

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

State of North Dakota

***BOARD  
OF  
NURSING***



Fiscal Year 2023: July 1, 2022 – June 30, 2023

**NORTH DAKOTA BOARD OF NURSING**

919 S 7<sup>TH</sup> STREET, SUITE 504

BISMARCK, ND 58504-5881

PHONE: 701-751-3000 FAX: 701-751-2221

[www.ndbon.org](http://www.ndbon.org)

# FISCAL YEAR 2023 ANNUAL REPORT TABLE OF CONTENTS

<u>BOARD OF NURSING</u>	<u>2</u>
MISSION STATEMENT	
GOAL STATEMENTS	
VISIONS	
BOARD MEMBERS	
<u>DUTIES OF THE BOARD</u>	<u>2</u>
<u>ESTABLISH FEE</u>	<u>4</u>
<u>NURSING EDUCATION LOAN DISBURSEMENTS</u>	<u>5</u>
<u>CONDUCT AND SUPPORT PROJECTS PERTAINING TO NURSING EDUCATION AND PRACTICE</u>	<u>7</u>
<u>CE AUDIT</u>	<u>8</u>
<u>INITIAL LICENSURE &amp; REGISTRATION STATISTICS</u>	<u>9</u>
<u>CRIMINAL HISTORY RECORD CHECK STATISTICS</u>	<u>10</u>
<u>INVESTIGATIVE &amp; DISCIPLINARY STATISTICS</u>	<u>10</u>
<u>NURSING EDUCATION</u>	<u>11</u>
<u>NURSE LICENSURE COMPACTS</u>	<u>11</u>
<u>APPENDIX I FEE SCHEDULE</u>	<u>12</u>
<u>APPENDIX II STATEMENT OF REVENUES AND EXPENDITURES</u>	<u>15</u>
<u>APPENDIX III STATEWIDE STATISTICS</u>	<u>17</u>
<u>APPENDIX IV COUNTY DISTRIBUTION OF LICENSED NURSES</u>	<u>20</u>
<u>APPENDIX V STRATEGIC PLAN</u>	<u>22</u>

**NORTH DAKOTA BOARD OF NURSING  
ANNUAL REPORT  
FISCAL YEAR 2023**

**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.

**GOAL STATEMENTS**

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 NDBON 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.

The NDBON held four regular meetings in Fiscal Year (FY) 2023 and minutes are available at [www.ndbon.org](http://www.ndbon.org).

**NORTH DAKOTA BOARD OF NURSING MEMBERS**

Kevin Buettner, APRN (President)	Grand Forks
Wendi Johnston LPN (Vice President)	Kathryn
Jamie Hammer, RN (Treasurer)	Minot
Julie Dragseth, LPN	Watford City
Michael Hammer, RN	Velva
Melodi Krank, RN	Fargo
Dana Pazdernik, RN	New Salem
Maggie Seamands RN	Bismarck
Cheryl Froelich, Public Member	Mandan

**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.**

During the 68<sup>th</sup> Legislative Session, the NDBON filed an agency bill (SB 2114) to amend and reenact sections 43-12.1-02 and 43-12.1-08 of the ND Century Code to establish and define an Alternative to Discipline Program, allow for flexibility in administration of nursing education funds; and remove redundant language related to short-term clinical education in healthcare facilities which is included in exemptions. SB 2114 was enacted successfully and the NDBON promulgated rules to reflect the mandates.

The NDBON initiated rule promulgation of the following amendments to Title 54 of the NDAC:

- Chapter 54-10 Alternative to Discipline Program: creates a chapter to establish an Alternative to Discipline program for nurses as mandated by Senate Bill 2114 enacted during the 68<sup>th</sup> Legislative Assembly. Fiscal Impact: no expected impact on regulatory community in excess of \$50,000.
- Chapter 54-01-03-01 Definitions: addition of definitions related to Chapter 54-10 Alternative to Discipline program.
- Chapter 54-02-01 Licensure by Examination: amendments to rules related to credentials evaluation services for internationally educated applicants by examination. Fiscal Impact: not anticipated to have a fiscal impact on regulatory community.
- Chapter 54-02-06 License by Endorsement: amendments to rules related to credentials evaluation services for internationally educated applicants by endorsement; and to amend rules to remove military spouse licensure fee. Fiscal Impact: not anticipated to have a fiscal impact on regulatory community.

FY 2023 NDBON member and staff taskforce/committee participation to promote stakeholder collaboration:

- College and University Nursing Education Administration (CUNEA)
  - Provided updates at each NDBON Nursing Education Committee meeting
  - Collaborated on nursing education topics with ND Organization of Nurse Leaders (NDONL)
- ND Tri-Regulator Collaborative: ND Board of Pharmacy, ND Board of Nursing, ND Board of Medicine
- ND Nurse Association
  - Collaborated to address stakeholder practice questions
  - Provided report at the NDNA Annual Meeting
- ND Nurse Practitioner Association-Report provided at Annual Conference
- ND Prescription Drug Monitoring Program Advisory Board
- Nurse Licensure Compact administration
  - Executive Committee
  - Rule-Making Committee
  - Compliance Committee
  - Research Committee
  - Policy Committee
  - Technology Committee
- National Council State Boards of Nursing (Committees and Task Forces)
  - Leadership Succession Committee
  - Executive Officer Leadership Council
- Public Forum provided at each of the four regular meetings

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

Stacey Pfenning, DNP, APRN, FNP, FAANP	Executive Director
Tammy Buchholz, DNP, RN, CNE, FRE	Associate Director for Education
Melissa Hanson, MSN, RN	Associate Director for Compliance
Maureen Bentz, MSN, RN, CNML	Associate Director for Practice
Corrie Lund, MSN, RN	Assistant Director for Compliance
Kyle Martin	Associate Director for Operations

Karen Hahn  
Michael Frovarp  
Christa Stayton  
Kimberly Kolling  
Norma Geiger  
Brian Bergeson  
Nicholas Simonson

Administrative Service Coordinator  
Accounting/Licensure Specialist  
Licensing Specialist  
Licensing Specialist  
Administrative Assistant  
Special Assistant Attorney General  
Special Assistant Attorney General (General Counsel)

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.**

- Approved the proposed income for FY 2023 to include recommended revisions to the Fee Schedule as distributed (see Appendix I).
- Developed annual budget for receipts and expenditures (see Appendix II for financial statements of FY 2023).
- Completed an audit of receipts and expenditures at the end and submitted by the auditor to the Governor's office. The completed audit reports are available for review at the board office.
- Reviewed financial statements at each regular board meeting.

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

- See 2022-2023 Nursing Education Annual Report for data collected from approved nursing education programs. Reports submitted to the Governor annually.
- Collected data related to nurse licensure for initial, renewal, and reactivation and contributed to the NCSBN Board Membership Profile which includes data collection through survey of 59 Member Boards.

