



**Janet Napolitano**  
Governor

**Joey Ridenour**  
Executive Director

## Arizona State Board of Nursing

### EDUCATION ADVISORY COMMITTEE MINUTES October 24, 2008

#### **MEMBERS PRESENT:**

Constance Woulard, Co-Chair, RN, MSN  
Sharon Akes-Caves, RN, BC, MS, MSN  
Sherrie Beardsley, RN, MBA/HCM  
Judi Crume, PhD, RN  
Sally Doshier, EdD, RN, CNE  
Terry Duffy, RN, MN, CDE  
Rita Jury, MSN, CPHQ, RN  
Mary Killeen, PhD, RN  
Kathie J. Kulikowski, MSN, CNE, RN-BC  
Ela-Joy Lehrman, PhD, RN  
Carol Mangold, RN MSN  
Marty Mayhew, RN, MSN  
Debra McGinty, PhD, RN  
Linda Riesdorph, RN, MS, DON  
Cheryl Roat, EdD, RN  
M. Kitty Rogers, MS, RN  
Brian Stewart, MSN, BSN, BFA, RN

#### **BOARD STAFF ATTENDING:**

Pamela Randolph, Associate Director, Education  
Karen Grady, Board Staff  
Karen Gilliland, Board Staff

#### **MEMBERS ABSENT:**

Kathy Malloch, Co-Chair, PhD, RN, MBA  
Jennifer Lakosil, RN, MSN, PNP  
Jane Werth, MS, RN

#### **GUESTS PRESENT**

Matthew Bain, Student  
Susan Ciardullo, ITT Technical Institute  
Andrea Enhelder, Student  
Norma Estrada, Student  
Erin Goodall, Student  
Andrea Goode, Student  
Krista Gutierrez, Student  
Cindy Hanson, Student  
Cherlynn Harle, Student  
Erin Hesselgrave, Student  
Peggy Keen, ITT Technical Institute  
David Kutzler, Pima Community College CTD  
Fred Lockhart, AZ Private School Association  
Gene McWorter, ITT Technical Institute  
Lisa Moreno, Student  
Heather Mullenberg, Pima Community College CTD  
Grace Murphy, Student  
Aaron Nichols, Student  
Annye Nichols  
Chandra Plonski, Student  
Krystie Reed, Student  
Jessica Riley, Student  
Nadia Sperry, ITT Technical Institute  
Lisa Sons, Student  
Jennifer Volel, Student

#### **1. CALL TO ORDER/OPENING REMARKS**

The Education Advisory Committee's newly seated members were oriented to committee policies and procedures. The official meeting was called to order by Constance Woulard at 10:02 a.m.

#### **2. INTRODUCTION AND WELCOME OF NEW MEMBERS**

Returning members introduced themselves and welcomed new Ms. Sharon Akes-Caves, Ms. Kathie Kulikowski, and Dr. Debra McGinty to the committee.

**A. Catering/Breakfast/Lunch Options**

This item was not discussed.

**B. Special Recognition**

Randolph presented Dr. Mary Killeen with a plaque recognizing her 15 years of service to the Arizona State Board of Nursing Education Advisory Committee.

**3. APPROVAL OF MINUTES – AUGUST 1, 2008**

Doshier moved and Roat seconded to approve the August 1, 2008 minutes without correction. Motion carried unanimously.

**4. INFORMATION/POLICY**

**A. Review of Committee Goals**

Randolph addressed the committee stating that the goals were included in the packet for committee review and/or revision. Based on the evaluation of the last committee meeting it appears that the committee adequately meets most goals with the exception of the clinical competence of licensees as assessed using sound criteria. This has been a goal of the committee for over 10 years, and is now being addressed through the grant project for measuring competency using simulation.

**B. Proposed Article 2**

Randolph outlined proposed statutory changes and rules changes relative to nursing education programs with the committee. Members offered comments and suggestions which Randolph will incorporate in the draft going before the Board.

**C. Statewide Educator's Meeting**

Randolph addressed the committee stating that there were approximately 107 attendees. Evaluations were generally positive. The venue will not be used again as there were significant difficulties with the audio visual equipment and the facility no longer meets the needs of this annual meeting. Randolph also reported that attendance increased, with 50% of participants being first time attendees.

**D. Facility Availability Placements: Report from Subcommittee**

A revised version of the facility availability form was distributed to members for review. Randolph noted that the change was the number of groups a program is planning to have each year.

Mangold offered that the biggest problem is not specifically the data on the front, but rather the facility signing the form when they do not have the space. Doshier, Mangold and Werth were assigned as a subgroup to work on the issue, and have developed a strategy that entails collecting more evidence about the clinical placement problem, and from vantage point of clinical coordinators at agencies, utilizing an online survey. The group hopes to get participation from the clinical coordinators in the healthcare agencies around the state. While it will be anonymous, demographic data will be collected. The follow-up would be to bring the data to the Education Committee and meld the newly collected data with existing data to create one report.

