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IN FOCUS

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Reflections on
A Journey of a Million Miles

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Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing (BONs) to act and counsel together on matters of common interest. NCSBN's membership is comprised of the BONs in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 21 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 4.5 million licensed nurses.

Mission: NCSBN provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

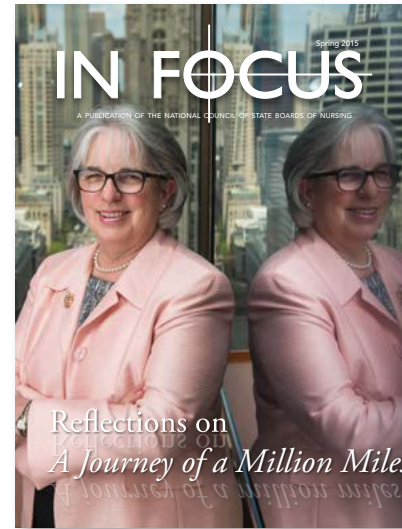
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RESCUE ^{ON} MOUNT HOOD

Oregon's Mount Hood is a spectacular sight to behold. Located roughly 50 miles from Portland, it is home to 12 glaciers. With an elevation of 11,249 feet, it is a prominent feature of northern Oregon's landscape and can be seen from as far away as 100 miles. Mount Hood National Forest is one of the most heavily-visited National Forests in the U.S., with more than 4 million visitors per year. Climbing and hiking are very popular – about 10,000 people attempt to climb the mountain each year.

In addition to being strikingly beautiful, the mountain can also be dangerous. As of May 2002, more than 130 climbing deaths have occurred there, most the result of falls and hypothermia. There are six main routes to approach the mountain. The most popular is the south route, which goes east around Crater Rock, a large glacier feature, and proceeds along another glacier via a ridge called the Hogsback. It was on Jan. 31, 2015, that the Hogsback would be the site of a rescue and [evacuation mission](#).

Sarah Wickenhagen, DNP, FNP, APRN divides her time between being a policy analyst for the Oregon State Board of Nursing and a Major in the Oregon National Guard where she serves as an Aeromedical Nurse Practitioner. She's also a crewmember on an HH-60 Blackhawk helicopter. She oversees the education and training of flight paramedics and participates in search and rescue missions.

She recalls the day she and her colleagues were called to help with the Mount Hood evacuation. "It was a beautiful day, a great day to be out on the mountain," she says. "We were at our facility in Salem giving a tour to the Civil Air Patrol when we got a call that there had been a fall on the mountain. Three people were involved. A husband and wife, and another gentleman. They fell in the Hogsback area, an area where a lot of people fall on Mount Hood."



Above: Wickenhagen using her Aviation Life Support Equipment (ALSE) vest for hoist operations in a training area near Silver Falls, OR.

Below: Oregon Army National Guard HH-60M MEDEVAC helicopter on a previous rescue mission in the same area of Mount Hood.

Save the Date

2016 NCSBN Midyear Meeting
March 14-16, 2016
Baltimore, MD

**NCSBN**
National Council of State Boards of Nursing

The injured woman broke both her ankles. The man broke his leg. The third climber was not seriously hurt. In certain conditions, even a mild injury can be life-threatening. Fortunately for the climbers, Portland Mountain Rescue happened to be training nearby on the mountain and witnessed them fall. They were able to render aid quickly, but they couldn't move the climbers. That's where the Oregon National Guard came in.

"Despite the mild weather, the terrain on this part of the mountain is steep and difficult," says Wickenhagen. At one point, she and her colleagues were also worried about the sun setting. "We can use a hoist or land the aircraft, based on conditions. In this situation, our very skilled pilot was able to land and stabilize the aircraft on one wheel and we were able to evacuate the injured climbers."

Wickenhagen stresses that this was just one of many situations she and her Oregon National Guard colleagues have responded to, one example among the variety of circumstances they train for and have taken part in. These also include wildland fires and mass casualty situations. Wickenhagen recently returned from Canada where she spent a month supporting their military exercises, providing 24-hour medical evacuation coverage and training for 7,500 military personnel from Canada, the U.S. and the U.K. She and her colleagues participated in several medical exercises with NATO forces. Medical evacuations were required for nine soldiers during the exercise, for cold weather (hypothermia) and trauma (head, neck and spinal injuries).

