

Agenda Item # 9.4
Submitted by: Katherine Thomas
Board Meeting: July 23-24, 2009

**National Council of State Boards of Nursing Annual Meeting and
Delegate Assembly**

August 12-14, 2009

Summary:

The Annual Meeting and Delegate Assembly meeting of the National Council of State Boards of Nursing will be held in August 12-14, 2009 in Philadelphia, PA.

The Texas Board of Nursing President, Dr. Linda Rounds, has designated the following Delegates to represent the Board:

Beverley Nutall, LVN, Delegate
Mary Beth Thomas, RN, Delegate

Richard Gibbs, LVN, Alternate Delegate
Rosie Garcia, RN, Alternate Delegate

The Summary of Recommendations to the 2009 Delegate Assembly are attached.

Recommended Action:

Move to direct the Delegates to vote on these issues after hearing and considering the discussion on the issues.

SUMMARY OF RECOMMENDATIONS to the 2009 DELEGATE ASSEMBLY With RATIONALE

This document provides a summary of recommendations that the NCSBN Board of Directors, the NCLEX® Examination Committee, and the Leadership Succession Committee propose to the 2009 Delegate Assembly. Additional recommendations may be brought forward during the 2009 annual Meeting.

Board of Directors Recommendations:

1. Adopt the proposed revisions to the Education Model Rules.

Rationale:

One of the charges to the Innovations in Education Regulation Committee was to develop a regulatory model for innovative education proposals. In meeting this charge the committee reviewed the literature and received feedback from Member Boards and educators. Because of today's complexities in health care delivery, nursing and health care leaders agree that there is a need to transform how we educate nurses. In their mission of public protection, Boards of Nursing approve nursing programs across the U.S. and its territories. The committee concluded that this is the ideal time for the NCSBN Model Education Rules to be revised to include language that would foster innovative approaches to nursing education when the proposed strategy departs from the current rule structure. Boards of Nursing are in an excellent position to create a favorable climate for innovative educational approaches and champion new strategies to educate nurses while remaining diligent in regulating core education standards.

Fiscal Impact:

Publication costs incorporated into the FY2010 budget.

2. Adopt the College of Nurses of Ontario, the College of Registered Nurses of Manitoba, and the College & Association of Registered Nurses of Alberta as Associate Members of NCSBN.

Rationale: The NCSBN Bylaws state that an Associate Member is a *nursing regulatory body or empowered regulatory authority from another country or territory*. The Bylaws require approval of the Associate Members by the full membership of the Delegate Assembly. The current applications for Associate Membership meet the qualifications as stated in the NCSBN Bylaws.

Fiscal Impact:

Upon acceptance, each new associate member will pay a \$1,500 annual fee.

NCLEX® Examination Committee Recommendation:

1. Adopt the proposed 2010 NCLEX-RN® Test Plan.

Rationale:

The NCLEX® Examination Committee reviewed and accepted the report of findings from the *2008 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice* (NCSBN, 2009) as the basis for recommending revisions to the 2007 NCLEX-RN® Test Plan to the Delegate Assembly. Empirical evidence from the practice analysis, feedback from the Members Boards of Nursing and the professional judgment of the NCLEX® Examination Committee provide support for the recommendation to the Delegate Assembly to adopt the proposed 2010 NCLEX-RN® Test Plan.

Fiscal Impact

Incorporated into the FY2010 budget.

Leadership Succession Committee:

1. Adopt the 2009 Slate of Candidates.

Rationale:

The Leadership Succession Committee has prepared the 2009 Slate of Candidates with due regard for the qualifications required by the positions open for election, fairness to all nominees, and attention to the goals and purpose of the NCSBN. Full biographical information and personal statement for each candidate is posted in the Business Book under the Report of the Leadership Succession Committee. Candidates will present himself or herself at the Candidate's Forum on Wednesday, August 12, 2009.

Fiscal Impact:

Incorporated into the FY10 budget.

2009 Slate of Candidates

The following is the slate of candidates developed and adopted by the Leadership Succession Committee. Each candidate profile is taken directly from the candidate's nomination form. The Candidate Forum will provide the opportunity for candidates to address the 2009 Delegate Assembly.

