

2016 CORE Report: Education, Licensure, and Discipline Results

January 11-13, 2017 Board Meeting



NCSBN

National Council of State Boards of Nursing

What is CORE?

- CORE (Commitment to Ongoing Regulatory Excellence) is a comparative performance measurement and benchmarking process for state boards of nursing (BONs).
- Initiated in 1998 by NCSBN's Board of Directors and incorporated surveys of BONs, as well as three external stakeholder groups.
- Track the effectiveness and efficiency of nursing regulation nationally to assist BONs with improving program performance and providing accountability to higher levels of authority and the public.

Data Collection and Processing

- The four CORE surveys were conducted in a staggered schedule starting in the July of 2016 and ending in the September of 2016.
- 38 BONs responded to the CORE survey.
- Approximately 1,500 nurses licensed from 44 BONs were included in the survey, drawn by simple random samples taken from Nursys® or directly from BONs that do not contribute data to Nursys®.
- Approximately 300 employers of nurses within the purview of each BON were mailed hard copies of the employee survey.
- For nursing education programs, surveys were distributed to the program directors of all nursing education programs in the US with an NCLEX code.

Response Rates for 2016 CORE Surveys

Target Group	Surveys Distributed	Surveys Returned	Response Rate
BONs	54	38	70.4%
Nurses	66,000	8,692	13.2%
Employers	12,720	1,325	10.4%
Educators	3,544	783	22.1%

Education

2016 CORE Report Results

Nevada results

Measurement	Nevada Measurement Ranking
Nurses were asked what percentage of nurses they work with provide safe and competent care (n=82)	82.9% of nurses reported over 90% of nurses they work with provide safe and competent care
Nurses who graduated from a nursing program within 5 years were asked to rate their entry-level nursing education in preparing them to provide safe and competent care (n=9)	100% of nurses indicated that their entry level nursing education was excellent or good at preparing them to provide safe and competent care, which was higher than the overall aggregate
Percent of employers who indicated their new graduate nurses are well prepared to provide safe and competent care (n=37)	81.1% which is equal to the overall aggregate
Percent of employers who indicate the guidelines and regulations were adequate (n=34)	91.2% employers

Nevada results

Measurement	Nevada Measurement Ranking
Employers who indicate the nursing education in their state are high quality (n=37)	89.2% of employers indicated that nursing programs in Nevada are high quality, which is equal to the aggregate
Nurses, employers, and nurse educators indicating the Nurse Practice Act is excellent or good in terms of being current and reflecting state-of-the-art nursing in the area of education (n=80)	80% of nurses and 81.1% of employers and 100% of nursing educators
Educators who indicate the board's performance in conducting the program review or approval as excellent or good (n=3)	100% of nurse educators
Educators who indicated the board's performance in regards to consultation regarding pertinent rules, regulations, and policies as (n=3)	100% of nurse educators

Nevada results

Measurement	Nevada Measurement Ranking
Educators who indicated the board's performance in regards to notification of board visits (n=3)	100% of nurse educators
Educators who indicated the board's performance in regards to communication with board staff as excellent or good (n=3)	100% of nurse educators
Educators indicated the timeliness of feedback as excellent or good (n=3)	100% of nurse educators

Nevada results

Measurement	Nevada Measurement Ranking
Educators who indicated that the board's performance in the initial and ongoing review process with regards to usefulness of feedback provided as excellent or good	100% of nurse educators
Educators indicating that the board's performance in the initial and ongoing review and approval process with regards to fairness/objectivity of board findings as excellent or good	100% of nurse educators

Education Recommendations

Results	Recommendations
<p>80% of nurses indicated the student nurses they work with are well supervised and provide safe and competent care, which was slightly lower than the overall aggregate (n=50)</p>	<p>Place on all Education Advisory Committee agendas and discuss with programs and administrators of programs</p> <p>Place on in-service power point for facilities</p> <p>Goal is to conduct three facility in-service presentations in Nevada in 2017</p>
<p>66.7% of nurses and 78.9% of employers indicated the board of nursing's performance in promoting quality education was excellent or good. Of the three educators that responded to this measure, 100% indicated the performance is good (n=81)</p>	<p>Place on in-service power point for facilities</p> <p>Goal is to conduct three facility in-service presentations in Nevada in 2017</p>
<p>64.7% of nurses and 81.5% of employers indicated the board of nursing's performance in responding to innovation in education was excellent or good (n=82)</p>	<p>Place on in-service power point for facilities</p> <p>Goal is to conduct three facility in-service presentations in Nevada in 2017</p>
<p>66.6% of educators indicating that the board's performance in the initial and ongoing review process with regards to due process for disagreements regarding findings and plan of corrections as excellent or good; however, only three educators responded to the survey (n=3)</p>	<p>Place on in-service power point for facilities</p> <p>Goal is to conduct three facility in-service presentations in Nevada in 2017</p>

Licensure

2016 CORE Report Results

Average Number of Applications for Nursing Licensure Received by Initial Exam in FY2012, FY2014, and FY2016.

