providing condiments, beverages and other food items in bulk instead of individually packaged and assuring that the packaging of these items is recyclable and recycled.
- Using pitchers of water on tables instead of bottled water.
- Banning Styrofoam in any food/beverage functions or outlets.
- Providing all paper bathroom supplies with a minimum of 35 percent post-consumer recycled content paper.
- Using environmentally responsible cleaning products for carpets, floors, kitchens and bathrooms.
- Using china service or biodegradable disposable service.
- Avoiding the use of polystyrene #6 plastic.
- Using cloth napkins or post-consumer recycled paper napkins.
- Using sustainable food.
- Using compact fluorescent light bulbs in guest rooms.
- Instructing the housekeeping staff to leave all of the lights off and the air conditioning / heat on low.
- Using natural light in meeting rooms where available.

The National Council of State Boards of Nursing, composed of member boards, provides leadership to advance regulatory excellence for public protection.

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## Section I **2009 NCSBN Annual Meeting**

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# Business Agenda of the 2009 Delegate Assembly

**Wednesday, Aug. 12, 2009**

8:30–10:00 am

## **OPENING CEREMONIES**

- Introductions
- Announcements

## **OPENING REPORTS**

- Credentials Report
- Adoption of the Standing Rules

## **ADOPTION OF AGENDA**

## **REPORT OF THE LEADERSHIP SUCCESSION COMMITTEE**

- Presentation of the 2009 Slate of Candidates
- Nominations from Floor
- Approval of the 2009 Slate of Candidates

## **PRESIDENT'S ADDRESS**

## **CEO'S ADDRESS**

**Friday Aug. 14, 2009**

9:00 am–12:00 pm

## **BOARD OF DIRECTORS' RECOMMENDATIONS**

- Adopt the proposed revisions to the Education Model Rules.
- Adopt the College of Nurses of Ontario, the College of Registered Nurses of Manitoba and the College and Association of Registered Nurses of Alberta as Associate Members of NCSBN.

## **NCLEX® EXAMINATION COMMITTEE RECOMMENDATION**

- Adopt the proposed 2010 NCLEX-RN® Test Plan.

## **NEW BUSINESS**

## **CLOSING CEREMONY**

## **ADJOURNMENT**

### **Special Note**

Business conducted during the Delegate Assembly will be continuous, advancing through the agenda as time and discussion permit.



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## Standing Rules of the Delegate Assembly

### 1. Credentialing Procedures and Reports

- A. The President shall appoint the Credentials Committee, which is responsible for registering and accrediting delegates and alternate delegates.
- B. Upon registration, each delegate and alternate shall receive a badge and the appropriate number of voting cards authorized for that delegate. Delegates authorized to cast one vote shall receive one voting card. Delegates authorized to cast two votes shall receive two voting cards. Any transfer of voting cards must be made through the Credentials Committee.
- C. A registered alternate may substitute for a delegate provided the delegate turns in the delegate badge and voting card(s) to the Credentials Committee at which time the alternate is issued a delegate badge. The initial delegate may resume delegate status by the same process.
- D. The Credentials Committee shall give a report at the first business meeting. The report will contain the number of delegates and alternates registered as present with proper credentials, and the number of delegate votes present. At the beginning of each subsequent business meeting, the committee shall present an updated report listing all properly credentialed delegates and alternate delegates present, and the number of delegate votes present.

### 2. Meeting Conduct

- A. Meeting Conduct
  - 1. Delegates must wear badges and sit in the section reserved for them.
  - 2. All attendees shall be in their seats at least five minutes before the scheduled meeting time.
  - 3. There shall be no smoking in the meeting room.
  - 4. All cellular telephones and pagers shall be turned off or turned to silent vibrating mode. An attendee must leave the meeting room to answer a telephone.
  - 5. A delegate's conversations with non-delegates during a business meeting must take place outside the designated delegate area.
  - 6. All attendees have a right to be treated respectfully.
  - 7. There shall be no videotaping, audio recording or photographing of the sessions without the written permission of NCSBN.

### 3. Agenda

- A. Business Agenda
  - 1. The Business Agenda is prepared by the President in consultation with the Chief Executive Officer and approved by the Board of Directors.
- B. Consent Agenda
  - 1. The Consent Agenda contains agenda items that do not recommend actions.
  - 2. The Board of Directors may place items on the Consent Agenda that may be considered received without discussion or vote.
  - 3. An item will be removed from the Consent Agenda for discussion or vote at the request of any delegate.
  - 4. All items remaining on the Consent Agenda will be considered received without discussion or vote.

#### 4. Motions or Resolutions

- A. Only delegates, members of the Board of Directors, and the NCLEX® Examination Committee may present motions or resolutions to the Delegate Assembly. Resolutions or motions made by the NCLEX® Examination Committee are limited to those to approve test plans pursuant to Article X, Section 1(a) of the NCSBN Bylaws.
- B. All motions, resolutions and amendments shall be in writing and on triplicate motion paper signed by the maker and a second. All motions, resolutions and amendments must be submitted to the Delegate Assembly Chair and the Parliamentarian. All resolutions and non-procedural main motions must also be submitted to the Chair of the Resolutions Committee before being presented to the Delegate Assembly.
- C. The Resolutions Committee, according to its Operating Policies and Procedures, shall review motions and resolutions submitted before Thursday, Aug. 13, 2009, at 4:30 pm. Resolution or motion-makers are encouraged to submit motions and resolutions to the Resolutions Committee for review before this deadline.
- D. The Resolutions Committee will convene its meeting on Thursday, Aug. 13, 2009, at 4:30 pm and schedule a mutually agreeable time during the meeting to meet with each resolution or motion maker. The Resolutions Committee shall meet with the resolution or motion maker to prepare resolutions or motions for presentation to the Delegate Assembly and to evaluate the resolution or motion in accordance with the criteria in its operating policies and procedures. The Committee shall submit a summary report to the Delegate Assembly of the Committee's review, analysis, and evaluation of each resolution and motion referred to the Committee. The Committee report shall precede the resolution or motion by the maker to the Delegate Assembly.
- E. If a member of the Delegate Assembly wishes to introduce a non-procedural main motion or resolution after the deadline of 4:30 pm on Thursday, Aug. 13, 2009, the request shall be submitted under New Business; provided that the maker first submits the resolution or motion to the Chair of the Resolutions Committee. All motions or resolutions submitted after the deadline must be presented with a written analysis that addresses the motion or resolution's consistency with established review criteria, including, but not limited to, the NCSBN mission, purpose and/or functions, strategic initiatives and outcomes; preliminary assessment of fiscal impact; and potential legal implications. The member submitting such a motion or resolution shall provide written copies of the motion or resolution to all delegates. A majority vote of the delegates shall be required to grant the request to introduce this item of business. [The Resolutions Committee shall advise the Delegate Assembly where the required analyses have not been performed and/or recommend deferral of a vote on the motion pending further analysis.]

#### 5. Debate at Business Meetings

- A. Order of Debate: Delegates shall have the first right to speak. Non-delegate members and employees of Member Boards including members of the Board of Directors may speak only after all delegates have spoken.
- B. Any person who wishes to speak shall go to a microphone. When recognized by the Chair, the speaker shall state his or her name and Member Board or organization.
- C. No person may speak in debate more than twice on the same question on the same day, or longer than four minutes per speech, without permission of the Delegate Assembly, granted by a majority vote without debate.

- D. A red card raised at a microphone interrupts business for the purpose of a point of order, a question of privilege, orders of the day, a parliamentary inquiry or an appeal. Any of these motions takes priority over regular debate.
- E. A timekeeper will signal when the speaker has one minute remaining, and when the allotted time has expired.
- F. The Delegate Assembly may by a majority vote go into executive session. The enacting motion shall specify those permitted to attend.

## 6. Nominations and Elections

- A. Any member who is intends to be nominated from the floor is required to submit their completed nomination form and is strongly encouraged to meet with the Leadership Succession Committee the day before adoption of the slate of candidates by the Delegate Assembly.
- B. A delegate making a nomination from the floor shall have two minutes to list the qualifications of the nominee. Written consent of the nominee and a written statement of qualifications must be submitted to the Leadership Succession Committee at the time of the nomination from the floor.
- C. Electioneering for candidates is prohibited except during the candidate forum.
- D. The voting strength for the election shall be determined by those registered by 5:00 pm on Wednesday, Aug. 12, 2009.
- E. Election for officers, directors, and members of the Leadership Succession Committee shall be held Thursday, Aug. 13, 2009, from 7:30 to 8:30 am.
- F. If no candidate receives the required vote for an office and repeated balloting is required, the President shall immediately announce run-off candidates and the time for the run-off balloting.
  - 1. If no candidate for officer or area director receives a majority on the first ballot, the run-off shall be limited to the two candidates receiving the highest number of votes.
  - 2. If no candidate for director-at-large receives a majority on the first ballot, the run-off shall be limited to the four candidates receiving the highest number of votes. If no candidate receives a majority on the second ballot, another run-off shall be limited to the three candidates receiving the highest number of votes.
  - 3. If, on the initial ballot, one candidate for director-at-large receives a majority, a run-off shall be limited to the two candidates receiving the next highest number of votes.

## 7. Forums

- A. Scheduled Forums: The purpose of scheduled forums is to provide information helpful for decisions and to encourage dialogue among all delegates on the issues presented at the forum. All delegates are encouraged to attend forums to prepare for voting during the Delegate Assembly. Forum facilitators will give preference to voting delegates who wish to raise questions and/or discuss an issue. Guests may be recognized by the Chair to speak after all delegates, non-delegate members and employees of Member Boards have spoken.
- B. Open Forum: Open forum time may be scheduled to promote dialogue and discussion on issues by all attendees. Attendee participation determines the topics discussed during an Open Forum. The President will facilitate the Open Forum.
- C. To ensure fair participation in forums, the forum facilitators may, at their discretion, impose rules of debate.



## Annual Meeting Schedule

### Tuesday, Aug. 11, 2009

**2:00–6:00 pm**

*2nd Floor Prefunction*

#### **Registration Opens**

Visit the registration desk to receive your registration materials and name badge in order to enter the NCSBN Annual Meeting sessions.

