

**REPORT OF SURVEY VISIT  
 PATTY HANKS SHELTON SCHOOL OF NURSING, ABILENE, TEXAS  
 BACCALAUREATE DEGREE NURSING EDUCATION PROGRAM**

**SUMMARY OF REQUEST:**

Consider the report of the May 2, 2007 survey visit and the staff recommendation concerning commendations and recommendations to be met based on the outcome of the survey visit (See Attachment #2).

**HISTORICAL PERSPECTIVE:**

Year	BNE Approval Status	NCLEX-RN® Pass Rate	Number of First Time Candidates (Passed/Total)
2006	Full with Warning	76.92%	40/52
2005	Full	74.14%	43/58
2004	Full	87.50%	35/40

- The Patty Hanks Shelton School of Nursing is a nursing program that is a consortium of three parent institutions: Abilene Christian University, Hardin-Simmons University, and McMurry University. The program, previously known as Abilene Intercollegiate University, has been in existence since 1979.
- Due to a 74.14% pass rate on the 2005 NCLEX-RN® examination, the program submitted a self-study report that evaluated factors that contributed to graduates' performance and a description of corrective measures which have been implemented and are ongoing.
- In spite of implementing corrective measures, the 2006 NCLEX-RN® examination pass rate was 76.92%.
- At the February 2007 meeting, the Board of Nurse Examiners changed the approval status of the program from full to full with warning and authorized a survey visit.
- Board staff conducted a survey visit on May 2, 2007.

**SUMMARY OF SURVEY VISIT:**

Janice I. Hooper, PhD, RN and Virginia Ayars, BSN, RN conducted a Board-authorized survey visit to Patty Hanks Shelton School of Nursing on May 2, 2007 (see Attachment #2).

**Board staff:**

- Met with the College Administrators:
  - Dr. Janet Noles, Dean of Patty Hanks Shelton School of Nursing
  - Dr. Bill Ellis, Vice President, Hardin-Simmons University
  - Dr. Beverly Lenoir, Vice President, Abilene Christian University
  - Dr. Dwayne VanRheenen, Vice President, McMurry University;
- Met with Dr. Noles, Dean of the School of Nursing, and Dr. Souter, Director of the BSN Program;
- Interviewed both junior level and senior level nursing students;
- Interviewed nursing faculty;
- Attended a nursing class in session;
- Toured the school of nursing building;
- Reviewed documents and records;
- Conducted a summary conference with the College Administration.

**PROS AND CONS:**Pros:

- The three universities which form the consortium are extremely supportive to the School of Nursing and provide generous financial resources.
- The community is supportive and values the Patty Hanks Shelton School of Nursing.
- Dr. Janet Noles is the spokesperson for nursing in the community.
- The newly-constructed School of Nursing building and physical facilities are very impressive as they are state-of-the-art, modern, spacious and comfortable.
- Hendricks Medical Center used for much of the clinical experiences is next door to the School of Nursing. The Medical Center donates hospital equipment to the program for the skills lab.
- Board staff were impressed with the sound curriculum, organization of the program, documentation and data collection, and continual attention to maintaining a program that is current.
- Funds are available to employ three additional full time faculty at this time.
- Faculty development monies allow all faculty to attend workshops and conferences every year. In addition, experts in nursing education are brought to campus to provide professional development to the faculty as a whole.
- The faculty are reviewing the curriculum for changes which might facilitate better success of students on the NCLEX-RN® examination.
- The program has developed an elaborate tracking system to help determine admission criteria associated with success in the program and on the NCLEX-RN® examination.

Cons:

- There are a number of ESL students in the nursing program who have difficulty with reading comprehension.
- Students matriculate into the nursing courses from the three different universities, having taken their prerequisites from their home university. The equivalency of prerequisite courses is being studied.
- The majority of the students in the program are of traditional college age and some struggle with the seriousness of the nursing profession.
- The program has struggled with the question of which standardized examination to use at the end of the program to determine student's readiness for the NCLEX-RN® examination.

**STAFF RECOMMENDATION:**

Move to accept the report of the survey visit of Patty Hanks Shelton School of Nursing Baccalaureate Degree Nursing Education Program and issue the commendations and recommendations based on the outcome of the survey visit, as indicated in the attached letter (Attachment #1).

