

**Report of Status of Teach-Out of Career Point College Students
by National American University and Consideration of Report of Survey Visits
to San Antonio, Texas and Austin, Texas
Associate Degree and Vocational Nursing Education Programs**

Summary of Request:

Consider the report of the unannounced survey visits to National American University (NAU)/Career Point College (CPC) Teach-out Associate Degree Nursing (ADN) and Vocational Nursing (VN) Education Programs in San Antonio, Texas on April 27, 2017 and Austin, Texas on May 2, 2017 conducted by Susan Lee, PhD, RN, CNE and Virginia Ayars, EdD, MS, RN, CNE, Nursing Consultants for Education.

Historical Perspective:

- On October 16, 2016, CPC unexpectedly ceased operation of all campuses. At that time, CPC had ADN and VN education programs in San Antonio and Austin, Texas with approximately 1570 enrolled students.
- At the January 2017 Board Meeting, the Board approved the Teach-Out Agreement between NAU and CPC, thus allowing ADN and VN students an opportunity to proceed with their nursing education using the CPC curriculum. This Teach-Out is offered exclusively to students who were enrolled in a CPC nursing education program at the time of closure.
- The NAU/CPC Teach-Out began enrolling previous CPC students in January 2017 and must be completed by December 2018. To comply with the end date, the last cohort to enroll must be admitted September 2017.
- The main NAU/CPC Nursing Education campus is located in San Antonio, Texas at the same site used previously by CPC. In Austin, Texas, the NAU/CPC Nursing Education Programs are located at the NAU Nursing Education location.
- Board Staff Susan Lee and Virginia Ayars, Nursing Consultants for Education, conducted a one (1) day unannounced survey visit to both of the NAU/CPC locations. The visit to the San Antonio location was conducted on April 27, 2017. The visit to the Austin location was conducted on May 2, 2017. The visits were prompted by a written student complaint, which reported inconsistencies, lack of respect, lost documents, and fear of retaliation.

Summary of Survey Findings (See Attachment #1):

- Findings from the survey visits indicate the programs are in compliance with Board Rules 214 and 215.

Pros and Cons of Survey Visits:

Pros:

- Kelley Pennell, MSN, APRN, ACNS-BC, is the Program Director for both the San Antonio and Austin locations. She meets Board Rule 214 and 215 requirements for approval as Program Director of Professional and Vocational Nursing Education Programs. Faculty and students reported they feel respected, supported, and cared about by Ms. Pennell. Ms. Pennell stated she has administrative support, which utilizes a system of checks and balances to minimize complications.

- Ms. Pennell shared that one of the biggest challenges in the transition was recognizing the students experienced a traumatic event with feelings of anger after the closure of CPC. Ms. Pennell and the faculty are assisting as the students work through the grieving process after experiencing this loss.
- Currently, enrollment for the San Antonio campus consists of 130 ADN and 300 VN students. Enrollment for the Austin campus consists of 17 ADN and 100 VN students.
- There are 46 full- and part-time faculty in San Antonio, and 12 full- and part-time faculty in Austin.
- The curriculum follows the CPC curriculum with the exception in the ADN program of removing *Speech* and *Spanish* and replacing these courses with *Nutrition* and *Pathophysiology*. These changes were necessary as NAU offers an Associate of Science in Nursing (ASN).
- Administration and faculty shared that obtaining clinical sites was a barrier as facilities were resistant to accept NAU/CPC students based on previous history with CPC. Clinical affiliation agreements have been established in acute care, critical care, pediatrics, long-term residential, mental health, and maternal/child health facilities. All clinical sites are within 100 miles of the respective campuses. Clinical learning experiences are faculty supervised with students providing hands-on direct patient care.
- Physical facilities are spacious and provide adequate space for the implementation of didactic and simulation/skills laboratory learning experiences.
- Written student program policies are being implemented and enforced by the Program Director and faculty. These are located in the Student and Faculty Handbooks, and course syllabi.
- Program Director, Coordinators, and many faculty were employed by CPC prior to closure. Many of the former CPC faculty, along with new faculty, were hired by NAU, thus providing consistent application of program policies and curriculum implementation.
- Facilities, resources, and services are appropriate to meet the needs of the approved National American University (NAU)/Career Point College (CPC) Teach-Out Associate Degree Nursing (ADN) and Vocational Nursing (VN) Education Programs.

