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

State of North Dakota

BOARD OF NURSING

Fiscal Year 2022: July 1, 2021 – June 30, 2022

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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.

FISCAL YEAR 2022 NORTH DAKOTA BOARD OF NURSING MEMBERS

Jane Christianson, RN (President)	Bismarck, ND
Kevin Buettner, APRN (Vice President)	Grand Forks, ND
Jamie Hammer, RN (Treasurer)	Minot, ND
Michael Hammer, RN	Velva, ND
Mary Beth Johnson, RN	Bismarck, ND
Dana Pazdernik, RN	New Salem, ND
Julie Dragseth, LPN	Watford City, ND
Wendi Johnston, LPN	Kathryn, ND
Cheryl Froelich, Public Member	Mandan, ND

The NDBON held four regular meetings in Fiscal Year (FY) 2022 and one special meeting (minutes are available at www.ndbon.org).

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

43-12.1-08. DUTIES OF THE BOARD. The board shall regulate the practice of nursing. Regulation of the practice of nursing must ensure that a person may not practice or offer to practice nursing or use titles of advanced practice registered nurse, specialty practice registered nurse, registered nurse, licensed practical nurse, or unlicensed assistive person, or titles of a similar nature which denote the practice of nursing to the general public unless licensed or registered as provided in this chapter.

1. **Enforce this chapter**.

2. **Adopt rules necessary to administer this chapter after collaborating and consulting with North Dakota nursing associations and other affected parties.**

   FY 2022 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
     - Collaborated on nursing education topics with legislative council
   - 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
     - Report provided at the NDNA Annual Meeting
   - ND Nurse Practitioner Association-Report provided at Annual Conference
   - ND Prescription Drug Monitoring Program Advisory Board
   - Ad hoc committees with a variety of stakeholders
     - Nonresident Nurse Employment Recruitment Program Committee
   - Nurse Licensure Compact administration
     - Executive Committee
     - Rule-Making Committee
     - Compliance Committee
     - Research Committee
     - Policy 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
     - Presentation heard related to nurse administration of ketamine for pain in non-intubated patient
     - Presentation heard related a campaign for office and mental health platform

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

   During FY 2022 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
Kyle Martin (started 10/1/2021)	Associate Director for Operations
Corrie Lund, BSN, RN	Compliance Investigator
Karen Hahn	Administrative Service Coordinator
Michael Frovarp	Accounting/Licensure Specialist I
Christa Stayton (started 9/1/2021)	Licensing Specialist
Norma Geiger (started 4/1/2022)	Administrative Assistant
Gail Rossman	Technology Specialist II (retired 4/30/2022)
Kathy Zahn	Compliance/Licensing Specialist (retired 1/31/2022)
Arverd Lachowitzer	Tech Assistant/Licensing Specialist II (resigned 2/28/2022)
Brian Bergeson	Special Assistant Attorney General
Nicholas Simonson	Special Assistant Attorney General (General Counsel)

   May 2022, approved addition of 1 FTE effective July 1 to ensure sufficient operations to meet ND nurse licensing needs with the following rationale: 1) ND facilities notification of recruitment of 600 internationally education nurses; and 2) to meet continuous increase in applicants and workload of licensing staff.

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.**

FEE TITLE	AMOUNT	DATE
LICENSURE AND REGISTRATION		
INITIAL LICENSURE – RN/LPN		
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
RENEWAL FEES – RN/LPN (BIENNIAL)		
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 or 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
ADVANCED PRACTICE LICENSURE		
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
SPECIALTY PRACTICE REGISTERED NURSE		
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
DESIGNATED FEES to other programs		
Nursing Education Loan	$ 10.00 of each renewal and reactivation fee	10/1/87 NDAC 54-04.1-01-01
UNLICENSED ASSISTIVE PERSON (UAP)		
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**

OTHER SERVICE FEES		
Criminal History Record Check Processing Fee	$20.00 with all Initial Applications and Reactivations	7/1/09 Board Motion 5/2009
Verification Fee	$30.00	7/1/05 Board Motion 5/2005
Transcript	$15.00	7/1/05 Board Motion 5/2005

REQUEST COPY OF SPECIFIC RECORD		
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) (Entity may impose a fee not exceeding $25.00 per hour per request, excluding the initial hour, for locating records, including electronic records)	minimum charge .25 per page 1st hour to locate & to redact not chargeable. $25.00 .00 per hour after 1st hour	7/1/06 8/1/08 NDAC 44-04-18 (2)

EDUCATION DIVISON		

NURSING EDUCATION PROGRAM SURVEY FEES (four-year approval)		
On-site School Survey Fee	$750.00	4/27/19 Board Motion 5/2004 In Policy
Interim Paper/Focused Onsite Survey Fee	$375.00	4/27/19 Board Motion 5/2004 In Policy
Short Term Clinical Education Program Fee	$100.00	4/1/04 NDAC 54-02-11-01

OUT OF STATE PROGRAM RECOGNITION APPOVAL FEES		
Out of State Program Approval Recognition Fee	$600.00 graduate program $400.00 RN program $300.00 PN program	7/1/17 Board Motion 5/2017
Refresher Course Recognition Fee	$200.00 two-year recognition	5/1/14 Board Motion 5/2014 Approved Guidelines

COURSE REVIEW FEES		
IV Therapy Course	$300.00	9/1/99 Board Motion 9/1999
Refresher Course (RN/LPN)	$500.00	9/1/99 Board Motion 9/1999

CONTACT HOUR APPROVAL FEES		
CE Approval Application Fee	$100.00 (includes one contact hour) Plus $20 for each additional CE	7/1/17 Board Motion 5/2017

NURSING EDUCATION LOAN FEES		
NEL Application Fee	$25.00	7/1/16 Board Motion 5/2016
NEL Reapplication Fee	$25.00	7/1/16 Board Motion 5/2016

EDUCATION		
Educational Presentations	$300.00 per contact hour plus mileage and hotel	7/1/17 Board Motion 5/2017
Ethics Course	$50.00	10/1/02

