



**Nurse Licensure Compact
Commission Annual Report**
Fiscal Year 2024



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Introduction

This annual report covers the period from Oct. 1, 2023 to Sept. 30, 2024. 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 will achieve as a commission in fiscal year 2025 (FY25).

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 (BONs), promoting cooperation and collaboration between party states, facilitating the exchange of data and information between party states and educating stakeholders. The ICNLCA is a governmental 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 FY24, 42 jurisdictions were members of the NLC. Licensing requirements are aligned in NLC states, so all nurses applying for a multistate license are required to meet the same standards, which include federal and state criminal background checks that will be conducted for all applicants for multistate licensure.

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



ICNLCA Core Purpose

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



ICNLCA Mission Statement

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



ICNLCA Core Values

- Transparency
- Integrity
- Accountability
- Innovation
- Collaboration





Letter from the Chair



Dear Commissioners and Stakeholders,

Health care continues to evolve by way of technological advancements, legislative and policy development and implementation, and the growth of interstate licensure compacts for health care professions. Now in its 25th year, the NLC continues to assist the nursing profession by streamlining licensure and facilitating nurse mobility. At the end of

fiscal year 2024, the NLC welcomed Connecticut as the 42nd jurisdiction to join the compact. Significant progress with advocacy initiatives was made in Alaska and Massachusetts.

Several initiatives from the NLC strategic plan kept NLC committees busy during the past year. The NLC Rules Committee developed model language which BONs may include in their alternative-to-discipline (ATD) program participation agreements. The NLC Compliance Committee revised the NLC self-assessment tool, which will roll out after a pilot phase. The Policy Committee continued to update policies and the Training and Education Committee revised and updated fact sheets. The Memorandum of Understanding (MOU) between the NLC Commission and NCSBN was comprehensively reviewed and significant updates were made to the agreement. Finally, there were many instances of engagement and sharing of best practices with other compact commissions.

The initiatives of the Executive Committee will continue and there will be additional tools created to assist BONs. We also look forward to the full implementation of the NLC in Pennsylvania, Guam, the U.S. Virgin Islands and Connecticut, as well as celebrating additional states enacting the compact.

Sincerely,

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

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

NLC Legislative Update

This summary indicates the states that introduced or discussed NLC legislation in fiscal year 2024:

Connecticut

When Gov. Ned Lamont signed the NLC into law on May 30, 2024, Connecticut became the 42nd NLC jurisdiction. The NLC will become effective Oct. 1, 2025. The bill has a sunset provision. A workgroup was formed in the bill to study NLC implementation.

Hawaii

A bill passed both chambers but did not advance out of the conference committee. To address immediate workforce needs, the Hawaii Hospital Association championed Senate Bill 63 to expedite licenses for nurses from out of state.

New York

The NLC was included in Gov. Kathy Hochul's 2025 budget. State Affairs worked closely with the ANA-NY chapter, which treated the NLC as a priority this year. The New York State Nurses Association (the nurse union) was in opposition. In May the state held its first hearing on the NLC, and The Assembly Higher Education Committee voted to hold the bill for consideration.

Alaska

The NLC advanced further than in previous years but did not pass. The NLC effort gained new allies, especially in the senate. Alaska passed its first compacts this session – the physical therapy and audiology/speech language pathology compacts.

Massachusetts

The NLC was featured in a *Boston Globe* op-ed in March, which highlighted an NCSBN survey that showed 90% of the state's nurses support the NLC. The compact was included in a large economic development omnibus bill but the legislature failed to come to a consensus on the bill and the legislature adjourned.

Minnesota

The state senate heard an omnibus bill that contained many compacts, excluding the NLC. Two amendments proposing the state enact the NLC were brought, but they failed by one vote.

NLC Strategic Plan Update

The NLC strategic plan focuses on four strategic initiatives that center on strategic partnership development and collaboration, education of boards and stakeholders, promotion and engagement, and research and impact evaluation. The plan covers three fiscal years (FY23-25). Initiatives include collaboration, education, marketing and research.

