



**Janice K. Brewer**  
Governor

**Joey Ridenour**  
Executive Director

## Arizona State Board of Nursing

### EDUCATION ADVISORY COMMITTEE MINUTES

June 11, 2010

#### **MEMBERS PRESENT:**

Kathy Malloch, Chair, PhD, RN, MBA  
E. Gary Gum, Co-Chair, MSN, RN, FCN  
Sharon Akers-Caves, RN, BC, MS, MSN  
Judi Crume, PhD, RN  
Sally Doshier, EdD, RN, CNE  
Terry Duffy, RN, MN  
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 Riesdorph RN, MS, DON  
Cheryl Roat EdD, MSN  
M. Kitty Rogers, MS, RN  
Brian Stewart, MSN, BSN, BFA, RN

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

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

#### **MEMBERS ABSENT:**

Sherrie Beardsley RN, MBA/HCM  
Jane Werth, MS, RN

#### **GUESTS PRESENT**

Linda Benjamin, Everest College  
Dale Berg, Pima Medical Institute  
William Brittan, Brown Mackie College Phoenix  
Tracy Chesny, University of Phoenix  
Ronnie DeFord, University of Phoenix  
Regina Edwards, Brown Mackie College Phoenix  
Mary Rhona Francoeur, Arizona Western College  
Marie Gagnon, Apollo College  
Wendell Garcia, University of Phoenix  
Jeannine Hayduk, Pima Medical Institute Tucson  
Leah Hill, Scottsdale Healthcare  
Beatrice Kastenbaum, Arizona State University  
Kim LaMar, Chamberlain College  
Sandy Ludwig, Eastern Arizona College  
Carolyn McCormies, Eastern Arizona College  
Jeanine Olson, Brown Mackie College Tucson  
Therese Speer, Arizona State University  
Shirley Stevens, University of Phoenix  
Kim Sutter, Arizona State University  
Monica Thompson, Apollo College

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

The meeting was called to order by E. Gary Gum at 9:30 a.m. Gum recognized Linda Riesdorph for being honored as *Volunteer of the Year* by her local Chamber of Commerce.

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

Malloch welcomed committee members and guests.

#### **3. APPROVAL OF MINUTES – APRIL 8, 2010**

Doshier moved and Duffy seconded to approve the April 8, 2010 minutes with correction. Motion carried unanimously.

#### 4. INFORMATION/POLICY

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

Randolph stated that she will be speaking at the AzNA symposium on program growth, projected workforce needs, and seeking consensus on how programs can better meet the needs of the public. The talk will be based on the document generated in subcommittee on program expansion and healthcare needs. The talk will include unemployment of new graduates.

##### B. Clinical Capacity

Randolph stated that this is a standing item. Committee members did not have any thing to add or report.

##### C. Excelsior College Request to Modify Preceptorship – Report from Pediatric Subcommittee

Gum thanked Randolph, Doshier, Lakosil, McGinty and Roat for their work on the subcommittee. Randolph stated that the impetus for this work was based on the Excelsior College proposal to eliminate the pediatric experience given that they had an exam in pediatric skills using a live pediatric patient. The committee reviewed the request and the materials provided by Excelsior College. The committee's recommendation was that Excelsior should continue the pediatric clinical experience and further enhance the experience by incorporating committee recommendations as outlined in the minutes.

**Motion:** Recommend to Excelsior to continue the pediatric clinical experience and consider the recommendation of the committee to further enhance the experience.

**Moved:** Dr. Debra McGinty

**Seconded:** Dr. Sally Doshier

**Discussion:** Monitoring of Excelsior; obtaining meaningful pediatric experiences; the importance of nursing education and the live clinical experience; literature suggests learning and assessment of learning can be done with high quality simulation, however certain things can not be simulated; Malloch would like the committee to communicate this information to National Council.

**Amended Motion:** Recommend that the Board require Excelsior to continue the pediatric clinical experience and consider the recommendations of the committee to further enhance the experience.

