

National  
Council of  
State Boards  
of Nursing



**FY16 Annual Report**



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FY16 Annual Report

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# NCSBN Values

Our Values arise out of our purpose as an organization. They help us define our culture and beliefs and guide our actions as we face challenges and opportunities.

## **Collaboration**

Forging solutions through respect, diversity and the collective strength of all stakeholders.

## **Excellence**

Striving to be and do the best.

## **Innovation**

Embracing change as an opportunity to better all organizational endeavors and turning new ideas into action.

## **Integrity**

Doing the right thing for the right reason through honest, informed, open and ethical dialogue.

## **Transparency**

Demonstrating and expecting openness, clear communication, and accountability of processes and outcomes.



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## About **NCSBN**

The National Council of State Boards of Nursing (NCSBN®) is a not-for-profit organization whose membership comprises the boards of nursing in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 27 associate members.

The member boards that comprise NCSBN protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. NCSBN is the vehicle through which boards of nursing act and counsel together on matters of common interest.

### **Our Mission**

The National Council of State Boards of Nursing (NCSBN) provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

### **Our Vision**

Advance regulatory excellence worldwide.

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Front row, left to right:  
**Julia George, Shirley Brekken, Katherine Thomas**

Back row, left to right:  
**Karen Scipio-Skinner, Valerie Smith, Adrian Guerrero, Ellen Watson, Nathan Goldman, Gloria Damgaard, Jim Cleghorn, Suellyn Masek**

## 2015–2016 **Board of Directors**

**Shirley Brekken, MS, RN**  
President  
Executive Director,  
Minnesota Board of Nursing

**Katherine Thomas, MN, RN, FAAN**  
President-Elect  
Executive Director,  
Texas Board of Nursing

**Julia L. George, MSN, RN, FRE**  
Treasurer  
Executive Director,  
North Carolina Board of Nursing

**Suellyn Masek, MSN, RN, CNOR**  
Area I Director  
Board Member,  
Washington State Nursing Care  
Quality Assurance Commission

**Adrian Guerrero, CPM**  
Area II Director  
Board Staff,  
Kansas State Board of Nursing

**James D. Cleghorn, MA**  
Area III Director  
Executive Director,  
Georgia Board of Nursing

**Ellen Watson, MS, APRN, FNP-BC**  
Area IV Director  
Vice Chair,  
Vermont State Board of Nursing

**Karen Scipio-Skinner, MSN, RN**  
Director-At-Large  
Executive Director, District of  
Columbia Board of Nursing

**Nathan Goldman, JD**  
Director-At-Large  
Board Staff,  
Kentucky Board of Nursing

**Valerie Smith, MS, RN, FRE**  
Director-At-Large  
Associate Director,  
Arizona Board of Nursing

**Gloria Damgaard, MS, RN, FRE**  
Director-At-Large  
Executive Officer,  
South Dakota Board of Nursing



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# NCSBN Committees

*During Fiscal Year 2016*

## **40th Anniversary Committee**

**Demetrius Chapman**, New Mexico  
**Julia L. George**, North Carolina  
**Elizabeth Lund**, Tennessee  
**Stacey Pfenning**, North Dakota  
**Laura Skidmore Rhodes**,  
West Virginia RN

## **APRN Education Committee**

**Valerie Fuller**, Maine, Chair  
**Derrick C. Glymph**, Florida  
**Pamela C. Hagan**, Kentucky  
**Robin A. Lewis**, West Virginia RN  
**Geraldine Marrocco**, Connecticut  
**Stacey Pfenning**, North Dakota  
**Gayle P. Varnell**, Texas  
**Ellen Watson**, Vermont,  
Board Liaison

## **Awards Committee**

**Mary Dale**, Washington  
**Margaret E. Kelly**, Washington  
**Ann Mann**, Nova Scotia PN  
**Cynthia York**, Louisiana RN

## **Bylaws Committee**

**Mark Majek**, Texas, Chair  
**Kathryn Busby**, Arizona  
**Michelle Harker**, Minnesota  
**Jason Owen**, Pennsylvania  
**Nathan Goldman**, Kentucky,  
Board Liaison

## **Commitment To Ongoing Regulatory Excellence (CORE) Committee**

**Vicki Lynn Allen**, Idaho, Chair  
**Stacey Cropley**, Texas  
**Barbara Damchik-Dykes**, Minnesota  
**Kim Glazier**, Oklahoma  
**Mary Sue Gorski**, Washington  
**Sara A. Griffith**, North Carolina  
**Margaret A. Sheaffer**, Pennsylvania  
**Brett B. Thompson**, Mississippi  
**Sharyl Toscano**, Alaska  
**Gloria Damgaard**, South Dakota,  
Board Liaison  
**Theodore H. Poister**, Consultant

