

| Winter 2024 |

NORTH DAKOTA NURSE

C O N N E C T I O N

**Nursing Practice in the
Aesthetic Setting**

**North Dakota Board of Nursing
Upgrading Licensing System**

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NORTH DAKOTA MENTAL HEALTH **PROGRAM DIRECTORY**

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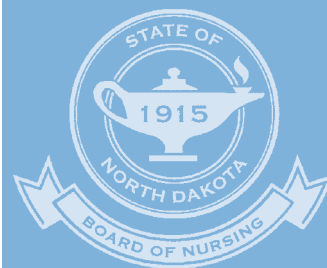
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NORTH DAKOTA NURSE CONNECTION



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EDITION 85

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A message from the Executive Director

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

Greetings and welcome to the Winter 2024 edition of the *North Dakota Nurse Connection (NDNC)*, the official publication of the North Dakota Board of Nursing (NDBON). This NDNC cover photo was produced by Kyle Martin, Associate Director for Operations. The NDBON thanks Kyle for capturing this beautiful ND icon, as we welcome 2024. The NDBON is excited to continue growing and changing to improve the regulation of nursing both locally and nationally throughout this new year.

Rule Promulgation Update

In October 2023, the NDBON held the public hearing and completed the open comment period for the proposed rules establishing an Alternative to Discipline (ATD) program for nurses and clarifying licensure requirements for internationally educated nurse applicants. The next steps include completion of the Attorney General review for legality and consideration by the ND Administrative Rules Committee in the Spring of 2024.

NDBON Operations and Strategic Plan

New NDBON Staff Member: At the October 2023 Regular meeting, the NDBON approved the addition of one FTE staff member to support the increasing workloads of the education, compliance, and practice divisions. The NDBON reviewed the proposed position description titled, "Nursing Consultant". The title and role of this new nursing staff position was designed to align with other nurse regulatory boards across the nation with duties supporting the nursing directors in the various divisions. In November 2023, interviews were held for the new position. In January 2024, the NDBON welcomed Samuel Breen, MSN, RN as the new Nursing Consultant staff member. The next edition of the NDNC will highlight Sam.

Newly designed 2024 Strategic Plan to be Implemented January 2024: On October 25th, the NDBON held the annual retreat which included discussion related to the newly designed strategic plan proposed by the Strategic Planning Committee. The NDBON, staff members, SAAG, and Strategic Planning Committee worked on this newly designed plan over the past two years. The plan includes revised vision and mission statements. In addition, core values were added to align with the four strategic goals and their respective initiatives, strategies, and operational plan with benchmarking. At the retreat, non-substantive edits were recommended.



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The new strategic plan was approved for implementation in January 2024 at the October 26th regular board meeting. The first strategic plan progress report with benchmarking will be presented at the July Regular board meeting. To view the newly approved NDBON Strategic Plan and upcoming progress reports, please visit https://www.ndbon.org/www/download_resource.asp?id=871.

Nurse Licensure Compact Updates:

Rhode Island Implementation:

Rhode Island (RI) officially implemented the NLC on January 1, 2024. Per NLC Rule 303.4, all NLC member states are required to provide notice of this implementation date to single state licensees claiming RI as their residence. The notification informs the licensees that effective January 8, 2024, they are eligible to apply for a RI multistate license which will allow them to practice as an RN or LPN in all compact states. For RI residence holding a single state license in ND, please note the following:

- If you are issued a RI multistate license, you can stop renewing your ND single state license.
- If you currently hold a RI single state license OR change your residence to RI, you may view multistate license information on the RI Board of Nursing website at <https://health.ri.gov/licenses/nurses/compact/>.

Watch for the Spring 2024 edition of the *North Dakota Nurse Connection*, as the NDBON provides education and updates pertaining to licensure, education, practice, compliance, and legislative

activities. Topics are also posted on the NDBON Facebook and website at Home - ND Board of Nursing (ndbon.org).

Sincerely,
Dr. Stacey Pfenning DNP APRN
FNP FAANP

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NORTH DAKOTA BOARD OF NURSING 2022-2023 BOARD MEETING DATES

October 25, 2023 Professional Licensing
Board Training and Retreat
October 26, 2023

January 25, 2024

April 25, 2024

July 25, 2024

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 video conference.

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 five (5) business days prior to each meeting.

As a service to the citizens of North Dakota (ND), the ND Board of Nursing (Board) provides a public forum during regular scheduled Board meetings. A public forum is a time when anyone may address the Board about any issue, except matters relevant to an individual's compliance or disciplinary actions. Prior notification is not necessary but is encouraged.

