

Fall 2019

# IN FOCUS

A PUBLICATION OF THE NATIONAL COUNCIL OF STATE BOARDS OF NURSING

## 2020 Global Year of the Nurse

**Inside this Issue: Assisting During an In-flight Medical Emergency / 2019 Annual Meeting Recap / One NCSBN: A Workplace Cultural Transformation**

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Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was initially created to lessen the burdens of state governments and bring together nursing regulatory bodies (NRBs) to act and counsel together on matters of common interest. It has evolved into one of the leading voices of regulation across the world.

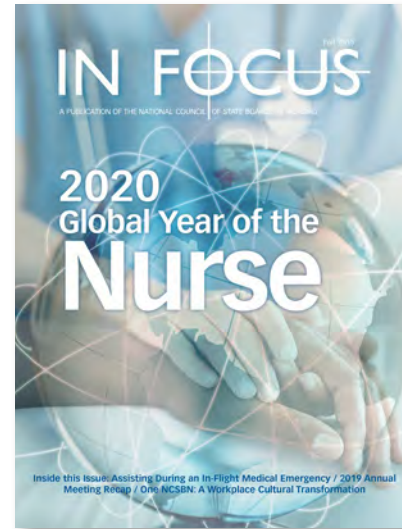
NCSBN's membership is comprised of the NRBs in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are three exam user members. There are also 27 associate members that are either NRBs or empowered regulatory authorities from other countries or territories.

Mission: NCSBN empowers and supports nursing regulators in their mandate to protect the public.

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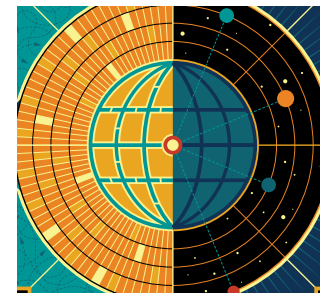
# IN FOCUS

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# International Center for Regulatory Scholarship

*Growing and Connecting Regulatory Leaders*

**icrsncsbn.org**

NCSBN's International Center for Regulatory Scholarship (ICRS) provides unprecedented opportunities for regulators from diverse jurisdictions to learn, interact and collaborate. The program fosters outstanding leadership development, the acquisition of advanced knowledge and skills, and the generation of regulatory evidence. ICRS promotes collaboration, innovation and new ideas for the protection of the public and the future of professional regulation.

- Participation in ICRS is free of charge to NCSBN members.
- Courses are available to take individually or as part of the credit-based ICRS Certificate Program.

## Who May Participate:

During the pilot phase, ICRS will be open only to NCSBN Members, Associate Members, and Exam User members. After completion of this phase, the program will be open to all regulators that have an interest in furthering their knowledge, advancing their skills and extending their network in regulation.

## Program Pathways:

A Competency Assessment will be completed by all participants to determine a recommended pathway. The program will have three distinct pathways:

1. Regulation and Governance
2. Public Policy and Legislation
3. Research and Measurement



# ICRS

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# “Are there any Medical Personnel on Board?”

Wyoming Board President Marjory Christiansen Assists During In-flight Medical Emergency



By Marjory Christiansen, MSN, RN  
Board President (pictured above) and  
Stephanie Martin, P&E Administrative  
Assistant, Wyoming State Board of Nursing

When Wyoming State Board of Nursing (WSBN) Board President Marjory Christiansen, MSN, RN, stepped onto a plane to fly to Atlanta for NCSBN's recent Leadership and Public Policy Conference, she was leaving Wyoming, her state of licensure. As a regulatory agency board member, Christiansen spends numerous hours identifying right to practice, location of license and other particulars. As a nursing education program director and instructor at Casper College, she spends more hours, every day, on the nuances of exact answers and organized learning.

Yet, on this particular flight, Christiansen was reminded of the moments in nursing when none of that matters. Midflight, there was a medical emergency. Christiansen explains how she immediately volunteered her services:


Being a nurse for over 20 years and being in emergency medical services for over 40 years doesn't quite prepare a person for having to use your nursing skills on an airplane. The call on the overhead, "are there any medical personnel on board?" came while flying from Denver to Atlanta recently.

I walked up to the passenger and as I did she "went out." Checking a pulse, I could not find one; no response either. I was trying to figure out how I was going to do CPR on the plane and what tools of the trade were available. About then, her eyes opened, thank goodness! Cool, pale, diaphoretic. She complained of dizziness and nausea. No chest pain. Well that was a plus. Someone handed me a blood pressure cuff, and if I

was hearing correctly, she had a BP of 60 and a pulse of 40 ... now what? Another nurse came to help. The flight attendant brought a medical kit which had many helpful things, including an IV, oxygen, etc. The flight attendant asked if we needed to land? I said yes and gave her a report to give to the ground crew. Well Wichita, Kansas, here we come! By the time the paramedic crew came on board, the passenger was talking but now complaining of left arm pain. After the flight, I had to fill out a report, including giving my credentials. We then had to wait for a medical kit replacement before continuing on our journey.

