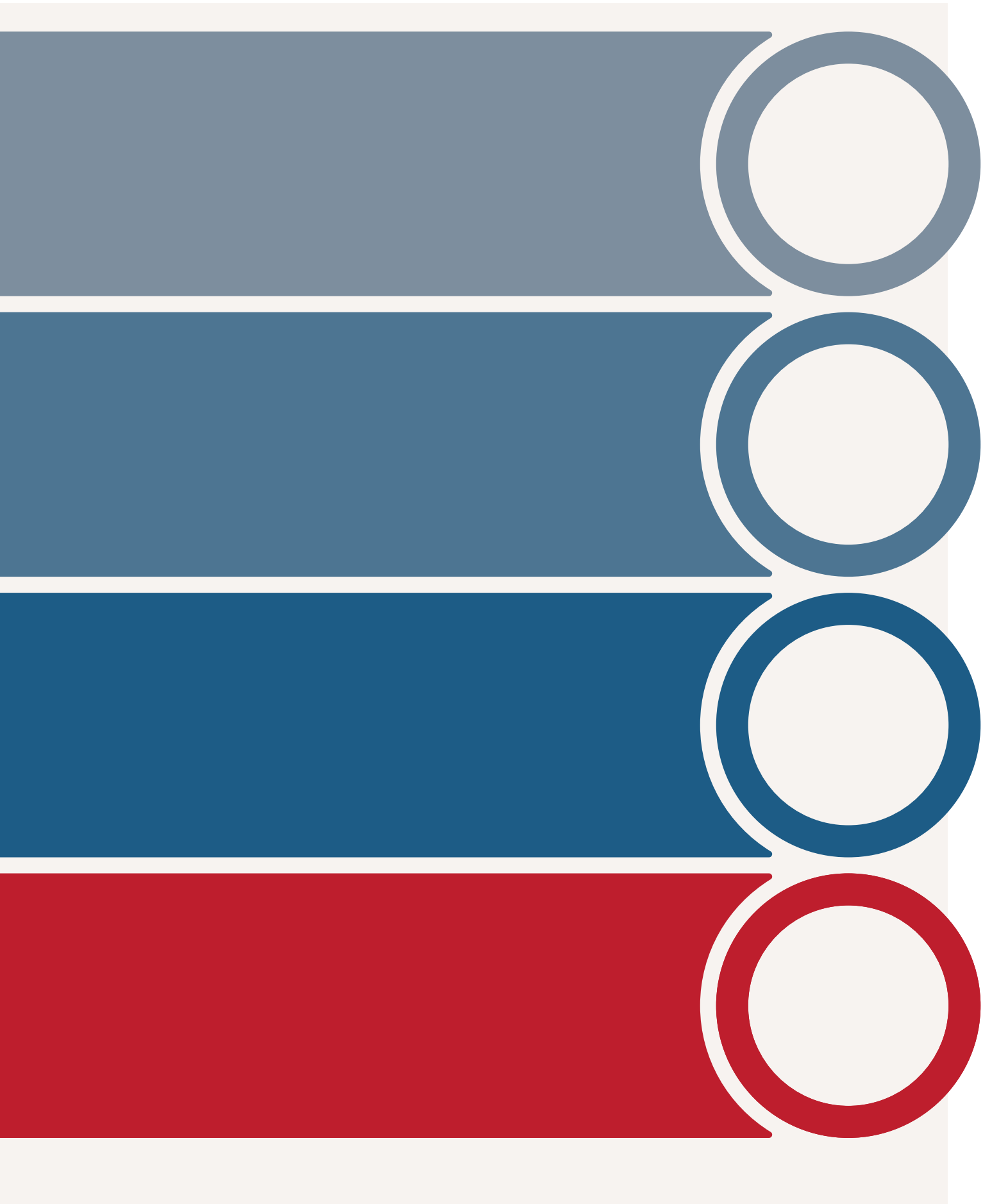


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This annual report covers the period from Oct. 1, 2019 to Sept. 30, 2020. The purpose of this performance of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) throughout the report period. It provides a snapshot of recent accomplishments



Challenge

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Change

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Dear Commissioners,

What a year we've had!

year 2020 (FY20),
none of us anticipated
the unprecedented

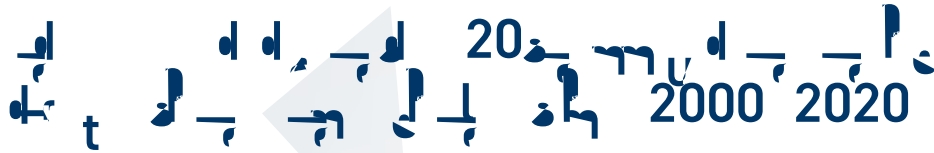
challenges we would face as a result of the unexpected, worldwide, COVID-19 pandemic, which created uncharted territory for **everyone** — including businesses, governments and health care systems. It is no surprise that the steady growth of COVID-19 cases brought the health care delivery system to the front lines of the pandemic, increasing demand for nurses and medical professionals nationwide.

