

State of North Dakota

*BOARD
OF
NURSING*

ANNUAL
REPORT



July 1, 2009 – June 30, 2010



NORTH DAKOTA BOARD OF NURSING

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NORTH DAKOTA BOARD OF NURSING

ANNUAL REPORT 2009-2010

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 has the following goals:

1. Public protection is ensured through evidence-based regulation.
2. Effective coalitions exist with stakeholders.
3. Nursing workforce issues are addressed in collaboration with stakeholders.
4. Board member leadership is effective.

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.

2009-2010 MEMBERS OF THE NORTH DAKOTA BOARD OF NURSING

Nelson Benson, RN, President
Julie Traynor, RN, Vice President
Charlene Christianson, R.N. Treasurer
Elizabeth Anderson, LPN
Karen LaLonde, Public Member
Melisa Frank, LPN
Dan Rustvang, RN
JoAnn Sund, RN,

Bismarck, ND
Devils Lake, ND
Glenfield, ND
Fargo, ND
Fargo, ND
Dickinson, ND
Grand Forks, ND
Fargo, ND

The Board of Nursing held six regular board meetings during 2009-2010. 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.

No rule promulgations were completed during this fiscal year by the North Dakota Board of Nursing.

The Board members and staff were members of the following task forces/committees in 2009-2010:

National Council State Boards of Nursing

- Executive Officers Network
- Institute for Regulatory Excellence
- TERCAP Task Force
- Discipline, Education and Practice Networks
- Uniform Licensure Requirements
- Nurse Licensure Compact Administrators
- North Dakota Nurse Leadership Council
- North Dakota Organization of Nurse Executives
- Prescriptive Authority Committee includes North Dakota Board of Medication Examiners and North Dakota Board of Pharmacy.
- Nursing Education Capacity Summit Team
- North Dakota Domestic and Sexual Violence State Prevention Team Committee
- Prescription Drug Monitoring Program Committee
- PHEVR/MRC Advisory Committee
- ND Hospital Tele-Pharmacy Project Report

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 2009-2010 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
Kathy Zahn	Administrative Assistant III
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 2009-2010 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		\$30.00
Duplicate License		\$15.00
Transcripts for Graduates of Closed Nursing Programs		\$15.00
Change of Name Affidavit		\$15.00
School Survey Fee		\$500.00
CE Approval for contact hours (CH)		\$25.00/1 CH
		\$50.00/2 CH
		\$75.00/3-6 CH
		\$100.00/7-9
		\$150.00 more than 10
Reoccurring approve for CE		\$25.00
Unlicensed Assistive Person Registry App		\$30.00
Unlicensed Assistive Person Renewal Application		\$30.00
Reactivation of UAP of MA		\$30.00
Medication Assistant Application I or II		\$30.00
Medication Assistant Application III		\$40.00
Unlicensed Assistive Person Duplicate Card or Name Change		\$15.00
NNAAP Testing Fee		\$110.00
Database lists		\$50.00 RNs
		\$20.00 LPNs
		\$15.00 APRNs
		\$12.00 Pres Auth
Photocopies		.25 per page
ND Admin Code Title 54 (Hard copy)		\$20.00
Subscription to Board Minutes (hard copy)		\$30.00/year
Educational Presentations		\$50.00 per CE
Ethics Course		\$50.00

The Board of Nursing develops an annual budget for receipts and expenditures. A statement of the receipts and expenditures for 2009-2010 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.

The NDBON provides funding for the Nursing Needs Study. The 8th year of the study has been completed. The Board also received grant funding for the Nurse Faculty Intern Pilot Study from the NCSBN Research Institute for FY 2006-2008. The project was not funded for the additional research however the Board continued the study without funding through June 30.

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

NDAC chapter 54-02-09 related to a limited license became effective September 1, 1996. One individual applied for a limited license for the fiscal year 2009-2010.

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. Effective April 1, 2004, the Nurse Advocacy Program was renamed the Workplace Impairment Program. The Workplace Impairment Program Committee of the Board of Nursing reviews and recommends policy to the board. Members of the committee for 2009-2010 were JoAnne Sund RN, Elizabeth Anderson LPN, and Karen LaLonde, Public Member. External committee members included: Michael Kaspari RN and Renee Olson 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>FY 09-10</i>
Enrollment	15	16	21	11	7
Successful Completion	5	4	13	10	4
Terminated for Noncompliance	8	7	5	12	2

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 2009-2010 fiscal year. The committee members were: Julie Traynor RN, Hilary Kaisershot LPN (July Meeting only) was replaced by Karen LaLonde Public Member, and Melissa Frank LPN. External committee appointments included: Julie Anderson RN, Kimberly Ash RN, Evelyn Orth RN, and Trish Strom RN.

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>05-06</i>		<i>06-07</i>		<i>07-08</i>		<i>08-09</i>		<i>09-10</i>	
LPN Certificate Program			1	\$675	1	\$750	2	\$1000	1	\$850
LPN Associate Degree Prog	11	\$4950	4	\$4390	3	\$2250	1	\$500	0	0
RN Associate Degree Program			2	\$2680	3	\$3000	8	\$6000	6	\$9350
RN Baccalaureate Degree Prog	33	\$33,500	24	\$26,480	36	\$33,080	29	\$24,500	15	\$18,140
Master's Degree Program	8	\$8800	11	\$13,440	11	\$15,700	18	\$25,550	16	\$29,496
Doctoral Program	6	\$15,000	10	\$12,765	6	\$12,100	10	\$13,755	10	\$19,515
Refresher Course	0	0	0	0	0	0	0	0	0	0
Total	58	\$62,520	52	\$60,430	60	\$66,880	68	\$71,305	48	\$77,351

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>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>	<i>2009-2010</i>
By Employment in N.D.	40	34	21	46	39
Partial Repayment/Partial Employment in ND	2	1	2	2	1
By Monetary Repayment	0	4	4	0	2
Cancelled - Military Deployment					2
Cancelled due to Death/Disability	0	0	0	0	0
Total	42	39	27	48	44

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>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>	<i>Fiscal Yr 2007-2008</i>	<i>Fiscal Yr 2008-2009</i>	<i>Fiscal Yr 2009-2010</i>
Registered Nurse	8804	9122	9634	9975	10,736
Licensed Practical Nurse	3485	3594	3634	3647	3661
Total Nurses Licensed	12,289	12,716	13,268	13,622	14,397

TOTAL NUMBER OF UNLICENSED ASSISTIVE PERSON STATISTICS PER FISCAL YEAR

Effective April 1, 2004 unlicensed assistive person registration were 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>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>	<i>2009-2010</i>
Total	3170	3479	4504	4009	3951

Medication Assistant Programs:

The Board conducted paper survey reviews and took the action on the following programs during 2009-2010:

- Granted continued approval for Missouri Slope Lutheran Care Center Medication Assistant Program II of Bismarck, ND from November 2009 through November 2013.
- Granted approval for Dakota College at Bottineau Medication Assistant Program II from November 2009 through November 2013.
- The Board of Nursing granted continued approval for Hi-Acres Manor Medication Assistant Program II offered by Hi-Acres Manor of Jamestown, ND from January 2010 through January 2014.
- Granted continued approval of the Baptist Home, Inc. Medication Assistant Program course to be offered by Baptist Home, Inc. of Bismarck ND from May 2010 through May 2014.

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
2009 Licensed Nurse Survey Results**

Background

The Nursing Needs Study was recommended, in 2001, by the North Dakota State Legislature (NDCC Nurse Practices Act 43-12.1-08.2) to address potential shortages in nursing supply. 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, 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.

