

Spring 2018

IN FOCUS

A PUBLICATION OF THE NATIONAL COUNCIL OF STATE BOARDS OF NURSING

REGULATORY EXCELLENCE

▪ SURGING TOWARD ▪
THE FUTURE

Managing Editor and Writer

Michael Grossenbacher | mgrossenbacher@ncsbn.org

Contributing Editor and Writer

Dawn Kappel | dkappel@ncsbn.org

Designer

Kalona Owens | kowens@ncsbn.org

Stock photography purchased from
iStockphoto.com.

Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing (BONs) to act and counsel together on matters of common interest. NCSBN's membership is comprised of the BONs in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 30 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 4.8 million licensed nurses.

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

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

Copyright ©2018 National Council of State Boards of Nursing, Inc. (NCSBN) All rights reserved. This document may not be used, reproduced or disseminated to any third party without written permission from NCSBN.

Address inquiries in writing to NCSBN Permissions,
111 E. Wacker Drive, Suite 2900, Chicago, IL 60601-4277.
312.525.3600 | www.ncsbn.org | infocus@ncsbn.org



IN FOCUS

Spring 2018

In This Issue



3. Observing and Listening: Majek's Thoughts on Leadership

8. New eNLC Overview for Members Online Course

10. NCSBN Celebrates 40 Years of Regulatory Excellence



16. A Journey of 6,000 Miles
Delegation from Kazakhstan visits the U.S. and meets with NCSBN to learn more about U.S. health care and regulatory environment

19. 2017 RN Practice Analysis Now Available



7. Speed Round

14. News & Notes

Observing and Listening: Majek's Thoughts on Leadership



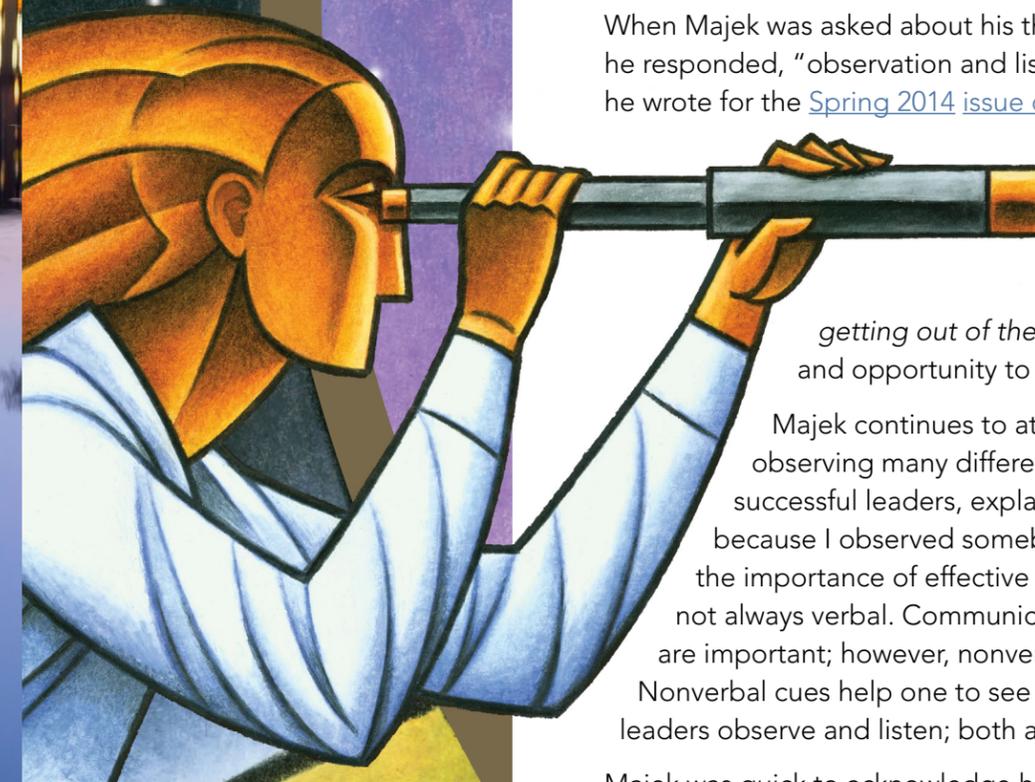
The Leadership Succession Committee (LSC) hosts a series of Leadership Succession Calls, focusing on promoting leadership engagement through thoughtful discussion with past NCSBN leaders.

