



Nurse Licensure Compact Commission Annual Report

Fiscal Year 2023



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Introduction

This annual report details the period from Oct. 1, 2022 to Sept. 30, 2023 and offers a comprehensive overview of the activities, achievements and financial performance of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) during this timeframe. It outlines recent accomplishments and provides a preview into the commission's goals for fiscal year 2024 (FY24).

About the ICNLCA

The ICNLCA facilitates cross-border nursing practice through the implementation of the nationally recognized multistate license via the Nurse Licensure Compact (NLC). The ICNLCA enhances nurse mobility and public protection through maintaining uniform licensure standards among party state boards of nursing, promoting cooperation and collaboration between party states, facilitating the exchange of data and information between party states and educating stakeholders. The ICNLCA is a quasigovernmental and joint public agency of the party states created and established on July 20, 2017. The Executive Committee is the seven-member elected leadership of the ICNLCA.

About the NLC

The NLC enables registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to hold one multistate license, with the authority to practice in person or via telehealth in both their home state and other NLC states. In FY23, 41 jurisdictions were members of the NLC. Licensing requirements are aligned in NLC states, so all nurses applying for a multistate license are required to meet the same standards, which include federal and state criminal background checks that will be conducted for all applicants for multistate licensure.

The NLC also authorizes nurses to provide telehealth services to patients located in other NLC states without obtaining additional licenses. In the event of a disaster, nurses from multiple states can easily respond to supply vital services. Additionally, many nurses, including primary care nurses, case managers, transport nurses, school and hospice nurses, among many others, need to routinely cross state boundaries to provide the public with access to nursing services and a multistate license facilitates this process.



ICNLCA Core Purpose

To facilitate interstate nursing practice in a manner consistent with public health and safety.



ICNLCA Mission Statement

To facilitate cross-border nursing practice through the implementation of a nationally recognized multistate licensure. ICNLCA enhances nurse mobility and public protection by enforcing compliance with the Compact.



ICNLCA Core Values

- Transparency
- Integrity
- Accountability
- Innovation
- Collaboration





“

Change is the law of life.
And those who look
only to the past or the
present are certain to
miss the future.

— John F. Kennedy

”

Letter from the Chair



Dear Commissioners and Stakeholders,,

Although the pandemic is behind us, the field of nursing continues to face shortages, safety issues and burnout. Now it is more important than ever for the NLC to spotlight the benefits of a multistate license, through education, collaboration and communication.

At the end of fiscal year 2023, the NLC included 41 jurisdictions. Much effort was given throughout the year to build coalitions and assist legislators and stakeholders in understanding the importance of license portability and nurse mobility to enable cross-border practice. Congratulations to Washington State and Rhode Island for enacting the NLC and allowing their nurses the ability to enjoy the benefits of a multistate license and for residents of these states to have increased access to care.

NLC committees and stakeholders were creative in ways to advance the NLC strategic plan, such as completing comprehensive reviews to NLC bylaws, policies and rules. The focus sessions held on the compliance self-assessment tool were well-attended and highlighted the importance of party state compliance with the NLC statute and rules. The new NLC website provides additional resources with easier navigation by bringing the informational and advocacy sites together.

The residency rule amended and promulgated in 2023 provides for a 60-day timeframe to apply for a new license when a nurse makes a permanent relocation from one NLC state to another NLC state. The rule's communication [toolkit](#) contains numerous resources (a webinar, article and video) to assist in clarifying the rule's requirements to members.

We are thrilled with the progress that has been achieved in 2023! The future looks bright for further growth in 2024 and for 2025 when the NLC celebrates its 25th anniversary. We also look forward to the full implementation of the NLC in Pennsylvania, Guam and the U.S. Virgin Islands. As coalition building and grassroots efforts continue, let us continue the path to a truly Compact Nation.

Sincerely,

A handwritten signature in black ink that reads "Pamela C. Zickafoose".

Pamela C. Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
Chair, Interstate Commission of Nurse Licensure Compact Administrators
NLC Commissioner - Delaware

NLC Legislative Update

This summary is a synopsis of states that had NLC legislation introduced in fiscal year 2023:

Alaska

A robust coalition of more than 75 organizations was assembled in support of the NLC. The NLC received four robust hearings this session. NCSBN conducted an updated survey to gauge nurses' interest in the NLC.

Washington, D.C.

An NLC bill was filed in mid-July. An official hearing has yet to be scheduled.

Hawaii

In April, the legislature adopted a resolution convening a working group to study the NLC. The working group held a total of eight meetings. A report of the working group's findings and recommendations is due before the legislature reconvenes and the report will likely influence the appetite for advancing the NLC in 2024.

