



**Board of
Nursing**



Annual Report Fiscal Year 2025

July 1, 2024 - June 30, 2025



January 30, 2026

The Honorable Mike DeWine
Governor, State of Ohio
77 South High Street, 30th Floor
Columbus, Ohio 43215

Dear Governor DeWine,

The Ohio Board of Nursing (OBN) is pleased to present its Annual Report for State Fiscal Year 2025, in accordance with Section 4723.06 of the Ohio Revised Code. The report reflects the Board's ongoing commitment to protecting the public through fair and effective regulation of nursing and related health care professions. OBN currently regulates nearly **330,000 licensees and certificate holders** across the state.

In Fiscal Year 2025, OBN advanced its vision of being a leader in innovative and efficient health care regulation, positively impacting the wellbeing of every Ohioan. The Board remained steadfast in its mission to safeguard the public while promoting excellence in nursing practice. Key accomplishments during the year included:

- **Expansion of Regulatory Oversight:** Added State of Ohio Doula Certification.
- **Operational Efficiency:** All staff are LeanOhio trained to streamline processes.
- **Stakeholder Engagement:** Increased outreach initiatives to strengthen inclusion, communication and collaboration with licensees and the public.

These initiatives underscore OBN's dedication to public protection and regulatory excellence through practical, common-sense approaches. Guided by core values of **accountability, compassion, integrity, collaboration, and inclusion**, the OBN's dedicated team provides exceptional customer service and transparent communication to all Ohioans.

Respectfully yours,

Erin L. Keels DNP, APRN-CNP

Erin Keels, DNP, APRN-CNP
President

Marlene Anielski, MBA, OCPM

Marlene Anielski, MBA, OCPM
Executive Director

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Board Overview

Mission-Vision-Goals

At the Ohio Board of Nursing (OBN), our vision is to be a leader through innovative and efficient health care regulation positively impacting the wellbeing of every Ohioan.

Our mission is to actively safeguard the public through equitable regulation of nursing and other health care professions.

The OBN is committed to safeguarding public health by ensuring that every individual entering or remaining in Ohio's health care workforce meets all statutory and regulatory requirements. Through a streamlined licensing and certification system, the OBN prioritizes efficiency through enabling qualified applicants to begin practice as quickly as possible without compromising standards. Public protection remains paramount, as nursing and health care impact virtually every Ohioan.

The OBN is nationally recognized by the National Council of State Boards of Nursing (NCSBN) for its regulatory excellence and leadership in public protection. With a proven track record, the OBN not only enforces rigorous standards but also invests in initiatives to address the nursing shortage, implements innovative programs to enhance patient safety, and oversees the largest population of licensed professionals of any agency in the State of Ohio. The combination of regulatory integrity and forward-thinking solutions positions the OBN as a trusted leader in advancing health care quality and safety statewide.

Nurse Licensure Compact (Multi-State Licenses)

The roll-out of the Nurse Licensure Compact (NLC) was on January 1, 2023. The OBN's outreach continues via the NLC multi-state license (MSL) presentations to nursing students, the creation of relevant content on [Nursing.Ohio.gov](https://www.nursing.ohio.gov), timely email blasts, publication in the OBN's quarterly magazine, Momentum, and postings on the OBN's social media and communication channels. Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) may qualify for an MSL. In Fiscal Year 25, the NLC celebrated its 25th anniversary.

Doulas

The OBN began certifying doulas in response to legislative action aimed at improving maternal and infant health and ensuring quality standards for non-medical birth support. House Bill 142 directed the Board to establish certification requirements, including training standards, continuing education on racial bias and health disparities, fee waivers for low-income applicants, and the creation of a Doula Advisory Group to guide the process. These changes were implemented to ensure doulas are formally recognized providers, eligible for Medicaid reimbursement, and held to consistent standards of practice. Full implementation of Doula certification occurred in October 2024.

LeanOhio Training

LeanOhio is a five-tier statewide initiative focused on making government services in Ohio simpler, faster, better, and more cost effective. The OBN is actively participating to streamline processes and procedures.

All OBN employees completed introductory virtual LeanOhio White Belt and Yellow Belt training. Additionally:

- 8 employees completed LeanOhio Boot Camp (In-person weeklong training)
 - 4 employees earned a Camo Belt by completing a process improvement project.