Cons:

- None identified.

Staff Recommendation:

Move to accept the report of teach-out agreement and findings of the April 27, 2017 San Antonio, Texas and May 2, 2017 Austin, Texas survey visits to the National American University/Career Point College Teach-Out in San Antonio, Texas and Austin, Texas Associate Degree and Vocational Nursing Education Programs, pursuant to the January 2017 Board Order, as indicated in the attached letter (see Attachment #2).

Summary of Survey Visits
National American University/Career Point College Teach-Out
in San Antonio, Texas and Austin, Texas
Associate Degree and Vocational Nursing Education Programs

Purpose of Survey Visits: Survey visits were prompted by a written student complaint, which reported inconsistencies, lack of respect, lost documents, and fear of retaliation.

Date of Visits: April 27, 2017 in San Antonio, Texas and May 2, 2017 in Austin, Texas

Board Representatives Conducting Visits: Susan Lee, PhD, RN, CNE and Virginia Ayars, EdD, MS, RN, CNE, Nursing Consultants for Education.

Nursing Consultants for Education met with:

- Kelley Pennell, MSN, APRN, ACNS-BC, Program Director
- Rosina Perez, Campus Director, San Antonio
- Mary Forster, LVN, Clinical Education Coordinator (CEC), San Antonio
- Colleen Ricci, LVN, Administrative Assistant, CEC, San Antonio
- Craig Cabral, BSN, RN, Part-time LVN didactic and clinical instructor, San Antonio
- Jonadiv Martinez, MD, Full-time ADN didactic instructor, Anatomy and Physiology I & II, Pathophysiology, San Antonio
- Karen Svoboda, MSN, MSH, RN, Simulation and skills lab coordinator, San Antonio
- Mary Simcik, ADN, RN, Full-time LVN didactic/clinical instructor, San Antonio
- 29 ADN students in San Antonio representing three different program levels
- Amy Williams, Campus Director, Austin
- Sara Mosca, BSN, RN, Assistant Director of Nursing, Austin
- Pam Keester, MSNEd, RN, Student Success Coordinator in NAU BSN program, Austin
- Donna Marsh-Allen, BSN, RN, Part-time VN clinical instructor, Austin
- Natasha Gosek, MSN, RN, Part-time VN clinical instructor, Austin
- Debbie Schobe, BSN, RN Full-time VN didactic instructor, Austin
- Nine VN students in Austin representing two program levels

Nursing Consultants for Education:

- Held initial conference with Program Director and administration;
- Met with 29 ADN students in San Antonio and nine VN students in Austin;
- Met with five faculty members in San Antonio and four faculty members in Austin;
- Conducted exit interviews with Program Director and administration.

Summary of Findings:

Approval:

- Board members granted NAU/CPC Teach-Out approval at the January 2017 Board meeting.

Administration:

- The ADN/VN Program Director reports directly to the NAU Dean of Nursing.
- Kelley Pennell, MSN, APRN, ACNS-BC, was approved as Program Director of the ADN and VN Education Programs at both the San Antonio and Austin campus locations.
- Kay Pendleton, ADN, RN is the assistant VN Program Director at the San Antonio campus. Sara Mosca, BSN, RN is the assistant ADN and VN Program Director at the Austin campus.

