A N N U A L   R E P O R T

State of North Dakota

BOARD OF NURSING

July 1, 2018 – June 30, 2019

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

2018-2019 ANNUAL REPORT
TABLE OF CONTENTS

NORTH DAKOTA BOARD OF NURSING
ANNUAL REPORT
2018-2019

MISSION STATEMENT

The mission of the North Dakota Board of Nursing (NDBON) 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 NDBON has the following goals:

1. Public Protection Is Ensured Through Evidence-Based Regulation.
2. To purposely promote innovation in nursing through regulation and collaboration.
3. To collaborate with multiple stakeholders to plan for and address evolving healthcare delivery practices.
4. To prepare the ND Board of Nursing members and staff for leadership roles at the state and national level.
5. To engage nurses, public and stakeholders in accessing and utilizing NDBON resources.

VISION

The NDBON 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. Anticipating planned changes in nursing regulation.

2018-2019 NORTH DAKOTA BOARD OF NURSING MEMBERS

Jane Christianson, RN (President)	Bismarck, ND
Michael Hammer, RN (Vice President)	Velva, ND
Jamie Hammer (Treasurer)	Minot, ND
Dr. Kevin Buettner, APRN	Grand Forks, ND
Janelle Holth, RN	Grand Forks, ND
Mary Beth Johnson, RN	Bismarck, ND
Bonny Mayer, LPN	Minot, ND
Wendi Johnston, LPN	Kathryn, ND
Dr. Tanya Spilovoy, Public Member (resigned October 2018)	Bismarck, ND

The NDBON held four regular board meetings in 2018-2019 and meeting minutes are available at www.ndbon.org.

North Dakota Century Code 43-12.1-08 Duties of the Board

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.**

   2018-2019 Board member and staff taskforce/committee participation:
   - Governor Burgum's appointed taskforce: Nursing Workforce Shortage
     - ND Workplace Culture Designation Development Retreat
   - ND Tri-Regulator Collaborative
   - Nurse Licensure Compact administration
     - Executive Committee
     - Rule-Making Committee
     - Policy Committee
     - Compliance Committee
   - ND Prescription Drug Monitoring Program Advisory Board
   - ND Center for Nursing
     - Board of Directors
     - Nurses Day at the Legislature 2019
     - 66th Legislative Tracking Team and Rapid Response Team
     - Annual Conference and other committees
   - Ad hoc committees with a variety of stakeholders
     - Envision 2030 Health Care Advisory Committee
     - Senator Heitkamp-Health Advisory Group
   - National Council State Boards of Nursing (Committees and Task Forces)
     - Leadership Succession Committee
     - Institute of Regulatory Excellence fellowship-one director
     - Executive Officer Leadership Council
     - APRN Licensure Compact Taskforce

   Collaborated with stakeholders and legislators during the 66th Legislative Assembly. The Board provided education on multiple bills. The following bills relevant to nursing practice were passed:
   - HB 1099 Qualified Service Provider Exemption provided amendment the 43-12.1 Nurse Practices Act.
   - SB 2155 Registered Nurse Dispensing Exemption provided exemption to 43-15-02 Pharmacy Act.
   - SB 2306 Occupational and Professional Licensure of Military and Military Spouses.
   - SB 2138 (hunting permit authorization), SB 2112 (foster care and diagnosing for child), SB 2170 (supervision of CLIA waived testing) each added APRNs as providers for respective bills.

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 (FY) 2018-2019 the Board of Nursing staff included the following persons:

Stacey Pfenning, DNP, APRN, FNP, FAANP	Executive Director
Tammy Buchholz, MSN, RN, CNE	Associate Director for Education
Melissa Hanson, MSN, RN	Associate Director for Compliance
Patricia Hill, BSN, RN (retired February 1)	Assistant Director for Practice and Compliance
Maureen Bentz, MSN, RN (start December 3)	Associate Director for Practice
Julie Schwan (retired October 1)	Administrative Services Coordinator I
Chris Becker	Accounting/Licensure Specialist I
Gail Rossman	Technology Specialist II
Sally Bohmbach	Administrative Assistant II
Kathy Zahn	Administrative Assistant III
Karen Hahn (started April 1)	Administrative/Licensure Specialist I
Brian Bergeson	Special Assistant Attorney General
Sarah Zinter Detwiller	Special Assistant Attorney General (as needed)
Andrew Askew	Special Assistant Attorney General (alternate)

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 2018-2019 FY were as follows:	
Biennial Renewal of License Fee	RN $120.00 LPN $110.00
Licensing Examination Fee	RN $110.00 LPN $110.00
Licensing Endorsement Fee	RN $140.00 LPN $140.00
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
Reactivation Fee	$30.00
Transcripts for Graduates of Closed Nursing Programs	$15.00
School Survey Fee	$500
Out of State Program Recognition Fee	$300.00 PN, $400 RN, $600 Graduate
CE Approval for contact hours (CH)	$100.00 (includes one contact hour) plus $20 per CE
Unlicensed Assistive Person Registry App	$30
Unlicensed Assistive Person Renewal Application	$30
Reactivation of UAP or MA III	$30
Medication Assistant Application III	$40
NNAAP Testing Fee (discontinued December 31)	$120
Database lists	$50.00 RNs; $20.00 LPNs; $15.00 APRNs; $12.00 RX Authority Photocopies 0.25 per page
Educational Presentations	$300.00 per CH plus mileage and hotel

The Board developed an annual budget for receipts and expenditures. Appendix II includes a statement of the 2018-2019 receipts and expenditures. An audit of receipts and expenditures is performed at the end of each FY and submitted by the auditor to the Governor's office. Completed audit reports are available for review at the board office.

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

The Board collects data annually from all approved nursing education programs and provides a Nursing Education Annual Report to the Governor. The Board collects data related to nurse licensure through database with initial, renewal, and reactivation application processes. The Board participates in the National Council of State Boards of Nursing (NCSBN) Commitment to Ongoing Regulatory Excellence (CORE) program to develop and monitor a set of comparative measures to assess the performance of state boards of nursing. The Board participates in Board Membership Profile which includes data collection through survey of 59 Member Boards of the NCSBN.

The Board continued to provide funding for the operations of the ND Center for Nursing (CFN) and participated on the CFN Board of Directors. The Board participated on CFN committees and workgroups.

Dr. Patricia Moulton, CFN Executive Director, provided a presentation at the April 2019 Board meeting to give updates on the Strategic Plan and budget. The Board provided feedback and suggestions.

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 was issued a limited license for the FY 2018-2019.

7. **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 (NEC) met three times during the 2018-2019 FY. Board members: Janelle Holth, RN, Mary Beth Johnson, RN, Tanya Spilovoy, Public Member. External members: Sara Berger, RN, Janet Johnson, RN, Erica Evans, RN and Diana Kostrzewski, RN.
   - July 2018 approved 46 individuals for the nursing education loan (NEL) for a total of $99,010.00 awarded.
   - January 2019 granted licensee a NEL in the amount of $500.00 for completion of a licensed practical nurse refresher course according to NDAC 54-04.1 with the condition the proof of enrollment form be provided to the Board upon completion of the refresher course enrollment process.
   - January 2019, the Board granted staff the authority to approve up to $500.00 toward nurse refresher course enrollees who apply for a NEL, based upon nursing education loan funds available.