Applications	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2012	1,509	4,582 (n = 24)	5,073 (n = 7)	4,693 (n = 31)
FY2014	1,754	4,397 (n = 19)	5,707 (n = 11)	4,877 (n = 30)
FY2016	1,607	3,700 (n = 21)	4,949 (n = 14)	4,199 (n = 35)
Total Boards of Nursing	n = 1	.	.	.

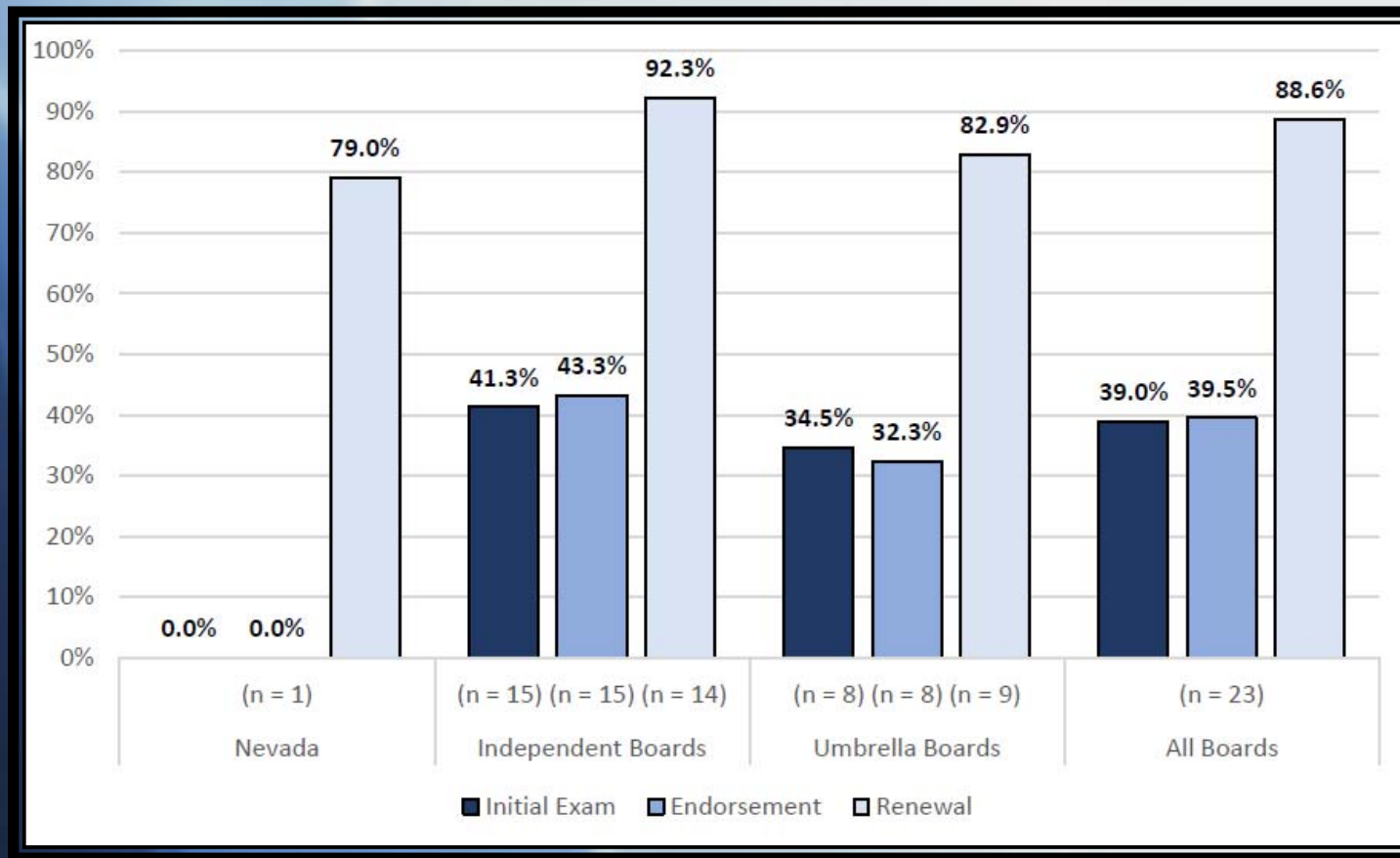
Average Number of Applications for Nursing Licensure Received by Endorsement in FY2012, FY2014, and FY2016.