FEE TITLE	AMOUNT				DATE
COMPLIANCE DIVISION					
MONITORING FEES					
Program Monitoring Monthly Fee	$30.00				7/1/05 Board Motion 5/2005
Board Order Non-Compliance Administrative fee	$100.00 1st Letter of Concern $150.00 2nd Letter of Concern $200.00 3RD Letter of Concern				7/1/17 Board Motion 5/2017
DISCIPLINE PENALTY FEES *Per NDCC 43-12.1-14 Violation as indicated*	**UAP**	**LPN**	**RN**	**APRN and/or RX Authority**	
Reprimand fee (*per violation*)	$200	$500	$600	$700	7/1/17 Board Motion 5/2017
Encumbrance fee (*per violation*)-monitoring fees additional	$200	$500	$600	$700	7/1/17 Board Motion 5/2017
Suspension or Emergency Suspension Fee (*per violation*)	$400	$700	$800	$900	7/1/17 Board Motion 5/2017
Surrender	$200	$500	$600	$700	7/1/17 Board Motion 5/2017
Revocation	$200	$500	$600	$700	7/1/17 Board Motion 5/2017
NON-DISCIPLINARY FEES – PRACTICING WITHOUT A CURRENT LICENSE/REGISTRATION					
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 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 3/2014 & 7/2019 Approved Guidelines
NON-DISCIPLINARY FEES – LETTER OF CONCERN					
Letter of Concern (fee assessed at the discretion of CAC)	$100.00 1st Letter of Concern $150.00 2nd Letter of Concern $200.00 3RD Letter of Concern				4/1/14 Board Motion 3/2014 Approved Guidelines 7/1/17 Board Motion 5/2017

NDBON Approved 07/2021

The NDBON developed an annual budget for receipts and expenditures. Appendix II includes a statement of FY 2022 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.

The NDBON considered recommendations from the Finance Committee and approved the FY 2022 Budget. The NDBON reviewed financial statements at each regular board meeting.

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 a database for initial, renewal, and reactivation application processes. The NDBON contributes to the Board Membership Profile which includes data collection through survey of 59 Member Boards of the NCSBN.

Collaborated with NCSBN to complete the NDBON Nursing Education Annual Report
- Committee assigned to explore moving to NCSBN for completion of Nursing Education Annual Report
- Data provided to NCSBN contributes to national analysis of data

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.

- Addressed requests from the Governor's office and ND facilities related to critical nursing shortages and surges of COVID-19 numbers:
  - Revised and reenacted the "Emergency Limited License Policy and Procedure"; 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. Reinstated to address Governor's office and ND facilities concerns related to critical nursing shortages and surges of COVID-19 numbers.
  - Approved allowance of facility general orientation (not nursing orientation) and work in other non-nursing roles prior to completing temporary permit requirements and issuance.
- Four Emergency Limited Licenses were issued to retired or non-practicing nurses between July 1, 2021, and June 30, 2022. Three (3) 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.**

- Revised to the Nursing Education Loan (NEL) program policies for applicants and reapplicants.
- The Nursing Education Committee (NEC) met four times during FY 2021-2022 (July 1, July 8 (NEL), January 11, April 6). NEC Board members: Mary Beth Johnson, RN (Committee Chair), Jane Christianson, APRN, Cheryl Froelich, Public Member. External members: Diana Kostrzewski, RN (through January 2022), Andrea Paulson, RN (reappointed to 2-year term January 2022), Cheryl Lantz, RN (through January 2022, Deborah Cave, RN, Erin Berger, RN (began April 2022), and Jacqueline Reep-Jarmin, RN (began April 2022).
- Approved forty-three individuals for the Nursing Education Loan for a total of $109,998.04 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.

Nursing Education Loans	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
LPN Certificate Program	2	$1400	2	$1,816	0	$0	7	$630	3	$3,000
LPN Associate Degree Program	0	$0	1	$908	0	$0	0	$0	1	$1,375
RN Associate Degree Program	7	$8960	5	$7,652	4	$9,092	2	$2,510	2	$4,000
RN Baccalaureate Degree Program	16	$25,106	12	$24,378	10	$15,801.21	4	$7,528	10	$19,143
Master's Degree Program	19	$35,895	15	$37,294	16	$38,478.49	5	$4,930	11	$29,098
Doctoral Program	12	$17,510	11	$26,962	8	$21,478.30	1	$622	13	$46,054
Refresher Course	1	$500	1	$500	0	$0	0	$0	0	$0
Total	**57**	**$89,371**	**47**	**$99,510**	**39**	**$84,850**	**19**	**$20,000**	**40**	**$102,670**

NURSING EDUCATION LOAN PROGRAM CANCELLATIONS PER FISCAL YEAR

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

Cancellations:	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
By Employment in N.D.	26	26	38	14	5
Partial Repayment/Partial Employment in ND	0	1	1	4	0
By Monetary Repayment	5	4	5	1	0
Cancelled - Military Deployment	0	0	0	0	0
Cancelled due to Death/Disability	0	0	0	0	0
Total	**31**	**31**	**44**	**19**	**5**

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	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Registered Nurse	16264	16778	16896	17349	17979
Advanced Practice only- (RN in other compact state)	238	297	347	443	596
Licensed Practical Nurse	3928	3912	3788	3742	3641
Total Nurses Licensed	**20430**	**20987**	**21031**	**21534**	**22,216**

TOTAL ADVANCED PRACTICE LICENSED BY FISCAL YEAR

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Certified Registered Nurse Anesthetist (CRNA)	413	434	443	434	451
Certified Nurse Midwife (CNM)	21	23	26	25	30
Clinical Nurse Specialist (CNS)	49	43	42	36	34
Nurse Practitioner (NP)	1053	1182	1333	1549	1846
Clinical Nurse Specialist/Nurse Practitioner (CNS, NP)	7	7	7	5	4
Nurse Clinician (NC)	2	2	2	2	2
Certified Registered Nurse Anesthetist/Nurse Practitioner (CRNA, NP)	1	1	1	2	0
Certified Nurse Midwife/Nurse Practitioner (CNM, NP)	3	4	6	7	5
Total	**1433**	**1550**	**1860**	**2060**	**2372**

TOTAL SPECIALTY PRACTICE LICENSED BY FISCAL YEAR

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Specialty Practice RN	6	6	6	5	5

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.

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Total	832	1056	1089	1108	1179

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	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Medication Assistant III Registry	236	214	217	206	244

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. The NDBON approved FY 2021 Nursing Education Annual Report with edits to Graduate-Level Program Graduate Numbers by APRN Specialty Role table.

