

**PROPOSAL TO ESTABLISH A NEW NURSING EDUCATIONAL PROGRAM
BAPTIST HEALTH SYSTEM SCHOOL OF HEALTH PROFESSIONS IN SAN ANTONIO, TEXAS
ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider Baptist Health System School of Health Professions, San Antonio, Texas request to establish a new Associate Degree Nursing Educational Program based upon: 1) their process in implementing a degree-granting program; 2) the recommendation from the Education Liaison Committee (ELC); and 3) the report of a survey visit (See Attachment #1). In actuality, this represents a transition of the Texas Board of Nursing (BON)-approved diploma program at Baptist Health System to an Associate Degree Nursing Educational Program. Since the program and its curriculum are virtually unchanged, a full initial proposal was not requested; rather, a brief letter requested in lieu of a full proposal is attached (See Attachment #2). A notice of public hearing has been posted (See Attachment #3).

HISTORICAL PERSPECTIVE:

- Baptist Health System School of Health Professions was originally established in 1903 in San Antonio as a hospital-based nursing educational program. They believe that the program is the oldest professional nursing educational program in Texas.
- By the end of 2008, the program will have graduated 3,378 professional nursing students.
- The professional nursing educational program revised the former diploma curriculum to a Workforce Education Course Manual (WECM) curriculum in April 2004. The first class was enrolled in the WECM curriculum in August 2004.
- In April 2007, the professional nursing curriculum was revised to meet all requirements of the Associate of Applied Science, including the addition of five general education courses. Approval of the new curriculum from all oversight agencies was received in Summer 2007.
- Texas Higher Education Coordinating Board (THECB) authorization to grant degrees was certified effective October 2, 2008, based on the program's accreditation with Accrediting Bureau of Health Education Schools (ABHES). (Note: The program's ultimate goal is to become a baccalaureate program and to pursue accreditation by Southern Association of Colleges and Schools [SACS] at that time.)
- A letter dated November 6, 2008 from Baptist Health System to the BON requested that the diploma program be recognized as an Associate Degree Nursing Educational Program (See Attachment #2).
- Baptist Health System School of Health Professions has met the requirement in Section 301.157(a-1) of the Nursing Practice Act, "A diploma program of study in this state that leads to an initial license as a registered nurse under this chapter and that is completed on or after December 31, 2014, must entitle a student to receive a degree on the student's successful completion of a degree program of a public or private institution of higher education accredited by an agency recognized by the Texas Higher Education Coordinating Board," by changing their curriculum to comply with WECM requirements, receiving ABHES accreditation with authorization to grant an associate's degree, and receiving a certificate of authorization from the THECB.
- Changes in THECB requirements in July 2008 now provide recognition of ABHES as one of the national accreditation agencies accepted by THECB and allow for a certification of authorization to be granted from THECB.
- Baptist Health System has requested BON action on this proposal to facilitate awarding financial aid to new students enrolling in the degree program.
- Documentation of their request was submitted to the ELC and reported to the BON President. The majority of the ELC recommended approval of recognition and approval of the new Baptist Health System School of Health Professions Associate Degree Nursing Educational Program.
- A letter of approval pending full BON approval was submitted to Baptist Health (See Attachment #4).

SUMMARY OF PROPOSAL:

Overview of the Plan:

- Baptist Health System School of Health Professions is proposing to transition the existing Diploma Nursing Educational Program to an Associate Degree Nursing Educational Program. A letter dated November 6, 2008 from Baptist Health System School of Health Professions requesting this change was received November 14, 2008 (See Attachment #2).
- Corresponding curriculum changes have been previously implemented after prior approval by all oversight agencies.
- Fifty-three (53) students are projected to graduate in December 2008 under the prior (Diploma) curriculum.
- Fifty-eight (58) day students and twenty-seven (27) evening students are projected to graduate in May 2009 under the new (Associate degree) curriculum.
- The Diploma program will be closed at the end of the Spring 2009 semester or when the remaining students have graduated.
- A new National Council of State Boards of Nursing program code will be issued to the Associate Degree Nursing Educational Program.

Rationale and Need for the Program:

- Baptist Health System School of Health Professions has been educating nurses to help meet the health care needs of the citizens of the San Antonio area and Texas for over a century.
- The transition from Diploma to Associate Degree education is prompted in part by a legislative mandate, in addition to faculty and administration perception of health care needs in the community.

