

| Volume 14 | Number 1 | Winter 2016 |

DAKOTA NURSE

C O N N E C T I O N



**North Dakota Center for
Nursing Participates in
Giving Hearts Day**

**South Dakota Board of Nursing
Proposed 2016 Legislation
Summary of the Key Provisions**

Your Calling. YOUR PLACE.

You chose a career in health care because you felt called to serve. We understand and share your calling. Sanford has excellent opportunities for RN's and LPN's in a variety of settings.

At Sanford Health you can:

- Enjoy flexible hours
- Join a team that delivers the highest quality of care to patients and the communities we serve
- Work for a leader in the health care industry
- Become part of an organization that recognizes the value of family

We offer:

- Competitive salary
- Comprehensive benefits package

For more information on our current openings, visit sanfordhealth.org and search careers.

SANFORD[®]
HEALTH

DAKOTA NURSE

C O N N E C T I O N

WINTER 2016

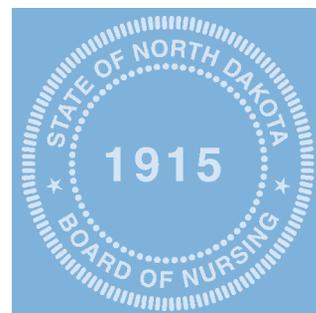
EDITION 53

9 North Dakota Center for Nursing Participates in Giving Hearts Day

12 Nursing Education Loan Program

23 South Dakota Board of Nursing Proposed 2016 Legislation Summary of the Key Provisions

26 Nursing Scholarship Recipients Announced



SOUTH DAKOTA HIGHLIGHTS

- 4 Message from the Executive Director
- 19 South Dakota Board of Nursing Meeting Highlights
- 20 South Dakota Board of Nursing implemented the Medication Aide Registry in 2015.
- 22 The Nurse Licensure Compact and APRN Compact

NORTH DAKOTA HIGHLIGHTS

- 5 Message from the Executive Director
- 7 North Dakota Board Highlights
- 8 Get to Know a New Appointed Board Member
- 10 Frequently Asked Questions License by Endorsement

Dakota Nurse Connection circulation includes over 28,000 licensed nurses, hospital executives and nursing school administrators in North and South Dakota.



pcipublishing.com

Created by Publishing Concepts, Inc.
David Brown, President • dbrown@pcipublishing.com
For Advertising info contact
Victor Horne • 1-800-561-4686
vhorne@pcipublishing.com

ThinkNurse.com

The *Dakota Nurse Connection* is published by the South Dakota and North Dakota Boards of Nursing.
Direct *Dakota Nurse Connection* questions or comments to:

South Dakota Board of Nursing,
4305 S. Louise Ave., Suite 201, Sioux Falls, South Dakota 57106-3115 • 605-362-2760

North Dakota Board of Nursing,
919 S. 7th Street, Suite 504, Bismarck, North Dakota 58504-5881 • 701-328-9777



A message from the Executive Director

Gloria Damgaard, RN, MS, FRE
South Dakota Board of Nursing

Season's Greetings to all of our readers of the Dakota Nurse Connection. We hope 2015 was a good year for you and wish you all the best in the coming year. The New Year is shaping up to be a busy one for the Board of Nursing. The focus of my message this quarter is to update you on the upcoming legislative activities of the Board.

The 2016 Legislative Session is fast approaching with a January 12, 2016, start date. The Board of Nursing will introduce an agency bill that will seek to amend SDCL 36-9. The intent of the legislation is to update the language of the Nurse Practice Act to reflect current operations of the board and current nursing practice. Additionally, we will propose a new Nurse Licensure Compact. The newly revised compact removes identified barriers for additional states to join. The compact serves to expand the mobility of nurses and the use of advanced communication technologies as part of our nation's health care delivery system. There are approximately 14 states across the country that will introduce legislation to enact the new Nurse Licensure Compact in 2016. At least half of these states have not been a party to the previous compact. The new compact will take effect when either 26 states

have joined or on December 31, 2018, whichever is sooner. The current compact will remain in effect until the new one is enacted. We will keep you posted on the status of the new nurse licensure compact across the country. A summary of the key provisions of the New Nurse Licensure Compact can be found in this edition of the DNC.

In addition to the new nurse licensure compact, one of the major amendments to SDCL 36-9 is an update to the scope of registered and licensed practical nursing practice in South Dakota. These statutes have not been updated since 1976 for LPNs and 1986 for RNs. The new statutes are reflective of the model statutes developed by the National Council of State Boards of Nursing. They reflect current nursing practice which is neither expanded nor limited by the revisions. We are seeking to include the definition of comprehensive nursing assessment for RNs and focused nursing assessment for LPNs.

Another change we hope to accomplish is to modify the composition of the Board members to include seven RNs, two LPNs and two public members. The rationale for this change is to more closely align board representation with the population of RNs and LPNs in SD. There are currently

16,722 RNs and 2,519 LPNs in our state.

One of the other important amendments to the Nurse Practice Act is to revise SDCL 36-9-49(4) to read, "committed alcohol or drug related acts or offenses that interfere with the ability to practice nursing safely." We are also proposing a revision to SDCL 36-9-49(10) to change the language "been guilty of incompetence" to read, "engaged in unsafe nursing practice, substandard care," or unprofessional or dishonorable conduct.

This is a summary of the major changes we are proposing to the Nurse Practice Act, SDCL 36-9. We will post a link to the bill on our website after January 12, 2016, if you would like to review the entire bill. <http://doh.sd.gov/boards/nursing/New.aspx>

On behalf of the Staff and Members of the South Dakota Board of Nursing, we wish you all a very happy and prosperous year in 2016.

Sincerely,

Gloria Damgaard, RN;MS
 Executive Director



A message from the Executive Director

Stacey Pfenning, DNP, APRN, FNP
North Dakota Board of Nursing

Greetings and welcome to the Winter edition of the *Dakota Nurse Connection*, the official publication of the North Dakota Board of Nursing (NDBON).

During the Holiday season, Board of Nursing staff worked to finalize 8,446 licenses for ND nurses. One hundred percent of these nurses successfully completed renewal online. The table below depicts the 2016-2017 license renewal period reflecting LPN, RN, and APRN/SPRN renewals, as well as those **not** renewed. For the 2016-2017 license renewal period, renewals increased 12% in comparison to the 2015-2016 renewal period. The Board noted a 1% increase in LPN renewals, 14% increase in RN renewals, and 19% increase in APRN renewals. During the 2016-

2017 renewal period, 16% of licensees did **not** renew, which is an increase from the 14% **not** renewed during the 2015-2016 period. Since the prior renewal period, Montana entered into the Nurse Licensure Compact, which contributes to a portion of licensee's not renewing in ND. To verify nurse licensure and renewals, visit www.ndbon.org.

In November, the NDBON welcomed **one new LPN Board member**. Governor Dalrymple appointed Wendi Johnston of Kathryn, ND to fill the newly available Board position. Wendi is introduced in this publication, and I invite you to read more about her professional background.

In November, the Board approved to initially adopt the proposed rule revision

to NDAC title 54 section 54-05-03.1 Advanced Practice Registered Nurses related to the prescription drug monitoring program for public hearing January 21, 2016 at 1:30 p.m. In December, the ND Center for Nursing, in collaboration with the Board of Nursing, held two public conference calls for comment on the draft rules.

In the Spring of 2016, the Board and staff will be in touch to provide regulatory updates and publications in the next edition of the *Dakota Nurse Connection*.

Sincerely,

Dr. Stacey Pfenning DNP
 APRN FNP

2016-2017 License Renewal Period	TOTAL RENEWED	NOT RENEWED (does not include those that indicated they would not be renewing)	INDICATED TO NDBON THEY WOULD NOT BE RENEWING
LPN	1462	558	34
RN	6411	921	39
APRN/SPRN	573	70	4
**TOTAL	8446	1549	77



Mission
 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.

Telephone Lines Busy? Use E-mail!

You can contact anyone at the Board of Nursing by e-mail.

North Dakota Board of Nursing Officers and Members

PRESIDENT

Daniel Rustvang, RN, Grand Forks

VICE PRESIDENT

Jane Christianson, RN, Bismarck

TREASURER

Clara Sue Price, Public Member, Minot

- Paula Schmalz**, APRN, Fargo
- Janelle Holth**, RN, Grand Forks
- Michael Hammer**, RN, Velva
- Mary Beth Johnson**, RN, Bismarck
- Bonny Mayer**, LPN, Minot
- Wendi Johnston**, LPN, Kathryn

BOARD STAFF

E-MAIL ADDRESSES

Stacey Pfenning DNP, APRN, FNP, Executive Director	spfenning@ndbon.org
Tammy Buchholz, MSN, RN, CNE, Associate Director for Education	tbuchholz@ndbon.org
Melissa Hanson, MSN, RN, Associate Director for Discipline	mhanson@ndbon.org
Patricia Hill, BSN, RN, Assistant Director for Practice & Discipline	phill@ndbon.org
Julie Schwan, Adm Services Coordinator	jschwan@ndbon.org
Gail Rossman, Technology Specialist	grossman@ndbon.org
Sally Bohmbach, Administrative Assistant	bohmbach@ndbon.org
Kathy Zahn, Administrative Assistant	kzahn@ndbon.org

NORTH DAKOTA BOARD OF NURSING 2015/2016 BOARD MEETING DATES

- July 16, 2015 Annual Meeting
- September 9, 2015 Board Retreat
- September 10, 2015 Board Meeting
- November 19, 2015
- January 27, 2016
- March 10, 2016
- May 19, 2016
- July 21, 2016 Annual Meeting

As a service to the citizens of North Dakota, the Board of Nursing provides a PUBLIC FORUM during each board meeting. This is a time when anyone may address the board about any issue regarding nursing. Prior notification is not necessary. Individuals will be recognized in the order of their signature on a roster available at the board meeting. The time of the Public Forum for the 2015-2016 board meetings is 11:00 a.m. the day of the board meeting.

PROVISION of HIGH QUALITY NURSING CARE

A series of Educational Presentations
 Sponsored by the North Dakota Board of Nursing

PURPOSE: To provide an opportunity for students, registrants, and licensees to keep current on regulatory issues in the nursing profession.

AVAILABLE TOPICS:

- * Nurse Practices Act (NPA)-online, free
- * Violations of NPA
- * Emerging Issues in Nursing (Social Media & Maintaining Mental Health in Nursing)
- * Standards of Practice & Code of Ethics

BENEFITS:

- * Cost effective – we'll come to you
- * Individualized – to meet your needs
- * Current and up-to-date information
- * CE credits with every presentation

PRESENTERS:

Patricia Hill, BSN, RN
 Stacey Pfenning, DNP, APRN,
 Family Nurse Practitioner

Length of Presentation(s): 60 minutes each.
 Fee: \$100 per presentation plus mileage.
 Contact Hours: One contact hour each, except Standards of Practice and Code of Ethics is 2.3 contact hours.
 Delegating Effectively is 2 contact hours.
Approved by the North Dakota Board of Nursing.

