



**Janet Napolitano**  
Governor

**Joey Ridenour**  
Executive Director

## Arizona State Board of Nursing

### EDUCATION ADVISORY COMMITTEE MINUTES October 26, 2007

#### **MEMBERS PRESENT:**

Kathy Malloch, Co-Chair, PhD, RN, MBA  
Constance Woulard, Co-Chair, RN, MSN  
Sally Doshier, EdD, RN, CNE  
Terry Duffy, RN, MN, CDE  
Ela-Joy Lehrman PhD, RN (telephonic)  
Marty Mayhew RN, MSN  
Jo A. Podjaski, MSN, OCN, RN  
Linda Riesdorph RN, MS, DON  
Cheryl Roat RN, MSN  
M. Kitty Rogers, MS, RN  
Brian Stewart, MSN, BSN, BFA, RN  
Sandra Truelove, BS, MA, MBA  
Jane Werth, MS, RN

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

Pam Randolph, Associate Director, Education  
Karen Grady, Education Consultant

#### **MEMBERS ABSENT:**

Sherrie Beardsley RN, MBA/HCM  
Rita Jury, MSN, CPHQ, RN  
Mary Killeen, PhD, RN  
Margaret Souders, MS, RNC, CNS  
Marilyn Whinton, RN, MSN

#### **GUESTS PRESENT**

Judi Crume, Estrella Mountain Comm College  
Gail Baumlein, Chamberlain College  
Jason Brent, Iasis Health Care  
Caroline Ellerman, Northern Arizona University  
Leslie Dalton, Yuma Regional Medical Center  
Denise Gallagher, ASU Student  
Tamar Gilson, RETS  
Victoria Goodrum, SouthWest Skill Center  
Kimberly Gordon, ASU Student  
Kevin Jordan, ASU Student  
Lauren Lassen, ASU Student  
Maryse Levy, RETS  
Carol Mangold, University of Arizona  
Kathy Modene, Chamberlain College  
Vickie Mudra, Chamberlain College  
Terri Norris, Yuma Regional Medical Center/NAU  
Ann Smith, ASU Student  
Ashleigh Somers, ASU Student  
Gail Treviso, Glendale Community College  
Susan Wambach, RETS

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

The Education Advisory Committee meeting was called to order by Constance Woulard at 9:36 a.m.

#### **2. APPROVAL OF MINUTES – MAY 31, 2007**

Malloch moved and Roat seconded to approve the August 3, 2007 minutes with correction. Motion carried.

### 3. INFORMATION/POLICY

#### A. Rules Package Article 1, R4-19-206, Article 4, R4-19-814

Randolph stated that the Education Advisory Committee requested the advisory opinion be placed in rule. Randolph and Grady noted that the rule as written may constitute overregulation. Grady stated that the scope as it is currently presented would be difficult to regulate and recommended that the Committee keep items D1 a & b, and end after b. These changes would provide for the preceptored clinical experience during the last session of the program, and that the program promulgate policies related to licensure verification of the preceptor, meet criteria for safe practice, and possess the clinical expertise appropriate to accomplish the goals of the preceptorship.

Grady recommended the Committee keep 2a which will read “the program shall promulgate and inherit a policy that requires the faculty member to supervise the preceptored clinical experience according to the provision of R4-19-204c. Section “h” will be turned into section “b” which will state “maintain accountability for student education and evaluation.” Programs will have their own policies. The remainder can be kept in advisory opinions.

If the policy is adopted, the University of Wisconsin – Oshkosh would be notified that they will no longer be able to conduct a preceptorship program in the state of Arizona. Committee members asked for evidence to support a rescission of approval for a previously approved preceptorship program. Malloch requested information and data regarding significant errors. Randolph maintained that the best practices of nursing programs shows that this is not a good model. The transition study showed error involvement in less confident nurses.

**Motion:** Recommend to modify what is written under “D”, leaving in the leader “D” with the removal of the word only. Leave in D1, D1a&b, and leave in 2 & 2a, and h which becomes b.

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

**Seconded:** Ms. Linda Riesdorph

**Discussion:** MCCDNP is preparing to launch an online preceptor scheduling system in Spring 2008. The advisory opinion says preceptors must have an unencumbered, active license or a license with multi-state privileges. Faculty have expressed concern regarding verification of licensure status as it is thought to be cumbersome for the nursing programs. Clinical agencies are willing to check the licensure status and post it online. If the clinical agency cannot check licensure status, the program would have to be responsible. This process would meet the proposed rules.

