




# NCSBN 2008 ANNUAL REPORT

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

A dark gray world map is the background of the page. On the right side, there is a vertical ruler with white markings. The text is centered on the map.

Vision without action is a dream.  
Action without vision is simply passing the time.  
Action with vision is making a positive difference.

—*Joel A. Barker*

# NCSBN FACTS

U.S. boards of nursing regulate more than 3 million licensed nurses.

Nurses are the second largest group of licensed professionals in the U.S.

Since 1994, more than 2.4 million U.S. candidates for nurse licensure have taken the NCLEX® exam via computerized adaptive testing (CAT).

The Learning Extension currently offers 35 online courses, reaching more than 134,000 nurses in 120 countries since its inception in 1998.

Over the last three years, nearly 63,000 nurse licensure candidates in 10 countries have taken the NCLEX abroad.

NCSBN® welcomed its first international associate member in 2008.

The NCSBN Center for Regulatory Excellence Grant Program has awarded more than \$4.1 million in grants.

NCSBN has published 34 volumes of research briefs.

The NNAAP™ is the largest nurse aide certification examination program in the U.S. with more than 200,000 paper and practical examinations administered annually.



The National Council of State Boards of Nursing (NCSBN®), composed of member boards, provides leadership to advance regulatory excellence for public protection.

# NCSBN MISSION





Building regulatory expertise worldwide.

# NCSBN VISION





## **INTEGRITY**

Doing the right thing for the right reason through informed, open and ethical debate.

## **ACCOUNTABILITY**

Taking ownership and responsibility for organizational processes and outcomes.

## **QUALITY**

Pursuing excellence in all endeavors.

## **VISION**

Using the power of imagination and creative thought to foresee the potential and create the future.

## **COLLABORATION**

Forging solutions through the collective strength of internal and external stakeholders.

# **NCSBN VALUES**



The purpose of the National Council of State Boards of Nursing (NCSBN®) is to provide an organization through which boards of nursing act and counsel together on matters of common interest and concern affecting the public health, safety and welfare, including the development of licensing examinations in nursing.

# NCSBN PURPOSE





The National Council of State Boards of Nursing (NCSBN®) is a not-for-profit organization whose members include the boards of nursing in the 50 states, the District of Columbia and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. The College of Registered Nurses of British Columbia is an associate member.

# NCSBN MEMBERSHIP



# MESSAGE FROM THE



*Faith A. Fields*

**Faith A. Fields**  
NCSBN President

The primary responsibility of boards of nursing in the U.S. and its territories is to protect the public by assuring that only safe and competent nurses are allowed to practice. NCSBN is the means through which boards of nursing act and counsel together on matters of common interest and concern. NCSBN strategically supports its member boards in their goal to safeguard the health and welfare of the public through the development and administration of nursing licensure examinations, technological resources and cutting-edge research.

NCSBN celebrated its 30th anniversary during fiscal year 2008. This special milestone was an occasion to reflect on the organization's many accomplishments and to look forward to future endeavors built upon past successes.

Throughout fiscal year 2008, NCSBN continued to seek out opportunities that help fulfill its vision of building regulatory excellence worldwide. During the year, NCSBN members and staff met with diverse groups from across the globe to exchange thoughts and ideas about nursing regulation, and to explore the development of collaborations that help protect public health and welfare, nationally and internationally. Additionally, Midyear Meeting attendees had the unique opportunity to hear intriguing presentations made by nursing regulators from around the world, discovering that the challenges faced abroad are similar to the ones facing nursing regulators in the U.S.

# PRESIDENT AND CEO

Well aware of the ever evolving health care environment and its potential effects on nursing regulation, NCSBN strives to keep abreast of emerging trends. To address the nursing faculty shortage, NCSBN carefully examined faculty qualification standards to assure that no unnecessary regulatory barriers exist, thus adopting the revised Education Model Rules. Likewise, the NCSBN Delegate Assembly adopted the revised Advanced Practice Registered Nurse (APRN) Model Act and Rules to parallel the *Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education*.

NCSBN provides its member boards with information gleaned from its own research, as well as domestic and international scholarly works produced by peer organizations and other valuable sources. The work of the Commitment to Ongoing Regulatory Excellence (CORE) program and the Institute for Regulatory Excellence fellows' and fellowship candidates' research projects also contribute to the wealth of nursing regulatory knowledge that boards of nursing can use to make informed decisions about licensure and discipline.

Remaining diligent in tracking health care and regulatory changes and trends in an increasingly shrinking world, and by actively participating in the processes to address the problems and issues these challenges present, NCSBN serves its member boards by providing them with the information and solutions that boards of nursing can use to fulfill their mission to protect the public.



A handwritten signature in black ink that reads "Kathy Apple".

**Kathy Apple**  
NCSBN Chief Executive Officer

# WHO WE ARE,



The National Council of State Boards of Nursing (NCSBN®) is a not-for-profit organization whose members include the boards of nursing in the 50 states, the District of Columbia and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. The College of Registered Nurses of British Columbia is an associate member.

Founded in 1978 as an independent, 501(c)(3) not-for-profit organization, NCSBN can trace its roots to the American Nurses Association (ANA) Council on State Boards of Nursing. The impetus for its creation arose out of recognition that in order to guard the safety of the public, the regulation of nurses needed to be a separate entity from the organization representing

professional nurses. The member boards that comprise NCSBN protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. NCSBN is the vehicle through which boards of nursing act and counsel together on matters of common interest.

These member boards are charged with the responsibility of providing regulatory excellence for public health, safety and welfare. They recognize that the best way to guard the safety of the public is to ensure that nurses entering the workforce have the necessary knowledge and skills to practice. To meet that goal, NCSBN's focus is devoted to developing a psychometrically sound and legally defensible nurse licensure examination consistent with current nursing practice. The NCLEX-RN® and NCLEX-PN® examinations developed and administered by NCSBN are constantly and rigorously evaluated to keep pace with the rapidly evolving health care environment.

As the collective voice of nursing regulation in the U.S. and its territories, NCSBN serves its member boards by conducting research on nursing practice issues and monitoring trends in public policy, nursing practice and education while providing opportunities for collaboration among its members and other nursing and health care organizations. NCSBN also maintains the Nursys® database that coordinates national publicly available nurse licensure information.