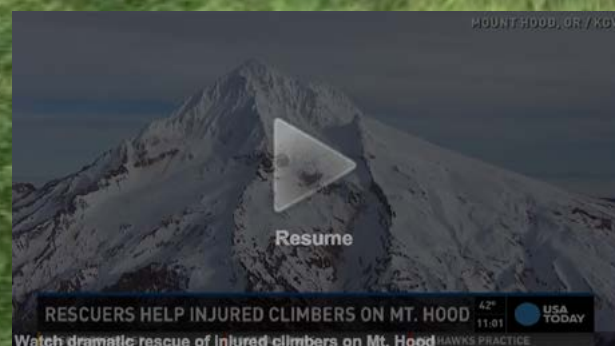
Wickenhagen shrugs off praise and instead draws attention to her colleagues. "I'm a nurse. I like to take care of people," she says. "I was lucky enough to get an ROTC scholarship right out of high school. When the opportunity arose where the Oregon National Guard needed a flight surgeon, I went for it. It's a privilege to serve with the people I work with. I love taking care of soldiers. They're humble, dedicated, wonderful people."

Wickenhagen is a member of the NCSBN 2015 Distance Learning Education Committee. Her husband Devin (pictured right) is a Blackhawk helicopter pilot. They have two children, Emile and Aaron.



Wickenhagen completing a tandem hoist on a "jungle penetrator (JP) device" with MSG Travis Powell (flight paramedic), training near McMinville, OR.

WATCH THE RESCUE UNFOLD





The 2015 Midyear Meeting: A First-time Attendee's Perspective

Looavul. Luhvul. Loueville. Looaville. Loeeyville. Louisville!

My first NCSBN Midyear Meeting was in the great city of Louisville, Kentucky! It was one week before the NCAA basketball championship and the city was buzzing with basketball fever! This was my first Midyear Meeting and I was looking forward to seeing what it was all about.

As always, I was greeted with a warm smile from Colleen Neubauer during registration. I received my "First Time Attendee" name tag, but instead of feeling like I stuck out, I was welcomed by everyone. I was finally able to meet many NCSBN staff members whom I often email, but had never met in person. I decided to sit down with members from my neighboring state of Maryland. Pamela Burris saw my name tag and said, "Come with me!" She took me to the First Time Attendee table and I was welcomed with a new member gift (chocolate is always a winner in my book!) and valuable information about NCSBN and the future of nursing regulation.

The discussion this Midyear Meeting primarily revolved around the Nurse Licensure Compact (NLC). Although the D.C. Board on Nursing is in the nation's capital, we are often unaware of how fast things are changing on a national level. I was impressed how far legislation has progressed with the new NLC. We as nurses are always looking for innovative ways to improve the lives of our patients and health care overall. By improving on an already existing compact, NCSBN is the pioneer in licensure portability. I was even more impressed by the fact

By: Felicia Stokes, JD, RN
Nurse Consultant for
Discipline, District of Columbia
Board of Nursing



From left to right: Cathy Borris-Hale, RN, board chair; Felicia Stokes, JD, RN, nurse consultant; Missy Moore, LPN, board member; Karen Skinner, MSN, RN, executive director

Below: Downtown Louisville's Fourth Street Live! entertainment district.