Board of Directors

Vice President (one year term)

Myra Broadway.....ME.....Area IV

Director-at-Large (two positions)

Pamela Autrey.....AL.....Area III

Debra Scott.....NV.....Area I

Area I Director

Kathy Malloch.....AZ.....Area I

Area II Director

Betsy Houchen.....OH.....Area II

Area III Director

Julie George.....NC.....Area III

Area IV Director

None

Leadership Succession Committee

Designated Member (Current or Former Committee Chair)

Barbara Morvant.....LA.....Area III

Designated Member (Board Member of Member Board)

Patricia Lane.....VA.....Area III

Designated Member (Employee of Member Board)

Mary Blubaugh.....KS.....Area II

Designated Member (Past Board of Directors Member)

Paula Meyer.....WA.....Area I

DETAILED INFORMATION, as taken directly from nomination forms and organized as follows:

1. Name, Jurisdiction, Area
2. Present board position, board name
3. Date of term expirations and eligibility for reappointment
4. Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)
5. What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)
6. What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

Vice President (one year term)

**Myra Broadway, JD, MS, RN
Board Staff, ME, Area IV**



(photograph pending)

Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

Education: Franklin Pierce Law Center, JD 1990; University of Colorado, MS, 1973; Hunter College, BSN, 1967; Professional/Regulatory/Community Involvement: Executive Director, Maine State Board of Nursing; State of Maine Nursing Education Strategic Planning Group – 2008 – present; State of Maine Health Care Work Force 2005 – present; NCSBN: BOD – Vice president Dec 08 – Aug 09; Area 4 director Nov-Dec 08; Area 4 director – 2003-2007; Director at large 2000-2002; Finance Committee Aug 2007 – Nov 2008; Board Liaison to Member Board Leadership Development Task Force 2006-2007; Board Liaison to Examination Committee 2004-2007; Board Liaison to Commitment to Ongoing Regulatory Excellence 2003-2004; Commitment to Ongoing Regulatory Excellence 2002-2003; Board Liaison to Commitment to Excellence 2001-2002; Model Rules Subcommittee Liaison 2001-2002; Bylaws Committee Liaison 2001-2002; Awards Advisory Panel Liaison 2000-2001; Delegate Assembly Advisory Group Liaison 2000-2001; Commitment to Excellence Advisory Group 1999-2000; Resolutions Committee 1999; Mutual Recognition Member Board Operations Analysis Tool Working Group 1998; Nurse Licensure Compact Administrators Executive Committee 2002-2003

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

Two significant challenges to nursing regulation include a limitation of resources and the changing dynamics of health care delivery. Within the limitation of resources are the scarcity of nursing workforce and faculty. Changing dynamics of health care delivery precipitate variations among professional organizations, nursing regulatory bodies, and jurisdictional governments. Strategies to address these challenges include: monitoring activities of national and international organizations as well as collaborating with them in defined efforts consistent with NCSBN's mission; supporting research that is planned, developed and performed to enable boards to embrace and implement evidence based decision making in nursing regulation; developing member board competencies to effectively regulate nursing practice; involving member board staff and board members on various committees to bring to the table a wealth of education and experience in order to reflect, discuss and address issues confronting us; exercising our collective imaginations in finding creative and innovative solutions/methodologies; working toward uniform licensure requirements in order to assure the public's protection and make regulation less burdensome. It is important to continue our work with entry level and continuing competence mechanisms in order to appropriately influence policy makers and lend assurance to them and the public that nursing is suitably regulated - allowing for the normal growth and development of a profession while protecting the public.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

I believe that I can contribute to the advancement of the organization through commitment to its mission, vision and strategic initiatives and in being a participant in decision making that is consistent with the mission, compliant with the vision and in concert with the strategic initiatives. Being on the BOD requires listening well to all perspectives, deliberating and discussing openly the challenges and issues that confront us as a national organization and as individual boards. However, I also consider it important to maintain some flexibility in implementing the strategic initiatives so that as our environment changes we may respond appropriately and in kind by adapting strategy to meet the mission. My leadership competencies include: openness; objectivity; enthusiasm; a desire to debate and understand others' points of view as well as my own; and a sprinkling of humor. I am neither afraid of asking nor of hearing the hard questions nor of doing things differently "from the way we have always done it" if it improves

nursing regulation. In my jurisdiction I am considered a clear thinker and communicator; a responsible, reliable, and resourceful person who is fair. I believe these competencies will contribute to the advancement of NCSBN. I would consider it an honor and privilege to complete the term as your vice-president.