The NCLEX® examinations remain the instrument by which most people know NCSBN. As part of a

# WHAT WE DO

continual effort to remain on the cutting edge of examination technology, NCSBN became the first organization to implement computerized adaptive testing (CAT) for nationwide licensure examinations in 1994. NCSBN also develops and administers the largest competency evaluation for nurse aides known as the National Nurse Aide Assessment Program (NNAAP™). The ongoing assessment of these examinations includes research that gathers job analysis data from entry-level nurses and aides that ultimately contributes to refinement and adaptation of the tests. In addition, the continual refinement of the NCLEX examinations also incorporates the work of item writers, item reviewers and panels of judges made up of practicing nurses or nurse educators who work directly with entry-level nurses. The item writers who create the examination questions or items and the reviewers who assess the items are responsible for the content in the NCLEX examination. The panel of judges recommends potential NCLEX passing standards to the NCSBN Board of Directors. All of these measures, coupled with a determination to remain on the cutting edge of testing technology, ensure that the NCLEX examinations and NNAAP evaluation are an accurate reflection of current nursing practice.

In 2006, NCSBN offered the NCLEX-RN and NCLEX-PN examinations abroad in Australia, India, Japan, Mexico, Canada, Germany and Taiwan, in addition to the sites currently in operation in Hong Kong and England for the purposes of domestic nurse licensure in U.S. states and territories.

## PRODUCTS AND SERVICES

### PUBLICATIONS

NCSBN produces a wide variety of publications about the NCLEX-RN and NCLEX-PN examinations, health care issues and activities, and its own research studies. Addressing some of today's most important nursing practice issues, these publications present in-depth information and best practice techniques to enhance perspective and contribute to the nursing knowledge base. These publications are available for download free of charge from the NCSBN Web site at [www.ncsbn.org](http://www.ncsbn.org).

### ONLINE COURSES

NCSBN Learning Extension is a pioneer in e-learning for the nursing community, launching the first online preparation course for the NCLEX-RN exam in 1998. Currently, more than 35 online courses are offered promoting safe nursing practices to nurses, student nurses and nursing faculty. Rich in content and features, the online courses offer interactive and fun learning experiences, which facilitate better understanding of the topics presented.

### NURSYS®

Nursys is the only national database for verification of nurse licensure, discipline and practice privileges for RNs and LPN/VNs licensed in participating jurisdictions, including all states in the Nurse Licensure Compact (NLC). The Nursys® Licensure QuickConfirm product allows employers and recruiters to retrieve necessary licensure and discipline documentation in one convenient location.

# THE YEAR IN REVIEW

In 2008, NCSBN celebrated its 30th anniversary. The organization celebrated this milestone by conferring special awards on selected past and present members; hosting a special gala; and recording the memories of founding members and past presidents for the NCSBN archives. Additionally, in order to capture its history and provide an overview of nursing regulation in the U.S. during the last 100 years, NCSBN commissioned two of its founding members to write *The First 25 Years*, a book that chronicles the early years of NCSBN through its 25th anniversary in 2003. The book details the development of the NCLEX examinations, the setting of uniform licensure requirements and the creation of the *Model Nursing Practice Act and Model Nursing Administrative Rules*, among many other accomplishments and achievements. *The First 25 Years*, published in 2008, was presented to all members during NCSBN's Annual Meeting and Delegate Assembly, and later gifted to nursing and allied health professions' libraries throughout the U.S. and Canada.

FY08 marked the NCSBN Board of Directors (BOD) implementation of the new 2008–2010 strategic plan, as approved by the 2007 Delegate Assembly. These strategic initiatives provide the framework for the BOD to make programmatic and financial decisions, address external uncertainties, and change and measure organizational effectiveness.

As part of its strategic goals, NCSBN continued to work collaboratively throughout the year with other nursing and health care organizations, as well as local, state, national and international government agencies aiming toward the realization of its vision of building regulatory expertise worldwide.

Additionally, NCSBN works to advance patient safety for the health and welfare of the public; contributes to the excellence of its member boards by providing resources, communication, education and technology; provides comprehensive data management for use by its members and external stakeholders; expands and enhances evidence-based nursing regulation and regulatory solutions for public protection; as well as being the premier organization to define and measure entry and continued competence.

NCSBN inducted its second group of Fellows of the NCSBN Regulatory Excellence Institute in 2008. The Institute of Regulatory Excellence (IRE) began in 2004 with the purpose of providing boards of nursing with high quality regulatory education, expanding the body of knowledge related to regulation through research and scholarly work, developing the capacity of regulators to become expert leaders, and developing a network of regulators who collaborate to improve regulatory practices and outcomes. The IRE Fellowship Program is a four-year comprehensive educational and professional development program designed for current or former regulators who want





OUR COLLECTIVE VOICE

# *Orchestrating* the Future of Regulatory Excellence



**NCSBN**

*National Council of State Boards of Nursing*

**CHICAGO**

March 3-5, 2008

2008 Midyear Theme Poster



Photo: Andrew Campbell

**Midyear Meeting**

Top row, left to right: Kathy George, Ruth Ann Terry, Gino Chisari, Doreen Begley, Betsy Houchen  
Bottom row, left to right: Eugene Donoghue, Kathy Malloch, Carmencita Matias-Abaquin,  
Faith A. Fields, Lucília Nunes, Julia George and David Benton

to enhance their knowledge of and leadership in nursing regulation. The program includes experiences in analyzing issues involving public policy and regulation, strategic planning, patient safety and communication. It also requires the application of evidence-based concepts in decision making and leadership.

NCSBN acquired exclusive ownership of the intellectual property (test items, test forms and skills scenarios) for the NNAAP and the Medication Aide Certification Examination (MACE™) programs from Pearson VUE™, the electronic testing business of Pearson. Previously jointly owned and operated by NCSBN and Pearson VUE, the NNAAP is a nationally administered certification examination program based on the activities performed by nurse aides in long-term, acute and home health care settings. Since 1996, NCSBN has cooperatively developed and maintained the NNAAP examination with various corporate partners. NCSBN now gains exclusive control over the establishment of the NNAAP test plan and ownership of examination content. Pearson VUE will be responsible for all delivery, administration, scoring, publishing (electronic and paper), sales and market development activities associated with the programs.