**Vote:** Motion carried

#### B. Allowing Students to Insert IVs During Internship

Randolph addressed the Committee stating that students requested approval to insert IVs while serving in an externship. Randolph informed students that according to AZBN research, new graduates are reported by employers to be very good at technical skills, but lacking in integration of lab studies, critical thinking, and patient teaching. Students were invited to attend the Education Advisory Committee meeting.

Ann Smith, ASU senior nursing student, addressed the Committee stating that the learning community submitted a recommendation to Pamela Randolph and Joey Ridenour. The students were hoping that at some point externs would be allowed to insert IVs. Smith stated that there is a

concern among students that they will lack necessary skills upon graduation. Smith reviewed information that suggested employers feel that new nurses enter the field with practical skill illiteracy. The Committee shared information with students that showed opposing points of view. Smith also stated that research shows that the patient's level of confidence in the nurse increases when the nurse performs skills such as IV insertion.

Randolph stated that there is an advisory opinion on externships in a nursing program that excludes nurses from administering any medications or intravenous infusion. Nurses cannot delegate medication administration. The Committee and the Board will have to consider whether the insertion without administering the medication would be legal.

Committee members stated that if allowed, the matter may involve medication administration. Members also noted that the Board does not have jurisdiction in this area. Committee member discussed new nurses lacking skills being placed in ER; externs working on assessment; defining level of education and the point a person is considered an extern; and pilot programs in facilities.

**Motion:** Recommend the Scope of Practice Committee evaluate the advisory opinion for review.

**Moved:** Dr. Sally Doshier

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

**Discussion:** Committee members suggested the Scope of Practice Committee consider a pilot study, and look at existing evidence. Members also suggested the Scope of Practice Committee check into other states and consider the question of legality.

**Vote:** Motion carried.

**C. Healthy Futures: Better, Quicker, Cheaper – Educating Nurses and Allied Health Workers in AZ**

Randolph stated that this item was provided as information only.

**D. Carnegie National Nursing Education Study**

Randolph stated that this item was placed on the agenda in response to Committee request. Members felt that the complete book should be read in order to further understand the material presented.

**E. Advisory Opinion Updates**

**i. Distance Education**

Randolph informed the Committee that the advisory opinion on distance education is up for review. All advisory opinions are reviewed every five years. The advisory opinion on distance education was written prior to the rules and is no longer needed.

**Motion:** Recommend Board discontinue the advisory opinion.

**Moved:** Dr. Sally Doshier

**Seconded:** Ms. Marty Mayhew

**Discussion:** None.

**Vote:** Motion carried.

**ii. Clinical Nurse Specialists in Psychiatric/Mental Health Nursing**

Randolph stated that the opinion of the Education Advisory Committee was sought to determine whether the Clinical Nurse Specialists in Psychiatric/Mental Health Nursing advisory opinion should be kept, discontinued, or revised. Grady stated that the advisory opinion did not originate in the Advanced Practice Committee.

**Motion:** Recommend Board discontinue the advisory opinion and refer the matter to the Scope of Practice Committee.

**Moved:** Dr. Sally Doshier

**Seconded:** Ms. Jane Werth

**Discussion:** None.

**Vote:** Motion carried.

**iii. Intravenous Therapy/Venipuncture: The Role of the LPN**

Randolph stated that this item was provided for information only as the Education Advisory Committee had input on its revision.

**F. Committee Policies/Snacks**

Committee members contributed to the fund that provides morning refreshments and snacks.

Randolph informed the Committee that with regard to attendance policies there was a member who was removed from the committee roster because the member failed to attend 3 consecutive meetings out of six. Lack of attendance affects the quorum and the committee's ability to make effective decisions. Attendance is important as the material is progressive (i.e.: proposal applications, provisional applications). Members cannot make contributions to the debates and review process if not in attendance.

**4. Applications for Program Change**

**A. Northern Arizona University**

Note: Education Advisory Committee Member Dr. Sally Doshier recused herself from this portion of the agenda. Committee Co-Chair Dr. Kathy Malloch works with Ms. Leslie Dalton and Ms. Karen Jenson and shows no bias.

