

**PROPOSAL TO ESTABLISH A NEW NURSING EDUCATION PROGRAM  
UNIVERSITY OF HOUSTON AT VICTORIA AND SUGARLAND  
RN TO BSN EDUCATION PROGRAM**

**SUMMARY OF REQUEST:**

Consider the University of Houston proposal to establish an RN to BSN Education Program which will be offered at Victoria and Sugarland and results of the survey visit conducted by board staff. The final revised proposal was sent to members of the Board under a separate cover. A Notice of Public Hearing has been posted (See Attachment One).

**HISTORICAL PERSPECTIVE:**

- Currently, the University of Houston (UH) does not operate a nursing education program.
- In June 2005, UH at Victoria began the proposal process by submitting a proposal to establish a Bachelor of Science Degree in Nursing for the Registered Nurse (RN to BSN) Program to be located in Victoria, Texas.
- Board staff reviewed the original proposal, but the proposal was temporary placed on hold until UH at Victoria was able to employ a proposed program director and proposed nursing faculty for the development of the curriculum portion of the proposal.
- The proposed program director was identified and employed by UH at Victoria in September 2005.
- Three prospective faculty were employed during Spring 2006.
- The proposed program director and faculty met in May 2006 and reviewed/revised the program's curriculum and at that time decided to incorporate into the proposal offering the program at two sites, Victoria and Sugarland.
- The original proposal was revised and submitted to the Board office on June 1, 2006.
- After review of the revised proposal, board staff conducted a survey visit of the proposed program facilities at both Sugarland and Victoria on June 13-14, 2006. The report of the survey visit to both sites is included (See Attachment Two). Digital photos of the sites at Sugarland and Victoria were taken and are included (See Attachment Three).
- After the survey visit on June 13-14, 2006, the program completed final revisions to the proposal which was sent to the Board members under a separate cover prior to the July 20-21, 2006 meeting.

**SUMMARY OF THE PROPOSAL:**

Overview:

- The University of Houston at Victoria is requesting to establish a Bachelor of Science Degree in Nursing for the Registered Nurse (RN to BSN) Program to be offered at two sites, one in Victoria, Texas on the Victoria College Campus and one in Sugarland on the UH campus.
- The program is projecting an initial enrollment of forty (40) students for the 2006-2007 academic year.
- The program of study will be offered to students in a face-to-face format in order to provide students an alternative to the online format currently offered by at least two other nursing programs in Texas. Documentation was provided in the proposal indicating that UH at Victoria has contacted these programs.

Present and Anticipated Need for Program:

- Evidence presented in the proposal from a needs assessment study indicates that there is high student demand for the proposed program, strong employment needs for the program's future graduates, and collaborative support from the community colleges, the medical community, and the community at large.
- Letters of support for the proposed program from the President of UH at Victoria, the President of Victoria, the Associate Degree Nursing Director at Wharton Junior College, and thirteen (13) area health care facilities were included in the proposal.

#### Potential Student Population:

- Based on findings from four surveys conducted by UH at Victoria, 690 potential students have expressed interest in the program.
- A full-time recruitment officer has been hired for the program.
- As of June 5, 2006, a total of fifteen (15) students have submitted applications for the program; twelve (12) for Sugarland and three (3) for Victoria. These individuals are aware that the program cannot accept them formally until program approval from the Board is obtained.

#### Impact on Existing Programs:

- Letters of support from the program's two partners, referred to in the proposal as feeder community colleges, Victoria College and Wharton Junior College, were provided in the proposal.
- At least thirteen (13) area community health care facilities have agreed to serve as clinical affiliates for the proposed program.
- The proposed program will provide clinical learning experiences in facilities utilizing preceptors and without direct competition with existing programs in the area.

#### Director/Faculty:

- The proposal identifies a proposed program director, Jeanette Hartshorn, PhD, RN, FAAN and three prospective nursing faculty persons.
- All individuals have the required qualifications, with the exception of Christine Taylor, who does not have previous teaching experience in a nursing education program.