Director-at-Large

**Pamela Autrey, Phd,MBA, MSN, RN
Board Member, AL, Area III**



Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

Dr. Pam Autrey has over 20 years of clinical and administrative experience in the healthcare setting with an emphasis in critical and emergent care. Her diverse background both in education and experience lend itself well to teaching a variety of courses in the undergraduate and graduate programs of business and nursing. Her teaching responsibilities include MBA, MSN, and Doctorate of Nursing Practice courses in health care marketing, advanced nursing practice issues, and health care policy and politics. Dr. Autrey is currently the Administrative Director for Medical Nursing at the University of Alabama at Birmingham Hospital. She has direct responsibility for 13 medical nursing units with 500 employees and a \$110,000,000 operating budget. Her research interests include situation awareness and high reliability teams as they relate to hospital incident management systems and hand-off communication, as well as gaps in customer satisfaction, from both the patient and nursing perspective. She wrote and received an \$850,000 HRSA grant for the UAB School of Nursing and assists her staff with grant writing and evidenced based practice. Dr Autrey was appointed by Governor Riley to the Alabama Board of Nursing in 2007, currently serving in her third of four years. She served on the NCSBN Disaster Preparedness Committee 2008 and currently serves on the Continued Competency Committee. She was elected to the Governance Committee for the Honor Society of Nursing, Sigma Theta Tau International, 2008-2009 and is the past-President of the Birmingham Regional Organization of Nurse Leaders, as well as a technical advisor to the Health Subcommittee of the Governor's Commission for Action in the Black Belt and the Alabama Rural Action Committee.

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

Challenge 1: Addressing not only competency of nurses throughout their profession, but of those who reenter after a long term of absence. The Continued Competency Committee is meeting the challenge yet the buy-in from all boards of nursing will be critical. Although a national model would provide consistency in terms of application and outcomes, practical issues associated with individual states such as legislation and resources is a huge barrier to overcome.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

My leadership competencies are extensive. Not only do I see the world of regulation from the practice side, but also from the educator and consumer viewpoints. I served in many leadership capacities; only a few are identified for this application. I am unbiased and use evidence to guide my decision making and see all sides of the issue from all stakeholder viewpoints, and not just that of my board in Alabama. Keeping the safety of the public as the core for our existence as boards guides what issues we must address and decisions that are made. I appreciate all viewpoints and treat all at the table as equals with

collegiality, valuing the perspectives that are presented. I enjoy working as a team and do not have to be the designated leader although I take that responsibility and accountability seriously when I am in that position. The NCSBN plays an enormous role in refining, implementing, and evaluating the regulatory model for patient safety and nursing practice and I am honored to serve in any capacity, either as a committee member or an elected director-at-large. My employer values the work I do for the Alabama Board of Nursing and the NCSBN, allowing me the latitude of time and resources to be major player in nursing regulation.

Director-at-Large

**Debra Scott, MSN, RN, FRE
Board Staff, NV, Area I**



Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

Nursing has been very good to me. In 2003-2004, I served on the NCSBN Practice, Regulation, and Education Model Revision Subcommittee. In 2006-2007, I was a member of the NCSBN Continued Competence Advisory Panel. Beginning in 2008 and presently, I am the chair for the NCSBN Continued Competence Committee. In 2008, I became a fellow of the NCSBN Institute of Regulatory Excellence.

Prior to coming to Nevada, I was a consultant for the California Board of Nursing's Diversion Program. From 1994-1996, I was a member of the Nevada State Board of Nursing (NSBN) Disability Advisory Committee until I began working for the Board, initially as the Associate Executive Director for Practice and in 2002, became the Executive Director. In 2001, I joined the Nursing Institute of Nevada as a charter member. In 2004, I formed the Nevada Health Professions Council, made up of the major healthcare boards to foster collaboration and find common ground on a variety of issues in our state.

