

State of North Dakota

*BOARD
OF
NURSING*

*ANNUAL
REPORT*



July 1, 2006 – June 30, 2007

INDEX

MISSION STATEMENT	2
BOARD OF NURSING	2
DUTIES OF THE BOARD	3
WORKPLACE IMPAIRMENT PROGRAM STATISTICS.....	4
NURSING EDUCATION LOAN PROGRAM	5
NURSE LICENSURE STATISTICS.....	5
NEW LICENSURE STATISTICS.....	8
ADVANCED PRACTICE LICENSURE STATISTICS	9
UNLICENSED ASSISTIVE PERSON REGISTRY STATISTICS.....	9
MEDICATION ASSISTANT REGISTRY STATISTICS	9
DISCIPLINE STATISTICS.....	10
NURSING EDUCATION ENROLLMENT	11
ADVANCED PRACTICE REGISTERED NURSE WITH PRESCRIPTIVE AUTHORITY	12
CONTINUING EDUCATION REQUIREMENTS.....	13
APPENDIX I	
APPROVED NURSING EDUCATION PROGRAMS	15
APPENDIX II	
STATEMENT OF REVENUES AND EXPENDITURES.....	17
APPENDIX III	
STATEWIDE STATISTICS.....	20
APPENDIX IV	
COUNTY DISTRIBUTION OF LICENSED NURSES.....	22
APPENDIX V	
STRATEGIC PLAN.....	24

NORTH DAKOTA BOARD OF NURSING

ANNUAL REPORT 2006-2007

MISSION STATEMENT

The mission of the North Dakota Board of Nursing is to assure North Dakota citizens quality nursing care through the regulation of standards for nursing education, licensure and practice.

Approved 5/91; 9/93; 11/95.

GOAL STATEMENTS

The North Dakota Board of Nursing will:

1. Encourage and promote the use of technology to provide access to licensure information.
2. Communicate the benefits of nursing regulation for public health, safety and welfare.
3. Develop legislative strategies to impact public policy.
4. Allow nurses to assume evolving roles while maintaining standards.
5. Bring congruence between graduate competence and the requirements of the practice environment.

VISION

The North Dakota Board of Nursing (Board) works creatively to address the public's need for safe and competent nursing practice. It accomplishes these actions through:

1. Openness to innovative approaches to regulation,
2. Monitoring and analyzing trends and changes in health care and regulation and
3. Anticipates planned changes in nursing regulation.

2006-2007 MEMBERS OF THE NORTH DAKOTA BOARD OF NURSING

Claudia Dietrich, R.N.
JoAnn Sund, RN, President
Roxane Case, Public Member, Treasurer
Nelson Benson, RN, Vice-President
Donna Hegle, R.N.
Julie Traynor, R.N.
Renee Olson, L.P.N.
Metta Schell, L.P.N.
Mary Tello-Pool, L.P.N.

Mandan, ND
Fargo, ND
Fargo, ND
Bismarck, ND
Minot, ND
Devils Lake, ND
Grand Forks, ND
Towner, ND
Bismarck, ND

The Board of Nursing held six regular board meetings during 2006-2007. Minutes of board meetings are available on the web site at www.ndbon.org or by subscription.

The North Dakota Century Code 43-12.1-08 provides for the following duties of the Board of Nursing:

43-12.1-08. DUTIES OF THE BOARD. The board shall regulate the practice of nursing. Regulation of the practice of nursing must ensure that a person may not practice or offer to practice nursing or use titles of advanced practice registered nurse, specialty practice registered nurse, registered nurse, licensed practical nurse, or unlicensed assistive person, or titles of a similar nature which denote the practice of nursing to the general public unless licensed or registered as provided in this chapter.

1. Enforce this chapter.

2. Adopt rules necessary to administer this chapter after collaborating and consulting with North Dakota nursing associations and other affected parties.

One rule promulgation occurred in 2006-2007. The proposed new sections: Title 54 Board of Nursing: NDAC Chapter 54-05-04 Standards for Assignment and Delegation: new section 54-05-04-06 Training of Care Providers and NDAC Article 54-07 Unlicensed Assistive Person: new section 54-07-01-04 Care Providers.

The purpose of the proposed rules are to implement NDCC section 50-24.1-18.1. Personal Care Services – residing at home.

The Board staff and members were members of the following task forces in 2006-2007:

National Council State Boards of Nursing

- Executive Officers Network
- Member Board Leadership Development Panel
- Nursing Education Consulting Focus Group
- TERCAP Task Force
- Nurse Licensure Compact Administrators
- North Dakota Nurse Leadership Council
- North Dakota Organization of Nurse Executives
- North Dakota Nursing Education Task Force
- Prescriptive Authority Committee includes North Dakota Board of Medication Examiners and North Dakota Board of Pharmacy.

3. Appoint and employ a registered nurse to serve as executive director and approve any additional staff positions necessary to administer this chapter.

During the fiscal year 2006-2007 the Board of Nursing staff included the following persons:

Constance Kalanek PhD, RN	Executive Director
Karla Bitz, PhD, RN	Associate Director
Patricia Hill, BSN, RN	Assistant Director for Practice and Discipline
Linda Shanta, PhD, RN	Associate Director for Education
Julie Schwan	Administrative Services Coordinator I
Gail Rossman	Data Processing Information Specialist II
Sally Bohmbach	Administrative Assistant II
Brian Bergeson	Special Assistant Attorney General for the ND Board of Nursing

4. Establish fees and receive all moneys collected under this chapter and authorize all expenditures necessary to conduct the business of the board. Any balance of fees after payment of expenditures must be used to administer this chapter.

Fees for the 2006-2007 fiscal year were as follows:

Biennial Renewal of License Fee	RN	\$90.00
	LPN	\$80.00
Licensing Examination Fee	RN	\$110.00
	LPN	\$110.00
Licensing Endorsement Fee	RN	\$110.00
	LPN	\$110.00

RN Advanced Practice License Application Fee	\$100.00
Prescriptive Authority Initial Application Fee	\$50.00
RN Advanced Practice Biennial Renewal Fee	\$40.00
Prescriptive Authority Biennial Renewal Fee	\$50.00
Verification of License Fee	\$15.00
Duplicate License	\$10.00
Transcripts for Graduates of Closed Nursing Programs	\$10.00
Change of Name Affidavit	\$15.00
School Survey Fee	\$500.00
CE Approval for contact hours (CH)	\$25.00/1 CH
	\$75.00/3-9 CH
	\$100.00/10 + CH
Administrative Code (Blue Book)	\$20.00
Unlicensed Assistive Person Registry App	\$15.00
Unlicensed Assistive Person Renewal Application	\$15.00
Medication Assistant Application	\$20.00
Unlicensed Assistive Person Duplicate Card or Name Change	\$5.00
NNAAP Testing Fee	\$110.00
Database lists	\$50.00 RNs
	\$20.00 LPNs
	\$15.00 APRNs
	\$12.00 Pres Auth
Photocopies	.05 per page

The Board of Nursing develops an annual budget for receipts and expenditures. A statement of the receipts and expenditures for 2006-2007 is found in Appendix II. An audit of the receipts and expenditures is performed at the end of each fiscal year and submitted by the auditor to the Governor's office. Complete audit reports are available for review at the board office.

5. Collect and analyze data regarding nursing education, nursing practice, and nursing resources.

See NDCC 43-12.1-08.2 Nursing Needs Study.

6. Issue and renew limited licenses to individuals requiring accommodation to practice nursing.

NDAC chapter 54-02-09 related to a limited license became effective September 1, 1996. One individual has applied for a limited license for the fiscal year 2006-2007.

7. Establish confidential programs for the rehabilitation of nurses with workplace impairments.

The Nurse Advocacy Program, a monitored rehabilitation program for nurses with workplace impairments, was initiated in July 1991 as a special project. The 1995 revision of the Nurse Practices Act legitimized it as a formal program administered by the Board. A Nurse Advocacy Program Committee of the Board of Nursing reviews and recommends policy to the board. Effective April 1, 2004, the Nurse Advocacy Program was renamed the Workplace Impairment Program. Members of the committee for 2006-2007 were Roxane Case, Public Member, Renee Olson LPN, and Metta Schell LPN.

WORKPLACE IMPAIRMENT PROGRAM FISCAL YEAR STATISTICS

	<i>FY 05-06</i>	<i>FY 06-07</i>	<i>FY 07-08</i>	<i>FY 08-09</i>	<i>FY09-10</i>
Enrollment	15	16			
Successful Completion	5	4			
Terminated for Noncompliance	8	7			

8. Establish a nursing student loan program funded by license fees to encourage individuals to enter and advance in the nursing profession.

