

**Consideration of Change in Approval Status  
from Initial to Initial with Warning  
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 proposed change in approval status for Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing (GGHSON) Baccalaureate Degree Nursing (RN) Education Program in El Paso, Texas, from Initial Approval to Initial Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study Report, and compliance with Rule 215.

**Historical Perspective:**

- GGHSON RN program has been in operation since 2011.
- Dr. Jeanne Novotny was appointed Founding Dean and Professor of the Gayle Greve Hunt School of Nursing January 1, 2013 and meets all qualifications set forth by Board Rule 215.6, Administration and Organization.
- Texas Tech University Health Sciences Center in El Paso, Texas holds accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) with the most recent reaffirmation of accreditation status awarded in 2013. The next reaffirmation is scheduled for 2023.
- In September 2012, the GGHSON RN program received initial accreditation from the Commission on Collegiate Nursing Education (CCNE). The accreditation term expires June 30, 2018.
- The NCLEX-RN® examination pass rates for the past two (2) years are included in the table below:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2014	Initial	60.32%	38/63
2013	Initial	65.63%	42/64
2012	New Program		

- Due to the 2013 NCLEX-RN® examination pass rate of 65.63%, Board Staff sent a letter to the GGHSON Founding Dean in February 2014 citing a deadline for the submission of a Self-Study Report (SSR) as stipulated by Rule 215.4(c) which requires that “When the passing score of first-time NCLEX-RN® candidates is less than 80% on the examination during the examination year, the nursing program shall submit a Self-Study Report that evaluates factors that may have contributed to the graduates’ performance on the NCLEX-RN® examination and a description of the corrective measures to be implemented”.
- The program Dean and faculty timely submitted a SSR that identified factors contributing to graduates’ performance and a description of corrective measures to be implemented.

- Factors identified by the program faculty in the 2014 SSR that may have contributed to the decline in the NCLEX-RN® examination pass rate and led to the program's development and implementation of corrective measures include the following:
  - Faculty identified inconsistent student support processes and/or resources and implemented remediation and mentoring processes for students.
  - Faculty reviewed all program policies and handbooks and increased admission requirements.
  - The need for expansion and enhancement of a formal orientation plan for new faculty was identified.
  - Faculty development was found to be inadequate with provisions made to increase the faculty development budget and opportunities for faculty training.
  - The need for additional faculty with experience and expertise in nursing education was identified and plans for hiring of additional faculty developed.
  - Faculty and program leadership reviewed the curriculum for currency and integration of the Differential Essential Competencies (DEC's). Recommendations for changes to the curriculum were made.
  - The number of clinical affiliates was increased due to insufficient placements. Faculty committed to establishing and enhancing relationships with clinical facilities.
  - Faculty identified need to develop and integrate remediation plan for at-risk students.
  - Incorporation of available ATI Nursing Education (ATI) resources across the curriculum was implemented by faculty.
  - The need for faculty development in the use and understanding of NCLEX blueprinting, test item analysis, clinical evaluation tools, and grading criteria was identified.
- After review of the SSR received in 2014, Board Staff acknowledged the findings and plan for implementation of corrective measures (See Attachment #1).
- Board Staff conducted a conference call with the program Dean and school administration to discuss the process for changing the program's approval status from Initial to Initial with Warning at the Board meeting on January 22, 2015. The conference call provided an opportunity for Board Staff and program representatives to discuss the process and implications of the warning status.
- The GGHSON RN Education Program provided a response letter to be included with the Board report (See Attachment #2).

**Rationale for Recommendations:**

Rule 215.4(c)(3)(A) states: "A warning may be issued to a program when the pass rate of first-time NCLEX-RN® candidates .... Is less than 80% for two (2) consecutive examination years..."

The Education Guideline for Writing a Self-Study Report requires that "The effects of the corrective measures should be evaluated as a part of the Total Program Evaluation Plan".

**Staff Recommendations:**

Move to change the approval status for Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing Baccalaureate Degree Nursing Education Program in El Paso, Texas, from Initial Approval to Initial Approval with Warning and impose the conditions and requirements in the attached Board Order (Attachment #3).

Draft Letter

January 22, 2015

Dr. Jeanne Novotny  
Founding Dean and Professor  
Texas Tech University Health Sciences Center  
Gayle Greve Hunt School of Nursing Baccalaureate Degree Nursing Education Program  
415 E. Yandell  
El Paso, TX 76308

Dear Dr. Novotny:

At the January 22-23, 2015 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing Baccalaureate Degree Nursing Education Program in El Paso, Texas, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing Baccalaureate Degree Nursing Education Program in El Paso, Texas from Initial Approval to Initial Approval with Warning and impose the conditions and requirements in the attached Board Order.

