

**Consideration of Change in Approval Status
 From Full Approval with Warning to Conditional Approval and
 Consideration of Report of Survey Visit
 Patty Hanks Shelton School of Nursing in Abilene, Texas
 Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for Patty Hanks Shelton School of Nursing (PHSSN) Baccalaureate Degree Nursing (BSN) Education Program in Abilene, Texas, from Full Approval with Warning to Conditional Approval based upon the 2016 NCLEX-RN® examination pass rate, findings in the 2015 Self-Study Report, findings from the November 14-15, 2016 focused survey visit, and areas for improvement to align with Rule 215. In addition, consider the Survey Visit Report for the November 14-15, 2016 survey visit to PHSSN.

Historical Perspective:

- The PHSSN is a unique BSN program because it is a consortium nursing program between Hardin-Simmons University and McMurry University, two (2) Christian universities in Abilene, Texas.
- The school had a prior history back to 1981, previously offering an Associate Degree Nursing as well as a BSN program.
- Abilene Christian University was formerly a member of the consortium but established a separate BSN program in 2013.
- Sheila Garland, EdD, MS, RN is the Interim Program Director for the PHSSN BSN program appointed in June, 2016. She is assisted by Chaluza C. Kapaale, MSN, RN, BSN Program Chair.
- In addition to the BSN program, PHSSN also offers a Master's Degree Nursing Education Program with two (2) tracks: a Family Nurse Practitioner Track and a Nursing Education Track, and a Registered Nurse (RN)-to-BSN Program.
- The NCLEX-RN® examination pass rates for the past six (6) years are included in the table below:

NCLEX Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2016	Full with Warning	77.14%	27/35
2015	Full – Self-Study Report Required	75.00%	42/56
2014	Full	69.05%	58/84
2013	Full	83.93%	47/56
2012	Full	81.93%	68/83
2011	Full – Self Study	70.27%	104/148

- Due to the 2014 NCLEX-RN® examination pass rate of 69.05%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2015 to evaluate factors that may have contributed to the graduates' performance on the 2014 NCLEX-RN® examination and a description of the corrective measures to be implemented.
- The faculty identified factors in the SSR that may have contributed to the decline in the pass rate and designed corrective measures to be implemented that included:
 - Revise the admission, readmission, and progression criteria;
 - Change policy to require mandatory remediation;
 - Review and revise faculty orientation and training;
 - Ensure rigor across the curriculum;
 - Establish training and interrater reliability in grading processes;
 - Develop consistency in the use of a test plan and blueprints;
 - Provide faculty training in test-item development and analysis;
 - Review and revise the Total Program Evaluation Plan to improve effectiveness; and
 - Standardize care plan grading and evaluation of students in the clinical area.
- Despite efforts to correct areas for improvement, the pass rate for 2015 was 75.00% and the program's approval status was changed to Full Approval with Warning at the January 2016 Board meeting.
- A focused survey visit to PHSSN was conducted by Janice I. Hooper, and Virginia D. Ayars on November 14-15, 2016.
- The NCLEX-RN® examination pass rate for 2016 remains below 80%.

Pros and Cons from the Survey Visit (See full report in Attachment #1):

Pros:

- Board Staff validated that the program continues to take measures to improve program outcomes related to findings in the SSR including:
 - Strengthening admission and readmission criteria;
 - Mandating remediation activities;
 - Revising the clinical evaluation tools;
 - Improving faculty orientation and ongoing development;
 - Increasing rigor in the program; and
 - Early recognition of at-risk students.
- New program leaders are re-assessing program needs, collecting data, and taking action to encourage success.
- Administration from both sponsoring universities support the PHSSN programs.

Cons:

- The NCLEX-RN® examination pass rate has been below 80% for three (3) consecutive years.

Staff Rationale for Recommendation:

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 for the Patty Hanks Shelton School of Nursing Baccalaureate Degree Nursing Education Program in Abilene, Texas from Full Approval with Warning to Conditional Approval based upon the NCLEX-RN® examination pass rate for 2016, findings in the 2015 Self-Study Report, findings from the November 14-15, 2016 survey visit, and areas for improvement to align with Rule 215; to accept the Survey Visit Report; and to issue the conditions/requirements in the attached letter and Board Order (See Attachment #2).

Summary of Survey Visit
Patty Hanks Shelton School of Nursing in Abilene, Texas
Baccalaureate Degree Nursing Education Program

Purpose of Survey Visit: Focused visit in response to Board Order dated January 21, 2016

Date of Visit: November 14-15, 2016

Education Consultants Conducting Visit: Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF, and Virginia D. Ayars, EdD, MS, RN, CNE.

Consultants met with Administration:

- Eric Bruntmyer, President, Hardin-Simmons University;
- Sandra S. Harper, PhD, President, McMurry University;
- Thomas V. Brisco, Provost and Chief Academic Officer, Hardin-Simmons University; and
- Jim Hunt, Vice President for Academic Affairs/Dean of the Faculty, McMurry University.

