

Executive Administrator Report

Carol Moreland, MSN, RN

June 2023

Upcoming 2023 NCSBN Meetings

- Executive Officer Summit—June 21—23 in Newport Beach, CA
- NLC Annual Meeting—August 15 in Chicago
- NCSBN Annual Meeting—August 16—18 in Chicago
- NCLEX Conference—September 21—virtual

Board Member Terms:

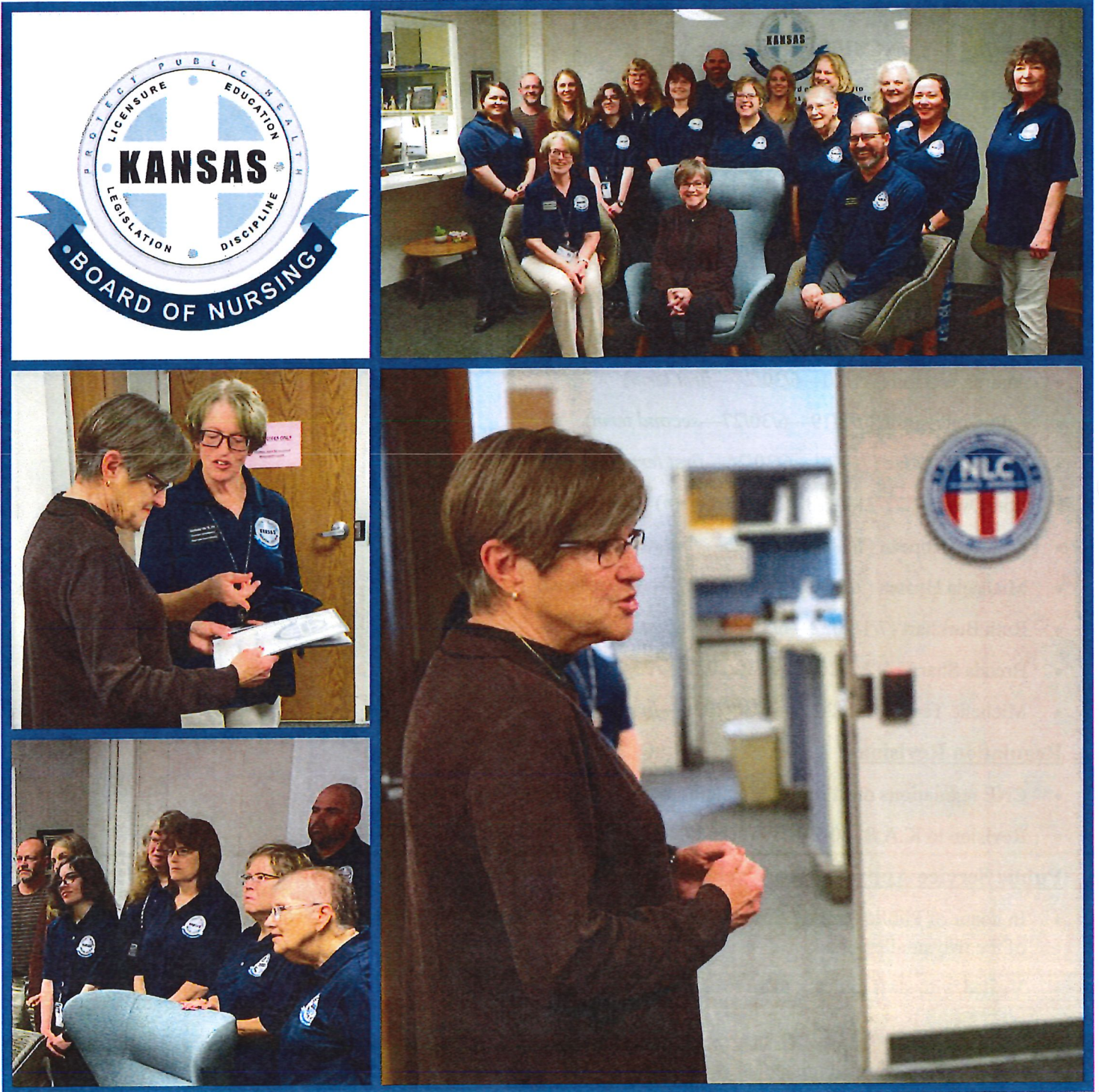
- Julianna Rieschick (7/01/18 to 6/30/25—*second term*)
- Rebecca Sander (7/1/16 to 6/30/24—*second term*)
- Andrea Watson (7/1/20—6/30/24—*first term*)
- Adri Gouldsmith (7/1/19—6/30/27—*second term*)
- Giovannie Gone (7/1/20—6/30/24—*first term*)
- Lori Owens (7/1/21—6/30/25—*first term*)
- Melissa Oropeza (7/1/20—6/30/25—*first term*)
- Michaela Hysten (9/8/2022—6/30/2027—*reappointed*)
- Ruth Burkhart (7/1/2022—6/30/2026—*first term*)
- Brenda Sharpe (12/5/2022—6/30/2027—*reappointed*)
- Michelle Terry (12/5/2022—6/30/2026—*first term*)

Regulation Revisions:

- CNE regulations draft revision - public hearing held on 4/7/23
- Revision to K.A.R. 60-2-103 is scheduled for a public hearing on 7/24/23 at 10 am

Public Service Appreciation Week:

- In honor of Public Service Appreciation Week Governor Kelly visited seven state agencies. KSBN was one of the two smaller agencies.
- Visited with staff to thank them for all they do
- Very interested in the progress of the NLC (number of multistate licenses and impact on licensing process)
- Pictures from her visit are included



FY 23, 24 and FY 25 Budgets:

- Appropriations for FY 23, 24 and 25 are listed in the Finance Committee packet.
- Includes funds in FY 23 & 24 for the upgrade to the licensing software
- Includes pay increases for most staff
- Approved for \$225,000 in SPARKS funds to be used for Phase 1 of licensing software upgrade

Sub for HB 2279 implementation:

- The list of approved national certification agencies will be added to our website
- The requirement for national certification for initial licensure in Kansas will be implemented on July 1, 2023
- Continue to work on getting accurate communication out regarding the content of the bill and the timelines

2023 Legislative Session:

- SB 66—summary attached

Meetings Attended:

- NLC Midyear meeting 3/27/23
- NCSBN Midyear meeting 3/28/23—3/30/23
- Public Hearing re: proposed changes to CNE regulations 4/7/23
- NCSBN APRN Roundtable 4/11/23
- NSBN Awards Committee Meeting 4/14/23
- NLC Training and Education Committee Meeting 4/20/23 & 5/4/23
- NLC Self Assessment for Compliance Tool Focus Group 4/21/23
- Proclamation Signing with Governor Kelly on 4/28/23
- NCLEX Board review 5/3/23
- NCA Leadership Meeting 5/4/23
- Meeting with KU School of Nursing re: Kansas Workforce Center
- NLC Operations Network Quarterly Meeting

Projects:

- Member of KBOR Healthcare/Nursing Task Force
- Member of the CE Broker implementation team
- Submitted information for the next edition of the newsletter
- Covering CNE and IV Therapy due to vacant position
- FY 24 Kansas Initiative Grant Reviewer
- Healthwork Scholarships Reviewer

Awards:

- Recipient of 2023 Distinguished Alumni Award from Cloud County Community College on May 19, 2023
- Delivered remarks at the Nursing Pinning Ceremony and College Graduation

Attachments:

- NCSBN Letter from the President, Jay Douglas, MSM, RN, CSAC, FRE
- Announcement regarding NCSBN's new CEO, Philip Dickison, PhD, RN
- Updated NLC States Map —40 states have enacted the NLC
- Email about CGFNS International Response to the Need for Accelerated Nursing Credential Verification
- SB55 Summary



CLOUD COUNTY COMMUNITY COLLEGE



Carol Moreland, a 1979 graduate of Cloud County Community College, will receive the Distinguished Alumni of the Year Award at graduation on Friday, May 19.





Letter FROM THE President

POST-BOARD MEETING UPDATE

May 18, 2023

Dear Colleagues,

The NCSBN Board of Directors (BOD) convened in person May 9-10 for a two-day Board meeting followed by a full-day meeting related to the search for a new NCSBN CEO.

Korn Ferry, the search firm selected for this task, conducted an international search that resulted in a substantial number of talented applicants for consideration by the search committee. The full BOD interviewed finalists the day after the May Board Meeting. The timeline for this critical search has gone according to plan and we hope to be able to announce the selection of a new CEO soon. Stay tuned!

Although BOD members are pleased to be moving into this phase of the search, we are acutely aware of the loss it will be to the organization when David Benton departs Sept. 30, 2023. David has prepared the organization well and, as is his usual style, at the May meeting he shared his strategic thinking and gems of wisdom “that the BOD may want to consider otherwise known as ‘parting gifts.’”

At this meeting, the BOD heard with interest information about the program planning and festivities for the NCSBN 45th Anniversary celebration.

As part of the celebration, we are collecting gems of wisdom to motivate and encourage others. As you know, the world of nursing regulation can be challenging and complex and we think that having such a resource will help others when they are faced with daunting circumstances or need encouragement. Please contribute — submit a special mantra, quote, or motto by June 1.

