

Winter 2016

# IN FOCUS

A PUBLICATION OF THE NATIONAL COUNCIL OF STATE BOARDS OF NURSING



## **Charting The Course and Responding to Change:**

NCSBN's 2017-2019 Strategic Plan

NURSING REGULATION IN NEW BRUNSWICK | ENHANCED NLC UPDATE | SETTING NCLEX PASSING STANDARD

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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.

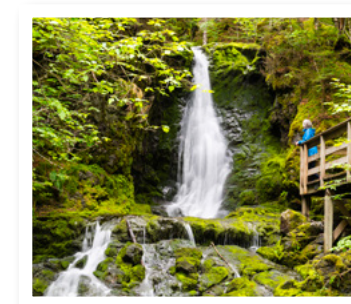
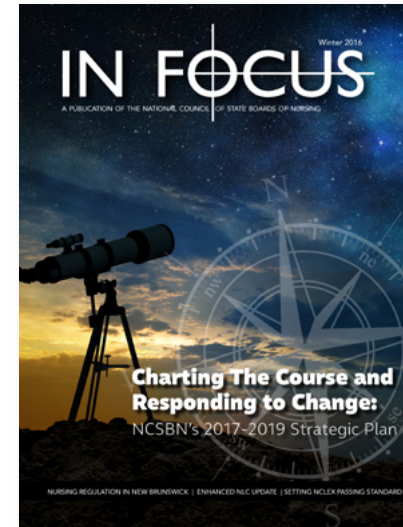
NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 4.5 million licensed nurses.

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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# IN FOCUS

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# TRANSITION TO PRACTICE®

ENGAGING • EXPERIENCING • EMPOWERING

from **NCSBN LEARNING EXTENSION**  
Your resource for e-learning for the nursing community

## TRANSITION TO PRACTICE® PROGRAM

The first year of employment for new graduate nurses can be challenging as they integrate into the new role as practicing nurses. The new Transition to Practice course series from NCSBN puts new nurses on the right track to effectively build vital on-the-job proficiencies:

- » Adopt proven communication strategies that reduce errors
- » Empower patients, families and significant others
- » Apply critical reasoning through evidence-based practice
- » Participate in processes that improve outcomes of care
- » Connect technology with caring
- » Interact with a preceptor to develop clinical decision making

Based on the results of a comprehensive research study, NCSBN Learning Extension has developed an exciting new e-learning offering - the Transition to Practice® (TTP) program. Consisting of a preceptor course and five courses for new nurses, the program is designed to help new nurses develop more confidence and become more competent nursing professionals.

### Course 1: Communication & Teamwork

Provide safer and more effective care through situational awareness and positive workplace behaviors.

### Course 2: Patient- & Family-centered Care

Understand how to empower your patients and include them as integral members of the health care team.

### Course 3: Evidence-based Practice

Engage intellectual curiosity within the context of a health care team in order to achieve improved outcomes.

### Course 4: Quality Improvement

Embrace change and participate in processes that continuously improve the outcomes of care.

### Course 5: Informatics

Empower patients with new technologies that allow vital information to flow between the patient and health care team.

### Course for Preceptors: Helping New Nurses Transition to Practice

Foster the growth of new graduate nurses by embracing the roles of teacher, coach, and protector.

**learningext.com**

# NCLEX<sup>®</sup> CONFERENCE

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

REGISTRATION IS NOW OPEN



## SPEED ROUND

GET TO KNOW NCSBN STAFF:

Christophel Kuizon  
Developer, Information Technology

1. **WHAT DO YOU DO?**  
I'm a software developer in the Information Technology Department at NCSBN.
2. **WHAT ARE THE BEST AND MOST CHALLENGING ASPECTS OF YOUR JOB?**  
I enjoy working on developing the Passport website and its web services for integration.
3. **IF YOU WEREN'T WORKING AT NCSBN, WHAT WOULD YOUR DREAM JOB BE?**  
I want to be a pilot!