This study, initiated in 2002, was designed to obtain an accurate and complete picture of nurses in rural and urban areas of North Dakota, compare North Dakota's trends to national trends, and inform institutional and public policy. The study, currently in its seventh year, is approved to continue until 2012 by the Board of Nursing. This study will continue to provide valuable information about the nursing workforce through a 10-year period of time.

Results

In this report, results from the current licensed nurse survey are presented. This data was collected from 1,374 of 6,398 nurses (21% response rate) which renewed their license online between October-December 2008. These results are also compared with licensed nurse survey results from 2003, 2004, 2005, 2006 and 2007 reports.

- **Demographics**

The average age for RNs in North Dakota was 44 years which is slightly lower than the National Sample Survey (Steiger, 2006) average RN age of 47 years. Average LPN age of 45 years was higher than the national average of 43 years (Seago, et al., 2004). The average age for Advanced Practice Nurses (APNs) in North Dakota was 49 years. Ninety-six percent (96%) of North Dakota's nurses were female, which is higher than the national average of 94 percent (Steiger, 2006). In North Dakota, 96 percent of nurses were Caucasian, not of Hispanic origin. The largest minority group, American Indian/Alaska Native, comprised nearly two percent of nurses in North Dakota.

- **Income**

RNs in urban settings reported an income 17 percent higher than that reported by RNs in rural settings. LPNs in urban settings reported an income 13 percent higher than that reported by LPNs in rural settings. Urban APNs reported an income 14 percent higher than APNs working in rural settings.

- **Pursing a Faculty Role**

An increasing percentage of LPNs, RNS, and APNs have indicated they were interested in pursuing a nursing faculty role sometime in the near future. In 2009, 14 percent LPNs, 22 percent of RNs and 21 percent of APNs indicated an interest in a faculty position in the future. Barriers included a disinterest in a faculty position, disinterest in meeting educational requirements, and better pay outside of educational settings.

- **Part-Time Employment**

Approximately one-fifth (21% of the nurses surveyed) work part-time which has declined from 2007 where 24% of the nurses surveyed worked part-time. Reasons given for working part-time were preference for part-time work, having more time to take care of home and family, finances allow for part-time work and schedule flexibility.

- **Employment Setting**

Within their primary work setting, most LPNs worked in long-term care (33%), hospitals (24%), and ambulatory care settings (20%). The majority of the RNs (52%) worked in hospitals and most APNs worked in ambulatory care (44%) and hospital settings (35%). Sixteen percent (16%) of LPNs and RNs and 35 percent of APNs were employed in two nursing jobs.

- **Retirement Plans**

About one-quarter of nurses plan to retire within the next 8-10 years with an average planned retirement age of 64 years. Most nurses intend to end providing direct patient care a few years prior to retirement. Nurses indicated that increased pay, flexible scheduling, retention of benefits while working part-time, ability to work part-time, and having adequate staffing levels would encourage them to work for more years.

- **Workplace Environment**

Almost one-half of the nurses indicated that they had an increase in patient loads over the past two years. Nurses also noted they have seen an increase in voluntary overtime at the workplace. Nurses were most satisfied with their professional role aspect of their work setting and least satisfied with the power structure.

- **Continuing Education**

Most nurses work in facilities that provide financial support for continuing education. Most often nurses receive support for tuition and/or registration and travel expenses.

For a copy of the full report go to: <http://ruralhealth.und.edu/>

**Nurse Faculty Intern Pilot Study
Final Progress Report
Completed Four Year Project**

The researchers have met the requirements of the research process and followed the timeline closely to track progress. Analysis of the data has been completed. At the conclusion of the study three years of data had been collected. The Board continued the project for the Ay 08-09 without funding or data collection.

The findings have been presented at the following:

- Midwest Nurse Educators Academy, May 18-20, 2009- podium and poster presentations.
- AACN Master’s Conference February 19-21, 2009.
- RWJF Nursing Education Capacity Summit February 4& 5, 2009.
- NCSBN Faculty Shortage: Implications for Regulation, Chicago, March 26, 2008.
- University of ND – Rural and Public Health Conference- March 20-21, 2007.

The preliminary findings have been published in the following:

Shanta, L., Kalanek, C., & Moulton, P. (2008 Fall). North Dakota Board of Nursing nurse faculty intern pilot study. *Leader to Leader*.

The research team continued with the analysis for this year and is in the process of submitting two articles for publication. The response to this project has been phenomenal at all the presentations, albeit podium or poster.

Budget. Requested and was granted a six month no cost extension to complete AY 08-09. The budget has been expended except for the reservation of \$691 for miscellaneous expenses incurred during the analysis phase. The remaining funds were utilized to provide minimal support to a group of NFIs and Mentors to participate in a panel discussion in March 2010.

ADMINISTRATION OF THE NATIONAL NURSE AIDE ASSESSMENT PROGRAM

The NNAAP Examination is a nationally administered certification program. NNAAP is an assessment instrument to determine competency for eligibility and enrollment on the North Dakota certified nurse aide registry. Pearson Vue, a leading international educational publisher and assessment company continues to provide testing services for the North Dakota Board of Nursing. The NNAAP examination was previously co-developed and maintained by both Pearson VUE and NCSBN (National Council State Boards of Nursing). As of January 2009 NCSBN purchased the NNAAP examination and going forward will be developed and maintained solely by NCSBN.

(NNAAP) TESTING SUMMARY PER FISCAL YEAR

Year	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Written/Oral	987	985	1041	1059	1135
Manual	1046	1039	1096	1128	1165

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 2009-2010.

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 2009-2010.

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>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>	<i>Fiscal Yr 2007-2008</i>	<i>Fiscal Yr 2008-2009</i>	<i>Fiscal Yr 2009-2010</i>
Examination	426	460	542	542	601
Endorsement	232	249	332	262	550
<i>Licensed Practical Nurse</i>	<i>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>	<i>2009-2010</i>
Examination	346	289	284	287	306
Endorsement	79	82	98	58	78
Total	1083	1080	1256	1149	1535

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>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>	<i>Fiscal Yr 2007-2008</i>	<i>Fiscal Yr 2008-2009</i>	<i>Fiscal Yr 2009-2010</i>
Registered Nurse	8804	9122	9634	9975	10736
Licensed Practical Nurse	3485	3594	3634	3647	3661
Total Nurses Licensed	12,289	12,716	13,268	13,622	14,397

TOTAL SPECIALTY PRACTICE LICENSURE BY FISCAL YEAR

<i>Year</i>	<i>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>	<i>Fiscal Yr 2007-2008</i>	<i>Fiscal Yr 2008-2009</i>	<i>Fiscal Yr 2009-2010</i>
Registered Nurse	NA	NA	6	6	4

TOTAL ADVANCED PRACTICE LICENSURE BY FISCAL YEAR

<i>Year</i>	<i>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>	<i>Fiscal Yr 2007-2008</i>	<i>Fiscal Yr 2008-2009</i>	<i>Fiscal Yr 2009-2010</i>
Certified Registered Nurse Anesthetist (CRNA)	292	311	246	268	286
Certified Nurse Midwife (CNM)	7	9	9	9	11
Clinical Nurse Specialist (CNS)	38	37	38	38	44
Nurse Practitioner (NP)	308	329	343	355	407
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	1	3	2	2	2
Nurse Clinician (NC)	2	2	2	2	2
CRNA, NP	1	3	1	1	1
Total	649	694	641	675	753

TOTAL NUMBER OF INITIAL 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:

Year	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Total	2371	2525	3207	2678	2456

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.

Year	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Board of Nursing Registry Medication Assistant	609	688	889	697	640
Health Department Medication Assistant	799	954	1297	1331	1495
Combined Total	1408	1642	2186	2028	2135

43-12.1-09.1 NURSING LICENSURE OR REGISTRATION – CRIMINAL HISTORY RECORD CHECKS (CHRC)

The Board was granted the authority to require criminal history record checks in 2007. The process was implemented July 2008. All initial applicants after July 2008 have been required to submit to a CHRC.