**2:00–5:00 pm**

*Jefferson Boardroom*

#### **New Candidate Interviews with the Leadership Succession Committee**

Those candidates anticipating being nominated from the floor must submit a nomination form and meet with the Leadership Succession Committee.

**3:00–6:00 pm**

*Washington A*

#### **Nurse Licensure Compact Administrators (NLCA) Meeting**

Open to members of the NLCA and NCSBN only.

**6:00–7:30 pm**

*Washington BC*

#### **Delegate Orientation**

Open to all Annual Meeting attendees.

### Wednesday, Aug. 12, 2009

**7:15 am–8:30 am**

*2nd Floor Prefunction*

#### **Continental Breakfast**

**7:15 am–3:30 pm**

*2nd Floor Prefunction*

#### **Registration**

Visit the registration desk to receive your registration materials and name badge in order to enter the NCSBN Annual Meeting sessions.

**7:30 am–5:00 pm**

*2nd Floor Prefunction*

#### **Exhibit Showcase**

Stop by the Exhibit Showcase to learn of products and information pertinent to the work of boards of nursing.

**8:30–10:00 am**

*Commonwealth*

#### **Delegate Assembly: Opening Ceremony**

Welcome from the Pennsylvania State Board of Nursing

- Opening Ceremony
  - Introductions
  - Announcements
- Opening Reports
  - Credentials
  - Adoption of the Standing Rules
- Adoption of Agenda
- Report of the Leadership Succession Committee
  - Presentation of the 2009 Slate of Candidates
  - Nominations from Floor
  - Approval of the 2009 Slate of Candidates

#### **President's Address**

*Laura Rhodes, MSN, RN, President, NCSBN Board of Directors*

#### **CEO's Address**

*Kathy Apple, MS, RN, CAE, NCSBN CEO*

SCHEDULE AND LOCATIONS ARE SUBJECT TO CHANGE.

**10:00–10:30 am**

*2nd Floor Prefunction*

**Break**

**10:30 am–12:00 pm**

*Commonwealth*

**Candidate Forum**

*Barbara Morvant, MN, RN, Chair, NCSBN Leadership Succession Committee*

Support NCSBN and your fellow NCSBN members. Come to the Candidate Forum to hear from the nominees for NCSBN elected office.

**12:00–1:00 pm**

*Millennium*

**Lunch**

**1:00–1:20 pm**

*Commonwealth*

**Finance Committee Forum**

*Robert Clayborne, MBA, CPA, Director, Finance & Administrative Services*

A report from the Finance Committee.

**1:20–1:40 pm**

*Commonwealth*

**NCLEX® Examination Committee Forum**

*Sheila Exstrom, PhD, RN, Chair, NCLEX® Examination Committee*

Discussion of the proposed 2010 NCLEX-RN® Test Plan and timeline for implementation.

**1:40–2:20 pm**

*Commonwealth*

**Innovations In Education Regulation Committee Forum**

*Susan Odom, PhD, RN, CCRN, Chair, Innovations in Education Regulation Committee*

Presentation and discussion of the work of the Innovations in Education Regulation Committee and the proposed model rule changes.

**2:20–2:40 pm**

*2nd Floor Prefunction*

**Break**

**2:40–3:30 pm**

*Commonwealth*

**Board of Directors Forum**

*Laura Rhodes, MSN, RN, President, NCSBN Board of Directors*

NCSBN President, Laura Rhodes, will present and discuss Board of Directors issues and recommendations to the Delegate Assembly.

**6:00–8:00 pm**

**Pennsylvania State Board of Nursing Reception - Constitution Center**

The Pennsylvania State Board of Nursing welcomes all attendees to Philadelphia for the 2009 Annual Meeting and Delegate Assembly. Please join us at the Constitution Center for a networking reception and take this opportunity to meet your candidates running for office.

Tickets will be included in the registration packets of those who opted to attend during online registration.

**Thursday, Aug. 13, 2009**

**7:30 am–5:00 pm**  
*2nd Floor Prefunction*

**Exhibit Showcase**

**7:30 am–12:00 pm**  
*2nd Floor Prefunction*

**Registration**

**7:30–8:30 am**  
*Adams Room*

**Election Voting**

**8:30–10:30 am**

**Area Breakfast Meetings: NCSBN Members Only**

NCSBN Area Breakfasts I-IV are open to NCSBN members and staff only. Note that there is a breakfast meeting open to external organizations.

The purpose of NCSBN Area Meetings is to facilitate communication and encourage regional dialogue on issues important to NCSBN and its members.

*Washington A*

- Area I members include: Alaska, American Samoa, Arizona, British Columbia, California, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, Northern Mariana Islands, Oregon, Utah, Washington and Wyoming.

*Washington C*

- Area II members include: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, West Virginia and Wisconsin.

*Millennium*

- Area III members include: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas and Virginia.

*Washington B*

- Area IV members include: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont and U.S. Virgin Islands.

*Solstice*

**External Organizations Breakfast Meeting**

Guests are invited to attend this breakfast meeting to discuss issues of mutual concern with NCSBN staff.

**10:30–11:00 am**  
*2nd Floor Prefunction*

**Break**

**11:00 am –12:00 pm**  
*Commonwealth*

**Keynote: The Croatian Regulatory Experience**

*Dragica Simunec, President of the Croatian Chamber of Nurses and Board Member of the European Council of Nursing Regulators*

An inspiring look into the challenges and courage of nurse regulators as they developed a public protection model after Croatia was declared an independent sovereign state in 1991 after years of communist rule.

**12:00–1:00 pm**  
*Millennium*

**Lunch**

**1:00–2:30 pm**

*Washington B*

*Washington A*

*Commonwealth A1*

*Commonwealth B*

*Commonwealth A2*

*Commonwealth C*

*Washington C*

**2:30–3:00 pm**

*Commonwealth Foyer*

*Washington Foyer*

**3:00–4:30 pm**

*Washington A*

*Commonwealth A2*

*Commonwealth A1*

*Washington B*

*Tubman Room*

*Commonwealth CD*

*Adams Room*

**Knowledge Networks**

NCSBN Knowledge Networks are brainstorming discussions regarding regulatory trends and issues. Participants will be asked to brainstorm a list of five topics with the top three selected for discussion/exploration.

Choose from the following options:

- *NCSBN Executive Officers*
- *NCSBN Board Presidents*
- *NCSBN Board Members*
- *Discipline*
- *Practice*
- *Education*
- *Licensed Practical/Vocational Nurses*

**Break**

**Breakout Sessions**

NCSBN is pleased to offer the following breakout sessions:

- *NCSBN Research*  
Updates on new and ongoing research projects.
- *Nursys®/Healthcare Integrity and Protection Data Bank (HIPDB)*  
This will be an interactive session focusing on various discipline and licensure data reports available to Member Boards. Attendees will learn how to audit data and how to compare with their licensure system to Nursys, leading to improved data integrity that can benefit all Member Boards.
- *Taxonomy of Error, Root Cause Analysis and Practice-responsibility (TERCAP®)*
- *Commitment to Ongoing Regulatory Excellence (CORE)*  
This session will cover three topics: (1) results from survey of boards of nursing indicating which CORE data have proven to be meaningful and of value; (2) what to expect from the 2010 survey; and (3) tips on using CORE.
- *Institute of Regulatory Excellence (IRE) and Center for Regulatory Excellence Grant Program*  
IRE is a fellowship program that offers advanced education for nursing regulators. The Center for Regulatory Excellence Grant Program funds research projects related to nursing regulation. This session will describe the program, discuss how to apply for a grant and provide tips for getting a proposal funded. Come hear more about these exciting programs.
- *Healing the Healer*  
Our expert speakers, Daniel H. Angres, MD, and Kathy Bettinardi-Angres, MS, RN, have worked with impaired professionals across the country. The session will cover all aspects of addiction in health professionals.
- *NCSBN and NLCA Relationship*

**4:30–5:30 pm**

*Jefferson Boardroom*

**Resolutions Committee Meeting**

**6:00–9:30 pm**

*Regency Ballroom*

**Awards Dinner**

Semi-formal attire. NCSBN is donating the centerpieces created for the Awards Dinner to the Philadelphia VA Medical Center.

**Friday, Aug. 14, 2009**

**7:45–9:00 am**

*2nd Floor Prefunction*

**Pearson VUE Sponsored Breakfast**

**9:00–10:00 am**

*Commonwealth*

**Delegate Assembly**

**10:00–10:15 am**

*2nd Floor Prefunction*

**Break**

**10:15 am–12:00 pm**

*Commonwealth*

**Delegate Assembly Resumes**

**12:00 pm**

*2nd Floor Prefunction*

**Boxed Lunches**

Remaining boxed lunches will be donated to the Philadelphia food bank.



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## Summary of Recommendations to the 2009 Delegate Assembly with Rationale

This document provides a summary of recommendations that the NCSBN Board of Directors, the NCLEX® Examination Committee (NEC) and the Leadership Succession Committee propose to the 2009 Delegate Assembly. Additional recommendations may be brought forward during the 2009 Annual Meeting.

### Board of Directors' Recommendations

#### 1. *Adopt the proposed revisions to the Education Model Rules.*

**Rationale:**

One of the charges to the Innovations in Education Regulation Committee was to develop a regulatory model for innovative education proposals. In meeting this charge, the committee reviewed the literature and received feedback from Member Boards and educators. Because of today's complexities in health care delivery, nursing and health care leaders agree that there is a need to transform how we educate nurses. In their mission of public protection, boards of nursing (BONs) approve nursing programs across the U.S. and its territories. The committee concluded that this is the ideal time for the NCSBN Model Education Rules to be revised to include language that would foster innovative approaches to nursing education when the proposed strategy departs from the current rule structure. BONs are in an excellent position to create a favorable climate for innovative educational approaches and champion new strategies to educate nurses, while remaining diligent in regulating core education standards.

**Fiscal Impact:**

Publication costs incorporated into the FY10 budget.

#### 2. *Adopt the College of Nurses of Ontario, the College of Registered Nurses of Manitoba and the College and Association of Registered Nurses of Alberta as Associate Members of NCSBN.*

**Rationale:**

The NCSBN Bylaws state that an Associate Member is a nursing regulatory body or empowered regulatory authority from another country or territory. The bylaws require approval of membership by the full membership of the Delegate Assembly. The current applications for Associate Membership meet the qualifications as stated in the NCSBN Bylaws.

