

**Proposal to Establish A New Nursing Education Program
Galen College in San Antonio, Texas
Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the Galen College of Nursing proposal to establish a generic Baccalaureate Degree Nursing (BSN) Education Program in San Antonio, Texas. The final revised proposal was provided electronically to members of the Texas Board of Nursing (Board). A notice of public hearing has been posted (See Attachment #1).

Historical Perspective:

- Galen College of Nursing (Galen) currently offers pre-licensure practical/vocational and associate degree, and post-licensure baccalaureate degree nursing education programs. The college has four campuses, located in San Antonio, Texas; Louisville, Kentucky; Saint Petersburg, Florida; and Cincinnati, Ohio; as well as an online presence.
- Galen has been accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate and baccalaureate degrees since December 2013. SACSCOC placed Galen on Warning in December 2015 for CR 2.8 regarding sufficient number of full-time faculty, and removed Galen from Warning in June 2016. Galen's post-licensure baccalaureate degree nursing program (RN-BSN) was accredited by the Commission on Collegiate Nursing Education, effective September 2015. Galen is approved by the Texas Higher Education Coordinating Board to offer a pre-licensure BSN program.
- Galen was established by Humana Health Institutes, Inc., in 1990 to offer pre-licensure practical/vocational nursing programs in San Antonio, Louisville, and Saint Petersburg in response to a severe national nursing shortage. In 1994, Galen, which was operating under the name of the Health Institute and Galen Health Institute, became an independent educational organization upon the dissolution of the Humana hospital system.
- Galen officially became Galen College of Nursing in 2005, with the establishment of a pre-licensure associate degree nursing (ADN) program at the Saint Petersburg and Louisville campuses. Galen made regulatory history in 2008, when it became the first proprietary nursing program approved to offer associate degree nursing education in the state of Texas.
- To date, approximately 17,000 nurses have graduated from Galen, making it one of the nation's largest educators of practical/vocational and registered nurses.
- Other programs available at the San Antonio Campus are the Vocational Nursing Education Program and the Licensed Vocational Nursing (LVN) to ADN Bridge Program.

- A fully-developed, comprehensive first draft of the proposal was received in the Board office on July 7, 2016 and reviewed by Board Staff. The proposal was deemed complete in August 2016. A site visit will be conducted in January 2017 by Board Staff following completion of an additional 26,000 square feet to the current space to total 68,000 square feet.

Summary of Proposal:

Overview of the Proposal:

- The first cohort of forty (40) students will be admitted in April of 2017, and the first cohort will graduate in December 2019. Initially enrolled students will be taking general education courses until the first nursing courses begin in February 2018.
- Student enrollment is anticipated to be approximately forty (40) students three (3) times per year on a semester basis, totaling between one hundred twenty (120) new students in each of the first two (2) years of the program operation and up to one hundred eighty (180) students per year for the following three (3) years based upon approval status and student demand.
- The program is designed to be offered via a combination of face-to-face and online delivery methods, along with faculty-supervised, hands-on, clinical experiences in a variety of health care settings.
- The proposed program consists of a 120-semester credit hour curriculum plan designed to be delivered over three (3) calendar years. The program offers fifty-two (52) semester credits of required general education courses and sixty-eight (68) semester credits of nursing courses. General education requirements may be met by taking courses at Galen or through transfer credits. Once students begin taking nursing courses, the program can be completed in twenty-two (22) months.
- The program design offers courses each half-semester of seven and one-half (7½) weeks. This approach provides students with the opportunity to be immersed in, and focus on two (2) courses at one (1) time during each seven and one-half (7½) week period.
- The plan for clinical rotations includes faculty supervised clinical learning experiences at Methodist Hospital, Methodist Children's Hospital, Kindred Hospital, University Hospital, Warm Springs Rehabilitation, and San Antonio State Hospital.
- The educational principles used to develop the Galen BSN program are based on adult learning theories. The courses are sequenced by progression in nursing knowledge. All theory courses are complemented with clinical opportunities. This design should provide students opportunities to develop critical-thinking and clinical-decision making skills and practice in a real-world environment.

Rationale and Need for the Program:

- The need for a pre-licensure BSN program in San Antonio is supported by a growing population and a reported gap in the nursing workforce. Within San Antonio, the most posted healthcare job in 2014 - 2015 was for nursing positions. Healthcare facilities posted 2,344 jobs for only 1,212 newly credentialed graduates, representing a gap of 1,222 nurses who were likely filled by importing talent.