#### Budget

- A projected budget for the first two years includes salaries, secretarial/clerical support, a recruiter, benefits, annual raises, supplies/equipment and materials, travel and faculty development.
- Projected total for the first two years is \$650,206.
- The budget projections address the required elements of Rule 215.
- UHV has received gifts from several hospitals which will be available for at least the first two years of the program. The gifts and pledges from hospitals and foundations currently total \$959,000.
- UH at Victoria has also obtained an endowed professorship to help recruit the best faculty to the program. Several local foundations in the Sugar Land area have received proposals from UH at Victoria to help support the operation of the program in Sugar Land. Feedback from those foundations is expected by Fall 2006.

#### Program of Study:

- Proposed curriculum is well-developed.
- Syllabi for all courses were included in the proposal.
- The Nursing Skills Lab at Victoria College will be utilized by the program for students in Victoria and temporary plans are to utilize an existing lab at the Sugarland facility for students in Sugarland until a new building for the Nursing Department is completed.
- Identical sets of equipment will be purchased for Victoria and Sugarland. In Victoria, the equipment will be stored in the skills lab, in Sugar Land, the equipment will be stored in the Nursing Program office.

#### Systemic Plan of Evaluation:

- A beginning Systemic Plan of Evaluation included in the proposal addresses all required items and benchmarks for most criteria.
- Numerical benchmarks will need to be included/revised as data is collected after the program is implemented.

#### **SUMMARY OF SURVEY VISIT:**

- The proposed program director, Dr. Jeanette Hartshorn, conducted the tour of both sites with other UH personnel and provided additional information to the board visitors.
- A report of the survey visit is included in this document (See Attachment Two).
- Digital photos were taken of the facilities at both the Sugarland and Victoria sites (See Attachment Three).
- There were no concerns noted during the survey visit at both sites regarding adequacy of facilities, resources, and services.

**PROS AND CONS:**Pros:

- A qualified director and three prospective faculty has been identified for the proposed program.
- The proposed program of study/curriculum is well-developed.
- Adequate clinical facilities for clinical learning experiences have been secured for the program and a plan is in place to utilize preceptors for the program.
- Adequate budget projections to operate the program and acquire the necessary facilities, resources and services were included.

Cons:

- The following concerns were identified in the proposal:
  - *Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002* are vaguely distributed throughout the curriculum.
  - Specific grading criteria is not present for evaluation mechanisms/assignments and clinical evaluation were not included.
  - One of the prospective nurse faculty members does not have prior teaching experience in a nursing education program.

**STAFF RECOMMENDATION:**

Move to approve an RN to BSN Program to be established by the University of Houston at Victoria which will be offered at Victoria and Sugarland, grant the program Initial Approval status, authorize board staff to conduct a survey visit in Spring 2007, and issue requirements to be met, as indicated in the attached letter (See Attachment Four).

**BOARD OF NURSE EXAMINERS 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 the University of Houston

To Establish An

RN to BSN Education Program

at

Victoria, Texas and Sugarland, Texas

Date and Time: July 20, 2006 at 10:45 a.m.

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 [Date at least 10 days prior to Board meeting.]

Address written testimony to:

Katherine Thomas, MN, RN, Executive Director  
Board of Nurse Examiners  
333 Guadalupe Street, Suite 3-460  
Austin, Texas 78701-3942

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

NAME OF NURSING PROGRAM: University of Houston at Victoria and Sugarland - Bachelor of Science Degree for the Registered Nurse (RN to BSN) Program

PROPOSED DIRECTOR: Jeanette Hartshorn, PhD, RN, FAAN

DATE OF APPOINTMENT: Upon BNE approval of the program.

REASON FOR SURVEY: Visit sites To determine adequacy of facilities, resources, and services. DATE: June 13-14, 2006.