As is customary at this time of year, the BOD also considered agenda items related to the upcoming Delegate Assembly which include:

- Consideration of applications for Exam User Membership: The College of Registered Nurses of Newfoundland and Labrador and the Nova Scotia College of Nursing.
- NCLEX® Exams Committee remote testing recommendations: a project that aligns with strategic objectives in the area of licensure reform following extensive work that has led to the determination that NCSBN can develop a secure, remote proctoring and advanced artificial intelligence system that will further support the work of the nurse regulatory bodies.
- Leadership Succession Committee (LSC) slate of candidates.

Leadership of the organization was top of mind for the BOD as we reviewed the hard work of the LSC in preparing the slate of candidates, noting that unfortunately there are not any candidates for Area I and Area II Directors.

Letter FROM THE President

POST-BOARD MEETING UPDATE, CONTINUED

We hope members from these areas will contact the LSC if you are considering a leadership position and did not previously apply.

The BOD also acknowledged Area IV Director Karen Evans' service on the BOD, as this was her last meeting due to her resignation from her position as executive officer for the Maryland Board of Nursing. Karen embodies the leadership qualities sought after by the LSC for BOD positions. Her valuable contributions, insights and commitment have enriched the work of the BOD. We wish Karen well in her future endeavors.

On a regular basis the BOD reviews and updates NCSBN policies and did so at this meeting. Policies considered related to media, external exhibiting, use of social media and examinations. There was a need to update several examination policies because of the implementation of NGN. As communicated to the membership, the NCLEX Review and Challenge process was ended due to Next Generation NCLEX (NGN) and exam security.

NGN had a well-planned and successful launch on April 1. This was an historic action in our 45-year history and the culmination of many years of hard work, expert contributions, innovation and leadership from staff and the membership.

In the first 30 days, we tested more than 15,000 individuals domestically and internationally. NGN has been positively received in the nursing community, with many remarking that it is now a more accurate measurement of the knowledge candidates will need in actual nursing practice.

As a result of this implementation, NCSBN has positioned itself as the leader in the health regulatory examination space. The BOD applauded those involved in NGN development and implementation.

During the meeting an environmental scan was conducted, reports from external meetings were considered, an update on Federal Affairs was provided and routine Financial Statements and reports were accepted. The BOD also acted upon Champion Award Nominations and approved a request for proposal to invite selected audit firms to submit proposals.

In a closed session due to the sensitive nature, the BOD was provided with an update on remote proctoring and the process for an assessment of the BOD's and the CEO's performance that will begin this month.

In closing, I am personally looking forward to robust in-person attendance in August. We will come together to conduct the business of the Delegate Assembly and to celebrate the milestones of public protection in NCSBN's 45-year history, acknowledging the service of our members, our CEO David Benton and the many accomplishments of an awesome group of nursing regulators. You, our members, **SHINE THROUGH** as we shape a brilliant future together. We encourage you to wear sapphire blue and really shine this year!

Warmly,

Jay Douglas, MSM, RN, CSAC, FRE

President

804.516.9028

jay.douglas@dhp.virginia.gov

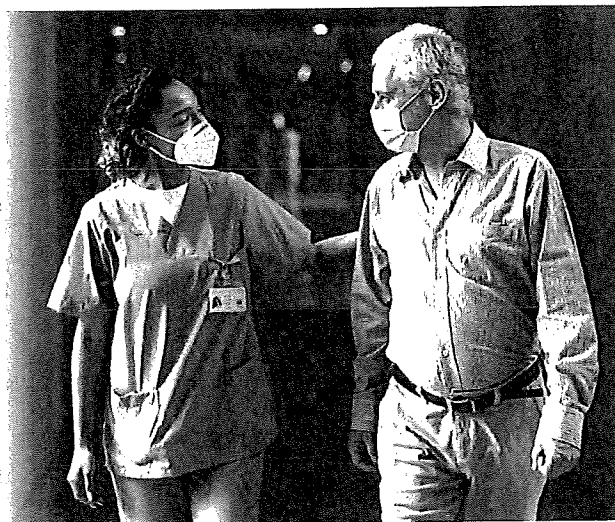
Moreland, Carol [KSBN]

From: NCSBN <replyncsbncommunications@ncsbn.org>
Sent: Monday, May 22, 2023 3:45 PM
To: Moreland, Carol [KSBN]
Subject: NCSBN Selects Philip Dickison as New CEO

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May 22, 2023

NCSBN Selects Philip Dickison as New CEO

FOR IMMEDIATE RELEASE

Media Contact:

media@ncsbn.org

CHICAGO – Today, the NCSBN Board of Directors (BOD), has named Philip Dickison, PhD, RN, to succeed retiring CEO David Benton. Dickison assumes duties as CEO on Oct. 1, 2023.

Dickison currently serves as NCSBN's chief operating officer (COO), a post he has held since 2017. In that capacity, he has traveled extensively representing NCSBN across the globe. He has nearly four decades of experience in organizational leadership, strategic planning and not-for-profit business operations working with government regulatory bodies, licensure testing and educational institutions both nationally and internationally. Prior to his appointment as COO, he served NCSBN chief officer, examinations, for seven years.

A prolific researcher, with a PhD in Quantitative Research, Evaluation and Measurement, Dickison recently shepherded the launch of the groundbreaking Next Generation NCLEX Examinations, an enhancement of the world's premier licensure examinations. His profound knowledge and experience in testing have made him a renowned leader in the world of psychometrics and an in-demand speaker on the subject.

"Although we conducted a global search, it was Philip's wide-ranging expertise, experience and passion for public protection that clearly rose to the top," comments NCSBN BOD President Jay Douglas, MSM, RN, CSAC, FRE. "We are confident he is the right person at the right time for our organization and excited to see how his vision and leadership will further our past successes and advance the innovative work we are currently undertaking."

Dickison is a registered nurse with lifelong dedication to patient care. Active in the certification and licensure community for more than 30 years, prior to joining NCSBN in 2010, Dickison was director of health professions testing at Elsevier, Inc. and associate director at the National Registry of Emergency Medical Technicians. He also served 11 years in the United States Air Force as an emergency medical technician (EMT), paramedic, and a Medical Service Specialist, serving as an instructor and military medic in support of Operation Desert Storm.

About NCSBN

Empowering and supporting nursing regulators across the world in their mandate

to protect the public, NCSBN is an independent, not-for-profit organization. As a global leader in regulatory excellence, NCSBN champions regulatory solutions to borderless health care delivery, agile regulatory systems and nurses practicing to the full scope of their education, experience and expertise. A world leader in test development and administration, NCSBN's NCLEX Exams are internationally recognized as the preeminent nursing examinations.

NCSBN's membership is comprised of the nursing regulatory bodies (NRBs) in the 50 states, the District of Columbia and four U.S. territories. There are five exam user members and 25 associate members that are either NRBs or empowered regulatory authorities from other countries or territories.

The statements and opinions expressed are those of NCSBN and not individual members.

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111 E. Wacker Drive, Suite 2900