Applications	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2012	3,581	2,511 (n = 24)	3,663 (n = 9)	2,825 (n = 33)
FY2014	4,082	2,789 (n = 19)	4,884 (n = 11)	3,557 (n = 30)
FY2016	5,002	3,276 (n = 21)	5,367 (n = 14)	4,112 (n = 35)
Total Boards of Nursing	n = 1	.	.	.

Average Number of Applications for Nursing Licensure Received by Renewal in FY2012, FY2014, and FY2016.

Applications	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2012	13,278	50,684 (n = 24)	59,447 (n = 7)	52,663 (n = 31)
FY2014	15,147	38,012 (n = 18)	84,509 (n = 9)	53,511 (n = 27)
FY2016	15,246	44,131 (n = 22)	62,977 (n = 15)	51,771 (n = 37)
Total Boards of Nursing	n = 1	.	.	.

Average Percent of Applications for Nurse Licensure Received Online by Initial Exam, Endorsement, and Renewal in FY2016.



Percentage of Nurses Satisfied with the Initial Licensure Process in 2016.

Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Satisfied	100%	96.6%	93.9%	95.4%
Not Satisfied	0%	3.4%	6.1%	4.6%
Total	100%	100%	100%	100%
Number of Responses	n = 9	n = 996	n = 790	n = 1,786

Percentage of Nurses Satisfied with the Renewal Licensure Process in 2016.

Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Satisfied	93.9%	96.4%	94.8%	95.6%
Not Satisfied	6.1%	3.6%	5.2%	4.4%
Total	100%	100%	100%	100%
Number of Responses	n = 65	n = 3,394	n = 3,385	n = 6,779

Average Budget Allocated to Licensure in FY2016.

Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Licensure Budget	\$479,430	\$671,479	\$1,913,850	\$953,836
Total Boards of Nursing	n = 1	n = 17	n = 5	n = 22

Average Percent of Total Budget Allocated to Licensure in FY2009, FY2012, FY2014, and FY2016.

Percent	Nevada	All Boards
FY2009	13.0%	19.2% (n = 20)
FY2012	15.2%	16.0% (n = 23)
FY2014	12.1%	18.8% (n = 18)
FY2016	15.8%	23.7% (n = 19)
Total Boards of Nursing	n = 1	n = 10

Average Dollars per Application Received for Nurse Licensure in FY2009, FY2012, FY2014, and FY2016.

Dollars	Nevada	All Boards
FY2012	\$21	\$18 (n = 22)
FY2014	\$15	\$25 (n = 30)
FY2016	\$22	\$19 (n = 21)
Total Boards of Nursing	n = 1	.

Average FTEs Involved in the Licensure Process in FY2016.

FTE	Nevada	Independent Boards	Umbrella Boards	All Boards
Licensing Staff	8.5	7.5 (n = 22)	8.1 (n = 13)	7.7 (n = 25)
Other Licensing FTEs	2.0	1.5 (n = 15)	0.8 (n = 8)	1.3 (n = 23)
Total Number of Boards	n = 1	.	.	.

Licensure Recommendations

Results	Recommendations
6.1% of nurses were not satisfied with the renewal process, which was slightly higher than the overall aggregate (n=65)	The online survey is no longer mandatory as part of the renewal process The IT department is researching the ability to have RN/APRN and RN/CRNA licenses renewed simultaneously
100% of nurses were satisfied with the initial licensure process, which was higher than the overall aggregate (n=9)	Continue to monitor licensure queues weekly to ensure prompt application processing

Discipline

**2016 CORE Report
Results**

Percent of Nurses You Work with Who Provide Safe and Competent Care in 2016.

Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
100% - 96%	48.8%	52.0%	50.7%	51.4%
95% - 91%	34.1%	28.8%	28.3%	28.6%
90% - 86%	7.3%	11.5%	13.4%	12.4%
85% - 80%	4.9%	4.8%	4.9%	4.8%
Fewer than 80%	4.9%	2.9%	2.7%	2.8%
Total	100%	100%	100%	100%
Number of Responses	n = 82	n = 4,101	n = 3,909	n = 8,010

Frequency that Nurses, Employers, and Educators Worked With or Received Reports About Nurses Committing Near Misses or Patient Harm in 2016.

