

| Volume 18 | Number 2 | Spring 2020 |

# DAKOTA NURSE

C O N N E C T I O N

North Dakota State of Emergency and  
Nurse Licensure: Overcoming Barriers  
Created by COVID 19 Pandemic

Medication Aide Training  
Program Reapprovals

NORTH *and* SOUTH DAKOTA STATE BOARDS *of* NURSING





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# DAKOTA NURSE

C O N N E C T I O N

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The *Dakota Nurse Connection* is published by the South Dakota and North Dakota Boards of Nursing.  
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919 S. 7th Street, Suite 504, Bismarck, North Dakota 58504-5881 • 701-328-9777



## *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,

I hope this finds you all doing well during this unprecedented time of social distancing, self-isolation and mitigation of the COVID-19 virus. Never in my 29 nine years of work with the Board of Nursing has it been necessary to close the office for a national emergency such as this. We are all working remotely awaiting the guidance to return to work in the office. All of our licensing operations are continuing without interruption. It has been wonderful to witness the dedication of our staff in continuing to serve the needs of our customers. We offer our sincere appreciation to all of the nurses that are working on the front lines to care for the citizens of our state during this state of emergency. You are true heroes. Godspeed to all of you.

Over the years, it has been my pleasure to write a message to you in each edition of the Dakota Nurse Connection. My goal is to connect with you personally while sharing information about nursing regulation on a local, national and sometimes global basis. The greatest compliment that I receive is when a nurse mentions to me that they have read something that I have written. With that in mind, it is bittersweet that I must announce that this will be the last message that I write as the Executive Director of the South Dakota Board of Nursing. 2020 marks the 45<sup>th</sup> year of my work as a nurse in South Dakota, with 29 of those years at the Board of Nursing. It is time for me to move in a new direction. I announced my plans for retirement earlier this year and May 8<sup>th</sup> is my last day of work. Linda Young, Nursing Practice Specialist for the Board was appointed the new executive director. Linda has worked side by side with me in nursing regulation for the past 15 years and will ensure a seamless transition to the position. Please join me in wishing her the best as she takes on the responsibility of leading nursing regulation in our state.

As I mentioned, licensing operations are continuing on an uninterrupted basis. All staff are working remotely to ensure continuity of operations. We are not physically present to answer the phone so it is best for you to contact us by e-mail. We are checking phone messages on a regular basis. It may take a little longer for you to get a reply from us, but we will answer all inquiries by phone or e-mail as soon as possible. NCLEX testing experienced a short interruption in services as some testing centers were closed in various states due to governmental orders. We are pleased that all testing centers are now open in the country so that our new graduates can become licensed and enter the workforce.

Spring is such a time of renewal. This weekend, I witnessed the return of the water birds to north eastern South Dakota. Seeing a great blue heron wading in shallow water along with the pelicans and egrets always fills me with inspiration. Also, witnessing the farmers in the fields turning up the rich black dirt as they start their spring planting fills me with a sense of awe and hope for the future. As I leave my position at the Board of Nursing, my wish for you is that you too experience all the inspiration, awe and hope that exists every day in all the small things. It has been a difficult few months but it is still a beautiful life here in South Dakota. My very best to all of you.

Sincerely,

A handwritten signature in cursive script that reads "Gloria Damgaard".

Gloria Damgaard





## *A message from the Executive Director*

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

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

### **Rule Promulgation Update**

Throughout 2019, the NDBON promulgated rules in accordance to N.D.C.C. 28-32-10(1). The administrative rules promulgation pertains to licensure and registration fee increases, as well as supporting the mandate passed during the 66<sup>th</sup> legislative session providing an exemption in the Pharmacy Act for RNs dispensing contraceptives in Title X clinics in ND. In January 2020, the NDBON received notification from the Attorney General opining the administrative rules were in substantial compliance with N.D.C.C ch. 28-32 and approved as to their legality. The NDBON requested to be placed on the June 2020 Administrative Rules Committee meeting to provide testimony related to the rule promulgation. The aim is to have the rules implemented July 1, 2020.

### **COVID 19 Update**

As the COVID 19 pandemic sweeps across the nation, ND remains engaged with a focus on planning and implementing measures to ensure an active and safe healthcare workforce for citizens. On March 19, 2020, Governor Doug Burgum issued Executive Order 2020-05 which applies to licensed out of state nurses. The Order was implemented to allow nurses licensed in another jurisdiction to work in North Dakota to care for citizens impacted by COVID-19 corona virus. This Order applies only to nurses whose license in their home jurisdiction is in good standing.

On March 23, the NDBON held a special meeting to address COVID 19 related inquiries and concerns from stakeholders and the public, as well as the closures impacting licensure. On March 30, 2020, the NDBON implemented

and disseminated the newly developed 90-day Emergency Limited License Policy and Procedure and application specific to the inactive/retired nurse or UAP not meeting the competency or licensure requirements. To learn more about the COVID 19 impact and NDBON strategies to address concerns, please review the article in this Spring Edition of the *Dakota Nurse Connection* titled, "North Dakota State of Emergency and Nurse Licensure: Overcoming Barriers Created by COVID 19 Pandemic". In this unprecedented time of uncertainty and rapid change, the NDBON aims to be nimble and adaptable while ensuring a safe and mobile workforce.

There is good news in terms of nurse licensure and workforce in ND during this state of emergency. First, ND has been a member of the Nurse Licensure Compact since 2004, which allows vetted nurses to safely cross borders among 35 states. In addition, current law and rules provide for 90-day temporary permits for applicants endorsing into ND or ND nurses seeking reactivation. Also, the ND law and rules allow for a 90-day nurse graduate work authorization, which allows the graduate nurse applicant to enter the workforce while waiting to be able to take the NCLEX which is required for licensure.

The NDBON will continue to post updates related to the COVID 19 state of emergency and other news pertaining to licensure, education, practice, and pertinent legislative and administrative rule activities on the website. Watch for the Summer edition of the *Dakota Nurse Connection* as the Board and staff continue to provide regulatory updates and publications.

Stay safe and healthy and please feel free to reach out with your questions or concerns to [contactus@ndbon.org](mailto:contactus@ndbon.org)

Sincerely,

Dr. Stacey Pfenning DNP APRN FNP FAANP



## North Dakota Board of Nursing Officers and Members

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## 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

ND Board of Nursing

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Suite 504

Bismarck, ND 58504-5881

Phone: 701-328-9777

Fax: 701-328-9785

Email: [contactus@ndbon.org](mailto:contactus@ndbon.org)

## ND Board of Nursing Office Security Announcement

*The NDBON implemented 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](mailto: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 2020 BOARD MEETING DATES

### July 16, 2020 Annual Meeting

#### Please note:

All meetings will be held in the Board office conference room, 919 South Seventh Street, Suite 504, Bismarck, ND and are open to the public. Observers are welcome to attend.

Agendas will be listed on the Board website, [www.ndbon.org](http://www.ndbon.org), and will include the time. The agenda will be available 5 business days prior to each meeting.

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.

### NORTH DAKOTA BOARD OF NURSING

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## NURSES *Have you moved recently?*

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### *Change of Address and Contact Information*

*To ensure receipt of correspondences from the ND Board of Nursing, all licensees, registrants, and applicants are responsible for providing accurate, current address and other contact information may result in the inability to receive official notices or requests, which can lead to default or adverse action against the licensee or registrant. To change your address and other contact information visit [www.ndbon.org](http://www.ndbon.org). 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](http://www.ndbon.org)  
Choose "Verify"
- Nursys® QuickConfirm at [www.nursys.com](http://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](http://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

January 2020

Note to the Public: A revision was approved to amend the April 25, 2019 finally approved and published minutes pertaining to item 5.4.2 Investigative Case Presentation-Maxi Adams RN 35121. Refer to January 23, 2020 minutes item 9.3 available at <https://www.ndbon.org/publications/minutes.asp>

Compliance Division investigations and list of all disciplinary actions taken by the Board are published in the October 2019 Public Notice available at <https://www.ndbon.org/Publications/PublicNotice.asp>