The Leadership Succession call this quarter was held Feb. 1 with Mark Majek, director of operations, Texas Board of Nursing, as the guest speaker. Mark has served as the director of operations for the Texas Board of Nursing for more than 30 years. His duties include oversight of finance, information technology, licensing and customer support. He serves as the board's human resources practitioner and is certified as a Professional in Human Resources from the Society for Human Resource Management. He is chair of the Texas Small Agency Task Force, a past NCSBN board member, and currently serves as chair of the NCSBN Bylaws Committee.

When Majek was asked about his theory and philosophy of leadership he responded, "observation and listening." He referenced an article he wrote for the [Spring 2014 issue of *In Focus*](#), entitled, "Lead, Follow or Get Out of the Way." In that article, Majek described *leading* as adapting with confidence and humility, *following* as being willing to back off and listen, and *getting out of the way* as giving a group the freedom and opportunity to engage.

Majek continues to attribute his successful leadership to observing many different styles of leadership and modeling successful leaders, explaining, "Anything I did right is because I observed somebody do it right." He emphasized the importance of effective communication and pointed out it's not always verbal. Communication skills, both written and verbal, are important; however, nonverbal skills are even more important. Nonverbal cues help one to see whether people "get it." Effective leaders observe and listen; both are essential for successful leadership.

Majek was quick to acknowledge his greatest challenges in being an effective leader are time and resources: there is never enough time and



NCSBN 40
1978 2018

2018 NCSBN Annual Meeting
Aug. 15–17, 2018 • Minneapolis

resources are limited. He explained that NCSBN has helped him overcome these challenges in its commitment to assisting state boards of nursing in their quest for success. For example, “the resource fund provides assistance in the form of services and financial support to member boards for the development of programs and services to promote the mission of NCSBN.” Majek also explained that, because of time challenges, delegation and accountability become necessities. His involvement with NCSBN has helped him foster leadership development in others.

You do not have to be a nurse to be a leader in NCSBN.

Majek shared that he was initially apprehensive about seeking a leadership position within NCSBN because he was not a nurse. He realized that finance, policy and human resources, just to name a few, do not require nursing knowledge. One must be able to ask the right questions and articulate the big picture. He encouraged individuals considering leadership positions to look for an area where their expertise, time and talent can be utilized. If time constraints are an issue, there are committees that do not require extensive face-to-face meetings. Traveling or time out of the office doesn't have to be a barrier to participation. NCSBN offers conferences, workshops, webinars and various online resources to assist with professional development.

Several participants in the call had comments and questions for Majek, which he answered with resources and encouragement. As the call ended Majek shared his engagement strategy: “mingle!” He talked about the origin of this strategy and how he uses it to get to know people and allow people to get to know him. ■■■■

NCSBN's Leadership Succession Committee contributes the *Pathways To Leadership* feature. There are many leadership paths and opportunities for members of NCSBN to support professional development. Learn more through the [NCSBN Leadership Development Program](#) and [watch our video](#) to learn how you can benefit personally and professionally by becoming involved with NCSBN (ncsbn.org username and password required).



2018 International Nurse Regulator Collaborative Symposium

Detecting, Quantifying and Addressing Regulatory Risk: Impact of Disruptive Change

Oct. 22–23, 2018 | Chicago

An opportunity for nurse regulators to explore and discuss regulatory risks in a changing environment. The INRC Symposium is for NCSBN members and staff from nurse regulatory bodies. It is not open to the public.

Learn more and register here

Member Board Profiles

Our comprehensive database provides detailed information about NCSBN's Member Boards

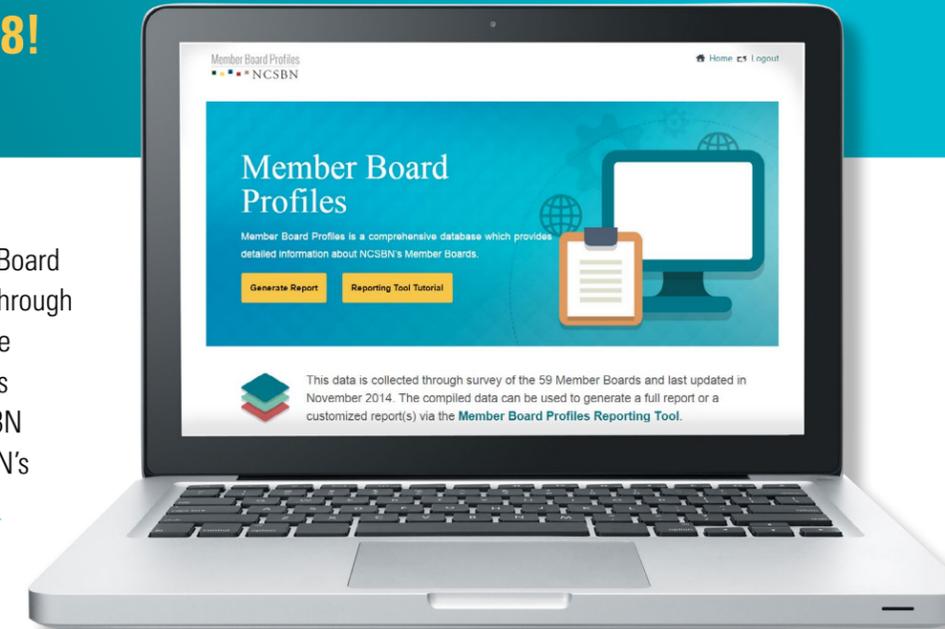
Updated in March 2018!