SURVEY VISITOR(S): Robbin Wilson, MSN, RN and Betty Sims, MSN, RN

VOLUNTARY ACCREDITATION:

NLNAC: YES NO X

CCNE: YES NO X

\* The program is planning to seek CCNE accreditation once approved by the BNE.

**Note: Shaded areas in the 'Standard/Criteria' column indicate items that are not applicable to this particular survey visit as this is a proposed program that at the time of the survey visit has not received BNE approval. Some of the shaded areas indicate items that are addressed in the proposal as noted in the 'Comments' column. Some of the areas that are un-shaded will be reflective of findings at the time of the survey visit as indicated in the 'Evidence' and 'Comments' columns.**

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.		
<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.	NA.	NA.
<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.	Addressed in proposal.	Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(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/ADN), Baccalaureate (BSN), September 2002.</i>	A review of course syllabi revealed that the DELC are vaguely distributed throughout the curriculum.	<b>Requirement #1:</b> The faculty shall develop a matrix grid or other mapping tool to demonstrate where the DELC are reflected in program/course objectives/outcomes throughout the curriculum. This completed matrix grid or other mapping tool shall be submitted to board staff for review and approval of the curriculum prior to implementation of the program.
(c) Clinical objective/outcomes shall be stated in behavioral terms and shall serve as a mechanism for evaluating student progression.	A review of the syllabi for the two clinical courses revealed that there is not specific grading criteria present for the evaluation mechanisms/assignments demonstrating student progression. Other course syllabi did not have specific grading criteria present for most assignments.	<b>Requirement #2:</b> The faculty shall develop specific grading and progression criteria for all assignments, clinical evaluation tools for the two clinical courses, and submit the course syllabi for board staff approval prior to implementing the courses
(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.	Addressed in proposal.	Criteria met.
(e) The faculty shall periodically review the philosophy/mission and objectives/outcomes and shall make revisions to maintain currency.	This is a new program.	Not applicable at this time.
<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 college is accredited by SACS. Last visit was in Spring 2003.	Criteria 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.		Criteria met.
(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.	Addressed in proposal.	Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(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.</p>	<p>Addressed in proposal.</p>	<p>Criteria met.</p>
<p>(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:</p> <ol style="list-style-type: none"> <li>(1) hold a current license or privilege to practice as a registered nurse in the State of Texas;</li> <li>(2) hold a master's degree in nursing;</li> <li>(3) hold a doctoral degree, if administering a baccalaureate or master's degree program;</li> <li>(4) have a minimum of three years teaching experience in a professional nursing education program; and</li> <li>(5) have demonstrated knowledge, skills and abilities in administration within a professional nursing education program.</li> </ol>	<p>UH at Victoria has identified a proposed program director who meets the qualifications of the rule.</p>	<p>Criteria met.</p>
<p><b>§215.7 Faculty Qualifications and Faculty Organization</b></p>		
<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> <ol style="list-style-type: none"> <li>(1) Policies concerning workload for faculty and the dean or director shall be in writing.</li> <li>(2) Sufficient time shall be provided faculty to accomplish those activities related to the teaching-learning process.</li> <li>(3) Teaching activities shall be coordinated among full-time, part-time faculty, clinical preceptors and clinical teaching assistants.</li> <li>(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.</li> </ol>	<p>Addressed in proposal.</p>	<p>Criteria met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<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>	Addressed in proposal.	Criteria met.
<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>	Addressed in proposal. A review of the faculty vitae included in the proposal revealed that one prospective nurse faculty member does not have prior teaching experience in a nursing education program.	<p><b>Requirement #3:</b> The program director shall develop a mentoring plan for this nurse faculty member and submit this plan for board staff approval before the individual begins teaching in the program.</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>	NA	NA
<p>(E) In baccalaureate programs, an increasing number of faculty members should hold doctoral degrees appropriate to their responsibilities.</p>	Addressed in proposal.	Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(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.	Addressed in proposal.	Criteria met.
(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.	NA	NA
(d) Teaching assignments shall be commensurate with the faculty member's education and experience in nursing.	Addressed in proposal.	Criteria met.
(e) The faculty shall be organized with written policies and procedures and/or bylaws to guide the faculty and program's activities.	Included in proposal.	Criteria 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.	This is a new program. Proposed faculty have met and revised the program's curriculum.	NA.
(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.	Addressed in proposal.	Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<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.	Addressed in proposal.	Criteria met.
(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	Addressed in proposal.	Criteria 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.	Addressed in proposal.	Criteria met.
(d) Policies shall facilitate mobility/articulation, be consistent with acceptable educational standards, and be available to students and faculty.	Addressed in proposal.	Criteria met.
(e) Students shall have the opportunity to evaluate faculty, courses, and learning resources and these evaluations shall be documented.	Addressed in proposal.	Criteria met.
(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: (1) Texas Occupations Code 301.252, 301.257 and 301.452 - .469; and (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). (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.	Addressed in proposal.	Criteria 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>	See 'Evidence' in 215.5(b)	<u>See Requirement #1 above.</u>
<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>		Criteria met.
<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>		Criteria met.
<p>(d) The program of study should facilitate articulation among programs.</p>		Criteria met.