Availability of Clinical Sites:

- The Program will continue to use the same clinical facilities they have been using in the past.
- The Program will continue to participate in an existing collaboration with other local nursing educational programs to schedule clinical experiences at shared clinical facilities.
- Signed clinical agreements are in place.

Availability of Faculty:

- Qualified existing faculty and administration will continue to teach and administer the program.

Financial Support and Resources:

- The ongoing support and resources provided by Baptist Health System will continue uninterrupted.

Applicant Pool:

- The existing applicant pool will continue to provide enrollment.

Faculty and Student Handbooks:

- The faculty and student handbooks are revised on an ongoing basis as needed.

Curriculum:

- The curriculum has been previously revised, approved, and implemented for an associate degree nursing education program.
- Required clinical experiences meet clinical objectives.

Facilities, Resources and Services:

- The ongoing support and resources provided by Baptist Health System will continue uninterrupted.

Student Support Services:

- A full array of student support services is available for students at the school.

Records and Reports:

- Adequate provision for records and reports has been included.

Total Evaluation Plan:

- The Total Evaluation Plan provides all required elements.

SUMMARY OF SITE VISIT:

General Campus Information:

Baptist Health System School of Health Professions is a modern, spacious, four-story building providing programs of study for the community and many services to its students. The building offers a full array for the campus life experience for its students.

Classrooms:

- Dedicated classrooms of varying sizes for the educational programs are spacious, well-lighted (including natural light), and nicely furnished with tables and chairs to allow comfort for students.
- Technology is available in all classrooms and IT help is available to faculty and students.

Skills Laboratory:

- Spacious, well-appointed skills laboratories are available for the programs. Rotating student groups through the skills laboratory at different hours prevents scheduling conflicts.
- Lab equipment and supplies are appropriate.

Computer Laboratory:

- Computer resources include student-dedicated computer labs as well as faculty computers.

Faculty Offices and Resources:

- Each faculty member has an attractive office that is appropriately furnished. Most offices are private; some offices are shared but spacious, and office assignments reflect consideration of differing schedules.
- Instructional resources are readily available.

Student Services:

- Comprehensive student services from application through graduation are provided through a well-staffed department housed in a large, well-appointed suite of offices.

Learning Resources Area:

- Audiovisual materials are available and accessible to students in the nursing library / media center.

PROS AND CONS:

Pros:

- The campus at Baptist Health System School of Health Professions provides an excellent setting for the new associate degree nursing educational program.
- Administration and staff are very supportive of the new Associate Degree program.
- Faculty and administration are innovative in their thinking and planning for all programs on campus.
- The program has applied for National League for Nursing Accreditation Commission (NLNAC) accreditation for the program in the Associate Degree program category, and scheduling of a site visit is pending.
- The program plans to seek Southern Association when they move forward with their ultimate goal to become a baccalaureate program.
- Extent of student services provided meet the requirements of the rule.

Cons:

- None identified

STAFF RECOMMENDATION:

Move to grant initial approval for Baptist Health System School of Health Professions to establish a new associate degree nursing educational program based upon information provided in the proposal, recommendation from Education Liaison Committee, and findings from the survey visit, and issue the commendation based on the ELC recommendation, as indicated in the attached letter (Attachment #5).

**TEXAS BOARD OF NURSING
SURVEY VISIT PROGRAM REPORT**
(Professional Nursing Education Programs)

NAME OF NURSING PROGRAM: Baptist Health Systems School of Health Professions
 DIRECTOR: Melanie Brady, MSN, RN
 REASON FOR SURVEY: Requesting transition from Diploma to ADN
 DATE: December 2, 2008
 SURVEY VISITOR(S): Paul R. Waller, PhD, RN, and Janice I. Hooper, PhD, RN

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

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§215.11 Facilities, Resources, and Services		
(a) The 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.	Survey visit validated that the physical facilities will support the ADN program and provide a good learning environment for students.	Criteria met.
(b) The dean or director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.	Administrative assistance is available to the administrators and faculty.	Criteria met.

