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ANNUAL REPORT

State of North Dakota

BOARD OF NURSING

July 1, 2011 – June 30, 2012

NORTH DAKOTA BOARD OF NURSING

919 S 7TH STREET, SUITE 504
BISMARCK, ND 58504-5881
PHONE: 701-328-9777 FAX: 701-328-9785
www.ndbon.org

2011-2012 ANNUAL REPORT

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NORTH DAKOTA BOARD OF NURSING

ANNUAL REPORT
2011-2012

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.
5. Nursing regulation is enhanced through responsive infrastructure.

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.

2011-2012 MEMBERS OF THE NORTH DAKOTA BOARD OF NURSING

Nelson Benson, RN, President	Bismarck, ND
Julie Traynor, RN, Vice President	Devils Lake, ND
Charlene Christianson, R.N. Treasurer	Glenfield, ND
Melisa Frank, LPN	Dickinson, ND
Angie Levi, LPN	Hettinger, ND
Bonny Mayer, LPN	Minot, ND
Clara Sue Price, Public Member (appointed March 2011)	Minot, ND
Dan Rustvang, RN	Grand Forks, ND
Deborah Smith, RN,	Mandan, ND

The Board of Nursing held six regular board meetings during 2011-2012. 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 was completed during this fiscal year by the North Dakota Board of Nursing:

In accordance with N.D.C.C. § 28-32-18.1 the requested the repeal or amend to the following rules, in part or in whole, as applicable, previously adopted by the Board:

- The following chapters had language repealed: Chapters 54-01-03, 54-02-07, 54-05-03.1, 54-07-01, 54-07-02, 54-07-02.1, and 54-07-05.

- Chapters 54-07-06.1 and 54-07-07 were repealed in their entirety.

- The term “medication assistant” throughout Title 54 was changed to “medication assistant III”, so that it is not confused with the term “medication assistant” as discussed in House Bill 1041.

The Board members and staff were members of the following task forces/committees in 2011-2012:

National Council State Boards of Nursing
- Executive Officers Network
- TERCAP User Group
- Discipline, Education and Practice Networks
- APRN Committee

- Nurse Licensure Compact Administrators
- North Dakota Organization of Nurse Executives
- Prescription Drug Monitoring Program Committee
- PHEVR/MRC Advisory Committee

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 2011-2012 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
Jane Hoerner, MSN, RN	Associate Director for Education
Julie Schwan	Administrative Services Coordinator I
Gail Rossman	Technology 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 2011-2012 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
Criminal History Record Check Fee		$ 20.00
Advanced Practice License Application Fee		$100.00
Prescriptive Authority Initial Application Fee		$50.00
Advanced Practice Biennial Renewal Fee		$40.00
Prescriptive Authority Biennial Renewal Fee		$50.00
Verification of License Fee		$30.00
Transcripts for Graduates of Closed Nursing Programs		$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 or MA III		$30.00
Medication Assistant Application III		$40.00
NNAAP Testing Fee		$120.00
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		$100.00 per CH
Ethics Course		$50.00

The Board of Nursing develops an annual budget for receipts and expenditures. A statement of the receipts and expenditures for 2011-2012 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. This is the 10th year of the study and the Facility Survey is under way. The Licensed Nurse Survey has been completed.

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 2011-2012.

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 2011-2012 were Deborah Smith, RN, Melissa Frank, LPN, Bonny Mayer, LPN. External committee members included: Michael Kaspari RN and Marvis Doster RN.

WORKPLACE IMPAIRMENT PROGRAM FISCAL YEAR STATISTICS

	FY 07-08	*FY 08-09*	*FY 09-10*	*FY 10-11*	*FY 11-12*
Enrollment	21	11	7	8	7
Successful Completion	13	10	4	9	3
Terminated for Noncompliance	5	12	2	6	5

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 2011-2012 fiscal year. The committee members were: Julie Traynor RN, Angie Levi LPN, and Clara Sue Price, Public Member. External committee appointments included: Loretta Heuer, PHD, RN, Barbara Boguslawski, MSN, RN, Stephanie Christian, MSN, RN, and Jacqueline Reep-Jarmin, MSN, 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.

Nursing Education Loans awarded for:	*07-08*		*08-09*		*09-10*		*10-11*		*11-12*	
LPN Certificate Program	1	$750	2	$1000	1	$850	1	$1000	1	$530
LPN Associate Degree Prog	3	$2250	1	$500	0	0	1	$1000	0	0
RN Associate Degree Program	3	$3000	8	$6000	6	$9350	5	$10,000	1	$1060
RN Baccalaureate Degree Prog	36	$33,080	29	$24,500	15	$18,140	15	$21,548	31	$32,330
Master's Degree Program	11	$15,700	18	$25,550	16	$29,496	10	$24,600	23	$36,358
Doctoral Program	6	$12,100	10	$13,755	10	$19,515	7	$16,125	9	$10,989
Refresher Course	0	0	0	0	0	0	0	0	0	0
Total	**60**	**$66,880**	**68**	**$71,305**	**48**	**$77,351**	**39**	**$74,273**	**65**	**$81,267**

NURSING EDUCATION LOAN PROGRAM CANCELLATIONS PER FISCAL YEAR

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

Cancellations:	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
By Employment in N.D.	21	46	39	29	22
Partial Repayment/Partial Employment in ND	2	2	1	1	2
By Monetary Repayment	4	0	2	1	1
Cancelled - Military Deployment			2	0	0
Cancelled due to Death/Disability	0	0	0	0	0
Total	**27**	**48**	**44**	**31**	**25**

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:

Year	*Fiscal Yr 2007-2008*	*Fiscal Yr 2008-2009*	*Fiscal Yr 2009-2010*	*Fiscal Yr 2010-2011*	*Fiscal Yr 2011-2012*
Registered Nurse	9634	9975	10,736	11431	12219
Advanced Practice only- (RN in other compact state)				51	55
Licensed Practical Nurse	3634	3647	3661	3667	3694
Total Nurses Licensed	**13,268**	**13,622**	**14,397**	**15149**	**15968**

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:

	2007-2008	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
Total	**4504**	**4009**	**3951**	**4017**	**418**

Medication Assistant Programs:

The Board conducted paper survey reviews and took the action on the following programs during 2011-2012:

- Granted continued approval for the Medication Assistant program I to be offered by the ND Department of Corrections and Rehabilitation from March 2012 through March 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
Year Nine Licensed Nurse Survey Results

Nationally, it is projected that over 4.0 million jobs will be generated in health care by 2018 due to an aging population and advances in medical technology (Woods, 2009). Within North Dakota, health care and social assistance is the largest industry with an estimated 55,598 workers (Job Service North Dakota, 2011). Health care facilities are economic drivers in our communities and are a vital part of North Dakota's future growth. Ensuring that each North Dakotan has access to high quality care will be even more important as health care reform is implemented.

This report includes results from analysis of the North Dakota Board of Nursing licensure database and is a part of the ND Nursing Needs Study that is funded by the ND Board of Nursing. The database includes data from a total of 15,600 nurses as of September, 2011. These results are compared with licensed nurse survey results from 2003, 2004, 2005, 2006, 2007 and 2009 reports available at www.ndcenterfornursing.org. Policy recommendations are also included.

- **Age and Projected Retirement**

The average age for LPNs and RNS is 46 years which has varied throughout the last eight years but is lower than in 2003. The average age for APNs is the same as 2003. Projecting retirement at age 60, 20% of LPNs, RNs and APNs will have retired by 2013-2014.

- **Gender and Ethnic Diversity**

There is a slight increase in the percentage of male nurses (2%) as compared to 2009. There has also been a slight increase in the percentage of non-white nurses (1%) since 2009 with Native American nurses composing the largest ethnicity.

- **Employment Status**

The majority of nurses are employed full-time which has significantly increased over the last five years. Those employed part-time has decreased since 2003. About 9% of nurses are unemployed in North Dakota.

