



Janice K. Brewer
Governor

Joey Ridenour
Executive Director

Arizona State Board of Nursing

EDUCATION ADVISORY COMMITTEE MINUTES

April 8, 2010

MEMBERS PRESENT:

Kathy Malloch, Chair, PhD, RN, MBA
E. Gary Gum, Co-Chair, MSN, RN, FCN
Sharon Akes-Caves, RN, BC, MS, MSN
Sherrie Beardsley RN, MBA/HCM
Judi Crume, PhD, RN
Sally Doshier, EdD, RN, CNE
Rita Jury, MSN, CPHQ, RN
Kathie J. Kulikowski, MSN, CNE, RN-BC
Ela-Joy Lehrman PhD, RN
Carol Mangold, RN MSN
Marty Mayhew RN, MSN
Debra McGinty, PhD, RN
Linda Riesdorph RN, MS, DON
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
Mary Killeen, PhD, RN, Program Surveyor
Karen Gilliland, Board Staff

MEMBERS ABSENT:

Terry Duffy, RN, MN
Jennifer Lakosil, RN, MSN, PNP
Cheryl Roat EdD, MSN

GUESTS PRESENT

Danette Bristol, Mohave Community College
Tracy Chesney, University of Phoenix
Jeanine Dahn, University of Phoenix
Nick DeFalco, Scottsdale Community College
Rose Dermody, Paradise Valley Community College
Pam Fuller, University of Phoenix
Judy Hightower, Fortis College
Carol Kleinman, Brookline College
Tami Lukehart, Glendale Community College student
Susan Mayer, Glendale Community College
Jeanine Olson, Brown Mackie, Tucson
Ronnie Sheridan, University of Phoenix
Jodi Thulstrup, Glendale Community College student
Kathy Watson, University of Phoenix
Barbara Winckler, Chandler/Gilbert Community College

1. CALL TO ORDER/OPENING REMARKS

The meeting was called to order by Kathy Malloch at 8:04 a.m.

2. INTRODUCTION AND WELCOME

Malloch welcomed committee members and guests, and introduced E. Gary Gum, AZBN Board Member, as co-chair of the Education Advisory Committee.

3. APPROVAL OF MINUTES – FEBRUARY 19, 2010

McGinty moved and Doshier seconded to approve the February 19, 2010 minutes with correction. Motion carried.

4. INFORMATION/POLICY

A. Plan for Program Growth – Consortium Update

Randolph reported that there had been some concerns with proliferation of nursing programs, the job market, and the needs of the state. These matters were addressed in a paper that has been well received. Randolph will present on the topic at the October 8, 2010 AzNA conference which will provide an opportunity to discuss this issue. In addition, Randolph is conducting a survey of 2600 newly licensed RNs to determine employment patterns. Data collected to date shows that the unemployment rate among new RNs is approximately 22%; newly licensed RNs are applying to long-term care facilities; a significant number have submitted more than 50 employment applications; some have left Arizona to work in another state; and acute care remains the highest employer for new graduates. Reported results are preliminary.

Randolph will continue to look at data and will publish results.

B. Clinical Capacity

Randolph stated that clinical capacity will remain an ongoing item. Werth reported that St. Joseph's is decreasing its pediatric census and will decrease placements for fall. If the merger with Phoenix Children's Hospital goes through, most pediatric placements will be closed in 2011.

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

Randolph reported that the pediatric subcommittee is scheduled to meet on April 23, 2010. Facility representatives invited to participate will be in attendance. Education Advisory Committee members with expertise in pediatrics participating on the subcommittee are: Dr. Sally Doshier, Dr. Debra McGinty, and Dr. Cheryl Roat and Ms. Jennifer Lakosil.

Malloch recommended Randolph and interested committee members co-author an article for the *Journal of Nursing Regulation* as the information is important to share.

D. Clinical Practices – Opportunity for Research Update

Werth asked that this matter be removed from the agenda until Werth and Kulikowski have an opportunity to address it.

E. Competency Model Update

Randolph stated that there was nothing to report. This matter was placed on the agenda as a reminder that committee members will be working on the competency model during the summer.

F. Committee Membership

Randolph reported that she has received many applications and will solicit community members at the pediatric subcommittee meeting.

G. 2010 Statewide Educators Conference

Randolph addressed the committee stating that because the AzNA conference is scheduled for October 8, 2010 the Statewide Educators Conference date would have to be changed. Other venues are being explored as Black Canyon and Desert Willow Conference Centers are unavailable on October 7, 2010. The other option is to postpone the conference until spring 2011. Randolph noted that the AzNA Conference and other faculty development events will be going on and asked the committee to consider whether there is a need for the Statewide Educators Conference which originally began as a deans and directors meeting.