- Data presented in the proposal validate a need for the BSN program in the San Antonio area.
- A survey of clinical facilities indicated the availability of appropriate clinical learning experiences to accommodate the Galen BSN students in their achievement of clinical objectives.
- Letters of support from community leaders in the San Antonio area provided strong support for the proposed nursing education program.
- In addition, letters of support from local area healthcare facilities were received from University Health System, Warm Springs Rehabilitation Hospital of San Antonio, Greater San Antonio Healthcare Foundation, Methodist Healthcare System, and Kindred Hospital of San Antonio.

Administration and Organization:

- Galen is a private, for-profit entity that operates only nursing programs at the baccalaureate, associate, and diploma levels. As a single purpose nursing college, Galen has one mission statement for the college and the nursing programs. The mission serves to guide strategic planning college-wide and for the nursing programs.
- The Chief Executive Officer of Galen, Mark Vogt, and Dr. Joan Frey, Interim Academic President, support the initiative to develop and implement a pre-licensure baccalaureate degree nursing program.
- The proposed Director for the BSN Program is Vanessa Wise, EdD, MSN, RN, CEN, who currently serves as the ADN Program Director. Dr. Wise has more than forty (40) years of professional nursing experience, eight (8) years of teaching experience, and two (2) years of experience as an ADN Program Director. Dr. Wise served as a U. S. Air Force nurse for more than twenty (20) years.

Availability of Faculty and Clinical Sites:

- Existing faculty members have expressed interest in teaching in the pre-licensure BSN program and have actively participated in the development of the program's curriculum. Given their history with the College and involvement in curriculum development, Galen plans to transition existing faculty into the BSN program, while ensuring adequate faculty staffing for existing programs.
- When hiring faculty, the BSN program director will ensure that faculty possess a minimum of a master's degree in nursing and that at least 25% of all faculty are prepared at the doctoral level. Faculty selection will be guided by the need to ensure nursing faculty possess the experiential and academic preparation sufficient to address the major concepts included in the courses they teach, such as medical-surgical, maternal-child health, mental health, and community health nursing.
- Curriculum vitae for seventeen (17) qualified prospective faculty members were included in the proposal documents.

- Galen does not anticipate that students from other nursing programs in the area will be impacted by the addition of Galen's pre-licensure BSN program. This is based on the clinical affiliation agreements that have been obtained from clinical partners. Galen met with clinical partners who indicated accommodating additional nursing students should not displace other nursing students already engaged in clinical experiences in the institution.
- The program has secured contracts for clinical learning experiences from the following institutions in San Antonio: Life Care Hospital, Methodist Hospital, Methodist Children's Hospital, Kindred Hospital, University Hospital, Warm Springs Rehabilitation, Santa Rosa Behavior Healthcare, and San Antonio State Hospital.
- The current physical space is sufficient to accommodate the new BSN program but an additional 26,000 square feet is being added to provide updated classrooms, labs, and simulation areas. The total physical space will be 68,000 square feet.

Financial Support and Resources:

- The funding for the development of the pre-licensure BSN program, as well as the implementation and operation of the program, comes from Galen's operating budget. Galen's revenues are all 100% tuition based. The fiscal resources of the campus are sufficient to ensure expansion of the college's programs and are commensurate with the resources of the governing organization.
- All of the college's resources are devoted to its nursing education programs. Galen has a sound financial base and a history of stability as evidenced by positive operating results, a strong balance sheet, minimal to no debt, and ample equity.
- Galen's campus operations are funded by tuition and fees. The campus does not depend on federal or state appropriations (beyond Title IV Federal Student Aid programs), endowments, or contributions to fund its operations, thus avoiding fluctuations in these sources. Student enrollment at the campus, combined with Galen's sound financial practices, has yielded positive, stable, and sufficient financial resources.
- Galen engages the services of independent auditors, McClintock & Associates (McClintock), which specializes in auditing postsecondary institutions, auditing more than 110 institutions in 30 states. Audit reports and management letters prepared by McClintock for the last five years demonstrate that Galen's financial statements fairly present the financial position of Galen and are in conformity with generally accepted accounting principles.