The NCSBN BOD endorsed the *Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education* paper. The NCSBN Delegate Assembly adopted a revised Advanced Practice Registered Nurse (APRN) Model Act and Rules to parallel this model. The result of a multiyear collaboration between NCSBN and the APRN Consensus Process Work Group, the *Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education* document

presents an APRN regulatory model created by APRN educators, accreditors, certifiers and licensure bodies, which establishes a set of standards that protects the public, improves mobility and expands access to safe, quality APRN care.

NCSBN welcomed the Nebraska Advanced Practice Registered Nurse Board as a new member board and the College of Registered Nurses of British Columbia as its first international associate member. The expansion of NCSBN membership to include APRN boards, which are separate entities from state and territorial boards of nursing, allows these boards to have input at the national level. Created by a Delegate Assembly resolution in 2007, the associate membership category 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 concern, as well as share information and knowledge in a multicultural exchange of thoughts and ideas.

In its continual efforts to maintain the highest level of public safety possible, NCSBN raised the passing standard for the NCLEX-PN examination in response to changes in U.S. health care delivery and nursing practice that have resulted in the increased acuity of clients seen by entry-level RNs. After considering all available information, the BOD determined that safe and effective entry-level LPN/VN practice required a greater level of knowledge, skills and abilities than was required in 2005, when NCSBN established the previous standard.

Established in 2007 to provide grants for research projects that promote NCSBN's mission to advance regulatory excellence for public protection, the Center for Regulatory Excellence Grant Program



has awarded more than \$4.1 million to 16 U.S. organizations and one international organization. The Center's research priorities include continuing competence, patient safety, licensure, discipline, regulation of nursing education, integration of the internationally educated nurse into the U.S. workforce and nursing regulation issues outside the U.S. Projects selected in this funding cycle focused on these priorities and had sound scientific merit.

An ambitious research agenda set as part of the strategic plan yielded the publication of research briefs on a variety of topics. Titles included: *2006–2007 RN Continuous Practice Analysis*; *2006 LPN/VN Practice Analysis: Comparability of Survey Administration Methods*; *2005 RN Practice Analysis: Comparability of Survey Administration Methods*; and *2006 Nurse Licensee Volume and NCLEX® Examination Statistics*. Additionally, the NCSBN

research department received the 2008 Council on Licensure, Enforcement and Regulation (CLEAR) Program Award for its contribution to professional discipline studies.

The Member Board Disaster Preparedness Committee produced the *All-Hazards Emergency Operations Guidelines for Boards of Nursing*. This document is intended to provide guidance and direction to the boards of nursing detailing ongoing activities of preparedness, response and recovery in the event of an emergency or crisis situation.

The recently published 2008 edition of the *NCSBN Policy Agenda* is based on its mission, vision and strategic initiatives. It delineates the organization's policy goals, highlights the organization's policy activities and outlines the most pertinent information about the organization. The new NCSBN Public Policy goals include:

- Advancing legislative and regulatory agendas as they relate to patient safety; evidence-based nursing regulation and regulatory solutions for public protection; and development of regulatory excellence worldwide.
- Contributing to building and maintaining positive coalitions that strengthen the voices for nursing regulation, patient safety and public protection.
- Providing information, advocacy and leadership on key issues.
- Developing opportunities for boards of nursing to dialogue with policymakers and health care leaders on constructive issues related to nursing regulation.
- Facilitating the mobility of safe and competent international nurses.



- Maintaining a comprehensive nurse licensure database to serve as a national source of disciplinary and workforce data.
- Supporting single state and multistate (NLC) licensure models.

The NCSBN BOD approved the Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Nurses. This consensus effort was led by AcademyHealth, a non-partisan, scholarly society for health services researchers, policy analysts and practitioners. A task force composed of representatives of unions, health care organizations, educational and licensure bodies, and recruiters joined forces to provide voluntary guidelines that aim to ensure the growing practice of recruiting foreign-educated nurses (FENs) to the U.S. is done in a responsible and transparent manner. It is designed to increase transparency and accountability throughout the process of international recruitment and ensures adequate orientation for FENs. It also provides guidance on ways to ensure recruitment is not harmful to source countries.

To address the issue of faculty shortage, NCSBN hosted an informative and interactive seminar in March 2008 that brought together more than 200 nursing leaders from 40 states and two countries to discuss the current situation and potential solutions.

*Leader to Leader*, the biannual newsletter for nursing educators, remained a popular mechanism by which to disseminate information and stimulate dialogue between the educational community and NCSBN. The addition of guest authors to the publication brought to its readers a wealth of knowledge about new programs, projects and initiatives in nursing education.





NCSBN e-learning initiatives for the benefit of membership and external audiences are split between two product lines: NCSBN Learning Extension and NCSBN Interactive. NCSBN Learning Extension, through its campus located at [www.learningext.com](http://www.learningext.com), had more than 30,000 unit sales of online courses during FY08. The course catalog covers a range of subjects from continuing education courses for nurses, preparatory courses for licensure exam candidates, and item writing and test development courses for nursing faculty. The e-learning catalog includes more than 150 offerings in a variety of formats: online courses, streaming videos, wikis, recorded Webinars and live Webinars/Webcasts.

The Learning Extension currently offers 35 online courses covering a wide range of topics for nurses and nurse regulators. Since its inception in 1998, the Learning Extension has reached more than 134,000 nurses in 120 countries.

NCSBN met in Nashville, Tenn., Aug. 5-8, 2008, to consider pertinent association business with its member boards of nursing. Faith A. Fields, NCSBN president and executive director of the Arkansas State Board of Nursing, presided at the meeting. There were 58 member boards of nursing represented by delegates.

Highlights of some of the significant actions approved by the member boards of nursing included:

- Election of new directors to the BOD and members of the Leadership Succession Committee.

