

2010 ANNUAL REPORT



NCSBN

National Council of State Boards of Nursing



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Mission

The National Council of State Boards of Nursing (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.

Once an organization loses its spirit of pioneering
and rests on its early work, its progress stops.

—**Thomas J. Watson, Sr.**



ABOUT THIS ILLUSTRATION

This illustration blends the message of the 2010 Annual Meeting's theme, "Pioneering the Path to Public Protection," with the natural beauty and history of Portland, Ore., the 2010 NCSBN Annual Meeting host city.



The graphic was designed to honor Portland's past, reflect its vibrant present and bring to light its brilliant future. Each element was selected to not only bring meaning to the theme, but also acquaint new visitors with Portland's heritage and culture. The woodcut look of the illustration pays homage to the folk art tradition of Pacific Northwest artisans. Green was chosen as the dominant color to symbolize nature, growth and potential. This color also honors Portland's reputation as the "greenest" city in the U.S.

Serving as the centerpiece and heart of the illustration is the human element, which embodies the seeker who looks to the future, while remaining mindful of the past.

Because Portland is the City of Roses, the rose is featured prominently in the design. The rose icon can be found everywhere in the metro area, such as in signage, metalwork, and names of stores, businesses and locally-produced products.

The compass serves as a directional guide; a tool for the seeker to utilize in pioneering a path forward. Featured in the design are the Willamette and Columbia Rivers that run dramatically through the city and reinforce the concept of forging a trail despite all obstacles.

Mountains and pine trees are landscape elements native to the area and represent the challenges faced on the journey. The sun is an enlightening, positive symbol emblematic of the goal of safeguarding the public.

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MESSAGE FROM THE CEO AND PRESIDENT

Even as financial shortfalls continue to challenge boards of nursing in the U.S., the crucial work of protecting the public by assuring that only safe and competent nurses are allowed to practice goes on. NCSBN resourcefully endeavors to aid its member boards by providing direct assistance, technological resources, cutting-edge research and sustained excellence in the development and administration of nursing licensure examinations.

In the past year, the publication of the inaugural issue of the *Journal of Nursing Regulation* (JNR) launched the first scholarly journal of its kind examining regulation from a nursing perspective. Published quarterly, JNR offers peer-reviewed articles written by leaders in nursing regulation about original nursing regulatory research; features on regulatory issues, policies and law; critical reviews; evidence-based best practices; innovative strategies; public safety; case reports; book reviews; and continuing education. Additionally, information about the NCLEX® examinations; Joint Commission updates; and federal legislation and regulations that affect nursing and other health care professions is covered on a regular basis.

On the world stage, NCSBN continued to be an active participant in many innovative global exchanges. Its work with national and international regulatory organizations, as well as its collaborations with other organizations, contribute to the body of regulatory knowledge and support NCSBN's vision to advance regulatory excellence worldwide. This unique relationship with regulators from all over the globe provides the opportunity to learn from, share with and assist our regulatory colleagues.

NCSBN supports both the single-state and multi-state nursing licensure models. The Nurse Licensure Compact (NLC) allows registered nurses (RN) and licensed practical/vocational nurses (LPN/VN) to have one multistate license in a primary state of

residency (the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline. Throughout the year the NCSBN Board of Directors worked closely with the Nurse Licensure Compact Administrators Executive Committee to further identify and strengthen the interface between the organizations.

During the past several years, NCSBN's extensive work on Nursys® has allowed the organization to move even closer to establishing for the first time, a truly unduplicated nurse licensure and discipline database. Nursys.org serves member boards by offering an invaluable forum where they can effectively and efficiently verify an applicant's licensure details; enter and review disciplinary actions; identify NLC licenses; enhance communication between member boards; and retrieve discipline and various other reports. Nursys.com allows nurses to use Nurse License Verification for online verification of their license when requesting to practice in another jurisdiction. After the completion of the online process and payment of the required fee, electronic verification is immediately available to the jurisdiction(s) where the nurse applied. Employers and the general public can obtain online license lookup reports through Licensure QuickConfirm and the Nursys® Emergency Responder Service gives approved emergency response organizations the ability to verify numerous nurse licenses at one time, free of charge, through Nursys during a declared "All Hazards Event."

Always mindful of the ever-evolving health care environment, NCSBN is uniquely positioned to combine the collective wisdom of its member boards of nursing, the results of innovative NCSBN research projects, and the information gained from its collaborations with other nursing and health care associations and organizations, both domestically and internationally, to ultimately provide the wealth of this knowledge back to the boards of nursing for use in their mission of public protection.





NCSBN President

Laura Sudmore Rhodes

NCSBN Chief Executive Officer

Kathy Apple

OUR PURPOSE, OUR PROGRESS

The National Council of State Boards of Nursing (NCSBN®) is a not-for-profit organization whose membership comprises 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. There are also seven associate members.

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, 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.

Additionally, NCSBN develops the Medication Aide Certification Examination (MACE®), designed for nurse aides/nursing assistants who choose to receive additional training to become a certified medication aide/assistant. The purpose of MACE is to ensure that individuals who administer medication to residents in assisted living facilities and comprehensive personal care homes have the basic knowledge and skills needed to perform their duties.

The ongoing assessment of these examinations includes research that gathers job analysis data from entry-level nurses and aides that ultimately contributes to the 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 and aides. The item writers who create the examination questions, also known as items, and the reviewers who assess the items are responsible for the content in the NCLEX examination.

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EXAMINATIONS

The NCLEX® examinations remain the instruments by which most people know NCSBN. As part of a continual effort to remain on the cutting edge of examination technology, NCSBN became the first organization in 1994 to implement computerized adaptive testing (CAT) for nationwide licensure examinations

NCSBN also develops and administers two examinations for unlicensed assistive personnel. The National Nurse Aide Assessment Program (NNAAP®) is the largest competency evaluation for nurse aides/nursing assistants. The Medication Aide Certification Examination (MACE®) ensures that medication aides/assistants have the basic knowledge and skills needed to perform their duties administering medication to patients in various health care settings.



The leader has to be practical and a realist, yet must talk the language of the visionary and the idealist.

—Eric Hoffer



Management is doing things right; leadership is doing the right things.

— Peter F. Drucker

OUR PURPOSE, OUR PROGRESS CONTINUED

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 evaluations are an accurate reflection of current nursing practice. NCSBN offers the NCLEX-RN and NCLEX-PN Examinations abroad in Australia, Canada, England, Germany, Hong Kong, India, Japan, Mexico, Philippines and Taiwan for the purpose of domestic nurse licensure in U.S. states and territories.