The Nursing Education Committee met four times during the 2006-2007 fiscal year. The committee members were: Julie Traynor RN, Claudia Dietrich RN, and Mary Tello Pool LPN.

NURSING EDUCATION LOAN DISBURSEMENTS PER FISCAL YEAR

The following table identifies the nursing education loan disbursements by program type and monetary awards for the last five years.

<i>Nursing Education Loans awarded for:</i>	<i>02-03</i>		<i>03-04</i>		<i>04-05</i>		<i>05-06</i>		<i>06-07</i>	
LPN Certificate Program									1	\$675
LPN Associate Degree Prog	6	\$5,525	1	\$1,300	6	\$4500	11	\$4950	4	\$4390
RN Associate Degree Program									2	\$2680
RN Baccalaureate Degree Prog	12	\$17,425	16	\$20,900	41	\$36,800	33	\$33,500	24	\$26,480
Master's Degree Program	15	\$31,875	9	\$15,875	15	\$16,500	8	\$8800	11	\$13,440
Doctoral Program	1	\$4,250	4	\$10,500	4	\$6000	6	\$15,000	10	\$12,765
Refresher Course	1	\$300	0	0	1	\$300	0	0	0	0
Total	35	\$59,410	30	\$48,575	67	\$64,100	58	\$62,520	52	\$60,430

NURSING EDUCATION LOAN PROGRAM CANCELLATIONS PER FISCAL YEAR

Prior nursing education loans were cancelled in the last five years in the following manner:

<i>Cancellations:</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
By Employment in N.D.	14	37	21	40	34
Partial Repayment/Partial Employment in ND	0	1	1	2	1
By Monetary Repayment	2	0	2	0	4
Cancelled due to Death/Disability	0	0	0	0	0
Total	16	38	24	42	39

9. Establish a registry of individuals licensed or registered by the board.

TOTAL NUMBER OF LICENSED NURSES PER FISCAL YEAR

Nursing licenses expire on December 31. Nursing licenses are issued for one year or two years according to criteria established by the Board of Nursing. Total numbers of nurses licensed each fiscal year are as follows:

<i>Year</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>
Registered Nurse	8505	8711	8618	8804	9122
Licensed Practical Nurse	3244	3356	3434	3485	3594
Total Nurses Licensed	11,749	12,067	12,052	12,289	12,716

TOTAL NUMBER OF UNLICENSED ASSISTIVE PERSON STATISTICS PER FISCAL YEAR

Initial registry listing will be subject to renewal on or before June thirtieth of the second year and every two years thereafter. Effective April 1, 2004 registration will be subject to renewal on or before June thirtieth of the second year. The active unlicensed assistive person registry statistics per fiscal year are as follows:

	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
Total	3183	3449	3530	3170	3479

Medication Assistant Programs:

The Board conducted six paper survey reviews and took the action on the following programs during 2006-2007:

- Granted approval for Medication Assistant Program II as set by NDAC chapter 54-07-07 Medication Assistant Program II Requirements to be offered by St Luke's Home, Dickinson, ND, from July 2006 through July 2010.
- ◆ Granted continued approval for the Medication Assistant I course offered by the Evangelical Lutheran Good Samaritan Society of Sioux Falls, SD from November 2006 through November 2010.
- Granted initial approval for Knife River Care Center Medication Assistant II course from March 2007 through March 2011.
- Accepted that the MedCenter One Health System meets the requirements for Medication Assistant Program II as set by NDAC chapter 54-07-07; and the board granted continued approval for this course to be offered by MedCenter One Health System from May 2007 through May 2011.
- Accepted that the Minot State University meets the requirements for Medication Assistant Program I as set by NDAC chapter 54-07-07; and the board granted continued approval for this course to be offered by Minot State University from May 2007 through May 2011 .
- Granted continued approval for Medication Assistant Program II as set by NDAC chapter 54-07-07 to be offered by NDSCS distance education, Fargo, ND from July 2006 through July 2010.

LPN IV Therapy Courses Approved:

- Granted continued approval for IV Therapy course for LPN submitted by Teresa Rittenbach RN from September 2006 through September 2010 according to NDAC 54-05-01-06 role of the licensed practical nurse in intravenous therapy.

10. Report annually to the governor and nursing profession regarding the regulation of nursing in this state.

The board prepares an annual report for the governor and to NDNA.

11. Conduct and support projects pertaining to nursing education and practice.

NORTH DAKOTA NURSING NEEDS STUDY

The Nursing Needs Study was recommended in 2001, by the North Dakota State Legislature to address potential shortages in nursing supply (NDCC Nurse Practices Act 43-12.1-08.2). Specifically, the North Dakota Board of Nursing was directed to address issues of supply and demand for nurses, including issues of recruitment, retention and utilization of nurses. To respond to this request, in 2002, the North Dakota Board of Nursing contracted with the Center for Rural Health at the University of North Dakota School of Medicine and Health Sciences to conduct the study. The study is completing its fifth year of data collection. The Board approved a ten-year timeline for the study, so data collection is projected to continue for five more years. A few states have had continuous data collection in order to maintain current information about the status of nursing workforce. For example, North Carolina has been collecting nursing workforce information since 1991.

The first five years of the study was designed to collect a comprehensive set of baseline data with information from all types of health care facilities including hospitals, long-term care, clinics, home health and public health; information from licensed nurses at all levels from licensed practical nurses to a doctoral prepared nurses; from current students and faculty in nursing education programs and finally from high school students throughout the state. Information has been collected about all components of North Dakota's nursing pipeline from supply through demand. Data collected included over 9,000 separate pieces of information including surveys, interviews and focus groups. Results from the study have been published in 19 reports and in four fact sheets. This report highlights information about supply and demand of nurses. Comprehensive information is available on our website at <http://medicine.nodak.edu/crh>.

The following studies have been conducted in 2006-2007 at a cost of \$35,000:

- Facility Survey
- Licensed Nurse Survey

Nursing Needs Study Conclusions

Eight primary findings have resulted from the study.

1. **RETIREMENT.** North Dakota is going to lose a substantial number of nurses and nursing faculty due to retirement within the next few years. This loss will not be alleviated solely by recent increases in nursing education programs. Steps need to be taken to help enable nurses and faculty to work past their current anticipated retirement.
2. **TECHNOLOGY.** Although nursing education programs are starting to use technology to reach more students, connectivity remains a large problem along with funding for faculty education. In addition, a critical component is the balance between technology-driven instruction and quality clinical experiences.
3. **TURNOVER RATES.** We have a persistent shortage of nurses. This is paired with the great amount of fluctuation in our facilities as suggested by the turnover rates. Retention efforts for nurses already working should be emphasized.
4. **SALARY.** There is still a large gap in nurse salary and this gap is widening for nurses living in rural areas. Although, facilities exist in a time of budget constraints, nursing salary should be closely examined by each facility and potentially adjusted to better match state averages along with including increases for education and experience.
5. **NURSE REPRESENTATION.** The workplace environment continues to be problematic. Our health care facilities, particularly our hospitals located in urban and larger rural areas still lag greatly behind national averages for including nurse representation at their organization. Long-term care facilities across the state on the other hand have increased representation.
6. **HIGH SCHOOL STUDENTS.** Although high school students are indicating an interest in health profession careers and in nursing in particular, they are indicating an interest in multiple career paths. Health education programs designed to provide high school students with didactic instruction and practical experiences in health profession careers would help to solidify student plans.
7. **TUITION ASSISTANCE & LOAN REPAYMENT.** A substantial number of high school students are unsure as to where they will work upon graduating from college. This uncertainty continues while students are attending nursing education programs. Efforts should be made to encourage students to work in North Dakota including tuition assistance and loan repayment programs.
8. **CLINICAL EDUCATION.** Increasing clinical education opportunities in health care facilities would assist in increasing student exposure to North Dakota employment opportunities. Health care facilities and nursing education programs should work together in order to maximize the placement of students.

In summary, findings suggest that no one action will be sufficient to ensure an adequate nursing workforce. Rather, concrete steps are needed from a variety of stakeholders to ensure an adequate nursing workforce in the future and to include:

- ◆ academic programs,
- ◆ health care institutions,
- ◆ policymakers,
- ◆ nurses and others.