NURSES *Have you moved recently?*

Update your address on the N.D. Board of Nursing Web site: www.ndbon.org
Choose Demographic Updates under Nurse Licensure

NORTH DAKOTA BOARD OF NURSING "CARDLESS" FOR PUBLIC SAFETY Wallet licensure cards are no longer issued for:

- RN & LPN Renewal License by Examination
 - License by Endorsement
 - UAP/Technician/Medication Assistant III
- www.ndbon.org

LICENSURE VERIFICATION

North Dakota License Verification Options

The North Dakota Board of Nursing provides the following options for individuals attempting to verify a ND nursing license:

- North Dakota Board of Nursing Website – go to www.ndbon.org and choose "Verify."
- Nursys® Nurses' Verification. For participating states, go to www.nursys.com. Choose Licensure QuickConfirm.
- E-notify – database for verification of licensure at nursysenotify@ncsb.org

NORTH DAKOTA BOARD HIGHLIGHTS

September 2015

- Diane Gravely, LPN Board Member, resigned her position on the board September 4. The governor's office will appoint an LPN to fill the remainder of her term. Any LPNs interested in the position should apply to the governor's office. The position has been posted to the NDBON and ND Center for Nursing website.
- Accepted Turtle Mountain Community College notification of major programmatic changes for the AASPN Program as the program has full approval from the ND Board of Nursing and the programmatic changes are in compliance with NDAC 54-03.2-06-02.
- Approved the proposed revisions to the "Survey Process for Nursing Education Programs" document to reflect changes to the ND Administrative Code Effective April 1, 2014 and NCSBN Guidelines.
- The Board reviewed NCLEX Pass Rates for 2013-2014 and 2014-2015 fiscal years. For 2014-2015, ND NCLEX-PN pass rate was 94.08% as compared to the national average of 84.16%, and ND NCLEX-RN pass rate was 92.26% as compared to the national average of 82.53%.
- Approved the request to write off the \$803.39 Nursing Education Loan (NEL) for Laura Jacobsen as uncollectable.
- Allowed employment credit for Amanda Dockter's NEL for hours practiced as an LPN after completion of her RN program and approved a deferment on any remaining balance through 2/1/2015.
- Directed the Nursing Education Committee to review NEL policies related to employment credit after completion of the nursing program for recommendations to the Board.
- The Board reviewed a notification from the ND Department of Health related to HB 1370 that requires a facility at which mammography examinations are performed to provide written patient notification in the event that they categorize a patient as having heterogeneously dense breasts or extremely dense breasts. The Department is also required to notify certain regulatory boards of this requirement.
- The Board reviewed the Administrative Process for Collaborative Agreements according to NDCC 43-15-31.4 for the ND Board of Pharmacy in which new language has been added to include APRN providers. The NDBON and Board of Pharmacy will receive the Collaborative Agreements when APRN providers are included in new agreements or added as personnel changes to existing agreements.
- The Board reviewed guidelines for use of the Prescription Drug Monitoring Program (PDMP), HB1149 which requires the board to adopt rules related to utilization of the PDMP for individuals authorized to prescribe or dispense controlled substances. The Board of Nursing and Board of Medical Examiners intend to do joint rule-making. The plan is to have the draft administrative rules prepared for the November meeting for Board consideration to approve for public hearing during January 2016 Board meeting.

NORTH DAKOTA BOARD HIGHLIGHTS

November 2015

- Board members welcomed newly appointed member Wendi Johnston, LPN of Kathryn, ND. Ms. Johnston has been appointed by the Governor to fill the unexpired term of Diane Gravely through June 30, 2016.
- Accepted the 2014-2015 Audit Report presented by Eide Bailly.
- The Nursing Education Committee recommended the board:
 1. Find Sitting Bull College Associate of Science Practical Nursing Program in substantial compliance with ND Administrative code 54-03.2.
 2. Grant full approval of the Sitting Bull College ASPN program until November 2020.
 3. Require the Sitting Bull College Nursing Program Administrator to submit a compliance report with the 2015-2016 Annual Education report to address the following issues of partial compliance with NDAC 54-03.2-02-05 Nursing Program Evaluation and NDAC 54-03.2-02-06 financial support.
 4. Find University of North Dakota Department of Nursing in substantial compliance with ND Administrative code 54-03.2.
 5. Grant full approval of the Baccalaureate and Graduate Nursing Program until November 2020, and require an onsite survey in 2020.
 6. Require the University of North Dakota Nurse Administrators to submit a compliance report related to 54-03.2-02-03. Nursing Education Program organizational design by May 19, 2016 board
- Cited Turtle Mountain Community College AASPN program for violation of NDAC 54-03.2-07-01.1 performance of graduates on licensing examination

continued on page 8

continued from page 7

and require TMCC AASPN program to submit the following:

- A plan to the Board by January 15, 2016 identifying contributing factors to pass rates below the standard and correction of any identified deficiencies: and
 - A periodic progress report detailing the implemented changes and evaluation of results. First progress report must be submitted with the pre-survey report for upcoming scheduled survey.
- Approved the request to extend the current NDSCS AASPN & ASN program approval from March 2016 to May 2016 as they have full approval

according to NDAC 54-03.2-07-03.

- Approved the request to extend the current University of Mary BSN & MSN program approval from May 2016 to November 2016 as they have full approval according to NDAC 54-03.2-07-03.
- Accepted applications for NEL for refresher course students using funds from the declined award for the remainder of 2015-2016.
- Board ratified nursing practice hours for care of family members for the following:

Gackle, Linda
R14279
2015 hours -135
2014 hours - 135

- Initially adopted the proposed rule revision to NDAC title 54 section 54-05-03.1 Advanced Practice Registered Nurses related to the prescription drug monitoring program for public hearing scheduled for January 21, 2016 at 1:00 p.m.
- Moved the March meeting date from March 17th to March 10th 2016 due to a conflict with NCSBN Midyear meeting dates.
- Replaced Diane Gravely with Wendi Johnston, LPN on the Nurse Practice Committee and the Program Monitoring Committee.

Get to Know a New Appointed Board Member

Wendi Johnston



Wendi Johnston

In an effort to familiarize North Dakota nurses with Board Members, Message from a Board Member presents Wendi Johnston in this issue. Wendi is from Kathryn.

When were you appointed as a board member?

October 2015

Why did you decide to become a board member?

I am dedicated to bringing safe quality care to the patients in ND and feel that being a part of the NDBON I will be able to help insure the nurses practicing in our state uphold those qualities. I also have always been interested in the behind the scenes policy making aspect of the board.

What is your nursing background?

I graduated from BSC in 2012 since that time I have worked in many

aspects of nursing. I started as a nurse working with medically fragile children and then moved on to become a nurse manager in an assisted living facility for a couple of years. I am now a travel nurse that fills in when there are nursing shortages in hospitals and nursing homes. I also provide home health nursing to help allow patients the ability to stay in their own homes as long as possible.

What do you feel you can bring to the Board of Nursing?

I feel with my diverse nursing background I can bring different aspects of the profession to the board. If an issue comes up concerning a particular nursing situation I can say, Hey, I have probably been in this situation and this is what should have happened or not.

What is one of the greatest challenges of being a board member?

At this point that is a difficult question to answer as I have only participated in one meeting thus far. I would have to say one of the

greatest challenges would be in the disciplinary process, praying you make the right decision as someone's license is hinging on it, as well as the safety of the patients.

How would you describe your experience (so far) as a board member?

It has been a positive and rewarding experience. The other board members have been very welcoming to me and have assisted whenever I had a question or needed to be brought up to speed on a particular aspect of board procedure.

What would you say to someone who was considering becoming a board member?

Why not? Becoming a board member is a selfless act in many ways and it also testifies to the character of nurses. When you become a board member you are dedicated to making our profession better and ultimately safer for the patients that rely on the excellent care only a nurse can give. If these aspects of the nursing field are in your heart then I would say you are an excellent candidate for the board of nursing.



North Dakota Center for Nursing Participates in Giving Hearts Day

The North Dakota Center for Nursing will once again participate in Giving Hearts Day, held February 11, 2016. Giving Hearts Day is a 24-hour fundraising effort hosted by the Impact Foundation, and the Alex Stern Family Foundation for organizations in North Dakota and Western Minnesota. Each year the campaign raises millions of dollars.

This year, the North Dakota Center for Nursing will celebrate its past and look towards the future. As the North Dakota Center for Nursing prepares to celebrate its fifth anniversary, the theme for this year is appropriately titled, "Back to Nursing's Future."

On February 11th, anyone will have the opportunity to log into www.impactgiveback.org to submit a donation to the North Dakota Center for Nursing.

The Dakota Medical Foundation is partnering with

the center to provide matching dollars. If the North Dakota Center for Nursing is able to raise \$4,000, the Dakota Medical Foundation will provide an additional \$4,000 in matching dollars.

In addition, the North Dakota Center for Nursing will be participating in the Giving Hearts Day/Vision Bank video contest. As Giving Hearts Day approaches, the North Dakota Center for Nursing will email out a link allowing nurses to vote for its video. This year's video winner will receive \$500. Everyone is encouraged to vote and share the voting link with their friends, family and co-workers.

Help this year's Giving Hearts Day be the most successful one yet! Visit impactgiveback.org on February 11th to support the North Dakota Center for Nursing's future and stay tuned for additional information.

Senior Care Unit
NOW OPEN

**GIVE
BACK
TO
LIFE**

We make a living by what we get,
but we change a life by what we give.

Join the team of amazing nurses at Prairie St. John's

Nursing Opportunities

- Student Loan Repayment Plan
- Continuing Education Benefits
- Reimbursement for License Fees
- Excellent Pay and Benefits

Learn more at prairie-stjohns.com

 **PRAIRIE ST. JOHN'S**
Get Back To Life

prairie-stjohns.com | Fargo, ND

Frequently Asked Questions

License by Endorsement

Q How do I endorse into North Dakota?

A You may endorse into North Dakota by completing the online application process for Initial License by Endorsement and submitting all the necessary documents listed under "To Apply." The License by Endorsement application is available on the website under Nurse Licensure.

Q How long is my initial license valid?

A Effective 4/1/2014, applicants for initial licensure by endorsement or examination shall receive a license expiring on 12/31 of the following year as part of the application fee.

Q Does North Dakota require an FBI background check or criminal history record check for nurses?

A YES. All individuals seeking reinstatement, reactivation, or initial licensure as a nurse in the state of North Dakota must submit, along with the other requirements for licensure/registration, the required documents and fee to BCI for the purpose of obtaining a Criminal History Record Check (CHRC) from the Bureau of Criminal Investigations (BCI) and the Federal Bureau of Investigations (FBI).

Q How do I obtain verification of licensure status from ND if I am moving to another state?

