EDUCATION COMMITTEE MINUTES
June 17, 2004

MEMBERS PRESENT:
Kathy Malloch, Chair, RN, PhD, MBA
Teri Britt, RN, PhD
Lucy Flaaten RN, Ed.D, MS,
Susan Gallagher RN, MS
Mary Killeen RN PhD
Sue Macdonald RN, MSN, MBA
Brenda Morris RN, EdD, MS
Linda Riesdorph RN, MS, DON
Margi Schultz RN, MSN
Judith Sellers RN, DNSc, FNP

BOARD STAFF ATTENDING:
Joey Ridenour, RN, MN
Pamela Randolph RN, MS, CPNP

MEMBERS ABSENT:
Joyceen S. Boyle RN, PhD
Sue Hanauer RN, BSN, MS
Marty Mayhew RN, MSN

GUESTS PRESENT
Diane McLean, NAU
Mary Griffith, AzNA
Kathleen Ellis, SWSC-Estrella Mtn
Rose Wilcox, SWSC-Estrella Mtn
Sherri Beardsley, Banner Health
Charles Hathaway, NAU
Cheryl Roat, Grand Canyon U.
Margaret Souders, MCCDNP
Elizabeth Gilbert, Grand Canyon U.
Sarah Badalamenti, Grand Canyon U.
Julie Kodicek, ASU BSN Student, AzNA
Kathy Player, President AzNA
Barbara Nubile, Yavapai College
Mary Rhona Francoeur, AWC
Tammy Longo, ASU RN BSN student

1. Call to Order – (Opening Remarks)

Kathy Malloch called the Education Committee to order at 9:04 a.m. in the boardroom of the Arizona State Board of Nursing.

Malloch discussed the order of the meeting to the audience, and stated the committee is interested in hearing what the response of the nursing community is to the BSN dialogue.

Committee members were reminded to submit their applications as soon as possible, if they want to be re-appointed to the committee. Guests also were invited to fill out an application if they had an interest in participating on this committee.

2. Introductions

3. Approval of minutes 2/13/04

Correction was submitted to the minutes. Sellers moved and Killeen seconded to approve minutes as amended. Motion carried.

4. Community Colleges Awarding Baccalaureate Degrees in Nursing (Discussion/Recommendation)

Randolph provided a summary of this legislation stating it includes 3 other disciplines in addition to nursing and includes a 6-year pilot program to offer the 4-year baccalaureate program at community colleges.

Joey Ridenour stated that it was premature to invite Representative Pearce to today's meeting as suggested in the April meeting. In discussion with Marla Weston, AzNA, the right forum for this to occur was suggested to be a Day of Dialogue and to invite many members from the nursing community and Representative Pearce.

Malloch proposed the committee begin the discussion by addressing the advantages and disadvantages of the proposal. Committee members and guests discussed the following:

- Is there a difference between a bachelor's degree granted by a community college vs. a university? Will community colleges continue to offer associate degrees?

- Concern for diluting services, i.e. agencies, faculty and funding.

- We have strong existing baccalaureate programs; how can we facilitate getting associate degree nurses to go on to BSN.

- Things for consideration:
  A. Concern for mix; if this were to go forward, one of the components must be differentiated practice;
  B. ASU and MCCDNP have begun to collaborate on an alliance;
  C. Financial and clinical resources.

- What is the purposes of offering both associate degree and baccalaureate degree? How many do we need?

- The Governor's Task Force needs to evolve from the legislative branch to its own accountable entity.

- We can't keep borrowing resources from practice; a better win-win solution?

- There are still barriers to students; students with a 3.4 grade-point averages are being denied admission to some BSN programs because the pool did not dip that far. Those might be the people talking to the legislators.

- Students polled at Cochise College expressed it would be more affordable and convenient to take baccalaureate at community college.
  How are we using our community colleges to the best advantages?
  What would nursing look like if all the community colleges offered baccalaureate degree only and the universities concentrated on graduate level?
  How many students would choose nursing if we just had BSN?

There are many ways of reaching outcomes. We need to rethink our traditional nursing programs, our labs, the way we are teaching; rethink outcomes; put the emphasis on learning instead of teaching.

- In order to help our crisis with clinicals, can we reach the same outcomes in our community-based areas that we think now we can only reach in our acute clinical setting?

- Is this the opportunity to make the BSN level entry into professional nursing practice?

- What has stopped us from setting a fee schedule at our colleges that covers the cost of providing nursing education to the students? Why are we sticking to the traditional college fee schedule when we know that our nursing programs cost more than the other disciplines?

