Consideration of Change in Approval Status
From Full Approval to Full Approval with Warning
University of Mary Hardin-Baylor in Belton, Texas
Baccalaureate Degree Nursing Education Program

Summary of Request:
Consider the proposed change in approval status for the University of Mary Hardin-Baylor (UMHB) Baccalaureate Degree Nursing (BSN) Education Program in Belton, Texas, from Full Approval to Full Approval with Warning based upon the 2016 NCLEX-RN® examination pass rate, findings in the 2015 Self-Study Report, and areas for improvement for alignment with Rule 215.

Historical Perspective:
- UMHB is a Baptist institution founded in 1845 and regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges.
- The UMHB BSN Program began operation in 1968 and is accredited by the Commission on Collegiate Nursing Education through December 31, 2022.
- Sharon Souter, PhD, RN, CNE has served as Program Director since July 2008.
- The NCLEX-RN® examination pass rates for the past five (5) years are included in the table below:

Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2016	Full – Self-Study Report Required	79.74%	122/153
2015	Full	79.23%	145/183
2014	Full	85.98%	141/164
2013	Full	70.07%	96/137
2012	Full	93.55%	87/93

- Due to the 2015 NCLEX-RN® examination pass rate of 79.23%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2016 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-RN® examination and a description of the corrective measures to be implemented.

- The Education Consultants conducted a conference call with the Program Director and faculty members on March 31, 2016, to discuss the process of developing the SSR. A comprehensive, in-depth SSR was received in the Board office on May 3, 2016.
- The Program Director and faculty members identified multiple factors in the SSR that may have contributed to the NCLEX-RN® pass rate falling below 80% as well as corrective measures to improve success, including:
  - Increase admission standards;
  - Decrease number of admissions for the 2016-2017 academic year;
  - Develop strategic plan to improve teaching effectiveness across the curriculum;
  - Appoint adjunct faculty development coordinator;
  - Hire Associate Dean and additional full-time faculty;
  - Formally review new curriculum;
  - Review and revise test plan to more clearly align exam blueprints to the testing content of the NCLEX-RN® test plan;
  - Consider an alternative testing vendor; and
  - Identify fewer systematic plan outcomes to review each year.
- After review of the SSR, the Education Consultants acknowledged the findings in the SSR and the plan for corrective measures (See Attachment #1).
- On November 29, 2016, the Education Consultants conducted a telephone conference with the Program Director concerning changing the program's approval status from Full to Full Approval with Warning at the Board meeting on January 19, 2017. The conference call provided an opportunity for Board Staff and Dr. Souter to discuss the process and implications of the warning status.
- The UMHB BSN Program has provided a response letter to be included with the Board report (See Attachment #2).

Rationale for Recommendations:
Rule 215.4(c)(3)(A) states: "A warning may be issued to a program when the pass rate of first-time NCLEX-RN® candidates … is less than 80% for two (2) consecutive years…"

The Education Guideline for writing a Self-Study Report requires that "The effects of the corrective measures should be evaluated as a part of the Total Program Evaluation Plan".

Staff Recommendation:
Move to change the approval status for the University of Mary Hardin-Baylor Baccalaureate Degree Nursing Education Program in Belton, Texas, from Full Approval to Full Approval with Warning based upon the 2016 NCLEX-RN® examination pass rate, findings in the 2015 Self-Study Report, and areas for improvement for alignment with Rule 215, and impose the conditions/requirements in the attached letter and Board Order (See Attachment #3).

DRAFT LETTER

January 23, 2017

Sharon Souter, PhD, RN, CNE, Dean
Baccalaureate Degree Nursing Education Program
University of Mary Hardin-Baylor
900 College Street
UMHB Box 8015
Belton, TX 76513

Dear Dr. Souter:

At the January 19-20, 2017 meeting, members of the Texas Board of Nursing (Board) considered the approval status for the University of Mary Hardin-Baylor Baccalaureate Degree Nursing Education Program in Belton, Texas, based upon the NCLEX-RN® examination pass rate for 2016, findings in the 2015 Self-Study Report, and areas for improvement for alignment with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status for the University of Mary Hardin-Baylor Baccalaureate Degree Nursing Education Program in Belton, Texas, from Full Approval to Full Approval with Warning and impose the conditions/requirements in the attached Board Order.

If you have any questions or if we may offer assistance, please contact Board Staff at Virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

Katherine A. Thomas, MN, RN, FAAN
Executive Director

Copy: Dr. Randy O'Rear, President, University of Mary Hardin-Baylor
        Commission on Collegiate Nursing Education

BEFORE THE TEXAS BOARD OF NURSING

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ORDER OF THE BOARD

In the Matter of
University of Mary Hardin-Baylor
Baccalaureate Degree Nursing Education Program
In Belton, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 19, 2017, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status for the University of Mary Hardin-Baylor Baccalaureate Degree Nursing Education Program in Belton, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon the NCLEX-RN® examination pass rate for 2016, findings in the 2015 Self-Study Report, and areas for improvement for alignment with Rule 215.

Representatives from the University of Mary Hardin-Baylor in Belton, Texas discussed the change in approval status during a conference call with Board Staff and were offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by the University of Mary Hardin-Baylor in Belton, Texas, the Board hereby CHANGES the approval status for the University of Mary Hardin-Baylor Baccalaureate Degree Nursing Education Program in Belton, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2017.

2. An evaluation of the effectiveness of the corrective measures outlined in the 2015 Self-Study Report is to be submitted by the program to Board Staff no later than June 1, 2017, per Education Guideline 3.2.1.a.

Entered this 19th day of January, 2017

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Katherine A. Thomas, MN, RN, FAAN
Executive Director
On Behalf of the Texas Board of Nursing