## **Finance Committee**

**Julia L. George**, North Carolina,  
BOD Treasurer, Chair  
**Deborah Bell**, Texas  
**Gayle Bellamy**, North Carolina  
**Lois E. Hoell**, Washington  
**Karen C. Lyon**, Louisiana RN  
**Laura Skidmore Rhodes**,  
West Virginia RN  
**Randolph L. Smith**, Kentucky

## **Institute Of Regulatory Excellence (IRE) Committee**

**Linda D. Burhans**,  
North Carolina, Chair  
**Mary A. Baroni**, Washington  
**Cynthia Bienemy**, Louisiana RN  
**Cynthia Gustafson**, Montana  
**Sue Petula**, Pennsylvania  
**Patricia A. Sharpnack**, Ohio  
**Susan S. VanBeuge**, Nevada  
**Wendy Winslow**,  
British Columbia PN

## **Investigator Training Committee**

**Paula S. Schenk**, Kentucky, Chair  
**Catherine Boden**, Alabama  
**Angie Matthes**, North Carolina  
**Karen McCumpsey**, Arkansas  
**Gregory N. Scurlock**,  
District of Columbia  
**Catherine Crews Woodard**,  
Washington  
**Karen Scipio-Skinner**,  
District of Columbia, Board Liaison

# NCSBN Committees (Continued)

## Leadership Succession Committee (LSC)

**Tony Graham**, North Carolina, Chair  
**Jane Christianson**, North Dakota  
**Ann Michele Coughlin**, Pennsylvania  
**Patricia Dufrene**, Louisiana RN  
**Deb Haagenson**, Minnesota  
**Pamela Randolph**, Arizona  
**Tracy Rude**, Washington

## NCLEX® Examination Committee (NEC)

**Janice I. Hooper**, Texas, Chair  
**Tammy Claussen**, Arkansas  
**Loraine Fleming**, Hawaii  
**Betsy Houchen**, Ohio  
**Lisa Renee Johnson**, Florida  
**Kimberly Miller**, Minnesota  
**Brenda Bolen Rowe**, Georgia  
**Deborah Swartz**, Vermont  
**Rhonda Taylor**, Washington  
**Crystal Tillman**, North Carolina  
**Anne Coghlan**, Ontario,  
Ex-officio Member  
**Cynthia Johansen**, British Columbia  
RN, Ex-officio Member

## NCLEX® Item Review Subcommittee (NIRSC)

**Janzie Allmacher**, Virgin Islands  
**Nina Almasy**, Texas  
**Kathleen S. Ashe**, Massachusetts  
**Teresa Corrado**, Washington  
**Mariclaire E. England**, Minnesota  
**Diana O. Forst**, Florida  
**Myra Goldman**, Kentucky  
**Anna Hubbard**, Florida  
**Joy Ingwerson**, Oregon  
**Keva S. Jackson-McCoy**, Maryland  
**Miriam L. Kidwell**, Kansas  
**Jennifer Lewis**, North Carolina  
**Maryam Lyon**, Ohio  
**Teresita McNabb**, Louisiana RN  
**Deborah Meyer**, Minnesota  
**Julie Prange**, Louisiana PN  
**Elizabeth Sherfy**, Tennessee  
**Felicia Stokes**, District of Columbia  
**Rhigel (Jay) Alforque Tan**, Nevada

## Nursing Education Trends Committee

**Mindy Schaffner**, Washington, Chair  
**Cheryl Dover**, Maryland  
**Denise Hirst**, North Carolina  
**Bonita Jenkins**, District of Columbia  
**Odette Comeau Lavoie**,  
New Brunswick  
**Kathleen M. McManus**, Maine  
**Kristie Oles**, Ohio  
**Francine Parker**, Alabama  
**Deborah Vendittelli**, Michigan  
**Gail Wise**, Kentucky  
**Suelyn Masek**, Washington,  
Board Liaison  
**Joan M. Stanley**,  
American Association of Colleges of  
Nursing (AACN), Consultant  
**Elaine Tagliareni**, National League  
for Nursing (NLN), Consultant

## NCSBN Standards Development Committee

**Nathan Goldman**, Kentucky, Chair  
**Peggy Benson**, Alabama  
**Amy Fitzhugh**, North Carolina  
**Tara Hulse**, West Virginia RN  
**Ruby Jason**, Oregon  
**Linda Kmetz**, Pennsylvania  
**Barbara H. McGill**, Louisiana RN  
**Linda Young**, South Dakota