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>		Criteria met.
<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>		Criteria met.
<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>	Addressed in proposal.	Criteria met.
<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>	Addressed in proposal.	Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(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.	A review of course syllabi revealed that clinical evaluation tools were not included in the two clinical courses	<u>See Requirement #3.</u>
(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: (1) Minor curriculum changes not requiring prior Board staff approval, and may include: (A) editorial updates of philosophy/mission and objectives/outcomes; or (B) redistribution of course content or course hours (2) Major curriculum changes requiring Board staff approval prior to implementation, including: (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. (B) the addition of transition course(s), tracks/alternative programs of study, including MEEP, that provide educational mobility. (C) mobility programs desiring to establish a generic program are treated as a new program and the appropriate proposal should be developed.	This is a new program.	NA.
(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.	This is a new program.	NA.
(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.	This is a new program.	NA..

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>	This is a new program.	NA.
<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>	This is a new program.	NA.
<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>		Criteria met.
<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>	Addressed in proposal.	Criteria met.
<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>	Letters of agreement for proposed clinical facilities were included in the proposal. A sample contract/agreement was also included.	Criteria met.

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>		Criteria 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>	Addressed in proposal.	Criteria 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>	Addressed in proposal.	Criteria 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>	Addressed in proposal.	Criteria met.
<p>(g) Clinical teaching assistants may assist qualified, experienced faculty with clinical learning experiences.</p>	Program does not plan to use clinical teaching assistants.	NA.
<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>	NA.	NA.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(4) Clinical teaching assistants shall meet the following criteria:            (A) hold a current license or privilege to practice as a registered nurse in the State of Texas;            (B) hold a bachelor's degree in nursing from an accredited baccalaureate program in nursing; and            (C) have the clinical expertise to function effectively and safely in the designated area of teaching.</p>	NA.	NA.
<p><b>§215.11 Facilities, Resources, and Services</b></p>		
<p>(a) The 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.</p>	Strong administrative support and commitment to the success of the proposed program is apparent.	Criteria met.
<p>(b) The dean or director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	Addressed in proposal. The visit to both sites revealed that provisions have been made for adequate secretarial and clerical assistance to meet the needs of the program.	Criteria met.
<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.            (1) The dean or director shall have a private office.            (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.            (3) Space for clerical staff, records, files, and equipment shall be adequate.            (4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.            (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>	The visit to both sites revealed that more than adequate physical facilities to meet the needs of the program are available at both sites.	Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<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>Addressed in proposal. The visit to both sites revealed that adequate resources are available at both sites.</p>	<p>Criteria met.</p>
<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> <p>(1) records of current students;</p> <p>(2) transcripts/permanent record cards of graduates</p> <p>(3) faculty records;</p> <p>(4) administrative records, which include minutes of faculty meetings for the past three years, annual reports, and school catalogs;</p> <p>(5) the current program of study and curriculum including mission and goals (philosophy and outcomes), and course outlines;</p> <p>(6) agreements with affiliating agencies; and</p> <p>(7) the master plan of evaluation with most recent data collection.</p>	<p>Addressed in proposal.</p>	<p>Criteria met.</p>
<p>(b) Records shall be safely stored to prevent loss, destruction, or unauthorized use.</p>	<p>Addressed in proposal.</p>	<p>Criteria met.</p>
<p>(c) Copies of the program's Annual Reports and important Board communication shall be maintained as appropriate.</p>	<p>Addressed in proposal.</p>	<p>Criteria met.</p>

