This Fiscal Year 2015 Annual Report is respectfully submitted to:

The Honorable Governor,
Jeremiah W. (Jay) Nixon

John M. Huff, Director
Department of Insurance, Financial Institutions and Professional Registration

Kathleen (Katie) Steele Danner, Director
Division of Professional Registration

and

Members of the Nursing Profession and the Public

The mission of the Missouri State Board of Nursing is to protect the public by development and enforcement of state laws governing the safe practice of nursing.
Missouri State Board of Nursing
Board Members FY 2015

Rhonda Shimmens, RN-C, BSN, MBA, President
Kelly J. Scott, MSN, RN, FNP-BC, Vice President
Lisa Green, PhD(c), RN Secretary
Adrienne Anderson Fly, JD, Public Member
Roxanne McDaniel, PhD, RN, Member
Mariae Snell, DNP, MSN, RN, FNP-BC, Member
Laura Noren, MBA, BSN, RN, NE-BC, Member
Alyson Speed, LPN, Member
FY 2015 Board of Nursing Professional Staff

Lori Scheidt, MBA-HCM, Executive Director  
Becki Hamilton, BS, Executive Assistant—through 1/01/15  
Elizabeth Willard, BA, Executive Assistant—effective 10/14/14  
Quinn Lewis, BS, Investigations Administrator  
Janet Wolken, MBA, RN, Discipline Administrator  
Debra Funk, BSN, RN, Practice Administrator  
Angela Marmion, JD, Senior Legal Counsel  
Angie Morice, Licensure Administrator  
Ingeborg “Bibi” Schultz, MSN, RN, Education Administrator

FY 2015 Board of Nursing Staff

Administration  
Jennifer Brendel, Office Support Assistant

Investigations  
Kristi Gilpin, Investigator I—through 9/21/14  
Tamra Jenkins—effective 10/20/14  
Marvin McCreary, Investigator II  
Maurice Tapp, Investigator II—through 5/14/15  
Eric Weddle, Investigator II  
Dean France, Investigator II

Education  
Shelly Wehmeyer, BSN, RN, Associate Education Administrator—effective through 1/05/15  
Mallory Ainsworth, Paralegal

Practice  
Megan Thomas, Processing Tech III

Discipline  
Morgan Fulks, Paralegal—through 10/16/14  
Candice Scheulen, Paralegal—effective 11/04/14 through 2/11/15  
Valerie Stark, Paralegal—effective 3/09/15

Legal  
Beth Strobel, Senior Paralegal—through 9/30/14  
Krisii Gilpin, Senior Paralegal—effective 9/22/14  
Ian Hauptli, Legal Counsel  
Rodney Massman, Legal Counsel

Licensure  
Michelle Cartee, Licensing Supervisor  
Rita Juergens, Processing Tech III

Processing Technicians  
Tamra Jenkins—through 10/17/14  
Jade Sanders—through 12/26/14  
Michelle Rush—through 4/22/15  
Jennifer Meisel  
Kristen Morabito  
Ashley Johannes—effective 11/05/14  
Lisa Yoder—effective 1/26/15
Nursing Programs

In FY 2015 there were 105 schools in the State of Missouri with approval to provide nursing education leading to initial licensure. The schools included 42 Practical Nursing programs, 38 Associate Degree programs, 1 Diploma program, and 24 Baccalaureate Degree programs.

Missouri Practical Nursing Programs

Full Approval Unless Otherwise Specified

| Applied Technology Services—South County | North Central Missouri College—Bethany |
| Applied Technology Services—MET Center   | Northland Career Center AVTS          |
| Bolivar Technical College                | Ozarks Technical Community College—Lebanon |
| Cape Girardeau Career and Technology Center | Ozarks Technical Community College—Table Rock |
| Carthage Technical Center                | Ozarks Technical Community College—Springfield |
| Cass Career Center                       | Pike/Lincoln Technical Center         |
| Clinton Technical School                 | Poplar Bluff Technical Career Ctr.    |
| Columbia Public School                   | Rolla Technical Center                |
| Concorde Career College                  | Saline County Career Center           |
| Franklin Technology Center               | Sikeston R-6                          |
| Hannibal—La Grange University PN Program | South Central Career Center           |
| Hillyard Technical Center                | St. Charles Community College         |
| Jefferson College Bi-level Program       | St. Louis College of Health Careers   |
| Kirksville Area Technical Center         | State Fair Community College—Sedalia  |
| Lex La-Ray Technical Center              | State Fair Community College—Boonville Satellite Site |
| Metropolitan Community College—Penn Valley | State Fair Community College—Eldon Satellite Site |
|                                              | State Technical College of Missouri   |
| (Conditional Approval)                    | Texas County Technical College        |
| Mineral Area College                     | Three Rivers Community College—Kennett |
| Moberly Area Community College           | Warrensburg Area Career Center        |
| Moberly Area Community College—Mexico    | Washington School of Practical Nursing|
| Nevada Regional Technical Center         | Waynesville Career Center             |
| North Central Missouri College—Trenton   |                                         |
| North Central Missouri College—Maryville |                                         |