NURSING EDUCATION LOAN DISBURSEMENTS PER FISCAL YEAR

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

Nursing Education Loans awarded for:	2014-2015		2015-2016		2016-2017		2017-2018		2018-2019	
LPN Certificate Program	1	$800	1	$800	1	$850	2	$1400	2	$1,816
LPN Associate Degree Program	3	$3360	3	$4280	0	$0	0	$0	1	$908
RN Associate Degree Program	4	$5760	1	$650	4	$5750	7	$8960	5	$7,652
RN Baccalaureate Degree Program	27	$45,456	21	$31,090	24	$37,725	16	$25,106	12	$24,378
Master's Degree Program	12	$25,386	16	$28,943	18	$29,476	19	35,895	15	$37,294
Doctoral Program	6	$11,748	7	$15,779	12	$17,945	12	17,510	11	$26,962
Refresher Course	0	0	0	0	0	0	1	$500	1	$500
Total	**53**	**$92,510**	**49**	**$81,542**	**59**	**$91,746**	**57**	**$89,371**	**47**	**$99,510**

NURSING EDUCATION LOAN PROGRAM CANCELLATIONS PER FISCAL YEAR

Prior NEL were cancelled in the last five years in the following manner:

Cancellations:	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
By Employment in N.D.	20	35	30	26	26
Partial Repayment/Partial Employment in ND	2	4	1	0	1
By Monetary Repayment	2	2	2	5	4
Cancelled - Military Deployment	1	0	1	0	0
Cancelled due to Death/Disability	0	0	0	0	0
Total	**25**	**41**	**34**	**31**	**31**

8. **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. Total numbers of nurses licensed each FY are as follows:

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Registered Nurse	13464	14268	15580	16264	16778
Advanced Practice only- (RN in other compact state)	126	150	206	238	297
Licensed Practical Nurse	3797	3567	3959	3928	3912
Total Nurses Licensed	**17,387**	**17,985**	**19745**	**20430**	**20987**

TOTAL ADVANCED PRACTICE LICENSED BY FISCAL YEAR

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Certified Registered Nurse Anesthetist (CRNA)	344	379	408	413	434
Certified Nurse Midwife (CNM)	17	17	19	21	23
Clinical Nurse Specialist (CNS)	44	47	48	49	43
Nurse Practitioner (NP)	657	812	945	1053	1182
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	4	5	7	7	7
Nurse Clinician (NC)	2	2	2	2	2
Certified Registered Nurse Anesthetist/Nurse Practitioner (CRNA, NP)	0	0	1	1	1
Certified Nurse Midwife/Nurse Practitioner (CNM, NP)	2	2	3	4	6
Total	**1070**	**1264**	**1433**	**1550**	**1698**

TOTAL SPECIALTY PRACTICE LICENSED BY FISCAL YEAR

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Specialty Practice RN	5	5	5	6	6

TOTAL NUMBER OF UNLICENSED ASSISTIVE PERSON REGISTRATIONS 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.

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Total	692	662	761	832	1056

TOTAL NUMBER OF MEDICATION ASSISTANT III REGISTRATIONS PER FISCAL YEAR

The Medication Assistant III 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 mandate HB 1041.

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Medication Assistant II Registry	184	257	232	236	214

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

The board prepares an annual report and a nursing education annual report for the governor and publishes to www.ndbon.org, the board website.

10. **Conduct and support projects pertaining to nursing education and practice.**
   - See pages 4-5, "Collect and analyze data regarding nursing education, nursing practice, and nursing resources".
   - Provided financial funding for the CFN workforce project and participated on CFN Board of Directors and workgroups.
   - Participated in planning the 2019 Nurses Day at the Legislature.
   - Participated in the ND Tri-Regulator Collaborative and NDUS Envision 2030.
   - Approved presentations for 2018-2019:
     - Safe Nursing Practice 1: Scope of Practice & Delegation
     - Safe Nursing Practice 2: Professional Conduct and Compliance
     - Emerging Trends in Practice Regulation
     - Emerging Trends in Nursing Education Regulation
   - Provided national presentation at the Nurse Licensure Compact Legal Forum related to the foreign education applicant.
   - Supported e-notify through tracking trends and providing education to licensee's and stakeholders through education on website and publications in the Dakota Nurse Connection.
   - Approved project enhancements for database and online application form for the licensure process in ND. The project provides for continued security and availability of online applications.
   - Approved the implementation of a discipline module to be a centralized component within existing software which will require a one-time reserve fund expenditure FY 2019-2020. This project will assist with workflow and tracking of compliance administrative documents.

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. In 2018, the Board made the decision to discontinue NNAAP testing. The discontinuation process occurred over 3 months. December 31, 2018 was the date of discontinuation.

(NNAAP) TESTING SUMMARY PER FISCAL YEAR

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Written/Oral	1191	1530	1376	1333	496
Manual	1237	1511	1397	1352	494

11. **Adopt and enforce administrative rules to allow nurses licensed by another state to receive short term clinical education in North Dakota health care facilities.** No requests FY 2018-2019.

12. **Adopt and enforce rules for continuing competence of licensees and registrant**
    - January 2019 ratified hours of one licensee for caring for ill family members and using nursing practice skills to apply for practice hours at reactivation.
    - April 2019 approved revisions to the Continuing Education Renewal Requirements Policy to include clarification within the policy that time spent researching practice is not considered acceptable to meet NDBON continuing education requirements.

2018-2019 ND Board of Nursing Approved Continuing Education Contact Hours

Course #	Course Name	Sponsor	Date
1625	West River Conference of Social Welfare	Southwestern District Health Unit Dickinson	May 2018 - May 2019
1626	High Observation Medication	Vibra Hospital Fargo	May 2018 - May 2019
1627	Certified Nurse Educator (CNE) Prep Course	Southwest Minnesota State University Marshall, MN	May 2018 - May 2019
1628	North Dakota Flex CAH Preconference to Dakota Conference	Center for Rural Health University of North Dakota Grand Forks	June 2018 - June 2019
1629	The Opiate "Crisis": Physician Perspective and Opiate Stewardship	Great Plains Quality Innovation Network Minot	June 2018 - June 2019
1630	Vulnerable to Possibility "Supportive Care for Seniors" – 18th Annual	Service Providers for Seniors Grand Forks	June 2018 - June 2019
1631	Infection Prevention & Control Strategies	Great Plains Quality Innovation Network Minot	June 2018 - June 2019
1632	Improving End-of-Life Care: Eating the Elephant One Bite at A Time	Great Plains Quality Innovation Network Minot	June 2018 - June 2019
1633	2018 North Dakota Immunization Conference	Office of Extended Learning University of North Dakota Grand Forks	July 2018 - July 2019
1634	Travel Health Nurse Clinical Update: 2018	ATHNA, Travel Health Nursing	July 2018 - July 2019
1635	Mother Knows Breast	Division of Family Health & Nutrition ND Department of Health Bismarck	July 2018 - July 2019
1636	NDBON 2018 Leadership Retreat	North Dakota Board of Nursing Bismarck	July 2018 - July 2019
1637	Infection Control Risk Assessment (ICRA): Awareness Training	North Central States Regional Council of Carpenters Hermanson, MN	July 2018 - July 2019
1638	Regional Health Tracks Training	ND Department of Human Services Bismarck	July 2018 - July 2019
1639	2018 Quality Health Associates of North Dakota Quality Forum	Great Plains Minot	August 2018 - August 2019
1640	2018 North Dakota Biennial Breastfeeding Conference	Greater Grand Forks Breastfeeding Coalition Grand Forks	August 2018 - August 2019