During one of the largest health threats of the current generation, the pandemic has shown

(NLC) is **the** solution for modernizing health care. The NLC allows for expedited, safe access to

meet the same uniform licensure requirements, including submission to federal and state

Undoubtedly, the NLC is becoming ever more important — **a necessity** to meet the mobility needs of today's society and to respond to the unfortunate upsurge of health pandemics, natural disasters or other catastrophic events. We anticipate with the start of the next legislative session that more states than ever before will introduce legislation to join the NLC. We are well on our way to becoming a **Compact Nation**



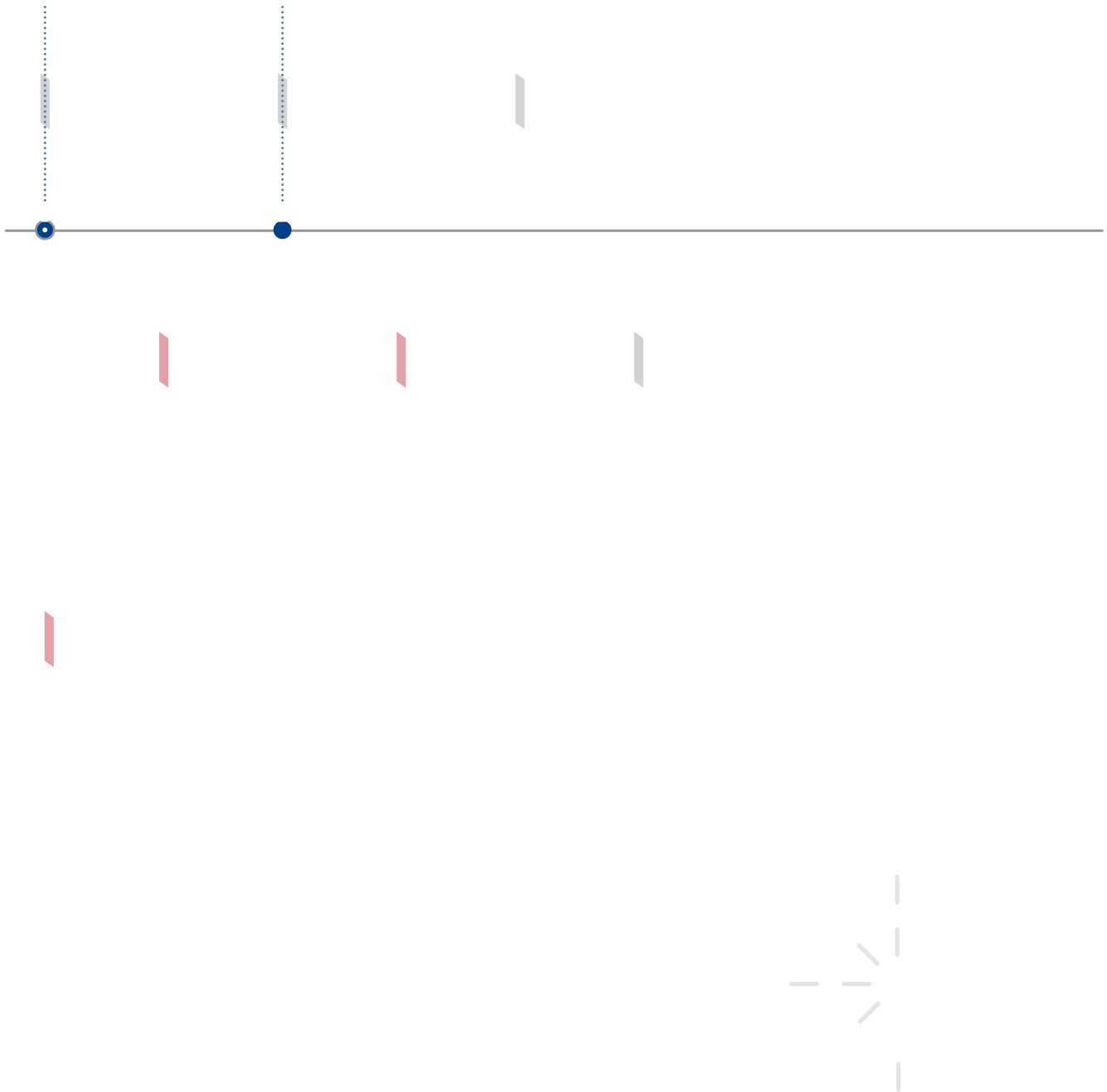
There is reason to **celebrate!**

From its beginning in 2000 until now, the NLC has provided nurses, registered nurses (RNs) and licensed practical/vocational nurses (LPNs/VNs), with an extraordinary advantage, enabling cross-border practice and remedying the burden of having to obtain licenses in multiple states.