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

   - Refer to the Nursing Education Annual Report for specific nursing education projects.
   - NDBON obtained continued state agency recognition status by U.S. Department of Education
   - "Collect and analyze data regarding nursing education, nursing practice, and nursing resources" (page 7).
   - Utilized CE Broker to enhance tracking of continuing education mandates for licensees.
   - Provided a link to the CFN for optional donations on all applications for registration/licensure.
   - Alternative to Discipline (ADT) project:
     - Established a NDBON ADT Committee to explore a pilot program for ND nurses (October 2021)
     - Approved and initiated a pilot ADT program in May 2022
     - Provided formal presentations on the ADT program to educate facilities/employers of nurses
   - Collaborated with NCSBN on the NDBON Nursing Education Annual Report.
   - Collaborated with ND Professional Health Program to explore ATD options and pilot conducted for APRNs.
   - Provided a national presentation for NCSBN Advanced Practice Registered Nurses Roundtable (April 12, 2022).
   - 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.
   - NDBON member J. Hammer, staff Hanson and Bentz, participated in NCSBN International Center for Regulatory Scholarship certificate program. Bentz and Hanson graduated in Washington, DC (April 2022).
   - 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 of will appear on the Annual Report until the testing summary is at 0.

(NNAAP) TESTING SUMMARY PER FISCAL YEAR

Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Written/Oral	1333	496	0	0	0
Manual	1352	494	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 2021-2022.

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

- January 2022 ratified practice hours for 5 licensees who cared for ill family members and used nursing practice skills to apply for practice hours at reactivation.
- See Appendix IV for list of continuing education educational activities approved by the NDBON.
- Collaborated with CE Broker to finalize the second-year plan and processes for CE tracking.

APPROVED CONTINUING EDUCATION PROGRAMS (Appendix IV)

Year	FY 2017-2018	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022
Approved Continuing Education Programs	99	135	97	99	127

CONTINUING EDUCATION AUDIT 2021

AUDIT LIST	TOTAL (that were audited)
LPN	30
RN	138
APRN/ APRN with Prescriptive Authority	18
Total	186

CONTINUING EDUCATION AUDIT 2021 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 186 nurses who renewed for the licensure period and verified completion of 12 contact hours of continuing education. The 186 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 disciplinary actions for two licensees.

LPN IV Therapy Courses FY 2022:

Approved faculty request to extend the Northland Community and Technical College, LPN Intravenous Therapy Course approval from April 2022 to July 2022 as the course had full approval from the NDBON and was in

compliance with NDAC 54-05-01 Standards of Practice for Licensed Practical Nurses and NDAC 54-03.2 Standards for Nursing Education Programs.

RN/LPN Refresher Courses FY 2022:
No action related to RN/LPN Refresher Courses for FY 2022.

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.**

- NDBON and ND Medical Imaging and Radiation Therapy Board joint position statement, "Advanced Practice Registered Nurses Supervising/Performing Fluoroscopy":
  - Collaborated with ND Department of Environmental Quality and included in position statement
  - Provided public forum, 30-day comment period, and heard testimony from licensees and stakeholder (July 2021-October 2021)
  - Finally approved (October 2021); revised with DEQ (January 2022)
  - Completed contract with the American Registry of Radiologic Technologist to provide APRNs with the Fluoroscopy Examination for ARRT Certification
- Dialysis scope of practice request related to accessing central lines:
  - Explored stakeholder request for dialysis practice scope expansion
  - Collaborated with South Dakota on best practices
  - Monitored South Dakotas study on the practice of dialysis technicians accessing central lines
  - Approved an advisory committee including a diverse group of stakeholders to explore revising the Guidelines for the "Role of Dialysis Technicians".
- Updated/revised the "Role of the Nurse in Pain Management Practice Statement".

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

Registered Nurse	FY 2017-2018	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022
Examination	600	620	581	795	726
Endorsement	995	832	775	755	881
Licensed Practical Nurse	2017-2018	2018-2019	2019-2020	2020-2021	
Examination	313	311	294	315	289
Endorsement	122	96	58	80	68
Total	**2030**	**1859**	**1708**	**1945**	**1964**

NEW ADVANCED PRACTICE LICENSES ISSUED PER FISCAL YEAR

Year	FY 2017-2018	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022
Total	**183**	**224**	**233**	**303**	**399**

- Accepted the completion of Army 68WM6 Practical Nursing Program as the equivalent of a certificate practical nursing program with completion of IV therapy course to meet NDAC 54-02-06.1 (4)/NDCC 43-12.1-09 (2,b).
- Ratified acceptance of the education and ANCC certification as Acute Care Nurse Practitioner to qualify for APRN licensure in North Dakota for four applicants.
- Ratified acceptance of education, national certification, and out of state licensure verification to qualify three applicants for APRN with prescriptive authority per "Grandfather Provision" NDCC 54-05-03.1-02.
- Internationally educated nurse applicants:
  - Approved J. Silny & Associates organization's certification of internationally educated nurse who wish to obtain licensure in ND.
  - Revised "Requirements for Internationally Educated Nurse to Hold Licensure".
  - Revised, "Requirements for Internationally/Foreign Educated Nurses to hold a Multistate License".

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	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Total	238	243	211	225	243

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	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Completed results	2583	2434	2424	2670	2828

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

PENDING/OPEN CASES	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
	36	44	24	34	28
DISCIPLINARY ACTION	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Reprimand	29	16	27	11	27
Probation	8	10	11	11	14
Suspension	16	8	19	13	16
Emergency Suspension	7	1	13	12	8
Suspension Stayed	2	0	2	2	0
Surrender	7	14	7	3	4
Revocation	0	2	0	0	0
Denial of License/Reg	3	3	1	1	3
Cease and Desist	4	2	9	6	5
NLC Privilege	4	0	1	4	3
TOTAL	80	56**	90	75	80
PRACTICE BREAKDOWN	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22

CATEGORIES					
Medication Administration	8	4	6	3	2
Documentation	7	9	10	4	6
Attentiveness/Surveillance	1	0	3	2	6
Clinical Reasoning	1	0	1	0	3
Interpretation of authorized provider's orders	0	0	1	0	0
Intervention	1	1	2	2	5
Prevention	0	1	0	0	0
Professional responsibility/ patient advocacy	10	12	21	10	13
INTENTIONAL MISCONDUCT OR CRIMINAL BEHAVIOR	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Changed/falsified charting	0	1	2	0	4
Criminal conviction	2	0	1	2	2
Deliberately cover up error	1	0	0	0	0
Fraud	17	1	3	3	5
Patient abuse	0	1	0	0	0
Theft (include drug diversion)	9	8	15	1	3
Other	1	3	3	5	5
OTHER VIOLATIONS	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Action in Another Jurisdiction	5	3	2	3	1
Alcohol/Drug Abuse/Dependency	13	14	14	17	22
Failure to Adhere to CE Requirements	1	0	2	0	0
Practicing Without a License/Registration	8	12	13	20	23
Violation of Board Order	12	8	8	6	3
Failure to comply with investigation	2	6	7	2	9
Other	4	2	13	5	4
INVESTIGATIVE/NON-DISCIPLINE DISPOSITION	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Positive Response	248	351	256	263	229
PVR's Received	111	126	117	148	149
Dismissal	35	51	52	38	56
Letter of Concern	45	61	45	21	28

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

Approved the following Compliance policies:
- PVR Process Policy
- Evaluation Criteria and Board Requirements Table
- CHRC Policy
- Practice Without a License

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 Licensure Compact legislation enacted with the 67th 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. In 2021-2022, there were 39 states with enacted Nurse Licensure Compact legislation; the newly enacted Advanced Practice Registered Nurse Compact currently has 3 member states (ND, DE, UT).

