

Spring/Summer 2017

IN FOCUS

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NCSBN Considers Expanded Membership

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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 27 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

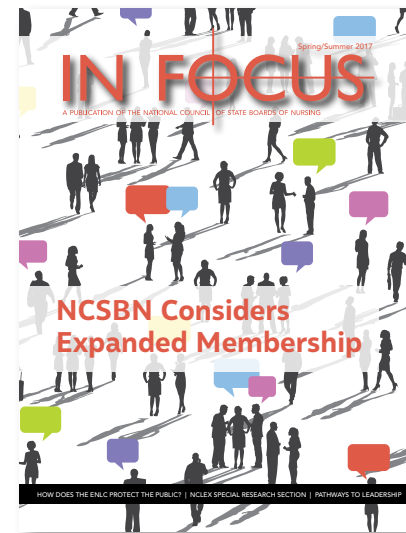
NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 4.5 million licensed nurses.

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

The statements and opinions expressed are those of NCSBN and not the individual member state or territorial boards of nursing.

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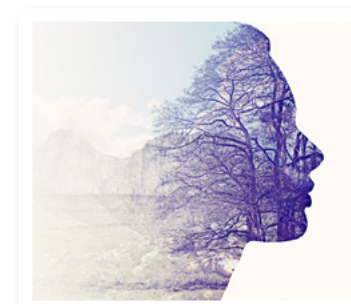
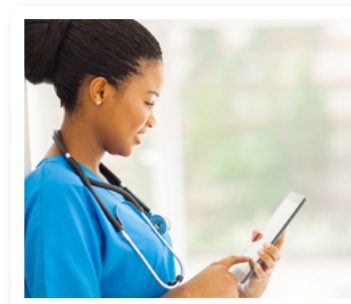
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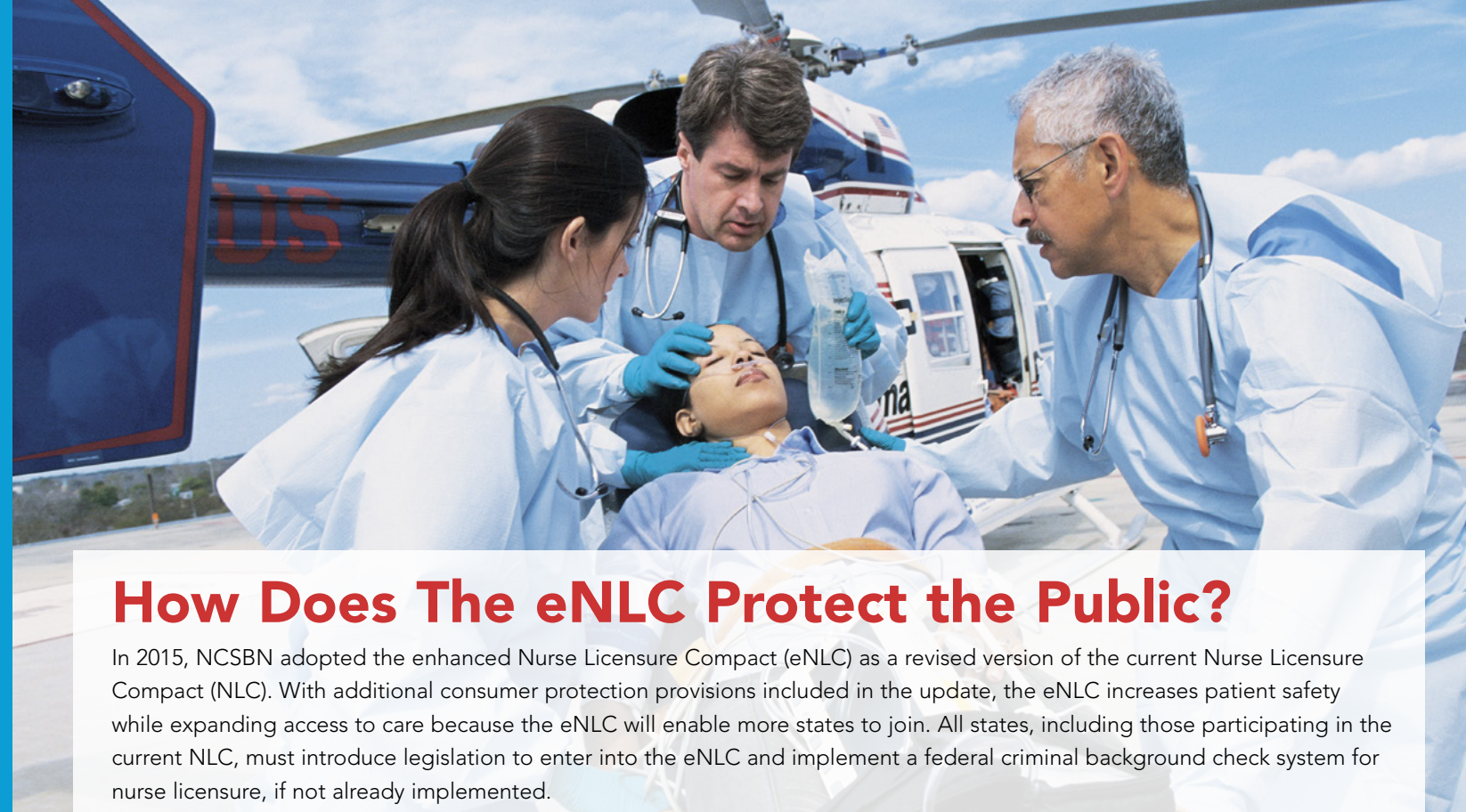
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NCSBN Annual Meeting
Chicago · Aug. 16-18, 2017

