

**Report of Survey Visit
 Midwestern State University in Wichita Falls, Texas
 Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the report of the April 30, 2015 authorized survey visit to the Midwestern State University (MSU) Baccalaureate Degree Nursing (BSN) Education Program in Wichita Falls, Texas pursuant to the January 22, 2015 Board Order.

Historical Perspective:

- The Wilson School of Nursing (WSON) BSN program at MSU began in 1990.
- The WSON offers a traditional, generic BSN track, an Accelerated/Compressed BSN track (ACCEL-RN), and a RN to BSN track.
- MSU is regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges through 2023.
- The WSON BSN program is nationally accredited by the Commission on Collegiate Nursing Education through June 2018.
- Kathleen M. Williamson, PhD, MSN, RN, was approved as Program Director for the WSON program at MSU in September 2014. Dr. Williamson meets all qualifications set forth by Board Rule 215.6, Administration and Organization.
- The MSU BSN program submitted a Self-Study Report (SSR) in June 2014 due to a 2013 NCLEX-RN® examination pass rate of 75.50%.
- The 2014 MSU BSN NCLEX-RN® examination pass rate was 76.98%. At the January 2015 Board meeting, the program's approval status was changed from Full Approval to Full Approval with Warning.
- The MSU BSN NCLEX-RN® examination pass rates for the past five (5) years are provided in the following table:

Examination Year	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Status	Board Requirements
2014	76.98%	97/126	Full	Change to Full with Warning at January 2015 Board meeting
2013	75.50%	114/151	Full	Self-Study submitted
2012	83.57%	117/140	Full	
2011	82.91%	97/117	Full	
2010	80.36%	90/112	Full	

Summary of Survey Findings:

- Board Staff identified many strengths of the program.
- Findings from the survey visit indicate an area where the program is not in compliance with Board Rule 215 (See Attachment #1).

Pros and Cons of Survey Visit:

Pros:

- Administration expressed full support for the BSN program acknowledging that the program fulfills a mission of the university.
- Program students and faculty have access to well-equipped facilities with rich opportunities for inter-professional collaboration and interaction.
- BSN graduates are able to obtain employment easily upon program completion.

Cons:

- Decreased access to the primary acute care facility used for clinical learning experiences, coupled with faculty constraints, has limited student clinical learning experience opportunities.
- The clinical evaluation tool does not reflect progression from one level to the next and does not include both formative and summative evaluations.

Staff Rationales:

Board Staff has provided rationales for the requirement and recommendation in the attached letter.

Staff Rationale for Requirement #1:

Rule 215.10(f) states: "Faculty shall be responsible for student clinical practice evaluations. Clinical evaluation tools shall be correlated with level and/or course objectives and shall include a minimum of a formative and a summative evaluation for each clinical in the curriculum".

Current course evaluation tools do not include a formative and summative evaluation and the correlation with level and/or course objectives is unclear.

Therefore, the program shall update the clinical evaluation tool/s to reflect progression of course objectives/level and include formative and summative evaluations. No later than October 1, 2015, the program shall submit to Board Staff a copy of all clinical evaluation tool/s.

Staff Rationale for Recommendation #1:

Rule 215.7(b) states: "A professional nursing education program shall employ sufficient faculty members with graduate preparation and expertise necessary to enable the students to meet program goals...".

As indicated in the SSR and during the survey visit, students and faculty recommended an increase in face-to-face faculty led clinical experiences as a corrective measure to promote student success on the NCLEX-RN® examination.

Therefore, it is recommended that university administration consider including fiscal resources for additional faculty positions in the program budget. No later than October 1, 2015, the program shall submit to Board Staff a written response to the recommendation.

Staff Recommendation:

Move to accept the report of findings of the survey visit to the Midwestern State University Baccalaureate Degree Nursing Education Program in Wichita Falls, Texas and impose the requirements/conditions indicated in the attached letter (See Attachment #2).

**Summary of Survey Visit
Midwestern State University in Wichita Falls, Texas
Baccalaureate Degree Nursing Education Program**

Purpose of Survey visit: Follow-up survey visit pursuant to the January 2015 program approval status change.

