



NCSBN
Leading Regulatory Excellence

Past Event: 2023 NCSBN Midyear Meeting - President's Welcome & Board of Directors Update Video Transcript

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Event

2023 NCSBN Midyear Meeting

More info: <https://www.ncsbn.org/past-event/2023-mym>

Presenter

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- [Jay] So, once again, I'm Jay Douglas, President of the Board of Directors of NCSBN. I am also the executive officer for the Virginia Board of Nursing. Welcome to the 2023 Midyear Meeting, and the beginning of the year of celebrating 45 years of public protection through this organization.

Our theme for this significant milestone year, as you can see, is shine through shaping a brilliant future. And in my estimation, the nursing regulators in this room and those that we left behind at our offices certainly shine through on a regular basis.

I'm pleased to see so many of you in person joining in this member-focus meeting and taking advantage of the unique opportunity for member-only discussions. This is one of the few occasions we have when members only come together. For those of you that are new to the organization or first-time attendees, I'd like you to raise your hands or stand up and be recognized so others will know who you are and can welcome you individually.

So first-time attendees, those new to the organization. Look around the room. So, please, help those individuals navigate the NCSBN world throughout this meeting and get to know them. We also have members registered for the webcast so that we welcome those that are joining us remotely and have that opportunity for greater participation.

And now I would like to introduce the 11-member Board, if we could put the slide up for the Board of Directors. And as I call out your name, Directors, please stand and stay standing while I introduce you. Phyllis Polk Johnson, President-Elect Mississippi. And perhaps we can hold the applause till I've been through the whole board, that would be great.

Adrian Guerrero, Treasurer from Kansas. Susan VanBeuge, Area I Director, Nevada. Lori Scheidt, Area II Director, Missouri. Karen Lyon, Area III Director, Louisiana.

Karen Evans, Area IV Director, Maryland. Sue Tedford, Director-at-large, Arkansas. Carol Timmings, Director-at-large, Ontario. Tony Graham, Director-at-large, North Carolina.

And Lori Glenn, Director-at-large, Michigan. And for those of you who listen to the instructions, if you'd like to join me in a round of applause. Really appreciate and thank the board for their commitment to this work and for their mission-focused contributions to the work of NCSBN, for taking seriously the charge of overseeing implementation of policy and directing the activities of NCSBN in keeping with the articles of incorporation, bylaws, policies, and the NCSBN mission.

Also, my appreciation to those members who have previously served on the Board of Directors, and for the past presidents, your service and leadership has helped shape where we are today. As has been the case since the inception of this organization, the work of the Board could not go on without the high level of support, expertise, professionalism, and competence of the NCSBN staff.

Please join me now in taking a moment to recognize...hold it... our CEO David Benton, the Chief Phil Dickinson, Maryann Alexander, Nur Rajwany, and Rob Claiborne, and their staff, for their leadership and stellar work.

Those of you in the room, staff that are in the room, let us know where you are. And many thanks as well. Stand up, raise your hand, staff, so everybody knows who you are.

And many thanks to the staff in the room, but also the staff behind the scenes and everybody who supported the work of the organization to make this meeting possible, and who supports the Board of Directors throughout the year, you are very much appreciated.

In the time we have together this morning, I'll provide you with an update of some key work of the Board of Directors that has occurred since the annual meeting. I'm happy to be able to report that the Board of Directors has been able to convene in person, something that I have not been able to say for a couple of years, and something which really adds to the richness of the dialogue and the team building of the Board of Directors as we dialogue around key issues important to the organization.

As we begin NCSBN's year of 45 years of public protection, our theme, to me, demonstrates a message of hope, excellence, innovation, strategy, and the grit it takes to be a sound organization of nursing regulators in this current environment.

This organization would not be what it is today if it wasn't for our founding mothers and the foresight and the work of the original Board of Directors in the early years of this organization. As we move forward ensuring that we are fit for the future, it is always important to look back at our history, past actions, and most importantly the founding principles of NCSBN.

Later this year, we will celebrate fully at the annual meeting the successes and regulatory milestones since the inception of the organization, and since our 40th anniversary. Today, I would like to share with you an excerpt from NCSBN's timeline exploring NCSBN throughout the years, reminding us of where we came from and to give you a sense of the foundation and guiding principles that the current Board of Directors considers when making decisions and determining strategic direction.

And if you could play the video now, I'd appreciate that. ♪ [music] ♪ - [Narrator] Before NCSBN existed, there was an idea, a mission championed by a task force of dedicated individuals, a mission to

focus on the regulation and licensing of nurses to ensure safe and competent nursing care, a mission to protect the public.

In its earliest days, this mission was sustained by the time and donations of a community of nurses dedicated to the organization, and the launch of a new autonomous body committed to public protection and patient safety. On June 5th, 1978, NCSBN was founded. The first NCSBN delegate assembly was called to order; articles of incorporation, bylaws, and standing rules were adopted; and the officers of the first Board of Directors were elected.