Staff continued consensus-building with legislators in noncompact states, attending conference exhibitions to promote awareness of the compact, holding discussions with research partners regarding grants for NLC research, and planning to retain an investment advisor and financial auditor to advise utilization of the NLC fund balance, ensuring fiscal accountability and compliance with NLC statutory requirements.

The NLC held trainings at seven BONs, continued promotion of the commissioner handbook, and continued offering its annual governance training. The NLC continued its outreach growth by increasing public email subscribers by 66.8% over the previous year, collaborated with NCSBN marketing on a yearly project plan, provided legal opinions for NLC-related inquiries, continued to identify research topics for joint work and promoted Nursys® products at conference exhibitions. Staff worked diligently to disseminate information about the 60-day residency rule by creating a list of FAQs and incorporating information into monthly webinars.



Midyear and Annual Meeting Summary

The 2024 hybrid NLC Midyear Meeting was held in March in Atlanta, with all 41 commissioners in attendance, either virtually or in person. State and federal legislative updates were presented, and commissioners heard updates on committee projects such as the Rules Committee ATD program requirements, and supplemental guidance for BONs regarding the amended 60-day residency rule. The Compliance Committee began revisions on the self-assessment tool, and the Training and Education Committee produced a revised NLC definitions list. Committee chair Sherry Richardson (NLC Commissioner, Tennessee) presented the 25th Anniversary Committee and its purpose for planning celebrations throughout 2025. NLC Consultant Fred Knight, JD, presented two educational sessions on disqualifiers to a multistate license. NLC Chair Pamela Zickafoose introduced the new NLC commissioner handbook.

The NLC Annual Business Meeting was held in August in Chicago with 41 commissioners in attendance. Nominations were accepted for three positions on the NLC Executive Committee. The Rules Committee drafted model language that BONs may include in ATD program participation agreements. Three revised policies were approved, and Compliance Committee Chair Carol Moody (NLC Commissioner, South Carolina) reported that the revised self-assessment tool will have three components and the committee requested that several BONs pilot the program. The NLC 25th Anniversary Committee created the tagline "The NLC: 25 Years of Multistate Mobility for Greater Access to Care." Awards were given to retiring NLC commissioners Joe Baker Jr. (NLC Commissioner, Florida) and Jay Douglas (NLC Commissioner, Virginia).



Hybrid Governance Training

The NLC presented its annual governance training for new commissioners prior to the 2024 Annual Meeting. The first speaker, Nahale Kalfas, JD, legal counsel to the National Center for Interstate Compacts at The Council of State Governments (CSG), explained the authorities of the NLC and the organizational structure of the NLC executive, standing, and ad hoc committees. During the second half of the training, speakers NLC Consultant Fred Knight and NLC Director Jim Puente presented case scenarios in a roundtable format.

2024 NLC Virtual Legal Conference Series

NLC presented a virtual eight-session series throughout June and July 2024 on various legal issues pertaining primarily to attorneys and investigators. Topics included the impact of the Dobbs decision on the NLC, an examination of the Uniform Licensure Requirements (ULRs), requirements and best practices related to ATD program participation, granting/denying an application for a multistate license, and order language used when disciplining a nurse with multistate privilege. The conference was approved for continuing legal and nursing education units.

Conference Presenters:

- Sara Hansen-Baiamonte, JD, agency counsel, Montana Department of Labor and Industry
- Nahale Kalfas, JD, consultant, Nurse Licensure Compact Commission
- Alicia Kennedy, JD, attorney supervisor, Wisconsin Department of Safety and Professional Services
- Emma Lehner Mamaluy, JD, chief counsel, Arizona State Board of Nursing
- Deborah B. Loucks, JD, senior assistant attorney general, Florida Office of the Attorney General
- Fred Knight, JD, consultant, Nurse Licensure Compact Commission
- Nicole Livanos, JD, MPP, director, state affairs, NCSBN
- Alice Maples Henley, JD, LLM, general counsel, Alabama Board of Nursing
- Rick Masters, JD, legal counsel, Nurse Licensure Compact Commission
- Gretchen Mrozinski, JD, lead attorney, Wisconsin Department of Safety and Professional Services
- Meredith Parris, JD, chief legal officer, North Carolina Board of Nursing
- Jim Puente, MS, MJ, CAE, director, Nurse Licensure Compact