Date of Visit: April 30, 2015

Board Representative Conducting Visit: Sandi Emerson, MSN, RN, Nursing Consultant for Education

Nursing Consultant for Education met with:

- Dr. Jesse W. Rogers, President, Midwestern State University
- Dr. James Johnston, Dean, Robert D. and Carol Guinn College of Health Sciences and Human Services
- Kathleen M. Williamson, PhD, MSN, RN, Chair and Associate Professor, WSON
- Mary Anderson, MSN, RN, Assistant Professor, Adjunct Faculty
- Marcy Beck, MSN, RN, Assistant Professor, Full time Faculty
- Ann Blankenship, MSN, RN, Assistant Professor, Full time Faculty
- Betty Bowles, PhD, MSN, RN, CCE, CLS, Associate Professor, Full time Faculty
- Melody Chandler, MSN, RN, Director, J.S. Bridwell Regional Simulation Center (RSC)
- Marika Clark, MSN, RN, Assistant Professor, Full time Faculty
- Daria Close, MSN, RN, Assistant Professor, Full time Faculty
- Mary Jo Distel, MSN, RN, Assistant Professor, Full time Faculty
- Lauren Jansen, PhD, MSN, RN, Assistant Professor, Full time Faculty
- Jane Leach, PhD, MSN, RN, CLC, Assistant Professor, Graduate Faculty
- Robin Lockhart, MSN, RN, CNE, Assistant Professor, Full time Faculty
- Catherine Pankonien, MSN, RN, Assistant Professor, Full time Faculty
- Karen Polvado, DNP, MSN, RN, FNP-BC, Associate Professor, Graduate Faculty
- Brent Walker, LCSW, ACSW, Retention Specialist
- Diane Stewart, MSN, RN, Assistant Professor, Full time Faculty
- Linda Treitler, MSN, RN, Assistant Professor, Full time Faculty
- Janet Rainey, Secretary II
- Stacey Smith, Secretary
- Jeana Brunson, Secretary II
- Twenty-two (22) BSN students

Nursing Consultant for Education:

- Reviewed course syllabi;
- Reviewed the Faculty and Student Handbooks;
- Reviewed examinations, assignments, and clinical evaluation tools;
- Reviewed clinical affiliation agreements;
- Held meeting with twenty-two (22) students from different semesters in program;

- Toured MSU campus;
- Toured J. S. Bridwell RSC;
- Held initial conference with university President, administrative Dean, and program Chair;
- Met with faculty members;
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan; and,
- Conducted exit interview with Program Director, faculty, and staff.

Summary of Findings:

Administration:

- Administrative officials voiced confidence in the Program Director and pledged support for the nursing program, acknowledging that the program has comparable status to other education units in the university.
- The WSON Program Director reports directly to the Dean, Robert D. and Carol Guinn College of Health Sciences and Human Services.
- The Program Director, Dr. Kathleen Williamson, has full authority for leadership of the MSU WSON program and meets Board Rule qualifications for the role.
- Clear, positive, and supportive channels of communication between the Chair and administration were evident.

Program of Study:

- The MSU WSON BSN program is a full-time program and offers a generic track, an accelerated track, and a post-licensure RN-BSN track.
- *The Differentiated Essential Competencies (DECS)(2010)* are fully incorporated into the curriculum.
- A faculty member is piloting the use of Exam Soft, a web-based exam management software platform, enabling students to test via computerized methodology.
- In spring 2015, faculty implemented a change to the grading policy requiring that students achieve a specified average on all course exams before factoring in grades on additional course assignments. This decision was based on analyses of Health Education Systems Incorporated (HESI) examination scores and student NCLEX-RN® success.
- As a result of the SSR analyses, faculty incorporated NCLEX-RN PassPoint, a web-based, multifaceted learning resource which includes computerized adaptive testing and remediation capabilities, into the curriculum.
- In April 2005, the program initiated a pilot project using BSN prepared mentors in the simulation center to accommodate laboratory experiences for the increase in students. The project has been an effective model and continues to be a part of student learning experiences.
- Since 2005, the program has utilized a preceptor model for clinical learning experiences. The model was implemented in an effort to accommodate the increase in nursing student enrollments. Over the past ten (10) years, the effectiveness of this model has been evaluated by program faculty and students. In the past several years, ongoing input from faculty and students recommends a decrease in preceptor clinical experiences and an increase in faculty led clinical learning experiences. This input is reflected in the SSR. Corrective measures implemented in response to the input include a faculty committee to explore other clinical models that include more face-to-face faculty instruction and the submission of a request for additional faculty in the next budget period.

Faculty:

- Faculty members possess varied teaching and content experience and expertise.
- Faculty workload is equitable to other college faculty workload.
- Faculty members actively participate in curriculum planning, implementation, and evaluation.
- Regular faculty meetings are held and decision-making is collaborative and recorded in minutes.
- Professional development opportunities are provided to faculty to enhance competency and teaching strategies.
- Most recently hired faculty report a supportive and thorough orientation process.
- Faculty is currently mapping the program curriculum and blueprinting examinations to the NCLEX-RN® test plan.
- Faculty policies are in accordance with BON requirements.
- Faculty made changes to the grading policy and implemented a remediation program for student success in response to data collected, reviewed and discussed during the self-study process.
- Faculty report challenges in the program clinical instructional model due to limited availability at the one (1) locally available acute care facility. Faculty stated that changing from the current preceptor clinical model to a faculty led face-to-face model would require additional faculty.

