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State of North Dakota

***BOARD  
OF  
NURSING***



July 1, 2019 – June 30, 2020

**NORTH DAKOTA BOARD OF NURSING**  
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[www.ndbon.org](http://www.ndbon.org)

# 2019-2020 ANNUAL REPORT

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# NORTH DAKOTA BOARD OF NURSING ANNUAL REPORT 2019-2020

## 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 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.

## 2019-2020 NORTH DAKOTA BOARD OF NURSING MEMBERS

Jane Christianson, RN (President)  
Michael Hammer, RN (Vice President)  
Kevin Buettner, APRN (Treasurer)  
Jamie Hammer, RN  
Janelle Holth, RN  
Mary Beth Johnson, RN  
Julie Dragseth, LPN  
Wendi Johnston, LPN  
Cheryl Froelich, Public Member

Bismarck, ND  
Velva, ND  
Grand Forks, ND  
Minot, ND  
Grand Forks, ND  
Bismarck, ND  
Watford City, ND  
Kathryn, ND  
Mandan, ND

The NDBON held four regular board meetings in 2019-2020 and two special meetings (minutes are available at [www.ndbon.org](http://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.**

2019-2020 NDBON member and staff taskforce/committee participation:

- ND Tri-Regulator Collaborative
- ND Nurse Association Annual Conference
  - NDBON report/update and notice of rule promulgation
  - Opioid Epidemic: A Regulatory Perspective podium presentation-Pfenning
- ND Nurse Practitioner Association-NDBON report/update and notice of rule promulgation
- ND Prescription Drug Monitoring Program Advisory Board
- ND Center for Nursing (CFN)
  - Board of Directors
  - ND CFN Preceptor and Clinical Sites Committee
  - ND CFN Nurse Faculty Recruitment and Retention Committee Meeting
- Ad hoc committees with a variety of stakeholders
  - Envision 2030 Health Care Advisory Committee
  - Nonresident Nurse Employment Recruitment Program Committee
- Nurse Licensure Compact administration
  - Executive Committee
  - Rule-Making Committee
  - Policy Committee
  - Compliance Committee
- National Council State Boards of Nursing (Committees and Task Forces)
  - Leadership Succession Committee
  - Institute of Regulatory Excellence (IRE) fellowship-one director
  - Executive Officer Leadership Council

In accordance with N.D.C.C. 28-32-14, the NDBON proposed amendments to N.D. Administrative Code (NDAC) Title 54 and provided final testimony at the June 2020 Administrative Rules Committee. The following rules were implemented July 1, 2020.

- Addition of 54-05-02-08 Dispensing in title X clinic: Creates rule based upon Senate Bill 2155 enacted during 66th Legislative Assembly providing exemption from the practice of pharmacy for registered nurses dispensing contraceptives in title X clinics. No Fiscal Impact.
- Repeal of 54-02-05-04 Late renewal fee: Repeals a section that is superseded by licensure reactivation as mandated in N.D.C.C. 43-12.1-10 Renewal of license and registration-Reactivation and duplicative to 54-02-07-09 Practice without a license or registration. No Fiscal Impact: no expected impact on regulatory community.
- Title 54 Licensure/registration fee adjustments: 54-02-01-06 Examination fees; 54-02-05-03 Renewal fees; 54-02-05-06 Reactivating a license; 54-02-06-01 Application and fee (Endorsement); 54-05-03.1-04 Initial requirements for advanced practice registered nurse licensure; 54-05-03.1-06 Requirements for advanced practice registered nurse licensure renewal; 54-05-03.1-06.1 Reactivation of a license; 54-05-03.1-09 Requirements for prescriptive authority; 54-05-03.1-11 Prescriptive authority renewal; 54-05-03.2-04 Initial requirements for specialty practice registered nurse licensure; 54-05-03.2-05 Requirements for specialty practice registered nurse licensure renewal; 54-05-03.2-05.1 Reactivation of a license; 54-07-02-01 Application and fees for unlicensed assistive person registration; 54-07-02-01-1 Renewal of registration. Increases select licensure/registration fees to maintain operational functions required for the Board to meet the statutory duties mandated in N.D.C.C. 43-12.1. Many fees have been in effect since either 1992, 2003, 2008, or 2012. Fiscal Impact on regulated community is in excess of \$50,000 (regulatory analysis included).

**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) 2019-2020 NDBON staff included the following persons:*

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, BSN, RN (started Aug 2019)	Compliance Investigator
Chris Becker (through Sept 2019)	Accounting/Licensure Specialist I
Michael Frovarp (started Nov 2019)	Accounting/Licensure Specialist I
Gail Roszman	Technology Specialist II
Sally Bohmbach (retired Oct 2019)	Administrative Assistant II
Kathy Zahn	Administrative Assistant III
Karen Hahn	Administrative/Licensure Specialist I
Brian Bergeson	Special Assistant Attorney General
Andrew Askew	Special Assistant Attorney General (alternate)
Julie Schwan	Accounting/Licensure Consultant
Patricia Hill, BSN, RN	Compliance Consultant

**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.**

<i>Fees for the 2019-2020 FY were as follows:</i>		
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 NDBON developed an annual budget for receipts and expenditures. Appendix II includes a statement of the 2019-2020 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 NDBON collects data annually from all approved nursing education programs and provides a Nursing Education Annual Report to the Governor. The NDBON collects data related to nurse licensure through database with initial, renewal, and reactivation application processes. The NDBON 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 NDBON participates in Board Membership Profile which includes data collection through survey of 59 Member Boards of the NCSBN.

The NDBON continued to provide funding for the operations of the CFN and participated on the CFN Board of Directors. The NDBON participated on CFN committees and workgroups. Dr. Patricia Moulton, CFN Executive Director, provided strategic plan and budget updates to the NDBON during convened meetings throughout the FY, and the NDBON provided feedback and suggestions. The NDBON appointed a representative and alternate representative to the CFN Board of Directors per CFN bylaws.

