



NCSBN

Leading Regulatory Excellence

Welcome to the FY23
NCSBN Annual Report



The work of our membership is vital and invaluable. The world of nursing regulation can be gratifying and rewarding but also dynamic and complex. We salute the determination, wisdom, innovation and strength that shine through, lighting the way forward.



FY23 Annual Report **Table of Contents**

About NCSBN	4
Shining Through 45 Years of Regulatory Excellence	6
NCSBN Year in Review	13
Member Achievements: 2023 NCSBN Awards	17
2023 Annual Meeting Recap	21
2022–2023 Board of Directors	23
NCSBN Committees	24
NCSBN Staff	25
FY23 Operating Statements	28



About **NCSBN**

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

NCSBN's membership is comprised of the nursing regulatory bodies (NRBs) in the 50 states, the District of Columbia and four U.S. territories. There are seven exam user members and 23 associate members that are either NRBs or empowered regulatory authorities from other countries or territories.

The NCSBN **Mission**

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

The NCSBN **Vision**

Leading regulatory excellence worldwide.

The NCSBN **Values**

Our values arise out of our purpose as an organization. They help us define our culture and beliefs and guide our actions as we face challenges and opportunities.

Collaboration

Forging solutions through respect, diversity, inclusion and collective strength of all stakeholders.

Excellence

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

Innovation

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

Integrity

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

Transparency

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



 NCSBN 45

SHINE THROUGH

SHAPING A BRILLIANT FUTURE



Shining Through – 45 Years of Regulatory Excellence

NCSBN celebrated its 45th anniversary in 2023. Respectful and proud of its past but with its eye firmly fixed on the future, the organization is never content to rest on its laurels. Eager and willing to take on the challenges and opportunities ahead, NCSBN is always looking to push the boundaries of what is possible, moving forward through innovation, ingenuity and creativity designed to advance nursing and nursing regulation.

Known as a worldwide leader in regulatory excellence, NCSBN has been a trailblazer throughout its almost five decades of existence.

A pioneer in exam technology, NCSBN was the first to use computerized adaptive testing for licensure exams. The NCLEX® exams are internationally recognized as the preeminent nursing examinations.

NCSBN was also the first to develop and implement two interstate compacts for health care professionals. It launched the **Nurse Licensure Compact** and the **APRN Compact** to reduce regulatory barriers to cross-border nursing practice for licensed practical/vocational nurses, registered nurses and advanced practice registered nurses.

Cutting edge in its approach to information technology NCSBN provides solutions to help nursing regulatory bodies (NRBs) and the public access critical licensure information. NCSBN developed and administers **Nursys®**, the only national database for licensure verification and discipline, with data directly from NRBs. With Nursys e-Notify, NRBs access detailed workforce data and health care institutions protect their patients. Nurses receive emails with licensure status and expiration updates, discipline notifications and fraud protection information. Nursys uses the **NCSBN ID**, a unique nurse identifier (UNI) assigned to every nurse upon their first licensure. It is the only UNI for all nurses and allows concise communication among systems while still protecting a nurse's personal information. The **Optimal Regulatory Board System (ORBS®)** is a secure cloud-based system that offers our members one comprehensive solution for license management and discipline enforcement, including online license applications.

NCSBN's **International Center for Regulatory Scholarship (ICRS)** is a transformative program where professionals from around the world learn, network and discover their leadership potential. Its online and blended courses enrich, inspire and build

regulatory knowledge. ICRS's premier offering is the ICRS certificate program, a pioneering, competency-based course of study designed to cultivate and elevate nursing leaders and policymakers.

In keeping with its tradition of innovative leadership, 2023 was a watershed year for NCSBN with the launch of the most significant revisions to the NCLEX Exams in its history and the publication of groundbreaking research on the nursing workforce that sparked a national conversation on the nursing shortage.

NCSBN is built to respond to change and weather the storms of global pandemics and unprecedented shifts in the health care environment while remaining steadfastly committed to its paramount goal of public protection.

Emboldened by its initiatives and the dedication of its membership, NCSBN provides leadership to shape the future of nursing and regulation nationally and internationally.

Next Generation NCLEX® Exam Launched

On April 1, 2023, NCSBN administered the Next Generation NCLEX (NGN) Examination, an enhancement of the world's premier licensure exam for the first time. At the core of this enhanced exam is the [NCSBN Clinical Judgment Measurement Model \(NCJMM\)](#), which is a framework for the valid measurement of clinical judgment and decision making within the context of a standardized, high-stakes examination.

