Fiscal Year 2016 Annual Report
July 1, 2015-June 30, 2016
This Fiscal Year 2016 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.
FY 2016 Board of Nursing Executive Team

Lori Scheidt, MBA-HCM, Executive Director
Elizabeth Willard, BA, Executive Assistant
Quinn Lewis, BS, Director of Enforcement
Janet Wolken, MBA, RN, Director of Compliance
Debra Funk, BSN, RN, Director of Practice
Angela Marmion, JD, General Counsel
Angie Morice, Director of Licensure
Ingeborg “Bibi” Schultz, MSN, RN, Director of Education

FY 2016 Board of Nursing Team Members

Administration
Jennifer Brendel, Office Support Assistant

Investigations
Tamra Jenkins, Investigator I
Marvin McCrary, Investigator II
Eric Weddle, Investigator II
Dean France, Investigator II
Arthur Brown, Investigator II—effective 1/04/16

Education
Shelly Wehmeyer, BSN, RN, Associate Education Administrator—through 12/31/15
Ryan House, MSN, RN, Education Compliance Officer—effective 3/28/16
Mallory Ainsworth, Paralegal

Practice
Megan Thomas, Processing Tech III

Discipline
Valerie Stark, Paralegal

Legal
Kristi Gilpin, Senior Paralegal
Ian Hauptli, Associate General Counsel
Rodney Massman, Legal Counsel—through 10/14/15
Sabrina Basinger, Associate General Counsel—effective 12/03/15

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

Processing Technicians
Jennifer Meisel—through 11/13/15
Kristen Morabito—through 1/22/16
Ashley Schulte
Lisa Yoder
Ashley Williams—effective 7/22/15
Whitney Yancey—effective 1/04/16
Kassidy Kliegel—effective 5/16/16
**Education Statistics**

**Nursing Programs**
In FY 2016 there were 103 schools in the State of Missouri with approval to provide nursing education leading to initial licensure. The schools included 42 Practical Nursing programs, 36 Associate Degree programs, 1 Diploma program, and 24 Baccalaureate Degree programs.

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

<table>
<thead>
<tr>
<th>Missouri Associate Degree Programs</th>
<th>Full Approval Unless Otherwise Specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bolivar Technical College</td>
<td>Columbia College—Lake Ozark</td>
</tr>
<tr>
<td>Brown Mackie College (Closing)</td>
<td>Concorde Career College (Closed)</td>
</tr>
<tr>
<td>Columbia College</td>
<td>Cox College</td>
</tr>
</tbody>
</table>
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 (Closed)
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—Moberly
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
Texas County Technical College
Three Rivers Community College—Poplar Bluff
Three Rivers Community College—Sikeston (Conditional Approval)

**Missouri Baccalaureate Degree Programs**
Full Approval Unless Otherwise Specified

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

**Missouri Diploma Programs**
Full Approval Unless Otherwise Specified

Lutheran School of Nursing
NCLEX® EXAMINATION RESULTS
Calendar Year 2015

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>157,955</td>
<td>133,495</td>
<td>84.51%</td>
</tr>
<tr>
<td>Missouri RNs</td>
<td>3,982</td>
<td>3,464</td>
<td>86.99%</td>
</tr>
<tr>
<td>U.S. LPNs</td>
<td>50,971</td>
<td>41,738</td>
<td>81.89%</td>
</tr>
<tr>
<td>Missouri LPNs</td>
<td>1,190</td>
<td>1,086</td>
<td>91.26%</td>
</tr>
</tbody>
</table>

Licensure Statistics (7/1/2015-6/30/2016)

<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>4,461</td>
<td>1,302</td>
</tr>
<tr>
<td>Licensure by Endorsement</td>
<td>2,036</td>
<td>272</td>
</tr>
<tr>
<td>Licensure by Renewal of a Lapsed or Inactive License</td>
<td>1,337</td>
<td>301</td>
</tr>
<tr>
<td>Number of RNs &amp; LPNs holding a current nursing license in Missouri as of 6/30/2015</td>
<td>105,014</td>
<td>25,478</td>
</tr>
</tbody>
</table>

There were 1,099 new Advanced Practice Registered Nurse (APRNs) recognized in Fiscal Year 2016.
There were 8,862 APRNs recognized as of 6/30/2016.
There were 222 APRNs granted Controlled Substance Prescription Authority in FY2016.
There were 1,339 APRNs with Controlled Substance Prescription Authority as of 6/30/2016.
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, 2016.

