

Nurse Licensure Compact Commission Annual Report

Fiscal Year 2022



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Introduction

This annual report covers the period from Oct. 1, 2021 to Sept. 30, 2022. The purpose of this report is to provide a comprehensive overview of the activities, achievements and financial performance of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) throughout the report period. It provides a summary of recent accomplishments and a preview of what we have yet to achieve as a commission in fiscal year 2023 (FY23).

About the ICNLCA

The ICNLCA facilitates cross-border nursing practice through the implementation of the nationally recognized, multistate license via the Nurse Licensure Compact (NLC). The ICNLCA enhances nurse mobility and public protection through maintaining uniform licensure standards among party state boards of nursing, promoting cooperation and collaboration between party states, facilitating the exchange of data and information between party states, and educating stakeholders. The ICNLCA is a quasi-governmental and joint public agency of the party states created and established on July 20, 2017. The Executive Committee is the seven-member elected leadership of the ICNLCA.

About the NLC

The NLC enables registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to hold one multistate license, with the authority to practice in person or via telehealth in both their home state and other NLC states. In FY22, 39 jurisdictions were members of the NLC. Licensing requirements are aligned in NLC states, so all nurses applying for a multistate license are required to meet the same standards, which include a federal and state criminal background check that will be conducted for all applicants for multistate licensure.

The NLC also authorizes nurses to provide telehealth services to patients located in other NLC states without obtaining additional licenses. In the event of a disaster, nurses from multiple states can easily respond to supply vital services. Additionally, many nurses, including primary care nurses, case managers, transport nurses, school and hospice nurses, among many others, need to routinely cross state boundaries to provide the public with access to nursing services and a multistate license facilitates this process.



ICNLCA Core Purpose

To facilitate interstate nursing practice in a manner consistent with public health and safety.



ICNLCA Mission

The mission of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) is to facilitate cross-border nursing practice through the implementation of multistate licensure. The ICNLCA enhances nurse mobility and public protection by enforcing compliance with the compact.



ICNLCA Core Values

- Transparency
- Integrity
- Accountability
- Innovation
- Collaboration





“

Real change, enduring
change, happens one
step at a time.

— Ruth Bader Ginsburg

”

Letter from the Chair



Dear Commissioners,

Fiscal year 2022 - what a busy post-pandemic year! Despite the ongoing challenges of the virus, the NLC has communicated, collaborated and committed its reach to teach nursing professionals the benefits of a multistate license. Additionally, the flu and RSV are new drivers highlighting the need for a multistate license. In-person training and committee meetings have resumed. We learned and shared with one another at the Midyear and Annual Meetings. Even more, we increased our awareness by offering webinar and educational opportunities.

The NLC has grown to encompass 39 party states or territories. Approximately 2 million nurses hold a multistate license, and more than ever they are embracing the mobility that the multistate license provides, such as the flexibility to work across state lines. While no new states joined the NLC in 2022, it was a year in which state legislatures studied potential changes to their current licensure structure, which would facilitate cross-border practice as the demand during the pandemic displayed a need for a licensure reform.

I am thankful for the NLC commissioners and committee members who invest so much effort into the successful operation of the compact. The NLC Executive Committee implemented a new three-year strategic plan, which includes the implementation of a self-assessment tool to ensure annual compliance. The plan also includes the creation of a research agenda to identify data gaps and to conduct relevant NLC research in collaboration with the NCSBN research team.

As we remain united in our mission, guided by our strategic plan and inspired by our purpose, we strive to continue advocating for more states to join the NLC. We anticipate a bright outlook for 2023, as a number of states have developed coalitions, and an enhanced level of grassroots efforts is evident. We believe this will translate into the successful passage of NLC legislation in several states in the coming year.

Despite the many limitations brought on by the pandemic, we came out better and stronger than ever. Let's give ourselves a hearty congratulations for continuing this journey.

Sincerely,

Handwritten signature of Pamela C. Zickafoose in black ink.

Pamela C. Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
Chair, Interstate Commission of Nurse Licensure Compact Administrators

NLC Legislative Update

This summary is a synopsis of states that had NLC legislation introduced in FY22:

New York

Gov. Kathy Hochul included the NLC in her [2022 State of the State Agenda](#) as one solution to strengthen the state's health care system. Subsequently, the bill was included in Hochul's 2022–2023 proposed state budget and supported in the Senate's version of the budget. The Assembly, however, did not include it in their proposal. This welcomed support from Hochul has galvanized NLC efforts in the state and the policy will likely come before the legislature again in the 2023 legislative session.

Massachusetts

Strong legislative progress was made with the NLC advancing out of the Joint Veterans and Federal Affairs Committee alongside the PSYPACT and Physical Therapy Compact. The Massachusetts Hospital Association reached out to NCSBN to participate in an [editorial in the Boston Globe](#) focused on the NLC supporting telehealth care for pre and post abortion services. This editorial was published in July 2022.

Nevada

There is growing support for the NLC among stakeholders and lawmakers. Over the summer, the NLC was presented in the Joint Interim Standing Committee on Commerce and Labor. The Assembly Committee on Commerce and Labor later filed a Bill Draft Request for the NLC, indicating intent to consider the bill in the upcoming 2023 session.

Minnesota

The Mayo Clinic led in building a robust and diverse coalition of nearly 60 members dedicated to supporting passage of the NLC. The NLC bill successfully passed out of the Republican-controlled Senate, however, it did not pass out of the Democrat-controlled House of Representatives and had strong opposition from the Minnesota Nurses Association.

In addition to positive legislative movement, the NLC has also seen strong voices raised in support of adopting the compact. Outgoing Nevada Gov. Steve Sisolak, a Democrat, expressed strong support for the adoption of the NLC on a [UNLV Nursing School podcast](#). On Hawaii Public Radio, both the [President of the Healthcare Association of Hawaii](#) and the [President of the Hawaii Nurses' Association OPEIU Local 50](#) made passionate arguments in favor of enacting the NLC as one tool to fight the nursing shortage within the state.



