

| Volume 15 | Number 3 | Summer 2017 |

DAKOTA NURSE

C O N N E C T I O N

**South Dakota 2016 Annual
Report of Nursing
Education Programs**

**Frequently Asked
Questions:
Nursing Practice**

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DAKOTA NURSE

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A message from the Executive Director

Gloria Damgaard, RN, MS, FRE
South Dakota Board of Nursing

Greetings to all of our Readers of the Dakota Nurse Connection. Last quarter, my message to you was a reflection on the 100th Anniversary of the Board of Nursing in South Dakota and the work of Elizabeth Dryborough, the first Secretary/ Treasurer of the South Dakota State Examining Board. This quarter, I will continue the dialogue on the history. First, I want to inform you of an upcoming event that you will not want to miss.

The Board of Nursing is hosting a public celebration and conference on September 22, 2017, in Sioux Falls, to honor our predecessors, contemporaries and successors in nursing regulation and to celebrate 100 years of nursing presence in South Dakota. I am pleased to inform you that Dr. David Benton, CEO of the National Council of State Boards of Nursing (NCSBN), Dr. MaryAnn Alexander, Chief of Nursing Regulation for NCSBN and Dr. Rosemarie Rizzo Parse, Nurse Theorist will be our featured speakers. Dr. Benton will address our successors in nursing regulation including a discussion of the global impact of nursing regulation, Regulation 2030 and information on the Next Generation NCLEX®. Dr. MaryAnn Alexander will address our contemporaries in nursing regulation on topics such as the enhanced Nurse Licensure Compact, the regulatory implications of simulated learning and current regulatory initiatives. We are very pleased to have Dr. Rosemarie Rizzo Parse, Nurse Theorist, address the nursing theory based decisioning model that our predecessors and contemporaries have developed to frame our work in nursing regulation. The decisioning model has been updated to reflect the current understanding of the Humbecoming Theory and Dr. Parse will share reflections on the latest work by the board. We will also feature our

contemporaries in nursing in South Dakota and honor our predecessors with interesting historical displays. Please mark your calendar and plan to join us for this special event. The next part of my message captures more historical information on the early days of nursing regulation.

Carrie Cliff, RN, Rapid City, served as the second Secretary/Treasurer of the South Dakota State Nurses Examining Board. She held this position from 1932-1938. The Board office remained in Rapid City during Ms. Cliff's leadership of the board. It was during her tenure that graduation from high school was required for acceptance into an accredited nursing program in South Dakota. This requirement went into effect on January 1, 1933. The board reviewed all applicants for acceptance into nursing education programs. A student nurse certificate was issued to each applicant that was qualified for admission. The board discontinued issuing these student nurse certificates in 1956.

In October, 1939, Ms. Carrie Benham, RN, was employed by the Board as the Director of Nursing Education. She became the first nurse to be employed by the Board to serve in the Executive Secretary position in 1946. Ms. Benham lived in Mitchell, SD, and the Board office was moved to Mitchell on November 1, 1939. Ms. Benham served as the Executive Secretary from 1946-1960. During this time, nursing education focused on hospital based schools of nursing. The minimum requirements for the programs included: an average daily census of twenty patients; clinical experiences in medical, surgical, obstetrical and pediatric nursing; experience with not less than one hundred medical patients and one hundred surgical patients; not less than twelve mothers and newborn babies; opportunities to handle instruments and dressings for a minimum of 25

major cases; care for not less than fifty sick children (not to include tonsils and adenoids); and to have two months experience in dietetics. As of June 12, 1937, all schools were required to have a full time superintendent of nurses.

During Ms. Benham's tenure, in 1950, Practical Nursing and Accredited Schools of Practical Nursing became a part of the laws governing nursing practice in South Dakota. The first accredited practical nursing program was in Pierre, SD, in conjunction with Pierre High School and the Division of Vocational Education.

In 1960, Ms. Benham reported to Governor Ralph Herseth, that there were six nursing schools that offered a diploma program in nursing. They included: Sacred Heart School, Yankton; Presentation School, Aberdeen, Presentation School, Sioux Falls; St. John's School, Huron; St. John McNamara School, Rapid City, and Sioux Valley Hospital, Sioux Falls. Three institutions of higher learning conducted nursing programs that granted a Bachelor of Science degree upon graduation, they were South Dakota State College, Brookings; Augustana College, Sioux Falls; and State University of SD, Vermillion. It was noted that the leaders in nursing education initiated a study whereby Maternal and Child Health would replace the areas of instruction designated as Obstetric Nursing and Pediatric Nursing.

The history of nursing regulation in South Dakota is an interesting study. We are compiling the history for 100 years of nursing regulation. I will share more in the next issue of the Dakota Nurse Connection. Enjoy the remaining days of summer and I hope to see many of you at the celebration on September 22, 2017.

Gloria Damgaard



A message from the Executive Director



Stacey Pfenning, DNP, APRN, FNP
North Dakota Board of Nursing

Greetings and welcome to the Summer edition of the *Dakota Nurse Connection*, the official publication of the North Dakota Board of Nursing (NDBON).

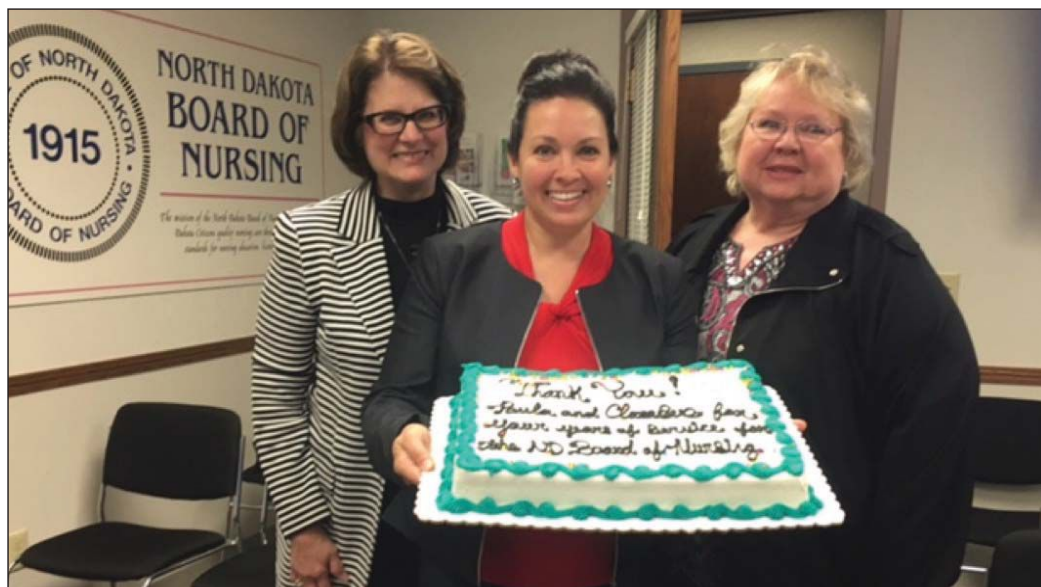
Nurse Licensure Compacts

During ND's 65th Legislative Assembly, the enhanced Nurse Licensure Compact (eNLC) and the APRN Licensure Compact were enacted into ND law. The eNLC will come into effect once 26 states enact or by December 31, 2018. To date, 25 states have enacted the eNLC, including several states which have not been part of the original compact such as Florida, Georgia, Oklahoma, West Virginia, and Wyoming. North Carolina passed legislation for the eNLC and will be the 26th state once the governor signs the bill, denoting enactment. Once the 26th state enacts, the eNLC will become effective. States will have 6 months from effective date to implement the eNLC in their respective states. The "Go Live" date for the eNLC is expected to occur in January 2018. Work is in progress to ensure transition of nurse licensing boards to the eNLC. To follow the legislative movement of the eNLC, please visit <https://nursecompact.com/>.

The APRN Licensure Compact will be implemented once 10 states enact. Currently, ND, WY, and ID are the 3 states with successful enactment of the compact. To follow the APRN Compact legislative movement, please visit <https://www.aprncompact.com/>.

Board Members

The NDBON said farewell to two Board members with terms completed as of June 30, 2017. Paula Schmalz of



Fargo, APRN member, served 1 term from July 1, 2013-June 30, 2017. Paula held office as Treasurer from July 2016-June 30, 2017. Clara Sue Price of Minot, public member, served 2 terms from March 2011-June 30, 2017. Clara Sue served as Treasurer from July 2012-July 2016. During the May 2017 convened meeting, the Board members and staff celebrated Paula and Clara Sue's gift of years of service and dedication to nursing regulation for the citizens of ND.

Governor Burgum recently reappointed Janelle Holth of Grand Forks, RN member, to a second term on the Board and appointed two new Board members. Watch for the Fall edition of the *Dakota Nurse Connection* for highlights introducing the new NDBON APRN and public member.

Committees

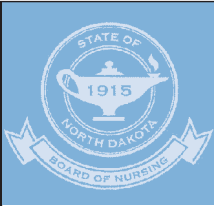
The NDBON actively participates in Governor Burgum's ND Nursing Workforce Shortage Planning Team. The team has been meeting since February 2017 and exploring current workforce statistics and potential initiatives aimed to expand the nursing workforce in ND. Other team members include ND Job Service, ND Commerce,

Center for Rural Health, Area health Education Center (AHEC), ND University Systems, Long Term Care, Hospital Association, Center for Nursing, College & University Nursing Education Administrators (CUNEA), and Career & Technical Education. Watch for the upcoming published team whitepaper providing details on the current state of ND nursing workforce.

During summer 2017, the NDBON participated in the ND Tri-Regulator Collaborative and ND Prescription Drug Monitoring Program Advisory Council. The NDBON Compact Administrator participated in the Compact Transition Commission, the 2016-2017 eNLC Cohort, and Implementation Team, each aimed to prepare state boards for the transition to the eNLC.

The ND Board of Nursing will continue to post news on licensure, education, practice, and pertinent legislative activities on the ND Board of Nursing website. Watch for the Fall edition of the *Dakota Nurse Connection* as the Board and staff continue to provide regulatory updates and publications.

