

| Winter 2023 |

NORTH DAKOTA NURSE C O N N E C T I O N



**NCSBN Honors North Dakota Board of Nursing with
"Blackbelt" in Regulatory Achievements**

NORTH DAKOTA STATE BOARD *of* NURSING

NORTH DAKOTA MENTAL HEALTH **PROGRAM DIRECTORY**

A new tool is here to help

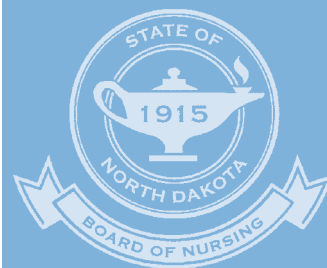
Find mental health services for you or your loved ones through the North Dakota Mental Health Program Directory.

The directory provides a single place for North Dakota citizens to search for mental health services that meet their needs.

FIND A LOCATION

To find a Mental Health Program near you, visit
hhs.nd.gov/behavioral-health/directory.

NORTH DAKOTA NURSE C O N N E C T I O N



WINTER 2023
EDITION 81

4 **A message from the Executive Director**

7 **North Dakota Board Highlights**

9 **Nurses with 50 Years of Licensure**

10 **NCSBN Honors North Dakota Board of Nursing
with “Blackbelt” in Regulatory Achievements**

12 **The Nurse Licensure Compact: What Nurses
and Nurse Employers Need to Know**

14 **The ND Board of Nursing Welcomes
New Staff Member**

The statements and opinions contained in the publications of North Dakota Nurse Connection are solely those of the individual authors and do not necessarily reflect those of the editors or the publisher. The appearance of advertisements in North Dakota Nurse Connection publications is not a warranty, endorsement or approval of the products or services advertised or of their safety. The Editor-in-Chief and the Publisher disclaim responsibility for any injury to persons or property resulting from any ideas or products referred to in the articles or advertisements.

North Dakota Nurse Connection circulation includes over 19,700 licensed nurses, hospital executives and nursing school administrators in North Dakota.

 **Publishing
PCI Concepts, Inc.**

Created by Publishing Concepts, Inc.

David Brown, President
dbrown@pcipublishing.com

For advertising info contact

Victor Horne • 1-800-561-4686
vhorne@pcipublishing.com



The *North Dakota Nurse Connection* is published by the North Dakota Board of Nursing.
Direct *North Dakota Nurse Connection* questions or comments to:

North Dakota Board of Nursing,
919 S. 7th Street, Suite 50,
Bismarck, North Dakota 58504-5881 • 701-751-3000



A message from the Executive Director

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

Greetings and welcome to the Winter 2023 edition of the *North Dakota Nurse Connection (NDNC)*, the official publication of the North Dakota Board of Nursing (NDBON).

As we move into a new year, the NDBON continues to strategize advancements related to regulation, technology, cyber security, and databases to ensure seamless and efficient operations and licensure. These initiatives include the following proposed amendments to the Nurse Practices Act: 1) an expansion of options for providing financial assistance to nursing students; and 2) the addition of an alternative to discipline program for compliance. The NDBON also actively collaborates with the National Council of State Boards of Nursing (NCSBN) to enhance regulatory platforms and databases with the goal of transitioning to pertinent updated technologies in 2023-2024. The NDBON consistently strives to maintain efficient regulations and licensure while eliminating barriers and outdated processes to ensure a safe nursing profession for the citizens of North Dakota (ND).



*NDBON members and staff training with Jim Bouchard.
 Annual Retreat October 26, 2022.*

Latest News

The NDBON held its annual retreat for board members and staff which emphasized resilience in today's workplace and effective leadership. Speakers included Rachel Iverson MS RD CSSD of Foundation Fitness and Nutrition, and Jim Bouchard of Black Belt Mindset

Productions. Jim Bouchard provided a keynote presentation titled, "*The Sensei Leader/8 Strategies for Effective Leaders*" and a workshop titled, "*5 Rings: Essential Tactics for Today's Leader*".

On November 18, 2022, Lieutenant Governor Sanford met with representatives of the NDBON and ND Nurse Practitioner Association to acknowledge ND's Proclamation honoring Nurse Practitioner Week. The proclamation recognized the services of more than 1,900 ND Nurse Practitioners to its citizens and celebrated the countless contributions the Nurse Practitioners made over the past half century and will continue to make on behalf of the health and well-being of citizens in ND. To view the Nurse Practitioner Week Proclamation, visit [Nurse Practitioner Week 2022.pdf \(nd.gov\)](https://www.nd.gov/nurse-practitioner-week-2022.pdf).



Join the Team That Makes the Difference!

www.tiogahealth.org

We offer both full time and part time positions in our long-term care, clinic, and acute/ER settings.

Excellent Salary and Benefits.

For more info, or to apply, contact:
 Morgan Moberg
mmoberg@tiogahealth.org
 (701) 664-3305 x9502





Cheryl Rising, Allison Peltier, Lt Governor Sanford, Stacey Pfenning Celebrating Nurse Practitioner Week.