**Moved:** Dr. Debra McGinty

**Seconded:** Dr. Sally Doshier

**Discussion:** None

**Vote:** Motion Carried

#### **D. Minimum Pediatric Competencies – Report from Pediatric Subcommittee**

In an effort toward establishing pediatric competencies, the pediatric subcommittee framed the minimum competencies based on the following: the expected outcomes of a pediatric experience, defining what could be done through high fidelity/high quality simulation, and what required a live patient. The Minimum Pediatric Competencies document incorporates the results of a literature search and the expertise of the subcommittee members. This document was sent to all nursing programs throughout the state. Program representatives were invited to attend this meeting to share their position on the minimum competencies. The minimum competencies would not be required but would be an advisory document.

Gum invited program representatives that wished to make a formal statement to the committee to come forward. The following program representatives addressed the committee:

##### Kim Sutter, Arizona State University

Sutter expressed concern with regard to limitations in teaching, and stated that many of the facilities and bedside nurses do not want students to do teaching (discharge, instructions) as they believe that it is their role and the students do not have enough education. Some of the teaching competencies may be acquired in other areas.

##### Mary Rhona Francouer, Arizona Western College

Francouer stated that she was concerned about the content, but with the knowledge that the competencies are an advisory her reaction is positive. Francouer stated that the competencies are a good direction, but should not be a requirement that every student must meet because of limitations in clinical facilities. Arizona Western College does not have the resources for a condensed pediatric course, so an integrated curriculum is utilized to provide pediatric experiences in many areas. Other competencies are met in adult.

##### Kim LaMar, Chamberlain College

LaMar complimented the work and stated that other states have restrictions that make it difficult for educators and students. LaMar noted that there is a struggle with availability in pediatric clinicals. Chamberlain is changing its clinical model to include community, out-patient and schools.

##### Monica Thompson, Apollo College West

Thompson stated that Apollo College appreciates that they can meet many of the competencies in high-fidelity simulation, and noted that the only competency that may not be met in pediatrics but may be obtained through OB and Med/Surg is parenteral medications. Apollo uses non-traditional settings including schools for disabled children and other community health agencies. Thompson stated that she was pleased that the advisory was open to obtaining skills in other student nursing settings.

##### Sandy Ludwig, Eastern Arizona College

Ludwig reiterated the concerns of other programs and stated that she felt better knowing that this is just an advisory. Ludwig stated that Eastern Arizona College will do everything they can to meet the competencies, but noted that it may be difficult to meet all. Ludwig expressed her appreciation for the work of the subcommittee and stated that she would like to see an advisory in other disciplines like OB.

Roni Sheridan DeFord and Tracy Chesney, University of Phoenix

DeFord and Chesney discussed the difficulty in obtaining clinical placement in pediatrics. DeFord noted that simulation can provide most of the experiences the students need, encourages critical thinking, but unfortunately there is not enough evidence-based research.

Doshier recommended that the document state explicitly that the competencies do not have to take place in an acute care setting. Malloch suggested the minimum competencies be placed on the AZBN website with a request for additional feedback from the community. Crume advised that the competencies be noted as guidelines rather than an advisory opinion, as discussions are just beginning, and the competencies should not be perceived as force and effective law. Malloch stated that the matter will be discussed at the July Board meeting.

**Motion:** Refer the document as revised to the Board.

**Moved:** Dr. Sally Doshier

**Seconded:** Ms. Marty Mayhew

**Discussion:** None.

**Vote:** Motion carried.

#### **E. Committee Membership**

Randolph thanked members who reapplied for committee membership. Randolph reported that she received ten new applications. New committee members will be seated at the August 6, 2010 meeting. Malloch noted that the committee makeup reflects various areas, including public and private programs, ADN, BSN, rural, and clinical coordination. Randolph asked that if members think of any other areas that need to be covered please let her know.