NLC Strategic Plan Update

The NLC strategic plan focuses on four strategic initiatives that center on partnership development, education of boards of nursing (BONs) and stakeholders, promotion and engagement, and research and impact evaluation. The plan covers three fiscal years (FY23–26). Initiatives include continuous efforts to ensure successful operation as well as public understanding of the compact.

In terms of partner development and collaboration, the NLC continued to strengthen partnerships in noncompact states, expand new ways to support legislative efforts in these states, and create communications that highlight the value of the NLC. These collaborative efforts help increase public understanding of and support for the NLC.

Board and stakeholder education was an ongoing task for FY22. The NLC monthly webinar series continued to offer educational presentations to educate both new and experienced nurses about the NLC, discipline and eligibility, and Nursys®. These sessions included Q&As and were recorded for later use. The NLC introduced the concept of a self-assessment tool for BONs to ensure compliance on an annual basis.

In the area of promotion and engagement, the NLC will introduce a marketing plan for each fiscal year, explain the value of Nursys to other compacts and routinely post on social media.

The NLC plans to begin an annual marketing plan, in collaboration with the NCSBN marketing team. By learning the research needs of internal and external customers, tracking measurable outcomes and identifying data gaps, the NLC public policy position will be more data-driven, and build a case for evidence-based regulation.



Midyear and Annual Meeting Summary

The 2022 NLC Midyear Meeting was held in March in St. Louis with 35 commissioners in attendance. Legislative updates and committee reports were presented, as well as strategic plan updates and the announcement of a virtual NLC Legal Forum, which was held in June 2022.

The NLC Annual Meeting was held in August in Chicago with 38 commissioners in attendance either virtually or in-person. Nominations were announced for three positions on the NLC Executive Committee. The 2023–2026 strategic plan was introduced.

Hybrid Governance Training

The Annual Meeting of the NLC Commission on Aug. 16, 2022, commenced with advanced governance training. The presenter was Nahale Kalfas, JD, consultant to the National Center for Interstate Compacts at The Council of State Governments (CSG). The presentation included a review of the mission and core values of the NLC, as well as the responsibilities of the Executive Committee and the NLC Commission and how the commissioners can engage effectively, as found in the NLC statutes and ICNLCA Bylaws. The training helped commissioners better understand the NLC structure, decision-making process and responsibilities.



Nahale Kalfas led the NLC commissioners in a governance training on Aug. 16, 2022 in Chicago.

2022 NLC Virtual Legal Conference Series

In June 2022, the NLC conducted a virtual four-session series exploring legal issues that pertain primarily to attorneys and investigators. The conference educated on the critical nuances of interstate compact law, reviewed antitrust issues, ensured understanding of the uniform licensure requirements, and demonstrated the joint state investigation process, privilege to practice, discipline issues, and due process. The conference offered CLE credits.

Conference Presenters:

- Rick Masters, JD, NLC legal counsel
- Nahale Kalfas, JD, legal counsel, The Council of State Governments National Center for Interstate Compacts
- Rebecca Fotsch, JD, director, state advocacy and legislative affairs, NCSBN (Resigned August 2022)
- Alice Henley, JD, LLM, general counsel, Alabama Board of Nursing
- Fred Knight, JD, NLC consultant
- Debbie McKinney, JD, general counsel, Oklahoma Board of Nursing
- Emma Lehner Mamaluy, JD, chief counsel, Arizona State Board of Nursing
- Kathleen Russell, JD, MN, RN, associate director, nursing regulation, NCSBN (Resigned December 2022)

Endorsements and Partnerships

During FY22, NLC received the endorsement of two new organizations: Asian American/ Pacific Islanders Nurses Association (AAPINA) and AlediumHR.



National Supporters

- Air & Surface Transport Nurses Association
- Aledium HR
- Alliance for Connected Care
- American Academy of Ambulatory Care Nursing
- American Association of Colleges of Nursing
- American Association of Neuroscience Nurses
- American Association of Occupational Health Nurses (AAOHN)
- American Association of Poison Control Centers
- American Nephrology Nurses Association
- American Organization of Nursing Leadership (AONL)
- American Red Cross
- American Telemedicine Association (ATA)
- Asian American/Pacific Islander Nurses Association, Inc.
- Association of Camp Nurses
- Association for Vascular Access
- Case Management Society of America (CMSA)
- CGFNS International, Inc.
- CHG Medical Staffing, Inc. dba RN Network
- Citizen Advocacy Center (CAC)
- Commission for Case Manager Certification
- Cross Country Healthcare
- CTel Innovations
- Emergency Nurses Association (ENA)
- Health Innovation Alliance
- Hospital Corporation of America (HCA) Healthcare
- Institute for Healthcare Improvement (IHI)
- National Association of Travel Healthcare Organizations (NATHO)
- National Military Family Association
- National Governors Association Center for Best Practices
- National League for Nursing
- National Patient Safety Foundation
- National Student Nurses' Association (NSNA)
- Oncology Nursing Society
- Optum
- Organization for Associate Degree Nursing
- Population Health Alliance
- Telehealth Leadership Council
- U.S. Department of Commerce
- WorldWide HealthStaff Solutions Ltd.

Growth of Interstate Compacts Nationwide

The graph below displays the health care professions that currently are in a compact and their growth.