Illinois

NLC bills were filed in both the House and Senate this past session, but neither bill received a hearing. In the Senate, there were multiple extensions to the committee hearing deadline date, which suggested conversations may have been occurring on the NLC.

Massachusetts

Three NLC bills were filed in Massachusetts. Under the rules of the Massachusetts legislature the NLC is required to receive a hearing, which is scheduled to occur in November 2023. NCSBN conducted a survey to gather Massachusetts nurses' opinions on the NLC.

Michigan

In August, a bill to enact the NLC was referred to the House Committee on Health Policy for potential consideration. Indications suggest that there may be renewed interest in the legislature about pursuing the NLC in 2024.

Minnesota

Due to the results of the 2022 election and shifting priorities of members of the NLC coalition, NCSBN did not actively pursue the enactment of NLC legislation during the 2023 legislative session in Minnesota. NCSBN is currently working with key stakeholders to develop a nursing workforce package, which includes the NLC, to be introduced in the 2024 legislative session.

Nevada

The NLC was introduced as a committee bill by the Assembly Committee on Commerce and Labor and received its first ever hearing in the legislature this session. However, the bill died in committee without a vote. The Nevada legislature does not meet again until 2025.

New York

The NLC was included in Gov. Hochul's 2023 State of the State Address and proposed executive state budget for the second year in a row. While the NLC was not included in the Senate or Assembly versions of the budget, standalone NLC legislation is still active and will be advocated for in the 2024 legislative session.

Oregon

The NLC was heard in the House, and in May a procedural motion was twice employed to withdraw the NLC from committee and bring it to the floor for a vote. Both times the House voted narrowly, in one instance 29-30, not to withdraw the NLC from committee. We anticipate the NLC will remain in conversation at the legislature due to the recent enactment in Washington.



NLC Strategic Plan Update

The NLC strategic plan focuses on four strategic initiatives that center on strategic partnership development and collaboration, education of boards and stakeholders, promotion and engagement, and research and impact evaluation. The plan covers three fiscal years (FY23–26). Initiatives include collaboration, education, marketing and research.

In terms of partner development and collaboration, the NLC continued to build coalitions in noncompact states, continue relationships with legislators, and bring awareness to the NLC mission and purpose of a compact nation.

Board and stakeholder education continued to bring new avenues of learning to members and the public. The NLC monthly webinar series continued to offer educational presentations to educate student, new graduate and experienced nurses about the NLC, discipline and eligibility and Nursys®. The NLC introduced a series of focus sessions spotlighting the compliance self-assessment tool and discussed the potential need for compliance reviews.

The NLC continued into FY23 growing its numbers on social media and created a resource toolkit for new nurse graduates to learn about the compact.

During 2023, the NLC Research Committee reviewed research questions to explore, including topics related to public health emergencies and increased staffing and in what ways nurses utilize their compact license.



Midyear and Annual Meeting Summary

The 2023 hybrid NLC Midyear Meeting was held in March in Seattle with 38 commissioners in attendance. Legislative updates and committee reports were presented, and bylaws revisions were adopted. Rules amendments were introduced and a public hearing was scheduled for June 2023.

The NLC Annual Meeting was held in August in Chicago with 40 commissioners in attendance either virtually or in person. Nominations were announced for three positions on the NLC Executive Committee. Rules amendments introduced at the March Midyear meeting were adopted. Two revised policies were also adopted by the commission.

Hybrid Governance Training

Prior to the Annual Meeting in August, the NLC presented its annual governance training for new commissioners. The presenter was Nahale Kalfas, JD, legal counsel to the National Center for Interstate Compacts at The Council of State Governments (CSG). Commissioners learned about the responsibilities of the NLC Executive Committee and how the NLC statute, bylaws and rules guide them throughout their commission tenure.



Nahale Kalfas led the NLC commissioners in a governance training on Aug. 16, 2023 in Chicago.