Committee members discussed options for the Statewide Educators Conference including Randolph presenting Board updates and reports at a faculty development meeting; having two events, a deans and directors meeting in the fall and a conference in the spring; and alternate dates. Committee members; noted that faculty members enjoy attending the conference and receiving updates and recommended having a ‘break-out’ session for deans and directors at the conference. Committee members requested that the conference be held on October 7, 2010. Board staff will check on accommodations at GateWay Community College, Scottsdale Community College Turquoise Room, and Scottsdale Healthcare. Randolph informed the committee that Brookline College will be donating funds for the Statewide Educators Conference and requested suggestions for a speaker on Generational Differences.

5. APPLICATIONS FOR PROPOSAL APPROVAL

A. There were no applications for proposal approval.

6. APPLICATION FOR FULL APPROVAL/RENEWAL

A. Maricopa Nursing at Scottsdale Community College

Note: Education Advisory Committee Members Dr. Judi Crume and Ms. Jane Werth recused themselves from this portion of the agenda. Education Advisory Committee self-study reviewers: Duffy, Mangold, Mayhew, McGinty, Riedsorph.

Scottsdale Community College Representatives Present: Dr. Judi Crume, Mr. Nicholas DeFalco

Randolph addressed the committee stating that there are some areas of potential deficiency. The program has indicated a willingness to work on the deficiencies not remedied at this time.

Committee members requested information and clarity on NLNAC concerns with release time for full-time faculty; and the systematic plan for evaluation. Members expressed appreciation for the work put into the self-study, and noted that they learned a lot about the Maricopa system. Committee members discussed inconsistencies in accrediting regulation and the difference between state regulations and accrediting standards. Malloch suggested that the Board provide appropriate feedback to NLN and note the difficulty for the committee when it receives inconsistencies in regulation. Malloch recommended this matter be placed on a fall agenda.

Motion: Recommend Board continue approval with a report to the Board within six months accompanied by evidence that all potential deficiencies are

remedied. If a report is not received or the program does not provide sufficient evidence that the potential deficiency is remedied, return to the Board for a determination of status.

Moved: Dr. Debra McGinty

Seconded: Ms. Marty Mayhew

Discussion: None

Vote: Motion carried.

B. Maricopa Nursing at Glendale Community College

Note: Education Advisory Committee Members Dr. Judi Crume, Sherrie Beardsley and Ms. Jane Werth recused themselves from this portion of the agenda. Education Advisory Committee self-study reviewers: Doshier, Kulikowski, Lakosil, Rogers.

Glendale Community College Representatives Present: Dr. Judi Crume, Dr. Susan Mayer

Committee members requested information and clarity on the simulation lab coordinator position.

Crume complimented Mayer on the effort and work she put in to preparing for the site-visit. Mayer stated that she is working on potential deficiencies and is implementing recommendations from the Board.

Motions: Dismiss complaint of failure to follow district grading policies.

Issue a Letter of Concern to Glendale Community College for using two unqualified clinical faculty members in 2009 with one continuing into January 2010.

Recommend Board continue approval with a report to the Board within 6 months accompanied by evidence that all potential deficiencies are remedied. If a report is not received or the program does not provide sufficient evidence that the potential deficiency is remedied, return to the Board for a determination of status.

Moved: Dr. Sally Doshier

Seconded: Ms. Kitty Rogers

Discussion: None

Vote: Motion carried.

C. Maricopa Nursing at Chandler/Gilbert Community College

Note: Education Advisory Committee Members Dr. Judi Crume and Ms. Jane Werth recused themselves from this portion of the agenda. Education Advisory Committee self-study reviewers: Duffy, Lehrman, Mangold, McGinty, Stewart.

Chandler/Gilbert Community College Representatives Present: Dr. Judi Crume, Ms. Barbara Winckler

Killeen addressed the committee stating that Chandler Gilbert Community College has beautiful, new facilities that are unique in that faculty offices are in the same area of science offices enabling ongoing collaboration for the enhancement of student learning, evidenced by CGCCs high pass rate. Killeen noted that as a part of the Maricopa District Nursing system there are shared resources, some in areas which potential deficiencies exist.

Committee members requested information and clarity on the impact of the location of faculty, and discussed consortiums in Connecticut, Oregon, and Texas.

Motion: Recommend Board continue approval with a report to the Board within 6 months accompanied by evidence that all potential deficiencies are remedied. If a report is not received or the program does not provide sufficient evidence that the potential deficiency is remedied, return to the Board for a determination of status.