- Look at what a person has to go through to be admitted into the (RN-BSN) track to meet both university and nursing division standards, because there are barriers. How can we reduce the barriers to a minimum? We would see more students especially with the online courses.

- A 2003 employer survey of those who hire nurses stated the competency they rated highest in a nurse was "critical thinking skills". How do we keep that information balanced with what we need to do?

- Why does this maybe have to be in a competing arena vs., what if the legislature would say, the universities and community colleges have to come with a blend?

- Funding needs to be sorted out. We can spend a lot of time coming up with a good plan but we need to know how the funding is going to come out at the end.

Audience comments as follows:

Kathy Player, AzNA President, shared AzNA's stance on the bill as it was presented. AzNA does support increasing number of nurses prepared at the baccalaureate level. However, AzNA could not support the legislation because of the unanswered questions related to:

A. Diluting stretched resources (faculty, clinical facilities, monetary resources)
B. Who was going to pay for this?
C. AzNA would be very receptive to hosting or co-hosting a Day of Dialogue to really flush out and find some answers and to come forward with a position.

Barbara Nubile, Yavapai College, has concerns related to resources. How can programs share faculty more and maximize resources? The ratio of BSN to ADN is particularly low in Yavapai county and rural Arizona.

Cheryl Roat, Acting Dean of Grand Canyon U, stated the university would like to take more students; but don't have a lot of clinical agencies. They would like to partner with community colleges; we would like to see the baccalaureate as a beginning for our state.

Julie Kodicek, ASU BSN student: - if all of the community colleges provide the BSN and the universities provided masters and PhDs, then the concern of the state regarding the nursing shortage would be impacted, since all students currently in the BSN program, now about 500 students, would be lost.

Diane McLean, Northern Arizona University: - if there is a lack of qualified teachers in the rural areas and given the quality of K-12 education in the rural areas, can you imagine the task of producing quality BSN graduates in the rural areas?

Margaret Souders, MCCDNP: - Maricopa will always be open to talk of dialogue with anyone. Maricopa and ASU are starting that journey. Maricopa has always had that goal of seamless articulation and talk of dual enrollment and how we can better serve our students. If we were mandated to teach the BSN, we would have to cut some of our existing numbers in ADN since there aren't the resources. To what end? Instead of graduating 200 ADN, we would cut back and it would be a mix. So we are losing on a lot of ends; and none of us are prepared to enter that arena right now. To be proactive would be good because SB1260 has been killing us and we are spending all of our time and energy on this mandate. Some of our program integrity is being lost and to have this coupled on top of it. There are a lot of creative ways to think outside the box. Most of us want to see the RN to BSN strengthened and the money put in that respect.

Kathleen Ellis, SWSC: - stated why we do need more BSNs? We need to examine the requirements for a nursing instructor in an ADN program. A BSN instructor with some education experience or education classes and master credits would be just as good as an instructor with an MSN. Due to the faculty shortages, maybe we need to re-examine our faculty requirements in the ADN program. To teach the LPN, instructors have to be a BSN; to teach the ADN, instructors have to be two steps above, an MSN.

Mary Griffith, AzNA: AzNA's position was formed by the AzNA Board members who were not affiliated with a bachelors program or a community colleges. They wanted to be in a neutral position. I hope that you will consider AzNA sponsoring this discussion.

Malloch summarized: - it feels like we do have some alternatives. Question is funding and urgency? Could we have some focus for that Day of Dialogue?

Killeen identified two issues that should be addressed:

A. What are the assumptions this bill was based on?
B. How can nursing leadership take charge and work together to find the solutions and data support for the needs of the citizens for Arizona?

Britt would like to be able to identify who the stakeholders might be so that we aren't broadsided; possible stakeholders:

A. Huge expansion of hospital beds being developed within city
B. Other disciplines that might have vested interest:
    - Pharmacy
    - Medical group
    - AARP.
C. Potential nursing students.

Sherry Beardsley, Banner Health: - from a provider employer's point of view, she would like to see the following emphasized in this discussion:

A. Crisis in finding RNs – we cannot support anything that will decrease nursing enrollment or delay entry into practice.

B. Students are not choosing the BSN; however, many of them are very interested, after they begin their practice, to return to get their BSN. Most healthcare providers will provide some assistance; this is an area we need to work on a little more to see how we can improve the process RN to BSN.

C. She would like to underscore the point that has already been made - the major fundamental issues about providing nursing education which include:

1) Lack of faculty,

2) Capacities at universities and colleges in general,

3) Clinical sites – we have huge numbers of students running through facilities. We need to make sure the students are provided a quality experience.