Crume will assist in collecting outstanding data from MCCDNP programs for the clinical placement survey. Members agreed to adopt the new form. Randolph will send the form electronically for members to submit ideas and revisions.

**E. Facility Availability Survey Results**

This agenda item was discussed under Agenda Item 4D.

**F. Progress on Conversion to Electronic Packet for Education Committee**

Randolph addressed the committee stating that David Kutzler did an outstanding job submitting an electronic copy of the Pima Community College CTD self-study. Unfortunately, there were issues with conversion. Gilliland added that upon converting the document from Word into PDF she was unable to enable the document for users without an Adobe Professional program. Authorization to enable was denied because of imbedded commands in the document when it was created. At this time the only way to create an electronic copy for committee use is to require all submissions be created simply in Word format, with an accompanying table of contents that could be used for bookmarks and/or navigation.

Randolph recommended the committee continue to require paper copies and will develop submission requirements that will support the conversion to an electronic packet. The conversion will be done in phases. This item will be placed on a future agenda.

**G. Revisions to Submission of Materials to Education Committee**

This agenda item was discussed under Agenda Item 4F.

**H. Update on Grant Application for Measuring Competency Using Simulation**

Randolph presented the simulation video that is part of the grant application for measuring competency using simulation. The video presentation outlined the project. Members discussed how competency is evaluated at this time. Randolph stated that Board staff gathers as much data as possible including employee data. The Del Bueno PBDS is no longer used. Grady stated that after evidence is gathered during the investigation the Board determines whether there are practice concerns that suggest a deficit. The nurse is typically placed on probation which requires work under supervision in a practice environment and will result in an evaluation from the supervisor regarding competency. Randolph offered that in some instances nurses may be required to enroll in a refresher course. There is no tailored remediation because of the lack of an evaluative competency tool.

The grant is due December 1, 2008. This is the second iteration of the one previously submitted. The team has continued to work on the project and has made significant progress.

**I. Response from Annye Nichols**

Randolph stated that the committee requested a response from Annye Nichols regarding her experience at International Institute of the Americas. The response outlined Ms. Nichols' experience as program administrator and her recommendations, some of which have already been discussed in committee and are in the proposed revisions to Article 2. Nichols recommended minimum didactic hours; requiring the online NPA exam; and focused visits. The Board is aware of the problems with the US Department of Education. Program representatives visited Board staff to discuss the issues which were not considered

detrimental to the program at the time. Grady conducted a site-visit of the program, results of which will be made available at the next meeting. While the pass rate increased during the last quarter it is not feasible that it be expected to be above 75%. The program is also searching for a new director as the interim director will be leaving the program.

## **5. APPLICATIONS FOR PROPOSAL APPROVAL**

### **A. ITT Technical Institute**

Note: Education Advisory Committee Co-Chair Constance Woulard requested the record reflect that she knows Ms. Peggy Keene but shows no bias.

ITT Technical Institute Representatives Present: Nadia Sperry, Program Chair and Director of ITT Technical Institute Nursing Program; Peggy Keene, Nursing Headquarters Facilitator; Susan Ciardullo, Dean of Phoenix Campus; Gene McWorter, Director; Fred Lockhart, Executive Director Arizona Private School Association

Sperry addressed the committee stating that their proposal was presented to the committee and stands as it is, however, representatives are willing to answer any committee questions.

Woulard opened the floor for committee questions and comments. Dr. Mary Killeen noted that Arizona State University does not have an ASN program as identified on page 7 of the ITT Technical Institute document submitted for committee review. Committee members requested information and clarity on curriculum differing among sites; calculation of credit hours; transferability of credits; local student guidance; mid-curricular HESI scores and remediation; the grievance and appeal process; and skills lab and simulation to augment the shortage of clinical placements in Maricopa County. With regard to the survey of existing programs, committee members recommended ITT redo the survey since their program location has changed, noting that clinical placement is not the sole effect on other programs. Another area requiring additional information and/or clarity included clinical sites extending to Tucson. Beardsley stated that the term 'contract pending' needed to be defined as its implication may be misleading, specifically with regard to Banner Health which had recently informed ITT that they would not be able to accommodate ITT students but is listed as 'contract pending' on the documentation submitted. Members urged ITT representatives to speak with Carol Mangold, clinical coordinator with regard to clinical placement availability in Tucson. Members also requested information regarding facilities and resources, access and parking with respect to student enrollment; and faculty's role in admission decisions. Members expressed concern with the authority piece, as Randolph noted that the program director does not usually need to collaborate on supervision and evaluation of nursing faculty. Such practice may result in rule violation. Members inquired about the use of ACLS mannequins; faculty offices; the maximum number of students when fully implemented at any given time; how full-time faculty maintain expertise; whether there is a faculty practice plan; basis for establishing a 1:15 ratio in lab and the ability of the faculty to provide appropriate feedback for each student; curriculum sequence of pathophysiology, human development and nutrition; level of authority the director has regarding the evaluation process and implementation of changes; accreditation; obligations as part of being a branch campus; and organizational structure. Members recommended ITT inform other programs of the maximum number of students expected as there may be a large impact; that didactic faculty also teach clinical as research has proven stronger outcomes; including enrollment, number of faculty and clinical component on their timeline. Members expressed concern regarding additional responsibilities for faculty outside regular duties.