collaborating
for the
future of
regulation



How Does The eNLC Protect the Public?

In 2015, NCSBN adopted the enhanced Nurse Licensure Compact (eNLC) as a revised version of the current Nurse Licensure Compact (NLC). With additional consumer protection provisions included in the update, the eNLC increases patient safety while expanding access to care because the eNLC will enable more states to join. All states, including those participating in the current NLC, must introduce legislation to enter into the eNLC and implement a federal criminal background check system for nurse licensure, if not already implemented.

The eNLC model legislation includes a number of provisions which enable public protection.

There are statutory provisions which require each member state to:

- Conduct state and federal fingerprint-based criminal background checks at initial licensure and license by endorsement;
- Fully participate in the Nursys® database by providing licensure and discipline data, and utilize the Nursys license verification service;
- Share licensee investigation and disciplinary information with other member states, via Nursys and upon request; and
- Activate an indicator on a licensee record in Nursys when a licensee is a participant in an alternative program and when a licensee is under investigation (if it rises to the level of being significant).

Additionally, there are provisions which require the following:

- Multistate privileges be removed when a licensee is under active discipline (more than a minor infraction) or is a participant in an alternative program. This action restricts the licensee to the home state during the term of the adverse action or program.
- A licensee not meeting the uniform licensure requirements shall not be issued a multistate license. The licensee may be issued a single state license at the discretion of the board of nursing (BON).
- A licensee with a prior state or federal felony conviction shall not be issued a multistate license. The licensee may be issued a single state license at the discretion of the BON.

Furthermore, the provisions of the eNLC provide each state with the authority to:

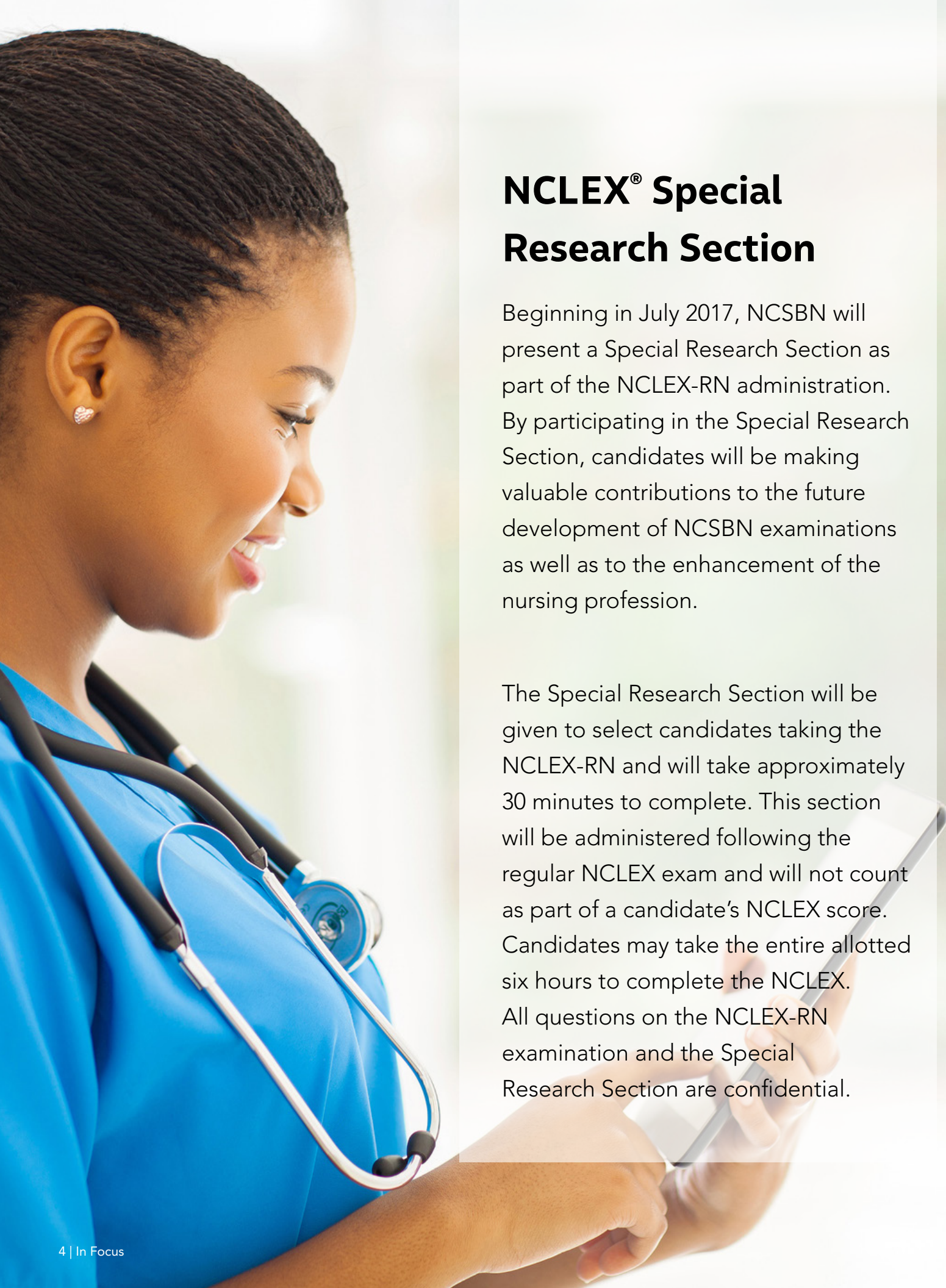
- Take adverse action against any licensee's multistate privilege to practice in that party state, subjecting a nurse to the jurisdiction of the licensing board, the courts and the laws of the party state; and
- Recover from the affected nurse the costs of investigations and disposition of cases resulting from any adverse action taken against that nurse (if otherwise permitted by state law).

Finally, the eNLC holds each licensee practicing in a party state accountable for complying with the state practice laws of the state in which the client is located at the time service is provided.

NLC

For more information about the eNLC:

- Contact nursecompact@ncsbn.org
- Visit www.nursecompact.com
- Members can access eNLC resource documents on NCSBN's [Hive](#) site (member login required).



NCLEX® Special Research Section

Beginning in July 2017, NCSBN will present a Special Research Section as part of the NCLEX-RN administration. By participating in the Special Research Section, candidates will be making valuable contributions to the future development of NCSBN examinations as well as to the enhancement of the nursing profession.

The Special Research Section will be given to select candidates taking the NCLEX-RN and will take approximately 30 minutes to complete. This section will be administered following the regular NCLEX exam and will not count as part of a candidate's NCLEX score. Candidates may take the entire allotted six hours to complete the NCLEX. All questions on the NCLEX-RN examination and the Special Research Section are confidential.

NCLEX®

CONFERENCE

MONDAY, SEPT. 25, 2017 | ROSEMONT, ILL.