From April 1, 1994 through Sept. 30, 2010, more than 3.4 million candidates for nurse licensure have taken NCLEX examinations via CAT. From Jan. 1, 2006 through Sept. 30, 2010, 87,876 nurse licensure candidates have taken the NCLEX in international test centers. For the fiscal year ending Sept. 30, 2010, 281,637 candidates took the NCLEX-RN and NCLEX-PN Examinations.

PRODUCTS AND SERVICES

Publications

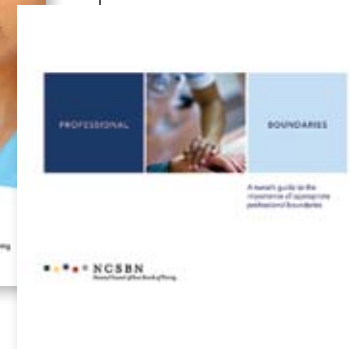
NCSBN produces a wide variety of publications focused on the NCLEX-RN and NCLEX-PN Examinations, as well as health care issues and activities, in addition to conducting its own research studies by addressing some of today's most important nursing practice issues. These publications present in-depth information 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 website at 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 Examination in 1998. Currently, more than 36 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 registered nurses (RNs) and licensed practical/vocational nurses (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 the necessary licensure and discipline documentation in one convenient location.



NCSBN BROCHURES

NCSBN created consumer and nurse brochures to further explain the role of boards of nursing in the U.S. and provide these materials free of charge to member boards, nursing programs, and nursing and consumer organizations.

Publications include:

*Professional Boundaries—
A Nurse's Guide to the Importance of
Appropriate Professional Boundaries*

*State and Territorial Boards of Nursing:
What Every Nurse Needs to Know*

*What You Need
to Know About
Nursing Licensure
and Boards of
Nursing*

*Your State Board of
Nursing Works for
You: A Health Care
Consumer's Guide*

FISCAL YEAR 2010 — A YEAR IN REVIEW

Pioneering the Path to Public Protection was chosen as the theme for fiscal year 2010 (FY10) and reflects the long-standing dedication of the NCSBN Board of Directors (BOD), NCSBN member boards and NCSBN staff to ensure the highest standards of public safety and welfare. FY10 was marked by building on past accomplishments, launching innovative endeavors and seeking new successes.

To reflect its ongoing commitment to the safety and welfare of the public and its service to its member boards, the NCSBN Delegate Assembly approved a new mission statement, vision statement and values that more clearly define NCSBN as an organization.

In FY10 NCSBN continued its high-level collaborations with other nursing and health care organizations, as well as local, state, federal and international government agencies. Mindful of the many environmental factors that influence the success of the organization and its members, NCSBN identified new issues and challenges it will face in the future. NCSBN investigated new ways to support its member boards during the current economic downturn. It sought out new approaches that positively impact patient safety through products, services and public education, and recognized the need to continue to work with consumer groups as an essential collaboration in promoting public safety, as well as informing the public about the work of nursing regulators. NCSBN set objectives to maintain its ongoing partnership with the global nursing regulatory community and continues to support leadership development to sustain and grow the future of the organization. NCSBN also explored



This illustration reflects the theme of the 2010 Annual Meeting: *Pioneering the Path to Public Protection*.

new technologies to uphold its status as a leader in the testing industry.

NCSBN issued a policy statement endorsing continued learning at all levels of nursing and supported the May 2010 Tri-Council Consensus Policy Statement on the Advancement of Nursing Education. NCSBN believes that fostering the advancement of education of nurses is congruent with its own mission to promote regulatory excellence for public protection. The policy statement is also in accordance with major NCSBN initiatives, including continued competence and patient safety. With the complexity

in health care today, the need for systems thinking and the advancement of technology, NCSBN agrees that more nurses are needed in advanced roles; furthermore it is crucial to support the development of new nurse leaders and faculty through the advancement of nursing education, particularly in light of the severe faculty shortage. Similarly, more advanced practice registered nurses (APRNs) are needed to meet the primary care needs of the population.

The Center for Regulatory Excellence (CRE) Grant Program awarded grants totaling more than \$1 million to four U.S. organizations. Since the grant program began in 2007, it has awarded more than \$6 million in grants. The CRE funds innovative projects that can have measurable impact on nursing regulation and can create meaningful change. The CRE's research priorities include: patient safety; practice (licensed practical/vocational nurses [LPN/VNs], registered nurses [RNs] and APRNs); nursing education; continued competence; discipline and alternatives to discipline; and national and international portability.

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MISSION, VISION & VALUES

MISSION

The National Council of State Boards of Nursing (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.

VALUES

Collaboration: Forging solutions through respect, diversity, and the collective strength of all stakeholders.

Excellence: Striving to be and do the best.

Innovation: Embracing change as an opportunity to better all organizational endeavors and turning new ideas into action.

Integrity: Doing the right thing for the right reason through honest, informed, open and ethical dialogue.

Transparency: Demonstrating and expecting openness, clear communication, and accountability of processes and outcomes.



There is no more powerful engine driving an organization toward excellence and long-range success than an attractive, worthwhile, achievable vision for the future, widely shared.

—Burt Nanus, *Visionary Leadership*

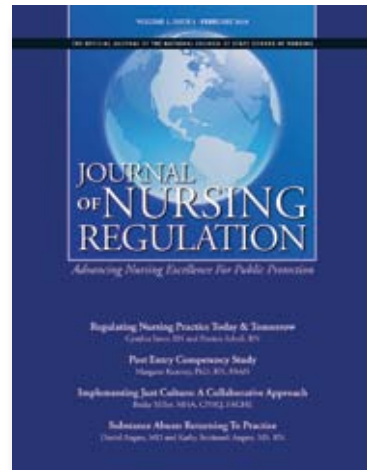


Without continual growth and progress, such words as improvement, achievement, and success have no meaning.

— Benjamin Franklin

FISCAL YEAR 2010 — A YEAR IN REVIEW CONTINUED

This year also saw the publication of the inaugural issue of *Journal of Nursing Regulation* (JNR), the first scholarly journal of its kind examining regulation from a nursing perspective. As the official journal of NCSBN, JNR is dedicated to advancing regulatory excellence and providing a worldwide forum for sharing research, evidence-based practice, and innovative strategies and solutions related to nursing regulation and practice, with the ultimate goal of safeguarding the public.



The new *Journal of Nursing Regulation* examines regulation from a nursing perspective.

NCSBN inducted its fourth group of Fellows of the NCSBN Institute of Regulatory Excellence (IRE) in 2010. The 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 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.