Year	NA	NA	NA	2008-2009	2009-2010
Total fingerprint cards sent				2416	2809
Completed results				2040	2362

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 investigates 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	50	56	56
Probation	7	7	10	5	7
Suspension	10	13	13	16	20
Suspension stayed	0	3	2	1	6
Voluntary Surrender	15	13	7	8	10
Revocation	1	0	0	0	0
Denial of License/Reg	10	3	6	6	9
NLC Privilege	0	0	0	1	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	3	8	10
Documentation	3	2	9	10	8
Attentiveness/Surveillance		0	1	0	1
Clinical Reasoning		1	6	4	6
Interpretation of authorized provider's orders		2	4	6	5
Intervention		0	5	5	1
Prevention		1	0	0	3
Professional responsibility/ patient advocacy		6	7	8	14
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	6	0	3
Criminal conviction		7	8	7	5
Deliberately cover up error		0	0	1	1
Fraud		4	3	4	7
Patient abuse		2	0	0	1
Theft (include drug diversion)		7	6	6	13
Other		0	0	0	1
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	2	0	3
Alcohol/Drug Abuse/Dependency	0	8	6	5	3
Failure to Adhere to CE Requirements	2	0	2	0	0
Practicing Without a License/Registration	10	49	23	37	36
Violation of Board Order	6	6	3	4	0
Violation of WIP	4	6	3	6	6
Failure to comply with investigation	N/A	N/A	0	1	2
Other		1	3	0	0
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	361	316	292
PVR's Received	112	171	169	154	184
Dismissal	31	24	39	28	35
Letter of Concern	41	43	42	36	63

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.

- ◆ 2009-2010 On-site Surveys of the following existing programs for continued full approval:
 - Jamestown College
 - Concordia College

- ◆ 2009-2010 Major Programmatic changes presented to the board for approval:
 - Approved the request from Dakota Nursing Program-LRSC to deliver the ADN Registered Nursing Program to the distance site at Northwood, ND, according to NDAC section 54-03.2-06-07(6) Nursing Curriculum and 54-03.2-07-03.1 Program Delivery, and 54-03.2-04-03 Practical or Registered Nurse Program Faculty Qualifications pending notification by August 15, 2009 that qualified faculty have been hired for the coordinator position at LRSC for all clinical faculty at Northwood site that would meet the requirements of NDAC 54-03.2-04-03 or meet the enrollment requirements of the NFI.
 - Approved the proposed curricular revisions from the University of ND as the program has full approval from the ND Board of Nursing and the curricular revisions are in full compliance with NDAC 54-03.2-06-07 (4) Nursing Curriculum.
 - Approved the proposed programmatic changes from the United Tribes Technical College as the program has full approval from the ND Board of Nursing and the programmatic changes are in full compliance with NDAC 54-03.2-06-02 programmatic changes.
 - Approved the request by Jamestown College Nursing Program for a cohort of Korean students to participate in a Korean nursing students internship experience according to NDCC 43-12.1-04(2) persons exempt from provisions of chapter.
 - Approved the request from Dakota Nursing Program-Dakota College at Bottineau to extend the RN ADN Program to current PN site in Valley City, ND as the program has met the requirements according to NDAC 54-03.2-07-03.1 Program Delivery.
 - Approved the request from Dakota Nursing Program-LRSC PN Program to extend the program to a new distance site in Mayville, ND as the program has met the requirements according to NDAC 54-03.2-07-03.1 Program Delivery.
 - Approved the proposed programmatic change from the Dickinson State University.

PRACTICAL NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>	<i>2009-2010</i>
Dickinson State University (AASPN)	61	69	80	67	75
ND State College of Science (AASPN)	130	115	138	116	109
Sitting Bull College (ASPN)	5	8	6	14	12
United Tribes Tech College (AASPN)	26	27	20	20	20
Turtle Mountain Community College (AASPN)	--	--	25	-	-
Dakota Nursing Program PN (Certificate)	95	105	124	91	87
Totals	317	324	393	331	303

REGISTERED NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>	<i>2009-2010</i>
Dickinson State University (BSN)	47	51	55	50	45
Jamestown College (BSN)	108	110	113	107	105
Medcenter One College (BSN)	140	135	139	140	137
Minot State University (BSN)	138	131	120	117	136
Tri-College University (BSN)	closed	NA	NA	NA	NA
Concordia College (BAN)	112	113	114	108	120
North Dakota State University (BSN)	193	211	204	221	167
University of Mary (BS)	153	165	158	150	185
University of North Dakota (BSN)	318	303	319	382	397
Dakota Nurse Program (AAS)	52	75	74	84	89
ND State College of Science (AS)	20	18	24	24	19
Totals	1281	1312	1320	1383	1397

MASTER'S NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>	<i>2009-2010</i>
University of Mary	60	32	110	166	184
University of North Dakota	88	94	113	149	204
Tri-College University/Concordia	50	53	2	NA	NA
North Dakota State University	--	--	4	13	10
Total	198	179	229	328	398

DOCTORATE NURSING PROGRAM ENROLLMENT HISTORY

<i>Year</i>	<i>2005-2006</i>	<i>2006-2007</i>	<i>2007-2008</i>	<i>2008-2009</i>	<i>2009-2010</i>
University of North Dakota	20	19	19	17	21
North Dakota State University	--	--	25	26	22
Total	20	19	44	43	43

Year	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
GRAND TOTAL (Enrollment All Programs)	1808*	1835*	1986	2085	2141

* Grand total revised by addition of doctorate program enrollment information for years prior to 2007-08

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 2009-2010 fiscal year. Members of the 2009-2010 Prescriptive Authority Committee were:

Dan Rustvang RN, Chair, Bismarck- Board of Nursing
 Gordon Leingang, MD, Bismarck - Board of Medical Examiners
 Rick L. Detwiller, 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>Fiscal Yr 2005-2006</i>	<i>Fiscal Yr 2006-2007</i>	<i>Fiscal Yr 2007-2008</i>	<i>Fiscal Yr 2008-2009</i>	<i>Fiscal Yr 2009-2010</i>
Certified Registered Nurse Anesthetist	0	0	0	0	1
Certified Nurse Midwife	7	9	9	9	10
Clinical Nurse Specialist	22	20	20	24	26
Nurse Clinician	0	0	0	0	0
Nurse Practitioner	274	285	311	354	365
Clinical Nurse Specialist/Nurse Practitioner	1	3	2	2	2
Certified Registered Nurse Anesthetist/ Nurse Practitioner	1	1	0	1	1
Total	305	318	342	390	405

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 2009-2010.