In 2007, I served on the Nevada Legislative Healthcare Advisory Task Force, and in 2008, served on the Nevada Attorney General's Blue Ribbon Task Force. Since graduation from nursing school in 1985, I have been a member of Sigma Theta Tau International and a member of the Alumni Association, California State University, Fresno.

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

The top two challenges to nursing regulation in the US is the lack of uniform core (UCLR) licensure requirements across all jurisdictions and the need for a reliable measurement of continued competency as a component of maintenance of licensure. NCSBN has provided me the opportunity to be involved in activities which are addressing these challenges. My participation in focus groups, the UCLR survey, and attendance at the UCLR conference has given me beginning insight into how difficult the work will be. Realizing the need for uniformity, assessing the variance in requirements, identifying the importance of compromise, and addressing the real and perceived barriers has begun on a national level. Back at home, I have begun to evaluate how we can support finding a resolution for this barrier to nursing practice. My membership on the Continued Competency Advisory Panel, and now serving as chair of the Continued Competency Committee has given me a real appreciation for NCSBN's efforts to provide its

members and our profession with a regulatory model, for ensuring continued competence in nursing practice. Initial assessment of nursing competence and providing a model for ongoing assurance of the competence of nurses is essential to meet our regulatory responsibility.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

I bring a clear understanding of the role of the nursing regulator, with well-established principles and values as a premise for the work we do. I have an ability to foster collaboration and have just enough ego to be assertive while being respectful and open-minded. I have considerable insight about my own strengths and challenges, utilizing both to serve the greater good. I trust others and have learned to create an atmosphere of mutual trust, especially when confronted with difficult decisions. I have a pleasant sense of humor and believe in each person's right to make mistakes, learn and grow in becoming strong and capable. Because, if elected, I will be a new board member, I will advance the organization by bringing a new perspective, commitment, and hard work in the consideration of the issues which are presented. I am steadfast in fairly and honestly supporting the NCSBN's goals and representing its members as we strive to protect the public.

Area I Director

**Kathy Malloch, PhD, MBA, RN, FAAN
Board Member, AZ, Area I**



Date of expiration of term: 6/30/2012

Eligible for reappointment: Yes

Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

I am honored to again be a candidate for the Area I Director position and grateful for the support of NCSBN members over the past three years. I have over thirty-five years of nursing experience in a variety of positions and levels of responsibility in healthcare including operations, education, regulation, and consulting. I continue my work as a leadership consultant with many clients across the country and in numerous organizations and associations. Recently, I extended my consulting as a Clinical Consultant to API Healthcare, software company specializing in healthcare systems. I have been a member of the Arizona State Board of Nursing since 1998. During this time, I have served as chair of the Scope of Practice Committee and am current chair of the Education committee. I am serving my fourth term as president of the board. I have been involved in committee work for NCSBN for the past seven years. I served on the Practice Breakdown committee for four years and most recently on the Governance and Leadership Task Force. I was also a facilitator/presenter at the Institute of Regulatory Excellence 2003-2006. I was elected to the NCSBN Board of Directors in 2006 as a Director at Large and now serve as the Area I Director. I have served as board liaison to the Continued Competence and NCLEX Examination committees. In order to maintain an active role in the emerging issues in nursing, I have taught the course on Contemporary Issues in Health at Arizona State University, College of Nursing and Healthcare Innovation. Most recently, I consulted with the college to create the first multidisciplinary healthcare innovation leadership program in the country. I am a member of the American Organization of Nurse Executives, American Nurses' Association, Sigma Theta Tau, and the American Academy of

Nursing.