The Bermuda Nursing Council, the College of Licensed Practical Nurses of Alberta and the College of Licensed Practical Nurses of British Columbia joined NCSBN as associate members, bringing the total number of members in this category to seven. Created by a Delegate Assembly resolution in 2007,

the associate membership category is designed to provide a forum through 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-RN® 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 RN practice required a greater level of knowledge, skills and abilities than was required in 2007 when NCSBN established the previous standard.

The passing standard for the National Nurse Aide Assessment Program (NNAAP®) Written and Oral Examination was also raised. The passing standard was increased in response to changes in U.S. health care delivery that have resulted in a wider range of knowledge required by certified entry-level nurse aides/nursing assistants to perform their authorized duties than in 2006, when the passing standard was last evaluated.

The BOD approved an overall passing standard of 55, with no individual section of the test at a scoring level below 50, for the Pearson Test of English Academic (PTE Academic). This decision is consistent with the previous passing standards recommended for other English language tests and the level of English proficiency needed to perform entry-level nursing safely and effectively. This recommendation also

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RESEARCH BRIEFS

In 2010, eight research briefs were published, including:

- *2008 Nurse Licensee Volume and NCLEX® Examination Statistics;*
- *Report of Findings from the 2009 LPN/VN Nursing Knowledge Survey;*
- *2009 LPN/VN Practice Analysis: Linking the NCLEX-PN® Examination to Practice;*
- *Report of Findings from the 2009 TUNING Analysis: A Comparison of U.S. and International Nursing Educational Competencies;*
- *Report of Findings from the 2009 Job Analysis of Nurse Aides;*
- *Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and Ontario, Canada;*
- *Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and British Columbia, Canada; and*
- *Report of Findings from the 2010 Knowledge Survey of Nurse Aides Employed in Nursing Homes/Long-term Care, Hospitals/Acute Care Community/Home Health Care Settings.*

In total, NCSBN has published 50 research briefs.

FISCAL YEAR 2010 — A YEAR IN REVIEW CONTINUED

supports the NCSBN policy position on international nurse immigration, which states that “domestic and international nurses need to be proficient in written and spoken English skills.”

Leader to Leader, the biannual newsletter for nursing educators, remained a popular mechanism 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.



The *Leader to Leader* newsletter provides information about new programs, projects and initiatives in nursing education.

NCSBN e-learning initiatives for the benefit of its members 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, delivered 32,000 online courses during FY10. 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 for membership includes more than 300 offerings in a variety of formats: online courses, streaming videos, wikis, recorded webinars and live webcasts. Learning Extension currently offers 36 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 197,000 nurses in 120 countries.

Taking advantage of the many opportunities that social media outlets provide for the dissemination of information, NCSBN Examinations now has a presence on the social networking sites Facebook and Twitter to enable individuals who are interested in learning

more about the NCLEX®, NNAAP and Medication Aide Certification Examination (MACE®), to receive the most up-to-date information quickly and easily. Facebook updates and Twitter tweets focus on sharing critical information about these examinations with the public and serve as an informational hub of NCSBN Examinations.

Nursys® is NCSBN's national nurse licensure database to which the majority of state boards of nursing submit licensure information. In FY10 NCSBN introduced the Nursys® Emergency Responder Service. During a declared “All Hazards Event,” this service gives approved emergency response organizations the ability to verify numerous nurse licenses at one time, free of charge, through Nursys. This will help protect the public, as emergency response organizations can quickly and efficiently confirm the licensure status of those nurses offering assistance.

NCSBN met in Portland, Ore., Aug. 11–13, 2010, to consider pertinent association business with its member boards of nursing. All 60 member boards were represented by delegates.

Newly elected NCSBN President Myra A. Broadway, JD, MS, RN, executive director, Maine State Board of Nursing, commented, “One of the most important outcomes of this meeting was the delegates’ adoption of a new mission statement for the organization. Delegates embraced the need for an updated and more inclusive mission that focused on regulatory excellence for public protection.” She continued, “In addition, I know that the opportunity to network and debate important issues during this meeting will positively influence the work members perform in their jurisdictions in the coming year.”

2010 ANNUAL MEETING

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

- Adoption of revisions to the NCSBN Bylaws;
- Revisions to the NCSBN Mission Statement;
- Acceptance of the 2011–2013 Strategic Initiatives;
- Approval of the Bermuda Nursing Council, the College of Licensed Practical Nurses of Alberta and the College of Licensed Practical Nurses of British Columbia as associate members of NCSBN;
- Revisions to the NCSBN Model Practice Act and Administrative Rules;
- Adoption of the Guiding Principles for Continued Competence;
- Approval of the 2011 NCLEX-PN® Test Plan; and
- Election of new directors to the board of directors and members of the Leadership Succession Committee.



Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience and the passion to reach for the stars to change the world.

— Harriet Tubman

OPERATING STATEMENTS

FISCAL YEAR 2010 OPERATING STATEMENTS

YEAR ENDED SEPT. 30, 2010

SOURCES OF REVENUE	\$	%
Examination fees	\$59,431,200	81%
Investment earnings	\$7,996,943	11%
Membership fees	\$186,000	0%
Other program services	\$6,055,024	8%
TOTAL	\$73,669,167	100%

PROGRAM SERVICES	\$	%
Nurse competency	\$41,264,703	70%
Nurse practice and regulatory outcome	\$6,552,005	11%
Information	\$8,186,682	14%
Management and general	\$2,959,055	5%
TOTAL	\$58,962,445	100%

TOTAL INCREASE IN NET ASSETS	\$14,706,722
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STRATEGIC PLAN

NCSBN used the FY08–10 Strategic Plan as its guide to achieve long-term goals and objectives. Over the course of the past three years NCSBN advanced patient safety for the health and welfare of the public; provided resources, communication, education and technology to guarantee member board success; advanced evidence-based nursing regulation and regulatory solutions for public protection; provided comprehensive data management for member boards and external stakeholders; became the premier organization to define and measure entry and continued competence; and advanced the development of regulatory excellence worldwide.



In periods where there is no leadership, society stands still. Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better.