<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>	Addressed in proposal.	Criteria met.
<p>(b) All evaluation methods and instruments shall be periodically reviewed for appropriateness.</p>	This is a new program.	NA.
<p>(c) Implementation of the plan for total program evaluation shall be documented in the minutes.</p>	This is a new program.	NA.
<p>(d) Major changes in the nursing education program shall be evidence-based and supported by rationale.</p>	This is a new program.	NA.



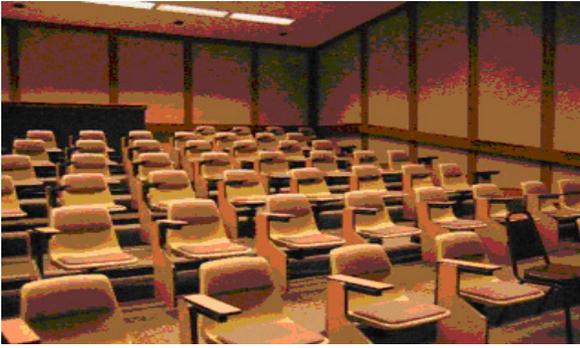
LOBBY - SUGARLAND



OFFICE - SUGARLAND



FACULTY OFFICE - SUGARLAND



AUDITORIUM SEATING - SUGARLAND



NURSING SUITE - SUGARLAND



STUDENT SERVICES COMPLEX - SUGARLAND



LECTURE ROOM - SUGARLAND



NURSING SKILLS LAB - VICTORIA



NURSING SKILLS LAB - VICTORIA

**DRAFT LETTER**

July 25, 2006

Jeanette Hartshorn, PhD, RN, FAAN  
Assistant Vice-President for Research and Program Development  
Director of Nursing Program  
University of Houston at Victoria  
3007 N. Ben Wilson  
Victoria, Texas 77901-5731

Dear Dr. Hartshorn:

At the July 20-21, 2006 meeting, members of the Board of Nurse Examiners discussed the University of Houston at Victoria proposal to establish a new RN to BSN Program which will be offered at Victoria and Sugarland. The members of the Board wish to thank you and [ ] for being available 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 decision of the Board to grant Initial Approval status to the University of Houston at Victoria RN to BSN Program which will be offered at Victoria and Sugarland, authorize board staff to conduct a survey visit in Spring 2007, and issue the following requirements to be met.

