

**Proposal to Establish a New Nursing Education Program
Houston Baptist University in Houston, Texas
Master's Degree in Nursing with Tracks in
Pediatric Nurse Practitioner in Primary Care and Family Nurse Practitioner**

Summary of Request:

Consider the Houston Baptist University (HBU) proposal to establish a new Master's Degree in Nursing Program with two nurse practitioner tracks: a Pediatric Nurse Practitioner-Primary Care (PNP-PC) Track and a Family Nurse Practitioner (FNP) Track in Houston, 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).

Historical Perspective:

- HBU was created by action of the Baptist General Convention of Texas on November 15, 1960, with a goal of establishing a high-quality Christian College in the city of Houston.
- HBU offers undergraduate and graduate degrees in many disciplines, and a Doctor of Education Degree in Executive Educational Leadership.
- A baccalaureate degree in nursing (BSN) education was added to the academic programs in 1968, and received national nursing accreditation in 1972. (The 2016 NCLEX® examination pass rate for the BSN program was 86.75%.) An associate degree nursing education program began in 1983 but was phased out in 2010 in order for HBU to focus on the BSN degree program. HBU also offers an online RN-to-BSN program.
- HBU is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The next scheduled reaffirmation visit is in 2021. Approval for the Master of Science Degree in Nursing (MSN) by SACSCOC was received in June 2017. The MSN will be awarded to graduates majoring in the two Advanced Practice Registered Nurse (APRN) tracks.
- The program plans to seek nursing accreditation from the Commission on Collegiate Nursing Education after they begin and have enrolled students. The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN).
- The nursing school and all of its programs are part of the School of Nursing & Allied Health (SONAH). The Allied Health side of the school is Kinesiology. Renae Schumann, PhD, RN, is Professor and Dean of the School of Nursing and Allied Health, and has been instrumental in the development of the new APRN program. Kathryn Reveles, PhD, DNP, APRN, CNS-M/C, CPNP-PC reports to Dr. Schumann in her role as Director of Graduate Programs School of Nursing and Allied Health. Dr. Reveles also will be the approved director for the PNP-PC track, and will be the voting representative for the SONAH on the HBU Graduate Council.
- A qualified and Board-approved director for each track will be in place under the leadership of Dr. Schumann.
- A site visit was conducted on June 2, 2017, by Beverly Skloss, MSN, RN Contract Program Evaluator (See Attachment #1).

Summary of Proposal:

Overview of the Program of Study:

- HBU proposes to establish a new MSN Degree Program with FNP and PNP-PC tracks designed to prepare registered nurses to deliver primary health care through an advanced scope of practice to two population groups.
- The two tracks will have common core course requirements for both tracks that will enhance the education for both tracks with an across the lifespan knowledge base.
- The curriculum includes the nine credits required in all APRN programs in:
 - Advanced physical assessment,
 - Advanced pathophysiology, and
 - Advanced pharmacology.
- Students in each track will receive educational preparation in their specialty population as they move through the program.
- The last few courses in each track will focus on health problems related to the specific populations for their practice area.
- The program has been developed in a competency-based model to ensure that each student achieves mastery of skills for safe patient care prior to graduation. Minimal clinical hour requirements are designed to meet certification requirements, but some students may actually experience more hours to perfect skills in the competency-based model.
- The curriculum will be delivered in a hybrid format using online and face-to-face instruction on campus.
- The traditional 16-week semesters have been broken down into eight-week intensive terms with two eight-week sessions during fall, spring, and summer. The FNP curriculum includes 15 courses where the PNP-PC curriculum consists of 14 courses. The rationale for the difference in length is that the FNP curriculum covers care of patients through the lifespan, whereas the PNP curriculum covers care of patients up to 21 years.
- All courses will be offered online except for the Advanced Skills course. Practicums will be arranged in health care facilities convenient to each individual student in the state or on campus.
- Two cohorts of 12 students will be admitted annually to each track.
- HBU has contracted with Meteor Learning, Inc., to assist with the online educational platform. Their experience with this provider in the RN-to-BSN program has been positive.

Rationale and Need for the Program:

- The identified needs for the establishment of the FNP program include the following factors:
 - access to health care is a growing concern across the state;
 - data from the Texas Department of State Health Services indicates the need for NPs in the state will continue to grow faster than the supply; and
 - nine letters of support indicate a recognition of the need for additional APRNs in the Houston area.