**Fiscal Impact:**

Upon acceptance, each new Associate Member will pay a \$1,500 annual fee.

### NCLEX® Examination Committee Recommendation

#### 1. *Adopt the proposed 2010 NCLEX-RN® Test Plan.*

**Rationale:**

The NEC reviewed and accepted the report of findings from the *2008 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice* (NCSBN, 2009) as the basis for recommending revisions to the *2007 NCLEX-RN® Test Plan* to the Delegate Assembly. Empirical evidence from the practice analysis, feedback from the Members Boards and the professional judgment of the NCLEX® Examination Committee provide support for the recommendation to the Delegate Assembly to adopt the proposed 2010 NCLEX-RN® Test Plan.

**Fiscal Impact:**

Incorporated into the FY10 budget.

## **Leadership Succession Recommendation**

### **1. Adopt the 2009 Slate of Candidates.**

***Rationale:***

The Leadership Succession Committee has prepared the 2009 Slate of Candidates with due regard for the qualifications required by the positions open for election, fairness to all nominees, and attention to the goals and purpose of NCSBN. Full biographical information and personal statements for each candidate is posted in the Business Book under the Report of the Leadership Succession Committee. Candidates will present himself or herself at the Candidate's Forum on Wednesday, Aug. 12, 2009.

***Fiscal Impact:***

Incorporated into the FY10 budget.

# Report of the Leadership Succession Committee

## Recommendation to the Delegate Assembly

### 1. *Adopt the 2009 Slate of Candidates.*

#### **Rationale:**

The Leadership Succession Committee has prepared the 2009 Slate of Candidates with due regard for the qualifications required by the positions open for election, fairness to all nominees, and attention to the goals and purpose of NCSBN. Full biographical information for each candidate follows. Each candidate will present himself or herself at the Candidate's Forum on Wednesday, Aug. 12, 2009.

## Background

Per the bylaws, the Leadership Succession Committee considers the qualifications of all nominees for officers and directors, and presents a qualified slate of candidates for vote at the Annual Meeting. The committee's report is read at the first session of Delegate Assembly, when additional nominations may be made from the floor. No name is placed in nomination without the written consent of the nominee.

## FY09 Highlights and Accomplishments

- The committee reviewed the first charge related to recommending strategies for the ongoing sustainability and advancement of the organization through leadership succession planning. The committee reviewed the history of the bylaw revision resulting in the Leadership Succession Committee.
- The committee proposed a definition of leadership succession.
- Key leadership competencies were further discussed and ranked in order of importance.
- Consultant Nancy Hazard provided the history and experience of Sigma Theta Tau's work on implementing a Leadership Succession Committee.
- Activities regarding building the slate of candidates were discussed, including a discussion on interviewing potential candidates and how to get information on leadership competence. The committee reviewed and discussed possible interview questions related to essential competencies.
- The committee recommended strategies for the ongoing sustainability and advancement of the organization through leadership succession planning, per the committee's charge.
- The committee reviewed its second charge: present a slate of candidates through a determination of qualifications and geographic distribution for inclusion on a ballot for the election of the Board of Directors (BOD) and the Leadership Succession Committee.
- The committee finalized the call for nominations letter, nomination form and brochure, and reviewed recruitment strategies.
- The committee reviewed and edited Policies 1.1, 1.2 and 1.3.
- The 2009 Midyear Meeting presentation helped facilitate input from the membership, including opening dialogue at the Area meetings. Handouts at the Midyear Meeting included the essential competency framework and the newly revised policy.
- Committee members will speak with both executive officers and Member Board presidents at their networking sessions during the Midyear Meeting. Presidents can help identify possible board members and/or staff whom they believe are interested and qualified to serve in NCSBN office.

## Members

Barbara Morvant, MN, RN  
Louisiana-RN, Designated  
Member, Chair

Mary Kay Goetter, PhD, RNC,  
NEA-BC  
Wyoming, Area I

Nancy Bohr, MBA, MSN, RN  
South Dakota, Area II

Rick García, MS, RN, CCM  
Florida, Area III

David Mangler, MS, RN  
Delaware, Area IV

Mary Blubaugh, MSN, RN  
Kansas, Designated Member

Paula Meyer, MSN, RN  
Washington, Designated Member

Alexis Welch, EdD, RN  
North Carolina, Designated  
Member

## Staff

Kathy Apple, MS, RN, CAE  
CEO

Kate Jones  
Manager, Executive Office

## Board Meeting Dates

- Nov. 3-4, 2008
- Dec. 18-19, 2008
- Jan. 15-16, 2009
- May 11, 2009

- The Midyear Meeting will be a time to identify members with potential who need to be nurtured and developed to provide input on NCSBN activities that can better prepare them for future candidacy.
- The committee reviewed and discussed the candidate forum focusing on how to keep candidates within the time limits. This was emphasized during the candidate call-in conferences and in the candidate acceptance letter.
- The committee reviewed and discussed the revised committee policy. There was a great deal of discussion regarding nominations from the floor. It was acknowledged that if the selection process is revised per the intent of the bylaws, the entire process is circumvented by the current nominations from the floor procedure. The committee would like to see members who want to be nominated from the floor meet with the Leadership Succession Committee the day before the adoption of the slate to undergo the same vetting process as all other candidates. This recommendation to the Standing Rules was presented at the Feb. 11-13, 2009, NCSBN BOD meeting.
- The committee developed an articulated conceptual framework, which was presented at the 2009 Midyear Meeting.

### **Attachments**

- A. 2009 Slate of Candidates

Attachment A

## 2009 Slate of Candidates

The following is the slate of candidates developed and adopted by the Leadership Succession Committee. Each candidate profile is taken directly from the candidate’s nomination form. The Candidate Forum will provide the opportunity for candidates to address the 2009 Delegate Assembly.

### Board of Directors

#### Vice President

Myra Broadway, Maine, Area IV . . . . .24

#### Director-at-Large (two positions)

Pamela Autrey, Alabama, Area III . . . . .26

Debra Scott, Nevada, Area I . . . . .27

#### Area I Director

Kathy Malloch, Arizona, Area I . . . . .29

#### Area II Director

Betsy Houchen, Ohio, Area II . . . . .31

#### Area III Director

Julie George, North Carolina, Area III . . . . .33

#### Area IV Director

Vacant

### Leadership Succession Committee

#### Designated Member (Current or Former Committee Chair)

Barbara Morvant, Louisiana, Area III . . . . .34

#### Designated Member (Board Member of Member Board)

Patricia Lane, Virginia, Area III . . . . .35

#### Designated Member (Employee of Member Board)

Mary Blubaugh, Kansas, Area II . . . . .36

#### Designated Member (Past Board of Directors Member)

Paula Meyer, Washington, Area I . . . . .37

### Detailed Information on Candidates

Information is taken directly from nomination forms and organized as follows:

1. Name, jurisdiction and area.
2. Present board position and board name.
3. Date of term expirations and eligibility for reappointment.
4. Describe all relevant professional, regulatory and community involvement, including service on NCSBN committee(s). (300 word limit)
5. What do you perceive as the top two challenges to nursing regulation (provide two or three strategies you would use to address those challenges)? (300 word limit)
6. What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)



Date of expiration of term:  
N/A

Eligible for reappointment:  
N/A

## Vice President (one-year term)

### **Myra Broadway, JD, MS, RN**

Board Staff, Maine, Area IV

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

Education: Franklin Pierce Law Center, JD 1990; University of Colorado, MS, 1973; Hunter College, BSN, 1967; Professional/Regulatory/Community Involvement: Executive Director, Maine State Board of Nursing; State of Maine Nursing Education Strategic Planning Group – 2008 – present; State of Maine Health Care Work Force 2005 – present; NCSBN: BOD – Vice president Dec 08 – Aug 09; Area IV director Nov-Dec 08; Area IV director – 2003-2007; Director at large 2000-2002; Finance Committee Aug 2007 – Nov 2008; Board Liaison to Member Board Leadership Development Task Force 2006-2007; Board Liaison to Examination Committee 2004-2007; Board Liaison to Commitment to Ongoing Regulatory Excellence 2003-2004; Commitment to Ongoing Regulatory Excellence 2002-2003; Board Liaison to Commitment to Excellence 2001-2002; Model Rules Subcommittee Liaison 2001-2002; Bylaws Committee Liaison 2001-2002; Awards Advisory Panel Liaison 2000-2001; Delegate Assembly Advisory Group Liaison 2000-2001; Commitment to Excellence Advisory Group 1999-2000; Resolutions Committee 1999; Mutual Recognition Member Board Operations Analysis Tool Working Group 1998; Nurse Licensure Compact Administrators Executive Committee 2002-2003

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

Two significant challenges to nursing regulation include a limitation of resources and the changing dynamics of health care delivery. Within the limitation of resources are the scarcity of nursing workforce and faculty. Changing dynamics of health care delivery precipitate variations among professional organizations, nursing regulatory bodies, and jurisdictional governments. Strategies to address these challenges include: monitoring activities of national and international organizations as well as collaborating with them in defined efforts consistent with NCSBN's mission; supporting research that is planned, developed and performed to enable boards to embrace and implement evidence based decision making in nursing regulation; developing member board competencies to effectively regulate nursing practice; involving member board staff and board members on various committees to bring to the table a wealth of education and experience in order to reflect, discuss and address issues confronting us; exercising our collective imaginations in finding creative and innovative solutions/methodologies; working toward uniform licensure requirements in order to assure the public's protection and make regulation less burdensome. It is important to continue our work with entry level and continuing competence mechanisms in order to appropriately influence policy makers and lend assurance to them and the public that nursing is suitably regulated - allowing for the normal growth and development of a profession while protecting the public.