These are some thoughts that come to mind as I reviewed in my mind what had just happened. Do we have an ethical obligation to volunteer? Are we covered with our scope of practice (under the Wyoming Nurse Practice Act 33-21-154. Exemptions. (2) (ii), the rendering of assistance by anyone in the case of an emergency)? After some research, I did find the top complaints for medical emergencies on a plane and what the medical kit contains. The flight attendant can only give oxygen so it was a good thing there were a couple of nurses on the flight. It just goes to show you — as nurses we are never really off duty.

The crafters of our NPA knew, in times of crisis, the most important thing is to help, but stay in your scope of practice.

Join WSBN in commending Christiansen! 

# Interstate Licensure Compacts: The NLC Leads the Way in an Extraordinary Time of Growth and Change



Nursing is the first profession in the U.S. to develop a public protection model of multistate licensure in anticipation of 21st century nursing and patient care needs. The Nurse Licensure Compact (NLC) has many benefits such as:

- Improvement of quality and access to care;
- Removal of barriers and impediments to borderless practice;
- Enhanced nurse mobility; and
- Elimination of duplicative processes and unnecessary fees for nurses and employers.

In the last year, the NLC has experienced an extraordinary time of growth and change. The compact has grown to include 34 states and more states than ever before have introduced legislation to join. With the NLC's current state of evolution, the compact is becoming ever more important. With its overwhelming success, the NLC's model of mutual recognition has become the preferred model for other health care professions developing interstate licensure compacts.

Establishing the mutual recognition model of licensure as the preferred model falls into perfect alignment with the 2020-2022 NLC Strategic plan. Key elements of the plan include positioning the NLC as the expert resource for the development of mutual recognition compacts; building and maintaining relationships with new and existing NLC partners; creating new and enhanced educational resources for nurse licensees, nursing regulatory bodies, employers and other key stakeholders; and enhancing the NLC's reach through increased marketing efforts.

NLC staff have helped to nurture the NLC's position as the expert resource by providing on-demand information and presentations for other interstate

compacts such as the Physical Therapy Compact (PT Compact), Psychology Interjurisdictional Compact (PSYPACT) and the Recognition of EMS Personnel Licensure Interstate CompAct (REPLICA). However, in addition to these newer health care profession licensure compacts, NLC staff have been instrumental in guiding and helping other health care professions that are considering a compact in the future.

In alignment with the NLC's core values of transparency, collaboration, integrity, innovation and accountability, the NLC has effectively led the way in the groundbreaking work of providing licensure solutions and addressing issues or challenges related to interstate health care professional practice. As part of NLC's collaborative initiative, in recent months NLC Director Jim Puente has offered informative presentations for organizations considering a compact for their profession, including the National Association of Board of Pharmacy, the American Dental Association, the National Council of State Boards of Speech-Language Pathology and Audiology, and the Federation of State Medical Boards (for physician assistants).

The NLC is clearly the licensure solution for U.S. interstate nursing practice. Its success has impacted other health care profession licensure compacts that are currently or will soon be operational.

Due to the growth of these other health care licensure compacts, stakeholders are now better able to build momentum in facilitating cross border practice and enhancing mobility and public protection. Through the implementation of a mutual recognition model of licensure, we not only help the licensed professionals, but the people they serve. The NLC is proud to lead, educate and collaborate in this exciting, groundbreaking area.

## Indiana Excited to Join the NLC



By Toni L. Herron BSN, RN, CHEP, Education Compliance Officer, Indiana State Board of Nursing

On July 1, 2019, the Indiana State Board of Nursing and the Indiana Professional Licensing Agency began the process to implement the necessary

procedures and policies to allow for Indiana to join the Nurse Licensure Compact.

The Indiana State Board of Nursing (ISBN) is excited to join over 30 other states in easing the regulatory burden of licensure and providing greater access to care for its patients by participating in the enhanced NLC. Since the authorizing legislation was enacted this summer, Indiana's nursing professionals and employers continue to demonstrate their support and enthusiasm for multistate licensure.

ISBN has heard the call-to-action from nurses in the state and made the implementation of the compact its number one priority. Board members and staff are making substantial progress putting into place the technical and administrative updates necessary for multistate licenses to be issued. At the same time, ISBN is also working closely with state and national stakeholders, including NCSBN, to institute a seamless application process for Hoosier nurses. Be on the lookout for board and staff to begin informational sessions across the state as the time to begin issuing multistate licenses gets closer.