A Go to the Nursys website at www.nursys.com. From this site you may complete the process online with a credit card. Follow the instructions on the website or form. The online process will allow the state to which you are moving to obtain the required ND verification information from the Nursys

system after you apply.

Q Are records from other nursing boards required?

A Yes. We require license verification from your original state of licensure. Most Boards of Nursing use the Nursys system for license verification. To see which Boards of Nursing participate in Nursys please go to www.nursys.com and choose "Nurse License Verification for endorsement participating board of nursing."

If your original state of licensure does not participate in Nursys, you will need to complete the "Verification of Licensure" form and forward the form to your original state of licensure. Most states charge a fee for completing a verification form. Please contact the appropriate state for proper fee information.

If you do not hold an active license in your original state of licensure, you are required to submit a second verification of licensure form from the state in which you hold an active license and were most recently employed.

Q How long is the process?

A Once all of the paperwork and fee is received in our office, the process will take about 7 to 10 days. A temporary permit will be issued once the board office has received the application, fee, and either an official transcript from your school of nursing or Verification of licensure.

Q How do I check the status of my endorsement application?

A To track the progress of your application, choose "Application Status" under "Nurse Licensure" at www.ndbon.org - those items listed without dates next to them have not been received in our office yet. You may also check the Board's website at www.ndbon.org and choose "Verify" to

see if your license has been issued. If it has not been issued, you may email the Board office by choosing "Contact Us" at the top of the website.

Q How long does an incomplete endorsement application stay active in the NDBON files?

A Incomplete endorsement applications remain active for one year from the date they are initially received in the NDBON office.

Q What is the average length of time for a nurse who is licensed in another jurisdiction, and who meets ND's criteria for licensure, to receive a temporary permit to practice nursing in ND?

A Once the application for licensure by endorsement, endorsement fee, and the official transcript from the school of nursing or verification of licensure is received in the board office, a temporary permit is usually issued within 3-5 days.

Q Can I be granted a temporary permit for license by endorsement while waiting for the results of the CHRC?

A Yes. The board may grant a 90-day non-renewable temporary permit to an applicant for initial licensure by endorsement who has applied for a CHRC provided the applicant has met all other requirements for the temporary permit.

Q How long does a temporary permit remain active?

A Temporary permits are issued for 90 days.



ADVANCE YOUR NURSING CAREER

With locations in Fargo and Bismarck, North Dakota, the NDSU School of Nursing offers small class sizes, experienced faculty and an excellent value.

Our programs include:

- Pre-licensure BSN program
- LPN to BSN blended online program
- Doctor of Nursing Practice (BSN to DNP)/ Family Nurse Practitioner program
- New RN to BSN online program

NDSU tailors its programs to both full-time students and working professionals.

ndsu.edu/nursing



AANIIH NAKODA COLLEGE
"GROW OUR OWN"

Aaniiih Nakoda College on the Fort Belknap Indian Reservation is seeking a Nurse Education Director and Instructor (see www.ancollege.edu for position descriptions).

Aaniiih Nakoda College is located along the "hi-line" in north central Montana, along the last paved road before Canada. We are remote, frontier, 40 miles from the nearest stoplight and 3 hour drive to the nearest international airport. We need circuit-riding nurse educators who could travel to remote clinical sites with our Aaniinen and Nakoda students through inclement weather, only to return to our state of the art Simulation laboratory for the technological education necessary for nurses in the 21st century. "Grow Our Own" is community driven by the life ways of the Tribes and focuses on the Medicine Wheel paradigm. Making a difference; uplifting the health of a peoples whose health outcomes are some of the lowest in Montana; thrive on challenges, like the wide-open spaces, and remoteness. If these words speak to you-please apply.

- Emergency Department
- 5th Floor Telemetry
- ICU/SCCU
- General Surgical
- Med/Surg/Ortho
- Rehab
- Float Pool
- Psychiatry
- NICU
- Family Birthing Center
- Women & Children
- Oncology/Renal
- Renal Dialysis
- Surgery
- Same Day Surgery
- Ambulatory Procedures
- Case Management
- Clinic Office Nurses
- Nurse Practitioners



What is it about Altru?

*Four simple words guide the actions of our employees.
Improving Health, Enriching Life*

Achieve your goal of helping others when you start your career with Altru Health System in Grand Forks, ND. Altru, a progressive, non-profit, integrated health system offers a comprehensive benefits package to all of its full and part-time employees. Altru has great nursing opportunities for experienced nurses and new graduates!

I AM ALTRU

"A small act of kindness can have a huge impact on a person's day!"

- Bethany | Registered Nurse



For information on opportunities within Altru Health System, call 701.780.5107 | hr@altru.org | altru.org/careers | [LinkedIn](#)

Nursing Education Loan Program

Below are highlights of the Nursing Education Loan program.

- To the extent funds are available the education loans will be made in the following amounts:
 - \$1000 for the non-degree licensed practical nurse student.
 - \$2000 for the associate degree practical nurse student and the associate degree registered nurse student.
 - \$3000 for the baccalaureate registered nurse student.
 - \$4000 for the master’s degree in nursing including the post-master’s certificate.
 - \$5500 for the doctoral graduate student.
 - Refresher course students may receive a loan of not more than the cost of the course.
- The funding for the program is \$10.00 per renewal fee which typically amounts to approximately \$70,000 - \$80,000 annually.
- Applications are accepted annually beginning March 1st with a deadline of July 1st.
- The awards are made annually and reapplication may occur annually if the applicant has not received the total loan amount.
- The awards for undergraduates are disbursed from the Board of Nursing to the financial aid office in one payment each fall (or upon acceptance into the nursing program), for distribution to the recipient as determined by the financial aid office.
- The awards for the graduate students are made directly to the recipient.
- No changes have been made to the repayment portion of the program.
- A recipient receives \$1.00 credit toward repayment of the loan for every hour they are employed in nursing in the state of ND after program completion.
- Our records indicate a vast majority of nursing education loan recipients take advantage of this option, and do remain in the state of ND for employment after graduation.
- Application forms are available on the North Dakota Board of Nursing website at <https://www.ndbon.org/forms.asp> scroll down to Nursing Ed Loan.

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:	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	Count	Amount	Count	Amount	Count	Amount	Count	Amount	Count	Amount
LPN Certificate Program	1	\$1000	1	\$530	1	\$550	1	\$800	1	\$800
LPN Associate Degree Prog	1	\$1000	0	0	4	\$4000	3	\$3200	3	\$3360
RN Associate Degree Program	5	\$10,000	1	\$1060	11	\$10,550	9	\$13,600	4	\$5760
RN Baccalaureate Degree Prog	15	\$21,548	31	\$32,330	26	\$30,900	19	\$28,640	27	\$45,456
Master’s Degree Program	10	\$24,600	23	\$36,358	14	\$19,300	16	\$32,950	12	\$25,386
Doctoral Program	7	\$16,125	9	\$10,989	12	\$18,400	8	\$21,000	6	\$11,748
Refresher Course	0	0	0	0	0	0	0	0	0	0
Total	39	\$74,273	65	\$81,267	68	\$83,700	56	\$100,190	53	\$92,510



NCSBN Provides Nursys e-Notify Free of Charge to Nurse Employers

Chicago – The National Council of State Boards of Nursing (NCSBN) will now provide automatic licensure, discipline and publicly available notifications quickly, easily, securely and free of charge to institutions that employ nurses or maintain a registry of nurses through **Nursys e-Notify**.

Nursys is the only national database for licensure verification, discipline for registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs). Nursys data is pushed directly from participating boards of nursing's (BONs) databases through frequent, secured updates. Nursys is live and dynamic, and all updates to the system

are reflected immediately.

Nursys is designated as a primary source equivalent database through a written agreement with participating BONs. NCSBN posts licensure and discipline information in Nursys as it is submitted by individual BONs.

Institutions who subscribe to this innovative service do not have to proactively seek licensure or discipline information about their nurses because that information will be sent to them automatically. The e-Notify system alerts subscribers when modifications are made to a nurse's record, including changes to:

- License status;
- License expirations;
- License renewal; and

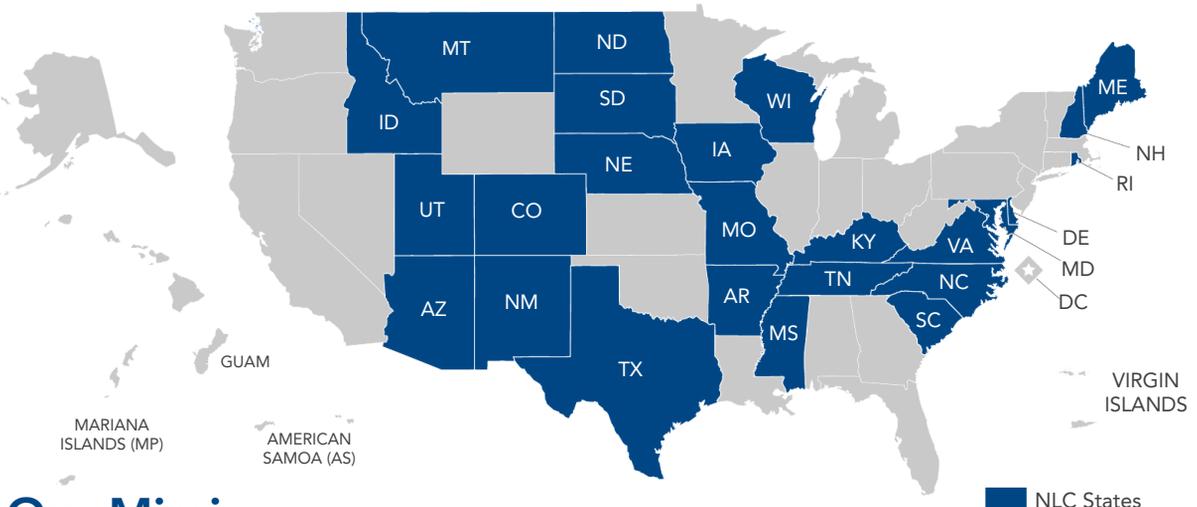
- Public disciplinary action/resolutions and alerts/notifications.

If a nurse's license is about to expire, the system will send a notification to the institution about the expiration date. If a nurse was disciplined by a BON, his/her institution will immediately learn about the disciplinary action, including access to available documents.

Institutions can learn more about Nursys e-Notify by viewing an introductory video at www.nursys.com.

For questions, contact nursysenotify@ncsbn.org.

^[1] Except Alabama, Hawaii, Kansas and Oklahoma.



Our Mission

The Nurse Licensure Compact advances public protection and access to care through the mutual recognition of one state-based license that is enforced locally and recognized nationally.

An Open Letter to Dr. Linda Shanta

Linda,

It is November. I am once again here at the North Dakota Board of Nursing meetings. As I listen to Dr. Stacey Pfenning and Tammy Buchholz present to the Nursing Education Committee their findings on their recent program survey of Sitting Bull College I find myself reflective and thankful.