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

APPENDIX I
FINANCIAL REPORTS – GENERAL FUND

NORTH DAKOTA BOARD OF NURSING
SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL
YEAR ENDED JUNE 30, 2022

	Budget	Actual	Variance
REVENUES			
Endorsements			
Professional	120,000	159,000	39,000
Practical	12,000	10,950	(1,050)
Re-registration			
Professional	962,000	981,630	19,630
Practical	159,600	163,080	3,480
Exams			
Professional	87,500	94,500	7,000
Practical	37,500	34,875	(2,625)
Fees			
APRN License Renewal	72,160	77,840	5,680
Reactivation Fee	6,750	11,850	5,100
Advanced Licensure	35,125	52,150	17,025
Prescriptive Authority Renewal	57,000	57,975	975
Prescriptive Authority	19,500	28,965	9,465
Unlicensed Assistive Person Registry Renewal/Late/Reactivation	22,660	26,030	3,370
Medication Assistant	4,800	5,960	1,160
List Requests	3,500	3,203	(297)
Disciplinary Fees (RN/LPN Late Renewal Fees)	6,000	8,045	2,045
Penalty Fees	43,000	42,642	(358)
Encumbrance Fees	6,120	6,330	210
School Surveys	2,250	1,500	(750)
Publications, Verifications, and other fees	2,500	4,476	1,976
Course Review Fee	300	0	(300)
Continuing Education Presentations	0	0	0
Continuing Education Approval Fee	20,000	21,960	1,960
NEL Application Fee	1,000	1,175	175
CHRC Processing Fee	52,000	59,875	7,875
Program Recognition fees	21,000	25,600	4,600
Interest	4,000	5,916	1,916
NEL Income	88,650	89,100	450
Unclassified Revenue	0	100	100
Total Revenues	**1,846,915**	**1,974,727**	**127,812**

	Budget	Actual	Variance
EXPENSES			
Employee Compensation & Benefits			
Salaries	856,000	843,885	12,115
NDPERS Retirement Contributions	107,000	102,764	4,236
Employer FICA & Flex Expense	66,000	63,341	2,659
EAP Program Premiums	210	202	8
Health Insurance	181,500	170,022	11,478
Life Insurance	50	37	13
Workers Comp & State Unemployment Tax	2,050	760	1,290
Staff Development Expenses	7,500	4,546	2,954
Total employee compensation & benefits	*1,220,310*	*1,185,557*	*34,753*
Board Expenses			
Board Staff Expenses	2,000	2,762	(762)
Board Meeting Expenses	24,250	10,148	14,102
Total Board Expenses	*26,250*	*12,910*	*13,340*
Operating Expenses			
Rent	45,900	44,322	1,578
Phone Expense	4,400	5,165	(765)
Office Supplies Expense	2,500	1,425	1,075
Document Disposal Expense	350	112	238
Postage Expense	2,750	2,351	399
Publications & Subscriptions	600	64	536
Office Insurance	1,750	1,428	322
Bank Charges	150	50	100
Office Maintenance	1,080	1,140	(60)
Office Furniture & Software Expense	9,000	5,245	3,755
Internet Service & Hosting	16,000	14,884	1,116
Technology Maintenance	11,800	14,412	(2,612)
Online System Payments	26,500	30,511	(4,011)
Program Enhancements & Website Updates	45,000	17,219	27,781
Service contract	900	870	30
Repairs & Parts	250	138	112
Disciplinary Process	1,500	3,326	(1,826)
Legal Fees	82,800	92,891	(10,091)
Audit Fees	12,500	15,000	(2,500)
Consultant	3,500	0	3,500
NCSBN	6,500	6,000	500
Rule Revisions	3,500	0	3,500
Unappropriated Expenses	250	305	(55)
NEL Transfer	88,650	89,100	(450)
Total Other Operating Expense	*368,130*	*345,958*	*22,172*
Depreciation Expense		13,943	(13,943)
Total Expenses	**1,614,690**	**1,558,368**	**56,322**
Income from Appendix 1, page 1	**1,846,915**	**1,974,727**	**(127,812)**
REVENUES OVER EXPENSES	**232,225**	**416,359**	**(184,134)**

	FY 2019-2020		FY 2020-2021		FY 2021-2022	
CATEGORIES	LPN	RN	LPN	RN	LPN	RN
Licensed Nurses	3788	16896	3742	17349	3641	17979
Advanced Practice RN	0	1859	0	2060	0	2372
Prescriptive Authority	0	1369	0	1602		1921
GENDER STATISTICS						
Male	201	1411	212	1481	205	1570
Female	3587	15485	3530	15868	3436	16409
ETHNIC						
African American	168	437	181	446	199	497
Asian	35	515	41	543	46	607
Asian Indian	19	57	21	58	22	56
Other Asian	6	94	6	88	7	86
Hispanic	65	180	67	202	67	220
Native American	136	219	141	234	136	257
Other	70	303	73	312	74	315
Pacific Islander	3	25	2	24	5	21
White not of Hispanic Origin	3286	15066	3210	15442	3085	15920
EMPLOYMENT						
Employed Full Time	2242	12205	2221	12551	2097	12533
Employed Part Time	601	2083	584	2142	762	2515
Not Employed	772	1701	740	1681	2	1917
Nursing Volunteer	3	54	4	42	582	42
Per Diem	130	640	145	696	154	756
Retired	40	213	48	223	44	216
EMPLOYMENT SETTING						
Academic Setting	4	135	2	159	3	162
Ambulatory Care Clinic	398	1551	432	1686	420	1812
Church	0	41	0	37	0	29
Correctional Facility	13	48	15	50	19	57
Government	82	344	101	370	106	381
Home Health	104	450	113	447	113	469
Hospital	400	7113	380	7348	341	7542
Insurance Claims/Benefits	8	729	9	798	9	838
Military	5	50	4	47	4	46
Nursing Home/Extended Care	943	1144	916	1174	871	1206
Nursing Education	4	302	4	307	4	294
Occupational Health	15	102	16	95	14	94
Other	1059	3192	1002	3023	1022	3160
Physicians Office	662	1024	648	1050	605	1076
Policy/Planning/Regulatory/ Licensing Agency	1	12	1	15	1	16
Public/Community Health	46	379	50	448	54	477
School Health	16	110	17	118	17	127
Self Employed	9	89	8	103	8	103
Social Services	5	16	3	15	2	11
Temporary Agency	14	31	20	33	26	54
Volunteer	0	34	1	26	2	25