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

Sincerely,

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

Copy: Richard Lange, M.D., M.B.A., President  
Commission on Collegiate Nursing Education



## Texas Board of Nursing

333 Guadalupe Street, Ste. 3-460, Austin, Texas 78701  
 Phone: (512) 305-7400 Fax: (512) 305-7401 www.bon.texas.gov

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

April 30, 2014

Jeanne M. Novotny, Ph.D, RN, FAAN  
 Founding Dean  
 Texas Tech University Health Sciences Center  
 Gayle Greve Hunt School of Nursing  
 415 East Yandell  
 El Paso, TX 79905

Dear Dr. Novotny and Nursing Faculty,

This letter acknowledges receipt of the Texas Tech University Health Sciences Center Gayle Greve School Of Nursing Baccalaureate Degree Nursing Program 2014 Self-Study Report (SSR) and provides a response to the information in the report. As the Education Consultant for the program, I wish to express my appreciation to the faculty for their diligence and thoughtfulness evident in this comprehensive report.

The SSR identifies a number of strengths in the program including:

- Strong pool of qualified faculty applicants
- Diverse student population
- Community support
- Initial accreditation from the Commission on Collegiate Nursing Education
- Unique student clinical experiences site (Baby Café)

The following table indicates program-identified factors that may have contributed to the 2013 NCLEX-RN® examination pass rate and timetable of corrective measures planned or already implemented to assist the program toward future success:

Identified Factors that May have Contributed to NCLEX-RN® Examination Pass Rate	Corrective Measure/s	Timetable
Lack of or inconsistent student support processes and/or resources	Pre-admission personnel recruited, hired and oriented Remediation specialist and early identification of "at-risk" students Enhanced/expanded ATI orientation Student assigned faculty for individual remediation and mentoring Alumni Volunteer program	Completed  Completed and ongoing Completed Completed and ongoing  Ongoing
Inconsistent application of admission policies; inadequate admission criteria (i.e. TEAS score, )	Extensive policy and handbook review; increased admission requirements;	Completed with planned ongoing review

### Members of the Board

Kathleen Shipp, MSN, RN, FNP  
 Lubbock, *President*

Nina Almasy, MSN, RN    Deborah Bell, CLU, ChFC    Patricia Clapp, BA    Tamara Cowen, MSN, RN    Sheri Crosby, JD, SPHR    Marilyn Davis, MPA, BSN, RN  
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Shelby Ellzey, BBA    Monica Hamby, LVN    Kathy Leader-Horn, LVN    Mary M. LeBeck, MSN, RN    Josefina Lujan, PhD, RN    Beverley Jean Nutall, LVN  
 Midlothian    Amarillo    Granbury    Weatherford    El Paso    Bryan

<b>Identified Factors that May have Contributed to NCLEX-RN® Examination Pass Rate</b>	<b>Corrective Measures</b>	<b>Timetable</b>
Lack of formal faculty orientation	Expansion and enhancement of formal orientation plan for new faculty	In process
Inadequate faculty development, education and training	Increase in faculty development budget; provision of continuing education and training for faculty based on prioritized needs	In process
Lack of faculty experience and expertise in nursing education	Hire additional faculty with educational and experience to strengthen leadership and faculty team	Ongoing
Curriculum required updating and strengthening, integration of DEC's	Curriculum consultant, faculty and leadership to review, assess, and make recommendations for changes to curriculum	Completed
Insufficient clinical affiliates	Increase number of clinical affiliates for program needs; establish and enhance relationships with clinical facilities	Completed and ongoing
Lack of remediation plan template	Develop and integrate remediation plan	In process and ongoing
Inconsistent use of ATI resources	Evaluate, orient, and implement all available ATI resources for students and faculty	Ongoing
Faculty inconsistent use and/or knowledge of NCLEX blueprinting, test item analysis, clinical evaluation methods and tools, and grading criteria implementation	Faculty development provided, discussion and consensus of methods and tools	Completed and ongoing

The depth of the evaluation of the program and analysis of those areas for improvement is evident in the SSR. Program faculty and leadership are commended for the thorough review and the measures taken to remedy the deficiencies identified. The measures taken indicate that academic year 2014-2015 should be exceptional.

If I can be of any assistance, please contact me at [sandi.emerson@bon.texas.gov](mailto:sandi.emerson@bon.texas.gov) or 512-463-4631.