1641	What To Do When a Worker Has a Brain Injury	The Dow Chemical Company Newark, DE	August 2018 - August 2019
1642	CHAD Fall Quality Conference	Community HealthCare Association of the Dakotas Bismarck	August 2018 - August 2019
1643	Improving Adult Immunizations and the Importance of Healthcare Worker Immunization	Great Plains Minot	August 2018 - August 2019
1644	Naturally Helping Children; Mental Health; Lifestyle; Supplementation and Genetics	The Kid's Therapy Center Bismarck	August 2018 - August 2019
1645	Basic Rhythm Class	Catholic Health, Initiatives Dickinson	August 2018 - August 2019
1646	Answers for The Anxious	ND Department of Health Bismarck	August 2018 - August 2019
1647	1 Testosterone 2 Echocardiograms	Noridian Healthcare Solutions Fargo	August 2018 - August 2019
1648	Real Life: Every Day Unusual Dilemmas Case Studies of Modern Mental Health Treatments	Saint Sophie's Psychiatric Center Fargo	August 2018 - August 2019
1649	Prevention of Skin Breakdown	Amy Mund, is Sponsoring Herself	August 2018 - August 2019
1650	AFIX Presentation	ND Department of Health Immunization Program Bismarck	August 2018 - August 2019
1651	Regional Health Tracks Training	Jamestown Regional Medical Center Jamestown	August 2018 - August 2019
1652	Parkinson's Seminar	Bismarck Parkinson's Support Group Bismarck	August 2018 - August 2019
1653	NDLTCA Fall Professional Development Center	ND Long Term Care Association Bismarck	August 2018 - August 2019
1654	Heart Rhythm Interpretation	West River Health Services Hettinger	August 2018 - August 2019
1655	Minnesota Sheriff's Association/Correctional Health Division 6th Annual Conference	Carlton County Jail Carlton County Public Health Carlton, MN	August 2018 - August 2019
1656	Frontline Caregiver Training – "Mastering the Art of Dementia Care"	ND Longer Term Care Association Bismarck	August 2018 - August 2019
1657	Parkinson's Disease Conference	Park Nicollet Struthers Parkinson's Center Golden Valley, MN	September 2018 - September 2019
1658	Code Blue Recorder Class	Trinity Health Minot	September 2018 - September 2019
1659	Delaware's Substance Abuse Epidemic: Resources for Families and Healthcare Providers	Delaware Association of Occupational Health Nurses Wilmington, DE	September 2018 - September 2019
1660	APIC DACOTAH PLAINS…2018 Fall Conference	St Andrew's Health Center Bottineau	September 2018 - September 2019
1661	2018 South Dakota Infection Control Conference	University of North Dakota Office of Extended Learning Grand Forks	September 2018 - September 2019

1662	World-wide Perspectives of Nursing Service	Department of Nursing University of Mary Bismarck	September 2018 - September 2019
1663	Lateral Violence: Breaking the Silence	Minnesota State Community & Tech College Moorhead	September 2018 - September 2019
1664	Jurisprudence and Ethics	Minnesota State Community & Tech College	September 2018 - September 2019
1665	Credentialing 2 Day Boot Camp	ND Hospital Association Bismarck	September 2018 - September 2019
1666	Nursing's Role in Transforming Health Care: 4th Annual Conference	ND Center for Nursing Fargo	September 2018 - September 2019
1667	Dakota Eye Institute Education Day	Dakota Eye Institute Education Day Bismarck	September 2018 - September 2019
1668	Bismarck Cancer Center Oncology Conference	Bismarck Cancer Center Bismarck	September 2018 - September 2019
1669	Teach-Back: Improving Patient Safety and Engagement	Great Plains Quality Innovation Network Lincoln, NE	October 2018 - October 2019
1670	North Dakota Breastfeeding – Friendly Skills Training	ND Department of Health Bismarck	October 2018 - October 2019
1671	Brief Behavioral Strategies for Diabetes Management	Blue Cross Blue Shield of North Dakota Fargo	October 2018 - October 2019
1672	Trauma Case Reviews	Sanford Health Bismarck	October 2018 - October 2019
1673	Advanced Considerations in Child Abuse	Children's Advocacy Center of North Dakota Bismarck	October 2018 - October 2019
1674	ND Governor's Nursing Task Force: ND Nursing Workplace Culture Development Retreat	North Dakota Center for Nursing Fargo	October 2018 - October 2019
1675	Blood Pressure Protocol Training	ND Department of Health Bismarck	October 2018 - October 2019
1676	Connected Parents Connected Kids: Universal Parent Education & The Safety Card	CHI St Alexius Health Bismarck	October 2018 - October 2019
1677	Intimate Partner Violence: Universal Education & The Safety Card	CHI St Alexius Health Bismarck	October 2018 - October 2019
1678	Adolescent Relationships Abuse: Universal Education & The Safety Card	CHI St Alexius Health Bismarck	October 2018 - October 2019
1679	Trauma Sensitive Schools for School Nurses	Clay County Public Health Moorhead, MN	November 2018 - November 2019
1680	EMTALA Medical Screening Examinations Obligations	North Dakota Hospital Association Bismarck	November 2018 - November 2019
1681	Dry Needling & Other Newer Physical Therapy Tools	Delaware Association of Occupational Health Nurses Wilmington, DE	December 2018 – December 2019
1682	Clinical Laboratory Tests: What Do the Results Mean	Great Plains Minot	December 2018 – December 2019