- **Employment Setting**

Most LPNs work in long-term care, ambulatory care or in the hospital. Most RNs work in hospitals and other settings and most APNS work in hospital and ambulatory care. Most RNs and LPNs are staff nurses. Nurses have worked an average of 14-19 years since initial licensure. Nurses that have worked less than five years have decreased since 2009.

- **Education**

Most LPNs start their licensure with a Vocational certificate or an Associate's degree; RNs start with a Bachelor's degree followed by an Associate's degree. The majority of nurses at all licensure levels have remained at their initial education level.

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	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
Written/Oral	1041	1059	1135	1306	1303
Manual	1096	1128	1165	1300	1293

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 2011-2012.

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 2011-2012.

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

Registered Nurse	*Fiscal Yr 2007-2008*	*Fiscal Yr 2008-2009*	*Fiscal Yr 2009-2010*	*Fiscal Yr 2010-2011*	*Fiscal Yr 2011-2012*
Examination	542	542	601	557	616
Endorsement	332	262	550	625	727
Licensed Practical Nurse	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
Examination	284	287	306	289	273
Endorsement	98	58	78	90	139
Total	**1256**	**1149**	**1535**	**1561**	**1755**

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:

Year	*Fiscal Yr 2007-2008*	*Fiscal Yr 2008-2009*	*Fiscal Yr 2009-2010*	*Fiscal Yr 2010-2011*	*Fiscal Yr 2011-2012*
Registered Nurse	9634	9975	10736	11431	12219
Advanced Practice only- (RN in other compact state)				51	55
Licensed Practical Nurse	3634	3647	3661	3667	3694
Total Nurses Licensed	**13,268**	**13,622**	**14,397**	**15149**	**15968**

TOTAL SPECIALTY PRACTICE LICENSURE BY FISCAL YEAR

Year	*Fiscal Yr 2007-2008*	*Fiscal Yr 2008-2009*	*Fiscal Yr 2009-2010*	*Fiscal Yr 2010-2011*	*Fiscal Yr 2011-2012*
Registered Nurse	6	6	4	5	6

TOTAL ADVANCED PRACTICE LICENSURE BY FISCAL YEAR

Year	*Fiscal Yr 2007-2008*	*Fiscal Yr 2008-2009*	*Fiscal Yr 2009-2010*	*Fiscal Yr 2010-2011*	*Fiscal Yr 2011-2012*
Certified Registered Nurse Anesthetist (CRNA)	246	268	286	300	323
Certified Nurse Midwife (CNM)	9	9	11	11	12
Clinical Nurse Specialist (CNS)	38	38	44	44	45
Nurse Practitioner (NP)	343	355	407	445	509
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	2	2	2	4	5

Nurse Clinician (NC)	2	2	2	2	2
CRNA, NP	1	1	1	1	1
CNM, NP	-	-	-	-	1
Total	**641**	**675**	**753**	**807**	**898**

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 North Dakota Board of Nursing transferred the Unlicensed Assistive Person Registry to the North Dakota Department of Health effective July 1, 2011 as a result of a legislative change required by HB 1041. The active unlicensed assistive person registry statistics per fiscal year are as follows:

Year	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
Total	**3207**	**2678**	**2456**	**2345**	**100**

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. The North Dakota Board of Nursing transferred the Medication Assistant I & II Registry to the North Dakota Department of Health effective July 1, 2011 as the result of a legislative change required by HB 1041.

Year	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Board of Nursing Registry Medication Assistant	889	697	640	593	162
Health Department Medication Assistant	1297	1331	1495	1672	NA
Combined Total	**2186**	**2028**	**2135**	**2265**	**162**

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	2008-2009	2009-2010	2010-2011	2011-2012
Total fingerprint cards sent		2416	2809	1827	N/A
Completed results		2040	2362	1820	2168

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	*FY 07-08*	*FY 08-09*	*FY 09-10*	*FY 10-11*	*FY 11-12*
Reprimand	50	56	56	19	40
Probation	10	5	7	13	3
Suspension	13	16	20	14	11
Emergency Suspension	-	-	-	-	12
Suspension Stayed	2	1	6	3	2
Voluntary Surrender	7	8	10	17	11
Revocation	0	0	0	0	0
Denial of License/Reg	6	6	9	3	4
Cease and Desist	-	-	-	-	1
NLC Privilege	0	1	0	0	0
PRACTICE BREAKDOWN CATEGORIES	*FY 07-08*	*FY 08-09*	*FY 09-10*	*FY 10-11*	*FY 11-12*
Medication Administration	3	8	10	10	10
Documentation	9	10	8	9	8
Attentiveness/Surveillance	1	0	1	3	2
Clinical Reasoning	6	4	6	5	4
Interpretation of authorized provider's orders	4	6	5	4	9
Intervention	5	5	1	1	3
Prevention	0	0	3	0	0
Professional responsibility/ patient advocacy	7	8	14	10	13
INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR	*FY 07-08*	*FY 08-09*	*FY 09-10*	*FY 10-11*	*FY 11-12*
Changed/falsified charting	6	0	3	1	1
Criminal conviction	8	7	5	5	3
Deliberately cover up error	0	1	1	1	0
Fraud	3	4	7	3	5
Patient abuse	0	0	1	0	0
Theft (include drug diversion)	6	6	13	10	11
Other	0	0	1	0	1
OTHER VIOLATIONS	*FY 07-08*	*FY 08-09*	*FY 09-10*	*FY 10-11*	*FY 11-12*
Action in Another Jurisdiction	2	0	3	4	5
Alcohol/Drug Abuse/Dependency	6	5	3	7	6
Failure to Adhere to CE Requirements	2	0	0	1	0
Practicing Without a License/Registration	23	37	36	7	18
Violation of Board Order	3	4	0	2	4
Violation of WIP	3	6	6	5	3
Failure to comply with investigation	0	1	2	0	2
Other	3	0	0	2	0
INVESTIGATIVE/NON-DISCIPLINE DISPOSITION	*FY 07-08*	*FY 08-09*	*FY 09-10*	*FY 10-11*	*FY 11-12*
Positive Response	361	316	292	143	109
PVR's Received	169	154	184	184	178
Dismissal	39	28	35	22	41
Letter of Concern	42	36	74	96	28

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.

- 2011-2012 Surveys of the following existing programs for continued full approval:
  - Granted full approval of the Dickinson State University Associate of Applied Science in Practical Nursing Program until November 2016, with an interim (paper) survey submission in November 2016. Upon satisfactory review of the interim survey document, the program may receive an additional 5-year approval until November 2021.
  - Granted full approval of the Dickinson State University Bachelor of Science in Nursing Completion Program until November 2016, with an interim (paper) survey submission in November 2016. Upon satisfactory review of the interim survey document, the program may receive an additional 5-year approval until November 2021.
  - Granted full approval of the United Tribes Technical College Associate of Applied Science in Practical Nursing Program until November 2016, with an interim (paper) survey submission in November 2016. Upon satisfactory review of the interim survey document, the program may receive an additional 5-year approval until November 2021.
  - Granted continued initial approval of the Turtle Mountain Community College Associate of Applied Science Practical Nurse Program until May 2013, with an onsite survey in May 2013, and Turtle Mountain Community College AASPN Program may admit no more than 12 students in Fall 2012.
  - Granted full approval of the Medcenter One College of Nursing Bachelor of Science in Nursing Program through March 2017.
  - Granted full approval of the North Dakota State University Bachelor of Science in Nursing Program through May 2017, with an interim (paper) survey submission in May 2017; and require an interim submission in conjunction with the FY 2012-2013 Nursing Education Annual Report regarding: a) the progress of the undergraduate program's comprehensive evaluation plan; b) the progress of the simulation expansion project. Upon satisfactory review of the interim survey document in May 2017, the program may receive an additional 5-year approval until May 2022.
  - Granted full approval of the North Dakota State University Doctor of Nursing Practice Program through May 2017, with an interim (paper) survey submission in May 2017; and require an interim submission in conjunction with the FY 2012-2013 Nursing Education Annual Report regarding: a) the progress of the graduate program's comprehensive evaluation plan; b) the progress of the simulation expansion project. Upon satisfactory review of the interim survey document in May 2017, the program may receive an additional 5-year approval until May 2022.
  - Granted continued full approval of the University of Mary Baccalaureate in Nursing Program through May 2016, with an interim (paper) survey report in May 2016, and require an addendum to accompany the FY 2011-2012 Nursing Education Annual Report, verifying doctoral degree completion for the Division of Nursing Chairperson. Upon satisfactory review of the interim survey document, the program may receive an additional 5-year approval until May 2021.
  - Granted continued full approval of the University of Mary Masters FNP Program through May 2016, with an interim (paper) survey report in May 2016, and require an addendum to accompany the FY 2011-2012 Nursing Education Annual Report, verifying doctoral degree completion for the Division of Nursing Chairperson. Upon satisfactory review of the interim survey document, the program may receive an additional 5-year approval until May 2021.