Missouri Associate Degree Programs

Full Approval Unless Otherwise Specified

| Bolivar Technical College               | Columbia College—Lake Ozark |
| Brown Mackie College (Initial Approval) | Concorde Career College (Initial Approval) |
| Columbia College                        | Cox College                 |
Crowder College—Cassville
Crowder College—McDonald County
Crowder College—Neosho
Crowder College—Nevada
East Central College—Rolla
East Central College—Union
Hannibal La-Grange University
ITT Technical Institute (*Initial Approval*)
Jefferson College Bi-Level Program
Lincoln University
Lincoln University—Fort Leonard Wood
Metropolitan Community College—Penn Valley
Mercy College of Nursing and Health Sciences SW
  Baptist University
Mineral Area College
Missouri State University—West Plains
Moberly Area Community College—Kirksville
  Satellite Site
Moberly Area Committee College—Mexico Satellite Site
National American University
North Central Missouri College
North Central Missouri College—Maryville
Ozarks Technical Community College
Park University
Southeast Missouri Hospital College of Nursing and Health Sciences
St. Charles Community College
St. Louis Community College—Florissant Valley
St. Louis Community College—Forest Park
St. Louis Community College—Meramec (*Conditional Approval*)
State Fair Community College—Sedalia
State Fair Community College—Eldon Satellite Site
tex County Technical College
Three Rivers Community College—Poplar Bluff
Three Rivers Community College—Sikeston
  (*Conditional Approval*)
Avila University (*Conditional Approval*)
Blessing-Rieman College of Nursing
Central Methodist University
Central Methodist University—Columbia Satellite Site
Chamberlain College of Nursing
College of the Ozarks
Cox College
Cox College—Cabool Satellite Site
Goldfarb School of Nursing at Barnes-Jewish College
Graceland University School of Nursing
Lincoln University
Maryville University
Missouri Southern State University
Missouri State University Springfield
Missouri Valley College (*Initial Approval*)
Missouri Western State University
Research College of Nursing
Southeast Missouri State University
St. Louis University
St. Luke’s College of Health Sciences
Truman State University
University of Missouri—Columbia Sinclair School of Nursing
University of Missouri—Kansas City
University of Missouri—St. Louis College of Nursing
University of Central Missouri
William Jewell College
Lutheran School of Nursing
NCLEX® EXAMINATION RESULTS
Calendar Year 2014

Appointments for taking the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses are authorized by the Board.

<table>
<thead>
<tr>
<th></th>
<th>Number taking the test for the first time.</th>
<th>Number that passed</th>
<th>Percentage that passed</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. RNs</td>
<td>157,357</td>
<td>128,700</td>
<td>81.79%</td>
</tr>
<tr>
<td>Missouri RNs</td>
<td>3,925</td>
<td>3,309</td>
<td>84.31%</td>
</tr>
<tr>
<td>U.S. LPNs</td>
<td>55,483</td>
<td>45,585</td>
<td>82.16%</td>
</tr>
<tr>
<td>Missouri LPNs</td>
<td>1,259</td>
<td>1,136</td>
<td>90.23%</td>
</tr>
</tbody>
</table>

Licensure Statistics (7/1/2014-6/30/2015)

<table>
<thead>
<tr>
<th></th>
<th>Registered Nurse</th>
<th>Licensed Practical Nurse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensure by Examination (includes nurses not educated in Missouri)</td>
<td>3,732</td>
<td>1,203</td>
</tr>
<tr>
<td>Licensure by Endorsement</td>
<td>2,028</td>
<td>246</td>
</tr>
<tr>
<td>Licensure by Renewal of a Lapsed or Inactive License</td>
<td>1,048</td>
<td>574</td>
</tr>
<tr>
<td>Number of RNs &amp; LPNs holding a current nursing license in Missouri as of 6/30/2015</td>
<td>97,840</td>
<td>24,134</td>
</tr>
</tbody>
</table>

There were 954 new Advanced Practice Registered Nurse (APRNs) recognized in Fiscal Year 2015.
There were 8,257 APRNs recognized as of 6/30/2015.
There were 263 APRNs granted Controlled Substance Prescription Authority in FY2015.
There were 1,153 APRNs with Controlled Substance Prescription Authority as of 6/30/2015.
The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside. The following three maps depict the average age by county and the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address as of July 1, 2015.