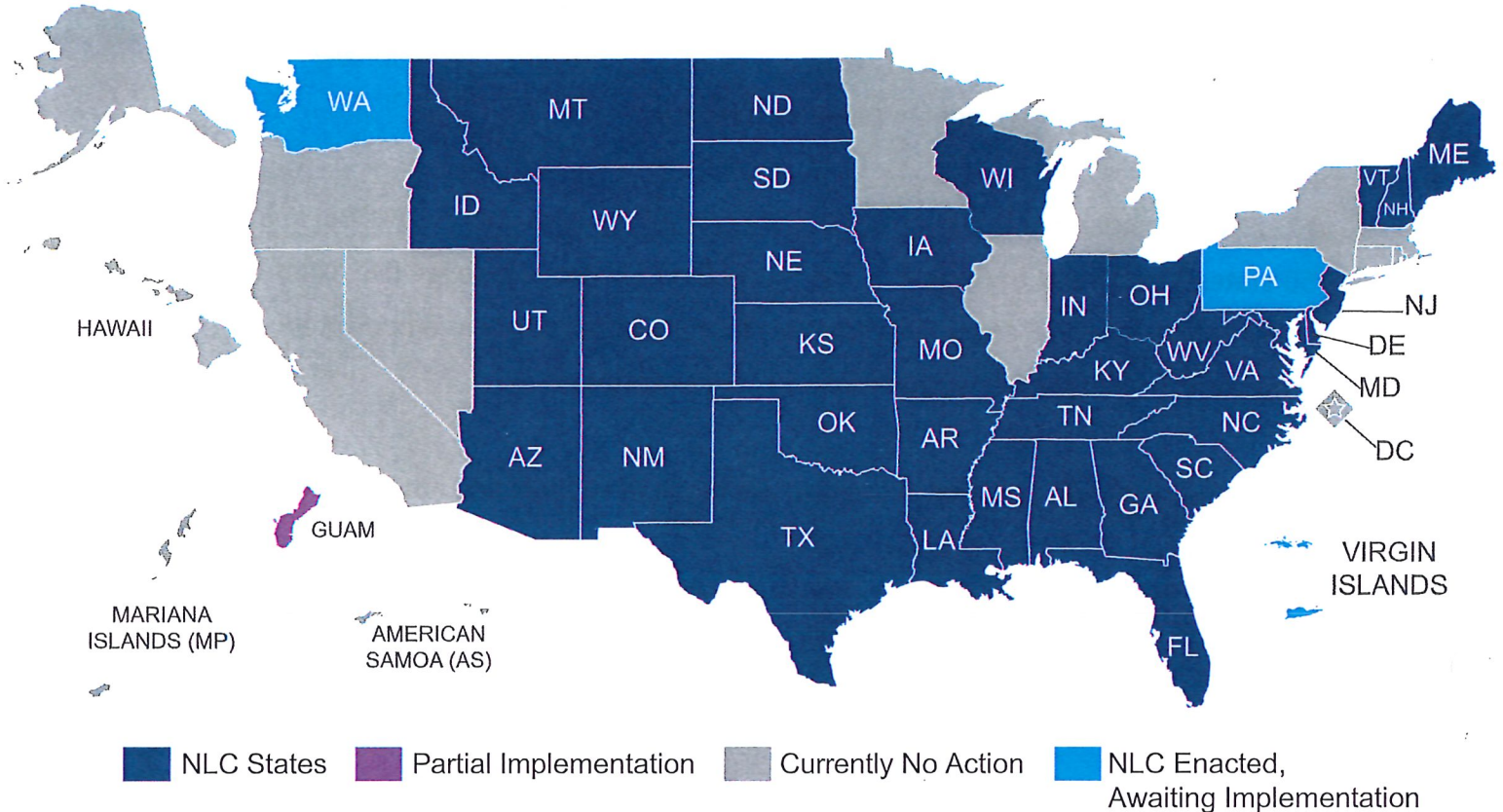
Chicago, Illinois 60601

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NLC States

40 states have enacted the NLC



Pending NLC States

Guam: Pending tentative implementation in 2023. Nurses holding a multistate license in other NLC states may now practice in Guam. Guam residents cannot obtain a multistate license until implementation is complete.

Pennsylvania: NLC enacted July 1, 2021. An NLC implementation date is unknown at this time. Criminal background checks must also be implemented. The state is awaiting approval of criminal background checks from the FBI. PA residents cannot obtain a multistate license until implementation is completed. Nurses in other NLC states with a multistate license may not practice in PA until implementation is complete.

Virgin Islands: NLC enacted Dec. 6, 2021. Pending tentative implementation in 2023. Criminal background checks must also be implemented. VI residents cannot obtain a multistate license until implementation is completed. Nurses in other NLC states with a multistate license may not practice in the Virgin Islands until implementation is complete.

Moreland, Carol [KSBN]

From: CGFNS International, Inc. <communications@cgfns.org>
Sent: Wednesday, April 12, 2023 7:30 AM
To: ~~Carol Moreland~~
Subject: CGFNS and NCSBN Step Up Collaboration to Address Gaps and Improve Efficiencies

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**Responding to the Need for Accelerated Nursing
Credentials Verification, CGFNS and NCSBN Step Up
Collaboration to Address Gaps and Improve
Efficiencies**

PHILADELPHIA — As U.S. health systems continue to struggle with a chronic nursing shortage, the National Council of State Boards of Nursing and CGFNS International, a global leader in international credentials evaluation to support health professional mobility, are expanding their collaboration to help expedite credentials verification while boosting fraud detection and ensuring patient

safety.

The cooperative effort will focus on information-sharing between the two organizations and technology improvements aimed at creating efficiencies that will streamline credentials verification for nurses applying to work in a new jurisdiction. This comes as state nursing boards across the U.S. face growing pressure to accelerate verification processes and enable nursing staff vacancies to be filled more quickly.

Meanwhile, with growing numbers of foreign-trained nurses applying to work in the United States, the collaboration will also aim to improve efficiencies in verifying their qualifications and shorten approval times, while also improving the capabilities of verification systems to detect fraudulent activities. To further strengthen fraud protection and ensure patient safety, the two organizations will work to facilitate data-sharing between CGFNS' worldwide credentials verification systems and NCSBN's online tools that member boards use to share information about imposter and/or fraudulent nurses.

"Together, we want to vastly reduce the time-consuming manual processes that nursing schools, licensing authorities and nurses themselves must go through to gather and verify transcripts, examination scores, licenses and other information that is essential to ensuring that nurses are qualified to practice," said Peter Preziosi, President and CEO of CGFNS International.

"At a time when health systems are struggling to fill nursing staff vacancies, this collaboration will help expand the flow of qualified nurses to where they are needed by making verification systems more efficient, while hardening them against fraud," he added.

"Our members, the state nursing boards, face the enormous challenge of shortening the time it takes to access the necessary information needed to gain

licensure, while also ensuring the integrity of the health workforce and patient safety. The steps we are taking to interface our systems with CGFNS will help us achieve both of those goals,” said David Benton, Chief Executive Officer of the NCBSN.

About CGFNS International, Inc.

Founded in 1977 and based in Philadelphia, CGFNS International is an immigration-neutral not-for-profit organization proudly serving as the world’s largest credentials evaluation organization for the nursing and allied health professions. For more information, visit www.cgfns.org.

About NCSBN

Empowering and supporting nursing regulators across the world in their mandate to protect the public, NCSBN is an independent, not-for-profit organization. As a global leader in regulatory excellence, NCSBN champions regulatory solutions to borderless health care delivery, agile regulatory systems and nurses practicing to the full scope of their education, experience and expertise. A world leader in test development and administration, NCSBN’s NCLEX® Exams are internationally recognized as the preeminent nursing examinations.



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Interstate Teacher Mobility Compact and Verified Electronic Credentials; SB 66

SB 66 enacts the Interstate Teacher Mobility Compact (Compact). In addition, the bill requires state licensing bodies to provide paper-based and verified electronic credentials to all credential holders and to also utilize a centralized electronic credential data management system.

Interstate Teacher Mobility Compact

The bill enacts the Compact, the provisions of which are outlined below. [Note: The provisions of the Compact will be effective on the date that the tenth member state enacts the Compact statute into law.]

Purpose

The bill states the purpose of the Compact is to facilitate the mobility of teachers across the member states with the goal of establishing a new and expedited pathway to licensure.

Definitions

The bill defines various terms used throughout the Compact.

Licensure Under the Compact

The bill provides licensure requirements for states participating in the Compact. Member states compile a list of licenses that they are willing to consider for equivalency, including licenses that a state is willing to grant to teachers from other member states. The receiving state has the sole discretion of determining which license, if any, the teacher is eligible to hold. Receiving states are required to grant an equivalent license to any active military member and eligible military spouse, as defined in the bill, who holds a license that is not unencumbered. Receiving states are not required to grant an equivalent license to a career and technical education teacher who does not meet the receiving state's industry recognized requirements, including not holding a bachelor's degree.

Licensure Not Under the Compact

The bill state the Compact does not limit the ability of a member state to regulate its licensing authority, nor does the Compact impede member states' control of ownership or dissemination of teacher's information. In the event a teacher is required to renew a license received pursuant to the Compact, the receiving state is able to condition the renewal of the license on the teacher's completion of state-specific requirements.

Teacher Qualifications and Requirements for Licensure Under the Compact

The bill states the Compact requires a teacher to hold an unencumbered license in a member state to be eligible to receive a license through the Compact. The unencumbered license requirement does not apply to active military members or eligible military spouses. If a teacher's license is accepted by the receiving state, the teacher will be required to then undergo a background check and provide other information as necessary to the receiving state.

Discipline and Adverse Actions

The bill states the Compact does not limit a member state's authority to impose disciplinary actions. Upon request of a member state, other member states are required to share information regarding investigations and discipline of teachers. The Compact requires member states to keep shared information secure. Prior to a state disclosing information it received, the state is required to inform the original state of its intent to disclose the information received.

Establishment of the Interstate Teacher Mobility Compact Commission

The bill creates the Interstate Teacher Mobility Compact Commission (Commission) and includes provisions relating to the membership, voting, powers and duties, and financing of the Commission. It also creates an executive committee.

Rulemaking

The bill authorizes the Commission to exercise rulemaking powers. Rules, or amendments to the rules, may be adopted or ratified at a regular or special meeting of the Commission. If a majority of the legislatures of the member states reject a rule, the rule will have no further force or effect. Additionally, if certain conditions are met, the Commission is required to grant the opportunity for a public hearing. In the event of an emergency, the Commission can adopt emergency rules.

Facilitating Information Exchange

The bill requires the Commission to facilitate the exchange of information.

Oversight, Dispute Resolution, and Enforcement

The bill provides for dispute resolution and appeals processes of Compact member states. In addition, the Commission is authorized to enforce the legal action in federal court against a member state.

Effective Date, Withdrawal, and Amendment

The bill states the Compact becomes effective on the date that the Compact statute is enacted into law in the tenth member state.

Any member state is allowed to withdraw from the Compact by enacting a statute that repeals the Compact, but this would not take effect until six months after the enactment of the repealing statute. Member states can amend the Compact, but any amendment will not be effective until it is enacted by all member states.

Construction and Severability

The bill requires the Compact to be liberally construed. The provisions of the Compact are severable.

Consistent Effect and Conflict with Other State Laws

The bill states the Compact does not prevent the enforcement of any other law of a member state that is not inconsistent with the Compact. State laws that conflict with the Compact are superseded, to the extent of the conflict. All lawful actions of the Compact Commission are binding upon member states.

Verified Electronic Credentials

The bill requires licensing bodies to provide verified electronic credentials to persons regulated by the licensing body not later than January 1, 2025.

Definitions

The bill defines the term “electronic credential” or “electronic certification, license or registration” to mean an electronic method by which a person displays or transmits to another person information that verifies the status of a person’s certification, licensure, registration or permit as authorized by a licensing body and is equivalent to a paper-based certification, license, registration or permit.

The bill defines the term “person” to mean a natural person.

The bill defines the term “verification system” to mean an electronic method by which the authenticity and validity of electronic credentials are verified.

