



**Janice K. Brewer**  
Governor

**Joey Ridenour**  
Executive Director

## Arizona State Board of Nursing

### EDUCATION ADVISORY COMMITTEE MINUTES

August 28, 2009

#### **MEMBERS PRESENT:**

Kathy Malloch, Chair, PhD, RN, MBA  
Sharon Akes-Caves, RN, BC, MS, MSN  
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  
Jennifer Lakosil, RN, MSN, PNP  
Ela-Joy Lehrman PhD, RN  
Carol Mangold, RN MSN  
Marty Mayhew RN, MSN  
Debra McGinty, PhD, RN  
Linda Riesdorff RN, MS, DON  
Cheryl Roat EdD, MSN  
M. Kitty Rogers, MS, RN  
Brian Stewart, MSN, BSN, BFA, RN  
Jane Werth, MS, RN

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

Joey Ridenour, Executive Director  
Pamela Randolph, Associate Director, Education  
Valerie Smith, Associate Director, Complaints/  
Investigation  
Karen Gilliland, Education Department Staff

#### **MEMBERS ABSENT:**

Sherrie Beardsley RN, MBA/HCM  
Judi Crume, PhD, RN

#### **GUESTS PRESENT**

Donna Adams, RN DNSc  
Karen Brown, Pima Community College CTD  
Regina Cottrell, SEVEN Healthcare Academy  
E. Gary Gum, Brown-Mackie College Phoenix  
Lisa Hawthorne, Brown-Mackie College  
Holly Helscher, Brown-Mackie College  
Judy Hightower, Fortis College  
Debra Kastiel, RN  
David Kutzler, Pima Community College CTD  
Donald Johnson, Coconino Comm. College (telephonic)  
Carolyn McCormies, Eastern Arizona College  
Michael O'Donnell, Brown-Mackie College  
Jeanine Olson, Brown-Mackie College Tucson  
Lisa Osborne, Brown-Mackie College  
Sue Rhoads, Brown-Mackie College  
Gilda Taylor, Brown-Mackie College  
Glen Tharp, Fortis College

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

The meeting was called to order by Kathy Malloch at 9:34 a.m.

#### **2. INTRODUCTION AND WELCOME**

Malloch welcomed committee members and guests.

#### **3. APPROVAL OF MINUTES – JUNE 5, 2009**

Killeen inquired as to the mechanism in place for follow-up, noting the committee request for ITT to provide updated clinical placements and more placements in acute care; reporting on the status of Brookline College f/k/a IIA College; and Central Arizona College's course revisions. Malloch recommended an agenda item be added – "Follow-up from Previous Recommendations".

Roat stated that the following statement under Agenda Item 4D, Annual Reports from Arizona Nursing Programs, was misleading: “Of note, the waiting pool has stabilized; RN to BSN graduation rates (which appears to be 50-60% of those admitted complete the program)”. Roat stated that the number should not include candidates that applied and were accepted but never attended. Malloch asked that Randolph provide clarity on the statement or revise the statement in the June 5, 2009 minutes.

Doshier moved and Mayhew seconded to approve the June 5, 2009 minutes with correction. Motion carried unanimously.

#### **4. INFORMATION/POLICY**

##### **A. Plan for Program Growth – Consortium Update**

This matter was tabled as Randolph was not present for this agenda item. Malloch requested committee members send comments to Randolph. This item will be placed on the October agenda.

##### **B. Statewide Educator’s Meeting Planning Update**

The registration and information packet for the Annual Statewide Educators Conference was provided to committee members for information only. Members noted their anticipation of the upcoming event.

##### **C. Substantive Policy for Out-of-State Programs Seeking Limited Preceptorship Placement**

This matter was tabled as Randolph was not present for this agenda item. Malloch requested committee members send comments to Randolph. This item will be placed on the October agenda.

##### **D. Informal Evaluation of Electronic Packet**

Malloch asked each committee member for any recommendations or feedback on the use of the electronic packet.

