

**Consideration for Change in Approval Status from Full with Warning to Conditional
 Lamar State College – Orange in Orange, Texas
 Upward Mobility Associate Degree Nursing Education Program**

Summary of Request

Consider a proposed change in the approval status of Lamar State College – Orange (LSC-O), Upward Mobility Associate Degree Nursing Education Program (ADN) in Orange, Texas based upon the review of the 2013 NCLEX-RN® examination pass rate, the 2012 Nursing Education Program Information Survey (NEPIS), and findings from the November 9, 2013 survey visit (See Attachment #1).

Historical Perspective:

- The ADN Program at LSC-O in Orange, Texas, began in 1989.
- The LSC-O in Orange, Texas ADN Program provides educational mobility for licensed vocational nurses via a three (3) semester program.
- The following table presents NCLEX-RN® data for the past six (6) years:

NCLEX-RN® Examination Pass Rates:

Year	BON Approval Status	NCLEX-RN® Pass Rate	Number of First Time Candidates (Passed/Total)
2013	Pending	77.59%	45/58
2012	Full with Warning	69.70%	46/66
2011	Full	77.42%	48/62
2010	Full	86.79%	46/73
2009	Full	93.18%	41/44
2008	Full	85.71%%	36/42

- LSC-O is accredited by the Southern Association of Colleges and Schools (SACS) with the next re-affirmation due in 2015.
- Leah Anne McGee, MEd, MSN, C-FNP, is educationally and experientially qualified for the role of program director and has served in that role since 2002.
- In 2012, the program completed a comprehensive self-study report subsequent to a 2011 NCLEX-RN® examination pass rate of 77.42% (48/62).
- The comprehensive self-study report evaluated factors that could have contributed to the graduates' performance and identified corrective actions in the following areas: Students, policies, faculty, curriculum, and testing and evaluation.
- Beginning in 2012, corrective measures implemented included: increasing emphasis on early identification of students impacted by life stressors with referral to appropriate resources; increasing the assessment reading score for program admission; removing the 1,000 work hour requirement for program admission; re-distributing faculty workload; implementing a mandatory test remediation policy; administering the HESI® Exit Exam closer to graduation; restructuring simulation activities to strengthen critical thinking activities; re-constructing course examinations to increase the number of application level test questions and to reflect alignment with the NCLEX-RN® test plan; and, ensuring faculty development in simulation and test construction.
- The 2012 and 2013 NCLEX-RN® pass rates remained below the Board benchmark of eighty percent (80%) despite the implementation of these corrective measures.
- In January 2013 the program's approval status was changed from Full to Full with Warning and a survey visit was authorized. The survey visit was conducted on November 9, 2013 (See Attachment #1).

Summary of Survey Visit

General Findings:

- The program is administered by Leah Anne McGee, M.Ed., MSN, C-FNP. Ms. McGee is well qualified to serve as program director.
- Four (4) full-time faculty are responsible for program instruction, classroom and clinical.
- The program uses an integrated curriculum.
- The corrective actions identified in the 2011 Self-Study report have been implemented.

Pros:

- The director and faculty report that the ADN program receives strong support from college administration.
- The faculty members are experienced educators, are supportive of each other, and work collaboratively.
- The program's clinical affiliate partnerships provide a rich environment for students' clinical learning opportunities enabling them to meet clinical objectives.
- The program is well received in the community.

Cons:

- The program's NCLEX-RN® pass rate remains below eighty percent (80%) despite implementation of corrective measures.

Rationale for Staff Recommendations:

Staff recommendation for the change in approval status is based upon the finding that the NCLEX-RN® examination pass rate has been below 80% for three (3) consecutive years.

Rule 215.4(c)(3)(B)(i) *related to Approval* states: "A program may be placed on conditional approval status if the pass rate of first-time candidates, as described in paragraph (2)(A) of this subsection, is less than 80% for three (3) consecutive examination years;" The program was placed on Full with Warning status at the January 2013 Board meeting. The pass rate has been below the benchmark eighty percent (80%) for three (3) consecutive years.

Staff Recommendations:

Move to change the approval status of the Lamar State College – Orange, Upward Mobility Associate Degree Nursing Education Program in Orange, Texas from Full with Warning to Conditional and issue the requirement in the attached Board Order (See Attachment #2).