### The Board:

- Approved the minutes of the October 24, 2019 meeting as distributed.
- Ratified the following:
  - o Exemption Review for Unpaid Nursing Practice Candidates
  - o Approval of continuing education for contact hours
- Heard the following testimony during Public Forum:
  - o Patrick Brooks, legal counsel for licensee Maxi Adams, provided testimony requesting amendments to April 25, 2019 minutes, and added consent agenda item 3.2.3 Adams letter requesting revision of minutes to agenda as 9.3.
  - o Theresa Larson and Kate Steinke of Sanford Health, Fargo and Nicole Christianson of Essentia Health, Fargo provided testimony in support for the Concordia College Clinical Assistant model.
- Accepted the 2018-2019 audit report as prepared and presented by Eide Bailly representative Jared Mack, Audit Associate. The report will be filed with the State Auditor's Office.
- Approved the continued overage on expense item-consultant.
- Accepted the July-December 2019 Strategic Plan Progress Report.
- Approved the 2018-2019 Annual Report.
- Held an Executive Session to consider the following according to the NDCC 44-04-18.1 confidential personal health information: Agenda item 5.7.14 Crystal Overbeck
- Approved the draft revisions to the 2019-2020 fee schedule to itemize the compliance monitoring fee as applicable to encumbrances, reprimands with monitoring, and letters of concern with monitoring.
- Accepted the Concordia College Baccalaureate Degree Nursing Program survey report and surveyors' findings; and extend Concordia College Baccalaureate Degree Nursing Program approval through the end of the current 2019-2020 academic year; and accepted the Nursing Education Committee's recommendation to transition the Concordia College Baccalaureate Degree Nursing Program from the in-state approval process to the out of state recognition process for student clinical practice placements in North Dakota healthcare facilities beginning with academic year 2020-2021; and applied the in-state program approval survey fee of \$750 paid by Concordia College toward the 2020-2021 academic year recognition fee; and required the Concordia College Baccalaureate Degree Nursing Program Nurse Administrator to provide evidence of progression with program compliance with 54-03.2-04-04. Baccalaureate or master's degree nurse education program faculty qualifications and 54-03.2-04-08. Employment of academically unqualified faculty by July 1, 2020.
- Found the University of Jamestown Baccalaureate Degree Nursing Education Program in Substantial Compliance with ND Administrative Code 54-03.2. Standards for Nursing Education Programs; and granted Full Approval of the University of Jamestown Baccalaureate Degree Nursing Education Program until January 2025; and required an Onsite Survey of the University of Jamestown Baccalaureate Degree Nursing Education Program in Fall 2024.
- Approved the request for the addition of a Certificate Practical Nurse Program Satellite Site in Watford City, ND from Dakota Nursing Program Consortium (DNPC), Williston State College (WSC), as the program has full approval and the change complies with NDAC 54-03.2-06-02. Programmatic Changes.
- Approved the request for an increase in enrollment from 64 to 72 students per semester beginning in Fall 2020, and the deletion of Anatomy 204 and Physiology 301, and the addition of BIMD 220/220L Human Anatomy and Physiology 1 and Lab, and BIMD 221/221L Human Anatomy and Physiology 2 and Lab beginning Spring 2021, and an increase of 1 credit hour for a total of 121 credit hours required for degree completion for the University of North Dakota (UND) College of Nursing & Professional Disciplines, Baccalaureate Degree Program as the program has full approval and the changes comply with NDAC 54-03.2-06-02. Programmatic Changes.
- Approved the request for an increase in enrollment from 15 to 20 students beginning fall 2020 for the University of North Dakota, CNPD, DON, Post-Baccalaureate Doctor of Nursing Practice Nurse Anesthesia Program as the program has full approval and the change

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- complies with NDAC 54-03.2-06-02. Programmatic Changes.
- Approved the NDBON Staff request for an extension of approval for the Train ND NE LRSC, LPN Intravenous Therapy Course through April 2020 to accommodate the change to quarterly Board meetings as the program has full approval and is in compliance with requirements for the LPN Intravenous

Therapy Course according to *ND Administrative Code 54-05-01. Standards of Practice for Licensed Practical Nurses* and *ND Administrative Code 54-03.2.*

- Ratified the application updates adding military spouse questions and waiving of initial licensure fees for military spouse as mandated by SB2306.
- Approved the appointment of external members Andrea Paulson, Bismarck State College and Cheryl Lantz, Dickinson State University, to the

Nursing Education Committee from January 2020 through January 2022.

- Tentatively scheduled the Finance Committee Meeting for Monday, April 20, 2020.
- Amended the April 25, 2019 meeting minutes for agenda item 5.4.2 Investigative Case Presentation – Maxi Adams RN R35121 to remove the word “illegal” in the last sentence by stating “Ms. Adams provided reassurance that the conduct in violation of the N.D.C.C. and N.D.A.C. have been discontinued and she is no longer working in aesthetics”.

### March Special Meeting 2020

#### The Board:

- Approved the minutes of the January 23, 2020 meeting as distributed.
- Authorized the executive director, board staff and SAAG to work with the governor and other stakeholders to develop Executive Orders and other guidelines and procedures as necessary or advisable to conduct Board business, and to develop and implement Executive Orders, policies and other guidelines and procedures as necessary or advisable to issue emergency provisional license and work permits, to extend deadlines otherwise required by statute, rule or policy, and to otherwise conduct Board duties and business during the duration of the declared COVID 19 state of emergency.
- Approved the reduction of the ND Center for Nursing contribution from \$180,000 to \$135,000 for FY 2019-2020, with final disbursement having been issued March 2020; and approve the proposed COVID19 budget revisions for the remainder of 2019-2020. FY 2019-2020 budget \$1, 436, 815 projected income \$1, 484, 890 projected expenses which includes forecasted loss of licensure revenue and reduction of the ND Center for Nursing contributions; and directed the Finance Committee to review availability of funds to make disbursements to the Nursing Education Loan FY 2020-2021.

Full minutes available at <https://www.ndbon.org/publications/minutes.asp>.

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- Deb, RN



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## North Dakota Board of Nursing Welcomes New Board Member

*Michael Frovarp,  
Accounting and Licensing Specialist*

Prior work experience: I have over 10 years of accounting experience doing personal taxes, working in Accounts Receivable in health insurance, and Accounts Payable in healthcare. Seeing parts of both sides of health insurance and healthcare has been very interesting and now I'm diving into the regulatory side. I enjoy

solving problems and analyzing information.

Tell us a bit about yourself: After much moving and changing majors (Fire Technology/EMT, Criminal Justice, "University Studies"), I finally settled on accounting and received a BS in Accounting from Dickinson State University through Bismarck State College in Bismarck,

ND. I've been married to my wife, Andrea, for 8 years and we have a 7-year-old daughter, Emalin, in 2nd grade and 5 year old twins, Ellie and Eli, starting school next Fall. They keep us very busy, but in my free time, I enjoy playing board or card games or just relaxing and appreciating the downtime.

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RNs - Flex Pool  
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RNs - Transitional Care Unit  
Supervisor- ED  
Supervisor- OR

### **CHI Mercy Health, Valley City, ND**

RNs - Medical Surgical

### **CHI Oakes, Oakes, ND**

RNs - Acute Care

### **CHI St. Alexis Health, Williston, ND**

LPN - Primary Care Clinic

### **CHI St. Alexis Health Devils Lake, ND**

RN - OR

### **CHI LakeWood Health Baudette, MN**

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RN Coordinator

### **CHI St. Francis Health Breckenridge, MN**

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# North Dakota State of Emergency and Nurse Licensure: Overcoming Barriers Created by COVID 19 Pandemic



*Stacey Pfenning DNP APRN FNP FAANP,  
ND Board of Nursing Executive Director.*

## COVID 19 Impact on Nurse Licensure

On March 13, 2020, the Governor of North Dakota (ND), through Executive Order, declared a state of emergency in response to the COVID 19 pandemic. Simultaneously, the ND Board of Nursing (NDBON) noted the immersion of licensure barriers resulting from the pandemic, as well as numerous public inquiries and concerns. Pandemic related closures and concerns impacting nurse licensure included:

- 1) Closure of many fingerprinting sites which delays completion of the FBI Criminal History Record Check (CHRC) requirement for nurse licensure and unlicensed assistive persons (UAP) registration; and
- 2) Closure of Pearson Vue testing centers across the nation which impacts graduate nursing students, as passing the NCLEX is required for licensure.

Daily, the NDBON fields large volumes of inquiries and concerns related to nurse licensure, practice, education, and compliance due to rising pandemic uncertainties. Emerging themes included: concerns from nursing education programs and nursing students related to feasibility of completing clinical experiences in facilities due to the pandemic and potential impact on upcoming graduations; inquiries on possible scope of practice expansions during state of emergency; inquiries related to licensure and telehealth; concerns related to role changes to meet workforce needs (i.e. APRNs moving to RN roles, LPNs in RN

roles); concerns regarding relocation of nurses to unfamiliar settings; challenges in monitoring encumbered nurses due to limited availability of drug testing centers; concerns of approaching expiration of temporary permits due to inability to obtain fingerprinting for CHRC; and inquiries on how to return inactive/retired nurses or UAP to practice when mandated competency requirements are not met.

