



Nurse Licensure Compact A Biennial Report FY2018-19



ICNLCA Core Purpose

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



ICNLCA Mission

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



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



ICNLCA Core Values

- Transparency
- Integrity
- Accountability
- Innovation
- Collaboration



“Growth is never by
mere *chance*;
it is the result of forces
working together.”

— James Cash Penney

Letter from the Chair



Dear Commissioners,

This has been an extraordinary time of growth and change for the Nurse Licensure Compact (NLC). We have grown to 34 states and have seen more states than ever before introduce legislation to join. With the NLC's current state of evolution, the compact is becoming ever more important.

Due to our collective work and continuous collaboration with stakeholders, we continue to lead the way in this groundbreaking work. This year, alone, we have achieved a lot that is worth celebrating. You will see that as you review this report.

Since its beginnings, the work of NLC has been quintessential in helping remove barriers or unnecessary burdens to borderless practice and increasing access to care. Due to overwhelming success, the NLC's model of mutual recognition has become the model for other health care professions developing interstate licensure compacts. NLC staff have helped to nurture our position as the “expert resource” by providing on-demand information and presentations for other compacts as well as other professions considering a compact.

Although positive, growth and change never come without challenge. Undoubtedly, as we continue on our path, we will face many challenges. We have already risen to many of these challenges through the development of our four strategic initiatives. With increased collaboration and dialogue between commissioners, broadening of our strategic thought process, and the implementation of the strategic plan, we will continue to address these and any new challenges that may arise.

Looking towards the future, we should be excited about how far we have come and how far we have yet to go! Thank you for the opportunity to serve as your chair for the past two years. Thank you to all NLC commissioners and NLC committee members for all of your efforts, contributions and expertise in helping to achieve NLC growth and success!

Sincerely,

A handwritten signature in black ink that reads "Sue A Tedford". The signature is written in a cursive, flowing style.

Sue Tedford, MNSc, APRN
Chair, NLC Commission
Fiscal Year 2018-19

Nurse Licensure Compact (NLC) Celebrates 19th Anniversary of Regulatory Transformation: 2000–2019

Since its beginnings in 2000, the NLC has provided nurses, RNs and LPNs/VNs with an extraordinary advantage, enabling cross-border practice and remedying the burden of having to obtain licenses in multiple states.

Guided by the strategic initiatives and objectives set forth by the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA), the NLC continues to adapt to change and be recognized as an effective regulatory model that accomplishes the mission to “facilitate cross-border nursing practice through the implementation of a nationally recognized, multistate license.”

Beginning on Jan. 19, 2018, an updated version of the NLC was implemented in 26 states, replacing the original version that started in 2000. To date, 34 states have enacted NLC legislation. The “enhanced” version of the NLC (eNLC) improves the compact in a number of areas.

Key changes in this updated compact include:

- The addition of uniform licensure requirements for eligibility to obtain a multistate license. They can be viewed [here](#).
- A new provision indicating that each state in the NLC require that a nurse applicant for a multistate license submit to state and federal fingerprint-based criminal background checks at initial licensing and license by endorsement.
- The establishment of a governing body over the NLC which is known as a commission. The commission is comprised of the executive officers of compact state’s boards of nursing.
- The authority for rulemaking by the commission. This ensures uniformity of rules across member states. The rules which are promulgated must be directly related to the NLC statutes. They do not change a member state’s nurse practice act but rather are related to the implementation and operations of the NLC.
- Provisions related to compliance and enforcement which relate to a member state’s compliance with compact requirements and the ability to terminate a state’s membership if necessary after all attempts to remedy the issue are exhausted.

“If *four* things are followed — having great aim, acquiring knowledge, hard work, and perseverance — then anything can be *achieved*.”