Legislative Update

The NDBON approved amendments to the ND Century Code Chapter 43-12.1 Nurse Practices Act. The NDBON pre-filed its proposed amendments as an agency bill for the upcoming 68th legislative session starting January 3, 2023. The proposed amendments included: 1) a definition of an Alternative to Discipline program; and 2) updated duties of the Board to expand the nursing student loan to funding assistance; remove outdated language related to short-term clinical education in health care facilities; and add an alternative to discipline program.

The NDBON actively participates in the legislative sessions through monitoring of bills related to occupational/licensing boards, the nursing profession, and other pertinent healthcare initiatives. The NDBON Directors and SAAG Nicholas Simonson have been designated as the Legislative Team and were directed

to collaborate with stakeholders during the session to provide input and education related to the Nurse Practices Act and Administrative Code; and to call special meetings as needed. The Legislative Team of the NDBON monitors bills through weekly meetings, biweekly attendance of the ND Nursing Legislative Update meetings hosted by NDNA; and collaborating with other state health care occupational/licensing boards.

Watch for the Spring edition of the *North Dakota Nurse Connection*, as the NDBON provides education and updates pertaining to licensure, education, practice, compliance, and pertinent legislative activities. Topics are also posted on the NDBON website at Home - ND Board of Nursing (ndbon.org).

Sincerely,
Dr. Stacey Pfenning DNP APRN FNP
FAANP

Master of Science in NURSING

AUGIE.EDU/MSN



The program offers specialty tracks and post-master's certificates in:

- Adult-gerontology acute care nurse practitioner (AG-ACNP)
- Adult-gerontology clinical nurse specialist (AG-CNS)

Scan to learn more!



AUGUSTANA
UNIVERSITY

Nursing Positions Open Now In Jamestown!

Sign-On Bonus Available!

Anne Carlsen is looking for YOU!
RN, LPN, Nurse Tech positions!

Anne Carlsen is in search of an enthusiastic nurse to join a passionate and creative team focused on providing ongoing healthcare assessments and nursing services. In this position, you will have the opportunity to make a difference in lives you touch every day.

Apply today at www.annecarlsen.org/careers.



Benefits include:

- Competitive pay
- Flexible work schedule
- Great working environment
- Generous Paid Time Off
- Health, Dental, Vision
- HSA, FSA, Dependent Care FSA
- 401k with match



Anne Carlsen
Nurturing abilities. Changing lives.



For more info., please contact us at
1-800-568-5175 or hr@annecenter.org.



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.

North Dakota Board of Nursing Officers and Members

PRESIDENT

Dr. Kevin Buettner, APRN, Grand Forks

VICE-PRESIDENT

Wendi Johnston, LPN, Kathryn

TREASURER

Dr. Jamie Hammer, RN, Minot

Julie Dragseth, LPN, Watford City
Cheryl Froelich, Public Member, Mandan
Melodi Krank, RN, West Fargo
Dr. Michael Hammer, RN, Vella
Dana Pazdernik, RN, New Salem
Maggie Seamands, RN, Bismarck

NORTH DAKOTA BOARD OF NURSING 2022-2023 BOARD MEETING DATES

January 26, 2023

April 27, 2023

July 27, 2023 Annual Meeting

Please note:

All meetings are open to the public and will be held in the Board office conference room at 919 South Seventh Street, Suite 504, Bismarck, ND and virtually via videoconference. It is advised that observers attending in person adhere to current Center of Disease Control COVID 19 prevention recommendations, such as masks and social distancing for those not fully vaccinated.

Agendas, which include date and time, will be listed on the Board website at www.ndbon.org. Videoconference links will be included on the agendas; and available upon request at contactus@ndbon.org. The agendas 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 nursing issues or topics. Prior notification is not necessary. Individuals will be recognized in the order of their signature on a roster or notification in the videoconference chat at the start of the meeting.

BOARD STAFF

Executive Director – Dr. Stacey Pfenning APRN
Associate Director for Operations – Kyle Martin
Associate Director for Compliance – Melissa Hanson RN
Assistant Director for Compliance – Corrie Lund RN
Associate Director for Practice – Maureen Bentz RN
Associate Director for Education – Dr. Tammy Buchholz RN
Administrative Service Coordinator – Karen Hahn
Accounting/Licensing Specialist – Michael Frovarp
Administrative Assistant/Licensing Specialist – Christa Stayton
Administrative Assistant/Licensing Specialist – Kimberly Kolling
Administrative Assistant – Norma Geiger

ND BOARD OF NURSING OFFICE HOURS AND OPERATIONS

Hours of Office Operations (Closed for all observed state holidays)

- Monday through Thursday 8:00 am to 5:00 pm CST
- Friday 8:00 am to 3:00 pm CST

Hours of Office Visits (Others by scheduled appointment)

- Monday through Friday 9:00 am to 2:00 pm CST

For the most immediate response or assistance, please email the appropriate division using the Directory or email contactus@ndbon.org. Fax is also available at (701) 751-2221

NORTH DAKOTA BOARD OF NURSING "CARDLESS" FOR PUBLIC SAFETY Wallet licensure cards are no longer issued for:

APRN, RN & LPN Renewal
License by Examination
License by Endorsement
UAP/Technician/Medication Assistant III
www.ndbon.org

ND Board of Nursing invites nursing and non-nursing public members to participate on the Advisory Panel.