#### **WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

I believe that I can contribute to the advancement of the organization through commitment to its mission, vision and strategic initiatives and in being a participant in decision making that is consistent with the mission, compliant with the vision and in concert with the strategic initiatives. Being on the BOD requires listening well to all perspectives, deliberating and discussing openly the challenges and issues that confront us as a national organization and as individual boards. However, I also consider it important to maintain some flexibility in implementing the strategic initiatives so that as our environment changes we may respond appropriately and in kind by adapting strategy to meet the mission. My leadership competencies include: openness;

objectivity; enthusiasm; a desire to debate and understand others' points of view as well as my own; and a sprinkling of humor. I am neither afraid of asking nor of hearing the hard questions nor of doing things differently "from the way we have always done it" if it improves nursing regulation. In my jurisdiction I am considered a clear thinker and communicator; a responsible, reliable, and resourceful person who is fair. I believe these competencies will contribute to the advancement of NCSBN. I would consider it an honor and privilege to complete the term as your vice-president.



Date of expiration of term:  
N/A  
Eligible for reappointment:  
N/A

## Director-at-Large

### **Pamela Autrey, PhD, MBA, MSN, RN**

Board Member, Alabama, Area III

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

Dr. Pam Autrey has over 20 years of clinical and administrative experience in the healthcare setting with an emphasis in critical and emergent care. Her diverse background both in education and experience lend itself well to teaching a variety of courses in the undergraduate and graduate programs of business and nursing. Her teaching responsibilities include MBA, MSN, and Doctorate of Nursing Practice courses in health care marketing, advanced nursing practice issues, and health care policy and politics. Dr. Autrey is currently the Administrative Director for Medical Nursing at the University of Alabama at Birmingham Hospital. She has direct responsibility for 13 medical nursing units with 500 employees and a \$110,000,000 operating budget. Her research interests include situation awareness and high reliability teams as they relate to hospital incident management systems and hand-off communication, as well as gaps in customer satisfaction, from both the patient and nursing perspective. She wrote and received an \$850,000 HRSA grant for the UAB School of Nursing and assists her staff with grant writing and evidenced-based practice. Dr. Autrey was appointed by Governor Riley to the Alabama Board of Nursing in 2007, currently serving in her third of four years. She served on the NCSBN Disaster Preparedness Committee 2008 and currently serves on the Continued Competency Committee. She was elected to the Governance Committee for the Honor Society of Nursing, Sigma Theta Tau International, 2008-2009 and is the past-President of the Birmingham Regional Organization of Nurse Leaders, as well as a technical advisor to the Health Subcommittee of the Governor's Commission for Action in the Black Belt and the Alabama Rural Action Committee.

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

Challenge 1: Addressing not only competency of nurses throughout their profession, but of those who reenter after a long term of absence. The Continued Competency Committee is meeting the challenge yet the buy-in from all boards of nursing will be critical. Although a national model would provide consistency in terms of application and outcomes, practical issues associated with individual states such as legislation and resources is a huge barrier to overcome.

#### **WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

My leadership competencies are extensive. Not only do I see the world of regulation from the practice side, but also from the educator and consumer viewpoints. I served in many leadership capacities; only a few are identified for this application. I am unbiased and use evidence to guide my decision making and see all sides of the issue from all stakeholder viewpoints, and not just that of my board in Alabama. Keeping the safety of the public as the core for our existence as boards guides what issues we must address and decisions that are made. I appreciate all viewpoints and treat all at the table as equals with collegiality, valuing the perspectives that are presented. I enjoy working as a team and do not have to be the designated leader although I take that responsibility and accountability seriously when I am in that position. The NCSBN plays an enormous role in refining, implementing, and evaluating the regulatory model for patient safety and nursing practice and I am honored to serve in any capacity, either as a committee member or an elected director-at-large. My employer values the work I do for the Alabama Board of Nursing and the NCSBN, allowing me the latitude of time and resources to be major player in nursing regulation.

## Director-at-Large

### Debra Scott, MSN, RN, FRE

Board Staff, Nevada, Area I

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

Nursing has been very good to me. In 2003-2004, I served on the NCSBN Practice, Regulation, and Education Model Revision Subcommittee. In 2006-2007, I was a member of the NCSBN Continued Competence Advisory Panel. Beginning in 2008 and presently, I am the chair for the NCSBN Continued Competence Committee. In 2008, I became a fellow of the NCSBN Institute of Regulatory Excellence.

Prior to coming to Nevada, I was a consultant for the California Board of Nursing's Diversion Program. From 1994-1996, I was a member of the Nevada State Board of Nursing (NSBN) Disability Advisory Committee until I began working for the Board, initially as the Associate Executive Director for Practice and in 2002, became the Executive Director. In 2001, I joined the Nursing Institute of Nevada as a charter member. In 2004, I formed the Nevada Health Professions Council, made up of the major healthcare boards to foster collaboration and find common ground on a variety of issues in our state.

In 2007, I served on the Nevada Legislative Healthcare Advisory Task Force, and in 2008, served on the Nevada Attorney General's Blue Ribbon Task Force. Since graduation from nursing school in 1985, I have been a member of Sigma Theta Tau International and a member of the Alumni Association, California State University, Fresno.

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

The top two challenges to nursing regulation in the U.S. is the lack of uniform core (UCLR) licensure requirements across all jurisdictions and the need for a reliable measurement of continued competency as a component of maintenance of licensure. NCSBN has provided me the opportunity to be involved in activities which are addressing these challenges. My participation in focus groups, the UCLR survey, and attendance at the UCLR conference has given me beginning insight into how difficult the work will be. Realizing the need for uniformity, assessing the variance in requirements, identifying the importance of compromise, and addressing the real and perceived barriers has begun on a national level. Back at home, I have begun to evaluate how we can support finding a resolution for this barrier to nursing practice. My membership on the Continued Competency Advisory Panel, and now serving as chair of the Continued Competency Committee has given me a real appreciation for NCSBN's efforts to provide its members and our profession with a regulatory model, for ensuring continued competence in nursing practice. Initial assessment of nursing competence and providing a model for ongoing assurance of the competence of nurses is essential to meet our regulatory responsibility.

#### **WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

I bring a clear understanding of the role of the nursing regulator, with well-established principles and values as a premise for the work we do. I have an ability to foster collaboration and have just enough ego to be assertive while being respectful and open-minded. I have considerable insight about my own strengths and challenges, utilizing both to serve the greater good. I trust others and have learned to create an atmosphere of mutual trust, especially when confronted with difficult decisions. I have a pleasant sense of humor and believe in each person's right to make mistakes, learn and grow in becoming strong and capable. Because, if elected, I will be a



Date of expiration of term:  
N/A  
Eligible for reappointment:  
N/A

new board member, I will advance the organization by bringing a new perspective, commitment, and hard work in the consideration of the issues which are presented. I am steadfast in fairly and honestly supporting the NCSBN's goals and representing its members as we strive to protect the public.

## Area I Director

### Kathy Malloch, PhD, MBA, RN, FAAN

Board Member, Arizona, Area I

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

I am honored to again be a candidate for the Area I Director position and grateful for the support of NCSBN members over the past three years. I have over thirty-five years of nursing experience in a variety of positions and levels of responsibility in healthcare including operations, education, regulation, and consulting. I continue my work as a leadership consultant with many clients across the country and in numerous organizations and associations. Recently, I extended my consulting as a Clinical Consultant to API Healthcare, software company specializing in healthcare systems. I have been a member of the Arizona State Board of Nursing since 1998. During this time, I have served as chair of the Scope of Practice Committee and am current chair of the Education committee. I am serving my fourth term as president of the board. I have been involved in committee work for NCSBN for the past seven years. I served on the Practice Breakdown committee for four years and most recently on the Governance and Leadership Task Force. I was also a facilitator/presenter at the Institute of Regulatory Excellence 2003-2006. I was elected to the NCSBN Board of Directors in 2006 as a Director-at-Large and now serve as the Area I Director. I have served as board liaison to the Continued Competence and NCLEX Examination committees. In order to maintain an active role in the emerging issues in nursing, I have taught the course on Contemporary Issues in Health at Arizona State University, College of Nursing and Healthcare Innovation. Most recently, I consulted with the college to create the first multidisciplinary healthcare innovation leadership program in the country. I am a member of the American Organization of Nurse Executives, American Nurses' Association, Sigma Theta Tau, and the American Academy of Nursing.

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

While there will always be many challenges for NCSBN, I believe board members face the two challenges of mission centrality and membership engagement in this work. Elected board members are expected to review and debate multiple policies and proposals. To be sure, there are far more ideas than there is capacity, time or staff to complete. The challenge for board members is to determine which ideas are the most consistent with the mission and will provide benefits for the greatest number of member boards. This requires skill to dialogue effectively with other board members and board staff to determine the essential nature of the proposed idea, the resource requirements, evaluation measures, and the probable impact on member boards. In addition, the impact on the nursing community at large and the greater healthcare community must also be considered. Knowing when to support other's ideas and when to push for new models and innovations requires consideration of the three critical areas: mission, members and the community. The second challenge for elected board members is to assure engagement and communication with all member boards on a regular basis. The engagement of all member boards—not just a small number of more communicative boards—is vital to the success of NCSBN. The importance of communicating regularly and openly with member boards is essential for the success of NCSBN. Understanding the needs of member boards and sharing the activities of the board of directors will support positive relationships between the board and member boards. It is through the processes of understanding and meeting member board needs that improvements in nursing regulation are made. Finally, as new needs emerge among member boards, new directions for the organization will also evolve. If these two challenges, mission focus and member board engagement are met successfully, NCSBN will thrive.



Date of expiration of term:  
N/A

Eligible for reappointment:  
N/A

**WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

As an experienced leader in multiple nursing roles in regulation, practice and education, I will bring the many leadership competencies including the facilitation of individuals and groups, expert collaboration skills, and partnership building with multiple teams, organizations, and healthcare associations. These competencies are often instrumental in helping others to consider current processes in more creative and ultimately more effective ways. Specific competencies include differentiating governance and operations work, posing challenging questions, and encouraging critical discussions of complex and difficult topics. As a recognized national nursing leader, I will bring not only my leadership competencies but also the knowledge and experience that I have gained from others in larger nursing community. Colleagues have recognized me as focused, dedicated, creative, thought provoking and dependable. Difficult and challenging issues do not discourage me; rather these situations energize me to find the best solution when others have not succeeded. I am an eternal optimist and work hard to empower others to gain a similar sense of optimism. The foundation and framework is an evidence-based approach; an approach that minimizes emotional decisions and optimizes objective, mission-driven actions. Of particular importance for me is the need to be respectful of the views of others as well as the importance of all individuals to be accountable for their actions and the consequences of these actions. Using these skills of facilitation to encourage and support effective discussions around difficult topics, challenging assumptions, being persistent, sustaining optimism, and creativity will be helpful for me to continue to be a good team member and collaborator with other members of the NCSBN Board of Directors. Finally, I believe my experience in creative processes will assist others to be the best they can be.