1683	Diabetes Group Visits and Text Messaging in Midwestern Health Centers	Blue Cross Blue Shield Fargo	December 2018 – December 2019
1684	Stepping on Leader Training	ND Department of Health Bismarck	December 2018 – December 2019
1685	MN Poison Control System Training Online for Poison Prevention Education	ND Department of Health Bismarck	December 2018 – December 2019
1686	Basic Spirometry Overview for Healthcare and Technicians	The Dow Chemical Company Newark, DE	December 2018 – December 2019
1687	NDIIS Regional Training	Division of Disease Control ND Department of Health Bismarck	December 2018 – December 2019
1688	Just Culture Train-the-Trainer Learning Session	Great Plains Quality Innovation Network Minot	December 2018 – December 2019
1689	Hearing Loss and Health Care	ND Resource Center for Deaf & Hard of Hearing Devils Lake	December 2018 – December 2019
1690	HIV.STD.TB. Viral Hepatitis Program Lunch and Learn	Division of Disease Control ND Department of Health Bismarck	December 2018 – December 2019
1691	Cardiovascular Acute Coronary Syndrome	Sanford Health Bismarck	December 2018 – December 2019
1692	Adult Mental Health First Aid	Valley Memorial Homes Grand Forks	January 2019 - January 2020
1693	Mental Health First Aid	National Council for Community Behavioral Healthcare	March 2019 - March 2020
1694	Donation Begins with You	Dakota Lions Sight & Health Sioux Falls, SD	February 2019- February 2020
1695	44th EMS Rendezvous	ND Ems Association Bismarck	February 2019- February 2020
1696	Trauma Sensitive Schools Strategies for School Nurses	Clay County Public Health Moorhead, MN	February 2019- February 2020
1697	Cultural Competency	EduCare Innovative Training Solutions Dassel, MN	February 2019- February 2020
1698	Emergency Preparedness Series	EduCare Innovative Training Solutions Dassel, MN	February 2019- February 2020
1699	Dementia Series	EduCare Innovative Training Solutions Dassel, MN	February 2019- February 2020
1700	Resident Rights Series	EduCare Innovative Training Solutions Dassel, MN	February 2019- February 2020
1701	Vulnerable Adult Series	EduCare Innovative Training Solutions Dassel, MN	February 2019- February 2020
1702	OSHA & Infection Control Series	EduCare Innovative Training Solutions Dassel, MN	February 2019- February 2020

1703	Know Your Diabetes by Heart: Diabetes and Cardiovascular Diseases	Great Plains Quality Innovation Network Lincoln, NE	February 2019-February 2020
1704	2019 Spring Summit: Excellence in Rural Nursing	Southwest Minnesota State University Marshall	February 2019-February 2020
1705	Case Management Health Services Style	The Dow Chemical Company Newark, DE	February 2019-February 2020
1706	VFC Presentation - Immunization Program	ND Department of Health Immunization Program Bismarck	February 2019-February 2020
1707	2019 Adult Immunization Update	ND Department of Health Immunization Program Bismarck	February 2019-February 2020
1708	To Return to Work or not - That Is the Question	The Dow Chemical Company Newark, DE	February 2019-February 2020
1709	Nurse Health: What's In Your Toolbox	District 1 North Dakota Nurses Association Minot	February 2019-February 2020
1710	12 Lead EKG	Trinity Health Minot	February 2019-February 2020
1711	Initial Oncology Infusion Course	Trinity Health Minot	February 2019-February 2020
1712	2019 North Dakota Infection Prevention Conference	Office of Extended Learning University of North Dakota Grand Forks	February 2019-February 2020
1713	2019 Mind Matters Brain Injury Conference	Center for Rural Health University of North Dakota Grand Forks	March 2019 - March 2020
1714	Vision Zero Partner Summit	ND Department of Transportation Bismarck	March 2019 - March 2020
1715	Thinking About Other Nutrition Issues in Diabetes: Management and Iodine	Blue Cross Blue Shield of ND Fargo	March 2019 - March 2020
1716	Mental Health First Aid	Coal Country Community Health Centers Beulah	March 2019 - March 2020
1717	Cancer Care Conference 2019	Workforce Development Solutions Minnesota State Comm & Tech College Moorhead	March 2019 - March 2020
1718	Medical Emergencies: The First Five Minutes	Workforce Development Solutions Minnesota State Comm & Tech College Moorhead	March 2019 - March 2020
1719	Project A.C.E. Action Commitment Education	Community Action Partnership Dickinson	March 2019 - March 2020
1720	Youth Mental Health First Aid	Coal Country Community Health Centers	March 2019 - March 2020

		Beulah	
1721	On Track Train the Trainer Series	On Track Nursing Assistant Training Dassel, MN	March 2019 - March 2020
1722	NDLTCA 42nd Annual Convention & Trade Show	North Dakota Long Term Care Assoc. Bismarck	April 2019 - April 2020
1723	ND Critical Access Hospital Quality Meeting	ND CAH Quality Network Hospital Bismarck	April 2019 - April 2020
1724	Accelerate Practice Population Health Progress	Blue Cross Blue Shield of ND Fargo	April 2019 - April 2020
1725	School of Health Sciences Michael G. Parker Research & Scholarship Colloquium	U of Mary / Kappa Upsilon chapter of Sigma Theta Tau Nat. Honor Society	April 2019 - April 2020
1726	Mental Health Crisis Assessment and Reporting	ND Dept of Corrections & Rehab Bismarck	April 2019 - April 2020
1727	Ascend Sexual Risk Avoidance Specialist Certification	Dakota Hope Clinic Minot	April 2019 - April 2020
1728	Immunization Program Lunch and Learn	ND Dept of Health/ Division of Disease Control Bismarck	May 2019 - May 2020
1729	Spotlight on Prevention Summit & Training	Catholic Health Initiatives Bismarck	April 2019 - April 2020
1730	CHAD Member's Conf: Mastering engagement for Value & Results	Community Integrated Network Strategy Session Sioux Falls, SD	April 2019 - April 2020
1731	Intro to Legal Matters Faced by Hosp & Law Enforcement in the health care setting	ND Hospital Association Bismarck	April 2019 - April 2020
1732	Spring 2019 Educational Event 1) Surgical Dressings 2) Cover and Exclusions of Psychotherapy 3)	Noridian Healthcare Solutions Fargo	April 2019 - April 2020
1733	Heads Up to Toes Down – Physical Assessment for the Occupational Health Nurse	The Dow Chemical Company Health Services Newark, DE	April 2019 - April 2020
1734	ND Health Information Network (NDHIN) Overview and Clinical Portal Training	Webinar Sessions/ Online Training Academy Bismarck	April 2019 – April 2020
1735	1. Hand Washing 2. Elder Abuse & Neglect 3. Bloodborne Pathogens 4. Cultural Diversity 5. Communication 6. Diabetes 7. Incontinence & Constipation 8. Lifting & Transferring 9. Alzheimer's Disease 10. Malnutrition & Dehydration	CW Scrubs Colorado Springs, CO	April 2019 – April 2020
1736	Providing Skilled Support for Breastfeeding Mothers and Babies	CHI – St Alexius Bismarck	April 2019 – April 2020
1737	CPI Nonviolent Crisis Intervention	CHI – St Alexius Bismarck	May 2019 – May 2020