**DRAFT LETTER**

July 23, 2007

Sharon Souter, PhD, RN, Director  
Baccalaureate Degree Nursing Program  
Patty Hanks Shelton School of Nursing  
2149 Hickory Street  
Abilene, Texas 79601

Dear Dr. Souter:

At the July 19-20, 2007 meeting, the members of the Board of Nurse Examiners discussed the report of the survey visit conducted by board staff on May 2, 2007. The members of the Board wish to thank [ ] for being available to answer questions.

Based on the discussion and review of the documents, it was the decision of the Board to accept the report of the May 2, 2007 survey visit of the Patty Hanks Shelton School of Nursing Baccalaureate Degree Nursing Education and issue the following commendations and recommendations.

**Commendations:**

1. The administration of Hardin-Simmons University, Abilene Christian University, and McMurry University are commended for their support to Patty Hanks Shelton School of Nursing.
2. The Dean, Director and faculty of the Baccalaureate Nursing Education Program are commended for excellence in the nursing curriculum, evaluation processes and tools, documentation and data collection, and continuing implementation of measures to improve the success of the graduates on the NCLEX-RN® examination.

**Recommendations:**

1. The faculty are encouraged to develop a test pool of well-written test questions to be used in course examinations.
2. The faculty are encouraged to reconsider and develop policies about how the HESI will be included in the program requirements and how the results of the examination will be used toward graduation requirements.

A recommendation is a 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 any questions or if we may be of assistance to you in the future, please contact board staff at (512) 343-6147 or [janice.hooper@bne.state.tx.us](mailto:janice.hooper@bne.state.tx.us).

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Janice I. Hooper, PhD, RN  
Nursing Consultant for Education

copy: Dr. Bill Ellis, Provost & Chief Academic Officer, Hardin-Simmons University  
Dr. Beverly Lenoir, Vice President for Academic Affairs, McMurry University  
Dr. Dwayne Van Rhee, Provost, Abilene Christian University

**BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS  
 SURVEY VISIT PROGRAM REPORT  
 (RN and RN to BSN Education Programs)**

NAME OF NURSING PROGRAM: Patty Hanks Shelton School of Nursing

DEAN OR DIRECTOR: Sharon Souter, PhD, RN, BSN Program Director

DATE APPOINTED: September 2003

REASON FOR SURVEY: Program on Warning  
 Board-authorized visit

DATES: May 2, 2007

SURVEY VISITOR(S): Janice I. Hooper, PhD, RN; Virginia Ayars, BSN, RN

VOLUNTARY ACCREDITATION:

CCNE: YES  NO  PERIOD OF ACCREDITATION: From 1998 to 2009

TYPE OF ACCREDITATION (Initial, Full, Warning, etc.)