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

While there will always be many challenges for NCSBN, I believe board members face the two challenges of mission centrality and membership engagement in this work. Elected board members are expected to review and debate multiple policies and proposals. To be sure, there are far more ideas than there is capacity, time or staff to complete. The challenge for board members is to determine which ideas are the most consistent with the mission and will provide benefits for the greatest number of member boards. This requires skill to dialogue effectively with other board members and board staff to determine the essential nature of the proposed idea, the resource requirements, evaluation measures, and the probable impact on member boards. In addition, the impact on the nursing community at large and the greater healthcare community must also be considered. Knowing when to support other's ideas and when to push for new models and innovations requires consideration of the three critical areas: mission, members and the community. The second challenge for elected board members is to assure engagement and communication with all member boards on a regular basis. The engagement of all member boards—not just a small number of more communicative boards—is vital to the success of NCSBN. The importance of communicating regularly and openly with member boards is essential for the success of NCSBN. Understanding the needs of member boards and sharing the activities of the board of directors will support positive relationships between the board and member boards. It is through the processes of understanding and meeting member board needs that improvements in nursing regulation are made. Finally, as new needs emerge among member boards, new directions for the organization will also evolve. If these two challenges, mission focus and member board engagement are met successfully, NCSBN will thrive.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

As an experienced leader in multiple nursing roles in regulation, practice and education, I will bring the many leadership competencies including the facilitation of individuals and groups, expert collaboration skills, and partnership building with multiple teams, organizations, and healthcare associations. These competencies are often instrumental in helping others to consider current processes in more creative and ultimately more effective ways. Specific competencies include differentiating governance and operations work, posing challenging questions, and encouraging critical discussions of complex and difficult topics. As a recognized national nursing leader, I will bring not only my leadership competencies but also the knowledge and experience that I have gained from others in larger nursing community. Colleagues have recognized me as focused, dedicated, creative, thought provoking and dependable. Difficult and challenging issues do not discourage me; rather these situations energize me to find the best solution when others have not succeeded. I am an eternal optimist and work hard to empower others to gain a similar sense of optimism. The foundation and framework is an evidence-based approach; an approach that minimizes emotional decisions and optimizes objective, mission-driven actions. Of particular importance for me is the need to be respectful of the views of others as well as the importance of all individuals to be accountable for their actions and the consequences of these actions. Using these skills of facilitation to encourage and support effective discussions around difficult topics, challenging assumptions, being persistent, sustaining optimism, and creativity will be helpful for me to continue to be a good team member and collaborator with other members of the NCSBN Board of Directors. Finally, I believe my experience in creative processes will assist others to be the best they can be.

Area II Director

**Betsy Houchen, RN, MS, JD
Board Staff, OH, Area II**



Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

I have been Executive Director of the Ohio Board of Nursing since September 2005. Prior to that, I was Associate Executive Director and a Staff Attorney for Discipline. My involvement with NCSBN began by attending meetings and serving as an Alternate Delegate and a Delegate for Ohio at the NCSBN Annual Meeting and Delegate Assembly. For the last two years, I have served as Area II Director on the NCSBN Board of Directors and as the Board Liaison to the CORE Committee. I have also participated in NCSBN meetings and conferences: Compact Forum, Uniform Core Licensure Requirements; IRE Conference; Executive Officer Conferences; Mid-Year Meetings and Leadership Conferences. Through my work at the state board level and with NCSBN, I have demonstrated a commitment to NCSBN's mission, services, policies and programs. Prior to working for the Ohio Board of Nursing, I practiced as a health care attorney for two large law firms; served as Regulatory Counsel and legislative lobbyist for a state trade association; worked as a consultant for a national trade association; authored a health care compliance manual and contributed to an administrative law book; served as a Bureau Chief at the Ohio Department of Health with responsibilities of regulating adult care facilities, home health agencies, hospice care programs, and other health care providers; and was Executive Director of a large home health agency and hospice care program. During that time, I was elected to the Boards of the Ohio Council for Home Care and the National Association for Home Care.