Please note, while progress is ongoing, the compact and its multistate licensure provisions will not be effective until the implementation has been completed. The board and board staff appreciate your patience as this new license and the licensing procedure is put into place.

Continue to check the [Indiana State Board of Nursing's page](#) for the most up-to-date information regarding the implementation and effective date of the enhanced NLC in Indiana. 🌐



## Speed Round

**Get to know NCSBN staff:**

**Rocio Hernandez**  
**Accounting Manager, Finance**

### What do you do?

I am the accounting manager for the Finance Department. I oversee the daily operations of the department including the preparation of generally accepted accounting principles (GAAP) financial statements, regulatory reporting, audits, cost analysis, bank reconciliations and account analysis. In addition, I recommend, implement and maintain systems and procedures to ensure adherence to NCSBN policies, and provide financial and accounting assistance to NCSBN staff and membership to address business needs.

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

The best aspect of my job is being the department's lead in planning an enhancing operating processes and strengthening work relations. The most challenging aspect of my job is shifts in priorities that sometimes occur that delay developed strategies in order to continue the enhancement and productivity of our department.

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

I would be the owner of a horticulture business. I find it very therapeutic being outdoors and growing flowers and doing yard work. 🌸

# 2020 Global Year of the Nurse

**N**ursing has come a long way from the image of a woman in a stiff white cap, stockings and a starched uniform. Nurses today serve on the battlefield and at the bedside but always on the frontlines of an ever changing and rapidly evolving health care environment. In large urban areas they serve on complex health care teams, in rural areas and in far-flung regions of the world they may be the only health care provider that patients ever encounter. What they provide to patients goes beyond just care, in many cases their presence is the difference between life or death. Most people recognize and acknowledge the importance and impact that nurses may have on their lives.

In 2018, nurses rated highest for honesty and ethics for 17th consecutive year in Gallup's poll (Gallup, 2018) of most trusted professions in the U.S. However, in a survey (Varkey Foundation, 2018) conducted in 35 countries by the global education charity Varkey Foundation that asked participants to rank 14 professions, nursing ranked sixth, below physicians, lawyers, teachers and police officers. Globally, the regard that nurses are held in varies from country to country and region to region. How nurses are viewed is widely dependent on the country's socioeconomic status, health care system, religious and cultural beliefs, patient demographics and whether a shortage of nursing personnel exists.

Predicated on the belief that raising the status of nurses and empowering them to practice to the fullest extent of their education and expertise ultimately improves the health of for whom they care, a number of international organizations have dedicated initiatives designed to bring attention to the nursing profession, elevate its image to the general public and empower nurses to seek leadership roles in their profession.

Honoring the 200th anniversary of the birth of Florence Nightingale, 2020 was designated by the World Health Organization (WHO) as the International Year of the Nurse and Midwife. Dr. Tedros Adhanom Ghebreyesus, director general, WHO, commented, "WHO is proud to nominate 2020 as the Year of the Nurse and the Midwife. These two health professions are invaluable

to the health of people everywhere. Without nurses and midwives, we will not achieve the Sustainable Development Goals or universal health coverage. While WHO recognises their crucial role on a daily basis, 2020 will be dedicated to highlighting the enormous sacrifices and contributions of nurses and midwives, and to ensuring that we address the shortage of these vital professions. I would like to thank the International Council of Nurses and the Nursing Now campaign for raising the status and profile of nurses and am proud to contribute to the recognition of their work."

Nursing Now, is three-year global campaign (2018-2020) that aims to improve health by raising the profile and status of nursing worldwide. In collaboration with WHO and the International Council of Nurses (ICN), Nursing Now seeks to empower nurses to take their place at the heart of tackling 21st Century health challenges and maximize their contribution to achieving universal health coverage.

"The 20 million nurses around the world will be thrilled to see their profession recognised in this way," commented, ICN President Annette Kennedy, "Florence Nightingale used her lamp to illuminate the places where nurses worked, and I hope the designation of 2020 as the International Year of the Nurse and Midwife will provide us with a new, 20-20 vision of what nursing is in the modern era, and how nurses can light the way to universal health coverage and healthcare for all."

Currently, there are 420 Nursing Now groups in

108 countries. In the U.S., the University of North Carolina at Chapel Hill School of Nursing, University of Washington School of Nursing, American Nurses Association (ANA) and the U.S. Public Health Service Chief Nurse Officer, comprise Nursing Now USA which will address key issues in the nursing profession such as workplace violence, pay equity, staffing shortages and barriers to practice.

The Nursing Now USA initiative has three priorities through which nurses will lead America to health. These priorities include:

1. Promoting Innovation – Nurses are at the forefront of innovations in research, teaching, and care delivery that have a positive impact on the public;
2. Developing Policy – Nurses play a vital role in influencing and creating public policy that promotes and protects the health of all and advocates for conditions that support safe and healthy communities; and
3. Expanding Influence as Leaders in Care Delivery – Nurses are fully engaged as leaders locally and globally in the delivery of care by constantly and consistently seeking improvements in care.