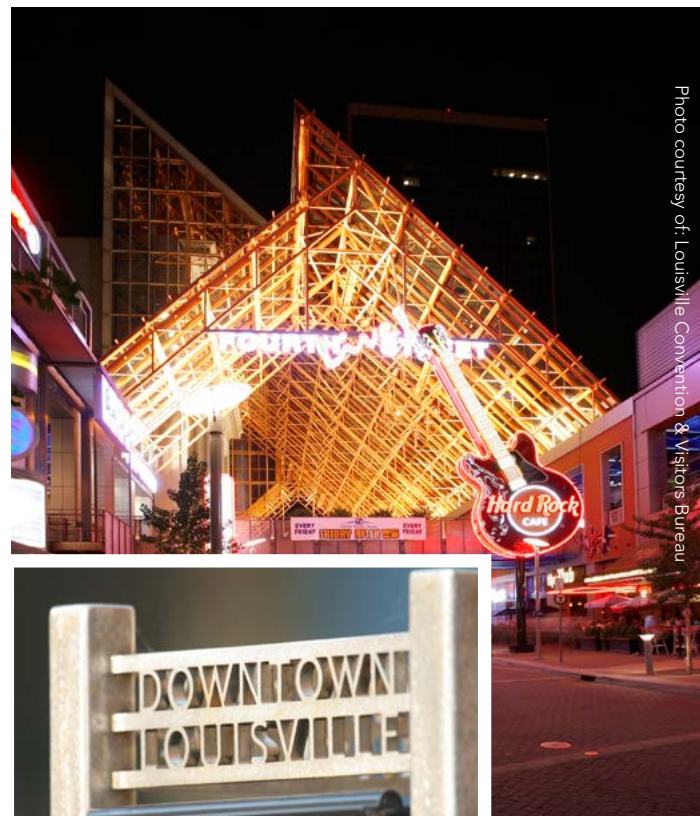


Photo courtesy of: Louisville Convention & Visitors Bureau

About the Author
 Felicia Stokes is a Nurse Consultant for Discipline with the District of Columbia Board of Nursing. She earned a Bachelor of Science in Nursing at the University of Virginia and worked as a critical care nurse focused on end-of-life care issues. She received her Juris Doctorate from the University of Richmond and worked as a nurse attorney before her career in regulatory nursing.

that nursing paved the way for other health care professionals crafting compact licensure legislation. A discussion by Kentucky Rep. Mary Lou Marzian, who is a nurse, provided some practical tools on how to advocate for legislation. Rep. Marzian recalled several stories about the legislative process and how to anticipate resistance of health care bills, despite being logically beneficial. Most interesting was her realization that her colleagues in the legislature were everyday people who may or may not know anything about the bills they vote on. She gave some insightful advice and inspired the audience to return to their respective states and advocate for nursing!

By the second day of the meeting, I realized I had networked and connected with members from Hawaii to Arkansas! It is always fun to discuss "how other boards do it." Networking on a national level provides the opportunity to reflect on individual state practices and the ability to use other states as resources. In most cases, there is no need to reinvent the wheel. Other states generally encounter similar issues and it is nice to be able to confer with other states to discuss challenges and successes. The camaraderie among members truly resonated with me. Finally, NCSBN strongly encouraged everyone at the Midyear Meeting to think about leadership within the organization. Leadership is a fundamental part of a successful profession. I appreciated the open and honest dialogue in our breakout sessions regarding the process for running for office. Members discussed past successes and failures, but focused on the resolve and determination to contribute to the continued improvement of nursing regulation. NCSBN provides training for current leaders and anyone thinking about becoming a leader. I value this initiative, which encourages everyone to consider leadership. But more importantly, NCSBN provides the skills to be a successful leader.

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EXAMINATIONS



SPEED ROUND

GET TO KNOW NCSBN STAFF:

Hong Qian, PhD
 Psychometrician, Examinations

1. WHAT DO YOU DO?

I work in the Examinations department and my job is to conduct operational examination development activities related to psychometrics and initiate research to improve exam performance.

2. WHAT ARE THE BEST AND MOST CHALLENGING ASPECTS OF YOUR JOB?

The best aspect of my job is that there are a lot of resources available to make sure that the NCLEX is a psychometrically sound and legally defensible nurse licensure examination. But sometimes it can be a challenge for some other examinations that are also developed by NCSBN with limited resources. Therefore I always do everything I can to ensure that they comply with industry standards.

3. IF YOU WEREN'T WORKING AT NCSBN, WHAT WOULD YOUR DREAM JOB BE?

Good food brings people together. My dream job is to be a chef because of my passion for food. I want to be a chef so that people in other countries can enjoy delicious Chinese food.

Given Kathy Apple's love of quotes, she was asked if there was a quote that inspired her or informed her leadership style. She did better than that and provided three. Two of the three fall into the category of what could be classified as profound -- and the other a bit profane, but that's the one that begins this piece.

Kathy chuckled a bit when she presented the quote, "Don't let the bastards get you down." She commented, "This one taught me about resilience." She explained that this quote came from a dear friend of her mother's. "They had a friendship that spanned their entire lives and they discussed everything, even me. When I was going through some difficulties, this quote came to me from my Mom's friend in a card that I still have in my home. She was a remarkable woman I admired and this quote helped me refocus on drawing on my own inner strength and drive to overcome my challenges."