Nurses		Independent	Umbrella	All
Survey Responses	Nevada	Boards	Boards	Boards
Seldom or Never	67.1%	70.9%	70.8%	70.8%
Occasionally	29.3%	25.8%	25.9%	25.9%
Fairly Often	3.6%	3.3%	3.3%	3.3%
Total	100%	100%	100%	100%
Number of Responses	n = 82	n = 4,091	n = 3,905	n = 7,996

Employers		Independent	Umbrella	All
Survey Responses	Nevada	Boards	Boards	Boards
Seldom or Never	59.5%	57.0%	60.6%	58.7%
Occasionally	40.5%	35.1%	32.2%	33.7%
Fairly Often	0%	7.9%	7.2%	7.6%
Total	100%	100%	100%	100%
Number of Responses	n = 37	n = 693	n = 572	n = 1,265

Educators		Independent	Umbrella	All
Survey Responses	Nevada	Boards	Boards	Boards
Seldom or Never	100%	88.5%	86.6%	87.4%
Occasionally	0%	10.9%	12.4%	11.8%
Fairly Often	0%	0.6%	1.0%	0.8%
Total	100%	100%	100%	100%
Number of Responses	n = 3	n = 338	n = 402	n = 740

Average Number of Nurses Who Successfully Completed Discipline for the Same Case Per 1,000 Nurses as Reported in Nursys® in FY2009, FY2012, FY2014, and FY2016.

Average per 1,000 nurses	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2009	0.47	0.67 (n = 22)	0.26 (n = 21)	0.47 (n = 43)
FY2012	0.20	0.87 (n = 26)	0.40 (n = 27)	0.63 (n = 53)
FY2014	0.41	1.0 (n = 25)	0.40 (n = 27)	0.71 (n = 52)
FY2016	0.41	0.81 (n = 26)	0.46 (n = 25)	0.64 (n = 51)
Total Boards of Nursing	n = 1	.	.	.

Average Percent of Active Nurses without Action against License in Nursys® in FY2009, FY2012, FY2014, and FY2016.

Average Percent	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2009	.	93.6% (n = 21)	99.1% (n = 19)	96.2% (n = 40)
FY2012	98.2%	98.3% (n = 23)	99.0% (n = 22)	98.6% (n = 45)
FY2014	98.1%	98.4% (n = 23)	99.1% (n = 27)	98.8% (n = 50)
FY2016	98.2%	98.3% (n = 25)	99.0% (n = 25)	98.7% (n = 50)
Total Boards of Nursing	n = 1	.	.	.

Average Number of Nurses Removed From Practice per 1,000 Nurses in Nursys® in FY2009, FY2012, FY2014, and FY2016.

Average per 1,000 Nurses	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2009	1.0	1.6 (n = 22)	1.0 (n = 21)	1.3 (n = 43)
FY2012	1.4	2.3 (n = 26)	1.0 (n = 27)	1.6 (n = 53)
FY2014	1.5	1.8 (n = 25)	1.0 (n = 27)	1.4 (n = 52)
FY2016	1.4	1.6 (n = 26)	1.1 (n = 25)	1.4 (n = 51)
Total Boards of Nursing	n = 1	.	.	.