The goals of the Nursing Now USA initiative align with the Nursing Now Global campaign and are focused on:

- Growing public understanding and support for the vital role that nurses have in achieving health equity and quality care for all;
- Using innovative strategies to improve the education, practice and advancement of nurses;
- Developing health care related policies that are led by nurses and informed by evidenced-based research and practice; and
- Ensuring that nurses are working at the top of their scope of practice and provide professional advancement opportunities for nurses at all levels.

Additionally, as part of the year-long celebration, Nursing Now has launched the Nightingale Challenge 2020, which calls for every employer of nurses globally to provide leadership and development

training for 20 young (aged 35 and under) nurses and midwives next year. The aim is to have at least 20,000 young nurses and midwives benefiting from this in 2020. As of the time of this article, enrollment in this program stands at 16,397 nurses and midwives from 423 employers from 56 countries. In North America, there are 1,276 nurses and midwives enrolled representing 30 employers.

The purpose of the Nightingale Challenge is to help develop the next generation of young nurses and midwives as leaders, practitioners and advocates in health, and to demonstrate that nursing and midwifery are exciting and rewarding careers.

NCSBN will also celebrate and commemorate the Year of the Nurse by supporting a variety of initiatives including NCSBN CEO David Benton’s participation in the Nightingale Webinar Teleconference series. He recently presented a webinar about regulation of professional nursing practice and will present again sometime in the new year. A recording of the first webinar will be posted on the Nursing Now website in a few weeks.

In January, NCSBN will kickoff the Year of the Nurse with the publication, “A Global Profile of Nursing Regulation, Education, and Practice,” a supplement to the *Journal of Nursing Regulation* (JNR). The supplement is an in-depth comparison of nursing regulatory bodies and the regulation of nurses around the world, using data from NCSBN’s Global Regulatory Atlas. The supplement will be downloadable, free of charge on the JNR website.

“The year 2020 will provide a multitude of opportunities. Nurses in all settings and dealing with the entire range of issues we are capable of addressing should take the time to tell their stories. By demonstrating our capacity to make a difference we honor the past but lay foundations for the future,” notes Benton. 🌍

Gallup. (2018). Nurses Again Outpace Other Professions for Honesty, Ethics. Retrieved from <https://news.gallup.com/poll/245597/nurses-again-outpace-professions-honesty-ethics.aspx>.

Varkey Foundation. (2018). Global Teachers Status Index 2018. Retrieved from <https://www.varkeyfoundation.org/media/4867/gts-index-13-11-2018.pdf>.

Florence Nightingale, c. 1860. Photograph by Henry Hering



## Honoring a Tireless, Forward-thinking Reformer

*“Let us run the race where we all may win: rejoicing in their successes, as our own, and mourning their failures, wherever they are, as our own. We are all one **Nurse**.”*

—Florence Nightingale

Much more than merely “The Lady with the Lamp,” as depicted in popular culture, Florence Nightingale was a forward-thinking reformer who transformed nursing and influenced the manner in which health care is delivered.

Born in 1820, Nightingale rebelled against the social norms of the time in which women were expected to marry and have children, and answered what she termed, “a calling from God” to tend to the poor and the sick. Her life and service helped elevate nursing into the well-respected profession it is today.

Overseeing the introduction of 38 nurses into military hospitals in Turkey during the Crimean War (1853-56), she organized the hospitals to improve supplies of food, blankets and beds, as well as the general conditions and cleanliness. Described contemporaneously in *The Times* as “...a ‘ministering angel’ without any exaggeration in these hospitals, and as her slender form glides quietly along each corridor, every poor fellow’s face softens with gratitude at the sight of her. When all the medical officers have retired for the night and silence and darkness have settled down upon those miles of prostrate sick, she may be observed alone, with a little lamp in her hand, making her solitary rounds.” Doing so, she earned undying respect and gratitude from the wounded soldiers as well as her famous moniker.

Returning to England a reluctant hero, she used her newfound fame to establish the first scientifically based nursing school—the Nightingale School of Nursing, at St. Thomas’ Hospital in London. She wrote prolifically on a variety of subjects but most importantly, *Notes on Nursing*

(1859), that served as the foundation for the school’s curriculum.

Radical for their time, her ideas included pioneering infection control measures and a healthy diet as key to health recovery.

In addition to her tireless efforts to advance the field of nursing, Nightingale is credited with inventing the pie chart and was the first woman to be elected to the Royal Statistical Society. She was also the first woman awarded the Order of Merit in 1907 and became the second woman to be awarded the Freedom of the City of London in 1908. Her work spurred the founding of the International Red Cross, which still awards the Florence Nightingale Medal for nurses who have given exceptional care to the sick and wounded in war or peace.

