



**Janet Napolitano**  
Governor

**Joey Ridenour**  
Executive Director

## Arizona State Board of Nursing

### EDUCATION ADVISORY COMMITTEE MINUTES August 1, 2008

#### **MEMBERS PRESENT:**

Kathy Malloch, Co-Chair, PhD, RN, MBA  
Sherrie Beardsley RN, MBA/HCM  
Judi Crume, PhD, RN  
Sally Doshier, EdD, RN, CNE  
Terry Duffy, RN, MN, CDE  
Rita Jury, MSN, CPHQ, RN  
Ela-Joy Lehrman PhD, RN  
Marty Mayhew RN, MSN  
Linda Riesdorph RN, MS, DON  
Cheryl Roat RN, MSN  
M. Kitty Rogers, MS, RN  
Brian Stewart, MSN, BSN, BFA, RN  
Jane Werth, MS, RN

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

Karen Grady, Education Program Administrator  
Pamela Randolph, Associate Director, Education  
Joey Ridenour, Executive Director

#### **MEMBERS ABSENT:**

Constance Woulard, Co-Chair, RN, MSN  
Mary Killeen, PhD, RN  
Carol Mangold, RN MSN  
Jo A. Podjaski, MSN, OCN, RN  
Margaret Souders, MS, RNC, CNS  
Sandra Truelove, BS, MA, MBA  
Marilyn Whinton, RN, MSN

#### **GUESTS PRESENT**

Lora Anderson, Arizona State University  
JoAnn Beaudoin, Apollo College  
Dale Berg, Pima Medical Institute - Tucson  
Ruth Carlson, Franklin Pierce University  
Sharon Caves, Pima Medical Institute  
Leisa Chapman, Apollo College  
Rosemary Estoup, Apollo College  
Dr. Dina Faucher, Apollo College  
Dr. Jeanine Hayduk, Pima Medical Institute - Tucson  
Shirley Lesure, Abrazo Institute  
Dr. Anne McNamara, Grand Canyon University  
Beth Patton, University of Phoenix  
Paul Williamson, Pima Medical Institute - Tucson

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

The Education Advisory Committee meeting was called to order by Kathy Malloch at 9:33 a.m.

#### **2. APPROVAL OF MINUTES – JUNE 6, 2008**

Doshier moved and Jury seconded to approve the June 6, 2008 minutes without correction. Motion carried unanimously.

#### **3. INFORMATION/POLICY**

##### **A. ADA Policy**

Randolph addressed the committee stating that while the Board has had an ADA policy for some time, AZBN Education Department Staff attended an ADA law workshop and

reviewed the NCLEX manual which had been updated on ADA policy. A new ADA policy was provided to the Committee for review. Randolph noted the importance of understanding the policy as some students being granted ADA accommodations without a legal basis may result in those students having an unfair advantage. Students must show that they have a diagnosed disability that limits one or more major life activities. The Board has seen an increase in requests for accommodations. The Board is trying to be consistent with National Council and federal law.

Students should contact the Board at least six months prior to graduation. Randolph stated that some schools are granting accommodation without evaluation. The Board will not grant accommodation without an evaluation by a qualified evaluator. Students must provide a current evaluation.

This policy is not posted on the website at this time, however it is provided to the public upon request. Malloch requested information be placed on the website with a statement that says "Please contact the Board to finalize that the request has been approved."

## **B. Nursing Education Redesign**

Guests: Dr. Anne McNamara, Ms. Sharon Akes-Caves

Dr. McNamara addressed the committee stating that the recent report by the Hospital Association in conjunction with the state Board showed that in the past 10 years Arizona has become a model exemplifying a great working relationship between education, practice, state's nursing organizations and the Board. However, Arizona is still in trouble. As with the California piece, this matter is based on initiatives. Identified groups take the lead so it doesn't all belong to a group like AZNA or to the state Board, but rather to everyone so that all are involved. In addition, educators must work with their clinical partners. McNamara stated that the Chapter 6 Nurse Educators Group wants to be involved in the discussion and are attempting to figure out what Arizona has yet to do. McNamara has looked at the Oregon model and has met with colleagues in the state. The whole concept of dedicated education units must be looked at. McNamara suggested considering a separate consortium day that would differ from the IOM and Statewide meetings in the fall.

Malloch inquired as to whether or not there were pilots or ideas ready that the Board could support from a regulatory perspective. Ridenour noted that pilots must be based on data, and that there must be a methodology. Randolph added that there is a program with a dedicated unit wanting a 20:1 student ratio, which really is a preceptorship model. The program may be piloted at 10:1 and may return with a proposal for a 20:1 ratio for a dedicated education unit. With statutory authority for innovative programs Arizona could set the standards for those programs. Randolph has recently been appointed to the NCSBN Committee on Innovation in Education which specifically deals with regulation and innovative programs.

