

**CONFIRMATION OF APPROVAL STATUS BASED ON
REVIEW OF 2005 ANNUAL REPORTS AND REPORT OF SURVEY VISIT
ANGELO STATE UNIVERSITY, MEDICAL/SURGICAL NURSE SPECIALIST PROGRAM**

SUMMARY OF REQUEST:

Consider staff recommendation concerning approval status for Angelo State University, Medical/Surgical Clinical Nurse Specialist Program based on the 2005 Annual Report and review of the November 1-2, 2005 survey visit report with related commendations, recommendations and requirement to be met.

HISTORICAL PERSPECTIVE:

- Angelo State University Medical/Surgical Clinical Nurse Specialist Program began operation in Summer 1996 and has held accreditation from the National League for Nursing Accrediting Commission since 1999.
- A regular six-year survey visit was conducted November 1-2, 2005 by Janice Hooper and Jolene Zych. The survey report is included.
- The program has recently moved to a totally online format in order to serve a wider student population.

SUMMARY OF SURVEY VISIT:

The agenda for the survey visit (see Attachment #1) included:

- Access to online courses prior to survey visit
- A walk-through demonstration of an online course and discussion with faculty member
- Meeting with eight beginning CNS students
- Meeting with University Administration
- Meeting with Program Director and Faculty
- Tour of 3 preceptor sites to meet with preceptors
- Review of records, documents
- Tour of physical facilities and library

Pros:

- Faculty have developed many skills in the online format and continue to perfect courses
- The program is led by a strong director and exceptional faculty
- Faculty are organized, meet regularly, and make changes related to evaluation data
- The program has strong support from the medical and nursing communities
- Preceptors and clinical sites provide excellent experiences for the CNS students
- Faculty are aware of future challenges in working with preceptors for distance students

Cons:

- Faculty expressed frustration with finding time for their own advanced practice
- Nurse practitioner faculty receive a salary differential but CNS faculty do not receive the same
- The future with a totally online CNS program will bring new challenges
- Current clinical evaluation tools do not reflect progression across the curriculum

STAFF RECOMMENDATION:

Move to continue full approval status for Angelo State University Medical/Surgical Clinical Nurse Specialist Program, accept the survey visit report and issue the commendations, recommendations and requirement to be met as indicated in the attached letter (see Attachment #2).

ADVANCED PRACTICE NURSING PROGRAM SURVEY VISIT REPORT

NURSING PROGRAM: Angelo State University
Medical/Surgical Clinical Nurse Specialist Program

SURVEYED BY: Janice I. Hooper, PhD, RN & Jolene Zych, MS, RNC, WHNP

DATE: November 1-2, 2005

BNE ACCREDITATION STATUS: Full

DEAN/DIRECTOR: Leslie Mayrand, PhD, RN, CNS, MSN Program Director
APPOINTED: as Director, Spring 2004

DIRECTOR/COORDINATOR OF APN PROGRAM:
APPOINTED:

National Accreditation Status: NLNAC
Last visit October 2004 for 8 years

Purpose of the BNE Visit: Regular 6 year survey visit.

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, the NLNAC Program Evaluator Report, the CCNE Report, and selected data from Annual Reports.

§ 219.5 Mission and Goals		
(a) The mission and goals (philosophy and outcomes) of the advanced educational program shall be developed by the faculty.	All evidence indicated that program goals are in harmony with institutional mission.	Criterion met.
(b) The mission and goals (philosophy and outcomes) shall be consistent with: 1) The mission of the governing institution; 2) The scope of practice of the advanced specialty and role; 3) The targeted population or setting for delivery of advanced practice nursing care; and 4) Professional, education and ethical standards of nursing.		Criterion met.
(c) The program goals or outcome shall be consistent with the program's mission or philosophy and shall describe the capabilities of the graduates of the program.		Criterion met.