The impetus for the development of this new exam came out of the recognition that entry-level nurses are required to make increasingly complex decisions while delivering patient care. These decisions often require the use of clinical judgment to care for patients safely and effectively.

NCSBN embarked on creation of an exam that accurately reflects the increasing acuity and complexity of client care and the role of the nurse in safely managing that care. NCSBN made the world's premier licensure exam even better through increased precision and items that look more like real-life nursing practice.

More than a decade of research, investigation and analysis conducted by renowned nursing experts built the NCJMM and the NGN. The contributions of countless nurses and nursing educators who participated in various research studies, and the more than 250,000 aspiring nurses who volunteered to take sample questions on the NGN special research section in the NCLEX exam also helped to create the NGN.



Next Generation

NCLEX[®]



In addition to research and development work that was the foundation for the updated exam, NCSBN also conducted extensive outreach to keep stakeholders updated as the implementation date approached. There was outreach to leading regulators and educators in the U.S. and Canada, and publishers that provide preparatory resources for students.

In the last two quarters of FY23 (April–June and July–September 2023) NCLEX pass rates returned to levels similar to pre-pandemic rates. Both educators and candidates have reported that they feel the NGN accurately reflects the increasing acuity and complexity of client care and the role of the nurse in safely managing that care.

While the NGN is still new to the nursing community, NCSBN is not complacent and has already embarked on the next steps to continually develop the exam to maintain currency with nursing practice. Public protection is paramount to NCSBN and its members boards and the continual improvement and evolution of the exam is the best means to ensure that nurses entering practice are safe and competent now and in the future.

Nursing at the Crossroads: NCSBN Study Projects Significant Workforce Shortages and Potential Crisis

NCSBN's groundbreaking [2022 National Nursing Workforce Survey](#) brought into focus the crisis surrounding nursing shortages and the intention of almost one-fifth of registered nurses to leave the profession by 2027.

Equally alarming were the results that found that a quarter to half of nurses reported feeling emotionally drained (50.8%), used up (56.4%), fatigued (49.7%), burned out (45.1%), or at the end of the rope (29.4%) "a few times a week" or "every day."

Recognizing that the data indicate that the future of nursing and the health of the nation are at risk, NCSBN convened an esteemed panel of experts on April 14, 2023, in Washington, D.C., to review the findings and explore solutions.

These crucial findings were covered by national media with CNN, *Good Morning America*, *The Associated Press*, *U.S. News & World Report*, Yahoo! News, *Becker's Hospital Review* and MedPage Today reporting on the research and the panel discussion.

The research sparked a national conversation on what can be done to stem this tide with NCSBN bringing together experts from around the U.S. in an ongoing discussion on solutions to staffing, burnout and the prevention of workplace violence.

Some of solutions currently being discussed include:

- Increasing academic practice partnerships to provide clinical affiliations for nursing schools allowing for enriched real world experiences for students.
- Supporting and funding nurse residency programs across the nation to ease the transition from student to working professional.
- Attracting a more diverse workforce by encouraging non-traditional and minority students to pursue nursing, and providing financial funding for their education.
- Bringing nurses back into the workforce in a virtual capacity to serve as mentors and preceptors.
- Managing a safe environment for nurses.
- Developing and studying new care delivery models.
- Addressing issues surrounding burnout and reducing the stigma of seeking out mental health services.
- Supporting federal and state legislation that funds grant programs, such as the Workplace Violence Grant Program.

NCSBN and other health care leaders recognize that these issues threaten the health of the nation and that the health care system must undergo a paradigm shift into an environment that is more supportive, more flexible, and safer for nurses and other health care professionals. NCSBN is dedicated to collaborating with health systems, policymakers, educators and regulators to make it happen.

NCSBN will provide the critical evidence that will help inform the fundamental decisions that will need to be made by leaders. It will continue its workforce research with both a deeper analysis of the 2022 study and new data that will be obtained during its 2024 National Workforce Survey due to begin in April 2024.

NCSBN Year in Review

Oct. 1, 2022 – Sept. 30, 2023



NCSBN CEO David Benton Retires — Philip Dickison Named as New CEO

After eight years of distinguished service as CEO of NCSBN, David Benton, RGN, PhD, FRCN, FAAN, retired on Sept. 30, 2023. Throughout his tenure, Benton worked diligently to support the important work of NCSBN Members, steadfastly promoting the mandate to protect the public through the regulation of nursing practice at the state, national and international levels.