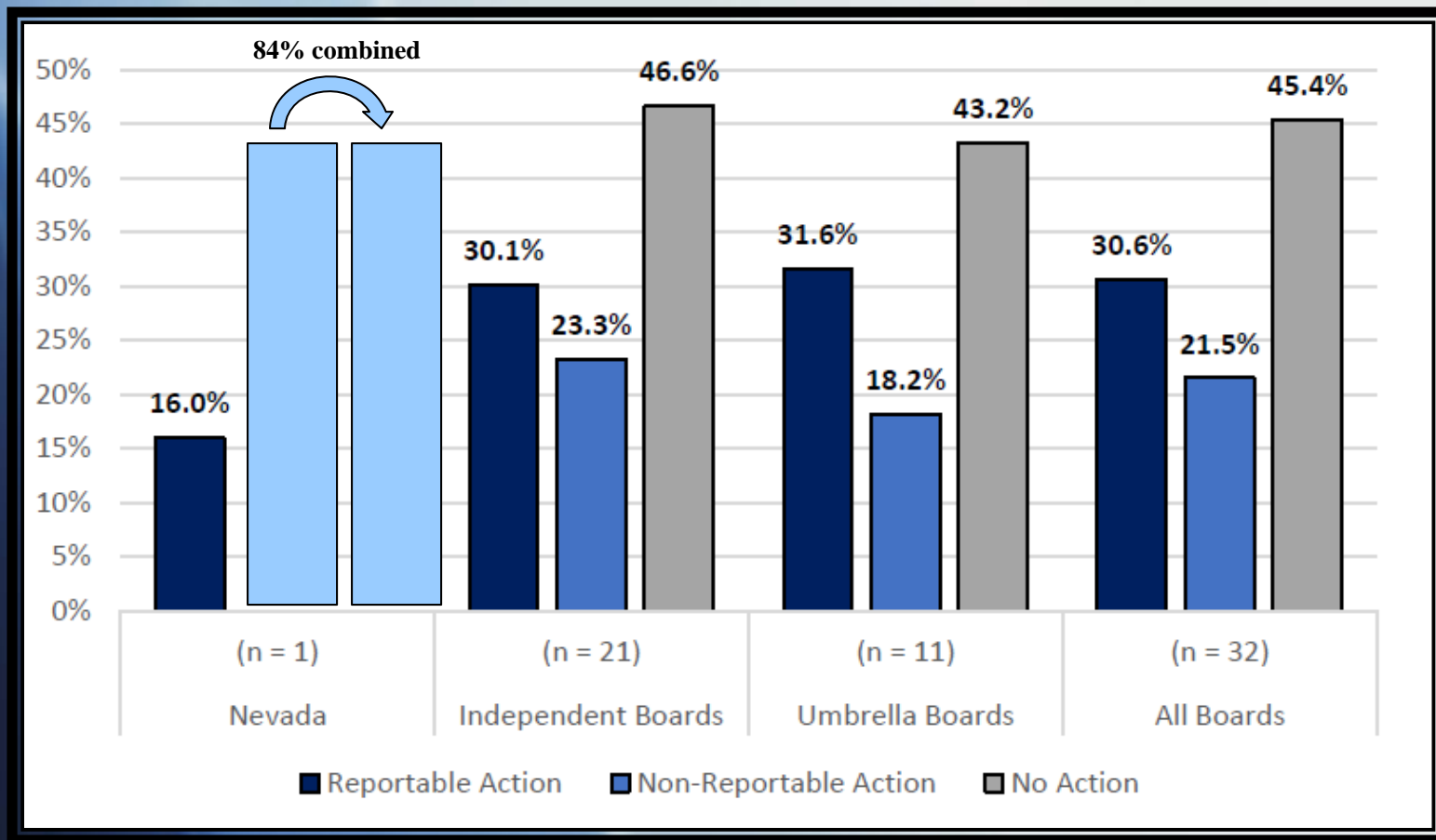
Average Number of Denials for Licensure per 1,000 Nurses Recorded in Nursys® in FY2009, FY2012, FY2014, and FY2016.

Average per 1,000 Nurses	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2009	0.44	0.12 (n = 22)	0.04 (n = 21)	0.08 (n = 43)
FY2012	0.43	0.10 (n = 26)	0.03 (n = 27)	0.06 (n = 53)
FY2014	0.41	0.12 (n = 25)	0.13 (n = 27)	0.13 (n = 52)
FY2016	0.17	0.11 (n = 26)	0.09 (n = 25)	0.10 (n = 51)
Total Boards of Nursing	n = 1	.	.	.

Average Number of Nurses with an Initial Discipline per 1,000 Nurses in Nursys® in FY2009, FY2012, FY2014, and FY2016.

Average per 1,000 Nurses	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2009	4.6	3.6 (n = 22)	2.1 (n = 21)	2.9 (n = 43)
FY2012	3.6	4.2 (n = 26)	1.8 (n = 27)	3.0 (n = 53)
FY2014	3.9	3.3 (n = 25)	1.7 (n = 27)	2.5 (n = 52)
FY2016	2.9	1.7 (n = 26)	2.1 (n = 25)	2.5 (n = 51)
Total Boards of Nursing	n = 1	.	.	.

Average Percentage of Investigative Cases Resolved In Reportable Action, Non-Reportable Action, and No Action in FY2016.



Average Number of Calendar Months from Receipt of Complaints to Resolution of Cases in FY2009, FY2012, FY2014, and FY2016.

Average Calendar Months	Nevada	All Boards
FY2009	4.3	7.1 (n = 28)
FY2012	4.8	6.5 (n = 27)
FY2014	4.3	5.9 (n = 25)
FY2016	4.1	6.4 (n = 31)
Total Boards of Nursing	n = 1	.

Average Number of Calendar Months from Receipt of Complaints to the Final Action Date of Formal Hearing Cases Conducted in FY2012, FY2014, and FY2016.