full

DATE OF MOST RECENT VISIT: November 1998

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
<b>§215.1 General Requirements</b>		
(a) The dean or director and faculty are accountable for complying with the Board's rules and regulations and the Nursing Practice Act.	Faculty stated they access Board's rules and regulations and the NPA on the BNE web site.	Criterion met.
<b>§215.4 Pass Rate of Graduates on the NCLEX-RN</b>		
(c)(2)(A) Eighty percent (80%) of first-time candidates who complete the program of study are required to achieve a passing score on the NCLEX-RN examination.	2005 - 74.14% 2006 - 76.92%	Program conducted Self Study dated February 1, 2006. Program placed on warning at February 2007 Board meeting.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<b>§215.5 Mission and Goals (Philosophy and Objectives)</b>		
(a) The philosophy/mission and objectives/outcomes of the professional nursing education program shall be consistent with the philosophy/mission of the governing institution. The shall reflect the diversity of the community served and shall be consistent with professional, educational, and ethical standards of nursing.	Patty Hanks Shelton School of Nursing is a consortium of three governing institutions in Abilene: Hardin-Simmons University, Abilene Christian University, and McMurry University. Philosophies of the institutions are consistent and the SON philosophy is derived from their missions. Their missions are based on Christian ideals and service.	Criterion met.
(b) Program objectives/outcomes derived from the philosophy/mission shall reflect the <i>Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/AND), Baccalaureate (BSN), September 2002.</i>	Program matched DELC objectives to course objectives for each nursing course.	Criterion met.
(c) Clinical objective/outcomes shall be stated in behavioral terms and shall serve as a mechanism for evaluating student progression.		Criterion met.
(d) The conceptual framework shall provide the organization of major concepts from the philosophy/mission of the program that provides the underlying structure or theme of the curriculum and facilitates the achievement of the program objectives/outcomes.	Major concepts identified in the philosophy are accountability; critical thinking; communication; creativity; self-direction; awareness of social, cultural, racial, and ethnic diversity; and holistic care.	Criterion met.
(e) The faculty shall periodically review the philosophy/mission and objectives/outcomes and shall make revisions to maintain currency.	Faculty last reviewed the philosophy/mission of the nursing program in September 2006. They are in the process of rewriting the mission statement.	Criterion met.
<b>§215.6 Administration and Organization</b>		
(a) The governing institution shall be accredited by a Board-recognized agency.  (b) There shall be an organizational chart which demonstrates the relationship of the professional nursing education program to the governing institution, and indicates lines of responsibility and authority.	The three governing institutions of the consortium are accredited by SACS.  Organization chart provided.	Criterion met.
(c) In colleges and universities, the program shall have comparable status with other academic units in such areas as rank, promotion, tenure, leave, benefits and professional development.	Though the SON is viewed as a separate entity, nursing faculty have the option of being on tenure track at Hardin-Simmons University.	Criterion met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(d) Salaries shall be adequate to recruit, employ, and retain sufficient qualified faculty members with graduate preparation and expertise necessary for students to meet program goals.	The governing institutions recently made funds available to the SON for merit bonuses for nursing faculty.	Criterion met.
(e) The governing institution shall provide financial support and resources needed to operate a program which meets the legal and educational requirements of the Board and fosters achievement of program goals. The financial resources shall support adequate educational facilities, equipment and qualified administrative and instructional personnel.	Dean, Director and faculty all stated that the available financial support meets all their needs.	Criterion met.
(f) Each professional nursing education program shall be administered by a qualified individual who is accountable for the planning, implementation and evaluation of the professional nursing education program. The dean or director shall: (1) hold a current license or privilege to practice as a registered nurse in the State of Texas; (2) hold a master's degree in nursing; (3) hold a doctoral degree, if administering a baccalaureate or master's degree program; (4) have a minimum of three years teaching experience in a professional nursing education program; and (5) have demonstrated knowledge, skills and abilities in administration within a professional nursing education program.	Dr. Souter possesses all required qualifications.	Criterion met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<b>§215.7 Faculty Qualifications and Faculty Organization</b>		
<p>(a) There shall be written personnel policies for nursing faculty that are in keeping with accepted educational standards and are consistent with those of the governing institution. Policies which differ from those of the governing institution shall be consistent with nursing unit mission and goals (philosophy and outcomes).</p> <p>(1) Policies concerning workload for faculty and the dean or director shall be in writing.</p> <p>(2) Sufficient time shall be provided faculty to accomplish those activities related to the teaching-learning process.</p> <p>(3) Teaching activities shall be coordinated among full-time, part-time faculty, clinical preceptors and clinical teaching assistants.</p> <p>(4) If the dean or director is required to teach, he or she shall carry a teaching load of no more than three clock hours per week.</p>	<p>Faculty Handbook for nursing faculty includes all required nursing policies. The workload for nursing faculty is the same as for faculty in the governing institutions and is satisfactory to faculty. Nursing faculty are credited contact hours for clinical supervision hour for hour.</p> <p>The director teaches one nursing course each semester.</p>	<p>Criterion met.</p>