Her legacy still inspires the nurses of today and tomorrow... we celebrate International Nurses Day on her birthday, May 12. The International Year of The Nurse honors the 200th anniversary of her birth. 🌍



*The Lady with the Lamp*. Popular lithograph reproduction of a painting of Nightingale by Henrietta Rae, 1891

# One NCSBN: a Workplace Cultural Transformation

Employee engagement is defined as the extent to which employees feel passionate about their jobs, are committed to the organization and put discretionary effort into their work.

In 2018, NCSBN developed a number of engagement goals focused on the initiative of “One NCSBN” for 2019 and 2020. These goals were designed to give every employee at NCSBN the opportunity — and the responsibility — to contribute to both their own individual engagement and overall engagement at NCSBN.

The goals outlined in the One NCSBN initiative center on building relationships across the organization to create and maintain a high-trust culture, redefining the way the organization does employee performance assessments, providing professional education opportunities to staff and implementing structural reforms of NCSBN’s work environment.

With one year almost in the rearview mirror, *In Focus* is providing an update on the One NCSBN initiative, the progress the organization has made so far and exciting changes anticipated for 2020.

## Staff Education

Workshops on *Diversity and Inclusion* and *Managing Conflicts and Solving Differences* were offered beginning in August 2019, and will continue into the first quarter of 2020 so that all NCSBN employees can attend. The workshops have been very well received by staff. Future all-staff workshops that will be held in 2020 include *Goal Setting & Coaching Skills*, *Building Trust & Employee Engagement*, and *Career Mapping & Professional Development*. The techniques shared in these workshops will come to life throughout NCSBN in employees’ day-to-day work communications and efforts.

## Office Redesign

NCSBN recently renewed its lease at 111 E. Wacker Drive for 10 years. Visitors to Suite 2900 — while dazzled by the stun-

ning views of Chicago’s Loop, Michigan Avenue and lakefront — may have also noticed that the space was looking dated. NCSBN is in the process of changing the environment to emphasize a modern work experience that fits the organization’s present and future needs.

The entire layout of the 29th floor will be reconfigured to give employees more access to sunlight from their work stations. The interior design elements and the work stations themselves will also be updated.

To share a few of the highlights of the redesign, the main entrance to Suite 2900 is being enhanced to provide a more relaxed and inviting appearance with a dedicated reception seating area, along with a flat screen monitor promoting NCSBN projects and initiatives for information sharing. In addition, a new

conference center will be built on the northwest side of the 29th floor to enhance the committee experience. Also, a new staff café will be designed to create a comfortable and accessible common area for staff. The café will be relocated alongside windows on the east side of the 29th floor, which will provide direct sunlight. The goal is to create a relaxed, welcoming and collaborative gathering area that can also function as a peaceful setting for employees needing a rejuvenating break.

Construction of the new space began in November 2019. All 29th floor staff are currently working in a temporary space on the 9th floor of 111 E. Wacker Drive. The project is expected to take 16 weeks and the anticipated relocation to the 29th floor is planned for March 2020.

“As of Dec. 6, 2019, the demolition stage of the 29th floor was completed,” says NCSBN Human Resources Director Joe Dudzik, MSC, SPHR, SHRM-SCP. “During the months of October, November and December, NCSBN surveyed employees soliciting their input on select furniture and fabric color options. The new construction stage of the project is taking place beginning in late December 2019 and moving forward into January and February 2020.”

## Aligning Business Operations

Another evolution of the NCSBN work environment requires no construction crew, but is equally important in aligning the organization’s objectives under the One NCSBN initiative. In 2017, NCSBN created a new Operations division. The Member Relations, Human Resources, Performance Measurement and Standards Setting, and Marketing & Communications departments were moved under the Operations umbrella and overseen by Chief Operating Officer Phil Dickison, PhD, RN.

In October 2019, the NCSBN Meetings, Project

Top right: A proposed rendering of the new main entrance to Suite 2900



Above: A proposed rendering of the new staff café

Management Office, Customer Service and Business Administration and Office Services teams were aligned under the Business Operations department, now managed by Director Jennifer Gallagher. Business Operations supports and advances the organizational mission, vision and One NCSBN culture by managing the business services for NCSBN.

**Meetings** – The Meetings team facilitates organization-wide meetings management for NCSBN meetings and committee/internal meetings including budget development and management, development and management of internal and external meetings procedures, negotiating all vendor contracts, and management of onsite execution of NCSBN meetings.

**Project Management Office (PMO)** – This newly formed unit provides standardized program and project-related governance processes and templates, and facilitates the sharing of methodologies, tools

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Photos by Tricia Koning Photography. To view more photos from the event visit our [Flickr page](#).