— A.P.J. Abdul Kalam

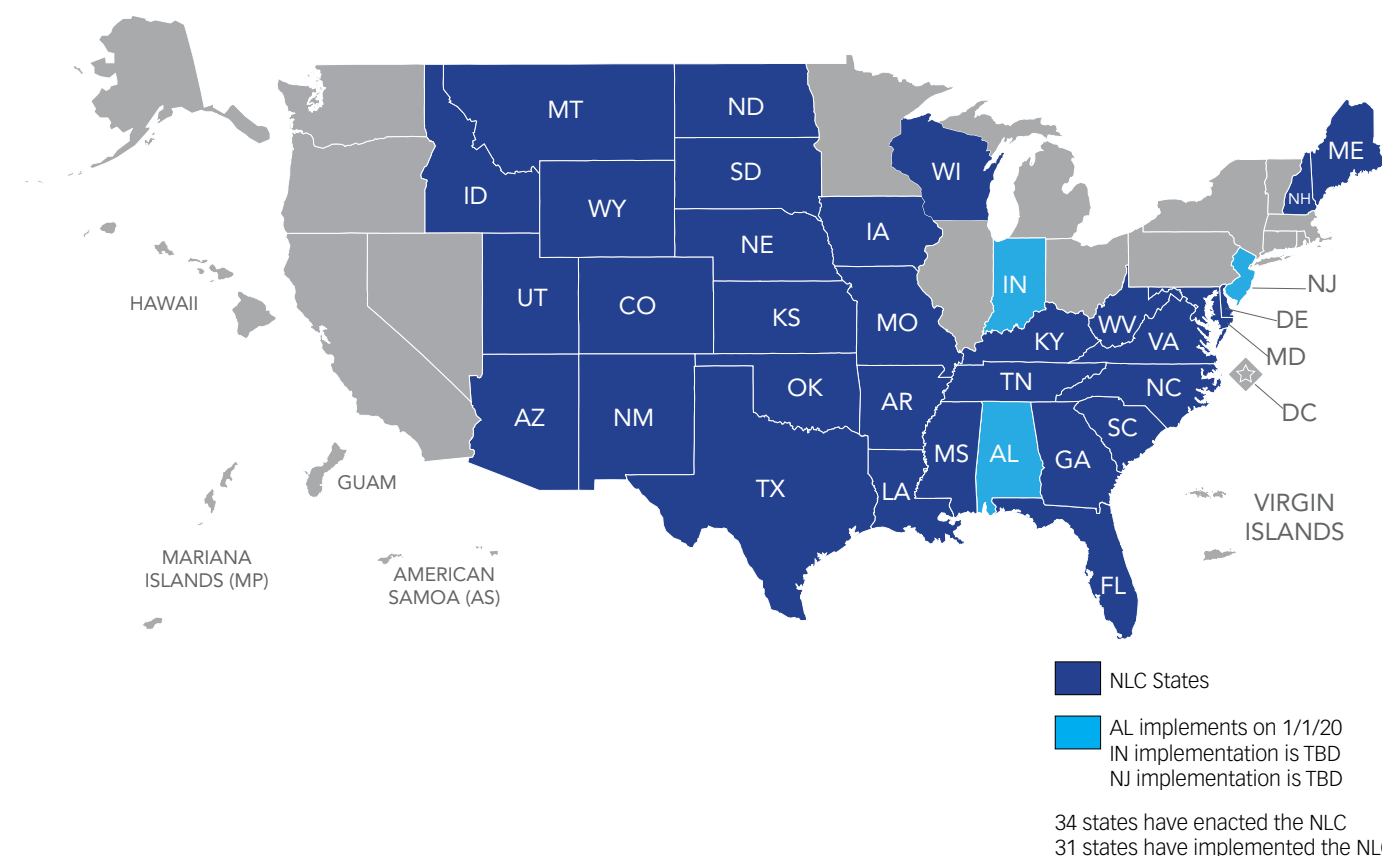
With these substantial enhancements and changes, 2018–19 generally had more states introduce compact legislation than ever before!

On July 1, 2019, Kansas and Louisiana became the 30th and 31st states to implement the NLC. Congratulations to Commissioners Carol Moreland and the Kansas Board of Nursing, Karen Lyon and the Louisiana State Board of Nursing for Registered Professional Nurses, and Lynn Ansardi and the Louisiana State Board of Practical Nurse Examiners. We thank them for their hard work.

Furthermore, in 2019 Alabama, Indiana and New Jersey passed legislation to join the NLC, growing the compact to 34 states. Alabama plans to implement on Jan. 1, 2020 and Indiana and New Jersey will be establishing their implementation dates shortly.

As we look toward the future, it is vital that the NLC continue to implement its strategic initiatives and assist member boards and key stakeholders with the development of educational resources to promote compact understanding and safe and effective nursing practice.

Continue reading for some of the major highlights of 2018-19.



NLC Director, Jim Puente teaches KS BON staff about the NLC.