Visit <https://www.ndbon.org/Practice/AdvisoryPanel/ParticipationIndex.asp> for information and application.

NURSES**Have you moved recently?**

UPDATE YOUR ADDRESS ON THE
ND BOARD OF NURSING WEBSITE

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. Choose Demographic Updates under Nurse Licensure.

NDBON Contact Information

ND Board of Nursing

919 S 7th St., Suite 504, Bismarck, ND 58504-5881

Phone: 701-751-3000 • Fax: 701-751-2221

Email: contactus@ndbon.org or visit

www.ndbon.org for additional email options

North Dakota Board of Nursing Division Directory

APRN & Prescriptive Authority Initial Application
aprn@ndbon.org
Phone: (701) 391-9412

Compliance & Discipline
Violations of NPA & Rules and Regulations, Discipline Monitoring
compliance@ndbon.org
Phone: (701) 527-5212

Criminal History Record Checks
chrc@ndbon.org
Phone: (701) 391-9412

Education & Continuing Education
education@ndbon.org
Phone: (701) 989-1276

Initial RN/LPN License By Endorsement
endorse@ndbon.org
Phone: (701) 400-0483

Initial RN/LPN License By Exam
exam@ndbon.org
Phone: (701) 391-8790

Initial UAP/Technician, Medication Assistant III
UAP_MAI@ndbon.org
Phone: (701) 391-8790

License & Registry Renewal
LPN, RN, APRN, UAP/Technician,
Medication Assistant III
renewal@ndbon.org
Phone: (701) 400-9108
Nurse List Orders
lists@ndbon.org

Nursing Education Loan
nel@ndbon.org
Phone: (701) 989-1276

Nurse Licensure Compact
practice@ndbon.org
Phone: (701) 527-6922

Practice Inquiries
LPN, RN, APRN, UAP/Technician/
Medication Assistant III practice inquiries
practice@ndbon.org
Phone: (701) 527-6922

Transcript Inquiries
Transcripts must be sent electronically through the National Student Clearinghouse, e-script, Parchment or another secure transcript service. Transcripts sent as email attachments or pdfs will not be accepted.
transcripts@ndbon.org

Other Inquiries/Requests
contactus@ndbon.org
Phone: (701) 751-3000
Fax: (701) 751-2221

The ND Board of Nursing (BON) is inviting stakeholders to submit application for voluntary participation on the Advisory Panel. Advisory Panel members may be considered for participation in the exploration of identified regulatory issues by means of individual consultation or select groups, at the discretion of the Board and/or Directors. As regulatory issues arise, select members will be contacted with the proposed opportunity for participation, including specific details and proposed timeline.

Visit <https://www.ndbon.org/Practice/AdvisoryPanel/ParticipationIndex.asp> for more information and application.

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
Click the "Verify" link on the navigation bar to choose the appropriate license type that you wish to 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

OCTOBER 27, 2022

Board highlights include motions from the draft minutes posted at www.ndbon.org to be considered at the January 2022 regular meeting. Compliance Division investigations and list of all disciplinary actions taken by the Board are published in the Public Notice available at <https://www.ndbon.org/Publications/PublicNotice.asp>

The Board:

- Sunill A. Mutgi, MD provided resource handouts and testimony related to his request for review of the NDBON practice guidance “Role of the Nurse in Sedation/Analgesia” due to changes in the practice environment occurring related to the pandemic such as staff shortages and drug shortages.
- Rebecca Binstock, Executive Director of the ND Ethics Committee presented updates on law and rules pertaining to public officials, conflict of interest, accepting gifts, and forms related to recusing.
- Approved the minutes of the July 28, 2022, regular meeting as distributed.
- Accepted outsourcing of select accounting components as purposed by Brady Martz effective January 2023; and approved staff request to move from Sage Business Works to Quickbooks (with file synchronization with selected vendor) to coordinate with outsourcing services; and to adjust the budget for review and approval at the January 2023 regular board meeting.
- Accepted the January 2022-June 2022 Strategic Plan Progress report as distributed.
- Approved the FY 2022 Annual Report as distributed.
- Approved the progress report submitted by the Nurse Administrator for the ND State College of Science, Associate Degree Registered Nurse Education Program addressing the deficiency of non-compliance with NDAC 54-03.2-07-01. Performance of Graduates on

Licensing Exam meets the NDBON reporting requirements; and required the Program Nurse Administrator to submit quarterly progress reports to the Board addressing the deficiency of non-compliance in January, April, and July 2023.