Current Supporting Organizations

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

Growth of Interstate Compacts Nationwide

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

Licensure Compacts Expanding Member States

- Cosmetology
- Dentist and Dental Hygiene
- Dietetics
- Massage Therapy
- Respiratory Therapy
- School Psychology
- Social Work
- Teaching

To date, 51 states and territories have enacted occupational licensure compacts.

Interstate Licensure Compacts

COMPACT	ENACTED
APRN	4
ASLP	34
Cosmetology	8
Counseling	38
Dentistry	10
Dietitians	3
EMS	24
Massage Therapy	2
NLC	43
OT	31
PA	13
PSYPACT	42
PT	40
Respiratory Therapy	0
School Psychology	2
Social Work	22
Teaching	14
IMLC	42
GRAND TOTAL	372

Source: CSG NCIC, Dec 2024

Committees Overview



Alice Henley

Rules Committee

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



Joey Ridenour

- Development of model language for ATD program participation agreements
- Co-planning of the NLC Legal Conference Series
- Draft of an FAQ related to a letter of reprimand and whether it is an encumbrance
- Clarification of the 60-day rule and when the timeframe begins for a licensee
- Draft of a regulatory FAQ on types of Social Security cards



Carol Moody

Compliance Committee

The NLC Compliance Committee was led by Chair Carol Moody, MS, RN, NEA-BC, NLC commissioner, South Carolina, and NLC Executive Committee member. Highlights of the Compliance Committee charges include:

- Comprehensive review of the party state compliance self-assessment tool, including the creation of the components of a toolkit and revision of old policies 6.2 and 6.3
- Discussions on conducting compliance reviews for each compact state on a five-year cycle



Missy Poortenga

Policy Committee

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

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

Research Committee

The Research Committee was retired by action of the NLC Executive Committee in June 2024.



Ann Oertwich

Training and Education Committee

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

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

Elections Committee



Crystal Tillman



Kelly Jenkins

The NLC Election Committee co-Chairs Crystal Tillman, DNP, RN, CNP, FRE, NLC commissioner, North Carolina, and Kelly Jenkins, MSN, NE-BC, NLC commissioner, Kentucky, accepted nominations at the NLC Annual Meeting for three executive committee positions: vice chair, treasurer and two member-at-large positions. Nominations were accepted through Aug. 31, 2024. The full slate of candidates was shared with the commission on Sept. 1 and voting occurred Sept. 21–30, 2024. A special election was held in October to fill the office of vice chair and one member-at-large position. A second special election was held in November to fill one member-at-large position. The full Executive Committee for FY25 was announced on Dec. 5, 2024, and can be viewed [here](#).



Ad Hoc Workgroups

NLC Operations Network

The NLC Operations Network is a forum where staff in party state BONs can discuss common operational issues, learn from other party state boards and share best practices. The network held quarterly virtual meetings during FY24. The meeting topics included the best practice of processing the Duplicate Multistate Report, the Nursys API tool, denials for cause as a disqualifier to issuance of a multistate license, enhancements to Nursys NLC reports, clarification on having an RN and an LPN in the same state, and actions that NLC states take when they learn of a 60-day rule violation.