RULE	EVIDENCE	COMMENTS
(d) The written mission and goals (philosophy and outcomes) shall be used as a basis for planning, organizing, implementing and evaluation the program and shall be shared with the students.		Criterion met.
(e) The faculty shall periodically review the mission and goals (philosophy and outcomes), consider student input as appropriate, and make necessary revisions.		Criterion met.
§ 219.6 Administration and Organization		
(a) The advanced educational program shall operate within or be affiliated with a college or university. New programs shall operate or be affiliated with colleges or universities authorized to award graduate degrees.	CNS Program located within Angelo State University, St. Angelo, Texas.	Criterion met.
(b) The governing institution shall be accredited by a board recognized accrediting/approval agency.	Angelo State University is accredited by SACS until 2013.	Criterion met.
(c) There shall be adequate financial support commensurate with the financial resources of the institution and appropriate to the needs of the program.	Administration, Director, Faculty and Students all expressed that adequate financial support is available to program.	Criterion met.
(d) The structural relationship between the governing institution and advanced educational program specifies lines of responsibility and authority and channels of communication.	Dr. Mayrand indicated that there are good lines of communication between the administration and director of program.	Criterion met.
(e) In colleges and universities, the program shall have comparable status with other academic units and in areas affecting faculty such as salary, rank, promotion, tenure, leave, benefits, academic rights, and professional development.	Faculty who are nurse practitioners receive a salary differential for their credential. CNS faculty do not receive a salary differential. NLNAC in their accreditation letter stated that the program should "identify and implement strategies to bring faculty salaries in line with regional norms."	In view of the shortage of qualified nursing faculty, considering the intense workload associated with online teaching, and recognizing the CNS credential: RECOMMENDATION #1: The administration is encouraged consider extending the salary differential to all nursing faculty who hold an advanced practice credential.
(f) Each advanced educational program shall be administered by a qualified nurse faculty member who is accountable for the planning, implementation and evaluation of the advanced educational program. The director shall: 1) Hold a current, valid unencumbered license to practice as a registered nurse in the State of Texas or reside in any party state and hold a current, valid, unencumbered registered nurse license in that state; 2) Hold a minimum of a master's degree in nursing or the equivalent thereof as determined by the board; 3) Be authorized to practice as an advanced practice nurse in a role and specialty appropriate to the type of program; 4) Have a minimum of three years teaching experience in a program appropriately related to the type of program being administered; and 5) Have demonstrated knowledge, skills, and abilities in administration within graduate level advanced educational programs.	Not only is Dr. Mayrand fully qualified as director of the graduate program, she is assisted by Dr. Susan Wilkinson who coordinates the CNS program.	Criterion met.

RULE	EVIDENCE	COMMENTS
§ 219.7 Faculty Qualifications and Faculty Organization		
<p>(a) Faculty Qualifications.</p> <p>1) Documentation of faculty qualifications shall be included in the official files of the program. Each nurse faculty member shall:</p> <p>(A) Hold a current, valid license to practice as a registered nurse in the State of Texas or reside in any party state and hold a current, valid registered nurse license in that state;</p>	<p>Faculty files were reviewed. BNE staff met with five graduate nursing faculty and found them to be a competent, energetic group. They are valued on campus for their skills in developing online courses and they are sought as resources by other disciplines developing online courses.</p>	<p>Criterion met.</p>
<p>(B) Hold a minimum of a master's degree in nursing or the equivalent thereof as determined by the Board; and</p> <p>(C) Be qualified through academic preparation to teach the subject assigned and shall meet the standards for faculty appointment by the governing institution.</p>		<p>Criterion met.</p>
<p>2) Faculty responsible for clinical management courses or involved in clinical teaching and supervision shall also:</p> <p>(A) Be authorized to practice as advanced practice nurses in the state in which they practice;</p> <p>(B) Have clinical practice experience at the advanced practice nursing level of at least two years. If a faculty member has less than two years advanced practice nursing experience, that faculty member must be responsible to a qualified faculty member; and (C) Maintain clinical practice within the advanced role and specialty.</p>		<p>Criterion met.</p>
<p>(b) An advanced educational program shall employ sufficient faculty members with graduate preparation and expertise necessary to enable students to meet the program goals. The number of faculty members shall:</p> <p>1) Provide students with a level of instruction and supervision that is compatible with safe practice and that includes educational experiences necessary to meet students' learning needs; and</p>		<p>Criterion met.</p>
<p>2) Be determined by such factors as:</p> <p>(A) The number and level of students enrolled;</p> <p>(B) The curriculum plan;</p> <p>(C) Activities and responsibilities required of faculty;</p> <p>(D) The number and geographic locations of preceptors, affiliate agencies, and clinical practice settings; and</p> <p>(E) The complexity of care and acuity of patients</p>	<p>Faculty are very aware of growth possibilities with their online program and of the future challenges of monitoring preceptors in other locations.</p>	<p>Criterion met.</p>
<p>(c) Faculty shall function under the same general policies that affect other faculty members in the institution; however, variations of these policies may be necessary because of the nature of the curriculum for which the faculty must have authority and responsibility.</p> <p>1) Policies concerning workload for faculty and the director shall be in writing;</p> <p>2) Time shall be provided to faculty to accomplish those activities related to the teaching-learning process as well as meet other institutional duties such as scholarly activities, practice, or research.</p> <p>3) The teaching load of the director shall not negatively impact his/her ability to administer the program.</p>	<p>Graduate nursing faculty all expressed frustration and difficulty in trying to arrange time for practice without written faculty policies to provide release time.</p>	<p>REQUIREMENT #1: The Director and faculty shall develop a written nursing faculty policy which will provide for faculty release time for advanced practice to be implemented Fall 2006.</p>