**Requirements:**

1. Rule 215.5(b) related to Mission and Goals (Philosophy and Objectives) requires that "Program objectives/outcomes derived from the philosophy/mission shall reflect the *Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocation (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002.*" Rule 215.9(a)(7) related to Program of Study requires that "The program of study shall be . . . designed and implemented to prepare students to demonstrate the *Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocation (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002.*" A review of course syllabi revealed that the *Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocation (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002* are vaguely distributed throughout the curriculum. **Therefore**, the faculty shall develop a matrix grid or other mapping tool to demonstrate where the *Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocation (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002* are reflected in program/course objectives/outcomes throughout the curriculum. This completed matrix grid or other mapping tool shall be submitted to board staff for review and approval of the curriculum prior to implementation of the program.
2. Rule 215.9(c) related to Program of Study requires that "Clinical objectives/outcomes shall be stated in behavioral terms and shall serve as a mechanism for evaluating student progression." Rule 215.9(g) related to Program of Study requires that "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." A review of the syllabi for the two clinical courses revealed that there is not specific grading criteria present for the evaluation mechanisms/assignments demonstrating student progression. Other course syllabi did not have specific grading criteria present for most assignments. Further, a review of course syllabi revealed that clinical evaluation tools were not included for the two clinical courses. **Therefore**, the faculty shall develop specific grading and progression criteria for all assignments, clinical evaluation tools for the two clinical courses, and submit the course syllabi for board staff approval prior to implementing the courses.

3. Rule 215.7(c)(B) related to Faculty Qualifications and Responsibilities requires in pertinent part that "Each nurse faculty member shall . . . Show evidence of teaching abilities and maintaining current knowledge, clinical expertise, and safety in subject area of teaching responsibility." A review of the faculty vitae included in the proposal revealed that one prospective nurse faculty member does not have prior teaching experience in a nursing education program. **Therefore**, the program director shall develop a mentoring plan for this nurse faculty member and submit this plan for board staff approval before the individual begins teaching in the program.

Requirements are mandatory and are based on program assessment directly related to the rule. Requirements shall be addressed in the manner prescribed. Please report on the address of the above requirements as indicated above. Board staff will contact you to arrange a time for a survey visit in Spring 2007. If you have questions, or if we may be of assistance, please contact board staff at (512) 305-6815.

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Robbin Wilson, MSN, RN  
Lead Nursing Consultant for Education

cc: Jim Hudson, PhD, President, University of Houston at Victoria  
Texas Higher Education Coordinating Board

Enclosure

BEFORE THE BOARD OF NURSE EXAMINERS  
IN AND FOR THE STATE OF TEXAS

In the matter of the proposal of  
The University of Houston at Victoria  
For approval to establish a RN to BSN Education Program

ORDER OF THE BOARD

TO: The University of Houston at Victoria

The Board of Nurse Examiners in and for the State of Texas in a regularly scheduled meeting, held on the 20<sup>th</sup> day of July 2006, considered the proposal for authority to establish an RN to BSN Education Program by 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:

George Buchenau, Jr., RN, BSN, Representing Practice  
Deborah Hughes Bell, CLU, ChFC, Consumer Member  
Virginia M. Campbell, RN, AND, BSN, CNOR, Representing Practice  
Brenda S. Jackson, PhD, RN, Representing BSN Programs  
Richard Robert Gibbs, LVN, Representing Practice  
Rachel Gomez, LVN, Representing Practice  
Beverly Jean Nutall, LVN, Representing Practice  
Anita Palmer, Consumer Member  
Frank D. Sandoval, Jr., Consumer Member  
Joyce M. Adams, PhD, RN, Representing LVN programs  
Blanca Rosa Garcia, PhD, RN Representing ADN programs  
Phyllis Caves-Rawley, 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 establishment of an approved program offering a Bachelor of Science Degree in Nursing for the Registered Nurse.

ORDER

NOW THEREFORE, IT IS ORDERED THAT, the proposal of the University of Houston at Victoria is approved, having been found to comply with minimum requirements and standards for establishing an RN to BSN Education Program for the Registered Nurse.

IT IS FURTHER ORDERED THAT THE aforementioned entity is authorized to implement an RN to BSN Education Program and the legal requirements and standards for professional nursing education as described in Rules and Regulations Relating to Professional Nursing Education, §215.1-§215.13 (effective 02/17/05) shall be met.

DATED THIS 25th day of July, 2006.

THE BOARD OF NURSE EXAMINERS IN AND  
FOR THE STATE OF TEXAS

Seal

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

Linda R. Rounds, PhD, RN, FNP, President