**Issue and renew limited licenses or registration to individuals requiring accommodation to practice nursing.** The NDAC chapter 54-02-09 related to a limited license became effective September 1, 1996.

- Continued approval of Addressed requests from the Governor's office and ND facilities related to critical nursing shortages:
  - Reviewed the reenacted "Emergency Limited License Policy and Procedure" every six (6) months; and accepted the 120 hours of supervised clinical practice, verified by employer, as meeting 54-02-05-03 (3,g) "Other evidence the licensee wished to submit which would provide proof of nursing competence" allowing the nonpracticing nurse to apply for reactivation. Continued to address Governor's office and ND facilities concerns related to critical nursing shortages.
  - Reassessment and approval every six (6) months, of the allowance of facility general orientation (not nursing orientation) and work in other non-nursing roles prior to completing temporary permit requirements and issuance.
- Eight (8) Emergency Limited Licenses were issued to retired or non-practicing nurses between July 1, 2022, and June 30, 2023. Six (6) of these individuals were able to fully reactivate their licenses.

6. **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 twice in FY 2022, July and April.
- Thirty-nine eligible individuals were approved for Nursing Education Loan awards for a total of \$110,008.04 according to NDAC 54-04.1.

**NURSING EDUCATION LOAN DISBURSEMENTS PER FISCAL YEAR**

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

<b>Nursing Education Loans</b>	<b>2018-2019</b>		<b>2019-2020</b>		<b>2020-2021</b>		<b>2021-2022</b>		<b>2022-2023</b>	
LPN Certificate Program	2	\$1,816	0	\$0	7	\$630	3	\$3,000	2	\$2,000
LPN Associate Degree Program	1	\$908	0	\$0	0	\$0	1	\$1,375	0	\$0
RN Associate Degree Program	5	\$7,652	4	\$9,092	2	\$2,510	2	\$4,000	5	\$10,000
RN Baccalaureate Degree Program	12	\$24,378	10	\$15,801.21	4	\$7,528	10	\$19,143	10	\$27,102
Master's Degree Program	15	\$37,294	16	\$38,478.49	5	\$4,930	11	\$29,098	3	\$8,618
Doctoral Program	11	\$26,962	8	\$21,478.30	1	\$622	13	\$46,054	19	\$62,288
Refresher Course	1	\$500	0	\$0	0	\$0	0	\$0	0	\$0
<b>Total</b>	<b>47</b>	<b>\$99,510</b>	<b>39</b>	<b>\$84,850</b>	<b>19</b>	<b>\$20,000</b>	<b>40</b>	<b>\$102,670</b>	<b>39</b>	<b>\$110,008</b>

**NURSING EDUCATION LOAN PROGRAM CANCELLATIONS PER FISCAL YEAR**

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

<b>Cancellations:</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
By Employment in N.D.	26	38	14	5	41
Partial Repayment/Partial Employment in ND	1	1	4	0	1
By Monetary Repayment	4	5	1	0	0
Cancelled - Military Deployment	0	0	0	0	0
Cancelled due to Death/Disability	0	0	0	0	0
<b>Total</b>	<b>31</b>	<b>44</b>	<b>19</b>	<b>5</b>	<b>42</b>

7. **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	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Registered Nurse	16,778	16,896	17,349	17,979	18,719
Advanced Practice only- (RN in other compact state)	297	347	443	596	779
Licensed Practical Nurse	3,912	3,788	3,742	3,641	3,499
<b>Total Nurses Licensed</b>	<b>20,987</b>	<b>21,031</b>	<b>21,534</b>	<b>22,216</b>	<b>22,997</b>

**TOTAL ADVANCED PRACTICE LICENSED BY FISCAL YEAR**

Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Certified Registered Nurse Anesthetist (CRNA)	434	443	434	451	471
Certified Nurse Midwife (CNM)	23	26	25	30	30
Clinical Nurse Specialist (CNS)	43	42	36	34	32
Nurse Practitioner (NP)	1,182	1,333	1,549	1,846	2,168
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	7	7	5	4	7
Nurse Clinician (NC)	2	2	2	2	1
Certified Registered Nurse Anesthetist/Nurse Practitioner (CRNA, NP)	1	1	2	0	5
Certified Nurse Midwife/Nurse Practitioner (CNM, NP)	4	6	7	5	13
<b>Total</b>	<b>1,550</b>	<b>1,860</b>	<b>2,060</b>	<b>2,372</b>	<b>2,727</b>

**TOTAL SPECIALTY PRACTICE LICENSED BY FISCAL YEAR**

Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Specialty Practice RN	6	6	5	5	3

**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.

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>Total</b>	1,056	1,089	1,108	1,179	1,269

**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 NDBON 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	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Medication Assistant III Registry	214	217	206	244	302

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

The NDBON prepares an annual report and a nursing education annual report for the governor and publishes to [www.ndbon.org](http://www.ndbon.org).

**9. Conduct and support projects pertaining to nursing education and practice.**

- Collaborated with NCSBN on the NDBON Nursing Education Annual Report. Refer to the Nursing Education Annual Report for specific nursing education projects.
- Continued state agency recognition status by U.S. Department of Education.
- “Collect and analyze data regarding nursing education, nursing practice, and nursing resources”.
- Utilized CE Broker to enhance tracking of continuing education mandates for licensees.
- Alternative to Discipline (ATD) project:
  - NDBON ATD Committee continued work on the pilot program and drafted ATD legislation and rules.
  - Provided formal presentations on the ATD program to educate facilities/employers of nurses.
- Provided a national presentation for ACEN Nursing Education Accreditation Conference (July 15, 2022).
- Supported e-notify through tracking trends and providing education to licensee’s and stakeholders through education on website and publications in the North Dakota Nurse Connection.
- Approved continuation of 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.
- Collaborated with PCI on quarterly publications of the “North Dakota Nurse Connection” to provide education and updates on regulation, licensure, practice, education, and compliance; distributed electronically and by direct mail to over 20,000 licensees; state employers; and U.S. Nursing Boards.
- Maintained NDBON Strategic Plan and appointed a committee to review and revise the mission, visions, values, and strategic plan.

**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 NDBON. 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 NDBON made the decision to discontinue NNAAP testing. The discontinuation process occurred over 3 months. December 31, 2018, was the date of discontinuation. This section will appear in the Annual Report until the testing summary is at 0.

**(NNAAP) TESTING SUMMARY PER FISCAL YEAR**

Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Written/Oral	496	0	0	0	0
Manual	494	0	0	0	0

**10. 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 2023. Duty repealed with the enactment of SB 2114 during the 68<sup>th</sup> Legislative Session.