The NCSBN Board of Directors (BOD), named Philip Dickison, PhD, RN, to succeed David Benton. Dickison assumed duties as CEO on Oct. 1, 2023. Dickison previously served as NCSBN's chief operating officer (COO), a post he held since 2017. In that capacity, he traveled extensively representing NCSBN across the globe. He has four decades of experience in organizational leadership, strategic planning and not-for-profit business operations working with government regulatory bodies, licensure testing and educational institutions both nationally and internationally. Prior to his appointment as COO, he served as NCSBN chief officer, examinations, for seven years.

A prolific researcher, with a PhD in Quantitative Research, Evaluation and Measurement, Dickison recently shepherded the launch of the groundbreaking Next Generation NCLEX Examinations, an enhancement of the world's premier licensure examinations. His profound knowledge and experience in testing have made him a renowned leader in the world of psychometrics and an in-demand speaker on the subject.

NCSBN Upholds NCLEX-RN and NCLEX-PN Examination Passing Standards

The NCSBN BOD upheld the current passing standards for the NCLEX-RN and NCLEX-PN Examinations for the Next Generation NCLEX (NGN). The passing standard for the NCLEX Examinations is evaluated every three years to protect the public by ensuring minimal competence for entry-level nurses.



The BOD used multiple sources of information to guide its evaluation and discussion of the passing standard. As part of this process, NCSBN convened expert panels of nurses representing the four NCSBN geographic areas and Canada. The panels took part in workshops to perform a criterion-referenced standard-setting procedure and their findings supported retaining the current passing standard. Also considered were the results of national surveys of nursing professionals.



Nurse Licensure Compact (NLC)

There are 41 jurisdictions that allow registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs), whose primary state of residence is in an NLC state, to hold one multistate license, with the authority to practice in person or via telehealth, in both their home state and other NLC states.



April 21, 2023 – Washington Enacts NLC

Gov. Jay Inslee signed the NLC into law making Washington state the 40th jurisdiction to enact the NLC.

Sen. Mark Mullet, the NLC bill sponsor, said, “Washington has critical and urgent needs for more nurses. We’ve got some of the highest pay of all the states in the nurse compact, so I expect many of the best nurses in the country will want to come to work here. The result will be better care for patients and moving away from temporary traveling nurses and towards hiring more full-time nurses in our local communities. It took a lot

of work and negotiations to get this bill through the process, and this is going to be a great step forward.”

June 24, 2023 – Rhode Island Enacts NLC

Gov. Daniel J. McKee signed the NLC into law making Rhode Island the 41st jurisdiction to enact the NLC.

Sen. Joshua Miller, one of the NLC bill sponsors remarked, “Our state is grappling with a severe shortage of nurses. Returning to the compact is a way we can make it easier and more appealing for nurses to come here for a job, making it easier for our hospitals and health facilities to fill their staffing needs. Rejoining the compact is good for our public health and safety.”





nursys[®]

NCSBN Nursys e-Notify Database Enrolls more than 1 Million Individual Nurses

More than 1 million individual nurses have chosen to self-enroll free of charge and reap the advantages of being enrolled in NCSBN Nursys e-Notify database. In the same system, as an additional benefit, nurses can also obtain their unique nurse identifier, NCSBN ID, at the same time they enroll for Nursys e-Notify.

Nurses selecting to enroll gain many benefits from individual participation in this system, including keeping on top of license status to help them potentially prevent fraudulent licenses or certificates being issued in their names. Enrollment is free, quick

and easy. In just a few minutes via the Nursys e-Notify nurse self-enroll portal, nurses can receive licensure status updates, create and manage multiple license expiration reminders and keep track of their license verifications for endorsement to boards of nursing.

NCSBN States Opposition to American Medical Association Amendment on APRNs

NCSBN strongly opposed a policy amendment passed by the American Medical Association (AMA) House of Delegates (HOD), which recommends that advanced practice registered nurses (APRNs) “be licensed and regulated jointly by the state medical and nursing boards.”

The [Consensus Model for APRN Regulation](#), the nationally recognized and longstanding model for APRN regulation, calls for regulation of APRNs to be done by nursing regulatory bodies (NRBs). NRBs have regulated the practice of nursing for more than 100 years.