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

A current challenge to nursing regulation is the threat that the authority of state boards of nursing will be weakened due to budget cuts, consolidation, and non-nursing state boards seeking to regulate nursing. Strategies to address these challenges include: (1) developing an even stronger organization by making NCSBN not only an organization "of" state boards of nursing, but also an organization "for" state nursing boards; (2) focusing the valuable resources of NCSBN for research and data collection that will provide even more evidence and data that state boards of nursing have available to address the specific challenges in their states; and (3) conducting legal research and analysis regarding federal laws impacting state boards. NCSBN, by taking actions to become even more proactive for states by providing needed data, evidence, and legal analysis, can assist state boards of nursing in meeting these challenges and remaining strong in their mission of public protection. Another challenge important to nursing regulation is for state boards of nursing to remain unified as one national nursing regulatory organization. NCSBN is in a unique position to implement strategies to meet this challenge by: (1) structuring objectives and activities to build upon the "common threads" that unite all state boards of nursing so we are working toward uniform regulatory practices where possible; (2) reflecting member issues and concerns through NCSBN committees with clear direction and charges; (3) gathering input and feedback from member boards to establish a coordinated research agenda, setting research priorities, and coordinating research projects throughout the organization with the committees, the Center for Regulatory Excellence, and the Institute of Regulatory Excellence. These strategies help NCSBN remain united and strengthened in its representation of state boards. It helps assure NCSBN's inclusion in national policy

making groups and committees whose work could impact states' regulation of nursing.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

I have over thirty years of experience in leadership positions and distinguished service in the areas of nursing, health care, administration, regulation, and legislation. I have demonstrated an ability to both govern and to lead. My experience spans both the public and private sectors, providing a unique combination of experiences that have proven beneficial in understanding regulatory and legislative issues. My work on the NCSBN Board and on another national board has given me the opportunity to work with other states, various individuals, and differing points of view. These experiences have enabled me to develop a strong ability to facilitate and participate in processes that result in group consensus to advance organizational goals. I bring personal integrity, honesty, a tolerance and respect of differing viewpoints, and the ability to listen and work well with others. As a nurse attorney I also bring an analytical approach to nursing regulation. I am able to handle large amounts of information, identify the issues, and formulate strategies to reach the vision or objective. I have the ability to critically analyze, and think clearly and creatively. My work experience, education preparation, and skills will help me advance the mission, vision and strategic initiatives of NCSBN. By working with Board members, staff, and NCSBN members I can help assure the organization is meeting its strategic initiatives and objectives. I have a proven track record of successful work that advances the organization. It would be an honor to continue to serve on the Board of Directors.

Area III Director

Julia George, RN, MSN, FRE

Board Staff, NC, Area III



(photograph pending)

Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

NCSBN Area III Director 2007-2009; Fellow- NCSBN Institute of Regulatory Excellence 2007; NCSBN PR&E Subcommittee on Delegation and Assistive Personnel 2003-2004; NCSBN Resolutions Committee 2002-2003; Presenter, International Council of Nurses Congress 2009; Presenter, National Federation of Physical Therapy Boards 2008; Moderator, Citizen Advocacy Center Annual Meeting 2008; Member, North Carolina Organization of Nurse Leaders; Member, North Carolina Nurses Association; Member, American Nurses Association; Member, Sigma Theta Tau

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

Possibly our most timely challenges are: (1) the need to remain strategic and relevant in this time of economic uncertainty and (2) to provide an active voice in healthcare reform. The North Carolina Board of Nursing uses Malcolm Baldrige criteria for continuous quality improvement. One of the things we have learned through Baldrige is the importance of listening to and learning from your customers. I believe that listening and learning from regulatory customers (providers, employers, patients, other disciplines and other countries) is essential in order to remain strategic and relevant. It can enable us to build a more diverse regulatory environment and identify opportunities for innovation. Regulators must remain focused on public protection, become engaged in legislative and policy reform, and continue to form collaborative relationships with others. As healthcare reform evolves, we must seize every opportunity to articulate the value of advanced practice nurses in providing safe, effective and affordable care. Cultivation of collaborative relationships and political partnerships will be essential for the voice of nursing regulation to be heard.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

I will bring competence in regulation, having 14 years of regulatory experience and 12 consecutive years of attendance at Delegate Assembly and other NCSBN meetings. I am knowledgeable of the mission, vision, values and strategic initiatives of NCSBN. I am an engaged communicator and respectfully listen to diverse perspectives. I generally gravitate to the "big picture" and build consensus whenever possible. I believe I set a personal example of integrity and follow through with commitments. I am confident that I can continue to contribute to the organization through service on the Board of Directors. I will continue to model leadership behavior that encourages and challenges others. I will hold myself to the highest of standards in my stewardship and service to the organization. I would consider it an honor and privilege to serve a second term as Area III Director.