Current Supporting Organizations

- Air & Surface Transport Nurses Association (ASTNA)
- AlediumHR
- Alliance for Camp Health
- Alliance for Connected Care
- American Academy of Ambulatory Care Nursing (AAACN)
- American Association of Colleges of Nursing (AACN)
- American Association of Neuroscience Nurses (AANN)
- American Association of Occupational Health Nurses (AAOHN)
- American Association of Poison Control Centers
- American Nephrology Nurses Association (ANNA)
- American Organization for Nursing Leadership (AONL)
- American Red Cross
- American Telemedicine Association (ATA)
- Asian American/ Pacific Islander Nurses Association (AAPINA)
- Association for Vascular Access (AVA)
- Case Management Society of America (CMSA)
- CGFNS International, Inc.
- CHG Medical Staffing, Inc. dba RN Network
- Citizen Advocacy Center (CAC)
- Commission for Case Manager Certification (CCMC)
- Cross Country Healthcare
- CTel Innovations
- Emergency Nurses Association (ENA)
- Health Innovation Alliance
- Hospital Corporation of America (HCA) Healthcare
- Institute for Healthcare Improvement (IHI)
- National Association of Travel Healthcare Organizations (NATHO)
- National Governors Association Center for Best Practices
- National League for Nursing (NLN)
- National Military Family Association (NMFA)
- National Patient Safety Foundation (NPSF)
- National Student Nurses' Association (NSNA)
- Oncology Nursing Society (ONS)
- Optum
- Organization for Associate Degree Nursing (OADN)
- Population Health Alliance (PHA)
- Telehealth Leadership Council
- U.S. Department of Commerce
- WorldWide HealthStaff Solutions Ltd.

Growth of Interstate Compacts Nationwide

The graph below displays the health care professions that currently are in a compact and their growth.

STATE	APRN	ASLP	COSMETOLOGY	COUNSELING	DENTISTRY	EMS	IMLC	MASSAGE	NLC	OT	PA	PSYPACT	PT	SOCIAL WORK	TEACHING	TOTALS
ALABAMA		★	★	★		★	★		★	★		★	★		★	10
ALASKA																0
AMERICAN SAMOA																0
ARIZONA			★			★			★	★		★	★			6
ARKANSAS		★		★					★	★		★	★			6
CALIFORNIA																0
COLORADO		★		★		★	★		★	★		★	★		★	9
CONNECTICUT				★		★						★	★			4
DELAWARE	★	★		★		★	★		★	★	★	★	★			10
DISTRICT OF COLUMBIA						★					★	★				3
FLORIDA				★					★			★			★	4
GEORGIA		★		★		★	★		★	★		★	★			8
GUAM						★			★							2
HAWAII						★										1
IDAHO		★			★	★			★			★				5
ILLINOIS						★						★				2
INDIANA		★		★		★	★		★	★		★	★			8
IOWA		★		★	★	★			★	★			★			8
KANSAS		★		★		★	★		★			★	★		★	8
KENTUCKY		★	★	★		★			★	★		★	★		★	9
LOUISIANA		★		★		★	★		★	★			★			7
MAINE		★		★		★			★	★		★	★			7
MARYLAND		★		★		★			★	★		★	★			7
MASSACHUSETTS																0
MICHIGAN						★					★					2
MINNESOTA						★					★					2
MISSISSIPPI		★		★		★	★		★	★			★			7
MISSOURI		★		★		★	★		★	★		★	★		★	9
MONTANA		★		★		★	★		★	★		★	★			6
NEBRASKA		★		★		★	★		★	★		★	★			9
NEVADA					★	★	★				★				★	5
NEW HAMPSHIRE		★		★		★			★	★		★	★			7
NEW JERSEY				★		★			★			★	★			5
NEW MEXICO									★							1
NEW YORK																0
NORTH CAROLINA		★		★					★	★		★	★			6
NORTH DAKOTA	★			★		★	★		★			★	★			7
N. MARIANA ISLANDS												★				1
OHIO		★		★		★			★	★		★	★			7
OKLAHOMA		★		★		★	★		★			★	★		★	8
OREGON													★		★	2
PENNSYLVANIA					★	★			★			★	★		★	6
PUERTO RICO																0
RHODE ISLAND						★			★			★				3
SOUTH CAROLINA		★			★				★	★		★	★			6
SOUTH DAKOTA					★	★			★	★			★			5
TENNESSEE		★		★	★	★			★	★		★	★			9
TEXAS					★	★			★			★	★			5
UTAH	★	★		★	★	★			★	★	★	★	★		★	11
VERMONT		★		★		★			★			★	★			6
VIRGIN ISLANDS									★							1
VIRGINIA		★		★		★			★	★		★	★			7
WASHINGTON		★		★	★	★			★	★		★	★			8
WEST VIRGINIA		★		★		★			★	★		★	★			8
WISCONSIN		★		★		★			★	★	★	★	★			8
WYOMING		★		★		★			★	★		★	★			7
	3	30	3	32	3	24	41	1	41	28	3	40	37	1	11	298

Chart sourced from the National Center for Interstate Compacts, The Council of State Governments (CSG), *Interstate Licensure Compacts and Universal Licensure Recognition Laws Fact Sheet*, Accessed Feb. 2024

