

**Proposal to Establish a New Nursing Education Program
LeTourneau University School of Nursing in Longview, Texas
Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the LeTourneau University (LETU) proposal to establish a new Baccalaureate Degree Nursing (BSN) Education Program in Longview, Texas. The final revised proposal was provided electronically to members of the Board. A notice of public hearing has been posted (See Attachment #1).

Historical Perspective:

- LETU is a private, interdenominational Christian university known for its rigorous science and technology programs. Located in Longview, Texas, the university is situated in the center of a growing city surrounded by rural communities. The campus is located in a designated medically underserved, economically disadvantaged, ethnically diverse neighborhood. Situated approximately sixty (60) miles west of Shreveport and one hundred twenty (120) miles east of Dallas, the Piney Forest community of Longview has been designated as a Certified Retirement Community by the Texas Department of Agriculture.
- Founded in 1946 to provide technical and professional training for U.S. servicemen returning from WWII, LETU currently offers undergraduate degrees in a variety of disciplines, including engineering, technology, the liberal arts, business, aeronautical science, education and the sciences, plus master's degree programs in business, education, engineering and psychology.
- The 162 acre Longview campus is a residential campus with the majority of students living in one of seventeen (17) residential halls during the academic year. LETU also offers business and management classes in online and weekend or week night delivery formats at offsite satellite campuses in Houston, Bedford, Dallas, and Austin.
- The 2013-2014 LETU student body enrollment is 2, 729 with 1, 346 students receiving instruction at the main Longview campus. LETU students come from forty-eight (48) states, thirty-two (32) countries, and fifty-three (53) denominations/religions. The average class size is fifteen (15) with a student-faculty ratio of 13:1. Of the eighty-one (81) full-time faculty members providing instruction to LETU students, seventy-six percent (76%) hold a doctorate or the highest degree in their field.
- LETU is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, baccalaureate, and master's degrees. Additional program specific accreditations include: the Accreditation Board for Engineering and Technology, Inc. (ABET) for bachelor's programs in engineering and engineering technology; the Federal Aviation Administration (FAA) for the School of Aeronautical Science three programs; the Texas State Board for Educator Certification (SBEC); and, the International Assembly for Collegiate Business Education (IACBE).
- The letter of intent to establish the LETU Nursing Program proposal was received in the Board office in 2013, with the first proposal received by Board staff on December 5, 2013. After review and a face-to-face meeting with the proposed program dean, the proposal was deemed complete in May 2014 and a site visit conducted on June 10, 2014 by Board staff (See Attachment #2).

Summary of Proposal

Overview of the Proposal:

- LETU proposes to establish a new generic BSN Education Program in Longview, Texas.
- The proposal projects an initial cohort of twenty (20) students, with an increase of ten (10) additional students annually each Fall over the next several years.
- The inaugural cohort of students who have met the general education and School of Nursing admission requirements will be enrolled in first semester nursing courses in the junior year. This cohort will be comprised of students who have declared nursing as a major and completed general studies at LETU as well as at other universities and have applied to LETU for the professional nursing program. The projected graduation date for the first cohort will be May 2016.
- The integrated, concept and community based program is designed to be delivered on campus in face-to-face teaching methodology with online supplemental instruction and faculty supervised hands-on clinical experiences in a variety of multicultural healthcare environments in Longview and surrounding communities. Classes and laboratory experiences will be conducted at the LETU campus with clinical experiences in the East Texas communities. Clinical affiliations with the two (2) acute care facilities in Longview, Good Shepherd Medical Center and Longview Regional Medical Center have been established, along with affiliations with a number of community based organizations and facilities.
- The overall credit hours for completion of the baccalaureate degree in nursing at LETU are 126 credit hours. The nursing major requirements total fifty-seven (57) credit hours with the remaining credit hours dedicated to pre-requisites for the nursing major and meeting the general requirements for the BSN degree at LETU.

Rationale and Need for Program:

- The rationale for the program is based upon data from the Texas Center for Nursing Workforce Studies that projects a growing need for more registered nurses in Texas and upon the population growth in Texas.
- Letters of support from community leaders in East Texas and Longview indicate strong support for the proposed nursing program.
- Data indicates that Longview, Texas and surrounding East Texas communities are experiencing growth. Additionally, Longview has been declared a Certified Retirement Community.