NCSBN's helpful and informative Member Board Profiles database contains data collected through surveys of NCSBN's 59 member boards. The compiled data are available to the public as a [complete report in PDF form](#) and to NCSBN members as a customized report via NCSBN's new [Member Board Profiles Reporting Tool](#) (login required). The surveys are updated once a year in January, therefore the survey results are a snapshot in time. If verification is needed, look to the [state nurse practice act and regulations](#) or [contact the state board of nursing](#).

The Member Board Profiles Reporting Tool

This reporting tool is a convenient and customizable way to access a snapshot of the member boards':

- Structure and Governance
- Licensure Requirements and Operations
- Education Requirements
- Discipline, Delegation, Telenursing
- Advanced Practice Registered Nurse Regulation
- Assistive Personnel Regulation



Users can customize their searches the following ways:

- Select from six surveys: Advanced Practice; Assistive Personnel; Board Structure; Discipline, Delegation, Telenursing; Education; Licensure.
- Select jurisdiction(s) individually or selected jurisdictions, or via five presets: all, RN boards, PN boards, umbrella boards or independent boards.
- Narrow results by selecting particular questions from the selected survey.
- Include maps and/or charts.

Users can then view results or export and save or print them in PDF format.

For questions, contact memberboardprofiles@ncsbn.org.



PROFESSIONAL ACCOUNTABILITY & LEGAL LIABILITY FOR NURSES

from **NCSBN LEARNING EXTENSION**

Your resource for e-learning for the nursing community

Register at **learningext.com** to reduce your risk of legal liability



Speed Round

Get to know NCSBN staff:

Heather Chamberlain, Senior Product Associate, Interactive Services

What do you do?

I oversee the technical/design aspects and project/task-manage the Learning Extension product.

What are the best and most challenging aspects of your job?

The best part of my job is my team and our excitement to put out great courses. We are all very dedicated to continuing to innovate and improve the courses. The most challenging aspect of my job is limiting myself to scope ... and my commute!

If you weren't working at NCSBN, what would your dream job be?

I would be an illustrator/writer of children books and graphic novels.



“ This is a must read resource for new graduate RNs and is essential to launching a nursing career. The information is not included in the nursing curriculum and it is indispensable to ensure successful entry into the nursing profession. ”

- Diane Mancino, EdD, RN, CAE, FAAN, executive director, National Student Nurses' Association

Offered as a gift to newly licensed nurses in honor of its 40th anniversary, NCSBN created this booklet as a resource to help nurses better understand nursing regulation and their board of nursing.

Order your free copies today!

New eNLC Overview for Members Online Course

The Knowledge You Need to Successfully Implement the eNLC in Your State

With the implementation of the enhanced Nurse Licensure Compact (eNLC) on Jan. 19, 2018, eNLC member states began issuing multistate licenses. As boards of nursing (BONs) implement the eNLC, and new states join, it has become increasingly important for NCSBN's member boards to have up-to-date information about the goals, history, benefits, technical issues and oversight of the eNLC. A deeper understanding and compliance with the eNLC provisions leads to better nursing regulation and public protection.

To help, NCSBN has developed an *eNLC Overview for Members* online course. The course helps BON staff and members understand key aspects of the eNLC, and provides them with the knowledge they need to successfully implement the eNLC in their state.

Available free for members, the course has so far generated positive reviews. "Feedback has been positive," says Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing. "The information in the course is direct and to the point. It's convenient to take, self-paced, organized and clear."

Scheidt was part of an eNLC e-Learning Development Workgroup comprised of members and NCSBN staff who developed the course. Other members of the workgroup included Lisa Hastings, licensing supervisor, Wyoming State Board of Nursing; Stephanie Martin, document management specialist, Mississippi Board of Nursing; and Kathleen Weinberg, MSN, RN, executive director, Iowa Board of Nursing.