## Regulatory Implications Of Legal Cannabis (RILC) Committee

**Kathleen J. Beebout**, Iowa, Chair  
**Jennifer Best**, Nova Scotia RN  
**Martha Ann Harrell**, North Carolina  
**Karl Hoehn**, Washington  
**Kathleen Pollard**, Idaho  
**Sherri Twedt**, Nevada  
**Valerie Smith**, Arizona, Board Liaison



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# NCSBN Staff

As of March 1, 2017

## Executive Office

**David Benton, RGN, PhD, FFNF, FRCN, FAAN**

Chief Executive Officer

**Cherish Barksdale**

Coordinator, Executive Office

**Alicia Byrd, RN**

Director, Member Relations

**Bridget Byrne**

Coordinator, Marketing & Communications

**Catherine Cantieri, SHRM-CP**

Project Specialist, Human Resources

**Joseph Dudzik, MSC, SPHR, SHRM-SCP**

Director, Human Resources

**Michael Grossenbacher**

Associate, Communications, Marketing & Communications

**Andrew Hicks**

Associate, Member Relations

**Lauren Izzo**

Coordinator, Member Relations

**Heather Jemison, MA**

Senior Coordinator, Nurse Licensure Compact

**Dawn M. Kappel, MA**

Director, Marketing & Communications

**Christine McNeela, PHR, SHRM-CP**

Senior Manager, Human Resources

**Colleen Neubauer, CMP**

Senior Meetings Manager, Marketing & Communications

**Kalona Owens**

Manager, Marketing & Communications

**James Puente, MS, MJ, CAE**

Director, Nurse Licensure Compact

**Greg Pulaski, MS, PMP**

Director, Performance Measurement and Standard Setting

**Ashby Rosenberger**

Senior Manager, Executive Office

**Elliot Vice**

Director, Government Affairs

**Ann Watkins**

Assistant to Chief Executive Officer

## Examinations

**Philip Dickison, PhD, RN**

Chief Officer, Examinations

**Jacklyn Currier**

Operations Coordinator, Examinations

**Melissa Franke**

Senior Coordinator, Test Development, Examinations

**Jennifer Gallagher**

Associate Director, Operations, Examinations

**Daniel Hydzik**

Test Development Associate, Examinations

**Samantha Kauffman**

Operations Coordinator, Examinations

**Chelsea Kelley**

Manager, Examinations

**Doyoung Kim, PhD**

Senior Psychometrician, Examinations

**Michelle Lee**

Operations Coordinator, Examinations

**Xiao Luo, PhD**

Psychometrician, Research & Development, Examinations

**Samantha Noworul**

Operations Coordinator, Examinations

**Melissa Pomeroy**

Senior Operations Coordinator, Examinations

**Hong Qian, PhD**

Psychometrician, Operations & Maintenance, Examinations

**Rachel Reichman, MA**

Test Development Associate, Examinations

**Betty Sanders, MBA**

Test Development Manager, Examinations

**Anne Sayre**

Operations Manager, Examinations

**Gretchen Schlesinger, PMP**

Project Manager, Examinations

**Kristin Singer, MSC, RN**

RN Test Development Associate, Examinations

**Ada Woo, PhD, MA**

Director, Measurement and Testing, Examinations



# NCSBN Staff (Continued)

## Finance

**Robert Clayborne, MBA,  
CPA, CGMA**  
Chief Financial Officer

**Johana Arnold**  
Senior Accounting Coordinator,  
Finance

**Rocio Avila**  
Senior Accountant, Finance

**Gloria Evans-Melton, CPA**  
Director, Finance

**Mary Trucksa**  
Accounting Associate, Finance

**Mattie Williams**  
Accounting Associate, Finance

## Information Resources

**Nur Rajwany, MS**  
Chief Information Officer

**Jeyalakshmi Balachandran, MS**  
Lead Quality Assurance Analyst,  
ORBS, Information Technology

**Rajeshwari Bommannavar, MS**  
Senior Developer, ORBS,  
Information Technology

**Caitlin Brecht**  
Nursys® Product Support  
Coordinator, Information Technology

**Matthew Bunzol**  
Nursys® Product Support Associate,  
Information Technology

**Shilpa Challam**  
Senior Quality Assurance Analyst,  
Information Technology

**Desiree Díaz**  
Coordinator, Customer Experience

**P. J. Donahue**  
IT Helpdesk Administrator,  
Information Technology

**Megan Dunham**  
Digital Media & Design Manager,  
Interactive Services

**Alma Friar**  
Quality Assurance Analyst,  
Information Technology

**Ben Gonzalez**  
Manager, Infrastructure,  
Information Technology

**Fay Green**  
Senior Product Associate,  