Fourteen years ago I naively took on starting a new nursing program. Among the advice I was given was the warning that Dr. Shanta (the nursing education director at the North Dakota Board of Nursing) would be so difficult to work with.

What I found instead was a wonderful mentor. I was granted the privilege of learning from and being challenged to grow by this very conscientious nurse advocating for North Dakota residents, nursing, and even for me in my new role.

I want you to know that your time, patience, and all the many questions you answered continue to impact North Dakota citizens, nursing, and me. Today as I listen to Tammy I see the fourth successor to your position since I met you. Every one of these nurses has come to Sitting Bull College as their first program survey. They have come very unsure and with lots of questions and lots of ideas. So I share what you taught me and what I learned.

Linda, today Sitting Bull College will receive five years. We are moving to sustaining the program. There is now a nursing education committee at the North Dakota Board of Nursing. Stacey is the executive administrator. The dialogue and ideas from working with Stacey and Tammy have been invigorating.

Five nurses have been impacted by your mentoring. AND – more importantly - every one that we touch continues to be impacted by you.

A very heartfelt **THANK YOU!!**

Dr. D'Arlyn Bauer
Director, Nursing Division
Sitting Bull College
Fort Yates, ND



Differences Between BON Approval and Accreditation

As background, licensure in nursing is a two-pronged system. In order for nursing graduates to be eligible to take the NCLEX, the U.S. nursing regulatory model dictates that the new nurse must show evidence of graduating from a BON-approved nursing program. By making students eligible to take the NCLEX, nursing faculty verify that nursing students are competent to practice. Therefore, nurse educators have enormous power in the licensure model in the U.S. BONs rely on each other to make sound program approval decisions so that mobility across jurisdictions can be as seamless as possible. There is no doubt that redundancy currently exists between program approval by BONs and national nursing accreditation. However, there are some important differences in BON approval and national nursing accreditation:

1. The missions of national nursing accreditations and BONs approval differ. Accreditors assess quality and continuous quality improvement and program effectiveness while BONs, with their mission of public protection, evaluate and enforce standards.
2. BONs are strategically positioned to assure that all of these programs meet standards. BONs are particularly in close touch with developing programs.
3. BONs, by virtue of being state/jurisdiction-based, have the unique opportunity of being able to understand the nursing education issues in that specific jurisdiction, as compared to national accreditors.
4. National nursing accreditors do not have statutory authority to close nursing programs that

don't meet standards, while BONs have this legal authority over nursing programs.

5. BONs are seeing increased numbers of new programs and routinely investigate fraudulent nursing programs, working closely with state agencies to issue cease and desist orders.
6. A BON's oversight of nursing education programs serves the public's best interest by curtailing programs that are shown to have high attrition and/or licensure exam failure rates.
7. BONs may share information about fraudulent programs

through conference calls and webinars, and are able to communicate with each other about questionable programs through NCSBN's members-only, Web-based program, the Falsified Identity Tracking System (FITS).

8. If there are sufficient grounds, BONs can act right away when there are problems with nursing programs. The national nursing accrediting agencies are reliant on their boards' of directors meeting twice a year to take action and therefore cannot act as quickly.

 UND UNIVERSITY OF
NORTH DAKOTA
COLLEGE OF NURSING & PROFESSIONAL DISCIPLINES

Embrace the incredible opportunities & rewards of educating nurses!

The UND Masters of Science, Nurse Educator track prepares graduates for faculty positions in nursing education programs and for planning and delivering staff and patient education.

- Accessible for the working professional
- Experienced faculty
- Full-time and Part-time options are available
- Online program with two required campus visits, orientation and a one week on-campus lab experience
- Strong clinical base. Graduates are eligible to sit for the NLN CNE exam
- Affordable – Online students receive in-state tuition

Application Deadline is May 1, 2016

Learn more at:

www.nursing.und.edu/programs/nurse-educator



North Dakota Board of Nursing: Distance Nursing Education Program Recognition

In 2011, the ND Board of Nursing implemented a distance nursing education program recognition for pre-licensure (leading to LPN, RN, APRN) nursing programs placing students in ND facilities. The Distance Nursing Education Program Recognition corresponds with ND Administrative Code 54-03.2-06-07 (7), "Distance nursing education pre-licensure programs provided in this state must meet the standards for nursing education according to article 54-03.2, and must apply for board recognition prior to clinical placement of students".

Distance nursing education programs are provided guidelines for this process and communication occurs with Board staff throughout the academic year. To qualify for recognition, the programs must do the following:

I. A request for distance nursing

education program recognition for the purpose of student clinical placement in ND facilities must be submitted to the NDBON by program administrator(s) 60 days prior to student activity in ND facilities. The following will be required initially and updated annually (each Fall):

1. Proof of Board of Nursing approval in the state in which the program(s) is headquartered; AND if applicable, proof of nursing program accreditation by a nationally recognized accrediting body.
 2. Program requirements for clinical faculty and preceptors.
 3. Proof of State Board of Higher Education exemption or authorization (see section III)
 4. Non-refundable \$300 recognition fee which designates approval for 1 academic year (Fall, Spring, Summer).
- II. Once NDBON recognition is granted, the distance nursing education program must submit the following information each semester prior to student activity in ND facilities.
1. Student name(s) and number of students at each facility.
 2. Syllabi for courses pertaining to current student clinical placement(s).
 3. Copies of written agreements with each ND facility accepting

students for the semester.

4. Brief resume for clinical faculty and preceptor (specify role). Current ND or compact license information for supervising faculty.
 5. Name of each facility accepting student(s) and verification of clinical availability from facility representative.
- III. All degree-granting post-secondary institutions offering on-site or distance education to ND students must seek authorization or exemption through the State Board of Higher Education. Refer to the ND University System site: <http://www.ndus.edu/system/state-authorization/>

The NDBON mission is to assure ND citizens quality nursing care through regulation of standards for nursing education, licensure, and practice. In collaborating with distance nursing education programs, the board is able to uphold the mission of patient safety within ND facilities.

For more information, please feel free to contact the ND Board of Nursing at www.ndbon.org

Dr. Stacey Pfenning
NDBON Executive Director



PASSION FOR THE PROFESSION OF NURSING

- Associate in Applied Science in Practical Nursing (2-year program)
- Bachelor of Science in Nursing Completion Program (BSN)
for LPNs or RNs who want to complete BSN degree
- Programs are ACEN accredited
- State-of-the-art Nursing Learning and Simulation Labs

NOW ENROLLING

701.483.2133
1.800.279.HAWK
www.dickinsonstate.edu





Trinity Nursing: A Leading Force for Change!

**Now Hiring LPNs & RNs in all specialties!
New Grads Welcome**

Be part of a Dynamic Progressive Healthcare System. As a nonprofit, fully-integrated healthcare system, our network of Doctors, Nurses, Hospitals, Nursing Homes, Clinics and other facilities has been recognized for its dedication to quality care and evidence-based practice. Recently Trinity has been awarded the distinction of being one of The Top 25 Connected Healthcare Facilities, and has become a member of the Mayo Clinic Care Network. We offer a competitive wage, benefits package, and Sign On Bonus! For a complete listing of available Nursing opportunities and to apply online, visit www.trinityhealth.org. or call the Nurse Recruiter at 701-857-5126.



Trinity Health is an EEO/AA/disabled individuals/veteran employer

Requiring National Nursing Accreditation: Strategies for BONs

Given recent calls for innovations in nursing education and for nurses to advance their level of education (Benner et al., 2010, Committee, 2011, NCSBN, 2009, NCSBN, 2010), the BONs' desires to consider a new model for the future (NCSBN, 2011), and the dialogue that took place at NCSBN's 2011 World Café meeting (NCSBN, 2012b), the time is ripe for BONs to work toward harmonizing their approval processes with national nursing accreditors.

Based on the evidence reviewed, NCSBN has recommended requiring national accreditation by 2020 (NCSBN, 2012a). This date is in line with the Institute of Medicine's Future of Nursing report, which recommends increasing the proportion of nurses with a baccalaureate degree to 80 percent by 2020 (Committee, 2011). If nurses from practical, associate degree or diploma programs graduate from nonaccredited programs, it will be more difficult, and sometimes impossible, for them to further their education.

In order for BONs to begin the process of requiring accreditation, below are the recommendations from NCSBN's Nursing Education Committee and suggestions for moving forward:

1. All BONs will have statutory authority over nursing programs.
2. All prelicensure nursing programs will be accredited by a national nursing accreditation agency recognized by the U.S. Department of Education by 2020.
3. It is helpful for each BON to crosswalk their rules/regulations with NLNAC's and CCNE's standards. NCSBN has some example crosswalks from other jurisdictions that can be shared.
4. BONs will still conduct initial approval of visits. Initial approval will include a feasibility study. The latter is specified in NCSBN's Model Education Rules.
5. BONs may accept national nursing accreditation for continued approval and would use accreditation self studies to decrease redundancy, though BONs may require additional data. BONs might make site visits for

continued approval, when deemed necessary.

6. For continued approval BONs will require the programs to share specified documents/reports with them.

Suggested reports to require include:

- a. From CCNE: Program self studies, program annual reports, continuous improvement progress reports (CIPR), substantive change notification and the action letter. If a BON decides to require team reports, it should also require program responses. See Overview of the CCNE Accreditation Process (Appendix VII) for a description of these reports.
 - b. From NLNAC: Program self studies, program annual reports, accreditation team letter, and substantive change reports. See Overview of the NLNAC Accreditation Processes (Appendix VIII) for a description of these reports.
7. If site visits are made for continued approval, it is recommended that they be made jointly with national nursing accreditors. BONs and accreditors making joint visits should refer to the Guidelines for Joint Prelicensure Nursing Program Visits (Appendix VI).
 8. To reduce redundancy, it is recommended that BONs use program annual reports, though BONs may require additional data.