<p>(b) A professional nursing education program shall employ sufficient faculty members with graduate preparation and expertise necessary to enable the students to meet the program goals. The number of faculty members shall be determined by such factors as:</p> <p>(1) The number and level of students enrolled;</p> <p>(2) The curriculum plan;</p> <p>(3) Activities and responsibilities required of faculty;</p> <p>(4) The number and geographic locations of affiliating agencies and clinical practice settings; and</p> <p>(5) The level of care and acuity of clients.</p>	<p>The SON has been advertising extensively and has funds to employ three additional nursing faculty. One current nursing faculty member is moving to Oklahoma this summer and has resigned.</p>	<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(c) Faculty Qualifications and Responsibilities</p> <p>(1) Documentation of faculty qualifications shall be included in the official files of the programs. Each nurse faculty member shall:</p> <p>(A) Hold a current license or privilege to practice as a registered nurse in the State of Texas;</p> <p>(B) Show evidence of teaching abilities and maintaining current knowledge, clinical expertise, and safety in subject area of teaching responsibility;</p> <p>(C) Hold a master's degree, preferably in nursing. A nurse faculty member holding a master's degree in a discipline other than nursing shall hold a bachelor's degree in nursing from an approved or accredited baccalaureate program in nursing; and</p> <p>(I) if teaching in a diploma or associate degree nursing program, shall have at least six semester hours of graduate level content in nursing appropriate to assigned teaching responsibilities, or</p> <p>(ii) if teaching in a baccalaureate level program, shall have at least 12 semester hours of graduate-level content in nursing appropriate to assigned teaching responsibilities.</p>	<p>All faculty members hold appropriate qualifications. There is one waived faculty member who is enrolled in the MSN program. Several of the faculty are enrolled in doctoral programs and stated they are supported in their pursuit of doctoral studies.</p>	<p>Criterion met.</p>
<p>(D) In fully approved programs, if an individual to be appointed as faculty member does not meet the requirements for faculty as specified in this subsection, the dean or director is permitted to petition for a waiver of the Board's requirements, according to Board guidelines, prior to the appointment of said individual.</p>		<p>N/A</p>
<p>(E) In baccalaureate programs, an increasing number of faculty members should hold doctoral degrees appropriate to their responsibilities.</p>		<p>Criterion met.</p>
<p>(2) All nursing faculty, as well as non-nursing faculty, who teach theory nursing courses, e.g., pathophysiology, pharmacology, research, management and statistics, shall have graduate level educational preparation verified by the program dean or director as appropriate to these areas of responsibility.</p>	<p>All faculty have appropriate preparation for their teaching assignments.</p>	<p>Criterion met.</p>
<p>(3) Non-nursing faculty assigned to teach didactic nursing courses shall be required to co-teach with nursing faculty in order to meet nursing course objectives.</p>		<p>N/A</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(d) Teaching assignments shall be commensurate with the faculty member's education and experience in nursing.		Criterion met.
(e) The faculty shall be organized with written policies and procedures and/or bylaws to guide the faculty and program's activities.	Policies, procedures and bylaws are included in the Faculty Handbook.	Criterion met.
(f) The faculty shall meet regularly and function in such a manner that all members participate in planning, implementing and evaluating the nursing program. Such participation includes, but is not limited to the initiation and/or change of academic policies, personnel policies, curriculum, utilization of affiliating agencies, and program evaluation. (1) Committees necessary to carry out the functions of the program shall be established with duties and membership of each committee clearly defined in writing. (2) Minutes of faculty organization and committee meetings shall document the reasons for actions and the decisions of the faculty and shall be available for reference.	Minutes for faculty meetings were reviewed for the past three years. Minutes provide evidence that faculty discuss issues and make decisions based upon evidence and data. Minutes for the past two years reflect the intensity of activities to improve the success of graduates on the NCLEX-RN examination.	Criterion met.
(g) There shall be written plans for faculty orientation, development, and evaluation. (1) Orientation of new faculty members shall be initiated at the onset of employment. (2) A program of faculty development shall be offered to encourage and assist faculty members to meet the nursing program's needs as well as individual faculty member's professional development needs. (3) A variety of means shall be used to evaluate faculty performance such as self, student, peer and administrative evaluation.	Written plans for faculty orientation, development and evaluation are included in the Faculty Handbook. New faculty expressed satisfaction with the orientation program and the use of faculty mentors. Generous funds for faculty development are available and faculty do take advantage of the opportunities. In addition, speakers have been brought to campus to allow all faculty to engage in professional development together. Additional funds are made available if faculty are presenting papers at conferences.	Criterion met.