Clearly, these findings merit serious consideration by employers, policymakers and educators as stakeholders collectively work to address challenges around recruitment into nursing, recruitment into specific practice settings, and retention of nurses in the work environment.

NURSE FACULTY INTERN PILOT STUDY

The North Dakota Board of Nursing has received a \$117,000 grant for the Nurse Faculty Intern Pilot Study for a two year study. The National Council State Boards of Nursing's Center for Regulatory Excellence Grant Program funds innovative projects that can have measurable impact on nursing regulation and can create meaningful change. The purpose of this Nurse Faculty Intern (NFI) Study is to investigate the role development of nurse educators and expand the general knowledge about the mechanism in which nursing graduate students gain competencies related to teaching and learning through practical experience while working closely with seasoned mentors in their employing nursing education programs.

ADMINISTRATION OF THE NATIONAL NURSE AIDE ASSESSMENT PROGRAM

Promissor is the contractor for North Dakota National Nurse Aide Assessment Program (NNAAP). The NNAAP Examination is a nationally administered certification program that is jointly owned by Promissor and the National Council of State Board of Nursing and is an assessment instrument to determine eligibility for certification as a certified nurse aide. Fax scoring implemented May 1, 2004 has allowed for more rapid placement of newly certified nurse aides on the nurse aide registry. Pearson, the international media and education company, acquired Promissor, Inc. January 2006.

(NNAAP) TESTING SUMMARY PER FISCAL YEAR

<i>Year</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
Written/Oral	1010	973	1119	987	985
Manual	1036	992	1191	1046	1039

12. Notify the board of pharmacy on an annual basis, or more frequent basis if necessary, of advanced practice registered nurses authorized to write prescriptions.

The Board of Pharmacy is notified on a quarterly basis of the names of all advanced practice registered nurses with prescriptive authority. Also, the Board of Pharmacy is sent the names of all newly licensed advanced practice registered nurses with prescriptive authority on an individual basis.

13. Adopt rules to allow nurses licensed by another state to receive short term clinical education in North Dakota health care facilities.

The board did not receive any requests for short-term clinical education licensure waiver in 2006-2007.

43-12.1-09 Initial licensure and registration. The board shall license and register nursing applicants. The board shall adopt rules establishing qualifications for initial licensure and registration.

The Board of Nursing contracts with the National Council of State Boards of Nursing, Inc. to use the NCLEX-RN® examination and NCLEX-PN® examination. Computerized adaptive testing is the method used to administer the NCLEX-RN® examination and NCLEX-PN® examination. The Board provides the nursing program faculty information regarding the application and registration process for NCLEX® examinations to North Dakota nursing students throughout 2006-2007.

A biennial license cycle is followed for registered nurses and licensed practical nurses. Newly licensed nurses receive a license for the remainder of the calendar year and then renew according to the biennial cycle. The Board of Nursing maintains a permanent electronic file of licenses or registrations issued to registered nurses, licensed practical nurses and the unlicensed assistive person. The file is open to the public.

NEW LICENSES ISSUED BY FISCAL YEAR

<i>Registered Nurse</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>
Examination	257	261	318	426	460
Endorsement	174	239	210	232	249
<i>Licensed Practical Nurse</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>
Examination	196	177	203	346	289
Endorsement	51	88	63	79	82
Total	678	765	794	1083	1080

TOTAL NUMBER OF LICENSED NURSES PER FISCAL YEAR

Nursing licenses expire on December 31. Nursing licenses are issued for one year or two years according to criteria established by the Board of Nursing. Total number of nurses with an active license each fiscal year is as follows:

<i>Year</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>
Registered Nurse	8505	8711	8618	8804	9122
Licensed Practical Nurse	3244	3356	3434	3485	3594
Total Nurses Licensed	11,749	12,067	12,052	12,289	12,716

TOTAL ADVANCED PRACTICE LICENSURE BY FISCAL YEAR

<i>Year</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>
Certified Registered Nurse Anesthetist (CRNA)	247	253	264	292	311
Certified Nurse Midwife (CNM)	6	7	8	7	9
Clinical Nurse Specialist (CNS)	31	28	34	38	37
Nurse Practitioner (NP)	259	271	296	308	329
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	0	0	1	1	3
Nurse Clinician (NC)	3	2	2	2	2
CRNA, NP	0	0	0	1	3
Total	546	561	605	649	694

TOTAL NUMBER OF UNLICENSED ASSISTIVE PERSONS PER FISCAL YEAR

Initial registry listing will be subject to renewal on or before June thirtieth of the second year and every two years thereafter. The active unlicensed assistive person registry statistics per fiscal year are as follows:

<i>Year</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
Total	2433	2565	2774	2371	2525

TOTAL NUMBER OF MEDICATION ASSISTANTS PER FISCAL YEAR

The Medication Assistant registration is issued to correspond with the applicant registration as an unlicensed assistive person .

<i>Year</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
Board of Nursing Registry Medication Assistant	307	339	505	609	688
Health Department Medication Assistant	443	545	756	799	954
Combined Total	750	884	1261	1408	1642

43-12.1-14 Grounds for Discipline – Penalties.

The Disciplinary Review Panel comprised of the executive director, RN directors, and special assistant attorney general, review and investigate all requests for investigation. Disciplinary action is taken by the board and may include acceptance of a stipulated settlement, conducting a board hearing, or dismissal of the request for lack of evidence.

INVESTIGATIVE AND DISCIPLINARY STATISTICS (RN/LPN/UAP) BY FISCAL YEAR

DISCIPLINARY ACTION	<i>FY 05-06</i>	<i>FY 06-07</i>	<i>FY 07-08</i>	<i>FY 08-09</i>	<i>FY 09-10</i>
Reprimand	31	68			
Probation	7	7			
Suspension	10	13			
Suspension stayed	0	3			
Voluntary Surrender	15	13			
Revocation	1	0			
Denial of License/Reg	10	3			
NLC Privilege Suspended	0	0			
PRACTICE BREAKDOWN CATEGORIES					
PRACTICE BREAKDOWN CATEGORIES	<i>FY 05-06</i>	<i>FY 06-07</i>	<i>FY 07-08</i>	<i>FY 08-09</i>	<i>FY 09-10</i>
Medication Administration	4	4			
Documentation	3	2			
Attentiveness/Surveillance		0			
Clinical Reasoning		1			
Interpretation of authorized provider's orders		2			
Intervention		0			
Prevention		1			
Professional responsibility/ patient advocacy		6			
INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR					
INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR	<i>FY 05-06</i>	<i>FY 06-07</i>	<i>FY 07-08</i>	<i>FY 08-09</i>	<i>FY 09-10</i>
Changed/falsified charting		1			
Criminal conviction		7			
Deliberately cover up error		0			
Fraud		4			
Patient abuse		2			
Theft (include drug diversion)		7			
Other		0			
OTHER VIOLATIONS					
OTHER VIOLATIONS	<i>FY 05-06</i>	<i>FY 06-07</i>	<i>FY 07-08</i>	<i>FY 08-09</i>	<i>FY 09-10</i>
Action in Another Jurisdiction	1	2			
Alcohol/Drug Abuse/Dependency	0	8			
Failure to Adhere to CE Requirements	2	0			
Practicing Without a License/Registration	10	49			
Violation of Board Order	6	6			
Violation of WIP	4	6			
Other		1			
INVESTIGATIVE/NON-DISCIPLINE DISPOSITION					
INVESTIGATIVE/NON-DISCIPLINE DISPOSITION	<i>FY 05-06</i>	<i>FY 06-07</i>	<i>FY 07-08</i>	<i>FY 08-09</i>	<i>FY 09-10</i>
Positive Response	382	394			
PVR's Received	112	171			
Dismissal	31	24			
Letter of Concern	41	43			

43-12.1-17 Nursing education programs.

The board shall adopt rules establishing standards for in-state nursing education programs leading to initial or advanced licensure. A nursing education program may not be provided in this state unless the board has approved the program. The board shall approve, review, and re-approve nursing education programs in this state. The board may not require a statement of intent as part of the approval process under this section.