Sincerely,
Dr. Stacey Pfenning DNP APRN FNP



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Wendi Johnston, LPN, Kathryn

Dr. Kevin Buettner, APRN, Grand Forks

NORTH DAKOTA BOARD OF NURSING 2017-2018 BOARD MEETING DATES

July 20, 2017 Annual Meeting

September 27, 2017 Board Retreat
September 28, 2017

November 16, 2017

January 18, 2018

March 22, 2018

May 17, 2018

July 19, 2018 Annual Meeting

Please note:

The North Dakota Board of Nursing (Board) and Committees will meet on the following dates for the 2017-2018 fiscal year. All meetings will be held in the Board office conference room, 919 South Seventh Street, Suite 504, Bismarck, ND.

All meetings are open to the public and observers are welcome to attend. Agendas will be available 5 business days prior to each meeting and detail time, location, and conference call information.

As a service to the citizens of North Dakota, the Board provides a PUBLIC FORUM during each Board meeting (refer to agenda of each meeting for time). This is a time when anyone may address the Board about any issue regarding nursing. Prior notification is not necessary. Individuals will be recognized in the order of their signature on a roster available at the meeting.

MISSION

The mission of the North Dakota Board of Nursing is to assure North Dakota citizens quality nursing care through the regulation of standards for nursing education, licensure and practice.

NDBON Contact Information

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ND Board of Nursing Office Security Announcement

The NDBON implemented new office security including entrance control. If you plan to visit the Board office, please consider the following:

1. A visit to a Director requires an appointment. To schedule an appointment, call 701-328-9777
2. Email items to **contactus@ndbon.org** or fax to **701-328-9785**.
3. If you do plan to visit the Board office, you will need to push the buzzer at the door, state your name and the reason for the visit prior to admittance.
4. If you have any questions, please call 701-328-9777

NORTH DAKOTA BOARD OF NURSING

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Choose Demographic Updates under Nurse Licensure

LICENSURE VERIFICATION

North Dakota License Verification Options

The North Dakota Board of Nursing provides the following options for individuals attempting to verify a ND nursing license:

- North Dakota Board of Nursing Website – go to www.ndbon.org
Choose "Verify"
- Nursys® QuickConfirm at www.nursys.com
 - Look up a license from any QuickConfirm participating board of nursing and print/download a report with the licensure and discipline status information for that nurse.
- Nursys® E-Notify at www.nursys.com
 - **Institutions:** Enroll your entire nurse list and e-Notify will send regular updates of changes to licenses from e-Notify participating boards of nursing.
 - **Nurses:** Sign up to receive license expiration reminders and status updates via email or SMS for all your licenses from e-Notify participating boards of nursing.

NORTH DAKOTA BOARD HIGHLIGHTS

March 2017

- Board discussed Legal Counsel Other budget category, which includes contested discipline cases, legislative session fees, and out of the ordinary topics requiring legal consultation, has seen an increase this year and was at 113% of budget as of 2/28/2017. The board reviewed a five-year history of legal expenses and noted the increase in contested cases when licensees retain attorneys. Staff shared information with the board last meeting indicating the cases are becoming more complex with more diversion and attorney involvement. Pfenning noted that this is a national trend with other boards facing the same issues. Directors have been reviewing and revising the disciplinary processes to reflect current national and state trends. The Board motioned to approve the continued costs above budgeted amount for legal counsel contested cases.
- Board approved the following related to University of Mary Nursing programs compliance report (per January 2017 Board motion):
 1. Find the compliance report submitted by the University of Mary, Baccalaureate and Doctorate Degree Nursing programs' nurse administrator addressing the deficiency of non-compliance with 54-03.2-04-04.1. *Doctoral Degree Nurse Education Program Faculty qualifications*. meets the standard; and
 2. Find the University of Mary, Baccalaureate and Doctorate Degree Nursing programs' in substantial compliance with *ND Administrative Code 54-03.2*; and
 3. Continue full approval of the University of Mary, Baccalaureate and Doctorate Degree Nursing programs' until January 2022 as granted January 19, 2017 and require an onsite survey in 2022.
- Board approved the Williston State College, Dakota Nursing Program, Practical Nurse and Associate Degree

Programs' request for discontinuation of the satellite site at Nueta Hidatsa Sahnish College, New Town, ND as a major programmatic change as the programs have full approval from the ND Board of Nursing and the programmatic change is in compliance with *NDAC 54-03.2-06-02. Programmatic Changes*.

- Board approved the Bismarck State College, Dakota Nursing Program, Practical Nurse Program request for addition of a satellite site at Ashley Medical Center, Ashley, ND as a major programmatic change as the program has full approval from the ND Board of Nursing and the programmatic change is in compliance with *NDAC 54-03.2-06-02. Programmatic Changes*.
- Board approved the North Dakota State College of Science, Associate of Applied Science Registered Nurse program curriculum request as a major programmatic change as the program has full approval from the ND Board of Nursing and the programmatic change is in compliance with *NDAC 54-03.2-06-02. Programmatic Changes*
- Board reviewed a programmatic change notification from Dickinson State University for the addition of an online Associate Degree Registered Nurse to Bachelor of Science in Nursing program. The change will go into effect Fall of 2017. This program will be in addition to the current AASPN and BSN programs. The program addition has been approved by the appropriate DSU entities. The program will be offered to nurses who have previously completed an Associate Degree Registered Nurse or Associate Degree Nurse program and are currently licensed as RNs. Rationale for the change indicates the addition of an online BSN Completion Program aligns with the DSU mission and provides accessibility to individuals who presently do not have access to such a program. The online format will allow for increased accessibility and

flexibility for potential in and out-of-state students. Board approval is not required for a post licensure program.

- Board approved the United Tribes Technical College, Associate Degree Applied Science Practical Nurse program request for change to mission statement as a major programmatic change as the program has full approval from the ND Board of Nursing and the programmatic change is in compliance with *NDAC 54-03.2-06-02. Programmatic Changes*.
- Board approved the proposed "Policy & Procedure for Nursing Practice Inquiries and Interpretive and Practice Statements" and "Request for Nursing Practice Inquiry Form."
- Brian Bergeson, legal counsel for the Board and Tara Brandner, legal

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counsel for ND Department of Health (NDDoH) and other representatives from NDDoH were present for this agenda item and participated in the discussion. As an overview, throughout 2016, numerous meetings and discussions took place involving ND Board of Nursing, Board of Medicine, Board of Pharmacy, NDDoH, State Health Officer, Dr. Terry Dwelle, and appointed attorneys, related to the issue of RN practice at Title X Family Planning Clinics in ND as it relates to diagnosis and treatment of STIs for clients with no evaluation by a licensed Practitioner. At the convened November 2016 meeting, the Board carried the following motion, "The Board supports allowing RNs to follow the ND Department of Health standing orders for the treatment of chlamydia and standing orders for the treatment of gonorrhea as authorized by the State Health Officer." Subsequently, a non-physician State Health Officer was appointed and assumed position in February 2017. The Board contacted the NDDoH in February 2017 requesting an update on the physician assuming the authorization of the Chlamydia and Gonorrhea standing orders for continued compliance with the November 2016 Board motion. Ms. Brandner requested the Board accept authorization of the Chlamydia and Gonorrhea standing orders by various clinic medical directors in lieu of the State Health Officer. Board members expressed concern related to removal of State Health Officer authorization for these specific orders. According to NDCC 23-01-05 STATE HEALTH OFFICER if the governor does not appoint as a state health officer a physician licensed in this state, the governor shall appoint at least three licensed physicians recommended by the state medical association to serve as an advisory committee to the state health officer. The Board inquired if the governor appointed advisory committee may authorize the standing orders to provide compliance with the November

2016 Board motion. Ms. Brandner expressed that this would not be a feasible option. Board and NDDoH representatives discussed legislation implemented in several states to keep RNs within their regulatory framework in these situations. Telehealth options were discussed. Pfenning discussed a correspondence with a non-Title X family planning clinic in which the facility revised the STI standing orders to involve the licensed practitioner for positive diagnostic tests, which brings the licensed practitioner into the medical diagnosis and decision-making aspect of the standing orders, allowing the RNs to remain within their regulatory framework. During this conversation, Amy Burke, NDDoH representative, reported that this is a current practice in all Title X family planning clinics. The Board stated that inclusion of the licensed practitioner with positive findings within the NDDoH developed STI standing orders allows the RN to remain within their regulatory framework. Ms. Brandner and the NDDoH representatives reported the current standing orders would be revised to reflect inclusion of the licensed practitioner with positive diagnostics test for Chlamydia/ Gonorrhea and that these standing orders will be made available for use by all ND family planning clinics. The accountability of the licensed practitioner in terms of diagnosing and treating without an evaluation was discussed. Minutes from the January 2017 Board meeting discussion included: "Dr. Pfenning and Dr. Dwelle discussed APRNs potentially signing DOH standing Orders. After review of NPA, directors indicated the APRN signing standing orders without evaluating the client is not recommended."

- Dr. Rhoda Owens, PhD, RN, and Jana Zwillig, APRN, MS, FNP-C from the University of ND presented the findings of a research project titled "ND Nurse Practitioner Workforce Summary Brief."
- Board approved the amendments

to NPA 43-12.1-09 Nursing Licensure or Registration included in HB1096 & 1097 related to FBI background checks.

MAY 2017

- The Finance Committee reviewed a proposal from Bergeson SAAG for an increase in retainer and hourly fee, and a revision of which costs are included in the retainer. The Board currently pays a monthly retainer fee of \$3000 which includes ordinary items, and is billed \$140 per hour for contested cases and other extraordinary items which includes disciplinary cases with attorneys involved, emergency suspensions, cease and desists, legal opinions, and rule and law review. The Board reviewed past 5-year analysis of the number of contested cases, the average number of hours per year (in retainer and outside of retainer), and total legal counsel costs. Bergeson indicated one of the issues driving costs is the increase in number of issued emergency suspensions and cease and desist notices, which are all billed at the hourly rate. The Board is also noting more contested cases in which the licensee retains an attorney, at which time, hourly rate is applied. The Board discussed with Bergeson whether staff can work with attorney or if communication must be attorney to attorney. Bergeson indicated there is nothing in law that prohibits staff from working with attorneys in cases. Bergeson described the discounted fees being charged to the board as compared to his private practice and has offered an option to simplify billings by having all hours be billed under an increased retainer arrangement with hourly initiated after a set number of hours in a month. The directors have been reviewing and revising the compliance processes to reflect current national and state trends. Pfenning and Hanson completed NCSBN's Investigator Training over the past FY which will contribute to the revision process for Compliance

Division. The board discussed a desire to revisit the legal counsel statistics and analysis in 6 months after implementation of new compliance processes.