In the last 20 years, change was constant. Responsiveness and the philosophy of shared responsibility to promote safe nursing practice allowed the NLC to achieve success. Compact commissioners have not only built the compact regulatory bridge but also strengthened and expanded its scope. In 2015, the enhanced NLC was adopted. It included

Timeline

The timeline below demonstrates the need for licensure reform which led to embracing the mutual recognition model for cross-border nursing practice. This model, which enables license portability and nurse mobility, is even more important today.



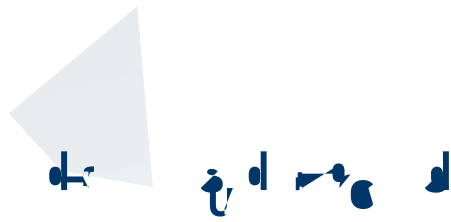
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The loosening of licensing restrictions to enable cross-border practice resulted in dissimilar and often confusing state emergency orders. The orders lowered safety and practice standards, focusing more on the **quantity** of nurses available to help with COVID-19 cases rather than maintaining standards for nurse practice. Increasing concern for patient safety, it was

from out of state to obtain criminal background checks (CBCs) when required. CBC services were closed or had an extended wait time. Additionally, executive orders created issues with enforcement authority. When a violation occurred, in states that did not issue the nurse's license, the state did not have authority to investigate and take adverse action against the license. Finally, the executive orders were of a temporary nature and had differing expiration dates, posing issues for

care.

If the NLC was expanded to all 50 states, these issues would have been avoided. All nurses would meet the uniform licensure requirements, ensuring that agreed upon standards were met. Each state would have enforcement authority when a nurse from another NLC state practiced in its jurisdiction, and expiration of executive orders and nurses' authority to practice would have been nonissues.



In the 2019-2020 calendar year, a total of 10 states and one U.S. territory introduced legislation, including Alaska, California, Guam, Illinois, Massachusetts, Michigan, Ohio, Pennsylvania, Rhode Island, Vermont and Washington. Additionally, on May 13, 2020, the NLC bill in California was heard in legislative

New Jersey Entered Initial Phase of NLC Implementation

On March 13, 2020, increased demand for nurses during the COVID-19 pandemic resulted in the New Jersey Board of Nursing

Partial implementation allowed nurses who hold active, unencumbered, multistate licenses issued by NLC member states to practice in New Jersey.

The New Jersey Board of Nursing has been working to complete the next phase of NLC implementation, which would allow a nurse who resides in New Jersey to apply for a

phase of implementation will occur in 2021.

Indiana Implemented the NLC

On July 1, 2020, Indiana became the 33rd state to implement the NLC.

Regarding implementation, NLC Commissioner Toni Herron, RN, CHEP, Indiana State Board of Nursing, commented,

The NLC presents innovative ways for Indiana nurses to improve access to care for patients and reduces the burden of maintaining multiple licenses for licensees. This is great news for nurses who already hold a multistate license from another NLC state, because on July 1, 2020, they will be able to practice in Indiana. Our staff looks forward to working with stakeholders to ensure that all Hoosiers, both providers and patients, are fully informed about the dynamic changes.



Pennsylvania State Nurses Association (PSNA) Reversed Opposition to NLC

On July 16, 2020, PSNA, which represents the interests of 224,000 RNs, reversed historical opposition to the NLC. PSNA indicated previous reasons for opposition,

board of nursing or public safety concerns, have not materialized. The COVID-19 pandemic exacerbated the need to lessen the regulatory burdens on nurses. NLC Uniform Licensure Requirements (ULRs), additional safeguards like mandatory



the plan focuses on four strategic initiatives that center on partnership development, education of boards and stakeholders, marketing and communications, and completion of a comprehensive evaluation plan. The plan highlights key strategies and tactics necessary for progress and successful implementation.

Despite the unexpected challenges created by COVID-19, the goals and

for FY20 were achieved. Relationships with current partners were strengthened, nationwide support for the NLC grew, educational efforts increased, compliance resources for commissioners were developed, a marketing plan was created, and the NLC was positioned as the expert resource for the development of interstate compacts for licensure based on the mutual recognition model.