- 2006-2007 On-site Surveys of the following existing programs for continued full or from initial to full approval:
 - MedCenter One College of Nursing (BSN)
 - United Tribes Technical College (AASPN)

- 2006-2007 Interim Reports of the following programs with initial approval for full approval:
 - North Dakota State University (BSN)
 - North Dakota State College of Science (ASN)

- 2006-2007 Surveys of the following new programs for initial approval:
 - North Dakota State University Graduate Programs (MS & DNP)
 - Turtle Mountain Community College (AASPN)

PRACTICAL NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
Dickinson State University (AASPN)	68	63	69	61	69
ND State College of Science (AASPN)	119	124	126	130	115
Sitting Bull College (ASPN)	NA	7	11	5	8
United Tribes Tech College (AASPN)	46	28	24	18	27
Williston State College (AASPN)	65	169	60	--	-
Dakota Nursing Program PN (Certificate)	NA	NA	82	95	105
Totals	298	391	372	309	324

REGISTERED NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
Dickinson State University (BSN)	34	35	47	47	51
Jamestown College (BSN)	97	50	97	108	110
Medcenter One College (BSN)	84	135	134	140	135
Minot State University (BSN)	89	122	123	138	131
Tri-College University (BSN)	197	321	226	closed	NA
Concordia College (BAN)	NA	NA	NA	112	113
North Dakota State University (BSN)	NA	NA	NA	193	211
University of Mary (BS)	96	124	156	153	165
University of North Dakota (BSN)	284	294	315	318	303
Dakota Nurse Program (AAS)	NA	NA	NA	52	75
ND State College of Science (AS)	NA	NA	NA	20	18
Totals	881	1081	1098	1281	1312

MASTER'S NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2002-2003</i>	<i>2003-2004</i>	<i>2004-2005</i>	<i>2005-2006</i>	<i>2006-2007</i>
University of Mary	26	57	44	60	32
University of North Dakota	75	75	96	88	94
Tri-College University	52	56	43	50	53
Total	153	188	183	198	179
GRAND TOTAL (Enrollment All Programs)	1332	1660	1653	1788	1816

43-12.1-18. Nursing practice standards. The board shall adopt rules establishing standards for nursing practice. The board shall consult with the medical profession in the establishment of prescriptive practice standards for advanced practice registered nurses. Prescriptive practices must be consistent with the scope of practice of the advanced practice registered nurse and include evidence of a collaborative agreement with a licensed physician.

The Prescriptive Authority Committee met once during the 2006-2007 fiscal year. Members of the 2006-2007 Prescriptive Authority Committee were:

- Nelson Benson RN, Chair , Bismarck- Board of Nursing
- Patricia Dardis, MS,RN, Family Nurse Practitioner, CNS, Jamestown - Board of Nursing
- Paul Knudson, MD, Bismarck - Board of Medical Examiners
- Thomas D. Davis, PharmD., R.Ph, Bismarck - Board of Pharmacy
- Constance B. Kalanek, Ph.D., RN, Executive Director

APRN WITH PRESCRIPTIVE PRIVILEGES BY FISCAL YEAR

<i>Year</i>	<i>Calendar Yr 2002</i>	<i>Calendar Yr 2003</i>	<i>Calendar Yr 2004</i>	<i>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>
Certified Registered Nurse Anesthetist	0	0	0	0	0
Certified Nurse Midwife	6	7	8	7	9
Clinical Nurse Specialist	15	15	20	22	20
Nurse Clinician	0	0	0	0	0
Nurse Practitioner	225	236	270	274	285
Clinical Nurse Specialist/Nurse Practitioner	0	0	1	1	3
Certified Registered Nurse Anesthetist/ Nurse Practitioner	0	0	0	1	1
Total	246	257	299	305	318

NDCC 43-12.1-20 Continuing education requirements. The board shall adopt rules requiring every nurse licensed under this chapter to fulfill continuing education requirements. Before the board may renew or reactivate a license, the licensee shall submit evidence to the board establishing that the required continuing education requirements have been met. The following courses were approved by the board in 2006-2007.

Course Number	Course Name	Sponsor	Date
594	Dealing with Dementia: Assessment, Management and Care	Guardian & Protective Services, Inc Fargo, ND	June 21, 2006 Approved May 2006
595	Influenza Prevention: Post, Present & Future	Medimmune	June 21, 2006 Approved June 19, 2006
596	Emerging Issues in College Health	NDSU Student Health Services	Reoccurring Approval July 2006-July 2008
597	The Heart of Professional Healthcare: Ethics, Values & Trust	Heartland Hospice Dickinson, ND	September 19 & 20, 2006 Approved August 2006
598	Breastfeeding: Something to Latch on To	WIC Program Fargo, ND	October 6, 2006 Approved August 2006
599	Northern Plains Conference on Aging & Disability (18 separate courses)	SE Humans Service Center Fargo, ND	September 5-7, 2006 Approved August 2006
600	Regulatory Day 2006	ND Board of Nursing Bismarck, ND	October 4, 2006 Approved August 2006
601	Provision of High Quality Nursing Care – Multiple Presentation Offerings (prior to 1/07)	ND Board of Nursing	Reoccurring Approval Sept 06 through Dec 06
602	Provision of High Quality Nursing Care – Multiple Presentation Offerings (after 1/07)	ND Board of Nursing	Reoccurring Approval Jan 07 through Jan 09
603	Creating A Culture of Leadership	ND Board of Nursing	September 20, 2006 Approved August 2006
604	Team Communication & Listening Techniques	ND Board of Nursing	Sept 7, 06 & Apr 11, 07 Approved August 2006
605	Hyperlipidemia	Blue Cross Blue Shield ND Fargo, ND	Reoccurring Approval Sept 06 through Sept 08
606	ND Conference of Social Welfare Fall Conference	ND Conference of Social Welfare Bismarck, ND	Sept 27-29, 2006 Approved Sept 2006
607	Nursing Management of IV Therapy	Teresa Rittenbach, Jamestown ND	Reoccurring Approval Sept 2006 – Sept 2010
608	Treating Acute Otitis Media	Blue Cross Blue Shield Fargo ND	Reoccurring Approval Sept. 2006 – Sept 2008
609	Healthy Choices for a Bright Future	First Choice Clinic Fargo ND	Reoccurring Approval Sept 2006 – Sept 2008
610	CPI – Non-Violent Crisis in Training	Prairie St Johns Fargo ND	Reoccurring Approval Nov 2006 – Nov 2008
611	MRSA Infection: What You Need to Know	Grafton Developmental Ctr Grafton, ND	Reoccurring Approval Jan 2007 – Jan 2009
612	Recertification of Advanced Cardiac Life Support	St Joseph's Hospital Dickinson ND 58601	Reoccurring Approval Jan 2007 – Jan 2009
613	Certification of Advanced Cardiac Life Support	St Joseph's Hospital Dickinson ND 5801	Reoccurring Approval Jan 2007 – Jan 2009
614	Is It Sensory or is it Behavior	Anne Carlson Ctr for Children Jamestown ND 58401	June 4 & 5, 2007 Approved Jan 2007
615	Hepatitis C Training Workshop	ND Dept of Health Bismarck ND 58505	Reoccurring Approval Jan 2007 – Jan 2009
616	Effective Abortion Minded Ministry to Men & Women	Women's Pregnancy Center Grand Forks, ND 58201	March 30, 2007 Approved Jan 2007
617	Certification of Pediatric Advanced Life Support	St Joseph's Hospital Dickinson ND 58601	Reoccurring Approval March 2007 – March 2009
618	Re-certification of Pediatric Advanced Life Support	St Joseph's Hospital Dickinson ND 58601	Reoccurring Approval March 2007 – March 2009
619	Resident Assessment Instrument Training	ND Dept of Health Bismarck, ND 58505	Reoccurring Approval March 2007 – March 2009
620	7 th Annual Partners in Prevention Conference	Community Action Partnership Williston, ND 58801	April 19, 2007 Approved March 2007
621	Basic Dysrhythmia	St Joseph's Health Center Dickinson ND 58601	Reoccurring Approval March 2007 – March 2009
622	Stress Relief & Stress Management Training for Professionals in Helping & Care Careers	Simple Stress Solutions Windsor, ND	June 6, 2007 Approved March 2007

623	Sexual Assault Nurse Examiner Certification Training	NDCAWS/CASAND Bismarck, ND	September 17-21, 2007 Approved May 2007
624	Migraine Treatment	Blue Cross/Blue Shield ND Fargo, ND	May 2007 – May 2009 Approved May 2007
625	Nurse Delegation in Policy and Practice – Consumer Directed Care	ND Board of Nursing Bismarck ND	May 17, 2007 Approved May 2007

APPENDIX I

NURSING EDUCATION PROGRAMS APPROVED BY BOARD OF NURSING - JUNE 30, 2007
North Dakota Board of Nursing is the recognized approver of the nursing programs in ND
by the United States Department of Education