Strategically Planning for the Future

New Logo

Following the Jan. 19, 2018 implementation of the eNLC, the ICNLCA directed NCSBN's marketing and communications department to commission a new NLC logo to highlight and incorporate the historic growth and movement of the NLC.

Out of a choice of several logos, the final logo was voted on at the 2018 Annual Meeting of the NLC Commission. The logo selected builds upon the foundation of the previous logo as well as the history of the NLC. The patriotic colors are representative of the NLC as a governmental agency. The circular design is representative of commission unity and collaboration, and the flag is representative of the NLC policy goal of one license, recognized nationally, enforced locally.

The logo has been and continues to be incorporated into various NLC public documents and resources.

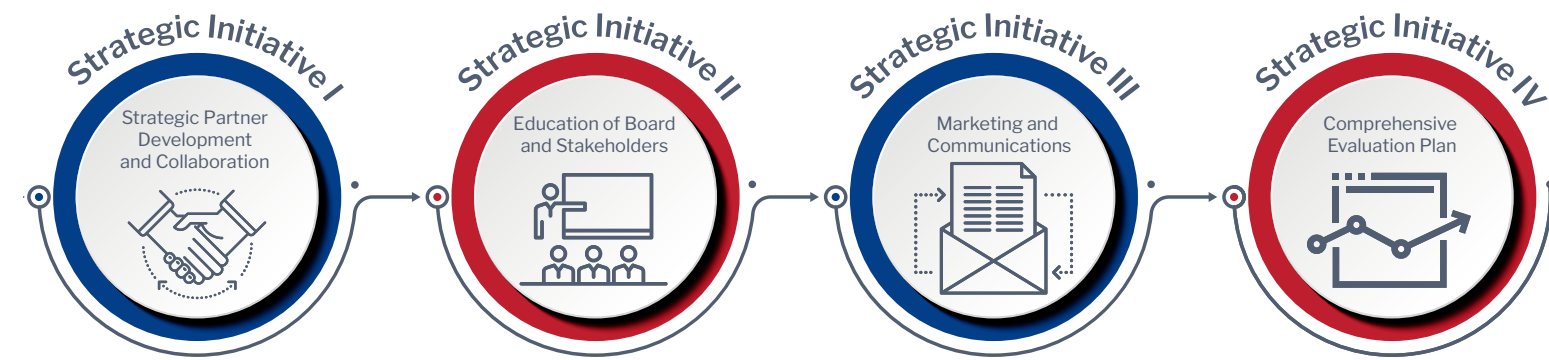


NLC Strategic Planning

In November 2018, NLC engaged consultant Robert Nelson, CAE, to aid in the facilitation and development of a successful NLC strategic plan that will carry the organization through 2022. Nelson brought over a quarter century of successful executive leadership and hands-on experience facilitating the development of complex solutions to complex organizational challenges.

The strategic planning session was a two-day meeting that took place in Nashville on Nov. 28–29, 2018, in which 26 commissioners attended and participated. Nelson used a blend of logic, creative thinking, analytics, group work and humor to engage participants in an out-of-the-box thinking session.

In May 2019, the NLC Executive Committee met to fine tune the initiatives, outcomes, strategies and tactics of the three-year strategic plan.



Tactics of the strategic plan will relate to the four strategic initiatives:

- **Strategic Initiative I:** Strategic Partner Development and Collaboration
- **Strategic Initiative II:** Education of Board and Stakeholders
- **Strategic Initiative III:** Marketing and Communications
- **Strategic Initiative IV:** Comprehensive Evaluation Plan

The goal is to build the strategic initiatives into a comprehensive commission strategic plan and create an environment permeated by strategic thinking at every level of the NLC.

NLC staff continue to build upon tactics that will assist in carrying the plan forward now and into the future. Key elements of the strategic plan involve building and maintaining relationships with new and existing NLC partners, creating new and enhanced educational resources for nurse licensees, nursing regulatory bodies, employers and other key stakeholders, enhancing marketing efforts, as well as enhancing and developing compliance-related educational tools.



Robert Nelson, CAE, facilitates NLC strategic planning meeting in Nashville, TN.