Cycle Time	Nevada	All Boards
FY2012	7.7	12.0 (n = 21)
FY2014	8.0	12.3 (n = 15)
FY2016	6.6	14.3 (n = 25)
Total Boards of Nursing	n = 1	.

Percent of Cases Resolved by Boards within Six Months, 7 Months – 12 Months, 13 Months – 2 Years, and Over 2 Years in FY2016.

	Nevada	Independent Boards	Umbrella Boards	All Boards
6 Months or Less	77.1%	72.1%	54.1%	67.2%
7 Months – 12 Months	18.9%	13.5%	18.2%	14.8%
13 Months – 2 Years	3.5%	11.3%	19.9%	13.6%
Over 2 Years	0.5%	3.1%	7.8%	4.4%
Total	100%	100%	100%	100%
Total Boards of Nursing	n = 1	n = 16	n = 6	n = 22

Percent Agreement and Disagreement by Nurses and Employers with the Statement that the Board of Nursing Acted in a Timely Manner with their Disciplinary Process in 2016.

Nurses Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Agree	60.0%	63.6%	62.0%	62.9%
Disagree	40.0%	36.4%	38.0%	37.1%
Total	100%	100%	100%	100%
Number of Responses	n = 5	n = 143	n = 113	n = 256

Employers Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Agree	81.3%	67.4%	54.7%	62.3%
Disagree	18.7%	32.6%	45.3%	37.7%
Total	100%	100%	100%	100%
Number of Responses	n = 16	n = 304	n = 203	n = 507

Percent Agreement and Disagreement by Nurses and Employers with the Statement that the Board of Nursing's Process Used to Investigative and Resolve the Problem Regarding the Complaint/Discipline Process was Fair in 2016.

Nurses Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Agree	100%	75.2%	83.0%	78.7%
Disagree	0%	24.8%	17.0%	21.3%
Total	100%	100%	100%	100%
Number of Responses	n = 4	n = 141	n = 112	n = 253

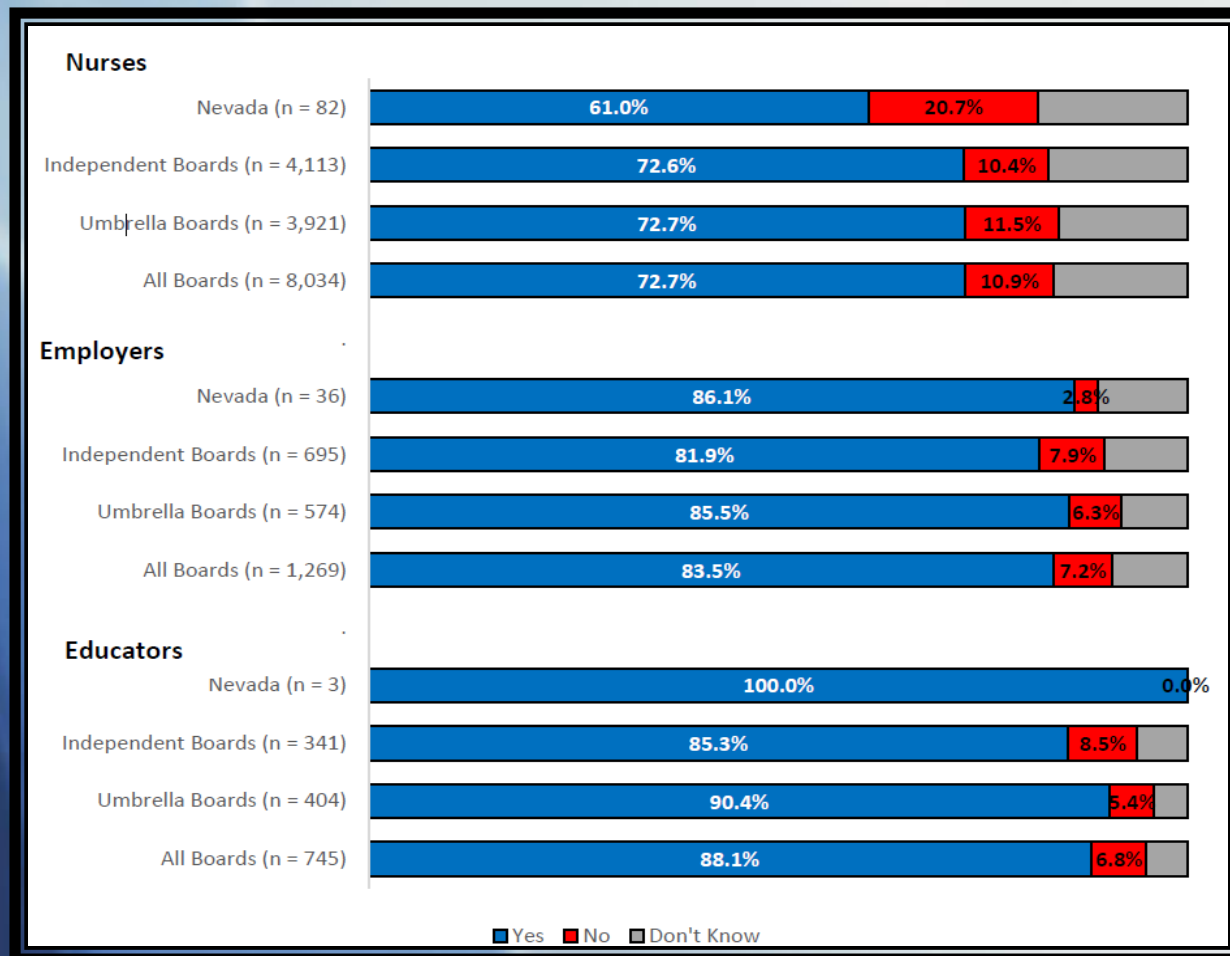
Employers Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Agree	87.5%	88.3%	84.4%	86.8%
Disagree	12.5%	11.7%	15.6%	13.2%
Total	100%	100%	100%	100%
Number of Responses	n = 16	n = 299	n = 199	n = 498