<i>Program Name and Director</i>	<i>Address</i>	<i>Type of Program</i>	<i>Term of Board Approval</i>	<i>Nat'l Nursing Organization for Accreditation</i>	<i>NCLEX® FY 05-06 Candidates Pass Rate</i>	<i>NCLEX® FY 06-07 Candidates Pass Rate</i>
University of Mary Glenda Reemts	7500 University Drive, Bismarck, ND 58504	Masters Degree	Full Approval through November 2010	CCNE	NA	NA
University of North Dakota Dr. Chandice Covington	Box 9025, Grand Forks, ND 58201	Masters Degree	Full Approval through January 2011	CCNE	NA	NA
Tri-College University Dr. Jane Geidt	1104 S 7 TH AVE, Moorhead, MN 56563	Masters Degree	Full Approval through 11-09	CCNE	NA	NA
Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Baccalaureate Degree	Full Approval through May 2011	NLNAC	88%	91.3%
Jamestown College Dr. Jacqueline Mangnall	Box 6010, Jamestown, ND 58401-6010	Baccalaureate Degree	Full Approval through 11-09	NLNAC	79%	89.2%
Medcenter One College Of Nursing Dr. Karen Latham	512 North 7 th St., Bismarck, ND 58501-4494	Baccalaureate Degree	Full Approval through 3-07	CCNE	95%	89.1%
Minot State University Mary Smith	500 University Ave W, Minot, ND 58701	Baccalaureate Degree	Full Approval through May 2011	NLNAC	90%	93.8%
University Of Mary Glenda Reemts	7500 University Drive, Bismarck, ND 58504	Baccalaureate Degree	Full Approval through November 2010	CCNE	85%	88%
University Of North Dakota Dr. Chandice Covington	Box 9025, Grand Forks, ND 58201	Baccalaureate Degree	Full Approval Through January 2011	CCNE	80%	88.7%
North Dakota State University Dr. Mary M. Mooney	136 Sudro Hall P.O. Box 5055 Fargo, ND 58105-5055	Baccalaureate Degree	Continued Initial Approval through 5-07	CCNE	92%	90.5%
Concordia College Dr. Polly Kloster	901 South 8th Street Moorhead, MN 56562	Baccalaureate Degree	Full Approval through November 2009	CCNE	81% (reported by MN-BON)	90.7% (reported by MN-BON)
Dakota Nurse Program RN Dr. Elizabeth Pross	Bismarck State College Lake Region State College Minot State College-Bottineau	Associate Degree - RN	Initial Approval through 7-06	None	93%	82.4%
North Dakota State College of Science Barbara Diederick	800 6 th St. North, Wahpeton, ND 58075-3602	Associate Degree - RN	Initial Approval through 3-07	None	89%	80%

Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Associate Degree – PN	Full Approval through May 2011	NLNAC	97%	90.7%
North Dakota State College of Science Barbara Diederick	800 6 th St. North, Wahpeton, ND 58075-3602	Associate Degree – PN	Full Approval through 12-08	NLNAC	93%	97%
United Tribes Technical College Evelyn Orth	3315 University Dr., Bismarck, ND 58504-7596	Associate Degree – PN	Full Approval through 11-06	NLNAC	63%	84.6%
Sitting Bull Community College D'Arlyn Bauer	1341 92 ND Street, Fort Yates, ND 58538	Associate Degree – PN	Full Approval through 11-2010	None	100%	66.7%
Dakota Nurse Program PN Dr. Elizabeth Pross	PO Box 1326 Williston, ND 58801-1326	Certificate PN	Initial Approval through 7-06	None	85%	100%

**APPENDIX II
FINANCIAL REPORTS**

**NORTH DAKOTA BOARD OF NURSING
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL
YEAR ENDED JUNE 30, 2006**

		GENERAL FUND		
		Original and Final Budget	Actual	Variance
REVENUES				
Endorsements				
	Professional	\$ 24,750	\$ 28,230	\$ 3,480
	Practical	7,150	9,615	2,465
Re-registration				
	Professional	320,000	353,485	33,485
	Practical	119,000	124,035	5,035
Exams				
	Professional	44,000	52,530	8,530
	Practical	33,000	32,750	(250)
Verification				
	Professional	-	190	190
Affidavits				
	Professional	3,750	4,560	810
Fees				
	Professional	1,000	1,428	428
Advance licensure		19,100	17,235	(1,865)
Prescriptive Authority		9,250	8,600	(650)
UAP registry		25,750	27,515	1,765
Medication Assistant Application		24,000	29,970	5,970
Labels and mailing list		4,000	4,684	684
Disciplinary fees		30,000	59,967	29,967
Penalty fees		2,500	3,240	740
Nurse Advocacy Program		7,200	9,700	2,500
Encumbrance fees		2,160	2,435	275
Reinstatement Fee		90	150	60
School surveys		2,750	2,000	(750)
Publications		275	244	(31)
Refresher Course		1,125	2,250	1,125
Continuing Education Presentations		3,000	2,500	(500)
Regulatory Day		7,500	10,420	2,920
NNAAP testing		23,100	26,097	2,997
Interest		7,000	18,360	11,360
Other		6,600	10,452	3,852
	Total revenues	<u>720,050</u>	<u>842,642</u>	<u>114,592</u>

APPENDIX II CONTINUED
FINANCIAL REPORTS

DETAILED STATEMENT OF REVENUES AND EXPENSES - BUDGET AND ACTUAL - page 2

	<u>GENERAL FUND</u>		
	Original and Final		
	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>
EXPENSES			
Salaries	352,000	352,248	(248)
Benefits	53,386	58,572	(5,186)
EAP Program Premium	115	119	(4)
Health Insurance	46,550	46,531	19
Life Insurance	130	118	12
Workers Compensation	950	391	559
Staff expenses	13,000	1,297	11,703
Total employee compensation and benefits	<u>466,131</u>	<u>459,276</u>	<u>6,855</u>
Board staff expenses	14,000	5,377	8,623
Board meeting expenses	36,000	32,559	3,441
Total board expenses	<u>50,000</u>	<u>37,936</u>	<u>12,064</u>
Rent	29,520	29,520	-
Phone expense	6,000	4,424	1,576
Office supplies expense	6,000	5,650	350
Microfilm	1,000	82	918
Postage expense	17,000	15,456	1,544
Printing expense	2,750	2,430	320
Publications and subscriptions	1,200	1,061	139
Service contract	1,100	924	176
Repairs and parts	500	-	500
Office insurance	1,200	1,081	119
Disciplinary process	1,500	653	847
NCSBN	6,000	6,000	-
Rule changes	3,000	1,834	1,166
Bank charges	100	37	63
Audit fees	4,750	4,900	(150)
Legal fees	37,200	32,887	4,313
Legislative Consultant	7,500	4,607	2,893
Technology maintenance	1,500	1,519	(19)
On-line renewal/verification	12,000	10,160	1,840
Equipment expense	8,950	6,253	2,697
Internet service	8,000	8,332	(332)
Office maintenance	2,100	2,100	-
Regulatory Day	7,500	10,294	(2,794)
On-line Application Fee	10,000	15,908	(5,908)
Miscellaneous	500	165	335
Transfer to NN Deferred Income	60,690	62,268	(1,578)
Transfer to NN	35,000	35,000	-
Depreciation expense	-	6,376	(6,376)
Total other operating expenses	<u>272,560</u>	<u>269,921</u>	<u>2,639</u>

APPENDIX II CONTINUED
FINANCIAL REPORTS

DETAILED STATEMENT OF REVENUES AND EXPENDITURES - BUDGET AND ACTUAL - page 3

	<u>GENERAL FUND</u>		
	<u>Original and Final Budget</u>	<u>Actual</u>	<u>Variance</u>
Total expenses	788,691	767,133	21,558
REVENUES UNDER EXPENSES	<u>\$ (60,641)</u>	<u>\$ 75,509</u>	<u>\$136,150</u>