Moved: Ms. Carol Mangold

Seconded: Mr. Brian Stewart

Discussion: None

Vote: Motion carried.

D. Maricopa Nursing at Paradise Valley Community College

Note: Education Advisory Committee Members Dr. Judi Crume and Ms. Jane Werth recused themselves from this portion of the agenda. Education Advisory Committee self-study reviewers: Caves, Kulikowski, Lakosil, Mayhew.

Paradise Valley Community College Representatives Present: Dr. Judi Crume, Ms. Rose Dermody

Killeen addressed the committee stating that Paradise Valley Community College moved into new offices and labs. Killeen stressed the strength of the program stating that they worked hard to accomplish a lot. Killeen noted PVCC's partnership with John C. Lincoln as a valuable one, producing good outcomes toward student success. Randolph added that she met with Ms. Dermody who is working on organization aspects of administration. Board staff is waiting for copies of contracts (which will eliminate that deficiency) and written verification of the filing system.

Committee members requested information and clarity on physical and mental well being of faculty; student remarks that 50% failed Block 3 which had three specialty areas (Dermody informed committee that 27/40 graduated); location of program; measurable learning outcomes.

Motion: Recommend Board continue approval with a report to the Board within six months accompanied by evidence that all potential deficiencies are remedied. If a report is not received or the program does not provide sufficient evidence that the potential deficiency is remediated, return to the Board for a determination of status.

Moved: Ms. Marty Mayhew

Seconded: Ms. Kitty Rogers

Discussion: Killeen acknowledged Dr. Crume and Jane Werth, and the remarkable resources that the consortium provides for the programs. Malloch suggested an article be written for the regulatory journal.

Vote: Motion carried.

E. Brookline College

Note: Education Advisory Committee Members Ms. Kitty Rogers recused herself from this portion of the agenda. Education Advisory Committee self-study reviewers: Caves, Crume, Kulikowski, Roat, Rogers

Brookline College Representative Present: Dr. Carol Kleinman

Randolph addressed the committee stating that Brookline College put considerable work into their application for a second degree RN program and preparing faculty for the program. The program has great support and leadership. In addition, Brookline is interested in faculty development not only for their program, but for programs throughout the state. Randolph read comments from Education Advisory Committee member Dr. Cheryl Roat into the record as follows: "According to the materials and the worksheet, all rules are met without deficiency. I commend the new leadership. It is apparent that the NCLEX low pass rate has been addressed. I support the suggested recommendation."

Motion: Recommend Board grant provisional approval with a report 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. Board staff will conduct a site visit following the receipt of the one-year report.

Moved: Ms. Marty Mayhew

Seconded: Dr. Sally Doshier

Discussion: None

Vote: Motion carried.

F. University of Phoenix

Note: Education Advisory Committee Members Dr. Ela-Joy Lehrman recused herself from this portion of the agenda. Education Advisory Committee self-study reviewers: Beardsley, Crume, Duffy, Mangold, Riesdorff, Roat, Stewart, Werth

University of Phoenix Representatives Present: Dr. Pam Fuller

Randolph thanked University of Phoenix administration and Dr. Fuller for facilitation of the visit. Randolph noted that the program is doing well. Student feedback was positive. Faculty was much more knowledgeable about what they needed to do and where the program needed to go. An update on the program and how they are addressing issues was provided to the Board. Randolph is in receipt of documentation that clinical faculty were

evaluated in the Tucson area. Dr. Fuller informed Board staff that a comparison chart of course objectives and goals showing progression has been completed.

Randolph read comments from Education Advisory Committee member Dr. Cheryl Roat into the record as follows: “Excellent resources and facilities. I would like to hear more about the reason for not centering the administrative control on the nursing program in the nursing program administrator. Is this unrealistic with the number of sites; Can there be a communication model that includes site Directors reporting to Pam Fuller on a regular basis through email and meetings? I am thinking there would also be a budget model.

- Please explain the faculty workload. You have listed 51 full time faculty; however, when you list FTEs for BSN and Master’s, you do not calculate by FTEs. Does that mean that the faculty (51 FTEs) teach an average 6 - 7 courses per year? Are core (lead) faculty full time and associate faculty-- adjuncts?”
- The course load listed in Appendix K is for how many years?
- Pg. 7—Do you plan to update your curriculum to the Baccalaureate Essentials (2008) or have you already? I see you have listed on page 7, the Essentials 1998 as the standards you have used, but on page 53 you include the Essentials (2008).
- Do all campuses have the same curriculum? I was not sure when there was discussion about the faculty governance. It sounded like each campus had meetings/discussions, but I was not clear as to how recommendations made it back for improvements and revisions. (page 17/500)
- Page 89/574—What do you do if the student is ready to graduate and does not reach the predictor Evolve Reach score for NCLEX –RN success? I agree with suggested recommendation.”