2011-2012 Granted an extension of the following existing program for continued full approval:

- None

2011-2012 Major Programmatic changes presented to the board for approval:

- Approved the changes from the Concordia College Bachelor of Arts in Nursing Program, 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.
- Approved the changes from the North Dakota State University Bachelor of Science in Nursing Program, 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.

- Approved the changes from the Medcenter One College of Nursing Bachelor of Science in Nursing Program, 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.
- Approved the changes from University of North Dakota College of Nursing's Adult-Gerontology and FNP tracks, as the UND College of Nursing has full approval from the ND Board of Nursing and the programmatic changes are in full compliance with NDAC 54-03.2-06-02.
- Approved the changes from the United Tribes Technical College Associate of Applied Science in Practical Nursing Program, 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.

2011-2012 Approved the request from:

- Dakota Nursing Program at Bismarck State College to extend the ADN program to Harvey, ND, beginning in Fall 2012, with the program admitting no more than 8 students. Information that monitors the ongoing progress of the identified clinical instructor toward graduate program completion must be provided to the Board according to pre-established timelines via the Faculty Developmental Program, as required by NDAC 54-03.2-04-08.1.

PRACTICAL NURSING PROGRAM ENROLLMENT HISTORY

Year	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
Dickinson State University (AASPN)	80	67	75	77	77
ND State College of Science (AASPN)	138	116	109	114	109
Sitting Bull College (ASPN)	6	14	12	14	8
United Tribes Tech College (AASPN)	20	20	20	25	26
Turtle Mountain Community College (AASPN)	25	-	-	12	22
Dakota Nursing Program PN (Certificate)	124	91	87	110	135
Totals	**393**	**331**	**333**	**352**	**377**

REGISTERED NURSING PROGRAM ENROLLMENT HISTORY

Year	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
Dickinson State University (BSN)	55	50	45	40	32
Jamestown College (BSN)	113	107	105	95	103
Medcenter One College (BSN)	139	140	137	137	150
Minot State University (BSN)	120	117	136	103	91
Concordia College (BAN)	114	108	120	122	124
North Dakota State University (BSN)	204	221	167	191	196
University of Mary (BS)	158	150	185	153	164
University of North Dakota (BSN)	319	382	394	382	403
Dakota Nursing Program (AAS)	74	84	89	92	73
ND State College of Science (AS)	24	24	19	20	25
Totals	**1320**	**1383**	**1394**	**1335**	**1361**

MASTER'S NURSING PROGRAM ENROLLMENT HISTORY

Year	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
University of Mary	110	166	184	389	311
University of North Dakota	113	149	204	206	315
North Dakota State University	4	13	10	14	13
Total	**229**	**328**	**398**	**609**	**639**

DOCTORATE NURSING PROGRAM ENROLLMENT HISTORY

Year	*2007-2008*	*2008-2009*	*2009-2010*	*2010-2011*	*2011-2012*
North Dakota State University (DNP)	25	26	22	32	32
Total	**25**	**26**	**22**	**32**	**32**

Year	**2007-2008**	**2008-2009**	**2009-2010**	**2010-2011**	**2011-2012**
GRAND TOTAL (Enrollment All Programs)	**1986**	**2085**	**2141**	**2353**	**2409**

* 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. Prescriptive practices must be consistent with the scope of practice of the advanced practice registered nurse.

APRN WITH PRESCRIPTIVE PRIVILEGES BY FISCAL YEAR

Year	*Fiscal Yr 2007-2008*	*Fiscal Yr 2008-2009*	*Fiscal Yr 2009-2010*	*Fiscal Yr 2010-2011*	*Fiscal Yr. 2011-2012*
Certified Registered Nurse Anesthetist	0	0	1	1	1
Certified Nurse Midwife	9	9	10	11	12
Certified Nurse Midwife/Nurse Practitioner	-	-	-	-	1
Clinical Nurse Specialist	20	24	26	26	24
Nurse Practitioner	311	354	365	405	457
Clinical Nurse Specialist/Nurse Practitioner	2	2	2	3	4
Certified Registered Nurse Anesthetist/ Nurse Practitioner	0	1	1	1	1
Total	**342**	**390**	**405**	**447**	**500**

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 2011-2012.

Course Number	Course Name	Sponsor	Date
942	State Stroke Program Participating Hospitals Annual Meeting	State Stroke Program Grand Forks ND	June 8 & 9, 2011 May 2011
943	Simple Solutions to Communication, Teambuilding, Conflict and Leadership	City-County Health Dist Valley City, ND	June 3, 2011 May 2011
944	Bridges Out of Poverty: Strategies for Professionals & Communities	Richland Co Health Dept Wahpeton ND	June 6, 2011 May 2011
945	Workflow Redesign Specialist	Mercy Hospital Devils Lake ND	Reoccurring Approval June 2011 – June 2013
946	Asthma Educator Institute	American Lung Association of MN St Paul MN	Reoccurring Approval June 2011- June 2013
947	Beyond Stress Management	Deborah Miller, PhD Oaxaca, Mexico	Reoccurring Approval July 2011 – July 2013
948	Infection Prevention Conference	ND Department of Health Bismarck, ND	August 17-18, 2011 August 2011
949	Immunization Update: Expanding the Pharmacists' Role	NDSU College of Pharmacy Fargo, ND	September 30, 2011 August 2011
950	Infection Control: Managing the Spread of Infection in LTC	Developmental Center Grafton, ND	Reoccurring Approval August 2011 – August 2013
951	Adaptive Seating for Friends & Caregivers	Developmental Center Grafton, ND	Reoccurring Approval August 2011 – August 2013
952	Parish Nursing: A Personal Journey	Susan Vivatson Cavalier ND	Reoccurring Approval August 2011-August 2013
953	Mon Dak All Nursing Conference	Sidney Health Center Sidney MT	September 21, 2011 August 2011
954	Breath Alcohol Technician Training	KorManagement Services LLC Florence, SD	Reoccurring Approval August 2011 – August 2013
955	Dakota Nursing Program Health IT Course	Dakota Nursing Program Devils Lake ND	Aug 22 – Dec 14, 2011 August 2011
956	4th Annual Parkinson's Symposium	Benefis Health System Great Falls MT	September 16, 2011 August 2011
957	Near-Death Experiences, Part I: Recognizing a Pleasurable Near-Death Experience	University of North Texas Denton TX	Reoccurring Approval August 2011 – August 2013
958	Bloodborne Pathogens: A Reminder and Update	Richland Co Health Dept Wahpeton ND	September 21, 2011 September 2011
959	At Home in ND: Training Conference for Home Visitation Staff	Fargo Cass Public Health Fargo ND	October 6, 2011 September 2011
960	ND CAH Quality Network Annual Meeting	UND Center for Rural Health Grand Forks, ND	October 10, 2011 September 2011
961	Resident Assessment Instrumental Basic MDS Training	ND Department of Health Bismarck, ND	Reoccurring Approval Oct 2011 – Oct 2013