Program representatives responded to committee questions and offered the following: the initial site is on an eight quarter system which meets state requirements, all other programs

are on a 9 quarter system because of science courses, the programs adhere to specific state requirements; ITT will be pursuing articulation agreements; a standard complaint and grievance process is in place; the dean and director will be on site and in contact with headquarters in Indianapolis; original surveys remained part of the self-study as they reflected that there will be a broad area for clinical resources; ITT representatives have spoken to Jane Werth with regard to clinical availability; the program anticipates that full capacity would equate to approximately 270 students and 180 students in clinical at any one time; adjunct faculty are assigned to specialty areas; ITT will be seeking articulation agreements, and students will be informed that there is limited articulation at this time; ITT is seeking NLN accreditation; there will be a team approach with the director and faculty for admission decisions, and faculty will assist in tracking student progress and providing tutoring.

**Motion:** Recommend the ITT Technical Institute return to the next Education Committee with additional information.

**Moved:** Mr. Brian Stewart

**Seconded:** Dr. Sally Doshier

**Discussion:** Committee members expressed concern that information submitted reflects a slightly different site and that surveys submitted were conducted by another person. Members also expressed concern regarding the 70% passing standard rate. It was recommended that surveys be conducted at the current site; clinical contracts be updated to show what is still pending; organizational information match documents and practice. Members suggested including ITT's passing grades in surveys; calling program directors directly to obtain survey information, listing the names of persons called, and documenting failed attempts. Members noted the need for data; clarification on the authority and responsibility of the director; additional data to show the need for the program; documentation from the accrediting body stating that the current structure is consistent with other branch campuses; and the identification of potential clinical placements

**Mr. Brian Stewart withdrew the original motion.**

**Motion #2:** Recommend that ITT Technical Institute return to the committee with the following information:

- an updated survey on existing programs within a 50 mile radius and the potential effect of this program;
- updated clinical resources including contracts that you already have signed; clarification on the authority of the director of the program;
- more information establishing the need for this particular program; and
- information from the accrediting body that the current structure, the accrediting structure as a branch campus operating autonomously is consistent with the accrediting body's requirements and standards.

**Moved:** Mr. Brian Stewart

**Seconded:** Dr. Sally Doshier

**Discussion:** Members discussed the 50 mile radius rule.

**Vote:** Motion carried unanimously.

Randolph will provide the program with written communication outlining committee requests. ITT Technical Institute will be placed on the December 9, 2008 Education Advisory Committee agenda. Documentation must be submitted five (5) weeks in advance of the committee meeting for a courtesy review, or three (3) weeks in prior to the meeting for committee review.

**6. APPLICATION FOR PROVISIONAL APPROVAL**

There were no applications for provisional approval.

**7. APPLICATION FOR PROVISIONAL APPROVAL**

There were no provisional applications.

**8. APPLICATION FOR FULL APPROVAL RENEWAL**

**A. Pima Community College CTD PN Program**

Note: Education Advisory Committee Members Marty Mayhew and Brian Stewart recused themselves from this portion of the agenda.

Pima Community College Center for Training and Development Practical Nursing Program  
Representatives Present: Mr. David Kutzler, Advanced Program Coordinator; Ms. Heather Mullenberg, Lead Instructor

Kutzler addressed the committee stating that Pima Community College CTD PN Program appreciated the site-visit and is eager to implement the recommendations of the Board.

Grady offered that Mr. Kutzler has been expeditious in responding to the areas noted in the site-visit report. There are only a few outstanding areas and these are being addressed.

Committee members requested information and clarity on formal evaluations of the instructors by the administrators to include teaching ability and nursing knowledge skills; Nursing Care Fundamentals being listed as a non-nursing course; advanced placement; faculty policies regarding ability to provide safe client care; difference between course objectives and performance objectives. Members recommended program outcome goals be added to the evaluation plan, and suggested teaching methods be included in the Frequently Asked Questions.