Members discussed dedicated education clinical placement units in Arizona, collaborating with another state on a grant funded research pilot project, and models for simulation from different types of education programs. Ridenour asked that National Council consider funding research projects on a quarterly basis rather than an annual basis. Members agreed that the clinical placement coordinators should be involved in the discussion, as well as Adda Alexander of the Hospital Association regarding the results of the Day of Innovation.

Dr. Judi Crume, Dr. Sally Doshier, Ms. Carol Mangold, Mr. Brian Stewart, and Ms. Jane Werth will work with Dr. McNamara on this project.

**C. Statewide Educator’s Meeting**

Grady addressed the committee stating that the program schedule has been finalized. The registration form and revised schedule was provided to all committee members via electronic mail. The event is open to educators and other interested parties.

**D. Interpretation of Increase in Student Enrollment Capacity R4-19-209**

Randolph provided background information regarding the interpretation of R4-19-204, noting that it was never intended to control clinical placements, but was intended to allow programs that had the resources to expand. Draft rules for Article 2 will be reviewed at the next Education Advisory Committee meeting.

**E. Facility Availability/Placements**

Randolph addressed the committee stating that in response to a committee request for follow-up on contracted clinical placements, a survey for nursing programs was developed to obtain the data. Randolph noted the difficulty in surveying facilities and stated that it is not certain that agencies would be able to provide accurate data. The survey was reviewed by Kathy Malloch, Carol Mangold, and Jane Werth.

Randolph stated the importance of obtaining data to determine the extent of the problem, at which time solutions may be crafted. The data will be helpful for the legislature in understanding the complexity of issues impacting nursing education. Members noted that clinical placement coordinators need to know when a facility has reached capacity and how facilities are defining “full”. Werth offered that agencies are asked about capacity and available shifts each semester, however, the information changes because of numerous reasons. This information is shared with Adda Alexander of the Hospital Association. Malloch suggested the survey be piloted on at least two programs before it is used statewide.

Members discussed how to make information gathered by clinical placement coordinators and the information gathered in the survey available to all decision makers. Dr. Sally Doshier, Ms. Carol Mangold, and Ms. Jane Werth will work together to establish a way to make clinical placement information available electronically and bring back a proposal. The information will include where students are, where the gaps are, and availability in real time.

Randolph will include a footnote defining ‘clinical group’ for purposes of clarity, a quality measure for groups displaced in some way, and allow for an explanation in cases where the experience was less than optimal or did not meet the objective in the clinical setting. The revised survey will be sent to Marty Mayhew, Pima Community College and Linda Riesdorff, Mohave Community College to be beta tested.

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

Grady proposed the Education Advisory Committee move to an electronic copy of the advanced reading material packet. Many of the programs submit both hard copies and electronic copies of their applications and self-studies to the Board. Utilizing electronic copies would eliminate excessive copying and postage costs for the Board and programs submitting applications.

Most committee members were in favor of the electronic format. Grady will poll members to determine what which members prefer. Advanced reading material for the October 24, 2008 meeting will be available in electronic format.

#### **4. Program Reports**

##### **A. Pima Community College – One Year Final Report**

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

Pima Community College Program Representative Present: Ms. Marty Mayhew

Randolph addressed the committee stating that Pima Community College (PCC) had a site visit approximately one year ago at which time the committee recommended PCC provide reports to the Board on remedying potential deficiencies. This is the one-year final report. Pima Community College has shown great progress, has remedied deficiencies, and is working on concerns that did not rise to the level of deficiency.

Mayhew addressed the committee stating that in working with Grady and Randolph, PCC realized that despite good NCLEX scores, the process is just as important as outcome. Mayhew noted that each potential rule violation was taken very seriously. Mayhew stated that while PCC has done a good job at remedying problems they still have a long way to go. The college administration has been very supportive. Engineers and architects are in the process of designing another classroom for 30 students which the nursing program will be able to keep in addition to the new classroom. At the time of the site visit, lack of qualified faculty was one of the potential rule violations. PCC now has only two vacancies (formerly had 8), which can be attributed to the increase in salary. An evaluation policy was drafted based on AZBN policies to address faculty evaluations.

In discussing whether or not the Board could have done anything differently to have helped PCC avoid potential rule violations, committee members concluded that there is a need for mentors or colleagues assigned to new program directors.