Paper-based and Verified Electronic License, Registration, or Certification

The bill requires licensing bodies, upon submission of a completed application, to issue a paper-based and verified electronic license, registration, or certification to an applicant so that the applicant may lawfully practice the person’s occupation.

The bill also requires that an applicant who holds a valid current license, registration, or certification in another state, district, or territory of the United States receive a paper-based and verified electronic license, registration, or certification if certain conditions are met.

The bill allows a licensing body to satisfy requirements to provide a paper-based license, registration, certification, or permit by issuing an electronic credential to an applicant in a format that permits the applicant to print a paper copy of such electronic credential. Such paper copy is considered a valid license, registration, certification, or permit.

Centralized Electronic Credential Data Management Systems

Subject to appropriations, the bill requires the Secretary of Administration (Secretary) to develop and implement a uniform or singular license verification portal for the purpose of verifying or reporting license statuses such as credentials issued, renewed, revoked, or suspended by licensing bodies or that have expired or otherwise changed in status on or before January 1, 2025. The Secretary is permitted to utilize the services or facilities of a third party for the central electronic record system. The bill also requires the central electronic record system to comply with the requirements adopted by the Information Technology Executive Council.

The centralized electronic credential data management system must include an instantaneous verification system that is operated by the licensing body's respective secretary, the secretary's designee, or the secretary's third party agent on behalf of the licensing body for the purpose of instantly verifying the authenticity and validity of electronic credentials issued by the licensing body. The bill requires the centralized electronic credential data management systems to maintain an auditable record of credentials issued by each licensing body.

The bill requires each licensing body, beginning January 1, 2025, to integrate with the uniform or singular license verification portal in the manner and format required by the Secretary indicating any issuance, renewal, revocation, suspension, expiration, or other change in status of an electronic credential.

The bill states that no charge for the establishment or maintenance of the uniform or singular license verification portal may be imposed on any licensing body or any person with a license, registration, certification, or permit issued by a licensing body.

The bill states that a licensing body is not prohibited or prevented from developing, operating, maintaining, or using a separate electronic credential system in addition to making reports to the central electronic record system. The bill also states that a licensing body is not prohibited or prevented from participating in a multi-state compact or a reciprocal licensure, registration, or certification process if the separate electronic credential system of the licensing body integrates with the uniform or singular license verification portal.

Exception for Certification of Law Enforcement Officers

The bill exempts the certification of law enforcement officers pursuant to the Kansas Law Enforcement Training Act from the credentialing provisions related to military service members, military spouses, and individuals establishing residency in Kansas, including the electronic credentialing requirements.



Nurse Licensure Compact Commission Annual Report

Fiscal Year 2022





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Introduction

This annual report covers the period from Oct. 1, 2021 to Sept. 30, 2022. The purpose of this report is to provide a comprehensive overview of the activities, achievements and financial performance of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) throughout the report period. It provides a summary of recent accomplishments and a preview of what we have yet to achieve as a commission in fiscal year 2023 (FY23).

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 quasi-governmental 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 FY22, 39 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 a federal and state criminal background check 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

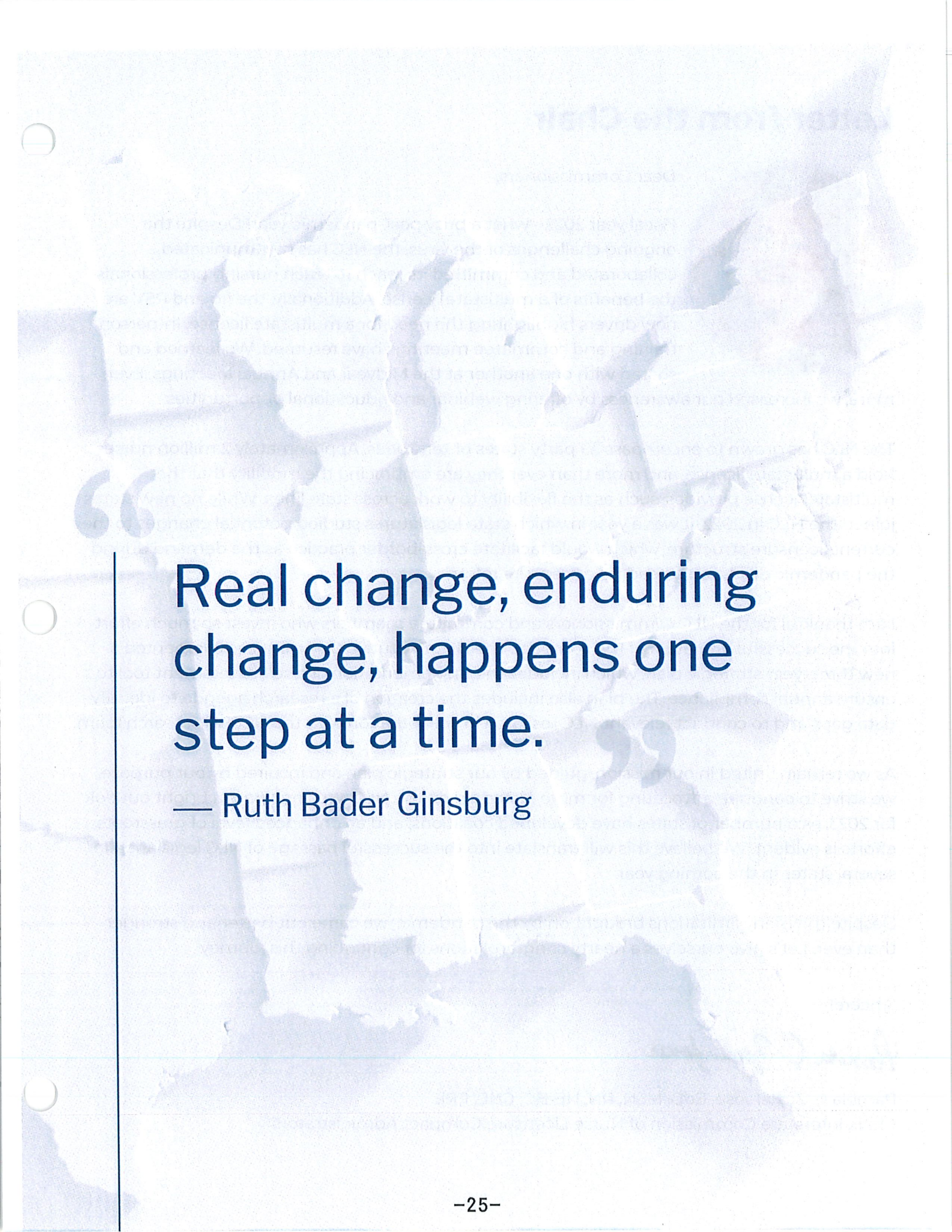
The mission of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) is to facilitate cross-border nursing practice through the implementation of multistate licensure. The ICNLCA enhances nurse mobility and public protection by enforcing compliance with the compact.



ICNLCA Core Values

- Transparency
- Integrity
- Accountability
- Innovation
- Collaboration





“Real change, enduring
change, happens one
step at a time.”

— Ruth Bader Ginsburg

Letter from the Chair



Dear Commissioners,

Fiscal year 2022 - what a busy post-pandemic year! Despite the ongoing challenges of the virus, the NLC has communicated, collaborated and committed its reach to teach nursing professionals the benefits of a multistate license. Additionally, the flu and RSV are new drivers highlighting the need for a multistate license. In-person training and committee meetings have resumed. We learned and shared with one another at the Midyear and Annual Meetings. Even more, we increased our awareness by offering webinar and educational opportunities.

The NLC has grown to encompass 39 party states or territories. Approximately 2 million nurses hold a multistate license, and more than ever they are embracing the mobility that the multistate license provides, such as the flexibility to work across state lines. While no new states joined the NLC in 2022, it was a year in which state legislatures studied potential changes to their current licensure structure, which would facilitate cross-border practice as the demand during the pandemic displayed a need for a licensure reform.

I am thankful for the NLC commissioners and committee members who invest so much effort into the successful operation of the compact. The NLC Executive Committee implemented a new three-year strategic plan, which includes the implementation of a self-assessment tool to ensure annual compliance. The plan also includes the creation of a research agenda to identify data gaps and to conduct relevant NLC research in collaboration with the NCSBN research team.

As we remain united in our mission, guided by our strategic plan and inspired by our purpose, we strive to continue advocating for more states to join the NLC. We anticipate a bright outlook for 2023, as a number of states have developed coalitions, and an enhanced level of grassroots efforts is evident. We believe this will translate into the successful passage of NLC legislation in several states in the coming year.

Despite the many limitations brought on by the pandemic, we came out better and stronger than ever. Let's give ourselves a hearty congratulations for continuing this journey.

Sincerely,

A handwritten signature in black ink that reads "Pamela C. Zickafoose". The script is fluid and cursive.

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

NLC Legislative Update

This summary is a synopsis of states that had NLC legislation introduced in FY22:

New York

Gov. Kathy Hochul included the NLC in her 2022 State of the State Agenda as one solution to strengthen the state's health care system. Subsequently, the bill was included in Hochul's 2022–2023 proposed state budget and supported in the Senate's version of the budget. The Assembly, however, did not include it in their proposal. This welcomed support from Hochul has galvanized NLC efforts in the state and the policy will likely come before the legislature again in the 2023 legislative session.