- Approved the request from the Minnesota State University Moorhead, Minnesota Alliance for Nursing Education (MANE) BSN Program allowing the use of a BSN-prepared RN enrolled and making progress in a graduate program for clinical practice instruction Spring 2023 Semester as the program holds NDBON Annual Recognition, complies with NDCC 43-12.1-17. Nursing Education Programs, Section 1. and the request aligns with NDAC 54-03.2-04-08 Employment of Academically Unqualified Faculty, Subsection 3. Other Circumstances as Approved by the Board.
- Approved the continuation of the Emergency Limited License until April 2023; and accept the 120 hours of supervised clinical practice, verified by employer, as meeting 54-02-05-05 (3,g) “other evidence the licensee wished to submit which would provide proof of nursing competence” allowing the nonpracticing nurse to apply for reactivation.
- Approved the continued allowance of facility general orientation (not nursing orientation) and work in other non-nursing roles prior to completing temporary permit requirements and issuance until April 2023.
- Staff provided updates about the current renewal cycle, CE audit, and collaborations with CE Broker. The planned ‘soft-stop’ built into the renewal process is being worked on by staff and Albertsons. The hope is implementation before the renewal cycle ends in December. This involves licensees being asked during renewal if they have completed their required CE and uploaded to CE Broker, but it does not stop them from renewing.
- Directed staff to collaborate with the

National Council of State Boards of Nursing to explore feasibility; develop proposed timelines; and initiate checklist required to move to the Optimal Regulatory Board System. Staff to provide an update to the Board at the January 2023 regular meeting.

- Approved the requirement of a transcript credential evaluation report for all internationally educated nurse applicants to ensure alignment with NPA 43-12.1-09 (2)(a&b)(2).
- Directed staff and SAAG to collaborate with stakeholders during the legislative session to provide input and education related to the Nurse Practices Act and ND Administrative Code as needed; and to call special meetings at the discretion of the Executive Director and SAAG.

continued on page 8



DICKINSON[®] STATE UNIVERSITY

NURSING

- **In-state tuition for Western US states**
- **Access on campus or from a distance**

APPLY NOW!

dickinsonstate.edu/nursing

continued from page 7

- Approved the proposed addition of an Alternative to Discipline program to the Duties of the Board (43-12.1-08 (2)); and included the proposed definition of Alternative to Discipline (43-12.1-02 (2)); and directed staff and SAAG to pre-file with legislative council for the 2023 legislative session.
- Approved the proposed amendments to the Duties of the Board 43-12.1-08 (2)(g) pertaining to the nursing student loan; and directed staff and SAAG to pre-file with legislative council for the 2023 legislative session.
- Approved the proposed repeal of Duties of the Board 43-12.1-08 (2) (k) related to short-term clinical education; and directed staff and SAAG to pre-file with legislative council for the 2023 legislative session.
- Directed staff and SAAG to explore rules to clarify requirements related

to independent credential's review for internationally/foreign educated for application for license by endorsements (chapter 54-02-06) and license by examination (chapter 54-02-01); and provided draft to the Board for consideration at the January 2023 regular meeting.

- Approved the addition of legislative monitoring to the duties of the current General Counsel of the Board, SAAG Nicholas Simonson effective January 2022-April 2023 at the proposed \$8,000 for the session.
- Discussed the policy brief provided by the NDONL & NDLTC related to establishment of an Office of Immigration for internationally educated nurses. SAAG Simonson advised NDBON to consider as informational and remain neutral. SAAG Simonson reiterated that NDBON is not allowed to lobby; however, may provide education related to potential impact on NPA/NDAC when necessary.
- Discussed September

correspondences with ND Department of Environmental Quality (DEQ); inclusion of DEQ in the review/approval process for APRNs seeking SOP to include performing and/or supervising fluoroscopy; and DEQs issuance of a letter for qualifying APRNs stating ND Radiological Health Rule requirements have been met. Staff to update documents to specifically include DEQ in the formal review process.

- Supported the revised "Guidelines for the Role of the Dialysis Technician" to allow RNs to delegate and directly supervise select duties pertaining to central catheters.
- Held an Executive Session to consider the following according to the NDCC 44-04-18.1: 10.1.1 JODI RICHTER. To discuss closed, confidential, or exempt records.
- Adjourned the Executive Session and opened the meeting to the public at 3:09 pm.

Eagle Butte, SD

REGISTERED NURSES

Cheyenne River Health Center is recruiting RNs for the Inpatient, Outpatient, and Emergency Department.

RN Salaries range up to **\$104,509** annual base pay, based on qualifications, with up to **25 % hiring incentive based on pay**. Generous benefits can include: **Student Loan Repayment of \$20,000** per year, relocation assistance, retirement plan, 13-26 paid days of vacation days per year, guaranteed hours, 11 paid holidays per year, excellent health benefits (health, dental, and vision) and on-site rental housing.

For information, contact:
Chelsie Veit at (605) 964-0516 or (605) 964-7724
or chelsie.veit@ihs.gov

The Indian Health Service is an Affirmative Action Employer. Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Reorganization Act of 1934 (Title 25, USC, Section 472).