Nurses and Employers Ratings Regarding Their State's Nursing Practice Act in Terms of Being Current and Reflecting State-of-the-Art Nursing in the Area of Discipline in 2016.

Nurses Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Excellent	32.9%	34.2%	28.8%	31.5%
Good	43.0%	43.8%	43.6%	43.7%
Fair	8.9%	8.3%	9.6%	9.0%
Poor	3.8%	1.7%	1.7%	1.7%
Not Sure	11.4%	12.0%	16.3%	14.1%
Total	100%	100%	100%	100%
Number of Responses	n = 79	n = 4,028	n = 3,813	n = 7,841

Employers Survey Responses	Nevada	Independent Boards	Umbrella Boards	All Boards
Excellent	48.7%	29.4%	16.3%	23.5%
Good	29.7%	48.8%	51.7%	50.1%
Fair	13.5%	14.5%	18.5%	16.3%
Poor	8.1%	4.9%	7.8%	6.2%
Not Sure	0%	2.4%	5.7%	3.9%
Total	100%	100%	100%	100%
Number of Responses	n = 37	n = 691	n = 563	n = 1,254

Percent of Nurses', Employers', and Educators' Nursing Organizations or Nursing Programs that Emphasizes a Culture of Safety Such as the Just Culture™, that Promotes the Report of Errors Without the Fear of Retribution in 2016.