NLC Presentations

Webinars

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

- *Fireside Chat: Discipline & Eligibility*
September 2024
- *Fireside Chat: Legislative Update*
April 2024
- *Helpful Tips for New Nursing Graduates*
November 2023 and March 2024
- *Multistate Licensure for Telehealth Practice*
June 2024
- *The NLC: What Nurse Employers Need to Know*
October 2023; February, May and August 2024
- *Understanding Primary State of Residence*
January and July 2024

NLC Informational Presentations

In fulfillment of the strategic plan tactics, 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, Exhibitions, Meetings, Interviews with Stakeholder Organizations

October 2023	Exhibition, ANCC/Magnet Conference
November 2023	Presentation, exhibition, and Career Readiness Panel, National Student Nurses Association (NSNA) Midyear Conference Exhibition, Organization for Associate Degree Nursing
April 2024	Presentations (2) and exhibition at NSNA Annual Convention Exhibition, American Organization for Nursing Leadership (AONL) Conference
August 2024	Exhibition, NCSBN Annual Meeting

NLC Board of Nursing (BON) Training

October 2023	New Hampshire Board of Nursing
December 2023	Oklahoma Board of Nursing
January 2024	Maryland Board of Nursing Texas Board of Nursing
June 2024	Wyoming State Board of Nursing
July 2024	Florida Board of Nursing
September 2024	Colorado Board of Nursing

E COMPACT

707

Empowering Nurses with One Multistate License



- ◆ Save time o
 - ◆ Work where
 - ◆ Help unders
- communities

NLC
NURSE LICENSURE COMPACT



Fall Alerts and
Ambulation Distanc



Drive Best Prac





NLC Outreach

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

- Social Media Page & Profile Impressions: **87,969**
- Social Media Followers: **14,637**
- NLC Email Subscribers: end of FY24, there were **17,618 subscribers, an increase of 66.8% from FY23.**

Compact Corner

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

There are 269 subscribers.



November 2023 issue: **60%** open rate

January 2024 issue: **67%** open rate

April 2024 issue: **40%** open rate

Overall average open rate: **55.7%**

Tip of the Week

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

	Average Open* Rate	Subscribers as of Fall 2024
Public:	35%	18,534
Members:	36%	96

**Open: subscribers opened the email*

Facebook

+1,027
NEW FOLLOWERS in FY24

10,222
TOTAL FOLLOWERS

Top Facebook Post for FY24

JUNE 6, 2024

Connecticut Enacts Nurse Licensure Compact

25
REACTIONS



X (formerly Twitter)

1,737
TOTAL FOLLOWERS

Top Tweets for FY24

Nurse Compact
@NurseCompact

The Interstate Commission of Nurse Licensure Compact Administrators announced new recently adopted rules. Effective Jan. 2, 2024, a new rule clarifies when a nurse must apply for a new license when relocating to a new primary state of residency. nccbn.org/news/interstat...

Interstate Commission of Nurse Licensure Compact Administrators Adopts New Residency Rule

#NLCNewsUpdate

47.24%
ENGAGEMENT

Nurse Compact
@NurseCompact

What is primary state of residence and what does it mean in terms of being able to hold or obtain a compact license? Find out by attending our free educational webinar on July 17, from 2-3 pm CT. We will also walk you through frequently asked questions. nursecompact.com/stay-informed...

WEBINAR
Understanding Primary State of Residence
July 17, 2024
2-3 pm CST

Register Today nccbn.org/nlcmeetings

42.11%
ENGAGEMENT

Nurse Compact
@NurseCompact

I heard that nurses holding an active multistate license may now practice in Washington. Where can I find more information? Read the latest NLC Tip of the Week to find out: mailchi.mp/nccbn/nlc-tip-... Subscribe to Tip of the Week emails: nursecompact.com/stay-informed..., #NurseCompactNation

I heard that nurses holding an active multistate license may now practice in Washington. Where can I find more information?

NLC TIP OF THE WEEK

39.19%
ENGAGEMENT

Instagram



2,678

TOTAL FOLLOWERS



NLC videos were shared via YouTube and social media. Below are the most-viewed videos in FY24.