**6. Issue and renew limited licenses or registration to individuals requiring accommodation to practice nursing. Emergency Limited Licensure/Registry for non-practicing nurses was established March 31, 2020 for assistance during the COVID-19 pandemic declared state-of-emergency.**

- Issued 10 Emergency Limited Licenses to retired or non-practicing nurses. Four (4) of these individuals were able to fully reactive their licenses.
- Issued one (1) Emergency Limited Registry to retired or non-practicing UAP.

\* NDAC chapter 54-02-09 related to a limited license became effective September 1, 1996.

**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 twice during the 2019-2020 FY (July, December). The April 2020 meeting was canceled due to the pandemic. Board members: Mary Beth Johnson, RN (Committee Chair), Janelle Holth, RN, Jamie Hammer, RN. External members: Sara Berger, RN (term ended January 2020), Janet Johnson, RN (term ended January 2020), Erica Evans, RN, Diana Kostrzewski, RN, Andrea Paulson (term began January 2020), and Cheryl Lantz (term began January 2020).
- July 2019 approved the nursing education loan (NEL) for 39 awardees and a total of \$84,500.00.

**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:	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
LPN Certificate Program	1	\$800	1	\$850	2	\$1400	2	\$1,816	0	\$0
LPN Associate Degree Program	3	\$4280	0	\$0	0	\$0	1	\$908	0	\$0
RN Associate Degree Program	1	\$650	4	\$5750	7	\$8960	5	\$7,652	4	\$9,092
RN Baccalaureate Degree Program	21	\$31,090	24	\$37,725	16	\$25,106	12	\$24,378	10	\$15,801.21
Master's Degree Program	16	\$28,943	18	\$29,476	19	35,895	15	\$37,294	16	\$38,478.49
Doctoral Program	7	\$15,779	12	\$17,945	12	17,510	11	\$26,962	8	\$21,478.30
Refresher Course	0	0	0	0	1	\$500	1	\$500	0	\$0
<b>Total</b>	<b>49</b>	<b>\$81,542</b>	<b>59</b>	<b>\$91,746</b>	<b>57</b>	<b>\$89,371</b>	<b>47</b>	<b>\$99,510</b>	<b>39</b>	<b>\$84,850</b>

### NURSING EDUCATION LOAN PROGRAM CANCELLATIONS PER FISCAL YEAR

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

<i>Cancellations:</i>	<i>2015-2016</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>2018-2019</i>	<i>2019-2020</i>
By Employment in N.D.	35	30	26	26	38
Partial Repayment/Partial Employment in ND	4	1	0	1	1
By Monetary Repayment	2	2	5	4	5
Cancelled - Military Deployment	0	1	0	0	0
Cancelled due to Death/Disability	0	0	0	0	0
<b>Total</b>	<b>41</b>	<b>34</b>	<b>31</b>	<b>31</b>	<b>44</b>

### 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:

<i>Year</i>	<i>2015-2016</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>2018-2019</i>	<i>2019-2020</i>
Registered Nurse	14268	15580	16264	16778	16896
Advanced Practice only- (RN in other compact state)	150	206	238	297	347
Licensed Practical Nurse	3567	3959	3928	3912	3788
<b>Total Nurses Licensed</b>	<b>17,985</b>	<b>19745</b>	<b>20430</b>	<b>20987</b>	<b>21031</b>

#### TOTAL ADVANCED PRACTICE LICENSED BY FISCAL YEAR

<i>Year</i>	<i>2015-2016</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>2018-2019</i>	<i>2019-2020</i>
Certified Registered Nurse Anesthetist (CRNA)	379	408	413	434	443
Certified Nurse Midwife (CNM)	17	19	21	23	26
Clinical Nurse Specialist (CNS)	47	48	49	43	42
Nurse Practitioner (NP)	812	945	1053	1182	1333
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	5	7	7	7	6
Nurse Clinician (NC)	2	2	2	2	2
Certified Registered Nurse Anesthetist/Nurse Practitioner (CRNA, NP)	0	1	1	1	1
Certified Nurse Midwife/Nurse Practitioner (CNM, NP)	2	3	4	6	6
<b>Total</b>	<b>1264</b>	<b>1433</b>	<b>1550</b>	<b>1698</b>	<b>1859</b>

**TOTAL SPECIALTY PRACTICE LICENSED BY FISCAL YEAR**

Year	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Specialty Practice RN	5	5	6	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.

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<b>Total</b>	662	761	832	1056	1089

**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	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Medication Assistant II Registry	257	232	236	214	217

**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](http://www.ndbon.org), the board website.

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

- Refer to the Nursing Education Annual Report for specific nursing education projects.
- “Collect and analyze data regarding nursing education, nursing practice, and nursing resources” (page 5).
- Initiated CE Broker project to enhance tracking of continuing education mandates for licensees.
- Provided financial funding for the CFN workforce project and participated on CFN Board of Directors and workgroups.
- Collaborated with North Dakota Professional Health Program to plan for future Alternative to Discipline program for the nursing profession.
- Participated in the ND Tri-Regulator Collaborative and NDUS Envision 2030.
- Provided presentation at the ND Nurses Association Annual Conference on Opioid Epidemic: Regulatory Perspective (September 2019, ND)-Pfenning
- Provided national presentation at the Council of State Governments Conference on Occupational Licensing and Interstate Compacts (October 2019, KY)-Pfenning
- Provided national research study presentation at the NCSBN Annual Meeting, Board of Nursing Rules Permitting use of Educational Underqualified Faculty: An Exploratory Study of Use and Possible Impact on Outcomes, completed for the IRE in fulfillment of the Fellow of Regulatory Excellence (FRE) designation (August 2019, Chicago, IL) -Buchholz
- Participated on the national APRN Licensure Compact taskforce to provide revised model language.
- 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 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.
- Implementation of a discipline module to be a centralized component within existing software which required a one-time reserve fund expenditure FY 2019-2020. This project will assist with workflow and tracking of compliance administrative documents.
- Board member J. Hammer, staff Hanson and Bentz, began participation in NCSBN International Center for Regulatory Scholarship (ICRS) certificate program



**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.

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

<i>Year</i>	<i>2015-2016</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>2018-2019</i>	<i>2019-2020</i>
Written/Oral	1530	1376	1333	496	0
Manual	1511	1397	1352	494	0

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 2019-2020.