This interview, conducted not long after Kathy announced her plans to retire at the end of September, found her still dedicated to the task at hand – the many duties of a CEO of a dynamic organization. "There are so many things we are working on and so much we want to accomplish, I haven't had much of a chance to think about what the next phase of my life will be like," she remarks, "I do catch myself at odd times thinking back about how much NCSBN has changed in the last 14 years."

Reflections on *A Journey of a Million Miles*



Photo by Tricia Koning

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

—John Quincy Adams

Change is an understatement because the NCSBN that existed in 2001 when Kathy became CEO is dramatically different from the organization it is today. During Kathy's tenure NCSBN's has become one of the leading voices on nursing regulation nationally and internationally.

NCSBN has grown exponentially, working in the U.S. and abroad with other regulatory bodies, nursing organizations and other allied health professions. The associate membership category, created in 2007, is designed to provide a forum by which nursing regulatory bodies from around the globe can join NCSBN in a dialogue regarding issues of common challenges, and share information and knowledge in a multicultural exchange of thoughts and ideas.

NCSBN, the Federation of State Medical Boards (FSMB) and the National Association of Boards of Pharmacy (NABP) held an historic Tri-Regulator Symposium. A "Memorandum of Understanding" (MOU) was signed between NCSBN and the following organizations: An Bord Altranais; College of Nurses of Ontario; College of Registered Nurses of

British Columbia; Nursing and Midwifery Board of Australia; Nursing Council of New Zealand; Nursing & Midwifery Council – United Kingdom; and Singapore Nursing Board. Out of that group, the International Nurse Regulator Collaborative (INRC) was formed to provide a forum where signatories of the historical MOU document can discuss and explore issues of mutual concern regarding the regulation of nursing practice.

The NCLEX-RN® Examination is now offered in nine countries around the world for the purpose of domestic licensure in the U.S.

Canadian registered nurse regulators selected the NCLEX-RN Exam after identifying the need for an exam that employs the latest advances in testing technology to enhance test security, increases accessibility to the exam by offering year-round testing, provides timely results and allows for precise assessment of an individual candidate's performance. The launch of testing in Canada marks the first time that the test will be used for the purpose of licensure in another country.

NCSBN received the designation of American National Standards Institute (ANSI) Accredited Standards Developer Organization. This designation is for the purpose of developing and promoting increased recognition and voluntary adoption of standards of excellence in the regulation of nursing practice through nurse licensure and competency assessment throughout the U.S. and its territories.

Nursys®, the only national database for licensure verification, discipline for registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs), expanded to provide additional services to both member boards, employers and the general public.

NCSBN conducted groundbreaking and award-winning research. The NCSBN Institute of Regulatory Excellence was founded and the Center for Regulatory Excellence Grant Program established. NCSBN launched the Journal of Nursing Regulation (JNR), the first scholarly journal of its kind examining regulation from a nursing perspective. And all of these projects, collaborations, products and services are just the highlights of the last 14 years!

Asked what shaped her leadership style, Kathy shared that she looked for mentors throughout her life. "When I started in nursing regulation and later as NCSBN CEO, I sought the counsel of those who came before me. Joyce Schowalter, Sharon Wiesenbeck, Cookie Bible, Jean Peavey, Corrine Dorsey, Charlene Kelley, Joey Ridenour and Donna Dorsey were just some of the amazing leaders who by word and deed influenced me. They taught me to ask the hard questions."

Another quote Kathy offered as one that guides her governance is John Quincy Adams' thoughts on leadership, "If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

One of the hallmarks of Kathy's leadership is her ability to propel the organization forward by encouraging innovation and creativity in solving a problem or answering

a need. She continually emphasizes that an impetus of NCSBN's creation is to lessen the burden of government. She stresses that serving member boards by providing resources and support leaves them better able to fulfill their mission of protecting the public. NCSBN staff work under the direction of member boards to accomplish goals that neither could do as well on their own. This symbiotic partnership benefits and strengthens both and ultimately safeguards the public.

When asked what accomplishments she is most proud of, Kathy quickly responds, "There are many of them but the first one that immediately leaps to mind is the fact that when NCSBN moved offices more than 10 years ago we did it in three days, over the weekend, working together as a staff to ensure there was no disruption in services to our member boards. To anyone on the outside it was a seamless transition."