Students:

- The program admits two (2) cohorts of seventy (70) pre-licensure generic BSN students annually.
- Additionally, each summer a cohort of no more than thirty (30) students is accepted to the ACCEL-RN program. Separate from the traditional, generic BSN program, the ACCEL-RN program is a fifteen (15) month program designed for second degree students.
- At the time of the survey visit, three hundred seventy-seven (377) students were in the program. Fifty-one (51) students graduated from the generic program in May 2015 and twenty-one (21) are expected to graduate from the ACCEL-RN program in August 2015.
- The student handbook is being revised and updated.
- Students report receiving verbal and written information regarding conditions that may disqualify graduates from licensure. Individual student signed receipts of this information are maintained in student files.
- Student representatives have the opportunity to provide input into the development of policies.
- The majority of the student population comes from the Dallas-Fort Worth communities.
- It is reported that program graduates do not experience difficulty in finding employment.

Clinical Learning Experiences:

- The program has current, signed clinical contracts with a number of affiliating agencies that provide diverse clinical opportunities outside the area of acute care.
- The SSR identified that the preceptor clinical model used for the majority of nursing courses may have been a contributing factor to the decline in the NCLEX-RN® examination pass rate. Faculty and student input recommend an increase in face-to-face clinical instruction hours. Increasing face-to-face clinical instruction will require additional faculty positions.

- At the direction of the Wichita Falls acute care facility, MSU WSON student clinical learning experiences are scheduled every other week in a given semester. The acute care facility is the only full-service acute care facility within an eleven (11) county area in north east Texas.
- In addition to the J.S Bridwell RSC, skills lab activities are held on the MSU WSON campus.
- Criteria for selecting clinical agencies are well-defined.
- It is unclear that the clinical evaluation tool demonstrates student progression of level/course objectives. No evidence of formative and summative evaluation was noted on the clinical evaluation tool.

Facilities, Resources, and Services:

- The J.S. Bridwell RSC exists in a 3,400 square foot, renovated nursing unit at a partnering hospital located close to the MSU campus. The center is a state-of-the facility staffed with six (6) masters prepared clinicians who provide and supervise simulation activities for students and hospital staff. The center houses nine (9) hi-fidelity and low-fidelity adult manikins, three (3) hi-fidelity infant/pediatric manikins, and two (2) hi-fidelity birthing manikins.
- Open parking is available at both the MSU campus and the J.S. Bridwell RSC.
- The health sciences building houses other health sciences programs providing an environment rich in fostering inter-disciplinary interaction for all health sciences program students.
- The health sciences building is a learning-centered environment, is spacious, and has well-equipped classrooms with state-of-the-art technologies.
- The Program Director and full-time faculty have fully furnished private offices.
- Clerical support from three (3) full-time secretaries is sufficient to meet program needs.
- The facilities include restrooms, areas for faculty and student lounges, break areas, and study areas.
- The building has limited capabilities for all students to test at one time via computerized methods.

Records and Reports:

- Faculty files contain evidence of faculty qualifications, licensure, and faculty evaluations.
- Student files contain all documents required by Rule 215. Signed receipts of eligibility information were available.
- Clinical affiliation agreements are current.
- Records are securely stored to prevent unauthorized use. The program is in the process of transitioning from maintaining paper copies of documents/forms to electronic maintenance and storage.

Total Program Evaluation:

- The TPE Plan is used in program decision-making and contains requisite broad areas for periodic evaluation.
- Faculty minutes document data collection, implementation, and evaluation of decisions.

DRAFT LETTER

July 27, 2015

Kathleen M. Williamson PhD, MSN, RN
Associate Professor and Chair
Wilson School of Nursing
Midwestern State University
3410 Taft Blvd
Wichita Falls, TX 76308

Dear Dr. Williamson,

At the July 23-24, 2015 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Midwestern State University Wilson School of Nursing Baccalaureate Degree Nursing Education Program in Wichita Falls, Texas. It was the decision of the Board to accept the report of the survey visit and impose the requirements/conditions as indicated below:

Requirement #1:

The program shall update the clinical evaluation tool/s to reflect progression of course objectives/level and include formative and summative evaluations. By October 1, 2015, the program shall submit to Board Staff a copy of the clinical evaluation tool/s.

Recommendation #1:

University administration is urged to consider including fiscal resources for additional faculty positions in the program budget. No later than October 1, 2015, the program shall submit to Board Staff a written response to the recommendation.

A Requirement is a mandatory criteria based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

A Recommendation is a suggestion based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

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

Sincerely,

Katherine A. Thomas, MN, RN, FAAN
Executive Director

Copy: James Johnston, PhD, Dean