Course Number	Course Name	Sponsor	Date
794	Conscious Sedation	Oakes Community Hospital Oakes ND	Reoccurring Approval May 2009 – May 2011
795	Scientific Session: Infantile Cranial Deformities	ND Dept of Human Services Bismarck ND	May 20, 2009 May 2009
796	Childhood Sexual Abuse: Once Can Hurt a Lifetime	ND Dept of Human Services Bismarck ND	May 20, 2009 May 2009
797	Food: It's More than Something to Eat! Childhood Obesity	ND Dept of Human Services Bismarck ND	May 20, 2009 May 2009
798	Mental Health & Aging	NDSU Fargo ND	Reoccurring Approval June 2009-June 2011
799	Emergency Preparedness for School Nurses	Bismarck Burleigh Public Health Bismarck ND	June 16, 2009 June 2009
800	Hepatitis C Training Workshop	ND Dept of Health Bismarck ND	July 20, 2009 June 2009
801	Limit Setting as Treatment	Prairie St John Fargo ND	July 21, 2009 June 2009
802	New Dogs & New Tricks for Old Dogs in Psychiatric Medications	Fargo Cass Public Health Fargo ND	August 5, 2009 June 2009
803	Internet Safety & Cyber Bullying	Fargo Cass Public Health Fargo ND	August 5, 2009 June 2009
804	Alternative Medicine & Self-Care	Fargo Cass Public Health Fargo ND	August 5, 2009 June 2009
805	Incretin Pathway & Diabetes	BlueCross Blue Shield ND Fargo ND	Reoccurring Approval July 2009 – July 2011

806	Best in Class Case Management	Mullahy & Associates Little Rock AR	August 18-20, 2009 July 2009
807	Leadership & Teamwork	ND Board of Nursing Bismarck ND	September 16, 2009 July 2009
808	Northern Plains Conference on Aging & Disability	MSU – M Continuing Studies Moorhead MN	September 22-24, 2009 August 2009
809	Pediatric Emergency Assessment Recognition & Stabilization (AHA)	ND Emergency Educ Consortium Harvey ND	Reoccurring Approval Aug 2009 – Aug 2011
810	Pediatric Advanced Life Support (PALS) (AHA)	ND Emergency Educ Consortium Harvey ND	Reoccurring Approval Aug 2009 – Aug 2011
811	EKG and Pharmacology (AHA)	ND Emergency Educ Consortium Harvey ND	Reoccurring Approval Aug 2009 – Aug 2011
812	Advanced Cardiac Life Support (ACLS) (AHA)	ND Emergency Educ Consortium Harvey ND	Reoccurring Approval Aug 2009 – Aug 2011
813	Applied Behaviors Analysis (ABA) Intervention & Curriculum	Anne Carlsen Center Jamestown ND	September 29 & 30, 2009 August 2009
814	Fundamentals of HIV Prevention Counseling Training	ND Dept of Health Bismarck ND	Reoccurring Approval Sept 2009-Sept 2011
815	Patient & Family Symposium on Parkinson's Disease	American Parkinson's Disease Association – Great Falls MT	September 11, 2009 Sept 2009
816	NDAHc Falls 2009 Meeting	ND Association for Home Care Bismarck ND	September 29-30, 2009 Sept 2009
817	How to Function as a Nurse with Delegation in the School Setting	Fargo Cass Public Health Fargo ND	October 15, 2009 September 2009
818	ND Offender Re-Entry Summit	ND Dept of Corrections Bismarck ND	October 19-21, 2009 September 2009
819	Sanity Secrets for Stressful Times	Fargo Cass Public Health Fargo ND	October 28, 2009 September 2009
820	WAIT Training: Medical Cessation Intervention for Sexually Active Youth	WAIT Training Denver CO	Reoccurring Approval Nov 09 – Nov 11
821	The Gift of Humor & Touch	NDSU Fargo ND	February 9, 2009 November 2009
822	Advanced Cardiac Life Support	Oakes Community Hospital Oakes, ND	Reoccurring Approval Dec 09 – Dec 11
823	Advanced Cardiac Life Support – Renewal Course	Oakes Community Hospital Oakes, ND	Reoccurring Approval Dec 09 – Dec 11
824	Pediatric Advanced Life Support	Oakes Community Hospital Oakes, ND	Reoccurring Approval Dec 09 – Dec 11
825	The ABC's of Blood Transfusion	St Joseph's Hospital Dickinson ND	December 10, 2009 November 2009
826	Pediatric Advanced Life Support – Renewal	Oakes Community Hospital Oakes, ND	Reoccurring Approval Dec 09 – Dec 11
827	QIS Survey Process	Valley Memorial Home Grand Forks ND	February 10, 2010 December 2009
828	Dakota Conference on Rural & Public Health	UND Center for Rural Health Grand Forks ND	April 13 – 15, 2010 January 2010
829	Motivational Interviewing for STD/HIV Risk Reduction Counseling	Mercy Medical Center Williston ND	March 2, 2010 Approved February 2010
830	Advanced Fundamentals of HIV Prevention Counseling Training	ND Dept of Health Bismarck ND	Reoccurring Approval Feb 2010 – Feb 2012
831	Building Great Teams	Valley Eldercare Grand Forks ND	February 24 & 25, 2010 Approved February 2010
832	Sexual Assault Nurse Examiner Training	NDCAWS Bismarck ND	Reoccurring Approval March 2010 – March 2012
833	Missouri Valley Trauma Symposium – a) Therapeutic Strategies for Working with Traumatized Children: Applications for Home, School, and Clinical Work b) The Cost of Caring	Dacotah Foundation Bismarck ND	March 26, 2010 Approved February 2010
834	Communicating to Lead	Valley Memorial Homes Grand Forks ND	April 21 & 23, 2010 Approved February 2010
835	Creating an Atmosphere of Trust	Valley Memorial Homes Grand Forks ND	March 24 & 25, 2010 Approved February 2010
836	Infection Control & Updates from ND Disease Control	Bismarck Burleigh Public Health Bismarck ND	March 12, 2010 Approved February 2010
837	Advanced Directives	Bismarck Burleigh Public Health Bismarck ND	March 12, 2010 Approved February 2010

838	Malignant Hyperthermia	Mercy Medical Center Williston ND	March 11, 2010 Approved February 2010
839	Epidural and Spinal Anesthesia	Mercy Medical Center Williston ND	March 16, 2010 Approved February 2010
840	Stop Violence Conference	Central Valley Dist Sexual Assault Response Team - Jamestown ND	April 19, 2010 Approved March 2010
841	ND CAH Quality Network Annual Conference	ND CAH Network Minot ND	April 13, 2010 Approved March 2010
842	The Impact of Trauma on the Developing Child	Minot State University Minot ND	March 24, 2010 Approved March 2010
843	2010 ND State Breast Feeding Conference	Greater Grand Forks Breast Feeding Coalition Grand Forks ND	October 10, 2010 Approved March 2010
844	Western Area Regional Public Health Nurses Meeting: Poly Pharmacy	SW District Health Unit Dickinson ND	April 8, 2010 Approved March 2010
845	NDEMSA Annual Conference	ND EMS Association Chaseley ND	April 15-17, 2010 Approved March 2010
846	Pediatric Assessment – Common Issues	Fargo Cass Public Health Fargo ND	April 22, 2010 Approved March 2010
847	Diabetes	Fargo Cass Public Health Fargo ND	April 22, 2010 Approved March 2010
848	School Age Immunization Updates	Fargo Cass Public Health Fargo ND	April 22, 2010 Approved March 2010
849	NDAHC 2010 Spring Educational Meeting	ND Association for Home Care Bismarck ND	April 13-14, 2010 Approved March 2010
850	18 th Annual Domestic Violence/Sexual Assault Conference	Abused Adult Resource Center Bismarck ND	April 22-23, 2010 Approved March 2010
851	Nurse Faculty Intern Pilot Study Results & Proposed Recommendations	ND Board of Nursing Bismarck ND	March 26, 2010 Approved March 2010
852	Donum Vitae (Gift of Life) Conference	Catholic Communities of SE Wahpeton ND	April 25, 2010 Approved March 2010
853	Back to Basics: Respiratory Care for Nurses and Respiratory Therapists	Holly Jo Russell Esmond ND	Reoccurring Approval April 2010 – April 2012
854	Understanding Hepatitis C and Its Treatment Program	ND Dept of Health Bismarck ND	April 19-22, 2010 Approved April 2010
855	Children's Vision Screening and Training and Certification	Barnes Co City – County Health Dist - Valley City ND	April 29, 2010 Approved April 2010
856	Wound Care	Elite Continuing Education Ormond Beach, FL	Reoccurring Approval April 2010 – April 2012
857	Adult Oncology	Elite Continuing Education Ormond Beach, FL	Reoccurring Approval April 2010 – April 2012
858	Medical Errors in Nursing	Elite Continuing Education Ormond Beach, FL	Reoccurring Approval April 2010 – April 2012
859	Childhood Obesity	Elite Continuing Education Ormond Beach, FL	Reoccurring Approval April 2010 – April 2012
860	HIV/STD/TB Hepatitis Symposium	ND Dept of Health Bismarck ND	May 19 & 20, 2010 Approved April 2010
861	Healthy ND Worksite Wellness Training	ND Dept of Health Bismarck ND	Reoccurring Approval April 2010 – April 2010
862	Documentation – Avoiding Pitfalls & Charting Adverse Events	Carrington Health Center Carrington ND	Reoccurring Approval May 2010 – May 2012
863	Every Move Counts, Clicks & Chats	Anne Carlsen Center Jamestown ND	June 15 & 16, 2010 Approved April 2010
864	Attitudes for Service	Valley Eldercare Grand Forks ND	June 10, 2010 Approved May 2010