12. **Adopt and enforce rules for continuing competence of licensees and registrant**

- January 2020 ratified hours for 8 licensees for caring for ill family members and using nursing practice skills to apply for practice hours at reactivation.
- See Appendix IV for list of continuing education programs approved by the NDBON.
- Collaborated with CE Broker to initiate implementation plan, including acquiring grant to provide startup with Albertson to merge required data elements.

**APPROVED CONTINUING EDUCATION PROGRAMS (Appendix IV)**

<i>Year</i>	<i>FY 2015-2016</i>	<i>FY 2016-2017</i>	<i>FY 2017-2018</i>	<i>FY 2018-2019</i>	<i>FY 2019-2020</i>
Approved Continuing Education Programs	102	124	99	135	97

**CONTINUING EDUCATION AUDIT 2019**

<b>AUDIT LIST</b>	<b>TOTAL (that were audited)</b>
LPN	30
RN	171
APRN	3
APRN with Prescriptive Authority	14
Total	218

**CONTINUING EDUCATION AUDIT 2019 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 218 nurses who renewed for the licensure period and verified completion of 12 contact hours of continuing education. The 218 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. All nurses met the continuing education requirements by obtaining the appropriate number of contact hours. The audit resulted in no disciplinary action for licensees.

**LPN IV Therapy Courses 2019-2020:**

April 2020 granted Train ND North East of Lake Region State College, LPN IV Therapy Course continued approval until April 2024.

**RN/LPN Refresher Courses 2019-2020:**

April 2020 granted an extension of approval to Minnesota State Community and Technical College, Workforce Development Solutions, RN Refresher Course through July 2020, and LPN Refresher Course through October 2020.

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.**

- “Role of the Nurse in Aesthetic Practices” practice guidance: posted for public comment July 2019, public forum offered at the October 2019 convened meeting; adopted October 2019 following public forum.
- Approved the new standing order for laboratory testing for syphilis as proposed by the ND Department of Health.
- Reviewed and retired the “Amnisure Test Practice Guidance” as statement was outdated and standard of care.
- Endorsed the NCSBN Policy Brief titled Evaluating Board of Nursing Discipline During COVID 19 Pandemic.

**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 2015-2016</i>	<i>FY 2016-2017</i>	<i>FY 2017-2018</i>	<i>FY 2018-2019</i>	<i>FY 2019-2020</i>
Examination	637	567	600	620	581
Endorsement	723	788	995	832	775
<i>Licensed Practical Nurse</i>	<i>2015-2016</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>2018-2019</i>	<i>2019-2020</i>
Examination	287	271	313	311	294
Endorsement	119	116	122	96	58
<b>Total</b>	<b>1766</b>	<b>1742</b>	<b>2030</b>	<b>1859</b>	<b>1708</b>

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

<i>Year</i>	<i>2015-2016</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>2018-2019</i>	<i>2019-2020</i>
<b>Total</b>	<b>159</b>	<b>159</b>	<b>183</b>	<b>224</b>	<b>233</b>

- July 2019: Approved the following policies:
  - If the nursing education program does not meet the clinical experience requirements according to NDAC 54-03.2-06, 400 hours of licensed nursing practice for the level of licensure sought is required prior to application for licensure in ND.
  - International/foreign educated nurse applicants must submit a credentials evaluation service report of the transcript along with the official transcript for issuance of a single state license. If the international/foreign educated applicant also submits a copy of the CGFNS certificate program verification letter or CGFNS visa screen verification letter a multistate license may be issued. The board may accept verification of these reports from another jurisdiction if ND qualifications are met.
  - International/foreign educated nurse applicants must submit a verification of employment form validating 400 practice hours in the previous four years.
- Granted the request of UAP-Medical Assistant to gain registry as a Medication Assistant III, as she fulfilled the NDBON requirements for registry of that designation.
- Accepted the letter from the Assistant Registrar at Union College, Lincoln, NE to satisfy the requirements of NDAC for a Kansas RN endorsement application.
- To address state of emergency related to COVID 19, authorized the executive director, board staff and SAAG to work with the governor and other stakeholders to develop Executive Orders and other guidelines and procedures as necessary or advisable to conduct Board business, and to develop and implement Executive Orders, policies and other guidelines and procedures as necessary or advisable to issue emergency provisional license and work permits, to extend deadlines otherwise required by statute, rule or policy, and to otherwise conduct Board duties and business during the duration of the declared COVID 19 state of emergency.
- Ratified the following COVID 19 policies and procedures: 1) State of Emergency Licensure Exceptions and 2) State of Emergency Limited License and Limited Registration for License/Registration for RN, LPN, UAP. And accepted the 120 hours of Emergency Limited License supervised clinical practice, verified by the employer, as meeting 54-02-05-05 (3,d) "other evidence the licensee wishes to submit which would provide proof of nursing competence" allowing the nonpracticing nurse to apply for reactivation.