— **President Harry S. Truman**

NCLEX® PASS RATES

NCLEX® PASS RATES – RN

	Oct. '09 – Dec. '09			Jan. '10 – Mar. '10		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated						
RN – Diploma	441	384	87.1	963	886	92.0
RN – ADN	6,994	5,693	81.4	21,074	18,771	89.1
RN – BSN	4,298	3,696	86.0	13,188	12,019	91.1
Special Program Codes	25	20	80.0	34	25	73.5
Total – First-time, U.S. Educated	11,758	9,793	83.3	35,259	31,701	89.9
Repeat, U.S. Educated	7,294	4,243	58.2	5,354	2,933	54.8
First-time, Internationally Educated	5,023	2,181	43.4	4,424	1,946	44.0
Repeat, Internationally Educated	4,700	1,140	24.3	4,558	1,174	25.8
ALL CANDIDATES	28,775	17,357	60.3	49,595	37,754	76.1

	Apr. '10 – Jun. '10			Jul. '10 – Sept. '10			TOTAL (FY10)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated									
RN – Diploma	814	741	91.0	1,538	1,356	88.2	3,756	3,367	89.6
RN – ADN	23,360	20,832	89.2	30,237	25,409	84.0	81,665	70,705	86.6
RN – BSN	16,048	14,746	91.9	21,547	18,499	85.9	55,081	48,960	88.9
Special Program Codes	29	20	69.0	20	15	75.0	108	80	74.1
Total – First-time, U.S. Educated	40,251	36,339	90.3	53,342	45,279	84.9	140,610	123,112	87.6
Repeat, U.S. Educated	5,222	2,558	49.0	8,078	4,570	56.6	25,948	14,304	55.1
First-time, Internationally Educated	3,614	1,387	38.4	3,307	1,159	35.0	16,368	6,673	40.8
Repeat, Internationally Educated	3,679	696	18.9	3,875	747	19.3	16,812	3,757	22.3
ALL CANDIDATES	52,766	40,980	77.7	68,602	51,755	75.4	199,738	147,846	74.0

NCLEX® PASS RATES – PN

	Oct. '09 – Dec. '09			Jan. '10 – Mar. '10		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated	13,973	11,897	85.1	15,093	13,027	86.3
Repeat, U.S. Educated	3,876	1,664	42.9	3,211	1,335	41.6
First-time, Internationally Educated	244	111	45.5	216	91	42.1
Repeat, Internationally Educated	345	75	21.7	267	54	20.2
ALL CANDIDATES	18,438	13,747	74.6	18,787	14,507	77.2

	Apr. '10 – Jun. '10			Jul. '10 – Sept. '10			TOTAL (FY10)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
First-time, U.S. Educated	13,920	11,863	85.2	22,954	20,459	89.1	65,940	57,246	86.8
Repeat, U.S. Educated	3,569	1,412	39.6	3,290	1,228	37.3	13,946	5,639	40.4
First-time, Internationally Educated	250	131	52.0	223	103	46.2	933	436	46.7
Repeat, Internationally Educated	261	62	23.8	207	30	14.5	1,080	221	20.5
ALL CANDIDATES	18,000	13,468	74.8	26,674	21,820	81.8	81,899	63,542	77.6



FISCAL YEAR 2010 FIRST-TIME, INTERNATIONALLY EDUCATED CANDIDATES TOP FIVE COUNTRIES (WITH RESPECT TO VOLUME)

	Oct. '09 – Dec. '09	Jan. '10 – Mar. '10	Apr. '10 – Jun. '10	Jul. '10 – Sept. '10	TOTAL (FY10)
1st	Philippines	Philippines	Philippines	Philippines	Philippines
	3,528	3,024	2,529	2,227	11,308
2nd	India	South Korea	India	India	India
	344	301	256	245	1,128
3rd	South Korea	India	South Korea	South Korea	South Korea
	288	283	230	180	999
4th	Canada	Canada	Canada	Canada	Canada
	155	131	128	169	583
5th	Nigeria	Puerto Rico	Nigeria	Nigeria	Nigeria*
	102	104	52	74	301

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

*This number reflects an additional 73 candidates during the second quarter where Nigeria was 6th in the ranking.

From Jan. 1, 2006 through Sept. 30, 2010, **87,876 nurse licensure candidates** have taken the **NCLEX examination in international test centers.**

Since April 1, 1994 through Sept. 30, 2010, more than **3.4 million candidates** for nurse licensure have taken **NCLEX examinations via computerized adaptive testing.**

For the fiscal year ending Sept. 30, 2010, **281,637 candidates** took the **NCLEX-RN and NCLEX-PN Examinations.**

NCLEX® PASS RATES FISCAL YEAR 2010 – RN (First-time, U.S. Educated)