Source: Missouri State Board of Nursing - 2015
Missouri Registered Nurses

Total Count: 97,848
Average Age: 46.67

Source: Missouri State Board of Nursing - 2015
Missouri Advanced Practice Registered Nurses

APRN

- 600 or more
- 151 - 599
- 150 or less
- No Data

Total Count: 8,266
Average Age: 47.34

Source: Missouri State Board of Nursing - 2015
Licensed Practical Nurses Age Distribution

- **30% Are Over Age 55**: 7516 (30%)
- **30 to 40**: 5893 (23%)
- **40 to 50**: 5429 (21%)
- **50 to 55**: 2873 (11%)
- **Over 60**: 4524 (18%)
- **55 to 60**: 2992 (12%)

- **Up to 30**: 3743 (15%)
Registered Nurse Age Distribution

- 30 to 40: 21508 (21%)
- 40 to 50: 20339 (20%)
- 50 to 55: 12291 (12%)
- Over 60: 20313 (20%)
- 55 to 60: 13337 (13%)

33% Are Over Age 55

- Total: 33650 (33%)
Complaints are received from many sources, both mandatory reporters (hospitals, ambulatory surgical centers, temporary nursing staffing agencies, nursing homes, nursing facilities as defined in Chapter 198, or any entity that employs or contracts with licensed health care professionals to provide health care services to individuals) and others (employers, public, etc.). All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action or issuing a letter of concern for the conduct. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation. The Board may also accept a voluntary surrender of a license, which may or may not be deemed disciplinary action.

Disciplinary Actions

The Board has the authority to conduct three types of hearings: disciplinary after the Administrative Hearing Commission (AHC) has determined there is cause for discipline; disciplinary when the Board receives a certified copy of a sentence and judgment in a criminal proceeding, receives discipline from another state, or receives certified records finding the licensee has been judged incapacitated or disabled; and probation violation. When the Board determines to pursue disciplinary action, a settlement agreement is generally offered. If the licensee does not agree with the settlement agreement, the matter is filed with the AHC to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause, a disciplinary hearing before the Board is conducted to determine what disciplinary action should be taken. In FY 2015, 97 disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, a violation hearing before the Board is conducted to determine what additional disciplinary action should be taken. In FY 2015, 82 violation hearings were conducted by the Board. If the Board receives certified court records of a criminal finding of guilt or incapacitation or disability or evidence of discipline from another state, the Board determines whether cause exists to discipline the license and if so, what, if any, discipline is appropriate.

Complaint Categories

1. Tax noncompliance 19%
2. Practice 15%
3. Discipline or EDL 7%
4. Unlicensed Practice 6%
5. Alcohol/Drugs 23%
6. Criminal 30%
Final Actions FY 2015

- Closed with no further action: 67.12%
- Suspended for tax noncompliance: 19.06%
- Suspension/Probation: 0.35%
- Probation: 5.73%
- Voluntary Surrender: 1.31%
- Denied: 0.65%
- Revoked: 3.72%
- Censure: 2.06%
Closed Complaints by Source FY 2015

- Self Report/Renewal: 56.6%
- Department of Revenue: 19.0%
- Hospital: 6.7%
- Public/Pt or Pt Family: 1.6%
- Nursing Agency: 2.9%
- Other State Board or Reg: 5.4%
- MO State Agency/Police: 2.0%
- Employer: 4.7%
- Home Health: 0.6%
- Corrections: 0.5%
The Board of Nursing operates solely on fees that are received from the licensees the Board regulates. The Board deposits all fees received in the state treasury and credits them to the State Board of Nursing. The Legislature then appropriates money from the fund to the Board of Nursing each year to pay all administrative costs and expenses of the Board.