## SAVE THE DATE

### 2017 UPCOMING EVENTS

**2017 NCSBN Discipline Case Management Conference**  
June 12–14  
Pittsburgh, Pa.

**2017 NCSBN Annual Meeting**  
Aug. 16–18  
Chicago

**2017 NCSBN NCLEX Conference**  
Sept. 25  
Rosemont, Ill.

**2017 NCSBN Leadership and Public Policy Conference**  
Oct. 11–13  
New Orleans, La.

FOR MORE INFORMATION, VISIT  
[www.ncsbn.org/events](http://www.ncsbn.org/events)





# NURSE LICENSURE COMPACT

## An Update on the Enhanced Nurse Licensure Compact (eNLC)



In 2015, National Council of State Boards of Nursing adopted the eNLC as a revised version of the current 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.

### Legislative Activity

In 2016, 10 states enacted the eNLC. Additional states are in the preparation phases to introduce the eNLC legislation in 2018.

### Stay Up-to-Date

The eNLC website ([www.nursecompact.com](http://www.nursecompact.com)) was created to share information related to eNLC with the public. On this site you can:

- View all of the documents available about the eNLC;
- View a map of states that have enacted the eNLC or have pending eNLC legislation;
- Create a personalized advocacy letter from an existing template in support of the eNLC and send the letter to respective elected officials electronically; and
- Member boards can promote the website on their websites and any other publications to share with eNLC stakeholders.

### Online Resources

Members can access a multitude of eNLC resource documents on [NCSBN's Hive site](#). Member login is required.

### eNLC Model Rules

A board appointed work group has been drafting rules for the eNLC for consideration by the future Commission. The work group anticipates completing the draft work in Spring, 2017. Suggested eNLC Model Rules then will be disseminated to member boards and to eNLC stakeholders for a comment period.

A [rulemaking fact sheet](#) has been produced and is currently available.

For more information or to submit any questions about the eNLC, please contact [nursecompact@ncsbn.org](mailto:nursecompact@ncsbn.org).



### Did you know...

The following states are moving forward with adoption of the eNLC in 2017.

The states are:

- Arkansas
- Colorado
- Delaware
- Georgia
- Illinois
- Iowa
- Kentucky
- Maine
- Maryland
- Massachusetts
- Mississippi
- Montana
- Nebraska
- Nevada
- New Jersey
- North Carolina
- North Dakota
- South Carolina
- Texas
- Utah

## Setting the Passing Standard for the NCLEX-PN® Examination

In alignment with its mission to promote patient safety and public protection, NCSBN develops the NCLEX-RN® and NCLEX-PN® Examinations to assess entry-level nursing competence among candidates who wish to enter the nursing profession. As part of the development process, NCSBN conducts a practice analysis and standard setting every three years. These processes ensure that the NCLEX® reflects current entry-level nursing practice and that nurses who pass the NCLEX-PN and NCLEX-RN meet the competence level necessary to practice nursing safely and effectively.

The standard-setting process for the *2017 NCLEX-PN Test Plan* began with a subject matter expert (SME) standard-setting workshop. A panel of SMEs was convened in Chicago, Sept. 7-9, 2016. The panel consisted of nine SMEs representing all four NCSBN membership geographic areas, major PN practice settings and different levels of nursing experience. A criterion-referenced standard-setting method was

used to obtain information on the specific level of knowledge and skills necessary to perform entry-level nursing safely and effectively. The NCSBN Board of Directors (BOD) met in December 2016 to evaluate the NCLEX-PN passing standard. In their evaluation, the BOD considered evidence from a variety of sources, including the results from the criterion-referenced standard-setting workshop, a historical record of the NCLEX-PN passing standard and candidate performance, the educational readiness of high school graduates who expressed an interest in nursing and the results from annual surveys of nursing educators and employers conducted between 2014 and 2016.

After careful consideration of all of the available evidence, the BOD voted to uphold the current passing standard for the NCLEX-PN. The passing standard will remain at the current level of -0.21 logit that was instituted April 1, 2014. This passing standard will remain in effect through March 31, 2020.