On Aug. 11, 2020, the NLC Commission held

threats posed by COVID-19. The commission meeting had an unprecedented number of attendees, more than 300. Commission information was shared both safely and

collaboration with NCSBN's information technology team and meeting attendees. This included new platform training, uploading of meeting materials, creation of a polling system to capture motions and



In alignment with its core values, the NLC has led the way in providing licensure solutions and addressing challenges related to interstate health care professional practice. As part of NLC collaborative initiatives, NLC staff offered informative presentations for organizations considering a compact for their profession.

Additionally, staff provided on-demand webinars and addressed questions or challenges from other interstate compacts that currently exist, such as the Physical Therapy Compact (PT Compact), Psychology Interjurisdictional Compact (PSYPACT), the Recognition of EMS Personnel Licensure Compact (REPLICA) and Audiology and Speech-Language Pathology

2019 CSG Summit of the States

Multistate licensing and the model of mutual recognition was a hot topic at the 2019 CSG Summit of the States. Hosted by the National Center for Interstate Compacts (NCIC), a policy program developed by CSG to assist states in developing interstate compacts, a day-long educational program regarding compacts was available to attendees and policymakers interested in enhancement of occupational licensure for mobility. A series of compact related sessions and presentations were available. Programming included presentation by NLC staff, leadership and legal counsel.

The CSG conference was a meeting of the minds of compact professionals and those interested in multistate licensure. It was a great opportunity to share insights and learn more



In December 2019, the NLC Executive Committee approved moving forward with obtaining a .gov domain for the NLC in order to implement best practices of other health care licensure compacts such as the Interstate Commission for EMS Personnel Practice (EMS Compact). According to [DotGov](#) government, “using the .gov top level domain facilitates collaboration among government-to government, government-to-business, and government-to-citizen

government organizations and programs are eligible for such a domain name.”

Because the ICNLCA is a multistate joint public agency, known as a commission, and was formed via legislation, it is eligible for the .gov domain.

Both NLC model legislation and bylaws were cited in the application request for authority to use **NLC.gov**, which was approved and authorized by the .GOV Domain Registrar on Aug. 20, 2020. This domain name currently redirects to ncsbn.org/nlc. The website is used for posting and sharing information related to the ICNLCA and multistate licensure. The use of the domain will be consistent with NCSBN organizational internet policy.



2019-2020 was an impactful year during which increased support for the NLC was demonstrated.

On May 12, 2020, the NLC received a letter of support from the American Red Cross. In the letter, Linda M. MacIntyre, PhD, RN, PHN, chief nurse, American Red Cross, indicated,

“Due to the COVID-19 pandemic and social distancing requirements, the Red Cross is providing many services virtually. The NLC would increase the ability for available nurses to respond regardless of state licensure. The

communities served by nurses.”





NLC Rules Committee

The NLC Rules Committee was led by co-Chairs Joey Ridenour, MN, RN, FAAN, executive director, Arizona State Board of Nursing, and Brett Thompson-May, JD, general counsel, Mississippi Board of Nursing. The commission adopted two new rules, 408. Federal Criminal Records and 409. Active Duty Military Personnel or their Spouses, at the Aug. 11, 2020 annual meeting of the commission. Additionally, proposed amendments to Rule 502. Dispute Resolution were adopted. Prior to adoption, these rules and/or suggested amendments were published on the NLC Rulemaking website and open to public commentary for review and consideration. The effective date of these rule changes and additions is Jan. 1, 2021.

Above: NLC Rules Committee members meet virtually. The full list of Rules Committee members can be viewed on [page 29](#) of this report.

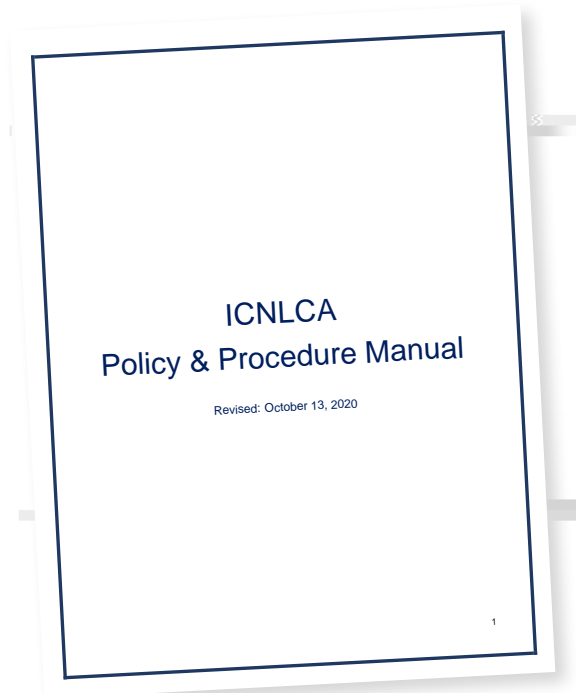
NLC Policy Committee

The NLC Policy Committee led by Chair, Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE, executive director, Delaware Board of Nursing, has worked to complete

existing policies, and draft new policies for recommendation to the Executive Committee.