1738	2019 Quality Health Associates Quality Forum	Minot State University + 3 ND locations Minot	April 2019 – April 2020
1740	Safe Spaces	North Dakota State University Fargo	April 2019 – April 2020
1741	Creating a Culturally Responsive Learning Environment in Nursing Education	Minnesota State Apple Valley, MN	April 2019 – April 2020
1742	Red River Children's Advocacy Center 14th Annual Spring Conf	Red River Children's Advocacy Fargo	April 2019 – April 2020
1743	ATHNA: Advancing Nurses Critical role in Global	American Travel Health Nurses Association Briarcliff Manor, NY	May 2019 – May 2020
1744	Emerging Perspectives – Patient Engagement in Cancer Care	Missouri Valley Oncology Nursing Society Bismarck	May 2019 – May 2020
1745	Brain Injury Online Continuous Course Offerings	ND Brain Injury Network, Center of Rural Health ND Human Services Grand Forks	May 2019 – May 2020
1746	Respecting Choices First Steps Advance Care Planning Facilitator (ACP)	Honoring Choices ND Grand Forks	May 2019 – May 2020
1747	How You Help Save Lives, Organ, Tissue and Eye Donation	Life Source Mahmomen, MN	June 2019 – June 2020
1748	Integrating Antibiotic Stewardship into Electronics Health Records	Great Plains Minot	May 2019 – May 2020
1749	Prevention First	CPI (Crisis Prevention Institute) Milwaukee, WI	May 2019 - May 2020
1750	Return to Work and Breastfeeding	Bismarck Health Dept Bismarck	May 2019 – May 2020
1751	Comprehensive Bereavement Training for Hospital Caregivers & Staff	The Tears Foundation Puyallup, WA	June 2019 – June 2020
1752	ND Cancer Coalition NDCC Annual Meeting	ND Cancer Coalition Bismarck	June 2019 – June 2020
1753	Eye Injuries in the Workplace	The Dow Chemical Company Health Services Plaquemine, LA	June 2019 – June 2020
1754	Promotion of Cultural Competence Among Nursing Facility	U Of Mary Bismarck	June 2019 – June 2020
1755	ND 4th Public Health Nursing Conference – Turning Obstacles into Opportunities	ND Public Health Mayville	June 2019 – June 2020
1756	West River Conference of Social Welfare	West River Health Center Dickinson	June 2019 – June 2020
1757	Teaching Students to Think Critically while Building Resiliency and Motivation	Bismarck State College Bismarck	June 2019 -June 2020
1758	Early Recognition of Sepsis	Quality Improvement Organization Minot	June 2019 – June 2020
1759	Challenges & Opportunities: Preventing and Responding to Abuse – Neglect - Financial	Abused Adult Resource Center Bismarck	June 2019 – June 2020

| 1760 | Nursing Care for the Obstetric Patient in the Peri anesthesia Setting | CHI – St Alexius Dickinson | June 2019 – June 2020 |

APPROVED CONTINUING EDUCATION PROGRAMS

Year	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018	FY 2018-2019
Approved Continuing Education Programs	119	102	124	99	135

CONTINUING EDUCATION AUDIT 2018

AUDIT LIST	TOTAL (that were audited)
LPN	40
RN	129
APRN	7
APRN with Prescriptive Authority	11
Total	187

CONTINUING EDUCATION AUDIT 2018 REPORT

Continuing education was mandated in 2003 for license renewal in North Dakota. Nurses are randomly selected for audit annually. During the renewal period, a request for audit was generated through the online renewal process to obtain a random sample of 187 nurses who renewed for the licensure period and verified completion of 12 contact hours of continuing education. The 187 nurses were asked to submit documents to verify completion of the required contact hours for the previous two (2) years by furnishing a copy of the verification of attendance for the earned contact hours. Most nurses met the continuing education requirements by obtaining the appropriate number of contact hours.

LPN IV Therapy Courses 2018-2019:

July 2018 granted Minnesota State Community & Technical College, LPN Intravenous Therapy course full approval until July 2022; and required a paper survey in May 2022 for continued approval.

13. **Adopt and enforce rules for nursing practices.** See page 3, "Adopt rules necessary to administer this chapter after collaborating and consulting with North Dakota nursing associations and other affected parties".

14. **Issue practice statements regarding the interpretation and application of this chapter.**
   - October 2018 reaffirmed its position, as adopted and then reaffirmed in 1987 and 1998, that orientation to a position that requires a nursing license, permit, or work authorization is considered nursing practice and therefore requires that the individual be properly licensed or authorized to practice for the position to which they are being oriented. In order to clarify and supplement that position, i further move that an individual who is applying for nurse licensure in ND or who is licensed as a nurse in another jurisdiction must be authorized to practice nursing, with a permit or work authorization, when hired to a position in a nursing unit, regardless of title, which may utilize nursing knowledge, unless the individual is licensed, registered or otherwise authorized to perform the work required in that position. (for example, a nurse who is registered as a certified nursing assistant may serve in that role without having a license, permit or work authorization to practice nursing.)
   - January 2019 retired the practice statements: Complementary and Alternative Therapies (2004) and Role of the Registered Nurse Gastroenterology Procedures (2008); and approved the revisions of the Abandonment Practice Guidance.
   - April 2019 approved the revisions of continuing education renewal requirements policy and include clarification within the policy that time spent researching practice is not considered acceptable to meet NDBON CE requirements.

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. A biennial license cycle is followed for registered nurses and licensed practical nurses. Newly licensed nurses shall receive a license expiring on December thirty-first of the following licensure year. 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	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018	FY 2018-2019
Examination	614	637	567	600	620
Endorsement	812	723	788	995	832
Licensed Practical Nurse	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Examination	272	287	271	313	311
Endorsement	146	119	116	122	96
Total	**1844**	**1766**	**1742**	**2030**	**1859**

NEW ADVANCED PRACTICE LICENSES ISSUED PER FISCAL YEAR

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Total	**146**	**159**	**159**	**183**	**224**

January 2019, approved single state practical nurse licensure by endorsement for a Missouri licensed practical nurse endorsement and accepted the completion of Air Force BMTCP 4N051 (5 skill level) program as the equivalent of an associate degree, practical nurse education program to meet NDAC 54-02-06.1., 4; NDCC 43-12.1-09, 2.b.

NEW UNLICENSED ASSISTIVE PERSON REGISTRATIONS ISSUED 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 (certified nurse aide and nurse aide) and Medication Assistant I & II 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 (NDBON) statistics per FY:

Year	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Total	**278**	**183**	**259**	**238**	**243**

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	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Completed results	2502	2240	2255	2583	2434

43-12.1-14 Grounds for Discipline – Penalties.
The Compliance Advisory Council comprised of the executive director, associate and assistant directors, and special assistant attorney generals, 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

PENDING/OPEN CASES	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
	30	35	31	36	44
DISCIPLINARY ACTION	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
Reprimand	28	15	24	29	16
Probation	11	10	16	8	10
Suspension	7	10	13	16	8
Emergency Suspension	8	7	15	7	1
Suspension Stayed	0	1	0	2	0
*Surrender	19	11	5	7	14
Revocation	0	0	1	0	2
Denial of License/Reg	6	4	1	3	3
Cease and Desist	5	6	5	4	2
NLC Privilege	1	3	1	4	0
TOTAL	85	67	81	80	56**
PRACTICE BREAKDOWN CATEGORIES	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
Medication Administration	6	13	11	8	4
Documentation	4	11	11	7	9
Attentiveness/Surveillance	1	2	2	1	0
Clinical Reasoning	5	5	1	1	0
Interpretation of authorized provider's orders	2	0	2	0	0
Intervention	0	5	0	1	1
Prevention	1	0	0	0	1
Professional responsibility/ patient advocacy	28	22	22	10	12
INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
Changed/falsified charting	4	1	0	0	1
Criminal conviction	4	3	2	2	0
Deliberately cover up error	0	1	1	1	0
Fraud	4	7	7	17	1
Patient abuse	1	2	0	0	1
Theft (include drug diversion)	23	6	12	9	8
Other	1	0	1	1	3
OTHER VIOLATIONS	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
Action in Another Jurisdiction	0	3	2	5	3
Alcohol/Drug Abuse/Dependency	5	7	10	13	14
Failure to Adhere to CE Requirements	0	1	1	1	0
Practicing Without a License/Registration	0	4	14	8	12
Violation of Board Order	2	10	5	12	8
Failure to comply with investigation	0	3	3	2	6
Other	0	0	0	4	2