Jurisdiction	Oct. '09 – Dec. '09			Jan. '10 – Mar. '10			Apr. '10 – Jun. '10			Jul. '10 – Sept. '10			TOTAL (FY10)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
ALABAMA	219	170	77.63	631	535	84.79	1,347	1,196	88.79	1,186	990	83.47	3,383	2,891	85.46
ALASKA	34	29	85.29	75	70	93.33	43	41	95.35	39	30	76.92	191	170	89.01
ARIZONA	218	185	84.86	1,039	938	90.28	747	690	92.37	850	748	88.00	2,854	2,561	89.73
ARKANSAS	136	119	87.50	567	501	88.36	298	259	86.91	670	526	78.51	1,671	1,405	84.08
CALIFORNIA – RN	989	837	84.63	3,840	3,448	89.79	2,115	1,901	89.88	4,425	3,806	86.01	11,369	9,992	87.89
COLORADO	179	155	86.59	550	505	91.82	560	498	88.93	549	485	88.34	1,838	1,643	89.39
CONNECTICUT	133	113	84.96	192	176	91.67	300	287	95.67	705	628	89.08	1,330	1,204	90.53
DELAWARE	18	14	77.78	128	119	92.97	121	102	84.30	211	171	81.04	478	406	84.94
DISTRICT OF COLUMBIA	20	15	75.00	76	66	86.84	91	78	85.71	133	109	81.95	320	268	83.75
FLORIDA	922	787	85.36	2,152	1,951	90.66	2,079	1,891	90.96	2,489	2,137	85.86	7,642	6,766	88.54
GEORGIA – RN	187	153	81.82	796	736	92.46	1,279	1,172	91.63	779	663	85.11	3,041	2,724	89.58
GUAM	7	6	85.71	6	5	83.33	2	2	100.00	15	15	100.00	30	28	93.33
HAWAII	39	29	74.36	214	197	92.06	80	65	81.25	202	155	76.73	535	446	83.36
IDAHO	55	47	85.45	183	167	91.26	188	178	94.68	210	175	83.33	636	567	89.15
ILLINOIS	191	162	84.82	1,266	1,163	91.86	1,702	1,590	93.42	2,137	1,799	84.18	5,296	4,714	89.01
INDIANA	238	173	72.69	958	812	84.76	1,276	1,110	86.99	1,597	1,287	80.59	4,069	3,382	83.12
IOWA	120	88	73.33	487	423	86.86	668	583	87.28	768	618	80.47	2,043	1,712	83.80
KANSAS	233	202	86.70	329	268	81.46	1,077	928	86.17	243	192	79.01	1,882	1,590	84.48
KENTUCKY	242	203	83.88	807	740	91.70	1,044	945	90.52	630	514	81.59	2,723	2,402	88.21
LOUISIANA – RN	189	182	96.30	919	865	94.12	305	282	92.46	921	812	88.17	2,334	2,141	91.73
MAINE	27	24	88.89	121	106	87.60	355	333	93.80	159	131	82.39	662	594	89.73
MARYLAND	106	88	83.02	663	598	90.20	565	502	88.85	1,035	904	87.34	2,369	2,092	88.31
MASSACHUSETTS	173	148	85.55	790	723	91.52	636	582	91.51	1,763	1,532	86.90	3,362	2,985	88.79
MICHIGAN	702	603	85.90	1,083	1,005	92.80	942	854	90.66	2,180	1,873	85.92	4,907	4,335	88.34
MINNESOTA	83	54	65.06	711	608	85.51	1,349	1,228	91.03	790	612	77.47	2,933	2,502	85.31
MISSISSIPPI	76	65	85.53	355	331	93.24	830	727	87.59	480	386	80.42	1,741	1,509	86.67
MISSOURI	206	166	80.58	879	787	89.53	994	911	91.65	1,260	1,075	85.32	3,339	2,939	88.02
MONTANA	7	5	71.43	103	94	91.26	167	155	92.81	116	93	80.17	393	347	88.30
NEBRASKA	65	52	80.00	321	296	92.21	486	434	89.30	292	246	84.25	1,164	1,028	88.32
NEVADA	119	95	79.83	291	245	84.19	206	185	89.81	232	203	87.50	848	728	85.85
NEW HAMPSHIRE	11	10	90.91	35	34	97.14	367	341	92.92	230	194	84.35	643	579	90.05
NEW JERSEY	269	235	87.36	611	558	91.33	594	537	90.40	1,392	1,225	88.00	2,866	2,555	89.15
NEW MEXICO	177	148	83.62	301	257	85.38	134	116	86.57	349	302	86.53	961	823	85.64
NEW YORK	1,338	1,071	80.04	2,145	1,862	86.81	1,586	1,353	85.31	4,809	4,082	84.88	9,878	8,368	84.71
NORTH CAROLINA	85	73	85.88	777	730	93.95	2,237	2,017	90.17	830	662	79.76	3,929	3,482	88.62
NORTH DAKOTA	2	2	100.00	65	55	84.62	292	270	92.47	87	68	78.16	446	395	88.57
NORTHERN MARIANA ISLANDS	15	10	66.67	4	2	50.00	1	0	0.00	2	2	100.00	22	14	63.64
OHIO	1,104	917	83.06	1,700	1,466	86.24	1,997	1,752	87.73	3,144	2,622	83.40	7,945	6,757	85.05
OKLAHOMA	132	112	84.85	418	380	90.91	683	603	88.29	1,076	920	85.50	2,309	2,015	87.27
OREGON	78	70	89.74	91	87	95.60	300	280	93.33	855	769	89.94	1,324	1,206	91.09
PENNSYLVANIA	819	679	82.91	1,092	944	86.45	1,134	1,039	91.62	4,055	3,486	85.97	7,100	6,148	86.59
RHODE ISLAND	13	9	69.23	183	177	96.72	51	46	90.20	300	265	88.33	547	497	90.86
SOUTH CAROLINA	179	155	86.59	569	505	88.75	960	892	92.92	464	397	85.56	2,172	1,949	89.73
SOUTH DAKOTA	39	33	84.62	125	108	86.40	324	295	91.05	222	187	84.23	710	623	87.75
TENNESSEE	135	127	94.07	928	890	95.91	1,097	1,034	94.26	876	793	90.53	3,036	2,844	93.68
TEXAS	464	395	85.13	2,943	2,712	92.15	2,991	2,765	92.44	2,517	2,088	82.96	8,915	7,960	89.29
UTAH	166	134	80.72	345	316	91.59	610	559	91.64	377	314	83.29	1,498	1,323	88.32
VERMONT	15	9	60.00	1	0	0.00	169	154	91.12	135	108	80.00	320	271	84.69
VIRGIN ISLANDS	8	5	62.50	1	0	0.00	2	2	100.00	24	16	66.67	35	23	65.71
VIRGINIA	348	284	81.61	721	635	88.07	1,091	985	90.28	1,305	1,089	83.45	3,465	2,993	86.38
WASHINGTON	211	177	83.89	473	421	89.01	378	345	91.27	1,422	1,287	90.51	2,484	2,230	89.77
WEST VIRGINIA – RN	72	49	68.06	160	141	88.13	391	347	88.75	544	431	79.23	1,167	968	82.95
WISCONSIN	129	107	82.95	991	905	91.32	912	815	89.36	1,079	914	84.71	3,111	2,741	88.11
WYOMING	16	13	81.25	48	38	79.17	98	83	84.69	182	143	78.57	344	277	80.52
TOTAL	11,758	9,793	83.29	35,259	31,701	89.91	40,251	36,339	90.28	53,342	45,279	84.88	140,610	123,112	87.56

NCLEX® PASS RATES FISCAL YEAR 2010 – PN (First-time, U.S. Educated)