<p>(c) 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 dean or director 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>The program is housed in a recently-remodeled 4-story building dedicated to the educational programs and administration of the School of Health Professions. Classrooms are spacious, furnished with tables and chairs, and advanced audiovisual equipment for teaching/ learning is available, supporting distance-learning objectives.</p> <p>Individual (some shared) faculty offices are available for faculty. Each is attractively decorated and unique to the faculty member's taste.</p> <p>Spacious skills labs are well-furnished and updated for the professional nursing education program.</p> <p>Locked fire-proof file cabinets are available for storage of student records.</p> <p>There are adequate student and faculty lounges and restrooms, including comfortable spaces where students can study individually or in small groups.</p>	<p>Criteria met.</p>
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<p>(d) 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>The library/ media center is spacious and modern, including computers dedicated to student use. It also contains study rooms for group and individual student study. Library hours accommodate student use, and the staff and services are very highly-rated in periodic student evaluations. The Nursing Department also has many audiovisual holdings which may be used by students.</p> <p>Students have access to online library materials. The campus is equipped with modern technology and employs individuals with expertise in technology.</p>	<p>Criteria met.</p>
<p>§215.12 Records and Reports</p>		
<p>(a) Accurate and current records shall be maintained in a confidential manner and be accessible to appropriate parties. These records shall include, but are not limited to:</p> <p>(1) records of current students;</p> <p>(2) transcripts/permanent record cards of graduates</p> <p>(3) faculty records;</p> <p>(4) administrative records, which include minutes of faculty meetings for the past three years, annual reports, and school catalogs;</p> <p>(5) the current program of study and curriculum including mission and goals (philosophy and outcomes), and course outlines;</p> <p>(6) agreements with affiliating agencies; and</p> <p>(7) the master plan of evaluation with most recent data collection.</p>	<p>Secure record storage is available in locking, fire-proof cabinets.</p>	<p>Criterion met.</p>
<p>(b) Records shall be safely stored to prevent loss, destruction, or unauthorized use.</p>		
<p>(c) Copies of the program's Annual Reports and important Board communication shall be maintained as appropriate.</p>		



8400 Datapoint Drive
San Antonio, Texas 78229-3234

November 6, 2008

Paul Waller, Ph.D.
Texas Board of Nursing
333 Guadalupe, Suite 3-460
Austin, Texas 78701-3942

Dear Dr. Waller:

The Department of Professional Nursing of the Baptist Health System School of Health Professions is pleased to provide this application. We are very excited about the opportunity to transition our diploma program to an associate degree program. Our ultimate goal is to become a BSN program. The Associate of Applied Science (AAS) in Nursing degree allows us to more readily meet the requirements to transition diploma programs mandated by the Texas legislature.

History of the Program

Since 1903 our professional nursing department has been a hospital-based nursing education program. We believe that we operate the oldest professional nursing program in Texas. By the end of 2008, our program will have graduated 3,378 professional nursing students. Our diploma program has been accredited by National League for Nursing Accrediting Commission (NLNAC) since 1966.

Our professional nursing program is overseen by six regulatory agencies in addition to the Texas Board of Nursing. Our institutional accreditation is from the Accrediting Bureau of Health Education Schools (ABHES).

Our journey to achieve degree-granting status began several years ago. The following information provides the history of the actions we have taken with the Texas Board of Nursing and our other regulatory agencies to prepare for this transition.

- April 2004: Revised the former diploma curriculum to a WECM curriculum
- August 2004: Enrolled first class in the WECM curriculum
- Spring 2007: Revised the professional nursing curriculum to meet all requirements of the AAS. The program increased from 1488 clock hours to 1696 clock hours. The most significant change was the addition of five general education courses.
- Summer 2007: Received approval for the revised curriculum from all agencies
- August 2007: Enrolled the first class in the new curriculum
- Fall 2007 through June 2008: Worked with the Texas Higher Education Coordinating Board (THECB) regarding our request to confer the AAS. During this time, THECB

was reviewing and revising the standards that would oversee our program. The standards changes made by the THECB on July 24, 2008, paved the way for us to confer degrees via our ABHES accreditation.