"It is a great tool to brush up on your compact knowledge and learn something new too," says Weinberg. "I have asked all of the Iowa Board of Nursing staff to take the course. The comments have been positive, and the overall consensus is that the course provides important information that we can all benefit from. I hope that the course will serve as a resource to states who are members of the compact."

The team of fellow regulators worked with NCSBN's Interactive Services Department to bring the course into fruition. Other members provided direction and reviewed the course content, including members of the Interstate Commission Executive and Training & Education committees.

"We employed a rapid development process to ensure that the course launched prior to the eNLC implementation date," says Tammy Spangler, director, Interactive Services and Information Security Assurance, NCSBN. "The workgroup was integral in identifying course needs. The workgroup and other members provided valuable feedback on a tight timeframe on various iterations of the course content prior to launch."

The course is divided into three lessons. Each lesson contains one or more activities consisting of a scenario activity with accompanying audio followed by a knowledge check question to help reinforce content. A post-test at the conclusion of the course is the final indicator of the learner's understanding of the course materials. In order to receive continuing education contact hours, the learner must complete the post-test with a score of 75 percent or higher. Learners will receive 3.0 Contact Hours upon successful completion of the course post-test.

"I think the scenario activities add a critical thinking component to the course that should be helpful to our colleagues," Says Scheidt. The quizzes require the student to think about how to apply the nurse licensure compact to real regulatory situations."

Members who complete this free, self-paced course will:

- Understand the basics and benefits of multistate licensure;
- Know the requirements of the eNLC, including: Uniform Licensure Requirements, criminal background checks and utilizing Nursys® to share information; and
- Have a full understanding of the governance and administration of the compact, including the rulemaking process and the Interstate Commission's structure.

"NCSBN's website contains a wealth of information about the original NLC and the eNLC," says Scheidt. "This course streamlines and organizes that information and provides a training opportunity for NCSBN members. I hope that boards incorporate completion of this course into a training requirement for their office team members." ■ ■ ■ ■ ■

View [course details](#) and access the course by visiting courses.ncsbn.org or by signing into **NCSBN Passport** and clicking the Learning Extension for Members link.



Enhanced Nurse Licensure Compact (eNLC) Resources

Improving on the existing Nurse Licensure Compact (NLC), the enhanced NLC (eNLC) increases access to health care, focuses on patient safety, reduces costs and supports state-of-the-art health care delivery. It also enhances nurses' mobility across states and allows nurses to quickly cross state borders when there is a disaster. The eNLC is also cost-effective to nurses and employers who may otherwise pay application and background check fees to multiple states. Further, it removes duplicative regulatory requirements, cutting down on costs for nurses. The eNLC has been enacted by 30 states as of April 10, 2018.

Public Resources:

- [eNLC Fast Facts](#) – Check out our new infographic for a quick overview of the eNLC.
- [Nursys Authorization to Practice Map](#) – NCSBN's new interactive Nursys Authorization to Practice Map is a free resource that can help you quickly determine if a nurse has a multistate license and in which states the nurse may practice.
- [Uniform Licensure Requirements](#) – View the requirements an applicant for licensure in a state that is part of the eNLC will need to meet.
- [Take Action](#) – The eNLC advocacy site is a one-stop resource providing an overview of the compact, a quick reference of each state's status, and a tool for site visitors to contact their local legislators and make their voices heard.
- Follow the eNLC on [Facebook](#) and [Twitter](#).

Members Only Resources (NCSBN member login required):

- [eNLC Training](#) – NCSBN members can familiarize themselves with the governance and processes of the eNLC via a number of new resources, including videos and online course materials.
- [Hive](#) – NCSBN member resources are also available in the NLC Toolkit on Hive.
- [iTrack](#) – Follow eNLC legislation around the country on NCSBN's interactive iTrack page.



NCSBN Celebrates 40 YEARS of REGULATORY EXCELLENCE

In 2018, NCSBN celebrates its 40th anniversary. Throughout the year, we're applauding four decades of regulatory excellence while also looking to the future, as NCSBN continues as a leading voice in regulation across the world.

REGULATORY EXCELLENCE

▪ SURGING TOWARD ▪
THE FUTURE

“This year we celebrate 40 years of regulatory excellence and anticipate a future of transforming nursing regulation and embracing innovations to further our mission of public protection.”