RPost

The OBN adopted RPost's Registered Email solution to drive substantial cost savings while modernizing administrative communications. By replacing traditional mail with secure, auditable electronic delivery, the OBN has eliminated postage expenses, reduced administrative overhead, and accelerated turnaround times. Automated tracking and proof-of-delivery features ensure compliance without the added cost of manual processes therefore, streamlining operations and delivering measurable financial efficiencies.

Virtual Meetings

The OBN implemented [House Bill 257](#) by adopting a comprehensive virtual meeting policy in accordance with [Ohio Revised Code \(ORC\) 121.221](#). The policy authorizes advisory groups to meet via video conference while ensuring full compliance with public transparency requirements, including advance public notice and live streaming access.

NCSBN Training

The OBN implemented comprehensive employee training through the NCSBN, ensuring staff are equipped with industry-leading knowledge and best practices. The training included completion of International Center for Regulatory Scholarship (ICRS) courses, which focus on regulatory excellence and global standards. To further enhance communication skills, the Board organized a customized public speaking course specifically designed for OBN staff. These initiatives reflect the OBN's commitment to professional development and continuous improvement in serving Ohioans effectively.

Certified Medication Aides (CMAs)

The OBN implemented the revisions from [Sub. S.B. 144](#) for CMAs. Key changes included:

- Reducing required training hours from 70 to 30;
- Lowering the program application fee;
- Officially rebranding “medication aides” as “Certified Medication Aides”; and
- Establishing an online registry for CMA credentials.

These updates streamline the certification process, making it faster, more affordable, and more transparent.

Mandatory Licensee and Certificate Holder Cooperation

The OBN adopted new disciplinary standards under [ORC 4723.28](#), which allow the Board to impose sanctions on any licensee or certificate holder who fails to cooperate with an OBN investigation. The change reinforces the OBN's authority to ensure full compliance and accountability among nursing and health care professionals.

Contributions to Statewide Initiatives

Mandatory Employee Training

All employees of the OBN successfully completed a series of mandatory training programs designed to support statewide initiatives and ensure compliance with professional and ethical standards. The training included:

- Human Trafficking Awareness – Educating staff on signs of trafficking and understanding reporting protocols to protect vulnerable populations;
- Ethics Training – Reinforcing principles of integrity, accountability, and ethical decision-making in public service; and
- IT Security Training – Strengthening cybersecurity practices to safeguard sensitive data and maintain secure systems.

Nursing Workforce Data Collection

During each renewal since 2013, the OBN has collected LPN, RN, and APRN nursing workforce data for purposes of state and federal health care planning and to assess trends in the health care workforce. The OBN continues to provide summary reports and the raw data on our website, [Nursing.Ohio.gov](https://www.nursing.ohio.gov).

Education Grant and Tuition Assistance

To support job growth and meet the demands of health care, two programs are funded through nursing license renewal fees:

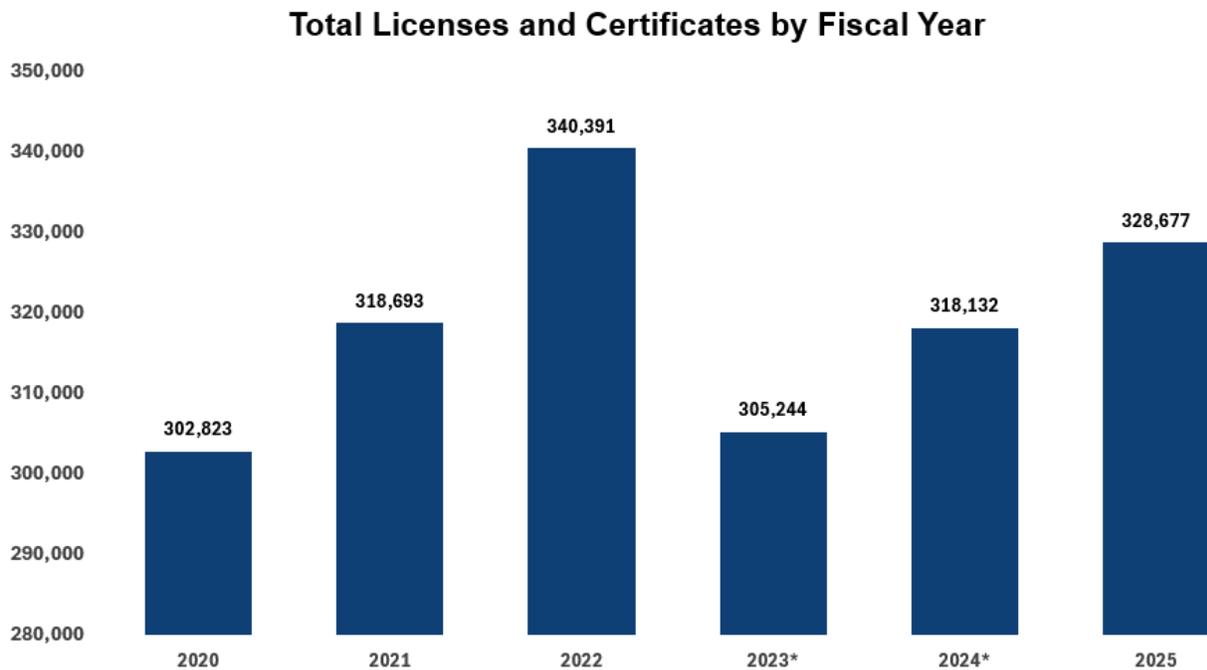
- Nurse Education Grant Program (NEGP): The NEGP is a two-year cycle (November 1 of odd numbered years to October 31 of the next odd numbered year) awards funds to nurse education programs that partner with health care facilities, community health agencies, or patient centered medical homes to increase nursing student enrollment capacity. During Fiscal Year 2025, [11 nurse education programs received funding](#); and
- [Nurse Education Assistance Loan Program \(NEALP\)](#): The NEALP, administered by the Ohio Department of Education, provides financial assistance to Ohio students enrolled for at least half-time study (or accepted for enrollment) in an approved Ohio nurse education program. NEALP provides funding for nurses who intend to serve as instructors or students after graduation.

Highlights and Statistics

Licensure and Certification

Strategic Initiative: Ensure licensees and certificate holders meet requirements to be licensed or certified to practice in Ohio.

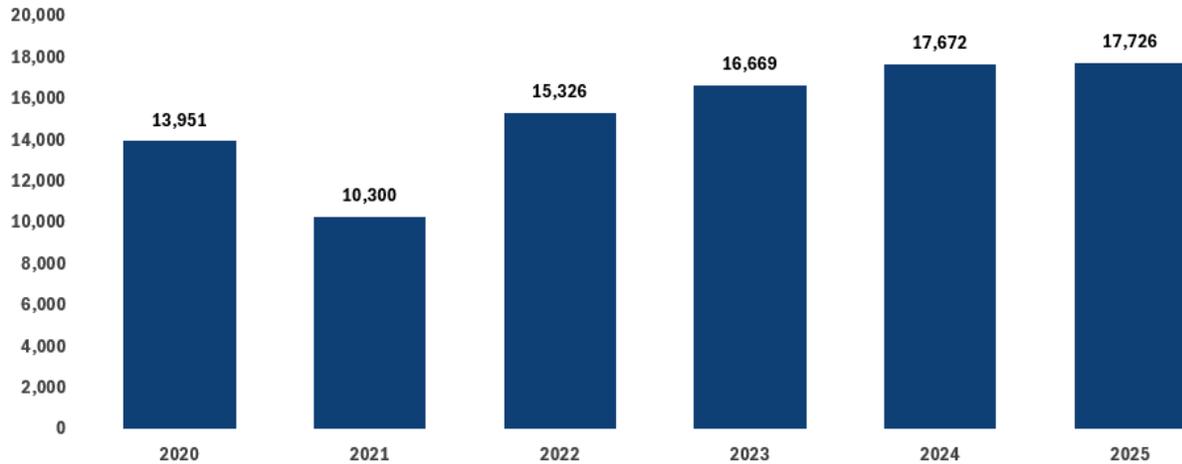
Licensed Nurses and Certificate Holders



*Please note a reduction in 2023 and 2024 single state license holders occurred due to the adoption of the NLC for MSLS.

