

**Consideration of Change in Approval Status
from Full to Full with Warning
East Texas Baptist University in Marshall, Texas
Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for East Texas Baptist University (ETBU) Baccalaureate Degree Nursing (BSN) Education Program in Marshall, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study Report, and compliance with Rule 215.

Historical Perspective:

- ETBU BSN Educational Program has been in operation since 1992.
- ETBU is a small, private, Christian university located in a somewhat remote east Texas area. The location has made it more difficult to recruit qualified applicants for the position of dean.
- Leslie Borcharding, MSN, RN, is currently serving as the BSN interim program director. Previously she served as interim director from July 2008 to June 2011.
- The BSN program is accredited by the Commission of Collegiate Nursing Education (CCNE). The most recent program evaluation occurred in 2006, with a next visit scheduled in 2015.
- The NCLEX-RN® examination pass rates for the past five (5) years are included in the table below:

NCLEX Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2014	Full	75.00%	9/12
2013	Full	75.00%	9/12
2012	Full	88.46%	23/26
2011	Full	100%	12/12
2010	Full	100%	12/12

- Due to the 2013 NCLEX-RN® examination pass rate of 75.00%, Board Staff sent a letter to the ETBU BSN program director in February 2014 citing a deadline for the submission of a Self-Study Report (SSR) as stipulated by Rule 215.4(c) which requires that “When the passing score of first-time NCLEX-RN® candidates is less than 80% on the examination during the examination year, the nursing program shall submit a Self-Study Report that evaluates 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 program director and faculty timely submitted a SSR that identified factors contributing to graduates' performance and a description of corrective measures to be implemented.
- Factors identified by the program in the 2014 SSR that may have contributed to the decline in the NCLEX-RN® examination pass rate and led to the program's development and implementation of corrective measures include the following:
 - Revise admission requirements, including standardized testing criteria and grades on selected prerequisite courses.
 - Evaluate the effectiveness of the minimum required exam average of 74, including the percent weight of overall course grades.
 - Strengthen student policies related to remediation and use of university-provided success services; consider linking to course and program progression.
 - Improve program use of HESI including implementation, performance expectations, and internal conversion scoring.
 - Improve use of summative evaluation data (HESI summaries, NCLEX performance data) to foster program improvement
 - Improve new faculty orientation and mentoring.
 - Adjust timing and use of the Total Program Evaluation Plan to improve student learning outcomes.
 - Improve use of item analysis data by faculty to foster improvement in testing and classroom instruction.
- After review of the SSR received in 2014, a response letter was sent by Board Staff acknowledging the factors which contributed to the decline in pass rate and the identification and plan for implementation of corrective measures. (See Attachment #1)
- The Education Consultants conducted a conference call with the program director, assistant director, and Interim Provost on December 2, 2014 to discuss the process of changing the program's approval status from Full Approval to Full Approval with Warning at the quarterly Board meeting in January 2015. The conference call enabled consultants to answer questions from the program director and administration as well as discuss any concerns.
- ETBU Baccalaureate Degree Nursing Education Program provided a letter to the Board in response to the conference call discussion. (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 examination years..."

Staff Recommendations:

Move to change the approval status for East Texas Baptist University Baccalaureate Degree Nursing Education Program in Marshall, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study Report, compliance with Rule 215.1, and impose the conditions and requirements in the attached Board Order. (Attachment #3)

DRAFT LETTER

January 22, 2015

Leslie Borcharding, MSN, RN
Interim Program Director, Baccalaureate Degree Nursing Education Program
East Texas Baptist University
One Tiger Drive
Marshall, TX 75670

Dear Ms. Borcharding:

At the January 22-23, 2015 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of East Texas Baptist University Baccalaureate Degree Nursing Education Program in Marshall, Texas, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of East Texas Baptist University Baccalaureate Degree Nursing Education Program in Marshall, Texas from Full Approval to Full Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may be of any assistance, please contact Board Staff at gayle.varnell@bon.texas.gov or 512-621-5179.

