

**Consideration of Change in Approval Status  
 From Initial Approval with Warning to Conditional Approval  
 and Consideration of Report of Survey Visit  
 Schreiner University in Kerrville, Texas  
 Baccalaureate Degree Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for the Schreiner University Baccalaureate Degree Nursing (BSN) Education Program in Kerrville, Texas, from Initial Approval with Warning to Conditional Approval based upon the 2015 NCLEX-RN® examination pass rate, findings in the Self-Study Report, information in the 2015 Nursing Education Program Information Survey, findings from the December 3-4, 2015 focused survey visit, and compliance with Rule 215.

**Historical Perspective:**

- The Schreiner University BSN program has been in operation since 2011.
- Schreiner University is regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges. The BSN program was awarded national nursing accreditation by the Commission on Collegiate Nursing Education in October 2013.
- The NCLEX-RN® examination pass rates for the past three (3) years are included in the table below:

<b>Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2015	Initial with Warning	57.89%	11/19
2014	Initial	79.17%	19/24
2013	Initial	60%	12/20
2012	Initial	New Program	

- Due to the 2013 NCLEX-RN® examination pass rate of 60%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2014 that would evaluate 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 Director and faculty members identified factors in the SSR that may have contributed to the decline in the pass rate and designed corrective measures to be implemented to address the following areas:
  - Increase the passing score of the Test of Essential Academic Skills (TEAS-V) from 70 to 72;
  - Increase exam pass score from 70 to 72;
  - Eliminate participation and attendance grades;

- Assign Assessment Technologies Institute (ATI) questions as homework;
  - Limit TEAS-V to three attempts;
  - Add professional accountability course and clinical objectives;
  - Increase ATI Comprehensive Exam probability pass score from 90% to 93%;
  - Limit one readmission per student;
  - Review admission and progression policies;
  - Add ATI exam questions on examinations;
  - Add medical terminology; and
  - Decrease test anxiety by inviting counselor to class.
- Due to the 2014 NCLEX-RN® examination pass rate of 79.17%, approval status of the program was changed from Initial Approval to Initial Approval with Warning at the January 2015 Board meeting.
  - Jane M. Cardea, PhD, RN was appointed Interim Director of the BSN Program in August 2015. Dr. Cardea meets all requirements of Board Rule 215.6(f) to serve in the nursing leadership position.
  - Board education consultants Virginia D. Ayars, EdD, MS, RN, CNE and Janice I. Hooper, PhD, RN, FRE, CNE, FAAN conducted a site visit on December 3-4, 2015, as mandated in the January 2015 Board Order. All requirements issued in the January 2015 Board Order have been fully addressed.
  - Currently, 47 students are enrolled in the program, as follows:

<u>Cohort Graduation Date</u>	<u>Number Enrolled</u>
May 2016	17
May 2017	30

### **Summary of Survey Findings (See Attachment #1)**

#### **Pros and Cons from Survey Visit:**

##### Pros:

- Administration expressed their full and on-going support for the BSN program and its importance to the university.
- A comprehensive analysis of program outcomes has been conducted and action plans developed.
- Dr. Cardea and faculty are conducting an in-depth comprehensive curriculum review that will be utilized to update the Total Program Evaluation Plan.

##### Cons:

- The analysis of program outcomes indicated the ineffectiveness of admission criteria and NCLEX preparation.

#### **Staff Rationale for Recommendation from Survey Visit:**

Board Staff have provided rationale for the recommendation resulting from the survey visit below:

#### **Staff Rationale for Recommendation from Survey Visit:**

Rule 215.4(a)(4) sets forth that Conditional approval is issued by the Board for a specified time to provide the program the opportunity to correct deficiencies.

During the survey visit, the Program Director identified areas for change based on an in-depth, objective evaluation of student and program outcomes. The Program Director discussed the corrective measures, providing supporting data, and articulated the plan of action for student and program success. Board Staff recommend that the program incorporate the identified changes in an effort to facilitate successful student and program outcomes.