- Board discussed the fact that there are limited telehealth regulations in ND Century Code. The following suggestions were made:
 - Add to a future agenda of the Tri-Regulatory meeting
 - Review guidelines for VA system, which has been at the forefront of using telehealth.
 - Monitor telehealth regulation in ND
- Board approved the following Nursing Education Committee recommendations related to Sitting Bull College Associate Degree Practical Nurse program compliance report (per November 2016 Board motion):
 1. Find the compliance report submitted by the Sitting Bull College Associate Degree Practical Nurse program nurse administrator

addressing the deficiency of partial compliance with 54-03.2-02-06 *Financial Support*. partially meets the standard; and

2. Find the Sitting Bull College Associate Degree Practical Nurse program in substantial compliance with ND Administrative Code 54-03.2; and
3. Continue full approval of the Sitting Bull College Associate Degree Practical Nurse program until November 2020 as granted November 19, 2015 and require an onsite survey in 2020.
4. Require the Sitting Bull College Associate Degree Practical Nurse program nurse administrator to submit a compliance report by July 10, 2017 to address the issue of partial compliance with North Dakota Administrative Code 54-03.2 Standards for Nursing Education Programs: 54-03.2-02-06. *Financial Support*.

- Board approved the following

Nursing Education Committee recommendations related to the ND State University Nursing Education programs interim survey:

1. Find the North Dakota State University Baccalaureate and Doctorate Degree Nursing Education programs in substantial compliance with ND Administrative Code 54-03.2. *Standards for Nursing Education Programs*; and
2. Grant full approval of the North Dakota State University Baccalaureate and Doctorate Degree Nursing Education programs until May 2022 and require an onsite survey in 2022.

- Board approved the following Nursing Education Committee recommendations related to the United Tribes Technical College Associate Degree Practical Nurse program on-site survey:
 1. Find the United Tribes Technical

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Emergency Department

Telemetry

ICU/SCCU

General Surgical

Orthopedics

Rehab

Float Pool

Psychiatry

NICU

Family Birthing Center

Women & Children

Oncology/Renal

Renal Dialysis

Surgery

Same Day Surgery

Ambulatory Procedures

Case Management

Clinic Office Nurses

Nurse Practitioners

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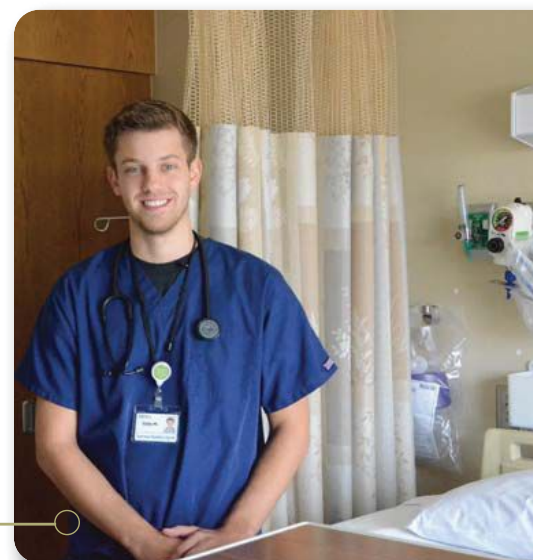
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- College Nursing Education program to be in partial compliance with *ND Administrative Code 54-03.2 Standards for Nursing Education Programs*; and;
- 2. Continue conditional approval status of the United Tribes Technical College Associate Degree Practical Nurse program until July 2017, at which time the ND Board of Nursing will determine whether stated deficiencies have been sufficiently corrected and determine course of action; and
- 3. Require the United Tribes Technical College Associate Degree Practical Nurse program nurse administrator to submit a compliance report by July 10, 2017 to address the issues of non-compliance with *North Dakota Administrative Code 54-03.2 Standards for Nursing Education Programs* including: *54-03.2-02-06. Financial Support. 54-03.2-04-01. Faculty Responsibilities. 54-03.2-04-03. Practical or Associate Degree Nurse Education Program Faculty Qualifications. 54-03.2-04-08. Employment of Academically Unqualified Faculty. 54-03.2-07-01.1. Performance of Graduates on Licensing Examination.*
- Board approved the Nursing Education Committee recommendation related to North Dakota State College of Science, department of nursing request for the addition of an Associate of Applied Science Practice Nurse program site in Fargo, ND as a major programmatic change as the program has full approval from the ND Board of Nursing and the programmatic change is in compliance with *NDAC 54-03.2-06-02. Programmatic Changes.*
- Board approved the Nursing Education Committee recommendation related to North Dakota State University, School of Nursing, LPN to BSN program request for curriculum major programmatic change as the program has full approval from the ND Board of Nursing and the programmatic change is in compliance with *NDAC 54-03.2-06-02. Programmatic Changes.*
- Board received notification from ND State University College of Health Professions, School of Nursing that Wendy Kopp, MSN, RN-BC was appointed as the Bismarck site BSN Program Interim Director effective January 1, 2017 upon the retirement of former Chair Dr. Karen Latham. The Chair position has been changed for Bismarck site to the director level. Fargo site chair position has been changed from Associate Dean and Chair to Associate Dean.
- Board received notification from Minot State University, Department of Nursing, BSN program that they received notification from Accreditation Commission for Education in Nursing (ACEN) granting continued accreditation of the program and removal of conditions as the program is in compliance with all accreditation standards and criteria reviewed. The next onsite accreditation review will be Spring 2022.
- Board received notification from Dakota Nursing Program Lake Region State College Associate Degree Registered Nurse program of a change in delivery method of the program at their Mayville site. IVN will be utilized for eight of the sixteen students to transmit didactic content on two days of the week to begin August 2017 and continue as needed. The change is to better serve students in these areas and decrease amount of travel for classes.
- Board approved the Nursing Education Recommendation related to United Tribes Technical College, department of nursing, Associate of Applied Science Practical Nurse program request to utilize the *NDAC 54-03.2-04-08.1 Faculty Developmental Program* for the 2017-2018 academic year through use of *NDAC 54-03.2-04-08 Employment of Academically Unqualified Faculty (3) Other circumstances as approved by the board* as the program has conditional approval from the ND board of nursing; and require the UTTC AASPN program nurse administrator to submit a report detailing progress made in hiring qualified faculty and provide current education, mentorship and position information for faculty hired who are enrolled in the faculty developmental program by May 1, 2018.
- Department of Education has scheduled the site visit for continued accreditation of the ND Board of Nursing. DOE Surveyors will accompany board staff on the Rasmussen College A-BSN Program Site visit and will attend a future board meeting.
- Board reviewed the revised Standing Orders for Treatment of Chlamydia and Standing Orders for Treatment of Gonorrhea from the ND Dept. of Health – Family Planning Program which includes referral to healthcare provider for positive signs and symptoms. The orders were approved by Dr. Joan Connell, ND Dept. of Health Field Medical Officer.
- Board reviewed a new Practitioner and Pharmacy collaborative agreement between Spirit Lake Health Center in Fort Totten and ND Pharmacists, physicians and APRNs for Anti-coagulation, Asthma Education and Tobacco Cessation. Staff will include a running table in the consent agenda for future meetings. Board approved the new pharmacy and APRN collaborative agreement for Spirit Lake Health Center in Fort Totten as submitted and ratify the updated pharmacy and APRN collaborative agreements table as listed.
- The Finance Committee met April 28, 2017 to develop a proposed 2017-2018 budget. The FC minutes were reviewed. The board reviewed a reserve fund overview which indicates the board reserve fund balance after deferred revenue continues to decline. The last audit showed a deficit net fund balance for the general operating account. Finance Committee members have expressed a desire to

have a \$150,000 earned reserve fund balance. Eide Bailly auditors indicated last year, that should there be a negative net fund balance position, the board would need to have a plan documented to address the issue. To address this issue, the committee discussed no longer allowing for a deficit budget in order to overcome the negative fund balance. Of the board's income, approximately 25% is currently reserved for Nursing Education Loan (NEL) and ND Center for Nursing (NDCFN). The NEL program is funded with \$10 of each renewal/reactivation fee (in administrative rule), and NDCFN received \$30 of each renewal/reactivation and endorsement fee since 2012 and was allotted \$28 in 2016-2017 to maintain necessary funding for Board operations.

- Board approved the following Finance Committee recommendations:
 - Adopt the new proposed compliance fee schedule for

- violations of the ND Nurse Practice Act effective July 1, 2017.
- Increase the Continuing Education (CE) presentation fee to \$300 per presentation plus mileage and hotel reimbursement effective July 1, 2017.
- Adopt the new proposed CE approval structure to institute an application fee of \$100 which includes one CE and an additional \$20 per CE thereafter with a one year approval period effective July 1, 2017.
- Increase of the out of state program fees per academic year effective July 1, 2017 as follows:
 - \$300 for PN programs
 - \$400 for RN programs
 - \$600 for Graduate programs.
- Proceed with two-year lease for office space and budget for additional space for conference room for the last six months of the fiscal year.
- Upgrade of online applications for security reasons as proposed.

- 1.5% increase for salary category.
- Fee allotted to the ND Center for Nursing be \$25 per renewal and endorsement fee for fiscal year 2017-2018
- Purchase of replacement laptops for staff at a cost of \$5594.
- In place of the Finance Committee recommendation related to legal counsel, the board approved the following arrangement for legal counsel for the 2017-2018 fiscal year effective July 1, 2017: retainer amount of \$4000 per month to include 24 hours and hourly charge of \$180 of hours over 24 per month.
- Proposed 2017-2018 budget of \$1,499,165 projected income and \$1,481,290 projected expenses which includes \$83,000 designated for Nursing Education Loan and \$231,250 designated for ND Center for Nursing.

More detailed minutes, visit www.ndbon.org



Please visit sanfordhealth.org/conferences to learn more or register.