Committees Overview



Alice Henley

Rules Committee

The NLC Rules Committee was led by co-Chairs Joey Ridenour, MN, RN, FAAN, NLC Commissioner, Arizona; and Alice Henley, JD, general counsel, Alabama Board of Nursing. Highlights of the Rules Committee tasks include:



Joey Ridenour

- Creation of the 60-day residency rule and FAQs for members and the public
- Review existing rules every three years or as needed and recommend necessary changes to the Commission for consideration
- Draft a proposed rule to define full party state participation in the coordinated licensure information system to include license verification, discipline and licensure information
- Recommendation for review of party state alternative to discipline (ATD) program participation agreements to determine if they include language which enforces NLC statute and rules



Lori Scheidt

Compliance Committee

The NLC Compliance Committee was led by Chair Lori Scheidt, MBA-HCM, NLC Commissioner, Missouri. Highlights of the Compliance Committee tasks include:

- Comprehensive review of the party state compliance self-assessment tool
- Development of five (5) focus sessions on the self-assessment tool
- Discussions on conducting compliance reviews for each compact state on a five-year cycle

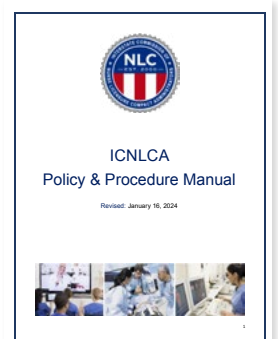


Missy Poortenga

Policy Committee

The NLC Policy Committee was led by Chair Missy Poortenga, MHA, RN, NLC Commissioner, Montana. Highlights of Policy Committee tasks include:

- Reviewed and revised current policies per the three-year review cycle



The Policy Committee has worked to create a Policy manual to serve as a guiding document for commissioners and board of nursing staff.



Tammy Buchholz

Research Committee

The Research Committee was led by Chair Tammy Buchholz, DNP, RN, CNE, FRE, associate director for education, North Dakota Board of Nursing. Highlights of Research Committee tasks include:

- Identified four research questions regarding public health emergencies and held discussions with potential research partners



Ann Oertwich

Training and Education Committee

The Training and Education Committee was led by Chair Ann Oertwich, PhD, MSN, RN, NLC Commissioner, Nebraska. Highlights of Training and Education Committee tasks include:

- Review and approval of bimonthly *NLC Tip of the Week* emails for member board staff and the general public
- Review and approval of *Compact Corner*, NLC's e-newsletter publication with the latest NLC news and announcements
- Review and approval of NLC fact sheets and informational flowcharts
- Review and approval of NLC webinar topics
- Review of the draft annual report



Crystal Tillman

Elections Committee

The NLC Election Committee co-chairs, Crystal Tillman, DNP, RN, CNP, FRE, NLC Commissioner, North Carolina; and Kelly Jenkins, MSN, NE-BC, NLC Commissioner, Kentucky, accepted nominations at the NLC Annual Meeting for three executive committee positions: chair and two member-at-large positions. Nominations were accepted through Aug. 31, 2023.

The full slate of candidates was shared with the commission on Sept. 1 and voting occurred Sept. 20–30. The Executive Committee for FY24 was announced on Oct. 2, 2023 and can be viewed [here](#).



Kelly Jenkins



Ad Hoc Workgroups

NLC Operations Network

The NLC Operations Network is a forum where staff in party state boards of nursing can discuss common operational issues, learn from one another and share best practices. The network held quarterly virtual meetings during FY23. The meeting topics included how states handle a non-resident APRN who holds a multistate RN license, acceptable proof of residency documents, what procedures current compact states follow when a new state enters the compact, NLC requirements regarding the ATD program participation, when to deactivate a compact license upon relocation to another compact state, and the upcoming 60-day rule.

NLC Presentations

Webinars

NLC presented 11 free educational webinars throughout the fiscal year that served to assist nurses, nursing students, nurse employers and other stakeholder audiences with helpful information regarding the NLC.

- *Helpful Tips for New Nursing Graduates*
October 2022 and April 2023
- *Fireside Chat: Discipline & Eligibility*
November 2022 and September 2023
- *Understanding Primary State of Residence*
February and July 2023
- *The NLC: What Nurse Employers Need to Know*
February, May, and August 2023
- *Fireside Chat: Legislative Update*
March 2023
- *Multistate Licensure for Telehealth Practice*
June 2023

NLC Informational Presentations

In accordance with the strategic plan — specifically Strategic Initiative I: Strategic Partner Development and Collaboration, and Strategic Initiative II: Education of Boards and Stakeholders — presentations were provided for various organizations in both compact and noncompact states.