Consultants:

- Met with Sheila Garland, EdD, MS, RN, Interim Dean and Professor, PHSSN;
- Met with Chaluza Kapaale, MSN, RN, Assistant Professor Nursing and BSN Program Coordinator;
- Met with the following nursing faculty:
 - Lisa Van Cleave, MSN, RN, CCRN-E;
 - Kimberly Cooper, MSN, RN, FNP-C;
 - Phil Howell, MSN, RN;
 - Lisa Letz, MSN, RN;
 - Stephen McClintack, MSN, RN;
 - Valerie Miller, MSN, RN, FNP-C;
 - Theresa Naldoza, MSN, RN, CNE;
 - Rebecca Perkins, MSN, RN;
 - Monica Smola, RN, FNP-C; and
 - Pearl Wrigley, MSN, RN;
- Reviewed the curriculum and all syllabi;
- Reviewed the Student Handbook and the Faculty Handbook;
- Reviewed clinical evaluation tools;
- Visited a class in session;
- Reviewed Faculty Minutes;
- Reviewed clinical contracts, clinical schedules, and class rosters;
- Studied exam blueprints and HESI exam analyses;
- Reviewed course evaluations; faculty orientation manual, and faculty development notebook;

- Studied a list of library resources; and reviewed a notebook providing data about effectiveness of corrective measures;
- Toured the simulation laboratory with a demonstration by simulation lab coordinator;
- Met with sixty (60) junior and senior level nursing students; and
- Conducted an exit interview with administration and faculty.

Summary of Findings:

Administration:

- Both university presidents hold new appointments and expressed support for the nursing programs.
- Sheila Garland, EdD, MS, RN was approved as Interim Director/Dean of the PHSSN in June, 2016.
- Chaluza Kapaale, MSN, RN is an alumnus of the BSN and MSN programs at PHSSN, who began his career as a paramedic. He has been a faculty member there since 2013 and is completing doctoral studies at the present time.
- The Dean of the PHSSN participates in an Administrative Council consisting of the Provosts of Hardin-Simmons and McMurry Universities.
- The Council reports to the Executive Board consisting of the University Presidents and Provosts, as well as Community Board Members.
- Hardin-Simmons University is currently the Coordinating Institution for the consortium.
- The Patty Hanks Shelton School of Nursing is accredited by the Commission on Collegiate Nursing Education (CCNE).

Program of Study:

- The PHSSN students complete pre-nursing courses (general education and support courses) at one (1) of the two (2) universities, apply for admission to PHSSN, and the BSN degree is granted from the home university when they graduate.
- Program evaluation data indicate that student preparation in the sciences differs between universities and PHSSN leadership plan to work with science faculty to gain more consistency in student preparation in the sciences.
- The total curriculum consists of 129 credits for Hardin-Simmons and 128 credits for McMurry University.
- Most of the courses are offered face-to-face but the program is beginning to provide select courses online.
- Dr. Garland and the faculty have discussed and agreed that there is a need for curriculum review and revision.
- Board Staff attended a medical-surgical nursing class in session. The course instructor was well-prepared and knowledgeable, engaged the students, and provided principles in nursing assessment and interventions.
- The *Differentiated Essential Competencies (DECs)(2010)* are integrated into the curriculum.

- Standardized examinations are currently given across the program with an exit exam required as a component of the final course. Board Staff discussed the use of standardized examinations with the Dean and Director, emphasizing the importance for clear policies that are consistently used and enforced.

Faculty:

- There are ten (10) nursing faculty, all prepared at the Master's level; three (3) are nurse practitioners.
- The Chair (Mr. Kapaale) and three (3) faculty are enrolled in doctoral programs.
- One (1) faculty member is CNE (Certified Nurse Educator) certified. Other faculty are considering earning this credential.
- Three (3) faculty are newly employed faculty members and recently completed the Master's Degree in Nursing (MSN) in Nursing Education, two (2) of whom graduated from the PHSSN MSN program.
- Several faculty are alumni of PHSSN BSN program.
- With new leadership from Dr. Garland and Mr. Kapaale, faculty have become engaged in enhancing their instructional knowledge and skills. Ongoing professional growth and development is encouraged and supported.
- Newly employed faculty discussed the faculty orientation program and the importance of their assigned faculty mentors to aid in their new roles.
- One (1) faculty member serves as Simulation Lab Coordinator and provided a tour and explanation of the simulation policies and process in the preparation of students for hands-on clinical practice.
- Remediation strategies have been decentralized recently in an effort to assist students with weak areas, and faculty now assist students in a one-on-one approach.
- Faculty minutes indicate that faculty participate in meetings and decision-making.