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6th Annual Imagenetics Genomic Medicine Symposium (Sioux Falls, SD)
- Sept. 20-21....Nephrology, Dialysis, and Transplant Symposium (Fargo, ND)
- Oct. 6.....Children's Symposium (Fargo, ND)
Community Response to Child Abuse Conference (Sioux Falls, SD)
- Oct. 11-12.....Bioethics Conference (Bismarck, ND)
- Oct. 14.....Give Me Five Hand Conference (Sioux Falls, SD)
- Oct. 17.....Trauma Symposium (Sioux Falls, SD)
- Oct. 26-27.....Cancer Symposium (Fargo, ND)
- Nov. 3.....Health Ministry Conference (Sioux Falls, SD)
- Nov. 9.....Diabetes Symposium (Fargo, ND)
- Nov. 10.....T. Denny Sanford Pediatric Symposium (Sioux Falls, SD)
- Nov. 17.....Behavioral Health Symposium (Fargo, ND)
- Dec. 1.....Wound & Ostomy Symposium (Fargo, ND)

CERTIFICATION REVIEW COURSES

- Aug. 26NAON Orthopedics Certification Review Course
- Oct. 14-15CNOR Certification Review Course
- Nov. 13-14....TCRN Certification Review Course
- Nov. 28-29....CNML Certification Review Course
- Jan. 30-31Med-Surg Nurse Certification Review Course



National Council of State Boards of Nursing

NCSBN Launches Transition to Practice Online e-learning Program

The National Council of State Boards of Nursing (NCSBN) has launched a new Transition to Practice (TTP) online e-learning program for newly licensed nurses.

Chicago -- The National Council of State Boards of Nursing (NCSBN) has launched a new Transition to Practice (TTP) online e-learning program for newly licensed nurses. The program reviews and discusses important concepts integral to patient safety and critical thinking helping new graduates understand how to apply nursing knowledge, learn new skills and think critically as they transition from newly licensed nurses to confident professionals.

Based on NCSBN's Transition to Practice multisite, randomized and controlled study that found that transition programs increase new nurse competence, satisfaction and retention and decrease stress and self-reported errors, the program includes courses for both new graduate nurses and preceptors. Course content is evidence-based and highly interactive, aimed at strengthening core competencies.

"These courses are ideal for institutions with limited resources for onboarding new nurses and are an excellent guide for students during their capstone courses," comments, Nancy Spector, PhD, RN, FAAN, director, NCSBN Regulatory Innovations and principal investigator of the Transition to Practice study.

The program's five courses can be purchased, separately or as a package, through the NCSBN Learning Extension website (www.learningext.com). A separate course for preceptors is also available. All courses offer continuing education credits. Certificates will be available to print once a passing score is achieved.

The new graduate courses are:

- **Course 1: Communication & Teamwork**

Provide safer and more effective care through situational awareness and using positive workplace behaviors.

4.0 Contact Hours | included in series for \$150 or \$40 for individual registration

- **Course 2: Patient- & Family-centered Care**

Understand how to empower your patients and include them as integral members of the health care team.

4.0 Contact Hours | included in series for \$150 or \$40 for individual registration

- **Course 3: Evidence-based Practice**

Engage intellectual curiosity within the context of a health care team in order to achieve improved outcomes.

4.0 Contact Hours | included in series for \$150 or \$40 for individual registration

- **Course 4: Quality Improvement**

Embrace change and participate in processes that continuously improve the outcomes of care.

4.0 Contact Hours | included in series for \$150 or \$40 for individual registration

- **Course 5: Informatics**

Empower patients with new technologies that allow vital information to flow between the patient and health care team.

4.0 Contact Hours | included in series for \$150 or \$40 for individual registration

Course for Preceptors:

- **Helping New Nurses Transition to Practice**

Foster the growth of new graduate nurses by embracing the roles of teacher, coach and protector.

2.0 Contact Hours | \$30 for individual registration (not included in series)

About NCSBN

Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing (BONs) to act and counsel together on matters of common interest. NCSBN's membership is comprised of the BONs 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 that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 4.5 million licensed nurses.

Mission: NCSBN provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

The statements and opinions expressed are those of NCSBN and not the individual member state or territorial boards of nursing.

Available at <https://www.ncsbn.org/10224.htm>

Nurses with Fifty Years of Service

The North Dakota Board of Nursing recognized nurses who have served the profession for the past 50 years with certificates. The following nurses were on the list of nurses:

LINDA BERGSTROM – FINLEY, ND
GLADYS BIRDSALL – NEW LEIPZIG, ND
DORIS BROWN – MOORHEAD, MN
BETTY CLARK – MOORHEAD, MN
SUSAN COTE – DEVILS LAKE, ND
NANCY CROOKS – FARGO, ND
SALLY DIDIER – VALLEY CITY, ND
CAROL DIETRICH – CAVALIER, ND
ELDORA ELIASON – MINOT, ND

JACQUELINE FECHO – WILLOW CITY, ND
SHARON GRAFF – DONNYBROOK, ND
GAYLE GUTKNECHT – CASSELTON, ND
LINDA HAIDER – MINOT, ND
EUNICE HAJICEK – GRAND FORKS, ND
HANNELORE HENDERSON – WILLISTON, ND
PATRICIA KADLEC – PISEK, ND
KAREN KLOSTER – SHARON, ND
JOANNE KREBSBACH – MANDAN, ND

ELLEN LIDDLE – WEST FARGO, ND
CHERYL MARTELL – BISMARCK, ND
EILEEN MILLER – WEST FARGO, ND
EVELYN QUIGLEY – FARGO, ND
MARY RADKE – BISMARCK, ND
GERALDINE RUMMEL – BISMARCK, ND
DIANNE SCOTT – FARGO, ND
LINDA SEIM – PARK RIVER, ND
MARY SWAFFORD – MINOT, ND
TERRYL UKESTAD – JAMESTOWN, ND

The certificate acknowledges the 50 years of active licensure in North Dakota as either an RN or LPN. We take great pleasure in marking this special achievement. Thank you so much to the nurses and their dedication to the profession of nursing. Congratulations!



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Frequently Asked Questions

Practice

REGISTERED NURSE AND LICENSED PRACTICAL NURSE PRACTICE:

Q. Is it within the scope of practice of the licensed nurse to fill medication boxes for their clients when they do not have face to face contact with the client?

A. Pharmacists and pharmacy technicians dispense medication for clients while nurses administer medication to clients. The board of nursing supports the use of the medication boxes (or similar name) when utilizing the six rights of medication administration. RNs and LPNs may fill medication boxes for use by clients receiving health service in the community. The nurses would be filling the medication boxes from properly labeled bottles for a specific client to which they are providing care. Unlicensed assistive personnel may not fill a medication planner. This is an intervention that would not be delegated to an Unlicensed Assistive Person.

Q. Is it within the scope of practice of the licensed nurse to give out drug samples?

A. Giving out drug samples is considered dispensing. The dispensing of medication is outside of the scope of practice of the licensed nurse.

It is within the scope of practice of the licensed nurse to hand a patient pre-packaged pharmaceutical samples with the original label and packaging intact or a medication that a physician or pharmacist has appropriately repackaged and labeled from a bulk container and following the guidelines provided:

1) Establish a policy and approved procedure to include the following points:

- An order must be written by the physician for the medication and if samples are going to be utilized the nurse may obtain the medications from the location in which they are stored. A procedure for signing out the sample must be in place in the

organization.

- The physician or pharmacist should label the sample medication with the dose and instructions for administration.
- The instruction must be provided by physician/pharmacist on how to take the medication.
- Once that is completed and with the necessary components to meet the requirements for the state and federal regulations for dispensing, the nurse may provide the medication to the patient. Which is termed delivery or distribute,
- not dispensing.
NDCC CHAPTER 43-15
PHARMACISTS, Specifically,
Subsection 43-15-01. Definitions.
6. "Deliver" or "delivery" means the actual, constructive, or attempted transfer of a drug or device from one person to another, whether or not for a consideration.
8. "Dispense" or "dispensing" means the preparation and delivery of a prescription drug, pursuant to a lawful order of a practitioner or a nurse licensed under chapter 43-12.1 who is authorized by the practitioner to orally transmit the order that has been reduced to writing in the patient's record, in a suitable container appropriately labeled for subsequent administration to or use by a patient or other individual entitled to receive the prescription drug.
9. "Distribute" means the delivery of a drug other than by dispensing or administering.
- Lastly, it is incumbent, upon the nurse to be educated and competent regarding the medication to include but not limited to indications, contraindications, and side effects, that is being delivered to the patient.

Q. What is the role and responsibility of the licensed nurse for medication reconciliation?

A. The process for reconciliation of medication is the responsibility of the prescriber. The prescriber may include a physician or an advanced practice registered nurse with prescriptive authority. It is important to remember that a licensed nurse is not authorized or approved to sign orders that must be reconciled with patient medication. Medication reconciliation is a formal process for creating the most complete and accurate list possible of a patient's current medications and comparing the list to those in the patient record or medication orders. The purpose of reconciliation is to avoid errors that include but are not limited to transcription, omissions, duplication, dosing errors, or drug interactions.

Taking a medication history on admission has always been part of the nursing assessment, but the nurse is practicing beyond the scope of practice if she reconciles these medications without the prescriber's signature either in the computer or in the chart. There are many variations to this new practice and nurses need to be aware of what the medication reconciliation process is and what it is not, according to the regulatory requirement of their practice.

The suggested nursing procedure for admission medication reconciliation is the following:

1. Follow the policies and procedures relative to the electronic system utilized by the organization.
2. Collect and verify the patient's complete medication history.
3. Clarify that the medications and dosages taken by the patient are correct and enter the information into the patient's record.
4. Notify provider of updated list.
5. Licensed prescriber reviews the medications list and reconciles.

Reference:

JC Chapter: National Patient Safety Goals
Standard: NPSG .03.06.01 Maintain & Communicate Accurate Patient

Medication. Goal 3, Improve the Safety of Using Medications.

Q. Can nurses or other non-pharmacy personnel re-label or repackage medications?

A. The re-labeling or re-packaging of medications is the sole purview of the pharmacy profession. The proper labeling, storage and cautionary information required, is the expertise of pharmacy. Registered Pharmacy Technicians can perform some of these duties, when the final product is checked by a pharmacist.

APRNs are allowed to dispense and label medications for dispensing, when serving their own patients, within their own practice. That practitioner is then solely responsible for what occurs in their office and with the dispensing to their patients. (Board of Pharmacy, July 2005).