Administration and Organization:

- The mission and philosophy of the proposed baccalaureate nursing program at LETU mirrors university mission and institutional goals. Both the university and proposed program desire to educate and prepare students to integrate their Christian faith in their work, demonstrating competency and ingenuity in their professional field. Another goal is that LETU graduates engage the local and global communities in their chosen profession.
- LETU received a letter of exemption from the Texas Higher Education Coordinating Board (THECB) on August 29, 2013. Notification of exemption from the Texas Workforce Commission (TWC) was received from Catherine Bingle on July 10, 2013.
- SACSCOC was notified by LETU on June 15, 2013 of the university's intent to establish a BSN program.
- LETU was reaffirmed by SACSCOC in 2006 with the next re-affirmation visit due in 2016.
- The proposed program director is Kimberly Quiett, RN, DNS. Dr. Quiett has twenty-four (24) years of experience in nursing, both in clinical and educational settings. She has eleven (11) years as a faculty member in two (2) baccalaureate nursing education programs. Her clinical

specialty is oncologic nursing with five (5) publications and numerous podium, guest, and poster presentations focused on oncologic research and end of life care.

- The organizational chart indicates that the proposed program dean for the BSN program reports directly to the Provost and Executive Vice-President as do the five (5) deans of other academic schools.

Faculty:

- From an initial pool of nine (9) qualified faculty, LETU has employed two (2) full-time faculty members in the nursing department. The curriculum vitae for Dr. Kristina Ibitayo and Ms. Jennifer Bray are included in the program proposal. Both faculty members have teaching experience in pre-licensure baccalaureate degree programs.
- The LETU School of Nursing plans to increase faculty numbers annually over the first five (5) years to a total of ten (10) faculty members to support a projected enrollment of fifty (50) students in year five (5). The plans to add a full-time academic advisor and clinical coordinator in years two (2) and three (3) and faculty members are outlined in a table in the proposal.
- The Faculty Handbook review indicates compliance with required rules related to faculty policies and organization. It also includes information which will guide the faculty members in their understanding of program operations as well as in their teaching roles.
- Local, state and national searches for qualified faculty will be ongoing with advertisements appearing in state and national nursing publications or websites for future recruitment. Recruitment will also be directed at colleges of nursing with doctorate degree programs, particularly those programs with a Christian emphasis as graduates from such institutions would be likely to embody the Christian worldview particular to LeTourneau University.
- Funding for faculty travel is included in the proposed program budget.

Students:

- The proposed program plans for an initial enrollment of twenty (20) students per year beginning in September 2014.
- The program anticipates the first cohort to be comprised of students from LETU and other universities or colleges who meet the admission criteria.
- Recruitment of students will be directed both locally, regionally, and nationally, especially at institutions who have the same mission and philosophy at LETU.
- The Student Handbook has been reviewed and found to be in compliance with required student policies and information related to eligibility issues.
- The program proposal includes plans to expand student enrollment by ten (10) students annually each year from year two (2) through year five (5).

Program of Study:

- The mission, philosophy, and learning objectives/outcomes of the proposed School of Nursing at LETU align with those of the university. The central priorities of the university are to establish a community of learning within a community of faith so that there is effective teaching and learning for all LETU students.
- The School of Nursing's mission is to create and sustain an exemplary nursing program, serve as community leaders and resources in the provisions of service to consumers and agencies, and, to participate in scholarly pursuits and evidence-based research.
- The proposed BSN program consists of sixty (60) credits in the nursing major taken in the last two (2) years of a four (4) year university program. The first two (2) years consist of pre-nursing,

lower-division courses at LETU or other universities and colleges with subsequent admission or transfer to LETU before the start of year three (3).

- The program objectives and curriculum is based upon the following: *The Essentials of Baccalaureate Nursing Education for Professional Nursing Practice (AACN, 2008)*, *Nursing Scope and Standards of Practice (ANA, 2010)*, and *Differentiated Essential Competencies of Graduates of Texas Nursing Programs (TBON, 2010)*.
- The proposed curriculum will be taught over four (4) academic semesters and one (1) summer semester. The summer semester will be between the junior and senior years of the four (4) year degree program.
- All nursing courses will be taught in a face-to-face format with small classes and individual faculty attention to students.
- Each nursing course builds on other courses, providing students the opportunity to move to a higher level of thinking and learning as the curriculum advances. Several courses are designed to incorporate the entire life span, allowing students to gain a comprehensive picture of patient care and nursing practice.
- A thorough description of each course is detailed in the proposal.