***Leadership Succession Committee
Designated Member (Current or Former Committee Chair)***

**Barbara Morvant, MN, RN
Board Staff, LA, Area III**



Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

Committee on Nominations -1991-1992 Chairman 1992; Finance Committee Member, 1992-2002, Chairman, 1999-2002; Board of Directors, Treasure 1999-2002, PR&E Model Revisiosons Subcommittee, 2004; Governance Task Force 2005-2006; IRE Committee 2008; Leadership Succession Committee, Chair, 2008, R.Louise Mc Manus Award, 2005

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

The two top challenges to nursing regulation today is the continued concern that we are effective in assuring the public safety and that the individuals licensed to practice at each level is competent. I beleive that we must engage in on-going reasearch regarding the competencies of our practitioners, particulary at entry level and engage in very significant dialouge with stakeholders surrounding competency issues. Another eveloving challenge is that to the regulation of advanced practice nursing by boards of nursing. I believe we need to work collabratively and with one vision regarding the scope and practice of APRNs

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

With 20 years of experience in nursing regulation, I bring an unique knowledge and understanding of regulation, its mission and purpose. As Treasurer of NCSBN, I have demonstrated an ability to work with the organizational leadership and staff to accomplish critical goals, resulting in financial security for this organization. I have a sincere committment to contribute to the success of NCSBN for the good of nursing regulation and all of its Member Boards

Designated Member (Board Member of Member Board)

Patricia Lane, RN, BSN MBA HCA
Board Member, VA, Area III



Date of expiration of term: 6/30/2009

Eligible for reappointment: Yes

Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

*Community Affiliations and Board of Work Since being on the board I have been on the following committees:• Special Education Committee• CORE• Simulation Research Task Force• RFP Task Force for C N A'sOther activities in the community included:• Member of Virginia Legislative Coalition• Board of Directors of National Black Nurses Association• Received the Magnet Leadership of Excellence award State of Virginia 2008• Member of ANA –Virginia confirmation 25579, District 8• President of Northern Virginia National Black Nurses Association 2007 -2009• Member of American Association of Neuroscience Nurses• Ambassador for the Power to End Stroke Program Task Force Chair GWA• Member of Alpha Kappa Alpha Sorority Incorporated since 1982• Member of Mt. Zion United Methodist Church• Member of Mt. Zion United Methodist Church• Member of Sigma Theta Tau • GMU Alumni Association

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

I believe the most challenging foci of nursing regulation revolve around continuous advocacy of patient safety and the nursing shortage. At the heart and soul of all regulatory boards is keeping the public safe. Factors that impact nursing regulations incorporate nursing shortages, health policy and last but not least the various entry levels of nursing. It is imperative for nursing to be regulated to keep the public safe. Ideologies such as TERCAP, CORE, continuous competency and strategic alignment amongst various states and international waters are imperative to ensure nursing regulations are steadfast. I would propose that it is mandatory for all nursing faculty and those applying for a nursing license take a competency test on the regulations governing the practice of nursing. On-boarding is critical to the maintenance of nursing and I believe will assist with decreasing discipline cases. As we learned in nursing school there is a rationale behind every action. If more nurses were more intimately familiar and held accountable in the beginning with their states statutes I believe our nursing practice would be strengthened.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

My strengths incorporate project management, facilitation of groups, and comprehension of regulations. These skills were enhanced when I was in the role of a Quality Consultant and Director of Nursing Clinical Development. One of the things I would strive to do would be to share the work of NCSBN and their strategic initiatives with a plethora of stakeholders in nursing, health policy and community entities. I would take a grass roots approach to this methodology by creating quarterly updates of how strategic initiatives developed in NCSBN correlates to the success of nursing practice. The quality outcomes department for NCSBN is robust and I would like to see a stronger link to each state incorporating the

initiatives of NCSBN. Furthermore I would like to see each state board member share the initiatives of NCSBN with their perspective area. I truly believe this would be a positive initiative for all to see the emphasis placed on patient safety.

