

**PROPOSAL TO ESTABLISH A NEW NURSING EDUCATIONAL PROGRAM  
CONCORDIA UNIVERSITY TEXAS IN AUSTIN, TEXAS  
BACCALAUREATE DEGREE NURSING EDUCATIONAL PROGRAM**

**SUMMARY OF REQUEST:**

Consider the Concordia University Texas in Austin, Texas proposal to establish a new Baccalaureate Degree Nursing (BSN) Educational Program and the report of a survey visit (See Attachment #1). The final revised proposal was sent to members of the Texas Board of Nursing (BON or Board) under separate cover. A notice of public hearing has been posted (See Attachment #2).

**HISTORICAL PERSPECTIVE:**

- Concordia University Texas is owned and operated by The Lutheran Church - Missouri Synod and is a member institution of the Concordia University System, originally formed in 1992.
- Concordia University Texas has an eighty-four (84) year history in Austin, Texas as it was founded in 1926.
- Concordia University Texas operated in downtown Austin for eighty-two (82) years and moved to the present campus location in northwest Austin in July 2008.
- Concordia University Texas has degree-granting authority from the State of Texas, the Southern Association of Colleges and Schools, and The Lutheran Church - Missouri Synod.
- Concordia University Texas is a private, Lutheran, coeducational institution of liberal arts and sciences offering undergraduate and graduate degrees within the framework of its mission of *Developing Christian Leaders*.
- On August 4, 2009, after several preliminary consultation visits with Board staff, Concordia University Texas officially began the proposal approval process by submitting a written proposal to establish a BSN Educational Program in Austin, Texas.
- Joy Hinson Penticuff, PhD, RN the author of the proposal, has been identified as the prospective dean/director of the proposed program.
- A site visit was conducted on March 5, 2010 by Board staff Virginia D. Ayars, MS, RN and Paul Waller, PhD, RN.

**SUMMARY OF PROPOSAL:**

Overview of the Proposal:

- Concordia University Texas has made every effort to develop the proposal according to Rule 215 and BON guidelines.
- According to a March 2, 2010 letter from Michael De Long, Policy Program Specialist, Career Schools and Colleges, Texas Workforce Commission (TWC), Concordia University Texas is exempt from TWC approval as it is a private or independent institution of higher education.
- The program is projecting an initial enrollment in summer 2010 of thirty (30) students.
- The proposed program of study will include one hundred forty-one (141) semester hours of coursework in a four (4) year, nine (9) semester program. The pre-nursing sequence of humanities and science prerequisite courses will be completed in the freshman and sophomore years [seventy-two (72) semester hours]. The professional nursing sequence of courses [sixty-three (63) semester hours] and two (2) co-requisite courses [six (6) semester hours] will be taken in the junior and senior years.

#### Present and Anticipated Need for the Program:

- Evidence presented in the proposal indicates that there is sufficient student demand for the proposed program and strong employment needs for the program's future graduates.
- Letters of support for the proposed program from a variety of healthcare facilities in Central Texas, as well as community leaders, were included in the proposal.

#### Availability of Clinical Sites:

- There are three (3) other professional nursing educational programs in the greater Austin area: the University of Texas at Austin, Texas State University - San Marcos, and Austin Community College. Concordia University Texas will collaborate with the other nursing programs to identify available in-patient clinical placements in the Austin area by utilizing the Centralized Clinical Placement System (CCPS).
- Clinical facilities have indicated their ability to provide clinical experiences for students enrolled in this program.
- A sample signed clinical agreement is included in the proposal.

#### Availability of Faculty:

- Two (2) qualified full-time faculty, both doctorally prepared, were hired August 1, 2009 to begin the program.
- Sixteen (16) additional prospective applicants have expressed an interest in faculty positions, and CVs from fourteen (14) applicants are included in the proposal documents.

#### Financial Support and Resources:

- The President and the Board of Regents of Concordia University Texas have pledged their commitment to nursing as a priority of the university and budget allocations have been generous and flexible.

#### Applicant Pool:

- The potential student population will be recruited through the Department of Admissions of Concordia University Texas.
- Admissions counselors are on campus and also travel state- and nation- wide to high school campuses recruiting students.
- Students at Austin Community College will be considered a rich applicant pool and will be offered a seamless articulation to transfer into the nursing program.
- Other methods of recruitment include advertising in newsletters of central Texas hospitals.

#### Faculty and Student Handbooks:

- A faculty handbook and a student handbook for the new program have been developed and reviewed by board staff.

#### Curriculum:

- The curriculum focuses on students' achievement of the essential competencies for entry into professional nursing identified by the Institute of Medicine (IOM), the American Association of Colleges of Nursing (AACN), and the Texas BON.
- Two (2) additional concepts that reflect Concordia's overall mission of leadership and service are integrated into the curriculum: Reflective Practice and the Modeling and Role Modeling paradigm.
- Two (2) co-requisite Religion courses developed specifically for the nursing program, REL3310X Christian Foundations of Health Care Ethics and REL 4310 Faith Traditions and End-of-Life Care, will be taught in the junior and senior years.

