

**Proposal to Establish a New Nursing Education Program
Howard Payne University in Brownwood, Texas
Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the Howard Payne University (HPU) proposal to establish a new Baccalaureate Degree Nursing (BSN) Education Program in Brownwood, Texas and the report of the June 19, 2018 survey visit (See Attachment #1). The final proposal was provided electronically to members of the Texas Board of Nursing (Board).

Historical Perspective:

- HPU is a Christian, liberal arts institution affiliated with the Baptist General Convention of Texas. The university, located on an 80-acre campus, has a 129-year history of operating a faith-based educational institution in Brownwood, Texas.
- The domestic, nonprofit corporation is governed by the HPU Board of Trustees and the Interim University President, Dr. Paul Armes.
- HPU is regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges and is authorized to grant degrees by the Texas Higher Education Coordinating Board.
- HPU offers more than 100 majors, minors, and pre-professional programs in seven schools: Business, Christian Studies, Education, Humanities, Music and Fine Arts, Nursing, and Science and Mathematics. Currently, the total enrollment of HPU is 912 students.
- A first draft of the proposal was received in the Board office in February 2018 and reviewed by Board Staff. Following Board Staff's recommendations, a revised version was received on May 11, 2018. The proposal was deemed complete in May 2018 and a site visit was conducted on June 19, 2018 by Education Consultants Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF and Virginia D. Ayars, EdD, MS, RN, CNE.

Summary of Proposal:

Overview of the Proposal:

- The first cohort of 35 students will enroll in August 2019 and is expected to graduate in May 2021. HPU plans to enroll the second cohort of 43 students in August 2020, who are expected to graduate in May 2022. Thereafter, plans are to have one admission period per year with an annual cohort of 48 students to begin each fall semester.

- The BSN Program is comprised of 42 semester credit hours (SCH) of general education requirements, 23 SCH of nursing pre-requisite courses, and 58 SCH of nursing core courses for a total of 123 SCH. All courses will be delivered face-to-face.
- Clinical learning experiences will be provided in the Brownwood community. Commitments for clinical affiliations have been secured with Brownwood Regional Medical Center, Brownwood Nursing and Rehabilitation Center, Care Nursing and Rehabilitation, Brownwood Independent School District (ISD), and the Brown County Health Department.

Rationale and Need for the Program:

- There are no BSN Education Programs located within a 50-mile radius of HPU. The closest BSN programs are located at Angelo State University in San Angelo (96 miles); Tarleton State University in Stephenville (61 miles); Texas Tech University Abilene Campus (89 miles); Abilene Christian University in Abilene (86 miles); and Patty Hanks Shelton School of Nursing in Abilene (82 miles).
- A community survey was conducted to gather data specific to Registered Nurse (RN) employment rates, vacancies, and five-year projected needs. Survey outcomes revealed 123 openings for RNs in local rural areas with a projected need of 152 RNs over the next few years. Further, 2,568 RNs are projected to be needed in Central Texas by 2022.
- During the past five years, the HPU admissions team tracked over 500 students interested in nursing as a possible major. In addition to meeting needs in Texas, the program proposes to prepare graduates to work in global mission fields.
- Letters of support for the HPU BSN Program were provided by community leaders, including: Brownwood Mayor Stephen Haynes, Brownwood ISD Superintendent Dr. Recce Blincod, Brownwood Economic Development Corporation Executive Director Emily Crawford, Brownwood Area Chamber of Commerce Executive Director Ray Tipton, and Brown and Mills County Presiding Judge Stephen Ellis. Additionally, the Chief Executive Officer and Chief Nursing Officer (CNO) of Brownwood Regional Medical Center submitted letters of support, as did the Coleman County Medical Center CNO.

Administration and Organization:

- The HPU administration articulated the goal of the HPU BSN Nursing Program is within the boundaries of the university's current mission statement and has deemed the BSN Program a priority of the university. The HPU administration is committed to providing the necessary funding, resources, and faculty/staff.
- Nina Ouimette, EdD, MSN, RN-BC is the proposed BSN Program Director. Dr. Ouimette has 40 years of professional nursing experience with 28 years in nursing education. Dr. Ouimette has served as faculty member, program director, and dean. Dr. Ouimette's core accomplishments include: establishment of an at-risk training and nursing student tracking

program, which began as an \$80,000 state grant and is now a part of an At-Risk Remediation Program; creation of a 12-bed simulation hospital valued at over \$7,000,000; and expertise and coordination of educational technologies.