**11. Adopt and enforce rules for continuing competence of licensees and registrants.**

- January 2023 ratified practice hours for seven (7) licensees who cared for ill family members and used nursing practice skills to apply for practice hours at reactivation.
- Collaborated with contracted partner CE Broker to finalize the third-year gradual phase-in plan and processes for CE tracking of licensees.

**APPROVED CONTINUING EDUCATION PROGRAMS**

Year	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023
Approved Continuing Education Programs	135	97	99	127	94

**CONTINUING EDUCATION AUDIT 2023**

AUDIT LIST	TOTAL (that were audited)
LPN	20
RN	127
APRN/ APRN with Prescriptive Authority	17
Total	164

**CONTINUING EDUCATION AUDIT 2023 REPORT**

Continuing education was mandated in 2003 for license renewal in North Dakota. Nurses are randomly selected for CE audit annually. During the renewal period, a request for audit was generated through the CE Broker platform to obtain a random sample of 164 nurses who renewed for the licensure period and verified completion of 12 contact hours of continuing education. The nurses were asked to submit documents through CE Broker 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. The audit resulted in no disciplinary actions for any licensees.

**LPN IV Therapy Courses FY 2023:**

July 2022 granted continued full approval of the Minnesota State Community and Technical College, Workforce Development Solutions, LPN Intravenous Therapy Course through July 2026.

July 2022 granted continued full approval of the Northland Community and Technical College, Center for Outreach and Innovation, LPN Intravenous Therapy Course through July 2026.

**RN/LPN Refresher Courses FY 2023:**

No action related to RN/LPN Refresher Courses for FY 2023.

**12. 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”.

**13. Issue practice statements regarding the interpretation and application of this chapter.**

October 2022 approved revisions to the following Practice Statements:

- Practice Parameters – RN and LPN Practice in Narrower Scope of Practice, Orientation,
- Nursing Students Employed as Nurse Interns
- Employment of Graduate Nurses, and Employment in Non-Nursing Positions all moved to FAQ format
- Role of the Licensed Practical Nurse in Intravenous Therapy
- EMTALA and Role of the RN in Care of Labor Patient - archived

- UAP Volunteer-archived
- Policy & Procedure for Nursing Practice Inquiries & Interpretive Practice Guidance
- Medication Procedures for Residents Going on Pass from Long Term Care
- Exemption Review Guidelines for Employment Verification

**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 NDBON 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 NDBON maintains a permanent electronic file of licenses or registrations issued to registered nurses, licensed practical nurses and the unlicensed assistive person. The file is open to the public.

**NEW LICENSES ISSUED BY FISCAL YEAR**

<i>Registered Nurse</i>	<i>FY 2018-2019</i>	<i>FY 2019-2020</i>	<i>FY 2020-2021</i>	<i>FY 2021-2022</i>	<i>FY 2022-2023</i>
Examination	620	581	795	726	774
Endorsement	832	775	755	881	991
<i>Licensed Practical Nurse</i>	<i>2018-2019</i>	<i>2019-2020</i>	<i>2020-2021</i>	<i>2021-2022</i>	<i>2022-2023</i>
Examination	311	294	315	289	212
Endorsement	96	58	80	68	84
<b>Total</b>	<b>1,859</b>	<b>1,708</b>	<b>1,945</b>	<b>1,964</b>	<b>2,061</b>

**NEW ADVANCED PRACTICE LICENSES ISSUED PER FISCAL YEAR**

<i>Year</i>	<i>FY 2018-2019</i>	<i>FY 2019-2020</i>	<i>FY 2020-2021</i>	<i>FY 2021-2022</i>	<i>FY 2022-2023</i>
<b>Total</b>	<b>224</b>	<b>233</b>	<b>303</b>	<b>399</b>	<b>450</b>

- Ratified acceptance of the education and ANCC certification as Acute Care Nurse Practitioner to qualify for APRN licensure with prescriptive authority in North Dakota for two applicants.
- Supported the revised “Joint Position Statement for the APRN Supervising/Performing Fluoroscopy” with amendments to provide a plan for noncompliance with Board requirements.
- Granted the delegation of authority to the Executive Director to sign Amendments to Orders for Reinstatement of License for extensions to complete the Refresher course, for up to two six-month extensions, and allow the Amendment Orders to be then ratified by the Board at the next Board meeting.
- Internationally educated nurse applicants:
  - Approved the requirement of a course-by-course credentials evaluation for internationally educated nurses to obtain licensure.

**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 NDBON 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	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>Total</b>	<b>243</b>	<b>211</b>	<b>225</b>	<b>243</b>	<b>309</b>

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

The NDBON 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	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Completed results	<b>2,434</b>	<b>2,424</b>	<b>2,670</b>	<b>2,828</b>	<b>2,915</b>

**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 NDBON and may include acceptance of a stipulated settlement, conducting hearings, or dismissal of the request for lack of evidence.

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

<b>PENDING/OPEN CASES</b>	<i>FY 18-19</i>	<i>FY 19-20</i>	<i>FY 20-21</i>	<i>FY 21-22</i>	<i>FY 22-23</i>
	44	24	34	28	31
<b>DISCIPLINARY ACTION</b>	<i>FY 18-19</i>	<i>FY 19-20</i>	<i>FY 20-21</i>	<i>FY 21-22</i>	<i>FY 22-23</i>
Reprimand	16	27	11	27	21
Probation	10	11	11	14	5
Suspension	8	19	13	16	13
Emergency Suspension	1	13	12	8	9
Suspension Stayed	0	2	2	0	0
Surrender	14	7	3	4	7
Revocation	2	0	0	0	0
Denial of License/Reg	3	1	1	3	0
Cease and Desist	2	9	6	5	5
NLC Privilege	0	1	4	3	3
<b>TOTAL</b>	<b>56**</b>	<b>90</b>	<b>75</b>	<b>80</b>	<b>63</b>
<b>PRACTICE BREAKDOWN CATEGORIES</b>	<i>FY 18-19</i>	<i>FY 19-20</i>	<i>FY 20-21</i>	<i>FY 21-22</i>	<i>FY 22-23</i>
Medication Administration	4	6	3	2	4
Documentation	9	10	4	6	4
Attentiveness/Surveillance	0	3	2	6	0
Clinical Reasoning	0	1	0	3	0
Interpretation of authorized provider's orders	0	1	0	0	1
Assessment	0	0	0	5	4
Intervention	1	2	2	5	4
Prevention	1	0	0	0	0
Professional responsibility/ patient advocacy	12	21	10	13	5
<b>INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR</b>	<i>FY 18-19</i>	<i>FY 19-20</i>	<i>FY 20-21</i>	<i>FY 21-22</i>	<i>FY 22-23</i>
Changed/falsified charting	1	2	0	4	6
Criminal conviction	0	1	2	2	1
Deliberately cover up error	0	0	0	0	0
Fraud	1	3	3	5	1
Patient abuse	1	0	0	0	0