**Summary of Survey Visit
Lamar State College - Orange
Upward Mobility Associate Degree Nursing (ADN) Education Program**

Purpose of Survey Visit: Follow-up to program approval status change

Date of Visit: October 9, 2013

Nursing Education Consultant Conducting Visit: Sandi Emerson, MSN, RN

Nursing Education Consultant met with:

- Leah Anne McGee, M.Ed, MSN, C-FNP, Director, ADN Education Program
- Dr. J. Michael Shahan, President
- Gina A. Simar, MSN, RN, Dean of Allied Health
- Melody Antoon, MSN, BSN, Full-time Instructor, ADN program
- Denise Lumpkin, MSN, CFNP, Full-time Instructor, ADN program
- Janet Lemons, MSN, RN, CNE, Full-time Instructor, ADN program
- Jennifer Trotter, BSN, MBA, Full-time Instructor, ADN program
- Six (6) ADN students

Nursing Education Consultant conducted the following activities:

- held initial conference with director and administration;
- met with faculty members;
- interviewed students;
- observed classroom teaching;
- toured LSC-O facilities.
- reviewed records and documents including: student and faculty files, minutes of faculty meetings, student and faculty handbooks, syllabi, clinical evaluation tools, and the Total Program Evaluation (TPE) Plan, and
- held exit interview with director and administration.

Summary of Findings:

Findings Related to Administration:

- College administrators verbalized their support for the ADN program, noting that it was valuable to the community.
- Ms. Leah Anne McGee, MEd, MSN, C-FNP, has been the program director since 2002.
- LSC-O administration, the program director, and faculty expressed a commitment to identifying and implementing additional corrective actions necessary to ensure learner success and positive outcomes.

Findings Related to Program of Study:

- The *Differentiated Essential Competencies (DECs) (2010)* are fully incorporated into all program documents, including syllabi, handbook, and clinical evaluation tools.
- The program of study includes all required content and the curriculum is sound and logically organized.
- Syllabi are complete and provide a comprehensive view of the curriculum.
- The program is designed to be completed in three (3) semesters over twelve (12) months.
- The program has established an articulation agreement with Lamar University.
- Students are accepted to the program one time per year.
- Students are accepted into one (1) of two (2) delivery format tracts: face-to face or online. The curriculum for both tracts is identical. Clinical learning experiences are the same. The days and/hours of instruction vary depending on delivery format.
- Admission testing scores have been increased to ensure student readiness for program success.
- The program incorporated a standardized testing and remediation package using case studies, content specific exams, practice tests, and remediation for each course in the curriculum.

Findings Related to Faculty:

- Four (4) full-time faculty provide instruction for enrolled students. Faculty share responsibilities for teaching in the traditional face-to-face format and the online format to maintain curriculum and instructional continuity.
- One (1) faculty member is credentialed as a Certified Nurse Educator (CNE) through the National League for Nursing (NLN).
- Faculty members who teach online are prepared to teach in an online format and have resources available to them.
- The faculty members have varied experiences in practice and education, providing a rich diversity in the students' educational experience.
- Faculty meet regularly and are engaged in curriculum planning, implementation, and evaluation. Available faculty meeting minutes documented faculty discussions and plans.
- Faculty expressed the desire to implement measures to improve and ensure student success on the licensing examination. Faculty acknowledged frustration that conclusive evidence has not been uncovered in their assessment process.

Findings Related to Students:

- Current enrollment is fifty-six (56) students. Thirty (30) students are enrolled in the internet (online) cohort while the traditional face-to-face enrollment is twenty-six (26). The same curriculum is provided for both cohorts, with the internet cohort receiving didactic instruction via online delivery.
- The currently enrolled students will complete program requirements for graduation in May 2014.
- A January 2014 admission cohort is planned with a completion date of December 2014.
- Students participate in program governance through a student council representative.
- Students report they enrolled in the program due to location, cost, and program reputation.
- Student policies are written and available.
- Students receive required information via handbook and verbal discussion. Students indicated they received declaratory order and eligibility information.

Findings Related to Clinical Learning Experiences:

- The program has current clinical contracts with a variety of affiliating agencies. The agencies represent a diversity that provides for rich, meaningful clinical learning experiences.
- Semesters I and II clinical learning experiences occur in faculty-supervised, direct-patient care, hands-on clinical settings. Semester III clinical learning experiences are precepted experiences.
- Board required faculty-to-student ratios are maintained in all clinical learning experiences.
- Preceptor agreements, policies, and procedures are in place.
- All clinical evaluation tools measure progression and include formative and summative evaluations.

