

**Report of Survey Visit
 Texas Tech University Health Sciences Center
 Gayle Greve Hunt School of Nursing in El Paso, Texas
 Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the report of the September 2, 2015 survey visit to the Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing (TTUHSC GGHSON) in El Paso, Texas, Baccalaureate Degree Nursing (BSN) Education Program pursuant to the January 2015 Board Order.

Historical Perspective:

- The TTUHSC GGHSON BSN Program in El Paso, Texas received initial approval as a professional nursing education program on April 28, 2011.
- The program initially offered two (2) tracks: a Traditional BSN track and a Second Degree BSN track. Based upon student input and program outcomes, the program currently has one (1) track, a sixteen (16) month accelerated track.
- Since 2012, 174 students have received their BSN from TTUHSC GGHSON.
- The program's current approval status is Initial with Warning. The 2014 Self-Study Report (SSR) submitted to Board Staff in April 2014, identified salient corrective measures. In June 2015, Board Staff received a written evaluation of the implementation and effectiveness of these corrective measures.
- Jeanne M. Novotny, Ph.D., RN, FAAN, was appointed the Founding Dean and Professor in January 2013. Dr. Novotny has extensive experience in pre-licensure nursing education and is well qualified for the leadership role at TTUHSC GGHSON.
- A ten (10) million dollar gift to the Texas Tech University System enabled the development of the TTUHSC GGHSON and the construction of a 34,000 square foot facility that includes a high-tech environment for faculty and students.
- TTUHSC GGHSON received initial accreditation for its baccalaureate program from the Commission on Collegiate Nursing Education (CCNE) on September 12, 2012. Current accreditation expires June 30, 2018 and the next on-site evaluation will be in fall 2017.
- The first TTUHSC GGHSON NCLEX-RN® examination pass rate was achieved in the 2013 examination year:

Examination Year	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Status	Board Requirements
2013	65.63%	42/64	Initial	Self-Study Report
2014	60.00%	39/65	Initial	Approval status changed to Initial with Warning in January 2015

- Virginia Ayars and Sandi Emerson, Nursing Consultants for Education (EC), conducted a one (1) day survey visit to TTUHSC GGHSON on September 2, 2015. The visit was in response to a requirement of the January 2015 Board Order.

Summary of Survey Findings (See Attachment #1):

- Findings from the survey visit indicate that the program is in compliance with Board Rule 215.

Pros and Cons of Survey Visit:**Pros:**

- University administration is highly supportive of the TTUHSC GGHSON Program, its administration, faculty, and staff.
- Faculty supervised clinical learning experiences are available in diverse health care settings enabling students to provide hands-on direct patient care in different clinical settings.
- State-of-the art physical facilities are new and provide more than adequate space for the implementation of didactic, simulation, and laboratory learning experiences.
- The program support staff is highly qualified and contributes greatly to administrators, faculty, and students.

Cons:

- Faculty would benefit from a program of faculty development to enhance their role as nursing educators.
- Evaluation methods and instruments are limited in effectiveness.

Staff Rationales:

Board Staff has provided rationales for the recommendations in the attached letter.

Staff Rationale for Recommendation #1:

Rule 215.7(a)(6)(B) states: “A plan for nursing faculty development shall be offered to encourage and assist faculty members to meet the nursing program’s needs as well as individual faculty members’ professional development needs.”

Faculty job descriptions and performance evaluations include planning for and participation in faculty development activities. Faculty would benefit from enhanced faculty development policies included in the Faculty Handbook.

Therefore, it is recommended that the TTUHSC GGHSON Program Dean and faculty review and update faculty development policies and include such policies in the Faculty Handbook. A response to this recommendation is to be submitted to Board Staff by December 1, 2015.

Staff Rationale for Recommendation #2:

Rule 215.9 (h) states: “Faculty shall develop and implement evaluation methods and tools to measure progression of students’ cognitive, affective, and psychomotor achievements in course/clinical objectives, according to Board Education Guideline 3.7.3.a. Student Evaluation Methods and Tools.”

Evaluation methods and instruments for curriculum review, including, but not limited to, test analyses, were limited in scope and effectiveness, Faculty are encouraged to engage the the Office of Outcomes Management & Evaluation support staff in their review and enhancement of tools and data used to evaluate the curriculum and attainment of program outcomes.

Therefore, the Program Dean and faculty are encouraged to review methods and instruments used to evaluate student progression in the program. A response to this recommendation is to be submitted to Board Staff by December 1, 2015.

Staff Recommendation:

Move to accept the report of findings of the September 2, 2015 survey visit to the TTUHSC GGHSON in El Paso, Texas BSN Education Program and impose the recommendations/conditions indicated in the attached letter (See Attachment #2).