Theft (include drug diversion)	8	15	1	3	5
Other	3	3	5	5	4
<b>OTHER VIOLATIONS</b>	<i>FY 18-19</i>	<i>FY 19-20</i>	<i>FY 20-21</i>	<i>FY 21-22</i>	<i>FY 22-23</i>
Action in Another Jurisdiction	3	2	3	1	1
Alcohol/Drug Abuse/Dependency	14	14	17	22	16
Failure to Adhere to CE Requirements	0	2	0	0	0
Practicing Without a License/Registration	12	13	20	23	9
Violation of Board Order	8	8	6	3	3
Failure to comply with investigation	6	7	2	9	3
Other	2	13	5	4	7
<b>INVESTIGATIVE/NON-DISCIPLINE DISPOSITION</b>	<i>FY 18-19</i>	<i>FY 19-20</i>	<i>FY 20-21</i>	<i>FY 21-22</i>	<i>FY 22-23</i>
Positive Response	351	256	263	229	351
PVR's Received	126	117	148	149	152
Dismissal	51	52	38	56	53
Letter of Concern	61	45	21	28	68

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

**Approved the following Compliance policies/items:**

- Board approved for Executive Director to sign Amended Orders to be ratified by the Board.
- Drug Screen Testing Policy
- CHRC Policy

**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 43.12.1-04(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 on January 19, 2018. The APRN Licensure Compact legislation enacted with the 67<sup>th</sup> Legislative Session in 2021 revised the previously enacted compact and will be come into effect once 7 states enact legislation (see Duties of the Board number 2 on p.3).

**NDCC 43-51-07 License compacts.** FY 2023, 39 states and two Territories have enacted the Nurse Licensure Compact; the newly enacted Advanced Practice Registered Nurse Compact currently has 3 member states (ND, DE, UT).

**Appendix I  
FY Fee Schedule**

FEE TITLE	AMOUNT	DATE
<b>LICENSURE AND REGISTRATION</b>		
<b>INITIAL LICENSURE – RN/LPN</b>		
License by Exam or Reapplication (Plus \$20 CHRC processing Fee)	\$125.00	07/01/2020 NDAC 54-02-01-06
License by Endorsement (Plus \$20 CHRC processing Fee)	\$150.00	07/01/2020 NDAC 54-02-06-01
Late Application Fee	Double the initial application fee	4/1/04 NDAC 54-02-07-09
<b>RENEWAL FEES – RN/LPN (BIENNIAL)</b>		
RN Renewal	\$140.00 (\$10 goes to NEL)	07/01/2020 NDAC 54-02-05-03
LPN Renewal	\$130.00 (\$10 goes to NEL )	07/01/2020 NDAC 54-02-05-03
Reactivation Fee (Plus RN/LPN renewal fee & \$20 CHRC processing fee)	\$ 50.00	07/01/2020 NDAC 54-02-05-06
Late Renewal Fee (If the month is January & license expired 12/31/previous year)	Double the renewal fee	9/1/94 NDAC 54-02-07-09
<b>ADVANCED PRACTICE LICENSURE</b>		
Initial APRN Licensure (Plus \$20 CHRC processing Fee)	\$125.00	07/01/2020 NDAC 54-05-03.1-04
Biennial APRN Renewal	\$ 80.00	07/01/2020 NDAC 54-05-03.1-06
Initial Prescriptive Authority Application	\$ 75.00	07/01/2020 NDAC 54-05-03.1-09
Biennial Prescriptive Authority Renewal	\$ 75.00	07/01/2020 NDAC 54-05-03.1-11
Reactivation of APRN without RN license (Plus APRN renewal fee & CHRC processing fee)	\$ 50.00	07/01/2020 NDAC 54-05-03.1-06.1
<b>SPECIALTY PRACTICE REGISTERED NURSE</b>		
Initial Specialty Practice RN (Plus \$20 CHRC processing Fee)	\$125.00	07/01/2020 NDAC 54-05-03.2-04
Biennial Specialty Practice RN Renewal	\$ 80.00	07/01/2020 NDAC 54-05-03.2-05
Reactivation of SPRN w/o RN License (Plus SPRN renewal fee & \$20 CHRC processing fee)	\$ 50.00	07/01/2020 NDAC 54-05-03.2-05.1
<b>DESIGNATED FEES to other programs</b>		
Nursing Education Loan	\$ 10.00 of each renewal and reactivation fee	10/1/87 NDAC 54-04.1-01-01
<b>UNLICENSED ASSISTIVE PERSON (UAP)</b>		
Initial UAP Application	\$ 60.00 (\$40 plus \$20 CHRC fee)	7/1/08 NDAC 54-07-02-01
Biennial UAP Renewal	\$ 40.00	7/1/08 NDAC 54-07-02-01.1
UAP Reactivation Fee (Plus UAP renewal fee & \$20 CHRC processing fee)	\$ 30.00	7/1/08 NDAC 54-07-02-02.2
Medication Assistant III Registration	\$ 60.00 (\$40 plus \$20 CHRC Fee)	8/1/05 NDAC 54-07-05-05
Biennial Medication Assistant III Renewal (Plus UAP renewal fee)	\$ 40.00	8/1/05 NDAC 54-07-05-06
Medication Assistant Reactivation Fee (Plus UAP renewal fee, MA III renewal fee & \$20 CHRC processing fee)	\$ 30.00	8/1/05 NDAC 54-07-05-07