Nurses with 50 Years of Licensure

Evonne Altendorf, ND, 58237-1252 LPN

Gail Anderson, ND 58104, LPN

Faye Arlt, ND 58701-5938, LPN

Gwen Boschee, ND 58495-9723, LPN

Mary Chandler, ND 58072-2103, LPN

Marvis Doster, ND 58078, RN

Vickie Drewlow, ND 58075, LPN

Ione Eckroth, ND 58501-1558, RN

Sandra Gilbertson, ND 58701-7105, LPN

Patricia Guthmiller, ND 58201, RN

Penny Hamilton, ND 58702-0118, RN

Barbara Hample, ND 58078-2506, RN

Ruth Hanson, ND 58078, RN

Patricia Komrosky, ND 58104, RN

Leann Kraft, ND 58768-9685, LPN

Debra Ludwig, ND 58078-1107, LPN

Lorelei Maier, ND 58436-9126, RN

Sherry Messmer, ND 58503, RN & LPN

Carol Morast 1713, ND 58504-3054, RN

Susan Pederson, ND 58503, RN

Teresa Mary Redmer, ND 58852-0911, LPN

Sherry Risovi, ND 58324-0164, LPN

Karen Rohr, ND 58554, LPN & RN

Grace Schiller, ND 58259-0286, LPN

Marilyn Scott, ND 58701, RN

Nadia Smetana, ND 58750-9761, RN

Carla Symons, ND 58249, RN

Connie Teske, ND 58436, LPN

NOW OPEN IN BISMARCK!



Corinna Glatt & Julie Tanous
Nurse Practitioners

CARING FOR INDIVIDUALS WITH **EARLY MEMORY LOSS & ALZHEIMER'S DISEASE**

- Screening and Early Detection of Memory Loss
- Preventative Measures for Those at Risk
- Care Planning for Families Affected by Memory Loss & Alzheimer's Disease



Call 701-712-0066 or visit memoryclinicnd.com to book an appointment today.

EARN YOUR RN TO BSN



100% ONLINE

Accepting applications for
Fall, Spring, and Summer
Designed for the working RN!



Key program features:

- Study at your own pace
- Program completion in two, three, or four semester plans
- Earn college credit for current NCLEX-RN licensure
- Affordable tuition and scholarships available
- Exceptional support and 1:1 advising
- Ranked one of the best online degree programs in healthcare by EduMed.org



Contact Melissa at:

800-777-0750 ext. 3101

Melissa.Fettig@MinotStateU.edu

MinotStateU.edu/nursing



NCSBN Honors North Dakota Board of Nursing with “Blackbelt” in Regulatory Achievements

The North Dakota Board of Nursing (NDBON) was honored to be selected as the recipient of the National Council of State Boards of Nursing (NCSBN) 2022 Regulatory Achievement Award presented at the awards ceremony held during the NCSBN Annual Meeting and Delegate Assembly in Chicago, IL August 17-19, 2022.

The award celebrates the NDBON for its significant contribution and vision in promoting public policy related to the safe and effective practice of nursing and recognizes its outstanding work in advancing the interests of public welfare.

The NDBON was established in 1915 and boasts an innovative regulatory track record during its 107-year history. The NDBON members, leadership, and staff provide dedicated support for the strategic initiatives of NCSBN and fellow regulatory agencies. Members and staff have served on and led NCSBN committees and have attended and presented at numerous conferences.

During the extraordinary year of 2021, the NDBON accomplished

a remarkable goal, becoming the first state in the United States to pass legislation enacting the New Advanced Practice Registered Nurse (APRN) Compact. This historic event was the culmination of several years of concerted efforts by the NDBON, NCSBN, and collaborating stakeholders, agencies, legislators, associations, and organizations to enable APRNs to safely practice across borders without the burden of obtaining additional licensure.

In North Dakota, the NDBON has repeatedly demonstrated leadership and commitment to public safety, including forming a tri-regulator council with the state's Board of Medicine and Board of Pharmacy. That collaboration provides an opportunity for regular dialogue about regulatory, legislative, and public policy initiatives.

Recognizing the profound need that was intensified by the pandemic and other public health emergencies, the NDBON collaborated with



NCSBN President Jay Douglas and NDBON Associate Director for Education, Dr. Tammy Buchholz, RN.



Maureen Bentz, Kyle Martin, Cheryl Froelich, Dr. Tammy Buchholz accepted the award in Chicago on behalf of the NDBON.

other regulatory colleagues to create a framework for an Alternative to Discipline Program for nurses. Additionally, the NDBON works with many individual health care organizations to provide statewide and out of state options for access to resources which help nurses and other healthcare professionals who are in crisis. The NDBON is one of five boards of nursing recognized by the U.S. Department of Education as a specialized accrediting agency for nursing education programs. With steadfast dedication to public protection and right touch regulation, the NDBON is a leader in regulatory excellence.

The NDBON's commitment to promoting the safe and effective practice of nursing has made a significant impact on the quality of healthcare in North Dakota. The NDBON's efforts have not only benefited the nursing profession but have also improved the overall health and wellbeing of the public.

In accepting the NCSBN Regulatory Achievement Award, the NDBON expressed its gratitude to the NCSBN for recognizing its work and commitment to advancing the interests of public welfare and reaffirmed its continuing efforts to promote the safe and effective practice of nursing in North Dakota.