**Recommendation from Survey Visit:**

The Administration and Program Director should incorporate corrective measures identified in the action plan to the program in an effort to facilitate successful student and program outcomes. A response to this recommendation shall be provided to Board Staff no later than June 1, 2016.

**Staff Rationale for Requirements Related to Approval Status:**

Rule 215.4(c)(3)(B) states: "A program may be placed on conditional approval status if the pass rate of first-time NCLEX-RN® candidates ... is less than 80% for three (3) consecutive examination years." Rule 215.4(a)(4) states that "Conditional approval is issued by the Board for a specified time to provide the opportunity to correct deficiencies. (A) The program shall not enroll students while on conditional approval."

**Staff Recommendation:**

Move to change the approval status of the Schreiner University Baccalaureate Degree Nursing Education Program in Kerrville, Texas from Initial Approval with Warning to Conditional Approval based upon the 2015 NCLEX-® examination pass rate, findings in the Self-Study Report, findings from the survey visit, and compliance with Rule 215; to accept the Survey Report of December 3-4, 2015; and to impose the conditions/requirements in the attached letter and Board Order (See Attachment #2).

**Summary of Survey Visit  
Schreiner University in Kerrville, Texas  
Baccalaureate Degree Nursing Education Program**

**Purpose of Survey visit:** Focused Visit in Response to January 22, 2015 Board Order

**Date of Visit:** December 3-4, 2015

**Board Representative Conducting Visit:** Virginia D. Ayars, EdD, MS, RN, CNE and Janice I. Hooper, PhD, RN, FRE, CNE, FAAN

**Board Representatives met with Administration:**

- Tim Summerlin, PhD, President
- Charlie McCormick, PhD, Vice President for Academic Affairs
- Diana Comuzzie, PhD, Dean of Sciences and Mathematics

**Board Representatives:**

- Met with Jane M. Cardea, PhD, RN, Nursing Program Director;
- Met with the following nursing faculty:
  - Lillian Barron, MSN, RN
  - Mary Paulter, MSN, RN
  - Dr. Ruth Grubestic
  - Dr. Julie Lunsford
- Reviewed the curriculum and all syllabi;
- Reviewed the Student Handbook and Faculty Handbook;
- Reviewed exam questions and clinical evaluation tools;
- Reviewed the plan outlined in the Self-Study Report;
- Reviewed data in the 2015 Nursing Education Program Information Survey and faculty profile;
- Interviewed eight (8) baccalaureate degree nursing (BSN) program students, four (4) seniors and four (4) juniors;
- Toured facilities housing the nursing program;
- Reviewed minutes of faculty meetings and the Total Program Evaluation Plan; and
- Conducted exit interview with university administrators and Program Director.

**Summary of Findings:**

Administration:

- Administration articulated that the nursing program is in alignment with the university's mission, vision, and values. The goal of the university is to offer a personalized, integrated education that prepares graduates for meaningful work and purposeful lives in a changing global society.
- Administration stated the program adds worth to the university and continues to meet a need for increased numbers of professional nurses in the local community and throughout central Texas.
- The President confirmed that full support for the nursing program will be provided during the period of Conditional Approval.
- Dr. Comuzzie has been instrumental in conducting a comprehensive analysis of contributing factors that may have led to pass rates below 80% and developed an action plan.

- The nursing program is in the Trull School of Sciences and Mathematics. In addition to the BSN Program, the school offers degrees in biochemistry, biology, chemistry, engineering, exercise science, mathematics, sports management, and public health.
- The university offers an online RN to BSN completion program.
- Schreiner University has offered a vocational nursing education program since 1972.
- Jane Cardea, PhD, RN has served as Interim Program Director of the BSN Program since August 11, 2015.
- Dr. Cardea indicated she has strong administrative and faculty support.
- Clear channels of communication between the Interim Program Director and administration were apparent.
- According to the Interim Program Director, BSN graduates are able to obtain employment in local, as well as surrounding clinical agencies.