Massachusetts

Strong legislative progress was made with the NLC advancing out of the Joint Veterans and Federal Affairs Committee alongside the PSYPACT and Physical Therapy Compact. The Massachusetts Hospital Association reached out to NCSBN to participate in an editorial in the Boston Globe focused on the NLC supporting telehealth care for pre and post abortion services. This editorial was published in July 2022.

Nevada

There is growing support for the NLC among stakeholders and lawmakers. Over the summer, the NLC was presented in the Joint Interim Standing Committee on Commerce and Labor. The Assembly Committee on Commerce and Labor later filed a Bill Draft Request for the NLC, indicating intent to consider the bill in the upcoming 2023 session.

Minnesota

The Mayo Clinic led in building a robust and diverse coalition of nearly 60 members dedicated to supporting passage of the NLC. The NLC bill successfully passed out of the Republican-controlled Senate, however, it did not pass out of the Democrat-controlled House of Representatives and had strong opposition from the Minnesota Nurses Association.

In addition to positive legislative movement, the NLC has also seen strong voices raised in support of adopting the compact. Outgoing Nevada Gov. Steve Sisolak, a Democrat, expressed strong support for the adoption of the NLC on a UNLV Nursing School podcast. On Hawaii Public Radio, both the President of the Healthcare Association of Hawaii and the President of the Hawaii Nurses' Association OPEIU Local 50 made passionate arguments in favor of enacting the NLC as one tool to fight the nursing shortage within the state.



NLC Strategic Plan Update

The NLC strategic plan focuses on four strategic initiatives that center on partnership development, education of boards of nursing (BONs) and stakeholders, promotion and engagement, and research and impact evaluation. The plan covers three fiscal years (FY23–26). Initiatives include continuous efforts to ensure successful operation as well as public understanding of the compact.

In terms of partner development and collaboration, the NLC continued to strengthen partnerships in noncompact states, expand new ways to support legislative efforts in these states, and create communications that highlight the value of the NLC. These collaborative efforts help increase public understanding of and support for the NLC.

Board and stakeholder education was an ongoing task for FY22. The NLC monthly webinar series continued to offer educational presentations to educate both new and experienced nurses about the NLC, discipline and eligibility, and Nursys®. These sessions included Q&As and were recorded for later use. The NLC introduced the concept of a self-assessment tool for BONs to ensure compliance on an annual basis.

In the area of promotion and engagement, the NLC will introduce a marketing plan for each fiscal year, explain the value of Nursys to other compacts and routinely post on social media.

The NLC plans to begin an annual marketing plan, in collaboration with the NCSBN marketing team. By learning the research needs of internal and external customers, tracking measurable outcomes and identifying data gaps, the NLC public policy position will be more data-driven, and build a case for evidence-based regulation.



Midyear and Annual Meeting Summary

The 2022 NLC Midyear Meeting was held in March in St. Louis with 35 commissioners in attendance. Legislative updates and committee reports were presented, as well as strategic plan updates and the announcement of a virtual NLC Legal Forum, which was held in June 2022.

The NLC Annual Meeting was held in August in Chicago with 38 commissioners in attendance either virtually or in-person. Nominations were announced for three positions on the NLC Executive Committee. The 2023–2026 strategic plan was introduced.

Hybrid Governance Training

The Annual Meeting of the NLC Commission on Aug. 16, 2022, commenced with advanced governance training. The presenter was Nahale Kalfas, JD, consultant to the National Center for Interstate Compacts at The Council of State Governments (CSG). The presentation included a review of the mission and core values of the NLC, as well as the responsibilities of the Executive Committee and the NLC Commission and how the commissioners can engage effectively, as found in the NLC statutes and ICNLCA Bylaws. The training helped commissioners better understand the NLC structure, decision-making process and responsibilities.



Nahale Kalfas led the NLC commissioners in a governance training on Aug. 16, 2022 in Chicago.

2022 NLC Virtual Legal Conference Series

In June 2022, the NLC conducted a virtual four-session series exploring legal issues that pertain primarily to attorneys and investigators. The conference educated on the critical nuances of interstate compact law, reviewed antitrust issues, ensured understanding of the uniform licensure requirements, and demonstrated the joint state investigation process, privilege to practice, discipline issues, and due process. The conference offered CLE credits.

Conference Presenters:

- Rick Masters, JD, NLC legal counsel
- Nahale Kalfas, JD, legal counsel, The Council of State Governments National Center for Interstate Compacts
- Rebecca Fotsch, JD, director, state advocacy and legislative affairs, NCSBN (Resigned August 2022)
- Alice Henley, JD, LLM, general counsel, Alabama Board of Nursing
- Fred Knight, JD, NLC consultant
- Debbie McKinney, JD, general counsel, Oklahoma Board of Nursing
- Emma Lehner Mamaluy, JD, chief counsel, Arizona State Board of Nursing
- Kathleen Russell, JD, MN, RN, associate director, nursing regulation, NCSBN (Resigned December 2022)

Endorsements and Partnerships

During FY22, NLC received the endorsement of two new organizations: Asian American/ Pacific Islanders Nurses Association (AAPINA) and AlediumHR.



National Supporters

- Air & Surface Transport Nurses Association
- Aledium HR
- Alliance for Connected Care
- American Academy of Ambulatory Care Nursing
- American Association of Colleges of Nursing
- American Association of Neuroscience Nurses
- American Association of Occupational Health Nurses (AAOHN)
- American Association of Poison Control Centers
- American Nephrology Nurses Association
- American Organization of Nursing Leadership (AONL)
- American Red Cross
- American Telemedicine Association (ATA)
- Asian American/Pacific Islander Nurses Association, Inc.
- Association of Camp Nurses
- Association for Vascular Access
- 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
- 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 Military Family Association
- National Governors Association Center for Best Practices
- National League for Nursing
- National Patient Safety Foundation
- National Student Nurses' Association (NSNA)
- Oncology Nursing Society
- Optum
- Organization for Associate Degree Nursing
- Population Health Alliance
- 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 and U.S. Territory Membership in Interstate Licensure Compacts

NLC

Nurse Licensure Compact

IMLC

Interstate Medical Licensure Compact

PT

Physical Therapy Compact

EMS

Emergency Medical Services Compact

PSYPACT

Psychology Interjurisdictional Compact

ASLP

Audiology and Speech-Language Pathology Compact

OT

Occupational Therapy Compact

CC

Counseling Compact

APRN

Advanced Practice Registered Nurse Compact

*7 state threshold to operationalize

Compacts Currently Under Development:

1. Physicians Assistants
2. Social Work
3. Teachers (K-12)
4. Massage Therapy
5. Cosmetology & Barbering
6. Dentistry & Dental Hygiene
7. School Psychologists
8. Dieticians & Nutritionists

To date, 49 states and territories have enacted occupational licensure compacts.

STATE	NLC	IMLC	PT	EMS	PSYPACT	ASLP	OT	CC	APRN	TOTALS
ALABAMA										8
ALASKA										0
ARIZONA										5
ARKANAS										3
CALIFORNIA										0
COLORADO										8
CONNECTICUT										2
DELAWARE										9
FLORIDA										2
GEORGIA										8
HAWAII										0
IDAHO										5
ILLINOIS										2
INDIANA										6
IOWA										6
KANSAS										6
KENTUCKY										7
LOUISIANA										6
MAINE										5
MARYLAND										7
MASSACHUSETTS										0
MICHIGAN										2
MINNESOTA										2
MISSISSIPPI										6
MISSOURI										6
MONTANA										3
NEBRASKA										8
NEVADA										2
NEW HAMPSHIRE										7
NEW JERSEY										4
NEW MEXICO										1
NEW YORK										0
NORTH CAROLINA										6
NORTH DAKOTA										5
OHIO										7
OKLAHOMA										5
OREGON										1
PENNSYLVANIA										5
RHODE ISLAND										2
SOUTH CAROLINA										5
SOUTH DAKOTA										4
TENNESSEE										8
TEXAS										5
UTAH										9
VERMONT										2
VIRGINIA										5
WASHINGTON										4
WEST VIRGINIA										8
WISCONSIN										5
WYOMING										5
AMERICAN SAMOA										0
DIST. OF COLUMBIA										3
GUAM										2
CNMI										1
PUERTO RICO										0
US VIRGIN ISLANDS										1
Totals	39	39	34	22	35	23	22	17	3	234

*Information current as of December 2022

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](#)

Committees Overview



Alice Henley



Joey Ridenour

Rules Committee

The NLC Rules Committee was led by co-chairs Joey Ridenour, MN, RN, FAAN, executive director, Arizona State Board of Nursing, and Alice Henley, JD, general counsel, Alabama Board of Nursing. Highlights of the Rules Committee's tasks included:

- A compliance oversight policy was adopted in lieu of a rule in this area
- Completion of a comprehensive rule review in September 2022
- The committee reviewed the draft policy regarding the authority of the Commission to conduct compliance reviews of party states
- The committee recommended new FAQs related to *alternative programs* be included in the list of Regulatory FAQs



NLC Rulemaking Handbook provides guidance related to NLC Rulemaking process, procedures and timelines.



Lori Scheidt

Compliance Committee

The NLC Compliance Committee was led by Chair Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing. The committee was on hiatus in FY22 pending the related work of the Technical Task Force.

