

**Proposal to Establish A New Nursing Education Program
Texas Lutheran University in Seguin, Texas
Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the Texas Lutheran University (TLU) proposal to establish a new Baccalaureate Degree Nursing (BSN) Education Program in Seguin, Texas, and the report of the survey visit (See Attachment #1). The final revised proposal was provided electronically to members of the Texas Board of Nursing (Board). A notice of public hearing has been posted (See Attachment #2).

Historical Perspective:

- TLU is a private, undergraduate university of the liberal arts, sciences, and professional studies affiliated with the Evangelical Lutheran Church in America. Founded in 1891, TLU is located on 184 scenic acres in Seguin, Texas, which was declared a town in the Guadalupe County of Texas in 1846. Seguin is near the Texas Hill Country; 35 miles east of San Antonio and 50 miles south of Austin.
- TLU is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award baccalaureate and master's degrees with program specific accreditations by the following: Teacher Education Accreditation Council, Accreditation Council for Business Schools and Programs, Commission on Accreditation of Athletic Training Education, and National Association of Schools of Music.
- TLU offers twenty-seven (27) majors, thirty-four (34) minors, and thirteen (13) pre-professional programs. TLU awards the bachelor of arts, bachelor of sciences, bachelor of music, bachelor of business administration, and master of accountancy degrees, as well as provides established pre-health professional programs in pre-medical, pre-veterinarian, pre-dentistry, and pre-nursing.
- TLU is governed by a Board of Regents, enrolls approximately 1,350 students, and employs more than seventy-seven (77) full time faculty members. Students are from various areas across the world, with 65% having full-time status and living on campus, 96% receiving financial assistance, and 48-52% are male and 45-50% are female. The average class size is eighteen (18) with a student-faculty ratio of 14:1.
- A well-developed, comprehensive first draft of the proposal was received in the Board office in October 2013 and reviewed by Board Staff. The proposal was deemed complete in February 2014 and a site visit was conducted on February 28, 2014, by Board education consultants Sandi Emerson, MSN, RN and Virginia Ayars, EdD, MS, RN.

Summary of Proposal:

Overview of the Proposal:

- TLU proposes to establish a new generic BSN Education Program in Seguin, Texas.
- The proposal projects an initial cohort of thirty (30) students, and a continuing annual enrollment of one (1) cohort of thirty (30) students, to begin in Fall 2014.
- The first cohort of students will be admitted to the BSN program in the first semester of their junior year (3rd year). The freshman and sophomore years (1st and 2nd years) consist of pre-nursing, lower-division courses at TLU or other universities and colleges with admission or transfer to TLU in the junior year (3rd year). The projected graduation date for the first cohort will be May 2016.
- The integrated, concept and community based program is designed to be delivered on campus (face-to-face) with online supplemental instruction and faculty supervised hands-on clinical experiences in a variety of multicultural healthcare environments in Seguin and surrounding communities. Classes will be conducted at the TLU campus with clinical experiences in health care facilities in the Central Texas and San Antonio areas. Clinical affiliations include Guadalupe Regional Medical Center, Resolute Health Hospital, and University Health System.

- The overall credit hours for completion of the baccalaureate degree in nursing at TLU will be 133 credit hours. The nursing major requirements include sixty (60) credit hours with the remaining credit hours dedicated to pre-requisites for the nursing major and meeting the general requirements for graduation at TLU.
- The proposed plan of study is designed for fifteen (15) credit hours per semester for the student's 3rd (Junior) and 4th (Senior) years to allow the progression from novice to competent nursing student, ready to achieve success as a generalist baccalaureate level professional nurse upon graduation. Students will take four (4) courses in the first semester and three (3) courses in the second through fourth semesters of the program. During their fourth semester students will have an opportunity to take a nursing elective to explore specialized areas in professional nursing practice such as Parish Nursing, Disaster Nursing, or Global Health Nursing.

Rationale and Need for the Program:

- Data presented in the proposal indicate a need for the professional nursing education program in the Seguin area.
- A survey of clinical facilities indicated the availability of rich clinical learning experiences to accommodate and support TLU nursing students.
- Letters of support from community leaders in the Central Texas and San Antonio areas indicate strong support for the proposed nursing program.