INVESTIGATIVE/NON-DISCIPLINE DISPOSITION	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
Positive Response	112	143	153	248	351
PVR's Received	147	143	134	111	126
Dismissal	21	34	34	35	51
Letter of Concern	46	70	51	45	61

* NDAC 54-02-07-05.3 Amended April 1, 2014. New terminology is Surrender of license or registration. No longer described as Voluntary Surrender.

**NDBON moved from 6 meetings per year to 4 meetings per year.

Please refer to the Nursing Education Annual report for the following:

- **NDCC 43-12.1-17 Nursing Education Programs.**
  The board shall adopt and enforce administrative rules establishing standards for nursing education programs leading to initial or advanced licensure. In-state programs must be approved by the board. Out-of-state programs must be approved by the state board of nursing of the jurisdiction in which the program is headquartered. The board shall approve, review, and reapprove nursing education programs in this state. The board may not require a statement of intent as part of the approval process under this section.
- **NDCC 43-12.1-18. Nursing practice standards. Repealed.**
- **NDCC 43-12.1-20 Continuing education requirements. Repealed.**
- **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.

NDCC 43-12.4 Nurse Licensure Compact. ND enacted legislation for the enhanced Nurse Licensure Compact (NLC) and Advanced Practice Registered Nurse (APRN) Compact in April 2017. The enhanced NLC was implemented January 19, 2018. The APRN Compact will be come into effect once 10 states have enacted legislation.

NDCC 43-51-07 License compacts. In 2018-2019, there were 31 states with enacted Nurse Licensure Compact legislation; The Advanced Practice Registered Nurse Compact currently has 3 member states that have enacted legislation. The APRN Licensure Compact Taskforce proposed revisions for consideration to promote enactment.

NDAC 54-02-10. RN and LPN Licensure Compact. Repealed 2018.

NORTH DAKOTA BOARD OF NURSING
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL
YEAR ENDED JUNE 30, 2019

	GENERAL FUND		
	Original and Final Budget	**Actual**	**Variance**
REVENUES			
Endorsements			
Professional	98,900	104,340	5,440
Practical	17,250	14,092	(3,158)
Re-registration			
Professional	561,000	553,758	(7,242)
Practical	105,000	105,527	527
Exams			
Professional	70,400	71,995	1,595
Practical	35,750	35,530	(220)
Fees			
APRN License Renewal	26,000	25,500	(500)
Reactivation Fee	4,500	4,200	(300)
Advanced Licensure	16,250	21,950	5,700
Prescriptive Authority	29,500	31,125	1,625
Unlicensed Assistive Person Registry Renewal/Late/Reactivation	16,410	17,820	1,410
Medication Assistant	4,800	4,920	120
Labels and mailing list	3,500	3,510	10
Disciplinary Fees	3,000	3,500	500
Penalty Fees	40,000	36,915	(3,085)
Encumbrance Fees	10,800	7,310	(3,490)
School Surveys	4,500	4,835	335
Publications, verifications and other fees	2,500	4,299	1,799
Course Review Fee	0	300	300
Continuing Education Presentations	1,200	0	(1,200)
Continuing Education Approval Fee	20,000	23,965	3,965
NNAAP Testing	13,000	12,413	(587)
NEL Application Fee	1,375	975	(400)
CHRC Processing Fee	51,100	51,240	140
Program Recognition fees	20,000	21,200	1,200
Interest	1,600	3,185	1,585
Center for Nursing	225,250	217,400	(7,850)
NEL Income	80,000	77,670	(2,330)
Total Revenues	**1,463,585**	**1,459,474**	**(4,111)**

	GENERAL FUND		
	Original and Final Budget	**Actual**	**Variance**
EXPENSES			
Salaries	631,000	652,472	(21,472)
Benefits	126,000	305,668	(179,668)
EAP Program Premiums	155	160	(5)
Health Insurance	124,100	129,045	(4,945)
Life Insurance	130	109	21
Workers Compensation & State Unemployment Tax	500	431	69
Staff Development Expenses	5,000	1,388	3,612
Total employee compensation & benefits	*887,385*	*1,089,273*	*(201,888)*
Board Staff Expenses	5,000	6,274	(1,274)
Board Meeting Expenses	28,000	23,415	4,585
Unappropriated Expenses	250	-	250
Total Board Expenses	*33,250*	*29,689*	*3,561*
Rent	44,340	44,340	-
Phone Expense	4,500	4,145	355
Office Supplies Expense	5,000	4,192	808
Records Storage Expense	500	286	214
Postage Expense	10,000	8,972	1,028
Printing Expense	1,200	1,255	(55)
Publications & Subscriptions	300	-	300
Service contract	800	778	22
Repairs & Parts	250	1,657	(1,407)
Office Insurance	1,750	1,711	39
Disciplinary Process	1,500	194	1,306
NCSBN	6,000	6,000	-
Bank Charges	50	65	(15)
Audit Fees	10,400	10,400	-
Legal Fees	65,000	68,266	(3,266)
Consultant	10,000	11,184	(1,184)
Technology Maintenance	8,000	8,338	(338)
Online System Payments	24,000	23,402	598
Equipment Expense	3,500	4,534	(1,034)
Internet Service & Hosting	12,200	10,500	1,700
Office Maintenance	3,240	3,240	-
Program Enhancements	15,000	22,850	(7,850)
Rule Revisions	3,000	0	3,000
Center for Nursing	225,250	217,400	7,850
NEL Transfer	80,000	77,670	2,330
Depreciation Expense	0	13,798	(13,798)
Total Other Operating Expense	*535,870*	*545,177*	*(9,397)*
Total Expenses	**1,456,415**	**1,664,139**	**(207,724)**
REVENUES OVER EXPENSES	**7,170**	**(204,665)**	**211,835**