Explanation of the Nurse Licensure Compact for Nurses



5,820

VIEWES



Explanation of the Nurse Licensure Compact for Nurse Employers



1,043

VIEWES



Nurse Licensure Compact: What Nurse Graduates Need to Know



853

VIEWES

Top 3 Instagram Posts for FY24

JUNE 6, 2024

[Ned Lamont signed the Nurse Licensure Compact into law](#)

760

REACH

OCT. 31, 2023

[The Interstate Commission of Nurse Licensure Compact Administrators announced new Nurse Licensure Compact rules](#)

460

REACH

OCT. 11, 2023

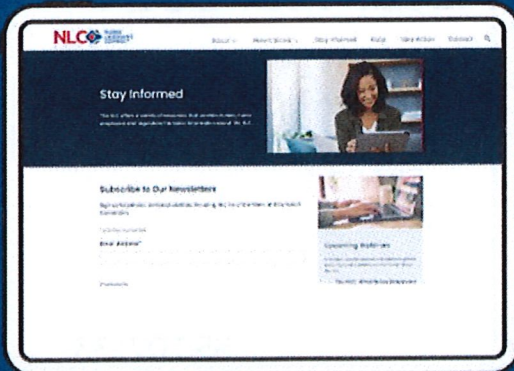
[I am a travel nurse and I have a multistate license issued by my home state](#)

309

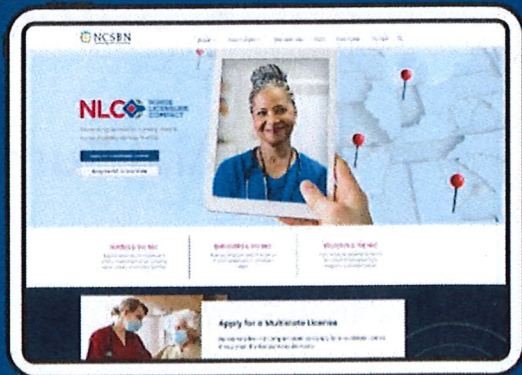
REACH

NLC Webpages

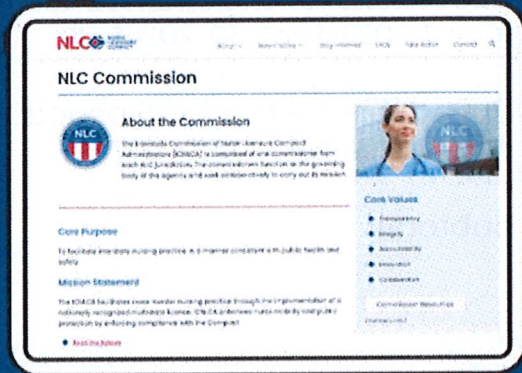
Total Views (All pages): 1,461,922



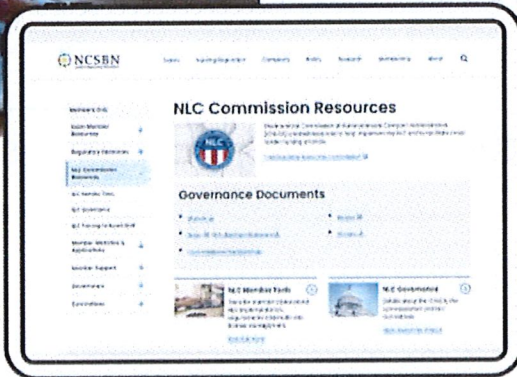
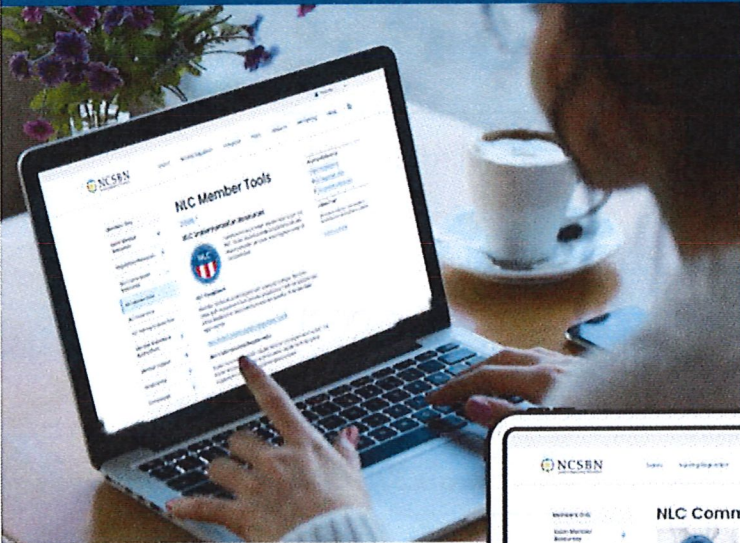
STAY INFORMED
21,520
VIEWS