**Motion:** Recommend the Board grant continued approval for three years with a progress report to the Board in six (6) months and a final report in twelve (12) months on the remedy of any unresolved potential violations that include the faculty evaluation, the overall systematic evaluation plan, and the curriculum.

**Moved:** Dr. Sally Doshier

**Seconded:** Dr. Ela-Joy Lehrman

**Discussion:** None.

**Vote:** Motion carried unanimously.

**9. ADVANCED PRACTICE PROGRAMS**

There were no advanced practice program applications.

**10. APPLICATIONS FOR REFRESHER PROGRAM APPROVAL**

There were no refresher program applications

**11. NCLEX**

**A. 2008 3<sup>rd</sup> Quarter Reports**

Randolph addressed the committee stating that 3<sup>rd</sup> quarter was above the national average. Some programs continue to do well, in particular, Northland Pioneer College. Apollo College scores have increased and ASU continues to do well. There are some programs that continue to show low pass rates which would include Baptist Health Systems and Eastern Arizona College – Payson Campus.

**B. Response of Programs with Lowered NCLEX Pass Rates**

Responses based on 2<sup>nd</sup> quarter NCLEX results from programs receiving correspondence from the Board were included in the advanced reading packet.

**Baptist Health Systems**

Baptist Health Systems did not offer any further comment in addition to the written response provided to the committee.

**Grand Canyon University**

Roat addressed the committee stating that GCU has been very concerned. First quarter pass rates were 100%, and since then there has been a decrease in the pass rate. GCU looked at it very seriously to determine the cause. Several actions being taken include mapping Baccalaureate Essentials to the curriculum, mapping the curriculum to the new detailed NCLEX test plan, and utilizing the testing tip suggestions presented by a College of Education faculty member. GCU has not had a lot of new faculty. GCU will also be more careful with readmissions. GCU has implemented a detailed online orientation system for faculty.

**Mohave Community College**

The Mohave response was interesting as they appear to be resource issues. Randolph and Riesdorff decided not to do site visit at this time, but it remains an option for the future. Killeen complimented Riesdorff on the involvement of faculty and administrators in the response to the Board regarding low NCLEX pass rates.

**Northern Arizona University**

Northern Arizona University did not offer any further comment in addition to the written response provided to the committee.

Randolph will send letters to programs under 75% that have not previously received a letter. Randolph also notified the committee that the University of Phoenix had two candidates take the NCLEX and pass.

**C. NCSBN Regional Workshop for Faculty Members**

Randolph addressed the committee stating that National Council will send out a speaker to do a regional workshop for programs. A regional workshop can be arranged in conjunction with the Board. Dr. Judi Crume volunteered to work with Dr. Mary Killeen and Ms. Kathie Kulikowski to arrange the workshop.

The speaker will be sent at no cost, however, a fee must be charged to cover the cost of facility.

**12. BOARD AND MEMBER UPDATES**

Randolph reported that the following items were approved at the September board meeting: the Pima Community College one-year report was approved; Franklin Pierce application for proposal approval; Pima Medical Institute – Tucson application for provisional approval; Apollo College application for full approval; ASU Geriatric Nurse Practitioner Program; Abrazo Healthcare RN Refresher Program application. Chamberlain College was released from Notice of Deficiency. The Board also reviewed second quarter NCLEX pass rates, and received information regarding changes in administrator and/or director for Pima Medical Institute – Tucson, Maricopa Community College District Nursing Program, and Central Arizona College.

Randolph also reported that during the NCSBN delegate assembly an educational session was held where Glen Reiger delivered a presentation entitled Self Assessment, Self Direction, Self Regulation and Other Myths. The slides were presented to the Board. Randolph would like to have Mr. Reiger present as a guest speaker at the next Statewide Educators Meeting.

**13. DEBRIEFING ON TODAY'S MEETING**

Members noted their appreciation of the work of the committee; being asked for their input on rules; understanding that applying programs must demonstrate a need for the program; evaluating applications focusing on rules; and continued learning for members. New members were commended for their contribution to the discussion. Members also discussed the integrity of the data submitted.

**14. CALL TO THE PUBLIC**

Randolph introduced Andrea Goode, RN to BSN student from ASU assigned to Randolph for her clinical experience. Goode stated that the Education Advisory Committee was a wonderful committee to watch, and is appreciative of the committee members in their protecting students and those interested in nursing.

**15. FUTURE MEETING TOPICS/DATES**

Education Advisory Committee upcoming meetings are scheduled as follows:  
Tuesday, December 9, 2008  
Friday, February 6, 2009

Friday, April 24, 2009  
Friday, June 5, 2009

**16. ADJOURNMENT**

There being no further business Woulard adjourned the meeting at 3:21 p.m.

**MINUTES APPROVED BY:**

  
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Signature

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