During the NCSBN 2022 Annual Meeting state delegates elected members of the Leadership Succession committee (LSC). Among individuals elected to the LSC was Dr. Tammy Buchholz, NDBON Associate Director for Education. Dr. Buchholz was elected to a second two-year term on the LSC representing Area II consisting of ND, IL, IN, IO, KS, MI, MN, MO, NE, OH, SD WV, and WI. Dr. Buchholz was appointed as chairperson of the LSC by the NCSBN Board of Directors in October 2021 and will continue to serve in that role through the end of her current term. The LSC is tasked with ensuring NCSBN has continued strong, diverse leadership that is geographically representative of the membership.

Dr. Stacey Pfenning, NDBON Executive Director, attended the Nurse Licensure Compact (NLC) annual commissioners meeting in Chicago, IL



Dr. Stacey Pfenning and Dr. Pamela Zickafoose. Pfenning receives award for serving on the NLC, including 2 full terms as Vice Chair.

August 16, 2022. During the meeting Dr. Pfenning was honored and presented with an award recognizing her many years of service and leadership on the NLC Executive Committee. Dr. Pfenning was elected as NLC member-at-large in 2017 and then served

two full terms as Vice Chair from September 2018-September 2022. As the commissioner representing ND, Dr. Pfenning continues to be intimately involved in the work of advancing the NLC, including membership on the Rules Committee since 2017.

NORTH DAKOTA
STATE UNIVERSITY
NDSU

ADVANCE YOUR NURSING CAREER

With options on-site and online, the NDSU School of Nursing in Fargo and Bismarck, North Dakota, offers excellent value with small class sizes and experienced faculty.

Our programs include:

- RN to BSN 100% online program
- Pre-licensure BSN program
- LPN to BSN blended online program
- Doctor of Nursing Practice (BSN to DNP)/ Family Nurse Practitioner program

NDSU offers programs to part- and full-time students, working professionals and those seeking online educational opportunities.

ndsuh.edu/nursing

THE NURSE LICENSURE COMPACT:

What Nurses and Nurse Employers Need to Know

North Dakota is a member state of the Nurse Licensure Compact (NLC). This compact allows nurses to have one multistate license, with the ability to practice nursing in other member states without having to obtain additional licenses. In North Dakota, nurses who qualify are automatically given a multistate license at the time of licensure.

The primary state of residency plays a role in determining a nurse's eligibility for a compact license. A nurse's primary state of residence is the state where they live, vote, or pay taxes (additional qualifying factors to determine primary state of residence can

be found on NCSBN's website at: <https://www.ncsbn.org/>).

A single state license allows a nurse to practice nursing only in the state where the license was issued. This means that if a nurse with a single state license in North Dakota wants to practice nursing in another state, they must apply for and obtain a separate license in that state. Nurses, for example, who claim Minnesota (a non-compact state) as their primary state of residence who work in North Dakota, will be issued a North Dakota single state nursing license during initial licensing and renewal. On the other hand, a multistate license allows a nurse

to practice nursing in any of the member states of the NLC, including North Dakota.

To determine compact license eligibility, a nurse must have their primary state of residence in a compact state. If a nurse's primary state of residence is not in a compact state, they are not eligible for a compact license and must obtain a single state license in each state they wish to practice. A nurse may also be ineligible for a multistate license if they do not meet the Uniform Licensure Requirements (ULRs); such as if they: 1) have a felony offense (which includes an agreed disposition); 2) have a misdemeanor

**SHAPING
HEALTH
CARE**

**Clarkson
College**

**Leaders in nursing education
for more than 130 years.
Undergraduate and graduate
options available.**

- › BSN, MSN, DNP and Ed.D. options
- › Part- and full-time coursework
- › Up to 85% loan forgiveness available for nurse educators
- › U.S. News & World Report top ranked online Graduate Nursing program 11 years and running

ClarksonCollege.edu/Nursing



**MONTANA
HEALTH NETWORK**

NEED EXTRA INCOME?

**Share Your Clinical Excellence and
be a Part of Montana Health
Network's Professional Team!**

- Flexible Scheduling
- Lucrative Salary
- Travel Reimbursement
- Varied Shifts or short/long contracts
- Housing while on travel assignment
- Bonuses - End of year and end of extended contracts, if qualified
- Health Insurance
- 401 (k) Plan
- Professional Liability Insurance and Worker's Compensation
- \$100,000 Accident Insurance

**Now recruiting Clinical Professionals for
Full time, Part time, and Per diem**

- RN
- CNA
- LPN
- Radiology Tech

Apply online at:

www.montanahealthnetwork.com
or contact

David Perry, RN

Staff Coordinator/Recruitment Specialist
406-234-1420 or 406-852-6361
dperry@montanahealthnetwork.com



offense related to the practice of nursing; 3) have disciplinary action against their license that encumbers or limits their practice or privilege to practice (for example: revocation, suspension, probation, monitoring or a cease and desist action); or 4) if they are participating in a non-disciplinary monitoring program approved by a licensing board.