NLC HOMEPAGE
775,433
VIEWS



NLC COMMISSION
2,836
VIEWS



**NLC COMMISSION
MEMBER RESOURCES**
1,025
VIEWS

**Member-Only
Webpages**

NLC Financial Summary

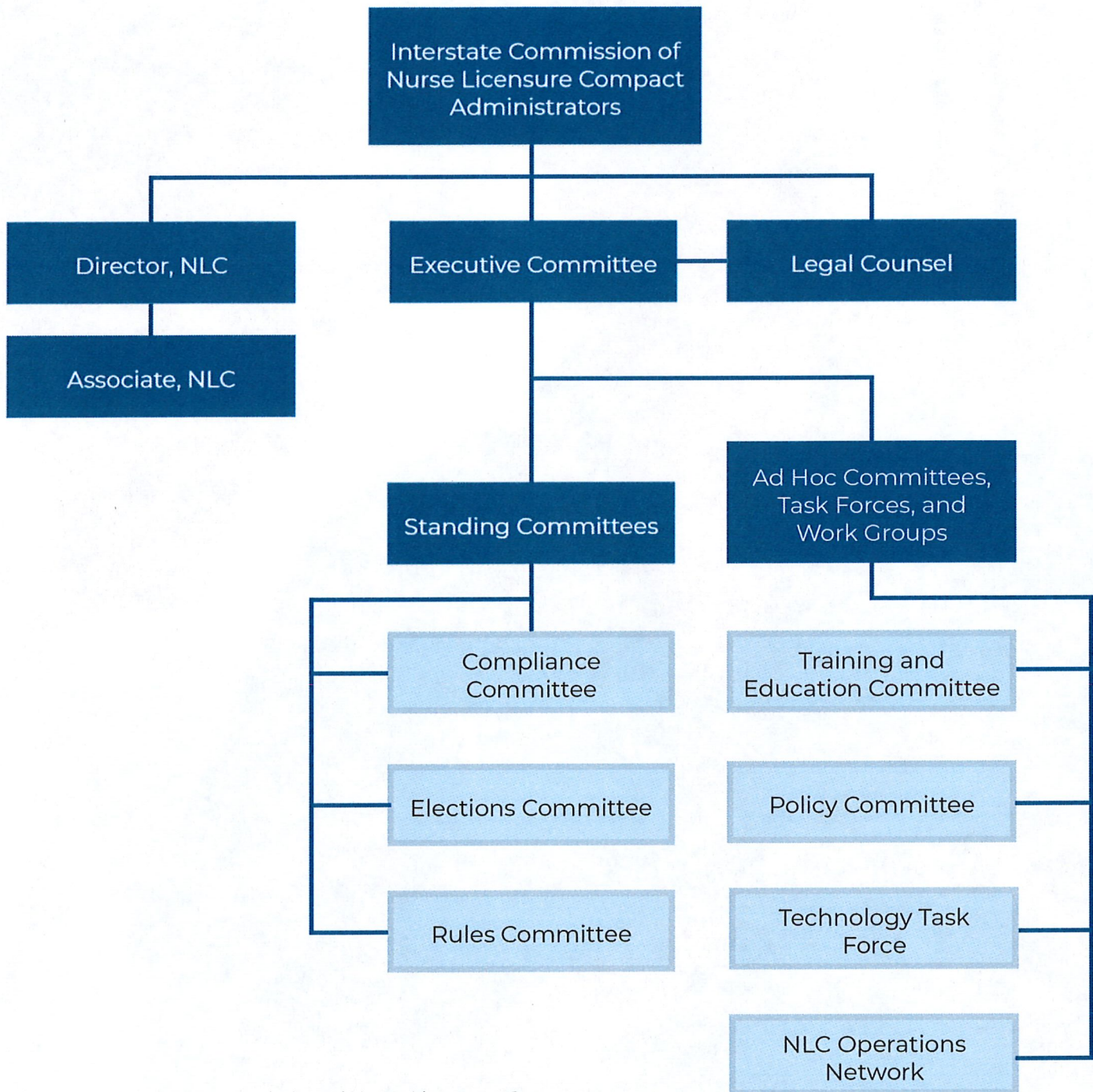
Financial Summary Fiscal Year 2024

	FY24
Cash Balance Sept. 30, 2023	\$ 1,123,702.42
Revenue	
Interest earned Oct. 1, 2023–Sept. 30, 2024	\$50,071.33
Collections for the FY24 period (Oct. 1, 2023–Sept. 30, 2024)	\$45,000.00
Collections for the FY25 period (Oct. 1, 2024–Sept. 30, 2025)	\$195,000.00
Subtotal	\$240,000.00
Total	\$1,413,773.75
Expenses	
FY24 Secretariat fees due to NCSBN	(\$50,000)
Reimb of FY24 expenses paid on behalf of NLC	(\$18,375.00)
Subtotal	(\$68,375.00)
Cash Balance Sept. 30, 2024	\$1,345,398.75



Prepared by:
Sam Delp, PhD, MPA
Treasurer, NLC Commission
NLC Commissioner, Colorado

Organizational Chart



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

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

Updated 7/2024



Thank You To All Commissioners For Your Efforts On Behalf Of The NLC During FY24

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

Samuel Delp

Connecticut Board of Examiners for Nursing

Dana Dalton

Delaware Board of Nursing

Pamela C. Zickafoose *

Florida Board of Nursing

Joe Baker, Jr. *

Georgia Board of Nursing

Natara Taylor

Guam Board of Nurse Examiners

Zennia Pecina

Idaho Board of Nursing

Nicki Chopski

Indiana State Board of Nursing

Nicholas Hart

Iowa Board of Nursing

Jayme Hildreth (interim)

Kansas State Board of Nursing

Carol Moreland

Kentucky Board of Nursing

Kelly Jenkins