# Charting The Course and Responding to Change:

NCSBN's 2017-2019 Strategic Plan

**S**trategic planning can be a complex process, but its aims are simple: to help an organization move toward where it wants to go by identifying what is needed to get there. NCSBN is constantly improving and evolving to meet the challenges associated with maintaining the health, safety and protection of the public. Change is a given, and it presents opportunities and challenges. Nursing regulation is increasingly influenced by globalization, the growing complexity of the health care system, the emergence of new infectious diseases and the re-emergence of older diseases, nurse mobility and changing demographics and social behavior. Establishing clear, measurable initiatives that further the mission and values of the organization is essential.

NCSBN recently rolled out its [Fiscal Year 2017-2019 Strategic Plan](#), which encompasses Oct. 1, 2016 to Sept. 30, 2019. This has been a disciplined effort, involving all levels of the organization, with significant input from NCSBN Member Boards. As a result, fundamental decisions and actions are in play that will shape and guide what NCSBN is, who the organization serves, what it does, and why it does it.

NCSBN Board President Katherine Thomas, MN, RN, FAAN, says, "The Strategic Plan is a road map for the organization. It tells us where to put our priorities and our resources. It represents the creative thinking of members, staff and the Board of Directors (BOD), and these challenging initiatives will guide our work for the next three years."

Strategic planning is a vital management activity at NCSBN, used to achieve several outcomes:

- To ensure that employees and stakeholders are working toward common goals;
- To focus the organization's energy and resources;
- To establish agreement around intended outcomes; and
- To assess and adjust direction in response to a changing environment.

"That last point is a crucial one," remarks NCSBN CEO David C. Benton, RGN, PhD, FFNF, FRCN, FAAN. "Adjusting direction is important because the external environment is changing," he says. "Forty years ago the leaders of this organization recognized there was a major shift occurring and as a result of that they brought people together to address it. The quantum shift that we are now facing in terms of societal demographics, the economics of health care delivery, and the way that we protect the public in a digital age where mobility is the norm, means that we need to think differently. We've got to fundamentally rethink how we protect the public and that's not something that you do in isolation. It's something that you do through collaboration and a systemic approach."

Thomas adds, "As with any map, the conditions may dictate changes in our route along the way. The BOD will monitor the strategic plan at each board meeting. We recognize that the plan must adapt to a rapidly changing environment. An ongoing evaluation allows adjustment to make the plan an effective working tool that keeps the organization on course."



This video summarizes the strategic initiatives and how they relate to NCSBN's vision, mission and values.

## NCSBN's Strategic Planning Process

**1 Planning**

This is an information-sharing stage. Those involved at the management and staff levels assess their readiness, review past plans and experiences, clarify roles of those involved, create a planning committee and gather required information.

**2 Development & Formulation**

At this stage, vision, mission and core values are articulated. Vision represents where we are going; the mission and values denote where we are now and what we represent; the strategies and remaining components define how we are going to get there.

**3 Strategy Implementation**

In this phase every channel available is used to share the process, timeline and expectations. This is the time to engage everyone in doing their part in owning the plan and making it successful.

**4 Analysis and Evaluation**

Measuring determines actions needed to improve performance. At this stage, NCSBN strives to have accurate, timely information in order to determine how the organization is doing in relation to the metrics defined by the planning process.

**5 Action**

Ideally things will go as planned and goals and objectives will be met, but corrections to the plan may be necessary based on key measurements.

NCSBN Director of Performance Measurement and Standard Setting Greg Pulaski, MS, PMP, managed the effort to develop the strategic planning framework. Throughout the process, Pulaski and Benton worked with the membership, the BOD – including current President Thomas and previous President Shirley Brekken, MS, RN – and 16 members of NCSBN's leadership team.