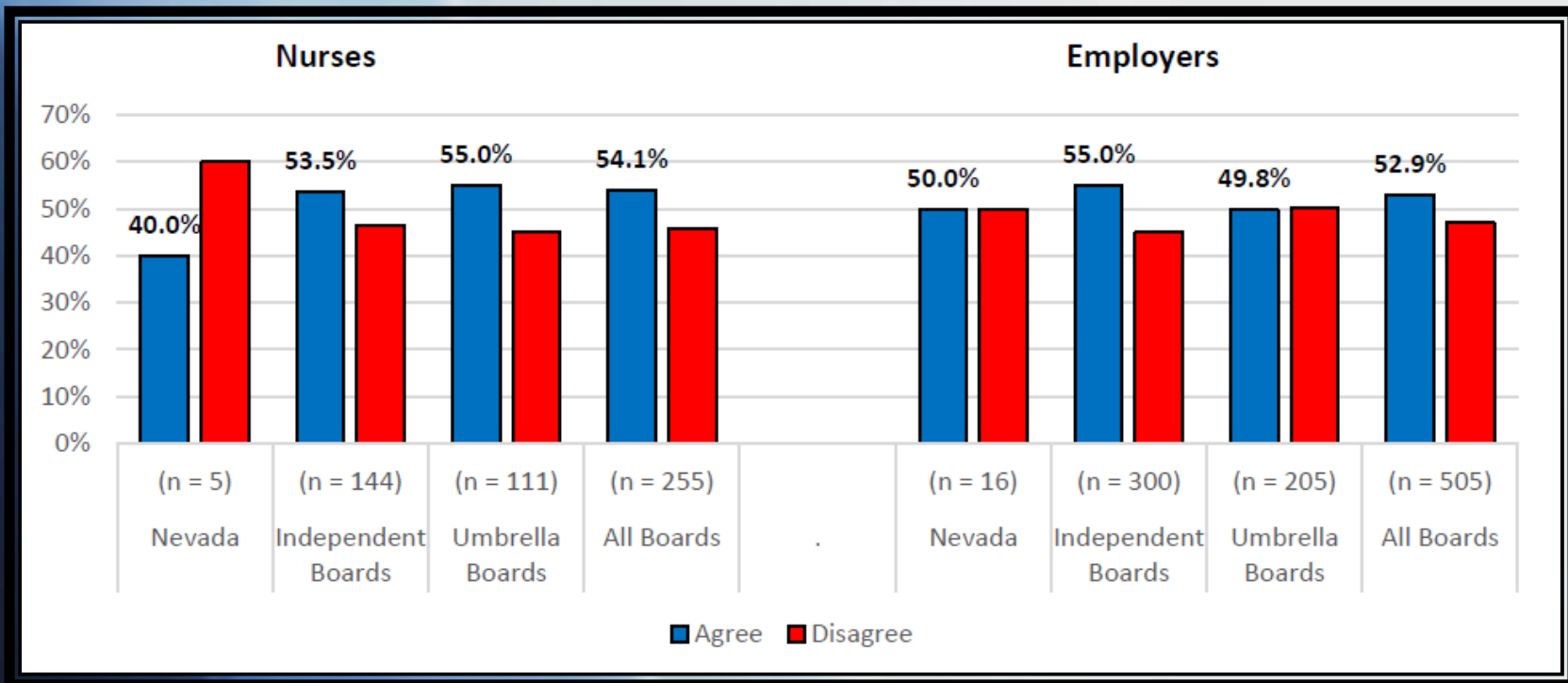
Average Number of Cases Assigned to Investigations in FY2009, FY2012, FY2014, and FY2016.

Cases	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2009	975	1,444 (n = 22)	658 (n = 9)	1,216 (n = 31)
FY2012	1,274	1,938 (n = 21)	483 (n = 9)	1,501 (n = 30)
FY2014	.	2,157 (n = 17)	617 (n = 10)	1,586 (n = 27)
FY2016	736	1,623 (n = 22)	535 (n = 11)	1,261 (n = 33)
Total Boards of Nursing	n = 1	.	.	.

Average Number of Formal Hearings Conducted by the Board of Nursing or by the Administrative Law Judge in FY2012, FY2014, and FY2016.

Cases	Nevada	Independent Boards	Umbrella Boards	All Boards
FY2012	105.0	73.6 (n = 19)	97.9 (n = 8)	80.8 (n = 27)
FY2014	90.0	62.8 (n = 15)	47.1 (n = 9)	56.9 (n = 24)
FY2016	92.0	72.0 (n = 20)	57.3 (n = 12)	66.4 (n = 32)
Total Boards of Nursing	n = 1	.	.	.

Percent Agreement and Disagreement by Nurses and Employers with the Statement that the Board of Nursing Kept Them Informed Throughout the Disciplinary Process in 2016.



Average Percent of Total Budget Allocated to Discipline in FY2009, FY2012, FY2014, and FY2016.

Percent	Nevada	All Boards
FY2012	.	39.8% (n = 20)
FY2014	.	31.1% (n = 17)
FY2016	22.8%	39.7% (n = 20)
Total Boards of Nursing	n = 1	.

Discipline Recommendations

Results	Recommendations
<p>Average Number of Denials for Licensure per 1,000 Nurses Recorded in Nursys decreased from 4.1 to 1.7 between 2014 and 2016 Now consistent w/independent boards</p>	<p>2016 change wording of question #1 on RN application has decreased errors by applicants & significant decrease in CFAs. Ongoing efforts to establish monitoring agreements to new applicants the number of denials is expected to decrease 2016/17</p>
<p>Average Number of Calendar Months from Receipt of Complaints to Resolution of Cases and final hearing action. Both completion rates well below the national Average.</p>	<p>Will continue to monitor individual investigators completion times and establish public safety priority rating system to ensure complaints with serious practice/safety are expedited.</p>

Discipline Recommendations

Results	Recommendations
<p>Percent Agreement and Disagreement by Nurses and Employers with the Statement that the Board of Nursing Kept Them Informed Throughout the Disciplinary Process in 2016.</p> <p>At 40% approval and notably lower than national average</p>	<p>Discipline team to developing reminder tool to establish routine Q-30 day contact with complainant and respondent with update of case status</p>