State and U.S. Territory Membership in Interstate Licensure Compacts

NLC

Nurse Licensure Compact

IMLC

Interstate Medical Licensure Compact

PT

Physical Therapy Compact

EMS

Emergency Medical Services Compact

PSYPACT

Psychology Interjurisdictional Compact

ASLP

Audiology and Speech-Language Pathology Compact

OT

Occupational Therapy Compact

CC

Counseling Compact

APRN *

Advanced Practice Registered Nurse Compact

* 7 state threshold to operationalize

Compacts Currently Under Development:

1. Physicians Assistants
2. Social Work
3. Teachers (K-12)
4. Massage Therapy
5. Cosmetology & Barbering
6. Dentistry & Dental Hygiene
7. School Psychologists
8. Dieticians & Nutritionists

To date, 49 states and territories have enacted occupational licensure compacts.

| STATE | NLC | IMLC | PT | EMS | PSYPACT | ASLP | OT | CC | APRN | TOTALS |
|-------------------|-----|------|----|-----|---------|------|----|----|------|--------|
| ALABAMA | | | | | | | | | | 8 |
| ALASKA | | | | | | | | | | 0 |
| ARIZONA | | | | | | | | | | 5 |
| ARKANAS | | | | | | | | | | 3 |
| CALIFORNIA | | | | | | | | | | 0 |
| COLORADO | | | | | | | | | | 8 |
| CONNECTICUT | | | | | | | | | | 2 |
| DELAWARE | | | | | | | | | | 9 |
| FLORIDA | | | | | | | | | | 2 |
| GEORGIA | | | | | | | | | | 8 |
| HAWAII | | | | | | | | | | 0 |
| IDAHO | | | | | | | | | | 5 |
| ILLINOIS | | | | | | | | | | 2 |
| INDIANA | | | | | | | | | | 6 |
| IOWA | | | | | | | | | | 6 |
| KANSAS | | | | | | | | | | 6 |
| KENTUCKY | | | | | | | | | | 7 |
| LOUISIANA | | | | | | | | | | 6 |
| MAINE | | | | | | | | | | 5 |
| MARYLAND | | | | | | | | | | 7 |
| MASSACHUSETTS | | | | | | | | | | 0 |
| MICHIGAN | | | | | | | | | | 2 |
| MINNESOTA | | | | | | | | | | 2 |
| MISSISSIPPI | | | | | | | | | | 6 |
| MISSOURI | | | | | | | | | | 6 |
| MONTANA | | | | | | | | | | 3 |
| NEBRASKA | | | | | | | | | | 8 |
| NEVADA | | | | | | | | | | 2 |
| NEW HAMPSHIRE | | | | | | | | | | 7 |
| NEW JERSEY | | | | | | | | | | 4 |
| NEW MEXICO | | | | | | | | | | 1 |
| NEW YORK | | | | | | | | | | 0 |
| NORTH CAROLINA | | | | | | | | | | 6 |
| NORTH DAKOTA | | | | | | | | | | 5 |
| OHIO | | | | | | | | | | 7 |
| OKLAHOMA | | | | | | | | | | 5 |
| OREGON | | | | | | | | | | 1 |
| PENNSYLVANIA | | | | | | | | | | 5 |
| RHODE ISLAND | | | | | | | | | | 2 |
| SOUTH CAROLINA | | | | | | | | | | 5 |
| SOUTH DAKOTA | | | | | | | | | | 4 |
| TENNESSEE | | | | | | | | | | 8 |
| TEXAS | | | | | | | | | | 5 |
| UTAH | | | | | | | | | | 9 |
| VERMONT | | | | | | | | | | 2 |
| VIRGINIA | | | | | | | | | | 5 |
| WASHINGTON | | | | | | | | | | 4 |
| WEST VIRGINIA | | | | | | | | | | 8 |
| WISCONSIN | | | | | | | | | | 5 |
| WYOMING | | | | | | | | | | 5 |
| AMERICAN SAMOA | | | | | | | | | | 0 |
| DIST. OF COLUMBIA | | | | | | | | | | 3 |
| GUAM | | | | | | | | | | 2 |
| CNMI | | | | | | | | | | 1 |
| PUERTO RICO | | | | | | | | | | 0 |
| US VIRGIN ISLANDS | | | | | | | | | | 1 |
| Totals | 39 | 39 | 34 | 22 | 35 | 23 | 22 | 17 | 3 | 234 |

*Information current as of December 2022

Chart sourced from the National Center for Interstate Compacts, The Council of State Governments (CSG), [Interstate Licensure Compacts and Universal Licensure Recognition Laws Fact Sheet](#)

Committees Overview

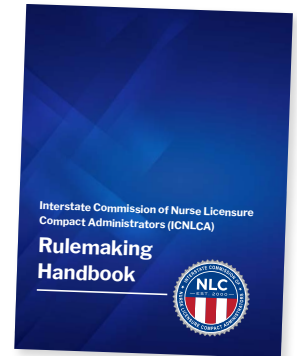


Alice Henley

Rules Committee

The NLC Rules Committee was led by co-chairs Joey Ridenour, MN, RN, FAAN, executive director, Arizona State Board of Nursing, and Alice Henley, JD, general counsel, Alabama Board of Nursing. Highlights of the Rules Committee's tasks included:

- A compliance oversight policy was adopted in lieu of a rule in this area
- Completion of a comprehensive rule review in September 2022
- The committee reviewed the draft policy regarding the authority of the Commission to conduct compliance reviews of party states
- The committee recommended new FAQs related to *alternative programs* be included in the list of Regulatory FAQs



NLC Rulemaking Handbook provides guidance related to NLC Rulemaking process, procedures and timelines.



Joey Ridenour



Lori Scheidt

Compliance Committee

The NLC Compliance Committee was led by Chair Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing. The committee was on hiatus in FY22 pending the related work of the Technical Task Force.

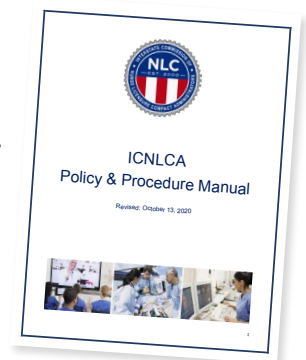


Missy Poortenga

Policy Committee

The NLC Policy Committee was led by Chair Missy Poortenga, MHA, RN, executive director, Montana Board of Nursing. Highlights of the Policy Committee tasks included:

- Recommended a policy related to the authority of the Commission to conduct compliance reviews of party states



The Policy Committee has worked to create a Policy manual to serve as a guiding document for commissioners and board of nursing staff.



Tammy Buchholz

Research Committee

The Research Committee was led by Chair Tammy Buchholz, DNP, RN, CNE, FRE, associate director for education, North Dakota Board of Nursing. Highlights of the Research Committee tasks included:

- Development of a list of research needs and subsequently surveying the Commission members to prioritize the various research questions.