References

- Benner, P., Sutphen, M., Leonard, V., & Day, L. (2010). *Educating nurses: A call for radical transformation*. San Francisco, CA: Jossey-Bass.
- Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing at the Institute of Medicine. (2011). *The future of nursing: Leading change, advancing health*. Washington, DC: National Academies Press.
- NCSBN. (2009). *Innovations in education regulation*. Retrieved from: www.ncsbn.org/Innovations_Report.pdf
- NCSBN. (2010). *National Council of State Boards of Nursing policy position statement*. Retrieved from, www.ncsbn.org/Policy_Position_Statement.pdf
- NCSBN. (2011). *A preferred future for prelicensure nursing program approval: Part I. Recommendations*. Retrieved from www.ncsbn.org/A_Preferred_Future_for_Prelicensure_Nursing_Program_Approval.pdf
- NCSBN. (2012a). *A preferred future for prelicensure nursing program approval: Part II. Strategies for moving forward*. Manuscript submitted for publication.
- NCSBN. (2012b). *World Café™ education meeting. Leader to Leader*. Retrieved from www.ncsbn.org/L2L_Spring2012_v4.pdf

<p>NOW RECRUITING Part-time and Full-time RNs, LPNs, CMAs and CNAs Choose your shifts, dates and locations!</p>	
<p>Prairie Travelers offers:</p> <ul style="list-style-type: none"> • Excellent wages/health benefits • Zero Assignment Cancellations <ul style="list-style-type: none"> • Flexible Scheduling • Varied Work Settings • Travel Reimbursement • Bonus Programs/Holiday Pay <ul style="list-style-type: none"> • Lodging Provided 	<p>Everyone deserves a job they love! Apply today and let Prairie Travelers customize a work schedule that meets YOUR needs.</p>
<p>Call: (406) 228-9541 Email: prnurse@nemont.net Visit: www.prairietravelers.com</p>	
<p>Providing travelers to health care facilities in MT, ND and SD since 2000.</p>	



MISSION STATEMENT

To safeguard life, health, and the public welfare, and to protect citizens from unauthorized, unqualified, and improper application of nursing education programs and nursing practices, in accordance with SDCL 36-9 and SDCL 36-9A.

South Dakota Board of Nursing Officers and Members

Kristin Possehl

President, RN Member, Brookings

Nancy Nelson

Vice-President, RN Member, Sturgis

Mary Schmidt

Secretary, LPN Member, Sioux Falls

Robin Peterson-Lund

APRN Member, Sioux Falls

June Larson

RN Member, Vermillion

Rebekah Craddock

Public Member, Sioux Falls

Sharon Neuharth

LPN Member, Burke

Betty Oldenkamp

Public Member, Sioux Falls

Deborah Letcher

RN Member, Sioux Falls

Darlene Bergeleen

RN Member, Wessington Springs

Next scheduled Board of Nursing Meetings, to be held in Sioux Falls, South Dakota:

Meeting date:

February 18-19

April 21-22

June 9-10

September 8-9

November 17-18

All licensure forms, the Nurse Practice Act and contact information is available on the South Dakota Board of Nursing Website at www.sdnursing.gov

Board Staff Directory

Gloria Damgaard, MS, RN, FRE

Executive Director

gloria.damgaard@state.sd.us / (605) 362-2765

Francie Miller, RN, BSN, MBA Nursing Program Specialist Compliance & Enforcement, Discipline	francie.miller@state.sd.us (605) 362-3545
Stephanie Orth, MS, RN Nursing Program Specialist Regarding Nursing Education, Nurse Aide Training	stephanie.orth@state.sd.us (605) 642-1388
Linda Young, MS, RN, FRE, BC Nursing Program Specialist Regarding Advanced Practice Nursing, Scope of Practice, and Nursing Workforce Center.	linda.young@state.sd.us (605) 362-2772
Erin Matthies Licensure Operations Manager	erin.matthies@state.sd.us (605) 362-3546
Robert Garrigan, Business Manager Regarding NCLEX Examination.	robert.garrigan@state.sd.us (605) 362-2766
Winora Robles Program Assistant	winora.robles@state.sd.us (605) 362-3525
Jill Vanderbush Licensure Specialist	jill.vanderbush@state.sd.us (605) 362-2769

DISCIPLINARY ACTIONS TAKEN BY THE SOUTH DAKOTA BOARD OF NURSING

SEPTEMBER 10 – 11, 2015

Wylie LeRoy Barnes - R033181	Voluntary Surrender
Ruth Ellen Burgers - R040572	Letter of Reprimand
Craig Robert Davelaar - IA RN116986	Voluntary Surrender of IA PTP in SD
Vickie Kae Ham - R040609	Voluntary Surrender
Dana Marie Hanson - R045246	Voluntary Surrender
Daniel Wade Harn - R030246	Voluntary Surrender
Betty Jean Nance - R014880	Letter of Reprimand
Laura Diane Huttner - R044866	Summary Suspension
Brenda Marie Doerr - R042995	Suspension
Leah N Wille - P011597	Suspension
James S. McNeely - CP000082	Letter of Reprimand

Attn: Medication Aide Exam Proctor Update available. See SDBON homepage for details <http://doh.sd.gov/Boards/Nursing/>

South Dakota Board of Nursing Meeting Highlights

November 2015

Board Officers:

- The South Dakota Board of Nursing elected the following members to serve as officers of the Board for 2016:
 - Kristin Possehl, RN, President
 - Nancy Nelson, RN, Vice-President
 - Mary Schmidt, LPN, Secretary

Education:

- The South Dakota Board of Nursing granted a motion to accept the site visit report as presented and continue probationary status for Western Dakota Tech Practical Nursing Program.
- The South Dakota Board of Nursing granted a motion to accept the annual report of the Clinical Enrichment Programs (CEP) as presented and approve each of the CEPs that applied for 2016 approval (SD Department of Health Correctional Care; Avera McKennan Hospital & University Center PDP programs; Rapid City Regional Health; Philip Health Services; Avera Sacred Heart Hospital; Avera St. Lukes; Sanford Health Clinical Enrichment; St. Michael's Hospital Avera; and SD Human Services Center).
- The South Dakota Board of Nursing approved the 2015 Nursing Education Scholarships for LPN's as presented.
- The South Dakota Board of Nursing accepted notification from Southeast Technical Institute of the achievement of national accreditation by the Accreditation Commission for Education in Nursing (ACEN) for the LPN-AAS Program through Spring 2020.

Practice:

- Online verification of nurse practitioner (NP) and nurse midwife (NM) collaborative agreements with a South Dakota licensed physician is now available at: <http://doh.sd.gov/boards/nursing/verificationlink.aspx>. Joint Boards of Nursing and Medical and Osteopathic Examiners approval is required for a NP and NM to practice overlapping scope of medicine, pursuant to SDCL 36-9A.
- The South Dakota Joint Boards of Nursing and Medical and Osteopathic Examiners approved the request for a modification to a nurse midwife's collaborative agreement to allow the performance of limited OB ultrasound.
- The Joint Board approved a request for a modification to a nurse practitioner's collaborative agreement to allow the performance of flexible nasal endoscopy, pharyngoscopy, and laryngoscopy procedures.

Licensure:

- An update was provided on the registration of unlicensed care providers. Nurses may only delegate medication administration, insulin administration, and dialysis care tasks to individuals registered with the South Dakota Board of Nursing as an Unlicensed Medication Aide (UMA), Diabetes Aide (UDA), or Dialysis Technician (UDT).
- All nurses have the option to self-enroll their license in Nursys e-Notify. Once enrolled, e-Notify will automatically send license expiration reminders and status updates to licensees.

<https://www.nursys.com/EN/ENDefault.aspx>

South Dakota Center for Nursing Workforce:

- The South Dakota Board of Nursing approved a request by the Aberdeen Sigma Theta Tau Rho11XI chapter for \$2000 to cover speaker fees for the leadership conference which supports the Center for Nursing Workforce's mission to promote the development of nursing leaders.

Pursuant to SDCL 36-9-17, the Board is required to meet annually and as often as may be necessary to transact its business. The Board of Nursing generally meets a minimum of five times each year. The following webpage can be accessed for a listing of scheduled board meetings <http://doh.sd.gov/Boards/nursing/Calendar.aspx>

Individuals interested in attending should check the Board website for dates, location, and time of upcoming meetings. The agenda will be posted onto this website 24 hours prior to the Board Meeting. All agenda items are due to Jill Vanderbush (jill.vanderbush@state.sd.us) at the Board no later than two weeks prior to a scheduled meeting. Minutes from a transacted Board meeting can be found on the Board website: <http://doh.sd.gov/Boards/nursing/Minutes.aspx>

Meetings are open to the public; however, SDCL 1-25-2 allows a public body to close a meeting for discussing employee or legal matters. For more information on open meeting law, please go to <http://atg.sd.gov/LinkClick.aspx?fileticket=37WWJqBso3c%3d&tabid=324&mid=811>

South Dakota Board of Nursing implemented the Medication Aide Registry in 2015.

After January 1, 2016, RNs and LPNs may delegate medication administration only to Medication Aides who are listed on the Board's Medication Aide Registry.

Rules adopted July 2014 in ARSD 20:48:04.01 require the South Dakota Board of Nursing to maintain a registry of individuals who have completed a Board approved 20 hour medication administration training program. Registration implies only that the individual has met the minimal training and testing requirements necessary to accept the delegated task of medication administration by a licensed RN or LPN while under nurse supervision. Registration does NOT imply that an individual has met moral, ethical, or legal standards; the Medication Aide Registry should not take the place of an employer's hiring screening process or background check.

January 1, 2016, the grandfathering process conducted in 2015 ends and it will be required that all newly trained medication aide applicants, or applicants coming from another state, take and pass the Medication Aide Exam in order to be placed on the South Dakota Medication Aide Registry.

Process to follow for Proctor Application and Accessing the Medication Aide Exam

- 1) After successful completion of medication aide training, the student must complete and submit an Application for Initial Registration to the Board of Nursing.
- 2) After successful completion of medication aide training, a test Proctor must be identified (often the RN trainer). The Proctor must have on file with the Board an approved Proctor Agreement Form and must adhere to guidelines set forth within it while overseeing the applicant's examination. The Proctor is responsible to keep the exam secure at all times.
- 3) Once the application for registration AND a Proctor Agreement have been received by the BON, the Proctor will be sent an e-mail regarding testing information.
- 4) After successfully completing the exam, the individual will be listed on the South Dakota Medication Aide Registry. Registration is valid for two years. Registrants should maintain current contact information.
- 5) It is the **registrant's**

responsibility to renew registration at the end of the two year period. If not renewed, the registration will lapse and will be removed from the registry; re-training and re-testing will be required before the individual will be allowed back onto the Medication Aide Registry.

- 6) If not successful on the first attempt, the applicant may retake the exam one time. If the applicant does not pass the retake, additional instruction (remediation) is required.

For more information and application information, please see <http://doh.sd.gov/boards/nursing/> For more about the examination requirement or the medication aide registry, please contact Linda Young or Winora Robles

2015-2016 South Dakota Medication Aide Written Examination Content Outline

The exam is comprised of 65 multiple-choice items; 10 are pretest items (non-scored) wherein statistical information is collected.

The "Pretest Med Aide" category is not included in the final score.

All information at this link should be reviewed during the medication aide training program instruction:

<http://doh.sd.gov/boards/nursing/assets/SDSpecificRequirements.pdf>

EARN YOUR Bachelor's Degree in Nursing FROM AUGUSTANA UNIVERSITY!

Offering both a Traditional and Accelerated Program option.