The 2019 NCSBN Annual Meeting was held in Chicago Aug. 21-23, giving attendees the opportunity to meet and network with nursing regulators from all over the country and the world. There were 60 member nursing regulatory bodies (MNRBs) represented by delegates at the meeting, during which important regulatory issues were discussed and pertinent association business was conducted.

Attendees were officially welcomed to Chicago by Dr. Mary Ellen Caron, a longtime public leader in education and youth development. Caron currently serves as CEO of *After School Matters*. She brought two of her talented vocal performers from the program to entertain attendees.

Along with a variety of presentations and activities, NCSBN hosted an exciting [keynote speech from Elizabeth Iro, RN](#), chief nursing officer at the World Health Organization. She was formerly the Cook Islands' Secretary of Health and chief nursing officer and acting director, Hospital Health Services.

The Annual Meeting concluded with one of the most engaging keynote speakers NCSBN has had in years. [Erik Wahl](#) is an internationally recognized artist, TED speaker and best-selling author. His message focused on the

systematic embrace of innovation and risk. His creativity and talent as an artist, coupled with his charismatic presentation brought the crowd to several standing ovations, and helped kick off the final day of the 2019 Annual Meeting on a positive note.

NCSBN Board of Directors President Julia George, MSN, RN, FRE, executive director, North Carolina Board of Nursing, noted, "We had a very productive meeting this year with an open exchange of ideas with all of our members. Our thought-provoking presenters and keynote speakers challenged us to never rest on our laurels, but to march boldly toward our future."

Highlights of significant actions approved by MNRBs at the Annual Meeting included:

- Approval of strategic initiatives for the years 2020–2022;
- Approval of the Puerto Rico Board of Nursing as an associate member of NCSBN;
- Approval of the Spanish General Council of Nursing as an associate member of NCSBN; and
- Adoption of the 2020 NCLEX-PN® Test Plan.

MNRBs also elected new members of the NCSBN Board of Directors. Those elected include:

#### Treasurer

Adrian Guerrero, CPM, director of operations, Kansas State Board of Nursing, was elected Treasurer. He previously served as Area II director from 2017-19. He also served as chair of the Nursys Committee and as a member of both the Fraud Detection Committee and the Nursys Advisory Panel.

#### Area I Director

Cynthia LaBonde, MN, RN, executive director, Wyoming State Board of Nursing, was reelected Area I director.

#### Area II Director

Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing, was elected Area II director. She previously served as director-at-large from 2016-19. She also served as chair of the Fraud Detection Committee and Member Board Agreement Review Committee, and on the Nurse Licensure Compact (NLC) Administrators Executive Committee.

#### Area III Director

Jay P. Douglas, MSM, RN, CSAC, FRE, executive director, Virginia Board of Nursing, was elected Area III director. She was previously appointed to fill an unexpired term as Area III director in 2018. She also served as director-at-large on the NLC Administrator Executive Committee and vice chair of the Interstate Commission of NLC Administrators from 2017-2018.

#### Area IV Director

Valerie J. Fuller, PhD, DNP, AGACNP-BC, FNP-BC, FAANP, FNAP, board president, Maine State Board of Nursing, was reelected Area IV director. She previously served as chair of the APRN Education Committee and as a member of the Advanced Practice Committee and the APRN Distance Learning Education Committee.

#### Director-at-Large

Anne Coghlan, MScN, RN, executive director and CEO, College of Nurses of Ontario, was appointed by the NCSBN Board of Directors (BOD) to fill the vacancy created by the election of Scheidt.

NCSBN delegates also elected members of the Leadership Succession Committee (LSC):

Area I Member – Gretchen Koch, MSN, RN, policy analyst, Oregon State Board of Nursing

Area III Member – Sara Griffith, MSN, RN, regulation consultant, North Carolina Board of Nursing

The NCSBN BOD also appointed Member-at-Large positions to the LSC:

Shirley Brekken, MS, RN, FAAN, executive officer, Minnesota Board of Nursing

Greg Kohn, MM, board member, Wyoming State Board of Nursing

Sherry Richardson, MSN, RN, CMSRN, board staff, Tennessee State Board of Nursing

FORMULATING  
STRATEGY & ALIGNING  
INFLUENCE

Save the date for next year's Annual Meeting, which will be held in Chicago Aug. 18–20, 2020.

## 2019 NCSBN AWARD RECIPIENTS



### Congratulations to Our Annual Award Recipients

NCSBN recognized its dedicated and exceptional membership and guests at its annual awards ceremony. Specific award recipients included:

**1. Elizabeth Lund, MSN, RN**, executive director, Tennessee State Board of Nursing, was honored with the prestigious R. Louise McManus Award. Individuals receiving this award have made sustained and significant contributions through the highest commitment and dedication to the mission and vision of NCSBN.