BOARD STAFF

Executive Director – Dr. Stacey Pfenning APRN
Administrative Services and Licensing Director – Maureen Bentz RN
Associate Director for Operations – Kyle Martin
Associate Director for Compliance – Melissa Hanson RN
Associate Director for Practice – Corrie Lund RN
Associate Director for Education – Dr. Tammy Buchholz RN
Administrative Service Team Leader – 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

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www.ndbon.org

NDBON MOVING TO A NEW LICENSING PLATFORM

Please note the ND Board of Nursing is moving to a new licensing platform called the Optimal Regulatory Board System (ORBS) in the spring of 2024. The NDBON will send an email communication on how to register for the portal once the new platform is implemented.

Please email contactus@ndbon.org with any inquiries related to the ORBS licensure platform.

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 "Online Services"; then select "LPN/RN/APRN/SPRN Personal Data Updates".

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) 425-8376

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 2023

Board highlights include motions from the draft minutes posted at www.ndbon.org to be considered at the January 2024 regular meeting. In addition, the October 25, 2023 Annual Retreat draft minutes are available at (www.ndbon.org). 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>

October 26, 2023 Regular Board Meeting:

- Welcomed Sanford Health representatives and heard their public forum related to dialysis technicians and oxygen administration. Representatives requested the Board consider administration of oxygen within the scope of practice of the dialysis technician.
- Approved the minutes of the July 27, 2023 regular meeting as distributed.
- Accepted the Strategic plan progress report for January – June 2023 as distributed.
- Accepted the newly developed strategic plan to be implemented January 2024 and the first progress report to be provided to the Board in July 2024.
- Approved the request for an enrollment increase of 32 seats for the North Dakota State College of Science, AAS registered nurse program as the program has full approval, and the change complies with NDAC 54-03.2-06-02. *Programmatic Changes.*
- Approved the request for the addition of new course NURS 290 for the North Dakota State College of Science, ASN registered nurse program as the program has full approval, and the change complies with NDAC 54-03.2-06-02. *Programmatic Changes.*
- Approved the request for change in overall credit hours (decrease of

2 credits, from 70 to 68) required for program completion, deletion of courses NUR 343, NUR 323, and NUR 450, addition of courses NUR 349, NUR 359, NUR 457, and NUR 459 for the University of Mary, LPN to BSN program, as the program has full approval, and the changes

comply with NDAC 54-03.2-06-02. *Programmatic Changes.*

- Approved the request from LPN endorsement applicant K. Fultz to accept the completion of the Army 68WM6 Practical Nursing Program

continued on page 8




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as the equivalent of a Certificate Practical Nurse Education Program to meet NDAC 54-02-06.1(4); NDCC 43-12.1-09(2)(b).

- Approved the request from RN exam applicant B. Wendimu to accept the completion of the bachelor of science in midwifery international nursing education program to meet the minimum NDAC 54-02-01-09; NDCC 43-12.1-09(2)(a); and Board policy.
- Approved the request from RN endorsement applicant S. Devkota to accept the completion of the proficiency certificate level (PCL) in nursing diploma international nursing education program to meet the minimum NDAC 54-03.2-06-07(3) associate degree registered nurse program curriculum requirements for license by endorsement according to NDAC 54-02-06-01; NDCC 43-12.1-09(2)(b) and Board policy.

- Denied the education for registry as a Medication Assistant for Wagendorf.
- Required Medication Assistant III applicants to have formal training with clinical component or equivalent experience in the practice setting as approved by the Board.
- Finally adopted the following revised administrative rules subject to attorney general review as to the legality: Chapter 54-01-03-01 Definitions; 54-10 Nurse Alternative to Discipline Program; 54-02-01 Licensure by Examination; 54-02-06 License by Endorsement
- Approved the appointment of Dr. Pfenning NDBON, Executive director, to the ND State Health Council & Primary Care Office Advisory Council.
- Approved the addition of 1 FTE to ensure sufficient operation to meet increasing workload demands within the education, compliance, practice and licensing divisions and adjust the budget accordingly for a December 2023 hire date.

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North Dakota Board of Nursing Welcomes New LPN Board Member Sarah Friestad, LPN

When were you appointed as a board member?

August 2023

Why did you decide to become a board member?

I decided to become a board member when I had the ambition to be a part of something truly important. I really wanted to put myself in a position that would give me the opportunity to support our people of ND and grow with knowledge outside of floor nursing.

What is your nursing background?