- Approval of the Nebraska Board of Advanced Practice Registered Nurses as a new member board.
- Approval of the College of Nurses of British Columbia as an Associate Member.
- Adoption of revised APRN Model Act and Rules.
- Adoption of revised Education Model Rules.
- Reassess the Uniform Core Licensure Requirements (UCLRs) for currency and relevance in today's regulatory arena and report findings and recommendations to the 2009 Delegate Assembly.
- Approval of Associate Member annual fee of \$1,500.

Fields thanked the participants for a successful meeting and noted that the BOD looks forward to working with member boards and external organizations in the coming year. She remarked, "Our Delegate Assembly this year addressed a number of key issues facing nursing regulation today and met these challenges head on, ever mindful of our goal of protecting the public. Two historically significant accomplishments were made with the addition of the first Advanced Practice Board of Nursing Member to NCSBN and the first international nursing regulator Associate Member of NCSBN. I am proud of the work that was done throughout the past year and know that this vital work will continue under the direction of the many dedicated individuals who give back to nursing regulation through their service."

# OPERATING STATEMENTS

## FY08 OPERATING STATEMENTS

SOURCES OF REVENUE			PROGRAM SERVICES			TOTAL INCREASE IN NET ASSETS
	\$	%		\$	%	
Examination fees	\$63,156,300	96%	Nurse competency	\$37,288,471	70%	\$12,883,843
Investment earnings	\$(3,004,574)	-5%	Nurse practice and regulatory outcome	\$6,456,365	12%	
Membership fees	\$177,000	<1%	Information	\$6,615,912	13%	
Other program services	\$5,698,590	9%	Management and general	\$2,782,725	5%	
<b>TOTALS</b>	<b>\$66,027,316</b>			<b>\$53,143,473</b>		

# NCLEX® PASS RATES



## FY08 FIRST-TIME INTERNATIONALLY EDUCATED CANDIDATES: TOP FIVE COUNTRIES (WITH RESPECT TO VOLUME)

Volume	Oct – Dec	Jan – March	April – June	July – Sept	TOTAL (FY08)
1st	<b>Philippines</b> 6,416	<b>Philippines</b> 4,686	<b>Philippines</b> 5,151	<b>Philippines</b> 5,242	<b>Philippines</b> 21,495
2nd	<b>India</b> 1,299	<b>India</b> 950	<b>India</b> 795	<b>India</b> 729	<b>India</b> 3,773
3rd	<b>South Korea</b> 466	<b>South Korea</b> 486	<b>South Korea</b> 448	<b>South Korea</b> 372	<b>South Korea</b> 1,772
4th	<b>Canada</b> 206	<b>Canada</b> 157	<b>Cuba</b> 337	<b>Cuba</b> 220	<b>Cuba</b> 824
5th	<b>Cuba</b> 148	<b>Cuba</b> 119	<b>Canada</b> 190	<b>Canada</b> 173	<b>Canada</b> 726

In this table, the count of first-time internationally educated candidates includes both RNs and PNs.

### NCLEX® PASS RATES – RN

First-time, U.S. Educated	Oct '07 – Dec '07			Jan '08 – March '08		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
RN – Diploma	466	386	82.8	1,056	914	86.6
RN – ADN	5,571	4,284	76.9	17,438	15,106	86.6
RN – BSN	3,759	3,047	81.1	10,937	9,611	87.9
Special Program Codes	53	28	52.8	34	22	64.7
<b>Total – First-time, U.S. Educated</b>	<b>9,849</b>	<b>7,745</b>	<b>78.6</b>	<b>29,465</b>	<b>25,653</b>	<b>87.1</b>
Repeat, U.S. Educated	8,607	4,776	55.5	5,560	2,732	49.1
First-time, Internationally Educated	9,393	4,580	48.8	7,113	3,374	47.4
Repeat, Internationally Educated	5,592	1,463	26.2	4,716	1,277	27.1
<b>ALL CANDIDATES</b>	<b>33,441</b>	<b>18,564</b>	<b>55.5</b>	<b>46,854</b>	<b>33,036</b>	<b>70.5</b>

First-time, U.S. Educated	April '08 – June '08			July '08 – Sept '08			TOTAL (Oct '07 – Sept '08)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
RN – Diploma	776	695	89.6	1,379	1,218	88.3	3,677	3,213	87.4
RN – ADN	19,403	17,174	88.5	32,583	28,043	86.1	74,995	64,607	86.1
RN – BSN	12,170	11,036	90.7	22,557	19,546	86.7	49,423	43,240	87.5
Special Program Codes	55	31	56.4	56	42	75.0	198	123	62.1
<b>Total – First-time, U.S. Educated</b>	<b>32,404</b>	<b>28,936</b>	<b>89.3</b>	<b>56,575</b>	<b>48,849</b>	<b>86.3</b>	<b>128,293</b>	<b>111,183</b>	<b>86.7</b>
Repeat, U.S. Educated	6,830	3,470	50.8	8,585	5,003	58.3	29,582	15,981	54.0
First-time, Internationally Educated	7,728	3,424	44.3	7,527	3,392	45.1	31,761	14,770	46.5
Repeat, Internationally Educated	5,549	1,316	23.7	5,648	1,302	23.1	21,505	5,358	24.9
<b>ALL CANDIDATES</b>	<b>52,511</b>	<b>37,146</b>	<b>70.7%</b>	<b>78,335</b>	<b>58,546</b>	<b>74.7%</b>	<b>211,141</b>	<b>147,292</b>	<b>69.8</b>

### NCLEX® PASS RATES – PN

First-time, U.S. Educated	Oct '07 – Dec '07			Jan '08 – March '08		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated	12,752	10,748	84.3	14,429	12,324	85.4
Repeat, U.S. Educated	2,999	1,337	44.6	2,891	1,276	44.1
First-time, Internationally Educated	441	210	47.6	346	168	48.6
Repeat, Internationally Educated	490	114	23.3	380	91	23.9
<b>ALL CANDIDATES</b>	<b>16,682</b>	<b>12,409</b>	<b>74.4</b>	<b>18,046</b>	<b>13,859</b>	<b>76.8</b>