AU
AUGUSTANA
UNIVERSITY

2001 SOUTH SUMMIT AVENUE
SIOUX FALLS, SOUTH DAKOTA 57197

www.augie.edu

SOUTH DAKOTA MEDICATION AIDE EXAMINATION CONTENT OUTLINE

CATEGORIES CONTENT DOMAIN	WEIGHTING OF CONTENT DOMAIN	NUMBER OF ITEMS IN DOMAIN
CATEGORY I. GENERAL INFORMATION A. Governmental Regulations related to the practice of nursing, administration of medication, and the storage, administration, and recording of controlled substances	15%	8-9
CATEGORY II. MEDICATION SPECIFIC INFORMATION A. Medication administration systems B. Forms of medication C. Procedures and routes of medication administration oral, topical, inhalation, rectal, vaginal D. Medication references available	25%	13-14
CATEGORY III. DELEGATION & RIGHTS OF MEDICATION ADMINISTRATION A. The role of unlicensed assistance personnel in administering medications B. The rights of medication administration: right patient, right medication, right dose, right time, right route, right documentation C. Infection control policies and procedures	30%	16-17
CATEGORY IV. BODY SYSTEMS A. Overview of the major categories of medications related to the body systems, including: cardiovascular, endocrine, gastrointestinal, integumentary, musculoskeletal, nervous, reproductive, respiratory, sensory, urinary, immune	15%	8-9
CATEGORY V. ETHICS & MANDATORY REPORTING A. Mandatory Reporting to include knowledge of definitions of abuse, neglect, exploitation, and process to follow for reporting B. Ethical Issues	15%	8-9
TOTAL CONTENT DOMAIN	100%	55 ITEMS



At St. Cloud Hospital, our nurses have a voice!

Magnet designated since 2004, St. Cloud Hospital's Nursing Professional Practice Model is The Compass. The model gives nurses a decision-influencing voice, encourages professional growth, autonomy, community outreach and shared governance.

We use evidence-based practices and follow a model of patient- and family-centered care to improve the health of every patient, every day.

Through these elements and others, St. Cloud Hospital will be the leader in Minnesota for quality, safety, service and value.

We're Central Minnesota's largest employer and one of Minnesota's best places to work.

To join our caring team at St. Cloud Hospital, go to CentraCare.com/employment or call 800-835-6608

Thank you.





The Nurse Licensure Compact and APRN Compact

Unlocking Access to Nursing Care Across the Nation

Issue

Modern health care delivery requires that nursing care, today and in the future, be dynamic and fluid across state boundaries, but the 100 year-old model of nurse licensure is not flexible, adaptable nor nimble enough to best meet this need.

Solution

The enhanced Nurse Licensure Compact (NLC) increases access to care while maintaining public protection at the state level.

- The enhanced NLC, which is an updated version of the current NLC, allows for registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to have one multistate license, with the privilege to practice in their home state and other NLC states.
- There are currently 25 member states in the NLC.

Benefits of the NLC

Enables nurses to practice in person or provide telehealth nursing services to patients located across the country without having to obtain additional licenses.

- Allows nurses to easily respond to provide vital services in the event of a disaster.
- Facilitates online nursing education.
- Cost Effective Compact states issue multistate licenses that permit nurses residing in their state to provide care to patients in other NLC states.
 - Nurses do not have to obtain an additional nursing license(s), making practicing across state borders affordable and convenient.
 - The compact removes a burdensome expense not only for nurses, but also organizations that employ nurses and may share the expenditure of multiple licenses.

Proven, Safe and Efficient

- The NLC has been operational and successful for more than 15 years.
- All the safeguards that are built into the current state licensing process are required before a nurse is issued a multistate license.

- NLC has uniform licensure requirements so that all states can be confident the nurses practicing within the NLC have met a set of minimum requirements, regardless of the home state in which they are licensed.
- Although less than 1 percent of U.S. nurses ever require discipline by a board of nursing (BON), in the rare event of any disciplinary issues, swift action can be taken by the BON regardless of the state where the nurse is licensed or practices. If a nurse is disciplined, the information is placed into the national database, Nursys®.

A Modern Nurse Licensure Solution for the 21st Century

The enhanced NLC increases access to health care, protect patient safety and reduce costs while supporting state-of-the-art health care delivery – for today and in the future.

To join the NLC, states need to enact the enhanced NLC model legislation and conduct a federal criminal background check of their nurses.

Some of the Organizations Supporting the NLC include:

American Academy of Ambulatory Care Nursing
 American Association of Colleges of Nursing
 American Association of Occupational Health Nurses (AAOHN)
 American Organization of Nurse Executives (AONE)
 American Telemedicine Association (ATA)
 Case Management Leadership Coalition (CMLC)
 Case Management Society of America (CMSA)
 Center for Telehealth and E-Health Law
 Citizen Advocacy Center (CAC)
 Emergency Nurses Association (ENA)
 National Military Family Association
 National Patient Safety Foundation
 Telehealth Leadership Council U.S. Department of Commerce

For more information about the enhanced NLC and the APRN Compact visit nursecompact.com. If you have a specific question contact nursecompact@ncsbn.org.

South Dakota Board of Nursing Proposed 2016 Legislation Summary of the Key Provisions The New Nurse Licensure Compact for RNs and LPNs (NLC):

New additions to the compact are underlined.

Article I Findings and Declaration of Purpose

- Facilitate the states' responsibility to protect the public's health and safety;
- Ensure and encourage the cooperation of party states in the areas of nurse licensure and regulation;
- Facilitate the exchange of information between party states in the areas of nurse regulation, investigation and adverse actions;
- Promote compliance with the laws governing the practice of nursing in each jurisdiction;
- Invest all party states with the authority

to hold a nurse accountable for meeting all state practice laws in the state in which the patient is located at the time care is rendered through the mutual recognition of party state licenses;

- Decrease redundancies in the consideration and issuance of nurse licenses; and
- Provide opportunities for interstate practice by nurses who meet uniform licensure requirements.

Article II Definitions (self-explanatory)

continued on page 24

University of South Dakota School of Health Sciences Chair, Department of Nursing

The University of South Dakota invites applications and nominations for the position of Chair, Department of Nursing. The Chair is the administrative head of a unit with more than 500 students, more than 40 faculty members, and located on five campuses across South Dakota. It is housed in the School of Health Sciences and Division of Health Affairs which consists of ten collaborative departments and a medical school with a mutual vision for interprofessional education.

The position is a 12-month full-time administrative appointment with a rank of Associate or Full Professor. Salary and tenure-track status are negotiable. The Chair should be a visionary leader able to provide effective management of the department's resources, recognize and reward excellence, and promote accountability. The position will develop and assist with implementation of departmental, school, and university strategic plans. The Chair will be expected to effectively communicate with faculty and staff, clearly establish goals, and to continue strong working relationships with many and varied constituencies including the South Dakota Board of Nursing, national accrediting bodies, and several health care systems across the state.

The successful candidate will be a licensed RN, eligible for an unencumbered license in South Dakota, hold a graduate degree in Nursing with an earned doctorate in Nursing, Education or a related field, and have academic, clinical, and leadership experience with demonstrated research and teaching skills. She or he will have a deep commitment to interprofessional education, research, and care delivery. The Chair will have the opportunity to build on the formal agreement in place with the National Center for Interprofessional Practice and Education and a unique statewide interprofessional practice and education collaborative. The Chair will support the Associate Chair of Research in growing interprofessional research and evidence-based practice (EBP) projects, grant funding, and faculty and student involvement in the same endeavors.

The Department of Nursing delivers a Baccalaureate degree in Nursing with a traditional pre-licensure, and RN-BSN tracks fully accredited by CCNE. Associate degree programming is transitioning to a small LNP-AS program at one site fully accredited by ACEN. Opportunities for involvement in graduate programming is available in the Master of Public Health and the proposed PhD in Health Science program.

To apply:

Applicants should submit a current curriculum vitae, a list of three references, and a letter of interest online at: <https://yourfuture.sdbor.edu>. Review of applications will begin March 1, 2016, with a desired start date of August 1, 2016.

Nominations or questions may be sent to:

Michael Lawler, PhD, MSW
Dean, School of Health Sciences
Michael.Lawler@usd.edu

The University of South Dakota's School of Health Sciences is committed to an environment of inclusiveness in classroom and practice settings that honors diverse perspectives, traditions, heritages and experiences.

EEO/AA



UNIVERSITY OF
SOUTH DAKOTA
SCHOOL OF HEALTH SCIENCES

For a full job description, qualifications and to apply online, visit <https://yourfuture.sdbor.edu>.

continued from page 23

Article III

General Provisions and Jurisdiction

- Eligibility and uniform licensure requirements for a multistate license
- Authority to take adverse action against a multistate licensure privilege with application of state due process laws
- Nurse compliance with state practice laws
- Exclusion of advanced practice nurses
- Grandfathering provision

Article IV

Applications for Licensure in a Party State

- Required verification of licensure information via the coordinated licensure information system

- Limitation to one home state license
- Outlines process for change of primary residence/home state

Article V

Additional Authorities Invested in Party State Licensing Boards

- Provides authority to
- Take adverse action against a multistate licensure privilege
- Allow cease and desist orders to limit privileges
- Issue subpoenas
- Obtain and submit criminal background checks
- Requires deactivation of multistate licensure privileges when license encumbered

Article VI

Coordinated Licensure Information System and Exchange of Information

Requires participation in Coordinated Licensure Information System

- Requires prompt reporting of adverse action, current significant investigative information and participation in alternative to discipline programs when known to the board of nursing.
- Provides for exchange of information with other party states

Article VII

Establishment of the Interstate Commission of Nurse Licensure Compact Administrators

Establishes the governing body as a public agency known as an "Interstate Commission." This term is commonly used by other interstate compact governing bodies.

Article VIII

Rulemaking

Allows for rules to be adopted directly by the Commission. Such rulemaking is legally binding in all party states. There is no requirement that rules be ratified

or adopted by individual states. Such rulemaking authority has been permitted and exercised by other interstate compacts. The procedural requirements are based on the national Model Administrative Procedures Act, which is similar to most state APAs and includes:

- Provision for notice to the public of proposed and adopted rules
- Opportunity for comment
- Opportunity for public hearing
- Consideration and voting upon proposed rules
- Responding to comments received

Article IX

Oversight, Dispute Resolution and Enforcement

Ensures compliance with the compact by member states. The procedures to be followed in the event of a failure by a party state to comply with the Compact include:

- A period of technical assistance in curing the default
- Improved dispute resolution processes; and
- Termination from the Compact in the event no other means of compliance has been successful.

Article X

Effective Date, Withdrawal and Amendment

Addresses the method for states to enter, withdraw from or amend the compact.

Article XI

Construction and Severability

Provides for the compact to remain valid in a state when any provision is declared to be contrary to a party state's constitution.