<b>§215.8 Students</b>		
(a) Students shall have mechanisms for input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.	Students are assigned as representatives to committees. Students stated that faculty do make changes based upon student evaluations and feedback.	Criterion met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(b) The number of students admitted to the program shall be determined by the number of qualified faculty, adequate educational facilities and resources, and the availability of appropriate clinical learning experiences for students	The number of students enrolled has increased over the past five years. Presently there are over 140 students.	Criterion met.
(c) Written policies regarding nursing student admission and progression shall be developed and implemented in accordance with the requirements that the governing institution must meet to maintain accreditation. Student policies which differ from those of the governing institution shall be in writing and shall be made available to faculty and students.	Student Handbook contains stated policies. Faculty are collecting extensive data on admission criteria to correlate with graduate success on the NCLEX-RN. Some changes in admission requirements have already been approved for use in Fall 2007.	Criterion met.
(d) Policies shall facilitate mobility/articulation, be consistent with acceptable educational standards, and be available to students and faculty.		Criterion met.
(e) Students shall have the opportunity to evaluate faculty, courses, and learning resources and these evaluations shall be documented.	Course evaluations were reviewed.	Criterion met.
<p>(f) Individuals enrolled in approved professional nursing education programs preparing students for initial licensure shall be provided verbal and written information regarding conditions that may disqualify graduates from licensure and of their rights to petition the Board for a Declaratory Order of Eligibility. Required eligibility information includes:</p> <p>(1) Texas Occupations Code 301.252, 301.257 and 301.452 - .469; and</p> <p>(2) Sections 213.27 - 213.30 of the Texas Administrative Code (relating to Good Professional Character, Licensure of Persons with Criminal Convictions, Criteria and Procedure Regarding Intemperate Use and Lack of Fitness in Eligibility and Disciplinary Matters, Declaratory Order of Eligibility for Licensure).</p> <p>(g) The professional nursing education program shall maintain written receipt of eligibility notification for up to six months after the individual enrolled completes the nursing education program or permanently withdraws from the nursing education program.</p>		Criterion met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<b>§215.9 Program of Study</b>		
<p>(a) The program of study shall be:</p> <p>(1) at least the equivalent of two academic years and shall not exceed four calendar years;</p> <p>(2) planned, implemented, and evaluated by the faculty;</p> <p>(3) based on the philosophy/mission objectives/outcomes;</p> <p>(4) organized logically, sequenced appropriately;</p> <p>(5) based on sound educational principles;</p> <p>(6) designed to prepare graduates to practice according to the Standards of Nursing Practice as set forth in the Board's rules and Regulations; and</p> <p>(7) designed and implemented to prepare students to demonstrate the <i>Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002.</i></p>	<p>The curriculum is well organized, strong and based upon sound educational principles. Faculty are presently reevaluating the arrangement of courses and content based upon student performance and feedback.</p> <p>Students expressed concern about test questions on course exams. Some complaints were that questions do not always test over content presented in class and that students have difficulty distinguishing the correct response. The dean reported that faculty were engaged in a workshop about test question construction and have been collaborating in test development. A program goal is to develop a test pool of well-written test questions. Faculty recently selected a new blueprint format for testing and are piloting its use.</p>	<p>Criterion met.</p> <p><u>Recommendation #1:</u> The faculty are encouraged to develop a test pool of well-written test questions to be used in course examinations.</p>
<p>(b) There shall be a reasonable balance between non-nursing courses and nursing courses which are offered in a supportive sequence with rationale and are clearly appropriate for collegiate study.</p>	<p>Students take the first two years of support and prerequisite courses at the home institution before beginning the nursing courses at the SON.</p>	<p>Criterion met.</p>
<p>(c) There shall be a rationale for the ratio of contact hours assigned to classroom and clinical learning experiences. The recommended ration is three contact hours of clinical learning experiences for each contact hour of classroom instruction.</p>	<p>841 clinical hours are required in the program producing at least a 3:1 ratio on clinical courses.</p>	<p>Criterion met.</p>