Program of Study:

- NAU/CPC Teach-Out ADN Education Program is an LVN-to-RN program offering an 18-month program of study. NAU/CPC Teach-Out VN Education Program is an 18-month program of study.
- NAU/CPC Teach-Out ADN and VN Education Programs are offered at both the San Antonio campus and the Austin campus.
- NAU/CPC Teach-Out ADN Education Program uses concept-based curriculum in Medical/Surgical, Maternal/Child Health, and Mental Health courses.
- The programs are taught in a face-to-face format.

Faculty:

- Faculty include: an assistant director of nursing at the San Antonio and Austin campuses; a CEC at each campus; one full-time non-nurse faculty who teaches general education courses in San Antonio; 46 full- and part-time faculty who teach both didactic and/or clinical courses in San Antonio; and 12 full- and part-time faculty who teach didactic and/or clinical courses in Austin.
- Faculty members stated they have responsibility for implementing and evaluating the curriculum and that faculty participate in the development, implementation, and enforcement of standards/policies for progression and dismissal of students.

Students:

- At the time of the visit, enrollment for the San Antonio campus consists of 130 ADN and 300 VN students. Enrollment for the Austin campus consisted of 17 ADN and 100 VN students. The NAU/CPC Teach-Out began enrolling students in January 2017 and must complete all nursing education programs by December 2018. To comply with the end date of December 2018, the last cohort to enroll shall be admitted September 2017. No students who were not enrolled at CPC at the time of closure may be admitted to the NAU/CPC Teach-Out.
- All students have begun the Criminal Background Check (CBC) process with blue cards replaced, as needed, if the blue cards were lost in the transition.
- Students reported receiving verbal and written information regarding conditions that may disqualify graduates from licensure. Individual student signed receipts of this information were maintained in student files.

- Students verbalized lack of timely notification when changes in course content or class meeting hours were made.
- Students reported faculty are supportive and receptive to requests for assistance.
- Written student program policies are being implemented and enforced by the Program Director and faculty. These are located in the Student and Faculty Handbooks, and course syllabi.

Clinical Learning Experiences:

- The program has current, signed clinical contracts with a number of affiliating agencies. Diverse clinical opportunities are available for students.
- Faculty members provide supervision during all clinical learning experiences. No preceptors are used for clinical learning experiences.
- Clinical Education Coordinators are assigned to both sites to secure new and maintain existing clinical sites for learning experiences.
- All clinical sites are within 100 miles of the respective campuses.
- Clinical learning experiences are faculty supervised with students providing hands-on direct patient care.

Facilities, Resources, and Services:

- ADN and VN education programs are in San Antonio at the former CPC campus location and in Austin at the NAU campus location.
- Physical facilities are spacious and provide adequate space for the implementation of didactic and simulation/skills laboratory learning experiences.

Records and Reports:

- Student files are stored in locked cabinets in the administrative offices.
- Clinical affiliation agreements are current.
- For students who graduated prior to the CPC closure, *Parchment*, an independent document storage company, can provide transcripts for a fee.

DRAFT LETTER

July 20, 2017

Kelley Pennell, MSN, APRN, ACNS-BC, Program Director
Associate Degree and Vocational Nursing Education Programs
National American University/Career Point College Teach-out
4522 Fredericksburg Road, A-100
San Antonio, TX 78201

Dear Ms. Pennell,

At the July 20-21, 2017 meeting, members of the Texas Board of Nursing (Board) considered the of teach-out agreement and report of the April 27, 2017 and May 2, 2017 survey visits to National American University/Career Point College Teach-Out Associate Degree and Vocational Nursing Education Programs in San Antonio, Texas and Austin, Texas pursuant to the January 2017 Board Order. Based upon the discussion and review of documents, it was the decision of the Board to accept the report of the survey visits to National American University/Career Point College Teach-Out Associate Degree and Vocational Nursing Education Programs.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at susan.lee@bon.texas.gov or 512-463-4631.

Sincerely,

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

Copy: Lisa Hawthorne, PhD, MSN, PHN, CNE, Dean, School of Nursing