## Strategies to Overcome the COVID 19 Barriers

On March 23, 2020 the NDBON held a special meeting to address the numerous public inquiries and concerns and to further explore emerging licensure barriers. During the special meeting, the NDBON discussed strategies to ensure timely licensure to meet the imminent need for our ND citizens. The NDBON directed collaboration with the Governor and other stakeholders to assist with Executive Orders and other guidelines and procedures as necessary or advisable to conduct board business. The NDBON directed staff and legal counsel to implement Executive Orders and develop policies and other guidelines and procedures as necessary or advisable to issue emergency provisional licenses and work permits, to extend certain deadlines, and to otherwise administer the N.D.C.C. 43-12.1 Nurse Practices Act (NPA) during the declared state of emergency.

Throughout the declared state of emergency, the NDBON staff and legal counsel responded to public inquiries and concerns through utilization of the

NPA; the N.D.A.C. Title 54; NDBON Motion 3.2 dated March 23, 2020; and Governor issued Executive Orders. The NDBON collaborates closely with stakeholders and governmental agencies, including the ND Department of Health, Attorney General's Office, Governor's Office, ND Hospital Association, ND Nurses Association, and other Boards and associations, to explore strategies and policies during this evolving crisis. The following strategies, including Executive Orders and NDBON law, rules, and emergency policies, aim to resolve the emerging licensure barriers and concerns:

- **Out-of-State Licensed Nurse:** Shortly after the declared state of emergency, delays in obtaining CHRCs and other licensure processes across professions were considered as the state explored how to mobilize the healthcare workforce to areas of need.

*Strategy:* On March 19, the Governor of ND, through Executive Order 2020-05, allowed nurses and other healthcare professionals licensed in another U.S. jurisdiction to work in ND to care for citizens impacted by COVID-19. The Order applies to nurses whose license in their home state is active and in good standing. To apply go to [www.health.nd.gov](http://www.health.nd.gov) and complete the *Emergency Licensure Application*. Licensees who plan to continue practicing in ND after the Order is discontinued will need to be licensed according to ND law and rules.



**Graduate Nurse:** The NDBON works closely with the National Council of State Boards of Nursing to provide information and updates for nursing education programs and students related to clinical experiences and NCLEX testing centers. In early April, test centers started to open across the nation at a limited capacity, including one center in Fargo, ND. The NDBON continues to monitor and provide updates for nursing education programs and students.

*Strategy:* Apply for licensure upon graduation, as ND law and rules provide for a 90-day graduate work authorization to be issued prior to sitting for the NCLEX. Therefore, the nurse graduate can enter the workforce while waiting to take the NCLEX and obtaining fingerprints for the mandated CHRC.

- **Temporary Permits:** ND law and rules provide a 90-day temporary permit to be issued to applicants endorsing into ND or reactivating while waiting for the mandated FBI CHRC to be completed. N.D.A.C. 54-02-06-01.1 gives authority to the NDBON to extend the temporary permits for reasons satisfactory to the board.

*Strategy:* Extend expiring 90-day temporary permits during this declared state of emergency for applicants waiting for fingerprints for CHRC.

- **Inactive/Retired Nurse or UAP with Competency Requirements:** According to the ND database, approximately 1,060 nurse licenses expired in the past 3 years, and it may be presumed that many of these inactive nurses may meet the competency requirement of 400 hours of practice in past 4 years per N.D.A.C 54-02-05-05 (3).

*Strategy:* Apply for reactivation of licensure/registration, a 90-day temporary permit is issued until completion for the CHRC.

**Inactive/Retired Nurse or UAP without Competency Requirements:** Approximately 15,600 nurse licenses have been inactive for 3 plus years, in which case, the 400 hours of practice in the past 4 years may not be met. The inactive nurse is then required to complete a Refresher Course or a nursing program clinical course to gain current theory and promote practice of essential skills (i.e. IV starts, injections, foley catheter

insertion, medication calculations) through a 120-hour supervised clinical experience. The Refresher Course takes a minimum of 6 weeks to complete.

*Strategy:* Apply for the 90-day Emergency Limited License which was implemented March 30, 2020 and adapts the reactivation (N.D.A.C. 54-02-05-06) and limited license authority (N.D.A.C. 54-02-05-05.2) for inactive/retired nurse who do not meet the 400 hours of practice in the past 4 years. The Emergency Limited License is issued for 90-days with no licensure fee. To ensure a safe return to practice and promote competency through practice of skills, the employer attests to providing the 120 hours of supervised practice which supersedes the hours of clinical experience offered in the Refresher Course. To review the *Emergency Limited License Information and Application* visit [www.ndbon.org](http://www.ndbon.org).

The emergency strategies and policies are intended to align with the NPA and N.D.A.C. Title 54, in coordination with NDBON Motion 3.2 dated March 23, 2020, to address licensure barriers

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resulting from the COVID 19 pandemic. The NDBON emergency policies will be in effect until they are repealed by the NDBON, by subsequent Executive Orders issued by the ND Governor, or by the lifting of Executive Order 2020-05 or any subsequent executive orders declaring a state of emergency.

### **The Good News**

Overall, the most apparent finding during this declared COVID 19 state of emergency is that current ND law and rules for nursing proved to be quite agile in a time of great uncertainty and challenges. The existing law and rules provided a strong foundation for ND to adapt and create nurse licensure policy to allow for efficient, safe, and lawful strategies

to overcome emerging barriers created by the pandemic. The following existing law and rules provided for the needed responsiveness during this time:

- 1) ND has been a member of the Nurse Licensure Compact (NLC) since 2004 (N.D.C.C. 43-12.4). There are currently 35 NLC states. The NLC provides for a safe, vetted, and mobile nursing workforce.
- 2) ND law and rules include a 90-day temporary permit for reactivating or endorsing into ND. The NDBON has the authority to extend this permit during the current state of emergency per N.D.A.C. 54-02-06-01.1.
- 3) ND law and rules include a 90-day work authorization for nurse graduates per N.D.A.C. 54-02-01-13 which allows the nurse graduate to enter practice while waiting to take the NCLEX.
- 4) ND law and rules authorize the issuance of a limited license when good cause exists to do so per NPA 43-12.1-08 (f); N.D.A.C. 54-02-05-05.2.
- 5) NDBON current processes for licensure provide for online application and the average license is issued within 1-2 business days of application completion.

Globally, humanity is in the midst of an unparalleled experience that is impactful in every realm of life for everyone. During this time, already stressed systems become even more fragile and uncertainty becomes a daily sense. I find it is reassuring to witness the level of state agility in terms of nurse licensure in ND, as we adapt to these pandemic related barriers in a swift, safe, and lawful manner. The imminent need for nurses in ND is understood, and ND is well positioned to meet the workforce needs as they arise.

To all citizens and NDBON licensees, registrant, and stakeholders, please know that we are working tirelessly to provide timely and essential services to support the ND nursing workforce. We wish you all safety and health during this challenging, unpredictable time. For questions or concerns, please feel free to contact the NDBON at [contactus@ndbon.org](mailto:contactus@ndbon.org)

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## Attention –Check Your UAP/MA Expiration Dates Unlicensed Assistive Person/Technician And Medication Assistant III Expiration/Renewal

- Unlicensed Assistive Person/Technician and Medication Assistant III who have a registration expiration date of June 30, 2020 will be mailed postcards in April 2020 notifying them to go to the ND Board of Nursing website ([www.ndbon.org](http://www.ndbon.org)) for renewal. **RENEWAL WILL ONLY BE AVAILABLE ONLINE. NO PAPER RENEWALS WILL BE AVAILABLE.**
- Failure to receive a renewal notice does not relieve an Unlicensed Assistive Person/Technician or Medication Assistant III of the obligation to renew his/her registration before the expiration date.
- Unlicensed Assistive Person/Technician and Medication Assistant III have the responsibility of notifying the ND Board of Nursing of any address changes.
- If an Unlicensed Assistive Person/Technician and/or Medication Assistant III assists in the practice of nursing without a current registration, he/she may be assessed additional fees.
- The Unlicensed Assistive Person/Technician/Medication Assistant III will be required to validate continued competency by providing one of the following:
  - o Current Employer Verification - Current Employers Name, City, State
  - o Past Employment Verification – (employment must have occurred in the last two years)  
Past Employers Name, City, State and Dates of Employment
  - o Licensed Nurse Verification (independent from applicant employment setting)  
Licensed Nurse Name, RN/LPN License Number, RN/LPN

License Expiration, Date of Competence Verification

- o Verification of current certification or registration by board-recognized national bodies.

- o Medication Assistant III candidates who entered the registry as a student nurse are required to verify eligibility by providing proof of enrollment in a nursing program within the past two years.

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## WE ASKED – YOU ANSWERED

### Results Summary: NDBON Licensure Fee Adjustment Survey

There is widespread agreement that health care occupations should be regulated for public protection. But it is also recognized that licensing can present a barrier to entry into practice. Any time rules are being considered for enactment, there must be an analysis of the cost/benefit of the rule impact. Licensure rules should always be focused on legitimate health and safety risks to the public, since ultimately the goal is confidence that the licensing board is protecting the public.