**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	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<b>Total</b>	<b>183</b>	<b>259</b>	<b>238</b>	<b>243</b>	<b>211</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	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Completed results	2240	2255	2583	2434	2424

**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 a board hearing, 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 15-16</i>	<i>FY 16-17</i>	<i>FY 17-18</i>	<i>FY 18-19</i>	<i>FY 19-20</i>
	35	31	36	44	24
<b>DISCIPLINARY ACTION</b>	<i>FY 15-16</i>	<i>FY 16-17</i>	<i>FY 17-18</i>	<i>FY 18-19</i>	<i>FY 19-20</i>
Reprimand	15	24	29	16	27
Probation	10	16	8	10	11
Suspension	10	13	16	8	19
Emergency Suspension	7	15	7	1	13
Suspension Stayed	1	0	2	0	2
*Surrender	11	5	7	14	7
Revocation	0	1	0	2	0
Denial of License/Reg	4	1	3	3	1
Cease and Desist	6	5	4	2	9
NLC Privilege	3	1	4	0	1
<b>TOTAL</b>	67	81	80	56**	90
<b>PRACTICE BREAKDOWN CATEGORIES</b>	<i>FY 15-16</i>	<i>FY 16-17</i>	<i>FY 17-18</i>	<i>FY 18-19</i>	<i>FY 19-20</i>
Medication Administration	13	11	8	4	6
Documentation	11	11	7	9	10
Attentiveness/Surveillance	2	2	1	0	3
Clinical Reasoning	5	1	1	0	1
Interpretation of authorized provider's orders	0	2	0	0	1
Intervention	5	0	1	1	2
Prevention	0	0	0	1	0
Professional responsibility/ patient advocacy	22	22	10	12	21
<b>INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR</b>	<i>FY 15-16</i>	<i>FY 16-17</i>	<i>FY 17-18</i>	<i>FY 18-19</i>	<i>FY 19-20</i>
Changed/falsified charting	1	0	0	1	2
Criminal conviction	3	2	2	0	1
Deliberately cover up error	1	1	1	0	0
Fraud	7	7	17	1	3
Patient abuse	2	0	0	1	0
Theft (include drug diversion)	6	12	9	8	15
Other	0	1	1	3	3
<b>OTHER VIOLATIONS</b>	<i>FY 15-16</i>	<i>FY 16-17</i>	<i>FY 17-18</i>	<i>FY 18-19</i>	<i>FY 19-20</i>
Action in Another Jurisdiction	3	2	5	3	2
Alcohol/Drug Abuse/Dependency	7	10	13	14	14
Failure to Adhere to CE Requirements	1	1	1	0	2
Practicing Without a License/Registration	4	14	8	12	13
Violation of Board Order	10	5	12	8	8
Failure to comply with investigation	3	3	2	6	7
Other	0	0	4	2	13
<b>INVESTIGATIVE/NON-DISCIPLINE DISPOSITION</b>	<i>FY 15-16</i>	<i>FY 16-17</i>	<i>FY 17-18</i>	<i>FY 18-19</i>	<i>FY 19-20</i>
Positive Response	143	153	248	351	256
PVR's Received	143	134	111	126	117
Dismissal	34	34	35	51	52
Letter of Concern	70	51	45	61	45

\* 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 2019-2020, there were 34 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.**

**APPENDIX I  
FINANCIAL REPORTS**

**NORTH DAKOTA BOARD OF NURSING  
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL  
YEAR ENDED JUNE 30, 2020**

		<b>GENERAL FUND</b>		
		<b>Amended and Final Budget</b>	<b>Actual</b>	<b>Variance</b>
<b>REVENUES</b>				
	Endorsements			
	Professional **	91,280	114,109	(22,829)
	Practical **	8,260	10,984	(2,724)
	Re-registration			
	Professional	803,000	617,156	185,844
	Practical	140,000	113,463	26,538
	Exams			
	Professional **	33,220	75,735	(42,515)
	Practical **	21,230	36,190	(14,960)
	Fees			
	APRN License Renewal	30,150	27,918	2,233
	Reactivation Fee	4,500	4,650	(150)
	Advanced Licensure	16,100	23,625	(7,525)
	Prescriptive Authority	35,000	36,713	(1,713)
	Unlicensed Assistive Person Registry Renewal/Late/Reactivation	16,410	18,930	(2,520)
	Medication Assistant	4,000	4,480	(480)
	List Requests	3,500	3,217	283
	Disciplinary Fees (RN/LPN Late Renewal Fees)	3,000	5,320	(2,320)
	Penalty Fees	40,000	40,631	(631)
	Encumbrance Fees	10,800	5,710	5,090
	School Surveys	1,250	1,125	125
	Publications, Verifications, and other fees	3,000	3,757	(757)
	Course Review Fee	800	600	200
	Continuing Education Presentations	900	0	900
	Continuing Education Approval Fee	25,000	18,320	6,680
	NEL Application Fee	1,375	1,100	275
	CHRC Processing Fee **	35,040	50,320	(15,280)
	Program Recognition fees	20,000	23,200	(3,200)
	Interest	2,000	4,462	(2,462)
	NEL Income	87,000	86,410	590
	<b>Total Revenues</b>	<b>1,436,815</b>	<b>1,328,123</b>	<b>108,692</b>

\*\* These budget items were amended and reduced at the special meeting in March 2020 due to the Covid-19 pandemic and ND State of Emergency Executive Order 2020-05. The original budgeted amounts and that variance is as below.

The total original income budget was \$1,529,735, the actual is \$1,328,123, resulting in what would have been a variance of \$201,612

	<b>Original</b>	<b>Actual</b>	<b>Variance</b>
<b>RN Endorsement:</b>	<b>109,200</b>	<b>114,109</b>	<b>(4,909)</b>
<b>LPN Endorsement:</b>	<b>16,800</b>	<b>10,984</b>	<b>5,816</b>
<b>RN Exam Fee:</b>	<b>71,500</b>	<b>75,735</b>	<b>(4,235)</b>
<b>LPN Exam Fee:</b>	<b>35,750</b>	<b>36,190</b>	<b>( 440)</b>
<b>CHRC Fee:</b>	<b>48,700</b>	<b>50,320</b>	<b>(1,620)</b>
<b>Total Difference:</b>			<b>(8,388)</b>