Malloch suggested that when the Board receives notification of a newly appointed program director, the Board should respond with a welcome notice that outlines Board resources, lists Education Advisory Committee members, and invites them to attend a committee meeting to network and meet other colleagues.

#### **5. APPLICATION FOR PROPOSAL APPROVAL**

##### **A. Franklin Pierce University**

Franklin Pierce University program representative present: Ms. Ruth Carlson

Grady addressed the committee stating that Franklin Pierce University had submitted an application for proposal approval, and will be utilizing the same clinical sites as the Baptist Health Systems Diploma Program which has been reported to be phasing out. However, information recently provided to the Board indicates that Baptist Health Systems has not officially closed and is looking for alternative funding in order to continue the program. Additional information is necessary as to the status of the Baptist program and how this will affect the potential clinical agreements with Abrazo for Franklin Pierce. Randolph offered that Karen Stiefel, Baptist Health Systems, stated that the decision to close their program had not been made. Current market analysis is not favorable, as it became prohibitively

expensive for Baptist Health Systems to implement their program which is tuition-free to students who agree to work for the system.

Carlson offered that she does not have information regarding the diploma program being conducted at Abrazo; however, the program is reported to still be going on through May of 2009 and is still using clinical sites. Franklin Pierce was commissioned to come into Goodyear by Mayor James Kavanaugh and the county commissioners. Franklin Pierce has 40 acres that will be built on. The nursing building will be on that site and is anticipated to be completed by 2010. Franklin Pierce is leasing the area that had been designated for the diploma program, and will be moving in on September 1, 2008, at which time it will no longer be available to Baptist. Upon signing the lease Franklin Pierce was granted a clinical affiliation agreement which states, "Upon signing of the lease Abrazo Healthcare will sign a clinical affiliation agreement with Franklin Pierce University guaranteeing preferred clinical rotations for students enrolled in the nursing program regardless of their future employment intent." Franklin Pierce also has a memo of understanding that outlines the entire relationship and guarantee of clinical placements for the entire length of the lease. The lease may be renewed up to 2010. Carlson is negotiating contracts for pediatric and psych-mental health clinical sites.

Committee members requested information and clarity regarding the number of classrooms. Crume requested the Executive Summary be corrected to reflect that there is another pre-licensure program in the area. Estrella Mountain Community College is less than 2 miles away from Goodyear. Members also expressed concern regarding clinical placements in the west valley and the impact the continuation of the Baptist Health System's Diploma program would have on clinical placements.

**Motion:** Recommend Board approve the proposal application pending submission of accurate and complete information on clinical resources.

**Moved:** Dr. Sally Doshier

**Seconded:** Mr. Brian Stewart

**Discussion:** R4-19-213 requires an existing program to notify the Board within 15 days of a decision to voluntarily terminate the program and submit a written plan for terminating the program. Members noted that the applying program should be considered an additional program coming in until official notification from the existing program is received by the Board. Randolph offered that the motion as stated gives the applying program the opportunity to provide that information.

**Vote:** Motion carried unanimously.

## **6. APPLICATION FOR PROVISIONAL APPROVAL**

### **A. Pima Medical Institute – Tucson**

Note: Education Advisory Committee Member M. Kitty Rogers recused herself from this portion of the agenda.

Pima Medical Institute Representatives Present: Paul Williamson, Nursing Program Director; Dale Berg, Campus Director; Dr. Jeanine Hayduk, Clinical Nursing Program Director, Sharon Akers-Caves, Pima Medical Institute - Mesa

Grady addressed the committee stating that the site visit was well organized, noting that the skills lab unit is ready, AV services are in process of being obtained, and that the program has the potential to move into another classroom space that may be purchased once enrollment increases. Grady expressed concern with and requested clarification of the number of faculty and comparison data to Pima Medical Institute – Mesa, as it appeared the number of faculty listed would not support the number of students PMI Tucson planned to enroll.

Williamson maintained that PMI Tucson will be able to meet the needs of their nursing students, and referenced revisions to the self-study outlining the intent to increase faculty. PMI Tucson representatives assured the committee that mechanisms for increasing faculty as the program grows are in place, and shared the role of part-time clinical faculty in supporting didactic faculty. Members expressed concern with faculty possibly teaching courses beyond their realm of expertise (e.g. micro) and requested clarity and information regarding the number of faculty, expectations of didactic faculty, and curriculum. Hayduk clarified that courses will be taught by qualified faculty. Akes-Caves clarified that didactic faculty load would be no more than a maximum of 15 contact hours per week and that clinical faculty may have up to 30 contact hours. Dale Berg offered assurances that PMI Tucson is willing to hire any additional faculty necessary as the need arises.