Because the burden of licensure fees is solely placed on the nurses in ND, the question of what those fees are justifiably used for is valid and bears consideration when any adjustment in licensure fees is being considered. To that end, the NDBON sought the input from all licensed nurses in the state regarding their understanding of what licensure fees were being used for. Specifically asking the question related to those fees that have been directed to the Center for Nursing (CFN) as well as opinion regarding a licensure fee increase.

In Fall 2019, the NDBON surveyed 19,487 nurses to gain licensee perspective related to fees and current rule promulgation. Of those surveyed, 4,798 responded: a response rate of 25%.

**The NDBON survey consisted of the following four questions:**

**#1 Were you aware that a portion of your licensure renewal and endorsement fees went directly to fund the CFN?**

83% were **not** aware a portion of licensure and endorsement fees funded the CFN

**#2 Are you agreeable to the BON increasing licensure renewal and endorsement fees to continue funding the CFN?**

63% were **not** agreeable to continue funding the CFN

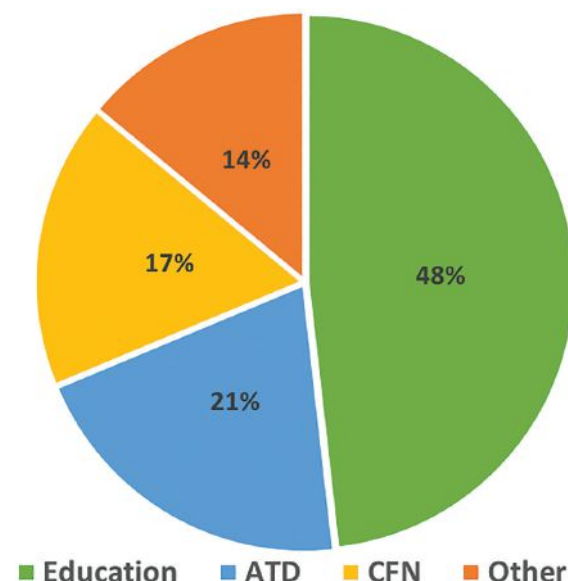
**#3 If you answered Yes to question 2, what amount of licensure fee increase do you feel would be acceptable to provide funding the CFN?**

Of the 37% that were agreeable to continuing funding for the CFN, most felt that a licensure fee increase of \$5 was acceptable to fund the CFN

**#4 The ND BON is required by law to conduct and support projects related to nursing education and practice. Please indicate which projects you would support funding with your licensure renewal and endorsement fees (May choose multiple responses):**

48% of responses identified the need for fees to be directed toward scholarships and loans for nursing students. The second most common response at 21% was to direct fees toward establishing an alternative to discipline (ATD) or substance use disorder programs; and 17% of responding nurses felt that funds should be used to support the CFN.

**Where Nurses Feel Licensure Fees Should Be Spent:**



Some themes that were revealed in the narrative responses were to focus funding support on continuing education opportunities for nurses free of charge and help nurses pay back student loans. An overwhelming number of responses indicated nurses were interested in funding assistance in support of advancing nursing as a profession as well as advancement of individual nurses in their day to day work environment. Some respondents stated they feel financially burdened by current licensure fees and that a fee increase would strain their ability to provide for themselves and their families.

Interestingly the survey indicated a misunderstanding by nurses that the mission of the Board was to protect and advance nurses, not public protection. This reveals an opportunity to provide education regarding the mission of the Board, which is to assure North Dakota citizens quality nursing care through the regulation of standards for nursing education, licensure and practice.

The Board values your opinion and appreciates your participation in the survey.



## 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:

BONNY ATANASU, ND  
PAMELA BUCHHOLZ, ND  
MARGARET DAHL, ND  
DIANE FREISE, ND  
ROSE FUNSETH, ND  
ROSEMARIE HEPOKOSKI, ND  
REBECCA HERMANSON, ND  
PEGGY HOWELL, ND  
PEGGY IMHOFF, ND  
JACKI JOHNSON, ND  
JERRILYN JOHNSON, ND  
NORMA JUNTUNEN, ND  
SHIRLEY KLEVEN, ND  
MARGARET KUNTZ, ND

MARY JEAN MCCARTNEY, ND  
MARGARET MCDUGALL, ND  
DIANE MYHR, ND  
LINDA NYGAARD, ND  
SHAREEN PARISIEN, ND  
KAREN ROBINSON, ND  
WANDA ROSE, ND  
CAROLYN SIEBELS, ND  
JUDITH SKAAR, ND  
LINDA STRAND, ND  
GAIL WAAGEN, ND  
SANDRA WASS, ND  
DOROTHY WOHL, ND  
MARLYS ZIMMERMAN, ND

50

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**[ndsuh.edu/nursing](https://ndsuh.edu/nursing)**

## NDBON, NDNA and NDCFN: What's the Difference?

The North Dakota Board of Nursing (NDBON), the North Dakota Nurses Association (NDNA) and North Dakota Center for Nursing (NDCFN) collaborated to provide this comparison of the three nursing entities. Each of these entities has a unique mission and description, which makes them very different from one another. This comparison is updated and published annually and is available on the respective websites.

### A COMPARISON OF THE THREE ORGANIZATIONS

<b>North Dakota Board of Nursing (NDBON)</b>  919 S 7TH Street, Suite 504 Bismarck, ND 58504-5881 Phone: (701) 328-9777 Fax: (701) 328-9785 Website: www.ndbon.org	<b>North Dakota Nurses Association (NDNA)</b>  1515 Burnt Boat Dr, Suite C #325 Bismarck, ND 58503 Phone: (701) 335-6376 E-mail: director@ndna.org Website: www.ndna.org	<b>North Dakota Center for Nursing (NDCFN)</b>  3523 45 <sup>th</sup> Street South Fargo, ND 58104 Phone: (701)639-6548 Website: www.ndcenterfornursing.org
<b>Mission:</b> <i>ND Board of Nursing assures North Dakota citizens quality nursing care through the regulation of standards for nursing education, licensure, and practice.</i>	<b>Mission:</b> <i>The Mission of NDNA is to advance the nursing profession by promoting professional development of nurses, fostering high standards of nursing practice, promoting the safety and well-being of nurses in the workplace, and by advocating on health care issues affecting nurses and the public.</i>	<b>Mission:</b> <i>The mission of NDCFN is to through collaboration guide the ongoing development of a well-prepared and diverse nursing workforce to meet health care needs in North Dakota through research, education, recruitment and retention, advocacy and public policy.</i>
<b>Description:</b> <ul style="list-style-type: none"> <li>• Governmental regulatory body established by state law under the North Dakota Century Code 43-12.1 Nurse Practices Act to regulate the practice of nursing and protect the health and safety of the public</li> <li>• Regulates the practice of individuals licensed and registered by the Board</li> <li>• Establish standards of practice for RNs, LPNs, and APRNs</li> <li>• Establish standards and regulate nursing education programs</li> <li>• Discipline licensees and registrants in response to violations of the Nurse Practices Act</li> </ul>	<b>Description:</b> <ul style="list-style-type: none"> <li>• 501(c)6 non-profit association</li> <li>• Professional Association for Registered Nurses.</li> <li>• Constituent member of the American Nurses Association (ANA)</li> <li>• Influences legislation on health care policies and health issues and the nurse's role in the health care delivery system</li> <li>• Promotes the continuing professional development of Registered Nurses</li> <li>• Advances the identity and integrity of the profession to enhance healthcare for all through practice, education, research, and development of public policy</li> <li>• Promotes the Scope and Standards of Nursing Practice and the Code of Ethics for nurses</li> </ul>	<b>Description:</b> <ul style="list-style-type: none"> <li>• 501(c)3 non-profit organization</li> <li>• All nurses and over 40 nursing organizations, education programs, grant programs, state agencies and other stakeholders are members and are invited to volunteer on ND Center for Nursing Leadership Team.</li> <li>• Works to unify voice of nursing in North Dakota through connecting nursing organizations interested in policy issues.</li> <li>• Develops statewide programming to fulfill mission across multiple areas including nursing education faculty and resources, workplace planning, research and development and practice and policy.</li> <li>• Tracks supply, demand and education of nursing workforce.</li> </ul>