962	Advantage Healthcare Net - Update 2011	Advantage Healthcare Net Grand Forks, ND	October 17-18, 2011 October 2011
963	Justice in our Communities: A Multidisciplinary Approach to Child Abuse Investigation	Children's Advocacy Centers of North Dakota Bismarck, ND	November 8-10, 2011 October 2011
964	Assisting Individuals with Autism Spectrum Disorders in Emergency Situations	ND Autism Connection Bismarck, ND	Reoccurring Approval Nov 2011 – Nov 2013
965	Infection Prevention WebEx Training Bundle	North Dakota Department of Health Bismarck, ND	Dec 1, 2011 – April 30, 2012 November 2011
966	Creating Moments of Joy	Sidney Health Center Sidney, MT	December 14-15, 2011 November 2011
967	Non-Suicidal Self Injury	Prairie St. John's Fargo, ND	December 14, 2011 November 2011
968	39th Annual North Dakota Safety and Health Conference	North Dakota Safety Council Bismarck, ND	February 7-9, 2012 December 2011
969	WAIT Training: Medical Cessation Intervention for Sexually Active Youth	The Center for Relationship Education Denver, CO	Jan 1, 2012 – Jan 31, 2014 January 2012
970	Sexually Transmitted Infections in North Dakota	NDSU, Department of Nursing Fargo	January 26, 2012 January 2012
971	Mental Health First Aide	Coal Country Community Health Center Beulah	Feb 1, 2012 – Feb 31, 2014 January 2012
972	Domestic Violence: Working With Victims – A Multidisciplinary Training for Professionals Working with Domestic Violence Victims	ND Council on Abused Women's Services Bismarck, ND	Feb 1, 2012 - Feb 29, 2014 February
973	Who Wants To Be a Vaccine Expert?	ND Department of Health, Division of Disease Control Bismarck, ND	February 8, 2012 February
974	Healthy Smiles Fluoride Varnish Program	ND Department of Health Bismarck, ND	Feb 1, 2012 – Feb 29, 2014 February
975	NADONA 2012 18th Annual Convention	National Association Directors of Nursing Administration Long Term Care (NADONALTC) Bismarck, ND	February 22-23, 2012 February
976	Advanced Cardiac Life Support Certification Class	Mercy Medical Center Williston, ND	Feb 1, 2012 – Feb 29, 2014 February
977	Diabetes in the School Setting	Fargo Cass Public Health Fargo, ND	March 15, 2012 February
978	Kappa Upsilon 2012 Research Event	Sigma Theta Tau International, Inc. KAPPA Upsilon At-Large Chapter Bismarck, ND	March 26, 2012 February
979	7TH Annual Holistic Caring Modalities Workshop	MedCenter One College of Nursing Bismarck, ND	March 1, 2012 – March 31, 2014
980	Don't Be A Gambler With Your Vaccines	ND Department of Health Bismarck, ND	March 14, 2012 March
981	The Role of Margin in Managing the Pace and Price of Life	Good Samaritan Society Devils Lake, ND	May 22, 2012 March
982	The Role of Margin in Managing Stress, Overload, Imbalance, and Health	Good Samaritan Society Devils Lake, ND	April 5, 2012 March
983	Western Regional Public Health Nurses Meeting	Custer Health Mandan, ND	April 12, 2012 March
984	Hepatitis C Training Workshop	ND Department of Health, Division of Disease Control Bismarck, ND	April 10, 2012 March
985	2012 HIV/STD/TB/Hepatitis Symposium	ND Department of Health Bismarck, ND	April 11-12, 2012 March
986	Keeping Up With CAH QA & QI	UND Center for Rural Health Grand Forks, ND	April 18-19, 2012 March
987	Defensible Documentation	Medcenter One Living Centers Mandan, ND	April 23 & 25, 2012 March
988	2012 North Dakota EMS Rendezvous Conference and Tradeshow	North Dakota EMS Association Bismarck, ND	April 19-21, 2012 April
989	2012 NDAPA Primary Care Seminar	UND Division of Continuing Education Grand Forks, ND	May 3-4, 2012 April
990	Ophthalmology 2012	Dakota Surgery and Laser Center Bismarck, ND	May 3-4, 2012 April
991	2012 Dakota Conference on Rural and Public Health	UND Center for Rural Health Grand Forks, ND	May 30 – June 1, 2012 April
992	Basic Electrocardiograph Course	Jacobson Memorial Hospital Elgin, ND	May 11, 2012 April
993	Introduction to Motivational Interviewing in Healthcare	Bismarck Burleigh Public Health Bismarck, ND	May 2-3, 2012 April
994	NDLTCA 35th Annual Convention and Trade Show	ND Long Term Care Association Bismarck, ND	May 1-4, 2012 April
995	Multidisciplinary Training on Sexual Assault	ND Council on Abused Women's Services Bismarck, ND	May 8, 2012 April
996	Kognito: Online ED Training for Suicide and Substance Abuse Screening	ND CAH Quality Network Grand Forks, ND	May 1, 2012 – May 31, 2014 April

997	Advanced Fundamentals of HIV Prevention	ND Dept of Hlth / Div of Disease Control Bismarck, ND	May 1, 2012 – May 31, 2014 April
998	Immunization Program Lunch and Learn	ND Department of Health / Division of Disease Control Bismarck, ND	Reoccurring April 2012 – April 2013
999	North Dakota Cancer Coalition 2012 Cancer Conference	ND Department of Health / ND Cancer Coalition Bismarck, ND	May 16, 2012 April
1000	Future of American Indian Nursing in North Dakota	University Partnership Research Grant for Health Professional Opportunity Grants Fargo, ND	May 22-23, 2012 April

CONTINUING EDUCATION AUDIT 2011 REPORT

Continuing education was mandated in 2003 for license renewal in North Dakota. Nurses are randomly selected for audit annually. During the 2011 renewal period, a request for audit was generated through the online renewal process to obtain a random sample of 171 nurses who renewed for the 2012 – 2013 licensure period and verified completion of 12 contact hours of continuing education. The 171 nurses were asked to submit documents to verify completion of the required contact hours for the previous 2 years by furnishing a copy of the verification of attendance for the earned contact hours. This included 20 license by examination renewal applicants. The majority of nurses chose to meet the continuing education requirements by obtaining the appropriate number of contact hours. One hundred and seventy fully met the requirements.

LPN IV Therapy Courses Approved 2011-2012:

- Granted approval of the LPN Intravenous Therapy Course developed by Sara Berger and Jill Johnson (Medcenter One College of Nursing faculty) as the course is in full compliance with the course requirements as set forth by the ND Board of Nursing, and the course is in full compliance with NDAC 54-05-01 Standards of Practice for Licensed Practical Nurses. Approval is effective May 2012 through May 2016.

- Granted approval of the LPN Intravenous Therapy Course developed by Melissa Moser, Cheri Weisz, and Julie Traynor (Dakota Nursing Program faculty and TrainND), as the course is in full compliance with the course requirements as set forth by the ND Board of Nursing, and the course is in full compliance with NDAC 54-05-01 Standards of Practice for Licensed Practical Nurses. Approval is effective May 2012 through May 2016.

RN/LPN Refresher Courses Approved 2011-2012: None

NDCC 43-51-07 License compacts.