#### Clinical Learning Experiences:

- The affiliate agencies of Seton Family of Hospitals and St. David's Health Care System Hospitals will provide clinical learning experiences. Documentation of agreement from both affiliate agencies are included in the appendices of the proposal.
- All skills laboratory clinical learning experiences will be conducted at the Clinical Education Center at Brackenridge Seton Family of Hospitals in Austin, Texas.

Student Support Services:

- Comprehensive student support services are available for students on the campus.

Records and Reports:

- Adequate provisions for records and reports have been included.
- Student academic records will be managed and controlled by the Registrar's office. All files are stored electronically in the Banner data management system and hard copies are maintained in locked filing cabinets in the Registrar's Office.
- Department of Nursing records and reports will be maintained electronically. Hard copies will be kept locked in fire-proof filing cabinets in the locked storage room of the Office of the Nursing Program Coordinator.

Total Evaluation Plan:

- The Total Evaluation Plan provides all required elements.
- Numerical benchmarks will need to be included/ revised as data is collected after the program is implemented.

**SUMMARY OF SITE VISIT:**

- Dr. Joy Penticuff provided an extensive tour of the Concordia University Texas campus to Board visitors. President of the University, Dr. Tom Cedel, expressed his enthusiasm regarding the proposed nursing program of study to Board visitors. The tour of the current classrooms and administrative offices provided additional information to Board staff.
- A report of the survey visit is included in this document.

**PROS AND CONS:**

Pros:

- Concordia University Texas has been diligent in its efforts to formulate an exemplary proposal to establish a new baccalaureate degree nursing educational program addressing all requirements and receive approval from the Board. The university has responded in a timely manner to all questions and recommendations offered by Board staff.
- Concordia University Texas is exempt from approval by the Texas Workforce Commission (TWC).
- A highly qualified director and at least two (2) highly qualified core nursing faculty have been identified for the proposed program.
- The proposed program of study/curriculum meets the requirements of Rule 215.
- Adequate clinical facilities for clinical learning experiences have been secured for the program.
- Adequate budget projections to operate the program and acquire the necessary facilities, resources and services were included in the proposal.
- The proposal includes innovative models of nursing education such as a medical mission experience with Spanish-speaking clients in Mexico or Central or South America.

Cons:

- None identified.

**STAFF RECOMMENDATION:**

Move to grant initial approval for Concordia University Texas Baccalaureate Degree Nursing Educational Program in Austin, Texas to establish a new professional nursing educational program based upon the proposal and findings from the survey visit and issue commendations as indicated in the attached letter (Attachment #3).

**TEXAS BOARD OF NURSING  
SURVEY VISIT PROGRAM REPORT**

NAME OF NURSING PROGRAM: Concordia University Texas in Austin, Texas

DEAN OR DIRECTOR: Proposed Director: Joy Hinson Penticuff, PhD, RN

REASON FOR SURVEY: New Program Survey

DATE: March 5, 2010

SURVEY VISITOR(S): Virginia D. Ayars, MS, RN, Board Staff  
Paul Waller, PhD, RN, Board Staff

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>§215.11 Facilities, Resources, and Services</b>		
(a) The controlling agency/governing institution shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the nursing education program.	Strong administrative support was evident during the survey visit. Visitors met with the university president, Dr. Tom Cedel.	Criteria met.
(b) An appropriately equipped skills laboratory shall be provided to accommodate 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.	All skills laboratory learning experiences will be conducted at the Clinical Education Center at Brackenridge Seton Family of Hospitals, Austin, Texas.	Criteria met.



<b>§215.12 Records and Reports</b>		
<p>(a) Accurate and current records shall be maintained for a minimum of two (2) years in a confidential manner and be accessible to appropriate parties, including Board representatives. These records shall include, but are not limited to:</p> <p>(1) records of current students;</p> <p>(2) faculty records;</p> <p>(3) administrative records, which include minutes of faculty meetings for the past three years, and school catalogs;</p> <p>(4) the current program of study and curriculum including mission and goals (philosophy and outcomes), and course outlines;</p> <p>(5) agreements with affiliating agencies; and</p> <p>(6) the master plan of evaluation with most recent data collection.</p>	<p>Both electronic and hard copy maintenance and storage of documents were discussed during the survey visit.</p>	<p>Criteria met.</p>
<p>(b) Record forms may be developed by an individual school.</p>	<p>Discussed during survey visit.</p>	<p>Criteria met.</p>
<p>(c) Hospital employment forms are not to be used for student records.</p>	<p>Discussed during survey visit.</p>	<p>Criteria met.</p>
<p>(d) Records shall be safely stored to prevent loss, destruction, or unauthorized use.</p>	<p>See (a) above.</p>	<p>Criteria met.</p>
<p>(e) Copies of the program's Texas Board of Nursing Educational Program Information Survey (NEPIS), Compliance Audit of the Nursing Educational Program (CANEP), and important Board communication shall be maintained as appropriate.</p>	<p>Discussed during survey visit.</p>	<p>Criteria met.</p>