4) With few exceptions, because of the acuity of the patients we are seeing in our facilities, most of us are looking for RNs. However, we know we have a nice volume of LPNs out there who want to become RNs. What can we do to facilitate that? How can we make it easier for them to move on to RN?

5) We have a number of programs producing lots of new RNs. How we do accommodate a greater number of new grads than we have never had before? The education question is: what are we doing to fine tune the aid those individuals are getting to transition into their practice more effectively, more competently, more confidentially? As hospitals are going to have to adjust to accommodate this; where on the education side can we ease that transition for our individuals and more importantly for our patients.

A conference call to strategize the focus of this Day of Dialogue was planned to include Judy Sellers, Kathy Player and other interested parties at AzNA, Pam Randolph, Kathy Malloch, Mary Killeen, Teri Britt, and Linda Riesdorph setting a goal to meet possibly in September. Also, to consider if there is a way to connect this with the Governor's Task Force and transition the ownership to the nursing community. If there is funding needed, that we organize and ask for this at the end of the task force. It was suggested that staff contact Kenneth Walker in Florida to collect what data they might have to help us in this process.

5. <u>Grand Canyon University Application for CNS Program (Discussion/Recommendation)</u>

Elizabeth Gilbert, Sarah Badalamenti, and Cheryl Roat were present to address the committee regarding the request for application for a CNS Program at Grand Canyon University. Randolph gave an overview of the application and stated the proposal meets and goes beyond the current rule requirement. There were no questions or comments from the committee.

Morris moved, Britt seconded to recommend approval of the CNS Program at Grand Canyon University as proposed. Motion carried unanimously.

6.A. Estrella Mountain Community College/Southwest Skill Center Request for Program Change (Discussion/Recommendation)

Randolph stated the program has recognized the need to increase the length of their program to better serve their students and to offer the curriculum they need to deliver in order to offer a quality Practical Nursing Program. According to Randolph, this proposal meets rule requirements.

Questions from the committee:

- What data led to this proposal?
- What was the increase in costs to the student?
- Why necessary to double hours to teach same course?

Rose Wilcox, Kathleen Ellis addressed the issues questioned to the satisfaction of the committee.

Gallagher moved, Schultz seconded to recommend the approval of program change at Estrella Mountain Community College/Southwest Skill Center. Motion carried unanimously.

6.B. Arizona Western College Request for Program Change (Discussion/Recommendation)

Mary Rhona Francoeur, Director of Nursing, was available telephonically to respond to any questions regarding the curriculum program change at Arizona Western College, as well as, the request for a 33.3% increase in enrollment. Randolph gave a brief overview of the curriculum change request.

Morris moved, Britt seconded to recommend approval of Arizona Western College's request for program change. Motion carried unanimously.

7. Faculty Qualifications-Request to Waive Board Requirements (Discussion/Recommendation)

A. Northland Pioneer College – WITHDREW REQUEST

B. Yavapai College

Barbara Nubile, Yavapai College, questioned and asked the committee to consider the following: there are people with associate, bachelor, and/or master degrees in other fields, such as Education, who are very competent and excellent with students, and yet are limited in ability to only teach in the CNA program. As we are addressing the nursing and faculty shortage, are we making the requirements for a BSN degree with valid data to support that? Or are there options that people who have an associate degree could do clinical if they have bachelors in related fields? Randolph advised Nubile, before the meeting, that R4-19-204 did not apply to skill lab personnel and thereby resolved the immediate problem that prompted the request for waiver. Nubile asked that the committee reconsider faculty qualifications.

8. Mohave Community College Site Visit Report (Discussion/Recommendation)

Randolph clarified this was a scheduled site visit report in response to a deficiency notice. The deficiencies have all been remedied. Randolph's recommendation is that the program be approved for 3 years at which time the program will be visited for NLNAC approval.

Macdonald moved, Killeen seconded, to recommend approval of the program for three years. Motion carried unanimously.

9. Reasons for Non-Licensure of Graduates (Discussion)

Randolph reported on a study conducted by the National Council of State Boards of Nursing targeting persons that registered to take NCLEX but never took the NCLEX using data from 2001 – 2003. Out of over 3,700 surveys mailed, there was a 15% (578) response rate. Of the respondents, only 28 RN (5%) and 49 PN (8%) candidates were educated in the United States. Top reasons for not taking NCLEX include:

- Not confident in ability to pass exam.
- General test anxiety.
- ATT (Authorization To Test) expired.