At the conclusion of FY20, 11 policies have been approved by the commission. Further, the Policy Committee drafted four additional policies, which include:

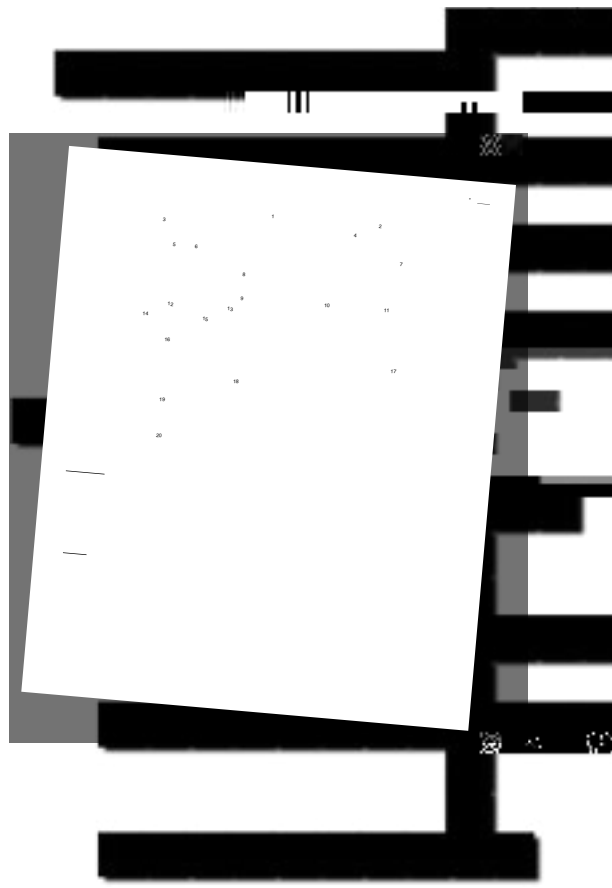
- Policy 4.2: Utilization of the NLC Audit Report Comment Field in Nursys on the Discipline Tab;
- Policy 5.2: Conducting Investigations;
- Policy 5.3: Obtaining Records in Another Party State; and
- Policy 5.4: Obtaining Factual Findings.

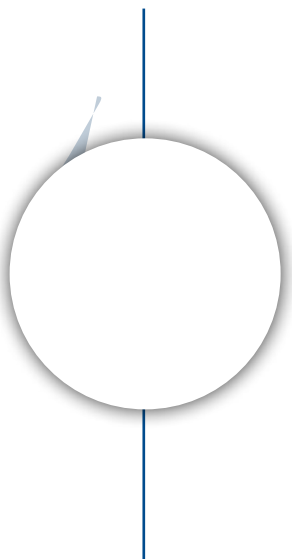


The Policy Committee has worked to create a Policy manual to serve as a guiding document for commissioners and board of nursing staff. Thus far, 11 policies are available. To see list of all committee members see [page 29](#).

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—Henry “Hank” Drummond, P.D., MD., RN
S... V... R... a... C... C... ca O...
G... C... H... ca.







A total of 11 free monthly nurse and employer webinars were offered to provide an overview of the NLC, update participants on the status of pending legislation, explain Nursys and Nursys e-Notify, explain moving requirements in relation to the NLC and answer key questions. The goal of these webinars is to expand NLC education to nurses and employers nationwide.



To further meet the educational goals outlined in the strategic plan and enhance NLC information sharing, fact sheets were created throughout the year. The purpose is to provide guidance, debunk myths and provide answers to frequently asked questions. The following fact sheets were created and added to the growing library of NLC resources:

Members Resources:

-



NLC staff exhibited, provided education and answered questions at the following exhibits:

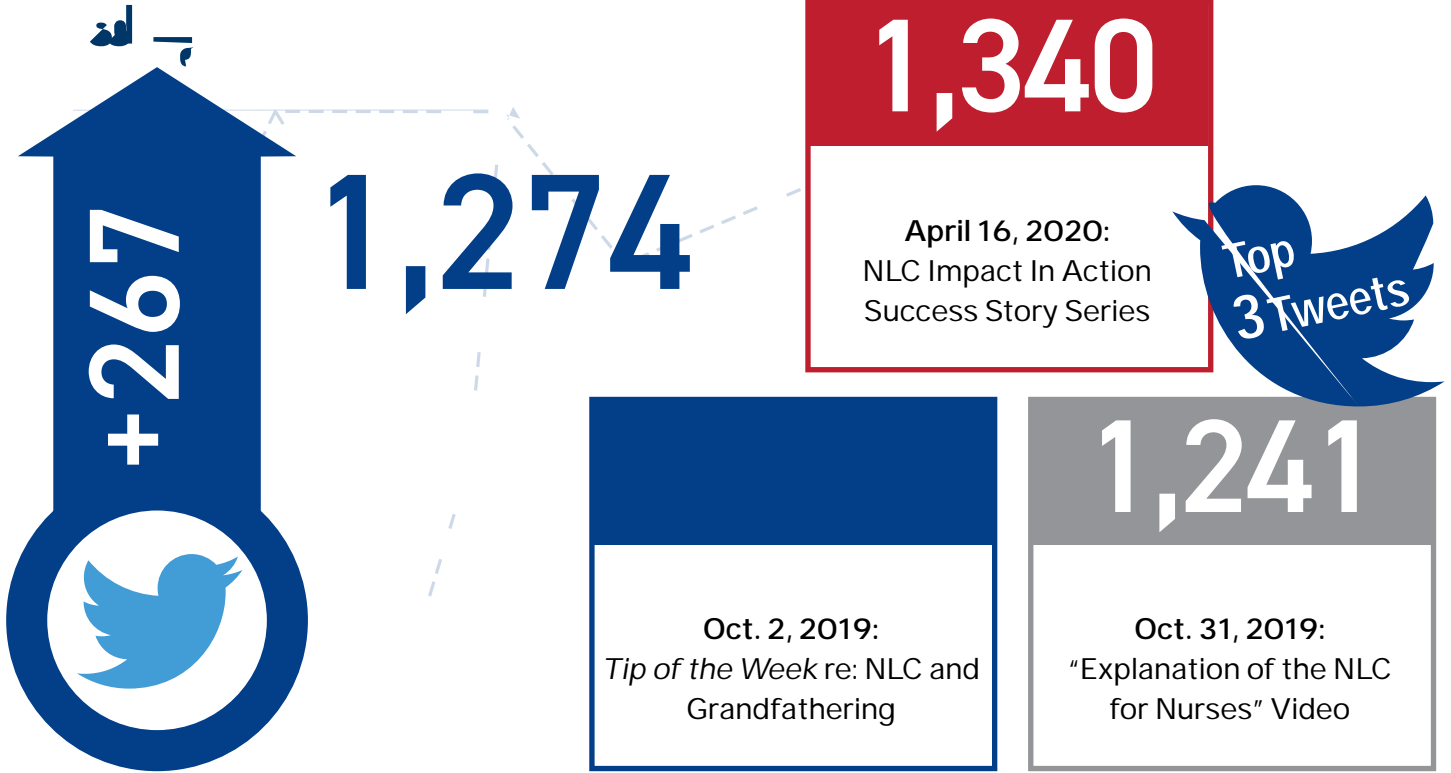
Oct. 3–8, 2019



In accordance with NLC's strategic plan, Initiative 1: Strategic Partner Development and Collaboration, NLC staff has served as a compact resource for stakeholder organizations

June 3, 2020	NLC presentation for Greater Cleveland Organization for Nursing Leadership
July 24, 2020	NLC presentation at the Ohio Organization of Nurse Leaders (OONL) Legislative Committee Meeting
Aug. 10, 2020	NLC hosted webinar for Pennsylvania State Nurses Association (PSNA)
Sept. 1, 2020	PSNA host