A more recent success Kathy points to is the development of the Consensus Model for APRN Regulation: Licensure, Accreditation, Certification and Education, which formulates national standards for uniform regulation of APRNs. "I am proud of the collaborative process that created this model. The participation of regulators, nurse educators, APRN certifiers, national nursing program accreditors and representatives of many APRN professional organizations was invaluable. It is gratifying to see how much progress we have made in achieving our goal of uniformity throughout the U.S.," she says.

The newly minted adoption of the revised Nurse Licensure Compact (NLC) and the Advanced Practice Registered Nurse Compact (APRNC) was another accomplishment that Kathy noted as a success. "The revised compacts are the result of three years of hard work by our members. They worked diligently to make sure every voice was heard and all concerns were addressed. What was impressive is that even in the midst of working out the small details they never lost sight of their paramount goal of continued high standards of public protection," Kathy remarks.

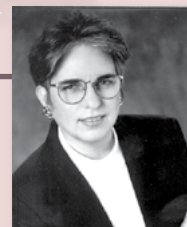
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Kathy through the Years



Late 1990s

Kathy once served on the Board of Directors.



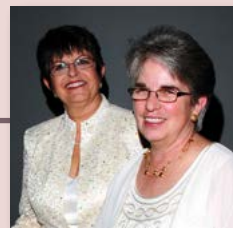
2001

Kathy starts her journey as NCSBN CEO.



2003

NCSBN moved to 111 E. Wacker Drive on Feb. 1. It was business as usual by Monday, Feb. 3.



2008

NCSBN 30th Anniversary



2011

Kathy signs the Memorandum of Understanding (MOU) on May 5.

2013

APRN Focus Committee



2015

NCLEX becomes licensure exam in Canada.



2015

Nearly 15 years and a million miles later...

News & Notes



Smyer

Remembering Tish Smyer

Nevada State Board of Nursing board member Patricia "Tish" Smyer, DNSc, RN, CNE, passed away on Jan. 26, 2015. Tish was serving her second term on the Nevada State Board of Nursing. She was a wonderful board member who truly believed in the board's mission to protect the public. She will be greatly missed.

Susan VanBeuge Joins Nevada State Board of Nursing

Susan VanBeuge, DNP, APRN, FNP-BC, CNE, FAANP, was recently appointed to the Nevada State Board of Nursing. Susan is a faculty member at the University of Nevada, Las Vegas, clinically practices in endocrinology as an advanced practice registered nurse, and is a leader in the Nevada Advanced Practice Nurses Association. The Nevada State Board of Nursing looks forward to working with Susan in the years to come.



VanBeuge

Celebrating 50 Years of Nursing Education in the Virgin Islands

University of the Virgin Islands (UVI) nursing alumni, faculty and friends are celebrating 50 years of nursing education. In 1965 the College of the Virgin Islands (CVI) nursing program started with 25 students. Since then, more than 700 nursing students have graduated from its program. In May, reunion events were held in St. Thomas and St. Croix to mark the occasion, themed, "Caring and Making a Difference." Dr. Judith Grybowski, event coordinator and CVI/UVI professor emerita, worked to reunite graduates and faculty. "We are thrilled to observe the history of the programs and the commitment our nursing faculty, students and graduates have made to support the health care system in our communities," said Dr. Grybowski, who taught at UVI for more than 30 years.

North Dakota Board of Nursing Celebrates 100 Years of Excellence

For North Dakota nurses 2015 is a milestone year, as the North Dakota Board of Nursing celebrates its 100th year. Gov. Jack Dalrymple signed a proclamation designating February 2015 "Board of Nursing Month." Board members, staff and Lt. Gov. Drew Wrigley attended the proclamation. On May 21, the North Dakota Board of Nursing and the North Dakota Center for Nursing held a centennial celebration with a conference and gala, titled "Celebrating 100 Years of Nursing Excellence: Past, Present and Future." Congratulations North Dakota!



Back row, left to right: Diane Gravely, LPN, Janelle Holth, RN, Bonny Mayer, LPN, Paula Schmalz, APRN, Melissa Hanson, RN; front row, left to right: Char Christianson, RN, Daniel Rustvang, RN, Lt. Gov. Drew Wrigley, Jane Christianson, RN, Clara Sue Price, public member.