<b>APPENDIX I CONTINUED</b>				
<b>FINANCIAL REPORTS</b>				
<b>DETAILED STATEMENT OF REVENUES AND EXPENSES - BUDGET AND ACTUAL - page 2</b>				
<b>GENERAL FUND</b>				
		<b>Amended and Final Budget</b>	<b>Actual</b>	<b>Variance</b>
<b>EXPENSES</b>				
	Salaries	674,000	679,219	(5,219)
	Benefits	134,000	131,419	2,581
	EAP Program Premiums	170	169	1
	Health Insurance	160,000	142,674	17,326
	Life Insurance	130	64	66
	Workers Compensation & State Unemployment Tax	1,150	1,070	80
	Staff Development Expenses	1,500	586	914
	<i>Total employee compensation &amp; benefits</i>	<i>970,950</i>	<i>955,201</i>	<i>15,749</i>
	Board Staff Expenses	2,500	1,877	623
	Board Meeting Expenses	18,000	13,572	4,428
	Unappropriated Expenses	250	281	(31)
	<i>Total Board Expenses</i>	<i>20,750</i>	<i>15,730</i>	<i>5,020</i>
	Rent	44,340	44,340	0
	Phone Expense	4,500	4,343	157
	Office Supplies Expense	3,500	3,962	(462)
	Document Disposal Expense	500	143	357
	Postage Expense	10,000	7,437	2,563
	Printing Expense	1,200	1,215	(15)
	Publications & Subscriptions	300	0	300
	Office Insurance	1,750	1,377	373
	Bank Charges	50	89	(39)
	Office Maintenance	3,600	3,150	450
	Office Furniture & Software Expense	3,900	6,797	(2,897)
	Internet Service & Hosting	13,000	12,500	500
	Technology Maintenance	8,000	7,584	416
	Online System Payments	22,500	24,904	(2,404)
	Program Enhancements & Website Updates	50,000	29,445	20,555
	Service contract	800	886	(86)
	Repairs & Parts	250	182	68
	Disciplinary Process	1,500	198	1,302
	Legal Fees	71,000	72,455	(1,455)
	Audit Fees	11,000	11,200	(200)
	Consultant	10,000	19,343	(9,343)
	NCSBN	6,000	6,000	0
	Rule Revisions	3,500	2,361	1,139
	Center for Nursing	135,000	135,000	0
	NEL Transfer	87,000	86,410	590
	<i>Total Other Operating Expense</i>	<i>493,190</i>	<i>481,321</i>	<i>11,838</i>
	Depreciation Expense		15,954	
	Reserve Fund Purchases -Board Approved		46,114	
	<b>Total Expenses</b>	<b>1,484,890</b>	<b>1,514,320</b>	<b>(29,430)</b>
	<b>REVENUES OVER EXPENSES</b>	<b>(48,075)</b>	<b>(186,197)</b>	<b>(138,122)</b>

**APPENDIX II  
STATEWIDE STATISTICS**

<b>CATEGORIES</b>	FY 2016-2017		FY 2018-2019		FY 2019-2020	
	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3928	16264	3912	16778	3788	16896
Advanced Practice RN	0	1550	0	1698	0	1859
Prescriptive Authority	0	1016	0	1202	0	1369
<b>GENDER STATISTICS</b>						
Male	194	1307	201	1390	201	1411
Female	3734	14957	3711	15388	3587	15485
<b>ETHNIC</b>						
African American	153	385	166	453	168	437
Asian	34	434	32	506	35	515
Asian Indian	20	58	19	60	19	57
Other Asian	7	109	6	101	6	94
Hispanic	52	156	62	180	65	180
Native American	136	200	142	212	136	219
Other	55	254	64	294	70	303
Pacific Islander	4	28	4	28	3	25
White not of Hispanic Origin	3467	14640	3417	14944	3286	15066
<b>EMPLOYMENT</b>						
Employed Full Time	2364	11813	2324	12148	2242	12205
Employed Part Time	606	1996	595	2038	601	2083
Not Employed	750	1564	794	1678	772	1701
Nursing Volunteer	5	60	3	53	3	54
Per Diem	159	647	151	662	130	640
Retired	44	184	45	199	40	213
<b>EMPLOYMENT SETTING</b>						
Academic Setting	3	128	4	131	4	135
Ambulatory Care Clinic	365	1349	380	1451	398	1551
Church	1	43	0	43	0	41
Correctional Facility	12	45	13	51	13	48
Government	71	328	77	331	82	344
Home Health	90	395	98	421	104	450
Hospital	499	7020	464	7111	400	7113
Insurance Claims/Benefits	5	545	7	613	8	729
Military	5	56	5	55	5	50
Nursing Home/Extended Care	984	1082	967	1116	943	1144
Nursing Education	4	281	5	283	4	302
Occupational Health	15	118	16	110	15	102
Other	1072	3258	1114	3421	1059	3192
Physicians Office	695	971	665	997	662	1024
Policy/Planning/Regulatory/ Licensing Agency	1	7	1	9	1	12
Public/Community Health	47	361	45	371	46	379
School Health	24	102	21	104	16	110
Self Employed	13	87	11	86	9	89
Social Services	5	15	4	17	5	16
Temporary Agency	12	38	13	32	14	31
Volunteer	5	35	2	25	0	34