Malloch proposed that a member from AzNA be considered for appointment and/or a nurse executive. McGinty recommended nurses from specialty areas in which programs are having trouble obtaining clinical placement be represented on the committee. Members agreed that it would be helpful to have a nurse executive or CNO on the committee as they have a different opinion on graduates' preparedness for practice. Members suggested including representatives from nurse leadership organizations in the state.

#### **F. 2010 Statewide Educators Conference**

Randolph reported that the theme for the conference is *Challenging Times – Innovative Solutions*. Randolph is waiting for confirmation from an attorney with ASU for the presentation on ADA. The conference will be held on October 7, 2010 at the Fiesta Inn Resort, one day before the AzNA conference. Randolph will host a deans and directors dinner on Thursday evening following the Benner book signing. The major topic for discussion will be faculty misconduct.

#### **G. Committee Evaluations**

Randolph requested committee input on the evaluations. Members can submit evaluations via electronic mail, US mail, fax, or at the end of the meeting.

## **H. Revised Committee Goals 2010-2012**

Randolph reviewed committee goals and determined that there were a number of goals that were no longer appropriate or that needed revision. Because the committee does not look at self rule violations which involve an Investigative Report and is confidential by law, it was eliminated from Goal number 1. The committee goals have changed for Goal number 4 – Practice Breakdown. The committee can monitor progress through the measuring competency grant project. Randolph asked that the committee change their focus to supporting the grant rather than initiating work. The Board proposed that there be a continued competency committee which would relate to Goal number 5. The impetus was the proposed Bill that would have required CEUs for all nurses. The Board suggested that the continued competence committee be a subcommittee of the Education Advisory Committee. Membership of the subcommittee would include members of the Education Advisory Committee, representatives of AzNA, Kathy Scott as chair and Randolph representing Board staff. Malloch recommended that Judy Rich be contacted for her participation and so that she may inform her staff. Crume and Kulikowski requested to be placed on that subcommittee.

**Motion:** Accept changes to committee goals.

**Moved:** Dr. Cheryl Roat

**Seconded:** Ms. Kathie Kulikowski

**Discussion:** None.

**Vote:** Motion carried.

## **I. Employment of New Graduates – Survey and Response**

Randolph stated that she wrote an editorial on the nursing shortage in response to a request by Nancy Spector at National Council. The editorial received positive feedback. In response to the feedback Randolph conducted a survey to ascertain employment rates among new graduates. Randolph received comments from nurses seeking employment and the position of potential employers. The survey had a 30% return rate.

There are actions being taken in response. ASU is working with Banner to craft a summer experience which will provide a clinical/didactic experience for new graduates who can't find jobs. AzNA will be hosting workshops with students on the interview process. Students are being referred back to the programs for placement services and interviewing skills that would help in their job search. Randolph stated that approximately 20% of the 3000 new graduates remain unemployed. Members discussed graduates moving out of state to seek employment. The Board will continue to provide information and communicate with AzNA.

## **J. Discussion of *Educating Nurses: a Call for Radical Transformation* by Benner, et al**

Gum stated that there has been discussion of the book in the community. Gum shared that a discussion group was put together by Dr. Judi Crume and Dr. David Hrabec. The discussion group has been focusing on the recommendations, addressing them week-by-week to determine which ones have value for Arizona, how they may be implemented to improve nursing and nursing education, and bridging the gap between education and service. The discussion group is comprised of members from the education and service communities.

Crume met with Dr. Benner and NLN representatives. Crume noted that they have focused on what the nursing education piece is. The group wanted to focus on student population, student experience, and teaching. The group is hoping to have actual strategies, suggestions and ideas about best practices, education, and regulation.

Crume suggested bringing recommendations to the committee for discussion. Members discussed the need for faculty development before trying to implement the recommendations in the Benner book as that may result in gaps in teaching and knowledge. Malloch recommended the committee prepare questions for Benner's appearance in October. Gum and Crume will select a recommendation for dialogue at upcoming Education Advisory Committee meetings.