PEARSON

Pearson VUE Testing Center Updates

Pearson VUE, the NCLEX® testing vendor, is dedicated to serving the needs of their clients and providing NCSBN with the highest level of efficient, quality service. One of the ways Pearson VUE achieves this goal is through enhancements to their Pearson Professional Testing Centers (PPCs). Annually, Pearson VUE participates in an evaluation process to ensure that necessary capacity at the PPCs is available to accommodate anticipated testing volume.

Enhancements expected in 2015 include the addition of seats at current testing centers and the development of new PPCs. As individual sites near completion, NCSBN will send updates to the boards of nursing/regulatory bodies, identifying the test center locations and seating capacity of each new or enhanced site, and dates when appointments and test activities will begin. See the list below for the projected 2015 additions to the Pearson Professional Center testing network

Test Center Additions	Expansions
<ul style="list-style-type: none"> Miami, FL Bronx, NY New York, NY Dallas, TX 	<ul style="list-style-type: none"> Worcester, MA Staten Island, NY Rego Park, NY



Montana Passes NLC Legislation

On Feb. 27, Montana Gov. Steve Bullock signed the Nurse Licensure Compact (NLC) into law, making Montana the 25th state to enact the NLC. Spearheaded by executive director Cynthia Gustafson and Board President Heather O'Hara, the legislation was introduced to the Montana House floor on Jan. 6, 2015, by Rep. Art Wittich (R). Thanks to the spirited collaborative effort of the Montana Board of Nursing, constituents, NCSBN, and various supporters who donated their valuable time, the NLC successfully navigated several committee hearings to graduate from the House and eventually be passed on the Senate floor with a vote of 32-18 in its third and final reading.

Primarily opposed by the Montana Nurses Association (MNA), representatives from the board of nursing and the Montana House and Senate were able to accurately rebut talking points proposed by the MNA and correct key misconceptions surrounding the NLC. Throughout committee and floor hearings and outside the state house, proponents were well informed and advocated strongly and tactfully for the NLC in Montana.

The NLC is expected to be implemented in October. All current Montana residents holding a Montana nursing license will have their licenses automatically changed to become multistate, and current compact licensees across the compact states will be permitted to practice in Montana without an additional license!



Nursing Regulation *in* BERMUDA

By: The Bermuda Nursing Council

B

ermuda, the oldest remaining British Overseas Territory, is a very beautiful island located in the North Atlantic Ocean, approximately 650 nautical miles east of Cape Hatteras, N.C. The total area of the island is 20.6 square miles and the population is 64,237.

Bermuda's economy is based largely on offshore insurance and reinsurance, and tourism. Although the global recession affected its economic status, Bermuda still has one of the highest GDP per capita in the world.

During the 19th Century, the public of Bermuda became more aware of the value of nursing as an indispensable ally of the medical arts and sciences and as an occupation based on formal education. The Bermuda Nursing Council was established under the Nurses Act of 1969 and is responsible to the Ministry of Health, Seniors, and Environment. The Nursing Act of 1997 repealed the Nurses Act of 1969. The current Nursing Act of 1997, Amended 2010, and the Nursing Rules of 2010 guide the day-to-day activities of the Council.



Photo credit: Stockphoto



Photo by: iStock

Horseshoe Bay, Southampton Parish, Bermuda

The mission of the Council is to protect the welfare of the people of Bermuda by ensuring that each person holding a license as a nurse or a listing as a nursing associate is competent to practice safely. This mission, derived from the Nursing Act, supersedes the interest of any individual, the nursing profession, or any special interest group. The primary mission is to protect the public through nursing regulations.

The Act empowers the Council with the responsibility and legal authority of ensuring competent practitioners of nursing. This responsibility is fulfilled by licensing qualified nurses, establishing standards of practice and minimum standards for nursing education programs; establishing a professional code of conduct; investigating violations of the Act, and initiating appropriate legal action when necessary. Council registers are established and maintained for advanced practice nurses, nurse specialists, general nurses, psychiatric nurses, and a listing for nursing associates who are non-licensed personnel qualified to assist professional nurses.

The nine-member Council is comprised of three general nurses of whom one is appointed by the Bermuda Nurses Association, two appointed by the general nurses of Bermuda in elections conducted by the Council every three years;

one member is a nurse specialist; one an advanced practice nurse and one an elected nursing associate. A medical practitioner and a person who is not a nurse are appointed by the Minister. The chief nursing officer is an ex-officio member. Council members, who are employed in various full-time positions on the island, receive a minimal annual stipend for their Council activities. The Council office is staffed by a part-time registrar who is a nurse.