CATEGORIES	FY 2015-2016		FY 2016-2017		FY 2018-2019	
	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3959	15580	3928	16264	3912	16778
Exam	271	567	313	600	311	620
Endorsement	116	788	122	995	96	832
Advanced Practice RN	0	1433	0	1550	0	1698
Prescriptive Authority	0	973	0	1016	0	1202
GENDER STATISTICS						
Male	196	1226	194	1307	201	1390
Female	3763	14354	3734	14957	3711	15388
ETHNIC						
African American	141	329	153	385	166	453
Asian	28	362	34	434	32	506
Asian Indian	24	53	20	58	19	60
Other Asian	9	103	7	109	6	101
Hispanic	48	149	52	156	62	180
Native American	138	187	136	200	142	212
Other	48	185	55	254	64	294
Pacific Islander	4	21	4	28	4	28
White not of Hispanic Origin	3519	14191	3467	14640	3417	14944
EMPLOYMENT						
Employed Full Time	2380	11254	2364	11813	2324	12148
Employed Part Time	674	1998	606	1996	595	2038
Not Employed	705	1506	750	1564	794	1678
Nursing Volunteer	4	58	5	60	3	53
Per Diem	157	593	159	647	151	662
Retired	39	171	44	184	45	199
EMPLOYMENT SETTING						
Academic Setting	3	114	3	128	4	131
Ambulatory Care Clinic	362	1225	365	1349	380	1451
Church	2	44	1	43	0	43
Correctional Facility	12	46	12	45	13	51
Government	72	316	71	328	77	331
Home Health	95	379	90	395	98	421
Hospital	532	6840	499	7020	464	7111
Insurance Claims/Benefits	6	470	5	545	7	613
Military	6	59	5	56	5	55
Nursing Home/Extended Care	995	1075	984	1082	967	1116
Nursing Education	4	277	4	281	5	283
Occupational Health	14	114	15	118	16	110
Other	1019	3068	1072	3258	1114	3421
Physicians Office	730	937	695	971	665	997
Policy/Planning/Regulatory/ Licensing Agency	1	8	1	7	1	9
Public/Community Health	48	349	47	361	45	371
School Health	20	94	24	102	21	104
Self Employed	16	75	13	87	11	86
Social Services	6	21	5	15	4	17
Temporary Agency	11	34	12	38	13	32
Volunteer	5	35	5	35	2	25

	FY 2015-2016		FY 2016-2017		FY 2018-2019	
PRACTICE AREA	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	349	0	348	0	368
Chemical Dependency	7	24	13	31	13	37
Community	23	103	28	111	29	113
Critical Care	11	792	13	807	11	821
Emergency Care	16	649	14	656	11	695
Family Practice	470	795	454	897	431	942
Geriatrics	917	1002	897	1002	885	1019
Home Health	70	338	67	353	74	371
Maternal Child	53	552	49	543	48	542
Medical/Surgical	267	1819	251	1861	232	1862
Mental Health	91	483	89	489	88	530
Neonatology	6	282	5	290	4	297
Nursing Administration	13	393	13	397	15	405
Occupational Health	17	109	16	114	15	106
Oncology	31	359	30	384	26	378
Other	1654	5380	1694	5746	1739	6001
Palliative Care	8	61	9	61	7	67
Parish	1	50	1	48	1	48
Pediatrics	105	349	97	393	100	404
Perioperative	12	652	11	684	11	713
Public/Community Health	47	330	41	341	40	340
Quality Assurance	14	186	11	171	11	180
Rehabilitation	52	149	48	152	46	140
School	27	149	29	153	25	153
Trauma	1	40	2	39	2	40
Women's Health	46	185	46	193	48	206
NURSING POSITION						
Advanced Practice RN	0	1227	0	1312	0	1401
Advanced Practice w/ RN in other Compact State	0	206	0	238	0	297
Nurse Administrator	9	274	11	275	11	288
Nurse Consultant	3	223	4	236	3	249
Nurse Educator	6	353	6	390	6	429
Nurse Executive	0	81	0	83	0	84
Nursing Faculty	40	151	36	150	40	151
Nursing Manager	52	1006	50	1038	49	1072
Office Nurse	582	760	554	781	550	802
Other	106	3283	1102	3449	1141	3388
Specialty Practice Nurse	0	5	0	8	0	6
Staff Nurse	2100	7839	2063	8016	2022	8220
Travel Nurse	100	378	102	442	90	391
EDUCATION						
Vocational Certificate/Diploma	1604	928	1720	923	1784	905

Associate Degree	2228	3883	2082	4072	1994	4205
Bachelors in Nursing	20	8296	17	8658	18	8911
Bachelors in Other	100	291	100	283	107	273
Masters in Nursing	0	1567	0	1686	0	1790
Masters in Other	6	296	8	280	8	285
Doctorate in Nursing	0	191	0	235	0	279
Doctorate in Other	1	54	1	51	1	53
AP Post Basic Education	0	45	0	47	0	52
Post BS Anesthesia	0	29	0	29	0	25

APPENDIX III
FISCAL YEAR COUNTY DISTRIBUTION OF LICENSED NURSES

County	FY 2015-2016		FY 2016-2017		FY 2018-2019	
	LPN	RN	LPN	RN	LPN	RN
Adams	11	52	11	50	13	48
Barnes	50	116	50	121	49	126
Benson	22	40	27	46	26	49
Billings	3	12	3	12	3	11
Bottineau	37	87	34	93	32	95
Bowman	11	45	12	42	11	38
Burke	6	22	5	20	5	20
Burleigh	298	2062	300	2102	323	2149
Cass	852	3306	831	3541	861	3658
Cavalier	26	44	28	41	29	44
Dickey	25	67	24	70	22	75
Divide	6	33	6	33	7	31
Dunn	14	32	14	32	12	37
Eddy	17	31	16	36	15	37
Emmons	14	45	14	48	13	52
Foster	15	58	17	61	17	61
Golden Valley	3	18	3	19	4	20
Grand Forks	376	1134	386	1151	373	1174
Grant	11	34	10	33	11	38
Griggs	20	22	19	20	17	23
Hettinger	7	22	8	21	8	18
Kidder	6	31	5	30	7	31
Lamoure	31	52	33	54	33	54
Logan	8	23	6	25	6	25
McHenry	19	66	20	63	23	70
McKenzie	25	40	26	42	22	49
McIntosh	27	69	27	66	24	71
McLean	37	121	35	125	32	126
Mercer	22	95	25	101	25	101
Morton	113	551	116	565	114	573
Mountrail	17	60	18	58	16	65
Nelson	18	45	20	46	20	47

County	FY 2015-2016		FY 2016-2017		FY 2018-2019	
	LPN	RN	LPN	RN	LPN	RN
Oliver	3	15	2	16	4	19
Out of State	714	4162	689	4464	675	4676
Pembina	50	61	49	61	50	59
Pierce	28	58	29	60	25	58
Ramsey	85	145	77	143	77	154
Ransom	36	55	38	59	36	60
Renville	5	32	5	33	4	30
Richland	90	155	86	150	86	164
Rolette	55	111	57	118	57	124
Sargent	29	38	29	42	27	41
Sheridan	3	17	3	15	4	16
Sioux	11	14	9	14	9	11
Slope	3	3	3	3	2	3
Stark	123	338	131	351	123	351
Steele	10	30	9	30	12	29
Stutsman	102	313	101	318	95	315
Towner	13	29	13	27	15	25
Traill	47	113	48	116	47	115
Walsh	75	130	74	130	77	135
Ward	188	945	179	964	183	978
Wells	23	57	21	61	19	65
Williams	119	324	127	322	112	334
Total	**3959**	**15580**	**3928**	**16264**	**3912**	**16778**

