

**Consideration for Change in Approval Status from Full Approval to Full with Warning  
 Fortis College in Houston, Texas  
 Vocational Nursing Education Program**

**Summary of Request:**

Consider the change in approval status for Fortis College Vocational Nursing (VN) Education Program in Houston, Texas, from full approval to full with warning based upon the 2012 NCLEX-PN® examination pass rate, review of the 2012 Nursing Education Program Information Survey (NEPIS), and areas of noncompliance with Rule 214 identified in the Self-Study Report.

**Historical Perspective:**

- Fortis College VN program received initial approval at the October 2008 Board meeting.
- They have had three (3) years of NCLEX-PN® examination pass rates since they began operation:

<b>NCLEX Examination Year</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>	<b>BON Approval Status</b>
2012	76.47%	26/34	Pending
2011	72.22%	13/18	Full
2010	81.25%	13/16	Initial

- The program submitted a Self-Study Report in 2012 due to the 72.22% NCLEX-PN® examination pass rate.
- Program weaknesses identified in the Self-Study Report included:
  - ▶ student/applicant selection process that does not include nursing input;
  - ▶ business model that does not facilitate authorizing the program director to direct the program in all its aspects;
  - ▶ turnover in program director, national faculty development director, and regional dean and faculty; and
  - ▶ lack of program authority for student admission, progression, and dismissal.
- A plan with corrective measures and a time frame was included in the Self-Study Report to address the areas of weakness:
  - ▶ removing restrictions from Nursing Admissions and Progression Committee;
  - ▶ changing orientation process toward more nursing education focus
  - ▶ employing an administrative assistant;
  - ▶ appointing an academic coach for each cohort of students;
  - ▶ eliminating director teaching responsibilities to allow time to implement corrective measures; and
  - ▶ using a national recruiter to expedite hiring of faculty.
- ▶ On the 2012 NEPIS, the program reported an enrollment of one hundred thirty-nine (139) students with forty-nine (49) graduates for the 2011-2012 academic year.
- ▶ The number of faculty reported on the 2012 NEPIS was seven (7) full-time with two (2) full-time vacant positions.
- ▶ The program admits four (4) cohorts each year with a capacity of thirty (30) students per cohort.
- ▶ Vivian L. Bradley, MN, RN, was appointed Director for the VN program in May, 2011.
- ▶ Fortis College is under the auspices of Education Affiliates of Baltimore, Maryland.

**Pros and Cons:**Pros:

- ▶ The program reported on the NEPIS that their graduates are able to easily find employment as LVNs in the Houston area.

Cons:

- ▶ The program reported on the NEPIS that there is growing competition for VN student clinical placement opportunities because many facilities are not hiring LVNs.
- ▶ Two (2) vacant faculty positions were reported on the 2012 NEPIS.

**Rationale for Recommendation:**

Rule 214.4(c)(3)(A) states "A warning may be issued to a program when the pass rate of first-time NCLEX-PN® candidates... is less than 80% for two (2) consecutive examination years..." In addition, the program has identified a number of areas in the program for correction.

**Staff Recommendation:**

Move to change the approval status for Fortis College Vocational Nursing Education Program in Houston, Texas, from full approval to full with warning based upon the 2012 NCLEX-PN® examination pass rate of 76.47%, review of the 2012 NEPIS, and identified areas in the Self-Study Report for correction in the program, and to authorize a survey visit during 2013, as indicated in the attached order. (See Attachment #1.)

DRAFT LETTER

April 18, 2013

Vivian L. Bradley, MN, RN, Director  
Vocational Nursing Education Program  
Fortis College  
6220 Westpark, Suite 180  
Houston, TX 77057

Dear Ms. Bradley :

At the April 18-19, 2013 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Fortis College Vocational Nursing Education Program in Houston, Texas, based upon the NCLEX-PN® examination pass rate for 2012, review of the 2012 Nursing Education Program Information Survey (NEPIS), and information in the 2012 Self-Study Report from Fortis College. Members of the Board wish to thank you and .... for being present at the meeting to answer questions.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Fortis College Vocational Nursing Education Program in Houston, Texas, from full approval to full with warning as indicated in the Board Order, and to authorize a survey visit in 2013. Board Staff will be in contact with the program director to schedule the visit.

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

Sincerely,

Kathy Shipp, MSN, RN, FNP  
President of the Board

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

copy: Texas Workforce Commission  
COE  
Fortis College Campus President

## BEFORE THE TEXAS BOARD OF NURSING

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**In the Matter of:**  
Fortis College  
Vocational Nursing Education Program  
in Houston, Texas

### ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 18, 2013, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Fortis College Vocational Nursing Education in Houston, Texas, based upon the NCLEX-PN® examination pass rate for 2012, review of the 2012 NEPIS, and information in the Self-Study Report, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214.

Board members in attendance were: Kathy Shipp, MSN, RN, FNP; Nina Almasy, MSN, RN; Deborah Hughes Bell, CLU, ChFC; Patti Clapp, BA; Tamara Cowen, MN, RN; Sheri Denise Crosby, JD, SPHR; Marilyn J. Davis, RN, BSN, MPA; Richard Robert Gibbs, LVN; Josefina Lujan, PhD, RN; Kathy Leader-Horn, LVN; Mary LeBeck, MSN, RN; and Beverly Jean Nutall, LVN.

After review and due consideration of the filed materials, as well as the presentation by representatives from Fortis College in Houston, Texas, the Board hereby CHANGES the approval status of the Fortis College Vocational Nursing Education Program in Houston, Texas, from FULL APPROVAL to FULL WITH WARNING and hereby authorizes Board Staff to conduct a survey visit in Fall 2013.

Entered this 18<sup>th</sup> day of April, 2013

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Kathy Shipp, MSN, RN, FNP  
President of the Board