Members using the electronic packet prefer the electronic format. However, some find it difficult to navigate through when agenda items are reordered. Members requested Malloch provide more time for them load the next agenda item after it is announced. Some members find it challenging to locate notes during discussions. Other members recommended opening the comments list and appropriately labeling notes to aid in navigation. Members were reminded to use the expanded bookmarks feature to navigate the packet. For purposes of navigation, members requested page numbering individual agenda items as well as the entire document.

Members suggested decreasing the number of pages in the packet by not including quarterly reports under Agenda Item 10 – NCLEX, but rather providing a summary of highlights as most members receive the quarterly reports via e-mail and they are posted on the website. Members also prefer to receive a brief summary on Board decisions under Agenda Item 11 – Board and Member Updates in lieu of a copy of the Board meeting agenda. However, members do not want to reduce the size of the packet if it results in the committee being required to access another site for information being discussed.

Lakosil, Mayhew, and Rogers will continue to receive both flash drive and paper. Other members receiving paper packets no longer wish to receive a flash drive. Riedsorph requested to be switched to paper packet only.

Malloch inquired as to whether the agency could use Dilligent® software for the Education Advisory Committee advance reading packets. Ridenour stated that the costs are prohibitively expensive.

Malloch requested the packet be navigated on the large screen in the boardroom during the course of the meeting, and Board staff provide an in-service on the use of Adobe for committee members at the end of the next meeting. Members requested information and demonstrations on using comment and markup tools, titling sticky notes, using bookmarks, and navigation.

**E. Revision of Application Guidelines Provisional Approval**

This matter was tabled as Randolph was not present for this agenda item. Malloch requested committee members review the guidelines and send any feedback to Randolph. A conference call will be held should a decision need to be made prior to the next Board meeting. Members requested that any future revisions use ‘track changes’ so that they would know what changes were made.

**F. Structural Conflict: Job Description for Student Nurses**

Malloch introduced Deborah Kastiel, author of the article *Bridging Structural Conflict: Implementation of a Formal Job Description for the Student Nurse Clinical Experience* which was submitted to Joey Ridenour. Randolph subsequently forwarded the article to the Education Advisory Committee for review.

Ms. Kastiel shared her experience with students in clinical settings with committee members, stating that she has come to nursing as a second career. Kastiel noted that as a student she experienced being made to feel unwanted and as a liability. As a nurse Kastiel witnessed lateral violence and hostility toward students. In her RN to BSN studies Kastiel researched the perception of student nurses, faculty, and nurses in the clinical experience. Kastiel maintained that lateral violence occurs because students are made to feel unwanted and unwelcome and then normalize such behaviors. Kastiel found that parties involved were not on the same page and recommended the development of a job description for student nurses so that they are aware of the specific duties expected of them. Kastiel believes that staff nurses will change their view and become more receptive to students as a result.

Committee members found the article informative. Members discussed scope of practice versus job description; communication between faculty, students and staff nurses; helping staff nurses role model for students; fostering interaction; faculty developing relationships with nursing staff; variability of clinical faculty and teaching techniques; and noted the difficulty of having many different students at different levels performing various duties at the same facility. Some members expressed concern that critical communication between students and staff nurses may diminish with the use of a job description. Members recommended that survey questions be parallel between students, faculty and charge nurses. Members discussed clarification of data collected; noted the distinct differences in the roles of preceptors, charge nurses, and staff nurse; cautioned that there should be restriction in interpretation and conclusions drawn should be based upon data.

Malloch recommended Kastiel take committee recommendations into consideration and continue with the study. Duffy volunteered to assist Kastiel and will report any further information to the committee.

#### **G. NCSBN Post-entry Competence Study**

Malloch addressed the committee stating that the NCSBN Research Brief – Post-Entry Competence Study was provided to the committee for information only. Malloch stated that the National Council Continued Competence Committee is looking at the major categories related to assessment, what the focus should be, and how to determine which nurses need competency assessment. The Competence Committee created principles for a regulatory model for continued competence that provides for an objective, reliable, psychometrically sound process which is part of the foundation work they are trying to build upon. Malloch asked Education Advisory Committee members to share any comments as she was board liaison for that committee last year.