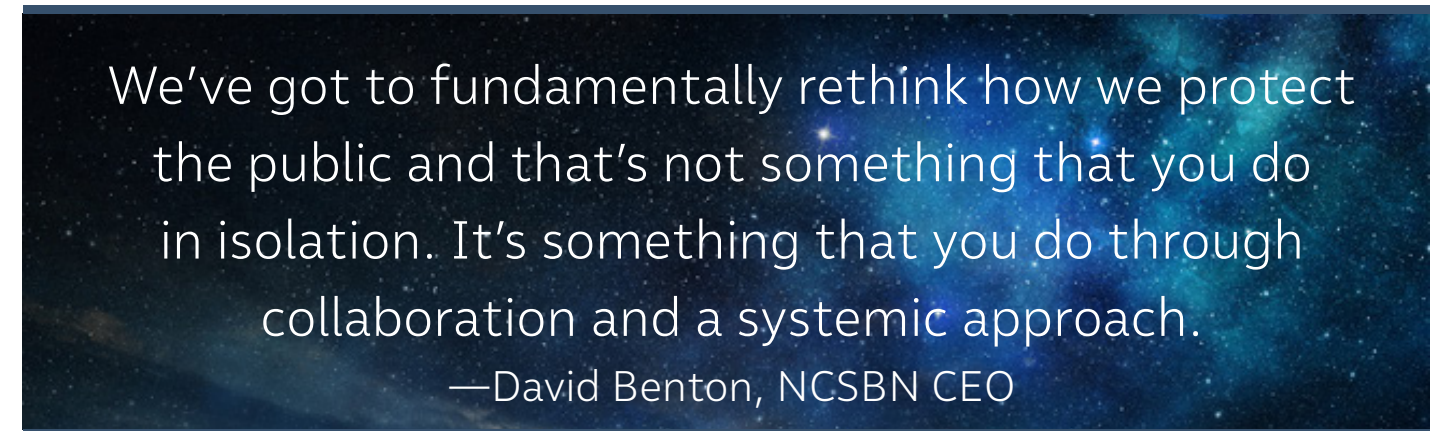
"We enrolled the whole team based on the work that we identified," says Pulaski. "It started with the BOD and the leadership team – the four chiefs and the 12 directors." Benton adds, "The process itself was initiated by the BOD and we reached out to members, through executive officer calls, the NCSBN Midyear Meeting in 2016, and area meetings as well. There were many opportunities for members to provide input and clarity."

"To kick off the process, we solicited input from the BOD and listened to our stakeholders," continues Pulaski. "In the fall of 2015 we held a weekend board retreat. The BOD and the four chief officers at NCSBN started by asking questions and brainstorming. I distilled that down into a format for people to review."

### Strategic Initiative A: Envision and refine regulatory systems for increased relevance and responsiveness to changes in health care.

NCSBN's purpose, vision and mission all incorporate statements about its relation to regulation and ensuring the safety and well-being of the public. With this in mind and recognizing the fast pace of change occurring in the health care environment, NCSBN needs to be on the cutting edge of evidence, knowledge and practice relating to regulatory systems that support contemporary health care. NCSBN must be a thought leader, informed by wider global and regional changes, and fully supportive and committed to the optimal delivery of jurisdiction-based, evidence-informed licensure. NCSBN will be proactive in identifying emergent trends so as to propose innovative yet pragmatic solution. To this end NCSBN will further communication with all its stakeholders so as to interpret and prioritize multiple levels of perspectives, data and information.

**Strategic Objective 1:** Create a global regulatory platform to facilitate understanding, dialogue and collaboration between nurse regulators.



Pulaski provided regular updates to stakeholders, with opportunities for them to weigh in at various gatherings that took place throughout the fiscal year. These included a BOD presentation and discussion in December 2015, a BOD update in February 2016, a March 2016 Midyear Meeting presentation to NCSBN members led by Benton and Pulaski, and a leadership team follow-up in March 2016. The BOD revised and finalized the plan in May 2016.

### The Strategic Initiatives

Strategic initiatives are the defined high-level goals agreed upon by the NCSBN Delegate Assembly. These goals pursue and further NCSBN's vision and mission statements. The following are NCSBN's strategic initiatives for three-year fiscal period of Oct. 1, 2016–Sept. 30, 2019:

**Strategic Objective 2:** Develop and promote measurable performance competencies for achieving excellence in regulatory governance.