Administration and Organization:

- HBU is an independent, private, non-profit university that offers nursing education in a Christian environment. The Provost, Dr. Cindy Simpson, and President, Dr. Robert Sloan, Jr. indicate full support for the APRN tracks.
- The MSN program plan is aligned with HBU's mission and purpose, and with the values of the School of Nursing and Allied Health.
- Under the leadership of Renae Schumann, PhD, RN, Dean of the School of Nursing, there will be an approved director for each of the NP tracks who meets director qualifications and has role preparation for the population track. Kathryn Reveles, PhD, DNP, APRN, CPNP-PC is the named director for the PNP-PC track, and Cara Spencer, PhD, APRN, FNP-BC is named as director for the FNP track. Dr. Spencer holds a compact license from Colorado and holds an APRN license as a FNP in Texas.
- CCNE requires that program directors for APRN programs hold a doctorate and are licensed in the APRN role for the program track.
- Dr. Spencer will teach didactic coursework online and will travel to Houston for administrative duties and clinical supervision. The long term plan is for Obi Oji, DNP, APRN, FNP-BC, part-time FNP faculty to be mentored by Dr. Spencer to be the future director of the FNP track. (Rule 219 requires program directors have three years teaching experience in the role preparation of the track.)
- The financial budget and audit indicate the institution is financially stable.

Faculty:

- The MSN program will begin with five full-time faculty and two part-time faculty with a plan to add two faculty to teach specific PNP-PC and FNP courses. When the program begins, all of the faculty will also teach in the BSN or RN-to-BSN programs. Part-time faculty will participate in faculty meetings and engage in decision-making.
- FT faculty workload is based on a unit system where a three to four credit course and a 16-week clinical group is considered one unit. FT faculty teach four units per semester.
- Faculty who are not APRNs may teach courses that are core courses without NP role content (such as Theory, Nursing Research, Leadership, Pathophysiology, Pharmacology, etc.). Role content/courses begin in the fourth semester.
- NP faculty have been identified and have expressed a commitment to teaching in the program. Doctorally-prepared faculty will teach all didactic courses.
- APRN faculty will be supported by release time to fulfill their practice requirements for continued certification.

Clinical Learning Experiences:

- A full-time Clinical Coordinator will be used to assist in arranging clinical experiences and preceptors.
- Students will engage in skills lab practice, simulation activities, role play, and standardized patient scenarios.
- Faculty-to-student ratio for clinical courses will be 1:6, with each student assigned to a preceptor for a one-to-one experience. Faculty will oversee and evaluate student progress. Weekly meetings between faculty and students will be scheduled in person, by phone or internet. In addition, faculty will meet with preceptors in person or by video

conferencing at least once during each term.

- Currently, HBU has clinical contracts with 16 clinical settings that will provide practice environments for students. Additional settings will be added as the program develops and students begin to identify clinical practice sites and preceptors.
- Appendix M in the proposal provides the plan for documentation and evaluation of student performance.
- A sample clinical rotation for students is provided in Appendix R of the proposal.

Facilities, Resources, and Services:

- HBU's Academic Success Center (ASC) provides a wide range of student services on campus and online. The ASC uses a system called Navigate that allows students to contact faculty, advisors, and on campus staff for assistance. In addition, online and phone advising, financial assistance, and tutoring through the learning management system are also available.
- HBU's Moody Library offers flexible hours for student access to online resources as well as text and journal sources.
- The Belin Simulation Lab provides a setting for skills practice as well as high-fidelity simulation experiences that mimic real-life situations.
- Technical support and resources provide faculty and student training with assistance 24 hours every day of the week. The proposal indicates that faculty resources include high quality learning management tools.

Students:

- Over 230 BSN-prepared nurses have expressed an interest in the proposed HBU NP tracks. Eighty-nine percent of the current students in the BSN and RN-to-BSN programs plan to continue their education by seeking an MSN; 48% of the students expressed an interest in pursuing education in an NP program. The program will only focus on applicants in Texas.
- A plan for admission and selection of students is included in the Student Handbook.
- Students will attend two-day long sessions on campus for orientation and for skills lab.