<p><b>Board Members:</b></p> <p>Jane Christianson, RN member, Bismarck: <i>President</i></p> <p>Michael Hammer, RN member, Velva: <i>Vice President</i></p> <p>Dr. Kevin Buettner, APRN member, Grand Forks: <i>Treasurer</i></p> <p>Jamie Hammer, RN member, Minot</p> <p>Janelle Holth, RN member, Grand Forks</p> <p>Mary Beth Johnson, RN member, Bismarck</p> <p>Wendi Johnston, LPN member, Kathryn</p> <p>Julie Dragseth, LPN member, Watford City</p> <p>Cheryl Froehlich, Public member, Mandan</p>	<p><b>Board of Directors:</b></p> <p><i>President</i> - Tessa Johnson, MSN, RN, CDP president@ndna.org</p> <p>Board of Directors listed at <a href="https://ndna.nursingnetwork.com/page/72991-board-of-directors">https://ndna.nursingnetwork.com/page/72991-board-of-directors</a></p>	<p><b>Board of Directors: 13 organizations represented. List available on website at:</b></p> <p><a href="http://www.ndcenterfornursing.org/board-of-directors/">http://www.ndcenterfornursing.org/board-of-directors/</a></p>
<p><b>NDBON Staff:</b></p> <p>Stacey Pfenning, DNP, APRN, FNP FAANP-Executive Director- spfenning@ndbon.org</p> <p>Tammy Buchholz, MSN, RN-Associate Director for Education- tbuchholz@ndbon.org</p> <p>Melissa Hanson, MSN, RN-Associate Director of Compliance- mhanson@ndbon.org</p> <p>Maureen Bentz, MSN, RN, CNML Associate Director for Practice- mbentz@ndbon.org</p> <p>Corrie Lund, BSN, RN-Compliance Investigator- clund@ndbon.org</p> <p>Michael Frovarp, Accounting/Licensure Specialist- mfrovarp@ndbon.org</p> <p>Gail Rossman, Technology Specialist II- grossman@ndbon.org</p> <p>Kathy Zahn, Administrative Assistant III kzahn@ndbon.org</p> <p>Karen Hahn, Administrative Assistant/ Licensing Specialist khahn@ndbon.org</p>	<p><b>NDNA Independent Contractor:</b></p> <p>Sherri Miller, BSN, RN Executive Director director@ndna.org</p>	<p><b>NDCFN Staff:</b></p> <p>Patricia Moulton, PhD Executive Director Patricia.moulton@ndcenterfornursing.org</p> <p>Kyle Martin, BS Associate Director Kyle.martin@ndcenterfornursing.org</p>



**SOUTH DAKOTA**  
Center for Nursing WorkforceFind workforce data and trends, future leadership training and submit information online:  
<http://doh.sd.gov/boards/nursing/sdcenter.aspx>

The **MISSION** of the Board of Nursing is to protect the public through the regulation of nursing licensure, practice and education.

The **Vision** of the Board of Nursing is to inspire public confidence in the profession of nursing through regulatory excellence and honoring human dignity.

**South Dakota Board of Nursing Officers and Members**

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Mary Schmidt

Vice-President, LPN Member, Sioux Falls

Deborah Letcher

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Sharon Neuharth

LPN Member, Burke

Robin Peterson-Lund

CNP, APRN Member, Kadoka

Lois Tschetter

RN Member, Brookings

**South Dakota Board of Nursing Scheduled Meetings**Location: 4305 S. Louise Ave., Suite 201; Sioux Falls, SD  
Time: 9:00AM**2020 Meeting Schedule**June 11-12  
September 24-25  
November 19-20

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:  
[doh.sd.gov/boards/nursing](http://doh.sd.gov/boards/nursing)

**Verify**

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

**Board Staff Directory**

**Gloria Damgaard, MS, RN, FRE, Executive Director**  
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Concerning APRN Regulation and Practice, RN and LPN Practice, and Center for Nursing Workforce

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**DISCIPLINARY ACTIONS TAKEN BY THE SOUTH DAKOTA BOARD OF NURSING****Name****License Number****March Board Action**

Faulkerson, Vickie  
Gibson, Douglas  
Horstman, Florence  
Kyle, Christopher  
McCabe, Alex  
Morrow, Lindsey  
Swanson, Linda

Ro24805  
Ro52571  
Po11051  
Ro42473  
Ro42310  
Po11790  
Ro29293

- Letter of Reprimand with Remediation
- Stayed Suspension with Mandated HPAP
- Letter of Reprimand
- Voluntary Surrender
- Letter of Reprimand with Remediation
- Letter of Reprimand
- Letter of Reprimand

**Name****License Number****February Board Action**

Angle, Natalie  
Arens, Valerie  
Bandt, Heidi  
Bourne, Hunter  
Brist, Brandon  
Carmody, Christy  
Dykema, Candice  
Kraig, Heidie  
Larsen, Terra  
Miller, Katherine  
Pray, Natalie  
Schuyler, Calley  
Seaton, Sabrena  
Walker, Tandy  
Ward, Lynn

Ro35405  
Ro41585  
AZ RN113660  
Ro49138  
Po12039  
Ro32567  
Ro27848  
Ro37604  
Ro40672  
Ro32418  
Ro31294  
Ro29335  
Po09826  
Po12277  
CP000494 & Ro22666

- Voluntary Surrender
- Close Probation
- Suspension of Privilege to Practice
- Stayed Suspension with Mandated HPAP
- Letter of Reprimand with Remediation
- Stayed Suspension with Mandated HPAP
- Stayed Suspension with Mandated HPAP
- Voluntary Surrender
- Letter of Reprimand
- Grant Reinstatement with Mandated HPAP
- Summary Suspension
- Letter of Reprimand
- Voluntary Surrender
- Stayed Suspension with Mandated HPAP
- Stayed Suspension with Mandated HPAP

**Name****Registrant Number****November Board Action**

Moyer, Billie

M005174

- Voluntary Surrender

**Name****Registrant Number****February Board Action**

Carr, Tenessa  
Polreis, Heidi

M005310  
M000477

- Letter of Reprimand with Remediation
- Letter of Reprimand

## South Dakota Board of Nursing Meeting Highlights

### February 2020

#### 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/calendar>. Minutes following a Board meeting are posted on the Board's website within 10 days of the meeting.

#### Scheduled 2020 Board Meetings

**June 11-12, 2020, September 24-25, 2020.,  
November 19-20, 2020**

#### Practice:

Visit the Board's website, <https://doh.sd.gov/boards/nursing/title-opinion.aspx>, for RN and LPN practice related information and [https://doh.sd.gov/boards/nursing/APRN\\_Practice.aspx](https://doh.sd.gov/boards/nursing/APRN_Practice.aspx) for APRN practice information.

- The Board was provided the 2019 Report on Out-of-Hospital (OOH) Births by Certified Nurse Midwives (CNM). Six South Dakota licensed CNMs signed the Board of Nursing's OOH Practice Guidelines allowing them to perform OOH births. Five actively attended OOH births in South Dakota. In 2019 a total of 42 women requested an OOH birth, 36 women delivered in an OOH setting; four were referred to another provider for a hospital birth and two were transported during labor to a hospital.
- An expert panel of registered nurses, who actively teach and delegate to unlicensed medication aides (UMA), was convened on January 9, 2020 to review the UMA registration exam and write new questions. The panel did not recommend changes to the number of exam questions in each content category or the passing score. New questions written and

selected for inclusion on the exam will be added as pretest items and not counted in a test taker's score. More information on UMA training, exam, and registration process is available at: <https://doh.sd.gov/boards/nursing/UMA.aspx>.

#### Nursing Education:

- The Board was notified that Dakota Wesleyan University has placed the LPN to BSN program at the Mitchell site on hold due to a lack of students.
- The Board approved Dakota

Wesleyan University's request for full approval status for their BSN program after achieving pass rates of over 75% for two measuring periods.

- The Board accepted South Dakota State University's 2019 report for the LPN and RN Refresher Courses and granted ongoing approval for 2020.
- The Board was notified that Anne Pithan, DNP, RN, CMSRN, CNE

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2019 NCLEX-PN Results Practical Nurse Program	# Delivered	# Passed	# Failed	2019 Pass Rate
Lake Area Technical Institute	59	57	2	96.61%
Mitchell Technical Institute	21	21	0	100%
Sinte Gleska University	1	0	1	*
Sisseton Wahpeton College	1	1	0	*
Southeast Technical Institute	62	60	2	96.77%
Western Dakota Technical Institute	46	44	2	95.65%
LPN Licensure by Equivalency	2	2	0	*
<b>South Dakota Total:</b>	<b>192</b>	<b>185</b>	<b>7</b>	<b>96.35%</b>

2019 NCLEX-RN Results	# Delivered	# Passed	# Failed	2019 Pass Rate
Associate RN Programs				
Lake Area Technical Institute	23	21	2	91.30%
Oglala Lakota College	10	7	3	*
Southeast Technical Institute	43	40	3	93.02%
University of South Dakota	28	27	1	96.43%
Western Dakota Tech	0	0	0	*
<b>Total:</b>	<b>104</b>	<b>95</b>	<b>9</b>	<b>91.3%</b>

Baccalaureate RN Programs				
Augustana University	65	62	3	95.38%
Dakota Wesleyan University	42	37	5	88.10%
Mount Marty College	23	18	5	78.26%
National American University	9	8	1	*
Presentation College	85	66	19	77.65%
South Dakota State University	277	270	7	97.47%
University of Sioux Falls	60	59	1	98.33%
University of South Dakota	148	140	8	94.59%
<b>Total:</b>	<b>709</b>	<b>660</b>	<b>49</b>	<b>93.1%</b>
<b>South Dakota Total:</b>	<b>813</b>	<b>755</b>	<b>58</b>	<b>92.87%</b>

continued from page 19

assumed the role of Chair of the Nursing Department at the University of South Dakota effective December 22, 2019.