I started my healthcare career in 2011 as a certified nursing assistant in a long-term care setting, where I found my passion to care for others. In 2012, I became a certified medication aid at an

assistant living facility while attending nursing school. I started my nursing career in 2016 with the General Surgery Department at Essentia Health in Fargo, ND. While working beside the general surgeon's, I wanted to expand my skills in long-term care and did so at Elim Nursing home in Fargo, ND. In 2018, I decided to continue with long-term care full time and became a travel nurse through DTN out of Mandan, ND.

What do you feel you can bring to the Board of Nursing?

I believe with my experience in and out of different facilities, I can understand the challenges in healthcare. I strive to be a part of a team where decisions are being made to make our health care the greatest it can be for our citizens of North Dakota.

What is one of the greatest challenges of being a board member?

One of the greatest challenges is coming into this knowing very little about the role as a board member and what it all entails. The team is full of experienced individuals, with tons of knowledge in healthcare, I hope to one day have!

How would you describe your experience (so far) as a board member?

Since the beginning everyone has been so respectful and friendly! I experienced my first board meeting in Bismarck, ND this past week and was able to meet the rest of the team. I was immediately engaged in conversations and decision making among the board members during the meeting.

What would you say to someone who was considering becoming a board member?

Do it! It's a great opportunity to become an advocate for our health care teams and residents of North Dakota!



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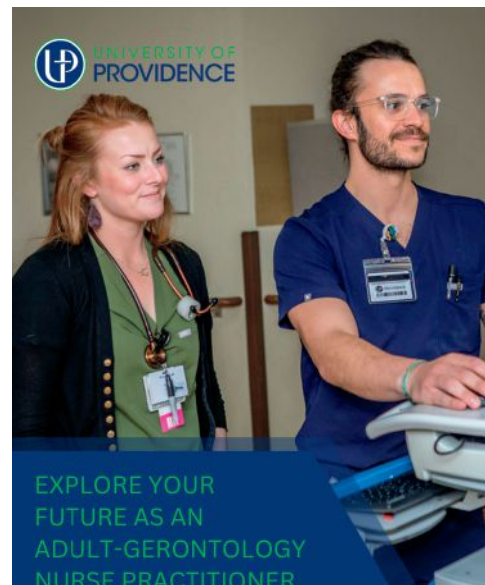
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NORTH DAKOTA BOARD OF NURSING

Nursing Practice in the Aesthetic Setting

The North Dakota Board of Nursing (NDBON) has received an increased number of inquiries and complaints related to nursing practice in aesthetic settings. To ensure public safety and lawful practices, the NDBON would like to remind nurses practicing in aesthetic settings to review the FAQs below and the practice guidance titled “Role of the Licensed Nurse in Aesthetic Practices” available at https://www.ndbon.org/Practice/PracticeGuidance/Aesthetic_Practices.asp

Practice FAQ

REGISTERED NURSE (RN) AND ADVANCED PRACTICE REGISTERED NURSE (APRN) Practice in AESTHETIC SETTINGS:

Q. Who can inject aesthetic agents?

A. An RN, with evidence of comprehensive, specialized, and accredited training; certification; and competencies, may inject FDA approved medical aesthetic/cosmetic agents, as part of a medically prescribed treatment plan, which includes a documented initial assessment/evaluation for each individual client by the prescriber. (NDAC 54-05-02-04; NDAC 54-05-02-05).

Q. What type of education does the nurse need to work in aesthetics?

A. The Board acknowledges the following related to nurse education in aesthetic practices:

1. Successful completion of training and demonstrated competency includes at a minimum: A comprehensive didactic component and a supervised practicum where each procedure is evaluated by a qualified practitioner/prescriber.
2. Board recognized comprehensive and specialized education and continuing education programs must be approved or accredited by:
 - a. ND Board of Nursing (or another jurisdiction's state nursing board)
 - b. Accredited college or university
 - c. Health care regulatory board, or
 - d. Professional organization that is nationally accredited to approve continuing education programs; and
3. National specialty certifications are preferred to ensure accredited training, such as Certified Aesthetic Nurse Specialist (Plastic Surgical Nursing Certification Board), Dermatology Nurse Certified (Dermatology Nursing Certification Board), or other related certifications.

Q. How does the nurse verify they are competent to work in aesthetics?

A. Comprehensive, specialized, and accredited training related to aesthetics provides evidence of appropriate knowledge, skills, and competencies of the nurse. Facility policies & procedures must include initial and ongoing competencies (NDAC 54-05-02-04(2)-(4); NDAC 54-05-02-05(1), (2), (7), (10), and (12)).