First-time, U.S. Educated	April '08 – June '08			July '08 – Sept '08			TOTAL (Oct '07 – Sept '08)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated	11,377	9,579	84.2	22,506	19,865	88.3	61,064	52,516	86.0
Repeat, U.S. Educated	3,230	1,277	39.5	3,191	1,275	40.0	12,311	5,165	42.0
First-time, Internationally Educated	461	193	41.9	406	183	45.1	1,654	754	45.6
Repeat, Internationally Educated	383	84	21.9	391	90	23.0	1,644	379	23.1
<b>ALL CANDIDATES</b>	<b>15,451</b>	<b>11,133</b>	<b>72.1</b>	<b>26,494</b>	<b>21,413</b>	<b>80.8</b>	<b>76,673</b>	<b>58,814</b>	<b>76.7</b>

## NCLEX® Pass Rates – RN (First-time, U.S. Educated)

Jurisdiction	Oct '07 – Dec '07			Jan '08 – March '08			April '08 – June '08			July '08 – Sept '08			TOTAL (Oct '07 – Sept '08)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
ALABAMA	207	170	82.13	616	530	86.04	939	870	92.65	1,193	1,037	86.92	2,955	2,607	88.22
ALASKA	34	27	79.41	68	60	88.24	56	48	85.71	34	30	88.24	192	165	85.94
ARIZONA	143	109	76.22	853	779	91.32	569	500	87.87	904	795	87.94	2,469	2,183	88.42
ARKANSAS	47	39	82.98	643	555	86.31	255	207	81.18	643	566	88.02	1,588	1,367	86.08
CALIFORNIA – RN	682	514	75.37	3,031	2,704	89.21	1,850	1,629	88.05	4,097	3,578	87.33	9,660	8,425	87.22
COLORADO	159	127	79.87	457	396	86.65	316	269	85.13	823	711	86.39	1,755	1,503	85.64
CONNECTICUT	79	70	88.61	144	131	90.97	140	125	89.29	896	796	88.84	1,259	1,122	89.12
DELAWARE	15	15	100	125	109	87.2	121	104	85.95	235	188	80	496	416	83.87
DISTRICT OF COLUMBIA	7	6	85.71	45	38	84.44	43	36	83.72	178	145	81.46	273	225	82.42
FLORIDA	1,007	809	80.34	1,669	1,430	85.68	1,627	1,413	86.85	2,872	2,456	85.52	7,175	6,108	85.13
GEORGIA – RN	90	71	78.89	659	594	90.14	593	550	92.75	1,121	1,015	90.54	2,463	2,230	90.54
GUAM	17	14	82.35	2	2	100	2	1	50	9	8	88.89	30	25	83.33
HAWAII	26	20	76.92	177	146	82.49	57	38	66.67	234	194	82.91	494	398	80.57
IDAHO	28	24	85.71	145	130	89.66	162	150	92.59	263	233	88.59	598	537	89.80
ILLINOIS	144	95	65.97	969	866	89.37	1,220	1,111	91.07	2,256	2,025	89.76	4,589	4,097	89.28
INDIANA	131	99	75.57	764	635	83.12	1,065	921	86.48	1,380	1,113	80.65	3,340	2,768	82.87
IOWA	132	97	73.48	455	366	80.44	555	471	84.86	892	713	79.93	2,034	1,647	80.97
KANSAS	81	66	81.48	396	325	82.07	999	896	89.69	245	170	69.39	1,721	1,457	84.66
KENTUCKY	270	204	75.56	487	419	86.04	844	769	91.11	1,103	966	87.58	2,704	2,358	87.20
LOUISIANA – RN	86	75	87.21	749	688	91.86	80	71	88.75	997	888	89.07	1,912	1,722	90.06
MAINE	54	47	87.04	100	87	87	353	325	92.07	157	129	82.17	664	588	88.55
MARYLAND	93	81	87.1	615	559	90.89	498	453	90.96	991	867	87.49	2,197	1,960	89.21
MASSACHUSETTS	157	119	75.8	746	665	89.14	547	492	89.95	1,825	1,601	87.73	3,275	2,877	87.85
MICHIGAN	457	366	80.09	849	746	87.87	948	878	92.62	2,112	1,854	87.78	4,366	3,844	88.04
MINNESOTA	45	24	53.33	690	554	80.29	1,286	1,165	90.59	889	687	77.28	2,910	2,430	83.51
MISSISSIPPI	39	25	64.1	365	321	87.95	793	688	86.76	566	465	82.16	1,763	1,499	85.03
MISSOURI	266	223	83.83	821	705	85.87	493	454	92.09	1,558	1,385	88.9	3,138	2,767	88.18
MONTANA	10	7	70	86	73	84.88	90	79	87.78	171	148	86.55	357	307	85.99
NEBRASKA	66	54	81.82	259	235	90.73	465	409	87.96	282	227	80.5	1,072	925	86.29
NEVADA	137	97	70.8	190	155	81.58	145	111	76.55	251	221	88.05	723	584	80.77
NEW HAMPSHIRE	13	9	69.23	7	5	71.43	269	245	91.08	316	272	86.08	605	531	87.77
NEW JERSEY	208	167	80.29	593	536	90.39	414	367	88.65	1,519	1,364	89.8	2,734	2,434	89.03
NEW MEXICO	134	100	74.63	254	209	82.28	159	117	73.58	453	365	80.57	1,000	791	79.10
NEW YORK	1,505	1,138	75.61	1,645	1,390	84.5	1,507	1,222	81.09	4,763	3,995	83.88	9,420	7,745	82.22
NORTH CAROLINA	72	54	75	638	566	88.71	1,676	1,549	92.42	1,413	1,226	86.77	3,799	3,395	89.37
NORTH DAKOTA	11	8	72.73	68	58	85.29	255	231	90.59	120	95	79.17	454	392	86.34
NORTHERN MARIANA ISLANDS	13	8	61.54	6	4	66.67	1	0	0	7	3	42.86	27	15	55.56
OHIO	594	485	81.65	1,258	1,104	87.76	1,382	1,238	89.58	3,230	2,759	85.42	6,464	5,586	86.42
OKLAHOMA	98	79	80.61	284	250	88.03	563	486	86.32	1,007	867	86.1	1,952	1,682	86.17
OREGON	69	56	81.16	72	69	95.83	234	219	93.59	840	775	92.26	1,215	1,119	92.10
PENNSYLVANIA	902	718	79.6	895	735	82.12	978	859	87.83	3,936	3,395	86.26	6,711	5,707	85.04
RHODE ISLAND	13	7	53.85	157	140	89.17	43	32	74.42	324	296	91.36	537	475	88.45
SOUTH CAROLINA	140	124	88.57	596	495	83.05	772	703	91.06	407	354	86.98	1,915	1,676	87.52
SOUTH DAKOTA	32	27	84.38	108	97	89.81	229	212	92.58	316	273	86.39	685	609	88.91
TENNESSEE	112	95	84.82	737	671	91.04	1,167	1,093	93.66	776	688	88.66	2,792	2,547	91.22
TEXAS	300	243	81	2,271	2,011	88.55	2,767	2,593	93.71	2,290	2,062	90.04	7,628	6,909	90.57
UTAH	150	119	79.33	420	356	84.76	370	313	84.59	478	398	83.26	1,418	1,186	83.64
VERMONT	30	19	63.33	5	1	20	184	169	91.85	123	102	82.93	342	291	85.09
VIRGIN ISLANDS	10	4	40	1	0	0	2	1	50	18	15	83.33	31	20	64.52
VIRGINIA	334	271	81.14	657	561	85.39	943	834	88.44	1,419	1,190	83.86	3,353	2,856	85.18
WASHINGTON	172	140	81.4	496	433	87.3	313	282	90.1	1,451	1,296	89.32	2,432	2,151	88.45
WEST VIRGINIA – RN	64	52	81.25	124	101	81.45	341	305	89.44	613	512	83.52	1,142	970	84.94
WISCONSIN	156	120	76.92	955	818	85.65	626	543	86.74	1,425	1,211	84.98	3,162	2,692	85.14
WYOMING	8	8	100	43	40	93.02	98	90	91.84	154	125	81.17	303	263	86.80
<b>TOTAL</b>	<b>9,849</b>	<b>7,745</b>	<b>78.64</b>	<b>29,465</b>	<b>25,653</b>	<b>87.06</b>	<b>32,404</b>	<b>28,936</b>	<b>89.3</b>	<b>56,575</b>	<b>48,849</b>	<b>86.34</b>	<b>128,293</b>	<b>111,183</b>	<b>86.66</b>