- Sources of financial support will come from student tuition, student fees, and portions of the HPU operations budget, which include investments, pledges, and university assets. The departmental budget will be primarily supported through student tuition and fees and includes: capital equipment, lab and clinical supplies, instructional supplies, dean/director and faculty travel, library resources, annual accreditation costs, capital equipment, and marketing.

Faculty:

- One full-time faculty member, Laci Sutton, MSN, RN, has assisted Dr. Ouimette in the proposal development process. In academic year 2019-2020, 1.5 full-time employees will be added to the nursing faculty. A director's assistant/compliance director will also be hired prior to the first cohort of students beginning nursing courses in Fall 2019.
- Proposed faculty members are credentialed with either Master's Degrees in Nursing or Doctoral degrees. They have a wide range of professional nursing practice experiences and solid foundations in content areas that correlate to their teaching assignments.
- Six faculty members listed in the proposal represent two current faculty and four potential faculty members who have expressed interest in HPU by submitting a curriculum vitae and transcripts.

Students:

- Admission will occur once per year. Admission into the Fall 2019 junior cohort will be limited to 35 students and the total Fall 2019 enrollment is anticipated to increase to 43 students.
- The HPU BSN Faculty governs the selection process. Once students have completed admission paperwork and have submitted all information required by July 1, the faculty will utilize an admission criteria worksheet to rate students and admit based on rating and availability of student openings.
- Entering freshmen declare a nursing major, but students are not accepted into the nursing program until the spring of the sophomore year. Students will begin nursing courses in the junior year. Admission into nursing courses requires that nursing majors and transfer students submit an application for enrollment; the student admission criteria is reviewed by nursing faculty and the dean/director of the HPU School of Nursing (SON). The dean/director has the final decision for student enrollment into nursing courses.
- Student recruitment efforts will be conducted through dedicated online resources. Events are regularly scheduled for ease of the registration process. The university maintains lists

of student inquiries and applications who have expressed an interest in nursing.

Program of Study:

- The mission of HPU and the SON is to educate BSN students in a Christian academic community dedicated to excellence by developing and equipping the whole person for intellectual inquiry, personal and professional integrity, and service to God and humanity.
- Nursing program outcomes are focused on five primary topics: caring, communication/documentation, teaching/learning, culture/spirituality, and the nursing process.
- A crosswalk presented in the proposal demonstrates the relation between the HPU Mission, the SON Mission, Program Outcomes, and Student Learning Outcomes (SLOs). The criteria for SLOs are identified for each semester and progress from simple to complex.
- A nursing concept-based approach is the framework for the program curriculum. Fifty-one concepts in three domains include individual competencies, nursing competencies, and healthcare competencies.
- The HPU BSN Program is comprised of 42 SCH of general education courses, 23 SCH of nursing pre-requisite courses, and 58 SCH of nursing courses for a total of 123 SCH. Students will complete 630 lecture/didactic clock hours and 675 lab/clinical clock hours in the program. The planned curriculum meets the suggested ratio of one contact hour of didactic to three contact hours of related clinical learning experiences for a 1:3 ratio.
- The HPU BSN degree plan begins with four semesters of general education and nursing pre-requisite courses and culminates with four semesters of nursing core courses. Students are required to complete all general education requirements prior to the first day of the first nursing course. Students must complete the entire nursing curriculum within three years from the first date of the semester in which they were admitted to the SON.
- Learning experiences provide for progressive development of values, knowledge, judgment, and technical skills in both didactic and clinical learning experiences. The clinical evaluation tool provides evidence of progression by increasing point requirements across the curriculum. Didactic learning incorporates exemplars each semester, which progress to more complex integrated collaborative concepts from all three domains.