International applicants wishing to obtain a compact license must submit additional documentation during initial licensure. These requirements include submitting an official credentials evaluation report or foreign credentials evaluation service (CES) submitted through an approved agency (https://www.ndbon.org/download_resource.asp?id=696). For applicants who are graduates of a program that was not taught in English, or for applicants whose primary language is not

English, an official verification noting the passage of an English proficiency examination (including components of reading, speaking, writing and licensing) is also required (an active Visa4Nurses or VisaScreen Certificate will fulfill the English language proficiency requirements).

The NLC is a great option for nurses who want the ability to practice nursing in multiple states without having to obtain multiple licenses. By meeting the requirements and obtaining a multistate license in North Dakota, nurses can enjoy the convenience and flexibility of being able to practice nursing in other member states.

For more information including FAQ's regarding the NLC, visit: <https://www.ncsbn.org/compacts/nurse-licensure-compact/nlc-faqs.page>



Now Hiring!

APPLY TODAY @
www.prairietravelers.com



The Premier Healthcare Staffing Solution

TRAVELING HEALTHCARE STAFF

- Registered Nurses
- Licensed Practical Nurses
- Certified Medication Aides
- Certified Nurse Aides



**SANDOVAL REGIONAL
MEDICAL CENTER**



**NOW
HIRING**

Join our team today!

Sandoval Regional Medical Center is rated as a Top Workplace in New Mexico and has open positions in all areas.

Work for a Daisy Award and Nursing Excellence Award winner. We provide excellent benefits, including:

- Relocation program
- A generous PTO plan
- Career advancement planning
- Tuition reimbursement
- Student loan repayment
- Paid parental leave
- Generous sick leave
- Low nurse-to-patient ratio

Questions? Reach out to Sandi Ceglar at aceglar@srmc.unm.edu or call 505.994.7470.



**Scan the QR code or go to
srmcunm.hrmdirect.com
to apply today!**

The ND Board of Nursing Welcomes New Staff Member

Kimberly Kolling, Administrative Assistant/Licensing Specialist

Date of Hire: July 1, 2022

Prior Education and Work

Experience: I was born and raised in Dickinson, North Dakota. I am a graduate of Dickinson High School. I have self-taught myself to learn and excel at different roles to build a reputable career for myself.

Prior to joining North Dakota Board of Nursing, I worked as a claims adjuster at Workforce Safety and Insurance (WSI) in Bismarck, which handled work related injuries. Previous to WSI, I worked in the oil and gas industry as a Safety Administrator for all work-related injuries that occurred, within the company of 2200 plus workers in North Dakota, Wyoming, and Pennsylvania as well as Texas.

I was part of a team that managed all aspects of work-related injuries which included filing of claims, accompanying injured workers to medical facilities, and facilitating the return-to-work process. Further prior work experience was working in a hospital admitting department in Dickinson ND.

Tell Us a Bit About Yourself: My Husband and I have been married for 7 years. Neil is employed by the Federal Government as a North Dakota OSHA Inspector. We have three children Mariah (29), Matthew (29) and Cody (26). We are also grandparents to 4 grandchildren, Isabella (7), Jalen (4) Korbin (2) and Riley (1). We are expecting a 5th grandchild in May of 2023. In my spare



Kimberly Kolling

time we love to travel, spend time at our lake cabin with family and friends. Board games and complicated puzzles seem to bring out the competitiveness in our family when we can spend some time together.

I believe that everything happens for a reason, and I am proud to be part of the great team at North Dakota Board of Nursing.

ADD HEADACHE CERTIFICATION TO YOUR RESUME.

A certificate of Added Qualification of Headache Medicine (AQH) is an opportunity for practitioners to give the best possible care to patients living with migraine disease and headache disorders. Only available twice yearly during an examination time period.

Deadline August 28
for next session.

SIGN UP TODAY:
headaches.org/aqh



**Know
someone
needing visa
sponsorship?**

Green Card Sponsorship for Student Visa Nursing Grads

GRADUATION

As you approach graduation, **your top priority is to pass the NCLEX RN exam.** Concurrently you should be working with your student advisor to apply for your OPT work authorization.

OPT WORK AUTHORIZATION

WorldWide HealthStaff Solutions Ltd. will connect you with an employer who will hire you directly into a full-time position and sponsor your green card visa.

PERMANENT RESIDENCY

WorldWide HealthStaff Solutions Ltd. will work with you and your employer to ensure your green card is obtained as quickly as possible.

QUESTIONS?

For more info and to apply, email
recruiting@healthstaff.org or visit
<http://healthstaff.org/international-nursing-students/>

**WorldWide HealthStaff
Solutions Ltd.**



UNIVERSITY OF
SOUTH DAKOTA
SCHOOL OF HEALTH SCIENCES

THE FUTURE OF NURSING STARTS HERE

USD Nursing offers multiple online options for you to stay local, but go far. Check out our online RN to BSN, MSN and DNP options.



nursing@usd.edu • usd.edu/nursing



Reach your full nursing potential with us.