Program of Study:

- In addition to Galen's single mission, the college has a single nursing philosophy, which flows from the mission, expresses the fundamental values and beliefs the faculty apply to nursing education and nursing practice, and upon which the curriculum is based.
- The faculty members have adopted the Adult Learning Theory (andragogy) as the educational theory that underpins the delivery of instruction. By adopting this theory, the faculty members consider the learner as an active participant with the nurse educator's role as a facilitator of learning and a role model for practice.

- To ensure that the conceptual framework was evidence-based and relevant for baccalaureate education the faculty reviewed and relied upon the use of *The Differentiated Essential Competencies of Graduates of Texas Baccalaureate Degree Nursing Programs* (DECs) (2010), the *AACN Essentials of Baccalaureate Education for Professional Nursing Practice* (2008), and *The Nurse of the Future Nursing Core Competencies*© (NOF Competencies) (2010).
- Seven essential concepts were identified by the faculty as the basis for the development of the conceptual framework: Patient-Centered Care, Professionalism, Leadership, Evidence-based Practice, Information and Technology, Communication, and Teamwork and Collaboration.

Total Evaluation Plan:

- The Systematic Plan of Evaluation was developed by the faculty and is designed to be implemented over the course of the year. It addresses all four (4) accreditation standards outlined by the Commission on Collegiate Nursing Education (CCNE) and is the responsibility of the Program Evaluation Committee, which is chaired by faculty.
- The Program Evaluation Committee will work with other campus committees (e.g., Curriculum Committee and Faculty Development Committee, which are also chaired by faculty) to ensure that all areas of the program are systematically evaluated at regular intervals. The Program Evaluation Committee will also ensure that all the resulting data are used to drive improvements in the program, as part of a continuous process of improvement.

Pros and Cons:

Pros:

- The administration has committed the resources to the establishment and implementation of this new program.
- Galen College of Nursing has identified and established contractual agreements with multiple and diverse clinical sites to offer rich clinical learning experiences to students.
- Dr. Wise is qualified and experienced in directing a pre-licensure professional nursing education program.
- Galen has a twenty-six (26) year history of success in offering nursing education programs.

Cons:

- None identified.

Staff Recommendation:

Move to grant initial approval to Galen College of Nursing to establish a new Baccalaureate Degree Nursing Education Program in San Antonio, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #2).

Agenda Item: 3.2.9.a.
Attachment #1
Board Meeting: October 2016

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 Galen College of Nursing
To Establish A
Baccalaureate Degree Nursing Education Program
in San Antonio, Texas

Date and Time: October 27, 2016 at 2:00 PM
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 October 15, 2016.

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

DRAFT LETTER

October 31, 2016

Vanessa Wise, EdD, MSN, RN, CEN, Director
Baccalaureate Degree Nursing Education Program
Galen College of Nursing
7411 John Smith Suite 300
San Antonio, Texas 78229

Dear Dr. Wise:

At the October 27-28, 2016 meeting, members of the Texas Board of Nursing discussed the Galen College of Nursing Proposal to Establish a New Baccalaureate Degree Nursing Education Program in San Antonio, Texas. The Board wishes to thank XXXXX, and you 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 Galen College of Nursing to establish a new Baccalaureate Degree Nursing Education Program in San Antonio, Texas, and impose the conditions/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 512-305-7660.

Sincerely,

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

Copy: Mark Vogt, Chief Executive Officer
Dr. Joan Frey, Interim Academic President
Southern Association of Colleges and Schools

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Galen College of Nursing
Baccalaureate Degree Nursing Education Program
In San Antonio, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on October 27, 2016, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Galen College of Nursing proposal to establish a new Baccalaureate Degree Nursing Education Program in San Antonio, Texas, based upon the review of the Proposal, 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 Galen College of Nursing in San Antonio, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Galen College of Nursing Baccalaureate Degree Nursing Education Program in San Antonio, Texas and imposes the following conditions/requirements:

1. The program shall not admit more than one (1) cohort of forty (40) students in April 2017. Thereafter, the program shall not admit more than three (3) cohorts of forty (40) students annually, until the program achieves Full Approval from the Board.
2. The program may not enroll students until Board Staff conduct a survey visit in January after completion of construction of the expanded space.

Entered this 27th day of October, 2016

Katherine A. Thomas, MN, RN, FAAN
Executive Director on behalf of the
Texas Board of Nursing