—NCSBN Board of Directors President Katherine Thomas, MN, RN, FAAN, executive director, Texas Board of Nursing

There are a number of exciting initiatives coming to fruition this year, including the unveiling of a seminal Global Regulatory Atlas; the release of our 2017 National Nursing Workforce Survey, in cooperation with The National Forum of State Nursing Workforce Centers; the introduction of our exciting new logo to the public; the launch of a new website; and the distribution our booklet for new nurses to every newly licensed nurse in the U.S.



Global Regulatory Atlas

Global Regulatory Atlas

NCSBN's Global Regulatory Atlas will be the first comprehensive resource of nursing regulation around the world. Providing invaluable information to nurses, educators and researchers

this publication will detail the regulatory bodies of each country, registration or licensure requirements, levels of nursing and mandatory education, as well as many other aspects of regulatory data. This resource is expected to be available in August 2018 and will be provided free of charge.

New Logo

NCSBN's new logo, which will be debuted to the public in June, builds upon the foundation of its previous one. The five squares are brought together to depict interconnectedness and then expanded to suggest a spherical shape of a globe. The square elements combined form a pattern signifying collaboration between member boards and national and international peer organizations. The linear space between the elements connects them together creating a networking web extending around the globe. The whole design conveys the expanding influence of NCSBN as an international organization that is leading regulatory excellence around the world.

New Nurse Booklet

Offered as a gift to newly licensed nurses in honor of its 40th anniversary, NCSBN created this new booklet, "NCSBN Welcomes You to the Nursing Profession," as a resource to help nurses better understand nursing regulation and their board of nursing (BON). Designed to ease the transition from student to working professional, the booklet provides information about the nursing licensure process and the responsibilities of nurse licensure. It also features case studies that cover a wide variety of topics including substance use disorder, the appropriate use of social media and professional boundaries. Additionally, it provides links to free online resources such videos, brochures, posters, magazines and newsletters. Download the booklet or order free printed copies.





New Website

NCSBN is enhancing the usability and updating the branding of its main website, ncsbn.org. The redesign of the highly visited website, which hosts 19.3 million page views annually, will improve the user experience of members, nurse candidates and other audiences who visit to get the most pertinent information available on nursing regulation, NCLEX® and the Nurse Licensure Compact. The redesign will also feature an overhauled Resources section. Resources include: courses, publications, research study articles, toolkits, websites, event presentations and videos. New advanced search and filtering options will allow users to efficiently find the most essential resources for their needs. Be on the lookout for a summer launch of the new website!

“Forty years is a major milestone. It is a time to reflect, a time to celebrate but also a time to look to the future. 2018 will be a year where we look to build on our successes, learn from our failures and recommit to advancing public safety and regulatory excellence as we move forward.”

—NCSBN CEO David Benton, RGN, PhD, FFNF, FRCN, FAAN

Nursing Workforce Study

In July 2018, NCSBN and The National Forum of State Nursing Workforce Centers (The National Forum) will publish the 2017 National Nursing Workforce Survey, providing a comprehensive snapshot of the U.S. registered nurse (RN) and licensed practical/vocational nurse (LPN/VN) workforce in 2017.



Every two years, NCSBN partners with The National Forum to conduct the only national-level survey specifically focused on the U.S. nursing workforce. The study generates information on the supply of nurses in the country, which is critical to planning for sufficient numbers of nurses and ensuring a safe, diverse, accessible and effective health care system. The data obtained from this study also allow for an examination of trends as compared to the previous survey conducted in 2015, as well as past studies conducted by the Health Resources Services Administration. It also serves as a baseline for future research.

NCSBN Throughout the Years

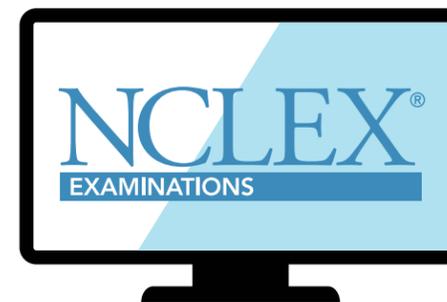
Did you know that before publishing the *Journal of Nursing Regulation*, NCSBN produced State Nursing Legislative Quarterly...or that the last NCLEX paper exam was administered in 1994...or that NCSBN’s first regulatory conference was held in 1979? We’ll feature milestones like these from NCSBN’s history throughout the year on social media. Be sure to follow NCSBN! Also, look for an updated version of our Interactive Timeline coming this summer. Follow NCSBN on [Facebook](#), [Twitter](#) and [Instagram](#).