RULE	EVIDENCE	COMMENTS
<p>(d) The faculty shall be organized with written policies and procedures and/or bylaws to guide its activities. The policies, procedures, and/or bylaws shall be consistent with the governing institution.</p> <p>1) The faculty shall meet regularly and function in such a manner that all members participate in planning, implementing, and evaluating the program. Such participation includes, but is not limited to, the initiation and/or change of academic policies, personnel policies, curriculum, utilization of affiliate agencies, and program evaluation.</p> <p>2) Minutes of faculty organization and/or committee meetings shall document the reasons for actions and the decisions of the faculty and shall be available for reference.</p>	<p>The graduate nursing faculty function within organized structure. They meet regularly, maintain minutes of meetings, and make revisions and changes based upon evaluation data.</p>	<p>Criterion met.</p>
<p>(e) There shall be written plans for faculty orientation, development, and evaluation;</p> <p>1) Orientation of new faculty members shall be initiated at the onset of employment.</p> <p>2) a program of faculty development shall be offered to encourage and assist faculty members to meet the program's needs as well as individual faculty member's professional development needs.</p> <p>3) a variety of means shall be used to evaluate faculty performance such as self, student, peer and administrative evaluations as well as program outcomes.</p>	<p>Written plans for faculty orientation, development, and evaluation were reviewed. The faculty orientation plan was developed when a new faculty member was hired.</p>	<p>Criterion met.</p>
<p>§ 219.8 Students</p>		
<p>(a) Students should have a mechanism for input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.</p>	<p>Students have opportunities for input mid-semester and at the end of each course. They commented that they have already seen some changes implemented based on their input.</p>	<p>Criterion met.</p>
<p>(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.</p>	<p>There are 21 students in the CNS program and five faculty members with graduate level teaching responsibilities. Facilities and resources are adequate.</p>	<p>Criterion met.</p>
<p>(c) Written policies regarding admission and progression shall be developed and implemented in accordance with the requirements that the governing institution must meet to maintain accreditation. Student policies that differ from those of the governing institution shall be in writing and shall be made available to faculty and students.</p>	<p>Faculty are working to revise and improve admission screening processes.</p>	<p>Criterion met.</p>
<p>(d) Students shall hold a current, valid license or multi-state privilege to practice as a registered nurse in the state(s) in which they participate in any clinical learning experiences, including, but not limited to, laboratory or observational experiences.</p>		<p>Criterion met.</p>
<p>(e) There shall be written policies for student grievance, health, safety, and welfare.</p>		<p>Criterion met.</p>
<p>(f) Students shall have the opportunity to evaluate faculty, courses, and learning resources and these evaluations shall be documented.</p>	<p>Evidence of student evaluations were included in departmental faculty files.</p>	<p>Criterion met.</p>