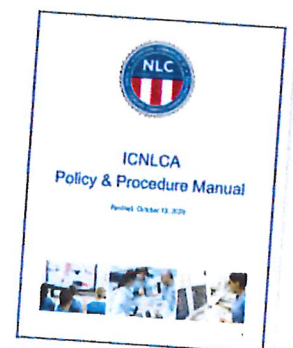


Missy Poortenga

Policy Committee

The NLC Policy Committee was led by Chair Missy Poortenga, MHA, RN, executive director, Montana Board of Nursing. Highlights of the Policy Committee tasks included:

- Recommended a policy related to the authority of the Commission to conduct compliance reviews of party states



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 the Research Committee tasks included:

- Development of a list of research needs and subsequently surveying the Commission members to prioritize the various research questions.



Ann Oertwich

Training and Education Committee

The Training and Education Committee was led by Chair Ann Oertwich, PhD, MSN, RN, executive director, Nebraska Board of Nursing. Highlights of the Training and Education Committee tasks included:

- Review and approval of biweekly *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 to keep commissioners and member board staff abreast of NLC happenings and achievements
- Review and approval of NLC fact sheets and informational resources
- Review and approval of NLC webinar series
- Review of the draft annual report



Lori Hart

Elections Committee

Co-chairs Crystal Tillman, DNP, RN, CNP, FRE, executive director, North Carolina Board of Nursing, and Lori Hart, PhD, APRN, executive director, Wyoming State Board of Nursing, accepted nominations at the NLC Annual Meeting for four positions: vice-chair, treasurer and two member-at-large positions. Nominations were accepted through Aug. 31, 2022. The full slate of candidates was shared with the commission on Sept. 1 and voting occurred Sept. 20-30. The Executive Committee for FY23 was announced on Oct. 1, 2022 and can be viewed [here](#).



Crystal Tillman



Ad Hoc Workgroups

Technical Task Force

The task force met in September to discuss next steps in developing an audit dashboard to assist party states with compliance with NLC Rules and statutes. Data related to compliance will be fed by Nursys Reports as well as by BON-supplied survey results. The goals of this project are to create a central dashboard to access compliance audit reports, with real-time and historical data in a secure environment.

NLC Operations Network

The network was created during FY22 and held several virtual meetings during that time. Call topics included military spouses and their status in the nurse compact, best practices for BONs with regard to duplicate multistate licenses, Nursys speed memos and response time, proof of residency, acceptable documentation from a foreign applicant and multistate license eligibility related to a felony or misdemeanor conviction.

NLC Presentations and Meetings

Webinars

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



- | | | |
|--|---|---|
| • <i>Helpful Tips for New Nursing Graduates</i>
October 2021 | • <i>NLC for Military Spouses</i>
January 2022 | • <i>NLC Legislative Update</i>
May 2022 |
| • <i>How Does the NLC Work for Telephonic Nurses</i>
October 2021 | • <i>What Nurse Employers Need to Know</i>
February 2022 | • <i>Understanding Primary State of Residence</i>
June 2022 |
| • <i>Understanding Primary State of Residence</i>
November 2021 | • <i>Fireside Chat Discussion</i>
March 2022 | • <i>Multistate Licensure for Telephonic Practice (Telehealth)</i>
July 2022 |
| • <i>NLC Legislative Update</i>
November 2021 | • <i>Helpful Tips for New Nursing Graduates</i>
April 2022 | |

NLC Informational Presentations

In accordance with the strategic plan, specifically Strategic Initiative I: 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 in Compact Jurisdictions:

January 2022	Virtual NLC Training for BON staff Duplicate MSL Report Enhancements in Nursys
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Presentations in Noncompact Jurisdictions

October 2021	Presentation, Connecticut Nurses Association Government Relations Committee Presentation, Case Management Society of America New York Chapter Presentation, Case Management Society of America Ohio Chapter
November 2021	Presentation for Connecticut stakeholders, coordinated by the Office of the Governor Presentation, Ohio Bureau of Workers Compensation Nurses

Presentations, Meetings, Interviews with Stakeholder Organizations

October 2021	Presentation, Council of State Governments (CSG) West Conference Workforce Development Committee Presentation, American Telemedicine Association (ATA) Pediatric Special Interest Group
November 2021	Exhibition, National Conference of State Legislatures (NCSL) Legislative Summit Exhibition, American Nurses Credentialing Center (ANCC) Pathway to Excellence and ANCC Magnet Conference

Presentations, Meetings, Interviews with Stakeholder Organizations, con't.

November 2021	Virtual Presentation, National Student Nurses Association (NSNA) Midyear Conference
	Presentation, ATA Interstate Telehealth Special Interest Group
March 2022	Presentation, National TB Controllers Association
April 2022	Presentations (2) and exhibition at NSNA Annual Convention
	Exhibition, American Organization for Nursing Leadership (AONL) Conference
	Presentation and exhibition at American Society for Healthcare Human Resources Administration (ASHHRA) Annual Conference
May 2022	Exhibition, ATA Annual Conference
	NLC Compliance and Discipline presentation at NCSBN Discipline Case Management Conference, presented by Alice Henley, JD (Alabama Board of Nursing)
June 2022	NLC Virtual Legal Conference
	Panel presentation, National Licensing Meeting, sponsored by the National Council of State Legislatures and the Council of State Governments
August 2022	Exhibition, NCSL Legislative Summit
	Exhibition, NCSBN Annual Meeting
	Presentation and panel discussion, Regulatory Summit of the National Board for Certified Counselors
September 2022	Presentation, CLEAR Annual Education Conference

NLC Board of Nursing (BON) Training

October 2021	Minnesota Board of Nursing
April 2022	Utah State Board of Nursing
	Arizona State Board of Nursing
August 2022	Ohio Board of Nursing

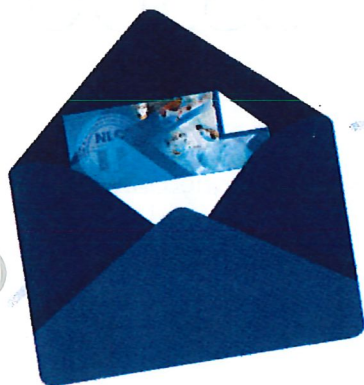


NLC Outreach

In alignment with the NLC strategic plan, staff increased the presence of NLC educational and informational posts on social media

Compact Corner

Compact Corner keeps NCSBN members informed regarding NLC webinars, conferences, resources, reports, committee projects, commission updates and legislative information.



10/28/21 issue: **288** recipients, **77** opens (27%), **5** clicks (1.7%)

11/19/21 issue: **284** recipients, **86** opens (30%), **6** clicks (2.1%)

1/21/22 issue: **282** recipients, **85** opens (30%), **7** clicks (2.5%)

2/23/22 issue: **276** recipients, **89** opens (32%), **20** clicks (7.2%)

5/24/22 issue: **272** recipients, **95** opens (35%), **19** clicks (7%)

Note: Industry benchmarks for non-profit organizations indicate average email open rates of 25.17% and click-through rates of 2.79% (<https://mailchimp.com/resources/email-marketing-benchmarks/>)

Tip of the Week



Every Wednesday, public subscribers receive a tip containing general information about the NLC, based on FAQs. These tips are also shared via NLC Facebook, 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. Every Friday, NCSBN member subscribers receive NLC tips focused on regulation. During FY22, 55 emails were sent between 10/13/21 and 6/29/22.

83%



increase in public
Tip of the Week
subscribers

8,411

Tip of the Week subscribers

Facebook



9,727
TOTAL FOLLOWERS



Top 3 Performing Videos

- NLC and PSOR Requirements
- Midyear Meeting in St. Louis
- NLC Annual Meeting

Top 3 Facebook Posts for FY22



Nov. 16, 2021

NLC is fully implemented in New Jersey

99,100
REACH

Jan. 28, 2022

Vermont implemented the NLC

55,100
REACH

Dec. 13, 2021

NLC signed into law in U.S. Virgin Islands

15,000
REACH

Twitter



1,643
TOTAL FOLLOWERS

Top 3 Tweets for FY22



July 19, 2022

Telephonic webinar

1,074
IMPRESSIONS

Aug. 16, 2022

NLC Annual Meeting images

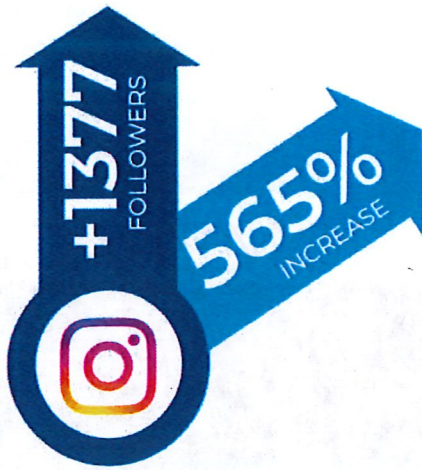
576
IMPRESSIONS

Aug. 17, 2022

NLC Annual Meeting video

491
IMPRESSIONS

Instagram



1,674+
TOTAL FOLLOWERS



NLC videos were shared via YouTube and social media.
Below are the most-viewed videos in FY22.