Program of Study:

- Both tracks are designed for course delivery in eight-week sessions, and all students will take the same core courses but clinical activities will be devoted to the appropriate track.
- All clinical courses with preceptors and related didactic content are specific to the role and population, and will be taught by faculty authorized and experienced in those areas.
- Didactic content will be delivered by online format. Staff at HBU are experienced in online education and will provide technical expertise and support for faculty and students.
- The MSN program is dedicated to the philosophy and mission of HBU in the "integration of scholarship, service, and spirituality."
- A curriculum map depicts the program requirements with side-by-side courses for each track. The FNP track requires more semester credit hours and more clinical practice hours because the content covers the entire lifespan.
- The curriculum has been planned to comply with the American Association of Colleges of Nursing MSN Essentials, CCNE accreditation standards, certification requirements, and NONFP criteria.
- Board Staff reviewed very detailed syllabi for each course (that included many program

and university policies), but for the sake of efficiency for Board members, Board Staff requested abbreviated syllabi for the final proposal with all essential information explaining requirements, grading, and evaluation of students for each course and the relationship of courses within the curriculum plan.

Total Program Evaluation Plan:

- A common Total Program Evaluation Plan (TPE) is well-developed and provides measurable indicators of achievement for both tracks. It is a systematic collection, review, and analysis of various aspects of the education program with the focus on improving student learning, development, and education success.
- The plan uses the 2016 NONF Criteria for Evaluation of Nurse Practitioner Programs from the National Task Force on Quality Nurse Practitioner Education as the basis for programmatic assessment elements.

Comments from Survey Visit:

The report of findings from the survey visit (Attachment #1) indicate the physical facilities are adequate and ready for the program to begin.

Rational for Staff Recommendation:

The requirements in Rule 219 Advanced Practice Nurse Education have been met in the proposal. Since final names of faculty who will teach FNP and PNP-PC content have not been released, Board Staff recommend a requirement that HBU provide names and credentials of specific faculty to Board Staff. In addition, preceptor names and clinical sites will not be identified until students are enrolled and sites found. Therefore, Board Staff recommend a requirement that HBU provide a list of identified clinical sites and preceptors before students are engaged in the first preceptor activities.

Staff Recommendation:

Move to grant initial approval to Houston Baptist University to establish a new Master of Science in Nursing Program with two tracks: a Pediatric Nurse Practitioner Program in Primary Care and a Family Nurse Practitioner Program in Houston, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #2).

**Report of Survey Visit
Houston Baptist University in Houston, Texas
Family and Pediatric Nurse Practitioner Tracks**

NAME OF NURSING PROGRAM: Houston Baptist University Family Nurse Practitioner (FNP) and Pediatric Nurse Practitioner-Primary Care (PNP-PC) Tracks

PROPOSED DIRECTOR: PNP-PC Director: Kathryn Reveles, PhD, DNP, APRN, CNS-M/C, CPNP-PC
FNP Director: Cara Spencer, PhD, APRN, FNP-BC

REASON FOR SURVEY: New Proposal **DATE:** June 2, 2017

SURVEY VISITOR: Beverly Skloss, MSN, RN

Met with: Dr. Cindy Simpson, Provost & VP for Academic Affairs
Dr. Kathryn Reveles, MSN Program Director
Dr. Renae Schumann, Dean School of Nursing & Allied Health
Dr. Paulita Brooker, Associate Provost, Online Learning
Dr. Jeffrey Green, Dean, The Graduate School
Ritamarie Tauer, CPA, Associate Provost Academic Operations
Mr. Dean Riley, Interim Director, Library
Bonita Crider, Assistant Professor, Library

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.

[\$219.11]  FACILITIES, RESOURCES AND SERVICES		
STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(a) The governing institution shall be responsible for providing: (1) Educational facilities; (2) Resources; and (3) Services that support the effective development and implementation of the advanced practice nursing education program.</p>	<p>HBU recently hired Dr. Paulita Brooker, well-experienced in online education, to direct the enhancement of online learning for existing programs and the new NP online tracks. An Academic Technology Support Manager was also hired and reports to Dr. Brooker. Dr. Brooker indicated she will assure that online students have access to the same services as onsite students. This includes taping and filming HBU activities related to graduate students and uploading these for online access. In addition, online faculty and professional development will be available.</p> <p>In order to engage online NP students at HBU, a full on campus</p>	<p>Criteria Met</p>