APPENDIX III

CATEGORIES	Calendar Yr 2004		Fiscal Yr 2005-2006		Fiscal Yr 2006-2007	
	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3434	8618	3485	8804	3594	9122
Exam	203	318	346	426	289	460
Endorsement	63	210	79	232	82	249
Advanced Practice RN	0	576	0	649	0	694
Prescriptive Authority	0		0	305	0	318
GENDER STATISTICS						
Male	93	529	99	540	103	542
Female	3341	8089	3386	8264	3491	8580
ETHNIC						
Asian	0	3	0	3	0	2
Asian Indian	45	61	45	48	41	46
African American	13	12	15	18	16	19
Hispanic	17	24	14	28	16	28
Native American/ American Eskimo	51	49	66	72	68	79
Other Asian	7	110	8	66	12	43
Pacific Islander	4	5	4	7	3	8
White not of Hispanic Origin	3286	8324	3320	8521	3421	8853
Other	11	30	13	41	17	44
EMPLOYMENT						
Employed Full Time	1904	5345	2053	5695	2196	6006
Employed Part Time	1346	2959	1139	2655	1023	2441
Not Employed	184	314	293	454	375	675
EMPLOYMENT SETTING						
Ambulatory Care Clinic	207	467	193	491	200	496
Church	2	46	2	46	2	43
Government	39	202	36	195	39	197
Home Health	67	282	72	258	68	264
Hospital	933	4419	914	4501	924	4620
Military	11	65	8	64	7	64
Nursing Home/Extended Care	1036	880	990	858	981	861
Nursing Education Program	10	201	7	224	11	231
Occupational Health	9	43	7	44	11	45
Other	405	984	508	1082	558	1224
Physicians Office	599	522	637	545	677	552
Public/Community Health	45	328	45	320	49	325
School Health Services	29	61	32	58	29	61
Self Employed	9	47	10	50	12	67
Social Services	26	51	18	38	17	39
Temporary Agency	7	16	6	19	9	22
Volunteer	0	4	0	11	0	11

APPENDIX III CONTINUED

PRACTICE AREA	Calendar Yr 2004		Fiscal Yr 2005-2006		Fiscal Yr 2006-2007	
	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	264	0	253	0	242
Chemical Dependency	12	27	14	27	15	23
Critical Care	24	623	19	595	22	614
Emergency Care	21	330	19	332	18	342
Family Practice	359	377	365	356	375	360
Geriatrics	1105	943	1042	885	1018	890
Home Health	62	302	65	280	66	275
Maternal/Child Health	105	422	109	418	111	439
Med/Surg	521	1333	515	1475	508	1435
Mental Health	100	371	99	361	109	353
Neonatology	21	171	14	169	12	178
Nursing Administration	18	257	17	264	19	275
Oncology	25	219	24	214	23	227
Other	797	1741	915	1906	1039	2144
Parish	1	53	2	61	2	61
Pediatrics	86	203	97	220	95	223
Perioperative	23	392	19	382	16	408
Public/Community Health	39	303	40	305	47	320
Quality Assurance	9	76	10	84	10	90
Rehab	64	112	60	114	59	114
School	42	99	39	103	30	109
NURSING POSITION						
Advanced Practice RN	0	605	0	649	0	694
Nurse Administrator	8	267	9	262	10	265
Nurse Consultant	7	107	6	109	5	111
Nurse Educator	17	262	13	260	15	262
Nursing Faculty	6	56	9	75	15	80
Nursing Manager	61	670	59	618	62	692
Office Nurse	596	434	597	408	618	436
Other	383	910	484	1018	560	1180
Specialty Practice Nurse	3	16	3	27	2	27
Staff Nurse	2332	5220	2288	5295	2280	5277
Travel Nurse	21	71	17	83	27	98
EDUCATION						
Vocational Certificate/Diploma	1491	1556	1467	1439	1489	1397
Associate Degree	1876	1185	1950	1330	2028	1473
Bachelors in Nursing	0	4638	0	4803	0	4995
Bachelors in Other	60	218	62	223	70	205
Masters in Nursing	0	585	0	588	0	625
Masters in Other	6	235	6	236	7	234
Doctorate in Nursing	0	30	0	30	0	30
Doctorate in Other	1	32	0	34	0	37
AP Post Basic Education	0	139	0	121	0	107
Post BS Anesthesia	0	0	0	0	0	19

**APPENDIX IV
FISCAL YEAR COUNTY DISTRIBUTION OF LICENSED NURSES**

County	Calendar Yr 2004		Fiscal Yr 2005-2006		Fiscal Yr 2006-2007	
	LPN	RN	LPN	RN	LPN	RN
Adams	10	44	11	43	12	43
Barnes	55	97	48	91	54	101
Benson	23	21	23	21	24	24
Billings	0	1	1	2	1	2
Bottineau	40	63	42	68	41	70
Bowman	14	33	16	32	18	34
Burke	12	17	9	20	9	18
Burleigh	255	1250	252	1326	253	1373
Cass	601	1756	680	1885	709	1964
Cavalier	30	31	30	36	29	39
Dickey	31	44	32	44	27	48
Divide	12	20	14	20	12	21
Dunn	15	12	15	14	14	16
Eddy	19	17	18	20	21	19
Emmons	13	32	13	37	13	37
Foster	17	47	17	44	17	43
Golden Valley	5	9	4	9	3	11
Grand Forks	266	693	271	741	292	770
Grant	16	26	11	25	12	25
Griggs	14	16	14	17	18	15
Hettinger	16	18	14	19	15	21
Kidder	9	24	8	22	6	20
Lamoure	22	35	24	37	24	39
Logan	10	13	12	16	12	14
McHenry	25	52	26	57	27	60
McKenzie	26	29	25	41	25	40
McIntosh	22	33	23	28	24	29
McLean	52	107	45	108	45	104
Mercer	28	68	27	71	23	71
Morton	97	295	104	329	102	350
Mountrail	26	43	26	37	28	38
Nelson	25	38	21	35	22	33

APPENDIX IV CONTINUED

County	Calendar Yr 2004		Fiscal Yr 2005-2006		Fiscal Yr 2006-2007	
	LPN	RN	LPN	RN	LPN	RN
Oliver	3	12	3	11	3	10
Pembina	46	54	43	56	40	56
Pierce	39	40	38	37	41	41
Ramsey	81	99	92	98	95	100
Ransom	36	38	36	41	37	44
Renville	9	28	8	26	6	27
Richland	84	103	96	115	90	118
Rolette	55	95	53	99	51	97
Sargent	24	20	28	18	28	21
Sheridan	6	11	7	11	8	13
Sioux	7	14	6	14	7	11
Slope	4	2	4	2	4	3
Stark	111	218	105	231	119	230
Steele	9	17	7	17	9	19
Stutsman	99	251	100	251	94	265
Towner	20	21	22	18	20	20
Traill	49	90	55	92	57	97
Walsh	90	108	77	109	72	107
Ward	215	575	221	614	221	624
Wells	21	58	20	41	19	39
Williams	123	180	129	167	125	167
Out of State	497	1600	459	1441	516	1521
Total	3434	8618	3485	8804	3594	9122

**APPENDIX V
NORTH DAKOTA BOARD OF NURSING STRATEGIC PLAN 2006-2009**

Goal 1: Public Protection Is Ensured Through Evidence-Based Regulation			
<p>1. Systematically review the healthcare environment impacting nursing practice and regulation.</p>	<p>1. Monitor trend data on healthcare in North Dakota, regionally and nationally.</p> <p>2. Evaluate regulatory processes in relationship to the Board's mission, vision and value statements.</p> <p>3. Evaluate and report the successes/challenges of Nurse Licensure Compact (NLC).</p>	<p>1.</p> <ul style="list-style-type: none"> ◆ Ongoing data collection and analysis. ◆ Allocate funding for study according to the research needs. <p>2.</p> <ul style="list-style-type: none"> ◆ Review Nurse Practices Act and Rules annually at the July Board Meeting. <p>3.</p> <ul style="list-style-type: none"> ◆ Report the progress and evaluation of the NLC annually at the July Board Meeting. 	<p>1.</p> <ul style="list-style-type: none"> ◆ Nursing Needs Study ongoing. Facility and nurses surveys completed Jan 07; final report to legislature March 07; Oral report July 07. <p>2.</p> <ul style="list-style-type: none"> ◆ Current Rule promulgation related to Medicaid Waiver recipients. Staff drafting proposed changes to rules. <p>3.</p> <ul style="list-style-type: none"> ◆ 20 states in NLC; Kentucky and Colorado preparing for implementation. ◆ Current in process of reviewing the Gallup Survey.
<p>2. <u>Licensure and Registration</u>: Ensure the licensure and registration of qualified individuals for the practice of nursing.</p>	<p>1. Improve the accuracy and efficiency of processing applications and issuing licenses/registration cards.</p> <p>2. Continue electronic enhancements to licensure/registration processes.</p> <p>3. Evaluate NPA and rules for consistency with licensure</p>	<p>1.</p> <ul style="list-style-type: none"> ◆ FY2006 -2007 - Establish a tracking system for processing licensure/registration applications. ◆ FY 2007-2008 – Identify quality indicators for a licensure/registration processing system. ◆ FY 2008-2009 – Evaluate performance in relation to quality indicators. ◆ Utilize data from the Commitment to Ongoing Regulatory Excellence Project to establish benchmarks for continued improvement of services based on NCSBN timeline. <p>2.</p> <ul style="list-style-type: none"> ◆ By FY 2009, 95% of licensing applications occur electronically. ◆ Explore the feasibility of submitting official transcripts electronically on an ongoing basis. ◆ Implement applications for licensure by examination online during FY 2006-2007. ◆ Implement licensure by endorsement on line during FY 2006-2007. ◆ Applicant can monitor status of the electronic application FY 2006-2007. ◆ Explore the feasibility of on line UAP renewal during FY 2007-2008. <p>3.</p> <ul style="list-style-type: none"> ◆ Review current NPA laws, rules and standards 	<p>1.</p> <ul style="list-style-type: none"> ◆ Met with Albertson Consulting to begin the mock up of the tracking system. Present mock up at the Nursing Education Committee Mtg. Tracking system and online examination and endorsement implemented April – June 2007. <p>2.</p> <ul style="list-style-type: none"> ◆ Renewal application processed and license sent within 2 days. 87% of renewal applications occurred on line. ◆ Online examination and endorsement implemented April – June 2007. ◆ Tracking system for monitoring status of electronic applications implemented April – June 2007.