Across every clinical path, Trinity Health is advancing the level of care in innovative ways. We offer you an empowering culture, excellent benefits, a retention bonus, and professional advancement opportunities to support your goals for a rewarding career. Trinity Health is hiring new graduates and experienced nurses across all specialties! Apply today at trinityhealth.org/nursing

SEE YOURSELF *contributing.*



Trinity Health is an EEO/AA/Female/Minority/Vet/Disabled Employer

You care about your community... It's why you became a nurse



Practice where providers and staff work in sync to care for more patients than any other medical center in the state.

- **Student Loan Repayment** up to \$15,750 for full-time employees
- **Tuition Reimbursement** up to \$5,250 per year
- **Up to \$30,000** in scholarships at Bryan College of Health Sciences for employee dependents
- **Retention Bonus** up to \$8,000 per employee

bryanhealth.org/careers

See Our Open Positions →



***Imagine a job could
change your life.***

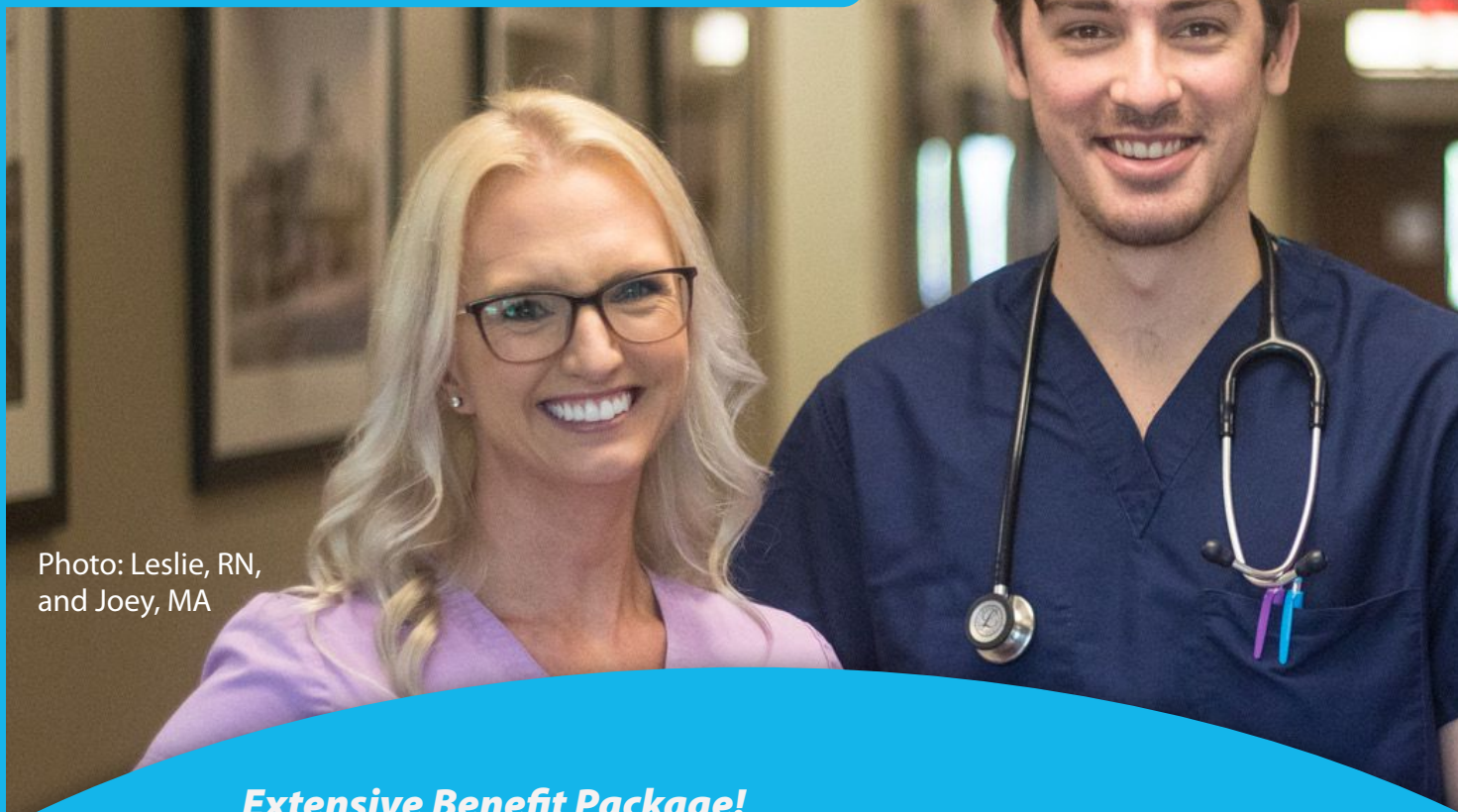


Photo: Leslie, RN,
and Joey, MA

Extensive Benefit Package!

- *Employer-paid dental and vision benefits with buy up options*
- *Matched 401K*
- *Employer-paid life insurance and AD&D*
- *Employer-paid long-term and short-term disability*
- *Excellent vacation time*
- *Tuition reimbursement*
- *And more!*

Apply today! LivingstonHealthCare.org/Careers

Watch a short video to hear
what our nurses have to say!
Visit LivingstonHealthCare.org/Careers


Livingston HealthCare
Billings Clinic Affiliate