**APPENDIX II CONTINUED**

<b>PRACTICE AREA</b>	FY 2016-2017		FY 2018-2019		FY 2019-2020	
	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	348	0	368	0	357
Chemical Dependency	13	31	13	37	15	39
Community	28	111	29	113	30	128
Critical Care	13	807	11	821	8	841
Emergency Care	14	656	11	695	16	685
Family Practice	454	897	431	942	441	947
Geriatrics	897	1002	885	1019	850	1056
Home Health	67	353	74	371	77	393
Maternal Child	49	543	48	542	34	527
Medical/Surgical	251	1861	232	1862	205	1824
Mental Health	89	489	88	530	88	548
Neonatology	5	290	4	297	4	315
Nursing Administration	13	397	15	405	16	427
Occupational Health	16	114	15	106	13	100
Oncology	30	384	26	378	24	387
Other	1694	5746	1739	6001	1667	5937
Palliative Care	9	61	7	67	11	79
Parish	1	48	1	48	2	45
Pediatrics	97	393	100	404	93	429
Perioperative	11	684	11	713	10	716
Public/Community Health	41	341	40	340	39	356
Quality Assurance	11	171	11	180	10	188
Rehabilitation	48	152	46	140	55	135
School	29	153	25	153	21	171
Trauma	2	39	2	40	2	41
Women's Health	46	193	48	206	57	225
<b>NURSING POSITION</b>						
Advanced Practice RN	0	1312	0	1401	0	1512
Advanced Practice w/ RN in other Compact State	0	238	0	297	0	347
Nurse Administrator	11	275	11	288	9	302
Nurse Consultant	4	236	3	249	6	249
Nurse Educator	6	390	6	429	6	454
Nurse Executive	0	83	0	84	1	99
Nursing Faculty	36	150	40	151	40	161
Nursing Manager	50	1038	49	1072	48	1102
Office Nurse	554	781	550	802	532	881
Other	1102	3449	1141	3388	1098	2994
Specialty Practice Nurse	0	8	0	6	0	86
Staff Nurse	2063	8016	2022	8220	1977	8414
Travel Nurse	102	442	90	391	71	295
<b>EDUCATION</b>						
Vocational Certificate/Diploma	1720	923	1784	905	1799	839

Associate Degree	2082	4072	1994	4205	1847	4180
Bachelors in Nursing	17	8658	18	8911	21	8994
Bachelors in Other	100	283	107	273	108	277
Masters in Nursing	0	1686	0	1790	0	1871
Masters in Other	8	280	8	285	12	300
Doctorate in Nursing	0	235	0	279	0	319
Doctorate in Other	1	51	1	53	1	52
AP Post Basic Education	0	47	0	52	0	38
Post BS Anesthesia	0	29	0	25	0	26

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

County	FY 2016-2017		FY 2018-2019		FY 2019-2020		
	LPN	RN	LPN	RN	LPN	RN	APRN
Adams	11	50	13	48	13	45	4
Barnes	50	121	49	126	49	125	4
Benson	27	46	26	49	20	50	3
Billings	3	12	3	11	3	9	0
Bottineau	34	93	32	95	26	98	9
Bowman	12	42	11	38	11	39	5
Burke	5	20	5	20	4	21	0
Burleigh	300	2102	323	2149	314	2185	259
Cass	831	3541	861	3658	887	3780	397
Cavalier	28	41	29	44	30	49	4
Dickey	24	70	22	75	23	77	4
Divide	6	33	7	31	7	28	1
Dunn	14	32	12	37	12	37	5
Eddy	16	36	15	37	19	36	2
Emmons	14	48	13	52	14	51	3
Foster	17	61	17	61	14	65	1
Golden Valley	3	19	4	20	5	20	2
Grand Forks	386	1151	373	1174	355	1179	141
Grant	10	33	11	38	10	35	3
Griggs	19	20	17	23	16	20	1
Hettinger	8	21	8	18	6	15	0
Kidder	5	30	7	31	5	36	3
Lamoure	33	54	33	54	30	56	6
Logan	6	25	6	25	5	24	1
McHenry	20	63	23	70	20	73	8
McKenzie	26	42	22	49	25	47	7
McIntosh	27	66	24	71	29	76	7
McLean	35	125	32	126	26	137	14
Mercer	25	101	25	101	20	97	13
Morton	116	565	114	573	116	582	47
Mountrail	18	58	16	65	15	65	7
Nelson	20	46	20	47	22	49	2

**APPENDIX III CONTINUED**

<b>County</b>	FY 2016-2017		FY 2018-2019		FY 2019-2020		
	LPN	RN	LPN	RN	LPN	RN	APRN
Oliver	2	16	4	19	5	19	1
Out of State	689	4464	675	4676	594	4578	592
Pembina	49	61	50	59	51	65	7
Pierce	29	60	25	58	23	61	8
Ramsey	77	143	77	154	76	161	14
Ransom	38	59	36	60	37	56	3
Renville	5	33	4	30	4	31	3
Richland	86	150	86	164	85	162	14
Rolette	57	118	57	124	59	123	7
Sargent	29	42	27	41	20	43	1
Sheridan	3	15	4	16	5	16	2
Sioux	9	14	9	11	11	12	0
Slope	3	3	2	3	1	4	0
Stark	131	351	123	351	126	353	22
Steele	9	30	12	29	12	29	0
Stutsman	101	318	95	315	96	305	31
Towner	13	27	15	25	15	25	3
Traill	48	116	47	115	47	124	9
Walsh	74	130	77	135	71	142	10
Ward	179	964	183	978	171	977	132
Wells	21	61	19	65	18	64	8
Williams	127	322	112	334	110	340	29
<b>Total</b>	<b>3928</b>	<b>16264</b>	<b>3912</b>	<b>16778</b>	<b>3788</b>	<b>16896</b>	<b>1859</b>