## Area II Director

### Betsy Houchen, JD, MS, RN

Board Staff, Ohio, Area II

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY, AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

I have been Executive Director of the Ohio Board of Nursing since September 2005. Prior to that, I was Associate Executive Director and a Staff Attorney for Discipline. My involvement with NCSBN began by attending meetings and serving as an Alternate Delegate and a Delegate for Ohio at the NCSBN Annual Meeting and Delegate Assembly. For the last two years, I have served as Area II Director on the NCSBN Board of Directors and as the Board Liaison to the CORE Committee. I have also participated in NCSBN meetings and conferences: Compact Forum, Uniform Core Licensure Requirements; IRE Conference; Executive Officer Conferences; Mid-Year Meetings and Leadership Conferences. Through my work at the state board level and with NCSBN, I have demonstrated a commitment to NCSBN's mission, services, policies and programs. Prior to working for the Ohio Board of Nursing, I practiced as a health care attorney for two large law firms; served as Regulatory Counsel and legislative lobbyist for a state trade association; worked as a consultant for a national trade association; authored a health care compliance manual and contributed to an administrative law book; served as a Bureau Chief at the Ohio Department of Health with responsibilities of regulating adult care facilities, home health agencies, hospice care programs, and other health care providers; and was Executive Director of a large home health agency and hospice care program. During that time, I was elected to the Boards of the Ohio Council for Home Care and the National Association for Home Care.

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

A current challenge to nursing regulation is the threat that the authority of state boards of nursing will be weakened due to budget cuts, consolidation, and non-nursing state boards seeking to regulate nursing. Strategies to address these challenges include: (1) developing an even stronger organization by making NCSBN not only an organization "of" state boards of nursing, but also an organization "for" state nursing boards; (2) focusing the valuable resources of NCSBN for research and data collection that will provide even more evidence and data that state boards of nursing have available to address the specific challenges in their states; and (3) conducting legal research and analysis regarding federal laws impacting state boards. NCSBN, by taking actions to become even more proactive for states by providing needed data, evidence, and legal analysis, can assist state boards of nursing in meeting these challenges and remaining strong in their mission of public protection. Another challenge important to nursing regulation is for state boards of nursing to remain unified as one national nursing regulatory organization. NCSBN is in a unique position to implement strategies to meet this challenge by: (1) structuring objectives and activities to build upon the "common threads" that unite all state boards of nursing so we are working toward uniform regulatory practices where possible; (2) reflecting member issues and concerns through NCSBN committees with clear direction and charges; (3) gathering input and feedback from member boards to establish a coordinated research agenda, setting research priorities, and coordinating research projects throughout the organization with the committees, the Center for Regulatory Excellence, and the Institute of Regulatory Excellence. These strategies help NCSBN remain united and strengthened in its representation of state boards. It helps assure NCSBN's inclusion in national policy making groups and committees whose work could impact states' regulation of nursing.



Date of expiration of term:  
N/A

Eligible for reappointment:  
N/A

**WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

I have over thirty years of experience in leadership positions and distinguished service in the areas of nursing, health care, administration, regulation, and legislation. I have demonstrated an ability to both govern and to lead. My experience spans both the public and private sectors, providing a unique combination of experiences that have proven beneficial in understanding regulatory and legislative issues. My work on the NCSBN Board and on another national board has given me the opportunity to work with other states, various individuals, and differing points of view. These experiences have enabled me to develop a strong ability to facilitate and participate in processes that result in group consensus to advance organizational goals. I bring personal integrity, honesty, a tolerance and respect of differing viewpoints, and the ability to listen and work well with others. As a nurse attorney I also bring an analytical approach to nursing regulation. I am able to handle large amounts of information, identify the issues, and formulate strategies to reach the vision or objective. I have the ability to critically analyze, and think clearly and creatively. My work experience, education preparation, and skills will help me advance the mission, vision and strategic initiatives of NCSBN. By working with Board members, staff, and NCSBN members I can help assure the organization is meeting its strategic initiatives and objectives. I have a proven track record of successful work that advances the organization. It would be an honor to continue to serve on the Board of Directors.

## Area III Director

### Julia George, MSN, RN, FRE

Board Staff, North Carolina, Area III

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

NCSBN Area III Director 2007-2009; Fellow-NCSBN Institute of Regulatory Excellence 2007; NCSBN PR&E Subcommittee on Delegation and Assistive Personnel 2003-2004; NCSBN Resolutions Committee 2002-2003; Presenter, International Council of Nurses Congress 2009; Presenter, National Federation of Physical Therapy Boards 2008; Moderator, Citizen Advocacy Center Annual Meeting 2008; Member, North Carolina Organization of Nurse Leaders; Member, North Carolina Nurses Association; Member, American Nurses Association; Member, Sigma Theta Tau

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

Possibly our most timely challenges are: (1) the need to remain strategic and relevant in this time of economic uncertainty and (2) to provide an active voice in healthcare reform. The North Carolina Board of Nursing uses Malcolm Baldrige criteria for continuous quality improvement. One of the things we have learned through Baldrige is the importance of listening to and learning from your customers. I believe that listening and learning from regulatory customers (providers, employers, patients, other disciplines and other countries) is essential in order to remain strategic and relevant. It can enable us to build a more diverse regulatory environment and identify opportunities for innovation. Regulators must remain focused on public protection, become engaged in legislative and policy reform, and continue to form collaborative relationships with others. As healthcare reform evolves, we must seize every opportunity to articulate the value of advanced practice nurses in providing safe, effective and affordable care. Cultivation of collaborative relationships and political partnerships will be essential for the voice of nursing regulation to be heard.

#### **WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

I will bring competence in regulation, having 14 years of regulatory experience and 12 consecutive years of attendance at Delegate Assembly and other NCSBN meetings. I am knowledgeable of the mission, vision, values and strategic initiatives of NCSBN. I am an engaged communicator and respectfully listen to diverse perspectives. I generally gravitate to the "big picture" and build consensus whenever possible. I believe I set a personal example of integrity and follow through with commitments. I am confident that I can continue to contribute to the organization through service on the Board of Directors. I will continue to model leadership behavior that encourages and challenges others. I will hold myself to the highest of standards in my stewardship and service to the organization. I would consider it an honor and privilege to serve a second term as Area III Director.



Date of expiration of term:  
N/A

Eligible for reappointment:  
N/A



Date of expiration of term:  
N/A

Eligible for reappointment:  
N/A

## Leadership Succession Committee Designated Member (Current or Former Committee Chair)

### **Barbara Morvant, MN, RN**

Board Staff, Louisiana, Area III

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

Committee on Nominations - 1991-1992 Chairman 1992; Finance Committee Member, 1992-2002, Chairman, 1999-2002; Board of Directors, Treasure 1999-2002, PR&E Model Revisiosons Subcommittee, 2004; Governance Task Force 2005-2006; IRE Committee 2008; Leadership Succession Committee, Chair, 2008, R.Louise Mc Manus Award, 2005

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

The two top challenges to nursing regulation today is the continued concern that we are effective in assuring the public safety and that the individuals licensed to practice at each level is competent. I believe that we must engage in on-going research regarding the competencies of our practitioners, particularly at entry level and engage in very significant dialogue with stakeholders surrounding competency issues. Another evolving challenge is that to the regulation of advanced practice nursing by boards of nursing. I believe we need to work collaboratively and with one vision regarding the scope and practice of APRNs.

#### **WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

With 20 years of experience in nursing regulation, I bring an unique knowledge and understanding of regulation, its mission and purpose. As Treasurer of NCSBN, I have demonstrated an ability to work with the organizational leadership and staff to accomplish critical goals, resulting in financial security for this organization. I have a sincere commitment to contribute to the success of NCSBN for the good of nursing regulation and all of its Member Boards.

## Designated Member (Board Member of Member Board)

### Patricia Lane, MBA, BSN, RN, HCA

Board Member, Virginia, Area III

#### DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):

Community Affiliations and Board of Work Since being on the board I have been on the following committees: Special Education Committee, CORE, Simulation Research Task Force, RFP Task Force for CNAs. Other activities in the community included: Member of Virginia Legislative Coalition, Board of Directors of National Black Nurses Association, Received the Magnet Leadership of Excellence award State of Virginia 2008, Member of ANA –Virginia confirmation 25579, District 8, President of Northern Virginia National Black Nurses Association 2007-2009, Member of American Association of Neuroscience Nurses, Ambassador for the Power to End Stroke Program Task Force Chair GWA, Member of Alpha Kappa Alpha Sorority Incorporated since 1982, Member of Mt. Zion United Methodist Church, Member of Sigma Theta Tau, GMU Alumni Association.

#### WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?

I believe the most challenging foci of nursing regulation revolve around continuous advocacy of patient safety and the nursing shortage. At the heart and soul of all regulatory boards is keeping the public safe. Factors that impact nursing regulations incorporate nursing shortages, health policy and last but not least the various entry levels of nursing. It is imperative for nursing to be regulated to keep the public safe. Ideologies such as TERCAP, CORE, continuous competency and strategic alignment amongst various states and international waters are imperative to ensure nursing regulations are steadfast. I would propose that it is mandatory for all nursing faculty and those applying for a nursing license take a competency test on the regulations governing the practice of nursing. On-boarding is critical to the maintenance of nursing and I believe will assist with decreasing discipline cases. As we learned in nursing school there is a rationale behind every action. If more nurses were more intimately familiar and held accountable in the beginning with their states statutes I believe our nursing practice would be strengthened.

#### WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?

My strengths incorporate project management, facilitation of groups, and comprehension of regulations. These skills were enhanced when I was in the role of a Quality Consultant and Director of Nursing Clinical Development. One of the things I would strive to do would be to share the work of NCSBN and their strategic initiatives with a plethora of stakeholders in nursing, health policy and community entities. I would take a grass roots approach to this methodology by creating quarterly updates of how strategic initiatives developed in NCSBN correlates to the success of nursing practice. The quality outcomes department for NCSBN is robust and I would like to see a stronger link to each state incorporating the initiatives of NCSBN. Furthermore I would like to see each state board member share the initiatives of NCSBN with their perspective area. I truly believe this would be a positive initiative for all to see the emphasis placed on patient safety.



Date of expiration of term:  
June 30, 2012

Eligible for reappointment: Yes



Date of expiration of term:

N/A

Eligible for reappointment:

N/A

## Leadership Succession Committee Designated Member (Employee of Member Board)

### Mary Blubaugh, MSN, RN

Board Staff, Kansas, Area II

#### **DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):**

NCSBN Area II Board of Directors 2003 to 2007, Committee on Nominations 2007 to 2009, Uniform Core Licensure Requirements and Portability Committee 2009, Core Committee 2007-2009, PR&E Committee 2002-2003, PERC Committee 2000-2002, Executive Administrator, Kansas State Board of Nursing, 1999-Present, Kansas ESAR/VHP Advisory/Planning Workgroup 2005 to Present, Kansas Strategic National Stockpile Planning Committee 2005 to Present, KSNA Educational Task Force 2004-2005, Kansas Nursing Work Force Partnership 2002-2005, Recruitment/Retention Strategies Workforce Council Team for Healthcare and Direct Care Classes 2001-2003, Kansas Small Agency Administrators 2000-Present, Health Resource Partnership 2000-2004, Kansas Society of Public Managers 2002-Present, Kansas Organization of Nurse Leaders 2002-Present, Sigma Theta Tau International Nursing Society 1993-Present, Nu Zeta Chapter, Fort Hays State University 1992-Present, Fort Hays State University Nursing Honor Society 1991-Present

#### **WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?**

One of the newest challenges to nursing regulation is many boards of nursing are being required to do more with less. As the economy has changed so has the financial situation for boards of nursing. Several boards of nursing have seen their budgets decreased and their fee funds transferred to the state general fund. This has caused states boards of nursing to reevaluate what programs and services they can provide to continue to protect the public the most effective and efficient ways. NCSBN continues to support boards of nursing through sponsorship to meetings, reviewing and reporting best practices, and numerous workshops. NCSBN can develop best practice models for guidance for boards of nursing. We need to promote ongoing collaboration with state and national organizations to assist boards of nursing to achieve public protection effectively with decreased resources. Another issue that continues to be a challenge is the shortage of nurses. Although this shortage can be contributed to many things, two major problems are the lack of qualified faculty and lack of clinical sites. NCSBN can be the leader in identifying the barriers and help state boards of nursing to develop and implement strategies to ensure quality nursing education which will ensure nursing graduates who are competent as a novice nurse.

#### **WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?**

I will bring the experience that I have as a past NCSBN board member, as a committee member, my role as an Executive Administrator and my commitment to the mission and vision of NCSBN. I will bring my desire for effective communication, honesty, accountability and the importance of regulatory excellence. As a member of the Leadership Succession Committee, I have worked and will continue to work to develop a slate of qualified candidates. I will continue to work with fellow committee members to develop core competencies and the leadership succession plan so this organization will continue to encourage and development leaders of the future.

## Designated Member (Past Board of Directors Member)

### Paula Meyer, MSN, RN

Board Staff, Washington, Area I

#### DESCRIBE ALL RELEVANT PROFESSIONAL, REGULATORY AND COMMUNITY INVOLVEMENT, INCLUDING SERVICE ON NCSBN COMMITTEE(S):

House of delegates member, ten years; Investigator Resources Committee, member and chair, 1999, 2000; Resolutions Committee, 2001; Area I Director, Board of Directors, 2001-2003; Nominations committee, 2006-2008; Leadership Succession Committee, 2008 to present. I have been the Executive Director of the WA Nursing Commission since 1998. In that time, I was also the Executive Director for five other professions within the Department of Health.

#### WHAT DO YOU PERCEIVE AS THE TOP TWO CHALLENGES TO NURSING REGULATION (PROVIDE TWO OR THREE STRATEGIES YOU WOULD USE TO ADDRESS THOSE CHALLENGES)?

While the nursing shortage continues to exist, addressing regulation of nursing personnel during our current economic crisis will be challenging. Identifying, implementing and evaluating every measure to improve regulation of not only nurses, but all health care providers is critical to public protection. We need to use our CORE data to identify best practices, work within NCSBN to communicate methods, and identify messages for boards working with their state legislatures. The second challenge continues to be the decreasing number of nursing faculty to prepare nurses. Boards need to articulate the roles of LPNs and RNs, determine critical need areas for RNS, identify barriers to nursing education, and implement innovations to nursing education that continue to protect the public and make the best use of public dollars.

#### WHAT LEADERSHIP COMPETENCIES WILL YOU BRING AND WHAT WILL YOU CONTRIBUTE TO ADVANCE THE ORGANIZATION?

Collaborative process to conflict resolution; financial management; lead change in the midst of economic crisis; innovative and creative; respond quickly and nimbly when needed while making progress on goals; aware of NCSBN strategic initiatives and experience with many of the committees and groups; familiarity with a variety of regulatory models; public speaking and presentations; commitment to the mission, goals and values of NCSBN.



Date of expiration of term:  
N/A

Eligible for reappointment:  
N/A



# 2009 Report of the Board of Directors

## Highlights of Business Activities

Oct. 1, 2008 through May 31, 2009

### NEW BEGINNINGS

The 2009 Board of Directors (BOD) began the year in a unique orientation session to ensure that the new BOD, consisting of 11 members for the first time in the history of NCSBN, would get off on the right foot for the good of the organization. To ensure continued governance, education and expertise, the BOD attended the annual BoardSource Leadership Forum in Washington, D.C. The BOD began its work by immediately approving the annual organizational budget for FY09, with due diligence regarding the economic environment and wise use of organizational resources. The BOD implemented governance performance improvement actions based on the 2008 Board Self Assessment to further governance efficiency and effectiveness.

### Recommendation to the Delegate Assembly

#### 1. *Adopt the revision to the Education Model Rules.*

**Rationale:**

One of the charges to the Innovations in Education Regulation Committee was to develop a regulatory model for innovative education proposals. In meeting this charge, the committee reviewed the literature and received feedback from Member Boards and educators. Because of today's complexities in health care delivery, nursing and health care leaders agree that there is a need to transform how we educate nurses. In their mission of public protection, boards of nursing (BONs) approve nursing programs across the U.S. and its territories. The committee concluded that this is the ideal time for the NCSBN Model Education Rules to be revised to include language that would foster innovative approaches to nursing education when the proposed strategy departs from the current rule structure. BONs are in an excellent position to create a favorable climate for innovative educational approaches and champion new strategies to educate nurses, while remaining diligent in regulating core education standards.

**Fiscal Impact:**

Publication costs incorporated into the FY10 budget.

#### 2. *Adopt the College of Nurses of Ontario, the College of Registered Nurses of Manitoba and the College and Association of Registered Nurses of Alberta as Associate Members of NCSBN.*

**Rationale:**

The NCSBN Bylaws state that an Associate Member is a nursing regulatory body or empowered regulatory authority from another country or territory. The bylaws require approval of Associate Members by the full membership of the Delegate Assembly. The current applications for Associate Membership meet the qualifications as stated in the NCSBN Bylaws.

**Fiscal Impact:**

Upon acceptance, each new Associate Member will pay a \$1,500 annual fee.

### Members

Laura Rhodes, MSN, RN  
President, West Virginia, Area II

Myra Broadway, JD, MS, RN Area  
IV Director (November 2008 -  
December 2008),  
Vice President (December 2008 -  
August 2009), Maine, Area IV

Lepaine McHenry, MS, BSN, RN,  
CNS  
Vice President, Arkansas, Area III  
(August 2008-December 2008)

Ruth Ann Terry, MPH, RN  
Treasurer, California, Area I

Kathy Malloch, PhD, MBA, RN,  
FAAN  
Area I Director, Arizona

Betsy J. Houchen, JD, MS, RN  
Area II Director, Ohio

Julia L. George, MSN, RN, FRE  
Area III Director, North Carolina

Gino Chisari, MSN, RN  
Area IV Director, Massachusetts  
(August 2007-November 2008)

Randall Hudspeth, MS, APRN-  
CNS/NP, FRE, FAANP  
Director-at-Large, Idaho

Katherine Thomas, MN, RN  
Director-at-Large, Texas

Catherine Giessel, MS, ANP,  
FAANP  
Director-at-Large, Alaska

Gregory Howard, LPN  
Director-at-Large, Alabama

### Staff

Kathy Apple, MS, RN, CAE  
CEO

Kate Jones  
Manager, Executive Office

### Board Meeting Dates

- Aug. 8, 2008 – Nashville, Tenn.
- Sept. 3-5, 2008 – Chicago
- Oct. 30, 2008 – Washington D.C.
- Dec. 3-5, 2008 – Chicago
- Dec. 16, 2008 – (Conference Call)
- Feb. 11-13, 2009 – Chicago
- May 4-6, 2009 – Chicago

## **FY09 Highlights and Accomplishments**

### **COLLABORATION WITH EXTERNAL ORGANIZATIONS**

#### **Strategic Partnership Meeting Attendance by BOD and/or NCSBN Staff**

- Colorado Board of Nursing
- European Council of Nursing Regulators (FEPI) President Meeting
- TriCouncil Meeting
- National League for Nursing (NLN) Education Summit
- The Council on Licensure, Enforcement and Regulation (CLEAR)
- National Quality Forum (NQF)
- American Association of Colleges of Nursing (AACN) Fall Meeting
- ANSI World Standards Week
- Citizens Advocacy Center (CAC)
- National Organization for Associate Degree Nursing (N-OADN) Convention
- Nursing Organizations Alliance (NOA) Fall Summit
- FEPI International Conference
- Rhode Island Board of Nursing
- National Academy of State Health Policy (NASHP) Annual Meeting
- First Philippine Nursing Competitiveness Conference
- Association of Academic Health Centers (AAHC) Workforce Data Conference
- American Board of Nursing Specialties (ABNS) Meeting
- Alliance for Nursing Accreditation Meeting
- Minnesota Board of Nursing
- Emergency Nurses Association Consensus Meeting
- National Student Nurses Association (NSNA) Conference
- American Medical Association (AMA) 2008 Interim Meeting
- International Council of Nurses (ICN) Credentialing Forum
- Commission on Graduates of Foreign Nursing Schools (CGFNS) Building Global Alliances
- AACN Baccalaureate Meeting
- Council of State Governments (CSG)
- National Council of State Legislatures: Trade Policy Meeting
- AACN Spring Meeting
- Federation of State Medical Boards
- National Association of Clinical Nurse Specialists
- American Board of Nursing Specialties Spring Meeting
- National Governors Association Meeting
- Centers for Nursing Workforce Meeting
- Florida Board of Nursing