<p>(d) The program of study should facilitate articulation among programs.</p>		<p>N/A</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(e) The program of study shall include, but not be limited to the following areas:</p> <p>(1) non-nursing courses, clearly appropriate for collegiate study, offered in a supportive sequence.</p> <p>(2) nursing courses which include didactic and clinical learning experiences in the four content areas, medical-surgical, maternal/child health, pediatrics, and mental health nursing that teach students to use a systematic approach to clinical decision making and prepare students to safely practice professional nursing through promotion, prevention, rehabilitation, maintenance, and restoration of the health of individuals of all ages.</p> <p>(A) Course content shall be appropriate to the role expectations of the graduate.</p> <p>(B) Professional values including ethics, safety, diversity, and confidentiality shall be addressed.</p> <p>(C) The Nursing Practice Act, Standards of Nursing Practice, Unprofessional Conduct Rules, Delegation Rules, and other laws and regulations which pertain to various practice settings shall be addressed.</p>		<p>Criterion met.</p>
<p>(e)(3) Nursing courses shall prepare students to recognize and analyze health care needs, select and apply relevant knowledge and appropriate methods for meeting the health care needs of individuals and families, and evaluate the effectiveness of the nursing care.</p>	<p>Student papers were reviewed which provided evidence of inclusion of stated content. The quality of student work is excellent.</p> <p>Students expressed concern about the recently adopted required HESI test and graduation requirement for a score of 900 on the HESI. Several students will not be able to graduate until they repeat the Process IV course and can score a 900 on the HESI exam.</p>	<p>Criterion met.</p> <p><u>Recommendation #2:</u> The faculty are encouraged to reconsider and develop policies about how the HESI will be included in the program requirements and how the results of the examination will be used toward graduation requirements.</p>
<p>(e)(4) Baccalaureate and entry-level master's degree programs in nursing shall include learning activities in basic research and management/leadership, and didactic and clinical learning experiences in community health nursing.</p>		<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(f) The learning experiences shall provide for progressive development of values, knowledge, judgment, and skills.</p> <p>(1) Didactic learning experiences shall be provided either prior to or concurrent with the related clinical learning experiences.</p> <p>(2) Clinical learning experiences shall be sufficient in quantity and quality to provide opportunities for students to achieve the stated outcomes.</p> <p>(3) Students shall have sufficient opportunities in simulated or clinical settings to develop manual technical skills, using contemporary technologies, essential for safe, effective nursing practice.</p> <p>(4) Learning opportunities shall assist students to develop communication and interpersonal relationship skills.</p>	<p>Clinical requirements are included within didactic courses. Faculty described clinical activities and areas for clinical experiences (making student assignments, supervision of students, student preparation, post conferences, etc.).</p> <p>A plan for the use of simulation in the nursing skills lab will be implemented in Fall 2007. The Dean has challenged faculty to write simulation scenarios during the summer months.</p>	<p>Criterion met.</p>
<p>(g) Faculty shall develop and implement evaluation methods and tools to measure progression of students' cognitive, affective and psychomotor achievements in course/clinical objectives according to Board guidelines.</p>	<p>Students are evaluated in four levels of clinical experiences: Process I, II, III and IV. Faculty are presently planning revision of clinical evaluation tools to include more progression of student behaviors across the curriculum.</p>	<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(h) Curriculum changes shall be developed by the faculty according to Board standards and shall include information outlined in the Board guidelines. The two types of curriculum changes are:</p> <p>(1) Minor curriculum changes not requiring prior Board staff approval, and may include:</p> <p>(A) editorial updates of philosophy/mission and objectives/outcomes; or</p> <p>(B) redistribution of course content or course hours</p> <p>(2) Major curriculum changes requiring Board staff approval prior to implementation, including:</p> <p>(A) changes in program philosophy/mission and objectives/outcomes which result in a reorganization or re-conceptualization of the entire curriculum, including but not limited to changing from a block to an integrated curriculum.</p> <p>(B) the addition of transition course(s), tracks/alternative programs of study, including MEEP, that provide educational mobility.</p> <p>(C) mobility programs desiring to establish a generic program are treated as a new program and the appropriate proposal should be developed.</p>	<p>Faculty are presently discussing making minor curriculum changes and discussed these with BNE staff.</p>	<p>Criterion met.</p>
<p>(l) All programs implementing a curriculum change shall provide an evaluation of the outcomes of these changes and submit with the Annual Report through the first graduating class.</p>		<p>N/A</p>
<p>(j) Documentation of Governing Institution approval or Texas Higher Education Coordinating Board approval must be provided to the Board prior to implementation of changes, as appropriate.</p>	<p>Changes in curriculum must go through approval in all three universities.</p>	<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(k) Nursing education programs that have full approval and are undergoing major curriculum changes shall submit an abbreviated proposal to the office for approval at least four (4) months prior to implementation. The abbreviated proposal shall contain at least the following:</p> <p>(1) new and old philosophy/mission, major concepts, program objectives/outcomes, course objectives/outcomes;</p> <p>(2) new and old curriculum plans;</p> <p>(3) clinical evaluation tools for each clinical course; and</p> <p>(4) additional information as requested in order to provide clarity for Board staff.</p>		<p>Program is aware of these requirements.</p>