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

#### **A. Brown Mackie AD RN Tucson**

Brown Mackie College Representatives Present: Gary Gum, Nursing Program Administrator Phoenix Campus; Jeanine Olson, RN Administrator for Tucson Campus; Lisa Osborne, Nursing Specialist

Malloch announced that Gary Gum has been appointed the Arizona State Board of Nursing, and noted that Mr. Gum is speaking on behalf of Brown Mackie and not as a Board member. Randolph recommended that the Tucson program and the Phoenix program be addressed together because of the similarities between the two programs.

Randolph addressed the committee stating that the first drafts of the applications received courtesy reviews. Feedback was given and many of the items pointed out have since been corrected.

Committee members requested information and clarity regarding student enrollment numbers; length of program; faculty recruitment pool for staffing and the role for Associate Degree graduates; terminal program goals, evidence to support terminal goals, and how goals will direct curriculum; use of ‘safe and caring provider’ in mission statement; adequately addressing safety and how will it drive the faculty/curriculum to develop course objectives; avoiding overlaps and gaps in curriculum; expectations for students in critical care; and acute care hospitals for clinicals in the Tucson program. Members discussed the use of long-term care facilities and determining the type of experiences available for students. Members noted the importance of differentiating the stability or instability of a patient and noted that students must have clinical experience in acute, chronic and complex life threatening conditions. Members also noted that long-term care settings, though offering acute care, may not consistently offer clinical experience in acute, chronic and complex life threatening conditions for all of the students. By the time the programs submit a provisional application, evidence of such clinical experiences must be provided. Members recommended understanding end goals to assist in setting and meeting goals consistently for the clinical setting. While the Tucson program stated that it will have to lower student/faculty ratios when in maternal/child areas, it was noted that the Phoenix proposal did not make the same observation despite the fact that the facilities selected have very low capacity. Members expressed concern that clinical availability forms submitted in the proposal were signed by people no longer there. In addition, Mayhew informed representatives that Avalon Healthcare will not be able to provide clinicals as it is closing.

Stewart recommended program representatives develop a model for reducing student enrollment in order to meet objectives in clinical setting considering limitations in the clinical environment. Randolph noted that the number of clinical hours (total of 590 hours which include post clinical conference and 80 hours for skill lab and simulation) is below the national average. Malloch requested evidence of success for the 12 month model and a reference for the number of clinical hours selected.

Malloch recommended that no action be taken at this time and that the program continue to work with Pam and return to the committee. Randolph will provide a list of the areas of concern and meet with representatives to work on the proposals, particularly with regard to curriculum and increasing clinical hours.

**Motion:** Continue to work with Brown Mackie College on the proposal with Randolph and bring it back based on committee questions. Areas of concern include objectives, content, clinical time and settings, faculty recruitment, research for the design for the program, and additional research to support the need for the program.

**Moved:** Dr. Sally Doshier

**Seconded:** Ms. Terry Duffy

**Discussion:** None

**Vote:** Motion carried unanimously.

**B. Brown-Mackie AD RN Phoenix**

This item was discussed under Agenda Item 5A

**6. APPLICATION FOR REFRESHER PROGRAM APPROVAL/RE-APPROVAL**

**A. Pima Community College CTD RN**

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

Pima Community College CTD Program Represent: Karen Brown Program Coordinator; David Kutzler Advance Program Coordinator

Randolph addressed the committee stating that Pima Community College was due for renewal of their refresher program. The application received courtesy review and meets rule requirements.

Committee members discussed candidates making arrangements for preceptors and the program's 20 years out of practice rule.

Randolph reported that North Dakota CNE Net withdrew their program because of lack of availability of preceptorships.