	<p>orientation will be held at the beginning of the program. Dr. Reveles indicated that in addition to standard online teaching techniques, the program will utilize voice-over power point presentations and podcasts to help make students feel a part of HBU.</p> <p>A graduate program student association is also being formed.</p> <p>HBU's Academic Success Center (ASC) provides a wide range of student services on campus and online to promote retention and success. The ASC uses a system called Navigate that allows students to contact faculty, student advisors, and on campus staff for counseling services. In addition, tele-health, online and phone advising, financial assistance, and tutoring are available through the system. Students are able to book appointments online for either an online encounter or a face-to-face encounter with staff. There is a laptop kiosk in the ASC where students may check one out a computer when on campus.</p> <p>Other student resources include the availability of scholarships.</p>	
<p>(b) 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> <ol style="list-style-type: none"> (1) The director shall have a private office. (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. (3) Space for clerical staff, records, files, and equipment shall be adequate. (4) There shall be mechanisms that provide for the security of sensitive materials, such as examinations and health 	<p>Dr. Reveles has a private office in the nursing building. Other private offices are available for all new faculty hired. The offices are in close proximity to the Dr. Schumann's office. They are located close to parking and easily accessible to students that may desire onsite time with faculty. The Administrative Assistant has a large private office with space for records and files to be adequately secured. There is a large open area with cubicles/desks, near the faculty offices, for two student assistants (one in summer). A Clinical Coordinator, currently working at HBU, will coordinate all clinical aspects of the program.</p> <p>There are classrooms and fully equipped labs in the building that</p>	<p>Criteria Met</p>

<p>records.</p> <p>(5) Classrooms, laboratories, and technology shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes</p>	<p>are conducive to learning and adequate in size for the needs of the onsite assessment class.</p> <p>The Belin Simulation Lab provides a setting for assessment practice as well as high-fidelity simulation experiences that mimic real-life situations.</p>	
<p>(c) The director and faculty shall have appropriate technology and support services, including but not limited to secretarial and clerical assistance, appropriate to the needs of the program.</p>	<p>A full spectrum of audiovisual technology and support services is available to all faculty.</p> <p>Technical support, resources and high quality online management tools provide faculty and student training with assistance 24 hours every day of the week.</p>	Criteria Met
<p>(d) The learning resources, library, and program 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 reasonable accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use of resources, e.g., environment, accessibility, and hours of operation.</p>	<p>HBU's Moody Library offers flexible hours for student access to online resources as well as text and journal sources. There are 16 databases for nursing. Current nursing holdings are reviewed and updated annually and kept separate from classic holdings.</p> <p>Library staff are available to teach students condensed search methods as well as other research techniques. Online chat services are available from 9 a.m. until 9 p.m. every day.</p>	Criteria Met

Pros and Cons from Survey Visit

Pros:

- Administration is fully supportive and dedicated to the successful implementation and ongoing success of the NP graduate programs.
- Facilities, resources, and services are more than adequate to meet the needs of the proposed NP tracks.

Cons: None identified

DRAFT LETTER

July 24, 2017

Renae Schumann, PhD, RN, Dean
School of Nursing
Houston Baptist University
7502 Fondren Road
Houston, TX 77074

Dear Dr. Schumann:

At the July 20-21, 2017 meeting, members of the Texas Board of Nursing discussed the Houston Baptist University in Houston, Texas, Proposal to establish a new Master of Science Program with two tracks: a Pediatric Nurse Practitioner in Primary Care and a Family Nurse Practitioner Program in Houston, Texas, and the report of the June 2, 2017 survey visit. The Board wishes to thank ----- 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 Houston Baptist University in Houston, Texas, to establish a new Master of Science in Nursing Program with two tracks: a Pediatric Nurse Practitioner in Primary Care and a Family Nurse Practitioner Program in Houston, 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 512-305-6814.

Sincerely,

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

Copy: Dr. Cindy Simpson, Provost
Dr. Robert Sloan, Jr., President
Southern Association of Colleges and Schools

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Houston Baptist University
Master of Science in Nursing: Pediatric Nurse Practitioner Program in Primary Care and Family
Nurse Practitioner Program
In Houston, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 20, 2017, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Houston Baptist University in Houston, Texas, Proposal to establish a new Master of Science in Nursing Program with tracks in Pediatric Nurse Practitioner in Primary Care and in Family Nurse Practitioner in Houston, Texas, based upon the review of the Proposal, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 219.

After review and due consideration of the filed materials, as well as the presentation by the representatives from Houston Baptist University in Houston, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Houston Baptist University in Houston, Texas, and imposes the following conditions/requirements:

1. The program shall not admit more than two (2) cohorts of twelve (12) students twice a year to each track.
2. HBU shall provide names and credentials of specific, qualified nursing faculty who will teach the role courses in the Pediatric Nurse Practitioner in Primary Care and in the Family Nursing Practitioner to Board Staff before the courses are taught.
3. HBU shall provide a list of identified clinical sites and preceptors before students are engaged in the first preceptor activities.

Entered this 20th day of July, 2017

Katherine A. Thomas, MN, RN, FAAN
Executive Director on behalf of the
Texas Board of Nursing