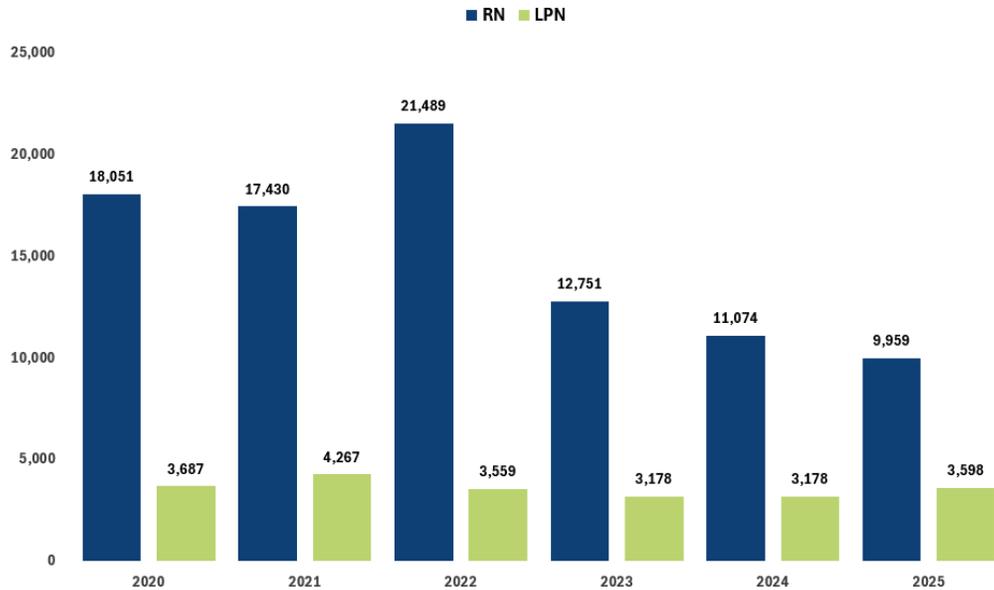
Total Active Licenses and Certificates Fiscal Year 25	
Registered Nurse	239,639
Licensed Practical Nurse	51,974
Advanced Practical Registered Nurse	
• Certified Registered Nurse Anesthetist	3,955
• Certified Nurse Midwife	574
• Certified Nurse Practitioner	26,690
• Certified Nurse Specialist	945
Dialysis Technician	1,727
Community Health Worker	1,340
Certified Medication Aide	1,655
Doula	178
Total	328,677

Newly Issued Licenses and Certificates by Fiscal Year



Newly Issued Licenses and Certificates Fiscal Year 25	
Registered Nurse	9,959
Licensed Practical Nurse	3,598
Advanced Practical Registered Nurse	
• Certified Registered Nurse Anesthetist	256
• Certified Nurse Midwife	47
• Certified Nurse Practitioner	2,497
• Certified Nurse Specialist	23
Dialysis Technician	155
Community Health Worker	319
Certified Medication Aide	694
Doula	178
Total	17,726

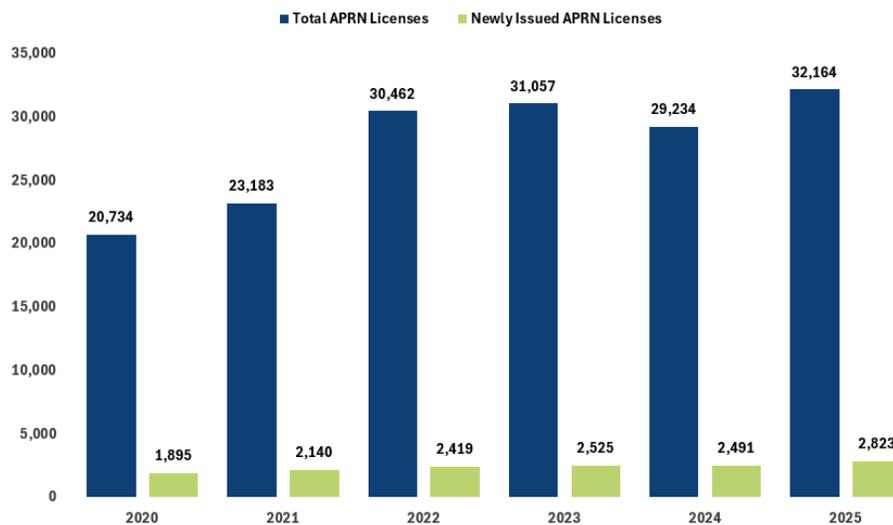
RNs and LPNs Licensed by Examination and Reciprocity by Fiscal Year