Clinical Learning Experiences:

- Clinical affiliation agreements have been obtained from Brownwood Regional Medical Center, Brownwood Nursing and Rehabilitation Center, Care Nursing and Rehabilitation, Brownwood ISD, and the Brown County Health Department.
- Schools utilizing healthcare facilities in Brown County are: Ranger Community College and Tarleton State University. Discussions have been held to ensure that clinical

placements for HPU BSN students would not displace the other programs currently utilizing clinical resources.

- The Evaluation of Clinical Agency form will be completed by clinical faculty at the end of each clinical rotation to ensure optimal student learning experiences are achieved. The results of the evaluations will be used to develop action plans and changes for program improvement.

Facilities, Resources, and Services:

- A 30-seat classroom in the SON building is equipped with interactive whiteboard and PowerPoint Presentation technology. A video capable simulation lab with a simulation manikin and equipment are also available.
- The Thompson Academic Complex (TAC) is located directly adjacent to the SON. A designated nursing skills labs is planned to be located in TAC 205. The TAC building offers two computer labs, each containing 24 computers available for student testing and instruction. The TAC building provides an additional four classrooms containing 30-40 seats for didactic instruction.
- The Elliston-Cassle Wellness Center provides a classroom with 10 examination tables appropriate for nursing physical assessments and additional nursing skills training.
- HPU offers a wide range of student support services, including: academic, health and wellness, counseling, information technology assistance, and financial aid counseling. The Chapel and the Baptist Student Ministry program promote spiritual growth.
- Residence halls and dining services are on campus. In addition, student organizations offer student activities, clubs, and intramural sports.

Total Program Evaluation Plan:

- The SON Total Program Evaluation (TPE) Plan includes evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and instructional effectiveness.
- The TPE Plan is comprehensive and meets all required elements of Board Rule 215.13.

Rationale for Recommendation:

Pros:

- The Howard Payne University administration and Board of Trustees have acknowledged full support for the new BSN Program and will provide appropriate resources for student and program success.
- The Nursing Department has obtained clinical contracts with community agencies to offer BSN level students a wide array of clinical learning experiences.

- The proposed BSN Program Director, Dr. Nina Ouimette, is an accomplished nurse educator with documented experience directing a successful pre-licensure professional nursing education program.

Cons:

- None identified.

Staff Recommendation:

Move to grant initial approval to Howard Payne University to establish a new Baccalaureate Degree Nursing Education Program in Brownwood, Texas, and impose the condition/requirement in the attached Board Order (See Attachment #2).

**TEXAS BOARD OF NURSING
SURVEY VISIT PROGRAM REPORT
Professional Nursing Education Program**

NAME OF NURSING PROGRAM: Howard Payne University Baccalaureate Degree Nursing Education Program

PROPOSED DIRECTOR: Nina Ouimette, EdD, MSN, RN-BC

REASON FOR SURVEY: New Proposal **DATE:** June 19, 2018

SURVEY VISITORS: Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF
Virginia D. Ayars, EdD, MS, RN, CNE

Education Consultants met with:

- Paul Armes, PhD, Interim President
- Mark Tew, ThD, Provost
- Wendy McNeeley, PhD, Registrar
- Nina Ouimette, EdD, MSN, RN-BC, Program Director
- Laci Sutton, MSN, RN, Nursing Faculty

Education Consultants toured:

- School of Nursing Building
- Thompson Academic Complex/Weidner Developmental Center
- Mabee University Center
- Office of Admission
- Packer Administration Building
- Walker Memorial Library