Designated Member (Employee of Member Board)

Mary Blubaugh, MSN, RN

Board Staff, KS, Area II



(photograph pending)

Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

NCSBN Area II Board of Directors 2003 to 2007, Committee on Nominations 2007 to 2009, Uniform Core Licensure Requirements and Portability Committee 2009, Core Committee 2007-2009, PR&E Committee 2002-2003, PERC Committee 200-2002, Executive Administrator , Kansas State Board of Nursing, 1999-Present, Kansas ESAR/VHP Advisory/Planning Workgroup 2005 to Present, Kansas Strategic National Stockpile Planning Committee 2005 to Present, KSNA Educational Task Force 2004-2005, Kansas Nursing Work Force Partnership 2002-2005, Recruitment/Retention Strategies Workforce Council Team for Healthcare and Direct Care Classes 2001-2003, Kansas Small Agency Administrators 2000-Present, Health Resource Partnership 2000-2004, Kansas Society of Public Managers 2002-Present, Kansas Organization of Nurse Leaders 2002-Present, Sigma Theta Tau International Nursing Society 1993-Present, Nu Zeta Chapter, Fort Hays State University 1992-Present, Fort Hays State University Nursing Honor Society 1991-Present

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

One of the newest challenges to nursing regulation is many boards of nursing are being required to do more with less. As the economy has changed so has the financial situation for boards of nursing. Several boards of nursing have seen their budgets decreased and their fee funds transferred to the state general fund. This has caused states boards of nursing to reevaluate what programs and services they can provide to continue to protect the public the most effective and efficient ways. NCSBN continues to support boards of nursing through sponsorship to meetings, reviewing and reporting best practices, and numerous workshops. NCSBN can develop best practice models for guidance for boards of nursing. We need to promote ongoing collaboration with state and national organizations to assist boards of nursing to achieve public protection effectively with decreased resources. Another issue that continues to be a challenge is the shortage of nurses. Although this shortage can be contributed to many things, two major problems are the lack of qualified faculty and lack of clinical sites. NCSBN can be the leader in identifying the barriers and help state boards of nursing to develop and implement strategies to ensure quality nursing education which will ensure nursing graduates who are competent as a novice nurse.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

I will bring the experience that I have as a past NCSBN board member, as a committee member, my role as an Executive Administrator and my commitment to the mission and vision of NCSBN. I will bring my desire for effective communication, honesty, accountability and the importance of regulatory excellence. As a member of the Leadership Succession Committee, I have worked and will continue to work to develop a slate of qualified candidates. I will continue to work with fellow committee members to develop core competencies and the leadership succession plan so this organization will continue to encourage and development leaders of the future.

Designated Member (Past Board of Directors Member)

Paula Meyer, MSN, RN

Board Staff, WA, Area I



(photograph pending)

Describe all relevant professional, regulatory, and community involvement including service on NCSBN committee(s). (300 word limit)

House of delegates member, ten years; Investigator Resources Committee, member and chair, 1999, 2000; Resolutions Committee, 2001; Area I Director, Board of Directors, 2001-2003; Nominations committee, 2006-2008; Leadership Succession Committee, 2008 to present. I have been the Executive Director of the WA Nursing Commission since 1998. In that time, I was also the Executive Director for five other professions within the Department of Health.

What do you perceive as the top two challenges to nursing regulation; provide two or three strategies you would use to address those challenges? (300 word limit)

While the nursing shortage continues to exist, addressing regulation of nursing personnel during our current economic crisis will be challenging. Identifying, implementing and evaluating every measure to improve regulation of not only nurses, but all health care providers is critical to public protection. We need to use our CORE data to identify best practices, work within NCSBN to communicate methods, and identify messages for boards working with their state legislatures. The second challenge continues to be the decreasing number of nursing faculty to prepare nurses. Boards need to articulate the roles of LPNs and RNs, determine critical need areas for RNS, identify barriers to nursing education, and implement innovations to nursing education that continue to protect the public and make the best use of public dollars.

What leadership competencies will you bring and what will you contribute to advance the organization? (300 word limit)

Collaborative process to conflict resolution; financial management; lead change in the midst of economic crisis; innovative and creative; respond quickly and nimbly when needed while making progress on goals; aware of NCSBN strategic initiatives and experience with many of the committees and groups; familiarity with a variety of regulatory models; public speaking and presentations; committment to the mission, goals and values of NCSBN.