NCSBN stated that in the interest of public safety and protection, best practice dictates that regulation of APRNs should be within the purview of NRBs. Adding the needless oversight of state medical boards does nothing to enhance patient protection but has the potential to add unnecessary bureaucracy that may slow down the regulatory process and impede access to care.



APRN 
COMPACT

Publications and Web Resources

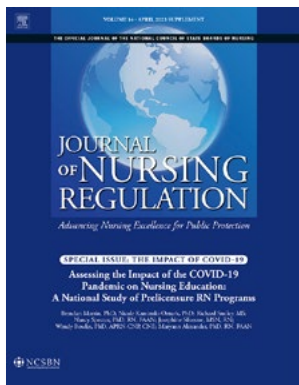
NCSBN produces a wide variety of publications including books, white papers, brochures and research briefs that focus on the NCLEX-RN and NCLEX-PN Examinations, as well as health care issues and activities, in addition to conducting its own research studies by addressing some of today's most important nursing practice issues. These publications present in-depth information and best practice techniques to enhance perspective and contribute to the nursing knowledge base. These publications are available for download free of charge from the NCSBN website.

Significant Research Articles and Publications Published in 2023:



2022 NCLEX Examination Statistics

This annual publication provides data on candidate performance on the NCLEX-RN and NCLEX-PN Examinations and includes data on the candidates who have been able to take the NCLEX-RN for purposes of licensure/registration in Canada since Jan. 5, 2015. This publication provides a brief overview of how computerized adaptive testing (CAT) works, how the passing standard is set, and how the pass/fail decision is made at the beginning. The main part of the publication is a detailed breakdown of candidate performance for 2022 and includes the pass rates by candidate type, degree type and country. In addition, the publication contains NCLEX historical data (e.g., pass rates, passing standards, and volume) since CAT administration started in 1994.



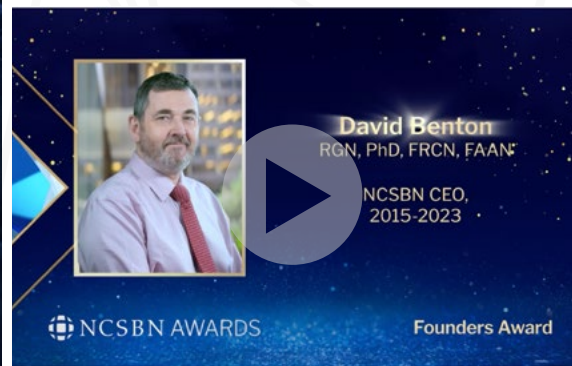
National Prelicensure RN Study: Assessing the Impact of COVID-19 on Nursing Education

This longitudinal study includes more than 1,100 student and faculty participants affiliated with 51 prelicensure RN programs located across 27 states. Leveraging more than 4,000 course observations collected from fall 2020 to spring 2022, this study illuminates the breadth, scale and ever-evolving nature of prelicensure RN programs' efforts to maintain the continuity of nursing students' education during the public health crisis.

Membership Achievements: 2023 NCSBN Awards

NCSBN Honored its Dedicated and Exceptional Membership

Founders Award



Photos by Tori Soper Photography

David Benton, RGN, PhD, FRCN, FAAN
CEO (retired), NCSBN

The Founders Award is given only upon occasion that an individual with ethics, integrity and sincerity has demonstrated the highest regard for the ideals and beliefs upon which NCSBN was founded.



Meritorious Service Award



Paula R. Meyer, MSN, RN, FRE
Executive Director (retired), Washington State Board of Nursing

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

Exceptional Contribution Award



Suzanne Hunt
Board Staff, Tennessee Board of Nursing

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

Regulatory Achievement Award



Kansas State Board of Nursing

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

Executive Officer Recognition Awards

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

Five Years

- **Beverly Balaski**, MN, RN, executive director, Registered Psychiatric Nurses Association of Saskatchewan *(not pictured)*
- **Dana Dalton**, MSN, RN, CMBI, supervising nurse consultant, Connecticut Board of Examiners for Nursing *(not pictured)*
- **Missy Poortenga**, MHA, RN, executive director, Montana Board of Nursing
- **Elaine Yamaguchi**, executive officer, California Board of Vocational Nursing and Psychiatric Technicians *(not pictured)*
- **Pamela C. Zickafoose**, EdD, MSN, RN, NE-BC, CNE, FRE, executive director, Delaware Board of Nursing