- South Carolina Board of Nursing
- American Organization of Nurse Executives (AONE)

## **FINANCE**

- The BOD met with the auditors and approved the financial statements and the report of the independent auditors for the year ended Sept. 30, 2008.
- The BOD reviewed the 2008 IRS 990 Form.
- The BOD approved the engagement of Legacy to audit the financial statements for the fiscal years ending Sept. 30, 2009, Sept. 30, 2010, and Sept. 30, 2011.
- The BOD approved the proposed budget for the fiscal year beginning on Oct. 1, 2008, and ending on Sept. 30, 2009.
- The CEO of NCSBN was authorized, directed and empowered to establish and maintain banking investment and brokerage accounts in the name of NCSBN with certain financial institutions (each, a "Bank"); that the officers of NCSBN be, and each of them hereby is, authorized to prepare, execute, and deliver in the name and on behalf of NCSBN such resolutions, designations, applications, certificates and other documents or instruments as may be necessary to open such account; and that the secretary of NCSBN shall deliver to the Bank a certified copy of such resolutions.
- The BOD approved the Finance Committee's recommended revisions to Policy 8.2. (Financial Planning).
- The BOD approved the Finance Committee's recommended revisions to Policy 8.6. (Purchasing and Contractual Commitments).
- The BOD accepted the financial statements for the period ending Dec. 31, 2008.
- The BOD approved the selection of JP Morgan Asset Management to manage the NCSBN bond portfolio.
- The BOD accepted the financial statements for the period ending March 31, 2009.
- The BOD approved the revisions to Policy 8.5. (Investments).

## **GOVERNANCE AND POLICY**

- The BOD began a comprehensive review of historical BOD and Delegate Assembly positions. The BOD is currently revising its internationally educated nurses position and the nursing shortage statement in order to reflect 2008 information and citations.
- The BOD conducted an environmental scan at each meeting.
- The BOD endorsed the Advanced Practice Registered Nurse (APRN) Consensus Paper.
- The BOD set meeting dates for FY10.
- The BOD assigned board members to attend various external organizational meetings.
- The BOD established a Uniform Core Licensure Requirements and Portability Committee, articulated committee charges and appointed members to the committee.
- The BOD approved the proposed revisions to Policy 4.1. (Committees).
- The BOD reviewed and discussed the 2008 Delegate Assembly Evaluations and made changes to the 2009 Annual Meeting schedule based on member feedback.
- The BOD appointed a chair to the Leadership Succession Committee and filled a vacancy on the committee by appointment.

- The BOD reviewed and discussed Policy 1.2. (Organizational Planning) specific to the direction to review the mission and vision every six years. The current mission and vision were developed and adopted by the Delegate Assembly and BOD respectively in 2003. The BOD began preliminary discussions of the current mission, vision and values, and sought initial membership input during the 2009 Midyear Meeting.
- The BOD reviewed Policy 2.1. (Distribution of Members).
- The BOD approved funding of two members from each jurisdiction to attend the Midyear Meeting and revised Policy 5.12. (Funding of NCSBN Members to Annual Meeting) accordingly.
- The BOD approved the concept and launch of the *Journal of Nursing* regulation.
- The BOD reviewed recommendations for regulatory interventions related to medical errors.
- The BOD reviewed and discussed the scope of practice of licensed practical/vocational nurses (LPN/VNs) working in dialysis units.
- The BOD approved three two-hour Webinars for Member Board Operations staff.
- All BOD policies were reviewed and revised to reflect the inclusion of Associate Members.
- The BOD reviewed and discussed the National Governors Association E-health Report and the implications for licensing boards.
- The BOD approved a full-time employee for the purpose of providing professional support activities needed for multistate jurisdiction licensure implementation and compliance. The BOD further approved that in conjunction with the Nurse Licensure Compact Administrators (NLCA) to move forward with a plan to review and redefine the relationship between the NLCA and NCSBN to establish the presence of a unified regulatory organization with a conclusion and implementation by July 2009.
- The BOD approved applying for Associate Membership in FEPI.
- The BOD approved the proposed revision to the 2009 Standing Rules.
- The BOD approved a donation of \$50,000 in one lump sum to the Foundation of NSNA.
- The BOD approved the revised Awards Criteria and Eligibility.
- The BOD approved the revised Institute of Regulatory Excellence (IRE) Policy.
- The BOD approved NCSBN recognition of Charlene Kelly and her many contributions to NCSBN by donating \$10,000 to the Charlene Kelly Scholarship Fund.
- The BOD approved the committees for FY10, including appointing committee chairs and determining committee charges.
- The BOD reviewed an evaluation and recommendations regarding the Center for Regulatory Excellence Program.
- The BOD approved an organizational research agenda and policy.
- The BOD completed appointments to fill vacancies of the Area IV director and vice president positions.
- The BOD approved a future conference for presentation of initial research from the Center for Regulatory Excellence Program.
- The BOD reviewed a report on the duty to report to law enforcement.
- The BOD reviewed a report on the European Tuning Project, identifying core nursing education competencies.
- The BOD routinely reviewed progress regarding the strategic initiatives, strategic objectives and performance measures for FY09.

- The BOD reviewed the outcome of the Committee Chair Orientation and annual conference call.
- The BOD reviewed a report on regulatory trends.
- The BOD began discussion of proposed strategic objectives for FY10.
- The BOD reviewed and discussed the annual continuous quality improvement membership satisfaction survey results.
- The BOD participated in a conference call with the Leadership Succession Committee to discuss the needs of the BOD for the future.
- The BOD discussed the NCSBN meeting with the Canadian Nurses Association, who are exploring the move to computer-based testing.
- The BOD reviewed the evaluations of the annual IRE conference.
- The BOD reviewed quarterly E-Learning Productions update reports.
- The BOD reviewed the annual committee evaluations.
- The BOD reviewed the 2009 Midyear Meeting evaluations.
- The BOD reviewed the first Operations Webinar evaluations.
- The BOD reviewed a report on legislative trends regarding nursing education approval authority.
- The BOD reviewed recommendations regarding health care reform and drafted a letter to President Obama regarding a regulatory perspective.
- The BOD filled the Area I vacancy on the Leadership Succession Committee by appointment.

## **TESTING**

- The BOD reviewed quarterly NCLEX® performance reports.
- The BOD reviewed the current progress on NCLEX innovative items.
- The BOD reviewed progress on the Pearson VUE response to test deployment.
- The BOD reviewed the *2008 Knowledge of Newly Licensed Registered Nurses Survey*, the NCLEX-RN® Practice Analysis Report and the preliminary recommendations to the 2010 NCLEX-RN® Test Plan.
- The BOD reviewed the evaluations of the 2008 NCLEX® Invitational.

## **PRACTICE, EDUCATION AND REGULATION**

- The BOD reviewed the report of the Advanced Practice (APRN) Committee.
- The BOD reviewed the report of the Chemical Dependency Program Review Committee.
- The BOD reviewed the report of the Continued Competence Committee.
- The BOD reviewed the report of the Disciplinary Resources Committee.
- The BOD reviewed the report of the Institute for Regulatory Excellence Committee.
- The BOD reviewed the report of the Taxonomy of Error, Root Cause Analysis and Practice-responsibility (TERCAP®) Committee.
- The BOD reviewed the report of the Transition to Practice Committee.
- The BOD reviewed the report of the Innovations in Education Regulation Committee.

### **INFORMATION TECHNOLOGY**

- The BOD routinely reviewed performance and enhancements regarding Nursys®.
- The BOD approved direct assistance to the following Member Boards for technology support, per Policy 2.9.: Virgin Islands, Maine, Ohio, Louisiana-RN, District of Columbia, Iowa, Guam, Massachusetts, Wyoming, North Carolina and Kentucky.
- The BOD approved a policy for emergency access to Nursys.
- The BOD reviewed a report on barriers to participation in Nursys licensure verification.
- The BOD reviewed and discussed a proposal for a comprehensive licensure data management system.
- The BOD reviewed a proposal for a one time determination of an unduplicated count of nurses in the U.S.
- The BOD reviewed updates regarding the Data Integrity Project.

### **RESEARCH**

- The BOD approved the following new research projects: continuation of the remediation study; continuation of the simulation study; advanced practice; medication assistants; transition programs; continued competency; and alternative programs.
- The BOD reviewed the current status of data analysis for TERCAP.
- The BOD reviewed the current status of data analysis for Workforce Data Project.
- The BOD reviewed the report of the *Post-Entry Competence Study*.
- The BOD reviewed the report of the Commitment to Ongoing Regulatory Excellence Committee.

### **Attachment**

- A. Annual Progress Report, October 2008 – May 2009

Attachment A

## Annual Progress Report, October 2008 - May 2009

### Background

The Annual Progress Report is provided as a summary of the year's activities and accomplishments in the work toward achieving the organization's strategic initiatives.

### A. NCSBN strategically advances patient safety for the health and welfare of the public.

#### STRATEGIC OBJECTIVE 1

##### Identify and develop patient safety recommendations for nurse regulators.

A comprehensive literature review related to patient safety and medical errors was completed. Issues related to patient safety initiatives and nursing regulation will be researched through the 2009 Professional and Practice Issues Survey. The potential for nursing regulation involvement regarding the Patient Safety Education Project is being explored. Information and education on regulatory and public safety implications of proposed legislation was shared with various public stakeholders on topics such as the education approval authority of Member Boards, advanced practice registered nurse (APRN) scope of practice and verification of nurse credentials in the federal system.