NLC Summit

Because of the 2019 Strategic Planning session, NLC commissioners and staff were able to identify additional issues and concerns related to implementation standards. These issues included:

- Philosophy related to the original NLC versus the eNLC
- Model consistency; what should the compact look like
- Differing expectations and perceptions amongst stakeholders

Due to the complexity of the issues listed above, the NLC Executive Committee decided the best course of action would be to engage NLC commissioners in a two-day Summit on Feb. 22–23, 2019, to come to agreement regarding implementation standards and agreements on key principles related to multistate licensure.

To achieve these goals, Dr. Leonard Marcus, director of the Program for Healthcare Negotiation and Conflict Resolution at the Harvard School of Public Health and co-director of the National Preparedness Leadership Initiative, was selected to facilitate the discussion. He began the summit with encouraging and congratulatory words, highlighting the many achievements of the NLC. He continued the discussion with a brief overview of Meta Leadership as a model and framework and by helping to identify the issues of concern, setting expectations and discussing meeting goals.

Throughout the Summit, Marcus highlighted, “there was a lot of intense thinking and emotion.”

Marcus’ expertise and guidance throughout the process helped commissioners challenge the nuances and complexities associated with growth and change of the compact.

As a result, commissioners came to the realization that there was almost unanimous agreement among the group, especially since the overarching goal of all is protection of the public.

NLC Commissioners participate in NLC Summit facilitated by Dr. Leonard Marcus.



Louisiana State Board of Nursing celebrates becoming the 31st state to join the NLC.

Legislation

As mentioned earlier, 2018-19 marked a year when more states than ever before introduced legislation to join the NLC. A total of 11 states introduced legislation: Alabama, Hawaii, Illinois, Indiana, Massachusetts, Michigan, Minnesota, New Jersey, Pennsylvania, Vermont and Washington. Although the bill did not pass in every state, it is likely that, in the states where the NLC did not pass, legislation will be reintroduced in January of 2020 when legislative session starts again.

We have seen tremendous success in Kansas, Louisiana, Alabama, Indiana and New Jersey as they became the 30th, 31st, 32nd, 33rd and 34th states to enact NLC legislation.

We also anticipate the possibility of Michigan or Vermont passing legislation either this year or next.

Also of note is that regulators and the legislature in Guam are considering becoming the first U.S. territory to introduce NLC legislation.

APRN

In relation to the APRN Compact, a taskforce was appointed by NCSBN to review the APRN Compact for any necessary revisions. Taskforce recommendations were introduced and discussed at 2019 NCSBN Midyear Meeting.

The APRN Compact taskforce continues to work on any necessary revisions to the APRN compact. It is anticipated that the recommendations will be voted on at a future NCSBN Delegate Assembly.

Endorsements and Partnerships

2018-2019 was an impactful year in terms of growing support for the NLC. Various noteworthy organizations have endorsed the NLC. Some noteworthy endorsements include:

- April 2018 marks National Student Nurses' Association's Board of Directors' unanimous vote to endorse the NLC.
- May 2018 marks the date that NLC staff received a letter of endorsement for NLC from the Hospital Corporation of America (HCA). HCA is one of the largest hospital systems in the nation. With 177 hospitals located in Alaska, California, Colorado, Florida, Georgia, Idaho, Indiana, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Nevada, New Hampshire, Oklahoma, South Carolina, Tennessee, Texas, Utah and Virginia.
- A full list of current NLC endorsers can be viewed [online](#).



NLC supporters across the U.S.

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

NLC Training and Education

To begin implementation of the strategic plan and continue to enhance the educational offerings related to the NLC, efforts to create and enhance informational materials and fact sheets for various audiences were made throughout the year.