Ohio Issued Multi-State Licenses Fiscal Year 25	
Registered Nurse	5,653
Licensed Practical Nurse	1,703
Total	7,356

Advanced Practice Registered Nurses (APRNs)

Total APRN Licenses and Newly Issued APRN Licenses by Fiscal Year



New APRN Issued Licenses Fiscal Year 25	
Certified Registered Nurse Anesthetist	256
Certified Nurse Midwife	47
Certified Nurse Practitioner	2,497
Certified Nurse Specialist	23
Total	2,823

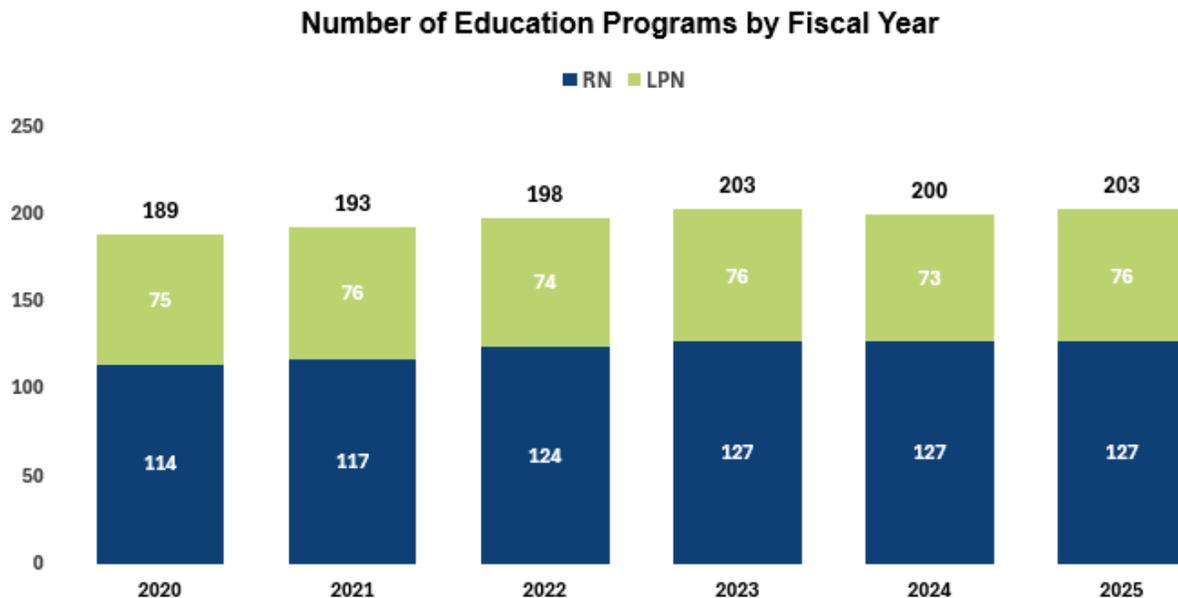
Streamlined and Implemented Innovative Processes

- The Licensure Unit processed applications in 1-3 business days.
- Cross trained staff to ensure operational efficiencies and needs were met.
- Applicants received boosted messaging regarding eLicense application status, renewal reminders, and the need to update personal information via OBN outreach efforts including:
 - OBN communications;
 - eLicense emails;
 - Pre-licensure nursing education presentations; and
 - Public Meetings.