Customer Experience

**Jessica Hansen**  
Associate Director,  
Customer Experience

**Debbie Hart, MBA**  
Project Specialist,  
Information Technology

**Albert Hincapie**  
Senior Developer,  
Information Technology

**Frank Hinchey**  
Developer, Information Technology

**James Dean Hope**  
Nursys® Senior Product Support  
Associate, Information Technology

**Shelly Howell**  
Associate, Interactive Services

**Richard Hughes**  
Systems Engineer,  
Information Technology

**Mark Huffman**  
Project Manager,  
Information Technology

**Angela Johnston**  
Business Analyst,  
Information Technology

**Christophel Kuizon**  
Developer, Information Technology

**Ameena Lalani**  
Senior Database Administrator,  
ORBS, Information Technology

**Joshua Lingwai**  
Senior Lead Developer,  
Information Technology

**Heather Moyer**  
Senior Product Associate,  
Interactive Services

**George Potacki**  
Business Analyst, ORBS,  
Information Technology

**Angeli Primlani, MSJ**  
Instructional Design Associate,  
Interactive Services

**Dave Raheel**  
Business Analyst,  
Information Technology

**Sandra Rhodes**  
Manager, Nursys® Operations  
and Business Analysts,  
Information Technology

**Susan Richmond, MSN, RN**  
Content Manager,  
Interactive Services

**Robert Russell**  
Network Administrator,  
Information Technology

## NCSBN Staff (Continued)

**Chandra Sadhangiri**

Senior Developer, ORBS,  
Information Technology

**Narender Saraswati, MBA**

Program Manager, ORBS,  
Information Technology

**Suzanne Schnite, PMP**

Associate Director,  
Information Technology

**Zach Sears**

Network Administrator,  
Information Technology

**Sachin Sharma, MA**

Business Analyst, ORBS,  
Information Technology

**Damon Short, MA**

Senior Database Administrator,  
Information Technology

**Nick Smith**

Senior Systems Engineer,  
Information Technology

**Tammy Spangler**

Director, Interactive Services and  
Customer Experience

**Matthew Sterzinger**

Manager, Application Development,  
Information Technology

**Saule Trainys**

Senior User Experience Developer,  
Interactive Services

**Diana Valenzuela Allen, MBA**

Manager, Business Analyst &  
Operations, ORBS,  
Information Technology

**Keena Ward**

Coordinator, Customer Experience

**Sanjeev Yarlagadda**

Senior Quality Assurance Analyst,  
Information Technology

### Nursing Regulation

**Maryann Alexander, PhD, RN, FAAN**

Chief Officer, Nursing Regulation

**Jill Budden, PhD, MA**

Associate, Research

**Maureen Cahill, MSN, APN-CNS, RN**

Senior Policy Advisor,  
Nursing Regulation

**Lindsey Erickson, MS**

Manager, Special Projects, Research

**Rebecca Fotsch, JD**

Associate Director, State  
Advocacy and Legislative Affairs,  
Nursing Regulation

**Lindsey Gross**

Senior Coordinator,  
Nursing Regulation

**Qiana Hampton, MBA, MHRM**

Senior Coordinator,  
Regulatory Innovations

**Laura Jarosz**

Associate, Nursing Regulation

**Nicole Livanos, JD, MPP**

State Advocacy Associate,  
Nursing Regulation

**Greg Mannix**

Project Specialist,  
Regulatory Innovations

**Carey McCarthy, PhD, MPH, RN**

Director, Research

**Linda Olson, PhD, RN, NEA-BC, FAAN**

Senior Program Advisor,  
Nursing Regulation

**Kathleen Russell, JD, MN, RN**

Senior Policy Advisor,  
Nursing Regulation

**Josephine Silvestre, MSN, RN**

Associate, Regulatory Innovations

**Richard Smiley, MS, MA**

Statistician, Research

**Nancy Spector, PhD, RN, FAAN**

Director, Regulatory Innovations

**Elizabeth Hua Zhong, PhD, MEd**

Associate, Research

# FY16 Operating Statements

Year Ended September 30, 2016

Sources Of Revenue	\$	%
Examination fees	66,225,765	81
Investment earnings	4,065,874	5
Membership fees	36,025	< 1
Other program services	11,426,846	14
<b>Total</b>	<b>\$ 81,754,510</b>	<b>100</b>

Program Services	\$	%
Nurse competency	54,640,000	70
Nurse practice and regulatory outcome Information	9,268,738	12
	9,859,513	13
Management and general	3,912,307	5
<b>Total</b>	<b>\$ 77,680,558</b>	<b>100</b>

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**Net Surplus** **\$ 4,073,952**