Also refer to **Procedures for Residents/Patients Going on Pass from Long-Term-Care, including Basic Care and Assisted Living Facilities**

Q. Can licensed nurses renew/refill prescriptions if there are protocols?

A. In ND, the RN (registered nurse) may renew/refill a prescription without consulting the prescriber by utilizing a protocol. Only the licensed health care practitioner (HCP) with prescriptive authority has the independent legal authority to prescribe medication. A protocol may be written maintenance prescriptions intended for continuation until their next scheduled visit. For example, the registered nurse receives a refill/renewal request from the pharmacist to the clinic. The registered nurse has no contact with the client but will consult the chart, assess the client's condition for stability and communicate the HCP's wish for the continuation prescription, effective through the next scheduled visit. In ND, for the LPN (practical nurse), there must be an order written for a renewal, refill, or extension of a client prescription that allows the LPN to implement that client order.

Q. May a Registered Nurse implement non-client specific protocols/orders authorized by the prescriber which result in a prescription?

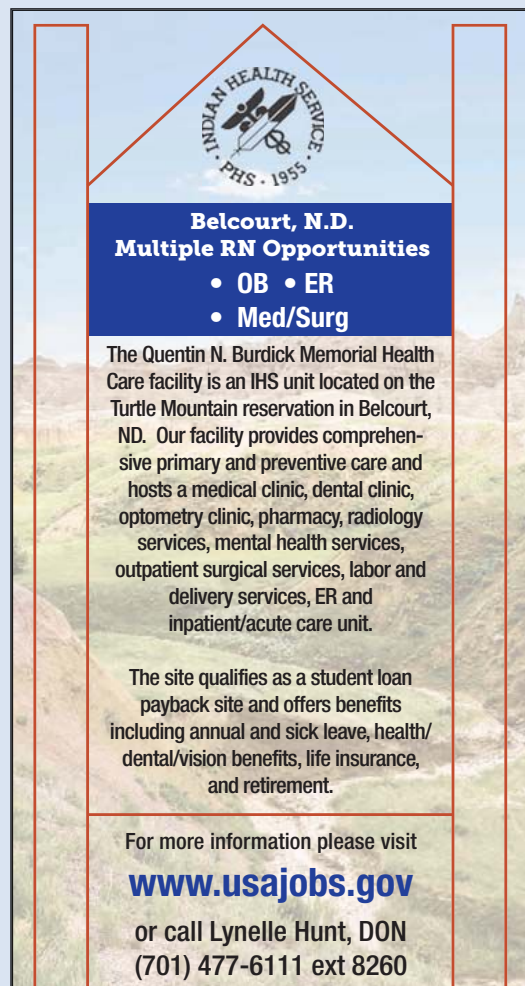
A. Yes, only the RN may implement a non-client specific protocol that results in a prescription. The written clinical protocol serves as the prescription in a specific situation when there is no individual order for a specific client. A clinical protocol is an order applicable for a range of clients who meet certain conditions.

Q. What is the scope of practice for the graduate nurse?

A. The graduate nurse:

- Must practice under the supervision of a registered nurse while the "Work Authorization" to practice is valid.
- Must practice utilizing standards of practice for registered nurses or practical nurses which includes

continued on page 16



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appropriate assignment of components of the nursing care plan. Therefore, assignment by the registered nurse to the graduate nurse of those skills acquired while in the nursing program is appropriate.

- Shall NOT be assigned to function in clinical leadership roles where on-unit supervision is not available.
- Shall NOT be employed in administrative positions that require licensed personnel according to the standards of the external regulating agency.

The *Guidelines for Employment of Graduate Nurses before Licensure* can be accessed in their entirety on the board's web site at www.ndbon.org – choose Nurse Licensure/License by Exam.

Q. Who should I contact regarding practice issues when I am a multi-state licensed North Dakota nurse practicing in a participating Compact State? Whose jurisdiction am I under?

A. When you are practicing nursing in another Compact State you must abide by the Nurse Practices Act and Rules and Regulations of that state. You are under the jurisdiction of the regulatory board in the state in which you practice nursing and should contact the appropriate state board.

Q. Can an employer require a licensed nurse to work longer than scheduled,

or to work overtime? How many consecutive hours or shifts can a licensed nurse work?

A. The North Dakota Board of Nursing has no jurisdiction over work-place issues, such as schedules or number of hours worked, either consecutively, in a given time period or "on call." These situations are examples of employer-employee or contract issues. The refusal by a nurse to work mandatory overtime does not constitute patient abandonment and is not a violation of the NPA or Rules.

The NPA and Administrative Rules do emphasize the licensed nurse's responsibility to the client in providing safe and effective nursing care. In relation to overtime and or consecutive hours worked, each nurse must realistically evaluate his/her abilities to determine the number of hours in which he/she can safely provide nursing care. Only the individual nurse is aware of his/her physical, mental and or emotional fatigue and needs to communicate that condition to employer on a case by case basis. Nurses working too many hours may exhibit impaired judgment and inappropriate decision making.

Q. How do nurse staffing requirements differ for Critical Access Hospitals (CAHs), compared to general acute care hospitals?

A. CAHs have more flexibility regarding staffing levels for nurses. NDCC 33-07-01.1-16(2b) states "a registered nurse must provide or assign to other personnel the nursing care of each patient, including patients

at a skilled nursing facility level of care in a swingbed. The care must be provided in accordance with the patient's needs and the specialized qualification and competence of the staff available. When a registered nurse is not on duty, the nurse executive or another registered nurse designated as the nurse executive's alternate must be on call and available within twenty minutes at all times. If there are no patients in the facility, staffing must include at least one licensed nurse with a RN on call and available within 20 minutes. As in any health care setting it is incumbent on the practitioner to function within their role and scope." NDAC Article 54-05 Standards of Practice outlines the role and scope for the RN & LPN and are available on the website at www.ndbon.org then click on administrative rules and regulations.

Q. Can an LPN or RN work in a position that is below the level of his/her licensure?

A. There are no laws or ND Board of Nursing rules that prohibit a licensed nurse from working in a position that is below his/her licensure. For further clarification please view the Board Guidelines – Students and Licensed Nurse Practice Parameters.

REGISTERED NURSE PRACTICE:

Q. Must an RN sign behind or "co-sign" nursing interventions performed by an LPN?

A. In general, the Board does not recommend a nurse co-sign anything unless he/she has directly witnessed an act (such as narcotic wastage) or has gone behind another nurse and personally performed the same assessment with the same findings. Also NDAC (Rules) do not require co-signatures. You must, however follow facility policy if it requires a co-signature. As discussed in the previous question, each licensed nurse is responsible for accepting assignments that are within the educational preparation, experience, knowledge, and ability of the individual nurse. Both LPNs and RNs are required



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to document the nursing care they render; each is held accountable for doing it accurately and completely.

The question of an RN co-signing after an LPN most often arises in situations when an attempt is made to expand the LPNs scope of practice by holding the RN responsible for expanded tasks performed by the LPN. The RN co-signing for something that is beyond the LPNs scope of practice does not legitimize the LPNs actions. A nurse never functions “under the license” of another nurse or licensed practitioner. Therefore, if a patient requires an initial comprehensive assessment performed by an RN, the assignment may not be given to an LPN. If such an assignment is inadvertently given to an LPN, he/she is responsible for notifying the nurse who made the assignment that it is beyond the scope of practice to perform the assigned task. Each nurse has a duty to maintain client safety that includes communication with appropriate personnel.

Q. Are RNs allowed to administer Propofol (diprivan)?

A. Propofol may only be administered according to the facility’s policy and procedures. This must conform to the Board’s Practice Statements on Moderate Sedation and Administration of Anesthetic Agents by the RN, which are available on the Board’s website under Practice Statements.

LICENSED PRACTICAL NURSE PRACTICE:

Q. Can a LPN initiate/develop the nursing care plan?

A. The Board recommends you review NDAC 54-05-01 Standards for Licensed Practical Nurses. NDAC 54-05-01-08 Standards of practice related to Licensed Practical Nurse scope of practice, the nursing process clarifies that the LPN participates in the development of the plan of care and modification to the ongoing nursing care plan. Only the RN may develop the initial nursing care plan and make a nursing diagnosis (NDAC Chapter 54-05-02 Standards of Practice for

RNs). This difference between the LPN and RN scope of practice is based on differences in educational preparation of nurses licensed at each level as defined in the NDAC Chapter 54-03.2-06 Curriculum. The Nurse Practices Act and Administrative Rules and Regulations may be viewed in its entirety or printed from this website - www.ndbon.org.

Q. Can a Licensed Practical Nurse supervise the practice of a Registered Nurse if the LPN has more years of experience in nursing?

A. No. The Licensed Practical Nurse practices under the direction of the registered nurse, advanced practice registered nurse or licensed practitioner. The LPN may monitor or supervise another LPN or unlicensed assistive person and report to an RN, APRN or licensed practitioner. Registered nursing practice constitutes a higher level of education, knowledge and skill than does the licensed practical nursing practice.

Q. May an LPN implement non-client specific protocols/order authorized by the prescriber which result in a prescription?

A. No. An LPN may not implement a non-client specific protocol except for immunization’s influenza or pneumococcal vaccines. This includes all the preventative immunizations given according to the CDC guidelines.

Q. Can LPNs participate in health teaching of clients and their families?

A. Yes. The Board interprets NDAC 54-05-01-08(10): Health teaching of clients and their families may be implemented by the LPN utilizing an established teaching plan/ protocol as assigned by the RN, APRN, or Licensed Practitioner. The LPN is participating in health teaching to promote, attain, and maintain the optimum health level of clients.



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MISSION STATEMENT

To safeguard life, health, and the public welfare, and to protect citizens from unauthorized, unqualified, and improper application of nursing education programs and nursing practices, in accordance with SDCL 36-9 and SDCL 36-9A.

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South Dakota Board of Nursing Scheduled Meetings

**Location: 4305 S. Louise Ave., Suite 201;
Sioux Falls, SD , Time: 9:00AM**

- **September 21, 2017**
- **November 16-17, 2017**

Agenda will be posted 3 business days prior to the meeting on Board's website.