Students:

- Sixty (60) junior and senior level students met with Board Staff and responded to questions about the program.
- Students were familiar with eligibility information.
- Students described clinical experiences that verified a wide variety of experiences in the acute care setting are available to them, including opportunities for critical care experiences.
- Students described the caring and helpful attitudes of staff nurses at Hendricks Hospital, where many of the clinical assignments are made.
- There are currently twenty-nine (29) students in the senior level who will graduate in May 2017. Six (6) returning students may join this cohort. In addition, there are thirty-one (31) students in the junior level.
- One (1) of the factors that the program identified that may have contributed to the pass rate below 80% was the admissions criteria, possibly allowing students to enroll who are at-risk students. Readmission policies have also allowed at-risk students to re-enroll in

the program. These policies have been changed and the program recognizes the importance of enforcing the new policies.

- Faculty have also determined that a large number of students require remediation due to poor performance on standardized examinations. Data are being collected to see if remediation activities are effective.
- Students enroll in PHSSN for the Christian atmosphere, smaller classes, and helpful instructors.
- Students expressed some anxiety about being prepared to pass the NCLEX® examination and desire more guidance from faculty for good critical-thinking and clinical decision-making skills.
- The student group has a student representative who is able to relay student concerns to faculty.
- Students are hoping to attend the meeting of the National Student Nurses Association next year.
- Faculty stated that the cohort admitted this fall included more non-traditional students.

Clinical Learning Experiences:

- The proximity of the acute care hospital makes it possible for students to engage in clinical learning experiences that match didactic content.
- Community clinical opportunities in the Abilene area are used for the community health nursing course.
- Preceptors are utilized in the capstone course at the end of the program and this provides the opportunity for students to experience a one-on-one intensive clinical experience with a nurse.
- Faculty have been engaged in revising the clinical evaluation tool to encourage faculty documentation of student progression through the program and to distinguish specific clinical behaviors.
- Faculty discussed the different expectations for student performance as the students progress through the program.
- Simulation experiences are included in every clinical course.

Total Program Evaluation Plan:

- The Total Program Evaluation Plan is designed using the format for CCNE accreditation.
- New efforts are being made to evaluate all aspects of the program and to produce data to better analyze areas for improvement.

Draft Letter

January 23, 2017

Sheila Garland, EdD, MS, RN
Interim Program Director
Patty Hanks Shelton School of Nursing
2149 Hickory Street
Abilene, Texas 79601-2339

Dear Dr. Garland:

At the January 19-20, 2017 meeting, members of the Texas Board of Nursing (Board) considered the approval status for the Patty Hanks Shelton School of Nursing Baccalaureate Degree Nursing Education Program in Abilene, Texas, and reviewed the Report of the November 14-15, 2016 Survey Visit to the program. Members of the Board wish to thank you; Dr. Jim Hunt, Vice President, McMurry University; and President Eric Bruntmyer, Hardin-Simmons University for being present to answer questions.

Based upon the NCLEX-RN® examination pass rate for 2016, findings in the 2015 Self-Study Report, findings from the November 14-15, 2016 survey visit, and areas for improvement to align with Rule 215, the Board decided to accept the Survey Visit Report, to change the approval status for the program from FULL WITH WARNING to CONDITIONAL APPROVAL, and to issue the conditions/requirements in the attached Board Order.

If you have any questions or if we may be of any assistance, please contact Board Staff at Janice.hooper@bon.texas.gov or 512-305-6814.

Sincerely,

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

Copy: Commission on Collegiate Nursing Education
President Eric Bruntmyer, Hardin-Simmons University
Dr. Jim Hunt, Vice President, McMurry University

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Patty Hanks Shelton School of Nursing
Baccalaureate Degree Nursing Education Program
In Abilene, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 19, 2017, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status for the Patty Hanks Shelton School of Nursing Baccalaureate Degree Nursing Education Program in Abilene, 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 2016, findings in the 2015 Self-Study Report, findings from the November 14-15, 2016 survey visit, and areas for improvement to align with Rule 215. In addition, the Board considered the findings in the November 14-15, 2016 Survey Visit Report.

After review and due consideration of the filed materials, as well as the presentation by representatives from the Patty Hanks Shelton School of Nursing in Abilene, Texas, and other interested parties, if any, the Board hereby ACCEPTS the report of the November 14-15, 2016 survey visit and CHANGES the approval status for Patty Hanks Shelton School of Nursing Baccalaureate Degree Nursing Education Program in Abilene, Texas from FULL WITH WARNING TO CONDITIONAL APPROVAL and imposes the following conditions/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 2017 NCLEX-RN® examination. The NCLEX-RN® examination year is October 1, 2016 through September 30, 2017.
3. The program must demonstrate full compliance with Rule 215 prior to consideration of a change in approval status.

Entered this 19th day of January, 2017

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