RULE	EVIDENCE	COMMENTS
§ 219.9 Program of Study		
<p>(a) The program of study shall be:</p> <ol style="list-style-type: none"> 1) At least the equivalent of one academic year; 2) Planned, implemented, and evaluated by the faculty; 3) Based on the mission and goals (philosophy and outcomes); 4) Organized logically and sequenced appropriately; and 5) Based on educational principles acceptable to the Board. 	<p>The CNS curriculum is a 46 credit hour program with 25 credit hours in required nursing core courses and 21 credit hours in Medical-Surgical Clinical Nursing Specialist courses. Students may proceed at their own pace but most complete the program in about 2-1/2 years.</p> <p>Faculty member, Wrennah Gabbert, met with BNE staff to discuss and demonstrate her online course in pharmacotherapeutics.</p>	<p>Criterion met.</p>
<p>(b) For clinical nurse specialist programs, the program of study must also qualify the graduate for a master's degree in nursing.</p>		<p>Criterion met.</p>
<p>(c) The curriculum content shall include:</p> <ol style="list-style-type: none"> 1) Didactic and clinical learning experiences necessary to meet the goals or outcomes; 2) Concepts and principles critical to advanced practice nursing; 3) Professional and legal implications of the nurse in the advanced role; 4) Knowledge and skills relevant to practice in the area of specialty; and 		<p>Criterion met.</p>
<p>5) Clinical nurse specialist and nurse practitioner course requirements published by the Texas Higher Education Coordinating Board in collaboration with the Board of Nurse Examiners that became effective in January 1997:</p> <ol style="list-style-type: none"> (A) Separate courses in pharmacotherapeutics, advanced assessment, and pathophysiology or psycho pathology. These courses must be advanced level academic courses with a minimum of 45 clock hours per course; (B) Evidence of theoretical and clinical role preparation' (C) Evidence of clinical major courses in the specialty area; (D) Evidence of a practicum/ preceptorship/internship to integrate essential content and the clinical major courses. 	<p>All course requirements are in place.</p>	<p>Criterion met.</p>
<p>(d) For clinical nurse specialist programs, the curriculum must also contain a minimum of nine (9) semester credit hours or the equivalent in a specific clinical major. Clinical major courses must include didactic content and offer clinical experiences in a specific clinical specialty/ practice area.</p>	<p>BNE staff visited three clinical sites and talked with four preceptors. Three of the preceptors were Angelo State graduates functioning in CNS roles in clinics in the community. They spoke positively of their preparation in the program and of their experiences precepting CNS students.</p>	<p>Criterion met.</p>
<p>(e) If a clinical nurse specialist program has as a goal or outcome the preparation of graduates for approval for limited prescriptive authority, then the program must also include at a minimum a separate course in diagnosis and management of problems within the clinical specialty area. This course(s) must be an advanced level academic course(s) with a minimum of 45 clock hours.</p>	<p>A course in diagnosis and management is required in the program.</p>	<p>Criterion met.</p>
<p>(f) The program of study shall include a minimum of 500 clinical hours.</p>		<p>Criterion met.</p>

RULE	EVIDENCE	COMMENTS
<p>(g) Post-master's preparation may be offered as graduate level course work through certificate or master's level advanced educational programs that include the desired role and specialty and otherwise meet the standards in this chapter.</p> <p>(1) Post-master's students are required to complete a minimum of 500 clinical hours and the equivalent of all of the role, clinical major, and the Texas Higher Education Coordinating Board curricular requirements. Courses may be waived if an individual's transcript indicates that an equivalent course has been successfully completed or if the student demonstrates proficiency, validating program outcomes according to written program policies.</p>		Criterion met.
<p>(2) Only registered nurses who hold master's degrees in nursing shall be eligible for post-master's preparation as clinical nurse specialists.</p>		Criterion met.
<p>§ 219.10 Management of Clinical Learning Experiences and Resources</p>		
<p>(a) Faculty shall be responsible and accountable for managing clinical learning experiences of students.</p>	<p>Faculty currently visit and evaluate clinical sites and preceptors for all students on a regular basis. There is frequent communication between faculty and preceptors. Faculty expressed a recognized need to develop a process for managing clinical learning experiences for distance students now that the curriculum is online. Faculty plan with students to insure a broad range of clinical experiences.</p>	<p>As the program has moved to online delivery, faculty is experiencing new challenges management of clinical learning experiences. Therefore,</p> <p>RECOMMENDATION #2: Faculty is encouraged to explore how other advanced practice educational programs approach similar challenges with online programs.</p>
<p>(b) Faculty shall develop criteria for the selection of affiliate agencies or clinical practice settings that address the need for students to observe and practice safe, effective health care.</p>	<p>Students expressed anxiety regarding future clinical experiences, finding preceptors, and knowing the expectations in the clinical setting. Faculty have resources available to assist students with finding a preceptor. Faculty have already begun working on revisions to the clinical evaluation tools.</p>	<p>RECOMMENDATION #3: Faculty is encouraged to revise preceptor selection criteria and clinical evaluation tools to more accurately reflect the objectives of each course.</p>
<p>(c) Faculty shall select and evaluate affiliate agencies or clinical practice settings that provide students with opportunities to achieve the goals of the program.</p>	<p>Faculty visit and evaluate each clinical site and preceptor.</p>	Criterion met.
<p>(d) Written agreements between the program and the affiliating agencies shall specify the responsibility of the program to the agency and the responsibility of the agency to the program. Such agreements shall be developed jointly with the affiliating agency, reviewed periodically according to the policies of the program and the affiliating agency, and include provisions for adequate notice of termination.</p>	<p>Agreements reviewed.</p>	Criterion met.