**Average Age of Nurses**

**Missouri Licensed Practical Nurses**

Source: Missouri State Board of Nursing - 2016
Licensed Practical Nurses Age Distribution

- **30% Are Over Age 55**
  - 7,043
  - 32%

- **30 to 40**
  - 5,230
  - 23%

- **40 to 50**
  - 5,011
  - 22%

- **50 to 55**
  - 2,331
  - 10%

- **55 to 60**
  - 2,584
  - 12%

- **Over 60**
  - 4,459
  - 20%

- **Under 30**
  - 2,814
  - 13%
Registered Nurse Age Distribution

34% Are Over Age 55

- 23,472 (22%)
- 21,142 (20%)
- 13,582 (13%)
- 11,244 (11%)
- 12,568 (12%)
- 23,029 (22%)
Disciplinary Actions

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.

Hearings

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 2016, 101 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 2016, 78 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

FY 2016

1. Tax noncompliance 14%
2. Practice 13%
3. Discipline or EDL 20%
4. Unlicensed Practice 4%
5. Alcohol/Drugs 22%
6. Criminal 27%
Closed Complaints by Source FY 2016

- Self Report/Renewal: 48.7%
- Department of Revenue: 14.7%
- Other State Board or Reg: 19.1%
- Hospital: 5.3%
- Public/Pt or Pt Family: 2.1%
- Nursing Agency: 4.3%
- MO State Agency/Police: 2.0%
- Corrections: 1.2%
- Employer: 2.3%
- Home Health: 0.3%
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>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Fund Balance</td>
<td>$10,234,269.53</td>
</tr>
<tr>
<td>Total Revenue Received</td>
<td>$1,846,288.32</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$12,080,557.85</strong></td>
</tr>
</tbody>
</table>

#### Actual Operating Expenses—FY 2016

Amounts below represent actual amounts utilized including transfers.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenses &amp; Equipment/Grants</td>
<td>$412,321.37</td>
</tr>
<tr>
<td>Personal Services/Per Diem</td>
<td>$1,119,069.44</td>
</tr>
<tr>
<td>Transfers (see Below)</td>
<td>$1,401,814.65</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>$2,933,205.46</strong></td>
</tr>
<tr>
<td><strong>Ending Fund Balance FY2015</strong></td>
<td><strong>$9,147,352.39</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 2016 were as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent</td>
<td>$40,824.91</td>
</tr>
<tr>
<td>Workers Compensation</td>
<td>$197.00</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>$531,852.46</td>
</tr>
<tr>
<td>DIFP</td>
<td>$53,310.98</td>
</tr>
<tr>
<td>Refunds</td>
<td>$1,334.75</td>
</tr>
<tr>
<td>Professional Registration</td>
<td>$635,533.81</td>
</tr>
<tr>
<td>OA Cost Allocation</td>
<td>$14,531.00</td>
</tr>
<tr>
<td>AG &amp; AHC Transfers</td>
<td>$76,128.02</td>
</tr>
<tr>
<td>Carryover Transfers</td>
<td>$47,875.20</td>
</tr>
<tr>
<td>Unemployment</td>
<td>$226.52</td>
</tr>
<tr>
<td><strong>Total Transfers</strong></td>
<td><strong>$1,401,814.65</strong></td>
</tr>
</tbody>
</table>
Actual Revenue FY 2016

- Renewal RN: 58.94%
- Exam Fee RN: 9.21%
- License Fee APN: 9.05%
- Delinquent Fee RN: 2.69%
- Re-examination Fee RN: 2.59%
- License Fee PN: 1.13%
- Reinstatement RN: 3.61%
- Other: 3.00%
- Reinstatement PN: 0.81%
- Exam Fee PN: 2.82%
- Delinquent Fee PN: 0.59%
- Retired/Renewal: 0.16%
- Misc: 0.17%
- School Registration & Application Fees: 0.71%
Use of Funds FY 2016

- PR Transfer: 21.67%
- AG & AHC Transfer: 2.59%
- OA Cost Allocation Transfer: 0.49%
- Licensee Refunds: 0.05%
- DIFP Department Cost Allocation: 1.82%
- Carryover Transfers: 1.63%
- Expense & Equipment: 14.06%
- Personal Service & Per Diem: 38.15%
- Board Staff Fringe Benefits: 18.13%
- Workers Compensation: 0.01%
- Rent: 1.39%
- Unemployment: 0.01%

Total: 100.00%