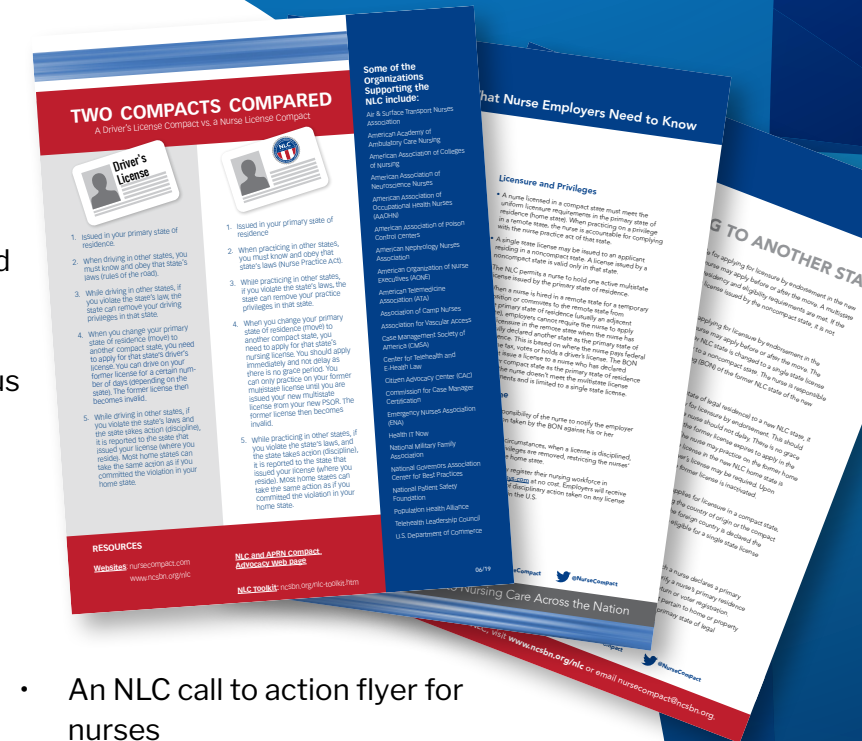
Such efforts include:

Fact Sheets and Other Resources

- An NLC fact sheet for chief nursing officers
- An NLC fact sheet for student nurses
- An NLC fact sheet for employers
- An NLC fact sheet for military and military spouses
- An NLC frequently asked questions fact sheet
- An NLC fact sheet explaining requirements when changing primary state of residence
- An NLC license by exam flowchart fact sheet
- An NLC license by endorsement flowchart fact sheet
- A Nursys® reports explainer fact sheet
- A fact sheet explaining Nursys® Quick Confirm
- An NLC endorsement infographic

Website and Online

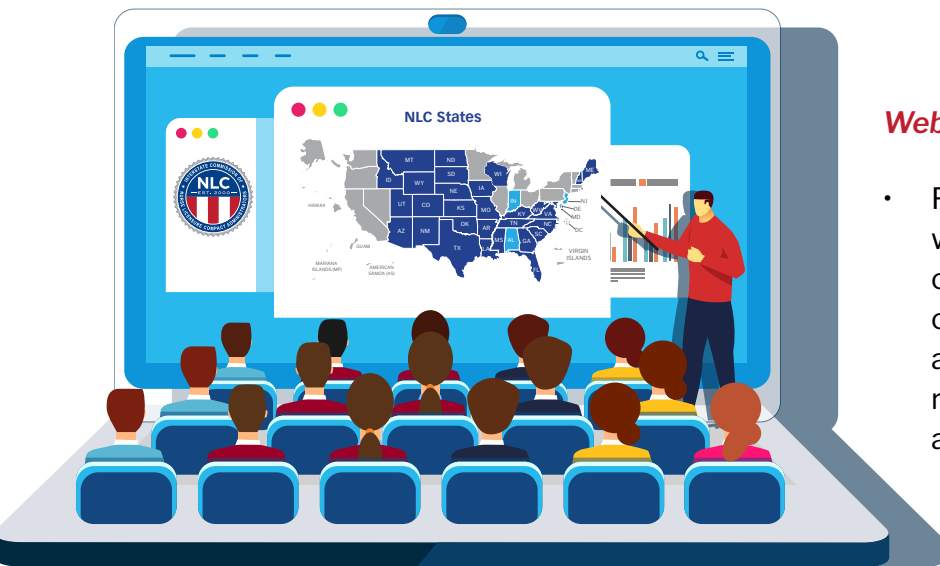
- The [NLC webpage](#) was updated to allow for easier search functionality
- The [NLC Toolkit page](#) was created and updated as a central location to house all relevant informational resources and tools.
- [Tip of the Week](#) archive page was created to house various educational



- An NLC call to action flyer for nurses
- Tip of the Week emails sent to nursing boards
- Tip of the Week email for public audiences, with subscription option
- NLC Prezi presentation created for students that boards of nursing can utilize for educational purposes.
- An educational video related to primary state of residence, created by NLC staff
- An educational video for nursing students, created by NLC staff
- An educational video for employers, created by NLC staff
- Engagement of external vendor for production of additional videos for nurses and employers. Availability: fall 2019

NLC related facts.