REGISTRATION IS NOW OPEN



NCSBN Considers Expanded Membership

On the afternoon of Tuesday, March 14, as the second day of the 2017 NCSBN Midyear Meeting in Salt Lake City was nearing its end, attendees filed out of the ballroom and broke into four geographically defined area meetings. The area meetings, open to NCSBN members and staff, are held to facilitate communication and encourage regional dialogue on issues important to NCSBN and its members.

As these meetings took place, an observer in the hallway outside would have noticed a curious sight -- NCSBN Board President Kathy Thomas, MN, RN, FAAN, and NCSBN CEO David Benton, RGN, PhD, FRCN, FAAN, moving quickly from one area meeting to the next.

Earlier that day, Thomas had presented an NCSBN Board of Directors [Subcommittee on Expanded Membership Update](#) to all Midyear Meeting attendees. The presentation was well received, with many follow-up questions and feedback from the crowd. The area meetings were an opportunity for further feedback in a more intimate setting, and Benton and Thomas felt that it was imperative that they meet with each group.

"A few comments were received in the larger group but we thought that the smaller areas would allow for more comprehensive discussion," said Thomas.

As a result of the feedback received at the Midyear Meeting, a number of changes to the original proposals were made and the subcommittee's recommendations based on those suggestions will be presented to the Delegate Assembly at the 2017 NCSBN Annual Meeting.

Origins

At the 2015 NCSBN Annual Meeting, the Delegate Assembly passed a formal resolution that charged the Board of Directors (BOD) with exploring the development of a procedure and criteria for eligibility for full membership by a non-state or U.S. territory nursing regulatory body using a licensing examination developed by NCSBN. The resolution was widely supported by the members, adopted with 95 out of 100 affirmative votes.

"The BOD knew this charge was going to require a great deal of work and careful consideration," says Thomas.

“That guided the decision to assign a subcommittee to work with the staff, conduct research and make the recommendations to the full Board.”

The BOD created the subcommittee to examine different possible levels of membership, particularly pertaining to the 10 Canadian regulatory bodies that offer the NCLEX® Exam. The BOD was directed by the resolution to report on their findings and recommendations at the 2017 Delegate Assembly in August of this year.

Shirley Brekken, MS, RN, NCSBN Board president in 2015, immediately appointed the subcommittee. The members include Thomas, Brekken (serving in an ex-officio capacity), Gloria Damgaard, MS, RN, FRE, BOD treasurer, and Suellyn Masek, MSN, RN, CNOR, Area I director.

The subcommittee began their work in January 2016 and carried out an extensive exploration process, considering several dimensions in their analysis, including potential legal, political, financial, logistical and governmental issues.

The group began to form a set of ideas and regularly updated the BOD, which in turn charged the Bylaws Committee with analyzing the implications if NCSBN took the direction suggested by the subcommittee. As a result, the plan was presented for consideration by attendees at the 2017 Midyear Meeting. This gave the subcommittee the chance to hear their thoughts and ideas and use that feedback to decide what the next steps would be, and what would be

recommended to the Delegate Assembly in August 2017.

NCSBN's Guiding Principles and Articles of Incorporation

The subcommittee also considered NCSBN's guiding principles to ensure any recommendation by the subcommittee was consistent with the purpose of NCSBN as defined in NCSBN's Articles of Incorporation. This included asking whether the membership categories show a progression of rights and responsibilities among the different levels of membership, and if the recommendation adequately addressed the Delegate Assembly's directive to the BOD.

Regarding the Articles of Incorporation, the subcommittee paid attention to two sections in particular. Article III states that NCSBN's educational and charitable purposes include “lessening the burdens of government by providing an organization through which Boards of Nursing act on matters of common interest and concern affecting the public health, safety and welfare, including the development of licensing examinations in nursing.” The subcommittee concluded that Article III does not preclude the expansion of membership.

Article X states that NCSBN “shall have members, and that the class or classes of membership, the qualifications, rights and method of acceptance of members shall be set forth in the Bylaws.” The subcommittee concluded that Article X does not restrict membership expansion.

The Subcommittee's Process ...