**Strategic Objective 3:** Help the boards of nursing (BONs) achieve operational excellence and efficiency.

**Strategic Objective 4:** Amongst all relevant stakeholders, facilitate the generation and transfer of knowledge that supports decision making and evidence based regulation.

**Strategic Objective 5:** Increase the visibility and impact of the organization and establish it as the preeminent voice in regulation.

### Rationale:

- Increased scrutiny of the effectiveness and efficiency of regulatory models
- Globalization and increased mobility will drive use of best and evidence-based practice
- Recognition of the need for regulatory and education systems to be aligned to the changing health care environment
- Changing population demographics and acuity and morbidity of chronic diseases
- Nurses will remain in high demand but intra-professional regulatory models will be explored

**Strategic Objective 8:** Identify normative tools that facilitate trans-jurisdictional mobility at the international/global level.

**Strategic Objective 9:** Develop a North American compact for telehealth.

### Rationale:

- Increased interest in trade agreements and the use of remote health care delivery
- Lack of global standards for nursing licensure and telehealth practice
- Increased demands for access to affordable quality services

**Strategic Objective 10:** Support BONs in identifying and achieving policy and legislative change that drives and advances the attainment of the organizations vision and mission.

**Strategic Objective 11:** Promote standardization and the use of evidence-based criteria and decision making when supporting BONs in the achievement of regulatory excellence.

**Strategic Objective 12:** Continue to identify and promote behaviors that transform how BONs define and accomplish value added work, and challenge innovative ways of getting things done.

**Strategic Objective 13:** Alert and support members to proactively address contemporary legal, environmental and social issues and challenges that impact nursing.

### Rationale:

- Need for proactive, rather than reactive, regulatory models and visible regulatory leadership
- Proactive management and innovative alternatives to address the call for federal licensure/reconstitution of BONs to implement “active supervision”
- Changes in generational values
- Equip members to deal with increasingly financially challenging and publically accountable governance environments

This initiative contains specific language that tasks NCSBN with supporting BON performance. In acknowledging this, Thomas says, “Expanding leadership engagement remains a high priority for the organization, particularly with significant turnover in state leadership.”

### Strategic Initiative D: Pioneer competency assessments to support the future of health care and the advancement of regulatory excellence.

NCSBN is dedicated to providing state-of-the-art competency assessments that are psychometrically sound, secure and legally defensible. Maintaining the industry benchmark for consistency and value, and defining its future development and application requires a team effort.

Areas of focus include enhancing precision of measurement, optimizing ease of delivery of NCLEX® Examinations to candidates through the use of technologies, and exploring alternative usage of exam items.

**Strategic Objective 14:** Enhance the precision of the measurement of NCLEX candidates through the use of state-of-the-art technologies and unfolding scoring models.

**Strategic Objective 15:** Investigate the use of NCSBN’s exam resources to support the work of the regulatory boards and educational institutions.

### Rationale:

- Technology will continue to increase in power and capability
- Need for immediate access to information
- Interoperability, data security and big data analytics will feature more prominently
- Initial and continuing competence requirements in order to uphold public safety will remain a priority
- Increased need for mechanisms to calibrate competence of nurses across jurisdictions