PRACTICE AREA	FY 2019-2020		FY 2020-2021		FY 2021-2022	
	LPN	RN	LPN	RN	LPN	RN
Anesthesia	0	357	0	361	1	371
Chemical Dependency	15	39	19	42	17	39
Community	30	128	39	166	42	191
Critical Care	8	841	6	908	5	970
Emergency Care	16	685	14	705	18	719
Family Practice	441	947	450	1036	439	1096
Geriatrics	850	1056	838	1082	788	1104
Home Health	77	393	84	385	84	389
Maternal Child	34	527	25	535	26	548
Medical/Surgical	205	1824	195	1859	179	1975
Mental Health	88	548	86	571	74	573
Neonatology	4	315	5	321	5	326
Nursing Administration	16	427	12	438	12	441
Occupational Health	13	100	15	96	14	101
Oncology	24	387	26	411	22	422
Other	1667	5937	1603	5900	1588	6110
Palliative Care	11	79	14	73	13	70
Parish	2	45	2	42	2	32
Pediatrics	93	429	99	452	99	451
Perioperative	10	716	8	749	9	765
Public/Community Health	39	356	48	413	58	433
Quality Assurance	10	188	9	184	6	183
Rehabilitation	55	135	61	137	61	150
School	21	171	21	191	21	203
Trauma	2	41	3	43	4	45
Women's Health	57	225	60	249	54	272
NURSING POSITION						
Advanced Practice RN	0	1512	0	1617	0	1622
Advanced Practice w/ RN in other Compact State	0	347	0	443	0	596
Nurse Administrator	9	302	9	304	9	291
Nurse Consultant	6	249	5	263	5	273
Nurse Educator	6	454	8	467	7	467
Nurse Executive	1	99	2	104	3	114
Nursing Faculty	40	161	40	178	39	186
Nursing Manager	48	1102	44	1108	44	1125
Office Nurse	532	881	525	895	501	919
Other	1098	2994	1061	3399	1091	3405
Specialty Practice Nurse	0	86	0	5	1	185
Staff Nurse	1977	8414	1970	8684	1853	8950
Travel Nurse	71	295	78	325	88	438
EDUCATION						
Vocational Certificate/Diploma	1799	839	1794	724	1801	662

Associate Degree	1847	4180	1786	4146	1682	4287
Bachelors in Nursing	21	8994	17	9276	18	9611
Bachelors in Other	108	277	130	295	124	293
Masters in Nursing	0	1871	0	2110	0	2249
Masters in Other	12	300	13	316	13	316
Doctorate in Nursing	0	319	0	386	0	458
Doctorate in Other	1	52	2	49	2	53
AP Post Basic Education	0	38	0	26	0	23
Post BS Anesthesia	0	26	0	21	0	20

APPENDIX III
FISCAL YEAR COUNTY DISTRIBUTION OF LICENSED NURSES

County	FY 2019-2020			FY 2020-2021			FY 2021-2022		
	LPN	RN	APRN	LPN	RN	APRN	LPN	RN	APRN
Adams	13	45	4	12	50	6	13	54	6
Barnes	49	125	4	46	128	4	40	126	4
Benson	20	50	3	19	48	4	19	48	3
Billings	3	9	0	4	10	1	4	11	1
Bottineau	26	98	9	23	99	10	21	99	11
Bowman	11	39	5	10	38	5	7	38	6
Burke	4	21	0	5	20	0	5	21	0
Burleigh	314	2185	259	299	2230	244	279	2278	247
Cass	887	3780	397	889	3973	404	869	4129	454
Cavalier	30	49	4	29	47	4	24	47	4
Dickey	23	77	4	27	79	4	31	82	5
Divide	7	28	1	6	30	1	8	31	2
Dunn	12	37	5	12	38	5	13	36	5
Eddy	19	36	2	20	43	4	21	45	3
Emmons	14	51	3	12	51	3	11	46	3
Foster	14	65	1	10	67	1	12	63	1
Golden Valley	5	20	2	4	18	2	6	20	3
Grand Forks	355	1179	141	381	1188	145	375	1188	149
Grant	10	35	3	10	34	3	9	36	3
Griggs	16	20	1	16	21	1	16	22	2
Hettinger	6	15	0	4	15	1	5	17	1
Kidder	5	36	3	4	36	4	7	36	5
Lamoure	30	56	6	30	63	6	28	61	8
Logan	5	24	1	4	24	1	4	27	1
McHenry	20	73	8	21	80	8	17	84	8
McKenzie	25	47	7	24	42	8	23	43	8
McIntosh	29	76	7	26	85	9	28	90	8
McLean	26	137	14	26	138	14	25	144	14
Mercer	20	97	13	17	101	13	17	107	11
Morton	116	582	47	120	605	48	116	622	57
Mountrail	15	65	7	15	60	7	17	62	5
Nelson	22	49	2	21	52	2	19	54	2

County	FY 2019-2020			FY 2020-2021			FY 2021-2022		
	LPN	RN	APRN	LPN	RN	APRN	LPN	RN	APRN
Oliver	5	19	1	4	19	1	3	18	1
Out of State	594	4578	592	577	4611	779	560	4855	1000
Pembina	51	65	7	45	70	9	38	73	9
Pierce	23	61	8	22	62	8	21	69	9
Ramsey	76	161	14	71	168	18	68	181	21
Ransom	37	56	3	38	65	3	34	70	3
Renville	4	31	3	5	30	3	5	28	4
Richland	85	162	14	81	185	17	78	207	21
Rolette	59	123	7	64	127	8	54	134	9
Sargent	20	43	1	18	42	2	18	46	3
Sheridan	5	16	2	4	17	2	3	19	2
Sioux	11	12	0	10	16	0	12	19	0
Slope	1	4	0	1	5	0	1	3	0
Stark	126	353	22	132	378	25	145	381	28
Steele	12	29	0	12	28	0	10	35	1
Stutsman	96	305	31	90	318	33	90	324	37
Towner	15	25	3	16	34	3	13	37	3
Traill	47	124	9	52	128	9	54	123	9
Walsh	71	142	10	72	147	9	66	153	9
Ward	171	977	132	157	999	122	154	1016	121
Wells	18	64	8	18	62	2	22	68	8
Williams	110	340	29	107	325	35	103	353	34
Total	**3788**	**16896**	**1859**	**3742**	**17349**	**2060**	**3641**	**17979**	**2372**