**Summary of Survey Visit
Texas Tech University Health Sciences Center
Gayle Greve Hunt School of Nursing in El Paso, Texas
Baccalaureate Degree Nursing Education Program**

Purpose of Survey visit: Survey visit secondary to January 2015 program status change.

Date of Visit: September 2, 2015

Board Representatives Conducting Visit: Sandi Emerson, MSN, RN, and Virginia Ayars, Ed.D, MSN, RN, CNE, Nursing Consultants for Education

Nursing Consultants for Education met with:

- Dr. Richard Lange, El Paso TTUHSC President
- Dr. Manuel de la Rosa, El Paso TTUHSC Provost
- Jeanne M. Novotny, Ph.D, RN, FAAN, Founding Dean and Professor, TTUHSC GGHSON
- William Michael Scott, DNP, RN, FAANP, Professor and Associate Dean of Academic Programs, TTUHSC GGHSON
- Ms. Gretchen Ruiz, Unit Manager for GGHSON Student Affairs
- Dr. Clarissa Gomez, Lead Analyst for the Office of Outcomes Management & Evaluation
- Ms. Lorraine James, Senior Director
- Manny Santa Cruz, DNP, RN, MBA, NE-BC, Assistant Professor and Director of RN to BSN Program
- Azucena Ortega-Madani, MSN, RN, MPH, CNM, Full-time Nursing Faculty
- Meghan Monney, MSN, RN, Full-time Nursing Faculty
- Amanda Pierce-Anaya, DNP, RN, Assistant Professor and Director of Simulation
- Irene Lugo, DNP, RN, Full-time Nursing Faculty
- Sandra G. Imperial, MSN, RN, Full-time Nursing Faculty
- Lizabeth Berkley, MPH, IBCLC, RLC, Instructor/Director of Baby Cafe
- Jacqueline McCoy, DNP, RN, FNP-BC, Full-time Nursing Faculty
- Laura D. Rodriguez, MSN, RN, Full-time Nursing Faculty
- Penny L. Cooper, DNP, FNP-BC, ACNP-BC, Nurse Practitioner
- Seven (7) BSN students representing Cohorts 4 and 5
- Twenty-four (24) BSN students graduating in December 2015

Nursing Consultants for Education:

- Held initial conference with Founding Dean and University President and Provost;
- Reviewed course syllabi;
- Reviewed the TTUHSC GGHSON Faculty and Student Handbooks;
- Reviewed examinations, assignments, and clinical evaluation tools;
- Reviewed clinical affiliation agreements;
- Met with thirty-one (31) TTUHSC GGHSON BSN students;

- 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 Founding Dean, Provost, faculty, and staff.

Summary of Findings:

Approval:

- Initial program approval was granted at the April 2011 Board meeting.
- The program approval status was changed at the January 2015 Board meeting to Initial with Warning, based upon a two (2) year history of NCLEX-RN® examination pass rates below the requisite benchmarks of 80%.
- In June 2015, Board Staff received a comprehensive written report on the effectiveness of the corrective measures implemented subsequent to the April 2014 Self-Study Report (SSR).

Administration and Organization:

- The TTUHSC GGHSON Founding Dean and Professor, Dr. Jeanne M. Novotny, reports directly to the University President and Dean, Dr. Richard Lange.
- Dr. Novotny assumed the leadership role at TTUHSC GGHSON in January 2013. Dr. Novotny's credentials and experience are exemplary, exceeding BON requirements for the leadership role.
- University President, Dr. Richard Lange, and Provost, Dr. Manuel de la Rosa, expressed complete support for the program, its administrators, faculty, and staff.
- The Lead Analyst for the Office of Program Outcomes & Evaluation has created an Evaluation Documentation Handbook and provides extensive support in the collection and presentation of course, faculty, clinical site, and, clinical instructor evaluation data.
- Financial resources for educational facilities, equipment, and personnel provide adequate support.

Faculty:

- Eight (8) full-time faculty members provide didactic, clinical, and simulation instruction for the sixteen (16) month accelerated BSN program. A ninth, newly hired faculty member will join the faculty cadre on October 1, 2015.
- Faculty committee structure and by-laws are evident in the Faculty Handbook.
- Faculty Assembly meetings are held regularly and minutes clearly described topics discussed and actions determined for implementation.
- Faculty members shared that the curriculum was inherited from the TTUHSC Lubbock campus and that they have had to adapt to the curriculum.
- Policies in the Faculty Handbook are in accordance with BON requirements.
- A faculty development series has been implemented.
- Faculty performance evaluations include input from self, students, peers, and administrative personnel.
- The faculty cohort represents diversity in educational and clinical backgrounds.
- Faculty shared that their workload is impacted by the amount of time necessary for tutoring and remediating their student population.
- Faculty report a faculty development activity with workload consultant is scheduled for later in September 2015.