Late UAP/Med Assist Renewal (If the month is July & registry expired 06/30/current year)	Double the renewal fee	1/1/03 NDAC 54-02-07-09
FEE TITLE	AMOUNT	DATE
<b>OTHER SERVICE FEES</b>		
Criminal History Record Check Processing Fee	\$20.00 with all Initial Applications and Reactivations	5/2009 Board Motion
Verification Fee	\$30.00	5/2005 Board Motion
Transcript	\$15.00	5/2005 Board Motion
<b>REQUEST COPY OF SPECIFIC RECORD</b>		
E-mail List	\$50.00 for RNs    \$20.00 for LPNs \$15.00 for APRNs    \$12.00 for APRNs & RX	2/1/02 Board Motion
Open Record Request (s) <u>(Entity may impose a fee not exceeding \$25.00 per hour per request, excluding the initial hour, for locating records, including electronic records)</u>	minimum charge .25 per page 1 <sup>st</sup> hour to locate & to redact not chargeable. \$25.00 .00 per hour after 1 <sup>st</sup> hour	7/1/06; 8/1/08 NDAC 44-04-18 (2)
<b>EDUCATION DIVISION</b>		
<b>NURSING EDUCATION PROGRAM SURVEY FEES (four-year approval)</b>		
On-site School Survey Fee	\$750.00	4/27/19 Board Motion (prior 5/2004) In Policy
Interim Paper/Focused Onsite Survey Fee	\$500.00	4/28/2022 Board Motions (prior 5/2004; 4/19) In Policy
Short Term Clinical Education Program Fee	\$100.00	4/1/04 NDAC 54-02-11-01
<b>OUT OF STATE PROGRAM RECOGNITION APPROVAL FEES</b>		
Out of State Program Approval Recognition Fee	\$800 Graduate program \$500 RN program \$400 PN program	4/28/2022 Board Motion (prior 5/2017)
Refresher Course Recognition Fee	\$200.00 two-year recognition	5/1/14 Board Motion Approved Guidelines
<b>COURSE REVIEW FEES</b>		
IV Therapy Course	\$300.00	9/1/99 Board Motion
Refresher Course (RN/LPN)	\$500.00	9/1/99 Board Motion
<b>CONTACT HOUR APPROVAL FEES</b>		
CE Approval Application Fee	\$200.00 (includes one contact hour) Plus \$40 for each additional CE	4/28/2022 Board Motion (prior 5/2017)
<b>NURSING EDUCATION LOAN FEES</b>		
NEL Application Fee	\$30.00	4/28/2022 Board Motion (prior 5/2016)
NEL Reapplication Fee	\$30.00	4/28/2022 Board Motion (prior 5/2016)
<b>EDUCATION</b>		
Educational Presentations	\$300.00 per contact hour plus mileage and hotel	5/2017 Board Motion
Ethics Course	\$50.00	10/1/02

FEE TITLE	AMOUNT				DATE
<b>COMPLIANCE DIVISION</b>					
<b>MONITORING FEES</b>					
Program Monitoring Monthly Fee	\$40.00				4/28/2022 Board Motion (prior 5/2005)
Board Order Non-Compliance Administrative fee	\$150 - 1 <sup>st</sup> Letter of Concern \$250 - 2 <sup>nd</sup> Letter of Concern \$350 – 3 <sup>rd</sup> Letter of Concern				4/28/2022 Board Motion (prior 5/2017)
<b>DISCIPLINE PENALTY FEES</b> <i>Per NDCC 43-12.1-14 Violation as indicated</i>	<b>UAP</b>	<b>LPN</b>	<b>RN</b>	<b>APRN and/or RX Authority</b>	
Reprimand fee ( <i>per violation</i> )	\$300	\$600	\$700	\$800	4/28/2022 Board Motion (prior 5/2017)
Encumbrance fee ( <i>per violation</i> )-monitoring fees additional	\$300	\$600	\$700	\$800	4/28/2022 Board Motion (prior 5/2017)
Suspension or Emergency Suspension Fee ( <i>per violation</i> )	\$500	\$850	\$1000	\$1200	4/28/2022 Board Motion (prior 5/2017)
Surrender	\$400	\$700	\$800	\$900	4/28/2022 Board Motion (prior 5/2017)
Revocation	\$550	\$900	\$1200	\$1500	4/28/2022 Board Motion (prior 5/2017)
<b>NON-DISCIPLINARY FEES – PRACTICING WITHOUT A CURRENT LICENSE/REGISTRATION</b>					
First month of unauthorized practice	Double licensure/registration renewal fee plus Administrative fee - \$200 RN/LPN \$100 UAP \$300 APRN \$400 Prescriptive Auth				4/1/14 & 7/18/19 Board Motion (prior 3/2014 & 7/2019) Approved Guidelines
After first month of unauthorized practice	Double licensure/registration renewal fee plus Administrative fee - \$500 RN/LPN \$200 UAP \$700 APRN \$800 Prescriptive Auth				4/1/14 & 7/18/19 Board Motion (prior 3/2014 & 7/2019) Approved Guidelines
<b>NON-DISCIPLINARY FEES – LETTER OF CONCERN</b>					
Letter of Concern (fee assessed at the discretion of CAC)	\$150 - 1 <sup>st</sup> Letter of Concern \$250 - 2 <sup>nd</sup> Letter of Concern \$350 – 3 <sup>rd</sup> Letter of Concern				4/28/2022 Board Motion (prior 3/2014) Approved Guidelines
Applicant Letter of Concern (non-disclosure)	\$100 – UAP \$200 – LPN/RN \$300 - APRN				4/28/2022 Board Motion (prior 5/2017)
<b>ALTERNATIVE TO DISCIPLINE</b>					
Monitoring fee – monthly	\$30				4/28/2022 Board motion

**APPENDIX II  
FINANCIAL REPORTS – GENERAL FUND**

**NORTH DAKOTA BOARD OF NURSING  
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL  
YEAR ENDED JUNE 30, 2023**

		Budget	Actual	Variance
<b>REVENUES</b>				
	Endorsements			
	Registered Nurse	150,000	152,700	(2,700)
	Practical Nurse	10,500	15,300	(4,800)
	Re-registration			
	Registered Nurse	968,500	953,240	15,260
	Practical Nurse	151,200	151,560	(360)
	Exams			
	Registered Nurse	87,500	98,000	(10,500)
	Practical Nurse	37,500	29,625	7,875
	Fees			
	APRN License Renewal	83,440	84,000	(560)
	Reactivation Fee	8,750	8,650	100
	Advanced Licensure	42,625	56,625	(14,000)
	Prescriptive Authority Renewal	61,500	62,100	(600)
	Prescriptive Authority	24,000	31,325	(7,325)
	Unlicensed Assistive Person Registry Renewal/Late/Reactivation	24,100	28,870	(4,770)
	Medication Assistant	5,200	7,720	(2,520)
	List Requests	3,500	3,406	94
	Disciplinary Fees (RN/LPN Late Renewal Fees)	7,000	8,200	(1,200)
	Penalty Fees	50,000	55,187	(5,187)
	Encumbrance Fees	9,120	8,960	150
	School Surveys	0	0	0
	Publications, Verifications, and other fees	3,000	7,065	(4,065)
	Course Review Fee	0	0	0
	Continuing Education Presentations	0	0	0
	Continuing Education Approval Fee	40,000	36,880	3,120
	NEL Application Fee	1,350	1,790	(440)
	CHRC Processing Fee	58,000	60,860	(2,860)
	Program Recognition fees	37,500	36,000	1,500
	Interest	6,000	1,509	4,491
	NEL Income	88,850	85,950	2,900
	Unclassified Revenue	0	0	0
	<b>Total Revenues</b>	<b>1,959,135</b>	<b>1,985,522</b>	<b>(26,387)</b>



**APPENDIX II CONTINUED  
FINANCIAL REPORTS – GENERAL FUND  
DETAILED STATEMENT OF REVENUES AND EXPENSES - BUDGET AND ACTUAL - page 2**