FY 2022 NDBON of Nursing Approved Continuing Education Contact Hours

Course #	Course Name	Sponsor	Date
1959	Youth Mental Health First Aid	Pembina County Memorial Hospital Association, Cavalier	July 2021 to July 2022
1960	ND Brain Injury Network	UND, Center for Rural Health, Grand Forks	July 2021 to July 2022
1961	Eventide Leadership Academy	Eventide, Fargo	July 2021 to July 2022
1962	ND Culture of Excellence Designation Program: Standard 1- Professional Identity)	ND Center for Nursing, Northwood	August 2021 to August 2022
1963	ND Culture of Excellence Designation Program: Standard 2- Civil Work Environment	ND Center for Nursing, Northwood	August 2021 to August 2022
1964	ND Culture of Excellence Designation Program: Standard 3- ND Scope of Practice	ND Center for Nursing, Northwood	August 2021 to August 2022
1965	ND Culture of Excellence Designation Program: Standard 4- Interprofessional Collaborative Practice	ND Center for Nursing, Northwood	August 2021 to August 2022
1966	ND Culture of Excellence Designation Program: Standard 5- Shared Governance	ND Center for Nursing, Northwood	August 2021 to August 2022
1967	ND Culture of Excellence Designation Program: Standard 7- Nurse Staffing Best Practices	ND Center for Nursing, Northwood	August 2021 to August 2022
1968	ND Culture of Excellence Designation Program: Standard 8- Culture of Safety (Patricia Moulton)	ND Center for Nursing, Northwood	August 2021 to August 2022
1969	ND Culture of Excellence Designation Program: Standard 9- Key Preceptor Concepts (Patricia Moulton)	ND Center for Nursing, Northwood	August 2021 to August 2022
1970	ND Culture of Excellence Designation Program: Standard 10- Healthy Work-Life Balance	ND Center for Nursing, Northwood	August 2021 to August 2022
1971	ND Culture of Excellence Designation Program: Standard 11- Competitive Salary & Benefits	ND Center for Nursing, Northwood	August 2021 to August 2022
1972	InterQual 2021 Training	BCBS ND, Fargo	August 2021 to August 2022
1973	Child Passenger Safety Program	ND Department of Health, Bismarck	August 2021 to August 2022
1974	Cassia Annual Conference	Cassia Life, Edina Minnesota	August 2021 to August 2022
1975	High Quality & Compassionate care: Precepting w/Emotional Intelligence	Trinity Health, Minot	August 2021 to August 2022
1976	Northern Plains Conference on Aging	Concordia College, Moorhead, MN	August 2021 to August 2022
1977	ND Brain Injury Network 2021	UND Center for Rural Health Grand Forks	September 2021 to September 2022
1978	Trafficking & Exploitation in Healthcare "What are we not Seeing"	Mid Dakota Clinic Bismarck	September 2021 to September 2022
1979	Functional Contextualism & Focused Acceptance & Commitment Therapy (fACT)	Community Healthcare Association of the Dakotas, Rapid City, SD	September 2021 to September 2022

1980	St. Sophie's 2021 Annual Conference: Life After a Year of Disruption-The Post Pandemic	Saint Sophie's Psychiatric Center, Fargo	September 2021 to September 2022
1981	ACP & AD: Implementing Online Education for Healthcare Providers	NDSU, Fargo	September 2021 to September 2022
1982	Age Friendly Healthcare- Managing Geriatric Syndromes	UND, Grand Forks	September 2021 to September 2022
1983	2021 SD Infection Control Conference	UND, Grand Forks	September 2021 to September 2022
1984	ALICE Active Shooter Training	CHI Health, Dickinson	September 2021 to September 2022
1985	Recognizing & Assisting Victims of Human Trafficking	NDSU, Fargo	September 2021 to September 2022
1986	ND Trauma Coordinators Annual Conference	ND State Trauma System, Bismarck	September 2021 to September 2022
1987	Overview- National Academy of Medicine Future of Nursing Report 2020-2030	U of Mary Bismarck	September 2021 to September 2022
1988	Patient Blood Management	Heart of America Medical Center, Rugby	September 2021 to September 2022
1989	Dakota Eye Institute Education Day	Dakota Eye Institute, Bismarck	September 2021 to September 2022
1990	MN Sheriffs Association Correctional Health Division 9th Annual Conference	MN Sheriff's Association, Carlton, MN	September 2021 to September 2022
1991	Best Practices in Dementia Care for Healthcare Professionals	Moorhead State Moorhead	September 2021 to September 2022
1992	Being Mortal the Whole Story	Moorhead State Moorhead	September 2021 to September 2022
1993	Understanding the Aging Process: A Training for Native American Elder Caregivers (Gunjan Manocha)	UND National Resource Center on Native American Aging, Grand Forks	October 2021 to October 2022
1994	NNPEN Office OURS Series Lorraine Bock	National Nurse Practitioner Entrepreneur Network Elkins Park, PA	October 2021 to October 2022
1995	Project Firstline (Nicole Galler)	ND Department of Health, Bismarck	October 2021 to October 2022
1996	School Nurses & Poison Control: Partners in Helping School-Aged Children (Dana Splonskowski)	ND School Nurse Organization Bismarck	October 2021 to October 2022
1997	2021 Fall Education Event- Noridian Healthcare Solutions (Christine Burnside)	Noridian Healthcare Solutions, Fargo	November 2021 to November 2022
1998	Raise the Rate-Improving Provider & Patient COVID Vaccine Confidence (Amelia Metcalf)	NDSU NDSU Center for Research & Education, Fargo Fargo	November 2021 to November 2022
1999	Human Trafficking: Medical Providers- Identify & Respond (Pam Cook)	ND Hospital Association Bismarck	November 2021 to November 2022
2000	EMPower Breastfeeding Training (Donna Hintz)	Common Spirit CHI St. Alexius, Bismarck	November 2021 to November 2022
2001	Colorectal Cancer Screening Options for Patients at Average Risk (Geneal Roth)	Quality Health Associates of ND, Minot	November 2021 to November 2022