If you would like more information on this bill go to: <http://legis.sd.gov/>



UNIVERSITY OF
SOUTH DAKOTA
SCHOOL OF HEALTH SCIENCES

Online RN to BSN
Nursing
program
ranked top 20
in the nation*

• Fast Track:

2 semester option (Full time)

• Traditional Track:

4 semester option (Part time)

• Progressive Track:

1 course/semester option (Part time)

www.usd.edu/nursing

* See toprntobsn.com

University of South Dakota Nursing

Be the Nurse Everyone wants on their Team

Get your BSN at USD

Vermillion • Sioux Falls • Rapid City
Pierre • Online RN-BSN

www.usd.edu/nursing



UNIVERSITY OF
SOUTH DAKOTA
SCHOOL OF HEALTH SCIENCES



SOUTH DAKOTA
STATE UNIVERSITY

Impacting Health Care Nursing at SDSU.



Looking for a career in health care?

**We have a nursing
degree for you!**

**Become a registered nurse
(RN), nurse practitioner,
administrator, educator,
researcher or a clinical
nurse leader today.**

SDSU nursing classes are
offered at Brookings, Sioux Falls,
Aberdeen, Rapid City and online.

College of Nursing
Box 2275
South Dakota State University
Brookings, SD 57007

Call: (Toll Free) 1-888-216-9806

Email: nursing@sdstate.edu

Web: sdstate.edu/nurs



What safe sleep looks like.

Find out why the **new** safe sleep guidelines are
so important for your baby's health.

Share these guidelines with
family, day care providers, and anyone
who takes care of your baby.

forbabysakesd.com

for baby's sake
Healthier moms + Healthier babies





Providing communities with affordable, high-quality primary medical, dental and mental health care throughout 22 medical and dental clinics in South Dakota.

Are you interested in a career with Horizon Health Care?

Contact us today to learn more about current job openings & benefits of working at community-oriented healthcare provider committed to nursing excellence!

Brianna Mae Hanson
HR Assistant
bhanson@horizonhealthcare.org

109 N Main, PO Box 99
Howard, SD 57349
(605) 772-4525
(605) 772-4514 Fax

www.horizonhealthcare.org

EOE

Offering Fully Accredited Degrees in Nursing

- BACHELOR OF SCIENCE IN NURSING -
- MASTER OF SCIENCE IN NURSING -
FAMILY NURSE PRACTITIONER
- MASTER OF SCIENCE IN NURSE ANESTHESIA-



Apply Today!

WWW.MTMC.EDU/MSNA
WWW.MTMC.EDU/NURSING



M MOUNT MARTY
COLLEGE

GENERAL: 1-855-MtMARTY (686-2789)
MENA: 1-877-727-8672 | WWW.MTMC.EDU

Nursing Scholarship Recipients Announced

The South Dakota BON offers a Nurses' Education Assistance Scholarship Program to students accepted into a board approved nursing education program for licensed practical nurses or registered nurses whether leading to initial licensure or degree enhancement. To learn more about the SDBON Scholarship program, go to <https://doh.sd.gov/boards/nursing/loan.aspx>. In 2015-2016, the SDBON awarded a total of \$107,000; the following individuals were awarded scholarships.

Name	Degree	Nursing School	
Natasha	Conners	AD-PN	Mount Marty
Mia	Turgeon	AD-PN	Mount Marty
Heather	Wilson	AD-PN	Mount Marty
Christina	Yellow Boy	AD-PN	Sinte Gleska University
Donovon	Bentz	AD-PN	Southeast Technical Institute
Nicole	Buntrock	AD-PN	Southeast Technical Institute
Brittany	Carrillo	AD-PN	Southeast Technical Institute
Christina	Hillstad	AD-PN	Southeast Technical Institute
Elizabeth	Johnson	AD-PN	Southeast Technical Institute
Alexis	Reich	AD-PN	Southeast Technical Institute
Brenna	Rodin	AD-PN	Southeast Technical Institute
Michelle	Stevens	AD-PN	Southeast Technical Institute
Macy	Tolley	AD-PN	Southeast Technical Institute
Krista	Winkler	AD-PN	Southeast Technical Institute
Amanda	Cronk	AD-PN	Western Dakota Technical Institute
Joshua	Johnston	AD-PN	Western Dakota Technical Institute
Erika	Klinger	AD-PN	Western Dakota Technical Institute
Michelle	Syverson	AD-PN	Western Dakota Technical Institute
Amanda	Kamels	AD -RN	University of South Dakota
Shawna	Larsh	AD -RN	University of South Dakota
Ryan	McCay	AD -RN	University of South Dakota
Brooke	Murphy	AD -RN	University of South Dakota
Anthony	Schnell	AD -RN	University of South Dakota
Teresa	Wendling	AD -RN	University of South Dakota
Heather	Havshild	BSN	Augustana
Kristy	Albers	BSN	Dakota Wesleyan
Elizabeth	Bauer	BSN	Dakota Wesleyan
Tatyana	Brown	BSN	Dakota Wesleyan
Jane	Davidson	BSN	Dakota Wesleyan
Miranda	Doss	BSN	Dakota Wesleyan
Bittney	Eichacker	BSN	Dakota Wesleyan
Kimberly	Gukeisen	BSN	Dakota Wesleyan

Kamie	Johnson	BSN	Dakota Wesleyan
Becky	MacManus-Hexum	BSN	Dakota Wesleyan
Melinda	Miller	BSN	Dakota Wesleyan
Sheila	Rigo	BSN	Dakota Wesleyan
Joy	Roth	BSN	Dakota Wesleyan
Katie	Sanderson	BSN	Dakota Wesleyan
Mellissa	Spitzer	BSN	Dakota Wesleyan
Sara	Watson	BSN	Dakota Wesleyan
Kelsey	Wiertsema	BSN	Dakota Wesleyan
Lori	Funk	BSN	Presentation
Michelle	Osborn	BSN	Presentation
Jocelyn	Bergh	BSN	South Dakota State
Lisha	Bourasa	BSN	South Dakota State
Melissa	Coull	BSN	South Dakota State
Abby	Davis	BSN	South Dakota State
Catherine	Derzab	BSN	South Dakota State
Alicia	Engelking	BSN	South Dakota State
Travis	Holm	BSN	South Dakota State
Nicole	Kepler	BSN	South Dakota State
Raleigh	Larson	BSN	South Dakota State
Tasha	Miller	BSN	South Dakota State
LuCinda	Minder	BSN	South Dakota State
Amanda	Pospischil	BSN	South Dakota State
Mariah	Roth	BSN	South Dakota State
Ranju	Sainju	BSN	South Dakota State
Keely	Staus	BSN	South Dakota State
Jennifer	Johnson	BSN	University of Sioux Falls
Reed	Aylor	BSN	University of South Dakota
Emily	Backer	BSN	University of South Dakota
Molly	Beeman	BSN	University of South Dakota
Kassandra	Block	BSN	University of South Dakota
Amanda	Boskey	BSN	University of South Dakota
Jordyn	Cleveland	BSN	University of South Dakota
Jacob	Conaway	BSN	University of South Dakota
Sarah	Cook	BSN	University of South Dakota
Erica	Dykstra	BSN	University of South Dakota
Lauryn	Eggen	BSN	University of South Dakota
Krystal	Freidel	BSN	University of South Dakota
Samantha	Girard	BSN	University of South Dakota
Karsi	Grego	BSN	University of South Dakota
Rachel	Hanson	BSN	University of South Dakota

Work where & when you want!

Experienced Nurses Needed

Med Surg - ER - LTC - Trauma
Healthcare Staffing Specialists

 **Apply Online**
prioricare.com

Competitive Pay!
Flexible Schedules!
Great Benefits!

Must be able to travel

Call Today

1-800-772-1395



ADVANCE YOUR CAREER WITH A DNP DEGREE

A Doctor of Nursing Practice degree will empower you to expand your impact, income and influence. The University of Minnesota offers:

- 13 specialties
- More than \$1 million in scholarships
- Excellent, flexible clinical placements




UNIVERSITY OF MINNESOTA
School of Nursing

Learn more at www.nursing.umn.edu

continued on page 28



*Jackson Hole
is calling you!*

See our new Oncology Pavilion,
Obstetrics Suites, and
Surgical Services Department.

We offer outstanding career
opportunities with competitive
salary & benefits.

Visit www.tetonhospital.org
Click "careers" tab to
view all openings.

EOE/Drug Free Employer



Free Subscription to
StuNurse magazine!

Do you know someone who is a student nurse, or someone considering a nursing career? Then let them know about the StuNurse magazine. A subscription to the StuNurse digital magazine is **FREE** and can be reserved by visiting www.StuNurse.com and clicking on the Subscribe button at the upper right corner. **Educators...** let your students know they can subscribe free of charge!

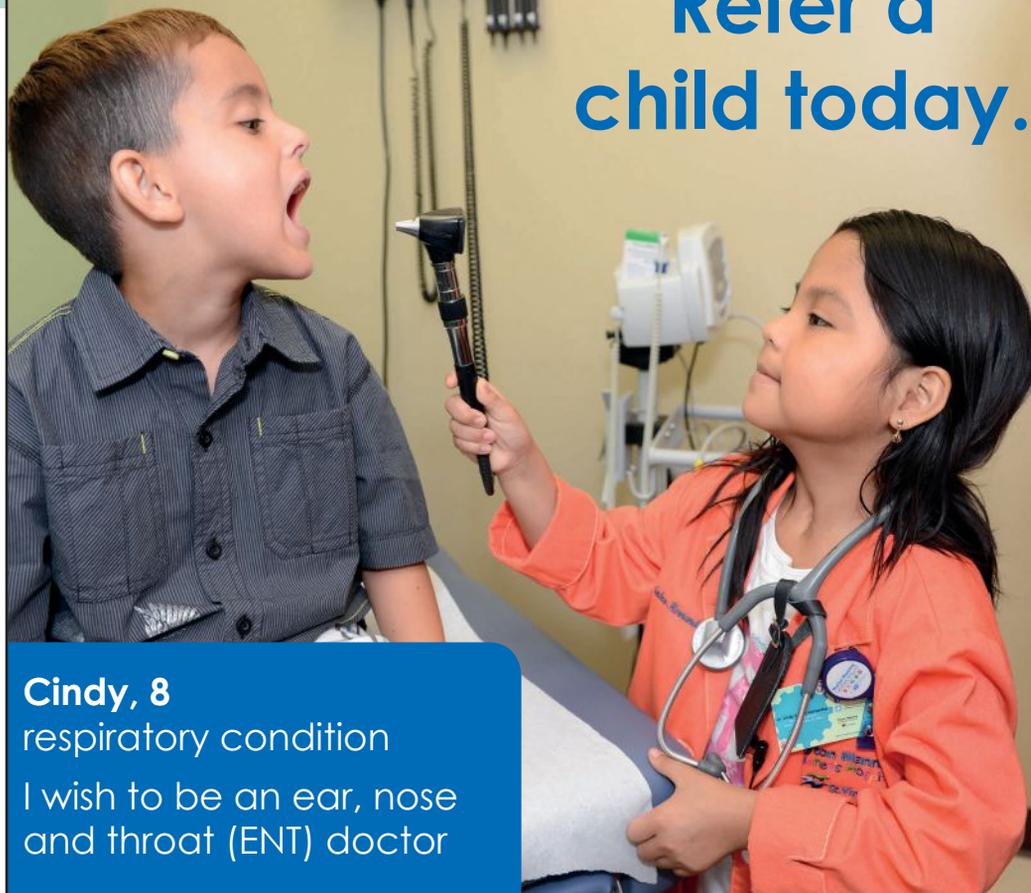


And find us on [Facebook](https://www.facebook.com/stunurse).