Ann Oertwich

Training and Education Committee

The Training and Education Committee was led by Chair Ann Oertwich, PhD, MSN, RN, executive director, Nebraska Board of Nursing. Highlights of the Training and Education Committee tasks included:

- Review and approval of biweekly *NLC Tip of the Week* emails for member board staff and the general public
- Review and approval of *Compact Corner*, NLC's e-newsletter publication to keep commissioners and member board staff abreast of NLC happenings and achievements
- Review and approval of NLC fact sheets and informational resources
- Review and approval of NLC webinar series
- Review of the draft annual report



Lori Hart

Elections Committee

Co-chairs Crystal Tillman, DNP, RN, CNP, FRE, executive director, North Carolina Board of Nursing, and Lori Hart, PhD, APRN, executive director, Wyoming State Board of Nursing, accepted nominations at the NLC Annual Meeting for four positions: vice-chair, treasurer and two member-at-large positions. Nominations were accepted through Aug. 31, 2022. The full slate of candidates was shared with the commission on Sept. 1 and voting occurred Sept. 20-30. The Executive Committee for FY23 was announced on Oct. 1, 2022 and can be viewed [here](#).



Crystal Tillman

Ad Hoc Workgroups

Technical Task Force

The task force met in September to discuss next steps in developing an audit dashboard to assist party states with compliance with NLC Rules and statutes. Data related to compliance will be fed by Nursys Reports as well as by BON-supplied survey results. The goals of this project are to create a central dashboard to access compliance audit reports, with real-time and historical data in a secure environment.

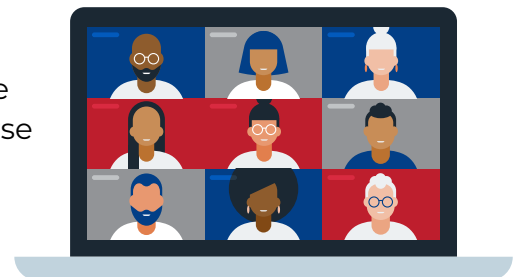
NLC Operations Network

The network was created during FY22 and held several virtual meetings during that time. Call topics included military spouses and their status in the nurse compact, best practices for BONs with regard to duplicate multistate licenses, Nursys speed memos and response time, proof of residency, acceptable documentation from a foreign applicant and multistate license eligibility related to a felony or misdemeanor conviction.

NLC Presentations and Meetings

Webinars

NLC presented 11 free educational webinars throughout the fiscal year that served to assist nurses, nurse educators, nurse employers and other stakeholder audiences with helpful information regarding the NLC.



- *Helpful Tips for New Nursing Graduates*
October 2021
- *How Does the NLC Work for Telephonic Nurses*
October 2021
- *Understanding Primary State of Residence*
November 2021
- *NLC Legislative Update*
November 2021
- *NLC for Military Spouses*
January 2022
- *What Nurse Employers Need to Know*
February 2022
- *Fireside Chat Discussion*
March 2022
- *Helpful Tips for New Nursing Graduates*
April 2022
- *NLC Legislative Update*
May 2022
- *Understanding Primary State of Residence*
June 2022
- *Multistate Licensure for Telephonic Practice (Telehealth)*
July 2022

NLC Informational Presentations

In accordance with the strategic plan, specifically Strategic Initiative I: Partner Development and Collaboration, and Strategic Initiative II: Education of Boards and Stakeholders, presentations were provided for various organizations in both compact and noncompact states.

Presentations in Compact Jurisdictions:

January 2022 Virtual NLC Training for BON staff
Duplicate MSL Report Enhancements in Nursys

Presentations in Noncompact Jurisdictions

October 2021 Presentation, Connecticut Nurses Association Government Relations Committee

Presentation, Case Management Society of America New York Chapter

Presentation, Case Management Society of America Ohio Chapter

November 2021 Presentation for Connecticut stakeholders, coordinated by the Office of the Governor

Presentation, Ohio Bureau of Workers Compensation Nurses

Presentations, Meetings, Interviews with Stakeholder Organizations

October 2021 Presentation, Council of State Governments (CSG) West Conference Workforce Development Committee

Presentation, American Telemedicine Association (ATA) Pediatric Special Interest Group

November 2021 Exhibition, National Conference of State Legislatures (NCSL) Legislative Summit

Exhibition, American Nurses Credentialing Center (ANCC) Pathway to Excellence and ANCC Magnet Conference

Presentations, Meetings, Interviews with Stakeholder Organizations, con't.

| | |
|----------------|---|
| November 2021 | Virtual Presentation, National Student Nurses Association (NSNA) Midyear Conference |
| | Presentation, ATA Interstate Telehealth Special Interest Group |
| March 2022 | Presentation, National TB Controllers Association |
| April 2022 | Presentations (2) and exhibition at NSNA Annual Convention |
| | Exhibition, American Organization for Nursing Leadership (AONL) Conference |
| | Presentation and exhibition at American Society for Healthcare Human Resources Administration (ASHHRA) Annual Conference |
| May 2022 | Exhibition, ATA Annual Conference |
| | NLC Compliance and Discipline presentation at NCSBN Discipline Case Management Conference, presented by Alice Henley, JD (Alabama Board of Nursing) |
| June 2022 | NLC Virtual Legal Conference |
| | Panel presentation, National Licensing Meeting, sponsored by the National Council of State Legislatures and the Council of State Governments |
| August 2022 | Exhibition, NCSL Legislative Summit |
| | Exhibition, NCSBN Annual Meeting |
| | Presentation and panel discussion, Regulatory Summit of the National Board for Certified Counselors |
| September 2022 | Presentation, CLEAR Annual Education Conference |

NLC Board of Nursing (BON) Training

| | |
|--------------|--------------------------------|
| October 2021 | Minnesota Board of Nursing |
| April 2022 | Utah State Board of Nursing |
| | Arizona State Board of Nursing |
| August 2022 | Ohio Board of Nursing |