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

GOAL 1: Ensure Public Protection Through Evidence-Based Regulation

INITIATIVES	STRATEGIES	OPERATIONAL PLAN
1. Proactively address the public's need for safe and competent nursing practice.	1. Ongoing review of the Nurse Practices Act (NPA) and ND Administrative Code (NDAC). 2. Implement and evaluate processes related to interpretation and application of NPA and NDAC related to nursing practice. 3. Monitor and analyze trends and issues related to nursing practice. 4. Collaborate with state and national entities to contribute NDBON data related to nursing practice.	• Review NPA and Rules annually-July meetings. • Monitor and respond to practice inquiries submitted to the NDBON. • Invite nurses and stakeholders to volunteer for committee appointments and Advisory Panels-activate as needed. • Provide practice guidance regarding interpretation and application of the NPA and NDAC. • Participate in the NCSBN CORE and Board Member Profile data and consider reports related to nursing practice. • Review and/or revise nursing practice division processes annually.
2. Ensure licensure and registration of qualified individuals for the practice of nursing or assist in the practice of nursing.	1. Provide accurate and efficient licensure/registration processes. 2. Provide electronic licensure notification for employers, licensees, and registrants. 3. Comply with state and federal laws, rules, and procedures/policies regarding use and dissemination of FBI Criminal Background Checks (CHRC) required for licensure or registration. 4. Monitor continued competency of licensure through audits related to continuing education and practice hours per NPA and NDAC. 5. Collaborate with state and national entities to contribute NDBON data related to licensure and registration.	• Review NNAAP examination contract-2018-2019. • Provide notification related to licensure and registration renewal. • Promote and monitor use of E-notify. Provide periodic reports to NDBON. • Assist NDBON Noncriminal Agency Coordinator in ensuring compliance with ND Bureau of Criminal Investigations FBI CHRC requirements and audits. • Provide continuing education approval of offerings which may be utilized to meet initial or continued competency. • Conduct annual continuing education audits. • Participate in the NCSBN CORE and Board Member Profile data and consider reports related to licensure.

3.	Ensure the nursing education programs meet NDBON standards through evidence-based processes.	1. Evaluate, approve, and monitor nursing education programs according to NPA and NDAC. 2. Implement and evaluate monitoring processes for nursing education programs according to the NPA and NDAC. 3. Collect and evaluate data from NDBON approved nursing education programs. 4. Monitor and analyze trends and issues related to nursing education. 5. Collaborate with state and national entities to contribute NDBON data related to nursing education.	• Survey and evaluate NDBON approved nursing education programs, RN Refresher Courses, LPN IV Therapy Courses. • Facilitating the work of the Nursing Education Committee (NEC). • Facilitate and evaluate the distance education recognition process. Provide periodic reports to NDBON. • Facilitate and evaluate the faculty developmental program. Provide periodic reports to NDBON. • Review and/or revise Nursing Education Program Survey Process. • Prepare the Nursing Education Annual Report and contribute to NDBON Annual Report. • Participate in the NCSBN CORE and Board Member Profile data and consider reports related to education.
4.	Assure consumer protection through evidence-based compliance processes and solid, defensible investigative and disciplinary procedures.	1. Implement and evaluate compliance and disciplinary processes related to nursing licensure and practice according to the NPA and NDAC. 2. Collect and evaluate data from NDBON Compliance Division related to investigative cases and disciplinary action. 3. Monitor and analyze trends and issues related to investigative processes, disciplinary action procedures, and encumbrance monitoring programs. 4. Collaborate with state and national entities to contribute NDBON data related to disciplinary processes and actions.	• Review and/or revise Compliance Division policy and procedures annually. • Consider workload and resources utilized for PVR intake, investigation of cases, Compliance Advisory Council, and case dispositions. • Prepare compliance related data for the Annual Report. Provide periodic reports to NDBON. • Participate in the NCSBN CORE and Board Member Profile data and consider reports related to compliance. • Participate in NCSBN Discipline Efficiency Project-2018-2020. • Report disciplinary actions to state and national databanks.

GOAL 2: Collaborate with Stakeholders to Promote Safe Nursing Practice that is Adaptive to an Evolving Healthcare Environment

INITIATIVES	STRATEGIES	OPERATIONAL PLAN
1. Assure that innovation in practice provides the public with safe, quality care and maximizes nursing resources.	• Participate in state, national, and international initiatives to support a competent and mobile nursing workforce. • Monitor and analyze trends and issues in state and national nursing regulation. • Promote communication and collaboration among regulatory boards, organizations, and education organizations. • Promote communication and collaboration with policy makers and stakeholders regarding legislative issues relating to nursing. • Support ND Center for Nursing (NDCFN) initiatives.	• Participate in the Nurse Licensure Compact in accordance to NPA. • Provide NDBON representation on coalitions, professional organizations, committees, and other entities related to nursing. • Review NDCFN strategic plan and budget report annually to the NDBON. • Participate in NDCFN strategic plan initiatives and activities, such as committees, legislative tracking teams, and conferences. • Collaborate with NDCFN for collection and analysis of workforce related data and trends. Provide periodic reports to the NDBON.

GOAL 3: Engage Nurses, Public, and Stakeholders in Accessing and Utilizing NDBON Resources

INITIATIVES	STRATEGIES	OPERATIONAL PLAN
1. Be proactive in engaging nurses, public, and stakeholders in accessing and utilizing NDBON resources for licensure, practice, education, and discipline.	1. Monitor information technology trends to maintain accurate database, online forms, and website, including considerations related to program enhancements. 2. Analyze trends and changes in technology to address generational needs, challenges, culture, and environment related to licensure, practice, education, and discipline. 3. Promote utilization of NDBON resources regarding licensure, practice, education, and discipline	• Explore NDBON workload and resources necessary to maintain database, website, and technology. • Publish communications and regulatory information in the quarterly Dakota Nurse Connection and NDBON website. • Share NDBON news and updates on NDCFN website, newsletters, and social media. • Update and provide continuing education presentations related to nursing regulation upon request as workload permits. • Provide written or verbal reports to associations, committees, etc.

GOAL 4: Prepare NDBON Members and Staff for State/National Leadership Roles		
INITIATIVES	**STRATEGIES**	**OPERATIONAL PLAN**
1. Ensure NDBON Members/staff opportunities for leadership development.	1. Support NDBON leadership roles within NDBON and at the state, regional, and national level. 2. Promote growth and development of NDBON Members/staff. 3. Maintain and evaluate the orientation process for new NDBON Members to include the mentor process. 4. Promote NDBON member role development. 5. Succession planning for NDBON/staff positions.	• Facilitate NDBON Member/staff attendance and active participation in meetings, committees, initiatives at the state, regional, and national level. Report periodically to the NDBON. • Secure funds through NCSBN for meeting attendance. • Provide annual NDBON Retreat for continued training, education, and development of members/staff. • Facilitate new NDBON Members/staff orientation to include completion of orientation day by staff, completion of NCSBN 101, and mentorship of new members/staff. • Annually review Board member terms. • Prepare for anticipated retirement-2018-2019

Annual Report Approved by the NDBON 01/23/2020