Top 3 Instagram Posts for FY22

July 19, 2022

Telephonic Webinar

341 REACH

Aug. 17, 2022

NLC Annual Meeting Video

296 REACH

Feb. 17, 2022

Leader To Leader story about Ohio and Pennsylvania enacting

220 REACH



Explanation of the
Nurse Licensure
Compact for
Nurses



5,078
VIEWS



Guide to NLC
for Nursing
Students



257
VIEWS



Explanation
of the Nurse
Licensure
Compact for Nurse
Employers



229
VIEWS



Guide to NLC
for Nurse
Employers



223
VIEWS

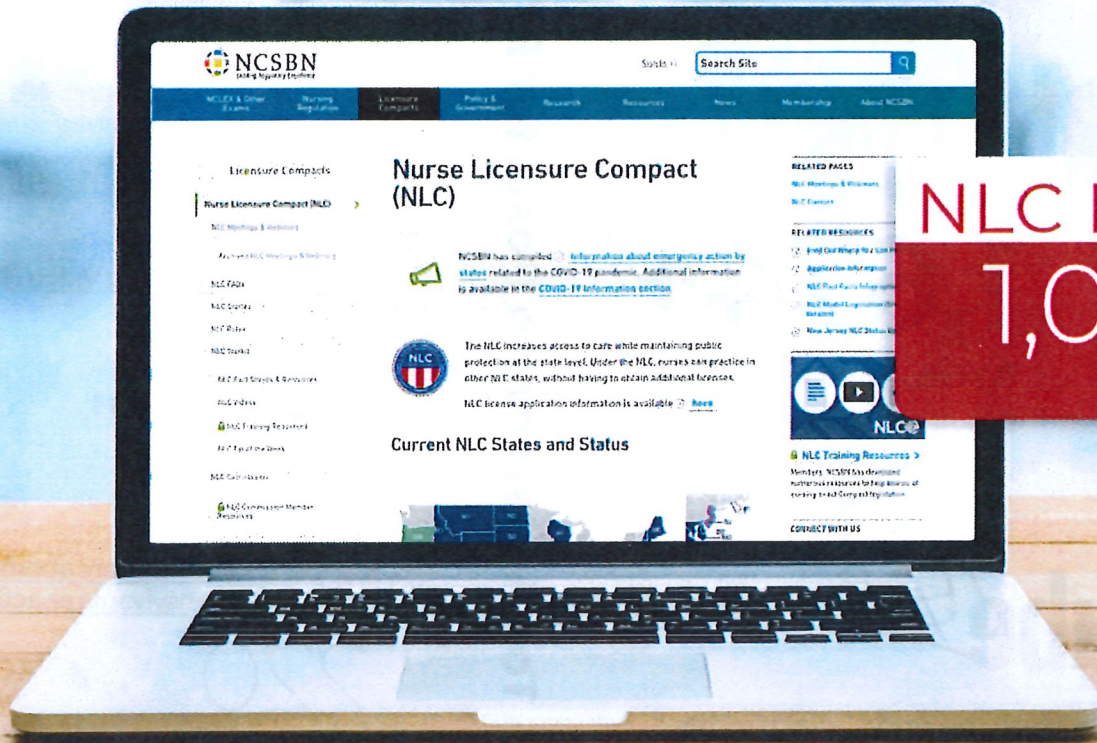


NLC and PSOR
Requirements



121
VIEWS

NLC Webpages



NLC TOOLKIT

10,029
VIEWS



NURSECOMPACT.COM

88,744
VIEWS

NLC Financial Summary



Plante & Moran, PLLC
10 South Riverside Plaza
9th floor
Chicago, IL 60606
Tel: 312.207.1040
Fax: 312.207.1066
plantemoran.com

Independent Accountant's Report on Applying Agreed-upon Procedures

To Management and the Board of Directors
National Council of State Boards of Nursing

We have performed the procedures enumerated below, which were agreed to by National Council of State Boards of Nursing (NCSBN), solely to provide you with information for evaluation purposes for the fiscal year ended September 30, 2022. NCSBN's management is responsible for its compliance with the Agreement for the Provision of the Secretariat Services (the "Secretariat") for the Interstate Commission of Nurse Licensure Compact Administrators (the "Compact").

NCSBN has agreed to the procedures performed and acknowledged that they are appropriate to meet the intended purpose of assessing NCSBN's compliance with the Agreement for the Provision of the Secretariat Services for the Compact. No other parties have agreed to and acknowledged the appropriateness of the procedures. This report may not be suitable for any other purpose. The procedures performed may not address all items of interest to a user of this report and may not meet the needs of all users of this report, and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes. We make no representation regarding the sufficiency of procedures, either for the purpose intended or any other purpose.

An agreed-upon procedures engagement involves performing specific procedures that the engaging party has agreed to and acknowledged to be appropriate for the intended purpose of the engagement and reporting on findings based on the procedures performed. Those procedures and findings are as follows:

1. **Procedure:** Obtain a list of states that have implemented compact legislation in their jurisdiction for the period from October 1, 2021 through September 30, 2022 (fiscal year 2022) and multiply the number by \$6,000 (annual membership fee) to calculate expected cash receipts. Obtain listing of payments made by member states for fiscal year 2022 and agree expected cash receipts to listing.

Results: We calculated expected cash receipts of \$198,000 by obtaining a list of states from the Nurse Licensure Compact website that have implemented compact legislation in their jurisdiction for the period from October 1, 2021 through September 30, 2022 (fiscal year 2022) and multiplying the number of states by \$6,000 (the amount required to be paid by each state participating in the Compact). We obtained the listing of payments made by member states from NCSBN management and agreed the total of \$198,000 to the expected cash receipts.

2. **Procedure:** Obtain the bank statements of the Compact and vouch deposits of all membership fees for fiscal year 2022 collected by NCSBN for the Compact. View year-to-date interest from the bank statements and trace to the general ledger.

Results: We obtained the bank statements of the Compact from NCSBN management and vouched deposits of all membership fees collected for fiscal year 2022. We recalculated the annual interest of \$396.62 using these bank statements and traced the amount to the general ledger.

3. **Procedure:** Agree the secretariat fee revenue recognized by NCSBN in fiscal year 2022 to the fee stated in the compact agreement. Note any exceptions.

Results: We agreed the secretariat fee revenue recognized by NCSBN in fiscal year 2022 per GL account #4649 - NCLA Secretariat Revenue to the fee stated in the compact agreement.

To Management and the Board of Directors
National Council of State Boards of Nursing

4. **Procedure:** Obtain invoice sent by NCSBN to the Compact for the fiscal year 2022 secretariat fee and any other fees paid on behalf of the Compact during fiscal year 2022. Note treasurer or representative approval was obtained prior to payment.

Results: We obtained from NCSBN management the Invoice sent by NCSBN to the Compact for the fiscal year 2022 secretariat fee and legal fees paid on behalf of the Compact during fiscal year 2022. We noted the invoice was approved by Joe Baker, Nurse License Compact Treasurer, on October 24, 2022. We vouched payment to the October 2022 NCSBN operating bank account, noting the invoice was paid on October 25, 2022.

5. **Procedure:** Agree balance of cash held for the Compact as of September 30, 2022 to the bank reconciliations as of September 30, 2022 and the corresponding liability balance. Note any exceptions.

Results: We agreed the cash held for the Compact as of September 30, 2022 per the bank statement to the bank reconciliations and the corresponding liability balance.

We were engaged by NCSBN to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). We were not engaged to, and did not, conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on NCSBN's compliance with the Agreement for the Provision of the Secretariat Services for the Compact. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of NCSBN and to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of National Council of State Boards of Nursing and the board of directors and is not intended to be and should not be used by anyone other than these specified parties.