#### STRATEGIC OBJECTIVE 2

##### Promote patient safety initiatives.

NCSBN continued its membership in the National Quality Forum and the National Patient Safety Foundation. Collaboration with various federal agencies was facilitated with the Federal Nursing Services Council, Department of Homeland Security, Office for Advancement of Telehealth and the Health Resources Services Administration.

### B. NCSBN contributes to Member Board excellence by providing resources, communication, education and technology.

#### STRATEGIC OBJECTIVE 1

##### Recognize Member Board excellence.

A clearly articulated and objective process for soliciting and identifying outstanding contributions to the organization has been communicated to the membership and enacted through the NCSBN Awards Program.

#### STRATEGIC OBJECTIVE 2

##### Continuously provide and evaluate education, information sharing and networking opportunities.

Throughout the fiscal year, NCSBN conducted numerous activities, such as seminars, Webinars and workshops aimed at communicating information to its membership. Members were invited to participate in the Institute for Regulatory Excellence (IRE) Fellowship Program, Executive Officers Seminar, the Midyear Meeting Leadership Conference for executive officers and Member Board presidents, Investigator and Attorney Symposium, Information Technology Summit, NCLEX® Invitational, two NCLEX® Regional Workshops, as well as Member Board Operations Webinars. In addition, several NCSBN Interactive courses were identified and developed.

*Leader to Leader, Council Connector, Policy Perspectives, Directory of Nurse Aides Registry and LINK* were published as scheduled. The NCLEX® Fact Sheet was updated and posted on the NCSBN Web site. New collateral materials educating consumers and nurses on nursing regulation

were produced. Networking opportunities such as the APRN Roundtable and the networking sessions at Midyear Meeting were available for Member Boards to attend. Information sharing and networking was made easy through conference calls in areas such as education, policy and practice. Conference calls for APRN consultants and Taxonomy of Error, Root Cause Analysis and Practice-Responsibility (TERCAP®) users were also held. Additionally, the Continuous Quality Improvement Survey was conducted. Results of the survey were later analyzed for program and service improvements.

NCSBN also introduced its new E-push technology, which allows for newsletters, news releases and information surrounding NCSBN's products and services to be communicated via e-mail.

### **STRATEGIC OBJECTIVE 3**

#### **Maintain and protect a substantial internal financial reserve.**

Financial statements were reviewed on a quarterly basis in an effort to assure cash and invested securities have ready market values that ensured available internal funding to support NCSBN activities in perpetuity. An analysis of the long-range forecast was also completed. Through the development and approval of the FY09 budget, financial resources were prioritized and allocated to strategic initiatives that supported the mission of NCSBN. Certified public accountants (CPAs) from the firm Legacy Professionals audited NCSBN's financial policies to ensure adequate financial statements and internal controls were in place. Investment, policy, strategy, asset allocation and returns on investment were reviewed quarterly. NCSBN's investment manager and consultant performances were evaluated. As a result, JP Morgan Asset Management was selected to manage NCSBN's core bond investments. The Finance Committee, along with legal counsel, met with insurance brokers from USI Midwest to review the property and liability coverage for insurable losses. NCSBN received an unqualified opinion from an independent CPA firm attesting to the accuracy of the financial statements for FY08. After conducting an audit in accordance with generally accepted standards, in the opinion of the auditors, the statements fairly presented the financial position of the organization.

## **C. NCSBN advances evidenced-based nursing regulation and regulatory solutions for public protection.**

### **STRATEGIC OBJECTIVE 1**

#### **Promote ongoing regulatory excellence.**

The Commitment to Ongoing Regulatory Excellence (CORE) research process was reviewed and refined to meet the needs of Member Boards. Strategies were developed and implemented to increase the understanding and use of CORE reports by Member Boards. TERCAP data collection has increased and data were periodically reviewed. Education sessions and other resources were provided to Member Boards to increase participation and data collection in the TERCAP project.

The 2009 IRE Fellowship participants and mentors were selected and the fellowship project proposals are under review for approval. Ongoing assistance with project development and completion continues for the members of the 2006, 2007 and 2008 IRE cohorts. The 2009 Annual IRE Conference was also held.

### **STRATEGIC OBJECTIVE 2**

#### **Provide models and resources for evidence-based regulation to Member Boards.**

Implementation strategies for the new APRN regulatory model were developed. An outreach toolkit to inform the public of the board of nursing (BON) discipline process is near completion. Alternatively, early intervention programs related to practice including advantages and disadvantages were identified. The Sexual Misconduct Resource Manual was revised. An evidenced based regulatory model for transition to practice continues to be developed with

Member Board and stakeholder input and feedback. Model rules for the transition to practice regulatory model were drafted. Guiding principles and a regulatory model with multiple options for demonstration of continued competence were addressed. Further input by the Board of Directors (BOD) and Member Boards have been identified for additional development.

Discipline, alternative programs and regulatory practices for chemically dependent licensees were reviewed. Real and perceived regulatory barriers to innovations in education were identified. A regulatory model for innovative education proposals was developed and is being presented to the Delegate Assembly for review and consideration. APRN stakeholders and NCSBN communicated and collaborated regarding APRN issues. A committee was established to evaluate the currency and relevance of the 1999 Uniform Core Licensure Requirements (UCLRs), including initial, renewal, endorsement and international requirements. Actions regarding variances to core licensure requirements will be reviewed and recommended. A strategic plan for assisting Member Boards to implement the UCLRs will be developed. Solutions for issues identified regarding the interface between the two licensure models will be recommended.

### **STRATEGIC OBJECTIVE 3**

#### **Conduct and support research that provides evidence regarding regulatory initiatives that supports public protection.**

The Center for Regulatory Excellence Program continued and four proposals were funded. An index was added to the *Member Board Profiles*. The NCLEX candidate projections and the licensure statistics research projects were completed.

The *Report of Findings from the 2009 Employers Survey* is being developed. The *Progress Report Phase I Study of North Carolina Evidence-based Transition to Practice Initiative* and the *Remediation Program Outcomes* were completed. *The Effect of High-Fidelity Simulation on Nursing Students' Knowledge and Performance: A Pilot Study*, *Effectiveness of Negotiation Training* and *Post-Entry Competence Study*, were completed as well. New research projects regarding APRNs, simulation, medication aides, transition programs and alternative programs are being designed and implemented.

### **STRATEGIC OBJECTIVE 4**

#### **Support single state and multistate licensure initiatives.**

Licensure information was provided to Member Boards and other entities as requested regarding both the single state and multistate licensure models. Assistance was provided to the Missouri Board of Nursing on data related to the Nurses Licensure Compact (NLC) in relation to pending legislation. A UCLR Conference was conducted in November 2008 to begin addressing issues related to all licensure models.

## **D. NCSBN provides comprehensive data management for use by Member Boards and external stakeholders.**

### **STRATEGIC OBJECTIVE 1**

#### **Maintain a comprehensive national nurse licensure database.**

Enhancements were made to Nursys® that included Reports at Your Fingertips and a user-friendly interface for inputting discipline data. In addition, Nursys.com, which provides online license verification for nurses, employers and the general public, was released. The new Falsified Identity Tracking System (FITS) was also deployed. NCSBN continues to support Member Board reporting of disciplinary actions to federal databanks and has been 100 percent compliant with federal reporting requirements.

## STRATEGIC OBJECTIVE 2

### **Maintain a national nurse workforce data repository.**

Workforce data from four states is now being collected through online renewal. Staff is currently collecting information from all BONs to determine what is needed in order to contribute data to the workforce project and therefore, increase the numbers of participating states.

## **E. NCSBN is the premier organization to define and measure continued competence.**

## STRATEGIC OBJECTIVE 1

### **NCLEX® development, security, psychometrics, administration and quality assurance processes are consistent with Member Boards' examinations needs.**

Sufficient items for four operational pools were developed. Only valid NCLEX examinations were administered and scored. All candidates were seated in compliance with the 30/45 day contractual obligation for both domestic and international test centers. In addition, all examinations were administered in accordance with security policies and procedures. Registered nurse (RN) and practical nurse (PN) practice analyses were conducted, and an NCLEX-RN® test plan was recommended to the Delegate Assembly. Areas of innovation continue to be explored and reported to the BOD. A practice analysis study of RNs in Ontario and British Columbia was initiated. The NCLEX® Examination Committee is recommending a minimum score requirement for the Test of English as a Foreign Language Internet-Based Test that measures the minimum degree of English proficiency among foreign nurses. New item types were researched and a tentative plan for the introduction of new item types into the NCLEX examinations was devised.

## STRATEGIC OBJECTIVE 2

### **National Nurse Aide Assessment Program (NNAAP™) and Medication Aide Certification Examination (MACE™) development, security, psychometrics, administration, and quality assurance processes are consistent with Member Boards' examination needs.**

The transfer of NNAAP and MACE intellectual property was finalized. Sufficient items and skills were built to populate required number of test forms. Item writing and review workshops were conducted for both the NNAAP and MACE examinations. Psychometric properties of items, skills and test forms were evaluated.

## **F. NCSBN advances the development of regulatory excellence worldwide.**

## STRATEGIC OBJECTIVE 1

### **Develop and maintain collaborative working relationships with key national and international organization.**

NCSBN has advanced the visibility and mission of the organization through various presentations and participation at national and international meetings, as listed in the Board of Directors Business Book Report. Additionally, NCSBN has actively participated in the American Nursing Shortage Relief Coalition, the Coalition for Patients Rights, the AcademyHealth Workgroup on Ethical International Recruitment Monitoring, CLEAR's policy and knowledge transfer committees, the annual nursing community meeting on congressional budget priorities, the National Governors Association Health Committee and state nursing workforce centers meetings. President Laura

Rhodes and CEO Kathy Apple met in Chicago with the President of the European Council of Nursing Regulators (FEPI). The BON moved to become an associate member in FEPI as one method of staying abreast of nurse regulator issues globally.

## **STRATEGIC OBJECTIVE 2**

### **Disseminate information regarding international nursing regulatory issues.**

International regulatory information notices were shared with Member Boards as received.