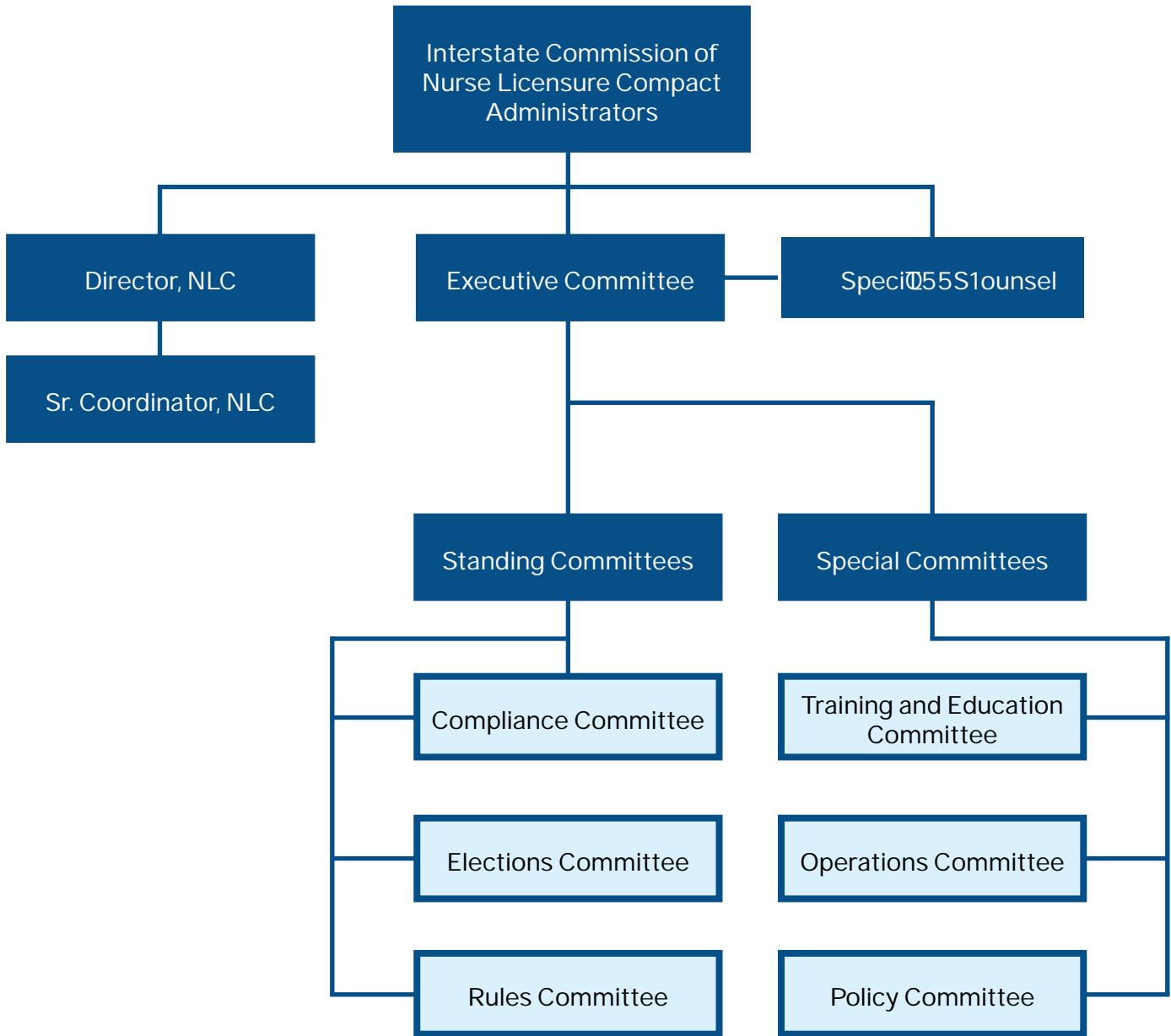
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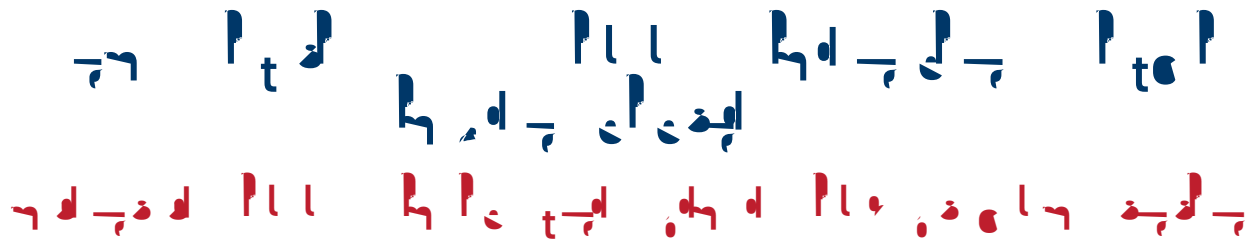




The Interstate Commission of Nurse Licensure Compact Administrators is a quasi-governmental joint public agency of the party states.

ICNLCA staff and services are provided via a memorandum of understanding with NCSBN.

Updated 6/2020



Alabama Board of Nursing
Peggy Benson

Arizona State Board of Nursing
Joey Ridenour*

Arkansas State Board of Nursing
Sue Tedford

Colorado Board of Nursing
Lorey Bratten

Delaware Board of Nursing
Pamela C. Zickafoose*

Florida Board of Nursing
Joe Baker, Jr.*

Georgia State Board of Nursing
LaTrenda Tyler-Jones
(Interim)

Idaho Board of Nursing
Russ Barron

Indiana State Board of Nursing
Kelly Flynn

Iowa Board of Nursing
Kathy Weinberg

Kansas State Board of Nursing
Carol Moreland

Kentucky Board of Nursing
Jessica Estes

Louisiana State Board of Nursing for Registered Professional Nurses
Karen Lyon

Maine State Board of Nursing
Kim Esquibel

Maryland Board of Nursing
Karen EB Evans

Mississippi Board of Nursing
Phyllis Johnson*

Missouri State Board of Nursing
Lori Scheidt

Montana Board of Nursing
Melissa Poortenga

Nebraska Board of Nursing
Ann Oertwich*

New Hampshire Board of Nursing
Lindsey B. Courtney (Interim)