## NCLEX® Pass Rates – PN (First-time, U.S. Educated)

Jurisdiction	Oct '07 – Dec '07			Jan '08 – March '08			April '08 – June '08			July '08 – Sept '08			TOTAL (Oct '07 – Sept '08)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
ALABAMA	185	174	94.05	250	237	94.8	60	53	88.33	217	214	98.62	712	678	95.22
ALASKA	4	2	50	13	13	100	15	13	86.67	9	9	100.00	41	37	90.24
AMERICAN SAMOA	3	1	33.33	1	1	100	2	1	50	3	0	0.00	9	3	33.33
ARIZONA	110	101	91.82	125	122	97.6	188	185	98.4	327	302	92.35	750	710	94.67
ARKANSAS	99	80	80.81	299	274	91.64	133	118	88.72	508	461	90.75	1,039	933	89.80
CALIFORNIA – VN	1,810	1,308	72.27	2,246	1,631	72.62	1,751	1,180	67.39	1,947	1,389	71.34	7,754	5,508	71.03
COLORADO	149	127	85.23	111	101	90.99	91	79	86.81	315	290	92.06	666	597	89.64
CONNECTICUT	33	28	84.85	139	127	91.37	58	51	87.93	471	428	90.87	701	634	90.44
DELAWARE	26	17	65.38	106	78	73.58	72	62	86.11	94	80	85.11	298	237	79.53
DISTRICT OF COLUMBIA	131	109	83.21	172	133	77.33	190	145	76.32	187	138	73.80	680	525	77.21
FLORIDA	874	698	79.86	926	777	83.91	796	630	79.15	1,254	1,029	82.06	3,850	3,134	81.40
GEORGIA – PN	394	362	91.88	384	342	89.06	362	322	88.95	372	336	90.32	1,512	1,362	90.08
GUAM	2	1	50	11	9	81.82	12	9	75	1	1	100.00	26	20	76.92
HAWAII	21	18	85.71	48	44	91.67	4	3	75	43	40	93.02	116	105	90.52
IDAHO	50	44	88	56	51	91.07	38	35	92.11	137	129	94.16	281	259	92.17
ILLINOIS	359	324	90.25	309	271	87.7	237	201	84.81	863	801	92.82	1,768	1,597	90.33
INDIANA	343	293	85.42	276	235	85.14	257	208	80.93	550	473	86.00	1,426	1,209	84.78
IOWA	172	150	87.21	325	296	91.08	219	197	89.95	674	627	93.03	1,390	1,270	91.37
KANSAS	105	93	88.57	288	267	92.71	317	300	94.64	311	276	88.75	1,021	936	91.67
KENTUCKY	100	94	94	297	279	93.94	335	318	94.93	347	310	89.34	1,079	1,001	92.77
LOUISIANA – PN	130	107	82.31	416	367	88.22	288	255	88.54	288	236	81.94	1,122	965	86.01
MAINE	1	1	100	0	0	0	2	2	100	11	10	90.91	14	13	92.86
MARYLAND	70	69	98.57	36	35	97.22	44	40	90.91	120	118	98.33	270	262	97.04
MASSACHUSETTS	51	37	72.55	89	77	86.52	14	12	85.71	748	693	92.65	902	819	90.80
MICHIGAN	332	291	87.65	337	305	90.5	200	188	94	574	553	96.34	1,443	1,337	92.65
MINNESOTA	132	106	80.3	464	419	90.3	343	311	90.67	652	590	90.49	1,591	1,426	89.63
MISSISSIPPI	60	53	88.33	247	215	87.04	15	9	60	421	360	85.51	743	637	85.73
MISSOURI	254	235	92.52	253	221	87.35	101	84	83.17	742	692	93.26	1,350	1,232	91.26
MONTANA	31	29	93.55	57	50	87.72	19	17	89.47	43	42	97.67	150	138	92.00
NEBRASKA	94	82	87.23	106	89	83.96	107	91	85.05	224	201	89.73	531	463	87.19
NEVADA	1	1	100	1	0	0	0	0	0	24	19	79.17	26	20	76.92
NEW HAMPSHIRE	61	40	65.57	105	85	80.95	113	101	89.38	99	89	89.90	378	315	83.33
NEW JERSEY	464	354	76.29	401	303	75.56	342	247	72.22	525	461	87.81	1,732	1,365	78.81
NEW MEXICO	55	54	98.18	40	36	90	51	46	90.2	101	97	96.04	247	233	94.33
NEW YORK	1,356	1,103	81.34	536	417	77.8	466	358	76.82	1,079	897	83.13	3,437	2,775	80.74
NORTH CAROLINA	224	200	89.29	130	120	92.31	58	55	94.83	601	564	93.84	1,013	939	92.69
NORTH DAKOTA	14	13	92.86	27	22	81.48	33	32	96.97	105	99	94.29	179	166	92.74
NORTHERN MARIANA ISLANDS	2	1	50	1	0	0	0	0	0	0	0	0.00	3	1	33.33
OHIO	974	897	92.09	797	741	92.97	776	684	88.14	1,581	1,417	89.63	4,128	3,739	90.58
OKLAHOMA	229	197	86.03	213	195	91.55	206	187	90.78	586	537	91.64	1,234	1,116	90.44
OREGON	97	94	96.91	52	48	92.31	45	39	86.67	154	150	97.40	348	331	95.11
PENNSYLVANIA	774	690	89.15	583	514	88.16	414	364	87.92	466	430	92.27	2,237	1,998	89.32
RHODE ISLAND	21	18	85.71	9	9	100	4	3	75	6	5	83.33	40	35	87.50
SOUTH CAROLINA	105	101	96.19	160	154	96.25	110	109	99.09	260	243	93.46	635	607	95.59
SOUTH DAKOTA	24	19	79.17	23	22	95.65	6	4	66.67	76	73	96.05	129	118	91.47
TENNESSEE	301	276	91.69	245	212	86.53	412	384	93.2	420	391	93.10	1,378	1,263	91.65
TEXAS	928	811	87.39	1,595	1,391	87.21	783	704	89.91	1,658	1,503	90.65	4,964	4,409	88.82
UTAH	82	79	96.34	153	151	98.69	260	255	98.08	282	269	95.39	777	754	97.04
VERMONT	7	7	100	0	0	0	1	1	100	130	125	96.15	138	133	96.38
VIRGIN ISLANDS	6	5	83.33	1	1	100	0	0	0	5	4	80.00	12	10	83.33
VIRGINIA	471	362	76.86	478	380	79.5	527	424	80.46	766	606	79.11	2,242	1,772	79.04
WASHINGTON	199	186	93.47	137	124	90.51	159	152	95.6	314	301	95.86	809	763	94.31
WEST VIRGINIA – PN	102	93	91.18	76	69	90.79	35	29	82.86	289	268	92.73	502	459	91.43
WISCONSIN	123	106	86.18	252	238	94.44	272	249	91.54	472	439	93.01	1,119	1,032	92.23
WYOMING	7	7	100	27	26	96.3	34	33	97.06	54	50	92.59	122	116	95.08
<b>TOTAL</b>	<b>12,752</b>	<b>10,748</b>	<b>84.28</b>	<b>14,429</b>	<b>12,324</b>	<b>85.41</b>	<b>11,377</b>	<b>9,579</b>	<b>84.2</b>	<b>22,506</b>	<b>19,865</b>	<b>88.27</b>	<b>61,064</b>	<b>52,516</b>	<b>86.00</b>