Stewart offered to provide information and act as a mentor for the PMI Tucson program director. Malloch requested a focused site-visit in one year. Randolph recommended all new programs have focused site-visit in one year to 18 months.

**Motion:** Recommend provisional approval with a report to the Board in 12 months on the differences between the final program implementation plan and the actual implementation, and on the implementation of the nursing program assessment evaluation plan to be followed by a focused site-visit in 12 to 18 months after admission of the first class.

**Moved:** Dr. Sally Doshier

**Seconded:** Ms. Jane Werth

**Discussion:** None.

**Vote:** Motion carried unanimously.

## **7. REPORT OF SITE VISITS/CONTINUING APPROVAL**

### **A. Apollo College**

Apollo College Representatives Present: Dr. Dina Faucher, Chief Nursing Officer, Dean of Nursing; Leisa Chapman, Director of Nursing Apollo College West Side

Grady addressed the committee stating that Apollo College submitted an application for full approval in March 2007 which was subsequently withdrawn by the program due to low NCLEX pass rates. In June 2008 a limited follow-up site visit was conducted for resubmission of the application for full approval. Apollo submitted a description of changes to the program enacted in response to the low pass rates which were summarized in the documents provided to the committee. Grady informed the committee that the 100% pass rate referenced in the follow up report was taken from data on individual students who took

the exam in April 2008 and subsequent to that 5 students failed lowering the pass rate to 79% which remains above the required pass rate of 75%. Grady anticipates a continuing increase in NCLEX pass rates as many of the changes implemented by the program will impact the new and continuing students. The original application for full approval submitted in 2007 also requested expansion, an additional location, and an increase in hours from 71 to 72 credits. The request for expansion and additional location is being withdrawn by the program however the program is requesting to increase hours from 71 credits to 72 credits.

Chapman discussed the interventions put in place to raise NCLEX scores including the addition of clinical hours to the advanced med/surg course in semester five. Chapman stated the admissions process is being worked on to insure the most qualified students are admitted into the program.

**Motion:** Recommend the Board grant full approval for three (3) years with the additional one (1) credit in sociology.

**Moved:** Ms. Linda Riesdorph

**Seconded:** Dr. Judi Crume

**Discussion:** None.

**Vote:** Motion carried unanimously.

## **8. ADVANCED PRACTICE PROGRAMS**

### **a. ASU Geriatric Nurse Practitioner**

There was no Arizona State University representative present.

Randolph addressed the committee stating that Arizona State University submitted an application for a Geriatric Nurse Practitioner program. Board staff found no concerns with the application, thinks that it meets board requirements, and recommends approval.

**Motion:** Recommend Board approve the application for a Geriatric Nurse Practitioner program.

**Moved:** Dr. Roat

**Seconded:** Dr. Lehrman

**Discussion:** None.

**Vote:** Motion carried unanimously.

### **b. Preceptorships in NP Programs**

University of Phoenix program representative present: Ms. Beth Patton

Randolph addressed the committee stating that at the last committee meeting the issue of preceptorship placement in advanced practice nursing programs at Grand Canyon University and University of Phoenix was discussed. Dr. Roat shared the concerns resulting in a

positive response from Grand Canyon University. The Board also received a positive response from the University of Phoenix.

Patton addressed the committee stating that the University of Phoenix' process for obtaining a preceptor has been in place for sometime. Lehrman offered that students are not assigned to clinicals, but are expected to participate in the process. Some students are used to having a preceptor assigned and become upset that they are required to participate in this process. Patton maintained that a list of clinical sites is available to students. There are students that, despite protocol and procedure, may be looking for preceptors on their own because they do not like the hours or locations available. The program reviews preceptor qualifications and insures that the clinical setting is appropriate for the objectives of the course. Students may not go to a clinical site unless the contract has been signed and the campus director has evaluated the preceptor and the site.

Members discussed the gap between the process and the students actually obtaining a preceptor. Doshier noted that students may encounter difficulties as preceptors may be unavailable because of precepting other students.

Roat stated that Arizona State University, Grand Canyon University, University of Arizona, and University of Phoenix met to discuss this matter. Representatives decided to develop a consortium similar to the undergraduate clinical placement consortium and would like to have a system online to track placement.

## **9. APPLICATIONS FOR REFRESHER PROGRAM APPROVAL**

### **a. Abrazo Institute**

Abrazo Institute Representatives Present: Shirley Lesure, Regional Educator.