- 24 states in NLC;

APPENDIX I

NURSING EDUCATION PROGRAMS APPROVED BY BOARD OF NURSING - JUNE 30, 2012
North Dakota Board of Nursing is the recognized approver of the nursing programs in ND by the United States Department of Education

Program Name and Director	*Address*	*Type of Program*	*Term of Board Approval*	*Nat'l Nursing Organization for Accreditation*	*NCLEX® FY 10-11 Candidates Pass Rate*	*NCLEX® FY 11-12 Candidates Pass Rate*
North Dakota State University Dr. Carla Gross	136 Sudro Hall P.O. Box 6050 Fargo, ND 58108-6050	Doctor of Nursing Practice	Full Approval through May 2017	CCNE	NA	NA
University of Mary Dr. Glenda Reemts	7500 University Drive, Bismarck, ND 58504	Masters Degree	Full Approval through May 2016	CCNE	NA	NA
University of North Dakota Dr. Denise Korniewicz	430 Oxford St. Stop 9025 Grand Forks, ND 58201	Masters Degree	Full Approval through November 2015	CCNE	NA	NA
Dickinson State University Dr. Mary Anne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Baccalaureate Degree	Full Approval through November 2016	NLNAC	90.5%	95.8%
Jamestown College Dr. Jacqueline Mangnall	Box 6010, Jamestown, ND 58401-6010	Baccalaureate Degree	Full Approval through November 2014	NLNAC	90.6%	84.4%
MedCenter One College Of Nursing Dr. Karen Latham	512 North 7th St., Bismarck, ND 58501-4494	Baccalaureate Degree	Full Approval through March 2017	CCNE	93.5%	92.8%
Minot State University Nicola Roed, MSN	500 University Ave W, Minot, ND 58707	Baccalaureate Degree	Full Approval through May 2016	NLNAC	90.9%	94.9%
University Of Mary Dr. Glenda Reemts	7500 University Drive, Bismarck, ND 58504	Baccalaureate Degree	Full Approval through May 2016	CCNE	80.7%	80.33%
University Of North Dakota Dr. Denise Korniewicz	430 Oxford St. Stop 9025 Grand Forks, ND 58201	Baccalaureate Degree	Full Approval Through November 2015	CCNE	90.3%	87.5%
North Dakota State University Dr. Carla Gross	136 Sudro Hall P.O. Box 6050 Fargo, ND 58108-6050	Baccalaureate Degree	Full Approval through May 2017	CCNE	97%	93.9%
Concordia College Dr. Polly Kloster	901 South 8th Street Moorhead, MN 56562	Baccalaureate Degree	Full Approval through November 2014	CCNE	93.2% (reported by MN-BON)	97.6% (reported by MN-BON)
Dakota Nursing Program Julie Traynor, MS	Bismarck State College Lake Region State College Dakota College-Bottineau Williston State College Ft Berthold CC	Associate Degree - RN	Full Approval through March 2014	None	89.6%	90.5%

North Dakota State College of Science Barbara Diederick, MS	800 6th St. North, Wahpeton, ND 58075-3602	Associate Degree - RN	Full Approval through March 2016	None	100%	100%
Dickinson State University Dr. Mary Anne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Associate Degree – PN	Full Approval through November 2016	NLNAC	91.7%	96%
North Dakota State College of Science Barbara Diederick, MS	800 6th St. North, Wahpeton, ND 58075-3602	Associate Degree – PN	Full Approval through March 2016	NLNAC	97.8%	90.2%
United Tribes Technical College Evelyn Orth, MSN, MMGT	3315 University Dr., Bismarck, ND 58504-7596	Associate Degree – PN	Full Approval through November 2016	NLNAC	100%	92.%
Sitting Bull College Dr. D'Arlyn Bauer	1341 92ND Street, Fort Yates, ND 58538	Associate Degree – PN	Full Approval through November 2012	None	0%	100%
Turtle Mountain Community College JoAnne Blue, MS	P.O. Box 340 Belcourt, ND 58316	Associate Degree - PN	Continued Initial Approval through May 2013	None	NA	NA
Dakota Nursing Program Julie Traynor, MS	Bismarck State College Lake Region State College Dakota College at Bottineau Williston State College Fort Berthold CC	Certificate PN	Full Approval through March 2014	None	100%	97.8%

NORTH DAKOTA BOARD OF NURSING
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL
YEAR ENDED JUNE 30, 2012

	GENERAL FUND		
	Original and Final Budget	**Actual**	**Variance**
REVENUES			
Endorsements			
Professional	$ 66,000	$ 84,645	$ 18,645
Practical	10,450	16,885	6,435
Re-registration			
Professional	440,000	440,460	460
Practical	119,000	122,500	3,500
Exams			
Professional	60,500	67,650	7,150
Practical	33,000	32,065	(935)
Fees Other Misc	1,500	722	(778)
Reactivation fee	3,750	4,920	1,170
Advance licensure	25,000	25,953	740
Prescriptive Authority	13,000	14,850	1,850
Initial/Renewal Specialty Practice RN	250	213	(37)
Unlicensed Assistive Person Registry	12,500	8,310	(4,190)
Medication Assistant Application	3,600	4,120	520
Labels and mailing list	2,500	3,514	1,014
Disciplinary fees – Late Renewal	4,000	4,820	820
Penalty fees	30,000	37,494	7,494
Workplace Impairment Program	3,600	3,660	60
Encumbrance fees	9,360	5,780	(3,580)
School surveys	3,250	3,250	-
Publications	300	582	282
Refresher Course	800	600	(200)
Continuing Education Presentations	1,200	500	(700)
Continuing Education Approval Fee	6,000	6,775	775
Out of State Program Approval Recognition	-	7,800	7,800
NNAAP testing	28,000	32,955	4,955
NEL application fee	600	1,005	405
CHRC Processing Fee – RN/LPN	40,000	45,620	5,620
Interest	9,000	3,853	(5,147)
Total revenues	**927,160**	**981,288**	**54,128**

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

	GENERAL FUND		
	Original and Final Budget	Actual	Variance
EXPENSES			
Salaries	511,600	523,593	(11,993)
Benefits	89,100	89,263	(163)
EAP Program Premiums	140	148	(8)
Health Insurance	85,608	85,116	492
Life Insurance	160	105	55
Workers Compensation & State Unemployment Tax	1300	587	713
Staff expenses	1,000	-	1,000
Total employee compensation and benefits	688,908	698,812	(9,904)
Board staff expenses	11,600	9,457	2,143
Board meetings expenses	46,000	31,367	14,633
Meeting Expenses	250	-	250
Total board expenses	57,800	40,824	17,026
Rent	32,880	32,820	60
Phone expense	6,000	5,266	734
Office supplies expense	5,500	6,309	(809)
Records Storage Expense	500	190	310
Postage expense	12,000	10,075	1,925
Printing expense	1,200	1,440	(240)
Publications and subscriptions	1,200	760	440
Service contract	600	595	5
Repairs and parts	500	10	490
Office insurance	1,300	796	504
Disciplinary process	2,000	445	1,555
NCSBN	6,000	6,000	-
Bank charges	100	35	65
Audit fees	7,500	7,500	-
Legal fees	44,600	37,816	6,784
Technology maintenance	5,000	4,768	232
On-line renewal/verification	20,000	20,316	(316)
Equipment expense	1,200	2,320	(1,120)
Internet service	15,000	16,238	(1,238)
Office maintenance	2,400	2,100	300
Program enhancements	16,200	26,412	(10,212)
Administrative rule changes	2,000	1.649	351
Miscellaneous	500	49	451
Transfer to NN	35,000	70,000	(35,000)
Depreciation expense	-	26,234	(26,234)
Total other operating expenses	219,180	280,143	(60,963)
Total expenses	965,938	1,019,779	(53,841)
Transfers in	-	8,030	-
REVENUES OVER EXPENSES	$ (38,778)	$(30,461)	$107,969

