

**Report of Follow-Up Survey Visit
 Wayland Baptist University in San Antonio, Texas
 Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the report of the follow-up survey visit to Wayland Baptist University (WBU) Baccalaureate Degree Nursing (BSN) Education Program in San Antonio, Texas, based upon Texas Board of Nursing (Board) actions at the January 17-18 , 2013 meeting.

Historical Perspective:

- The WBU BSN program in San Antonio was initially approved by the Board at the July 2007 meeting.
- The program received full approval at the January 2010 Board meeting.
- The WBU NCLEX-RN® examination pass rate since inception is reflected in the table below:

NCLEX Examination Year	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Status
2012	69.09%	38/55	Full with Warning
2011	71.43%	15/21	Full
2010	85.00%	17/20	Moved to Full Approval in January 2010
2009	100%	8/8	Initial

- At the January 17-18, 2013 meeting, the members of the Board voted to change the approval status of the WBU BSN Education Program in San Antonio, Texas from Full to Full with Warning.
- An April 2012 Self-Study Report identified the following program weaknesses: 1) admission criteria; 2) readmission policies; and 3) students not taking advantage of study opportunities and remediation provided
 The 2012 Nursing Education Program Information Survey (NEPIS) data reported enrollment of one hundred twenty-four (124) students, and a total of fifty-eight (58) graduates during the previous year.
- The program provides the curriculum in both online and face-to-face formats.

Survey Visit Findings:

Wayland Baptist University Baccalaureate Nursing Education Program has many positive features, including an experienced and collaborative faculty, a state-of-the-art instructional facility, and supportive and empowering leadership.(See attachment #1)

Pros and Cons:

Pros:

- The program faculty have made and continue to make positive program changes. The admission criteria has been revised and implemented. Readmission policies have been strengthened.
- Program faculty have integrated and utilize ATI resources throughout the program, with a strong focus on student remediation at all course levels..
- Program faculty are proactive in identifying, planning, and implementing curricular and program policy changes when issues are recognized.
- The program holds National League for Nursing Accreditation Commission (NLNAC) accreditation.
- The facilities promote rich learning environments
- It is evident that F2F and on-line student cohorts are receiving the same curriculum and learning experiences.

Cons:

- The full effects of the corrective measures may not be evident until another class has graduated.

Rationale for Staff Recommendation:

Changes implemented by the program director and faculty are positive indicators of their commitment to enabling ideal graduate outcomes. Strong administrative support empowers the program director and faculty to initiate and implement changes.

Staff Recommendation:

Move to accept the report of the focused survey visit to Wayland Baptist University in San Antonio, Texas. Authorize Board staff to continue to monitor the success of students on the NCLEX-RN® examination. (See draft letter in attachment #2.)

**Summary of Focused Survey Visit Report
Wayland Baptist University in San Antonio, Texas
Baccalaureate Degree Nursing Program**

Purpose of Survey Visit: Follow-up as requested by Board members, January 17, 2013

Date of Visit: March 6, 2013

Nursing Consultants Conducting Visit: Janice I. Hooper, PhD, RN and Sandi Emerson, MSN, RN

Nursing Consultants met with:

- Dr. Diane Frazor, RN, CNE, Program Director
- Dr. Bobby Hall, Wayland Baptist University Executive Vice-President and Provost
- Dr. Jim Antenen, Executive Dean and Director
- Eleven 11 nursing program faculty

Activities Carried out By Nursing Consultants During Survey Visit:

- conducted initial meeting with director and administration
- interviewed faculty
- toured facilities housing the nursing program
- observed students in skills lab setting
- conducted exit meeting with director

Findings related to Administration and Organization:

- The Wayland Baptist University Baccalaureate Degree Nursing Program has strong support from the university administration.
- Positive communication between the director and administration was evident.
- The director articulated appreciation for the support the program receives from administration.
- Administration expressed readiness and capabilities to implement measures enabling the program to meet graduate outcomes successfully.
- The director actively tracks graduate progress. The director utilizes data from Mountain Measurements to assist with program evaluation.
- The director reports stable and manageable enrollments.
- General education course requirements were changed to enhance student preparation..

Findings related to Faculty:

- Fourteen (14) full-time faculty teach in the BSN program. One (1) faculty member is dedicated as the lab/simulation coordinator. Three-quarters (11) of the faculty participated during the group interview.
- The faculty are a stable, cohesive group. Examples of interactions validated that faculty are supportive of each other.
- Faculty report receiving strong support from the program director. Faculty report being empowered to initiate program changes or introduce different instructional methodologies.
- Faculty report a commitment to student success, incorporating 1:1 tutoring as well as group remediation activities into their workload, without additional compensation.
- Some faculty reported difficulty incorporating lab time into the clinical schedule for the online student cohorts.
- The simulation lab coordinator is seeking simulation certification.
- Faculty have strong credentials, prior experiences in teaching, and varied practice areas of expertise.
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Findings Related to Students:

- The program has two (2) program delivery formats: traditional (F2F) and online with four (4) admission periods each year: February, May, August, and November
- The F2F cohorts are admitted each February and August. Up to fifty (50) generic students can be admitted each time. An additional ten (10) LVN-RN students may be admitted to each F2F cohort.
- The online cohorts are admitted each May and November with a maximum acceptance of thirty (30) students.
- The director reports a current enrollment of two hundred and sixty-eight (268) students with seventy-three (73) online students and one hundred and ninety-five (195) F2F students.