IN 2018, NCSBN HAS **59 MEMBERS AND 30 ASSOCIATE MEMBERS** ACROSS THE GLOBE.



NCSBN CALLED TO ORDER ITS FIRST MEETING ON **JUNE 5, 1978**.



FROM APRIL 1, 1994 THROUGH DEC. 31, 2017, MORE THAN **5.4 MILLION** CANDIDATES FOR NURSES LICENSE HAVE TAKEN **NCLEX® EXAMINATIONS** VIA CAT.



U.S. BOARDS OF NURSING REGULATE MORE THAN **4.8 MILLION LICENSED NURSES**.

News & Notes



Congratulations and Best Wishes to Ann Watkins on Her Retirement

Visitors, callers and NCSBN employees have all met or chatted with Assistant to the CEO Ann Watkins. Ann worked at NCSBN for over 37 years and retired on Monday, April 30. She requested a low-key sendoff, so to honor her achievement, NCSBN staff

presented Ann with a retirement video to say goodbye and wish her well.

During her tenure, Ann saw NCSBN grow significantly. She worked with all five NCSBN executive directors/CEOs, and worked in all four of the Chicago-based NCSBN corporate offices. From her start date of May 11, 1981 to present, her commitment, knowledge, integrity, professionalism and compassion were invaluable assets to the organization, making her a key contributor and treasured staff member of NCSBN.

Ann's expertise, wisdom, camaraderie, and friendship were all gifts that she shared freely. We are all fortunate to have shared Ann's company over the years; experiences that will always be remembered. Thank you Ann, and best wishes!



Pfenning Receives Prestigious Award

Stacey Pfenning, DNP, APRN, FNP, FAANP, executive director of the North Dakota Board of Nursing, has received the American Association of Nurse Practitioners (AANP) 2018 State Award for Excellence. Dr. Pfenning, a family nurse

practitioner practicing at Dakota Eye Clinic in Bismarck, ND, and associate professor for Rocky Mountain University of Health Professions and Practices, will be honored at an awards ceremony and reception at the AANP 2018 National Conference June 26-July 1, 2018, in Denver. The State Award for Nurse Practitioner Excellence recognizes the efforts of individuals who have made significant contributions toward increasing awareness and recognition of nurse practitioners. Congratulations Dr. Pfenning.

Louisiana Announces New Board Appointees



From Left:
Moffatt, Manning, Couvillon, Bottcher

Louisiana State Board of Nursing (LSBN) is pleased to announce Gov. Bel Edward's new appointees to the board. Tracey Moffatt, MHA, BSN, RN, system chief nursing officer and vice president of quality for Ochsner Health System, has been appointed to one of two nursing administrator positions. Jennifer Manning, DNS, APRN, CNS, CNE, associate dean for undergraduate programs at Louisiana State University Health Sciences Center School of Nursing, has been appointed to one of three nursing educator positions. Dr. Jennifer Couvillon, PhD, MSN, RN-BC, president of Chamberlain University, New Orleans Campus at Ochsner Health System, has been appointed to the second of three nursing educator positions. Denise Bottcher, state director of AARP Louisiana, has been appointed as the first consumer member of the LSBN. Additionally, Tim Cotita, RN, regional ethicist for St. Francis Medical Center/Our Lady of the Angels Hospital, has been appointed for a second term on the board. The LSBN welcomes these stellar nursing leaders.

Florida Board of Nursing staff recognized Heart Health Awareness Month in February!



NCSBN Grant Program

Submission deadline:

Oct. 5, 2018

About the Program

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

Award Information

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

Research Priorities

Research priorities include, but are not limited to:

- Substance use disorders in nursing
- National and international regulatory issues
- Remediation
- Innovations in nursing education
- Delegation
- Impact of legalized marijuana
- Economic analyses, e.g., Nurse Licensure Compact, APRN practice, etc.

Apply Today



A Journey of 6,000 Miles

Delegation from Kazakhstan visits the U.S. and meets with NCSBN to learn more about U.S. health care and regulatory environment

Landlocked between the former Soviet Union and Europe, the country of Kazakhstan has historically been a land of Turkic nomads; in fact, the name Kazakhstan originates from the Turkic word “qaz,” meaning “to wander.” So at first glance Kazakhstan may appear to be disparate from the U.S., but the fact is that both nations share a desire to ensure their respective nursing workforces are safe and competent in caring for the people in their countries. It is the pursuit of that goal that led a delegation from the Republican Center for Health Development in Kazakhstan (RCHD) to the U.S. on a mission to learn more about health care and the regulatory environment in America.