Administration and Organization:

- The proposed baccalaureate nursing program at TLU will integrate well with the mission for the university and TLU's goals for its graduates. Both the mission and institutional goals for graduates specify the scope and capability of the university to offer a nursing program that will emphasize a community of learning and faith to prepare the student for 21st century nursing and the complexity of healthcare.
- The proposed nursing program director is Kathie Aduddell, EdD, MSN, RN. Dr. Aduddell has over thirty (30) years of experience in nursing education at the baccalaureate and graduate level. She has held faculty positions in several university/colleges in Texas, Virginia, California, and Georgia. The last ten (10) years Dr. Aduddell was Associate Professor with tenure at Kennesaw State University in Kennesaw, Georgia, where she also served as Director for the Center for Community Healthcare/Community Clinic Program and recently as Coordinator, MSN-Nursing Administration/Health Policy Leadership track. Dr. Aduddell has served on several dissertation and thesis committees and has also served as a Commission on Collegiate Nursing Education on-site program evaluator.

Availability of Faculty and Clinical Sites:

- TLU will employ the following individuals as full-time faculty members in the nursing department: Dr. Amy Long is a board certified pediatric nurse practitioner with a doctorate of nursing practice from the University of Alabama and over ten (10) years of experience in maternal-child health, assessment, community health, and medical-surgical nursing. The other faculty, Ms. Cecilia Trinidad, has a MSN in nursing from University of the Incarnate Word, over twenty (20) years of experience in surgical nursing, utilization review, and home health/hospice, and over (6) six years of experience in associate degree nursing programs with teaching simulation, medical/surgical nursing, and pharmacology. Ms. Trinidad is also a NLN Simulation fellow in their national program in developing nursing faculty in the use and implementation of simulation in nursing education.
- Local, state, and national searches for qualified faculty will be ongoing with advertisements appearing in state and national publications or websites for future recruitment. Advertisements for nursing faculty appeared in the Chronicle of Higher Education and Higher Ed Jobs website as part of the general faculty announcements at Texas Lutheran University and on the Minority Nursing website, Texas Nurses Association website, American Association of Colleges of Nursing website, and the Sigma Theta Tau International Honor Society website.
- The various clinical rotations will be established through collaboration with the healthcare facilities and with other nursing programs that use the facilities to ensure that there is no impact on the

other nursing programs in implementing the TLU nursing program. In preparation for the proposed nursing program at TLU, the Director and Associate Vice President of Academic Affairs participated in the Greater San Antonio Healthcare Foundation Clinical Coordinating Orientation to begin establishing specific clinical agencies for students in critical care units, specialty units such as pediatrics/child health, and other clinical needs in other areas.

- The program has secured commitments for clinical learning experiences from a variety of health care institutions in the Central Texas and San Antonio areas, including: Guadalupe Regional Medical Center, Resolute Health Hospital, University Health System, Methodist Health System, Remarkable Health, Christa Santa Rosa Health System, Guadalupe Public Health Department, Bluebonnet Trails Community Services, and Seguin ISD.

Financial Support and Resources:

- The University has committed the appropriate facilities, resources, and services to support the proposed BSN program. The Department of Nursing activities and plans for the proposed facilities will be supported by a base operating budget, a personnel budget, and through grants, contracts, and/or donations. The survey visit indicated that the requirements of Board Rule 215 regarding facilities, resources, and services are completely addressed, or detailed plans are identified, in all categories.
- TLU has established various forms of support for the nursing program. The Office of Development at TLU is actively engaged in locating grants and donations for the new program, such as the Baptist Health Foundation of San Antonio. Funding for the program has already been secured in the form of university support, donations, and gifts. Current major gifts total \$150,000 with over two (2) million dollars of requests outstanding.
- The official financial audit for TLU was accomplished May 31, 2012 and presents evidence for the overall financial stability of the university.

Program of Study:

- The mission, philosophy, and learning objectives/outcomes of the proposed Department of Nursing at TLU are congruent with those of the university. The central priorities of the university are to establish a community of learning within a community of faith so that there is effective teaching and learning for all TLU students.
- The Department of Nursing's mission is to create and sustain exemplary nursing programs; serve as community leaders and resources in the provision of services to consumers and agencies; and, to participate in scholarly pursuits and evidence-based research.
- The proposed BSN program consists of sixty (60) credits within the last two (2) years of a four (4) year university program. The freshman and sophomore years (1st and 2nd years) consist of pre-nursing, lower-division courses at TLU or other universities and colleges with admission or transfer to TLU before the junior year (3rd year). With acceptance to TLU and the nursing program, students will begin nursing courses in during their junior year (3rd year) and senior year (4th year) at TLU.
- The program is based upon the following: *The Essentials of Baccalaureate Nursing Education for Professional Nursing Practice* (AACN, 2008), *Nursing: Scope and Standards of Practice* (ANA, 2010), *Nursing's Social Policy Statement* (ANA, 2010), and *Differentiated Essential Competencies of Graduates of Texas Nursing Programs* (TBON, 2010).
- The proposed degree plan contains a total of 133 credit hours, including general education courses, didactic nursing courses, and skills lab and clinical learning experiences. The four (4) semesters of nursing courses include: 570 lecture hours, 225 lab hours, and 765 clinical hours.