- [NLC Educational videos](#) were uploaded to website and social media pages.



Webinars:

- Free monthly NLC employer and nurse webinars are offered to provide an overview of the NLC, update participants on the status of pending legislation, explain Nursys® and Nursys e-Notify®, explain moving requirements in relation to the NLC, and answer key questions.

NLC Presentations and Meetings

In collaboration with other compacts and/or other organizations/stakeholders, presentations were provided at:

- Case Management Society of America
- American Dental Association
- Physical Therapists Compact
- New Jersey Board of Nursing Public Meeting
- Numerous interviews for newspapers and radio were provided
- Council of State Governments



NLC Commissioner, Joey Ridenour (AZ) (second from the left) is a panelist presenter at CSG conference.

NLC Conference Exhibitions

NLC staff exhibit, provide education, and answer questions at the following exhibits:

- American Organization of Nurse Executives Annual Meeting
- National Student Nurses' Association Midyear Meeting
- National Student Nurses' Association Annual Meeting
- American Nurses Association Annual Meeting
- National Council of State Legislators Summit
- National Rural Health Association
- Society of Human Resource Management Annual Meeting
- Case Management Society of America Annual Meeting
- American Society for Healthcare Human Resources Administration Conference
- Staffing World
- National Association for Health Care Recruitment
- American Telemedicine Association

NLC Board of Nursing Training

NLC training sessions continue to be offered at boards of nursing that have welcomed a new executive officer at the helm or a state that has newly joined the NLC. This year, two-day educational sessions were held at the following boards of nursing.

- Alabama Board of Nursing
- Alaska Board of Nursing
- Colorado Board of Nursing
- Florida Board of Nursing
- Georgia Board of Nursing
- Guam Board of Nurse Examiners
- Indiana State Board of Nursing
- Iowa Board of Nursing
- Kansas State Board of Nursing
- Kentucky Board of Nursing
- Louisiana State Board of Nursing
- New Mexico Board of Nursing
- Oklahoma Board of Nursing
- South Carolina Board of Nursing
- Utah State Board of Nursing
- West Virginia Board of Examiners for Licensed Practical Nurses
- West Virginia Board of Examiners for Registered Professional Nurses
- Wyoming State Board of Nursing



NLC staff exhibit at Iowa Student Nurses Association's Annual Conference (pictured above) and students show support for the NLC at the National Student Nurses' Association (pictured below).



111 E. Wacker Drive, Suite 2900 · Chicago, IL 60601-4277

December 19, 2019

Jim Puente
Director, NLC

This is to certify that the Annual Audit of the National Council of State Boards of Nursing (“NCSBN”), which was performed by a certified public accountant, includes all receipts and disbursement of funds handled on behalf of the Interstate Commission of Nurse Licensure Compact Administrators (“ICNLCA”) by NCSBN.

Robert Clayborne
Chief Financial Officer

Robert Clayborne Digitally signed by Robert Clayborne
Date: 2019.12.19 09:48:07 -06'00'

312.525.3600
ncsbn.org

Financial Summary Fiscal Years 2018–2019

	FY18	FY19
Revenue		
Annual Assessments	\$142,000	\$171,000
Total Revenue	\$142,000	\$171,000
Expense		
MOU Fee with NCSBN	\$50,000	\$50,000
Legal Fees*	\$0	\$42,112
Total Expenses	\$50,000	\$92,112
Surplus (Deficit)	\$92,000	\$78,888
Cash Balance at June 30	\$442,829	\$520,619

*NLC Commission assumed legal fees in December 2018



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

Highlights from the Nurse Licensure Compact (NLC) Commission Annual Meeting
Aug. 20, 2019 | Swissotel | Chicago