Their travels brought them to Chicago for a three-day meeting (Nov. 28-30, 2017) with NCSBN CEO David Benton, RGN, PhD, FFNF, FRCN, FAAN, and members of the NCSBN leadership team. The visiting group was composed of health professionals, educators and government officials, led by RCHD General Director Ainur Aiyppkhanova, MHA.

They had a desire to learn more about the mission, functions and procedures of NCSBN, the licensing and scope of practice of U.S. nursing as well as educational requirements. Reflecting on the meeting Aiyppkhanova commented, “We are very thankful to NCSBN’s leadership team for such open and professional exchange of ideas.”

Benton noted, “This meeting was the ideal forum from which to learn from one another. Good questions make you think and as a result, NCSBN greatly benefits from these exchanges.”

Part of the Soviet Union until 1991, Kazakhstan is still a country in transition. The world’s ninth biggest country by size and more than twice the size of the other Central Asian states combined, Kazakhstan’s thriving economy is now based on its large oil and natural gas reserves. The *New York Times* noted, “It has replaced Russian with Kazakh as the main language of education and government, put English on a par with Russian in foreign language teaching and produced a torrent of Kazakh-language films and television programs that celebrate the country’s culture and long-vanished nomadic traditions.” Kazakhstan is a nation dedicated to transformative “socio-economic and political reforms to become one of the top 30 economies by 2050” (Keene, 2013).

Kazakhstan began to roll out universal coverage of health services at all levels of care – from primary care, immunization, to secondary and tertiary care – in 2001. Average life expectancy has increased over that period from 68.45 years in 2010 to 71.7 today. Child mortality has been cut in half (from 16.58 deaths of children younger than five

years per 10,000 live births in 2010, to 9.7 in 2015) as has maternal mortality (from 22.7 deaths per 100,000 live births in 2010, to 11.7 in 2015) (WHO, 2016). Now enthusiastically exploring new systems and procedures in practice by other countries to continue improving health, Kazakhstan is also in the midst of implementing a range of national reforms to its health system to better meet its current challenges and to prepare for the future.

Aiyppkhanova remarked, “Kazakhstan has a very dynamic environment where learning fast from a trusted partner is key. Our visit to NCSBN is a premier example of trusted partnerships and country-to-country collaboration in national policymaking in nursing licensing and adopting best practices from developed countries.”

During the meeting, the delegation had the chance to see presentations about how U.S. BONs function and how NCLEX® Examinations are developed and administered. “For the first time we learned in-depth the way a nursing licensing examination is organized and administered from NCSBN directly,” noted Aiyppkhanova. Additionally, presentations about the Nursys® database; how the NCSBN Interactive Services division provides continuing education and resources for nurses; and how NCSBN communicates with its members and the general nursing population through outreach, marketing and social media were given. The delegation eagerly asked questions and graciously shared stories from their own experiences.

At present, the vast country of Kazakhstan has six medical schools, which have three-to-five-year agreements with selected training colleges around the world. Some trainee physicians, health care managers and nurses are sent to partner countries, including Germany, Israel, the Russian Federation and the U.K. for further training (WHO, 2016).

“When we visited NCSBN we were part of the national health policy think-tank – ‘Republican Center for Health Development.’ As soon as we returned to Kazakhstan, inspired by the knowledge we received from our NCSBN colleagues, we learned we were on the right track and moved forward to separate the nursing licensing function into a fully independent entity,” commented Gulmira Zhangerieva, MD, CEO of the National Center for Independent Examination.

In December, the RCHD applied to the Kazakhstan government for accreditation of the newly created National Center for Independent Examination (NCIE) as the single body to administer licensing examination to health professionals. This new entity is a spin-off of the licensing examination division from RCHD. So it is the same team applying to become fully independent from the government and to be officially recognized by the government to perform this function (nursing licensing examination administration). In January 2018, the NCIE was accredited and awarded a five-year certificate from the Ministry of Health to administer the examination for all health practitioners in a fully independent, nongovernmental environment.

“This meeting was the ideal forum from which to learn from one another. Good questions make you think and as a result, NCSBN greatly benefits from these exchanges.”

— NCSBN CEO David Benton



Right: NCSBN CEO David Benton pictured with RCHD General Director Ainur Aiyppkhanova.



Did You Know?

Part of the Soviet Union until 1991, Kazakhstan is still a country in transition. The world’s ninth biggest country by size and more than twice the size of the other Central Asian states combined, Kazakhstan’s thriving economy is now based on its large oil and natural gas reserves.