Pictured top row, left to right: Missy Poortenga, Pamela Zickafoose; Middle row, left to right: Karen C. Lyon, Lynn Power; Bottom row: Paula R. Meyer

10 Years

- **Jennifer Brenton**, RN, LPN, executive director, College of Licensed Practical Nurses of Manitoba *(not pictured)*
- **Karen C. Lyon**, PhD, RN, ACNS, NEA, executive director, Louisiana State Board of Nursing
- **Lynsay Rae Nair**, LPN, executive director, Saskatchewan Association of Licensed Practical Nurses *(not pictured)*
- **Lynn Power**, MN, RN, executive director, College of Registered Nurses of Newfoundland and Labrador
- **Kathleen Weinberg**, MSN, RN, executive director, Iowa Board of Nursing *(not pictured)*

25 Years

- **Paula R. Meyer**, MSN, RN, FRE, executive director (retired), Washington State Board of Nursing

2023 Centennial Award

- **Nevada State Board of Nursing**
- **New Mexico Board of Nursing**

2023 Annual Meeting Recap



NCSBN Board of Directors President Jay Douglas, MSM, RN, CSAC, FRE, executive director, Virginia Board of Nursing, noted, “In 2023 NCSBN celebrated its 45th Anniversary. Its rich history is chronicled in our updated [interactive timeline](#). At this year’s Annual Meeting, we honored our founders and the significant accomplishments of the last five years and also had an opportunity to recognize nurse regulatory boards and individuals, including our departing CEO David Benton.”

Significant actions included:

- Approved the College of Registered Nurses of Newfoundland and Labrador and the Nova Scotia College of Nursing as Exam User Members of NCSBN.
- Approved the use of remote testing and artificial intelligence (AI) security technology by NCSBN Exams.

Additionally, the Delegate Assembly (DA) debated the need to make rapid progress in advancing the adoption of the Advanced

Practice Registered Nurse (APRN) Compact. Delegates noted that APRNs are eager to see the compact enacted and after reaffirming the advantages of the compact in increasing access to safe patient services and facilitating the use of new technologies particularly in remote and rural areas, the DA overwhelming voted in support of the existing compact.

“These DA actions will enhance public protection nationally and internationally, preparing NCSBN for the future,” commented Douglas. “As it has been since the inception of our organization, the determination, grit, collective wisdom, innovation and sound decision making of our members lights the way forward.”

Additional actions taken by the DA included the following:

Elections to the Board of Directors:

- **Treasurer**, Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing



“These DA actions will enhance public protection nationally and internationally, preparing NCSBN for the future. As it has been since the inception of our organization, the determination, grit, collective wisdom, innovation and sound decision making of our members lights the way forward.”

Jay P. Douglas, MSM, RN, CSAC, FRE, President

- **Area I Director**, Danette Schloeder, DNP, RNC-OB, C-EFM, C-ONQS, board chair, Alaska Board of Nursing
- **Area II Director**, Sue Ann Painter, DNP, RN, executive director, West Virginia Board of Registered Nurses
- **Area III Director**, Jose Delfin D. Castillo III, PhD, MSNA, APRN, CRNA, board chair, Florida Board of Nursing
- **Area IV Director**, Barbara Blozen, EdD, MA, RN, BC CNL, board president, New Jersey Board of Nursing

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

- **Area I Member**, Cathy Dinauer, MSN, RN, FRE, executive director, Nevada State Board of Nursing
- **Area III Member**, Janice Hooper, PhD, RN, FRE, CNE, FAAN, ANEF, lead nursing consultant for education, Texas Board of Nursing



Front row, left to right: Phyllis Polk Johnson, Jay P. Douglas, Adrian Guerrero | Back row, left to right: Karen C. Lyon, Lori Scheidt, Lori Glenn, Karen E.B. Evans, Susan VanBeuge, Carol Timmings, Tony Graham, Sue Tedford

2022–2023 Board of Directors

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

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

Adrian Guerrero, CPM
Treasurer
Director of Operations,
Kansas State Board of Nursing

Susan VanBeuge, DNP, APRN, FNP-BC,
FAANP
Area I Director
Board President,
Nevada State Board of Nursing

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

Karen C. Lyon, PhD, MBA, APRN, NEA-BC
Area III Director
Executive Director,
Louisiana State Board of Nursing

Karen E.B. Evans, MSN, RN-BC, SD-CLTC,
CLC
Area IV Director
Executive Director,
Maryland Board of Nursing
*(Term began: Aug. 19, 2021;
Resigned: May 12, 2023)*