2002	2021 Tribal Maternal, Infant, & Child Health Symposium: Insuring Our Children's Future (Gretchen Dobervich)	NDSU, Fargo	November 2021 to November 2022
2003	NDLTCA Winter Hybrid Conference 2021 (Mirranda Gross)	ND Long Term Care Association, Bismarck	November 2021 to November 2022
2004	Comfort Measures in Labor (Donna Hintz)	CHI St. Alexius, Bismarck	November 2021 to November 2022
2005	Global Health Services NE Summit December 2021 (Meg Root)	Janssen Pharmaceuticals, Malvern, PA	November 2021 to November 2022
2006	Human Trafficking 101: Trafficking & Exploitation in Healthcare- What Are We Not Seeing? (Donna Hintz)	CHI St. Alexius, Bismarck	December 2021 to December 2022
2007	Physical Assessment of Newborn (Lenore Keller)	CHI St Alexius Bismarck	December 2021 to December 2022
2008	Hearing Loss and Health Care (Pamela Smith)	ND School for the Deaf, Devils Lake	December 2021 to December 2022
2009	Advanced Cardiac Life Support (Lindsay Staiger)	CHI Bismarck	December 2021 to December 2022
2010	Pediatric Advanced Life Support (Lindsay Staiger)	CHI Bismarck	December 2021 to December 2022
2011	Redeemed Women's Conf "Trusted Sisters" (Jennifer Anderson)	Redeeming Grace, Fargo	March 2022 to March 2023
2012	HIV.STI.TB.Viral Hepatitis Lunch & Learn (Sarah Weninger)	ND DOH, Bismarck	December 2021 to December 2022
2013	Relational Leadership: Creating High Performing & Engaged Teams (Geneal Roth)	Quality Health Associates of ND, Minot	January 2022-January 2023
2014	2022 NP Value-Based Payment & Reform Virtual Summit Sandra Berkowitz	National Nurse Practitioner Entrepreneur Network Pennsylvania	January 2022-January 2023
2015	IPV Advocacy within the Medical Setting (Naomi Koch)	CHI Bismarck	January 2022-January 2023
2016	Survey Success! Avoiding Top Citations Miranda Gross	ND Long Term Care Bismarck	January 2022-January 2023
2017	Winning the Fall Prevention Battle Mirranda Gross	ND Long Term Care Bismarck	January 2022-January 2023
2018	HIV.STI.TB & Hepatitis Education Webinar Series Sarah Weninger	ND Health Department Bismarck	January 2022-January 2023
2019	EduCare Emergency Preparedness Series Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2020	EduCare Communication & Conflict Resolution Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2021	EduCare Culinary4U- Aging & Nutrition Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2022	EduCare Cultural Competence Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2023	EduCare Dementia A Refresher Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2024	EduCare Dementia Series Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2025	EduCare Infection Control Techniques- BELTSS Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2026	EduCare OSHA & Infection Control Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023

2027	EduCare Resident Rights Series Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2028	EduCare Vulnerable Adult Series Jennifer Anderson	Mirabelle Management- EduCare, Plymouth, MN	February 2022-February 2023
2029	ND POLST Awareness, Education, & Implementation Nancy Joyner	Honoring Choices ND Bismarck	February 2022- February 2023
2030	HCND Advance Care Planning Facilitator Training Nancy Joyner	Honoring Choices ND Bismarck	February 2022- February 2023
2031	2022 Spring Summit: Diverse Perspectives of Holistic Nursing Laura Hoffman	Southwest MN State University, DON, Marshall, MN	February 2022- February 2023
2032	Intimate Partner Violence Naomi Koch	Catholic Health Initiative Bismarck	February 2022- February 2023
2033	Cannabis 101: What Medical Professionals Need to Know Gail Pederson	Be Well Healing Arts Valley City	February 2022- February 2023
2034	2022 Mind Matters Brain Injury Conference Rebecca Quinn	UND Fargo	February 2022- February 2023
2035	IQIP Education Miranda Baumgartner	ND DOH Bismarck	February 2022- February 2023
2036	Why Gratitude Matters for Nurses Diana Weyhenmeyer	ELPNA Springfield, IL	February 2022- February 2023
2037	Patients First: Building skills for Effective Care Coordination in Health Centers Jennifer Saueressig	Community Healthcare Association Sioux Falls, SD	February 2022- February 2023
2038	Project Firstline – Topics 11-15 Nicole Galler	ND DOH, Bismarck	February 2022- February 2023
2039	Hospice-Appropriate Patient & Managing the Final Chapter Karen Stenstrom	Workforce Development Solutions - MN State Community & Technical College. Moorhead, MN	February 2022- February 2023
2040	Tobacco - Not What it Used to Be Karen Stenstrom	Workforce Development Solutions - MN State Community & Technical College. Moorhead, MN	February 2022- February 2023
2041	ND Academy of Nutrition & Dietetics Nourishing Health Nutrition Symposium Amy Davis	NDAND, Bismarck	February 2022- February 2023
2042	Vision Zero Partner Conference Carol Thurn	ND DOT, Bismarck	February 2022- February 2023
2043	Teaching Prioritization & Decision Making Melissa Regalado-Smith	Trinity Health, Minot	March 2022-March 2023
2044	Comprehensive Genomic Profiling & Precision Medicine in Cancer Allison Streeter	Missouri Valley Oncology Nursing Society, Bismarck	March 2022-March 2023
2045	Human Trafficking Response Implications for the Occupational Health Nurse Tim McLaughlin	Delaware Association Occupational Health Nurses, Wilmington, DE	March 2022-March 2023
2046	Your Time Matters RaChelle Gruba	Dakota Lions Sight & Health, Sioux Falls, SD	March 2022-March 2023
2047	Safeside Primary CARE Suicide Prevention Training Barb Hanson	ND Board American Foundation for Suicide Prevention Fargo ND	March 2022-March 2023