Education and Training Programs

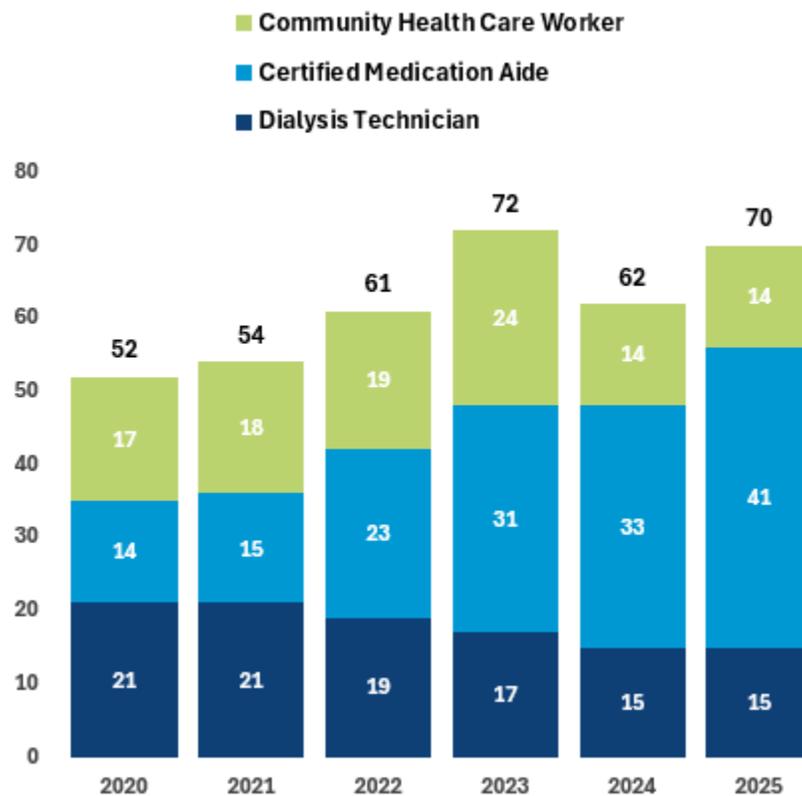
Strategic Initiative: Approve pre-licensure nursing education and training programs to ensure programs maintain academic and clinical standards.

Competent and safe practice begins with high-quality education. The OBN conducts thorough reviews of education programs and related training to ensure academic standards are met. These evaluations help guarantee that entry-level nurses and other health care professionals are well-prepared to deliver safe, effective care to Ohio's citizens.



- OBN regulated 203 pre-licensure nursing programs, which included 10 new nursing education programs.
- Convened Advisory Groups on Nursing Education and Continuing Education, as well as a Committee on Advanced Practice Registered Nurses to provide recommendations to the Board.
- Provided 4 Education Quarterly Calls for pre-licensure nursing education program administrators, faculty, and staff.
- Provided orientation for new program administrators.

Training Programs Approved by Fiscal Year



- OBN regulated 70 training programs which included 11 new Certified Medication Aide training programs, 1 Dialysis Technician training program and 1 Community Health Worker training program.
- Convened Advisory Groups for Certified Community Health Workers, Dialysis Technicians, and Doulas to provide recommendations.

Compliance, Discipline, Investigations, and Monitoring

Strategic Initiative: Efficiently handle complaints, investigations, and adjudications to safeguard the health of the public.

- Processed and investigated complaints including but not limited to:
- Diversion of drugs;
 - Criminal offenses;
 - Substance use disorder;
 - Sub-standard practice; and
 - Patient abuse and neglect.
- Assured that all investigative and disciplinary processes were completed in a timely manner, including but not limited to:
 - Processing and mailing Board Orders;
 - Continuing daily triage of complaints and processing of subpoenas for patient and other vital records;
 - Conducting timely investigations and interviews via teleconference, when necessary;
 - Responding individually to former or current licensees regarding disciplinary actions;
 - Working with the Attorney General's Office and parties to hold hearings in-person, and electronically as needed; and
 - Reporting Board Actions to the National Practitioners Data Bank (NPDB) and NURSYS.com, an NCSBN national nursing licensee database.

OBN processed 8,068 complaints in Fiscal Year 2025 which is 2.4% of our total licensure and certificate holders.