Presentations, Exhibitions, Meetings, Interviews with Stakeholder Organizations

October 2022	Exhibition, American Nurses Credentialing Center (ANCC) Pathway to Excellence and ANCC Magnet Conference NSNA Advocacy Day
November 2022	Presentation and Career Readiness Panel, National Student Nurses Association (NSNA) Midyear Conference Presentation, Northeast Ohio Association of Occupational Health Nurses
December 2022	Interstate Licensure Compact Data System (presentation and discussion on Nursys system)
March 2023	Exhibition, ATA Annual Conference
April 2023	Presentations (2) and exhibition at NSNA Annual Convention Exhibition, American Society for Healthcare Human Resources Administration (ASHHRA) Annual Conference
May 2023	Exhibition, American Organization for Nursing Leadership (AONL) Conference
July 2023	Exhibition, National Association for Health Care Recruitment (NAHCR)
August 2023	Exhibition, NCSBN Annual Meeting
September 2023	Presentation and exhibition, TravCon Conference Exhibition, National League of Nursing

NLC Board of Nursing (BON) Training

October 2022	Tennessee Board of Nursing
November 2022	Kansas State Board of Nursing New Jersey Board of Nursing
February 2023	Virginia Board of Nursing
April 2023	Georgia Board of Nursing
June 2023	Washington State Board of Nursing (virtual)
August 2023	Pennsylvania State Board of Nursing New Mexico Board of Nursing
September 2023	Rhode Island Board of Nurse Registration and Nursing Education

NLC Director, Jim Puente speaks to NCSBN members at the 2023 NCSBN Annual Meeting in Chicago.





NLC Outreach

In alignment with the NLC strategic plan tactics, staff continued to post NLC educational and informational news and events on social media to increase member and public awareness of the Compact.

Compact Corner

Compact Corner keeps NCSBN members informed regarding NLC resources, events, committee projects and Commission updates.



Jan. 2023 issue: **351** recipients, **214** opens (61%), **18** clicks (37%)

May 2023 issue: **342** recipients, **130** opens (38%), **21** clicks (6%)

Sept. 2023 issue: **338** recipients, **230** opens (68%), **145** clicks (43%)

Nov. 2023 issue: **334** recipients, **190** opens (57%), **7** clicks (2%)

Note: Industry benchmarks for non-profit organizations indicate average email open rates of 28.59% and click-through rates of 3.29% (<https://mailchimp.com/resources/email-marketing-benchmarks/>)

Tip of the Week



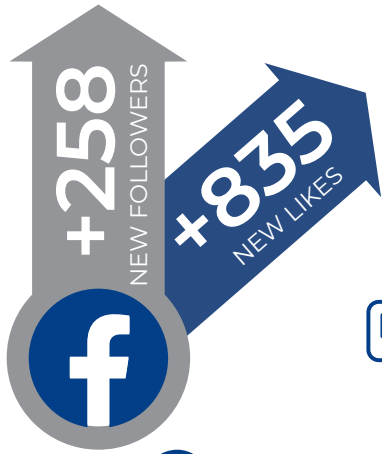
The Tip of the Week is sent bi-weekly. On Wednesdays, public subscribers receive a tip containing NLC general information. These tips are also shared via NLC Facebook, X (formerly Twitter) and Instagram pages. There is an opportunity to subscribe to this email list and anyone can do so directly from social media or from the NLC website. On Fridays, NCSBN member subscribers receive NLC tips focused on regulation.



	Average Open*	Subscribers as of Fall 2023
Public:	35%	11,762
Members:	31%	106

*Open: subscribers opened the email

Facebook



9,195

TOTAL FOLLOWERS



Top Performing Video on Facebook

214 views 3/28/23

At the Nurse Licensure Compact (NLC) Midyear Meeting in Seattle, North Dakota Board of Nursing Executive Director Stacey Pfenning, DNP, APRN, FNP, FAANP, reflected on how the NLC benefited nurses and patients during the COVID-19 pandemic.

Top 3 Facebook Posts for FY23

April 21, 2023

[Washington State joins the Compact](#)

41
REACTIONS

Aug. 23, 2023

[Pennsylvania will allow nurses with a multistate license to practice in PA](#)

27
REACTIONS

Oct. 18, 2022

[ANCC Magnet Conference](#)

22
REACTIONS

X (formerly Twitter)



1,680

TOTAL FOLLOWERS

Top 3 Tweets for FY23

July 18, 2023

You can email your question

50%
ENGAGEMENT RATE

Nov. 14, 2022

Join our Fireside Chat...

25%
ENGAGEMENT RATE

Aug. 4, 2023

Nicole Livanos quote

21%
ENGAGEMENT RATE

Data and stats as of date and status for period of Oct. 1, 2022– Sept. 30, 2023.