**APPENDIX IV**

**2019-2020 ND Board of Nursing Approved Continuing Education Contact Hours**

<b>Course #</b>	<b>Course Name</b>	<b>Sponsor</b>	<b>Date</b>
1761	Return to Work or Not to Return to Work	The Dupont Company Integrated Health Services Newark, DE	July 2019 – July 2020
1762	An Introduction to Substance Exposed Mothers & Infants	ND Human Services Grand Forks	July 2019 – July 2020
1763	CPI Nonviolent Crisis Intervention	CHI – St. Alexius Williston	July 2019 – July 2020
1764	Basic Rhythm Class	Catholic Health Dickinson	August 2019 – August 2020
1765	The ABC'S of Blood Transfusion	Northern Plains Laboratory Rugby	August 2019 – August 2020
1766	2019 InterQual Review – Acute Behavioral Health, Behavioral Health Procedures, Post-Acute	Blue Cross Blue Shield ND Fargo	August 2019 – August 2020
1767	Living with Mental Illness: Reasons for Hope	ST Sophie's Psychiatric Center Fargo	August 2019 – August 2020
1768	Clinical Treatment of Chronic Insomnia using Cognitive Behavioral Therapy for Insomnia	DOW Chemical Midland, MI	August 2019 – August 2020
1769	ND 2019 Child Passenger Safety Workshop	ND Health Department Bismarck	August 2019 – August 2020
1770	Regional Health Tracks Training	ND Dept of Human Services Jamestown	August 2019 – August 2020
1771	Fall 2019 Education Event (3) How to Determine if a Service is Packaged / Chronic Care Management/ End of life Care – Hospice	Noridian Healthcare Fargo	August 2019 – August 2020
1772	Parkinson's Seminar	Bismarck Parkinson's Support Group Bismarck	August 2019 – August 2020
1773	NDLTCA Fall Professional Development Conference	ND Long Term Care Association Bismarck	August 2019 – August 2020
1774	Evaluating Diisocyanato Asthma-Exposed Workers for Occupational Asthma	Dow Chemical Midland, MI	September 2019 – September 2020
1775	Regional Health Tracks Training	ND Human Services Rock Lake	September 2019 – September 2020
1776	Next Level Integration	Community Healthcare Association of the Dakotas (CHAD) Sioux Falls, SD	September 2019 – September 2020
1777	Management of Severe Spasticity	Ann Carlsen Center Jamestown	September 2019 – September 2020
1778	Code Blue Recorder Class	Trinity Health Minot	September 2019 – September 2020

1779	Dermatology Nurses Assoc MN Region Conf	Dermatology Nurses Association Oronoco, MN	September 2019 – September 2020
1780	2019 NDHA Convention” The Power of Connection”	ND Hospitality Association Bismarck	September 2019 – September 2020
1781	Tobacco – Not What it used to be	MN State College Moorhead, MN	September 2019 – September 2020
1782	Understanding Alzheimer’s, Dementia and Effective Communication	MN State College Moorhead, MN	September 2019 – September 2020
1783	Diabetes Prevention & Diabetes Management in the Workplace	Delaware Association of Occupational Nurses Newark, DE	September 2019 – September 2020
1784	Lead By Grace, I Am Who I Am	Faith Community Church Taylor Falls, MN	September 2019 – September 2020
1785	2019 SD Infection Control Conference	University of ND Grand Forks	September 2019 – September 2020
1786	IQIP EDUCATION	Division of Disease Control Bismarck	September 2019 – September 2020
1787	Dakota Eye Institute Education Day	Dakota Eye Institute Bismarck	September 2019 – September 2020
1788	S.T.A.B.L.E. Provider	CHI St. Alexius Health Bismarck	September 2019 – September 2020
1789	Fargo Moorhead Area Soul Shop	American Foundation for Suicide Prevention Fargo	September 2019 – September 2020
1790	MN Sheriffs' Association/Correctional Health Division 6th Annual Conference	Minnesota’s Sheriff’s Association Carlton, MN	September 2019 – September 2020
1791	Nursing’s Role in Transforming Health Care 5 <sup>th</sup> Annual Conference	ND Center for Nursing Fargo	September 2019 – September 2020
1792	ATLS 10 <sup>th</sup> Edition Updates	ND State Trauma Bismarck	September 2019 – September 2020
1793	Hepatitis C Education and Testing	Elbowoods Memorial Health Center Public Health New Town	September 2019 – September 2020
1794	Northern Plains Conference on Aging & Disability	Fargo Senior Services Moorhead, MN	September 2019 – September 2020
1795	Advanced Cardiac Life Support Provider Course	CHI – St. Alexius Bismarck	October 2019 – October 2020
1796	Pediatric Advanced Life Support - PALS	CHI – St. Alexius Bismarck	October 2019 – October 2020
1797	The Role of Probiotics for Prevention of Chloridoids	Sigma Global Nursing Bismarck	October 2019 – October 2020
1798	ND Legal & Ethical Issues for Mental Health Clinicians	ND Department of Human Services Grand Forks	October 2019 – October 2020
1799	E-Cigarettes and Vaping	DOW Chemical Midland, MI	October 2019 – October 2020
1800	Parkinson’s Disease Update 2019	Struthers Parkinson’s Center Golden Valley, MN	October 2019 – October 2020
1801	SBIRT Jumpstart	University of ND Grand Forks	October 2019-October 2020

1802	Blood Pressure Protocol Training	ND Department of Health Bismarck	November 2019 – November 2020
1803	Intimate Partner Violence	CHI – St. Alexius Bismarck	November 2019 – November 2020
1804	Adolescent Relationships Abuse	CHI – St. Alexius Bismarck	November 2019 – November 2020
1805	Connected Parents Connected Kids	CHI – St. Alexius Bismarck	November 2019 – November 2020
1806	What Nurses Should Know About Medical Marijuana	Sigma XI Kappa At-Large Chapter Mayville	November 2019 – November 2020
1807	Fundamental Concepts & Use of Neonatal Pediatric High Flow Nasal Cannula	CHI – St. Alexius Bismarck	November 2019 – November 2020
1808	ND Breastfeeding – Friendly Skills Training	Grand Forks Public Health Grand Forks	November 2019 – November 2020
1809	2019 Tribal Community Maternal Infant & Child Health Symposium	NDSU American Indian Public Health Resource Center Fargo	November 2019 – November 2020
1810	Bullying in the Workplace	DuPont Company Integrated Health Services Richmond, VA	November 2019- November 2020
1811	Dementia Capable Care- Foundations	Benedictine Health System Bismarck	November 2019- November 2020
1812	2020 Safe Patient Handling & Mobilization Skills & Safety Session	CHI – St. Alexius Bismarck	November 2019- November 2020
1813	PDPM MDS Section by Section Assessment & coding	ND Long Term Care Bismarck	December 2019 – December 2020
1814	PDPM Master Class Webinar Series	ND Long Term Care Bismarck	December 2019 – December 2020
1815	5 Star Insights: Achieve 5 Star in 2020	ND Long Term Care Bismarck	December 2019 – December 2020
1816	HIV STD TB Viral Hepatitis Lunch & Learn Program	ND Department of Health Bismarck	December 2019 – December 2020
1817	Intro to HIV STDs Hepatitis	ND Department of Health Bismarck	December 2019- December 2020
1818	Understanding & Applying Child Sexual Abuse Prevention	Dakota Medical Foundation Fargo	December 2019- December 2020
1819	ND POLST Conversation & Implementation	Honoring Choices Grand Forks	January 2020-January 2021
1820	STABLE CARDIAC	CHI St Alexius Bismarck	January 2020 –January 2021
1821	The Immune System & Cancer: Unlocking the Potential of Immuno- Oncology Research	Missouri Valley Oncology Nursing Society Bismarck	February 2020-February 2021
1822	2020 Mind Matter's Brain Injury Conf	UND Center of Rural Health Grand Forks	February 2020-February 2021
1823	12 Lead EKG	Trinity Health Minot	February 2020-February 2021
1824	ND EMS Annual Conf & Tradeshow	North Dakota EMS Bismarck	February 2020-February 2021
1825	Vision Zero Partner Summit	North Dakota Transportation Bismarck	February 2020-February 2021