Louisiana State Board of Nursing (RN)

Karen Lyon

Maine State Board of Nursing

Kim Esquibel

Maryland Board of Nursing

Rhonda Scott

Mississippi Board of Nursing

Phyllis Johnson

Missouri State Board of Nursing

Lori Scheidt

Montana Board of Nursing

Missy Poortenga*

Nebraska Board of Nursing

Ann Oertwich

New Hampshire Board of Nursing

Ashley Czechowicz

New Jersey Board of Nursing

Mary Fortier

New Mexico Board of Nursing

Sheena Ferguson

North Carolina Board of Nursing

Crystal Tillman

North Dakota Board of Nursing

Stacey Pfenning

Ohio Board of Nursing

Marlene Anielski

Oklahoma Board of Nursing

Jenny Barnhouse*

Pennsylvania State Board of Nursing

Wendy Miller

Rhode Island Board of Nurse Registration and Nursing Education

Lynda D'Alessio

South Carolina Board of Nursing

Carol Moody*

South Dakota Board of Nursing

Linda Young*

Tennessee Board of Nursing

Sherry Richardson*

Texas Board of Nursing

Kristin Benton

Utah State Board of Nursing

Jeff Busjahn

Vermont State Board of Nursing

Shiela Boni

Virginia Board of Nursing

Jay P. Douglas

Virgin Islands Board of Nurse Licensure

Carmen Vanterpool-Romney

Washington State Board of Nursing

Alison Bradywood

West Virginia Board of Registered Nurses

Sue Painter

Wisconsin Board of Nursing

Robert Weinman

Wyoming State Board of Nursing

Rachael Fillbrandt

NLC Committees

Executive Committee



Chair

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
NLC Commissioner, Delaware
Executive Director, Delaware Board of Nursing
Term: October 2023–September 2025
(2nd term)