- The Board accepted the University of South Dakota's notification of voluntary closure of their BSN program located in Pierre, SD.
- The Board granted approval for the reorganization of Lake Area Technical Institute's PN and AD RN programs with an additional site in Pierre, SD.
- The Board was notified of Western Dakota Technical Institute's candidacy for accreditation through the Accreditation Commission for Education in Nursing (ACEN) for their PN and RN programs.
- The Board was notified that Presentation College closed their Fairmont, MN. The teach-out plan includes transition of those students to the South Dakota based Presentation College Virtual program.
- The Board was presented the 2019 Final NCLEX Pass Rate Report. New graduate first-time National Council Licensure Examination (NCLEX-PN®) results are displayed in the tables for January-December 2019. Pass rates are evaluated by the Board for ongoing approval of a nursing program. The Board evaluates pass rates using measuring periods as defined in ARSD 20:48:07:47. A measuring period commences on January 1 of each calendar year and continues until December 31 of that calendar year in which the number of first-time writers since the start of that measuring period equals or exceeds 21. Measuring periods for programs with less than 21 test writers in a calendar year may extend over more than one year(s) until 21 is reached; therefore *pass rates for programs with less than 21 are not displayed.*

South Dakota's pass rate for first-time PN test writers in 2019 was 96.35%, and for first-time RN test writers was 92.87%.

### Center for Nursing Workforce (CNW):

Visit the CNW's website, <https://doh.sd.gov/boards/nursing/sdcenter.aspx>, for information on nursing supply, education, and links to nursing healthcare resources.

### Licensure and Registration:

- **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 status for all licensees and registrants may be verified online at <http://www.doh.sd.gov/boards/nursing/SelectLicenseVerification>.
  - o The Board's unlicensed 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.**
  - o Unlicensed Medication Aides: Licensed nurses in South Dakota may only delegate

medication administration to Unlicensed Medication Aides (UMA), insulin administration tasks to Unlicensed Diabetes Aides (UDA), and dialysis tasks to Unlicensed Dialysis Technicians (UDT) who are 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 those tasks to that person.

- **Nurse Licensure Compact (NLC):** South Dakota is a member of the NLC. LPNs and RNs who hold a multi-state compact license can provide care to patients in other NLC states without having to obtain additional licenses. An LPN or RN who holds a single-state license can only practice in the state that license was issued. See <https://www.ncsbn.org/compacts.htm> for more information.
  - o South Dakota does not belong to the APRN compact; therefore all South Dakota issued CNM, CNP, CRNA, and CNS licenses are single-state.
- **South Dakota's Active Workforce as of February 2020:**

Licensed Workforce	Number
Licensed Practical Nurses (LPN)	2,650
Registered Nurses (RN)	18,600
Certified Nurse Midwives (CNM)	36
Certified Nurse Practitioners (CNP)	1,253
Certified Registered Nurse Anesthetists (CRNA)	570
Clinical Nurse Specialists (CNS)	62
Registered/Unlicensed Assistive Personnel Workforce	Number
Certified Nurse Aides (CNA)	10,423
Unlicensed Diabetes Aides (UDA)	182
Unlicensed Dialysis Technicians (UDT)	73
Unlicensed Medication Aides (UMA)	5,555



### Prevent a Lapsed License:

- A lapsed nursing license is a serious violation of the Nurse Practice Act. A nurse who has a lapsed license must pay an additional fee to reinstate the license and may also incur discipline. Nurses who practice on a lapsed license may also 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 courtesy renewal notice to an actively licensed nurse's *last known address* 90 days in advance. **Keep your address current!** You may conveniently 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 license **expiration reminders** and status updates to licensees or employers. <https://www.ncebn.com/e-notify>

### South Dakota Health Professionals Program:

- The Board contracts with Midwest Health Management Services to offer the South Dakota Health Professionals Assistance Program (HPAP), an alternative program which supports health professionals with substance use or mental health disorders and their recovery efforts. Participating in HPAP enhances public safety by reducing risks associated with potentially impaired health conditions. Early intervention and referrals may, over time, decrease licensing board discipline.

- Entry in the program can be voluntary, and if so, confidentiality is maintained. The Board may also mandate nurses to participate in HPAP to protect the public.
- To be eligible to participate, a

nurse must hold, or be eligible to hold licensure with the SD Board of Nursing. More information on HPAP is available at: <http://www.mwhms.com/hpap>



## As a medical professional here's what you need to know...

Despite evidence of its effectiveness, there are still a number of misconceptions about MAT that could be preventing people from receiving life-saving treatment and recovering from their addiction. **Here are the facts:**

- 1 It's not trading one addiction for another.**  
Prescribing medication for Opioid Use Disorder (OUD) is the same as prescribing medication for any other chronic disease. It is safe, effective, and will not create a new addiction.
- 2 MAT is more effective than abstinence.**  
MAT is an evidence-based, first line treatment for OUD endorsed by:
  - American Academy of Addiction Psychiatry
  - American Medical Association
  - The National Institute on Drug Abuse
  - Substance Abuse and Mental Health Services Administration
  - National Institute on Alcohol Abuse and Alcoholism
  - Centers for Disease Control and Prevention
- 3 MAT medications save lives.**  
FDA-approved and proven to reduce death rates among those living with addiction by 50% or more. Up to 90% of patients who use MAT maintain sobriety at the 2-year mark.



**Recovery is possible for your patients with OUD. Refer them to this FREE, confidential service.**  
A Care Coordinator provides one-on-one support for people or loved ones struggling with OUD. Trained specialists are available 24/7/365 and can connect people to services in their area.



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## The South Dakota Board of Nursing Thanks Outgoing Board Members



*Kristin Possehl*

### Kristin Possehl

Kristin Possehl served on the SD BON for 9 years as a representative for Practical Nursing education. During that time, she served as president for 3 years. The time spent on the Board was extremely valuable and increased her knowledge in nursing regulation, as

well as trends in education, challenges with enforcement and discipline, and major issues in overall health care regulation. Serving on the Board is such a privilege. During these 9 years, Kristin saw changes in delegation to trained diabetes aides, enactment of the enhanced nurse licensure compact, changes in collaborative agreement requirements for advanced practice nurses, as well as modifications to the nurse practice act and rules. Having served on the discipline committee for several years, Kristin saw first-hand the challenges facing nurses throughout our profession, and the hard work of those on the Board staff who handle complaints or discipline concerns. As nurses we are extremely privileged to regulate our own profession. Attending annual conferences for the National Council of State Boards of Nursing was a great benefit as a Board member.

The speakers are outstanding, and the information presented is always dealing with current issues. Kristin was also president during the 100<sup>th</sup> anniversary of the SD BON. The ceremonial board meeting and the conference were very memorable. Kristin continues to serve as the Dean of Nursing at Southeast Technical Institute. She encourages all nurses to become more aware of regulation and its importance in protecting the public as well as upholding the standards of our profession.



*Doneen Hollingsworth*

### Doneen Hollingsworth

Doneen Hollingsworth served as a public member on the South Dakota Board of Nursing from 2016-2019. She enjoyed a career in public service for the State of South Dakota and had the honor of serving with five of our state's governors in several capacities. The most rewarding role was serving as the Cabinet Secretary of the South Dakota Department of Health, the state's public health agency, for almost twenty years, until her retirement in 2015. Doneen is a native South Dakotan who grew up in Vermillion and is a graduate of the University of South Dakota. She and her husband Rusty have made Pierre their home for over 30 years and continue to enjoy life on the Missouri River and the plains of central South Dakota.

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Katie,  
NICU Nurse, 2019

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## South Dakota Board of Nursing Welcomes New Board Members

### Christi Keffeler

This is Christi Keffeler's first opportunity to serve as a member of the Board of Nursing. She will be the representative for Practical Nursing education. Christi began her health care career as a teenager working as a Nurses' Aid in the 1980's, earned an ADN from USD, BSN from SDSU, and MSN from Grand Canyon University.

Over the years, her positions have varied from staff nurse in the hospital and clinic settings, supervisor of clinic operations, and manager of outpatient services, with most of her 18 years as a registered nurse in leadership. Currently, she is the Director of Nursing at Western Dakota Tech for the practical nursing and registered nursing programs.