Collegially,

Sandi Emerson, MSN, RN  
Nursing Consultant for Education

Copy: Tedd Mitchell, M.D. , President



**TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER™  
EL PASO**

**Gayle Greve Hunt School of Nursing**

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Office of the Founding Dean  
December 10, 2014

Sandi Emerson, MSN, RN  
Nursing Consultant for Education  
Texas Board of Nursing  
333 Guadalupe, Suite 3-460  
Austin, Texas 78701

Dear Ms. Emerson:

We accept the proposed action and understand the change in approval status for the Gayle Greve Hunt School of Nursing (GGHSON) from Initial Approval to Initial Approval with Warning.

The Self-Study Report (SSR) that was submitted in April 2014 identified the factors that contributed to the examination pass rate of less than 80%. Since the submission of our SSR, we have taken additional actions and measures to ensure the success of our students on the licensing examination. These actions will be briefly outlined highlighting the three pillars of the GGHSON plan for achieving excellence.

**I. ADMISSIONS:**

- Consulted with an expert in admissions policies to assure that the admissions policies of the GGHSON reflect best practices. These changes will be instituted for the class entering fall semester 2015.
- Reviewed and updated all nursing program policies and procedures with the admissions staff making them fully aware of the expectations regarding recruitment.
- Established criteria for the readmission of students who fail to achieve a satisfactory grade in a nursing course.

**II. FACULTY:**

- Faculty members are required to meet the standards of the Texas Board of Nursing and the Commission on Collegiate Nursing Education. Employment contracts were non-renewed for those who did not meet these standards. The Dean and Associate Dean have met extensively with remaining faculty to ensure that the roles and responsibilities of faculty members are understood and that they have the resources to improve their content knowledge and teaching skills.
- New faculty members have been recruited with the experience and expertise to teach in a professional nursing program.
- Faculty development is a priority and a faculty development series has been initiated.
- All students are assigned to a faculty member for advising and mentoring.



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Office of the Founding Dean

**III. CURRICULUM:**

- Consulted with a recognized expert in curriculum development to ensure the currency and integration of the Differentiated Educational Competencies (DECs) in all nursing courses.
- Remediation plans for each at-risk student have been implemented with the assistance of an educational diagnostician who serves as an institutional resource.
- All students are tested to help them understand their learning styles and all have access to individual tutoring.
- Clinical affiliations and the use of the simulation lab have been expanded.
- Comprehensive standardized testing has been changed from the use of ATI to HESI. Students are required to take a review course and to meet a required outcome for progression.
- The passing grade for each nursing course has been increased to a minimum of 75%.

In addition, we have the full support of the President, Richard Lange, MD, MBA, and Provost, Manuel de la Rosa, MD, and the entire Texas Tech University Health Sciences Center, El Paso. We have total financial support and all resources that are needed to ensure the success of our students. The new GGHSON building will open on January 1, 2015 and includes a state of the art simulation center.

Dr. Michael Scott, Associate Dean for Academic Programs, Dr. Manuel de la Rosa, and I will attend the January 22, 2015 Board of Nursing meeting in Austin.

Thank you for the opportunity to respond. We are committed to achieving and then maintaining the quality and integrity of the nursing program at the GGHSON. Please do not hesitate to contact me if you have any questions.

Sincerely,

Jeanne M. Novotny, PhD, RN, FAAN  
Founding Dean and Professor

cc: Richard Lange, MD, MBA, Founding President, TTUHSC El Paso  
Manuel de la Rosa, MD, Provost, Vice President for Health Affairs  
William Michael Scott, DNP, FNP-BC, FAANP, Associate Dean of Academic Programs

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing  
Baccalaureate Degree Nursing Education Program  
El Paso, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 22, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing Baccalaureate Degree Nursing Education Program in El Paso, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Representatives from Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing in El Paso, Texas discussed the change in approval status during a conference call with Board Staff and were offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing in El Paso, Texas, the Board hereby CHANGES the approval status of Texas Tech University Health Sciences Center Gayle Greve Hunt School of Nursing Baccalaureate Degree Nursing Education Program in El Paso, Texas from INITIAL APPROVAL to INITIAL APPROVAL WITH WARNING and imposes the following conditions and requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit is to be conducted by Board Staff during 2015.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2014 Self-Study Report is to be submitted by the program to Board Staff no later than June 1, 2015, per Education Guideline 3.2.1.a.

Entered this 22<sup>nd</sup> day of January, 2015

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Katherine A. Thomas, MN, RN, FAAN  
Executive Director  
On Behalf of the Texas Board of Nursing