Staff to the Commission



Jim Puente
Director



Maggie Bieniek
Sr. Coordinator

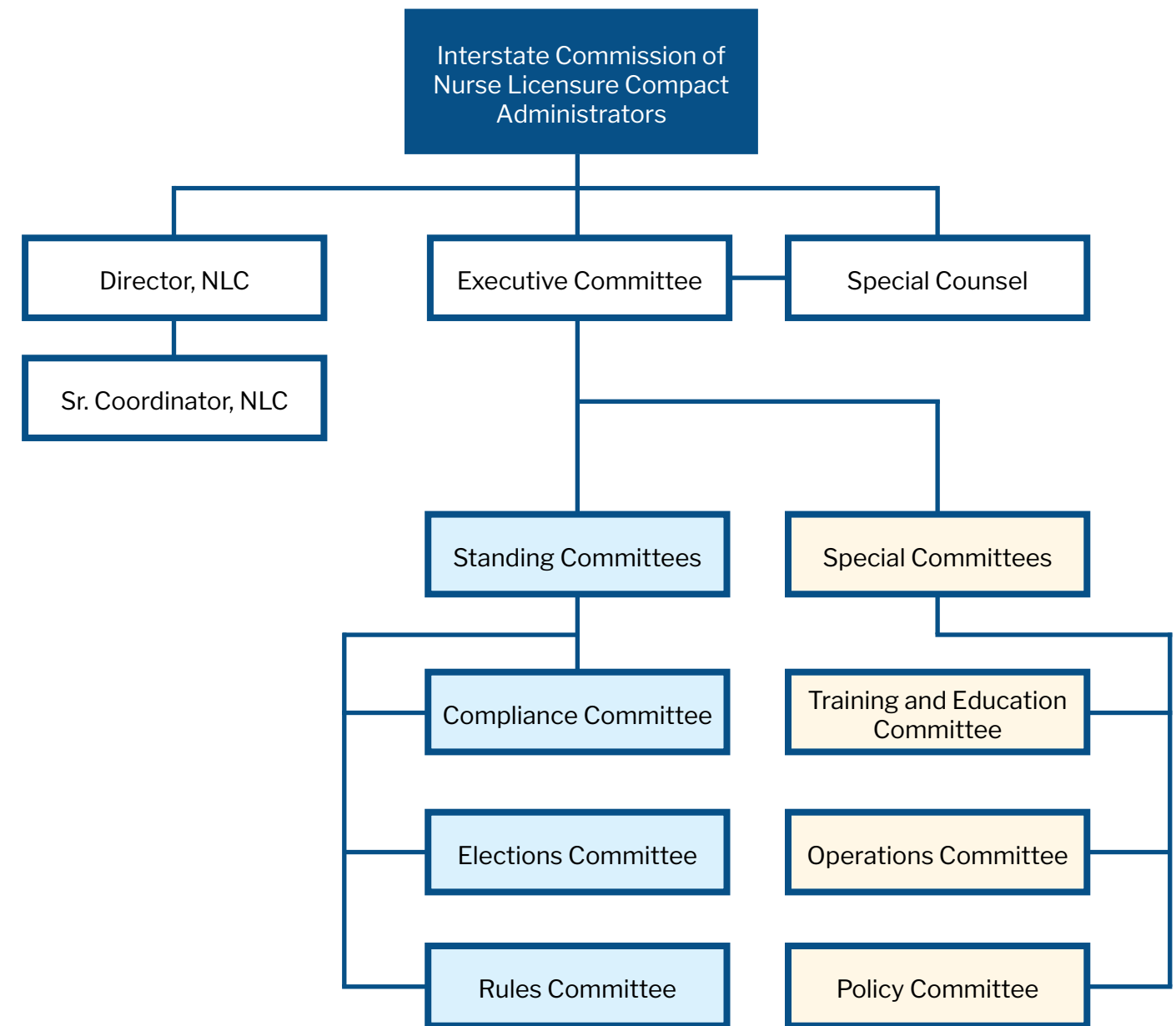
Special Counsel to the Commission



Richard Masters

The General Counsel provides guidance to the Commission and its Committees with respect to legal issues, related to the duties and responsibilities under the NLC terms, its bylaws, and rules. Special Counsel also advises the Commission on issues pertaining to compliance and enforcement responsibilities.

Organizational Chart



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

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

Updated 3/12/2019

Thank you to all NLC Committees and Committee Members

Executive Committee

- Sue Tedford, Arkansas, chair (Term: October 2017–September 2019)
- Stacey Pfenning, North Dakota, vice-chair (Term: October 2018–September 2020)
- Ann Oertwich, Nebraska, treasurer (Term: October 2018–September 2020)
- Kim Glazier, Oklahoma, member-at-large (Term: October 2017–September 2019)
- Joe Baker, Jr., Florida, member-at-large (Term: October 2018–September 2019)
- Phyllis Polk Johnson, Mississippi, member-at-large (Term: October 2018–September 2020)