APPENDIX III

	Fiscal Yr 2009-2010		Fiscal Yr 2010-2011		Fiscal Yr 2011-2012	
CATEGORIES	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3661	10736	3667	11431	3694	12219
Exam	306	601	289	557	273	616
Endorsement	78	550	90	625	139	722
Advanced Practice RN	0	753	0	807	0	898
Prescriptive Authority	0	405	0	447	0	500
GENDER STATISTICS						
Male	111	671	120	719	129	798
Female	3550	10065	3547	10712	3565	11421
ETHNIC						
African American	19	69	22	91	30	131
Asian	2	30	3	43	7	71
Asian Indian	36	44	36	45	35	46
Other Asian	8	38	10	37	12	40
Hispanic	21	44	25	59	28	69
Native American	88	106	87	113	93	128
Other	20	56	20	72	22	87
Pacific Islander	4	13	4	11	6	13
White not of Hispanic Origin	3463	10336	3460	10960	3461	11634
EMPLOYMENT						
Employed Full Time	2269	7524	2291	8096	2287	8729
Employed Part Time	837	2258	906	2428	853	2282
Other	121	274	-	-	-	-
Not Employed	434	680	413	756	417	840
Nursing Volunteer	-	-	1	21	5	41
Per Diem	-	-	48	108	113	263
Retired	-	-	8	22	19	64
EMPLOYMENT SETTING						
Academic Setting	-	-	1	21	1	43
Ambulatory Care Clinic	222	591	239	636	261	719
Church	2	45	1	46	1	49
Correctional Facility	-	-	1	9	4	22
Government	48	259	54	267	52	267
Home Health	65	273	71	288	81	314
Hospital	703	5213	639	5449	595	5824
Insurance Claims/Benefits	-	-	2	42	4	116
Military	9	59	8	59	8	62
Nursing Home/Extended Care	1027	930	1076	1009	1103	1047
Nursing Education Program	9	276	9	264	8	264
Occupational Health	12	50	12	51	14	58
Other	718	1848	692	2043	696	2167
Physicians Office	734	652	757	698	758	721
Policy/Planning/Regulatory/ Licensing Agency	-	-	0	3	1	4
Public/Community Health	56	341	46	342	47	334
School Health Services	24	72	29	67	28	67
Self Employed	9	69	10	71	12	65
Social Services	10	21	8	21	8	20
Temporary Agency	12	20	11	25	12	27
Volunteer	1	17	1	20	0	29

APPENDIX III CONTINUED

	Fiscal Yr 2009 -2010		Fiscal Yr 2010-2011		Fiscal Yr 2011-2012	
PRACTICE AREA	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	258	0	269	0	285
Chemical Dependency	16	29	14	30	16	31
Community	-	-	3	10	8	23
Critical Care	14	613	14	599	12	635
Emergency Care	23	431	23	444	22	452
Family Practice	409	440	422	482	436	518
Geriatrics	998	934	1023	987	1022	998
Home Health	58	296	57	292	63	293
Maternal Child	87	479	68	473	62	475
Medical/Surgical	359	1573	316	1645	294	1744
Mental Health	100	382	99	408	94	442
Neonatology	7	225	5	227	4	233
Nursing Administration	18	296	14	305	13	321
Occupational Health	-	-	5	8	9	34
Oncology	31	272	32	285	25	323
Other	1274	3064	1287	3411	1319	3706
Palliative Care	-	-	4	21	6	40
Parish	2	57	3	60	2	62
Pediatrics	86	257	86	272	86	287
Perioperative	24	440	23	461	20	498
Public/Community Health	57	315	51	312	46	312
Quality Assurance	8	105	9	112	10	127
Rehabilitation	59	140	62	147	66	165
School	31	130	29	132	26	129
Trauma	-	-	0	9	1	13
Women's Health	-	-	18	30	32	73
NURSING POSITION						
Advanced Practice RN	0	716	0	756	0	843
Advanced Practice w/ RN in other Compact State	0	37	0	51	0	55
Prescriptive Authority APRNs	0	415	0	447	0	500
Nurse Administrator	8	284	7	272	6	269
Nurse Consultant	1	108	1	120	1	194
Nurse Educator	8	279	8	282	8	304
Nurse Executive	-	-	0	13	0	30
Nursing Faculty	24	110	29	104	30	120
Nursing Manager	67	729	69	786	64	840
Office Nurse	618	482	628	521	625	563
Other	738	1802	709	2035	737	2177
Specialty Practice Nurse	0	4	0	3	0	7
Staff Nurse	2170	6149	2195	6471	2189	6774
Travel Nurse	27	73	21	68	34	98
EDUCATION						
Vocational Certificate/Diploma	1523	1289	1482	1248	1465	1208
Associate Degree	2033	2188	2081	2486	2105	2824
Bachelors in Nursing	10	5851	11	6220	12	6546
Bachelors in Other	88	212	88	225	101	229
Masters in Nursing	0	784	0	837	1	960
Masters in Other	6	242	5	243	7	256

Doctorate in Nursing	0	38	0	44	0	68
Doctorate in Other	1	39	0	39	0	40
AP Post Basic Education	0	73	0	68	0	66
Post BS Anesthesia	0	20	0	21	0	22

APPENDIX IV
FISCAL YEAR COUNTY DISTRIBUTION OF LICENSED NURSES

	Fiscal Yr 2009 - 2010		Fiscal Yr 2010-2011		Fiscal Yr 2011-2012	
County	LPN	RN	LPN	RN	LPN	RN
Adams	13	40	13	42	12	42
Barnes	55	97	57	101	56	104
Benson	26	27	27	27	27	31
Billings	4	6	5	8	3	9
Bottineau	46	77	43	73	41	80
Bowman	15	41	13	39	13	41
Burke	8	15	8	14	8	20
Burleigh	258	1576	264	1649	290	1747
Cass	700	2259	735	2373	765	2557
Cavalier	34	34	33	37	32	37
Dickey	31	57	30	59	26	64
Divide	8	27	8	27	11	31
Dunn	11	25	11	26	15	30
Eddy	19	20	20	22	19	26
Emmons	12	31	10	31	10	33
Foster	16	45	22	50	20	53
Golden Valley	4	7	1	9	0	10
Grand Forks	317	893	308	917	308	932
Grant	11	25	10	25	14	26
Griggs	22	18	23	17	23	18
Hettinger	11	24	10	23	9	23
Kidder	5	24	4	23	5	24
Lamoure	23	42	24	43	24	43
Logan	8	17	9	20	10	18
McHenry	23	60	19	61	21	67
McKenzie	21	43	20	39	22	38
McIntosh	24	39	23	41	23	47
McLean	48	105	47	109	47	111
Mercer	28	81	27	80	22	81
Morton	105	387	103	401	105	411
Mountrail	37	47	31	52	26	50
Nelson	23	39	22	37	24	38

APPENDIX IV CONTINUED

	Fiscal Yr 2009-2010		Fiscal Yr 2010-2011		Fiscal Yr 2011-2012	
County	LPN	RN	LPN	RN	LPN	RN
Oliver	4	10	5	10	3	12
Out of State	531	2161	527	2521	539	2829
Pembina	48	58	47	58	46	61
Pierce	33	38	37	37	35	45
Ramsey	93	121	83	122	73	115
Ransom	39	43	44	47	46	46
Renville	9	26	7	26	8	31
Richland	100	122	92	125	88	129
Rolette	56	103	52	103	50	108
Sargent	31	27	31	29	31	35
Sheridan	6	19	6	18	5	19
Sioux	5	14	4	13	4	13
Slope	5	1	4	1	3	2
Stark	108	246	106	266	109	284
Steele	10	25	10	27	7	27
Stutsman	100	275	101	287	101	286
Towner	19	21	17	22	14	26
Traill	45	96	51	96	55	102
Walsh	82	115	92	113	88	123
Ward	224	751	220	780	202	814
Wells	24	43	30	49	32	52
Williams	123	193	121	206	124	218
Total	**3661**	**10736**	**3667**	**11431**	**3694**	**12219**