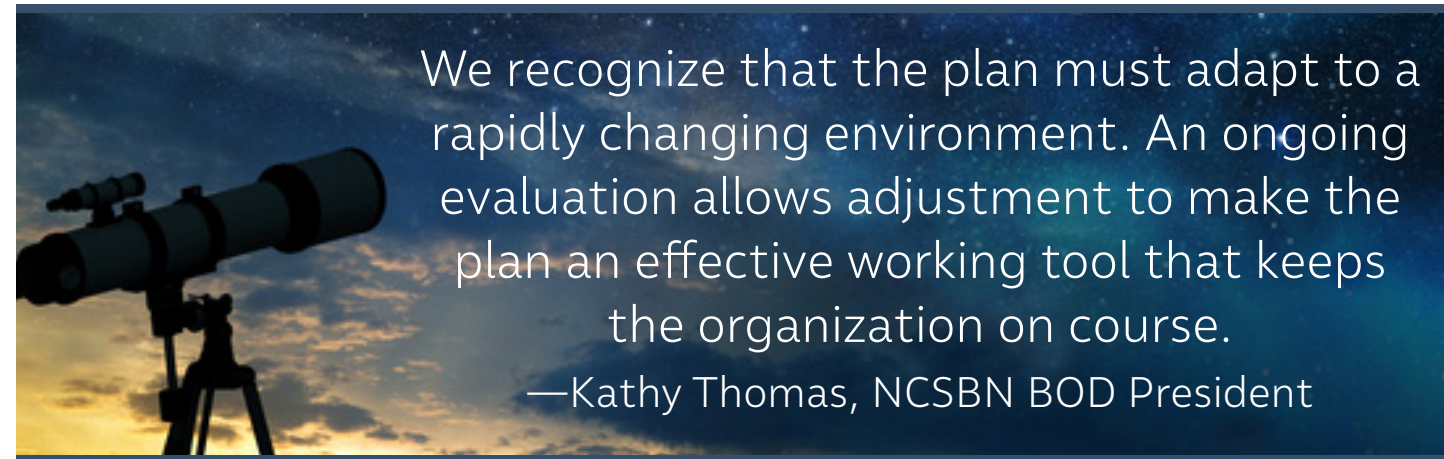
Thomas comments, “This initiative represents a shift toward the study of emerging technology and innovation in the testing world that moves our licensing examination into potentially groundbreaking measurement assessment.”

On this initiative, Benton adds, “It prompts the question: how do we make judgements about the competence of the nurse for today and tomorrow? We know that issues of judgement, decision making and complexity are part and parcel of the everyday work of the modern nurse. Using techniques that have served us well for years is not enough. We know that the current approaches that we use are still viewed on a global level as leading edge, but if we want to be able to maintain that preeminent position, we’ve got to push the envelope in the direction that employers are changing the environment in which nurses are practicing. And that requires them to be much more able to make decisions using evidence in a way that perhaps was not the norm 30 or 40 years ago.”

### Strategy into action

“Greatness is not where we stand, but in what direction we are moving. We must sail sometimes with the wind and sometimes against it—but sail we must, and not drift, nor lie at anchor.”  
—Oliver Wendell Holmes

Now that NCSBN’s Strategic Plan is in place, work is currently underway to complete an annual operations plan that integrates strategic tasks by breaking the strategic initiatives down into specific objectives that are relevant to each organizational department, then further distilled to establish individual performance goals.



### Strategic Initiative B: Champion regulatory solutions to address borderless health care delivery.

Defining the nurse licensure regulatory framework for borderless health care delivery over the next few years will be complex and challenging. It will require increased collaboration with multiple stakeholders and involve working synergistically utilizing advanced technology to deliver optimal results.

Telehealth’s influence in health care has increased over the last two decades, and it has taken on new political influence that will impact the jurisdiction-based licensure system, requiring new ways of working outside our traditional jurisdictional borders. Being cognizant of the legislative process, keeping an eye on current and emergent issues, and being knowledgeable of where and how regulators can get involved will help accelerate the achievement of desired results for BONs and public protection.

**Strategic Objective 6:** Promote and implement mechanisms that facilitate trans-jurisdictional practice.

**Strategic Objective 7:** Develop a North American model of licensure with U.S. trading partners.

- Increased mobility of nurses and new models of nurse led service
- Proactively address European Union (EU) initiatives on education standardization and discipline information data transfer

### Strategic Initiative C: Expand the active engagement and leadership potential of all members.

NCSBN’s success in achieving its vision, mission and goals is directly proportional to the active engagement and leadership of our members. NCSBN is committed to developing programs and services that support BON performance and facilitate sharing of best practice, mentoring of talent and diffusion of expertise. This initiative will concentrate on exploring structured methods for leadership development to build and further the dissemination of regulatory expertise, implementation of leadership succession planning, addressing the specific needs of the executive officer; embracing and responding to generational changes in nursing regulation; and leveraging the role of the regulator in complex interdependent systems that collectively secure public safety.