Students:

- At the time of the survey visit, three (3) student cohorts were enrolled in the TTUHSC GGHSON BSN program with a total enrollment of 123 students. Forty-seven (47) Cohort 4 students will graduate in December 2015. Twenty-three (23) students in Cohort 5 will graduate in May 2016. Fifty-three (53) students were admitted to Cohort 6 in May 2015.
- Students shared that a significant reason they chose TTUHSC GGHSON was due to the Student Affairs staff, their welcoming nature and approachability.
- The TTUHSC GGHSON Student Handbook contains written policies required by Rule 215.8, *Students*.
- Students report receiving verbal and written information regarding conditions that may disqualify graduates from licensure. Signed receipts of this information are maintained in student files.
- Students voiced concern over grading criteria for standardized examinations and policies for progression related to examination scores. Students report they have communicated their concerns with faculty.
- Students expressed a desire for increased active learning teaching methodologies.
- Students report that they have the opportunity to evaluate faculty instruction, clinical instruction, and clinical facility resources.

Program of Study:

- The TTUHSC GGHSON BSN Program is a sixteen (16) month program taught over four (4) consecutive semesters. Admissions occur twice a year, in January and September.
- Incorporation of *The Differentiated Essential Competencies (DECS)*(2010) into the curriculum is evident.
- Faculty minutes clearly describe topic discussions and actions to be implemented.
- It is unclear that faculty consistently implement evaluation methods and tools to measure student achievement of course and clinical objectives. The TTUHSC GGHSON Faculty Handbook does not contain a policy specific to test blueprinting, test item analysis, or interrater reliability. Test item analysis documents available for review provided rudimentary data.
- Occasional inconsistencies in course syllabi were noted, particularly with grading criteria.
- Corrective measures identified in the 2014 SSR have received concerted, focused attention and resources, been implemented and are being evaluated for effectiveness.
- Board Staff encouraged faculty to make curriculum revisions appropriate for the El Paso community, demographics, program mission, and philosophy.

Clinical Learning Experiences:

- The program has current, signed clinical contracts with a wide variety of affiliating agencies that provide diverse clinical learning student opportunities.
- Faculty members provide supervision during all clinical learning experiences.
- Representatives from several clinical facilities are members of the Advisory Board.
- The clinical evaluation tools are based upon course content, the DECs, and are used for formative and summative evaluations throughout the program.

Facilities, Resources, and Services:

- The TTUHSC GGHSON is located in a recently constructed 38,000 square foot building. The three (3) story building houses large spaces for administrative and support personnel, faculty offices, classrooms, skills laboratories, student spaces, and a simulation laboratory.

- Available secretarial and clerical assistance is sufficient to meet the needs of the program, personnel, and students.
- Learning resources, library holdings, and departmental holdings are accessible and available to students.
- Students have twenty-four (24) hour access to student study and lounge spaces via their student identification badge.
- Faculty offices are conducive for private conversations with students.

Records and Reports:

- Faculty files contain evidence of faculty qualifications, licensure, and faculty evaluations.
- Student files contain all documents required by Rule 215.
- Clinical affiliation agreements are current.
- Hard copy student records are maintained in fire-proof, lockable file cabinets.

Total Program Evaluation (TPE):

- The TTUHSC GGHSON Total Program Evaluation tool includes all areas as stipulated by Rule 215.13(a).

DRAFT LETTER

October 26, 2015

Dr. Jeanne M. Novotny
Professor and Founding Dean
Gayle Greve Hunt School of Nursing
Texas Tech University Health Sciences Center
210 N. Concepcion
San Antonio, TX 78201

Dear Dr. Novotny,

At the October 22-23, 2015 meeting, members of the Texas Board of Nursing (Board) discussed the report of the survey visit to the Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing in El Paso, Texas Baccalaureate Degree Nursing Education Program. Based upon the review of documents, it was the decision of the Board to accept the report of the survey visit and impose the following recommendations/conditions:

Recommendation #1:

It is recommended that the TTUHSC GGHSON Program Dean and faculty review and update faculty development policies and include such policies in the Faculty Handbook. A response to this recommendation is to be submitted to Board Staff by December 1, 2015.

Recommendation #2:

The Program Dean and faculty are encouraged to review methods and instruments used to evaluate student progression in the program. A response to this recommendation is to be submitted to Board Staff by December 1, 2015.

Recommendations are suggestions 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.

Sincerely,

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

Copy: Dr. Richard Lange, President
CCNE