Clinical Learning Experiences:

- Clinical learning experiences have been established through collaboration with community healthcare facilities and with other nursing programs that use the facilities to ensure that there is no impact on the other nursing programs in the implementation of the LETU nursing program.
- The proposed program director has met several times with the program directors of professional nursing education programs who utilize Longview healthcare facilities for their student learning experiences. Concerns from programs who utilize Longview health care facilities for their student clinical learning experiences have been addressed by the proposed program dean. The impact of LETU students in clinical settings in the Longview area is expected to be minimal due to the number of students and the breadth of clinical learning experiences.
- In addition to signed affiliation agreements with the two (2) local acute care hospitals, LETU BSN program has affiliation agreements with fourteen (14) community organizations, school districts, rehabilitation centers, and home health agencies.
- Each clinical course correlates to a didactic/classroom course in the four (4) major content areas of medical/surgical, maternal/child, pediatrics, and mental health with a 3:1 clinical to classroom ratio. The total number of clinical hours is 906.
- A proposed clinical rotation plan is included in the proposal.
- The program plans to utilize clinical preceptors in several community based clinical sites and practicum courses. Preceptor agreements and orientation are planned and outlined in the Faculty Handbook. All precepted courses will be facilitated by a LETU faculty member.

Financial Support:

- LeTourneau University has committed the appropriate facilities, resources, personnel, and services to support the proposed BSN program. The proposed School of Nursing start-up expenses, to include, but not limited to: repurposing of an existing academic building, equipment, furnishing, and library resources, will be funded from university reserve funds. Continued funding will be through the university's traditional budgeting process effective with the 2014-2015 academic year. The facility site visit confirmed that the requirements of Board Rule 215 regarding facilities, resources and services are completely addressed with strong financial support from university administration.

- The official financial audit for LETU completed in October 2013 confirms evidence of the financial stability of the university.

Facilities, Resources, and Services:

- A full-time administrative assistant is employed and is located in an office close to the proposed program dean.
- The Margaret Estes Library is an inviting, spacious area equipped with numerous study spaces for students. Comfortable sitting areas are dispersed throughout the space, providing opportunities for students to meet and share conversations in small groups. The librarian is supportive of the needs of the nursing program student and is working collaboratively with the program dean to secure pertinent resources, both written and electronic. Reference librarians are available and provide assistance and orientation to new students.
- The university provides a full range of services for all students including, but not limited to: the LETU Achievement Center which includes such services as peer advisors, tutoring and a writing center. Other student services include a financial aid office, the Career Services department, a Counseling Center, Residence Life Services, Spiritual Life Resources, and Student Health Services.
- A residential campus, there are eight (8) residential buildings on campus. The dining room is generous and provides dining services for the students. Numerous activities and clubs are available to engage and support the college experience for LETU students. Nursing students will be included in these activities at their choice.

Records and Reports:

- Filing cabinets for faculty and student files are located in secure areas in several spaces and are lockable.
- Record retention policies for the program and LETU will be followed.

Total Evaluation Plan:

- The proposed program's total evaluation plan is well developed and provides measurable indicators of achievement. It approaches the collection, review, and analysis of various aspects of the education program systematically, aggregating and trending data. The focus of the plan is to identify the effectiveness of student learning, development, and learning resources, making changes when areas of need are identified.

Comments from Survey Visit:

Board staff met with university administration, the proposed director of the program, proposed faculty members and support staff from the School of Nursing and the university as well as toured the university campus and its facilities.

Pros:

- University administration has committed the resources to implement and support the proposed program.
- The campus offers learners multiple resources appropriate to a well-established university.
- Innovative, comprehensive, and diverse clinical learning experiences have been identified and relationships with affiliating agencies secured. A number of these agencies are not presently utilized by other nursing programs.

- The proposed director and the two (2) full-time proposed faculty members are qualified, bringing varied experiences and knowledge sets appropriate to pre-licensure professional nursing education.
- LETU plans for limited enrollment with small classes.

Cons:

- None identified.

Staff Recommendation:

Move to grant initial approval to LeTourneau University Baccalaureate Degree Nursing Education Program in Longview, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #3).

BOARD OF NURSING FOR THE STATE OF TEXAS
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING
for
Consideration of a Proposal from LeTourneau University
To Establish A
Baccalaureate Degree Nursing Education Program
in Longview, Texas

Date and Time: July 17, 2014 at 9:00 AM
Place: Hobby Building
333 Guadalupe Street
Tower 2, Room 225
Austin, Texas

The Board will hear testimony from individuals who wish to present information concerning the proposal. Written testimony will also be considered and should be received in the Board's office by July 3, 2014.