	standards. 4. Assess the records retention systems' impact on licensing activities.	in relation to qualifications for licensure and report FY 2008-2009. <ul style="list-style-type: none"> ◆ Promulgation of rules as necessary for implementing standards and compliance requirements. ◆ Propose legislation to gain regulatory authority to require criminal background checks FY 2006-2007. 4. <ul style="list-style-type: none"> ◆ Evaluate the database fields in relationship to the components on the licensure applications FY 2006-2007. ◆ Implement changes to database as necessary. ◆ Implement changes to the records retention system as necessary. 	<ul style="list-style-type: none"> ◆ SB 2260 Criminal Background Check Legislation introduced 2007 Session. Passed & plan implementation July 2008. 4. <ul style="list-style-type: none"> ◆ Data Repository for licensure by examination and endorsement will be implemented July 07. ◆ In the process of reviewing RR schedule, updating requirements, policy & procedure development.
3. <u>Continued Competence:</u> Evaluate the standards for continued competence.	1. Evaluate the scopes of practice and accountability of each level of licensure. 2. Audit compliance with continuing competence requirements. 3. Research effect of mandatory continuing education on nursing practice. 4. Research the effect of mandatory practice hours.	1. <ul style="list-style-type: none"> ◆ Track monthly practice calls and report at all board meetings. ◆ Activate Nurse Practice Committee to discuss statewide practice issues and requests for opinions. ◆ Review data available and report to Board and Nursing Education Committee FY 2006-2007. 2. <ul style="list-style-type: none"> ◆ 100% of licensees selected for CE audit are audited in compliance with the law and report findings annually. 3. <ul style="list-style-type: none"> ◆ Compare discipline rates before 2002 to rates for 2006 for effect of mandatory continuing education. 4. <ul style="list-style-type: none"> ◆ Design a research study to determine the effect of mandatory practice hours – FY 2008-2009. 	1. <ul style="list-style-type: none"> ◆ Practice calls tracked and utilized for National Council Practice Teleconference. ◆ Nurse Practice Committee met May 10 & June 7 to make recommendation on requests for practice statements. ◆ Rule promulgation in process. 2. <ul style="list-style-type: none"> ◆ 140 licensees selected for CE Audit and currently in process of completing review of submitted documentation. June sent demand for payment letter to 4 nurses who failed to pay fee. 3. <ul style="list-style-type: none"> ◆ Rates compared; slight increase but when adjusted for increase in licensees there was no effect.
4. <u>Nursing Education:</u>	1. Ensure the outcome of	1. <ul style="list-style-type: none"> ◆ 100% of nursing education programs are 	1.

<p>Evaluate standards and outcomes for nursing education programs.</p>	<p>nursing programs is preparation of qualified candidates for licensure.</p> <p>2. Collaborate with nursing education regarding curriculum development for advancing nursing practice models.</p> <p>3. Study innovative approaches for nursing education programs.</p> <p>4. Evaluate the impact of out of state programs in ND.</p>	<p>monitored for compliance according to established law.</p> <ul style="list-style-type: none"> ◆ 100% of non-compliant nursing education programs receive notice of areas of non-compliance with an offer of consultation from Board staff. ◆ 100% of nursing education programs that do not comply with established standards in the time frame specified by the Board has an appearance before the Board. <p>2.</p> <ul style="list-style-type: none"> ◆ Data from national studies on nursing is presented to nursing education committee and nursing education program representatives for curricular decisions on an annual basis. <p>3.</p> <ul style="list-style-type: none"> ◆ Nursing Education Committee collaborates with nursing education program representatives to study articulation plans in 2006-07. ◆ Apply for grant funding for the Nurse Faculty Internship Pilot project FY 2006-2007. Reapply if needed. ◆ Nurse Faculty Internship (NFI) Pilot project begins Fall 2006 ◆ Benchmarking of NFI to be completed annually <p>4.</p> <ul style="list-style-type: none"> ◆ Nursing Education Committee gathers information and analyzes the trends of out-of-state programs in ND annually. ◆ Nursing Education Committee makes recommendations for changes to NPA and NDAC 54-03.2 as necessary. ◆ Review licensure requirements for out of state nursing faculty supervising students in ND FY 2006-2007. 	<ul style="list-style-type: none"> ◆ The following programs were surveyed as of May 2007: UTTC Nursing Program MCO College of Nursing NDSU Graduate Program TMCC AASPN Program ◆ Upon review of the Education Annual Report All nursing programs with non-compliance issues were notified and offer of consultation made after the November 2006 Board Meeting. <p>2.</p> <ul style="list-style-type: none"> ◆ Met with ND Advanced Practice Organization and discussed current issues relative to AP. ◆ NCSBN Director of Education presented "Evidence Based Nursing Education" to invitational group of nurse educators June 5, 2007. <p>3.</p> <ul style="list-style-type: none"> ◆ Board staff attended the NDUS Nursing Education Task Force Meetings three times in 2007. ◆ Received funding for the NFI Pilot Study 2007-2008. ◆ Project began in Fall 2006 with 30 interns for AY 2006-2007. ◆ Data collection for research related to NFI continues per research evaluation framework. - Nurse Faculty Intern and Mentor focus groups held June 5, 2007. <p>4.</p> <ul style="list-style-type: none"> ◆ Review and revised policy for Out of State Students – Clinical in ND. ◆ Article related to unaccredited programs and specific educational requirements for license by exam or endorsement in ND published twice in Dakota Nurse Connection. ◆ Tracked number and type of out-of-state students in ND clinical facilities. - Su 2006: 112
--	--	---	---