**2. Fred Knight, JD**, board staff, Arkansas State Board of Nursing, received the Meritorious Service Award, which is granted to a member for significant contributions to the mission and vision of NCSBN.



**3. Ingeborg "Bibi" Schultz, MSN, RN, CNE**, board staff, Missouri State Board of Nursing, received the Exceptional Contribution Award, which is given for significant contribution by a member who is not a president or executive officer and demonstrated support of NCSBN's mission.

Annual Meeting photos by Tricia Koning Photography



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



### Executive Officer Recognition Awards



- Service awards were given to the following executive officers of BONs, presented by BOD President Julie George:
- Five Years**
- Margaret Cooke, PhD, RN, RM, executive officer, Nursing and Midwifery Council of New South Wales (not pictured)
  - Ruby Jason, MSN, RN, NEA-BC, executive director, Oregon State Board of Nursing (photo a)
  - Tanya Vogt, executive officer, Nursing and Midwifery Board of Australia (not pictured)



- 10 Years**
- Anne Coghlan, MScN, RN, executive director & CEO, College of Nurses of Ontario (photo b)



- 20 Years**
- Shirley Brekken, MS, RN, executive director, Minnesota Board of Nursing (photo c)
  - Kimberly Glazier, MEd, RN, executive director, Oklahoma Board of Nursing (photo d)





### Institute of Regulatory Excellence (IRE) Fellows

**The 2019 class of Fellows includes:**

- Bonnie Crumley Aybar, MSN, RN, CPAN, New Hampshire Board of Nursing
- Jackie Baer, DNP, APRN, FNP-BC, South Carolina Board of Nursing
- Denise Benbow, MSN, RN, Texas Board of Nursing
- Tammy Buchholz, MSN, RN, CNE, North Dakota Board of Nursing
- Janeen Dahn, PhD, FNP-C, Arizona State Board of Nursing
- Diana Heywood, MN, RN, College of Registered Nurses of Manitoba
- Karl Hoehn, JD, Washington State Nursing Care Quality Assurance Commission
- Jimmy Reyes, DNP, AGNP, RN, Iowa Board of Nursing
- Leanne Matthes, MA, College of Registered Nurses of Manitoba
- Angela McNabb, MN, RN, CPMHN, College of Nurses of Ontario
- Renata Neufeld, MPA, College of Licensed Practical Nurses of Manitoba
- Kristie Oles, EdD, MSN, RN, Ohio Board of Nursing
- LaDonna Patton, MSN, RN, CEN, Alabama Board of Nursing
- Janice Penner, MSN, RN, British Columbia College of Nursing Professionals

*It is the quest to discover your true self  
— to develop your own brains, heart, and courage —  
and to help others do the same.*

—Quotes from *The Leadership Secrets of Oz* by BJ Gallagher

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and techniques to promote cross-divisional teaming, collaboration and continuous improvement. The PMO mission is to “Promote an environment where all staff work together and openly share information, expertise and insights in a respectful and productive manner, demonstrating leadership in our respective fields and providing the opportunity for personal growth to achieve new levels of success.”

**Business Administration and Office Services (BAOS)** – BAOS manages the logistical operations for the NCSBN Board of Directors, NCSBN office facility operations, reception and mail services, and management of governing documents and policies, data and records management, and record retention oversight.

**Customer Service (CS)** – The CS team supports the One NCSBN goals by liaising between customers and the organization, including reception. The CS team will respond to inquiries via phone, email and social media, and coordinate detailed communication with customers while maintaining high level of service.

“As NCSBN continues to work to transform our culture and engage its employees in the One NCSBN initiative, we will continue to look for opportunities to create and support a collaborative, transparent and efficient organization focused on creating opportunities for employees to utilize their talents, experience professional and personal growth, and enhance the employee experience,” says Dudzik. “Moving forward, NCSBN will continue its quest to move from a service-driven organization to a leadership-focused organization, so that our efforts can best serve the NCSBN membership.”

## LEADER TO LEADER

*Leader To Leader* informs nurse educators of critical issues affecting nursing education and regulation.

**SIGN UP TODAY**



# News & Notes

## Benson Receives CLEAR 2019 Regulatory Excellence Award

Peggy Benson, MSN, MSHA, NE-BC, executive officer, [Alabama Board of Nursing](#), has received the Council on Licensure, Enforcement

& Regulation (CLEAR) 2019

Regulatory Excellence Award. Two CLEAR awards are presented each year, one to an individual and one to a team demonstrating an outstanding contribution to the enhancement of occupational or professional regulation, regulatory processes or consumer and public protection. The individual, team, program or agency must have demonstrated exceptional leadership, vision, creativity, results and outcomes above and beyond the regular functions of the job or expectations, and beyond what is normally achieved. "I was proud to accept this award on behalf of our entire agency," said Benson. "This represents another acknowledgement of the tremendous progress we continue to make for patient care throughout the state of Alabama."