Jurisdiction	Oct. '09 – Dec. '09			Jan. '10 – Mar. '10			Apr. '10 – Jun. '10			Jul. '10 – Sept. '10			TOTAL (FY10)		
	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing	# Testing	# Passing	% Passing
ALABAMA	153	144	94.12	290	273	94.14	77	73	94.81	361	347	96.12	881	837	95.01
ALASKA	3	2	66.67	5	4	80.00	4	4	100.00	7	6	85.71	19	16	84.21
AMERICAN SAMOA	2	2	100.00	0	0	0.00	0	0	0.00	6	5	83.33	8	7	87.50
ARIZONA	90	89	98.89	103	97	94.17	120	116	96.67	206	196	95.15	519	498	95.95
ARKANSAS	136	116	85.29	296	272	91.89	160	149	93.13	549	514	93.62	1,141	1,051	92.11
CALIFORNIA – PN	2,254	1,667	73.96	2,337	1,733	74.15	2,108	1,522	72.20	2,212	1,624	73.42	8,911	6,546	73.46
COLORADO	103	95	92.23	83	75	90.36	87	81	93.10	212	189	89.15	485	440	90.72
CONNECTICUT	120	110	91.67	321	294	91.59	224	210	93.75	225	201	89.33	890	815	91.57
DELAWARE	64	43	67.19	82	66	80.49	98	83	84.69	92	72	78.26	336	264	78.57
DISTRICT OF COLUMBIA	134	105	78.36	141	102	72.34	139	108	77.70	135	88	65.19	549	403	73.41
FLORIDA	882	729	82.65	1,020	880	86.27	1,010	868	85.94	1,164	1,038	89.18	4,076	3,515	86.24
GEORGIA – PN	380	356	93.68	294	277	94.22	420	379	90.24	310	277	89.35	1,404	1,289	91.81
GUAM	2	1	50.00	10	8	80.00	17	16	94.12	2	1	50.00	31	26	83.87
HAWAII	15	15	100.00	40	38	95.00	25	25	100.00	54	54	100.00	134	132	98.51
IDAHO	57	53	92.98	55	49	89.09	52	47	90.38	110	106	96.36	274	255	93.07
ILLINOIS	359	310	86.35	442	408	92.31	218	191	87.61	943	869	92.15	1,962	1,778	90.62
INDIANA	286	251	87.76	396	355	89.65	227	187	82.38	513	462	90.06	1,422	1,255	88.26
IOWA	193	183	94.82	260	242	93.08	295	278	94.24	643	622	96.73	1,391	1,325	95.26
KANSAS	101	96	95.05	205	192	93.66	370	347	93.78	277	256	92.42	953	891	93.49
KENTUCKY	157	143	91.08	336	317	94.35	241	224	92.95	306	281	91.83	1,040	965	92.79
LOUISIANA – PN	122	106	86.89	525	450	85.71	416	370	88.94	269	237	88.10	1,332	1,163	87.31
MAINE	17	16	94.12	23	19	82.61	21	20	95.24	32	31	96.88	93	86	92.47
MARYLAND	93	89	95.70	63	59	93.65	50	41	82.00	99	93	93.94	305	282	92.46
MASSACHUSETTS	70	64	91.43	110	99	90.00	25	20	80.00	652	622	95.40	857	805	93.93
MICHIGAN	361	338	93.63	350	329	94.00	241	229	95.02	447	426	95.30	1,399	1,322	94.50
MINNESOTA	158	129	81.65	429	393	91.61	469	436	92.96	583	537	92.11	1,639	1,495	91.21
MISSISSIPPI	87	80	91.95	245	209	85.31	64	45	70.31	425	382	89.88	821	716	87.21
MISSOURI	187	173	92.51	257	227	88.33	166	146	87.95	772	734	95.08	1,382	1,280	92.62
MONTANA	12	12	100.00	55	55	100.00	31	30	96.77	39	39	100.00	137	136	99.27
NEBRASKA	82	71	86.59	87	74	85.06	126	113	89.68	181	160	88.40	476	418	87.82
NEVADA	5	4	80.00	17	15	88.24	5	4	80.00	20	17	85.00	47	40	85.11
NEW HAMPSHIRE	41	30	73.17	75	65	86.67	122	109	89.34	54	48	88.89	292	252	86.30
NEW JERSEY	587	431	73.42	520	362	69.62	719	475	66.06	873	650	74.46	2,699	1,918	71.06
NEW MEXICO	47	47	100.00	35	34	97.14	40	40	100.00	82	78	95.12	204	199	97.55
NEW YORK	1,112	887	79.77	468	374	79.91	504	388	76.98	1,332	1,140	85.59	3,416	2,789	81.65
NORTH CAROLINA	164	154	93.90	185	173	93.51	129	123	95.35	561	543	96.79	1,039	993	95.57
NORTH DAKOTA	17	16	94.12	15	14	93.33	48	47	97.92	97	96	98.97	177	173	97.74
NORTHERN MARIANA ISLANDS	2	0	0.00	4	1	25.00	4	4	100.00	4	3	75.00	14	8	57.14
OHIO	1,743	1,578	90.53	1,100	993	90.27	1,064	950	89.29	1,536	1,429	93.03	5,443	4,950	90.94
OKLAHOMA	266	239	89.85	208	195	93.75	216	197	91.20	595	548	92.10	1,285	1,179	91.75
OREGON	126	116	92.06	37	36	97.30	84	76	90.48	187	181	96.79	434	409	94.24
PENNSYLVANIA	637	573	89.95	544	477	87.68	432	375	86.81	653	607	92.96	2,266	2,032	89.67
RHODE ISLAND	12	11	91.67	13	12	92.31	9	9	100.00	3	3	100.00	37	35	94.59
SOUTH CAROLINA	129	119	92.25	105	99	94.29	131	125	95.42	246	233	94.72	611	576	94.27
SOUTH DAKOTA	23	21	91.30	41	35	85.37	17	13	76.47	124	118	95.16	205	187	91.22
TENNESSEE	362	339	93.65	297	276	92.93	509	481	94.50	530	512	96.60	1,698	1,608	94.70
TEXAS	1,106	989	89.42	1,392	1,248	89.66	918	800	87.15	2,031	1,820	89.61	5,447	4,857	89.17
UTAH	32	32	100.00	136	136	100.00	269	266	98.88	131	129	98.47	568	563	99.12
VERMONT	4	4	100.00	3	3	100.00	4	4	100.00	155	154	99.35	166	165	99.40
VIRGIN ISLANDS	0	0	0.00	2	1	50.00	9	4	44.44	3	0	0.00	14	5	35.71
VIRGINIA	452	323	71.46	529	398	75.24	606	463	76.40	759	593	78.13	2,346	1,777	75.75
WASHINGTON	235	222	94.47	131	126	96.18	241	232	96.27	409	388	94.87	1,016	968	95.28
WEST VIRGINIA – PN	67	60	89.55	85	77	90.59	37	29	78.38	291	261	89.69	480	427	88.96
WISCONSIN	116	106	91.38	265	255	96.23	279	268	96.06	393	381	96.95	1,053	1,010	95.92
WYOMING	8	8	100.00	26	26	100.00	23	23	100.00	59	58	98.31	116	115	99.14
TOTAL	13,973	11,897	85.14	15,093	13,027	86.31	13,920	11,863	85.22	22,954	20,459	89.13	65,940	57,246	86.82



The task of the leader is to get his people from where they are to where they have not been.

—Henry Kissinger

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Photo: Andrew Campbell.