*Impressions are the number of times content is displayed

Instagram



Top 3 Instagram Posts for FY23

April 21, 2023

[Washington State joins the Compact](#)

1,535 REACH

AUG. 23, 2023

[Pennsylvania will allow nurses with a multistate license to practice in PA](#)

604 REACH

JULY 10, 2023

[Rhode Island joins the Compact](#)

600 REACH



NLC videos were shared via YouTube and social media. Below are the most-viewed videos in FY23.



Making Travel Nursing Easier with a Multistate License



792 VIEWS



Explanation of the Nurse Licensure Compact for Nurse Employers



693 VIEWS

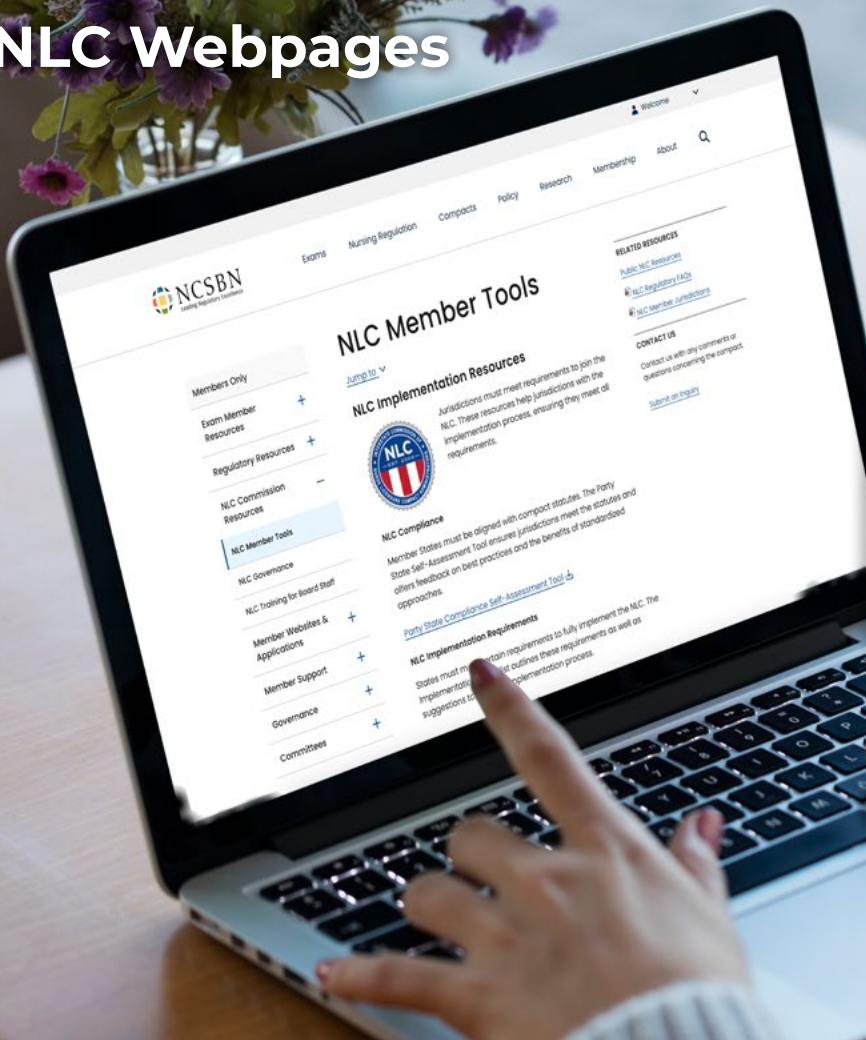


Guide to NLC for Nursing Students

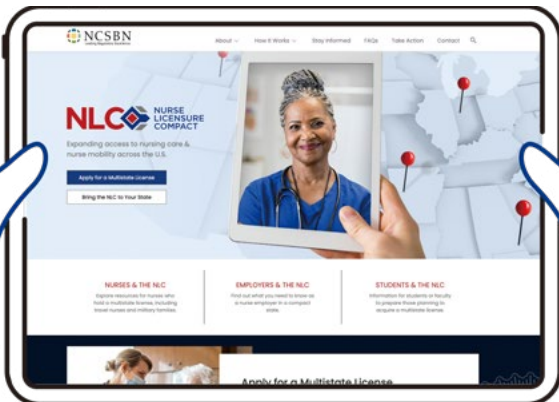


253 VIEWS

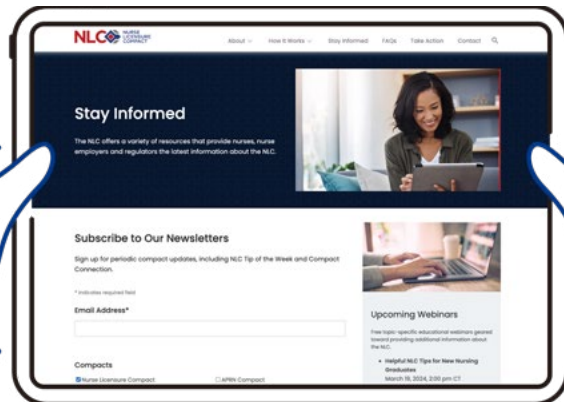
NLC Webpages



NLC MEMBER TOOLS
424,431
VIEWES



NLC HOMEPAGE
244,357
VIEWES



STAY INFORMED
13,550
VIEWES

NLC Financial Summary

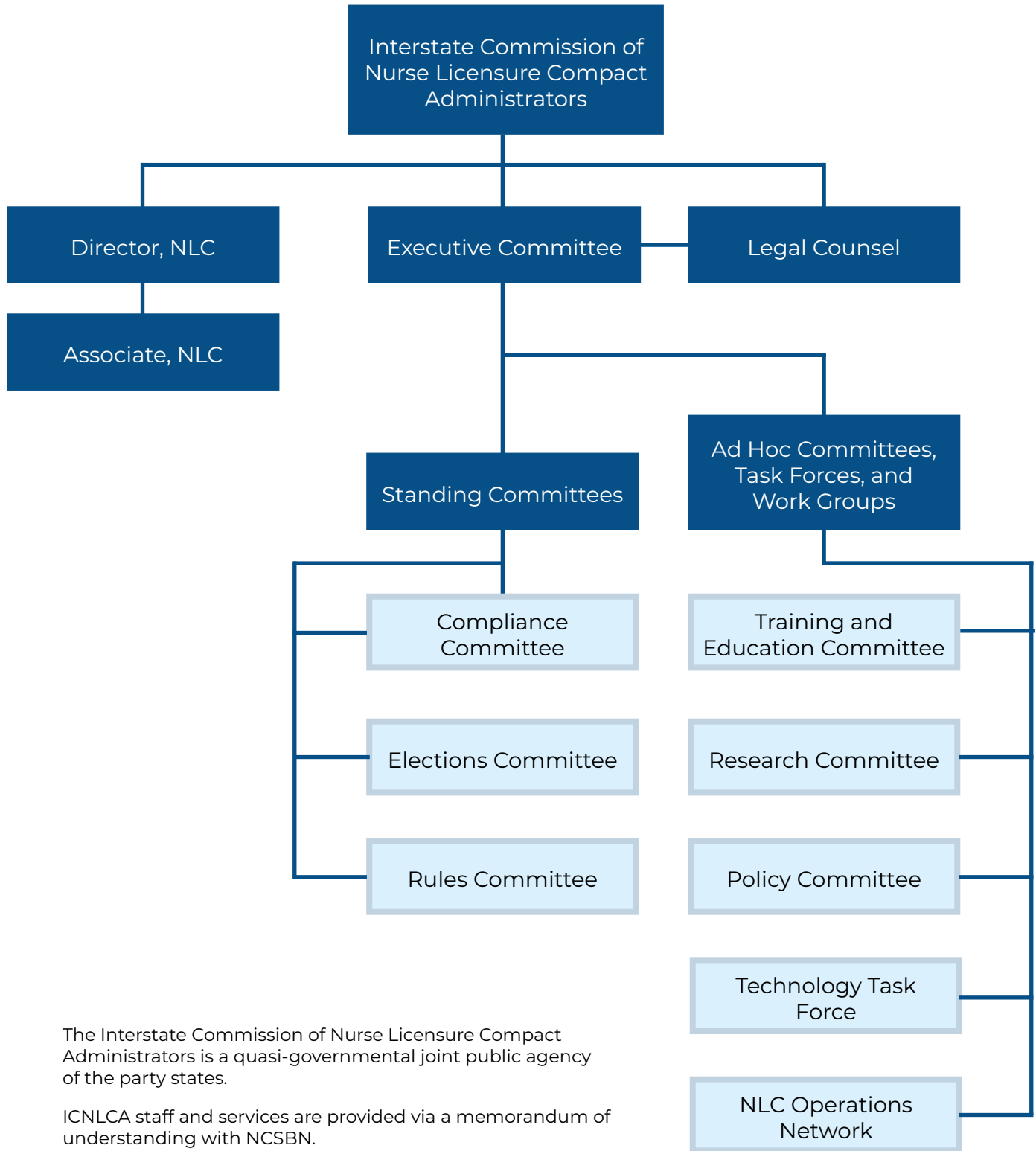
Financial Summary Fiscal Year 2023

	FY23
Cash Balance Sept. 30, 2022	\$966,910.66
Revenue	
Interest earned Oct. 1, 2022–Sept. 30, 2023	\$28,429.26
Collections for the FY23 period (Oct. 1, 2022–Sept. 30, 2023)	\$39,000.00
Collections for the FY24 period (Oct. 1, 2023–Sept. 30, 2024)	\$165,000.00
Subtotal	\$204,000.00
Total	\$204,000.00
Expenses	
FY23 Secretariat fees due to NCSBN	(\$50,000)
Reimb of FY23 expenses paid on behalf of NLCA	(\$25,637.50)
Subtotal	(\$75,637.50)
Cash Balance Sept. 30, 2023	\$1,123,702.42



Prepared by:
Joe Baker, Jr.
NLC Commissioner, Florida
Executive Director, Florida Board of Nursing

Organizational Chart



The Interstate Commission of Nurse Licensure Compact Administrators is a quasi-governmental joint public agency of the party states.

ICNLCA staff and services are provided via a memorandum of understanding with NCSBN.