Access

Licensure forms, update contact information, find advisory opinions, nurse practice act, and more online: www.nursing.sd.gov

Verify

Nurse Licensure and UAP Registration:
<http://doh.sd.gov/boards/nursing/verificationlink.aspx>

SOUTH DAKOTA Center for Nursing Workforce

Find workforce data and trends, future leadership training and summit information online:
<http://doh.sd.gov/boards/nursing/sdcenter.aspx>

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DISCIPLINARY ACTIONS TAKEN BY THE SOUTH DAKOTA BOARD OF NURSING

Name	License Number	April 2017 Board Action
Baldwin, Jodi	R032630	• Letter of Reprimand
Harthoorn, Haylee	IA P59433	• Voluntary Surrender of Privilege to Practice
Hoffman, Donna	R035953	• Letter of Reprimand
Lewis, Malcom	R043294	• Voluntary Surrender
Myers, Kimberly	P012063	• Voluntary Surrender

Name	License Number	June 2017 Board Action
Deutscher, Keith	R023070	• Summary Suspension
Doohen, Angela	R036176	• Letter of Reprimand
Peterson, Daniel	R040467	• Summary Suspension

South Dakota Board of Nursing Meeting Highlights

April and June 2017

Board Meetings:

Pursuant to SDCL 36-9-17, the Board is required to meet annually and as often as necessary to transact its business. The South Dakota Board of Nursing generally meets five times a year. Meetings are open to the public; however, SDCL 1-25-2 allows a public body to close a meeting for discussing employee or legal matters. Individuals interested in attending should check the Board's website for more information and agendas. Information is posted 72 hours prior to the meeting at: <http://doh.sd.gov/boards/nursing/>. Minutes following a Board meeting are posted on the Board's website within 10 days of the meeting.

Education:

- The SDBON granted a motion to accept Oglala Lakota College Nursing


Department's NCLEX-RN examination pass rate improvement plan.

- The SDBON granted a motion to accept National American University Nursing Department's update on their NCLEX-RN examination pass rate improvement plan.
- The SDBON granted a motion to approve University of South Dakota's (USD) request for full approval status for their BSN nursing program.
- The SDBON granted a motion to accept the voluntary closure of Mount Marty College's practical nursing program.
- The annual nursing education report on South Dakota's approved nursing education programs was presented. The report included information on each LPN and RN program's curriculum, faculty, and program changes for 2016 and their

request for continued approval in South Dakota. Following the report, the SDBON granted the following motions:

- To accept the practical nurse program reports and grant continuing approval for: Lake Area Technical Institute, Southeast Technical Institute, Western Dakota Technical Institute, Sinte Gleska University, and Sisseton Wahpeton College.
- To accept the RN associate degree program reports and grant continuing approval for: Oglala Lakota College, Southeast Technical Institute, and University of South Dakota's LPN to Associate degree RN completion.

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- To accept the RN baccalaureate degree program reports and grant continuing approval for: Augustana University, University of South Dakota, Dakota Wesleyan University, Mount Marty College, National American University, Presentation College, South Dakota State University, and University of Sioux Falls.
- The Annual Report of Nursing Education Programs statistical report was presented to Board members, staff, nursing program faculty, and other interested nurses attending the educational session at the Hilton Garden Inn conference room in Sioux Falls. The full report is available at: <http://doh.sd.gov/boards/nursing/Reports/SDBONAnnualEducReport2017.pdf>

Center for Nursing Workforce (CNW):

- The Biennial South Dakota

Nursing Workforce Supply and Employment Characteristics report was presented to Board members, staff, nursing program faculty, and other interested nurses attending the educational session at the Hilton Garden Inn conference room in Sioux Falls. The full report is available at: <http://doh.sd.gov/boards/nursing/Reports/2017SDNsgWorkForceReport.pdf>

- The CNW is partnering with EmBe and graduated the first participant cohort from the Sioux Falls program in May 2017. EmBe and the CNW are offering the leadership program in the Rapid City area to begin in the fall of 2017.

South Dakota Health Professionals Program:

- The South Dakota Board of Nursing granted a motion to approve the contract for Midwest Health Management to implement the South Dakota Health Professionals

Assistance Program (HPAP) for 2017-2018.

- HPAP is a voluntary, confidential alternative program which supports health professionals with substance use or mental health disorders and their recovery efforts. Participants must hold, or be eligible to hold licensure with the SD Board of Nursing, or other participating South Dakota board. Since 1996, HPAP has assisted with the recovery and return to work of hundreds of healthcare providers. HPAP provides early intervention, comprehensive accurate evaluations, ongoing case management, and support of treatment efforts to offer the best opportunity for successful outcomes. HPAP enhances public safety by reducing risks associated with potentially impaired health conditions. Early intervention and referrals may, over time, decrease licensing board discipline. HPAP recognizes that mental illness and substance use disorders are diseases that may negatively impact an individual's well-being. HPAP believes these illnesses can be successfully managed and treated. Compassionate intervention can help save an individual's career and possibly his or her life. HPAP recognizes that health professionals who are experiencing these illnesses are individuals who have dedicated their lives to helping others, and are now in need of care themselves. More information on HPAP is available at: <http://www.mwhms.com/hpap.html>

Licensure:

- **Verification of Employment:** RNs and LPNs are required to attest to the hours worked during a renewal period. The Board does conduct random audits of licensees, if you are selected you will be required to submit a completed employment verification form to the Board office.
- **Nurse License and UAP Registration Verification:** Licensure



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status for all licensees and registrants may be verified online at: www.nursing.sd.gov select Online Verification.

- The Board's registry *only* provides assurance that individuals listed on the registry have met minimal criteria including the completion of required training and testing to allow them to accept the delegated task of medication administration from a licensed RN or LPN while under nurse supervision. **Registry status does NOT imply that an individual has met moral, ethical, or legal standards and should not take the place of an employer's hiring screening process or background check.**
- **Unlicensed Medication Aides:** Licensed nurses in South Dakota may only delegate medication administration to Unlicensed Medication Aides (UMA) listed on the South Dakota Board of Nursing's registry. Registry status is valid for a two year time period; registry status may be verified on the Board's website: <https://www.sduap.org/verify/>. If the person is not listed on the registry a nurse may not delegate medication administration to that person.
 - **UMA Renewal Notice:** UMA registrations will begin expiring in 2017; a renewal notice will be mailed to each UMA's last known mailing address 3 months prior to expiration. **Please remind UMAs you work with to watch their mailbox for the renewal notice!**
 - Renewal information is available at: <http://doh.sd.gov/boards/nursing/MATPApproval.aspx>
 - For questions contact Ashley. Kroger@state.sd.us.

Prevent a Lapsed License:

- A lapsed nursing license is a serious violation of the Nurse Practice Act. A nurse that has a lapsed license must pay an additional fee to

reinstate the license and may also incur discipline. Nurses that practice on a lapsed license may cause their employers to bear additional burdens. Facilities may lose reimbursement money, be cited for lack of compliance, or receive other sanctions by regulatory bodies.

- As a practicing nurse you are responsible and accountable to maintain an active license! The Board sends a renewal notice to an actively licensed nurse's *last known address* 90 days in advance. **Keep your address current!** You may change your address online at: <http://doh.sd.gov/boards/nursing/address.aspx>
- **Enroll in Nursys e-Notify.** This is a **free service** open to all licensed nurses. Once enrolled, e-Notify will automatically send the enrollee, a licensee or employer, license **expiration reminders** and status updates. <https://www.nursys.com/EN/ENDefault.aspx>

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South Dakota 2016 Annual Report of Nursing Education Programs

By Linda Young, MS, RN, FRE
SD Board of Nursing, Nursing Practice Specialist

Nursing education programs located in South Dakota are required to submit information on their enrolled nursing students, graduates, curriculum, and faculty to the South Dakota Board of Nursing on an annual basis pursuant to ARSD 20:48:07. The information collected is analyzed and compiled into an annual report, *2016 South Dakota Annual Report of Nursing Education Programs*. Following review of the report at the April 2017 Board meeting, the Board members unanimously approved

continuing the approval status of South Dakota's nursing education programs. Current information on a program's approval status is located on the Board's website: <https://doh.sd.gov/boards/nursing/education.aspx>.

The *2016 South Dakota Annual Report of Nursing Education Programs* full report includes comprehensive data and analysis, nursing program information, and historical Board actions adopted over the years. This article presents highlights of the report. The full report is available on the South Dakota Center for Nursing Workforce's website under Reports & Publications: <http://doh.sd.gov/boards/nursing/sdcenter.aspx>.

Enrollment

The total number of new and continuing undergraduate RN and LPN pre-licensure students enrolled into a nursing program is shown in Figures 1 and 2. Total practical nurse program enrollment in 2016 was 551 students, a 38.4% increase from the previous academic year. Associate RN student enrollment decreased by 33.3% from the previous academic year and baccalaureate RN students increased by 10.5%. As displayed in Figure 2, the total associate and baccalaureate RN program enrollment for new and continuing students in 2016 was 1,867 students, a 3.2% increase from the previous academic year.

South Dakota

REGISTERED NURSE/LPN

SD Department of Health – Correctional Health

Nursing positions available in eastern SD:

- Women's Prison, Pierre, SD #6686
- Mike Durfee State Prison, Springfield, SD #6769
- South Dakota State Penitentiary, Sioux Falls, SD #7087

- Full state benefits and retirement package
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- Work 36 hours per week
- Drug screening required of successful candidate.

LPNs also considered.

On-line applications only:

1. Log on to <http://bhr.sd.gov/workforus>
2. Click "All open positions" on the right side of page
3. Find and Click on the Job ID # listed above
4. View description then click "Apply Now" and follow instructions

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Figure 1. Total Practical Nurse Student Enrollment