Sincerely,

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

Copy: Dr. Lawrence Ressler, Interim President
Commission on Collegiate Nursing Education

COPY



Texas Board of Nursing

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

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

May 1, 2014

Leslie Borcharding, MSN, RN, Interim Dean
 East Texas Baptist University
 Department of Nursing
 One Tiger Drive
 Marshall, TX 75670

Dear Ms. Borcharding and Nursing Faculty:

This letter acknowledges receipt of the East Texas Baptist University Department of Nursing Baccalaureate Nursing Program's 2014 Self-Study Report and provides a response to the information in the report. As the Education Consultant for the program, I wish to express my appreciation to the faculty for their diligence and thoughtfulness evident in this comprehensive report.

The Self-Study Report identifies many strengths in the program including:

- A past history of success on the NCLEX examination;
- Strong administrative support of the BSN program;
- Faculty work well individually and collectively within each program level;
- Availability of university-provided student success services;
- HESI and NCLEX summative data are available and utilized;
- Formative evaluation data is used effectively;
- NCLEX Test Plan and course content mapped; and
- Strong desire by faculty and staff to improve student learning outcomes.

Members of the Board

Kathleen Shipp, MSN, RN, FNP
 Lubbock, *President*

Nina Almasy, MSN, RN Austin	Deborah Bell, CLU, ChFC Abilene	Patricia Clapp, BA Dallas	Tamara Cowen, MSN, RN Harlingen	Sheri Crosby, JD, SPHR Dallas	Marilyn Davis, MPA, BSN, RN Sugar Land
Shelby Ellzey, BBA Midlothian	Monica Hamby, LVN Amarillo	Kathy Leader-Horn, LVN Granbury	Mary M. LeBeck, MSN, RN Weatherford	Josefina Lujan, PhD, RN El Paso	Beverley Jean Nutall, LVN Bryan

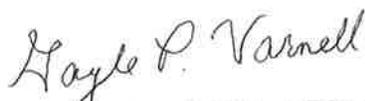
The following table indicates the program-identified factors that may have contributed to the 2013 NCLEX examination pass rate and corrective measures planned to assist the program toward future success:

Identified Factors that May Have Contributed to NCLEX Examination Pass Rate	Corrective Measures	Timetable
Admission criteria (standardized test scores and grades in selected prerequisite courses) may be low	Revise admission requirements, including standardized testing criteria and grades on selected prerequisite courses. Evaluate the effectiveness of the minimum required exam average of 74, including the percent weight of overall course grades.	Fall 2014
Strength of student policies related to remediation and use of university support programs is lenient; students perceive as optional	Strengthen student policies related to remediation and use of university-provided success services; consider linking to course and program progression.	Fall 2014
Data collection, aggregation, and trending is often manual and cumbersome	Improve program use of HESI including implementation, performance expectations, and internal conversion scoring.	Fall 2014
Use of summative evaluation data	Improve use of summative evaluation data (HESI summaries, NCLEX performance data) to foster program improvement.	Fall 2014
Faculty orientation and mentoring	Improve new faculty orientation and mentoring.	Fall 2014
Timely use of Total Program Evaluation Plan to improve the following year's outcomes	Adjust timing and use of the Total Program Evaluation Plan to improve student learning outcomes.	Fall 2014
Faculty policy and practice in use of item analysis data	Improve use of item analysis data by faculty to foster improvement in testing and classroom instruction.	Fall 2014

Will you please provide the documentation for each of these corrective measures as they are completed. Also in the self-study in Appendix K the Level 1 Clinical Evaluation Tool was provided, but I do not have copies of the others levels. I would very much like to see the other levels in order to validate that clinical expectations increase as the student progresses through the program. Thank you very much.

Thank you again for the Self-Study Report documenting the status of the program in 2014. Best wishes for an exceptional academic year 2014-2015. If I can be of any assistance, please do not hesitate to contact me at gayle.varnell@bon.texas.gov or 512-621-5179.