Q. Can the RN obtain medications, determine what agent, and how much to administer?

A. An RN cannot medically diagnose; determine medical treatment; or prescribe or dispense legend pharmaceuticals (NDCC 43-12.1-02 (5); NDAC 61-04-02-01; Board of Pharmacy Administrative Guidelines for Practitioner dispensing in ND). FDA approved medical agents/devices require prescriptive authority to initiate, plan, order, prescribe, and dispense. Determining dosages is an element of prescribing. It is not within the scope of practice of the nurse to prescribe or dispense FDA approved agents/devices.

Q. Is there anything the RN is not allowed to do in aesthetics?

A. An RN cannot medically diagnose, determine medical treatment, and prescribe or dispense FDA approved agents/devices (NDCC 43-12.1-02(5); NDAC 54-05-02-04; NDAC 54-05-02-05; NDAC 54-05-03.1-10; NDAC 61-04-02-01; Board of Pharmacy Administrative Guidelines for Practitioner dispensing in ND).

Q. Can the RN determine a dose or location change of an aesthetics drug?

A. A change to the treatment plan or initial order (i.e., type of treatment, location of treatment, product changes, dosage changes) requires that the prescriber performs and documents an additional history and physical assessment/evaluation prior to implementation.

Q. Does a prescriber need to see a client prior to the RN injecting them?

A. Prior to implementation of any medical treatment the prescriber performs an initial, documented history and physical assessment/evaluation and develops a client-specific medical treatment plan. This includes ongoing involvement of a prescriber, verifies an established client-prescriber relationship, and prevents the nurse from medically diagnosing, determining need for medical treatment, and prescribing/dispensing.

Q. May the prescriber use telehealth for the initial exam?

A. Telehealth as defined in NDCC 26.1-36-09.15(1)(g) is acceptable for physical assessment/evaluation by a prescriber to ensure an established and ongoing relationship between the client and prescriber. Photos of a client do not constitute telehealth and are not considered appropriate for a client assessment.

Q. Is it within ND law/rules for the LPN or RN to: 1) determine prescribed therapeutic regimen; 2) prescribe a drug to a client; or 3) dispense a drug to a client?

A. No. It is not within the LPN or RN scope of practice to:

1. plan or initiate a therapeutic regimen that involves ordering or prescribing drugs, devices, etc.
2. prescribe drugs; or
3. dispense drugs.

According to NPA 43-12.1-02 (6), prescriptive practice means assessing the need for drugs, immunizing agents, or devices and writing a prescription to be filled by a licensed pharmacist. Prescribing is included in the APRN standards with authority to prescribe (NDAC 54-05-03.1); however, is not included in the LPN or RN standards.

The NDBON refers to the ND Board of Pharmacy statement titled, *Administrative Guidelines for Practitioner Dispensing in ND* and the ND Board of Pharmacy law 43-15-01 and 43-15-02 and NDAC 61-04-02-01. Available at <https://www.nodakpharmacy.com>

Q. Is it within ND law/rules for the APRN with prescriptive authority to assign or delegate prescribing to an LPN or RN?

A. According to NDAC 54-05-02-07, the nurse professional can assign to another only those nursing interventions that are included within that nurse's scope of practice, education, experience, and competence. Prescribing is **not** within the LPN or RN standards or scope. Additionally, NDAC 54-02-07-01.1 includes inappropriate or inconsistent assigning or delegating interventions as potential grounds for discipline.

Please reach out to the NDBON with any inquiries related to this article or the practice of nursing in aesthetic settings at practice@ndbon.org. If you have any concerns or complaints related to a nurse practicing in an aesthetic setting in North Dakota, please consider submitting a Potential Violation Report (PVR) at <https://www.ndbon.org/Compliance-Discipline/ComplaintProcess.asp>

The NDBON Practice and Compliance Divisions

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Alaska Native People Shaping Health Care

North Dakota Board of Nursing Upgrading Licensing System

The North Dakota Board of Nursing is in the process of upgrading its licensing system to the Optimal Regulatory Board System (ORBS), developed by the National Council of State Boards of Nursing (NCSBN). This system is currently in use by 14 Nurse Licensure Compact member states.

This project is slated to be completed in the Spring of 2024.

The upgrade will support all NDBON applications online, including APRNs. In addition, the system will provide for instantaneous renewal for most nurses¹ and utilize CE Broker to certify contact hours for renewal. The system also utilizes a central portal for users, allowing you to view and manage your

licenses, communicate with NDBON staff, update your contact information and more. More communication on how to register for the portal will be released in 2024.

During this upgrade, North Dakota nurses are strongly encouraged to register with e-notify, a free NCSBN service that will provide you with licensure notifications to your inbox.