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

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

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

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

NCSBN Committees

During Fiscal Year 2023

45th Anniversary Committee

Barbara Blozen | New Jersey
Adam Canary | Washington
Melissa McDonald | North Carolina
Linda Stones | Nebraska
Kathy Thomas | Texas

Awards Committee

Jennifer Best | Nova Scotia
Beth DeYoung | California VN
Stacy Harper | Alberta RN
Bonny Kehm | Missouri
Shannon E. McKinney | Arkansas
Shan Montgomery | Mississippi
Carol Moreland | Kansas
Kathy Weinberg | Iowa

Finance Committee

Adrian Guerrero | Kansas, Chair
Chris Archuleta | Washington
Peggy Benson | Alabama
Isonel Brown | Louisiana RN
Sue Painter | West Virginia RN

Leadership Succession Committee (LSC)

Tammy Buchholz | North Dakota, Chair
Joe Baker Jr. | Florida
Cathy Dinauer | Nevada
Janice Hooper | Texas
Linda Kmetz | Pennsylvania
Greg Kohn | Wyoming
Sherry Richardson | Tennessee

NCLEX® Examination Committee (NEC)

Crystal Tillman | North Carolina, Chair
Kristin Benton | Texas
Barbara Blozen | New Jersey
Gary Hicks | Maryland
Vicki Hill | Alabama
Christine Penney | British Columbia
Danette Schloeder | Alaska
Anne Marie Shinn | Ontario
Audria Denker | Kentucky, Alternate
Tracy Ann Thompson | Oregon, Alternate

NCLEX Item Review Subcommittee (NIRSC)

Cynthia Arpin | Connecticut
Sarah Bear | Washington
Deborah Becker | Florida
Sandra Culpepper | Mississippi
Allison Edwards | Texas
Cindy Fairchild | California VN
Anne Elizabeth Hardee | North Carolina
Georgina Howard | New York
Grace A. Jacek | Michigan
Rhonda Johnson | Minnesota
Leslie Larson | Minnesota
Judith D. McLeod | California VN
Kathleen McManus | Maine
Patricia Motl | Nebraska
MaiKia Moua | Washington
Tammie Napoleon | Hawaii
Jennifer Pelletier | North Carolina
Jody Rain | Florida
Victoria Record | New York
Jacci Reznicek | Nebraska
Sheron Russell | Mississippi
Hansella Caines Robson | Massachusetts
Rachael N. Settles | Wyoming
Rhonda Scott | Maryland
Beverly Skloss | Texas
Sarah Spangler | Montana
Maceo Tanner | Georgia
Sherri Trujillo | Wyoming
Tammy Vaughn | Arkansas
Teresa Walsh | District of Columbia
Terry Ward | North Carolina

NCSBN Staff

As of Jan. 15, 2024

Executive Office

Philip Dickison, PhD, RN
Chief Executive Officer

Dalilah Hill
Senior Manager, Executive Office

Operations

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Exams Specialist II, Consolidated Services

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Director, Measurement & Testing, Examinations

Corinne Bilyeu
Manager, Medical Copy Editor, Examinations

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Meetings Specialist I, Consolidated Services

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Shannon Byrnes
Nursys Specialist II, Consolidated Services

Camille Campbell
Customer Experience Specialist I, Customer Experience

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Customer Experience Specialist II, Customer Experience

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Customer Experience Specialist II, Customer Experience

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Director, Marketing & Advocacy

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Senior Psychometrician, Measurement & Testing, Examinations

Qiao Lin, PhD, MS, MEd
Psychometrician I, Measurement & Testing, Examinations

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Project Manager, Project Management Office, Business Operations

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Nursys Manager, Consolidated Services

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Manager, Content Development, Examinations

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Senior Manager, Measurement and Testing, Examinations

Heather Nichols

Customer Experience Specialist II, Customer Experience

Luping Niu, PhD

Psychometrician I, Measurement & Testing, Examinations

Michael Osterhaus

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Manager, Content Development, Examinations

Hong Qian, PhD, PMP

Exam Development Manager, Examinations

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Director, Consolidated Services