Christi Keffeler

Christi is a deep-rooted South Dakota girl. She grew up on the family's cattle ranch on the plains of South Dakota and has made the Black Hills her home for many years. In addition to her professional career, Christi enjoys camping, hiking, and spending time with her family.



Kristin Gabriel

### Kristin Gabriel

Kristen Gabriel was appointed to the South Dakota Board of Nursing as a public member. Kristin Gabriel holds a bachelor's degree in Contemporary Media and Journalism from the University of South Dakota. She is the Sales and Marketing Channel Manager for BankWest South Dakota.

Gabriel has held a position on the Board of Adjustment for the city of Pierre for five years. In recent years she has served on the Pierre Players Community Theatre Board of Governors, volunteered in the classroom with Junior Achievement and was elected President of the inaugural class of Leadership Pierre in 2019.

In her free time Kristin enjoys boating and spending time with her family.

She and her husband, Tate, reside in Pierre with their son, Gavin.

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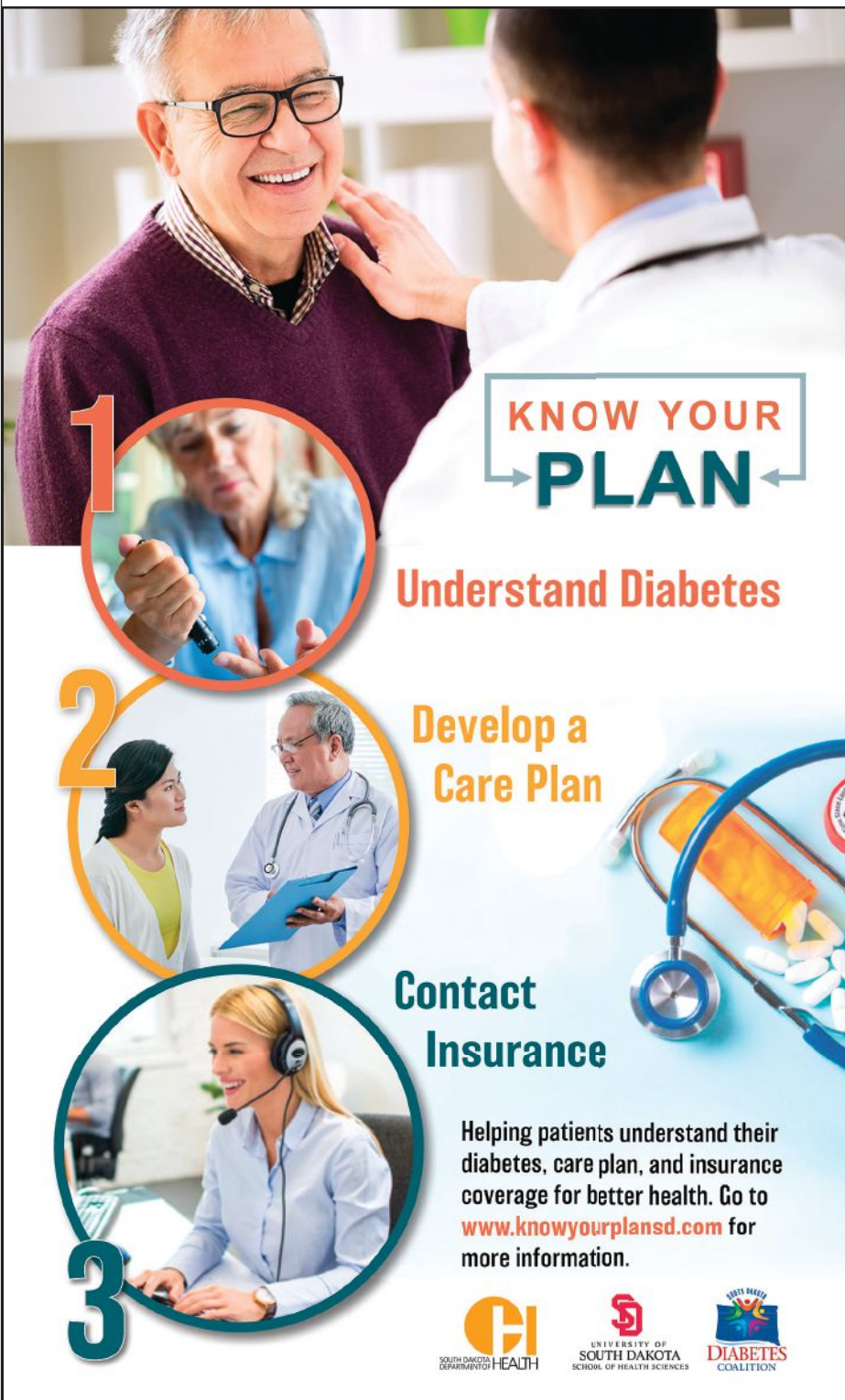
## Medication Aide Training Program Reapprovals

Please be advised that all Medication Aide Training Programs were due for reapproval April 30, 2020. The BON has created a new online application for the renewal process; if you have not renewed your program, please follow the Survey Monkey link provided below. You will be able to provide information such as faculty and curriculum changes on this form. Please note that you will not receive an emailed notice of reapproval as done in the past; rather your program information will be updated on the BON website within 5-7 business days.


Reapproval Application: <https://www.surveymonkey.com/r/SDBON-MATP-Reapproval-Application>

Verification of Reapproval (please allow 5-7 business days): <https://doh.sd.gov/boards/nursing/UAP/MedicationAideTrainingPrograms.pdf>


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# Adolescent Grieving and the Name Game: A Teaching Tip

*Dr. Travis “Pete” Lewis RN, PhD  
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Perhaps one of the most challenging roles for nurses and other members of the healthcare team, is educating a mourner on the grieving process. Thus it is imperative that there is an understanding of grief and the grieving process, and the various resources and therapies available. Mourners need to understand that grieving is a natural process that must occur in order to progress forward. An imperative to be understood is that seeking help is a sign of strength, not weakness. Therapies include, but are not limited to, family and friends, spiritual counseling, one-to-one counseling, support groups, and self-help exercises.

This article presents a simple, self-help exercise referred to as the Name Game. Easily understood, this exercise can be taught to school-age children and beyond, requires no special equipment or has no specific timeframe. Although the mourner may choose to share thoughts and feelings, the Name Game provides a medium in which the inner most feelings can be expressed privately. It may be particularly appealing to adolescents because it is totally private allowing for innermost feelings to be expressed without fear of embarrassment, eliminating the perception that it may be a sign of weakness. Additionally, the exercise is valuable in providing a diversion during moments of loneliness, a time when emotion tends to escalate. The goal of which is to channel negative feelings into positive feelings. Designed by one of the authors, the simple to use Name Game, has successfully been employed as a suggested self-help exercise across the age spectrum with an emphasis on the adolescent population.

## Abstract

Until recently of all the age groups, adolescents were often the most neglected or overlooked population when receiving education and support after their loss of someone special or close to them. Surviving the death of a loved one and grieving in healthy, adaptive ways remains an on- going challenge for bereaved adolescents (Dalton & Krout, 2006) . It is well-known that the teens years is naturally a time of emotional turbulence. These ups and downs are further complicated when the adolescent has a major loss. Not only do they not know that grief is a process that will occur, there's the

perception that they have to be “big girls” or “big boys.”

Thereby, complicating the grieving process. Therefore, it is of utmost importance that nurses, nursing students, counselors and other healthcare providers anticipated the need for educating the adolescent.

## INTRODUCTION

This article presents a simple, creative exercise nurses, student nurses or counselors can consider in helping others ease through the grieving process which has shown to be a difficult task. When an individual loses someone or something important grief occurs. Because grieving is a natural occurring

process, it is imperative that the griever understands the grieving process. As Tousley (2011) states “Grief doesn’t “go” anywhere just sits there, waiting for you to - deal with it.” It is emotional suffering one feels when someone or something loved is taken away (Smith, Robinson,& Segal, 2018). Grief is not a disease that can be cured, but a process we learn to incorporate into our lives (Schuurman & Lindholm, 2002). As Tousley (2011) states death does not end a relationship in the person’s mind. Therefore, it is very important

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that nurses and other healthcare professional, regardless of the health setting, educate survivors that grieving is essential and that it will occur.