	Budget	Actual	Variance
<b>EXPENSES</b>			
Employee Compensation & Benefits			
Salaries	844,000	845,630	(1,630)
NDPERS Retirement Contributions	103,500	103,675	(175)
Employer FICA & Flex Expense	64,600	62,683	1,917
EAP Program Premiums	205	202	3
Health Insurance	195,000	184,310	10,690
Life Insurance	50	37	13
Workers Comp & State Unemployment Tax	1,600	1,483	117
Staff Development Expenses	9,000	6,023	2,977
<i>Total employee compensation &amp; benefits</i>	<i>1,217,955</i>	<i>1,204,043</i>	<i>13,912</i>
Board Expenses			
Board Staff Expenses	9,000	9,319	(319)
Board Meeting Expenses	26,000	17,714	8,286
<i>Total Board Expenses</i>	<i>35,000</i>	<i>27,033</i>	<i>7,967</i>
Operating Expenses			
Rent	43,000	42,744	256
Phone Expense	9,500	9,326	174
Office Supplies Expense	1,500	2,022	(522)
Document Disposal Expense	300	137	163
Postage Expense	2,750	2,261	489
Publications & Subscriptions	1,600	1,407	193
Office Insurance	1,750	1,459	291
Bank Charges	150	50	100
Office Maintenance	1,400	1,320	80
Office Furniture & Software Expense	10,400	10,007	393
Internet Service & Hosting	16,750	16,918	(168)
Technology Maintenance	12,000	10,492	1,508
Online System Payments	29,000	31,184	(2,184)
Program Enhancements & Website Updates	39,000	12,233	26,767
Service contract	950	909	41
Repairs & Parts	250	0	250
Disciplinary Process	2,500	8,701	(6,201)
Legal Fees	107,800	107,044	756
Audit Fees	21,500	22,000	(500)
Consultant	5,000	4,973	27
Nurse Licensure Compact (NLC) Fee	6,500	6,000	500
Rule Revisions	3,500	0	3,500
Unappropriated Expenses	400	0	400
NEL Transfer	88,850	85,950	2,900
<i>Total Other Operating Expense</i>	<i>406,350</i>	<i>377,137</i>	<i>29,213</i>
Depreciation Expense		16,875	(16,875)
<b>Total Expenses</b>	<b>1,659,305</b>	<b>1,625,088</b>	<b>34,217</b>
Income from Appendix 1, page 1	<b>1,959,135</b>	<b>1,985,522</b>	<b>(26,387)</b>
<b>REVENUES OVER EXPENSES</b>	<b>299,830</b>	<b>360,435</b>	<b>(60,605)</b>

**APPENDIX III  
STATEWIDE STATISTICS**

CATEGORIES	FY 2020-2021		FY 2021-2022		FY 2022-2023	
	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3742	17349	3641	17979	3499	18719
Advanced Practice RN	0	2060	0	2372	0	2727
Prescriptive Authority	0	1602	0	1921	0	2248
<b>GENDER STATISTICS</b>						
Male	212	1481	205	1570	196	1742
Female	3530	15868	3436	16409	3303	16977
<b>ETHNIC</b>						
African American	181	446	199	497	212	563
Asian	41	543	46	607	49	900
Asian Indian	21	58	22	56	16	56
Other Asian	6	88	7	86	6	87
Hispanic	67	202	67	220	65	244
Native American	141	234	136	257	126	273
Other	73	312	74	315	73	325
Pacific Islander	2	24	5	21	5	26
White not of Hispanic Origin	3210	15442	3085	15920	2947	16245
<b>EMPLOYMENT</b>						
Employed Full Time	2221	12551	2097	12533	2071	13232
Employed Part Time	584	2142	762	2515	594	2758
Not Employed	740	1681	2	1917	591	1583
Nursing Volunteer	4	42	582	42	3	50
Per Diem	145	696	154	756	187	851
Retired	48	223	44	216	53	245
<b>EMPLOYMENT SETTING</b>						
Academic Setting	2	159	3	162	5	179
Ambulatory Care Clinic	432	1686	420	1812	437	1984
Church	0	37	0	29	0	26
Correctional Facility	15	50	19	57	16	66
Government	101	370	106	381	97	408
Home Health	113	447	113	469	118	511
Hospital	380	7348	341	7542	327	8039
Insurance Claims/Benefits	9	798	9	838	13	885
Military	4	47	4	46	6	43
Nursing Home/Extended Care	916	1174	871	1206	868	1195
Nursing Education	4	307	4	294	8	297
Occupational Health	16	95	14	94	15	98
Other	1002	3023	1022	3160	884	2995
Physicians Office	648	1050	605	1076	597	1131
Policy/Planning/Regulatory/ Licensing Agency	1	15	1	16	1	13
Public/Community Health	50	448	54	477	55	480
School Health	17	118	17	127	23	132
Self Employed	8	103	8	103	5	126
Social Services	3	15	2	11	1	12
Temporary Agency	20	33	26	54	23	77
Volunteer	1	26	2	25	0	22

**APPENDIX III CONTINUED**

PRACTICE AREA	FY 2020-2021		FY 2021-2022		FY 2022-2023	
	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	361	1	371	1	401
Chemical Dependency	19	42	17	39	19	45
Community	39	166	42	191	48	186
Critical Care	6	908	5	970	11	1037
Emergency Care	14	705	18	719	14	814
Family Practice	450	1036	439	1096	432	1208
Geriatrics	838	1082	788	1104	795	1102
Home Health	84	385	84	389	81	419
Maternal Child	25	535	26	548	25	568
Medical/Surgical	195	1859	179	1975	167	2075
Mental Health	86	571	74	573	75	636
Neonatology	5	321	5	326	5	364
Nursing Administration	12	438	12	441	14	458
Occupational Health	15	96	14	101	15	111
Oncology	26	411	22	422	27	477
Other	1603	5900	1588	6110	1444	6080
Palliative Care	14	73	13	70	16	80
Parish	2	42	2	32	1	29
Pediatrics	99	452	99	451	99	457
Perioperative	8	749	9	765	8	818
Public/Community Health	48	413	58	433	53	436
Quality Assurance	9	184	6	183	7	184
Rehabilitation	61	137	61	150	64	166
School	21	191	21	203	23	214
Trauma	3	43	4	45	4	54
Women's Health	60	249	54	272	51	300
<b>NURSING POSITION</b>						
Advanced Practice RN	0	1617	0	1622	0	1846
Advanced Practice w/RN in other Compact State	0	443	0	596	0	779
Nurse Administrator	9	304	9	291	7	317
Nurse Consultant	5	263	5	273	6	265
Nurse Educator	8	467	7	467	8	464
Nurse Executive	2	104	3	114	3	120
Nursing Faculty	40	178	39	186	40	197
Nursing Manager	44	1108	44	1125	47	1149
Office Nurse	525	895	501	919	475	937
Other	1061	3399	1091	3405	950	3168
Specialty Practice Nurse	0	5	1	185	1	249
Staff Nurse	1970	8684	1853	8950	1865	9390
Travel Nurse	78	325	88	438	97	617