10. Requiring Students to Pass NCLEX Before Graduation (Discussion/Recommendation)

Due to the results of the above study, the committee recommended to the Board that data does not support further effort in this area at the present time.

11. Education Levels in Nursing (Discussion/Recommendation)

The subcommittee that met and developed this draft document included Teri Britt, Joyceen Boyle, Linda Riesdorph, Noel Smith, Margie Schultz and Randolph. Committee members applauded their efforts. Suggestions for improving the document were requested, discussed and implemented. When approved by the Board, the document will be printed in the newsletter and available on the website; and be revisited periodically to keep up-to-date.

Gallagher moved, Macdonald seconded, directing Randolph to make the changes and additions to the document and carry it forward to the July Board and, if approved, add to the Board website. Motion carried unanimously.

12. Draft Letter to Inadequate Programs (Discussion/Recommendation

Randolph explained that this draft letter was reviewed by the AG's and approved with changes as prepared. Suggestions for further editing of the letter were made; and the committee directed Randolph to send this letter to programs whose literature and advertisements are misleading.

13. Statewide Preceptor Program (Discussion)

Discussion on the need for preceptors issue was initiated by Randolph as a result of:

- The 960 hr practice requirement causing nurses to take refresher courses, but when people try to find a preceptor they are being turned away;
- Approval of the Oshkosh, Wisconsin program requiring clinical preceptorship; and another new program proposal received from Indiana State University for an LPN to RN strictly preceptor program

The committee determined they would just address each new program as it is proposed.

14. Open Forum – Program Issues (Discussion)

Question on agenda for the statewide meeting on October 21, 2004; Randolph stated it will be sent out today.

Follow-up question on the Buck Mickel program – Randolph informed program withdrew their application.

15. Items for Future Meetings (Discussion)

No items proposed.

16. Future Meeting Dates (Discussion)

August 27, 2004 – Friday – 9:30 a.m. (New committee members will be present)

16.B. Committee Membership (Discussion)

Discussed under Agenda Item 1.

17. Board Decisions (Discussion)

As recommended by this committee, the Board made the following decisions:

- International Institute of the Americas was approved.
- Central Arizona College site visit approved.
- Credential evaluation service application for World Education Service was denied.
- Credential evaluation service application for International Education Research Foundation was approved.
- SW Skill Center and Pima CTD PN Interim Reports were accepted.
- University of Wisconsin – Oshkosh request to conduct clinical in Arizona was approved.

Other Board results:

- Northland Pioneer, in response to a complaint and resulting Investigative Report, was given a Letter of Concern for:
  A. Failing to secure clinical faculty before start of the spring 2004 semester; and
  B. Not having an effective evaluation plan to identify and resolve student concerns and high attrition on the Show Low Campus pursuant to A.R.S. § 32-1664 D.
- Reviewed NCLEX quarterly reports.
- Granted an extension to Northern Arizona University regarding a contract issue.

- Reexamined Article 5 – draft is now on our website for review and input. Open workshop scheduled in the fall.
- Informed about Randolph's participation on Advisory Board at Mesa Community College that is now offering a 3-semester program for Internationally Educated Nurses, mainly Hispanic, to help prepare them for licensure and practice in the United States.
- Acknowledged receipt of a letter of intent from Apollo College to establish a nursing program; will be reviewed by this committee when the proposal arrives.
- Information provided on the upcoming PACNE & AZBN (co-sponsored) Education Conference, November 5, 2004; brochures will be going out soon. Speakers include: Mary Killeen, Beth Gilbert, Pam Randolph and Val Smith. Randolph requested, if you have examples of difficult students in relation to behavioral issues or substance abuse questions, please send them to her.
- Case dispositioned a complaint filed against SW Skill Center/Estrella Mtn. College. That is a process the Board goes through when a complaint is received, investigated and found to be baseless, already remedied or in retaliation; the case is dismissed.

18. Call to the Public

19. De-Briefing on Today's Meeting (Discussion)

- Do we need to continue providing lunch? Because of committee members who drive in from outlying areas and time for committee members to network; lunch is valued so will continue.

- Appreciate all the background work, recommendations, advance preparation and prodding by Randolph to get items in early so that committee has more advance read time.

- Favorable comments regarding discussion with the nursing community this morning.

- How can education help the collaboration and communication between the nursing and medicine disciplines?

20. Adjournment

Meeting was adjourned at 12:35 p.m.

MINUTES SUBMITTED/APPROVED BY:

__*Pamela Randolph*____Signature