- Students admitted to either cohort are required to meet the same admission criteria.
- The on-line cohorts are comprised of both generic students and individuals from other professions.
- LVN-RN students are accepted in limited numbers into the F2F cohorts only.
- The director reports the following attrition rates: Twenty-nine (29) percent in the online cohorts and twenty-one (21) percent attrition rate in the F2F cohorts.
- The director reports a high attrition rate among LVN-RN students. Changes are being considered to the LVN-RN curriculum.
- Students are no longer able to move between the two program delivery formats.

Findings Related to Program of Study:

- In both delivery formats (F2F and online), instruction is provided in seven (7), eleven (11) week terms with a break occurring after the fourth (4) term.
- To address findings of student cheating during examinations, on-line students must purchase Proctor Secure Technology. F2F student examinations are proctored by instructional faculty. The Proctor Secure Technology has created a secure on-line testing environment, alleviating the opportunity for cheating.
- Faculty revise and change tests from term to term and do not use test-bank questions. An item writing conference is being held for faculty in April 2013.
- Faculty developed standardized, guided clinical post-conference scenarios which are used by both full-time and part-time clinical faculty.
- Faculty teaching F2F classes share syllabi with faculty teaching online classes to standardize course requirements and content.
- Faculty are proactive in responding to identified curriculum issues. Medication examination policies were changed in response to identified calculation and administration weaknesses in students.
- Program faculty changed several program policies to enhance graduate outcomes. The admission process was strengthened with the Fall 2012 class. Students may no longer move from one program format to another. ATI examination results are included as a percentage of the specific course grade. An ATI live review has been added to the final term.
- The program faculty initiated TEAS requirement for admission for the purposes of identifying remediation needs.
- Program readmission criteria have been strengthened with no more than two (2) re-admits allowed. Students seeking readmission must meet all current program requirements.

Findings related to Clinical Learning Experiences:

- Students in the online cohorts do all clinical experiences in Texas. Clinical is mandatory and held one weekend each month. A weekend is Friday evening, and all day Saturday and Sunday.
- Online cohorts have one week of skills instruction on campus prior to direct patient care.
- Simulation is used in all clinical courses with a program goal of using up to twenty-five (25%) clinical time in simulation activities.
- Local acute-care facilities have limited the ability for students to chart in the clinical setting. Students purchase an electronic medical record system program, DocuCare, to facilitate their charting opportunities. The program allows for instructor feedback. (This same charting restriction by hospital settings has been cited by other programs, but these skills are being taught and evaluated in other ways).
- Clinical experiences are taught by full-time and part-time faculty. Precepted clinical experiences are limited and used infrequently.

Facilities, Resources, and Services:

- The building housing the BSN program is modernly equipped and offers a positive learning environment. Although shared with other San Antonio education campuses, the dedicated space provided for Wayland Baptist University is more than adequate.
- Faculty have separate, fully-furnished offices.
- The simulation lab is separate from the skills lab. Both spaces are generously equipped with supplies and furniture specific to their purposes. An adequate number of mannequins and four (4) simulation models are available as well as video-tape equipment and a debriefing space.
- Technical support is available twenty-four (24) hours daily.
- Wayland Baptist University has years of experience with online education and provides ongoing training opportunities for faculty.

DRAFT LETTER

April 18, 2013

Diane Frazor, EdD, RN, CNE
Baccalaureate Degree Nursing Program
Wayland Baptist University
11550 IH-35 North
San Antonio, Texas 78233

Dear Dr. Frazor :

At the April 18-19, 2013 meeting, members of the Texas Board of Nursing (BON) discussed the focused survey visit report of March 8, 2013 to Wayland Baptist University Baccalaureate Degree Nursing (BSN) Education Program in San Antonio, Texas. Members of the Board wish to thank you, Dr. Bobby Hall and Dr. Jim Antenen for being present at the meeting to answer questions.

Based upon discussion and review of information, it was the decision of the Board to accept the report of the March 8, 2013 focused site visit to Wayland Baptist University Baccalaureate Degree Nursing Education Program in San Antonio, Texas. Board staff will continue to monitor the success of students on the NCLEX-RN® examination.

If you have any questions or if we may be of any assistance, please contact Board Staff at janice.hooper@bon.texas.gov or (512) 305-6814.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President

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

copy: President, Wayland Baptist University
Texas Higher Education Coordinating Board
National League for Nursing Accrediting Commission