NLC Outreach

In alignment with the NLC strategic plan, staff increased the presence of NLC educational and informational posts on social media

Compact Corner

Compact Corner keeps NCSBN members informed regarding NLC webinars, conferences, resources, reports, committee projects, commission updates and legislative information.




| | | | |
|-----------------|------------------------|------------------------|-------------------------|
| 10/28/21 issue: | 288 recipients, | 77 opens (27%), | 5 clicks (1.7%) |
| 11/19/21 issue: | 284 recipients, | 86 opens (30%), | 6 clicks (2.1%) |
| 1/21/22 issue: | 282 recipients, | 85 opens (30%), | 7 clicks (2.5%) |
| 2/23/22 issue: | 276 recipients, | 89 opens (32%) | 20 clicks (7.2%) |
| 5/24/22 issue: | 272 recipients, | 95 opens (35%), | 19 clicks (7%) |

Note: Industry benchmarks for non-profit organizations indicate average email open rates of 25.17% and click-through rates of 2.79% (<https://mailchimp.com/resources/email-marketing-benchmarks/>)

Tip of the Week



Every Wednesday, public subscribers receive a tip containing general information about the NLC, based on FAQs. These tips are also shared via NLC Facebook, Twitter and Instagram pages. There is an opportunity to subscribe to this email list and anyone can do so directly from social media or from the NLC website. Every Friday, NCSBN member subscribers receive NLC tips focused on regulation. During FY22, 55 emails were sent between 10/13/21 and 6/29/22.

83%  increase in public *Tip of the Week* subscribers

8,411 *Tip of the Week* subscribers 

Facebook



- Top 3 Performing Videos**
- NLC and PSOR Requirements
 - Midyear Meeting in St. Louis
 - NLC Annual Meeting

Top 3 Facebook Posts for FY22

- Nov. 16, 2021
NLC is fully implemented in New Jersey
99,100 REACH
- Jan. 28, 2022
Vermont implemented the NLC
55,100 REACH
- Dec. 13, 2021
NLC signed into law in U.S. Virgin Islands
15,000 REACH

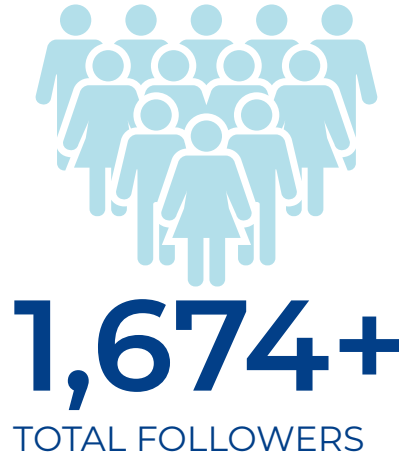
Twitter



Top 3 Tweets for FY22

- July 19, 2022
[Telephonic webinar](#)
1,074 IMPRESSIONS
- Aug. 16, 2022
[NLC Annual Meeting images](#)
576 IMPRESSIONS
- Aug. 17, 2022
[NLC Annual Meeting video](#)
491 IMPRESSIONS

Instagram



NLC videos were shared via YouTube and social media. Below are the most-viewed videos in FY22.