Nurse Licensure Applicants Referred to Compliance for Review Fiscal Year 2025		
Type	Applications	Referred to Compliance
Licensure by Examination	18,647	1,170 (6%)
Licensure by Reciprocity and Temporary Permits	4,657	242 (5%)
Total	23,304	1,412 (6%)

ACTIVE CASES Fiscal Year 2025				
Type	Active at Start	Opened Cases	Closed Cases	Active at End
Action Taken in another State/Agency	9	93	91	20
Addendum	0	5	5	0
Applicant APRN	3	149	148	4
Applicant Community Health Worker	4	58	52	9
Applicant Dialysis	1	27	26	2
Applicant Doula	0	14	11	3
Applicant Endorsement	14	227	216	23
Applicant Medication Aide	4	82	81	6
Applicant MSL	24	976	931	67
Applicant NCLEX	47	1,170	1,107	106
Applicant Reinstatement	20	313	309	27
Applicant Renewal	0	324	305	24
APRN Lapses	3	5	4	4
APRN Practice Issues	59	392	321	130
APRN Rx Issues	32	131	88	73
Confidentiality	19	96	93	26
Criminal	120	485	415	188
Default/Child Support	0	0	0	0
Drugs/Alcohol	165	710	579	278
Education	0	0	0	0
Facility/Employer	5	240	236	8
Falsification/Board	0	9	6	4
Falsification/Employer	6	19	26	6
Fraud	7	63	39	34
Fraud (Medicare/Medicaid)	1	1	3	0
Imposter / Never Licensed	3	26	24	6
Invalid License (lapsed / inactive)	5	12	13	4
Misappropriation	7	12	9	10
Miscellaneous	9	352	333	26
Noncompliance	16	173	135	52
Not licensed by the Board	1	94	94	1
Nursing Student	0	0	0	0
Online Complaint	171	539	621	89
Patient Abuse	19	77	56	34
Patient Boundaries	19	82	68	34
Patient Sexual Contact	1	18	14	6
Physical Impairment	0	0	1	0
Practice	215	1,004	876	422
Practice after Suspension or Revocation	0	5	2	3
Psychiatric Impairment	3	23	18	12
Social Media/non-practice	1	62	61	1
Totals	1,013	8,068	7,417	1,742

Any variances may be attributed to transferring files to a new case management system during the fiscal year.

Board Actions Fiscal Year 2025	
Type	Number
Consent Agreement	318
Notice of Opportunity for Hearing	228
Immediate Suspension	44
Adjudication Order	19
Notice of Automatic Suspension	19
Default Order	11
Release Permanent Practice Restrictions	8
Voluntary Surrender	5
Retirement	4
Withdrawal of Application	4
Miscellaneous	1
Release Request	1
Summary Suspension	1
Total	663

OBN provided monitoring and oversight to assure licensees fulfilled the terms and conditions of disciplinary agreements, Board Orders, or Participant Agreements for the Alternative Program for Substance Use Disorder or the Practice Intervention and Improvement Program.

Nursing Practice

Strategic Initiative: Maintain alignment with [Chapter 4723 of the ORC](#), the Nurse Practice Act.

[Interpretive Guidelines](#) are adopted by the OBN to provide licensees with practical guidance for engaging in safe nursing practice. These guidelines address specific nursing activities or procedures, not to establish new policy, but to clarify licensees’ obligations under existing law. In Fiscal Year 2025, the Board reviewed eight existing interpretive guidelines, resulting in the revision or reapproval of seven and the retirement of one.

Responded to an average of 250 practice questions per month to provide guidance regarding the application of the Nurse Practice Act and administrative rules.

Legislation

Strategic Initiative: Review standards and controls to govern the OBN in the protection of all Ohioans.

The following legislation impacted the Nurse Practice Act during Fiscal Year 25:

- [Sub. S.B. 144](#), effective on October 24, 2024, made changes to the law governing medication aide training programs, training requirements necessary to become a Certified Medication Aide (CMA), and expanded the scope of practice for CMAs;
- [S.B. 196](#), effective on March 20, 2025, revised the authority of APRNs to sign certain documents related to the admission, release, and treatment of patients;
- [H.B. 257](#), effective on April 9, 2025, allowed certain public bodies to host meetings virtually. The law allows OBN to host meetings for each of its advisory groups virtually; and
- [H.B. 96](#), effective on June 30, 2025, included OBN's operating budget for the biennium as well as the following policy provisions related to the Nurse Practice Act:
 - Required OBN licensees and certificate holders to cooperate with OBN investigations; and
 - Reauthorized the [NEALP](#).