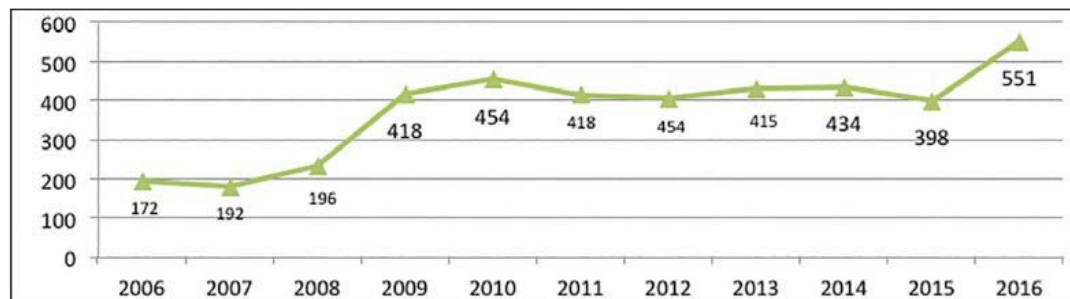


Figure 2. Total RN Student Enrollment

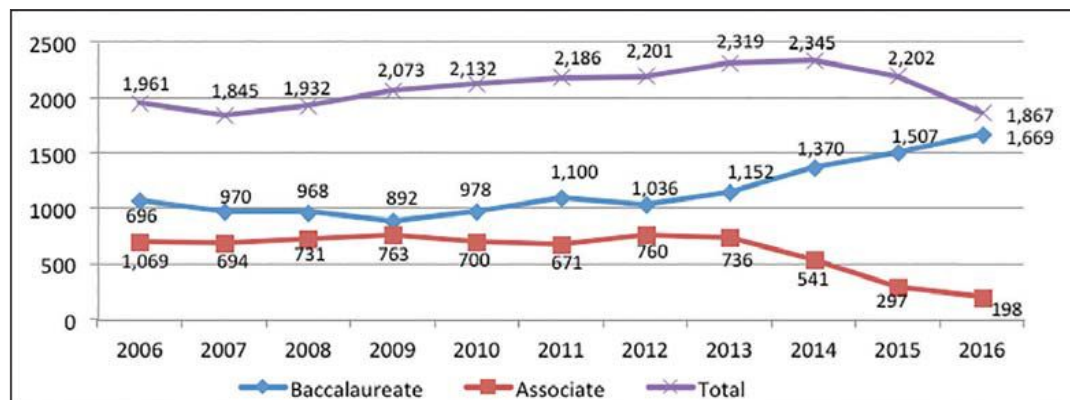
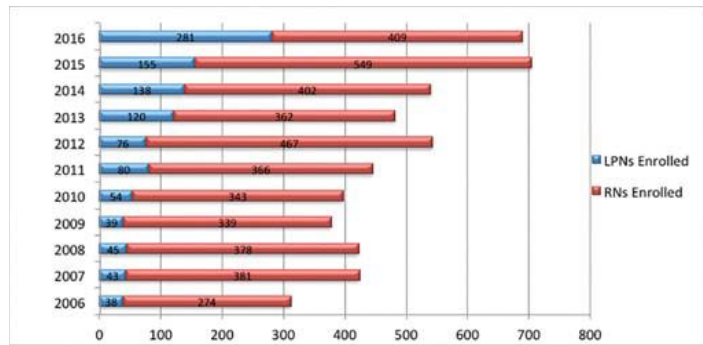


Figure 3. LPNs and RNs Enrolled in RN Upward Mobility Programs**Enrollment in RN Upward Mobility Programs**

Enrollment in South Dakota's RN upward mobility nursing programs totaled 690 students in 2016, a decrease of 14 students since 2015 (Figure 3). Of the 690 students, 281 were LPN students enrolled in RN upward mobility nursing education programs and 409 were RN associate degree prepared students enrolled in baccalaureate completion programs. Of the 281 LPN students, 106 were enrolled in associate degree RN programs and 175 were enrolled in baccalaureate degree programs.

The declining number of RNs enrolled in upward mobility baccalaureate programs may be due in part to an increased number of pre-licensure RN programs in South Dakota now producing baccalaureate nurses rather than associate degree RNs. The University of South Dakota for example produced a large number of associate degree nurses, the school opted to change to a baccalaureate degree program several years ago. As a result of their change most of their graduates are now prepared at the baccalaureate degree level, decreasing the need for RNs to enroll in upward mobility programs.

Graduates

A total of 183 students graduated from practical nursing programs in 2016 (Table 1), 10 less than in 2015; and a total of 683 students graduated from generic RN programs (Tables 2 and 3); 65 more than in 2015. As shown in Figure 4 the greatest percentage, 70.7%, of graduates was produced by baccalaureate degree RN programs.

Table 1. Graduates of Practical Nurse Programs

Practical Nurse Program	Graduates Produced	% of PNs Produced in SD
Lake Area Technical Institute	60	32.8%
Mount Marty College	6	3.3%
Sinte Gleska University	2	1.1%
Sisseton Wahpeton College	0	0.0 %
Southeast Technical Institute	93	50.8%
Western Dakota Technical Institute	22	12.0%
Total:	183	100%

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Top 2 REASONS
South Dakota women don't get early Prenatal Care...

1 I did not know I was pregnant.
2 I could not get an appointment when I wanted one.

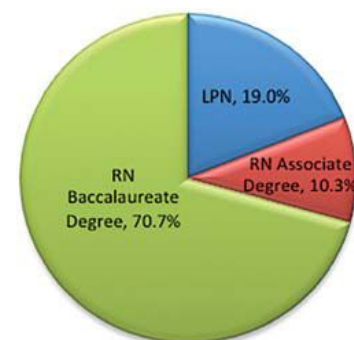
You can make a difference.
Talk to your patients about the early signs of pregnancy during routine visits. Then make scheduling for new pregnant women a priority. We know prenatal care improves birth outcomes for both mother and infant. The earlier the care, the better the outcome.

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Source: South Dakota Pregnancy Risk Assessment Monitoring System (PRAMS)-like 2014 Data Report (doh.sd.gov/documents/statistics/2014-SD-PRAMS.pdf)

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continued from page 23

Figure 4. Percentage of Graduates Produced in 2016**Table 2. Graduates of Associate RN Programs**

Associate RN Program	Graduates Produced			
	Generic	LPN to AD RN	Total	% Produced
Dakota Wesleyan University	31	18	49	49.5%
Oglala Lakota College	10	0	10	10.1%
Southeast Technical Institute	0	24	24	24.2%
University of South Dakota	16	0	16	16.2%
Total:	57	42	99	100.0%

Table 3. Graduates of Baccalaureate RN Programs

Baccalaureate RN Program	Graduates Produced					
	Generic	LPN to BSN RN	Total	% Produced	RN Upward Mobility	Total BSN Graduates
Augustana University	55	0	55	8.1%	0	55
Dakota Wesleyan University	0	0	0	0.0%	67	67
Mount Marty College	25	2	27	4.0%	0	27
National American University	23	0	23	3.4%	1	24
Presentation College	10	50	60	8.8%	0	60
South Dakota State University	313	0	313	46.2%	52	365
University of Sioux Falls	56	0	56	8.3%	17	73
University of South Dakota	144	0	144	21.2%	88	232
Total Baccalaureate:	626	52	678	100.0%	225	903
Total Associate and Baccalaureate:	683	94	777	100.0%		

NCLEX Examination Results

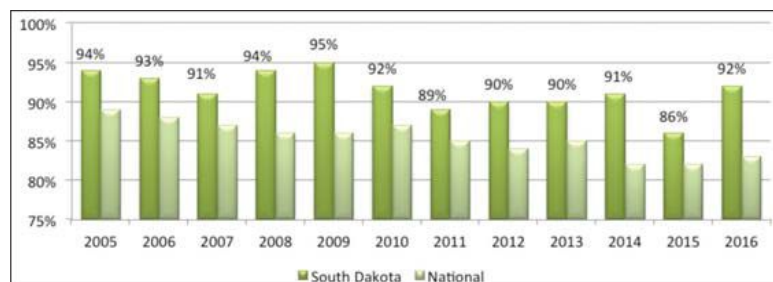
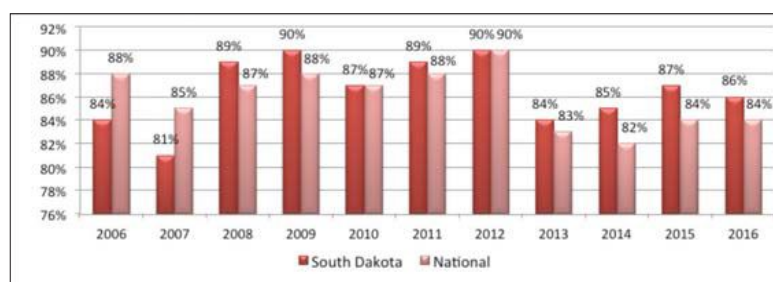
NCLEX pass rates for South Dakota's nursing program graduates remained above the national percentage in 2016. The pass rate for first-time LPN test writers was 92.7%; the national pass rate was 83.7% (Figure 5). The pass rate for first-time RN test writers was 86.08%; the national pass rate was 84.56% (Figure 6). For historical comparisons the pass rates from 2006 to 2016 are shown.

Graduates Licensed in South Dakota

The majority of graduates produced in South Dakota

were licensed in the state. Of the 183 practical nurse graduates, 165 (90%) were issued a South Dakota LPN license. Of the 759 RN graduates, 588 (88.4%) were issued a South Dakota RN license.

The number of new RN graduates that sat for the exam (759) was more than the number of graduates produced by the programs in 2016 (683). This discrepancy was a result of new graduates that chose to wait to take their NCLEX exam or that failed their exam. Consequently these graduates licensed in a later year than their original graduation year. Figure 4 shows the percentage of licensees produced by program type.

Figure 5. NCLEX-PN® Pass Rates**Figure 6. NCLEX-RN® Pass Rates**

Congratulations to Graduates of South Dakota's Nursing Leadership Program



South Dakota's Center for Nursing Workforce (CNW) partnered with EmBe (Empowering You to Be) of Sioux Falls to co-create an exciting leadership development program for nurses. Leadership development for nurses is one of the key functions of the CNW and leadership development of women is a core service offered by EmBe. This program facilitates leadership development of nursing professionals by utilizing the experience and skills of established community leaders; to extend a hand-up to those who will follow. As the CEOs of our own lives, leadership development is important whether you are at the bedside, in the boardroom or preparing yourself to take advantage of the next opportunity that knocks on your door. This program is specifically tailored for nurses, both men and women, with opportunities to learn from leaders in nursing as well as other professions and collaborate with nursing peers while developing as a leader.

The 2016 graduates of the first inaugural program offered in Sioux Falls completed a 2-day retreat, followed by six training sessions over a five month time frame. Participants developed personal leadership development plans that included personal and professional goals and the means to

achieve the goals. The training session topics included: Leading Authentically; Facts, Figures and Finances; Leadership Styles; Diversity and Inclusiveness in Leadership; and the Creation of Community Connections. Participants highly recommend all nurses complete the program.

The program is expanding, "Our first partnership with the CNW was a huge success. We got to work in a specific industry with our curriculum and found it was a natural partnership for nursing professionals. We are excited to get this meaningful program out into Rapid City and the surrounding community," said Erin Bosch, EmBe's Director of Women's

Leadership. Learn more at www.embe.org/leadership or contact Erin Bosch at EmBe, 605-336-3660 or ebosch@embe.org.