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Genell Lee, Alabama  
Carol Silveira, Massachusetts  
Cynthia VanWingerden, Virgin Islands  
Debra A. Werner, New Mexico  
Pamela Zickafoose, Delaware  
Diane Twedell, External Member, AONE  
Laura Rhodes, West Virginia (RN), Board Liaison

#### **Resolutions Committee (Delegate Assembly Committee)**

Judith Personett, Washington, Chair  
Gloria Damgaard, South Dakota  
Richard Gibbs, Texas  
Marguerite Witmer, Pennsylvania  
Ruth Ann Terry, California (RN), Board Liaison

#### **TERCAP® Committee**

Lisa Emrich, Ohio, Chair  
Charlotte F. Beason, Kentucky  
Karla E. Bitz, North Dakota  
Karen Bowen, Nebraska  
Thania S. Elliott, Louisiana (RN)  
Sue Petula, Pennsylvania  
Mary Beth Thomas, Texas  
Carol Camille Walker, North Carolina  
Julia George, North Carolina, Board Liaison  
Marie Farrell, California, Consultant  
Kathy Scott, Arizona, Consultant

# MEMBER

NCSBN recognized its dedicated and exceptional membership and guests at the 30th Anniversary Gala held Aug. 6, 2008, in Nashville, Tenn.

Photos: Bell's Photography



**Sandra Evans**, MAEd, RN, executive director, Idaho Board of Nursing, received the Meritorious Service Award, which is granted to a board or staff member of a member board for significant contributions to the purposes of NCSBN.

**Shirley Brekken**, MS, RN, executive director, Minnesota Board of Nursing, was honored with the prestigious R. Louise McManus Award. Individuals receiving this award have made sustained and significant contributions through their highest commitment and dedication to the purposes and mission of NCSBN.



# ACHIEVEMENTS



**Lisa Emrich**, MSN, RN, board staff, Ohio Board of Nursing (above left); **Barbara Newman**, MS, RN, board staff, Maryland Board of Nursing (above center); and **Calvina Thomas**, PhD, RN, board staff, Arkansas State Board of Nursing (above right), received the Exceptional Contribution Award, which is awarded for significant contribution by a board of nursing staff member who does not serve as an executive officer or a board member who is not the current board president.



**The Kentucky Board of Nursing** was awarded the Regulatory Achievement Award that recognizes the member board that has made an identifiable, significant contribution to the purpose of NCSBN in promoting public policy related to the safe and effective practice of nursing in the interest of public welfare.





