

**Consideration of Change in Approval Status  
From Full Approval to Full Approval with Warning  
Chamberlain College of Nursing in Houston, Texas  
Baccalaureate Degree Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for the Chamberlain College of Nursing Baccalaureate Degree Nursing (BSN) Education Program in Houston, Texas, from Full Approval to Full Approval with Warning based upon the 2015 NCLEX-RN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 215.

**Historical Perspective:**

- The Chamberlain College of Nursing BSN Program was approved at the January 2011 Board meeting and enrolled the first cohort of students in February 2011.
- Leslie Pafford, PhD, RN, APRN, FNP-BC was approved to serve as Program Director on December 2, 2015 and meets all requirements of Board Rule 215.6.
- The college is regionally accredited by the Higher Learning Commission through 2025. The BSN program is accredited by the Commission on Collegiate Nursing Education through December 31, 2024.
- The NCLEX-RN® examination pass rates for the past four (4) years are included in the table below:

<b>Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2015	Full	66.99%	69/103
2014	Full	78.26%	54/69
2013	Full	87.50%	14/16
2012	Initial	New Program	

- Due to the 2014 NCLEX-RN® examination pass rate of 78.26%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2015 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-RN® examination and a description of the corrective measures to be implemented.
- The Education Consultants conducted a conference call with the Program Director and faculty members on February 25, 2015, to discuss the process of developing the SSR. A comprehensive, in-depth SSR was received in the Board office on April 15, 2015.
- The Program Director and faculty members identified four (4) issues in the SSR that may have contributed to the NCLEX-RN® pass rate falling below 80%:

- Dependence on a vendor exit exam to identify student readiness for success on the NCLEX-RN®;
- Insufficient full-time faculty to meet the needs of Chamberlain's Houston students;
- Insufficient space for the Center for Academic Success; and
- Insufficient student support staff for the Center for Academic Success.
- On December 11, 2015, the Education Consultants conducted a telephone conference with the Program Director concerning changing the program's approval status from Full Approval to Full Approval with Warning at the Board meeting on January 21, 2016. The conference call provided an opportunity for Board Staff and program administrators to discuss the process and implications of the warning status.
- The Chamberlain College of Nursing BSN Program has provided a response letter to be included with the Board report (See Attachment #1).

**Rationale for Recommendations:**

Rule 215.4(c)(3)(A) states: "A warning may be issued to a program when the pass rate of first-time NCLEX-RN® candidates ... is less than 80% for two (2) consecutive years..."

The Education Guideline for writing a Self-Study Report requires that "The effects of the corrective measures should be evaluated as a part of the Total Program Evaluation Plan".

**Staff Recommendation:**

Move to change the approval status for the Chamberlain College of Nursing Baccalaureate Degree Nursing Education Program in Houston, Texas, from Full Approval to Full Approval with Warning based upon the 2015 NCLEX-RN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 215 (See Attachment #2).

December 18, 2015

Virginia D. Ayars, EdD, MS, RN, CNE

Nursing Consultant for Education

Texas State Board of Nursing

333 Guadalupe Street, Suite 3-460

Austin, Texas 78701-3942

Dear Dr. Ayars,

This letter is in response to the proposed status change of the Chamberlain College of Nursing Baccalaureate of Science in Nursing (BSN) degree program in Houston, Texas from Full Approval to Full Approval with Warning based upon the 2015 NCLEX-RN® examination pass rate. Chamberlain understands that the Houston campus will be placed on the Consent Agenda of the Texas Board of Nursing meeting on January 21, 2016.

The faculty has been working diligently to address the NCLEX-RN examination pass rate as evidenced by the table for Corrective Measures below.



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Table of Corrective Measures

Factor	Corrective Measures	Time Line	Outcome Evaluation Strategy
<p>Dependence on a vendor Exit Exam to identify student readiness for success on NCLEX-RN</p>	<ul style="list-style-type: none"> <li>• To be more student-centric and less reliant on a vendor product, Chamberlain has implemented the Chamberlain Care Student Success Model.</li> <li>• A team of Academic Success Specialists, six masters and doctorate-prepared fulltime faculty were hired. One Academic Success Specialist is assigned to the Houston campus.</li> <li>• Students are assessed                             <ul style="list-style-type: none"> <li>○ upon admission (using ETS Navigator)</li> <li>○ mid-curriculum</li> <li>○ end of the curriculum</li> </ul> </li> <li>• Live NCLEX Review (Success Sessions) are provided                             <ul style="list-style-type: none"> <li>○ mid-curriculum in NR325 (Adult Health)</li> <li>○ end of the curriculum in NR452 (Capstone)</li> </ul> </li> <li>• Success Sessions are customized and individualize to student need and focused on NCLEX success strategies</li> <li>• Students are supported post-graduation with weekly contact by campus faculty and colleagues.</li> </ul>	<p>The Chamberlain Care Student Success model was launched in May 2015.</p> <p>Continue to monitor and respond to student assessments every 8 week session.</p>	<p>Student satisfaction scores increased 13% from September 2014 to September 2015.</p> <p>Continue to evaluate student satisfaction every 6 months.</p> <p>Anticipated improvement of NCLEX-RN scores &gt; 80% of graduates after one year implementation of the Chamberlain Care Student Success Model.</p>
<p>Insufficient full-time faculty</p>	<ul style="list-style-type: none"> <li>• The current enrollment is 411 students. The program has 13 full-time faculty, and over 50 clinical visiting professors (adjunct faculty).</li> <li>• Class sizes are limited to 40 students per section.</li> <li>• Clinical faculty/student ratio remains no more than 1 faculty to 8 students.</li> </ul>	<ul style="list-style-type: none"> <li>• Currently all FT faculty positions are filled.</li> <li>• FT faculty ratio will remain 1 FT faculty to 30-32 students</li> </ul>	<p>Student satisfaction scores increased 13% from September 2014 to September 2015.</p> <p>Continue to evaluate student satisfaction every 6 months.</p> <p>Anticipated improvement of NCLEX-RN scores &gt; 80% of graduates.</p>