- Research that examined similar organizations' bylaws and articles of incorporation;
- Pursuing more detailed information on two “most like” organizations;
- Developing a set of ideas;
- Discussing with Canadian colleagues;
- Submitting updates to be reviewed by the BOD;
- Charging the Bylaws Committee with review;
- Discuss and get input at the NCSBN 2017 Midyear Meeting; and
- Developing a report and possible suggestions to the Delegate Assembly in August 2017.

The subcommittee looked to other organizations it considered similar to NCSBN, examining their bylaws and articles of incorporation/organization. Those organizations included:

- American Association of Veterinary State Boards (AAVSB)
- Association of Regulatory Boards of Optometry (ARBO)
- Association of State & Provincial Psychology Boards (ASPPB)
- Association of Social Work Boards (ASWB)
- American Association of Dental Boards (AADB)
- Federation of Chiropractic Licensing Boards (FCLB)
- International Conference of Funeral Service Examining Boards (ICFSEB)
- International Association of Medical Regulatory Authorities (IAMRA)
- Council on Licensure, Enforcement and Regulation (CLEAR)
- Canadian Council of Registered Nurse Regulators (CCRNR)

The subcommittee found that these organizations have multiple levels of membership and that some also included Canadian provinces or boards as members. Each organization was interviewed and the key issues they felt NCSBN should consider in creating new membership categories included:

- Using language that is relevant and appropriate (e.g., “jurisdiction” rather than “states/provinces”);
- Being aware of policy sensitive implications for meetings and agendas; for example, differing health care systems such as socialized medicine in Canada and the Affordable Care Act in the U.S.;
- Considering currency and fluctuations and exchange rates and how that may impact fees; and
- Identifying the issue of data transfer and how it impacts security (privacy laws and the U.S. Patriot Act).

NCSBN's Mission and Vision

The subcommittee next considered NCSBN's mission and vision and concluded that an expansion of membership is in alignment with the mission and vision statements of the membership as they do address public safety and advance regulatory excellence internationally.

After the discussions with similar organizations, the subcommittee felt there was an opportunity to consider broader membership categories. “The subcommittee believed that looking at the membership category options for Canadian Provinces provided an opportunity to look at the other membership categories,” says Thomas. The BOD was motivated by the desire to obtain the

most comprehensive perspective on issues, to guide them in making the most informed decisions. So the broader perspective motivated the group to add these other membership categories.”

Feedback from Membership

As a result, new potential membership categories were added. However, based on feedback the subcommittee received, a number of changes to the original recommendations presented at the Midyear Meeting have been made.

“Overall comments were very positive,” says Thomas. “Members were very open and engaged, and their comments were carefully considered in making the final recommendations.” Changes that

were made to the recommendations include:

- A “prelicensure exam user member” category of membership presented at the Midyear Meeting has been simplified and renamed to “exam user member.”
- The BOD decided not to recommend two other new categories of membership, “affiliate member” and “emeritus member.” Instead, further work on the scope and limits of such categories will be undertaken in the coming year.
- It was also noted that because of factors like the development of technology, increased mobility, and an increase in the use of fraudulent credentials, full participation in digital platforms that facilitate the secure transfer of information between members should feature as a critical component in assuring public protection. NCSBN has the technology infrastructure to support such arrangements and the vast majority of our current members already fully participate in their use. Accordingly, a requirement for full participation in Nursys® by all member boards is also being considered. A five-year period of transition for member boards who are currently non-compliant with this requirement is set out in the proposed amendments to the bylaws.

Midyear Meeting attendees also requested more information on delineating the differences and similarities between regulatory bodies that have single, double and triple mandates.

On the subject of the feedback received at the Midyear Meeting and these changes, Thomas says, “First, it was clear we needed to do a more comprehensive financial assessment — we heard

that in several of the groups. Second, there were some concerns about the BOD approving affiliate members, and with the amount of influence those members could have and concern about the interests they might represent. There were also concerns with emeritus members being approved without knowledge of, or input from, the member board that the individual previously served. Finally, another area of concern reflected confusion over the meaning of single or dual mandate for regulatory bodies. This topic resulted in further work after the Midyear Meeting.”