Northern Arizona University Representative Present: Dr. Caroline Ellermann; Leslie Dalton; Karen Jenson; Terry Norris

Dr. Ellermann addressed the Committee stating that Northern Arizona University seeks to expand the nursing program at Yuma Regional Medical Center by 10 students each semester. The expansion will be implementing the identical curricula used at NAU's Mountain Campus, Tucson Campus, and the American Indian Program. NAU will have full control over the curricula. Faculty will be direct employees of NAU and hired in the same manner as current NAU faculty.

Committee members requested information and clarity on location of psych clinicals. Yuma Regional Medical Center will provide clinicals for the NAU nursing students. Non-traditional settings will also be used.

**Motion:** Recommend Board approve program change for Northern Arizona University to expand the program to Yuma Regional Medical Center.

**Moved:** Ms. Jane Werth

**Seconded:** Ms. Linda Riesdorph

**Discussion:** None.

**Vote:** Motion carried.

## 5. APPLICATION FOR PROPOSAL APPROVAL

### A. RETS

RETS Representatives Present: Jason Brent, Sue Wambach, Maryse Levy, Tamar Gilson; Janet Anderson (telephonic)

Randolph stated that RETS submitted two separate proposals for a LPN program and an Associate Degree RN one-plus-one program. The school will be using distance education technologies and on-site clinicals. The program is pending private post secondary approval which is contingent upon Board approval of the proposals.

Committee members requested RETS make it clear in student information and materials the number of semesters required for day-time and night-time students. Committee members requested information and clarity regarding PN students not taking microbiology; number of credits required for Associate Degree program; faculty; admission process; NCLEX scores; and curriculum

RETS representatives offered that the 120 credit hour Associate Degree program has been NLNAC approved. The prerequisite for the ADN program is being a licensed practical nurse at which point the credit hours to obtain the RN and Associate Degree are then 71 credit hours. RETS applicants must take the Wunderlich test which measures cognitive ability and the HESI. If applicants do not pass or have very low scores they are not admitted. Most applicants who do not score well on the Wunderlich exam do not do well on the HESI exam. NCLEX scores are 86.5 for the PN program and 75.5 for the Associate Degree RN program.

**Motion #1:** Recommend Board grant proposal approval for the RETS LPN program.

**Moved:** Dr. Sally Doshier

**Seconded:** Mr. Brian Stewart

**Discussion:** None

**Vote:** Motion carried.

**Motion #2:** Recommend Board grant proposal approval for the RETS RN Associate Degree nursing program.

**Moved:** Ms. Terry Duffy

**Seconded:** Ms. Jane Werth

**Discussion:** None

**Vote:** Motion carried.

## 6. PROGRAM APPROVALS

### A. Eastern Arizona College Renewal of Approval and Self-report Violation

Randolph addressed the Committee stating that a site visit was conducted for program renewal. Randolph and Grady attended the site visit. Randolph noted a typographical error on page 6 of the site visit report which should be self study documentation still needed R4-19-204(d) instead of 104. The program also self reported a violation of R4-19-204(E)(2)(b).

**Motion:** Recommend Board allow for 6 month period to remedy the potential deficiencies.

**Moved:** Ms. Cheryl Roat

**Seconded:** Dr. Sally Doshier

**Discussion:** None.

**Vote:** Motion carried.

Dr. Sozanski expressed concerned about potential rule violation. The Board will allow for time for correction. Randolph wanted the Committee to be aware of the communication. This matter was incorporated in the site-visit report and is covered under the suggested Board motion.

### B. Chamberlain College Application for Provisional Approval and Site Visit Report

Chamberlain College Representatives Present: Vicki Mudra, Gail Baumline, Kathy Modene

Randolph addressed the Committee stating that Chamberlain College received proposal approval from the Board and has applied for provisional approval. A site-visit was conducted. The areas of potential deficiencies were with the clinical contracts. Chamberlain submitted a packet that included a contract with Maricopa Medical Center and the facility availability form. The evaluation plan was rewritten in the final study which was improved from the site visit and the original self study. Protection of patient safety was also addressed in the new self study. Resources and services are the only area remaining. One conference room was built, however there is a potential for 600 students. Lastly, faculty are in cubicles and not private offices.