<p>(l) Nursing education programs not having full approval but proposing a major curriculum change shall submit a full curriculum change proposal and meet the requirements as outlined in 215.9(h).</p>		
<p><b>§215.10 Management of Clinical Learning Experiences and Resources</b></p>		
<p>(a) In all cases faculty shall be responsible and accountable for managing clinical learning experiences and observational experiences of students.</p>	<p>Students spoke positively of the clinical experiences. Ratios of faculty to students in clinical areas vary from 1:8 to 1:4.</p>	<p>Criterion met.</p>
<p>(b) Faculty shall develop criteria for the selection of affiliating agencies/clinical facilities or clinical practice settings which address safety and the need for students to achieve the program outcomes (goals) through the practice of nursing care or observational experiences.</p>		<p>Criterion met.</p>
<p>(c) Faculty shall select and evaluate affiliating agencies/clinical facilities or clinical practice settings which provide students with opportunities to achieve the goals of the program.</p> <p>(1) Written agreements between the program and the affiliating agencies shall specify the responsibilities of the program to the agency and the responsibilities of the agency to the program.</p> <p>(2) Agreements shall be reviewed periodically and include provisions for adequate notice of termination.</p>		<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(d) The faculty member shall be responsible for the supervision of students in clinical learning experiences.</p> <p>(1) When a faculty member is the only person officially responsible for a clinical group, the group shall total no more than ten (10) students. Patient safety shall be a priority and may mandate lower ratios, as appropriate. The faculty member shall supervise that group in only one facility at a time, unless some portion or all of the clinical group are assigned to observational experiences in additional settings.</p> <p>(2) Direct faculty supervision is not required for an observational experience.</p> <p>(A) Observational experiences may be used to supplement, but not replace patient care experiences, and must serve the purpose of student attainment of clinical objectives.</p> <p>(B) Observational experiences shall comprise no more than 20% of the clinical contact hours for a course and no more than 10% of the clinical contact hours for the program of study.</p>		Criterion met.
<p>(e) Faculty may use clinical preceptors or clinical teaching assistants to enhance clinical learning experiences and to assist faculty in the clinical supervision of students.</p> <p>(1) Faculty shall develop written criteria for the selection of clinical preceptors and clinical teaching assistants.</p> <p>(2) When clinical preceptors or clinical teaching assistants are used, written agreements between the professional nursing education program, clinical preceptor or clinical teaching assistant, and the affiliating agency, when applicable, shall delineate the functions and responsibilities of the parties involved.</p> <p>(3) Faculty shall be readily available to students and clinical preceptors or clinical teaching assistants during clinical learning experiences.</p> <p>(4) The designated faculty member shall meet periodically with the clinical preceptors or clinical teaching assistants and student(s) for the purpose of monitoring and evaluating learning experiences.</p> <p>(5) Written clinical objectives shall be shared with the clinical preceptors or clinical teaching assistants prior to or concurrent with the experience.</p>	<p>Clinical preceptors are used exclusively in the last clinical course. Appropriate preceptor policies and guidelines were reviewed. Preceptors participate in clinical evaluation of students. Faculty make visits during the precepting experience.</p>	Criterion met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(f) Clinical preceptors may be used to enhance clinical learning experiences after a student has received clinical and didactic instruction in all basic areas of nursing or within a course after a student has received clinical and didactic instruction in the basic areas of nursing for that course or specific learning experience.</p> <p>(1) In courses which use clinical preceptors for a portion of clinical learning experiences, faculty shall have no more than 12 students in a clinical group.</p> <p>(2) In a course which uses clinical preceptors as the sole method of student instruction and supervision in clinical settings, faculty shall coordinate the preceptorship for no more than 24 students.</p> <p>(3) The preceptor may supervise student clinical learning experiences without the physical presence of the faculty member in the affiliating agency or clinical practice setting.</p> <p>(4) The preceptor shall be responsible for the clinical learning experiences of no more than two students per clinical day.</p>		Criterion met.
<p>(5) Clinical preceptors shall have the following qualifications:</p> <p>(A) competence in designated areas of practice;</p> <p>(B) philosophy of health care congruent with that of the nursing program; and</p> <p>(C) current licensure or privilege as a registered nurse in the State of Texas; or</p> <p>(D) if not a registered nurse, a current license in Texas as a health care professional with a minimum of a bachelor's degree in that field.</p>	All preceptors meet qualifications.	Criterion met.
<p>(g) Clinical teaching assistants may assist qualified, experienced faculty with clinical learning experiences.</p>		N/A