continued from page 27

Kelly	Hearn	BSN	University of South Dakota
Stephanie	Heer	BSN	University of South Dakota
Samantha	Helm	BSN	University of South Dakota
Danica	Hoffman	BSN	University of South Dakota
Maryam	Janes	BSN	University of South Dakota
Jerica	Johnson	BSN	University of South Dakota
Nicole	Keiter	BSN	University of South Dakota
Toshua	Krantz	BSN	University of South Dakota
Jamie	Lascelles	BSN	University of South Dakota
Andrea	Miller	BSN	University of South Dakota
Dalton	Montileaux	BSN	University of South Dakota
Kara	Moser	BSN	University of South Dakota
Naomi	Nagler	BSN	University of South Dakota
Amanda	Neugebauer	BSN	University of South Dakota
Barbara	Olson	BSN	University of South Dakota
Alyxis	Perry	BSN	University of South Dakota
Allison	Puckett	BSN	University of South Dakota
Susan	Richards	BSN	University of South Dakota
Abbey	Salmon	BSN	University of South Dakota
Aylsen	Salo	BSN	University of South Dakota
Lexy	Schenk	BSN	University of South Dakota
Kortney	Schmitz	BSN	University of South Dakota
Colette	Schwartz	BSN	University of South Dakota
Nichole	Steiner	BSN	University of South Dakota
Julie	Sunde	BSN	University of South Dakota
Taryn	Twite	BSN	University of South Dakota
Brion	VonMeeteren	BSN	University of South Dakota
Ashley	Walter	BSN	University of South Dakota
Heather	Whelan	BSN	University of South Dakota
Jessica	Wright	BSN	University of South Dakota
Christopher	Meier	MSN	American Sentinel University
Andrew	Murtha	MSN	Clarkson College
Brittany	Brennan	MSN	Kaplan University
Kelly	Taylor	MSN	South Dakota State
Kristy	Colford	MSN	University of Mary
Gregory	Hartman	MSN	University of Mary
Sandra	Thorson	MSN	University of Mary
Jennifer	Cole	MSN	Walden Univeristy
Cathy	Sowers	DNP	Catholic University of America
Michelle	Abraham	DNP	South Dakota State
Charles	Pugsley	DNP	South Dakota State
Carol	Stewart	DNP	University of Mary

Refer a child today.



Cindy, 8
respiratory condition
I wish to be an ear, nose and throat (ENT) doctor

Do you know a child between the ages of 2^{1/2} and 18 with a life-threatening medical condition? The road to a joyful wish experience starts when a caring person refers a child to Make-A-Wish®.



Refer a child by visiting
md.wish.org

southdakota.wish.org
605.335.8000

northdakota.wish.org
701.280.9474

Sioux Falls VA Health Care System

Working with and for America's Veterans is a privilege and we pride ourselves on the quality of care we provide. In return for your commitment to quality health care for our nation's Veterans, the VA offers an incomparable benefits package.



The Sioux Falls VAHCS is currently recruiting for night and day RN and LPN healthcare positions in the following clinical areas. 8 and 12 hour shifts and intermittent available, depending on location.

- Inpatient (med/surg, mental health)
- Long-term Care
- Emergency Department
- Outpatient Clinics

Applicants can apply online at www.USAJOBS.gov

They all come together at the Sioux Falls VA Health Care System. To be a part of our proud tradition, contact:
Human Resources Mgmt. Service
2501 W. 22nd Street, Sioux Falls, SD 57105
(605) 333-6852 • www.sioxfalls.va.gov

Nursing and Healthcare Programs. *At the heart of USF.*

Online RN-to-BSN Program: Complete your bachelor's degree in nursing quickly and conveniently.

Accelerated Nursing Program: Become a nurse in 15 months.

MBA in Healthcare: Gain practical business skills and transform the future of healthcare.

For more information or to apply:

Visit: usiouxfalls.edu
Call: 605-331-5000
Email: admissions@usiouxfalls.edu



Nursing Networking

Economical Classifieds (1.5" wide x 2" high)

Reach every nurse in North and South Dakota for as little as \$450.



Facing Disciplinary Action?
Free 30 minute consultation

Don't make the mistake of representing yourself in front of the Board of Nursing

Burns LAW FIRM
Patrick R. Burns
(855) 534-4697
www.burns-law.mn

Conversations: Living Through the Process of Dying

A practical journal and handbook for family and friends in hospice or home care settings. A thoughtful resource that gives patients and caregivers peace of mind. Print & Kindle versions available.

Available from Jackie J. Bates, RN and on Amazon.com

402-432-7175 jackiejbates.com

Minot State UNIVERSITY

Earn your RN to BSN
Online

ACEN Accredited
College credit for RN license

800-777-0750 ext. 3101
Be seen. Be heard.
www.minotstateu.edu/nursing

HRMC
Huron Regional Medical Center

To view all our openings, visit
www.huronregional.org

(605) 353-6539
Huron, South Dakota EOE

JUMP START A NEW CAREER IN HEALTH CARE COMPLIANCE!

Tired of nursing and need a change? RN's are in tremendous demand in one of the hottest careers - Health Care Compliance!

Only \$950 to learn a new career that leverages your nursing experience. Obtain certification from your home in just 6 weeks!

Call today for information on how to get started
888-888-4560 or
admin@lnccenter.com • www.LNCcenter.com

Black Hills

Behavior Management Systems, Inc
Psychiatric CNP's
PT/FT \$75/hour
Apply online only
www.BMSCares.org
Questions, call Carrie 605-721-5678

THE DEATH VIEW REVOLUTION: A GUIDE TO TRANSPERSONAL EXPERIENCES SURROUNDING DEATH
by Madelaine Lawrence, PhD, RN

Know what to say to your patients when they have a near-death experience, death-bed communications, after-death communications and a host of other transpersonal experiences occurring near death.

On Amazon, Barnes & Noble and other book distributors. Autographed copies available from the author at madlawren@yahoo.com.

Reach Recruit Retain

Mailed to every nurse in North and South Dakota – over 28,000.

The North and South Dakota Board of Nursing JOURNAL

To reserve advertising space contact **Victor Horne**
vhorne@pcipublishing.com
1-800-561-4686 ext.114

ThinkNurse.com

South Dakota
GREAT FACES. GREAT PLACES.

The South Dakota Human Services Center

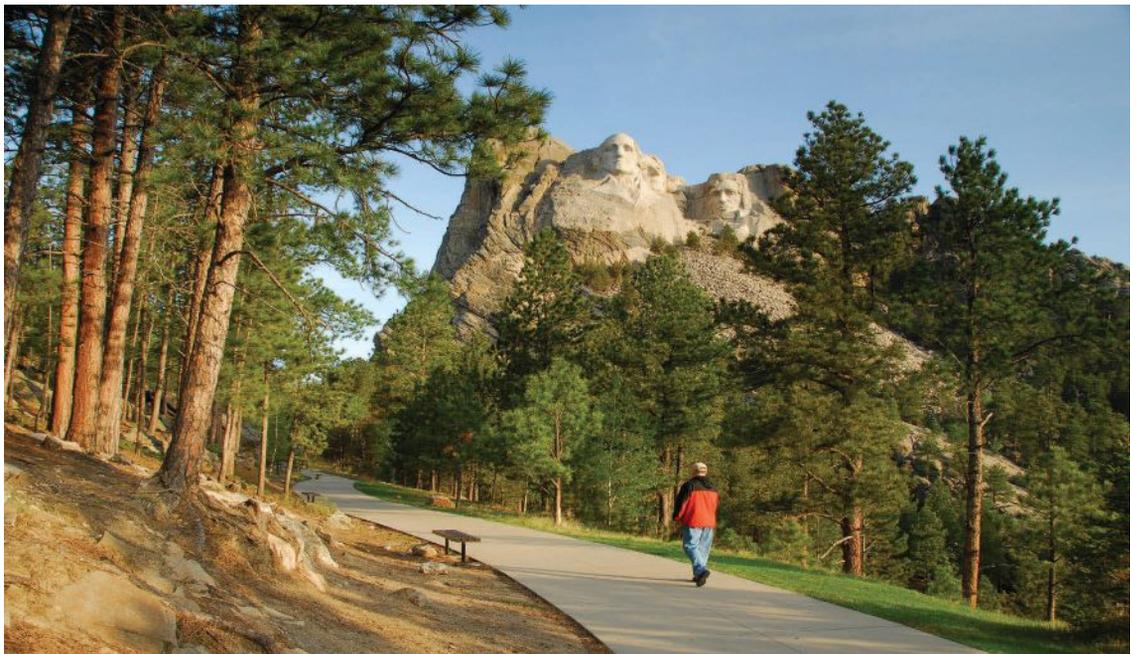
A state-of-the-art 304-bed psychiatric and chemical dependency hospital serving acute, psychiatric rehabilitation, geriatric & adolescent patients in Yankton, South Dakota.

Employment Opportunities for Staff and Charge RN's
Dynamic multi-disciplinary team of professionals
Competitive salary
Excellent benefit package
Flexible scheduling

Contact the Human Resources Office at
(605) 668-3118 or
diane.hovden@state.sd.us
SD Human Services Center
PO Box 7600
Yankton, SD 57078
Apply on-line at <http://bop.sd.gov/workforus>
An Equal Opportunity Employer



Discover a great place to live and work, in the Black Hills of South Dakota



We've invested our resources to create a career environment built upon a commitment to excellence. You'll find yourself putting compassion into practice while you work with leading-edge technology.

Regional Health, a system of hospitals, clinics, and senior care facilities, offers the best of both worlds to nurses: competitive pay and benefits presented with valuable opportunities for career development in an atmosphere of respect.

**Call today (800) 865-2638 or visit regionalhealth.com
for current openings, job descriptions and benefits.**

Equal Opportunity Employer

Presorted Standard
U.S. Postage Paid
Little Rock, AR
Permit No. 1884

• Our Nurses Are Passionate About **Compassionate** Care

When you're a nurse at Avera, you join a team of caring people who love their work just as much as you do.

What's so great about our nurses?

They're good communicators with positive attitudes.

They're engaged with their coworkers and responsive to their patients.

Not to mention they lead the industry in clinical excellence at more than 300 locations in a five-state area.

Avera 



15-AVHE-1924

Choosing Avera – Learn more about our exciting career opportunities at **AveraJobs.org**

Avera is an Equal Opportunity/Affirmative Action Employer
Minority/Female/Disabled/Veteran/Sexual Orientation/Gender Identity