	<p>5. Provide information to stakeholders about nursing education programs.</p>	<p>5.</p> <ul style="list-style-type: none"> ◆ Analyze annual reports of nursing education programs ◆ Annual education report available by November each year. ◆ Submission of enrollment data will be accomplished in an electronic format by 2008. 	<p>- Fa 2006: 263 - Sp 2007: 305</p> <p>5.</p> <ul style="list-style-type: none"> ◆ FY 2006-2007 report submitted to Board November 2006 for approval. ◆ Staff presented information related to continuing education and academic education during Regulation Day 2006. ◆ Report to BON November 2006. ◆ Staff provided information related to education program data and national research pertinent to education to CUNEA and NDOE at annual joint meeting May 24, 2007. ◆ Submitted grant proposal to DMF. 												
<p>5. <u>Discipline/WIP:</u> Enforce scope and standards of practice of licensed nurses and roles of UAP.</p>	<p>1. Ensure fairness and efficiency in regulatory disciplinary processes with a quality framework.</p> <p>2. Study web-based compliance monitoring.</p> <p>3. Conduct evaluation of investigative process.</p>	<p>1.</p> <ul style="list-style-type: none"> ◆ Incorporate use of TERCAP as investigative tool by January 2007. <p>2.</p> <ul style="list-style-type: none"> ◆ Prepare a composite of web-based requirements for compliance monitoring by August 2006. <p>3.</p> <ul style="list-style-type: none"> ◆ 100% of disciplinary cases are resolved in accordance with Board policy. ◆ A majority (greater than 50%) of disciplinary cases are resolved within three months of receipt of initial complaint. ◆ Analyze the time frames associated with resolution of complaints on a quarterly basis and identify outliers. 	<p>1.</p> <ul style="list-style-type: none"> ◆ TERCAP elements were incorporated into investigative processes in Jan-Feb 2007. ◆ As of July 1, 2007, all discipline cases will be entered into TERCAP. <p>2.</p> <ul style="list-style-type: none"> ◆ Approximate cost was estimated to be \$2,000 per electronic form. Due to the high cost and the minimal number of program participants, the PMC committee decided that the item was not feasible at this time. <p>3.</p> <ul style="list-style-type: none"> ◆ PMC reviewed discipline summary data at Nov 2006 meeting ◆ Average days from receipt to resolution for PVRs as of <table border="1" data-bbox="1417 1177 1774 1274"> <thead> <tr> <th></th> <th>11/06</th> <th>1/07</th> <th>4/07</th> </tr> </thead> <tbody> <tr> <td>◆ RN/LPN:</td> <td>89</td> <td>77</td> <td>66</td> </tr> <tr> <td>◆ UAP:</td> <td>44</td> <td>46</td> <td>39</td> </tr> </tbody> </table> ◆ PMC reviewed the resolution summaries at the Nov 2006 meeting. ◆ Directors reviewed the resolution summaries on a quarterly basis at Director's meetings. <p>4.</p> <ul style="list-style-type: none"> ◆ Policies were reviewed by PMC and 		11/06	1/07	4/07	◆ RN/LPN:	89	77	66	◆ UAP:	44	46	39
	11/06	1/07	4/07												
◆ RN/LPN:	89	77	66												
◆ UAP:	44	46	39												

	<p>4. Evaluate disciplinary policies.</p> <p>5. Conduct evaluation of WIP.</p> <p>6. Conduct evaluation of probation monitoring process.</p>	<p>4.</p> <ul style="list-style-type: none"> ◆ 100% of disciplinary policies are reviewed and updated annually. <p>5.</p> <ul style="list-style-type: none"> ◆ Conduct biannual audits of compliance monitoring to assure that non-compliance is addressed within established time frames. ◆ 100% of WIP participants are monitored for compliance with Board agreement/order and non-compliance is addressed within established time frames. <p>6.</p> <ul style="list-style-type: none"> ◆ Conduct biannual audits of compliance monitoring to assure that non-compliance is addressed within established time frames. ◆ 100% of probation participants are monitored for compliance with Board order and non-compliance with Board order is addressed within established time frames. 	<p>approved by Board at Nov 2006 meeting</p> <p>5.</p> <ul style="list-style-type: none"> ◆ Staff created PMC audit checklist. ◆ PMC audited 5 WIP cases in Nov 2006 and May 2007. <p>1. All files were in compliance with audit criteria.</p> <p>6.</p> <ul style="list-style-type: none"> ◆ Staff created PMC audit checklist. ◆ PMC audited 5 Encumbered cases in Nov 2006 and May 2007. ◆ All files were in compliance with audit criteria.
Goal 2: Effective Coalitions Exist With Stakeholders			
<p>1. Educate the professional nursing community and the public about the mission of the Board.</p>	<p>1. Publish information collected from research projects.</p> <p>2. Communicate information pertinent to nursing regulation.</p>	<p>1.</p> <ul style="list-style-type: none"> ◆ Disseminate results of the Nursing Needs Study and other research projects on the website on an ongoing basis. ◆ Summarize research activities in ND annually. <p>2.</p> <ul style="list-style-type: none"> ◆ Plan ongoing regulatory education sessions. ◆ Distribute ND to policymakers, nurses, and healthcare organizations four times each year. 	<p>1.</p> <ul style="list-style-type: none"> ◆ Link to the NNS and Medication Aide Study on the Website. ◆ Summary placed in Dakota Nurse Connection. <p>2.</p> <ul style="list-style-type: none"> ◆ Regulatory Day held in Fargo on October 4, 2006 ◆ Dakota Nurse Connection has been distributed to all four times a year.
<p>2. Continue coalition building with healthcare and professional organizations, and policy makers.</p>	<p>1. Enhance communication among regulatory boards, nursing organizations, education organizations, and policy makers.</p>	<p>1.</p> <ul style="list-style-type: none"> ◆ Board Members contact policy makers on legislative issues as necessary. ◆ Board Members follow the Communication Policy by reporting contacts at Board meetings three times per year. ◆ Participate in North Dakota Nurse Leadership Council as an Associate member (non-voting). 	<p>1.</p> <ul style="list-style-type: none"> ◆ Contacts made on legislative issues by Board Members. ◆ Communication of contact discussed at the following meetings: Nov 2006; Jan 2007; May meeting. ◆ Attended all meetings.

	<ul style="list-style-type: none"> Enhance communication with nursing stakeholders and public. 	<ul style="list-style-type: none"> Report on NDNLC activities to the Board of Nursing and stakeholders three times per year. <p>2.</p> <ul style="list-style-type: none"> Post agendas and minutes on website. Offer web based media for participation as applicable. Continue to promote the use of the "Contact Us" on the website. Continue open board and committee meetings. 	<ul style="list-style-type: none"> Reports provided after each meeting. <p>2.</p> <ul style="list-style-type: none"> Agendas and minutes posted. BTWAN system utilized at January 2007 meeting. Contact us utilized. All meetings are noticed thru the Secretary of States office.
--	---	--	---

Goal 3:
Nursing Workforce issues Are Addressed In Collaboration With Stakeholders

<p>1. Be proactive and innovative in addressing issues related to the availability of nursing resources.</p>	<p>1. Continue participation in state, national and international initiatives to support a competent and mobile nursing workforce.</p> <p>2. Study the impact of innovative nursing education models on the nursing workforce.</p>	<p>1.</p> <ul style="list-style-type: none"> Utilize data from workforce initiatives on an ongoing basis. <p>2.</p> <ul style="list-style-type: none"> Track numbers of graduates from innovative education models who license in ND annually. Survey employers of graduates from innovative education models who license in ND 2008-2009. Survey graduates from innovative education models who license in ND 2008-2009. Explore possibility of collaborative pilot project with National Council State Boards of Nursing 2007-2008. <p>3.</p>	<p>1.</p> <ul style="list-style-type: none"> Sund, Benson, & Kalanek attended the Health Workforce Summit -12/06. Board continues to fund the Nursing Needs Study. Five year report completed. <p>3.</p>
--	--	--	--

	<p>3. Support a state-wide repository for healthcare research and data collection.</p>	<ul style="list-style-type: none"> ◆ Continue commitment to contracting with University of North Dakota Center for Rural Health for the Nursing Needs Study through FY 2008-2009. ◆ Identify sources of data, types of data, and review potential data elements that require collection on an ongoing basis. ◆ Utilize website to disseminate research findings. ◆ Annual report on the recommendations from the Nursing Needs Study to healthcare organizations. 	<ul style="list-style-type: none"> ◆ Funding continued; Final report to legislature March 2007 as required by NDCC Nurse Practices Act 43.12.1-08.2. ◆ Links provided for all research studies. ◆ BON Report on Recruitment and Retention provided to NDNLIC and NDONE.
--	--	---	--

Goal 4: Board Member Leadership Is Effective

<p>1. Provide Board Members opportunities for leadership development</p>	<p>1. Provide structured format for Board Member role development.</p> <p>2. Promote active participation of Board Members at the state and national level</p>	<p>1.</p> <ul style="list-style-type: none"> ◆ Revise Board Member Orientation manual to include a formalized mentorship process during FY 2006-2007. ◆ Focus on leadership role development during annual retreat. <p>2.</p> <ul style="list-style-type: none"> ◆ Develop selection process for Board members to attend state conferences during FY 2006-2007 ◆ Develop selection process for Board members to attend national conferences during FY 2006-2007. ◆ Develop selection process for Board member participation on Board committees-FY 2007-2008. ◆ Communicate to Board Members regarding opportunities to serve at the national level on an annual basis. 	<p>1.</p> <ul style="list-style-type: none"> ◆ Revision ongoing. ◆ September 06 retreat focused on "Creating a Culture of Leadership – L. Steiner. <p>2.</p> <ul style="list-style-type: none"> ◆ Charge for 2007-2008 to set up selection process for state and national conferences and for board committees. ◆ National Council State Boards of Nursing information on positions available on the BOD 3/07
--	--	---	---