

**Consideration of Change in Approval Status
From Initial Approval to Initial Approval with Warning
Cybertex Institute of Technology in Austin, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for the Cybertex Institute of Technology Vocational Nursing (VN) Education Program in Austin, Texas, from Initial Approval to Initial Approval with Warning based upon the 2017 NCLEX-PN® examination pass rate, findings in the 2018 Self-Study Report, and areas for improvement to align with Rule 214.

Historical Perspective:

- Cybertex Institute of Technology (CIT) in Austin, Texas, Vocational Nursing (VN) Education Program was approved at the October 2014 Board Meeting to begin operation.
- Founded in 1999 by Iqbal Sheikh, CIT initially focused on corporate training. In early 2001, CIT opened its doors to the general public and graduated its first class in August 2001.
- CIT began operations at 5555 North Lamar Boulevard in Austin, Texas, and moved to its present location at 6300 La Calma Drive, Suite 350, Austin, Texas in 2005. In April 2008, CIT expanded its operations and opened a branch campus in Killeen, Texas.
- CIT is licensed as a career school and approved to offer programs by the Texas Workforce Commission (TWC), holding accreditation from the Council on Occupational Education (COE). The most recent COE survey visit was March 2018.
- Robbin L. Wilson, MSN, RN is the program director who was approved to serve as Program Director in October 2014. She meets all requirements of Board Rule 214.6.

Program Characteristics:

- The full-time program of study spans 16 months.
- In accordance with the Board–approved Initial Approval order, three cohorts of 30 students are admitted annually to the CTI VN Education program.
- As reported in the 2017 NEPIS, of the 94 students who were offered admission to the VN program, 90 students enrolled and 54 students graduated.

- The NCLEX-PN® examination pass rates for the past three years are included in the table below:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2017	Initial	45.95%	17/37
2016	Initial	40.00%	4/10
2015	New Program	NA	NA

- Due to the 2016 NCLEX-PN® examination pass rate of 40.00%, the Program Director and faculty were required to submit a Self-Study Report (SSR) on July 7, 2017 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-PN® examination and a description of the corrective measures to be implemented.
- On June 27, 2017, the program director requested a due date extension as she was unable to provide a written report due to faculty resignation, faculty and personal illness, the beginning of a new term on June 22, 2017, and the having 77 enrolled students in three cohorts. The deadline was extended to August 2, 2017.
- On July 31, 2017, the program director requested a second extension, citing faculty and personal illness as preventing meeting the extended deadline. The second extension was granted for August 14, 2017.
- The SSR was not submitted.
- The 2017 NCLEX-PN® pass rate for CIT was 45.95% (17/37) for first time test-takers.
- After the January 2018 Board meeting, the program director was contacted and instructed of the need for a SSR.
- Because the program was moving from Initial Approval to Initial Approval with Warning, a board report was prepared for this April 2018 board meeting, and the Self-Study Report due date was February 15, 2018.
- The program director requested an extension, citing an up-coming COE survey visit as impacting her ability to complete a comprehensive SSR. An extension of one week was granted, with the due date extended to February 22, 2018.
- On February 20, 2018, Ali Azam, Chief Administrative Officer, contacted Board Staff to request an additional extension for the 2018 SSR. Board staff shared this was the fifth extension request- two for the 2017 SSR and three for the 2018 SSR. The extension was granted with the final deadline of March 5, 2018.
- The SSR was delivered to Board offices on March 5, 2018 at 5:00 PM.
- The Program Director and faculty members identified multiple issues in the SSR that may have contributed to the NCLEX-PN® pass rate falling below 80% and described the following corrective measures:
 - Increase admission scores to have a more qualified applicant pool;

- Revise policies for: late/make-up assignments; attendance and dress code; and grading to prevent grade inflation;
- Assign faculty mentors to students to review academic performance weekly;
- Eliminate extra credit;
- Increase overall grading to a passing minimum of 75% for all courses;
- Submit and implement a major curriculum change to eliminate repetitive content;
- Revise the testing and grading policy to increase pharmacology and alternate format questions; and
- Revise the faculty weekly evaluation on Clinical Performance Tools.

Rationale for Recommendations:

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 consecutive examination 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 Cybertex Institute of Technology (CIT) Vocational Nursing Education Program in Austin, Texas from Initial Approval to Initial Approval with Warning as indicated in the attached letter and Board Order (See Attachment #2).

DRAFT LETTER

April 19, 2018

Robbin L. Wilson, MSN, RN, Director
Vocational Nursing Education Program
Cybertex Institute of Technology
6300 La Calma Drive, Suite 350
Austin, TX 78752

Dear Ms. Wilson:

At the April 19-20, 2018 meeting, members of the Texas Board of Nursing (Board) discussed the approval status of the Cybertex Institute of Technology Vocational Nursing Education Program in Austin, Texas, based upon the 2016 and 2017 NCLEX-PN® examination pass rates, findings in the 2018 Self-Study Report, and areas for improvement to align with Rule 214.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Cybertex Institute of Technology Vocational Nursing Education Program in Austin, Texas from Initial Approval to Initial Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may offer 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: Iqhal Sheikh, President and CEO

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Cybertex Institute of Technology
Vocational Nursing Education Program
In Austin, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 19, 2018, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Cybertex Institute of Technology Vocational Nursing Education Program in Austin, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon the 2016 and 2017 NCLEX-PN® examination pass rates, findings in the 2018 Self-Study Report, and areas for improvement to align with Rule 214.

Representatives from Cybertex Institute of Technology Vocational Nursing Education Program in Austin, Texas discussed the change in approval status during a telephone call with Board Staff and were notified that presentation by representatives from Cybertex Institute of Technology in Austin, Texas at the April 19, 2018 Board meeting was required. The Board hereby CHANGES the approval status of the Cybertex Institute of Technology Vocational Nursing Education Program in Austin, Texas, from INITIAL APPROVAL to INITIAL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 214.4(a)(3)(A), a program survey visit will be conducted by Board Staff during July 2018.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2018 Self-Study Report is to be submitted by the program to Board Staff no later than March 15, 2018, per Education Guideline 3.2.1.a.
3. A plan of action for improvement, addressing outcomes of corrective measures, will be developed and submitted to Board staff no later than May 31, 2018.

Entered this 19th day of April, 2018

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