LPN IV Therapy Courses Approved 2009-2010: None

RN/LPN Refresher Courses Approved 2009-2010: None.

NDCC 43-51-07 License compacts.

- 24 states in NLC; Missouri implemented June 1, 2010; NCSBN has established a task force related to uniform core requirements for all jurisdictions.

APPENDIX I

**NURSING EDUCATION PROGRAMS APPROVED BY BOARD OF NURSING - JUNE 30, 2010
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 08-09 Candidates Pass Rate</i>	<i>NCLEX® FY 09-10 Candidates Pass Rate</i>
North Dakota State University Dr. Loretta Heuer	136 Sudro Hall P.O. Box 5055 Fargo, ND 58105-5055	Doctor of Nursing Practice	Full Approval through May 2011	CCNE	NA	NA
University of Mary Glenda Reemts, PhDc	7500 University Drive, Bismarck, ND 58504	Masters Degree	Full Approval through November 2010	CCNE	NA	NA
University of North Dakota Dr. Julie Anderson	Box 9025, Grand Forks, ND 58201	Masters Degree	Full Approval through January 2011	CCNE	NA	NA
North Dakota State University Dr. Loretta Heuer	136 Sudro Hall P.O. Box 5055 Fargo, ND 58105-5055	Masters Degree	Full Approval through May 2011	CCNE	NA	NA
Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Baccalaureate Degree	Full Approval through May 2011	NLNAC	85.2%	90.9%
Jamestown College Dr. Jacqueline Mangnall	Box 6010, Jamestown, ND 58401-6010	Baccalaureate Degree	Full Approval through November 2014	NLNAC	84.2%	82.5%
MedCenter One College Of Nursing Dr. Karen Latham	512 North 7 th St., Bismarck, ND 58501-4494	Baccalaureate Degree	Full Approval through March 2012	CCNE	88.1%	90.7%
Minot State University Kelly Buettner-Schmidt, MSN	500 University Ave W, Minot, ND 58701	Baccalaureate Degree	Full Approval through May 2011	NLNAC	82.1%	82.9%
University Of Mary Glenda Reemts, PhDc	7500 University Drive, Bismarck, ND 58504	Baccalaureate Degree	Full Approval through November 2010	CCNE	81.2%	91.9%
University Of North Dakota Dr. Julie Anderson	Box 9025, Grand Forks, ND 58201	Baccalaureate Degree	Full Approval Through January 2011	CCNE	86.8%	88.1%
North Dakota State University Dr. Loretta Heuer	136 Sudro Hall P.O. Box 5055 Fargo, ND 58105-5055	Baccalaureate Degree	Full Approval through May 2011	CCNE	91.9%	91.4%
Concordia College Dr. Polly Kloster	901 South 8th Street Moorhead, MN 56562	Baccalaureate Degree	Full Approval through November 2014	CCNE	93.9% (reported by MN-BON)	97.2% (reported by MN-BON)
Dakota Nurse Program RN Julie Traynor, MS	Bismarck State College Lake Region State College Dakota College-	Associate Degree - RN	Full Approval through May 2011	None	85.7%	91.2%

	Bottineau Williston State College Ft Berthold Comm College					
North Dakota State College of Science Barbara Diederick, MS	800 6 th St. North, Wahpeton, ND 58075-3602	Associate Degree - RN	Full Approval through March 2011	None	94.7%	95.5%
Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Associate Degree – PN	Full Approval through May 2011	NLNAC	93.3%	95.2%
North Dakota State College of Science Barbara Diederick, MS	800 6 th St. North, Wahpeton, ND 58075-3602	Associate Degree – PN	Full Approval through March 2011	NLNAC	95.1%	98%
United Tribes Technical College Evelyn Orth, MSN, Mmgt	3315 University Dr., Bismarck, ND 58504-7596	Associate Degree – PN	Full Approval through November 2011	NLNAC	100%	70%
Sitting Bull Community College Dr. D'Arlyn Bauer	1341 92 ND Street, Fort Yates, ND 58538	Associate Degree – PN	Full Approval through November 2010	None	50%	n/a
Dakota Nurse Program PN Julie Traynor , MS	Bismarck State College Lake Region State College Minot State College- Bottineau Williston State College Fort Berthold CC	Certificate PN	Full Approval through May 2011	None	96.7%	90.7%

**APPENDIX II
FINANCIAL REPORTS**

**NORTH DAKOTA BOARD OF NURSING
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL
YEAR ENDED JUNE 30, 2010**

	GENERAL FUND		
	Original and Final Budget	Actual	Variance
REVENUES			
Endorsements			
Professional	\$ 29,150	\$ 66,715	\$ 37,565
Practical	8,250	9,075	825
Re-registration			
Professional	384,000	391,060	7,060
Practical	119,000	121,608	2,608
Exams			
Professional	57,750	63,305	5,555
Practical	33,000	35,970	2,970
Affidavits			
Professional	4,875	6,425	1,550
Fees			
Professional	1,200	1,410	210
Reactivation fee	3,750	4,080	330
Advance licensure	22,100	19,900	(2,200)
Prescriptive Authority	10,750	11,163	413
Unlicensed Assistive Person Registry	43,300	38,370	(4,930)
Medication Assistant Application	34,000	35,950	1,950
Labels and mailing list	4,300	2,547	(1,753)
Disciplinary fees	28,000	37,721	9,721
Penalty fees	3,500	3,010	(490)
Workplace Impairment Program	9,000	6,315	(2,685)
Encumbrance fees	2,160	3,130	970
School surveys	1,000	750	(250)
Publications	250	457	207
Refresher Course	1,100	1,650	550
Continuing Education Presentations	5,800	6,250	450
NNAAP testing	25,000	28,773	3,773
NEL application fee	750	390	(360)
CHRC Processing Fee – RN/LPN	46,000	55,440	9,440
Interest	22,000	10,594	(11,406)
Total revenues	899,985	962,058	62,073