<p>(1) In clinical learning experiences where a faculty member is supported by a clinical teaching assistant, the ratio of faculty to students shall not exceed 2:15 (faculty plus clinical teaching assistant: student).</p> <p>(2) Clinical teaching assistants shall supervise student clinical learning experiences only when the qualified and experienced faculty member is physically present in the affiliating agency or alternative practice setting.</p> <p>(3) When acting as a clinical teaching assistant, the RN shall not be responsible for other staff duties, such as supervising other personnel and/or patient care.</p>		N/A
<p>(4) Clinical teaching assistants shall meet the following criteria:</p> <p>(A) hold a current license or privilege to practice as a registered nurse in the State of Texas;</p> <p>(B) hold a bachelor's degree in nursing from an accredited baccalaureate program in nursing; and</p> <p>(C) have the clinical expertise to function effectively and safely in the designated area of teaching.</p>		
<p><b>§215.11 Facilities, Resources, and Services</b></p>		
<p>(a) The governing institution shall be responsible for providing:</p> <p>(1) educational facilities,</p> <p>(2) resources, and</p> <p>(3) services which support the effective development and implementation of the nursing education program.</p>	<p>The SON is located in a beautiful and spacious new state-of-the-art building which was provided through private donations. All furnishings and equipment provide a most comfortable learning environment. The nursing skills lab is exceptionally well furnished. The hospital donates furnishings regularly to the program.</p>	<p>Criterion met.</p>
<p>(b) The dean or director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>		<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(c) 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.</p> <p>(1) The dean or director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and 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>The Dean, Director and all faculty have private offices with ample storage in all areas.</p> <p>Classrooms include wireless equipment. Classrooms are all dedicated to the nursing programs and furnished with tables and chairs.</p>	<p>Criterion met.</p>
<p>(d) 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, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p>	<p>Students not only have access to the libraries at the three home universities, but also a library consortium with online access to journals. There is also a reading area in the SON with volumes and journals. A computer lab is available for nursing students.</p>	<p>Criterion met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<b>§215.12 Records and Reports</b>		
<p>(a) Accurate and current records shall be maintained in a confidential manner and be accessible to appropriate parties. These records shall include, but are not limited to:</p> <ul style="list-style-type: none"> <li>(1) records of current students;</li> <li>(2) transcripts/permanent record cards of graduates</li> <li>(3) faculty records;</li> <li>(4) administrative records, which include minutes of faculty meetings for the past three years, annual reports, and school catalogs;</li> <li>(5) the current program of study and curriculum including mission and goals (philosophy and outcomes), and course outlines;</li> <li>(6) agreements with affiliating agencies; and</li> <li>(7) the master plan of evaluation with most recent data collection.</li> </ul>		Criterion met.
<p>(b) Records shall be safely stored to prevent loss, destruction, or unauthorized use.</p>		Criterion met.
<p>(c) Copies of the program's Annual Reports and important Board communication shall be maintained as appropriate.</p>		Criterion met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<b>§215.13 Total Program Evaluation</b>		
<p>(a) There shall be a written plan for the systematic evaluation of the total program. The plan shall include evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and instructional effectiveness. The following broad areas shall be periodically evaluated:</p> <p>(1) organization and administration of the program;</p> <p>(2) philosophy/mission and objectives/outcomes;</p> <p>(3) program of study, curriculum, and instructional techniques;</p> <p>(4) education facilities, resources, and services;</p> <p>(5) affiliating agencies and clinical learning activities;</p> <p>(6) students' achievement;</p> <p>(7) graduates' performance on the licensing examination;</p> <p>(8) graduates' nursing competence;</p> <p>(9) faculty members' performance; and</p> <p>(10) extension programs.</p>	<p>Evidence that the Total Program Evaluation plan is used on a regular basis is provided in the minutes and regular updating of the Plan.</p>	<p>Criterion met.</p>
<p>(b) All evaluation methods and instruments shall be periodically reviewed for appropriateness.</p>		<p>Criterion met.</p>
<p>(c) Implementation of the plan for total program evaluation shall be documented in the minutes.</p>		<p>Criterion met.</p>
<p>(d) Major changes in the nursing education program shall be evidence-based and supported by rationale.</p>		<p>Criterion met.</p>