APPENDIX V
NORTH DAKOTA BOARD OF NURSING STRATEGIC PLAN 2010-2013
Annual Summary 2011-2012

OUTCOME	TACTICS	ACTIVITIES
Goal 1: Public Protection Is Ensured Through Evidence-Based Regulation		
1. Proactively address the impact of the dynamic health care environment.	1. Monitor trend data on healthcare in North Dakota, regionally and nationally.	• Reviewed Nurse Practices Act and Rules annually at the July Board Meeting. • Board Members provided with the latest iteration of the Nurse Practices Act. Rules available on the website. • Retired the following practice statements: (A) Markman Hair Implantar (B) Delegation of Peritoneal Dialysis (C) Limited Ultrasound (D) Removal of Implanted Tunneled Catheter (E) Removal of Tunneled Catheter. • Temporary Reassignment practice statement revised. • Retired Occupational Respiratory Protection OSHA Standards practice statement. • Atkinson & Atkinson Audit has been completed and the results have been assigned to the board committees and staff has begun the review of the recommendations. • Continued commitment to contracting with University of North Dakota Center for Rural Health for the Nursing Needs Study through FY 2010-2012. • Contracted with the North Dakota Center
	.	for Nursing to conduct the 2011- 2012 study. • Reviewed Snapshot of North Dakota's Health Care Workforce- July 2010 Board Meeting. • Report of High School Student Survey- July 2011 Board meeting. • July 2011 – Patricia Moulton, PhD presented the results of the Year 9 Nursing Needs Study. Surveys this year related to the North Dakota Nursing Education Consortium and use of technology, simulation equipment and HS Student Survey. • Nursing Needs Study research hosted on the UND Center for Rural Health website and the North Dakota Center for Nursing website. • Facility Survey is currently being conducted by the North Dakota Center for Nursing. • Revised APRN applications to eliminate the requirement to submit a paper copy of a scope of practice and replaced it with a verification statement.

2. Ensure the licensure and registration of qualified individuals for the practice of nursing	1. Improve the accuracy and efficiency of electronic enhancements to licensure/registration processes	1. 2010-2011- continue implementation of electronic (paperless) system for licensure. • Cardless renewal completed successfully for 2011-2013 licensees. • Notification has been included in every issue of the Dakota Nurse Connection. 2. Explore the feasibility of the receipt of official transcripts electronically on an ongoing basis. • Technology Committee Agenda – December 2010 & October 27, 2011 – Script Safe was discussed and the need to wait for nursing programs to have capability. Recommend the committee continue to assess the usage annually and to monitor availability. • The committee discussed the capability to provide electronic transcripts through AVOW Systems and the website link for AVOW Systems will be added to the NDBON website for the committee to review.
3. Continued Competence: Evaluate the standards for continued competence.	1. Clarify the scope of practice for all licensure levels of nursing practice.	1. Commence review of literature related to scope of practice. 2. FY 2010-2011 Conduct select sample reviews of state's statute regarding scope of practice. • Joint collaborative discussion with Sanford Clinic (5 states) re: RN/LPN/ Unlicensed SOP document. 3. FY 2011-2012 Review the Nurse Practices Act as it relates to scopes of practice. • Atkinson & Atkinson Audit is currently in process. • Atkinson & Atkinson Audit has been completed and the results have been assigned to board committees and staff has begun the review of the recommendations. • FAQs and Scope of Practice document submitted in June 2012 for publication in the Dakota Nurse Connection Fall of 2012. 4. Develop a prioritized plan of action to implement recommended changes from research results.
4. Ensure the outcome of nursing programs is preparation of qualified candidates for licensure.	1. Evaluate standards and outcomes for nursing education programs.	1. FY 2010-2011 the Nursing Education Committee and invited stakeholders will evaluate the program survey process. • NEC Task Force composed of 4 committee members and 4 external stakeholders completed a comprehensive evaluation of the present survey process in May/June 2011. Recommendations were formulated and were approved by the Board at the July 2011 meeting. The revised survey process document has been utilized to guide the onsite survey process for 3 nursing education

		programs in fall of 2011. • Additionally, the document guided the onsite, interim, and focused survey processes for 3 programs in spring 2012.
	2. Promote innovation in nursing practice and education through regulation and collaboration with stakeholders.	1. FY 2010-2012 Data from national studies on nursing is presented to nursing education committee and nursing education program representatives for curricular decisions. • Assoc. Director for Education attended a national conference on innovation and emerging technologies in nursing education in July 2011. Information was shared with NEC and CUNEA members at November 2011 NEC meeting. Hard-copy packets containing conference highlights, contact person (presenter) info, and 15 selected abstracts were shared with NEC and CUNEA members present, and mailed to those absent. Conference slides are available in online CE library for review by nurse educators (via Director for Education account) until July 2013. 2. FY 2011-2012 Submission of annual report will be accomplished in an electronic format. • Board approved the technology budget to include development of an electronic format for submission of the Nursing Education Annual Report. • The Electronic Education Report went "live" on the website on December 6, 2011. Deadline for submission of data by nursing education programs was set at December 28, 2011. National Nursing Workforce *Minimum Dataset Requirements* were incorporated into the new templates of the electronic report. The completed report was presented to the Board for approval at the January 2012 meeting. • Feedback regarding the first EER process was elicited & received from NEC and CUNEA in March 2012. Feedback was considered in the revision of some aspects of the process & some of the templates. • Feedback was also received from the Technology Committee on June 7, 2012- positive feedback with discussion on suggested enhancements. 3. FY 2010-2011 Revise educational standards to allow innovation using model rules as a guide. • Following completion of the rule promulgation process, newly-adopted

		standards to allow for nursing education innovation became effective April 1, 2011. • In summer 2011,information regarding the revised educational standards, and particularly *Chapter 54-03.2-10 Innovation in Nursing Education,* was disseminated to each individual nursing education program administrator via hard-copy mailing with changes and new sections highlighted for ease of comparing the "old" and the "new." • Specific educational sessions at the spring 2011 NEC meeting and summer 2011 CUNEA meeting were presented to apprise programs of rule changes/additions. 4. FY 2010-2013 Continue to identify and build on successful innovations. • In May 2012, a draft template for submission of applications and proposals relative to Innovative Nursing Education was presented to NEC and CUNEA. Comments regarding the draft were invited until June 15, 2012. As of June 30, 2012, no requests for consideration of proposals had been received by the Board office. 5. Support establishment of a Center for Nursing as a repository for innovations. • Approved use of Board funds to match Bremer Foundation Grant. • Executive Director hired; incorporation, organization chart and establishment of a name completed. Executive Director began work on July 18, 2011. • Board funded the Center for a total of $52,000. • Executive Director & one Board Member are on the Board for the CFN. • Board staff is providing in-kind services related to finances and other administrative work. • March 2012 began the rule promulgation process to increase the renewal, endorsement and reactivation fees by $30 to support the work of the North Dakota Center for Nursing. 6. Identify sources of data, types of data, and review potential data elements that require collection on an ongoing basis for innovation in nursing education. • Beginning in 2012-2013, focus will center upon identifying and collecting appropriate