#### Program of Study:

- Nursing courses total fifty-four (54) semester credit hours and general education courses total sixty-six (66) semester credit hours for a sum of one hundred twenty (120) semester credit hours in the entire program.
- The program of study is well-organized and includes all Board required content.
- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- Admission policies set forth sufficient rigor to ensure that qualified applicants are admitted into the program; however, the policies have not been enforced. Admission criteria are currently under consideration for revision.
- Standardized testing through Assessment Technologies Institute (ATI) is currently utilized throughout the program for progression and remediation purposes. Achievement of the ATI Comprehensive Predictor test may influence the expected date of graduation, but all students will have fulfilled graduation requirements within ninety (90) days of the expected graduation date.
- General education courses and all nursing courses are provided face-to-face.
- Dr. Cardea and faculty are currently conducting an in-depth comprehensive curriculum review, as well as an examination of the Student Handbook.

#### Faculty:

- Four (4) full-time faculty members and three (3) part-time faculty members teach in the BSN Program.
- The faculty members meet Board qualifications and offer diversity in their education and clinical backgrounds. The faculty are highly accomplished, seasoned nurse educators.
- Faculty reported they receive strong support from one another and the Interim Program Director. They appear to be a cohesive group who verbalized they enjoy teaching.
- Faculty verbalized the recent turnover in administration has led to an unsettled learning environment.
- Faculty noted the need for test analysis software and a computer lab with desk top rather than lap top computers.
- Faculty files provided evidence of faculty qualifications, responsibilities, and faculty evaluations.

#### Students:

- Students are admitted one (1) time during the year in September.
- Currently, forty-seven (47) students are enrolled in the program, as follows:

<u>Cohort Graduation Date</u>	<u>Number Enrolled</u>
May 2016	17
May 2017	30

- Students reported they enrolled in the BSN Program because the university is faith-based and the mission, vision, and values of the program are in concert with the students' values. The program offers small classes with individualized support. In addition, students appreciate the central Texas location.
- Senior level students expressed concern about their workload. They specifically requested a clear explanation of how the ATI comprehensive examination would be used at the end of the program, implications if they do not pass the ATI standards, and exact timelines for completion. Additionally, the senior students requested clearer communication from faculty.
- Senior students articulated that the major turnovers in nursing administration and faculty have led to an unsettled learning environment.
- Junior level students shared that their experiences have been highly positive and they are very satisfied with all aspects of the program of study.
- Both groups of students identified the passion and dedication of the instructors as a major asset of the program. They offered that faculty appear to be knowledgeable and accomplished clinicians.
- Students shared positive comments about the skills lab and the simulation lab and identified clinical learning experiences as the most rewarding part of the program.
- Student policies are well-defined and are written to include all Board required content.
- Student files are maintained with required documentation.
- Students have input into the program via course, faculty, and program evaluations; however, students stated they were unsure about how to provide input into governance of the program.

#### Clinical Learning Experiences:

- The program has active clinical contracts with a variety of affiliating agencies that provide rich clinical learning opportunities appropriate for BSN level students.
- Skills lab and simulation lab activities are utilized prior to hands-on patient care experiences.
- Faculty provides supervision during all clinical learning experiences.
- Board faculty-to-student ratios are maintained.
- Clinical learning experiences are scheduled to correlate with didactic content.
- The clinical evaluation tools are based upon course content, the DEC's, and measure progression of the student throughout the program of study.
- The skills/simulation labs are open to students for practice with a lab manager available to offer guidance.