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Betsy Houchen, Ohio, Board Liaison

Continued Competence Committee

Katie Daugherty, California–RN, Chair
Teresa Bello-Jones, California–VN
Linda Burhans, North Carolina
Sean Gorman, Indiana
Margaret Hourigan, Maine
Terry Karfonta, Florida

Melinda Rush, Mississippi
Kathy Scott, Arizona
Francene Weatherby, Oklahoma
Wendy Winslow, British Columbia
Kathy Malloch, Arizona, Board Liaison

Disciplinary Resources Committee

Sandra Evans, Idaho, Chair
Dennis Corrigan, Ohio
Rene Cronquist, Minnesota
Trent Kelly, Washington
C. Lynn Lewis, South Carolina
Margaret Sheaffer, Pennsylvania
Linda Taft, Michigan
Mary A. Trentham, Arkansas
Myra Broadway, Maine, Board Liaison

Finance Committee

Randall Hudspeth, Idaho, Chair
Cynthia Burroughs, Arkansas
Rula Harb, Massachusetts
Daniel Hudgins, North Carolina
Mark Majek, Texas
Diane M. Sanders, Washington

Institute of Regulatory Excellence Committee

Connie Kalanek, North Dakota, Chair
Louise Bailey, California–RN
Roseann Colosimo, Nevada
Ann M. Jones, Minnesota
Sharon J. Pierce, Maryland
Mary Beth Stepans, Wyoming
Debra Scott, Nevada, Board Liaison

Leadership Succession Committee

Barbara Morvant, Louisiana–RN, Chair
Mary Blubaugh, Kansas
Nancy Bohr, South Dakota
Rick García, Florida
Mary Kay Goetter, Wyoming
Patricia Lane, Virginia
David Mangler, Delaware
Paula Meyer, Washington

NCLEX® Examination Committee

Patricia Spurr, Kentucky, Chair
Cheryl Anderson, California–VN
Margarita Bautista-Gay, Guam
Usrah Claar-Rice, Washington
Claire Doody Glaviano, Louisiana–PN
Doris Hill, Minnesota
Janice Hooper, Texas
Lorinda Inman, Iowa
Patricia Lange-Otsuka, Hawaii
Barbara Peterson, Delaware
Barbara Zittel, New York
Pamela Autrey, Alabama, Board Liaison

NCLEX® Item Review Subcommittee

Susan C. Baltrus, Maine
Kristin Benton, Texas
Pamela Ambush Burris, Maryland
Amanda Campbell, Connecticut
Patricia A. Johnson, Arizona
Barbara Knopp, North Carolina
Cecilia Mukai, Hawaii
Nancy Murphy, South Carolina
Christine Naas, New Hampshire
Judith Pelletier, Massachusetts



Sharon Ridgeway, Minnesota
Cristiana Rosa, Rhode Island
Catherine Rose, Rhode Island
Suzette Scheuermann, Kentucky
Kathy Sullivan, Wisconsin
Sandra Summers, Colorado
Rhonda Taylor, Washington
Jacqueline Waggoner, New Mexico
Linda Young, South Dakota

Nursys® Committee

Adrian Guerrero, Kansas, Chair
Stacie Berumen, California–RN
Michelle Cartee, Missouri
DeWayne Hatcher, Oregon
Sandra Johanson, Kentucky
Sue Tedford, Arkansas
Terry West, Washington
Julio Santiago, Illinois,
Board Liaison

TERCAP® Committee

Lisa Emrich, Ohio, Chair
Charlotte F. Beason, Kentucky
Janet Edmonds, Idaho
Marney Halligan, Minnesota
Sue Petula, Pennsylvania
Ann Ricks, Mississippi
Mary Beth Thomas, Texas
Rodney Hicks, External Member
Julia George, North Carolina,
Board Liaison

Transition to Practice Committee

Marcy Echternacht, Nebraska, Chair
Lanette Anderson, West Virginia–PN
Mary L. Botter, Vermont
Carol Komara, Kentucky
Joyce W. Roth, North Carolina
Carol Silveira, Massachusetts
Carol Reineck, External Member
Jean Barry, Guest Member
Pamela McCue, Rhode Island,
Board Liaison

Uniform Licensure Requirements and Portability Committee

Brenda McDougal, North Carolina,
Chair
Karla Bitz, North Dakota
Mary Blubaugh, Kansas
Sue Derouen, Kentucky
Jennifer L. Filippone, Connecticut
Heidi Goodman, California–RN
Anthony Jusevitch, Florida
Judith Nagel, Idaho
Barbara Newman, Maryland
Ophelia A. Powell-Torres,
Virgin Islands
Laura Skidmore Rhodes,
West Virginia–RN, Board Liaison

NCSBN Interactive Offering Development

These individuals participated in the development of NCSBN online educational and video offerings during FY10.

Lanette Anderson, West Virginia–PN
Karla Bitz, North Dakota
Myra Broadway, Maine
J. L. Skylar Cadell, Texas
Dennis Corrigan, Ohio
Rene Cronquist, Minnesota
Sandra Evans, Idaho
Randall Hudspeth, Idaho
Sandra Johanson, Kentucky
Trent Kelly, Washington
C. Lynn Lewis, South Carolina
Margaret Sheaffer, Pennsylvania
Ann L. O’Sullivan, Pennsylvania
Linda Taft, Michigan
Katherine Thomas, Texas
Mary A. Trentham, Arkansas
Pamela Twombly, Virginia

MEMBER ACHIEVEMENTS

On Aug. 12, 2010, NCSBN Awards Ceremony attendees gathered inside a ballroom at the Hilton Portland & Executive Tower in Portland, Ore. to reconnect with old friends, congratulate the evening's honorees and sample the finest cuisine Portland had to offer.

The ballroom was swathed in bold shades of oranges, reds and yellows. Each table was decorated with tall vases overflowing with colorful roses, honoring Portland as the City of Roses. Beside each place setting was a favor for attendees to remember the night by: a jar of marionberry preserves, a blackberry hybrid native to Oregon.

After a dinner of Northwest specialties, including crisp produce, fresh seafood and locally grown hazelnuts, NCSBN Board of Directors Vice President Myra Broadway presided over the night's festivities, recognizing NCSBN's dedicated and exceptional membership and guests. Broadway honored the award winners for their service and commitment to nursing regulation. She also congratulated the Institute of Regulatory Excellence (IRE) 2010 Class of Fellows, recognized two boards of nursing that celebrated 100 years of excellence in nursing regulation in 2010 and honored several executive officers for their years of service to NCSBN.

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INSTITUTE OF REGULATORY EXCELLENCE (IRE)

NCSBN inducted its fourth group of Fellows of the NCSBN IRE. The 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 2010 Class of Fellows includes: **Susan K. Odom, PhD, RN**, chair, Idaho Board of Nursing, and **William E. Spooner**, regulatory supervisor consultant, Florida Board of Nursing.

Left (left to right): William E. Spooner, Connie Kalanek and Susan K. Odom.

Opposite page: The Awards Ceremony attendees gathered inside a ballroom at the Hilton Portland & Executive Tower in Portland, Ore.

Photo: David A. Barss.





Never miss an opportunity to say a word of congratulation upon anyone's achievement.