Total Evaluation Plan:

- The program's total evaluation plan is well developed and provides measurable indicators of achievement. It is a systematic collection, review, and analysis of various aspects of an education program with the focus on improving student learning, development, and education success. The

Department of Nursing's articulated mission, philosophy, and program outcomes are closely linked to the assessment and evaluation plan.

Comments from Survey Visit:

Board Staff met with administration, chairs from all departments, the proposed director of the program, proposed faculty members, and support staff, as well as toured the facilities.

Pros:

- The administration has committed the resources to the implementation of this new program.
- The campus offers learners multiple resources appropriate to a well-established university.
- Multiple, comprehensive, and diverse clinical learning experiences have been secured.
- The proposed director and two full-time proposed faculty members are qualified and experienced in pre-licensure professional nursing education.

Cons:

- None identified.

Staff Recommendation:

Move to grant initial approval to Texas Lutheran University to establish a new Baccalaureate Degree Nursing Education Program in Seguin, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #2).

TEXAS BOARD OF NURSING
SURVEY VISIT PROGRAM REPORT
Professional Nursing Education Program

NAME OF NURSING PROGRAM: Texas Lutheran University in Seguin, Texas Baccalaureate Degree Nursing Education Program

PROPOSED DIRECTOR: Kathie Aduddell, EdD, MSN, RN

REASON FOR SURVEY: New Proposal

DATE: February 28, 2014

SURVEY VISITOR: Virginia Ayars, EdD, MS, RN and Sandi Emerson, MSN, RN

Summary from Survey Visit: Board Staff met with Kathie Aduddell, EdD, MSN, RN, proposed nursing program director, university administration, department chairmen, campus librarian, nursing faculty, support staff, and architects for the nursing buildings. University President Dr. Stuart Dorsey, expressed his endorsement of the proposed nursing program. The tour of the campus validated that the Texas Lutheran University campus is clean, well-maintained, well lighted, and has ample open parking. Comprehensive student services are available to students on campus.

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit

§215.11 Facilities, Resources, and Services	Evidence	Comments
(a) The controlling agency/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.	Strong administrative support was evident during the survey visit.	Criteria met.
(b) An appropriately equipped skills laboratory shall be provided to accommodate maximum number of students allowed for the program. (1) The laboratory shall be equipped with hot and cold running water. (2) The laboratory shall have adequate storage for equipment.	Board Staff met with the architects who are developing the skills lab to discuss the plans. Dr. Aduddell demonstrated familiarity with the Board rule mandating the requirements for facilities, resources, and services.	Criteria met.
(c)The director/coordinator and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.	Secretarial and clerical staff members are in place. One full-time administrative assistant is dedicated to the nursing education program.	Criteria met

§215.11 Facilities, Resources, and Services	Evidence	Comments
<p>(d) 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.</p> <p>(1) The director/coordinator shall have a private office.</p> <p>(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.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(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> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>Plans are in place to address the requirements for physical facilities, including director and faculty offices. Mechanisms are in place to secure sensitive materials and documents.</p> <p>Plans and schematics reviewed specific to the proposed Department of Nursing's classrooms, labs, faculty offices, and student lounges and study areas. Two classrooms will be dedicated to the nursing program. The classrooms will seat 30 – 35 students each and are smart technology classrooms.</p> <p>The nursing skills/simulation lab has equipment and facilities for appropriate practice/simulation and accommodates five hospital beds, two exam tables, and a debriefing area.</p> <p>Comprehensive student support services are available for students on the campus, including student housing, a large student life center, and a full-service cafeteria. The number of publicly accessible computers on campus is 246 which are Dell Optiplex and Latitude and specified desktop software Microsoft Windows 7 and MS Office 2010. There are also various laser printers located in buildings in key locations across campus such as the Alumni Student Center Lounge, Blumberg Library, and Krost Lobby. All students, faculty and staff have access to MyTLU web portal which allows for 1-stop shop for all academic needs such as Registrar's office information, class lists, emails, mid-term and final grade entry, semester course evaluations, E-racer (learning management system), university calendar, and announcements.</p>	<p>Criteria met.</p>
<p>(e) 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>TLU's current library building, Blumberg Memorial Library, opened in 1970 and has a seating capacity of 400 with total cataloged items of 155,280, E-books, E-recordings, and E-scores of 43,809, and online databases and index subscriptions of 135. The library is conveniently located to the proposed Department of Nursing's classrooms, labs, faculty offices, and student lounges and study areas.</p>	<p>Criteria met.</p>