NCSBN began defining and fulfilling its mission as a strong innovative organization dedicated to patient safety and public protection. Fueled by passion and focus, funded by member fees, examination fees, and two generous grants from the W.K.

Kellogg Foundation, NCSBN began its evolution into the successful self-sustaining organization it is today, an organization through which boards of nursing can act and counsel together on matters of common interest and the interest of the public they serve. ♪ [music] ♪ As voting membership expanded, NCSBN's impact and contributions to nursing increased beyond exams and scoring models into collaborative research, position papers, and outreach to the nursing community.

A nursing disciplinary database to verify nurse licensure, discipline, and practice privileges was implemented. A Model Nurse Practice Act to facilitate the creation of safe and consistent state laws and parameters to protect both patients and nurses was designed and published. ♪

♪ [music] ♪ In just five years, NCSBN evolved into a self-sustaining organization, innovating and conducting examinations, publishing position papers on continued competence, and gathering national data on registered nurses, licensed practical nurses, and licensed vocational nurses.

♪ [music] ♪ In the beginning, the nursing profession needed consistent, robust, and unbiased regulation, and a committed mission-driven organization to protect the public. And so the National Council of State Boards of Nursing was created.

♪ [music] ♪ - That says it all and hopefully informs those of you who are newer to the organization. And I invite you to visit the website at a later time and look at the rest of the timeline that takes us through the years.

Another example of some of the incredible work that staff does to bring resources and information available to us. Yesterday, the President's executive offices and members of Board of Directors gathered to discuss sound governance, examine our current structure and functioning at the NCSBN board level, and within our own jurisdictional nurse regulatory boards.

We dialogued around governance reform, which, as you know, is one of the NCSBN pillars of strategic work for this year. As the leadership of NCSBN has done for the first 45 years, we, on the Board of Directors are committed to continuing membership involvement in strategic objective work that flows from the strategic initiatives that you, as members, have helped develop and voted on through the delegate assembly.

Yesterday, there were frequent references to the importance of boards taking time for generative and strategic discussions. Every year, I'm a little challenged when asked to give you an update on the work of the Board of Directors because the official motions and actions of the board, do not fully reflect all

the preparation, research, thinking, and dialogue that goes into the considerations of the Board of Directors' meeting agenda items.

I can assure you, you do not have a yes Board of Directors. And that we do ask a lot of questions and challenge each other and staff looking at all sides of an issue in order to make the best decisions possible on behalf of you, our members, and NCSBN. Reflecting on the Board of Directors' activities since our annual meeting last August, I can best describe the business and issues that have been before us those ones that needed close examination, gathering of evidence, and weighing of options looked at through the lens of public protection, membership engagement, and what is the right thing to do.

What is the current landscape? And what does this mean for NCSBN's future? The search for a new CEO for NCSBN is top of the mind for the Board of Directors and a responsibility we do not take lightly. Many of you have had questions about this process.

As you know, we've been very fortunate, since 2015, to have an extremely capable leader in David Benton, a person who brought many strengths to the position, is well respected domestically and internationally, and has brought NCSBN to new heights. Sadly, David will retire and depart NCSBN at the end of September this year.

I remember a couple of years ago, when the Board convened for our annual strategic setting meeting, that I made the comment that it was important for the Board to put forward a strategic plan that would guide the work of the organization no matter who was at the table. Little did many of us realize at that time how important that statement was.

I will not dwell on David's departure too much at this time. He knows how much that I will miss him in this role. And there will be opportunities for you all to show your appreciation for his contributions in the months to come. So an update for you, on the search process for a new chief executive officer for NCSBN.

After consideration of several proposals, the Board of Directors has secured the services of Korn Ferry, an international executive search firm. A search committee consisting of myself as chair, three board members, and a past board member has been selected, and the search for a new CEO is currently underway. The Board closely examined the leadership skills, qualifications, and competencies necessary to manage day-to-day operations and to carry out the mission, vision, and strategic division of NCSBN that the CEO is charged with.

Korn Ferry went through a process to obtain input from board members, the chiefs, from staff, directors of NCSBN. And questions were posed and solicited information such as, you know, what are the significant internal and external challenges and opportunities that the next NCSBN CEO will need to address?

And what is the most important experience, background, and leadership competencies necessary for such a role? This was quite a process that involved individual conversations with Korn Ferry representatives, completion of leadership assessment tools, discussions about the current status of the organization, the needs of the members, and an examination of the CEO's responsibilities, internal and external activities on a domestic and international level.

Applications are still being received for this key role and we are pleased with the response. As you know, NCSBN is a unique organization, however one that is very attractive to individuals at the CEO

level. Korn Ferry has advised that, particularly in light of the pandemic, there is a lot of CEO turnover domestically and internationally.

People are very mobile. In many organizations at this level, there is change. So we are anticipating a robust pool of applicants for the search committee and the Board to consider. The Board will select an individual who's well-equipped to carry on the work of NCSBN and will lead in a manner that is focused internally and externally at the executive level.

and a person that will help ensure that NCSBN remains the premier organization that it is today. First-round interviews will be conducted in April and the plan is to have final candidates for the Board to interview in May.