**Motion:** Recommend Board grant re-approval of the Pima Community College CTD RN refresher program.

**Moved:** Dr. Mary Killeen

**Seconded:** Ms. Jane Werth

**Discussion:** None

**Vote:** Motion carried unanimously.

**B. Pima Community College CTD PN**

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

Pima Community College CTD Representatives Present: Karen Brown Program Coordinator; David Kutzler Advance Program Coordinator

**Motion:** Recommend Board grant re-approval of the Pima Community College CTD PN refresher program.

**Moved:** Ms. Linda Riesdorph

**Seconded:** Ms. Rita Jury

**Discussion:** None

**Vote:** Motion carried unanimously.

**C. SEVEN Healthcare Academy RN and PN**

Note: Committee Chair, Kathy Malloch was not present for this discussion.

SEVEN Healthcare Academy Representative Present: Regina Cottrell (telephonic)

Randolph addressed the committee stating that the applications were reviewed for consistency with the rules. Findings are that both the RN and PN refresher programs meet rule requirements for renewal.

Members requested information and clarity on spiritual and religious content under death and dying; number of students; PPD administered to students and peer participation; and LPN clinical placement. Members expressed concern that there appeared to be little difference in content for RN and PN. Randolph noted the submission is a typical model because there is little demand to support a separate practical nurse refresher program. Randolph stated she did find differences and worked with Cottrell on the objectives and clinical skills of the practical nurse program to be sure that they reflected scope of practice.

**Motion:** Recommend Board grant re-approval of the SEVEN Healthcare Academy RN and PN refresher programs.

**Moved:** Ms. Linda Riesdorph

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

**Discussion:** None

**Vote:** Motion carried.

## 7. APPLICATION FOR FULL APPROVAL/RENEWAL/UPDATES

### A. Eastern Arizona College Update

Eastern Arizona College Representatives Present: Carolyn McCormies, Director of Nursing

Randolph addressed the committee stating that the program responded within six months following the site-visit, however, the curriculum did not meet Board standards. The program asked for an extension to continue to work on curriculum. NCLEX pass rates were improving. The program participated in a curriculum workshop and has submitted a revised curriculum which meets Board requirements.

**Motion:** Recommend Board approve the program for a period of three years.

**Moved:** Dr. Cheryl Roat

**Seconded:** Dr. Sally Doshier

**Discussion:** None.

**Vote:** Motion carried unanimously

### B. Coconino Community College Resolution of Deficiencies

Note: Pamela Randolph was not present for this discussion.

Coconino Community College Representative Present: Mr. Donald Johnson (telephonic)

Johnson informed the committee that Coconino is progressing, updating curriculum and noted that first semester needs further work.

Committee members commented on the number of areas of deficiencies and requested information on what structural changes have occurred that will insure that this won't happen in the future. Members inquired as to the resources in place to support curriculum; internal resources to become more successful; and resources for curriculum design and management. Lakosil warned that last time the NCLEX RN exam changed scores went down. The NCLEX RN exam will be changing again and recommended a consultant do curriculum review with faculty.

**Motion:** Recommend Board remove the deficiency notice status from the program's provisional approval.

**Moved:** Ms. Linda Riesdorph

**Seconded:** Ms. Marty Mayhew

**Discussion:** Randolph will be conducting a site-visit this fall.

**Vote:** Motion carried unanimously.

**C. Brookline College Update**

Randolph reported that Brookline College is closing their program to admissions. Brookline is trying to improve the program so that they may successfully graduate students to take the NCLEX. Program representatives have kept the Board informed. The program will not be able to meet the requirements of the Notice of Deficiency. Board action will be taken.

**8. APPLICATIONS FOR PROGRAM CHANGE**

**A. None**

**9. APPLICATIONS FOR PROVISIONAL APPROVAL**

**A. Fortis College**

Note: Committee Chair, Kathy Malloch was not present for this discussion.