Committee members discussed faculty offices and private conferencing space, noting confidentiality for meetings with students and other faculty regarding students and various confidential matters; attrition rate; faculty not hired for Phoenix location at this time.

**Motion:** Chamberlain will file a plan before this matter goes to the Board to address the potential deficiency of R4-19-202. Recommendation upon receipt of plan would be to grant provisional approval with a Notice of Deficiency regarding faculty offices giving the program 18 months to correct the deficiency.

**Moved:** Mr. Brian Stewart

**Seconded:** Ms. Kitty Rogers

**Discussion:** None.

**Vote:** Motion carried.

**C. Southwest Skill Center Interim Site-Visit Report**

Note Education Advisory Committee member Jane Werth recused herself from this portion of the agenda.

SouthWest Skill Center Representatives: Dr. Judi Crume, Vicki Goodrum

Randolph addressed the Committee stating that this focused site-visit that was recommended by the Committee and ordered by the Board addressing concerns from previous site visits. The program was found to be working adequately and delivering good education to the nursing students. The potential deficiencies have been remedied.

**Motion:** Recommend full approval for a period of 4 years.

**Moved:** Ms. Cheryl Roat

**Seconded:** Dr. Sally Doshier

**Discussion:** None

**Vote:** Motion carried.

**D. Self Report of Rule Violation R4-19-204 (E)(2)(b)**

**i. Northland Pioneer College**

Randolph addressed the Committee stating that the faculty member has only supervised limited clinicals and the program is not longer in violation.

**Motion:** Recommend Board dismiss.

**Moved:** Ms. Linda Riesdorph

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

**Discussion:** None

**Vote:** Motion carried.

**ii. Northern Arizona University**

Northern Arizona University Representative Present: Dr. Caroline Ellermann

Randolph addressed the Committee stating that Northern Arizona University self-reported a violation of R4-19-204(E)(2)(b). The violation involved a faculty member that did not have a BSN and 3 years of nursing care experience to teach clinical. The person was enrolled in a masters program at the time. It is the understanding of the Board that NAU is no longer in violation.

Ellermann stated that the person is teaching for NAU as a graduate assistant, and has the support of regular faculty fully qualified in med-surg. The person was teaching a fundamentals course on the American-Indian reservation site. The person is in a masters program and has taken on projects related to course work that are being implemented during teaching. Fully qualified faculty are being compensated to co-teach.

**Motion:** Recommend Board dismiss.

**Moved:** Dr. Kathy Malloch

**Seconded:** Ms. Cheryl Roat

**Discussion:** None.

**Vote:** Motion carried.

## 7. NCLEX

### A. Quarterly Reports

Randolph stated that the quarterly reports show pass rates a little lower. LPN overall is at 94.76 for the current quarter. The EVIT pass rate is at 75% and the IIA pass rate at 88%. While those pass rates are lower than the PN norm, no PN program is currently in violation of the pass rate rule.

The RN year to date pass rate remains above the national average at 86.41 with the national average at 85.74; however the current quarter was below the national average at 81.42 with the national average being 83.54. The G4 reports show individual programs. Some programs with traditionally high rates have low rates this quarter. Several are below 75% for the quarter. The year to date pass rates show Apollo College still below 75%, and IIA well below 75%.

Committee members discussed the NCLEX standard being raised in May 2007 which may have contributed to lower scores. Randolph noted that MCCDNP will be using one code for PN programs and one code for RN programs. Committee members will review the next quarter NCLEX scores and decide if any programs need to develop an action plan. If NCLEX scores are below 75% for two years in a row a Notice of Deficiency will be issued.

### B. MCCDNP Rio Salado College Update

Committee members received a response from Sue Adams, Director of Rio Salado College nursing program regarding low NCLEX pass rates for Rio Salado College. Adams is very concerned about the pass rate and committed to raising it.

**Motion:** Recommend Board accept the letter from Rio Salado College.

**Moved:** Dr. Lehrman

**Seconded:** Ms. Constance Woulard

**Discussion:** None.

**Vote:** Motion carried.

## **8. BOARD and MEMBER UPDATES**

Randolph opened by stating that Kaplan College received proposal approval and was given one year to apply for provisional. Kaplan College representatives informed the Board that Kaplan College may not submit an application for provisional approval, and may submit an application for an LPN program. No official documentation has been submitted. The Coconino Community College application for an increase in admissions was approved. The Chamberlain College application for proposal approval was approved. The Board received the NCLEX quarterly reports. The draft policy on program expansion for provisional approval was adopted.