Explanation of the Nurse Licensure Compact for Nurses



5,078
VIEWS



Guide to NLC for Nursing Students



257
VIEWS



Explanation of the Nurse Licensure Compact for Nurse Employers



229
VIEWS



Guide to NLC for Nurse Employers



223
VIEWS



NLC and PSOR Requirements



121
VIEWS

Top 3 Instagram Posts for FY22



July 19, 2022

Telephonic Webinar

341 REACH

Aug. 17, 2022

NLC Annual Meeting Video

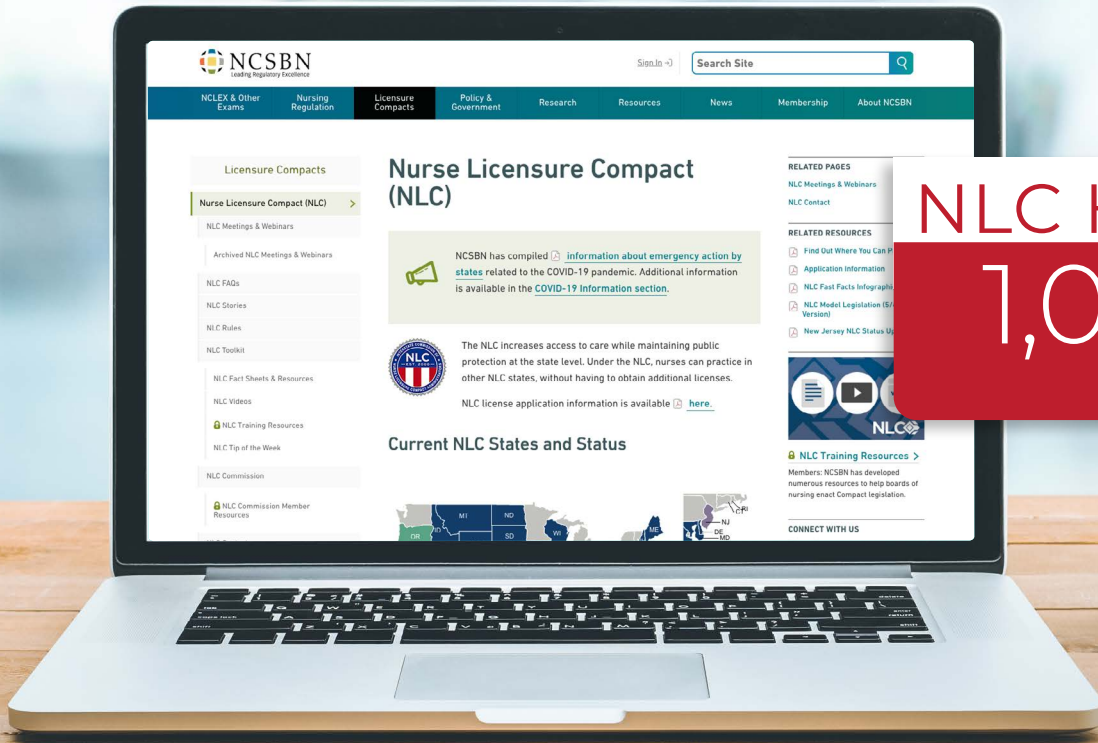
296 REACH

Feb. 17, 2022

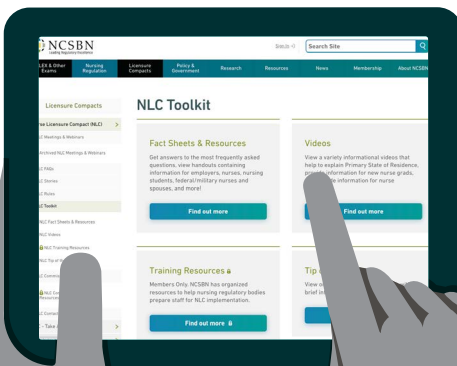
Leader To Leader story about Ohio and Pennsylvania enacting

220 REACH

NLC Webpages



NLC HOMEPAGE
1,090,574
VIEWS



NLC TOOLKIT
10,029
VIEWS



NURSECOMPACT.COM
88,744
VIEWS

NLC Financial Summary



Plante & Moran, PLLC
10 South Riverside Plaza
9th floor
Chicago, IL 60606
Tel: 312.207.1040
Fax: 312.207.1066
plantemoran.com

Independent Accountant's Report on Applying Agreed-upon Procedures

To Management and the Board of Directors
National Council of State Boards of Nursing

We have performed the procedures enumerated below, which were agreed to by National Council of State Boards of Nursing (NCSBN), solely to provide you with information for evaluation purposes for the fiscal year ended September 30, 2022. NCSBN's management is responsible for its compliance with the Agreement for the Provision of the Secretariat Services (the "Secretariat") for the Interstate Commission of Nurse Licensure Compact Administrators (the "Compact").

NCSBN has agreed to the procedures performed and acknowledged that they are appropriate to meet the intended purpose of assessing NCSBN's compliance with the Agreement for the Provision of the Secretariat Services for the Compact. No other parties have agreed to and acknowledged the appropriateness of the procedures. This report may not be suitable for any other purpose. The procedures performed may not address all items of interest to a user of this report and may not meet the needs of all users of this report, and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes. We make no representation regarding the sufficiency of procedures, either for the purpose intended or any other purpose.

An agreed-upon procedures engagement involves performing specific procedures that the engaging party has agreed to and acknowledged to be appropriate for the intended purpose of the engagement and reporting on findings based on the procedures performed. Those procedures and findings are as follows:

1. **Procedure:** Obtain a list of states that have implemented compact legislation in their jurisdiction for the period from October 1, 2021 through September 30, 2022 (fiscal year 2022) and multiply the number by \$6,000 (annual membership fee) to calculate expected cash receipts. Obtain listing of payments made by member states for fiscal year 2022 and agree expected cash receipts to listing.

Results: We calculated expected cash receipts of \$198,000 by obtaining a list of states from the Nurse Licensure Compact website that have implemented compact legislation in their jurisdiction for the period from October 1, 2021 through September 30, 2022 (fiscal year 2022) and multiplying the number of states by \$6,000 (the amount required to be paid by each state participating in the Compact). We obtained the listing of payments made by member states from NCSBN management and agreed the total of \$198,000 to the expected cash receipts.

2. **Procedure:** Obtain the bank statements of the Compact and vouch deposits of all membership fees for fiscal year 2022 collected by NCSBN for the Compact. View year-to-date interest from the bank statements and trace to the general ledger.

Results: We obtained the bank statements of the Compact from NCSBN management and vouched deposits of all membership fees collected for fiscal year 2022. We recalculated the annual interest of \$396.62 using these bank statements and traced the amount to the general ledger.

3. **Procedure:** Agree the secretariat fee revenue recognized by NCSBN in fiscal year 2022 to the fee stated in the compact agreement. Note any exceptions.

Results: We agreed the secretariat fee revenue recognized by NCSBN in fiscal year 2022 per GL account #4649 - NCLA Secretariat Revenue to the fee stated in the compact agreement.

To Management and the Board of Directors
National Council of State Boards of Nursing

4. **Procedure:** Obtain invoice sent by NCSBN to the Compact for the fiscal year 2022 secretariat fee and any other fees paid on behalf of the Compact during fiscal year 2022. Note treasurer or representative approval was obtained prior to payment.

Results: We obtained from NCSBN management the invoice sent by NCSBN to the Compact for the fiscal year 2022 secretariat fee and legal fees paid on behalf of the Compact during fiscal year 2022. We noted the invoice was approved by Joe Baker, Nurse License Compact Treasurer, on October 24, 2022. We vouched payment to the October 2022 NCSBN operating bank account, noting the invoice was paid on October 25, 2022.

5. **Procedure:** Agree balance of cash held for the Compact as of September 30, 2022 to the bank reconciliations as of September 30, 2022 and the corresponding liability balance. Note any exceptions.

Results: We agreed the cash held for the Compact as of September 30, 2022 per the bank statement to the bank reconciliations and the corresponding liability balance.

We were engaged by NCSBN to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). We were not engaged to, and did not, conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on NCSBN's compliance with the Agreement for the Provision of the Secretariat Services for the Compact. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of NCSBN and to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of National Council of State Boards of Nursing and the board of directors and is not intended to be and should not be used by anyone other than these specified parties.

