

**Consideration for Change of Approval Status from Full with Warning to Conditional
 West Texas A & M University in Canyon, Texas
 Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider a proposed change in the approval status of West Texas A & M University in Canyon, Texas Baccalaureate Degree Nursing Education Program based upon review of the 2010 NCLEX-RN® examination pass rate, review of the 2010 Nursing Education Program Information Survey (NEPIS), and Board Rule 215.

Historical Perspective:

Exam Year	NCLEX-RN® Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status	Date of Change in Approval Status
2010	76.58%	85/111	Pending	
2009	76.27%	90/118	Full with Warning	April 2010
2008	74.26%	75/101	Full	
2007	91.30%	84/92	Full	
2006	86.76%	59/68	Full	
2005	85.42%	41/48	Full	

- The West Texas A & M University in Canyon, Texas Baccalaureate Degree Nursing Educational Program has been in operation since Fall 1972.
- Due to the 74.26% pass rate on the 2008 NCLEX-RN® examination, the program was required to submit a self-study report that evaluated factors which contributed to graduates' performance and included a description of corrective measures to be implemented.
- The self-study report submitted in June 2009 identified the following items:
 - (1) The existing comprehensive evaluation plan is insufficient in discriminating learning outcomes between NCLEX-RN® passers and failers throughout the program;
 - (2) There is no departmental retention program aimed at success from admission to graduation;
 - (3) There are many novice faculty members with little or no pedagogical training or education;
 - (4) The 6-semester nursing curriculum incorporates university core courses throughout the curriculum; and
 - (5) Current admission standards do not correlate with nursing student success in the program or with first time NCLEX-RN® pass rates.
- The self-study report recommended the following corrective measures:
 - (1) Revise the processes for formative and summative evaluation of students throughout the curriculum using a standardized test;
 - (2) Develop and implement a student retention program in Fall 2008;
 - (3) Strengthen the faculty orientation and mentorship programs;
 - (4) Develop a 2 + 2 curriculum in order to better correlate nursing didactic and clinical learning experiences; and
 - (5) Increase admission requirements and utilize a standardized admission testing.
- In spite of implementing corrective measures, the 2009 NCLEX-RN® examination pass rate was 76.27%.

- The approval status of the program was changed from Full to Full with Warning at the April 2010 Board meeting.
- West Texas A & M University implemented a substantive baccalaureate nursing curricular change in May 2010. The changes included:
 - (1) Transition from a six-semester program of study to a four-semester program of study;
 - (2) Inclusion of the revised Essentials of Baccalaureate Nursing Education and the Institute of Medicine's recommendations for nursing education related to patient safety;
 - (3) Revision of the NCLEX-RN® blueprint; and
 - (4) Establishment of an accelerated option for qualified Licensed Vocational Nurses.
- Despite the implementation of corrective actions, the 2010 NCLEX-RN® examination pass rate was 76.58%.
- The program director submitted a written response to the April 2011 Board report; it is provided as Attachment #2.

Pros and Cons:

Pros-

- Ongoing corrective measures have been instituted and evaluated at pertinent data points.
- The administration and faculty have periodically conducted extensive reviews of the curriculum and testing process.
- Faculty have been engaged in curriculum revision and implemented a major curriculum change.
- The administration has communicated frequently with Board staff to provide updated information and has worked diligently to ensure student success.

Cons-

- Despite ongoing evaluation and the institution of corrective measures, the NCLEX-RN® examination pass rate continues to be below 80%.

Background for Recommendation:

Rule 215.4(a)(4) sets forth the parameters of conditional approval status as follows:

(4) Conditional approval is issued by the Board for a specified time to provide the program the opportunity to correct deficiencies.

(A) The program shall not admit students while on conditional status.

(B) The Board may establish specific criteria to be met in order for the program's conditional approval status to be removed.

Staff Recommendation:

Move to change the approval status of West Texas A & M University in Canyon, Texas Baccalaureate Degree Nursing Education Program from Full with Warning to Conditional approval, specify the time for Conditional approval status be set until the program demonstrates an annual pass rate for first-time test takers of at least 80% on the NCLEX-RN® examination, and authorize Board staff to conduct a survey visit as indicated in the attached letter (Attachment #1).

DRAFT LETTER

May 2, 2011

Helen Reyes, EdD, MSN, RN
Nursing Department Head
West Texas A & M University
WTAMU Box 60969
Canyon, Texas 79016

Dear Dr. Reyes:

At the April 28-29, 2011 meeting, the members of the Texas Board of Nursing discussed the approval status of the West Texas A & M University in Canyon, Texas Baccalaureate Degree Nursing Education Program based on the NCLEX-RN® examination pass rate for 2010 and review of the 2010 NEPIS. Members of the Board wish to thank you and <<INSERT AS NEEDED>> for being present at the meeting to answer questions.