The Board has had discussions with the Private Post Secondary Board with regard to Nursing Assistant Training Programs. In 2005 the Private Post Secondary Board had a statutory change which gave that agency regulatory authority over any vocational program that provided a certificate including NA Training programs and RN/LPN Refresher programs. Previously, AZBN relied on a statute that said that this agency had jurisdiction, and there was no need for approval from the Private Post Secondary Board. A complaint alleging over regulation was filed with the Ombudsman. A joint meeting was held with AZBN and the Private Post Secondary Board. The AZBN position was that the nursing board program approval process is adequate and cost effective for the program. The private post secondary board fee requirements include \$800, the cost of the site-visit, a \$15,000 bond, report of fiscal responsibility from CPA; yearly renewal fee of \$300-400 dollars. This has created a hardship for the programs. One CNA program has closed down. A confidential preliminary Ombudsman report is being drafted. Committee members will be updated.

The Statewide Educators Meeting was successful. There were approximately 90 attendees. Evaluations are being tabulated. There was an increase in fee as the meeting was held at a conference center. The increase in cost did not affect attendance. Committee members that attended the event stated that first time attendees reported positive feedback on the event. The PowerPoint presentations are available on the AZBN website.

Randolph stated that the CNA Educators Retreat is scheduled for January 11, 2008. Other Boards of Nursing attend the event. D&S Diversified technologies, the testing company, will present a talk. Janis McMillan will present the keynote address.

## **9. DEBRIEFING ON TODAY'S MEETING**

Committee members find it increasingly difficult to vote on out of state programs. Members expressed concern with clinical placements, noting that some programs begin with 10 or 20 students to sometimes increase up to 150 students one year later. Committee members stated that there is a need to look at clinical space and nursing programs, and a critical need to examine data. Members stated that the community remains unaware of partnerships that have been created or expanded and how students are affected. Members were reminded that per the Assistant Attorney Generals assigned to the Board, the Board cannot declare a moratorium on programs and that the legislature would have to issue moratorium. If a moratorium were entertained, the Board should expect significant opposition. Members asked what protects the resources of existing agencies and noted the need for more regular communication between the Education Advisory Committee, AZONE, and the Hospital Association.

Concerns regarding clinical placements include less seasoned nurses being used as preceptors; students not receiving a valuable experience; students being scheduled at night; the push for preceptored semesters; nurses being overwhelmed; and clinical saturation. The Committee explored

the affects on error rates and patient safety; ways to provide additional support for program directors; higher learning accrediting institutions placing limits on enrollment; and possibly changing the faculty/student ratio, and augmenting with simulation and other experiences.

**10. CALL TO THE PUBLIC**

Woulard invited students from Arizona State University to address the committee. Students commented on delivery of education being the same as it was 15 years ago and asked if technology and other methods will be included in teaching. Committee members offered that the matter is addressed in the Carnegie report which is on the agenda under item 3D. Members noted effective instruction as a factor, stating that some instructors tend to teach as they were taught. Seasoned educators must be aware of learning styles and critical questions. Members see clinical faculty with didactic foundations as better with asking critical questions. Students also asked questions regarding required clinical hours in obstetrics and pediatrics. Committee members stated that while the Board does not mandate a certain number of clinical hours, it does not want to limit scope of practice by limiting obstetrics and pediatrics. Students inquired as to available bridge programs in the state. At this time University of Phoenix and Northern Arizona University have current programs, and Grand Canyon University will begin a bridge program in January.

**11. FUTURE MEETING TOPICS/DATES**

Future Meeting Dates: Friday, December 7, 2007

Future topics will include planning for a summit type meeting to address clinical capacity; goals objectives; another Board wanting to be recognized so that programs from their state can conduct clinicals in Arizona. Randolph will send an e-mail to members requesting creative ideas; challenges to rules, etc., and compile a list for members prior to the next meeting.

**12. ADJOURNMENT**

There being no further business Woulard adjourned the meeting at 2:17 p.m.

**MINUTES SUBMITTED/APPROVED BY:**



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Signature

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