# Association of NEW BRUNSWICK Licensed Practical Nurses



By: JoAnne Graham, LPN  
Executive Director/Registrar  
Association of New Brunswick Licensed Practical Nurses

Follow the eastern coastline to the beautiful province of New Brunswick, Canada. It is a province that encompasses rivers, pine forests, mountains and the Bay of Fundy, and is known for extreme tides and whale watching. Known for our "maritime welcome," New Brunswickers are friendly people and love our province. Despite the long winter that blends with our spring, we spend summers hiking the Fundy coastline, and the spectacular foliage in the fall keeps residents from moving anywhere else.

New Brunswick is the only bilingual province with an official language act in Canada. Our large geographic dimension with sparse population across the province and communities of exclusively French-speaking and English-speaking residents create unique challenges for the regulation of nursing practice.

The Association of New Brunswick Licensed Practical Nurses (ANBLPN) regulates the nursing practice of 3,600 licensed practical nurses (LPNs). The association's primary mandate is to protect the public and ensure that LPNs provide safe, competent and ethical care as outlined in their practice standards. Authority to regulate LPNs is granted in the Licensed Practical Nurses Act approved by the province of New Brunswick, and encompasses three areas of responsibility to ensure protection of the public: education standards, professional conduct and establishing requirements for licensure. The association is governed by a member-elected board of directors with representation from six regions of the province, the executive and two public members. Their secondary mandate is to provide educational opportunities and advocacy, promoting role optimization for our members by liaising with government, health authorities and employers.

With a small population and limited membership, there are several challenges that the association faces to provide regulation to LPNs. Our small staff of three full-time and contractual employees for the



registration season must wear more than one hat for the office to function. We operate with the philosophy that everyone sometimes needs to roll up their sleeves and get the job done. All staff are cross trained in several areas to meet the needs of our members.

The association approves educational programs in both English and French in 12 different locations across the province. Our health authorities and nursing homes are also divided by language, requiring us to provide service and practice support regarding the role of the LPN in both official languages. Ça peut être difficile - It can be challenging!

The practical nursing programs are offered through provincial community colleges and one private college; New Brunswick Community College, Le Collège Communautaire du Nouveau-Brunswick and Oulton College. As well, an LPN who has successfully completed our two-year diploma program can bridge into the Bachelor of Nursing program in one semester

entering the third year after the bridge semester.

Challenges aside, New Brunswick LPNs are fiercely proud of our profession and contribution to nursing in our province. LPNs have evolved in practice over the past 50 years of regulation in this province from a one-year certificate to a two-year diploma program; from being a nursing assistant to an LPN. During the years of transition, mandatory upgrades in education from physical assessment to medication administration were required of our members to maintain their licensure.

ANBLPN has a strong collaborative relationship with our partner in nursing regulation, New Brunswick Nurses Association (NANB). Regular meetings between the RN and LPN regulatory authorities, as well as interdisciplinary provincial collaborative meetings, provide excellent opportunities for communicating the current trends and issues in practice with both professions. With a continued emphasis on joint documents and presentations throughout the

province, the collaborative relationship with NANB sends a clear message of nursing unity.

Currently, LPNs are practicing in a wide variety of practice settings such as hospitals, long-term care facilities, hospice, physician's offices, community health clinics, private agencies, correctional facilities and pharmacies. We actively participate in mandatory professional development through a continuing competency program and this year will all be completing nursing jurisprudence.

Proudly wearing our association's colours of royal blue and white, LPNs in New Brunswick recognize the valuable nursing care we provide clients throughout their lifespan in this province.