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<p>Faculty development focused on student NCLEX-RN success</p>	<ul style="list-style-type: none"> <li>• Dr. Mary Yoho conducted a test item writing faculty workshop for the Houston and Pearland faculty.</li> <li>• Dr. Tim Bristol conducted an all-day faculty workshop on innovative teaching strategies and NCLEX-RN success for the Houston, Pearland, and Irving faculty at the Houston campus.</li> <li>• Faculty are provided \$1500 annually for faculty development</li> </ul>	<ul style="list-style-type: none"> <li>• May 22, 2015</li> <li>• December 4, 2015</li> <li>• Ongoing – several faculty have attended conference and several are scheduled for spring 2016.</li> </ul>	<p>Anticipated improvement of NCLEX-RN scores &gt; 80% of graduates.</p>
<p>Insufficient student support staff in Center for Academic Success (CAS)</p>	<ul style="list-style-type: none"> <li>• CAS manager position posted, currently covered by the Associate Dean of Academic Operations.</li> <li>• 1 peer tutor and 1 tutor position open, currently interviewing candidates.</li> <li>• 2 visiting professors covering the tutor open position. Will keep the visiting professors in CAS after tutor is hired.</li> <li>• Workshops have expanded</li> <li>• CAS open Monday-Friday and evenings.</li> </ul>	<ul style="list-style-type: none"> <li>• CAS manager and tutor positions are posted and qualified applicants are being interviewed</li> <li>• CAS will continue to offer student tutoring and workshops while actively filling open positions.</li> </ul>	<p>Student satisfaction scores increased 13% from September 2014 to September 2015. Continue to evaluate student satisfaction every 6 months.</p> <p>Anticipated improved student satisfaction scores and &gt; 80% of graduates passing NCLEX-RN.</p>
<p>Leadership stability</p>	<ul style="list-style-type: none"> <li>• Dr. Mary Yoho returned to the campus as interim campus president on February 4, 2015.</li> <li>• Dr. Leslie Pafford was approved by the Texas Board of Nursing as campus president on December 2, 2015.</li> <li>• 90 day orientation plan was submitted to the Texas Board of Nursing to assure a thorough transition for Dr. Pafford.</li> <li>• Dr. Pafford had been assigned an experienced Chamberlain campus president as her mentor.</li> <li>• Dr. Yoho continues to assist Dr. Pafford during her orientation.</li> </ul>	<ul style="list-style-type: none"> <li>• Dr. Pafford will continue orientation through March 2, 2016.</li> <li>• Dr. Pafford will be attending the Texas Board of Nursing dean and director orientation.</li> </ul>	<p>Anticipated improved student satisfaction scores and &gt; 80% of graduates passing NCLEX-RN.</p>



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CAS, Center for Academic Success; ETS, Educational Testing Service; NCLEX-RN, National Council Licensure Exam for Registered Nursing

Chamberlain tracks student success throughout the program utilizing the Chamberlain Care Student Success Model. The faculty have received development packets and meet monthly to discuss best practices and share teaching strategies. Both student success and NCLEX-RN pass rates are a campus focused priority. The academic team, campus leaders and faculty believe the Corrective Measures will lead to an NCLEX pass rate above 80%. The continuous support and guidance of the Texas Board of Nursing is appreciated!

Sincerely,



Leslie Pafford, PhD, RN, APRN, FNP-BC

Chamberlain College of Nursing, Houston Campus President

11025 Equity Drive

Houston, Texas 77041

713-277-9810

lpafford@chamberlain.edu



DRAFT LETTER

January 25, 2016

Leslie Pafford, PhD, RN, APRN, FNP-BC  
Campus President  
Chamberlain College of Nursing  
11025 Equity Drive  
Houston, TX 77041

Dear Dr. Pafford:

At the January 21-22, 2016 meeting, members of the Texas Board of Nursing (Board) discussed the approval status of the Chamberlain College of Nursing Baccalaureate Degree Nursing Education Program in Houston, Texas, based upon the 2015 NCLEX-RN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Chamberlain College of Nursing Baccalaureate Degree Nursing Education Program in Houston, Texas, from Full Approval to Full Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may offer assistance, please contact Board Staff at [Virginia.ayars@bon.texas.gov](mailto:Virginia.ayars@bon.texas.gov) or 512-305-7660.

Sincerely,

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

Copy: Dr. Susan Groenwald, President  
Commission on Collegiate Nursing Education

## BEFORE THE TEXAS BOARD OF NURSING

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### ORDER OF THE BOARD

In the Matter of  
Chamberlain College of Nursing  
Baccalaureate Degree Nursing Education Program  
Houston, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 21, 2016, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Chamberlain College of Nursing Baccalaureate Degree Nursing Education Program in Houston, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon the 2015 NCLEX-RN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 215.

Representatives from the Chamberlain College of Nursing in Houston, Texas discussed the change in approval status during a conference call with Board Staff and were offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by the Chamberlain College of Nursing in Houston, Texas, the Board hereby CHANGES the approval status of the Chamberlain College of Nursing Baccalaureate Degree Nursing Education Program in Houston, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2016.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2015 Self-Study Report is to be submitted by the program to Board Staff no later than June 1, 2016, per Education Guideline 3.2.1.a.

Entered this 21<sup>st</sup> day of January, 2016

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