RULE	EVIDENCE	COMMENTS
<p>(e) When clinical preceptorships are used in advanced educational program, the following conditions shall be met:</p> <p>1) Written agreements between the program, clinical preceptor and the affiliating agency, when applicable, shall delineate the functions and responsibilities of the parties involved.</p> <p>2) Criteria for selecting clinical preceptors shall be developed in writing. Competent clinicians can be considered qualified to be preceptors if they are:</p> <p>(A) Authorized to practice as advanced practice nurses in the state in which they practice, or</p> <p>(B) A currently licensed health care professional who can provide supervision and teaching in clinical settings appropriate for advanced practice nursing.</p> <p>3) Written clinical objectives shall be specified and shared with the clinical preceptor prior to the experience.</p> <p>4) The designated faculty member shall be responsible for the student's learning experiences and shall communicate regularly with the clinical preceptor and student for the purpose of monitoring and if site visits are not evaluating learning experiences. If site visits are not feasible, communication and evaluation are managed by alternatives such as telephone, written communications, or clinical situations.</p>		See above comment [Rule 219.10(b)].
<p>(f) The maximum number of students that one advanced educational program faculty member supervises in a clinical course should not exceed six students.</p> <p>1) If faculty are providing on-site clinical supervision of students, the ratio should not exceed two students to one faculty member during the clinical day.</p> <p>2) If faculty are supervising students while managing their own caseload of patients, the ratio should not exceed one student per faculty during the clinical day.</p>		Criterion met.
§ 219.11 Facilities, Resources, and Services		
<p>(a) 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>	Tour of library and physical facilities of the Nursing Department.	Criterion met.
<p>(b) The director shall have a private office.</p>		Criterion met.
<p>(c) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with the opportunity for uninterrupted work and privacy for conferences with students.</p>		Criterion met.
<p>(d) Space for clerical staff, records, files, and equipment shall be adequate.</p>		Criterion met.
<p>(e) Classrooms, laboratories, and conference rooms shall be adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p>		Criterion met.
<p>(f) The director and faculty shall have secretarial and clerical assistance adequate in preparation and sufficient in numbers to meet the needs of the program.</p>		Criterion met.

RULE	EVIDENCE	COMMENTS
<p>(g) The learning resources, library, and program 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 reasonable accessibility and availability of information resources.</p> <p>2). Facilities and policies shall promote effective use of resources, e.g., environment, accessibility, and hours of operation.</p>	<p>Library resources include online access to students at their homes. All printing in the library is free to students.</p>	<p>Criterion met.</p>
§ 219.12 Records and Reports		
<p>(a) Accurate and appropriate records shall be maintained that include, but are not limited to:</p> <p>1) Current records of students;</p> <p>2) Transcripts of graduates;</p> <p>3) Faculty records:</p> <p>4) Administrative records, including minutes of faculty meetings for the past three (3) years, annual reports of the program, and school bulletins;</p> <p>5) The current curriculum, including mission and goals (philosophy and outcomes) and course outlines;</p> <p>6) Agreements with affiliating agencies; and</p> <p>7) Master plan of evaluation with most recent data collection.</p>	<p>Reviewed student files.</p>	<p>Criterion met.</p>
<p>(b) Records shall be safely stored to prevent loss, destruction, or unauthorized use.</p>		<p>Criterion met.</p>
§ 219.13 Total Program Evaluation		
<p>(a) There shall be a written plan for the systematic evaluation of the total program. The plan shall include methodology, frequency of evaluation, assignment of responsibility, evaluative criteria, and indicators of instructional effectiveness and program outcomes. The following broad areas shall be periodically evaluated:</p> <p>1) Organization and administration of the program;</p> <p>2) Mission and goals (philosophy and outcomes);</p> <p>3) Program of study, curriculum, and instructional techniques;</p> <p>4) Education facilities, resources, and services;</p> <p>5) Clinical resources;</p> <p>6) Student achievement, e.g., attrition rates, completion rates, length of time for program completion;</p> <p>7) Graduate outcomes, e.g., certification examination pass rates, graduate surveys, employer surveys; and</p> <p>8) Faculty's performance</p>	<p>The total program evaluation plan includes methodology, frequency of evaluation, assignment of responsibility, evaluative criteria, and indicators of instructional effectiveness and program outcomes. The plan includes aspects of the MSN program and evidence that revisions and decisions are based on data analysis.</p>	<p>Criterion met.</p>
<p>(b) All methods and instruments used for evaluative purposes shall be periodically reviewed and revised as necessary.</p>		<p>Criterion met.</p>
<p>(c) Implementation of the plan for total program evaluation shall be documented in the minutes.</p>	<p>Minutes of meetings reviewed.</p>	<p>Criterion met.</p>
<p>(d) There shall be documentation that the data obtained from the total program evaluation is reviewed and used for ongoing program improvement.</p>		<p>Criterion met.</p>
<p>(e) Major changes in the nursing program shall be evidence-based and supported by rationale.</p>		<p>Criterion met.</p>