## Florida Board of Nursing Participates in Collaborative Planning Meeting

Members and staff of the [Florida Board of Nursing](#) participated in the Division of Medical Quality Assurance's Board Chairs/Vice Chairs Long Range Policy Planning Meeting on Oct. 18, 2019, in Tallahassee. This annual gathering of health care regulators and state association partners seeks to gather input to comply with the division's statutory mandate to develop and implement a long-range policy plan and monitoring process for each regulated profession in Florida.

## Culpepper Awarded LPN of the Year

Sandra Culpepper, LPN, was recently recognized by the National Association of Licensed Practical Nurses (NALPN) as the 2019 LPN of the Year. Reappointed in July 2019, Sandra serves on the [Mississippi Board of Nursing](#) (MSBN) Board of Directors and is one of four LPNs appointed to serve in that capacity. Culpepper began her career in nursing at Pearl River Community College in Poplarville, Miss. She has served in various clinical roles and displays a plethora of clinical knowledge in the areas of home health, long-term care, and medical-surgical nursing. Having served as a certified nurse aid educator, she has been instrumental in guiding many individuals into the nursing profession.

Culpepper is an active member of several professional organizations. Her involvement includes having served as the following: director of the National Association of Licensed Practical Nurses, executive vice president of Lambda Psi Nu, vice president of the Mississippi LPN Association, and LPN representative on the MSBN. Culpepper was recently elected to serve as the secretary of the MSBN Board of Directors. Most recently, she was selected to serve on the NCSBN NCLEX® Item Review Subcommittee. The charge of the committee is to assist the NCLEX Examination Committee with item review. Culpepper continually strives to make a positive impact on the nursing profession through her advocacy for all nurses.



Left to right: Diana Forst, RN, vice chair; Kathy Whitson, MSN, RN, chair; Joe Baker, Jr., executive director; Deborah Loucks, board counsel.



Culpepper



Davies

## Davies Becomes Practice Specialist at Kansas State Board of Nursing

Linda Davies, BSN, RN, has assumed the position of practice specialist at the [Kansas State Board of Nursing](#) (KSBN). Davies has worked for KSBN for one year as the education specialist, working with nurses, continuing education and IV Therapy providers, and with the regulations surrounding continuing nursing education and IV Therapy. Davies holds a Bachelor of Science in Nursing from Creighton University's Accelerated BSN program, a Bachelor of Science in Medical Technology from the University of Kansas, and a Bachelor of Science in Microbiology from Emporia State University. She also obtained a Paralegal Certificate from the Denver Paralegal Institute and her paralegal experience includes criminal defense, medical malpractice, environmental law, regulatory compliance and products liability. Davies' nursing career includes experience in primary care, medical-surgical, obstetrical and critical care nursing. She is pursuing a Master of Science in Nursing in Patient Safety and Quality from Southern New Hampshire University.

Davies will lead the Investigative Division of KSBN. The agency mission is to assure the citizens of Kansas safe and competent practice by nurses and mental health technicians. She will work closely with the executive administrator, board members, and the assistant attorney generals assigned to the KSBN to fulfill the mission.

## Association of Registered Nurses of Newfoundland and Labrador becomes The College of Registered Nurses of Newfoundland and Labrador

Sept. 1, 2019, was an historic day for the nursing profession in the Canadian province of Newfoundland and Labrador. As Bill 57, An Act TO AMEND THE REGISTERED NURSES ACT, 2008 came into effect, the organization formally known as the Association of Registered Nurses (ARNNL) *officially* became the [College of Registered Nurses of Newfoundland and Labrador](#) (CRNNL).

As the organization entered its 65th year of self-regulation, the leadership were taking notice of regulatory trends both globally and nationally and decided it was time to make changes that would better reflect the mandate of public protection it has been afforded. On March 21, 2019, the legislation was sent to third reading and supported unanimously by all parties in the provincial legislature. The work began immediately in preparation for the changes, and continues to this day.

"The changes that occurred on Sept. 1 may have appeared to some as a simple rebranding exercise and merely a change of name; however, a fundamental shift occurred on that date and the CRNNL solidified itself as a renewed and modernized provincial regulator," said CRNNL Executive Director Lynn Power, RN, MN. "The College of Registered Nurses will advance into the next decade and beyond with a straightforward focus of setting the standards for nursing excellence in Newfoundland and Labrador."



Have news to share?

Send your News & Notes submissions via email.



SAVE THE DATE



2020 NCSBN  
Midyear Meeting  
March 3–5, 2020 | Boston



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