In honor of NCSBN's 30th Anniversary, a special 30th Anniversary Award was given to **Joey Ridenour**, MN, RN, executive director, Arizona State Board of Nursing (above left); **Sharon Weisenbeck Malin**, MS, RN, former executive director, Kentucky Board of Nursing (above right); and **Mildred S. Schmidt**, EdD, RN (not pictured), former executive secretary, New York State Board of Nursing. This special award honors individuals responsible for historic innovation and profound, lasting achievements that have significantly contributed to nursing regulation and NCSBN.



There was a special award given to **Thomas Abram**, JD, NCSBN legal counsel.



## INSTITUTE OF REGULATORY EXCELLENCE (IRE) FELLOWSHIP PROGRAM

The NCSBN IRE Fellowship Program is a four-year comprehensive educational and professional development program designed for current or former regulators who want to enhance their knowledge of and leadership in nursing regulation. The program includes experiences in analyzing issues involving public policy and regulation, strategic planning, patient safety and communication. It also requires the application of evidence-based concepts in decision making and leadership.



Above left: Kathy D. Chastain

Above right, left to right: Debra Scott, Anthony R. Jusevitch, Faith A. Fields, Linda Young and Emmaline T. Woodson

### 2008 Class of Fellows

**Kathy D. Chastain**, MN, RN, FRE, practice consultant, North Carolina Board of Nursing

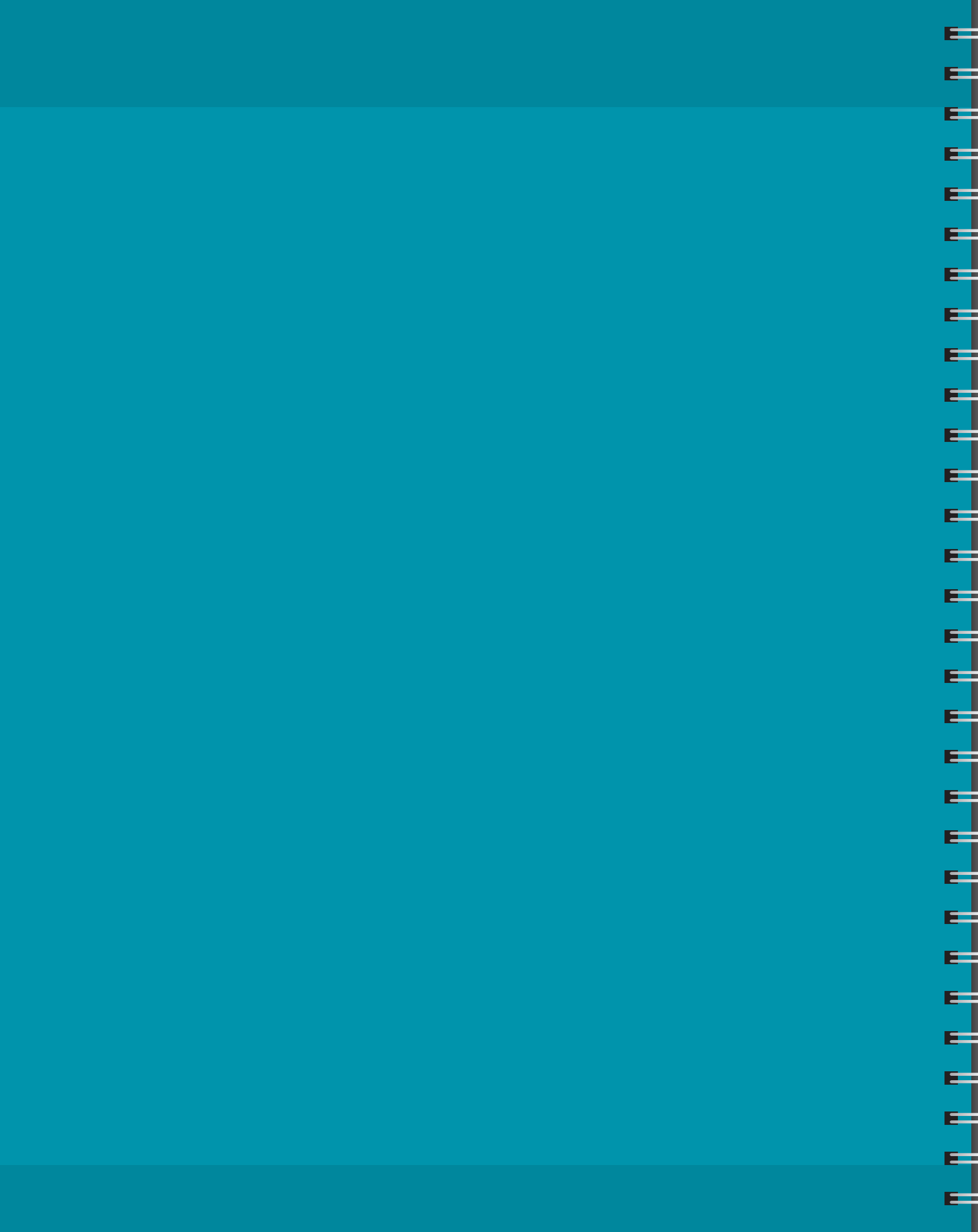
**Debra Scott**, MS, RN, APN, FRE, executive director, Nevada State Board of Nursing

**Mary Kay Habgood**, PhD, MSN, RN, FRE, board member, Florida Board of Nursing

**Emmaline T. Woodson**, MS, RN, FRE, deputy director, Maryland Board of Nursing

**Anthony R. Jusevitch**, BA, FRE, program operations administrator, Florida Board of Nursing

**Linda Young**, MS, RN, FRE, nursing practice specialist, South Dakota Board of Nursing



The pioneer spirit which gave birth to the organization a decade ago must remain alive in each of us as we face the challenges of regulation and licensure tomorrow.

—*Renatta Loquist, President's Message 1988*

Excerpt from *The First 25 Years*  
by Corinne F. Dorsey, MS, RN and  
Joyce M. Schowalter, MEd, RN

**Dawn M. Kappel**, Senior Writer and Editor  
**Kalona Washington** and **Jill Johnson**, Contributing Editors  
Design by **Malcolm Wolf**



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