**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	474,500	483,374	(8,874)
Benefits	80,400	80,543	(143)
EAP Program Premiums	140	136	4
Health Insurance	79,300	79,263	37
Life Insurance	135	135	-
Workers Compensation	900	921	(21)
Staff expenses	<u>1,000</u>	<u>1,060</u>	<u>(60)</u>
Total employee compensation and benefits	<u>636,375</u>	<u>645,432</u>	<u>(9,057)</u>
Board staff expenses	11,600	9,908	1,692
Board meetings expenses	<u>47,000</u>	<u>42,972</u>	<u>4,028</u>
Total board expenses	<u>58,600</u>	<u>52,880</u>	<u>5,720</u>
Rent	31,440	30,240	1,200
Phone expense	6,500	5,662	838
Office supplies expense	7,000	7,431	(431)
Microfilm	200	224	(24)
Postage expense	18,000	18,056	(56)
Printing expense	2,500	857	1,643
Publications and subscriptions	1,200	1,124	76
Service contract	700	640	60
Repairs and parts	250	230	20
Office insurance	1,300	1,261	39
Disciplinary process	1,500	717	783
NCSBN	6,000	6,000	-
Bank charges	100	35	65
Audit fees	6,300	6,300	-
Legal fees	38,400	38,964	(564)
Technology maintenance	5,000	2,388	2,612
On-line renewal/verification	19,000	19,215	(215)
Equipment expense	1,000	912	88
Internet service	17,000	16,730	270
Office maintenance	2,400	2,100	300
Miscellaneous	500	134	366
Transfer to NN	35,000	35,000	-
Depreciation expense	-	8,215	(8,215)
Total other operating expenses	<u>201,290</u>	<u>202,435</u>	<u>(1,145)</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	829,487	872,009	(42,522)
REVENUES OVER EXPENSES	<u>\$ 2,798</u>	<u>\$60,687</u>	<u>\$ 57,889</u>

APPENDIX III

CATEGORIES	Fiscal Yr 2007-2008		Fiscal Yr 2008-2009		Fiscal Yr 2009-2010	
	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3634	9634	3647	9975	3661	10736
Exam	284	542	287	542	306	601
Endorsement	98	332	58	262	78	550
Advanced Practice RN	0	641	0	675	0	753
Prescriptive Authority	0	342	0	390	0	405
GENDER STATISTICS						
Male	99	592	106	627	111	671
Female	3535	9042	3541	9348	3550	10065
ETHNIC						
African American	18	43	18	45	19	69
Asian	0	4	3	13	2	30
Asian Indian	36	42	36	41	36	44
Other Asian	13	38	12	36	8	38
Hispanic	21	29	20	33	21	44
Native American/ American Eskimo	78	89	85	97	88	106
Other	18	47	19	44	20	56
Pacific Islander	3	11	3	10	4	13
White not of Hispanic Origin	3447	9331	3451	9656	3463	10336
EMPLOYMENT						
Employed Full Time	2239	6487	2308	6873	2269	7524
Employed Part Time	1009	2486	969	2266	837	2258
Other					121	274
Not Employed	386	661	370	636	434	680
EMPLOYMENT SETTING						
Ambulatory Care Clinic	200	519	211	557	222	591
Church	1	50	2	45	2	45
Government	39	217	46	238	48	259
Home Health	66	257	70	255	65	273
Hospital	840	4818	787	5016	703	5213
Military	7	57	8	58	9	59
Nursing Home/Extended Care	975	845	1012	863	1027	930
Nursing Education Program	13	250	10	263	9	276
Occupational Health	16	47	14	55	12	50
Other	641	1492	632	1512	718	1848
Physicians Office	730	563	746	597	734	652
Public/Community Health	48	324	53	323	56	341
School Health Services	24	59	23	63	24	72
Self Employed	11	78	11	71	9	69
Social Services	12	28	11	24	10	21
Temporary Agency	10	18	10	20	12	20
Volunteer	1	12	1	15	1	17

APPENDIX III CONTINUED

PRACTICE AREA	Fiscal Yr 2007-2008		Fiscal Yr 2008-2009		Fiscal Yr 2009-2010	
	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	247	0	258	0	258
Chemical Dependency	10	20	14	24	16	29
Critical Care	18	628	13	628	14	613
Emergency Care	17	383	22	405	23	431
Family Practice	388	383	405	401	409	440
Geriatrics	985	872	993	884	998	934
Home Health	69	270	68	272	58	296
Maternal/Child Health	98	452	99	464	87	479
Med/Surg	452	1466	409	1484	359	1573
Mental Health	102	363	96	376	100	382
Neonatology	8	195	8	218	7	225
Nursing Administration	20	271	21	291	18	296
Oncology	27	256	29	259	31	272
Other	1178	2487	1193	2619	1274	3064
Parish	3	61	3	55	2	57
Pediatrics	93	223	90	236	86	257
Perioperative	19	414	25	431	24	440
Public/Community Health	48	315	48	309	57	315
Quality Assurance	10	99	11	111	8	105
Rehab	60	123	64	128	59	140
School	29	106	36	122	31	130
NURSING POSITION						
Advanced Practice RN	0	641	0	675	0	716
Advanced Practice w/ RN in other Compact State					0	37
Prescriptive Authority APRNs					0	415
Nurse Administrator	7	265	6	271	8	284
Nurse Consultant	3	111	1	108	1	108
Nurse Educator	13	255	8	258	8	279
Nursing Faculty	20	96	20	109	24	110
Nursing Manager	66	703	65	712	67	729
Office Nurse	639	448	641	456	618	482
Other	638	1420	676	1499	738	1802
Specialty Practice Nurse	0	6	0	6	0	4
Staff Nurse	2217	5584	2204	5771	2170	6149
Travel Nurse	31	105	26	110	27	73
EDUCATION						
Vocational Certificate/Diploma	1517	1371	0	1301	1523	1289
Associate Degree	2036	1718	2034	1885	2033	2188
Bachelors in Nursing	0	5242	6	5438	10	5851
Bachelors in Other	75	201	86	215	88	212
Masters in Nursing	0	690	0	735	0	784
Masters in Other	6	233	6	230	6	242
Doctorate in Nursing	0	31	0	32	0	38
Doctorate in Other	0	36	2	38	1	39
AP Post Basic Education	0	90	0	80	0	73
Post BS Anesthesia	0	22	1513	21	0	20

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

County	Fiscal Yr 2007-2008		Fiscal Yr 2008-2009		Fiscal Yr 2009-2010	
	LPN	RN	LPN	RN	LPN	RN
Adams	11	42	12	40	13	40
Barnes	54	98	52	99	55	97
Benson	24	27	24	27	26	27
Billings	3	3	4	5	4	6
Bottineau	44	70	45	77	46	77
Bowman	16	39	15	35	15	41
Burke	9	14	8	14	8	15
Burleigh	263	1426	257	1493	258	1576
Cass	711	2059	716	2163	700	2259
Cavalier	24	34	30	35	34	34
Dickey	28	53	29	51	31	57
Divide	10	25	9	26	8	27
Dunn	12	19	12	23	11	25
Eddy	23	19	19	18	19	20
Emmons	14	31	13	34	12	31
Foster	17	45	17	42	16	45
Golden Valley	2	9	3	9	4	7
Grand Forks	322	819	322	853	317	893
Grant	11	24	10	26	11	25
Griggs	20	16	21	18	22	18
Hettinger	13	22	12	22	11	24
Kidder	5	20	6	20	5	24
Lamoure	23	36	23	37	23	42
Logan	11	18	8	16	8	17
McHenry	26	60	24	57	23	60
McKenzie	23	38	23	38	21	43
McIntosh	27	33	26	37	24	39
McLean	51	106	52	106	48	105
Mercer	25	77	29	80	28	81
Morton	102	366	105	381	105	387
Mountrail	27	40	31	44	37	47
Nelson	24	33	24	39	23	39