Plante & Moran, PLLC

December 9, 2022

Financial Summary Fiscal Year 2022

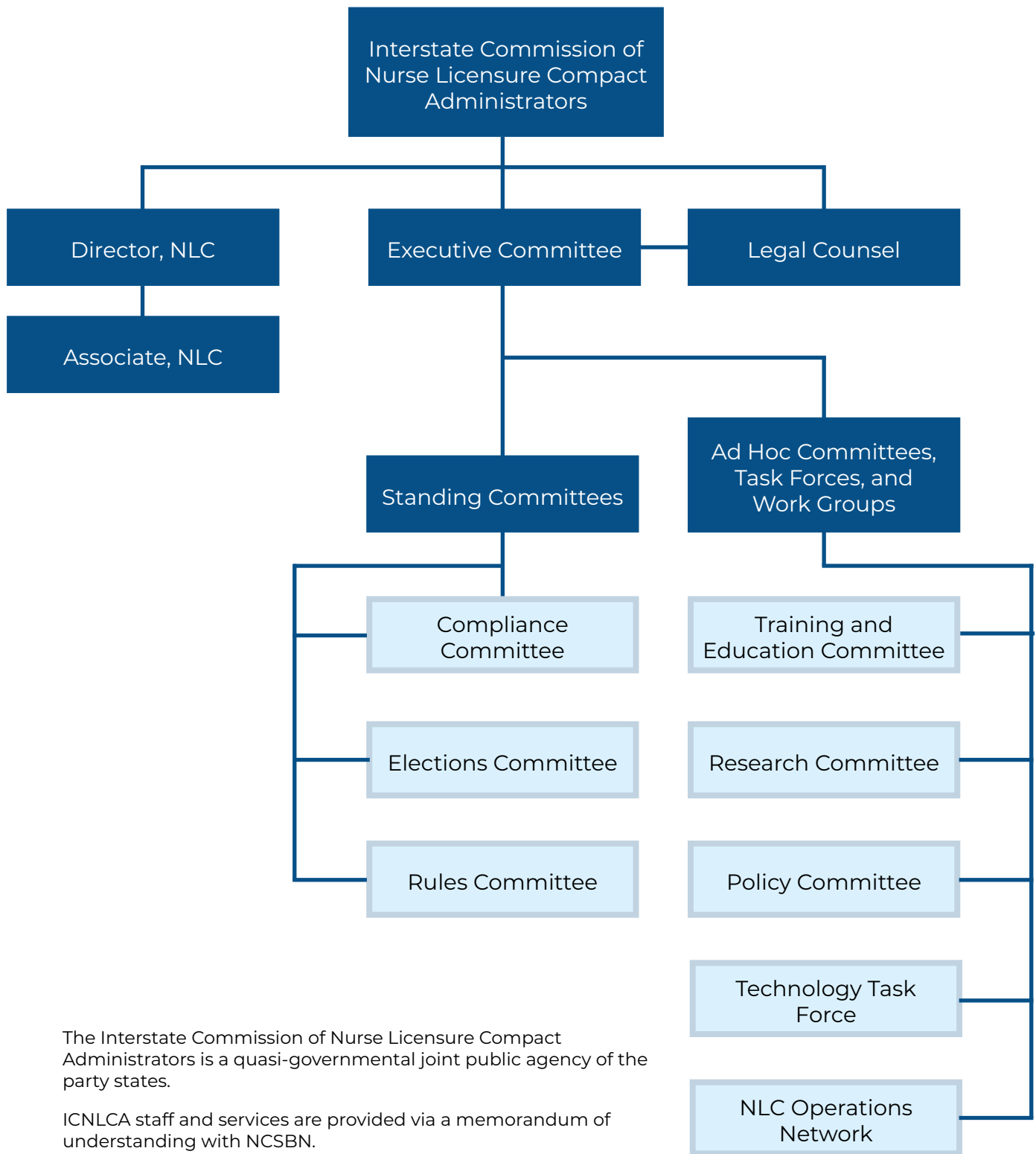
| | FY22 |
|---|----------------------|
| Cash Balance Sept. 30, 2021 | \$837,485.27 |
| Revenue | |
| Interest earned Oct. 1, 2021–Sept. 30, 2022 | \$396.62 |
| Collections for the FY20 period <i>(Oct. 1, 2019–Sept. 30, 2020)</i> | \$3,000.00 |
| Collections for the FY22 period <i>(Oct. 1, 2021–Sept. 30, 2022)</i> | \$18,000.00 |
| Collections for the FY23 period <i>(Oct. 1, 2022–Sept. 30, 2023)</i> | \$171,000.00 |
| Total Revenue | \$192,000.00 |
| Expenses | |
| FY22 Secretariat fees due to NCSBN | (\$50,000) |
| Reimb of FY22 expenses paid on behalf of ICNLCA | (\$12,971.23) |
| Subtotal | (\$62,971.23) |
| Cash Balance Sept. 30, 2022 | \$966,910.66 |



Prepared by:

Ann Oertwich, PhD, MSN, RN
 Treasurer, NLC Commission
 Commissioner, Nebraska Board of Nursing

Organizational Chart



The Interstate Commission of Nurse Licensure Compact Administrators is a quasi-governmental joint public agency of the party states.

ICNLCA staff and services are provided via a memorandum of understanding with NCSBN.