Thank You to All Commissioners for your efforts on behalf of the NLC during FY23

Interstate Commission of Nurse License Compact Administrators

Alabama Board of Nursing

Peggy Benson

Arizona State Board of Nursing

Joey Ridenour

Arkansas State Board of Nursing

Sue Tedford

Colorado Board of Nursing

Nate Brown

Delaware Board of Nursing

Pamela C. Zickafoose*

Florida Board of Nursing

Joe Baker, Jr.*

Georgia State Board of Nursing

Natara Taylor

Guam Board of Nursing

Zennia Pecina

Idaho Board of Nursing

Nicki Chopski

Indiana State Board of Nursing

Nicholas Hart

Iowa Board of Nursing

Kathy Weinberg

Kansas State Board of Nursing

Carol Moreland

Kentucky Board of Nursing

Kelly Jenkins

Louisiana State Board of Nursing (RN)

Karen Lyon

Maine State Board of Nursing

Kim Esquibel

Maryland Board of Nursing

Rhonda Scott

Mississippi Board of Nursing

Phyllis Johnson

Missouri Board of Nursing

Lori Scheidt

Montana Board of Nursing

Missy Poortenga*

Nebraska Board of Nursing

Ann Oertwich

New Hampshire Board of Nursing

Ashley Czechowicz

New Jersey Board of Nursing

Mary Fortier

New Mexico Board of Nursing

Sheena Ferguson

North Carolina Board of Nursing

Crystal Tillman

North Dakota Board of Nursing

Stacey Pfenning

Ohio Board of Nursing

Marlene Anielski

Oklahoma Board of Nursing

Jenny Barnhouse*

Pennsylvania State Board of Nursing

Wendy Miller

Rhode Island Board of Nurse Registration and Nursing Education

Lynda D'Alessio

South Carolina Board of Nursing

Carol Moody*

South Dakota Board of Nursing

Linda Young*

Tennessee State Board of Nursing

Sherry Richardson*

Texas Board of Nursing

Katherine Thomas

Utah State Board of Nursing

Jeff Busjahn

Vermont Board of Nursing

Shiela Boni

Virgin Islands Board of Nurse Licensure