MEETING WITH DEAN/DIRECTOR:

1. Short Term Goals - For the program to continue perfecting the verbal content of the online courses.
2. Long Term Goals - To develop a process for working with distant students.
To strengthen the preceptor program.

MEETING WITH FACULTY:

1. Program Strengths - The CNS role is a good blend with the physician role.
Community support - both in the medical and nursing community.
Willingness of preceptors.
A strong Director.
2. Areas for Program Development/Improvement - Working on the logistics of working with out of town preceptors.
Developing a better admission screening process.
3. New Projects/Changes Initiated - CNS Program totally on line.
4. Goals -
 - a). Short-term: To evaluate the online program and use data for revisions.
 - b). Long-term: to be a regional training healthcare center.

MEETING WITH STUDENTS:

1. Program Strengths - Flexibility of program
Accessibility to resources: library, instructors, etc.
User-friendly.
Convenient.
Feedback from faculty is prompt and helpful.
Variety of delivery methods- like the online but also classroom experience.
2. Areas for Improvement - Clarification on some projects - harder to understand online assignments because students can ask questions about assignments in the classroom
3. Areas Emphasized in the Curriculum: Evidence-based practice.
Understanding the "what" and the "why" we do certain things.

January 23, 2006

Leslie M. Mayrand, PhD, RN, CNS
Graduate Level Director
Medical/Surgical Clinical Nurse Specialist Program
Angelo State University
ASU Station #10902
San Angelo, Texas 76909

Dear Dr. Mayrand:

At the January 19-20, 2006 meeting, the members of the Board of Nurse Examiners discussed the approval status of the Angelo State University Medical/Surgical Clinical Nurse Specialist Program, the program's 2005 Annual Report, and the report of the survey visit conducted by board staff on November 1-2, 2005. The members of the Board wish to thank for being available to answer questions.

Based upon the discussion and review of the documents, it was the decision of the Board to continue the full approval status for the Angelo State University Medical/Surgical Clinical Nurse Specialist Program, accept the report of the survey visit and issue the following commendations, recommendations and requirement to be met.

Commendations:

1. The program is commended for the faculty commitment and accessibility to students.
2. The faculty are commended for excellence in the development of the online CNS program.

Recommendations:

1. The administration is encouraged to consider extending the salary differential to all nursing faculty who hold an advanced practice credential.
2. Faculty is encouraged to explore how other advanced practice educational programs approach challenges related to online programs.
3. Faculty is encouraged to revise preceptor selection criteria and clinical evaluation tools to more accurately reflect the objectives of each course.

Requirement:

1. Rule 215.7(c)(2) related to Faculty Qualifications and Faculty Organization requires that "Time shall be provided to faculty to accomplish those activities related to the teaching-learning process as well as meet other institutional duties such as scholarly activities, practice, or research." Faculty expressed frustration and difficulty in finding time for advanced practice to maintain certification and authorization as a CNS. **Therefore**, the Director and faculty shall develop a written nursing faculty policy which will provide for faculty release time for advanced practice to be implemented Fall 2006.

Please submit documentation to the Board office to demonstrate the program's address of the requirement and recommendations by November 1, 2006. If you have questions, or if we may be of assistance, please contact board staff at (512) 305-6814.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

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

cc: Dr. James Hindman, President, Angelo State University
Dr. Susan Wilkinson, CNS Program, Angelo State University