The goal will be to announce David's successor prior to the annual meeting. So, what I've shared with you is the plan so far, that each of you know in your daily lives that you can have a plan for recruitment, and sometimes things have to be adjusted. So we are prepared for that as well. I appreciate the extra time and the commitment of the members of the search committee in this endeavor.

Now, for some highlights of other Board activities. And as I said earlier, it's hard to really reflect all the discussions and things that may not end up in a decision, but are important things for the Board to contemplate. But here are some activities that we have undertaken.

As is customary, we have a new board member orientation that involves both seated board members and the new board members. We have conducted again our annual board assessment and conduct a CEO assessment with the assistance of an external entity.

We held our strategic planning retreat in October of last year where we contemplated the final changes to the strategic initiatives and planned for the work for the strategic objectives in order to guide the future of the organization and the work of the organization. We had a joint meeting with the leadership of the Nurse Licensure Compact.

That relationship is very important to us, and it's important that we collaborate and communicate on a regular basis. So we do have...although that occurs a lot in between meetings, we did have a meeting with the leadership of NLC. The Board continues to monitor the progress on strategic objectives and considers new ideas as they come forth.

And just to remind you that the four pillars of work that we are focused on right now, and our programming reflects it, and some of the focus groups, and some of the things that you've been involved in as members are related to governance reform, workforce modeling, support workers, and licensure reform. We have contemplated the decisions and planning for the celebration of the 45th anniversary.

And I hope you will join us and look forward to that in August and pull out your sapphire-colored clothes maybe so we make a color splash like we did at the 40th with all the ruby regalia. NCSBN has a regular cycle of looking at policies and revising policies and, you know, as you know, that's tough work sometimes, but important work to make sure policies are relevant.

And just to highlight a couple that we did make some changes to this year, one was the CEO succession policy. And that was to address some weaknesses we found in the clarity and the flow of the policy. You know, once you have to implement something, all of a sudden, you realize maybe this isn't as clear as we thought it was.

So that was revised. Probably something that was important for members, we hope, and in response to you, there was a change in the policy related to the resource fund and increasing the resource fund to deal with member requests and our current economic environment. The Board...and this is always a session that's really interesting because, you know, Phil baffles us with his brilliance around exams, and we do a lot of work and dig deep prior to this agenda item.

But it was time to do the...look at the standard setting for the NCLEX-RN and NCLEX-PN. And so as you know from communications that have gone out, that was considered and acted on, and the standards were not changed. We made committee appointments. Thank you to those of you who volunteered for committees.

And it is a good problem to have, that many people volunteer, but not everybody can be selected. We made those appointments. We conducted the annual fiscal audit, which is conducted by an external auditor. We've continued our participation with Tri-Council Tri-Regulator group, and the International Nurse Collaborative.

And it's interesting because this has come up through some discussion. Those activities and that engagement will continue no matter who the CEO is. That is all part of our strategic initiatives and direction and very important for us to be collaborating with individuals in those organizations. At each meeting, we do an environmental scan.

And we really do an ongoing assessment of the environment from a professional, political and regulatory perspective. And that environmental scan is supported by the various reports and updates that the staff provides to us that helps us be aware...to make sure we're aware of needs among the membership and in the environment. We, of course, have initiated activities in response to member requests.

And we've continued to examine opportunities to reduce the burden for nurse regulatory boards. And I think a good example of this year or more recently, is the...how do we say this? The activity going on around fraudulent education documents. And I hate to even say fraudulent education programs because perhaps some of them aren't even programs.

But that activity where, you know, we as a board, and the staff really looked at what can we do to support the boards in providing information and, you know, helping boards deal with this incoming new body of work that sadly, we are having to deal with.

We've given approval for engaging in new work with other organizations. And board members individually, as well as David Benton, Phyllis, as president-elect, and myself continue to attend external meetings. And, you know, that's...I could give you a laundry list of all those meetings we've attended. You can see those in the minutes of the board meetings.

But I think what's important to know is that, as we attend those meetings, it's a matter of really making sure that NCSBN is at the table, collaborating with like organizations, and organizations that are not like us, but who we need to make sure were involved in what we're doing.

We look at the implications of attending a meeting, the implications of the content on regulation, and we ask the question, is it worthwhile continuing attending these meetings or not? So that just gives you a flavor of some of the things that have happened since August of last year. And in closing, I just want you to know the Board of Directors and myself certainly welcome your questions and suggestions.

I know you are all inundated with electronic communication. However, we hope that you take the time to read the letter that I send out after each board meeting, the minutes that are available in the Board of Directors section on the website, and other communications such as In Focus, the JNR, and staff communications that frequently contain information that the Board of Directors believes is important for you to know about.

It is my pleasure and privilege to serve as president of this organization. Thank you for your contributions to nursing regulation. Each of us serve in unique positions navigating a complex world today, and I truly believe that together, we can and will and are shaping a brilliant future.

I hope that you enjoy the program that's planned for the next couple of days. We have some good presenters and some great information for you.