Committee members also requested information and clarity on live simulation and its affect on student success; LPN to BSN on hiatus in Tucson, plans for program; time-frame for resolution of technical issues for reporting structure and evaluation plan; standardized tests; instructor developed tests; use of HESI and correlation with success on NCLEX.

Fuller addressed committee questions and concerns, and distributed a prepared response to the site-visit which included an outline of how potential deficiencies are being addressed, and how recommendations from Board staff are being implemented. Leadership and resources are being focused on student success.

Motion #1: Recommend Board continue approval of the LPN to BSN program with a report in six months on the resolution of potential deficiencies. If sufficient evidence is not provided, Board staff may conduct a focused site visit or refer the matter to the Board for issuance of a Notice of Deficiency.

Moved: Ms. Carol Mangold

Seconded: Mr. Brian Stewart

Discussion: None.

Vote: Motion carried.

Motion #2: Recommend Board continue approval of the FNP program.

Moved: Ms. Carol Mangold

Seconded: Mr. Brian Stewart

Discussion: None.

Vote: Motion carried.

G. Mohave Community College

After opening this agenda item, committee chair, Kathy Malloch was informed that the program representative was en route. Doshier moved and Mangold seconded to table this item until the arrival of the Mohave Community College representative. The motion carried. At 1:19 p.m. Doshier moved and Mangold seconded to reopen this agenda item. The motion carried.

Note: Education Advisory Committee Members Ms. Linda Riedsorph recused herself from this portion of the agenda. Education Advisory Committee self-study reviewers: Beardsley, Crume, Doshier, Lehrman, McGinty, Rogers, Werth

Mohave Community College Representatives Present: Ms. Danette Bristol, Ms. Linda Riedsorph

Randolph stated that the site visit was conducted in conjunction with the NLN site visit team. Updated information was distributed to committee members prior to the meeting. Randolph received additional information providing evidence for some of the updates in the report. The program cited policies in response to concerns. The program faces significant challenges with regard to resources. Although the program is attempting to deliver high quality education, they are challenged in terms of faculty. Randolph is concerned with the sustainability, quality, and pass rates of the program.

Riedsorph thanked Randolph and NLNAC for the work they put in on the visit. Mohave is working to correct NCLEX pass rates and will be increasing staff in the coming year. NLN recommended 8 years of accreditation with a report in 2 years because of the faculty resource issue. A statistical study is being conducted on admission criteria; pharmacology will be included in co-requisites; and lectures will be taped to provide a back-up when the system is not working. Linda Riedsorph will be Director of Nursing Programs as mentor of Director of RN Program & Director of PN Program.

Randolph read comments from Education Advisory Committee member Dr. Cheryl Roat into the record as follows: "Is the college administrator aware of the need according to the state board rules for the nursing program director to have more control? If so, is the administration open to the Nursing Director having more control? It is concerning that the Director does not have more control and that adequate resources are not given to the program. I agree with the suggested recommendation." Committee members requested information and clarity on ability to acquire resources; governance on campus; faculty/student ratio; faculty recruitment; new graduate employment opportunities; budgeted money for training costs and continuing education for inexperienced faculty; and hiring of associate degree program director.

Motion: Recommend Board issue a Letter of Concern for using an unqualified clinical faculty for a limited period in 2009, and continue approval of the program with a report in six months that provides evidence that other potential deficiencies are remedied, followed by a Board site visit within 3 months of receipt of the six-month report.

Moved: Dr. Judi Crume

Seconded: Dr. Sally Doshier

Discussion: The move to the new building in Lake Havasu removes the potential deficiency on the lab. The remaining deficiency is faculty resources.

Vote: Motion carried.

7. APPLICATION FOR PROGRAM CHANGE

A. Fortis College

Fortis College Representatives Present: Judy Hightower

Randolph addressed the committee stating that the application is for a minor change in program hours, and that the rationale seems sound.

Committee members requested clarity and information on the deletion of the math course.

Motion: Recommend approval of the program changes.

Moved: Ms. Kitty Rogers

Seconded: Ms. Kathy Kulikowski

Discussion: None.

Vote: Motion carried unanimously.