Donna Rostamian

Meetings Manager, Consolidated Services

Jason Schwartz, MS

Director, Outreach, Marketing & Advocacy

Ursula Singleton

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Natalie Sitkowski

Test Development Associate II, Examinations

Donald Sutton

Customer Experience Specialist II, Customer Experience

Lucas Tully

Customer Experience Specialist I, Customer Experience

Steven Viger, PhD

Deputy Chief Officer, Examinations

Christine Walsh, PHR, SHRM-CP

Associate Director, Human Resources & Organizational Development

Zhuoran Wang, PhD, MS

Psychometrician II, Measurement & Testing, Examinations

Derrick Webb

Manager, Customer Experience

Nicole Williams, DNP, MSN, RN, NPD-BC, NEA-BC

Associate Director, Examinations

Katie Yandell, PMP

Project Manager, Project Management Office, Business Operations

DaVidion Yarbrough

Videographer/Editor, Marketing & Advocacy

Mingqin Zhang, PhD

Psychometrician I, Measurement & Testing, Examinations

Finance**Robert Clayborne, MBA, CPA, CGMA**

Chief Financial Officer

Tremell Eaton, MBA

Senior Staff Accountant, Finance

Gloria Evans-Melton, CPA

Director, Finance

Rocio Hernandez

Senior Accounting Manager, Finance

Mattie Williams

Accounting Associate II, Finance

Zina Williams

Accounts Payable Specialist I, Finance

Information Resources**Nur Rajwany, MS**

Chief Information Officer

Ali Baig

Business Analyst I, Information Technology

Jeyalakshmi Balachandran, MS

Manager, Business Analysis and Quality Assurance, Information Technology

Rajeshwari Bommannavar, MS

Senior Application Support Developer I, Information Technology

Josué Cartagena

Helpdesk Administrator II, Information Technology

Doug Fischer

Cybersecurity Manager, Information Technology

Alma Friar

Quality Assurance Analyst II, Information Technology

Ben Gonzalez

Associate Director, Information Technology

Jason Higbie

Helpdesk Administrator I, Information Technology

Albert Hincapie

Manager, Application Development, Information Technology

Mark Huffman, MBA, PMP

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

Penny Jaggi

Business Analyst I, Information Technology

Angela Johnston

Senior Business Analyst I, Information Technology

Sujani Kalapala

Quality Assurance Analyst II, Information Technology

Rama Krishnaiah Kasavajjula

Senior Developer I, Information Technology

Stefan Keir

Lead System Administrator, Information Technology

Christophel Kuizon

Developer I, Information Technology

Roland Morales

Helpdesk Manager, Information Technology

Chakrapani Mutyala, MCA

Senior Developer I, Information Technology

George Potacki

Manager, Business Analysis and Quality Assurance, Information Technology

Dave Raheel

Business/Quality Analyst II, Information Technology

Chandra Sadhangiri

Manager, Application Development, Information Technology

Narender Saraswati, MBA
Senior Program Manager, Information Technology

Zach Sears
Senior System Administrator I, Information Technology

Sachin Sharma, MA
Manager, Business Analysis and Quality Assurance, Information Technology

Nick Smith
Senior System Engineer I, Information Technology

Tammy Spangler, MSL
Director, Information Security Assurance

Matthew Sterzinger
Director, Information Technology

Jaxon Stout
Helpdesk Administrator I, Information Technology

Andrew Suszko, MS
Senior Database Administrator, Information Technology

Michelle Tate
Compliance Associate I, Information Security Assurance

Saule Trainys
Application and Data Analyst I, Information Technology

Sanjeev Yarlagadda
Senior Quality Assurance Analyst I, Information Technology

Nursing Regulation

Maryann Alexander, PhD, RN, FAAN
Chief Officer, Nursing Regulation

Timothy Arehart, JD
Senior Policy Advisor, Nursing Regulation

Tyler Becklund
Coordinator, Federal Affairs, Government Affairs

Kelly Betzold
Operations Coordinator, International Center for Regulatory Scholarship

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APRN Senior Policy Advisor, Nursing Regulation

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Director, Member Engagement

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Senior Research Scientist, Research

FY23 Operating Statements

Year ended Sept. 30, 2023

Program Services

	\$	%
Nurse Competence	102,132,400	74
Nurse Practice and Regulatory Outcome Information	14,769,800	11
Administration and Supporting Services	7,144,900	5
Total	\$ 138,177,800	100

Sources of Revenue

	\$	%
Examination Fees	114,658,500	83
Other Program Services	11,490,500	8
Use of Investment Earnings	12,028,800	9
Total	\$ 138,177,800	100





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