New Jersey Board of Nursing
Joanne Leone

New Mexico Board of Nursing
Sasha N. Poole

North Carolina Board of Nursing
Julia George

North Dakota Board of Nursing
Stacey Pfenning*

Oklahoma Board of Nursing
Kimberly Glazier*

South Carolina Board of Nursing
Carol Moody

South Dakota Board of Nursing
Linda Young

Tennessee State Board of Nursing
Sherri Richardson (Interim)

Texas Board of Nursing
Katherine Thomas

Utah State Board of Nursing
Jeff Busjahn

Virginia Board of Nursing
Jay P. Douglas

West Virginia Board of Examiners for Registered Professional Nurses
Sue Painter

Wisconsin Board of Nursing
Peter Kallio

Wyoming State Board of Nursing
Cynthia LaBonde

*Names with an * indicate a current member of the eNLC Commission Executive Committee.*



Executive Committee

Chair

Kim Glazier, MEd, RN
NLC Commissioner, Oklahoma
Executive Director, Oklahoma Board of Nursing
Term: October 2019-September 2021

Vice-chair

Stacey Pfenning, DNP, APRN, FNP, FAANP
NLC Commissioner, North Dakota
Executive Director, North Dakota Board of Nursing
Term: October 2018- September 2020

Treasurer

Ann Oertwich, PhD, MSN, RN
NLC Commissioner, Nebraska
Executive Director, Nebraska Board of Nursing
Term: October 2018-September 2020

Member-at-Large

Joe Baker, Jr.
NLC Commissioner, Florida
Executive Director, Florida Board of Nursing
Term: October 2019- September 2021

Member-at-Large

Phyllis Polk Johnson, MSN, RN, FNP-BC
NLC Commissioner, Mississippi
Executive Director, Mississippi Board of Nursing
Term: October 2018- September 2020

Member-at-Large

Joey Ridenour, MN, RN, FAAN
NLC Commissioner, Arizona
Executive Director, Arizona State Board of Nursing
Term: October 2019- September 2020

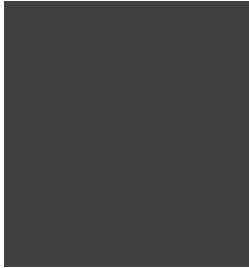
Member-at-Large

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
NLC Commissioner, Delaware
Executive Director, Delaware Board of Nursing
Term: October 2019- September 2021

Executive Committee



Special Counsel to the Commission



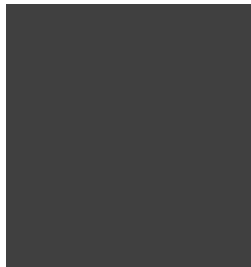
Richard Masters

General counsel provides guidance to the commission and its committees with respect to legal issues related to the duties and responsibilities under the NLC provisions, its bylaws and rules.

Staff to the Commission

Jim Puente

Director

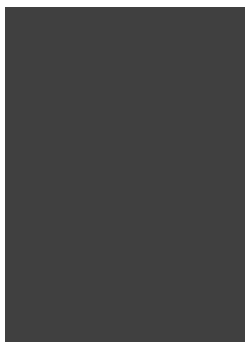
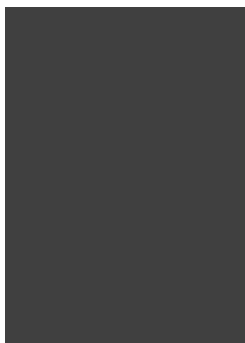
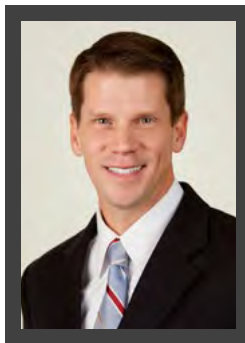
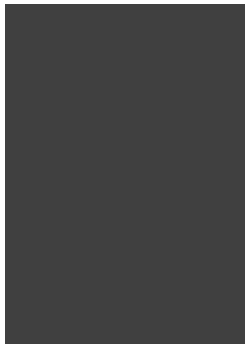


Maggie Bieniek

Sr. Coordinator



Thank you to the following NLC commissioners for all of the many contributions, service and dedication to the NLC. We congratulate you and wish you all the best in your retirement.



**For more information about
the NLC, contact:**

Kim Glazier, MEd, RN
Chair, NLC

Jim Puente
Director, NLC, NCSBN
312.525.3601