Vice-chair

Missy Poortenga, MHA, RN
NLC Commissioner, Montana
Executive Officer, Montana Board of Nursing
Term: October 2022–September 2024



Treasurer

Joe Baker, Jr.
NLC Commissioner, Florida
Executive Director, Florida Board of Nursing
Term: October 2022–September 2024



Member-at-Large

Jenny Barnhouse, DNP, RN
NLC Commissioner, Oklahoma
Executive Director, Oklahoma Board of Nursing
Term: October 2023–September 2025



Member-at-Large

Carol Moody, MS, RN, NEA-BC
NLC Commissioner, South Carolina
Board Executive, South Carolina Board of Nursing
Term: October 2022–September 2024
(2nd Term)



Member-at-Large

Sherry Richardson, MSN, RN
NLC Commissioner, Tennessee
Executive Director, Tennessee Board of Nursing
Term: October 2022–September 2024



Member-at-Large

Linda Young, MS, RN, FRE
NLC Commissioner, South Dakota
Executive Director, South Dakota Board of Nursing
Term: October 2023–September 2025
(2nd Term)



Highlights from the 2024 NLC Midyear and Annual Meetings.

Rules Committee

Alice Henley, JD, LLM, Alabama, co-chair
Joey Ridenour, MN, RN, FAAN, Arizona, co-chair
Kim Esquibel, PhD, MSN, RN, Maine
Sara Hansen-Baiamonte, JD, Montana
Deborah Loucks, JD, Florida
Debbie McKinney, JD, Oklahoma
Meredith Parris, JD, North Carolina
Stacey Pfenning, DNP, APRN, FNP, FAANP, North Dakota
Rick Masters, JD, Special Counsel

Training and Education Committee

Ann Oertwich, PhD, MSN, RN, Nebraska, chair
Erin Matthies, South Dakota, vice chair
Alison Bradywood, DNP, MPH, RN, NEA-BC, Washington
Tony Graham, MS, CPM, North Carolina
Shan Montgomery, MBA, Mississippi
Carol Moreland, MSN, RN, Kansas
Bernadette Powe, EdD, Alabama

Policy Committee

Missy Poortenga, MHA, RN, Montana, chair
Allison Bailey, North Carolina
Joe Baker Jr., Florida
Peggy Benson, MSN, MSHA, NE-BC, Alabama
Maureen Bentz, MSN, RN, CNML, North Dakota
Adrian Guerrero, CPM, Kansas
Kevin Hall, JD, Missouri

Compliance Committee

Carol Moody, MS, RN, NEA-BC, South Carolina, chair
Jenny Barnhouse, DNP, RN, Oklahoma
Cathy Hanchey, MA, Virginia
Melissa Hanson, North Dakota
Kelly Jenkins, MSN, NE-BC, Kentucky
Karen Lyon, PhD, RN, ACNS, NEA, Louisiana-RN
Patrick Samuelson, JD, Alabama
Amber Zawislak-Bielaski, Washington

Elections Committee

Kelly Jenkins, MSN, NE-BC, Kentucky, co-chair
Crystal Tillman, DNP, RN, CNP, FRE, North Carolina, co-chair

Retirements

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



Joe Baker, Jr.
NLC Commissioner, Florida



Jay Douglas, MSM, RN, CSAC, FRE
NLC Commissioner, Virginia

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

Acknowledgements and Appreciation

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



Nahale Kalfas, JD
Legal Counsel,
Council of State Governments,
National Center for
Interstate Compacts



Fred Knight, JD
Consultant to the
NLC Commission

NLC Staff and Legal Counsel

Legal Counsel to the Commission



Richard Masters, JD

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

Staff to the Commission



Jim Puente, MS, MJ, CAE
Director



Lisa Sands, MS
Associate



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