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

### **A. East Valley Institute of Technology**

Gum opened this agenda item at 11:04 a.m. There was no East Valley Institute of Technology representative present:

Randolph addressed the committee stating that East Valley Institute of Technology (EVIT) has struggled in the past with the LPN program. EVIT will be closing the current LPN program with the graduation of their students and is proposing to open a new program. There were some issues regarding compliance with Board orders as outlined in the Consent Agreement and Order for Probation. Randolph stated in her analysis of the proposal application that EVIT meets Board requirements; however, if EVIT is approved and gains provisional approval, that approval will be on probation.

Committee members expressed concern with the number of didactic instructors and how the program budget will support the number of faculty needed for the proposed program. Members requested a program representative be present to answer questions. Randolph noted that she expected a representative to be present as they submitted required material in time for this meeting; however an official notice requesting their attendance at the Education Advisory Committee meeting was not sent. It was the consensus of the committee that this agenda item be table until such time as a program representative from EVIT was available to answer committee questions.

Stewart moved and Rogers seconded to table the agenda item to the next meeting so an EVIT representative can be present.

Board staff attempted to but was unable to contact an EVIT representative for telephonic appearance. At 1:41 p.m. Riesdorff moved and Doshier seconded to untable the agenda item. The motion carried. Randolph provided a summary of EVIT's history.

Committee members requested information and clarity on the number of faculty; adequacy of the budget to support faculty positions; lab hours; adequacy of the number of faculty to support block model – members recommended at least three (3) faculty for the block model; director and faculty salaries; simulation lab expected/budgeted not available until August of 2011 and how that will affect students admitted now; discrepancy with age of students in job description for practical nursing director; classrooms; private offices for faculty; number of students admitted and faculty/budget support.

Randolph will provide committee feedback to the program for a response.

**Motion:** Recommend approval if responses to questions by the Committee are consistent with rule requirements and received by July 2<sup>nd</sup>; and the programs agrees to hire 1 full-time faculty for every 20 students admitted in addition to the director.

**Moved:** Dr. Cheryl Roat

**Seconded:** Dr. Debra McGinty

**Discussion:** None

**Vote:** Motion carried.

## **6. APPLICATION FOR FULL APPROVAL/RENEWAL**

### **A. University of Arizona**

As there was no University of Arizona representative present Crume moved and Stewart seconded to table University of Arizona site-visit report until the next Education Committee meeting. The motion carried.

### **B. Brown Mackie College Phoenix**

Note: Education Advisory Committee Members Mr. E. Gary Gum recused himself from this portion of the agenda. Education Advisory Committee self-study reviewers: Duffy, Lakosil, Mayhew, Rogers.

Brown Mackie College Phoenix Representatives Present: E. Gary Gum, Nursing Program Administrator; Bill Britton, Campus President; Regina Edwards, Dean Academic Affairs; Jeanine Olson, Program Administrator, Tucson Campus

Randolph addressed the committee stating that Brown Mackie College Phoenix submitted a provisional application for an associate degree nursing program. A survey was conducted by Dr. Mary Killeen in March, at which time potential deficiencies were noted. Most of the deficiencies have been corrected. An amended document addressing the remaining issues of concern (faculty accommodations and role of faculty to set program standards) was provided to committee members. Randolph amended the recommended to motion to state: approve the program pending a site visit to verify that there are faculty offices and the receipt of the revised position description for faculty indicating that they have the authority to set the program standards.

Committee members requested information and clarity on the proposed timeframe for the renovation of space for nursing faculty; organizational chart; admissions and capacity; number of attempts on pharmacology and fundamentals of nursing practice exams; terms of clinical evaluations – committee members recommended clarifying statement for students; attendance requirements; clinical make-up policy – members recommended clarifying policy to avoid confusion; medication administration supervision; the difference between lab and clinical hours; and program costs. Members discussed the clinical tardiness policy requiring students to pre-pay a fee to make up clinical time; complimented the student improvement plan; program evaluation plan; and recommended increasing clinical breaks during the 12 hour shift.