Plante & Moran, PLLC

December 9, 2022

Financial Summary Fiscal Year 2022

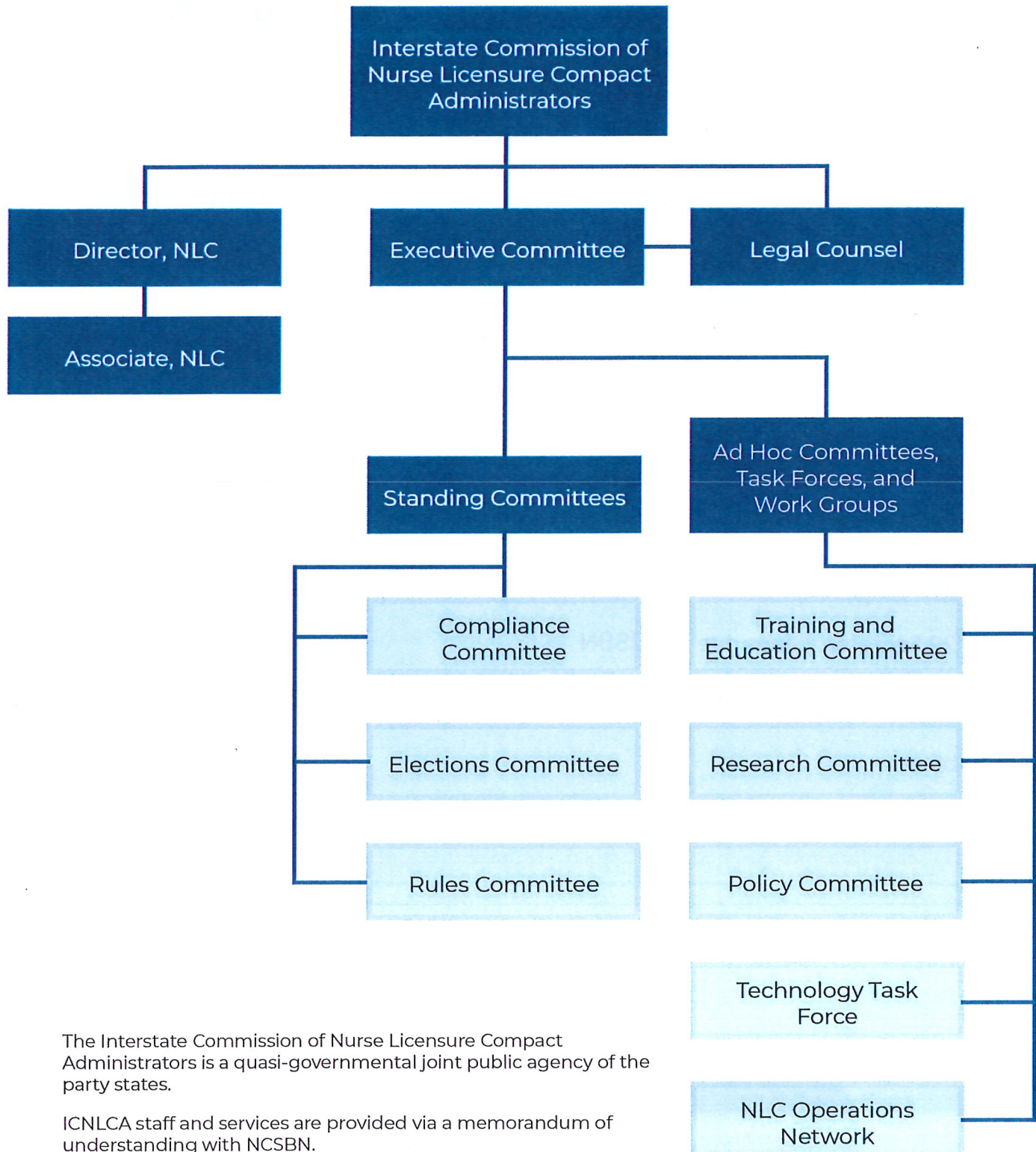
	FY22
Cash Balance Sept. 30, 2021	\$837,485.27
Revenue	
Interest earned Oct. 1, 2021–Sept. 30, 2022	\$396.62
Collections for the FY20 period (Oct. 1, 2019–Sept. 30, 2020)	\$3,000.00
Collections for the FY22 period (Oct. 1, 2021–Sept. 30, 2022)	\$18,000.00
Collections for the FY23 period (Oct. 1, 2022–Sept. 30, 2023)	\$171,000.00
Total Revenue	\$192,000.00
Expenses	
FY22 Secretariat fees due to NCSBN	(\$50,000)
Reimb of FY22 expenses paid on behalf of ICNLCA	(\$12,971.23)
Subtotal	(\$62,971.23)
Cash Balance Sept. 30, 2022	\$966,910.66

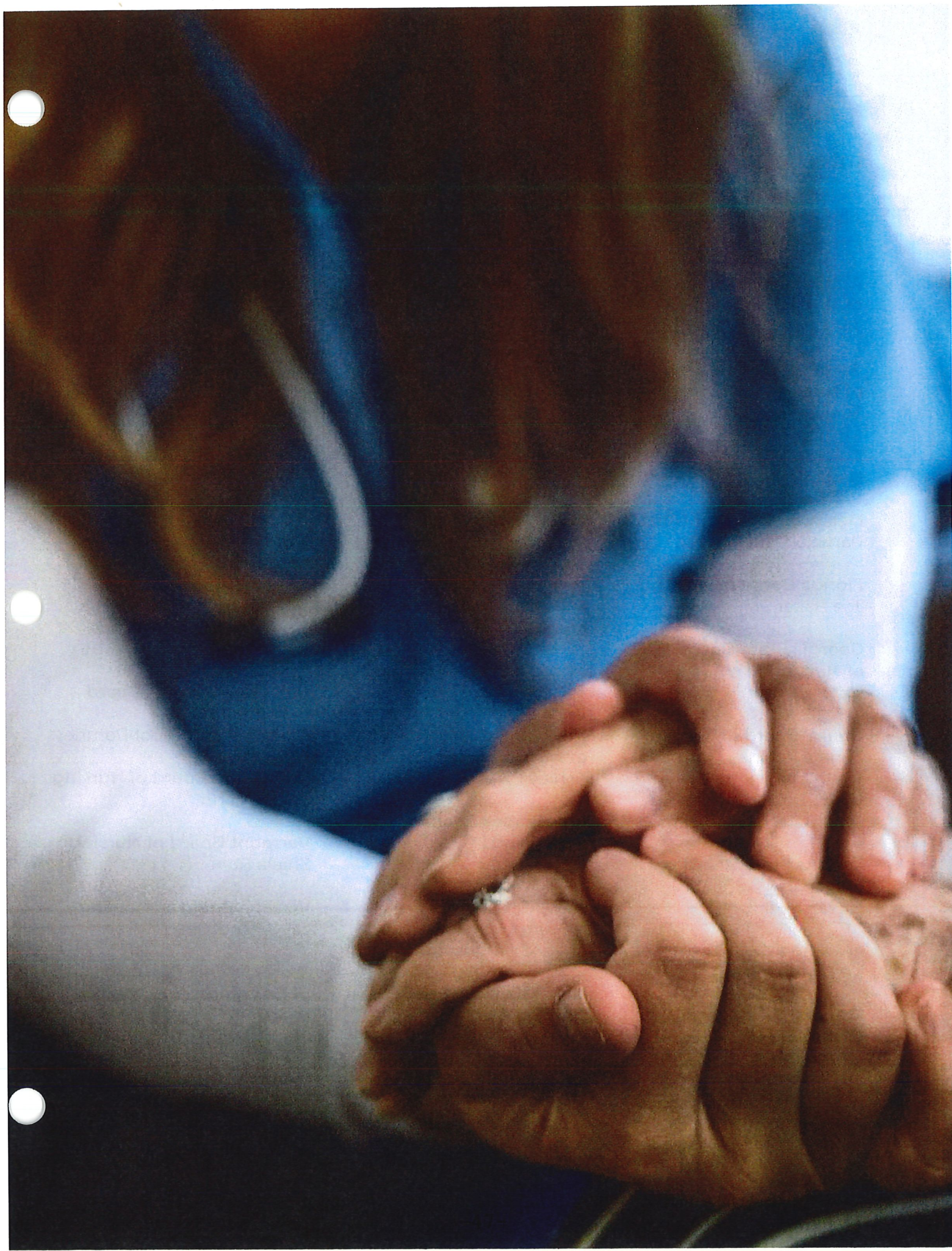


Prepared by:

Ann Oertwich, PhD, MSN, RN
Treasurer, NLC Commission
Commissioner, Nebraska Board of Nursing

Organizational Chart





Thank You to All Commissioners for your efforts on behalf of the NLC during FY22

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
Russ Barron

**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
Practical Nurse Examiners**
Lynn Ansardi

**Maine State Board
of Nursing**
Kim Esquibel

Maryland Board of Nursing
Karen EB Evans

Mississippi Board of Nursing
Phyllis Johnson

**Missouri State
Board of Nursing**
Lori Scheidt

Montana Board of Nursing
Melissa (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 Board
of Nursing**
Wendy Miller

**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

**U.S. Virgin Islands Board
of Nursing**
Carmen Vanterpool-Romney

Utah State Board of Nursing
Jeff Busjahn

Vermont Board of Nursing
Shiela Boni

Virginia Board of Nursing
Jay P. Douglas

**West Virginia State Board
of Examiners for Licensed
Practical Nurses**
Michelle Chapman

Wisconsin Board of Nursing
Robert Weinman

**Wyoming State Board
of Nursing**
Lori Hart

NLC Committees and Committee Members

Executive Committee



Chair

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
NLC Commissioner, Delaware
Executive Director, Delaware Board of Nursing
Term: October 2021–September 2023



Vice-chair

Stacey Pfenning, DNP, APRN, FNP, FAANP
NLC Commissioner, North Dakota
Executive Director, North Dakota Board of Nursing
Term: October 2020–September 2022



Treasurer

Ann Oertwich, PhD, MSN, RN
NLC Commissioner, Nebraska
Executive Director, Nebraska Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Joe Baker, Jr.
NLC Commissioner, Florida
Executive Director, Florida Board of Nursing
Term: November 2022–September 2023



Member-at-Large

Carol Moody, MS, RN, NEA-BC
NLC Commissioner, South Carolina
Administrator, South Carolina Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Missy Poortenga, MHA, RN
NLC Commissioner, Montana
Executive Director, Montana Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Linda Young, MS, RN, FRE
NLC Commissioner, South Dakota
Executive Director, South Dakota Board of Nursing
Term: October 2021–September 2023



Highlights from 2022 NLC Annual Meeting
View more photos from the event at our [online album](#).

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Director



Maggie Bieniek
Associate (Resigned May 2022)

Special Counsel

The Special Counsel provides guidance to the commission and its committees with respect to legal issues related to the duties and responsibilities under the NLC provisions, its bylaws and rules.



Richard Masters, JD

Acknowledgements

Thank you to NLC consultants for providing expertise, answering questions and contributing advice at committee meetings upon request.



Nahale Kalfas, JD
Consultant, Council of
State Governments



Fred Knight, JD
Consultant to the
Commission

Retirements and Transitions

We wanted to offer our very best wishes for a happy retirement/transition to the following commissioners.

Lorey Bratten – Colorado – March 2022

Zelma Delgado, MSHS – Georgia – August 2022

Peter Kallio, CRNA – Wisconsin – June 2022

Joanne Leone, JD – New Jersey – March 2022

Sasha Poole, PhD – New Mexico – August 2022

Alyssa D. Servies, JD, MPH – Indiana – September 2022

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



**For more information about
the NLC, contact:**

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