Address written testimony to:
Katherine Thomas, MN, RN, FAAN, Executive Director
Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

**TEXAS BOARD OF NURSING
SITE VISIT REPORT FOR NEW PROGRAM
(Professional Nursing Education Programs)**

NAME OF NURSING PROGRAM: LeTourneau University School of Nursing in Longview, Texas

DEAN OR DIRECTOR: Kimberly Quiett, RN, DNS

REASON FOR SURVEY: Site Visit for Proposed Program DATE: June 10, 2014

SURVEY VISITOR: Sandi Emerson, MSN, RN

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>§215.11 Facilities, Resources, and Services (a) The governing entity shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the professional nursing education program.</p>	<p>Toured site being repurposed for proposed nursing program. Remodel to be complete by July 15, 2014. Architectural plans reflect three (3) lab spaces, adequate in size to accommodate student enrollment. Included in design are computer labs, storage areas, conference rooms, director and faculty offices, study rooms, reception area with waiting/display room. Student center facility provides numerous open and private student study spaces, dining room, and large auditorium that is available for large meetings. The campus is largely a residential campus with all buildings in easy walking distance. There is ample parking for visitors, staff, faculty, and those students who do live off campus.</p>	<p>All spaces in the proposed nursing building are to be completed and ready for occupancy by mid-July. Spaces to be used for the new BSN program will meet the needs of the program and students. The university provides a full range of student services for all students..</p> <p>Criterion met</p>
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program. (1) The laboratory shall be equipped with hot and cold running water. (2) The laboratory shall have adequate storage for equipment and supplies</p>	<p>Three (3) nursing skills labs are being developed. One (1) lab will have six (6) beds with fully equipped hospital equipment. The second lab will have eight (8) hospital like bed spaces. A separate open lab is designed to be a flex space for a myriad of learning experiences. A single, enclosed room is available for assessment activities. The labs are equipped with hot and cold running water. Extensive storage space is available.</p>	<p>The proposed number of students to be enrolled can be easily accommodated.</p> <p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	<p>The architectural plans for the repurposed space include a spacious entry area with reception spaces and space for secretarial and clerical staff. Secretarial staff for the proposed program is currently housed near the director's and faculty offices in the existing space.</p>	<p>Criterion met.</p>
<p>(d) The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body.</p> <p>(1) The dean/director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>Currently, the director, faculty, and staff are housed in spaces sufficient to perform the work necessary to complete curriculum and learning activities. The timeline to move to the repurposed space is mid-July, ensuring that all spaces, including labs and classrooms will be functional by the start of the fall 2014 semester. Dr. Quiett has participated in the planning for the nursing area in the new building and maintains a close, collaborative relationship with construction personnel. . Director, faculty, and staff will be located together in the new building to facilitate their collaborative work. Security measures are in place to maintain privacy of documents. Classrooms, labs, and conference rooms allow room for comfort during the learning process and during meetings. Adequate restrooms and lounges are available.</p>	<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p>	<p>Students will have online access to multiple databases. A library is available with reference staff to assist students with written projects. The library has a selection of current nursing and health texts and references for sciences.</p>	<p>Criterion met.</p>

DRAFT LETTER

July 21, 2014

Kimberly Quiett, RN, DNS
Dean, School of Nursing
Baccalaureate Degree Nursing Education Program
LeTourneau University
P. O. Box 7001
Longview, Texas

Dear Dr. Quiett:

At the July 17, 2014 meeting, members of the Texas Board of Nursing (BON or Board) discussed the LeTourneau University Proposal to Establish a New Baccalaureate Degree Nursing Education Program in Longview, Texas. The members of the Board wish to thank you and ----- for being present to answer questions.

Based upon the discussion and review of documents, it was the decision of the Board to grant Initial Approval to LeTourneau University to establish a new Baccalaureate Degree Nursing Education Program in Longview, Texas, and impose the conditions and requirements in the attached Board Order.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at (512) 463-4631 or sandi.emerson@bon.texas.gov.

Sincerely,

Katherine Thomas, MN, RN, FAAN
Executive Director

copy: Southern Association of Colleges and Schools
Dale A. Lunsford, Ph. D, President, LeTourneau University

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of
LeTourneau University
Baccalaureate Degree Nursing Education Program
in Longview, Texas

ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 17, 2014, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the LeTourneau University proposal to Establish a new Baccalaureate Degree Nursing Education Program in Longview, Texas, based upon the review of the Proposal and survey visit report, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by the representatives from LeTourneau University in Longview, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the LeTourneau University Baccalaureate Degree Nursing Education Program in Longview, Texas, and imposes the following conditions/requirements:

1. The program shall not admit more than one cohort of twenty (20) students in the first year and one cohort of twenty (20) students in subsequent years until the program achieves Full Approval from the Board.

Entered this 17th day of July, 2014

Katherine Thomas, MN, RN, FAAN
Texas Board of Nursing