APPENDIX IV CONTINUED

County	Fiscal Yr 2007-2008		93Fiscal Yr 2008-2009		Fiscal Yr 2009-2010	
	LPN	RN	L39PN	RN	LPN	RN
Oliver	4	11	4	12	4	10
Out of State	521	1755	515	1809	531	2161
Pembina	44	51	48	52	48	58
Pierce	37	37	34	38	33	38
Ramsey	94	107	92	101	93	121
Ransom	39	42	39	40	39	43
Renville	7	28	8	26	9	26
Richland	88	115	92	114	100	122
Rolette	51	96	57	98	56	103
Sargent	29	21	31	25	31	27
Sheridan	8	14	7	17	6	19
Sioux	7	16	7	16	5	14
Slope	5	2	5	2	5	1
Stark	117	232	112	227	108	246
Steele	9	22	10	22	10	25
Stutsman	95	265	98	266	100	275
Towner	19	21	19	22	19	21
Traill	54	93	52	96	45	96
Walsh	77	105	79	111	82	115
Ward	218	657	217	689	224	751
Wells	19	39	21	41	24	43
Williams	117	184	119	186	123	193
Total	3634	9634	3647	9975	3661	10736

**APPENDIX V
NORTH DAKOTA BOARD OF NURSING STRATEGIC PLAN 2006-2009
Final Summary 2009-2010**

RECOMMENDED ACTION	TACTICS	TARGET	STATUS July 1, 2009 – JUNE 30, 2010
Goal 1: Public Protection Is Ensured Through Evidence-Based Regulation			
1. Systematically review the healthcare environment impacting nursing practice and regulation.	<ol style="list-style-type: none"> 1. Monitor trend data on healthcare in North Dakota, regionally and nationally. 2. Evaluate regulatory processes in relationship to the Board's mission, vision and value statements. 3. Evaluate and report the successes/challenges of Nurse Licensure Compact (NLC). 	<ol style="list-style-type: none"> 1. <ul style="list-style-type: none"> ◆ Ongoing data collection and analysis. ◆ Allocate funding for study according to the research needs. 2. <ul style="list-style-type: none"> ◆ Review Nurse Practices Act and Rules annually at the July Board Meeting. 3. <ul style="list-style-type: none"> ◆ Report the progress and evaluation of the NLC annually at the July Board Meeting. 	<ol style="list-style-type: none"> 1. <ul style="list-style-type: none"> ◆ Nursing Needs Study ongoing. Facility Survey in process. Report at July 10 Board Meeting. 2. <ul style="list-style-type: none"> ◆ Rule promulgation in process spring & summer 2010. 3. <ul style="list-style-type: none"> ◆ 24 states in NLC; Missouri implemented June 1, 2010; NCSBN has established a task force related to uniform core requirements for all jurisdictions.
2. <u>Licensure and Registration:</u> Ensure the licensure and registration of qualified individuals for the practice of nursing.	<ol style="list-style-type: none"> 1. Improve the accuracy and efficiency of processing applications and issuing licenses/registration cards. 2. Continue electronic enhancements to licensure/registration processes. 	<ol style="list-style-type: none"> 1. <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. 2. <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. 	<ol style="list-style-type: none"> 1. <ul style="list-style-type: none"> ◆ Implementation plan for a cardless system approved by Board 3/09. Updated plan 6/10. 2. <ul style="list-style-type: none"> ◆ Initial applications and discipline documents scanned and placed in resource section. ◆ Information forwarded to NEC.

	<p>3. Evaluate NPA and rules for consistency with licensure standards.</p> <p>4. Assess the records retention systems' impact on licensing activities.</p>	<ul style="list-style-type: none"> ◆ 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 in relation to qualifications for licensure and report FY 2008-2009. ◆ 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. <p>4.</p> <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. 	<p>3.</p> <ul style="list-style-type: none"> ◆ Criminal History Record Checks and other enhancements completed. The total sent FY July 1 through June 30: UAP/MA processed = 876; completed 747. RN/LPN processed 1933; completed 1615. <p>4.</p> <ul style="list-style-type: none"> ◆ Records Retention schedule, updated and ongoing. Latest completed December 15 with revisions sent to ITD on December 31. Await notice of completion from ITD.
<p>3. <u>Continued Competence:</u> Evaluate the standards for continued competence.</p>	<p>1. Evaluate the scopes of practice and accountability of each level of licensure.</p> <p>2. Audit compliance with continuing competence requirements.</p>	<p>1.</p> <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. <p>2.</p> <ul style="list-style-type: none"> ◆ 100% of licensees selected for CE audit are audited in compliance with the law and report findings annually. 	<p>1.</p> <ul style="list-style-type: none"> ◆ Practice calls tracked and utilized for National Council Practice Teleconference. ◆ Summary of monthly practice calls presented at each board meeting. ◆ Appointment to the Nurse Practice Committee completed 3/10. Goals of committee were met & included: <ul style="list-style-type: none"> • proposed revisions to the NDAC Rules, practice statements, and policies. • Meeting approximately three times in the next six (6) months. Meetings were held on March 30 & June 1. ◆ Practice Calls- 547 (7/09-12/09) for a total for FY 09-10 = 1055. <p>2.</p> <ul style="list-style-type: none"> ◆ CE Audit initiated with Online Renewal process. 100 % compliance with two nurses competing requirements after audit.

	<p>3. Research effect of mandatory continuing education on nursing practice.</p> <p>4. Research the effect of mandatory practice hours.</p>	<p>3.</p> <ul style="list-style-type: none"> ◆ Compare discipline rates before 2002 to rates for 2006 for effect of mandatory continuing education. <p>4.</p> <ul style="list-style-type: none"> ◆ Design a research study to determine the effect of mandatory practice hours – FY 2008-2009. 	<p>3.</p> <ul style="list-style-type: none"> ◆ Completed. <p>4.</p> <ul style="list-style-type: none"> ◆ Review of literature completed.
<p>4. <u>Nursing Education:</u> Evaluate standards and outcomes for nursing education programs.</p>	<p>1. Ensure the outcome of 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>1.</p> <ul style="list-style-type: none"> ◆ 100% of nursing education programs are monitored for compliance according to established law. ◆ 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>1.</p> <ul style="list-style-type: none"> ◆ Major Programmatic changes presented to board for approval in FY 2009-2010 <ul style="list-style-type: none"> • DNP-LRSC ADN • U-Mary BS • UND BSN • UTTC AASPN • NDSCS (institutional change) • MSU BSN • DNP-DC ADN • DNP-LRSC PN ◆ To date the following programs were surveyed FY 2009 -2010: <ul style="list-style-type: none"> - Jamestown College - Concordia College ◆ Upon review of the Education Annual Report, all nursing programs with non-compliance issues were notified and offer of consultation if appropriate was made after each Board Meeting. <p>2.</p> <ul style="list-style-type: none"> ◆ Represented Board at NDONE, ND Consortium, Nursing Education Capacity & NDNLG Meetings.