Based upon the discussion and review of documents, it was the decision of the Board to:

1. Change the approval status of the West Texas A & M University in Canyon, Texas Baccalaureate Degree Nursing Education Program from Full with Warning to Conditional.
2. Specify the time for Conditional approval status be set until the program demonstrates an annual pass rate for first-time test takers of at least 80% on the NCLEX-RN® examination.
3. Authorize staff to conduct a survey visit and to report back to the Board at the July 2011 meeting.

Rule 215.4(a)(4) sets forth the parameters of conditional approval status as follows:

(4) Conditional approval is issued by the Board for a specified time to provide the program the opportunity to correct deficiencies.

(A) The program shall not admit students while on conditional status.

(B) The Board may establish specific criteria to be met in order for the program's conditional approval status to be removed.

The purposes of conditional approval status are to allow faculty additional time to correct deficiencies which include improving the performance of graduates on the licensing examination and to protect additional students from the risk of receiving educational preparation that does not meet Board standards. **Therefore**, the program must continue to evaluate the changes and strategies implemented over the past few years and initiate new strategies to improve student success. **The program shall not admit students until given permission by the Board.**

Board staff will contact you to schedule a survey visit. If you have any questions or if we may provide assistance, please contact staff at (512) 305-7660.

Sincerely,

Kristin K. Benton, MSN, RN
President

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

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SACS
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West Texas A&M University
Texas Board Meeting: April 2011

Corrective measures from the 2009 self-study report:

- 1) Revise the processes for formative and summative evaluation of students throughout the curriculum using standardized testing
 - a. Specialty testing is administered to students in the following concept areas in the new curriculum: Health Assessment, Pharmacology, Nursing Concepts, Adult Health I Nursing, Maternal-Child, Adult Health II Nursing, Community Nursing, and Nursing Comprehensive Exit Exams.
 - b. Students who have failed a major examination are required to make appointments with faculty for remediation.
- 2) Develop and implement a student progression and retention program
 - a. A comprehensive remediation program was implemented based on specialty exam performance and course examinations.
 - b. Department of Nursing was fully funded for fall 2011, for the Texas Higher Education Coordinating Board Nursing Innovation Grant Program for At-risk Student Tracking and Intervention Project (1 of 28 schools funded).
 - c. A tutor, who is a registered nurse, was hired.
 - d. A student supplemental instruction program was initiated.
 - e. A Remediation Specialist was assigned in the Nursing Learning Center.
 - f. Revision of departmental procedures include:
 - i. Students who have outstanding board issues will not be eligible to progress in the curriculum until the issues are resolved.
 - ii. A more rigorous background investigation process will be implemented upon admission.
 - iii. Beginning fall 2011, students are no longer eligible to continue in the nursing program after 2 nursing course failures (previously 3).
- 3) Strengthen faculty orientation and mentorship programs
 - a. Several development opportunities have been afforded to all nursing faculty:
 - i. New faculty members participate in a comprehensive mentorship program, including classroom teaching mentors (Peer Mentorship Program).
 - ii. The Faculty Development Committee scheduled several webinars and seminars for test item writing and analysis, which is ongoing.
 - iii. Classroom teaching/learning evaluations were conducted for all courses. Comprehensive feedback was given.
 - b. Several faculty members have completed item writing courses through Pearson and National Council for State Boards of Nursing.
- 4) Develop a 2 + 2 curriculum in order to better correlate nursing didactic and clinical learning experiences
 - a. The first cohort for the new nursing curriculum was admitted in fall 2010.
 - b. The curriculum was revised based on the 2009 Baccalaureate Essentials (CCNE), differentiating competencies, the IOM Reports for Nursing Education, Education Nurses: A Call for Radical Transformation, and the education requirements of the Texas Board of Nursing.
 - c. The new curriculum better addresses the NCLEX blueprint.
 - d. Clinical and didactic components of major nursing concepts are merged into the same course.
- 5) Increase admission requirements and utilize a standardized admission testing procedure
 - a. Students are required to have 2.8 GPA overall as well as in the science courses.
 - b. Students must earn a score of 75 on math and reading on the A2 entrance exam (proposing to raise admission standards to a score of 80 in math and reading; and adding vocabulary to the admission criteria).

Nursing cohorts*	December 2009	May 2010	August 2010	December 2010
1 st time pass rate	26/29 89.7%	30/45 (48**) 66.7%	37/42 (43***) 88.1%	16/18 88.9%
within 1 year	28/29 96.6%	41/45 91.1%	42/42 100%	pending

*When you examine the individual cohorts, progress is being made toward an above 80% first time pass rate.

**48 in the cohort, three are outstanding with no permit yet.

***43 in the cohort, one is outstanding with a permit.