Enroll in NCSBN's e-notify today at: nursys.com/e-notify

¹ Pending no licensing irregularities or matters subject to further review including but not limited to criminal or disciplinary matters.

Interstate Commission of Nurse Licensure Compact Administrators Adopts New Residency Rule

CHICAGO – The Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) announces new Nurse Licensure Compact (NLC) rules which were adopted at its Aug. 15, 2023 Annual Business Meeting. The amended rules take effect Jan. 2, 2024. Prior to the adoption, a comprehensive review of the NLC rules was conducted in order to bring greater clarity to the rules, eliminate redundancies and implement necessary new rules. The current rules had been in effect since the commencement of the current version of the NLC in January 2018.

Among the most notable changes in the NLC rules is a rule pertaining to the requirement of nurses when relocating and therefore, changing a primary state of residence.

The current rule (in effect through Jan. 1, 2024) reads:

402(2) A nurse who changes primary state of residence to another party state shall apply for a license in the new party state when the nurse declares to be a resident of the state and obtains privileges not ordinarily extended to nonresidents of the state, including but not limited to, those listed in 402 (4) (a) – (e).

The new rule (effective Jan. 2, 2024) reads:

402(2) A multistate licensee who changes primary state of residence to another party state shall apply for a multistate license in the new party state within 60 days.

"It has always been the case that a nurse must apply for a new compact license when relocating and changing primary state of residence," comments ICNLCA Chair Pam Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE, executive director, Delaware Board of Nursing. "What's new is that as of Jan. 2, 2024, the nurse must initiate that application process in the new state within 60 days of relocating. The new rule will clarify when a nurse must apply for a new license when relocating to a new primary state of residency. Nurse employers will also benefit from this new rule by ensuring that all employees are appropriately licensed. Just as we are required to obtain a new driver's license when relocating to a new primary state of residency, the same type of requirement

applies to nurses who hold a compact license and are relocating to another compact state."

Nurses can enroll at no cost in Nursys e-Notify to receive notifications related to license renewals at www.nursys.com

Resources such as FAQs and a brief video about the new rule are available on the NLC website.

About the ICNLCA

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

About the NLC

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

The NLC also enables nurses to provide telehealth nursing services to patients located across the country without having to obtain additional licenses. In the event of a disaster, nurses from multiple states can easily respond to supply vital services. Additionally, almost every nurse, including primary care nurses, case managers, transport nurses, school and hospice nurses, among many others, needs to routinely cross state boundaries to provide the public with access to nursing services, and a multistate license facilitates this process.

For more information, contact nursecompact@ncsbn.org or visit www.nlc.gov.



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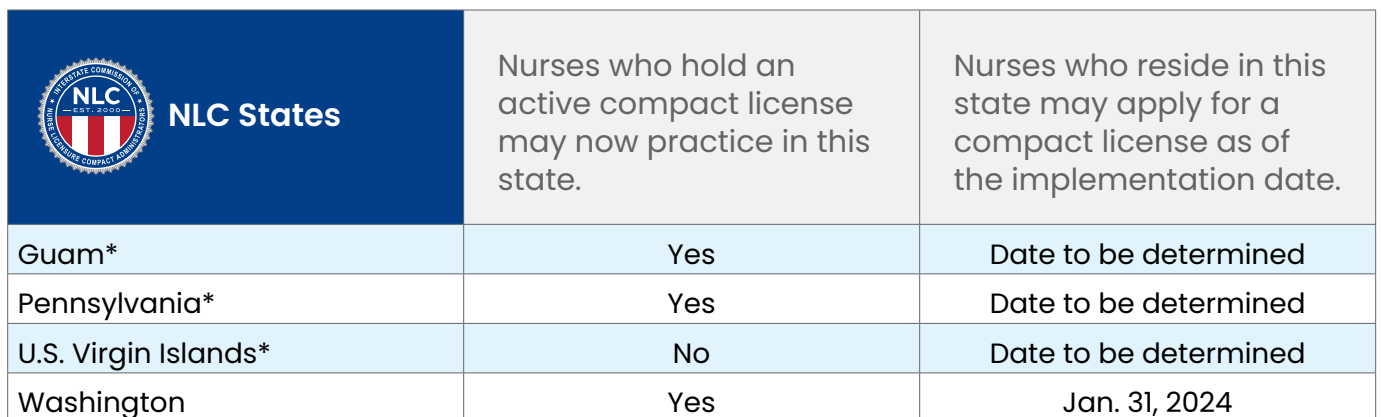


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