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§215.11 Facilities, Resources, and Services		
(a) The controlling agency/governing institution shall be responsible for providing: (1) educational facilities,	Howard Payne University (HPU) is located on an 80-acre campus at 1000 Fisk Street in Brownwood, Texas. The School of Nursing (SON) Building contains a reception/lobby area, dean/director office, faculty office space, faculty work area, one classroom, a	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(2) resources, and (3) services which support the effective development and implementation of the nursing educational program.</p>	<p>simulation lab, an equipment storage area, a kitchen, and Americans with Disabilities Act (ADA) accessible restrooms. Directly adjacent to the SON is the Thompson Academic Complex (TAC) containing two computer labs with 24 computers each and four classrooms with 30-40 seats each for didactic instruction.</p> <p>Additionally, the Elliston-Cassle Wellness Center offers a classroom with 10 examination tables appropriate for nursing physical assessment and nursing skills training.</p> <p>Student support services include academic testing, learning assistance services, an early alert program, developmental studies, a wellness center, health services, counseling services, and financial aid assistance.</p> <p>The administration of HPU has supported the development of the new BSN Program.</p>	
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program. (1) The laboratory shall be equipped with hot and cold running water. (2) The laboratory shall have adequate storage for equipment and supplies.</p>	<p>Room 110 in the SON provides a video-capable simulation lab equipped with a simulation manikin and supplies. Detailed plans are in place to purchase additional skills/simulation laboratory equipment after formal Board approval.</p> <p>Hot and cold running water and multiple, locked storage cabinets are present.</p>	Criteria Met
<p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	<p>The SON budget supports one full-time employee to serve as the Director's Assistant/Compliance Director to be hired upon Board approval of the BSN program. Office space is available in the SON lobby for this staff member.</p>	Criteria Met
<p>(d) The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body. (1) The dean/director shall have a private office. (2) Faculty offices shall be conveniently located and</p>	<p>The Program Director has a private office in the SON and faculty office space is nearby on the same floor.</p> <p>Conference rooms are available in several locations in the SON and TAC for faculty to visit privately with students or for small group work.</p>	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>Adequate space for records, files, and equipment storage is present.</p> <p>The comprehensive records retention schedule adheres to the Board rules, as well as federal regulations. Locked cabinets to store confidential records are available. Provisions to securely maintain electronic documents are in place.</p> <p>A technology integrated classroom is housed in the SON. The classroom is equipped with interactive whiteboard technology. Thirty student seats provide students availability to charging and USB ports. The SON offers wireless access.</p> <p>The SON departmental budget includes \$4,500.00 for BSN Equipment/Computers. These funds will be utilized to setup a nursing skills lab in TAC. A list of anticipated items/supplies has been created and will be distributed to local agencies for possible donations.</p> <p>ADA accessible restrooms are conveniently located throughout the SON and TAC.</p> <p>A modern, spacious student lounge is located in the Mabee University Center, which is a short walking distance from the SON.</p>	
<p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability,</p>	<p>The Walker Memorial Library provides technology enhanced classroom space, designated student independent and collaborative work areas and additional computer labs.</p> <p>HPU has been the supporting library for health science and nursing programs offered by other universities in the Brownwood area for many years. The Walker Memorial Library collection presents an appropriate collection to support student learning.</p>	<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
and timely delivery of information resources. (2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.	Summer hours of operation are: Monday – Friday – 8 am to 5 pm Saturday & Sunday – Closed	

DRAFT LETTER

July 19, 2018

Nina Ouimette, EdD, MSN, RN-BC
Director of Nursing
Howard Payne University
1000 Fisk Street
Brownwood, Texas 76801

Dear Dr. Ouimette:

At the July 19-20, 2018 meeting, members of the Texas Board of Nursing discussed the Howard Payne University Proposal to Establish a New Baccalaureate Degree Nursing Education Program in Brownwood, Texas, and the report of the June 19, 2018 survey visit. The Board wishes to thank you, Ms. Laci Sutton, and Dr. Mark Tew 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 Howard Payne University to establish a new Baccalaureate Degree Nursing Education Program in Brownwood, Texas, and impose the condition/requirement 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 virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

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

Copy: Dr. Paul Armes, Interim President
Texas Higher Education Coordinating Board
Southern Association of Colleges and Schools Commission on Colleges

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Howard Payne University
Baccalaureate Degree Nursing Education Program
In Brownwood, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 19, 2018, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Howard Payne University proposal to establish a new Baccalaureate Degree Nursing Education Program in Brownwood, Texas, based upon the review of the proposal and survey visit report, 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 Howard Payne University in Brownwood, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Howard Payne University Baccalaureate Degree Nursing Education Program in Brownwood, Texas and imposes the following condition/requirement:

1. The program shall not admit more than one (1) cohort of thirty-five (35) students in August 2019, one cohort of forty-three (43) students in August 2020, and one (1) cohort of forty-eight (48) students each fall until the program achieves Full Approval from the Board.

Entered this 19th day of July, 2018

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