*Joanne Graham, LPN, was appointed executive director/registrar for the Association of New Brunswick Licensed Practical Nurses in 2010. This key role in the association is responsible for providing vision, direction and strategic leadership that supports growth and optimization for LPNs in New Brunswick. Graham is an LPN with more than 30 years of experience in nursing. Her management education includes advanced education and certification in Management and Human Resources from the University of New Brunswick.*

*Prior to assuming her role as executive director, Graham served as a bilingual practice consultant for the association as well as continuing her work in gerontology and foot care. Known provincially for her work with gerontology, Graham has delivered countless education sessions in behavioural management for Alzheimer's Disease, prevention of elder abuse and non-violent crisis intervention.*

*As executive director, Joanne serves on numerous provincial and national committees, advocating and promoting the role of the LPN in the province of New Brunswick.*

# 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](mailto:mgrossenbacher@ncsbn.org).



Dr. Stacey Cropley, DNP, RN, LNCC, lead nurse consultant for practice with the Texas Board of Nursing, recently achieved certification as a legal nurse consultant by the American Legal Nurse Consultant Certification Board, accredited by the Accreditation Board for Specialty Nursing Certification.



Jill Duell, LPN, joined the Vermont Board of Nursing in January, 2017. Duell, a native Vermonter, graduated from the Fanny Allen Memorial School of Practical Nursing in 1980. She has worked at the University of Vermont (UVM) Medical Center as a licensed practical nurse (LPN) for the past 30 years. She currently works for South Burlington Family Practice and as a per-diem LPN at a local nursing/rehabilitation facility. Jill has worked as an ambulatory nurse in several of the UVM Medical Center's area clinics and as the practice supervisor in Primary Care, Women's Health and Transplant/Nephrology. Duell is currently a student at Champlain College in Burlington working on her Bachelor of Science degree in Health Care Administration. In April 2016, she was inducted into the Alpha Sigma Lambda Honor Society.

Sonya Kay Ehrhardt, DNP, MSN, RN, NEA-BC, CPHQ, was named by the Medical University of South Carolina College of Nursing (MUSC CON) Alumni Association as a recipient of the 2017 Exemplary Recent Graduate Award. The award recognizes an alumnus/a who graduated within the last 10 years who has distinguished him/herself professionally in the field of nursing. Ehrhardt is assistant vice president at The Regional Medical Center of Orangeburg and Calhoun Counties, and a faculty member at Claffin University and Mary Black School of Nursing. In 2015 she was appointed to serve two terms for the South Carolina Board of Nursing. She received her Master of Science degree in Nursing and her Doctorate of Nursing Practice degree from MUSC CON.



Dr. Susan Lee, PhD, CNE, nurse consultant for education with the Texas Board of Nursing, recently achieved certification as a certified nurse educator through the National League for Nursing, accredited by the National Commission for Certifying Agencies.



### Congratulations and Bon Voyage to Esther White!

Many people think of retirement as a destination, but for Esther White it marks the start of a new adventure.

On Jan. 17, NCSBN staff honored Esther for 23 years at NCSBN and congratulated her on her retirement. After working in grants management, research administration and economic development Esther landed her first position at NCSBN as a project assistant after seeing a classified ad in the Chicago Tribune. During her tenure here, Esther worked in several roles in the Research and Nursing Regulation departments.



NCSBN staff will miss Esther, but are excited as she embarks on a new journey -- a move to St. Thomas in the U.S. Virgin Islands. "I'm not an Arizona person, I'm not a Florida person. Lots of friends are retired in Las Vegas. Those are places I like to visit, but not for me. About 10 years ago the president of the Virgin Islands Board of Nurse Licensure visited NCSBN. She said, 'come, you'll love it.' I also knew someone who'd retired to the Virgin Islands and they loved it too. So it just kept ringing in my ear, 'St. Thomas.' So I went down for a visit. And I've been there four times since then. I feel very comfortable about going and taking the next step. I just thought, 'hey, I'm going to do this!'"

Esther moved to St. Thomas on Feb. 16. She will stay in a temporary situation initially so she has time to get the lay of the land before settling into a more permanent home.

At her party, NCSBN staff sent Esther off with a variety of gifts that will come in handy on the beach. NCSBN wishes Esther the best of luck.

# News & Notes

Have news to share?  
Send your *News & Notes* submissions via email.

A hand holding a pen over a document with a blue graphic. The background is a blurred image of a hand holding a pen over a document with a blue graphic.

# 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**