- Throughout 2008: Have been in communication with Kathy Thomas, Dorothy Joy, Mary Beth Thomas, and Jan Hooper regarding our program's transition
- August 2008: Received approval from ABHES to confer the AAS upon graduation. The approval states those students currently enrolled in the curriculum may receive the AAS.
- August 2008: Submitted applications to remaining regulatory agencies for the AAS

We have submitted applications to confer the AAS to all of our seven regulatory agencies. The status of each is:

- ABHES: Approved August 4, 2008
- Arizona State Board of Nursing: Approved August 5, 2008
- Arizona State Board for Private Postsecondary Education: Approved September 9, 2008
- THECB: Certificate of Authorization, effective October 2, 2008
- Texas Workforce Commission: In process
- Texas Board of Nursing: In process
- NLNAC: Candidacy for accreditation is in process

It is important to note that currently we have students enrolled in two different curricula. Students who enrolled on August 7, 2008, are eligible to receive the AAS, in accord with their curriculum. We anticipate those students will receive the AAS when they graduate in May 2009.

Students who enrolled prior to August 7, 2008, will receive a diploma upon graduation. The graduating class of December 2008 will be the last full class of diploma graduates. There are, however, a few students who have withdrawn and reentered who will most likely graduate in May 2009. Those few students will receive the diploma, in accord with their curriculum.

3.1.1.c. Education Guidelines

We have reviewed the Proposal Content Areas of the education guidelines, comparing the diploma program with the AAS program for each item. While we are applying as a new associate degree program, in reality, we are transitioning an established diploma program to an associate degree program. Our review of the elements shows:

- **Purpose and Need for Program:** All elements are the same.
- **Administration and Organization:** All elements are the same.
- **Faculty:** All elements are the same.
- **Students:** All elements are the same.
 - Current enrollment numbers are:
 - Students admitted prior to August 2007 are 70 total
 - 56 in San Antonio

November 6, 2008
Paul Waller, Ph.D.
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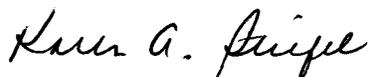
- 21 in Phoenix
- Students admitted from August 2007 forward are 251 total
 - 75 Juniors in San Antonio
 - 31 Juniors in Phoenix
 - 66 Sophomores in San Antonio
 - 73 Freshmen in San Antonio
- **Program of Study:** All elements are the same.
- **Clinical Learning Experiences:** All elements are the same.
- **Facilities, Resources and Services:** All elements are the same.
- **Records and Reports:** All elements are the same.
- **Total Program Evaluation:** All elements are the same.

Dr. Waller, thank you for your assistance with our transitional process. In addition to the above information about our program, we want to share that there is a student financial aid aspect to the transition from a diploma- to a degree-granting program.

In September 2008, our school was reinstated as a participant in Title IV federal financial aid programs by the Department of Education. Until our program is approved as a degree-granting program, course work is measured in clock hours. Upon becoming a degree-granting program, course work will be measured in credit hours. When measured in clock hours, the program is not eligible for full funding by the Department of Education. Needless to say, we have a sense of urgency about providing a program that will meet eligibility requirements for full student funding.

Again, we appreciate all the support and direction we have received from you and your colleagues.

Sincerely,



Karen A. Stiefel, Ph.D., FACHE
Chief Learning Officer and
Dean, School of Health Professions
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Melanie M. Brady, M.S.N., R.N.
Director
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TEXAS BOARD OF NURSING
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING

for

Consideration of a Proposal from Baptist Health System School of Health Professions
for Transition of a Diploma Nursing Educational Program to
a new Associate Degree Nursing Educational Program
in San Antonio, Texas

Date and Time: January 22, 2009 at 10:30 a.m

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 January 5, 2009
at 5:00 p.m.

Address written testimony to:

Katherine Thomas, MN, RN, Executive Director

Texas Board of Nursing

333 Guadalupe Street, Suite 3-460

Austin, Texas 78701-3942



Texas Board of Nursing

333 Guadalupe Street, Ste. 3-460, Austin, Texas 78701
Phone: (512) 305-7400 Fax: (512) 305-7401 www.bon.state.tx.us

Katherine A. Thomas, MN, RN
Executive Director

November 20, 2008

Karen A. Stiefel, PhD, FACHE
Dean, School of Health Professions

and

Melanie M. Brady, MSN, RN
Director, Department of Professional Nursing
Baptist Health Systems School of Health Professions
8400 Datapoint Drive
San Antonio, TX 78229-3234

Dear Dr. Stiefel and Ms. Brady:

Thank you for your letter dated November 6, 2008 outlining your request for transition from a diploma nursing education program to an associate degree program. Your request was submitted to the Board of Nursing Education Liaison Committee (ELC).

Your application was reviewed by the ELC, and their recommendation was for approval. This recommendation will be considered by the Board at their next meeting.

