

Proposed Change of Program Approval Status Based on Review of NCLEX-RN® Examination Pass Rate, Compliance with Rule 215, and Survey Visit

**Galen College of Nursing in San Antonio, Texas
 Associate Degree Nursing Educational Program**

Summary of Request:

Consider recommendation to change program approval status for Galen College of Nursing Associate Degree Nursing Educational Program in San Antonio, Texas, based on review of the NCLEX-RN® examination pass rate, compliance with Rule 215, and survey visit.

Historical Perspective:

Year	BON Approval Status	NCLEX-RN® Pass Rate	Number of First Time Candidates (Passed/Total)
Partial 2010 - 10/1/2009 - 6/14/ 2010	Pending	87.34%	(69/79)

- Galen College of Nursing (formerly Galen Health Institute) was approved to establish a new associate degree nursing education program in January 2008.
- The first cohort of students was admitted in August 2008 and thirty-seven (37) completed the program in October 2009. That cohort achieved a 92% NCLEX-RN® pass rate as reported by program staff.
- A survey visit was conducted June 23, 2010 by Paul Waller, PhD, RN, Nursing Consultant for Education.
- The current NCLEX-RN® pass rate including the first student cohort and January 2010 and April 2010 graduates as indicated in table above.
- The program continues to admit three (3) cohorts each academic year. There are currently 221 students enrolled in the program.
- Program staff is requesting the approval status be changed from initial to full.

Summary of Survey Visit:

- Prior to the June 23, 2010 survey visit, board staff reviewed program materials including course syllabi, clinical evaluation tools, faculty and student handbooks, program policy and procedure manual, faculty and various committee meeting minutes, and total program evaluation plan.
- Activities during the survey visit included:
 - meeting with Nursing Dean Staley and ADN Program Director Carson-Davis
 - review of additional documents on site --faculty and student files
 - tour of facilities including classrooms, skills and computer labs, and library, along with faculty and administration office space, workspaces, faculty and student lounges
- A visit to class in session was deferred, given students were presenting and desire not to interrupt that process. Short "observation" through window at the door was possible.

Relevant Findings:

- **Administration and Organization**
 Dean Staley holds a Master's degree in nursing and is working on her doctoral dissertation at UTMB. She exhibits enthusiasm, energy, and expertise, and is dedicated to excellence in nursing education. She has a vision for the program and openness to ideas and suggestions, seeking the best for the program. She indicates college administration is supportive of her administrative role and empowers her and faculty appropriately.

Program Director Carson-Davis similarly holds a Master's degree in nursing and is working on her doctorate. A collegial relationship is apparent between the two nursing program administrators with clear divisions of responsibility.

- **Faculty**

Nursing faculty are qualified for their positions, including full-time, adjunct, and pool faculty to meet teaching needs. Experienced nurse educators deliver the nursing curriculum, and general education faculty are qualified for their positions. Faculty participation in standard committees is evidenced in meeting minutes.

- **Students**

At the time of the visit, there were 221 students currently enrolled in the program. The students were diverse in age, experiences, and previous educational preparation. Student files are organized, inclusive, and complete. A recently-revised document indicating students' receipt of student policies and Board of Nursing licensing requirements is executed at orientation sessions and filed in student records.

- **Program of Study**

The curriculum is well-organized and includes all required components. Syllabi are well-developed, and faculty are increasingly directly involved in the curriculum. All prerequisite general education content is provided by program faculty if those requirements have not been previously met elsewhere.

- **Clinical Experiences**

The program uses various clinical affiliating agencies. Dean Staley indicates that finding clinical placements for the ADN program is not problematic and the program works with the local clinical planning group.

In review of student files, clinical evaluation tools are not consistently completed with some blank fields and blank assessment areas noted. Some instruments include fields for student and faculty signatures and dates, with student signatures indicating they have read and acknowledged (not necessarily "agreed" with) evaluations provided. Some instruments are lacking these fields. Where the fields exist on the tools, they are inconsistently completed, suggesting students may not be consistently provided with constructive evaluation and feedback to enhance their clinical performance.

- **Facilities/Resources**

The program is currently housed in two locations—the building included in the original proposal along with a "new" building located nearby. Students and faculty, who may need to participate in learning activities at both buildings, can reportedly transfer between buildings with sufficient time and minimal effort. Only facilities at the "new" location were toured, and staff indicate all services will be located at this new location as soon as the lease on prior space expires. The building provides several dedicated classrooms, two skills labs, a student lounge, a faculty lounge, and many complementary areas to enhance the learning environment. There is not a dedicated computer lab, but a "computer cart" allows transport of computer resources on an "as needed" basis. Students have access to computers within the library as well as WiFi capability. Faculty have fully-equipped workspaces within a "cube" environment, including locking cabinets, and classrooms are furnished with appropriate technology. Conference rooms are available for private consultations.

Pros:

- The program has demonstrated graduates' success on the NCLEX-RN® exam.
- The dean and director of the program provide excellent leadership for the program and have a vision for the future.
- No areas of noncompliance with Rule 215 were identified.

Cons:

- Clinical evaluation tools are inconsistently formatted and inconsistently completed in both evaluation content areas and signature/date fields.

Suggested Commendation:

- The nursing administration and faculty are commended for their dedication to the success of the program.

Suggested Recommendation:

- Administration and faculty are encouraged: a) to conduct a thorough assessment and revision of clinical learning experience evaluation tools to consider consistent formatting between the instruments as well as progression through the curriculum and reflection of learning objectives; and b) to assure all evaluation and signature/date fields are completed on the instruments.

Staff Recommendation:

Move to change the approval status of Galen College of Nursing Associate Degree Nursing Educational Program in San Antonio, Texas from Initial to Full Approval and issue the commendation and recommendation in the attached letter (See Attachment #1).

DRAFT LETTER

July 26, 2010

Judy M. Staley, RNC, MSN, WHNP, FNP-BC
Dean
Galen College of Nursing
7411 John Smith Drive, Suite 300
San Antonio, TX 78229

Dear Dean Staley:

At the July 22-23, 2010 meeting, the Texas Board of Nursing discussed the approval status of the Galen College of Nursing Associate Degree Nursing Educational Program in San Antonio, Texas. The members of the Board wish to thank you, Program Director Shirley Carson-Davis, and Nancy Maebius for being present to answer questions at the meeting.

Based on the discussion and review of the examination pass rate for the period October 1, 2009 through June 14, 2010, compliance with Board Rule 215, and the June 23, 2010 survey visit by Board staff, it was the decision of the Board to change the approval status of the Galen College of Nursing Associate Degree Nursing Educational Program from Initial to **Full Approval** effective immediately and issue the commendation and recommendation below:

Commendation:

- The nursing administration and faculty are commended for their dedication to the success of the program.

Recommendation:

- Administration and faculty are encouraged: a) to conduct a thorough assessment and revision of clinical learning experience evaluation tools to consider consistent formatting between the instruments as well as progression through the curriculum and reflection of learning objectives; and b) to assure all evaluation and signature/date fields are completed on the instruments.

A recommendation is a specific suggestion based upon program assessment indirectly related to the rules to which the program must respond but in a method of their choosing. Program shall respond to this recommendation by September 1, 2010.

If you have any questions or if we may be of assistance to you in the future, please contact board staff at (512) 305-7658 or paul.waller@bon.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Paul R. Waller, PhD, RN
Nursing Consultant for Education