### Financial Information

**Revenue & Expenses**

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Fund Balance</td>
<td>$7,832,528.28</td>
</tr>
<tr>
<td>Total Revenue Received</td>
<td>$5,334,589.95</td>
</tr>
<tr>
<td><strong>Total Revenue Received</strong></td>
<td><strong>$13,167,118.23</strong></td>
</tr>
</tbody>
</table>

**Actual Operating Expenses—FY 2015**

Amounts below represent actual amounts utilized including transfers

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenses &amp; Equipment/Grants</td>
<td>$401,386.86</td>
</tr>
<tr>
<td>Personal Services/Per Diem</td>
<td>$1,126,698.16</td>
</tr>
<tr>
<td>Transfers (see Below)</td>
<td>$1,590,013.68</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>$3,118,098.70</strong></td>
</tr>
<tr>
<td><strong>Ending Fund Balance FY2015</strong></td>
<td><strong>$10,049,019.53</strong></td>
</tr>
</tbody>
</table>

### Nursing Fund Transfers

Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board for board specific expenses and equipment and personal services/per diem. These transfers occur each fiscal year but the amounts vary. Transfers in FY 2015 were as follows:

**Nursing Fund Transfers**

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent</td>
<td>$48,287.68</td>
</tr>
<tr>
<td>Workers Compensation</td>
<td>$0.00</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>$537,891.93</td>
</tr>
<tr>
<td>DIFP</td>
<td>$55,549.59</td>
</tr>
<tr>
<td>Refunds</td>
<td>$1,544.00</td>
</tr>
<tr>
<td>Professional Registration</td>
<td>$751,455.66</td>
</tr>
<tr>
<td>OA Cost Allocation</td>
<td>$40,973.00</td>
</tr>
<tr>
<td>AG &amp; AHC Transfers</td>
<td>$36,710.98</td>
</tr>
<tr>
<td>Licensure System Cost</td>
<td>$78,918.63</td>
</tr>
<tr>
<td>Carryover Transfers</td>
<td>$38,682.21</td>
</tr>
<tr>
<td><strong>Total Transfers</strong></td>
<td><strong>$1,590,013.68</strong></td>
</tr>
</tbody>
</table>
### Actual Revenue FY 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>Revenue Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Renewal RN</td>
<td>86.25%</td>
</tr>
<tr>
<td>License Fee RN</td>
<td>2.33%</td>
</tr>
<tr>
<td>License Fee APN</td>
<td>2.64%</td>
</tr>
<tr>
<td>Exam Fee PN</td>
<td>1.03%</td>
</tr>
<tr>
<td>Exam Fee RN</td>
<td>3.18%</td>
</tr>
<tr>
<td>Other</td>
<td>4.57%</td>
</tr>
<tr>
<td>School Registration &amp; Application Fees</td>
<td>0.25%</td>
</tr>
<tr>
<td>Delinquent Fee RN</td>
<td>0.61%</td>
</tr>
<tr>
<td>Delinquent Fee PN</td>
<td>0.43%</td>
</tr>
<tr>
<td>Duplicate Licenses</td>
<td>0.09%</td>
</tr>
<tr>
<td>License Fee PN</td>
<td>0.33%</td>
</tr>
<tr>
<td>Re-Examination Fee RN</td>
<td>0.84%</td>
</tr>
<tr>
<td>Re-Examination Fee PN</td>
<td>0.17%</td>
</tr>
<tr>
<td>Reinstatement RN</td>
<td>0.96%</td>
</tr>
<tr>
<td>Reinstatement PN</td>
<td>0.52%</td>
</tr>
<tr>
<td>Misc.</td>
<td>0.09%</td>
</tr>
<tr>
<td>Retired/Renewal</td>
<td>0.28%</td>
</tr>
</tbody>
</table>
Source of Funds FY 2015

- RN Renewal Fees: 87.8%
- RN Initial Licensure Fees: 6.4%
- PN Renewal Fees: 1.0%
- PN Initial Licensure Fees: 1.5%
- APRN Fees: 2.6%
- Misc Fees: 0.4%
- School Fees: 0.3%
Use of Funds FY 2015

- **PR Transfer**: 24.10%
- **Personal Service & Per Diem**: 36.13%
- **Expense & Equipment**: 12.87%
- **Board Staff Fringe Benefits**: 17.25%
- **DIFP Department Cost Allocation**: 1.78%
- **Workers Compensation**: 0.0%
- **Rent**: 1.55%
- **Licensee Refunds**: 0.05%
- **OA Cost Allocation Transfer**: 1.32%
- **AG & AHC Transfer**: 1.18%
- **Licensure System Cost**: 2.53%
- **Carryover Transfers**: 1.24%

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