Executive Committee



Rules Committee

- Joey Ridenour, Arizona, co-chair
- Brett Thompson, Mississippi, co-chair
- Fred Knight, Arkansas, general counsel
- Kim Esquibel, Maine (not pictured)
- Michelle Mayhew, West Virginia-LPN
- Carol Moody, South Carolina
- Debbie McKinney, Oklahoma
- Stacey Pfenning, North Dakota
- Rick Masters, special counsel



Rules Committee

Training and Education Committee

- Kim Glazier, Oklahoma, chair
- Ann Oertwich, Nebraska, vice-chair
- Tony Graham, North Carolina
- Lisa Hastings, Wyoming
- Erin Matthies, South Dakota
- Shan Montgomery, Mississippi

Operations Committee

- Mark Majek, Texas, chair
- Sue Painter, West Virginia-RN, co-chair
- Jeff Busjahn, Utah
- Melissa McDonald, North Carolina
- Darcy Hammond, Oklahoma

Elections Committee

- Cynthia LaBonde, Wyoming, co-chair
- Sasha Poole, New Mexico, co-chair

Policy Committee

- Amy Fitzhugh, North Carolina, chair
- Adrian Guerrero, Kansas
- Pam Zickafoose, Delaware
- Joe Baker, Jr. Florida
- Stacey Pfenning, North Dakota

Compliance Committee

- Fred Knight, Arkansas, chair
- Melissa Hanson, North Dakota
- Megan Hudson, Maine
- Jim Cleghorn, Georgia
- Lori Scheidt, Missouri
- Jackye Ward, Oklahoma

Retirements and Transitions

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



Paula Schenk, MPH, RN, retired from the Kentucky Board of Nursing, effective March 31, 2018. Schenk's retirement marks the culmination of nearly 27 years of service to the board, including several years of service as executive director.



Sandra Evans, MAEd, RN, retired in January 2019, after 28 years of service to the Idaho State Board of Nursing, which included 22 years serving as the executive director.



Sam Delp was promoted within the Colorado Department of Regulatory Agencies.



Dan Williams, executive officer of the Wisconsin Board of Nursing retired from state service officially in July 2018.



Denise Nies, MSN, RN, BC, executive officer of the New Hampshire Board of Nursing retired from state service officially on July 18, 2019.



Demetrius Cianci Chapman, executive officer of the New Mexico Board of Nursing retired from state service officially in 2018.

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

Alabama Board of Nursing
Peggy Benson

Arizona State Board of Nursing
Joey Ridenour

Arkansas State Board of Nursing
Sue Tedford

Colorado Board of Nursing
Lori Bratton

Delaware Board of Nursing
Pamela C. Zickafoose

Florida Board of Nursing
Joe Baker, Jr.

Georgia State Board of Nursing
Jim Cleghorn

Idaho Board of Nursing
Russ Barron

Indiana State Board of Nursing
Toni Herron

Iowa Board of Nursing
Kathy Weinberg

Kansas State Board of Nursing
Carol Moreland

Kentucky Board of Nursing
Jessica Estes

**Louisiana State Board of Nursing
for Registered Professional Nurses**
Karen Lyon

Maine State Board of Nursing
Karen EB Evans

Mississippi Board of Nursing
Phyllis Johnson

Missouri State Board of Nursing
Lori Scheidt

Montana Board of Nursing
Melissa Poortenga

Nebraska Board of Nursing
Ann Oertwich

New Hampshire Board of Nursing
Bonnie Crumley Aybar

New Jersey Board of Nursing
Joanne Leone

New Mexico Board of Nursing
Sasha N. Poole

North Carolina Board of Nursing
Julia George

North Dakota Board of Nursing
Stacey Pfenning

Oklahoma Board of Nursing
Kimberly Glazier

South Carolina Board of Nursing
Carol Moody

South Dakota Board of Nursing
Gloria Damgaard

Tennessee State Board of Nursing
Elizabeth Lund

Texas Board of Nursing
Katherine Thomas

Utah State Board of Nursing
Jeff Busjahn

Virginia Board of Nursing
Jay P. Douglas

**West Virginia Board of Examiners
for Registered Professional Nurses**
Sue Painter

**West Virginia State Board of
Examiners for Licensed
Practical Nurses**
Michelle Mayhew

Wisconsin Board of Nursing
Peter Kallio

Wyoming State Board of Nursing
Cynthia LaBonde



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2018-19