Regarding the mandates, Thomas comments, “The impact of the type of mandate on each level of membership was considered.” The Membership Rights and Responsibilities Matrix shared with attendees of the Midyear Meeting examined many issues, including committee participation, voting at the Delegate Assembly, consultation on the strategic plan, access to support funds, technology use and data sharing, election to the BOD, and others. An updated version based on the membership’s feedback and the changes that resulted is [here](#).

Thomas concludes, “We went to the membership at the Midyear Meeting to ask them, ‘are there other things that we should consider? What do you think about these rights and responsibilities? Are you concerned about any potential roadblocks? What are the implications for our Canadian partners?’ That generated good discussion by the membership, both at the forum where the subcommittee work was presented and in the area meetings where the CEO and I were present to ask for further input. The input led to refinement of our recommendations.

Next Stop ... the 2017 Annual Meeting

Mission

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

Vision

Advance regulatory excellence worldwide.



SPEED ROUND

GET TO KNOW NCSBN STAFF:

Megan Dunham, Digital Media & Design Manager

1. WHAT DO YOU DO?

I manage the development and implementation of visual design solutions for interactive products including the NCSBN website and Hive. I also provide art direction for other interactive projects as well as manage the production and postproduction of NCSBN videos.

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

The best part is seeing an initial idea come to fruition and knowing that I was able to use my expertise to help guide the process to make an intriguing and engaging end product. The most challenging aspect is the constant changing technology. It is great in that it allows me to constantly learn new skills, but it changes so fast that I sometimes feel it is a struggle to stay on top of the latest and greatest trends.

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

I have always wanted to work in the animation world. Ever since I saw *Toy Story*, I was amazed at what goes into the creation of a full-length 3D animated movie. I think it would be so rewarding to be part of such a production.

NCSBN WANTS TO

Tell Your STORY

We are always seeking information and story ideas for *In Focus*, NCSBN's quarterly publication. This is your chance to tell your story, highlight a board of nursing achievement or recognize a colleague. For more information contact Mike Grossenbacher at mgrossenbacher@ncsbn.org.

Every day is a new opportunity to do something that will positively impact someone's life. Don't neglect to see the forest for the trees; your routine tasks are not the totality of the change you can affect.

THE CHANGE YOU CAN AFFECT

WHAT ARE YOU DOING TODAY TO MAKE A DIFFERENCE?



By: Tony Graham, MSC, CPM
Director of Operations, North Carolina Board of Nursing
Chair, NCSBN Leadership Succession Committee

Making a difference demands more than completing routine tasks or established checklists. Board members and staff change the course of individuals' lives every day, by processing an exam application or suspending a nursing license, both of which make a difference and have the potential for significant life-altering effects.

For the past three and a half years, I have served on the NCSBN Leadership Succession Committee (LSC). The committee has two charges: to recommend strategies for the ongoing sustainability and advancement of the organization through leadership succession planning, and to present a slate of candidates through determination of qualifications and geographic distribution for the election of the Board of Directors and the LSC.

One of the many lessons I have learned during my tenure on the LSC is that success is not just about what you have accomplished; it's also about what you are able to inspire others to do. When you encourage board members and staff to become more knowledgeable of governance, regulation, best practices and core data, you are fostering and educating leaders. These are the leaders who will make a difference in the regulation and practice of nursing. These are the leaders who will review, amend and develop scopes of practice, educational curricula and testing standards in the future.

I'm sure you have established processes in place to ensure successful execution of the overall mission of public protection through licensing and regulating the practice of nursing, but what have you done to make a difference in the professional lives of your coworkers and employees? Are you promoting professional development by assigning additional responsibilities and training to prepare for leadership roles within your organization? Encouraging staff to assume additional responsibilities and to lead teams and workgroups are the actions that will make a difference three, five or maybe even 10 years from now. The fact that you licensed "x" number of licensees is great, but what are you doing to encourage development for the person in the cubicle or office next to you?

During my time on the LSC we have worked diligently to increase membership engagement and encourage ongoing leadership development in order to make a difference. It is our belief that the success of the whole is directly related to the success of the parts. It is the strong state-level member who we look to cultivate and encourage in the national, international and even global environment.