2048	Evolution of Care in Nursing: Are you Keeping Up? Ashley Demakis	Minot State University Minot ND	March 2022-March 2023
2049	Moral Suffering Program Hattie Idalski	Minnesota Nurses Association, St Paul, MN	March 2022-March 2023
2050	46th Annual ND EMS Association Conference Corrie Geurts	ND Emergency Medical Service Association Bismarck	March 2022-March 2023
2051	Rural Experiences in Remote Patient Monitoring Lisa Thorp	Dakota Diabetes Coalition Program Bismarck	March 2022-March 2023
2052	NDLTCA 45th Annual Convention & Expo Miranda Gross	ND Long Term Care Association Bismarck	March 2022-March 2023
2053	Summit on Behavioral Health in Energy Country Karen Goyne	Vision West ND Dickinson, ND	March 2022-March 2023
2054	Running a Best Practice Program: Increasing Sustainability of MNT & DSMES Services Brianna Monahan	Dakota Diabetes Coalition Bismarck, ND	April 2022- April 2023
2055	Cancer Care Conference 2022 Karen Stenstrom	Minnesota State Community College Moorhead MN	April 2022- April 2023
2056	SGSHS Michael G. Parker Research & Scholarship Colloquium Billie Madler	University of Mary, Bismarck	April 2022- April 2023
2057	Mental Health First Aid – Adult Robin Iszler	Central Valley Health District, Jamestown	April 2022- April 2023
2058	Mental Health First Aid – Youth Robin Iszler	Central Valley Health District, Jamestown	April 2022- April 2023
2059	Initial Oncology Infusion Course Melissa Regalado-Smith	Trinity Health, Minot	April 2022- April 2023
2060	Love, Courage, Honor … and Joy Collette Christoffers	Mayville State Moorhead	April 2022- April 2023
2061	LGBTQIA+ Toolkit: A Program Evaluation DNP Project Jocelyn Johnson	Kindred	April 2022- April 2023
2062	Safe Spaces for Queer Youth Katie Christensen	Planned Parenthood, North Central States, Fargo	May 2022 – May 2023
2063	Safe Spaces for Teens Katie Christensen	Planned Parenthood, North Central States, Fargo	May 2022 – May 2023
2064	2022 WRCSW: Surviving the Bumps in the Road Karen Goyne	West River Conference of Social Welfare, Medora	May 2022 – May 2023
2065	Blood Pressure Protocol Training Tiffany Knauf	ND Department of Health & Blue Cross Blue Shield ND	May 2022 – May 2023
2066	Basic Footcare Marilyn Yellow Bird	IHS New Town	May 2022 – May 2023
2067	Adult Mental Health First Aid Helen Hutton	Valley Senior Living Grand Forks ND	May 2022- May 2023
2068	Pediatric Trauma Assessment Case Studies Mary Waldo	ND DOH, Bismarck	May 2022- May 2023
2069	Project Firstline: Recognizing Risk Using Reservoirs Sessions 1-3 Nicole Galler	ND Department of Health	June 2022- June 2023
2070	2022 ND Immunization Conference Jill Peterka	UND	June 2022- June 2023
2071	2022 Make Every Connection Together Conference	UND	June 2022- June 2023

	Jill Peterka		
2072	2022 Spotlight on Prevention Summit & Training Naomi Koch	CHI St. Alexius, Bismarck	June 2022- June 2023
2073	Partners in Transplant Barb Nelson-Agnew & Emily Larimer	Life-Source, Mahnomen, MN	June 2022- June 2023
2074	Inspire, Influence, Impact: Nurse Leadership Conference Pam Cook	ND Hospital Association, Bismarck	June 2022- June 2023
2075	Basic Rhythm Class Patricia Billings	CHI St Alexius Health, Dickinson	June 2022- June 2023
2076	Cardiac Rhythms Analyses and Responses Ronda Peterson	CHI Williston	June 2022- June 2023
2077	Immunization Program Lunch and Learn Miranda Baumgartner	ND Dept of Health Bismarck	June 2022- June 2023
2078	Health Equity Lunch & Learn Ruth Nwatu	ND Dept of Health, Bismarck	June 2022- June 2023
2079	2022 Fetal Alcohol Spectrum Disorders Conference Trish Young	UND, Grand Forks	June 2022- June 2023
2080	The Early Hours Vincent Adjetey, MD	McKenzie County Healthcare Systems, Watford City	June 2022- June 2023
2081	Dynamic DON Series Mirranda Gross	ND LTCA, Bismarck	June 2022- June 2023
2082	Self-Leadership Strategies for ND Nurse Managers Kayla Howard	DNP Project	June 2022- June 2023
2083	COVID-19 Update: Where are we at, Variants, Vaccines, and Long-COVID Amelia Nichols	NDSU, Fargo	June 2022- June 2023
2084	Project Firstline: Introduction to Reservoirs- Where Germs Live; Series 1-3 Nicole Galler	ND Department of Health, Bismarck	June 2022- June 2023
2085	Summer Retreat 2022- Preparing the Next Generation of Nurses Julie Traynor	DNP Consortium, Devils Lake	June 2022- June 2023
2086	Parkinson's Seminar Kory Hagler	Bismarck Parkinson's Support Group	June 2022- June 2023

ND BOARD OF NURSING STRATEGIC PLAN
2018-2022
(Strategic Plan Progress Reports Available at 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
1. Proactively address the public's need for safe and competent nursing practice.	1. Ongoing review of the Nurse Practices Act (NPA) and ND Administrative Code (NDAC). 2. Implement and evaluate processes related to interpretation and application of NPA and NDAC related to nursing practice. 3. Monitor and analyze trends and issues related to nursing practice. 4. Collaborate with state and national entities to contribute NDBON data related to nursing practice.	• Review NPA and Rules annually-July meetings. • Monitor and respond to practice inquiries submitted to the NDBON. • Invite nurses and stakeholders to volunteer for committee appointments and Advisory Panels-activate as needed. • Provide practice guidance regarding interpretation and application of the NPA and NDAC. • Participate in the NCSBN CORE and Board Member Profile data and consider reports related to nursing practice. • Review and/or revise nursing practice division processes annually.
2. Ensure licensure and registration of qualified individuals for the practice of nursing or assist in the practice of nursing.	1. Provide accurate and efficient licensure/registration processes. 2. Provide electronic licensure notification for employers, licensees, and registrants. 3. Comply with state and federal laws, rules, and procedures/policies regarding use and dissemination of FBI Criminal Background Checks (CHRC) required for licensure or registration. 4. Monitor continued competency of licensure through audits related to continuing education and practice hours per NPA and NDAC. 5. Collaborate with state and national entities to contribute NDBON data related to licensure and registration.	• Review NNAAP examination contract-2018-2019. • Provide notification related to licensure and registration renewal. • Promote and monitor use of E-notify. Provide periodic reports to NDBON. • Assist NDBON Noncriminal Agency Coordinator in ensuring compliance with ND Bureau of Criminal Investigations FBI CHRC requirements and audits. • Provide continuing education approval of offerings which may be utilized to meet initial or continued competency. • Conduct annual continuing education audits. • Participate in the NCSBN CORE and Board Member Profile data and consider reports related to licensure.

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

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

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

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

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

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