Council meetings are held monthly and handle a wide variety of professional issues and concerns. Subcommittees of the Council; Credentials, P.R.E. (Practice, Regulations and Education), and Investigating, meet regularly and report to the full Council.

The Credentials Committee ensures that the provisions of the Act relating to registration and listing are properly interpreted in the interest of maintaining nursing qualifications and standards. This committee recommends duly qualified applicants for registration and rejects applicants whose qualifications do not meet the required standards. Professional nurses are licensed by endorsement of a license obtained by examination in an approved foreign jurisdiction. Currently there are nurses licensed in Bermuda who received their nursing education in 43 different countries. At the end of 2014, Council

registers were comprised of four advanced practice nurses, 770 general nurses, 84 psychiatric nurses, and 378 nursing associates.

The general purpose of the P.R.E. Committee is to keep the Council informed of studies and trends in the nursing profession and make recommendations for amendments to the Act when indicated. They recommend minimum standards to be met by persons seeking and renewing licensure or listing. In addition, they research educational programs for members to attend, and interview and recommend educational grants for student nurses.

The Investigating Committee, as its name implies, is responsible for conducting inquiries into complaints received or referred to the Council. Unproven complaints are dismissed; when a complaint is proven, recommendations are made to the Council to impose disciplinary action as prescribed in the Act.

Recent accomplishments of the Council include completion of a revised Administrative Manual, development and dissemination of Nursing Standards of Practice in collaboration with the Bermuda Health Council, and compliance with newly introduced PATI (Public Access to Information) legislation.

The Council's major current challenge is to complete a thorough review of the Nursing Act and identify areas which may require amendment to reflect newer trends and best practices in nursing education and practice.



The Bermuda Nursing Council
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NATIONAL NURSING WORKFORCE SURVEY

A national survey is underway to collect crucial information on the supply of registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) in the U.S. Every two years, NCSBN partners with The National Forum of State Nursing Workforce Centers to conduct the only national-level survey specifically focused on the U.S. nursing workforce. The information provided is critical to planning for sufficient numbers of adequately trained nurses and ensuring a safe and effective health care system.

[Find out more today.](#)

Reflections on a *Journey of a Million Miles*

continued from page 13

The last quote Kathy provided as one that shapes her leadership style is one of Maya Angelou's: "If you don't like something, change it. If you can't change it, change your attitude. Don't complain." It is evident that this quote very much drives Kathy's deportment and approach to administration and management. She is known for her no-nonsense manner, calm demeanor, gentle humor and desire to work the process in a way that leads to the best solution to the problem at hand. She is straightforward but diplomatic with a keen sense of fairness and balance.

Mulling over her memories of her time at NCSBN, Kathy observes that the ability of the members, Board of Directors and NCSBN staff to rise to the occasion with the courage to lead will continue to inspire her. She will miss, in her words, "Everything, but mostly the people."

As Kathy reflects on the end of her days at NCSBN she feels that she has trust and faith that things are unfolding the way they should. She brought NCSBN to this point but knows it is the right time to step aside and let someone else carry the mantle. "Being NCSBN's CEO has been an incredible gift and a wonderful opportunity to participate in something bigger than myself. I am grateful for the opportunity and humbled by the experience," she remarks.

What does she most look forward to as she embarks on her next great adventure – retirement? Without hesitation she exclaims with a smile, "Not setting the alarm clock or fighting traffic commuting to work. That and NOT getting on yet another airplane!" That brings the interview to a close with a comment that led to the title of this article: Kathy notes that she has reached more than a million flying miles. For her and NCSBN, what a journey personally and professionally it has been.



“If you don't like something, change it. If you can't change it, change your attitude. Don't complain.”

—Maya Angelou

New Online Portal for 2015 Slate of Candidates

The portal is a convenient web-based resource that allows NCSBN members to get to know the candidates running for NCSBN office.

[Explore Now](#)



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Opening the Archives

Things have come a long way since 1987 ...

The "Annual Convention" is now called the Annual Meeting. And you can now easily [register online](#) for the next Annual Meeting, being held Aug. 19-21, in Chicago!



FIRST TIME ATTENDEE



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National Council of State Boards of Nursing

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