**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 Concordia University Texas  
To Establish A  
Baccalaureate Degree Nursing Educational Program  
in Austin, Texas

Date and Time: April 22, 2010 at 10:45 AM  
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 April 8, 2010.

Address written testimony to:  
Katherine Thomas, MN, RN, Executive Director  
Texas Board of Nursing  
333 Guadalupe Street, Suite 3-460  
Austin, Texas 78701-3942

April 22, 2010

Joy Hinson Penticuff, PhD, RN  
Professor, Director, Nursing Program Development  
Concordia University Texas  
11400 Concordia University Drive  
Austin, TX 78726

Dear Dr. Penticuff:

At the April 22-23, 2010 meeting, members of the Texas Board of Nursing (BON or Board) discussed the Concordia University Texas Proposal to Establish a New Baccalaureate Degree Nursing Educational Program in Austin, Texas, and the report of the March 5, 2010 survey visit. The members of the Board wish to thank you, Dr. Tom Cedel, and . . . . for being present to answer questions.

As indicated by the enclosed order, the Board takes pleasure in informing you that based upon the discussion and review of documents, it was the Board's decision to grant Initial Approval to Concordia University Texas in Austin, Texas, and allow admission of students beginning in August 2010, and issue the following commendations. The program has Board approval to implement the program with the initial enrollment of two (2) cohorts of students of thirty (30) students each during the first year of the program.

**Commendations:**

The school and the author of the proposal are commended for the well-written proposal and the timely response to all requests by Board staff for additional information regarding the proposal document.

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,

Linda R. Rounds, PhD, RN, FNP  
President

Virginia D. Ayars, MS, RN  
Nursing Consultant for Education

copy: Dr. Tom Cedel, President, Concordia University Texas  
Southern Association of Colleges and Schools

Enclosure

**Texas Board of Nursing  
333 Guadalupe Street, Suite 3-460  
Austin, Texas 78701-3942**

BEFORE THE BOARD OF NURSING  
IN AND FOR THE STATE OF TEXAS

In the matter of the proposal of Concordia University Texas

For approval to implement a Baccalaureate Degree Nursing Educational Program

ORDER OF THE BOARD

TO: Concordia University Texas in Austin, Texas

The Board of Nursing in and for the State of Texas in a regularly scheduled meeting, held on the 22nd day of April 2010, considered the proposal for authority to implement a Baccalaureate Degree Nursing Educational Program and obtain Approval from the Board, pursuant to Section 301.157, Texas Occupations Code.

At the meeting, Linda R. Rounds, PhD, RN, FNP, President of the Board, presided and the following members were present:

Deborah Hughes Bell, CLU, ChFC, Consumer Member  
Kristin K. Benton, RN, MSN, Representing LVN Education  
Patricia "Patti" Clapp, BA, Consumer Member  
Tamara Cowen, MSN, RN, Representing RN Practice  
Sheri Denise Crosby, JD, SPHR, Consumer Member  
Marilyn J. Davis, RN, BSN, MPA, Representing RN Practice  
Blanca Rosa Garcia, PhD, RN, Representing ADN Programs  
Richard Robert Gibbs, LVN, Representing LVN Practice  
Kathy Leader-Horn, LVN, Representing LVN Practice  
Josefina Lujan, PhD, RN, Representing BSN Programs  
Beverly Jean Nutall, LVN, Representing LVN Practice  
Mary Jane Salgado, MEd, Consumer Member

The Board reviewed the proposal of the above school and after having discussed the proposal in an open public meeting, the Board makes the following findings:

Findings:

1. That a written proposal has been filed with said Board.
2. That a public meeting on said proposal was held to take testimony and evidence by the Board.
3. That the written proposal does meet the minimum requirements for proceeding with the development of an approved baccalaureate degree nursing educational program offering.

ORDER

NOW THEREFORE, IT IS ORDERED THAT, the proposal of Concordia University Texas in Austin, Texas, is approved, having been found to comply with minimum requirements for establishing a Baccalaureate Degree Nursing Educational Program to prepare professional nurses.

DATED THIS 22<sup>nd</sup> day of April, 2010.

THE BOARD OF NURSING IN AND  
FOR THE STATE OF TEXAS

Seal

By: \_\_\_\_\_

Linda R. Rounds, PhD, RN, FNP

President