**APPENDIX III CONTINUED**

	FY 2020-2021		FY 2021-2022		FY 2022-2023	
<b>Education</b>						
AP Post Basic Education	0	26	0	23	1	17
Associate Degree	1786	4146	1682	4287	1588	4223
Bachelors in Nursing	17	9276	18	9611	24	10186
Bachelors in Other	130	295	124	293	126	303
Masters in Nursing	0	2110	0	2249	0	2419
Masters in Other	13	316	13	316	13	336
Doctorate in Nursing	0	386	0	458	0	559
Doctorate in Other	2	49	2	53	1	59
Post BS Anesthesia	0	21	0	20	0	18
Vocational Certificate/Diploma	1794	724	1801	662	1749	580

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

County	FY 2020-2021			FY 2021-2022			FY 2022-2023		
	LPN	RN	APRN	LPN	RN	APRN	LPN	RN	APRN
Adams	12	50	6	13	54	6	12	49	6
Barnes	46	128	4	40	126	4	44	134	6
Benson	19	48	4	19	48	3	19	46	4
Billings	4	10	1	4	11	1	3	11	1
Bottineau	23	99	10	21	99	11	19	103	13
Bowman	10	38	5	7	38	6	5	39	6
Burke	5	20	0	5	21	0	6	25	0
Burleigh	299	2230	244	279	2278	247	249	2416	261
Cass	889	3973	404	869	4129	454	834	4437	481
Cavalier	29	47	4	24	47	4	27	50	5
Dickey	27	79	4	31	82	5	33	84	8
Divide	6	30	1	8	31	2	8	30	3
Dunn	12	38	5	13	36	5	15	39	6
Eddy	20	43	4	21	45	3	17	43	3
Emmons	12	51	3	11	46	3	12	54	4
Foster	10	67	1	12	63	1	10	70	2
Golden Valley	4	18	2	6	20	3	7	23	4
Grand Forks	381	1188	145	375	1188	149	355	1198	155
Grant	10	34	3	9	36	3	10	43	5
Griggs	16	21	1	16	22	2	15	22	2
Hettinger	4	15	1	5	17	1	6	20	1
Kidder	4	36	4	7	36	5	6	34	5
Lamoure	30	63	6	28	61	8	25	62	9
Logan	4	24	1	4	27	1	4	31	2
McHenry	21	80	8	17	84	8	12	78	9
McKenzie	24	42	8	23	43	8	23	42	9
McIntosh	26	85	9	28	90	8	25	115	6
McLean	26	138	14	25	144	14	25	141	12
Mercer	17	101	13	17	107	11	19	111	11
Morton	120	605	48	116	622	57	119	641	57
Mountrail	15	60	7	17	62	5	16	56	6
Nelson	21	52	2	19	54	2	19	54	4

**APPENDIX IV CONTINUED**

County	FY 2020-2021			FY 2021-2022			FY 2022-2023		
	LPN	RN	APRN	LPN	RN	APRN	LPN	RN	APRN
Oliver	4	19	1	3	18	1	3	21	3
Out of State	577	4611	779	560	4855	1000	567	5018	1254
Pembina	45	70	9	38	73	9	32	70	8
Pierce	22	62	8	21	69	9	19	73	10
Ramsey	71	168	18	68	181	21	61	184	22
Ransom	38	65	3	34	70	3	28	76	4
Renville	5	30	3	5	28	4	4	26	3
Richland	81	185	17	78	207	21	70	222	24
Rolette	64	127	8	54	134	9	50	129	7
Sargent	18	42	2	18	46	3	18	44	3
Sheridan	4	17	2	3	19	2	3	22	2
Sioux	10	16	0	12	19	0	9	16	0
Slope	1	5	0	1	3	0	2	5	0
Stark	132	378	25	145	381	28	132	389	35
Steele	12	28	0	10	35	1	8	34	1
Stutsman	90	318	33	90	324	37	93	326	41
Towner	16	34	3	13	37	3	11	36	4
Traill	52	128	9	54	123	9	47	125	10
Walsh	72	147	9	66	153	9	61	141	10
Ward	157	999	122	154	1016	121	160	1030	130
Wells	18	62	2	22	68	8	19	67	8
Williams	107	325	35	103	353	34	103	364	42
<b>Total</b>	<b>3742</b>	<b>17349</b>	<b>2060</b>	<b>3641</b>	<b>17979</b>	<b>2372</b>	<b>3499</b>	<b>18719</b>	<b>2727</b>

## APPENDIX V

### ND BOARD OF NURSING STRATEGIC PLAN 2018-2023

(Strategic Plan Progress Reports Available at [www.ndbon.org](http://www.ndbon.org))

<b>MISSION:</b>		
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.		
<b>GOAL 1: Ensure Public Protection Through Evidence-Based Regulation</b>		
INITIATIVES	STRATEGIES	OPERATIONAL PLAN
1. Proactively address the public's need for safe and competent nursing practice.	<ol style="list-style-type: none"> <li>1. Ongoing review of the Nurse Practices Act (NPA) and ND Administrative Code (NDAC).</li> <li>2. Implement and evaluate processes related to interpretation and application of NPA and NDAC related to nursing practice.</li> <li>3. Monitor and analyze trends and issues related to nursing practice.</li> <li>4. Collaborate with state and national entities to contribute NDBON data related to nursing practice.</li> </ol>	<ul style="list-style-type: none"> <li>• Review NPA and Rules annually-July meetings.</li> <li>• Monitor and respond to practice inquiries submitted to the NDBON.</li> <li>• Invite nurses and stakeholders to volunteer for committee appointments and Advisory Panels-activate as needed.</li> <li>• Provide practice guidance regarding interpretation and application of the NPA and NDAC.</li> <li>• Participate in the NCSBN CORE and Board Member Profile data and consider reports related to nursing practice.</li> <li>• Review and/or revise nursing practice division processes annually.</li> </ul>
2. Ensure licensure and registration of qualified individuals for the practice of nursing or assist in the practice of nursing.	<ol style="list-style-type: none"> <li>1. Provide accurate and efficient licensure/registration processes.</li> <li>2. Provide electronic licensure notification for employers, licensees, and registrants.</li> <li>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.</li> <li>4. Monitor continued competency of licensure through audits related to continuing education and practice hours per NPA and NDAC.</li> <li>5. Collaborate with state and national entities to contribute NDBON data related to licensure and registration.</li> </ol>	<ul style="list-style-type: none"> <li>• Review NNAAP examination contract-2018-2019.</li> <li>• Provide notification related to licensure and registration renewal.</li> <li>• Promote and monitor use of E-notify. Provide periodic reports to NDBON.</li> <li>• Assist NDBON Noncriminal Agency Coordinator in ensuring compliance with ND Bureau of Criminal Investigations FBI CHRC requirements and audits.</li> <li>• Provide continuing education approval of offerings which may be utilized to meet initial or continued competency.</li> <li>• Conduct annual continuing education audits.</li> <li>• Participate in the NCSBN CORE and Board Member Profile data and consider reports related to licensure.</li> </ul>