8. APPLICATION FOR REFRESHER COURSE APPROVAL/RENEWAL

A. There were no applications for refresher course approval/renewal.

9. NCLEX

A. There were no NCLEX reports distributed.

10. BOARD AND MEMBER UPDATES

Randolph and Ridenour attended the meeting of the House/Senate Healthcare and Medical Liability Reform Committee. One of the Bills being considered was the Bill which would require nurses and certified nursing assistants to have annual continuing education credits for renewal of licensure and certification. Ridenour stated that Representative Heinz was principal behind Bill 2670, and that there is a lot of literature that is not able to support the evidence of mandating CEUs alone. The Arizona Nurses Association was monitoring the Bill and recently decided to oppose it. The Bill was pulled. Ridenour expects that the Bill will return next year. Malloch stated that as a follow-up to HB 2670, the Board is establishing a Continuing Competence Committee to address the issue and decide what should be done as a state on a voluntary basis. The committee will also look at new graduate employment trends.

The Board approved the proposal for the LPN Program at Brown Mackie College in Tucson; the application for Program Change at Arizona Western College and Northern Arizona University; the application for renewal of approval Consolidated Learning Systems RN Refresher Program.

There was an investigation into a nursing assistant program. Board staff is now seeing an increase in closures of facility based programs. The original law was intended to cover facilities training their own staff. Facilities do not need to train the number of nursing assistants they had to previously so programs are closing. However, there is a huge consumer demand which has resulted in more and more entrepreneurial nurses establishing nursing assistant training programs. The complaint was regarding financial policies and resources. The investigation showed many of the allegations were substantiated, resulting in the first NA training program to receive probation. Part of the probation is to have a business audit and take a business ethics course. Programs no longer have dual oversight by the Private Post Secondary Board and Board of Nursing, so AZBN has the obligation to address these types of complaints. In this case there was no problem with the instruction. Ridenour stated that there are more certified nursing assistants now totaling approximately 25,000 in the state. The Board is now providing oversight on CNA pass rates, and requesting a plan of remediation for programs with pass rates below 50%.

A follow up site- visit on a complaint investigation and Notice of Deficiencies was conducted at East Valley Institute of Technology. Deficiencies were remedied; however, a further violation was reported and the Board continued the investigation. The University of Phoenix FNP Program had a complaint that was dismissed. An update on the “Measuring Competency with Simulation Phase I” and a Nursing Performance Profile (NPP) was provided. As volunteer nurses are needed, Randolph asked that committee members recommend nurses who have practiced for 2-3 years to participate in the study. The Board in collaboration with ASU and Scottsdale Community College is applying for phase II of the grant.

Information was received on the new administrator at Everest College and Margi Schultz being appointed interim administrator at Maricopa Skill Center. The Board approved the policy on materials sent to the Education Committee and looked at fourth quarter NCLEX reports. The Board dismissed a complaint against Mesa Community College. Information was received on the new nursing program director at Glendale Community College. Central Arizona College has a new director and has resolved all of their deficiencies. GateWay Community College Fast Track PN program received an extension for renewal and Apollo College has a new interim director.

11. DEBRIEFING ON TODAY’S MEETING

Committee members complimented the Maricopa District Nursing programs on the quality of the self-studies and Dr. Judi Crume for her organization and leadership. Members noted the support, training and mentorship for faculty. Committee members recognized Mary Killeen and Pamela Randolph for their work on completing site-visits and writing reports. Members appreciated the work Randolph put in on surveying new graduates and collecting data on employment trends. Committee members found the division of self-study reviews helpful. Members discussed the use of standardized tests for progression.

Dr. Killeen stated that the NLNAC teams welcomed Board staff, and noted the valuable dialogue during the three day visit. Killeen has seen positive results from the collaborative effort put forth. Crume stated that while the NLNAC team results appeared to have inconsistencies between programs, the teams knew and applied the standards. Ridenour asked that the committee draft a position paper on Board collaboration on accrediting visits that would articulate the purpose and discuss the benefits and/or pros and cons of the process.

Ridenour shared that Sunset Review is taking place. The education component is an important part of the process. Committee members may be contacted by auditors. Ridenour recognized Kathy Malloch's role noting her valuable contributions over the years.

12. CALL TO THE PUBLIC

Malloch addressed students in the audience. Students from Glendale Community College stated that they attended the meeting for a leadership assignment as they were unable to attend the disciplinary meeting. Members noted how insightful the disciplinary meeting would be for students and recommended they attend one in the future.

13. FUTURE MEETING TOPICS/DATES

The next meeting is scheduled for Friday, June 11, 2010, 9:30 a.m. Agenda items will include University of Arizona; Coconino Community College; Pima Medical Institute – Tucson, and Brown Mackie College – Phoenix.

14. ADJOURNMENT

There being no further Crume moved Mangold seconded to adjourn the meeting at 1:00 p.m.

MINUTES APPROVED BY:



Signature

:kbg