Sincerely,



Gayle P. Varnell, PhD, APRN, PNP-PC
Nursing Consultant for Education

Copy: Lawrence Ressler, Ph.D, Interim Provost and Vice-President for Academic Affairs



**EAST TEXAS BAPTIST
UNIVERSITY**

December 16, 2014

Texas Board of Nursing
333 Guadalupe, Suite 3-460
Austin, TX 78701-3944

Attn: Ms. Katherine A. Thomas, MN, RN, FAAN, Executive Director,
Ms. Kathy Shipp, MSN, RN, FNP, President of the Board, and
Members of the Board

Re: East Texas Baptist University BSN Program Approval Status

Dear Ms. Thomas, Ms. Shipp, and Board Members:

East Texas Baptist University welcomes this opportunity to address the Board relating to the motion to change our BSN Education Program approval status from Full Approval to Full Approval with Warning, based on the 2014 NCLEX-RN pass rate.

The nursing faculty completed a Self-Study in the spring of 2014 to identify factors that contributed to the 2013 pass rate of 75% and to determine corrective measures to address those factors. The corrective measures are outlined in Attachment #1 of the report prepared by our Nursing Consultant for Education Dr. Gayle Varnell, PhD, APRN, CPNP-PC.

Faculty have implemented and continue implementing corrective measures identified in the 2014 Self-Study Report. The program admits students once annually in the fall semesters; therefore, we acknowledge that outcomes data regarding graduates' performance will be reflected beginning with the students who graduate in May of 2015. We have achieved high pass rates in the past, including 4 successive cohorts with 100% performance and have received several commendations from the Board, and are confident that we will once again achieve this important benchmark.

Corrective measures including those related to standardized testing, major exams average, and remediation are currently being implemented. Faculty anticipate that these changes will positively impact the outcomes of the cohort that graduates in May of 2015 followed by those who graduate in May of 2016. Other measures, including revised admission criteria, will positively impact the performance of the cohort that is admitted to the program in August of 2015 and will graduate in May of 2017.

The nursing faculty are highly committed to improving the performance outcomes of the BSN program graduates and consider this to be their highest priority. In addition, as evidenced by the



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statement below from Dr. Thomas Sanders, PhD, Assistant Provost and Interim Vice-President for Academic Affairs, the University administration is committed to supporting the BSN program and faculty as we work diligently to improve graduate outcomes.

We understand the Board's process and actions regarding program performance. Dr. Varnell has been a valuable resource to our program and we welcome her visit to our campus in the spring of 2015.

Vice President's Comments: As a parent of a student who passed the 2014 NCLEX-RN and an administrator who works closely with students and faculty to construct curricula and programs to teach toward students, I am highly confident that nursing faculty have developed and implemented a plan that will improve program and student learning outcomes. I see the changes in admission requirements, early intervention strategies, and curriculum changes including the use of standardized testing moving us back to a level of success for the program and students. As an administration, East Texas Baptist University believes that our nursing program helps us fulfill our mission and we are willing to put the requisite resources toward that end. We fully support the program's continued implementation of corrective measures identified in the 2014 Self-Study Report.

Sincerely,

A handwritten signature in black ink that reads 'Leslie Borcharding'.

Leslie Borcharding, MS, RN
Interim Program Director
Department of Nursing
903-923-2217
lborcharding@etbu.edu

A handwritten signature in black ink that reads 'Thomas Sanders'.

Dr. Thomas Sanders, PhD
Assistant Provost
Interim Vice-President for Academic Affairs
903-923-2040
tsanders@etbu.edu

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
East Texas Baptist University
Baccalaureate Degree Nursing Education Program
Marshall, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 22, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the East Texas Baptist University Baccalaureate Degree Nursing Education Program in Marshall, 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 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

East Texas Baptist University in Marshall, Texas discussed the change in approval status during a conference call with Board Staff and was 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 East Texas Baptist University in Marshall, Texas, the Board hereby CHANGES the approval status of East Texas Baptist University Baccalaureate Degree Nursing Education Program in Marshall, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions and requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2015.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2014 Self-Study Report is to be submitted to Board Staff no later than June 1, 2015, per Education Guideline 3.2.1.a.

Entered this 22nd day of January, 2015

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