Fortis College Representatives Present: Judy Hightower, Director of Nursing; Glenn Tharp, Campus Director

Randolph stated that Fortis College received proposal approval and has now applied for provisional approval for their LPN program. Committee members received a copy of the site-visit report and analysis of rules. Randolph noted that the committee has not received copies of contracts for Hacienda, Los Ninos, and Life Care of Paradise Valley.

Committee members requested information and clarity on recruitment of Native American tribes; faculty recruitment; data for student clinical experience; admissions and enrollment numbers; and having a plan in place to adjust faculty loads and enrollment requirements should the program be unable to find clinical facilities.

**Motion:** Recommend the Board grant provisional approval with a report in 12 months after the admission of students regarding the differences between program implementation plan and actual implementation, and one year results of program evaluation plan and Board staff will conduct a site visit following the receipt of the one-year report.

**Moved:** Dr. Mary Killeen

**Seconded:** Mr. Brian Stewart

**Discussion:** None

**Vote:** Motion carried.

**10. NCLEX**

**A. Second Quarter Reports**

Malloch noted that Arizona is at 91.1% and above the national average. Brookline College and Central Arizona College reported low pass scores. Many LPN programs reported at 100%.

## **11. BOARD AND MEMBER UPDATES**

Malloch announced that Pat Johnson has been re-appointed, and Theresa Berrigan and Gary Gum have been newly appointed to the Board. Karen Hardy and Steve Robertson were not re-appointed.

Joey Ridenour introduced Donna Adams and Mary Killeen's roles at the Board. Donna Adams, RN DNSc is completing a 160 hour preceptorship with Randolph in the Education Department. Mary Killeen, PhD RN has been hired by the Board on contract to conduct site surveys for nursing education programs. Killeen will no longer be serving as a committee member.

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

This agenda item was not addressed.

## **13. CALL TO THE PUBLIC**

Audience members did not offer any comments.

## **14. FUTURE MEETING TOPICS/DATES**

- Agenda Item 4A – Plan for Program Growth Consortium Update
- Agenda Item 4C – Substantive Policy for Out-of-State Programs Seeking Limited Preceptorship Placement
- Agenda Item 4E – Revision of Application Guidelines Provisional Approval
- Clinical Availability Forms
- Clinical Capacity 1½ hour discussion

With regard to the clinical availability forms, Killeen noted the unreliability of the information provided; forms being needed for 2011 when it is 2009; and the variability of information provided. Killeen noted that there should be more discipline in how forms are completed and what is accepted by the committee as many forms are submitted with partial completeness. Forms should not be handwritten, should include valuable information such as number of beds and average daily census, and should not be accepted if incomplete. Malloch suggested the committee discuss why the form is being requested. Riesdorff noted that the original purpose of the form was to show how the program was meeting Rules and the needs of students. Werth offered that 'groups' was placed on the form to help clinical agencies understand the number of students being accepted. Of great concern are agencies that sign clinical availability forms and do not honor them. Malloch requested Clinical Capacity be placed on the next agenda to discuss the regulatory and practice roles, and asked that committee members come up with specific questions regarding what the committee is trying to fix and what they are trying to do.

Jury asked Ridenour how a registered nurse is obligated to respond to a patient event if the RN is employed as a LPN or CNA. Ridenour stated that the person in question will be held to the knowledge they are licensed for. Ridenour also stated that facilities generally have response teams for emergencies and patient events, and recommended that nurses discuss such matters with the facility and its legal counsel. Werth noted there being an advisory opinion on dual certification/dual licensure; however, Ridenour noted that the advisory opinion was not meant for RNs seeking employment as a LPN or CNA, but rather a person having certification in another discipline.

Next meetings will be: October 30, 2009, 9:30 a.m.  
December 4, 2009, 9:30 a.m.

**15. ADJOURNMENT**

There being no further business Doshier moved and Riesdorff seconded to adjourn the meeting at 1:46 p.m.

**MINUTES APPROVED BY:**

A handwritten signature in cursive script, appearing to read "Pamela Randolph".

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Signature

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