2016 Graduates:

- Johna Kern, RN, Sanford Canton-Inwood Medical Center
- Jessica Barnes, RN, Sanford Aberdeen Medical Center
- Elizabeth Bockelman, RN, Sanford Canton-Inwood Medical Center
- Briana Broschat, RN, Sinte Gleska University
- Carrie Hawley, RN, Sanford Clinic, Watertown
- Elizabeth Howe, RN, Sanford Pediatric/Nephrology Clinic
- Michelle Knuppe, RN, University of South Dakota
- Jaclyn Kramer, RN, Southeast Technical Institute
- Mary Kathryn Lanning, RN, Avera St. Mary's Hospital
- Mary Jo Marcotte, RN, Sanford Orthopedics and Sports Medicine
- Sandra Ruesch, RN, Sanford Health
- Kimberly Nerud, RN, University of South Dakota
- Brenda Olson, RN, Sanford Cardiovascular Institute
- Andrea Polkinghorn, RN, Sanford Clinic
- Jeanette Saugstad, RN, Southeast Technical Institute
- Marin Schaefer, RN, Sanford Health
- Tracey Sherman, RN, Avera McKennan
- Jessica Stenen, RN, Sanford Health OBGYN/Women's Internal Medicine Clinics
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Registered Nurse Scholarship Recipients Announced

The South Dakota Board of Nursing offers a Nurses' Education Assistance Scholarship Program to RN and LPN nursing students that are residents of South Dakota who are accepted into a board approved nursing education program. Students may be enrolled in a program leading to initial licensure or a program that leads to nursing degree enhancement. Scholarship money that is distributed through this program is generated through a \$10 fee charged to each nurse upon renewal of a South Dakota RN and LPN license.

Registered nurse scholarships are awarded in the spring and LPN scholarships are awarded in the fall of each year. The number and amount of each scholarship is determined annually by South Dakota Board of Nursing, not to exceed \$1,000 per academic year per student. Scholarship money may be used for direct education expenses such as tuition, books, and fees. To learn more about the SDBON Scholarship program, go to <https://doh.sd.gov/boards/nursing/loan.aspx>.

At the June 29-30, 2017 Board meeting, members unanimously approved \$750 be awarded to the following 99 applicants currently enrolled in an RN nursing program. A total of \$74,250 was awarded.

Nursing School	First Name	Last Name	Degree Sought
Augustana University	Brody	Jorensen	Baccalaureate Degree
Briar Cliff College	Stacy	Auch	Master's Degree
Briar Cliff College	Jane	Davidson	Master's Degree
Briar Cliff College	Joy	Roth	Master's Degree
Clarkson College	Jennifer	Karp	Master's Degree
Dakota Wesleyan University	Elizabeth	Anderson	Baccalaureate Degree
Dakota Wesleyan University	Alyx	Baysinger	Baccalaureate Degree
Dakota Wesleyan University	Rodonda	Davis	Baccalaureate Degree
Dakota Wesleyan University	Sarah	DeHaai	Baccalaureate Degree
Dakota Wesleyan University	Brooke	Deurmier	Baccalaureate Degree
Dakota Wesleyan University	Kylie	Farley	Baccalaureate Degree
Dakota Wesleyan University	Matthew	Fouberg	Baccalaureate Degree
Dakota Wesleyan University	Teri	Heavlin	Baccalaureate Degree
Dakota Wesleyan University	Amelia	Honermann	Baccalaureate Degree
Dakota Wesleyan University	Kimberly	Karhoff	Baccalaureate Degree
Dakota Wesleyan University	Julia	Kaus	Baccalaureate Degree
Dakota Wesleyan University	Mindy	Kerner	Baccalaureate Degree
Dakota Wesleyan University	Jasmine	Kreeger	Baccalaureate Degree
Dakota Wesleyan University	Morgan	Larson	Baccalaureate Degree
Dakota Wesleyan University	Rachelle	Mahoney	Baccalaureate Degree

Dakota Wesleyan University	Jenny	Ruckdaschel	Baccalaureate Degree
Dakota Wesleyan University	Rebekah	Schelhaas	Baccalaureate Degree
Dakota Wesleyan University	Melissa	Spitzer	Baccalaureate Degree
Dakota Wesleyan University	Breanne	Styles	Baccalaureate Degree
Dakota Wesleyan University	Kimberly	VanBockern	Baccalaureate Degree
Dakota Wesleyan University	Tania	Youngstrom	Baccalaureate Degree
Mount Marty College	Lisa	Martin	Baccalaureate Degree
National American University	Jill	Crichton	Baccalaureate Degree
National American University	Sarah	Feit	Baccalaureate Degree
National American University	Sarah	MatchanFeit	Baccalaureate Degree
Presentation College	Kelly	Birkla	Baccalaureate Degree
Presentation College	Kaitlyn	Boesl	Baccalaureate Degree
Presentation College	Cara	Kaye	Baccalaureate Degree
Presentation College	Michelle	Osborn	Baccalaureate Degree
Presentation College	Lacy	Poirier	Baccalaureate Degree
SD State University	Courtney	Bartlett	Baccalaureate Degree
SD State University	Aubrey	Behrens	Baccalaureate Degree
SD State University	Dawn	Bonham	Baccalaureate Degree
SD State University	Molly	Cape	Baccalaureate Degree
SD State University	Courtney	Couchey	Baccalaureate Degree
SD State University	Violet	Fast Horse	Baccalaureate Degree

SD State University	Jennifer	Feilmeier	Baccalaureate Degree
SD State University	Christin	Ferguson	Baccalaureate Degree
SD State University	Nicole	Haan	Baccalaureate Degree
SD State University	Justin	Hargrave	Baccalaureate Degree
SD State University	Amber	Johnson	Baccalaureate Degree
SD State University	Gabrielle	Kachena	Baccalaureate Degree
SD State University	Allison	Lambert	Baccalaureate Degree
SD State University	Haley	Mines	Baccalaureate Degree
SD State University	Jill	Mitzel	Baccalaureate Degree
SD State University	Samantha	Oswald	Baccalaureate Degree
SD State University	Charles	Pugsley	Baccalaureate Degree
SD State University	Jodi	Semmler	Baccalaureate Degree
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SD State University	Tania	Taylor	Baccalaureate Degree
SD State University	Molly	Tschetter	Baccalaureate Degree
SD State University	Tamara	Wood	Baccalaureate Degree
SD State University	Kylee	Wooton	Baccalaureate Degree
Southeast Technical Institute	Debra	Hanson	Associate Degree
University of Mary	Karla	Nygren	Master's Degree
University of Sioux Falls	Mary	Christian	Baccalaureate Degree
University of Sioux Falls	Tessa	Stob	Baccalaureate Degree
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University of SD	Alta	Allen	Baccalaureate Degree
University of SD	Brittany	Bainbridge	Baccalaureate Degree
University of SD	Josie	Berglund	Baccalaureate Degree
University of SD	Elizabeth	Bjorklund	Baccalaureate Degree
University of SD	Samuel	Bonnecroy	Baccalaureate Degree
University of SD	Ashley	Brooks	Baccalaureate Degree

University of SD	Haley	Bruggeman	Baccalaureate Degree
University of SD	Regan	Carrizales	Baccalaureate Degree
University of SD	Megan	Erickson	Baccalaureate Degree
University of SD	April	Flannery	Associate Degree
University of SD	Sage	Frazer	Baccalaureate Degree
University of SD	Taylor	Gustafson	Baccalaureate Degree
University of SD	Kara	Hanson	Baccalaureate Degree
University of SD	McKayla	Hermanson	Baccalaureate Degree
University of SD	Jazmyn	Hinker	Baccalaureate Degree
University of SD	Brooklyn	Hodges	Baccalaureate Degree
University of SD	Ryan	Homan	Associate Degree
University of SD	Claudia	Ibarra	Baccalaureate Degree
University of SD	Julie	Kluckman	Associate Degree
University of SD	Courtney	Linke	Associate Degree
University of SD	Jasmine	Mandel	Associate Degree
University of SD	Brandi	Martian	Baccalaureate Degree
University of SD	Dessalenge	Mati	Baccalaureate Degree
University of SD	Amanda	Michl	Baccalaureate Degree
University of SD	Nickolas	Nespor	Baccalaureate Degree
University of SD	Makayla	Oligmueller	Baccalaureate Degree
University of SD	Amanda	Peters	Baccalaureate Degree
University of SD	Mallory	Pfaff	Baccalaureate Degree
University of SD	Kylee	Pourier	Baccalaureate Degree
University of SD	Sarah	Quinlivan	Baccalaureate Degree
University of SD	Colette	Schwartz	Baccalaureate Degree
University of SD	Macy	Smith	Associate Degree
University of SD	Brittany	Tillma	Associate Degree
University of SD	April	Tomes	Baccalaureate Degree
Walden University	Laurie	Carda	Master's Degree

Save the Date!

September 22, 2017

Celebrate 100 years of Nursing Presence in South Dakota

Join nursing colleagues as we celebrate our predecessors, contemporaries, and successors reflecting on 100 years of nursing presence in South Dakota. A conference will be held at the Hilton Garden Inn-Downtown in Sioux Falls and will feature presentations, guest speakers, award ceremony with entertainment, good food and great conversation!

Watch for more details and registration information in the next Dakota Nurse Connection issue or visit the SD BON website: <http://doh.sd.gov/boards/nursing/>

Commemorative Medallion Available!

Thanks to a generous sponsorship from Sanford Health, the South Dakota Board of Nursing commissioned local artist, Jurek Jakowicz, to design a beautiful bronze silver plated medallion to reflect 100 years of nursing presence in South Dakota! This 1 1/2-inch diameter medallion is perfect to wear as a pendant (chain not included). Medallions are available for a \$75 donation to the SD Center for Nursing Workforce. Supply is limited, order your medallion today by emailing Abbey.Bruner@state.sd.us or call 605-362-2760.



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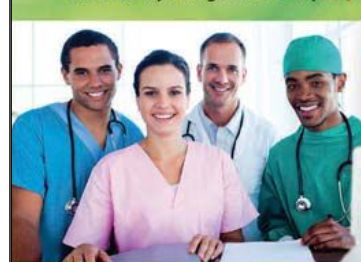
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Full Time, Three – 12 hour shifts per week, rotating days & nights. Work every third weekend and every third holiday.

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- Current or temporary RN license in SD or compact RN licensure
- RN program as evidenced by licensure
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If you are interested in joining our team, please submit an application

ONLINE:
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OR:
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