	<p>3. Study innovative approaches for nursing education programs.</p> <p>4. Evaluate the impact of out of state programs in ND.</p>	<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. 	<p>3.</p> <ul style="list-style-type: none"> ◆ Articulation is being discussed in the Nursing Education Capacity group funded by RWJ & AARP collaboration. ◆ Applied but was unsuccessful for continued funding for the NFI Pilot Study 2009-10. ◆ Project began in Fall 2006 with 30 interns for AY 2006-2007, 33 for AY 2007-2008, AY 2008-2009 , 39 participants and so far there are 32 new participants without data collection of which the Board was notified in 2009-2010. ◆ Data collection for research related to NFI ceased June 30, 2009. Final response rate from the NFI participants was (34/35) 97% and 94% response from the mentors. -Nurse Faculty Intern and Mentor focus groups data for year 2 has been analyzed and final report submitted to NCSBN. ◆ Analysis of data is completed and an article submitted to Policy, Politics and Nursing Practice for consideration of publication. ◆ Findings used to inform proposed revisions to current NDAC 54-03.2 Standards for Nursing Education Programs. <p>4.</p> <ul style="list-style-type: none"> ◆ Utilized Board policy for Out of State Students completing Clinical in ND and reported to NDNLC. No proposed legislative changes planned. ◆ Collaboration and discussion with ND Department of Career and Technical Education. ◆ Tracked number and types of 816 out-of-state students in ND clinical facilities for FY 2009-2010. ◆ There are 7 more students than the past FY.
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	5. Provide information to stakeholders about nursing education programs.	5. <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. 	<ul style="list-style-type: none"> ◆ Ensured out-of-state students were supervised by faculty or preceptors holding a current ND or Multi-state license as a registered nurse. 5. <ul style="list-style-type: none"> ◆ FY 2008- 2009-report submitted to Board November 2009 for approval. ◆ Report to BON November 2009. ◆ Presented ongoing updates of NFI to CUNEA and NEC for year.
5. <u>Discipline/WIP:</u> Enforce scope and standards of practice of licensed nurses and roles of UAP.	1. Ensure fairness and efficiency in regulatory disciplinary processes with a quality framework. 2. Study web-based compliance monitoring. 3. Conduct evaluation of investigative process. 4. Evaluate disciplinary policies. 5. Conduct evaluation of WIP.	1. <ul style="list-style-type: none"> ◆ Incorporate use of TERCAP as investigative tool by January 2007. 2. <ul style="list-style-type: none"> ◆ Prepare a composite of web-based requirements for compliance monitoring by August 2006. 3. <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. 4. <ul style="list-style-type: none"> ◆ 100% of disciplinary policies are reviewed and updated annually. 5. <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. 	1. <ul style="list-style-type: none"> ◆ As of July 1, 2007, discipline cases that met criteria were entered into TERCAP. North Dakota submitted 36 cases in 2007 and 21 cases in 2008. 33 cases were entered for 2009. 7 cases have been entered as of June 2010. 2. <ul style="list-style-type: none"> ◆ Previously discussed. No action due to financial cost. 3. <ul style="list-style-type: none"> ◆ PMC reviewed discipline summary data at May 2010 meeting ◆ Average days from receipt to resolution for PVRs as of <u>FY 07/08 08/09 09/10</u> <ul style="list-style-type: none"> ◆ RN/LPN: 62 68 77 ◆ UAP: 27 36 30 ◆ Directors reviewed the resolution summaries at Director's meetings. 4. <ul style="list-style-type: none"> ◆ Policies were reviewed by PMC and approved by Board at Nov 2007, May 2009 & May 2010 meetings. 5. <ul style="list-style-type: none"> ◆ Staff created PMC audit checklist. ◆ PMC audited 5 WIP cases at each meeting. ◆ PMC recommended WIP program review and evaluation in next strategic plan.

	6. Conduct evaluation of probation monitoring process.	6. <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. 	6. <ul style="list-style-type: none"> ◆ Policies were reviewed by PMC and approved by Board at Nov 2007, May 2009 and May 2010 meetings. ◆ Staff created PMC audit checklist. ◆ PMC audited 5 probation cases at each meeting.
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Goal 2: Effective Coalitions Exist With Stakeholders

1. Educate the professional nursing community and the public about the mission of the Board.	1. Publish information collected from research projects. 2. Communicate information pertinent to nursing regulation.	1. <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. 2. <ul style="list-style-type: none"> ◆ Plan ongoing regulatory education sessions. ◆ Distribute to ND policymakers, nurses, and healthcare organizations four times each year. 	1. <ul style="list-style-type: none"> ◆ Link to the all NNS and Medication Aide Study on the Website at Center for Rural Health. ◆ Summary placed in Dakota Nurse Connection. Licensed nurse and student survey completed for July 09 meeting. Facility and technology survey completed for July 2010 meeting. ◆ All studies available on the UND Website with links on the National Council State Boards of Nursing and North Dakota Board of Nursing website. 2. <ul style="list-style-type: none"> ◆ Regulatory sessions provided upon request. ◆ Dakota Nurse Connection has been distributed to all every quarter.
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2. Continue coalition building with healthcare and professional organizations, and policy makers.	1. Enhance communication among regulatory boards, nursing organizations, education organizations, and policy makers. 2. Enhance communication with nursing stakeholders and public.	1. <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). ◆ Report on NDNLC activities to the Board of Nursing and stakeholders three times per year. 2. <ul style="list-style-type: none"> ◆ Post agendas and minutes on website. ◆ Offer web based media for participation as 	1. <ul style="list-style-type: none"> ◆ Report of Contacts made on legislative issues by Board Members. ◆ Communication of contact discussed at all the meetings. ◆ President, vice president or Executive Director represented the Board at the meetings. ◆ Reports provided along with minutes to full Board. 2. <ul style="list-style-type: none"> ◆ Agendas and minutes posted. ◆ No Action ◆ Contact us utilized. ◆ All meetings are noticed thru the
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		applicable. ♦ Continue to promote the use of the "Contact Us" on the website. ♦ Continue open board and committee mtgs.	Secretary of State's office.
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Goal 3:
Nursing Workforce issues Are Addressed In Collaboration With Stakeholders

1. Be proactive and innovative in addressing issues related to the availability of nursing resources.	1. Continue participation in state, national and international initiatives to support a competent and mobile nursing workforce. 2. Study the impact of innovative nursing education models on the nursing workforce. 3. Support a state-wide repository for healthcare research and data collection.	1. ♦ Utilize data from workforce initiatives on an ongoing basis. 2. ♦ 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. 3. ♦ 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.	1. ♦ Board continues to fund the Nursing Needs Study. Ninth year report in process and will be provided at the July 2010 meeting. 2. ♦ No report. 3. ♦ Funding continued; Final report to NDBON and to ND Interim Higher Education Committee in July 2009. ♦ Links provided for all research studies. ♦ BON Report on Recruitment and Retention provided to NDNLC and NDONE. ♦ Dr. Patricia Moulton provides oral and written update at the July Board Meeting.
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		<ul style="list-style-type: none"> ◆ Annual report on the recommendations from the Nursing Needs Study to healthcare organizations. 	
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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"> ◆ Orientation Manual revised annually. Mentors assigned to new Board Members at July meeting. ◆ September 09 retreat focused on <i>“Leadership And Teamwork Rodger Wetzel</i> <p>2.</p> <ul style="list-style-type: none"> ◆ Communication Policy utilized to include attendance at state and national conferences and meetings. ◆ President assigned or requested Board Members to attend mid-year and annual meetings. ◆ Board Members volunteer to serve on committee based on expertise. ◆ National Council State Boards of Nursing information on committee positions available to the BON via email.
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**APPENDIX VI
NDCC 43-12.1-04. PERSONS EXEMPT FROM PROVISIONS OF CHAPTER.**

NDCC 43.12.1-04(12). Upon written notification to the board by an out-of-state nursing program, a student practicing nursing as a part of a nursing education program preparing for initial or advanced licensure as a registered nurse or licensed practical nurse which is approved by a board of nursing and is located in an institution of higher education that offers transferable credit.

**Clinical Placement of Out-of-State Students Practicing in ND (need to add new)
2009-2010**

Type of Program	Number of Students				Percentage For Type of Program	Change in Numbers from FY 2008-2009
	Summer 2009	Fall 2009	Spring 2010	Total		
Certificate PN	0	0	1	1	0.1%	No Change
AASPN	60	112	244	416	51%	-24
ADN	0	70	71	141	17.3%	+6
BSN	75	44	110	229	28%	+19
CRNA	2	5	3	10	1.3%	-8
FNP	2	6	11	19	2.3%	+14
Total	139	237	440	816	100%	+7

** Note that Concordia College is approved by the ND Board of Nursing, therefore Concordia College nursing students are not counted in this count.*