Rules (Chapter 4723, Ohio Administrative Code (OAC))

In November 2024, the Board proposed and filed amendments to:

- [Chapter 4723-9](#), Prescriptive Authority;
- [Chapter 4723-27](#), Medication Administration by Certified Medication Aide; and
- [Chapter 4723-19](#), Safe Haven Program.

In January 2025, OBN began its five-year review of applicable administrative rules as required by [Section 119.032, ORC](#). The Board proposed amendments and no change to rules in:

- [Chapter 4723-8](#), Advanced Practice Nurse Certification and Practice;

- [Chapter 4723-9](#), Prescriptive Authority;
- [Chapter 4723-23](#), Dialysis Technician.

The above rules were filed with the Joint Committee on Agency Rule Review (JCARR), with an effective date of September 14, 2025 (Fiscal Year 2026). Additional amendments are proposed to rules not slated for five-year review, which include:

- [Chapter 4723-1](#), Board Organization and Records; and
- [Chapter 4723-14](#), Continuing Nursing Education.

Communication and Collaboration

The OBN shared updates with licensees, interested parties, and the general public about:

- Disciplinary actions;
- Proposals for rule making;
- Practice guidance;
- New regulatory requirements;
- Statewide initiatives;
- Licensing; and
- Advisory group involvement.

The OBN utilized multiple outlets for information sharing including:

- [Nursing.Ohio.gov](#);
- Instructional videos;
- Electronic news updates;
- The quarterly magazine, Momentum; and
- Outreach
 - Nursing education programs;
 - Nursing employers;
 - Professional organizations; and
 - Law enforcement.

The OBN maintained strong collaboration with other state agencies and the NCSBN. Throughout the year, the OBN actively participated in team calls, monthly meetings, and conferences focused on discipline, leadership, public policy, education, and practice. Additionally, staff engaged in specialized training sessions and contributed to discussions on the Nurse Licensure Compact, reinforcing OBN's commitment to regulatory excellence and interstate cooperation.

Appendix A: Board Member Roster

Name/Position	Term Expires
Erin Keels, DNP, APRN-CNP, President Chair, Doula Advisory Group	12/31/2026
Tiffany Knepper, RN, APRN-CNP, Vice President Chair, APRN Advisory Group	12/31/2025
Candy Sue Rinehart, DNP, APRN-CNP Supervising Member for Disciplinary Matters Chair, Rules Advisory Group	12/31/2028
Jenny Heiser, LPN Chair, Certified Community Health Worker Advisory Group Member, Board Hearing Committee	12/31/2025
Shawn Livingston, LPN Chair, Continuing Education Advisory Group Member, Board Hearing Committee	12/31/2025
Joseph Quackenbush, LPN Presiding Member, Board Hearing Committee	12/31/2027
Teresa Remy, RN	12/31/2026
Virinder Sidhu, RN, APRN-CNP Chair, Nursing Education Advisory Group	12/31/2025
Brenton S. Temple Consumer Member	12/31/2027
Barbara Wadsworth, RN	12/31/2027
Scott Wesbecher, RN, LPN Member, Board Hearing Committee	12/31/2026
Gina Woods, RN Chair, Dialysis Advisory Group	12/31/2025

Appendix B: Fiscal Report

FY 2025 Appropriations	
Operational Budget (4k90)	\$13,032,656
Special Issues	\$500
Nurse Education Grant (5AC0)	\$894,000
Total Appropriations	\$14,011,387

FY 2025 Revenue	
Income	\$7,231,695
Total Revenue	\$7,231,695

FY 2025 Expenditures	
Payroll	\$9,559,475
Personal Services	\$738,246
Subtotal	\$10,297,721
Maintenance	
Subtotal	\$1,268,058
Equipment	
Subtotal	\$190,342
Operational Costs Grand Total	\$11,756,121

Transfers Out Nursing Education Fund	
Total	\$237,015

Transfers Out NEGP	
Total	\$474,030

NEGP Fund	
Amount Dispersed	\$816,404
Administrative Expense	\$0
Total	\$816,404