Given the ELC recommendation, you have conditional approval as an associate degree nursing education program, pending Board of Nursing ratification of that recommendation at their January 22-23, 2009 meeting.

It has been a pleasure working with you on your request. If you have questions, please do not hesitate to contact me by e-mail at paul.waller@bon.state.tx.us or to call me at 512-305-7658.

Best regards,

Paul R. Waller, PhD, RN
Nursing Consultant for Education

DRAFT LETTER

January 26, 2009

Melanie Brady, MSN, RN
Director, Department of Nursing Programs
Baptist Health System School of Health Professions
8400 Datapoint Drive
San Antonio, TX 78229-3234

Dear Ms. Brady:

At the January 22-23, 2009 meeting, members of the Texas Board of Nursing discussed the Baptist Health System School of Health Professions Proposal to Transition from a Diploma Nursing Educational Program to a new Associate Degree Nursing Educational Program in San Antonio, Texas, and the report of the December 2, 2008 survey visit. The members of the Board wish to thank you, <<INSERT OTHERS AS PRESENT>> for being present to answer questions.

As indicated by the enclosed order, the Board takes pleasure in informing you that based upon the discussion and review of documents, it was the Board's decision to grant Initial Approval status to Baptist Health Systems School of Health Professions as an Associate Degree Nursing Educational Program, and to issue the following commendation:

Commendation:

Baptist Health System School of Health Professions is commended for over a century history of providing excellent professional nursing education in the State of Texas.

The new associate degree nursing educational program will be issued a new National Council of State Boards of nursing program code. We wish you ongoing success with the program. If you have questions, or if we may be of assistance, please contact board staff at (512) 305-7658.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Paul R. Waller, PhD, RN
Nursing Consultant for Education

xc: Karen Stiefel, PhD, FACHE
Chief Learning Officer and Dean, School of Health Professions
THECB
ABHES
NLNAC

enclosure

Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

BEFORE THE BOARD OF NURSING
IN AND FOR THE STATE OF TEXAS

In the matter of the proposal of Baptist Health Systems School of Health Professions

For approval to implement an Associate Degree Nursing Education Program

ORDER OF THE BOARD

TO: Baptist Health Systems School of Health Professions

The Board of Nursing in and for the State of Texas in a regularly scheduled meeting, held on the 22nd day of January, 2009, considered the proposal for authority to implement an Associate Degree Nursing Educational Program and obtain Approval from the Board, pursuant to Section 301.157, Texas Occupations Code.

At the meeting, Linda R. Rounds, PhD, RN, FNP, President of the Board, presided and the following members were present:

Deborah Hughes Bell, CLU, ChFC, Consumer Member
Kristen Benton, RN, MSN, Representing LVN Education
George Buchenau, Jr., RN, BSN, Representing RN Practice
Patricia Clapp, Consumer Member
Sheri Denise Crosby, JD, SPHR, Consumer Member
Marilyn Davis, RN, BSN, MPA, Representing RN Practice
Blanca Rosa Garcia, PhD, RN Representing ADN Education
Richard Robert Gibbs, LVN, Representing LVN Practice
Rachel Gomez, LVN, Representing LVN Practice
Brenda S. Jackson, PhD, RN, Representing BSN Education
Beverly Jean Nutall, LVN, Representing LVN Practice
Mary Jane Salgado, MEd, Consumer Member

The Board reviewed the proposal of the above school and after having discussed the proposal in an open public meeting, the Board makes the following findings:

FINDINGS

1. That a written proposal has been filed with said Board.
2. That a public meeting on said proposal was held to take testimony and evidence by the Board.
3. That the written proposal does meet the minimum requirements for proceeding with the development of an approved program offering an Associate Degree.

ORDER

NOW THEREFORE, IT IS ORDERED THAT the proposal of Baptist Health System School of Health Professions is approved, having been found to comply with minimum requirements for establishing an Associate Degree Nursing Education Program to prepare professional nurses.

IT IS FURTHER ORDERED THAT THE aforementioned school is authorized to proceed to implement a professional nursing education program and prior to admission of students all requirements of Chapter

215 Professional Nursing Education shall be met.

DATED THIS 22nd day of January, 2009,

THE BOARD OF NURSING IN AND
FOR THE STATE OF TEXAS

Seal

By: _____
Linda R. Rounds, PhD, RN, FNP
President