Thank You to All Commissioners for your efforts on behalf of the NLC during FY22

Interstate Commission of Nurse License Compact Administrators

Alabama Board of Nursing

Peggy Benson

Arizona State Board of Nursing

Joey Ridenour

Arkansas State Board of Nursing

Sue Tedford

Colorado Board of Nursing

Nate Brown

Delaware Board of Nursing

Pamela C. Zickafoose*

Florida Board of Nursing

Joe Baker, Jr.*

Georgia State Board of Nursing

Natara Taylor

Guam Board of Nursing

Zennia Pecina

Idaho Board of Nursing

Russ Barron

Indiana State Board of Nursing

Nicholas Hart

Iowa Board of Nursing

Kathy Weinberg

Kansas State Board of Nursing

Carol Moreland

Kentucky Board of Nursing

Kelly Jenkins

Louisiana State Board Practical Nurse Examiners

Lynn Ansardi

Maine State Board of Nursing

Kim Esquibel

Maryland Board of Nursing

Karen EB Evans

Mississippi Board of Nursing

Phyllis Johnson

Missouri State Board of Nursing

Lori Scheidt

Montana Board of Nursing

Melissa (Missy) Poortenga*

Nebraska Board of Nursing

Ann Oertwich*

New Hampshire Board of Nursing

Ashley Czechowicz

New Jersey Board of Nursing

Mary Fortier

New Mexico Board of Nursing

Sheena Ferguson

North Carolina Board of Nursing

Crystal Tillman

North Dakota Board of Nursing

Stacey Pfenning*

Ohio Board of Nursing

Marlene Anielski

Oklahoma Board of Nursing

Jenny Barnhouse

Pennsylvania Board of Nursing

Wendy Miller

South Carolina Board of Nursing

Carol Moody*

South Dakota Board of Nursing

Linda Young*

Tennessee State Board of Nursing

Sherry Richardson

Texas Board of Nursing

Katherine Thomas

U.S. Virgin Islands Board of Nursing

Carmen Vanterpool-Romney

Utah State Board of Nursing

Jeff Busjahn

Vermont Board of Nursing

Shiela Boni

Virginia Board of Nursing

Jay P. Douglas

West Virginia State Board of Examiners for Licensed Practical Nurses

Michelle Chapman

Wisconsin Board of Nursing

Robert Weinman

Wyoming State Board of Nursing

Lori Hart

*Names with an * indicate a current member of the NLC Commission Executive Committee.*

NLC Committees and Committee Members

Executive Committee



Chair

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
NLC Commissioner, Delaware
Executive Director, Delaware Board of Nursing
Term: October 2021–September 2023



Vice-chair

Stacey Pfenning, DNP, APRN, FNP, FAANP
NLC Commissioner, North Dakota
Executive Director, North Dakota Board of Nursing
Term: October 2020–September 2022



Treasurer

Ann Oertwich, PhD, MSN, RN
NLC Commissioner, Nebraska
Executive Director, Nebraska Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Joe Baker, Jr.
NLC Commissioner, Florida
Executive Director, Florida Board of Nursing
Term: November 2022–September 2023



Member-at-Large

Carol Moody, MS, RN, NEA-BC
NLC Commissioner, South Carolina
Administrator, South Carolina Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Missy Poortenga, MHA, RN
NLC Commissioner, Montana
Executive Director, Montana Board of Nursing
Term: October 2020–September 2022



Member-at-Large

Linda Young, MS, RN, FRE
NLC Commissioner, South Dakota
Executive Director, South Dakota Board of Nursing
Term: October 2021–September 2023



Highlights from 2022 NLC Annual Meeting
View more photos from the event at our [online album](#).

Rules Committee

Alice Henley, JD, Alabama, co-chair
Joey Ridenour, MN, RN, FAAN, Arizona, co-chair
Michelle Chapman, MSN, MBA/HCM, RN-BC, West Virginia-LPN
Kim Esquibel, PhD, MSN, RN, Maine
Sara Hansen-Baiamonte, JD, Montana
Deborah Loucks, JD, Florida
Debbie McKinney, JD, Oklahoma
Carol Moody, MS, RN, NEA-BC, South Carolina
Stacey Pfenning, DNP, APRN, FNP, FAANP, North Dakota
Rick Masters, JD, Special Counsel

Training and Education Committee

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Erin Matthies, South Dakota, vice chair
Nicole Benson, Florida
Tony Graham, CPM, North Carolina
Lisa Hastings, Wyoming
Shan Montgomery, MBA, Mississippi
Carol Moreland, MSN, RN, Kansas
Nancy Norris Johnson, LPN, CPT, Mississippi

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Missy Poortenga, MHA, RN, Montana, chair
Allison Bailey, North Carolina
Joe Baker Jr., Florida
Peggy Benson, MSN, MSHA, NE-BC, Alabama
Maureen Bentz, MSN, RN, CNML, North Dakota
Adrian Guerrero, CPM, Kansas

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Kathy Weinberg, MSN, RN, Iowa, vice chair
Karen Evans, MSN, RN-BC, SD-CLTC, CLC, Maryland
Melissa Hanson, North Dakota
Megan Hudson, JD, Maine
Karen Lyon, PhD, RN, ACNS, NEA, Louisiana-RN
Patrick Samuelson, JD, Alabama
Jackye Ward, MS, RN, Oklahoma

Elections Committee

Lori Hart, PhD, APRN, Wyoming, co-chair
Crystal Tillman, DNP, RN, CNP, FRE, North Carolina, co-chair

Research Committee

Tammy Buchholz, DNP, RN, CNE, FRE, North Dakota, chair
Jennifer Lewis, PhD, MSN, MBA, RN, North Carolina, vice chair
Jenny Barnhouse, DNP, RN, Oklahoma
Priscilla Burks, PhD, MS, Mississippi
Sue Painter, DNP, RN, West Virginia-RN
LaDonna Patton, MSN, RN, CEN, Alabama
Sherri Sutton-Johnson, DrPH, MSN, RN, CCHW, Florida

NCSBN Staff



Jim Puente, MS, MJ, CAE
Director



Maggie Bieniek
Associate (Resigned May 2022)

Special Counsel

The Special Counsel provides guidance to the commission and its committees with respect to legal issues related to the duties and responsibilities under the NLC provisions, its bylaws and rules.



Richard Masters, JD

Acknowledgements

Thank you to NLC consultants for providing expertise, answering questions and contributing advice at committee meetings upon request.



Nahale Kalfas, JD
Consultant, Council of
State Governments



Fred Knight, JD
Consultant to the
Commission

Retirements and Transitions

We wanted to offer our very best wishes for a happy retirement/transition to the following commissioners.

Lorey Bratten – Colorado – March 2022

Zelma Delgado, MSHS – Georgia – August 2022

Peter Kallio, CRNA – Wisconsin – June 2022

Joanne Leone, JD – New Jersey – March 2022

Sasha Poole, PhD – New Mexico – August 2022

Alyssa D. Servies, JD, MPH – Indiana – September 2022

Thank you for everything you've done for the NLC - for your service, dedication, and contributions. Congratulations on a job well done!



**For more information about
the NLC, contact:**

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