—President Lyndon B. Johnson

MEMBER ACHIEVEMENTS CONTINUED

Below: Kathy Apple enjoys chatting with a guest at dinner.

2010 AWARD RECIPIENTS

Meritorious Service Award:

Ann L. O'Sullivan, PhD, MSN, CRNP, CPNP, FAAN, board president, Pennsylvania State Board of Nursing, received the Meritorious Service Award, which is presented to a board or staff member of a member board for positive impact and significant contributions to the purposes of NCSBN.

Exceptional Leadership Award:

Catherine Giessel, MS, RN, ANP, FAANP, recent past board chair, Alaska Board of Nursing, received the Exceptional Leadership Award, which is bestowed upon an individual who has served as president of a member board and has made significant contributions to NCSBN in that role.

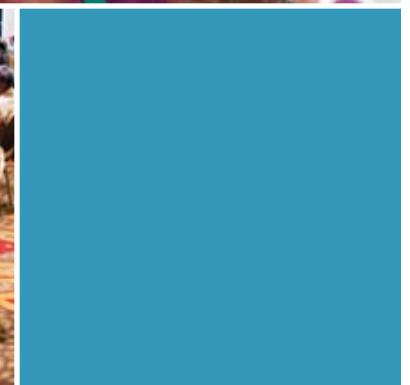
Exceptional Contribution Award:

Sue Tedford, MNsc, RN, CNS, APN, board staff, Arkansas State Board of Nursing, and Valerie Smith, MS, RN, FRE, board staff, Arizona State Board of Nursing, each received the Exceptional Contribution Award, which is given 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.

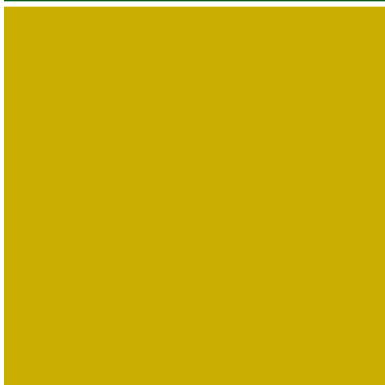
Regulatory Achievement Award:

The Texas 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.

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2010



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		c
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Photos at left (per key):
a. Myra Broadway and Ann L. O'Sullivan.
b. Valerie Smith and Sue Tedford.
c. Catherine Giessel.
d. Texas Board of Nursing.

MEMBER ACHIEVEMENTS

CONTINUED

In addition, service awards were given to the following executive officers of boards of nursing:

FIVE YEARS

Toaga Seumalo, MS, RN, executive secretary,
American Samoa Health Services

Charlotte Beason, EdD, RN, NEA, executive director,
Kentucky Board of Nursing

Rula Harb, MS, RN, executive director,
Massachusetts Board of Registration in Nursing

Betsy Houchen, JD, MS, RN, executive director,
Ohio Board of Nursing

10 YEARS

Barbara Zittel, PhD, RN, executive secretary,
New York State Board of Nursing (not present)

Claire Doody Glaviano, MN, RN, executive director,
Louisiana State Board of Practical Nurse Examiners
(not present)

15 YEARS

Joey Ridenour, MN, RN, FAAN, executive director,
Arizona State Board of Nursing

Laura Skidmore Rhodes, MSN, RN, executive director,
West Virginia Board of Examiners for Registered
Professional Nurses (not present)

Katherine Thomas, MN, RN, executive director,
Texas Board of Nursing

25 YEARS

Elizabeth Lund, MSN, RN, executive director,
Tennessee State Board of Nursing

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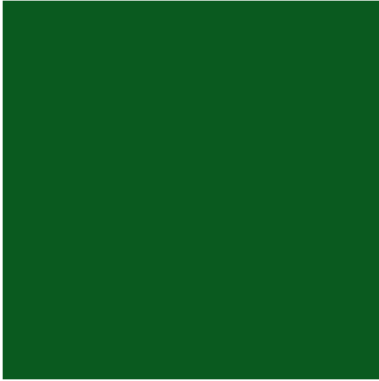


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Photos at right (per key):

- a. Myra Broadway and Elizabeth Lund.
- b. Myra Broadway and Betsy Houchen.
- c. Myra Broadway and Charlotte Beason.
- d. Toaga Seumalo and Myra Broadway.

2010



	a	b
c		

Photos at left (per key):
a. Myra Broadway and Rula Harb.
b. Myra Broadway and Katherine Thomas.
c. Myra Broadway and Joey Ridenour.

MEMBER ACHIEVEMENTS

CONTINUED

The following boards of nursing celebrated 100 years of nursing regulation in 2010:

**South Carolina State Board of Nursing; and
Massachusetts Board of Registration in Nursing.**



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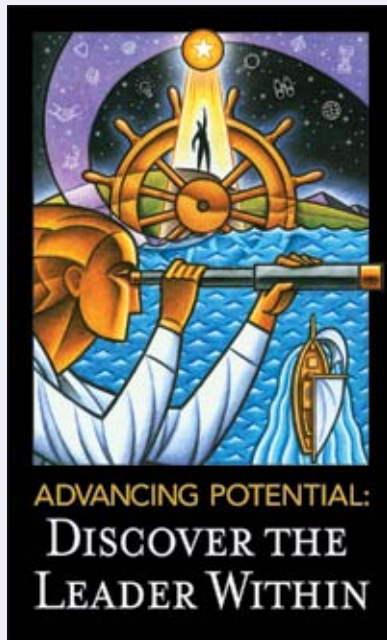
Photos at right (per key):
a. Massachusetts Board of Registration in Nursing and Myra Broadway.
b. Myra Broadway and South Carolina State Board of Nursing.





ABOUT THIS ILLUSTRATION

The cover illustration was commissioned to depict the journey that an individual may take in discovering her/his leadership potential.



The boat symbolizes the launch of this voyage; the wheel is emblematic of an individual's capability to chart her/his course and control her/his destiny.

The symbols and icons in the sky represent the many qualities and skills of great leadership and serve as guiding stars.

Pillar: principles, honesty, integrity, ideals

Cube: problem solving, ability to deal with ambiguity and complexity

Lamp: knowledge

Heart: courage, compassion

Eye: vision

Lightbulb: creative thinking, ideas

Pyramid: organization, hierarchy, stewardship

Magnifying Glass: finding leadership abilities in other individuals, self-discovery

Binoculars: long range vision for strategy and futuristic thinking

Globe: cultural competence, working effectively across cultures, global perspective

Handshake: relationship and consensus building, communication

Every calling is great when greatly pursued.

—**Oliver Wendell Holmes**



NCSBN

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