#### Facilities, Resources, and Services:

- The Methodist Ministry Grant has gifted the BSN program an amount of \$120,000 with \$16,000 designated for the simulation lab.
- The facilities housing the BSN Program include one (1) large classroom and one (1) large skills/simulation laboratory.
- The laboratory contains three (3) patient beds and a variety of high-fidelity simulation mannequins. The equipment includes SimMan, Noelle, Hal, three (3) pediatric mannequins, and three (3) infant mannequins.
- Audiovisual equipment is available in the classroom.
- A full array of student services including counseling, financial aid, and career placement are offered on the campus.
- The Interim Program Director is provided with a fully furnished private office.
- The program has full-time clerical and secretarial support.

Records and Reports:

- Dr. Cardea has worked diligently, with faculty participation, to revise the Total Program Evaluation (TPE) Plan to ensure clarity and to allow the document to be better utilized for future decision-making.
- Meeting minutes reflect aspects of the TPE implementation.
- Faculty files contain all documents required by Rule 215.7(a)(6).
- Clinical affiliation agreements are current and easily accessible.
- Storage of files meets the requirement of Rule 215.12.

DRAFT

January 25, 2016

Jane M. Cardea, PhD, RN, Interim Director  
Baccalaureate Degree Nursing Education Program  
Schreiner University  
2100 Memorial Blvd, CMB 6241  
Kerrville, TX 78028

Dear Dr. Cardea:

At the January 21-22, 2016 meeting, members of the Texas Board of Nursing (Board) discussed the approval status of the Schreiner University Baccalaureate Degree Nursing Education Program in Kerrville, Texas. Members of the Board wish to thank you, Dr. Charlie McCormick, and Dr. Diana Comuzzie for being present at the meeting to answer questions.

Based upon the discussion and review of information, it was the decision of the Board to:

- change the approval status of the Schreiner University Baccalaureate Degree Nursing Education Program in Kerrville, Texas, from Initial Approval with Warning to Conditional Approval based upon the 2015 NCLEX® examination pass rate, findings in the Self-Study Report, information in the 2015 Nursing Education Program Information Survey, findings from the December 3-4, 2015 focused survey visit, and compliance with Board Rule 215;
- accept the Report of the December 3-4, 2015 Survey Visit; and
- impose the requirements/conditions in the attached Board Order.

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

If you have questions or if we may offer assistance, please contact Board Staff at [virginia.ayars@bon.texas.gov](mailto:virginia.ayars@bon.texas.gov) or 512-305-7660.

Sincerely,

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

Copy: Dr. Diana Comuzzie, Dean of the School of Sciences and Mathematics  
Commission on Collegiate Nursing Education

## BEFORE THE TEXAS BOARD OF NURSING

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### ORDER OF THE BOARD

In the Matter of  
Schreiner University  
Baccalaureate Degree Nursing Education Program  
Kerrville, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 21, 2016, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Schreiner University Baccalaureate Degree Nursing Education Program in Kerrville, Texas, based upon the NCLEX-RN® examination pass rate for 2015, findings in the Self-Study Report, review of the 2015 Nursing Education Program Information Survey, compliance with Rule 215 pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, and based upon findings from the December 3-4, 2015 survey visit.

After review and due consideration of the filed materials, as well as the presentation by representatives from Schreiner University in Kerrville, Texas, and other interested parties, if any, the Board hereby CHANGES the approval status of the Schreiner University Baccalaureate Degree Nursing Education Program in Kerrville, Texas, from INITIAL APPROVAL WITH WARNING to CONDITIONAL APPROVAL and hereby imposes the following conditions and requirements:

1. The program shall not enroll students while on conditional approval status.
2. 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 2016 NCLEX-RN® examination. The NCLEX-RN® examination year is October 1, 2015 through September 30, 2016.
3. The program must demonstrate full compliance with Rule 215 prior to consideration of a change in approval status.

Recommendation:

The Administration and Program Director should incorporate corrective measures identified in the action plan to the program in an effort to facilitate successful student and program outcomes. A response to this recommendation shall be provided to Board Staff no later than June 1, 2016.

Entered this 21<sup>st</sup> day of January, 2016

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