		data, based upon education programs' interests/requests and actual innovative proposals received.
5. Assure patient safety through a best practice disciplinary and non-disciplinary process model.	1. Evaluate best practices in disciplinary/non-disciplinary processes.	1. FY 10-11 Review regulatory disciplinary/ non-disciplinary models • Discussed by PMC in 2010. Approximately 7 boards reported having an audit conducted of their discipline programs. Audit costs varied and ranged up to $34,000. NCSBN has designated funds available for audits. • 2011-2012 NDBON received $20,000 from NCSBN to conduct external audit. • May 2012 the Atkinson & Atkinson Audit has been completed and the results have been assigned to board committees and staff has begun the review of the recommendations. 2. FY 10-11 Evaluate current NCSBN CORE data r/t best practices for disciplinary/non-disciplinary processes • FY 2007 CORE data regarding nurses' perceptions of the Discipline Process was reviewed. 94.9 % of respondents felt the extent of disciplinary regulation in ND was adequate compared to the aggregate response rate of 90.5%. Other data showed effective and very effective responses. 3. FY 11-13 Conduct external review of NDBON disciplinary/ non-disciplinary processes. • 3 Proposals to conduct audit to be reviewed by BON at 7/11 meeting. Atkinson & Atkinson/FARB selected by Board to conduct audit. • FY 11-12 Audit is being conducted by outside firm (Atkinson & Atkinson/FARB). • The 2011 NCSBN Delegate Assembly adopted the revised 2011 Uniform Licensure Requirements (to be incorporated with recommended audit changes). • A&A audit findings were presented at May 2012 Board meeting. • Atkinson & Atkinson Audit has been completed and the results have been assigned to board committees and staff has begun the review of the recommendations. 4. FY 12-13 Establish a prioritized plan to implement recommended changes from external review.
6. Assure consumer protection through a solid, defensible, monitoring program.	1. Identify best practices for alternative programs.	1. FY 10-11 Review other regulatory alternative program models • Presentation by NC BON regarding CAC Review Process of their Alternative Program. • NCSBN is developing Alternative Program Guidelines which will be useful in conjunction

		with BON audit review. 2. FY 10-11 Evaluate current NCSBN CORE data r/t best practices for alternative programs. • No data available for committee to discuss. 3. FY 11-13 Conduct external review of NDBON Workplace Impairment Program. • 3 Proposals to conduct audit to be reviewed by BON at 7/11 meeting. Atkinson & Atkinson/FARB selected by Board to conduct audit. • FY 11-12 Audit is being conducted by outside firm (Atkinson & Atkinson/FARB) • A&A audit findings were presented at May 2012 Board meeting. • Atkinson & Atkinson Audit has been completed and the results have been assigned to board committees and staff has begun the review of the recommendations. 4. FY 12-13 Establish a prioritized plan to implement recommended changes from external review.
Goal 2: Effective Coalitions Exist With Stakeholders		
1. Build coalitions with healthcare professional organizations and policy makers.	1. Enhance communication among regulatory boards, nursing organizations, education organizations, and policy makers.	1. Board Members contact policy makers on legislative issues as necessary. • Hired Legislative Monitor for 2010-2011 session. Monitor reported to Board at the January, March & May Board Meetings. 2. Develop an outreach plan for maintaining contact with legislators and key stakeholders. • Discussed contacting legislators at the November 2010, January, March & May Board Meeting. • Board Retreat – provided presentation and discussion on working with legislators. • No Formal plan developed. 3. Participate in North Dakota Nurse Leadership Council as an Associate member (non-voting). • Plan to attend the January 5, 2011 meeting for the potential merger of NDNLC & NDNEST. • Merger accomplished and established the Center for Nursing Board.
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, regional, national and international initiatives to support a competent and mobile nursing workforce.	1. Utilize data from state, regional, national and international workforce initiatives on an ongoing basis. • Patricia Moulton PhD presented at the July Board Meeting; 2010 Snapshot of ND Health Care Workforce; ND Nursing Needs Study and Related Projects 2010. • July 2011- reported on the High School Student Survey. • July 2011 – Patricia Moulton, PhD presented

		the results of the Year 9 Nursing Needs Study. Surveys this year related to the North Dakota Nursing Education Consortium and use of technology, simulation equipment and HS Student Survey. 2. Provide an annual report on the recommendations from the Nursing Needs Study to healthcare organizations. • Nursing Needs Study research hosted on the UND Center for Rural Health Website and North Dakota Center for Nursing website. • 2010-2011 - NNS research reported to legislative committees. • All meetings attended by Staff and Board Members are identified on agenda of the regular BON meetings.
Goal 4: Board Member Leadership Is Effective		
1. Provide Board Members - opportunities for leadership development.	1. Design a structured format for Board Member role development.	1. FY 2010-2011 Evaluate the orientation process of the new Board members. • Board Orientation Manual revised. • Newly appointed Board Member attended Board staff and Disciplinary Review Panel orientation. • New board members offered the opportunity to participate in Disc Analysis with Excel Leadership of Bismarck. 2. Increase NDBON attendance and active participation at the state and national level. • President and ED attended NCSBN Delegate Assembly and Mid-Year Meeting 2010-2012. • Board Members attended the 2010 -2012 NDNA Annual Meeting and ND Health Care Association Annual Meeting. • 2010 North Dakota Organization of Nurse Executives and Colleges & University Nursing Education Administrators. • Executive Director & one Board Member on the CFN Board. • Executive Director appointed for a two year term to the APRNs Committee of National Council of State Boards of Nursing. • Executive Director elected as a member at large to the Board of the Nurse Licensure Compact Administrators. • 2011-2012 Associate Director provided assistance to other member boards interested in utilizing the Taxonomy of Error Root Cause Analysis Practice - Responsibility tool. 3. FY 2010-2013 Increase knowledge of fiduciary responsibilities.

		4. FY 2011-2012 Improve clarity of role development and job descriptions. 5. FY 2011-2012 Develop a Board succession plan for the future.
Goal 5: Nursing Regulation is Enhanced Through Responsive Infrastructure		
1. Be proactive and innovative in addressing information management needs.	1. Study the capability and capacity for enhancement of information management.	1. FY 2010-2011 review necessary revisions to the Bylaws to establish a Technology Committee. • Revisions adopted May 2010 Board Meeting. 2. FY 2010-2011 Conduct an external review of current information management systems. • Technology Committee met on December 9, 2010; January 19, March 31, 2011. • Recommended technology update to board room, paperless system for board meetings with a member's only side of the website. Approved by Board May 2011. • Board Members and Staff received an orientation to use of their board assigned laptop at the September 2011 meeting. • The first paperless board meeting was held November 2011. • Installed Audio-Visual equipment in the Board Room in fall 2011. All board members and staff received a laptop with accessories for accessing the Board Agenda Packet and all agendas and minutes for committees on the members' only side of the website as of September 2011.
	1. Establish a systematic technology management processes.	1. Establish a prioritized plan for technology infrastructure based on the results of the external review. • Technology Committee met on December 9, 2010; January 19, March 31, 2011, October 27,December 8, 2011; February 16 & June 7, 2012. • Recommended technology update to board room, paperless system for board meetings with a member's only side of the website. Approved by Board May 2011 and completed September 2012. • January Board Meeting 2011 was broadcast over the BTWAN and IVN systems to numerous locations from Technology Center at BSC. • January Board Meeting 2012 was broadcast over the BTWAN and IVN systems to numerous locations from the Board Room. • Numerous meetings and conference calls have been conducted utilizing the Polycom System in the Board Room. • Board staff received an updated computer

		system and server as of July/August 2011.

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.

Out of State Students Practicing in North Dakota
2011 – 2012

Type of Program/Student*	**Numbers of students**				**Percentage for program type**	***Change from 2010 to 2011***
	Summer 2011	**Fall 2011**	**Spring 2012**	**Total**		
Certificate PN	0	0	0	0	N/A	N/A
ASPN/AASPN	123	149	209	481	68%	+17
ADN	0	62	30	92	13%	-56
BSN	26	27	57	110	15%	-57
CRNA	2	4	4	10	1%	+5
FNP/CNS	1	1	11	13	2%	-6
CNM	0	1	1	2	0.3%	+1
DNP	0	2	2	4	0.7%	+4
TOTAL	**152**	**246**	**314**	**712**	**100%**	**-92**

**Note that Concordia College is approved by the ND Board of Nursing. Therefore, Concordia College nursing students are not included in the above figures.*

As evidenced above, the 3 significant changes this past year over the previous year are these:

- Decrease in total number of ADN (RN) students, primarily in spring semester 2012, as compared with spring semester 2011.
- Decrease in total number of BSN (RN) students, primarily in summer session 2011 and fall semester 2011, as compared with those same periods in 2010.
- Decrease in *total* number of students by almost 100, as compared to the previous year.