Committee members noted the application submitted was well done; however, expressed concern with the number of hours slated for some of the subjects and recommended allowing for more time to cover topics. Members also discussed evidence based practice guidelines in the overall evaluation, potential enrollment, required text and accessible reference books. Grady asked if the Abrazo program will have access to the West Valley Learning Center and West Valley Hospital.

Lesure addressed the committee stating that the program may use classrooms at Phoenix Baptist hospital, and arrangements will be made to use the simulator at the West Valley Learning Center provided Abrazo coordinates with Franklin Pierce. Lesure will dialogue with directors of med/surg and telemetry regarding the issue of clinical placement.

**Motion:** Recommend Board grant approval.

**Moved:** Ms. Jane Werth

**Seconded:** Ms. Terry Duffy

**Discussion:** None.

**Vote:** Motion carried unanimously.

## 10. NCLEX

### A. 2008 2<sup>nd</sup> Quarter Reports

Randolph addressed the committee stating that second quarter PN results were very good. However, while the first quarter RN pass rates were 91.32%, the second quarter was 87.87% which was below the national pass rate of 89.30%. Programs of greatest concern are Baptist Health Systems, International Institute of the Americas, Grand Canyon University, Northern Arizona University, and Mohave Community College. Randolph cautioned that the second quarter usually displays the highest results, and that while some programs will do better there are a few that may be exhibiting a trend.

Randolph stated that one of the factors may be the authorization for approving a candidate may be slower due to licensing technicians spending more time gathering and collating citizenship documents. Roat offered that the Grand Canyon University results were 100% for the first quarter, and 5 failures in the second quarter. Academic dishonesty and cheating issues were raised with that class. Two to three students involved have failed NCLEX. GCU is still waiting for additional results.

Randolph will report on NCLEX in the upcoming regulatory journal.

### B. Analysis of Board Involvement with Programs Having Low NCLEX Passing Rates

Randolph submitted an analysis for committee review regarding Board involvement with University of Phoenix and International Institute of the Americas, both under Notice of Deficiency for NCLEX pass rates. Randolph noted the following similarities: frequent changes in leadership, innovative models, and many of the plans were not fully implemented.

Considerations outlined for the Education Advisory Committee include:

- have the program be more accountable sooner to their plan;
- have the program report what was implemented and then have a site visit;
- require implementation of a plan;
- review rules;
- monitor clinical;
- mentorship of new chairs.

Rogers noted that in the June 6, 2008 minutes Kathy Malloch requested input from Annye Nichols, former nursing program director at IIA – Ethel Bauer School of Nursing, and that the analysis did not reference Ms. Nichols' input. Rogers will provide contact information for Nichols so that she may share her perspective.

Based on committee discussion Randolph will update the document provided to Board regarding early alert and return it to the Education Advisory Committee for review; send letters to programs that have NCLEX scores below 75% for two consecutive quarters requesting an explanation; draft an early warning plan; and modify rules to include that Board staff can request a focused site visit with a written report in one year and reinforce that staff is available for consultation. Randolph/Grady will conduct a site visit at the University of Phoenix campuses in Phoenix and Tucson.

Malloch requested Randolph create a manual that would include a document that would outline aspects of a nursing program that work well and a way to reference a successful application for an incoming program.

**C. Rio Salado Pass Rates Interventions**

Randolph stated that the pass rates interventions summary from Rio Salado was provided as information only.

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

This agenda item was not discussed.

**11. BOARD AND MEMBER UPDATES**

Randolph addressed the committee stating that all committee recommendations were adopted by the Board.

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

Members felt a lot was accomplished. Lehrman announced that the University of Phoenix now has a College of Nursing. The nursing department was under the College of Health and Human Services for the past five years. In addition, Pam Fuller has been appointed as Dean of the College of Nursing. Members requested name placards for committee members rather than using paper tent cards. Roat announced that Dr. Kathy Player has been named president of Grand Canyon University.

**13. CALL TO THE PUBLIC**

Grand Canyon University and Arizona State University students were present. Students commented on the complexity of the program approval process.

**14. FUTURE MEETING TOPICS/DATES**

Friday, October 24, 2008  
Tuesday, December 9, 2008

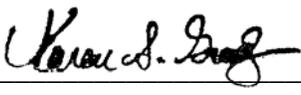
The remainder of the calendar will be established when the next committee is seated.

**15. ADJOURNMENT**

There being no further business Malloch adjourned the meeting at 2:22 p.m.

**MINUTES APPROVED BY:**

 \_\_\_\_\_ Signature

 \_\_\_\_\_ Signature