**Recommendation:** Recommend that the Board approve the program after a site-visit to verify faculty offices is conducted and positions descriptions to reflect faculty authority to set program standards are submitted.

Members discussed having a one year report after approval. This agenda item was tabled at 11:45 for Randolph to draft a revised recommended motion. At 12:46 p.m. Roat moved and Crume seconded to reopen this agenda item. The motion carried. Gum recused himself.

**Motions:** Recommend that the Board grant provisional approval upon verification by Board staff that faculty offices are available and actual job descriptions contain the authority to determine admission progression and graduation requirements. The program shall file a report 12 months after the admission of students regarding: 1) the differences between program implementation plan and actual implementation, and 2) one year results of the program evaluation plan.

**Moved:** Dr. Judi Crume

**Seconded:** Ms. Linda Riesdorph

**Discussion:** None

**Vote:** Motion carried.

## **7. APPLICATION FOR PROGRAM CHANGE**

### **A. Northern Arizona University**

Note: Education Advisory Committee member Dr. Sally Doshier recused herself from this portion of the agenda.

Northern Arizona University Representatives Present: Dr. Sally Doshier

Doshier addressed the committee stating that because of the policy at NAU that does not allow people with a master's degree to obtain a second master's in the same discipline, post master's certificates are offered. A post master's certificate with a focus on FNP is now being offered for those people that obtained a Master's of Science in Nursing and have returned for the FNP program.

This matter was accepted as information only as it did not require approval.

## 8. APPLICATION FOR REFRESHER COURSE APPROVAL/RENEWAL

### A. Mesa Community College Refresher Renewal

Note: Education Advisory Committee member Dr. Judi Crume recused herself from this portion of the agenda.

Randolph addressed the committee stating that Mesa Community College submitted a courtesy copy and sent in a final copy addressing all concerns within three days. Randolph stated that the program has provided a service to the community and recommended approval.

**Motion:** Recommend Board approve.

**Moved:** Dr. Cheryl Roat

**Seconded:** Ms. Marty Mayhew

**Discussion:** None.

**Vote:** Motion carried.

### B. South Dakota State University RN Refresher

At 11:52 a.m. Crume moved and Riesdorff seconded to table this agenda item until such time as a program representative was available telephonically to answer committee questions.

South Dakota State University Representative Present: Sandra Malone, Program Administrator (telephonically)

Malone addressed the committee stating that South Dakota State University has RN and LPN refresher courses offered in many states. South Dakota State University is requesting approval from the Arizona State Board of Nursing.

Randolph noted that South Dakota State University submitted for both RN and LPN; however the LPN application must be revised, therefore only the RN refresher is under consideration today.

Committee members requested information and clarity on the difference between credit and clock hours; RN refresher modules, rationale for health assessment being last module; number of hours required, affiliation agreements; finding clinical supervisors; provisions for student who can't find clinical placement; process for working with a Board mandated student; number of students employed after completion of course; student requirement for completing clinical; determination that a student is prepared for a particular clinical area - assessment of skill level though no checklist for RN refresher; reason for there being no RN checklist; required frequency of student contact with program assistant and contact with preceptor; and student ratios. Members recommended South Dakota State University provide a written statement for those students in state that require clinical hours in excess of the general program requirements.

**Motion:** Recommend approval of the RN Refresher at South Dakota State University.

**Moved:** Ms. Linda Riesdorph

**Seconded:** Ms. Kathie Kulikowski

**Discussion:** None.

**Vote:** Motion carried.

**C. HNS**

There was no HNS representative present.

Randolph addressed the committee stating that the difficulty with this program is that the Board requires objectives. The program provided topical content outlines but not objectives. There are no student centered objectives for each unit.