1826	NDLTCA 43rd Annual Convention & Trade Show	North Dakota Long Term Care Association Bismarck	February 2020-February 2021
1827	Trauma: The Lived Experience	North Dakota Nurse Association – Omicron Tau Chapter Minot	February 2020-February 2021
1828	2020 Spring Summit: Excellence in Nursing Leadership	Omega Omicron Marshall, MN	February 2020-February 2021
1829	Nourishing Health by North Dakota Academy of Nutrition & Dietetics	North Dakota Academy of Nutrition and Dietetics Bismarck	February 2020-February 2021
1830	Trusted Sisters Redeemed Women's Conference	Diocese of Fargo Fargo	February 2020-February 2021
1831	Initial Oncology Infusion Course	Trinity Health Minot	February 2020-February 2021
1832	Cannabis 101: What Medical Professions Need to Know	Be Well Healing Arts PLLC Valley City	February 2020-February 2021
1833	Crisis Management in the Workplace	Delaware Association Occupational Health Nurses Newark, DE	February 2020-February 2021
1834	Mental Health First Aid	Valley Senior Living Grand Forks	February 2020-February 2021
1835	Vaccines for Children Program	North Dakota Division of Disease Control Bismarck	February 2020-February 2021
1836	Motivational Interviewing: Tips for Working with Patients	Workforce Development Solutions Moorhead, MN	March 2020-March 2021
1837	Cancer Care Conference 2020	Workforce Development Solutions Moorhead, MN	March 2020-March 2021
1838	Mental Health Conference for NPs	NDSU SON Fargo	March 2020-March 2021
1839	Advanced Credentialing and Privileging Concepts	ND Hospital Association Bismarck	March 2020-March 2021
1840	MN Poison Control System Training Online for Poison Prevention Education	North Dakota Health Dep Bismarck	March 2020-March 2021
1841	Ending the Stigma: Changing the Perception of Intimate Partner Violence in Rural Communities	CHI St. Alexius Bismarck	March 2020-March 2021
1842	IPV Advocacy within the Medical Setting	CHI St. Alexius Bismarck	March 2020-March 2021
1843	Nursing – Where the “N” Stands for Nothing Happens Without YOU!	Dakota Lions Sight & Health Sioux Falls, SD	March 2020-March 2021
1844	The What, How and Why of Strokes	CHI Health Department Bismarck	March 2020-March 2021
1845	North Dakota Rural Recruitment Reimagined Workshop	Center for Rural Health Grand Forks	March 2020-March 2021
1846	Dermatology Nurses Assc MN Region Spring Event	Dermatology Nurses Association Minnesota Oronoco, MN	March 2020-March 2021



1847	Digital Healthcare Trends 2020	American Advanced Practice Network New York, NY	April 2020-April 2021
1848	OOD in the Healthcare Field: Fall, Fail, Fight, Fly	Richland County Health Department, Wahpeton	April 2020-May 2021
1849	Preceptor Development Program - Learning types, eliciting feedback, and unsafe preceptees	Trinity Health Minot	April 2020-April 2021
1850	Finding Calm in the Storm: Proven Mindfulness & Self-Care Tools for Healthcare Professionals	Melanie Carvell, Professional Speaker, Bismarck	April 2020- April 2021
1851	From Surviving to Thriving: Practical Tips for Building Resilience	Tara Feil, PhD, Clinical Psychologist CHI Bismarck	April 2020- April 2021
1852	Walk This Way Part 1 & 2	Dakota Diabetes Coalition Bismarck	April 2020- April 2021
1853	Positive Communication Skills for Leaders in a Time of Crisis	ND Long Term Care Association Fargo	April 2020 – April 2021
1854	CPI Nonviolent Crisis Intervention & Advanced Physical Skills	CHI St. Alexius Bismarck	May 2020-May 2021
1855	Bringing Clinical to Class	DNPC, Julie Traynor, Director Devils Lake	May 2020-May 2021
1856	Immunization Lunch & Learn	Miranda Baumgartner, Vaccines for Children/QI Coordinator Bismarck	June 2020-June 2021
1857	Brain Injury Online Continuous Course Offerings	UND Rural Health Grand Forks	June 2020-June 2021
1858	Partners in Transplant	Life Source, Barb Nelson-Agnew, Hospital Liaison Mahanomen, MN	June 2020-June 2021

**APPENDIX V**

**ND BOARD OF NURSING STRATEGIC PLAN  
2018-2022**

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

**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
<p>1. Proactively address the public's need for safe and competent nursing practice.</p>	<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>
<p>2. Ensure licensure and registration of qualified individuals for the practice of nursing or assist in the practice of nursing.</p>	<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>

Annual Report Approved by the NDBON 01/21/2021