Carmen Vanterpool-Romney

Virginia Board of Nursing

Jay P. Douglas

Washington State Board of Nursing

Alison Bradywood

West Virginia State Board of Examiners for Licensed Practical Nurses

Michelle Chapman

Wisconsin Department of Safety and Professional Services

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Executive Director, Delaware Board of Nursing
Term: October 2023–September 2025
(2nd term)



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Term: October 2022–September 2024



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Term: October 2023–September 2025
(2nd Term)



Member-at-Large

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Term: October 2022–September 2024
(2nd Term)



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Term: October 2023–September 2025
(2nd Term)



Highlights from the 2023 NLC Midyear and Annual Meetings.

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Retirements and Transitions

Thank you for everything you've done for the NLC—for your service, dedication and contributions. Congratulations on a job well done!



Karen E.B. Evans
(Maryland)



Lori Hart
(Wyoming)



Katherine Thomas
(Texas)

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National Center for
Interstate Compacts



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Consultant to the
Commission

NCSBN Staff and Legal Counsel

Legal Counsel to the Commission



Richard Masters, JD

The Legal Counsel provides guidance to the commission and its committees with respect to the duties and responsibilities under the NLC statute, rules and ICNLCA bylaws and their interpretation.

Staff to the Commission



Jim Puente, MS, MJ, CAE
Director



Lisa Sands, MS
Associate



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