<p>3. Ensure the nursing education programs meet NDBON standards through evidence-based processes.</p>	<ol style="list-style-type: none"> <li>1. Evaluate, approve, and monitor nursing education programs according to NPA and NDAC.</li> <li>2. Implement and evaluate monitoring processes for nursing education programs according to the NPA and NDAC.</li> <li>3. Collect and evaluate data from NDBON approved nursing education programs.</li> <li>4. Monitor and analyze trends and issues related to nursing education.</li> <li>5. Collaborate with state and national entities to contribute NDBON data related to nursing education.</li> </ol>	<ul style="list-style-type: none"> <li>• Survey and evaluate NDBON approved nursing education programs, RN Refresher Courses, LPN IV Therapy Courses.</li> <li>• Facilitating the work of the Nursing Education Committee (NEC).</li> <li>• Facilitate and evaluate the distance education recognition process. Provide periodic reports to NDBON.</li> <li>• Facilitate and evaluate the faculty developmental program. Provide periodic reports to NDBON.</li> <li>• Review and/or revise Nursing Education Program Survey Process.</li> <li>• Prepare the Nursing Education Annual Report and contribute to NDBON Annual Report.</li> <li>• Participate in the NCSBN CORE and Board Member Profile data and consider reports related to education.</li> </ul>
<p>4. Assure consumer protection through evidence-based compliance processes and solid, defensible investigative and disciplinary procedures.</p>	<ol style="list-style-type: none"> <li>1. Implement and evaluate compliance and disciplinary processes related to nursing licensure and practice according to the NPA and NDAC.</li> <li>2. Collect and evaluate data from NDBON Compliance Division related to investigative cases and disciplinary action.</li> <li>3. Monitor and analyze trends and issues related to investigative processes, disciplinary action procedures, and encumbrance monitoring programs.</li> <li>4. Collaborate with state and national entities to contribute NDBON data related to disciplinary processes and actions.</li> </ol>	<ul style="list-style-type: none"> <li>• Review and/or revise Compliance Division policy and procedures annually.</li> <li>• Consider workload and resources utilized for PVR intake, investigation of cases, Compliance Advisory Council, and case dispositions.</li> <li>• Prepare compliance related data for the Annual Report. Provide periodic reports to NDBON.</li> <li>• Participate in the NCSBN CORE and Board Member Profile data and consider reports related to compliance.</li> <li>• Participate in NCSBN Discipline Efficiency Project-2018-2020.</li> <li>• Report disciplinary actions to state and national databanks.</li> </ul>



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

INITIATIVES	STRATEGIES	OPERATIONAL PLAN
<p>1. Assure that innovation in practice provides the public with safe, quality care and maximizes nursing resources.</p>	<ul style="list-style-type: none"> <li>• Participate in state, national, and international initiatives to support a competent and mobile nursing workforce.</li> <li>• Monitor and analyze trends and issues in state and national nursing regulation.</li> <li>• Promote communication and collaboration among regulatory boards, organizations, and education organizations.</li> <li>• Promote communication and collaboration with policy makers and stakeholders regarding legislative issues relating to nursing.</li> <li>• Support ND Center for Nursing (NDCFN) initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in the Nurse Licensure Compact in accordance to NPA.</li> <li>• Provide NDBON representation on coalitions, professional organizations, committees, and other entities related to nursing.</li> <li>• Review NDCFN strategic plan and budget report annually to the NDBON.</li> <li>• Participate in NDCFN strategic plan initiatives and activities, such as committees, legislative tracking teams, and conferences.</li> <li>• Collaborate with NDCFN for collection and analysis of workforce related data and trends. Provide periodic reports to the NDBON.</li> </ul>

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

INITIATIVES	STRATEGIES	OPERATIONAL PLAN
<p>1. Be proactive in engaging nurses, public, and stakeholders in accessing and utilizing NDBON resources for licensure, practice, education, and discipline.</p>	<ol style="list-style-type: none"> <li>1. Monitor information technology trends to maintain accurate database, online forms, and website, including considerations related to program enhancements.</li> <li>2. Analyze trends and changes in technology to address generational needs, challenges, culture, and environment related to licensure, practice, education, and discipline.</li> <li>3. Promote utilization of NDBON resources regarding licensure, practice, education, and discipline</li> </ol>	<ul style="list-style-type: none"> <li>• Explore NDBON workload and resources necessary to maintain database, website, and technology.</li> <li>• Publish communications and regulatory information in the quarterly Dakota Nurse Connection and NDBON website.</li> <li>• Share NDBON news and updates on NDCFN website, newsletters, and social media.</li> <li>• Update and provide continuing education presentations related to nursing regulation upon request as workload permits.</li> <li>• Provide written or verbal reports to associations, committees, etc.</li> </ul>

**GOAL 4: Prepare NDBON Members and Staff for State/National Leadership Roles**

INITIATIVES	STRATEGIES	OPERATIONAL PLAN
<p>1. Ensure NDBON Members/staff opportunities for leadership development.</p>	<ol style="list-style-type: none"> <li>1. Support NDBON leadership roles within NDBON and at the state, regional, and national level.</li> <li>2. Promote growth and development of NDBON Members/staff.</li> <li>3. Maintain and evaluate the orientation process for new NDBON Members to include the mentor process.</li> <li>4. Promote NDBON member role development.</li> <li>5. Succession planning for NDBON/staff positions.</li> </ol>	<ul style="list-style-type: none"> <li>• Facilitate NDBON Member/staff attendance and active participation in meetings, committees, initiatives at the state, regional, and national level. Report periodically to the NDBON.</li> <li>• Secure funds through NCSBN for meeting attendance.</li> <li>• Provide annual NDBON Retreat for continued training, education, and development of members/staff.</li> <li>• Facilitate new NDBON Members/staff orientation to include completion of orientation day by staff, completion of NCSBN 101, and mentorship of new members/staff.</li> <li>• Annually review Board member terms.</li> <li>• Prepare for anticipated retirement-2018-2019</li> </ul>