I challenge you to develop a personal mission statement that clearly demonstrates what you do that makes a difference in the professional lives of your co-workers and staff. Every day is a new opportunity to do something that will positively impact someone's life. Don't neglect to see the forest for the trees; your routine tasks are not the totality of the change you can affect. What you do is important, as it matters and causes change. It makes a difference!

It is my hope that you will do an honest self-inventory and adjust activities and priorities to ensure each day you do at least one thing that will make a difference in years to come.

It is our belief that the success of the whole is directly related to the success of the parts

[Learn more about the NCSBN Leadership Succession Committee](#)

NCSBN Grant Program

Submission deadline:

Oct. 6, 2017

About the Program

The Center for Regulatory Excellence (CRE) grant program provides funding for scientific research projects that advance the science of nursing policy and regulation and build regulatory expertise worldwide.

Award Information

Investigators may apply for grants up to \$300,000. All projects must be completed in 12–24 months following the project start date.

Research Priorities

Research priorities include, but are not limited to:

- National and International Regulatory Issues
- Patient Safety
- Practice (LPN/VN, RN and APRN)
- Nursing Education
- Continued Competence
- Nursing Mobility
- Substance Use

[**Apply Today**](#)

01



Christiansen Named Nursing Program Director

Marjory Christiansen, MSN, RN, CE, Wyoming State Board of Nursing board vice president and nursing education representative and nursing educator at the Casper College Department of Nursing, was named the new Nursing Program director at Casper College, effective July 1, 2017. Congratulations!

02



Glymph Promoted to Clinical Associate Professor

Derrick C. Glymph, DNAP, CRNA, Florida Board of Nursing member, was recently promoted to clinical associate professor in the Department of Nurse Anesthetist Practice at the Nicole Wertheim College of Nursing and Health Sciences at Florida International University, Miami. Congratulations!

03



Heywood Receives Patient Safety Award

Diana Heywood, RN, Practice & Standards consultant with the College of Registered Nurses of Manitoba, received a Patient Safety Award in April through the College of Pharmacists of Manitoba. Every year, pharmacists and Manitobans have the opportunity to recognize health care professionals who go above and beyond for their patients and colleagues. Heywood's colleagues at the College of Registered Nurses of Manitoba were thrilled to support her at the annual awards gala and are proud to have her on their team!

04



Lee Appointed to Advisory Committee on Homeless Veterans

Susan Lee, PhD, RN, nursing education consultant for the Texas Board of Nursing, was appointed to the Advisory Committee on Homeless Veterans by the Secretary of Veterans Affairs. The committee is established to advise the secretary on benefits and services provided to homeless veterans by the Department of Veterans Affairs.

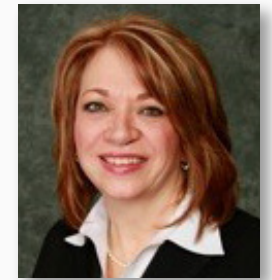
05



Pfenning Named to Fellows List of the American Association of Nurse Practitioners

Stacey Pfenning, DNP, APRN, FNP, FAANP, executive director, North Dakota Board of Nursing, was recently named to the 2017 Fellows List of the American Association of Nurse Practitioners. AANP Fellows are selected based on outstanding contributions to clinical practice, research, education or policy. Congratulations!

06



Sharpnack Presents at Sigma Theta Tau International Nursing Research Congress

Ohio Board of Nursing (OHBON) President Patricia Sharpnack, DNP, RN, CNE, NEA-BC, ANEF, was selected to present "Using Competency Testing to Close the Practice Gap with Undergraduate Baccalaureate Nursing Students," at Sigma Theta Tau International's 28th International Nursing Research Congress in Dublin, Ireland.

Sharpnack, dean and Strawbridge Associate Professor of The Breen School of Nursing at Ursuline College, is a fellow in the Academy of Nursing Education, National League for Nursing. She is a member of the NCSBN Institute of Regulatory Excellence Committee. An OHBON board member since 2014, she currently serves as board president and chair of the Advisory Group on Nursing Education.

The OHBON is pleased to congratulate Sharpnack for her participation in this global event with nursing scholars from around the world and her involvement in the advancement of nursing science promises.

News & Notes

Have news to share? Send your **News & Notes** submissions via [email](#).