Findings Related to Facilities, Resources, and Services:

- The ADN program is housed in a brand-new 32,000 square foot facility. The building has three (3) large classrooms and several laboratory spaces, each equipped with state-of-the art furnishings and technology.
- The program director has a fully-furnished private office in close proximity to the program assistant.
- Each faculty member's private office is furnished with a desk, chair, bookcase, computer, and printer. Faculty offices are located in the former allied health building in close proximity to the new building.
- The newly constructed building has sufficient student lounge areas and faculty and student restrooms.
- One of the three (3) classrooms is tiered and has the capacity to seat eighty (80) students.
- The laboratory spaces have adequate storage space and include sinks with hot and cold running water.
- The simulation laboratory space has several simulation rooms, equipped with appropriate hospital or home based equipment. The instructor viewing room is equipped with electronic equipment and the ability to record simulation scenarios. A private de-briefing room is located in the simulation laboratory.
- The college library holdings of books and journals are sufficient to meet student needs. Computers are available for students to access literature databases. Individual meeting rooms are available for student use.

Findings Related to Records and Reports:

- Student files for current and graduated students are maintained in a locked file cabinet in a secure room. Student files contain all required documents.
- Faculty files include all required documents. The program director utilizes e-Notify to track faculty licensure status.
- Faculty meeting minutes were available and reflect faculty discussion and decisions.
- Affiliating agency agreements are current and maintained in a locked file cabinet in a secure room.
- The total program evaluation plan was up to date. Available minutes reflect periodic review and discussion.

DRAFT LETTER

January 23, 2014

Leah Anne McGee, MEd, MSN, C-FNP
Program Director, ADN Education Program
Lamar State College - Orange
210 Front Street
Orange, Texas 77607

Dear Ms. McGee:

At the January 23-24, 2014 meeting, the members of the Texas Board of Nursing discussed the approval status of the Lamar State College – Orange Upward Mobility Associate Degree Nursing Program based on Board staff's report regarding review of the 2013 NCLEX-RN® examination pass rate, the 2012 NEPIS, compliance with Board Rule 215, and review of the survey visit. Members of the Board wish to thank you and _____ for being present at the meeting to answer questions.

Based upon the discussion and review of the survey visit report, it was the decision of the Board to change the approval status of the program from Full with Warning to Conditional and to issue one (1) requirement as noted in the attached Board Order.

A requirement is a mandatory criterion based on program assessment directly related to rule that must be addressed in the manner prescribed.

If you have any questions or if assistance is needed, please contact board staff at (512) 463-4631.

Sincerely,

Kathy Shipp, MSN, RN, FNP
Board President

Sandi Emerson, MSN, RN
Nursing Consultant for Education

copy: Dr. J. Michael Shahan
Gina A. Simar, Director, Allied Health

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of: §
Lamar State College – Orange §
Upward Mobility Associate Degree §
Nursing Education Program §
Orange, Texas §

ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 23, 2014, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the recommendation to change the approval status of Lamar State College – Orange Upward Mobility Associate Degree Nursing Education Program in Orange, Texas, from Full with Warning to Conditional, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code, Chapter 215.

Board members in attendance were: Kathy Shipp, MSN, RN, FNP; Nina Almasy, MSN, RN; Deborah Hughes Bell, CLU, ChFC; Patricia Clapp, BA; Tamara Cowen, MN, RN; Sheri Denise Crosby, JD, SPHR; Marilyn J. Davis, RN, BSN, MPA; Shelby Ellzey, BBA; Monica Hamby, LVN; Kathy Leader-Horn, LVN; Mary LeBeck, MSN, RN; Josefina Lujan, PhD, and, Beverly Jean Nutall, LVN.

After review and due consideration of the findings from the survey visit, as well as the presentation by representatives from Lamar State College – Orange Upward Mobility Associate Degree Nursing Education Program in Orange, Texas, and comments from other interested parties, if any, the Board hereby moves to change the program approval status from Full with Warning to Conditional and imposes the following conditions/requirement:

1. The program may not enroll students while on conditional status. The program will remain on conditional approval status until the program demonstrates a pass rate for first time candidates of at least 80% on the 2014 NCLEX-RN® examination. The NCLEX-RN® examination year is October 1, 2013 through September 30, 2014.

Failure to comply with this requirement may result in further consideration of the program's approval status, including the imposition of additional restrictions, conditions, monitoring, or other negative changes in the program's status up to withdrawal of approval.

Entered this 23rd day of January, 2014

Kathy Shipp, MSN, RN, FNP
President of the Board