### What is Grieving?

Everyone will experience loss, to some degree, during their lifetime. Losses can be actual, potential, physical, or symbolic. Grief is described as a normal reaction to the perception of loss; the emotions and feelings experienced (Rando, 1984). Experienced in various ways,

grief often includes physical, behavioral, social, psychological or spiritual reactions (Corr, 2007; Dennis, 2009). And regardless of one's religious beliefs, ethnic origin, race, gender, age or

social situation, grief occurs. For example, toddlers recognize loss due to death but death is seen as a transient state, not a permanent event; while older adults are more aware and accepting of death (Potter & Wynne, 2015); and, for some teens death is viewed with fascination or a sense of romanticism (Palmer, Saviet, & Tourish, 2016). Various factors can influence the individuals' reaction to the loss, factors such as, significance of the relationship, age of the deceased, spiritual and cultural values. Grieving will vary among individuals with responses being personalized, occurring within one's timeframe. Some may choose solace, while others find comfort sharing emotions and feelings with others.

### Grief Responses

Grieving causes a variety of emotions ranging from sadness, yearning, guilt, regret and anger (Corr, Nabe, & Corr, 2006). Smith, Robinson & Segal (2018) refers to the grieving process as a roller coaster, full of ups and downs, highs and lows. Schuurman & Lindholm (2002) reports emotional responses may change from day to day or even

from hour to hour. Grief associated feelings, thoughts, and behaviors can be categorized as either instrumental or intuitive. Instrumental involves problem-solving tasks while minimizing emotional responses. Intuitive grieving is a heightened emotional experience, sharing feelings with others ("Grief Counseling", n.d.). Generally, most people will demonstrate a combination of both.

Emotional responses during the grieving process can readily be compared to the current in an ocean, constantly in motion, as are the emotional responses that repeatedly occur.

Researchers now believe that for many, a continuous bonding with the deceased is a normal part of healthy adaptation (Doughty, Wissel, Glorfield, 2011). Legitimizing connections to the dead by talking about the dead and engaging in memorial rituals help the mourner realize that grief is not a static process but rather an evolving one (Dennis, 2009). Part of grieving is reflecting on the times together, and realizing how essentially meaningful those moments were from sharing a simple meal to traveling to far off places together. However, working through grief requires time, support and often some type of therapy. Nurses, student nurses and counselors are often confronted with the occasion to assist the griever.

### Coping with Grief

The complex process of grieving present challenges and opportunities for the griever. For example, mourners may at times feel a need for solitude for personal reflection or extra support from others or even be overwhelmed with sadness while reminiscing about the deceased. This is when resources, such as, one-on-one counseling, family and friends, support groups, and self-help exercises to facilitate coping should be considered. Regardless of the therapy employed, the ultimate goal is to assist in development of skills in order to better cope with the loss.

### Adolescence and Grieving

Until recently of all the age groups, adolescents were often the most neglected or overlooked population when receiving education and support after their loss of someone special or close to them. However, in light of the mass shooting at Marjory Stoneman Douglas High School in Parkland, Florida and other mass shootings there have been a shift. Following the shootings officials realize the necessity of grief counseling for adolescents affected by the shootings. Numerous offerings of resources for grief counseling for those adolescents struggling with grief was provided. Surviving the death of a loved one and grieving in healthy, adaptive ways remains an on-going challenge for bereaved adolescents (Dalton & Krout, 2006).

The adolescent years are commonly known as the "tween" years; because, they are neither children nor adults. The key to remember is that teens, while appearing more adult like, are emotionally still childlike (AIHCP Health Care Blog, 2012). As a group adolescents are often neglected or disfranchised grievers (Doka, 2014). Teens must understand that grieving is a natural process. Using the holistic nursing process will allow nurses and healthcare providers who have worked with the teen(s) during the dying process of someone significant to the teen, an opportunity to explain grief and the grieving process. Ensuring the teen that grieving is a natural process, may open a door of uncertainty, preventing the teen from delaying the grief process and possibly avoid the risk of functional impairment and depression (Melhem, Porta, Shamsedden, Payne, & Brent, 2011).

Nurses must realize that the grieving process can be especially difficult in adolescence; a time of developmental change as they face numerous social and emotional challenges (Doka, 2014). A loss at this time can complicate mourning (Wolfert, n.d.). A sense of being out of



control may also overwhelm or frighten the adolescent (The Dougy Center, n.d.). Loss can create a sense of guilt or “unfinished business”. It is important, therefore, to be mindful that this age group may exhibit grief differently than other age groups (Doka, 2014).

Misconceptions about adolescence, such as, the adolescent’s physical size equates to their emotional maturity, can also lead to a misunderstanding that the adolescent should react to loss at an adult level further traumatizing the adolescent. Another misconception is that the adolescent will have or seek peer support. Unless a peer(s) has experienced grief themselves, they may project their own feelings of helplessness by ignoring the subject entirely (Wolfert n.d.). The grieving adolescent may also keep grief at a distance so as not to be seen by peers as “the kid whose father died” (Doka, 2014). While seeking a sense of independence, adolescents may be reluctant to seek support from parents or other adults. However, many creative and expressive techniques, such as, art therapy, journaling, poetry, music, creating a collage, are useful in facilitating the resolution of grief for adolescents (Slyter, 2012). One helpful resource to consider for grieving adolescents is the Name Game. While self-help or creative and expressive techniques, such as, art therapy, journaling, poetry, music, creating a collage, are useful in facilitating the resolution of grief, these activities require “tools, expense and scheduling.” The

Name Game can be utilized anywhere, anytime, anyplace, allowing expression of emotion and relief without “tools, expense, or scheduling.”

### The Value of the Name Game

Designed by one of the authors, the simple to use Name Game, has successfully been employed as a suggested self-help exercise with individuals across the age spectrum, especially adolescents, who experienced loss. The exercise begins with the mourner either mentally or physically (writing) the individual’s

first name or nickname. Reflecting on the deceased’s name helps the mourner be more focused on the deceased and the value of that person in their life. Then for each letter in the name, brainstorm words that start with the corresponding letter that best helps to describe the person. Words should reflect special times, times of needed emotional strength, fond memories, and [or] humorous events. Reflecting on all the words assigned to each letter, the mourner then selects the best word that describes his or her current emotion; the occasion/event that triggered a need for reflection. Next, a positive sentence is formulated based on the words selected. Box 1 outlines the instructions and Box 2 provides an example of a completed activity.

#### Box 1 Name Game Instructions

##### Instructions

Part 1: List the letters of the deceased’s first name [mentally or in writing]. For each letter identify corresponding words that corresponds with each letter.

Part 2: For each letter, select the word you deem best.

Part 3: Now compose a positive sentence. Words can be changed at any time to reflect current emotion.

#### Box 2 Example of Completed Name Game Exercise

D=delightful, dedicated devilish, daring  
I= inquiring, insane, inspiring  
A= awesome, always, aware  
N= nurse, nurturing, nice  
E= enthusiastic, encouraging, energetic

##### Reflection:

Diane was a delightful, inspiring, energetic woman, who was always nurturing and encouraging. Because of her qualities, I now have goals I thought to be unobtainable and most importantly, treasured memories.

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This simple self-help exercise has been found useful for older school children and beyond. Adolescents, in particular, may find the Name Game useful as it allows for privacy and control in expressing innermost feelings, while the goal is to channel negative energy into positive energy.

### Implications for Practice

The Name Game, a simple, self-help exercise can be taught to school-age children and beyond, requires no special equipment, or has no specific timeframe for its use. The exercise is flexible, facilitates working through the current emotion, and ultimately, could be beneficial to progress through grief work. For example, the emotion could be associated with the anniversary of the death of a person, his or her birthday, special holidays, or a vacation. Equally important, is reflecting on how supportive the deceased was during stressful situations. An added value and unique feature of this exercise

is its variability, allowing the mourner to adapt/adjust to meet the needed stress relief. Active engagement in one activity could possibly be a stimulus leading to engagement in other activities. Mostly, it instills in the person that during the grieving process, it is okay to smile and express happiness.

### Discussion

Although the teen's life is never going to be the same, it does not mean that life can never be joyful again, nor the experience of loss cannot be transformed into something positive. By helping teens accept the reality that they can grieve allows them to do their grief work and to progress in their grief journey (Shuurman & Lindholm, 2002). The cornerstone of grief counseling is education.

### Summary

Even though grieving is a natural reaction to death/loss, it does not feel natural because it may be difficult to control the emotions, thoughts, or physical feelings (Shuurman & Lindholm, 2002). The purpose of this article is to stress the need for grief counseling and present a simple, creative exercise nurses, student nurses or counselors can consider in helping others ease through the grieving process. As mourners begin to rebound, the exercise is valuable in providing a diversion during moments of loneliness, a time when emotion tends to escalate, as the goal of the exercise is to channel negative feelings into positive feelings. To this end, the Name Game is a useful option to consider.

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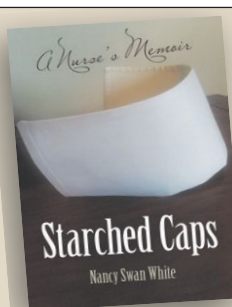
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