§215.12 Records and Reports		
<p>(a) Accurate and current records shall be maintained for a minimum of two (2) years in a confidential manner and be accessible to appropriate parties, including Board representatives. These records shall include, but are not limited to:</p> <ul style="list-style-type: none"> (1) records of current students; (2) faculty records; (3) administrative records, which include minutes of faculty meetings for the past three years, and school catalogs; (4) the current program of study and curriculum including mission and goals (philosophy and outcomes), and course outlines; (5) agreements with affiliating agencies; and (6) the master plan of evaluation with most recent data collection. 	<p>Both electronic and hard copy maintenance and storage of documents were discussed during the survey visit.</p> <p>The program has developed a receipt of written student policies form including information on eligibility for licensure.</p>	<p>Criteria met.</p>
<p>(b) Record forms may be developed by an individual school</p>	<p>Record forms have been developed by the school.</p>	<p>Criteria met.</p>
<p>(c) Hospital employment forms are not to be used for student records.</p>	<p>The issue was discussed during the survey visit.</p>	<p>Criteria met.</p>
<p>(d) Records shall be safely stored to prevent loss, destruction, or unauthorized use.</p>	<p>Student academic records will be managed and controlled by the Registrar's office.</p> <p>Nursing department records will be maintained in locked metal cabinets that are located in the nursing program director's office.</p>	<p>Criteria met.</p>

DRAFT LETTER

April 18, 2014

Kathie Aduddell, EdD, MSN, RN, Director
Baccalaureate Degree Nursing Education Program
Texas Lutheran University
1000 West Court Street
Seguin, Texas 78155

Dear Dr. Aduddell:

At the April 16-17, 2014 meeting, members of the Texas Board of Nursing discussed the Texas Lutheran University Proposal to Establish a New Baccalaureate Degree Nursing Education Program in Seguin, Texas, and the report of the February 28, 2014 survey visit. The Board wishes to thank Dr. Dorsey, Dr. Cottrell, and you for being present to answer questions. Based upon the discussion and review of documents, it was the decision of the Board to grant initial approval to Texas Lutheran University to establish a new Baccalaureate Degree Nursing Education Program in Seguin, Texas, and impose the conditions/requirements in the attached Board Order.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at 512-305-7660.

Sincerely,

Katherine Thomas, MN, RN, FAAN
Executive Director

Copy: Dr. Stuart Dorsey, President, Texas Lutheran University
Southern Association of Colleges and Schools

Agenda Item: 3.2.10.a.
Attachment #2
Board Meeting: April 2014

BOARD OF NURSING 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 Texas Lutheran University
To Establish A
Baccalaureate Degree Nursing Education Program
in Seguin, Texas

Date and Time: April 16, 2014 at 2:00 PM
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 April 11, 2013.

Address written testimony to:
Katherine Thomas, MN, RN, FAAN, Executive Director
Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Texas Lutheran University
Baccalaureate Degree Nursing Education Program
In Seguin, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 16, 2014, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Texas Lutheran University proposal to establish a new Baccalaureate Degree Nursing Education Program in Seguin, Texas, based upon the review of the Proposal, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by the representatives from Texas Lutheran University in Seguin, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Texas Lutheran University Baccalaureate Degree Nursing Education Program in Seguin, Texas and imposes the following conditions/requirements:

1. The program shall not admit more than one (1) cohort of thirty (30) students annually.
2. The program shall not enroll students until Board Staff have reviewed evidence that the facilities are adequate for the program.

Entered this 16th day of April, 2014

Katherine Thomas, MN, RN, FAAN
Executive Director