Committee members were not able to understand the scope of the program or what was being evaluated or assessed with the topical outlines. Members were concerned that all didactic would be provided through Webinars. Committee members also noted issues with formatting and spelling, and found that the grammatical errors distracted from the content and evaluation of the course. Members recommended the program resubmit the application.

**Motion:** Deny.

**Moved:** Ms. Linda Riesdorph

**Seconded:** Dr. Sally Doshier

**Discussion:** None.

**Vote:** Motion carried.

**D. Innovative Academic Solutions LPN Refresher**

Randolph stated that this program provides another avenue for LPN refresher which is needed in this state. The program meets rule requirements and has been vetted in several other states. Randolph recommended approval.

**Motion:** Recommend approval.

**Moved:** Mr. Brian Stewart

**Seconded:** Dr. Cheryl Roat

**Discussion:** None.

**Vote:** Motion carried.

## 9. One-Year Reports

### A. Pima Medical Institute Tucson

Note: Education Advisory Committee member Ms. Sharon Caves recused herself from this portion of the agenda.

Pima Medical Institute Tucson representatives present: Jeanine Hayduk, Program Director; Dale Berg, Campus Director

Randolph addressed the committee stating the site visit was successful and offered an opportunity to course correct.

Committee members requested information and clarity on clinical placements; student comments regarding new instructors; virtual lab. Stewart noted that it was not uncommon to have students not testing in high and that PMI could expect returning students to be more successful.

**Motion:** Recommend Board continue provisional approval with a report in six (6) months regarding progress and remedying of potential deficiencies

**Moved:** Ms. Carol Mangold

**Seconded:** Mr. Brian Stewart

**Discussion:** None.

**Vote:** Motion Carried

## 10. NCLEX

### A. First Quarter 2010 Reports

Members noted high scores and the improvement of Brookline College and Everest College. Randolph will send letters to Brookline and Everest acknowledging improvement and high NCLEX scores. There are still concerns with University of Phoenix and Mohave Community College.

## 10. BOARD AND MEMBER UPDATES

Randolph stated that only three of the four Maricopa programs went to the Board because Glendale Community College has an open complaint which has to do with findings in the self-study. Randolph asked the Board not to review the program until the complaint/investigation is completed. Brookline College received provisional approval. The University of Phoenix programs were approved. The Mohave program was approved; however there will be a complaint being investigated in October. The recommendation was changed to have an earlier time frame for a report from the program. The Fortis application for program change was approved. University of Arizona will be opening a site in Yuma. Randolph asked the Board to approve the request on the condition that they provide a report in one year on the evaluation of that site. The continuing education Bill did not go through. The Board will be working with the CRNA group on rules and statutes. Randolph reviewed Board results of investigations of the following programs: SEVEN Healthcare Academy Refresher Program, Scottsdale Community College NA Training Program, and Phoenix College NA Training Program.

**11. DEBRIEFING ON TODAY’S MEETING**

Riesdorff stated that Rogers volunteered to provide an update on the competency model for the subcommittee. The subcommittee will want to meet with Randolph for information and guidance.

Members complimented the pediatric subcommittee for their work and look forward to doing similar in other areas of nursing. Members also discussed support of educational programs; clinical space for out-of-state refresher programs; and appreciated the nursing programs that participated in the discussion on pediatric minimum competencies.

Randolph notified committee that Indiana State University’s provisional approval application was incomplete and has expired.

**12. CALL TO THE PUBLIC**

There were no comments from audience members.

**13. FUTURE MEETING TOPICS/DATES**

The next meeting is scheduled for Friday, August 6, 2010, 9:30 a.m. Agenda items will include Coconino Community College and University of Arizona.

**14. ADJOURNMENT**

There being no further Dosheir moved Riesdorff seconded to adjourn the meeting at 2:28 p.m.

**MINUTES APPROVED BY:**



\_\_\_\_\_  
Signature

:kbg