Top: The delegation from the Republican Center for Health Development (RCHD) in Kazakhstan meet with members of the NCSBN leadership team. Left: RCHD General Director Ainur Aiypkhanova.



“Kazakhstan has a very dynamic environment where learning fast from a trusted partner is key. Our visit to NCSBN is a premier example of trusted partnerships and country-to-country collaboration in national policymaking in nursing licensing and adopting best practices from developed countries.”

— RCHD General Director
Ainur Aiypkhanova

Zhangereeva elaborated, “We are proud to move on and be supported by NCSBN with a strong background and history, sound systems and practices. We hope our collaboration continues and the ‘baby’ steps we are making will be the right steps guided by a mature partner. We hope we bring the health professional examination system in Kazakhstan to a state of quality that will protect the public from unsafe practitioners and regain public trust in the national health system and care quality!”

At the conclusion of the meeting, NCSBN and RCHD signed a memorandum of understanding to assure long-term collaboration between the two organizations aimed providing the knowledge necessary the improvement of the health care system and protection of public health through partnership.

The RCHD will host the International Conference on nursing care in Kazakhstan’s capital Astana June 22-23, 2018. The conference will be attended by experts from the U.S., Canada, Finland, Belarus, Kyrgyzstan and other countries, representatives of the World Health Organization and UNICEF, lecturers of leading medical universities and research organizations, medical educators, representatives of the regional health departments, chief physicians, doctors, nurses and representatives of public organizations, associations and communities. Two representatives from NCSBN will give presentations: the title of Benton’s presentation is “Leadership in Nursing Care: New Approaches to the Management,” Philip D. Dickison, PhD, RN, chief officer, operations and examinations will speak on the topic of “Assessment of Knowledge, Certification and Licensing of Nurses.” ■■■■

References

Keene, E. (2013). *Kazakhstan 2050 strategy leads to government restructuring*. Retrieved from <http://carnegieendowment.org/2013/02/21/undefined/fis2>

Bulletin of the World Health Organization. (2016). *Kazakhstan gears up to launch social health insurance*. 94:792-793. Retrieved from <http://www.who.int/bulletin/volumes/94/11/16-031116/en/>.



2017 RN Practice Analysis Now Available

The **2017 RN Practice Analysis** is now available on the NCSBN website. The report contains an analysis of entry-level practice in both the U.S. and Canada.

NCSBN is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examinations. Because the health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle.

A number of steps are necessary to perform an analysis of newly licensed registered nurse (RN) practice. A panel of subject matter experts (SMEs) was assembled to assist with the practice analysis. Panel members were nurses who worked with, educated, and/or supervised the practice of RNs within their first 12 months of practice or were themselves newly licensed RNs. They represented various geographic areas of the U.S. and Canadian territories/jurisdictions that use the NCLEX® for licensure decisions, as well as major nursing specialties and varied practice settings. The panel used the current test plan client need

category structure and developed a list of activities performed by newly licensed RNs within each category.

The **2017 RN Practice Analysis** used several methods to describe the practice of newly licensed RNs in the U.S. and Canada: (1) document reviews; (2) daily logs of newly licensed RNs; (3) subject matter experts’ knowledge; and (4) a large scale survey.

A total of 142 nursing activity statements were incorporated into a practice analysis survey. The survey also included questions about the nurses’ practice settings, past experiences and demographics. A random sample of 12,000 RNs, who passed the NCLEX-RN® examination between April 15, 2016 and March 15, 2017, were selected to receive either a paper or Web survey. The sample selected for this study was proportionally equivalent to the population from which the sample was drawn with respect to each NCSBN jurisdiction.

Respondents to the practice analysis found the activities listed in the survey to be representative of the work they performed in their practice settings. Overall, the findings reflect the continued congruency of entry-level nursing practice in the U.S. and Canada and support the use of the NCLEX for licensure/registration decisions in both countries. ■■■■

Can You Dig It? What Happened in 1978



Louise Brown was the first human born after conception by in vitro fertilization.



The Copyright Act of 1976 takes effect, significantly changing U.S. copyright laws

69.6 years



77.3 years

U.S. Life Expectancy



The rare genetic disorder Pitt-Hopkins syndrome was first described.

U.S. minimum wage
\$2.65
per hour
(\$10.12 in 2017 dollars)

Postage stamps



Janet Parker, a British photographer, was the last person to die of smallpox.



The first meningitis vaccine—meningococcal polysaccharide vaccine, or MPSV4—was approved.

NCSBN

Last but not least, NCSBN called its first meeting to order on June 5, 1978. NCSBN has evolved into one of the leading voices of regulation across the world.