

Janice K. Brewer
Governor



Joey Ridenour
Executive Director

Arizona State Board of Nursing
EDUCATION ADVISORY COMMITTEE MINUTES
December 4, 2012

AGENDA ITEM	TOPIC	DISCUSSION	ACTION	FOLLOW-UP
1.	Call to Order	The meeting was called to order by Dalton at 9:30 a.m.		
2.	Introduction and Welcome	Dalton welcomed members and guests.		
3.	Approval of Minutes 10/19/12	Committee members reviewed the minutes for approval.	Motion: To accept the minutes Moved: Doshier Seconded: McCormies Discussion: None Vote: Motion carried unanimously.	
5.	Applications for Provisional Approval /Full Approval/ Renewal of Approval			
a.	Arizona College Baccalaureate Nursing Program (Decision)	Dr. Killeen recused herself for this agenda item. Dr. Judi Crume, Dean of Nursing, Nick Mansour, College President, Dr. Karen Saewert Nursing Education Consultant and Dr. Mary Killeen, Nursing Education Consultant presented to the Committee. Nick Mansour thanked the Committee and recognized Crume, Killeen, and Saewert for	Motion: Recommend the Board grant provisional approval to the Arizona College Baccalaureate Nursing Program with the following provisions: 1. Within 40 days of this meeting, (12/04/12), the program shall submit a	

		<p>their work.</p> <p>The Committee commended the Program for a well-written self study report and noted the rigorous clinical schedule embedded in the curriculum.</p> <p>The Committee requested information regarding services provided to students to overcome barriers, the availability of conference rooms for faculty, the Commission on Collegiate Nursing Education (CCNE) requirements for the systematic evaluation plan, processes to assure anonymity of student evaluations, the meaning of 80% teaching load, availability of skills lab classroom for instruction, participation in the Maricopa Clinical Coordination Collaborative, and faculty development and evaluation.</p> <p>The Committee expressed concerns regarding the timeline for completing the evaluation plan when faculty will be hired 60 days prior to student enrollment.</p> <p>The Committee recommended the program provide greater clarity regarding the congruence of policies for students and faculty.</p>	<p>detailed plan with timelines for completion of the evaluation plan.</p> <p>2. A written report to the Board within 90 days regarding the resolution of any potential deficiencies. 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.</p> <p>3. A written report to the Board twelve (12) months after the enrollment of students regarding the differences between the final program implementation plan and the actual implementation to be followed by a focused site visit twelve (12) to eighteen (18) months after the enrollment of students.</p> <p>Moved: Doshier Seconded: De Lao Kerns Discussion: Vote: Carried unanimously</p>	
b.	Eastern Arizona College Associate Degree Nursing Program (Decision)	<p>Carolyn McCormies and Dr. Roni deLao Kerns recused themselves to avoid the appearance of impropriety. McCormies presented to the Committee.</p> <p>The Committee requested information regarding faculty orientation and mentoring program, comparability of student and faculty resources at the Thatcher, Globe, Payson campuses, evaluation of part-time faculty, drug</p>	<p>Motion: Recommend the Board grant full approval to Eastern Arizona College Associate Degree Nursing Program for a period of five years or in accordance with the programmatic accreditation cycle. The Program will provide the Board with copies of reports</p>	

		<p>screens for students and clinical faculty, salary schedule credit for work-related experiences, and academic assistance for nursing students.</p> <p>The Committee discussed methods to improve the response rates for student evaluations of instructional effectiveness and the value of mid-course evaluations to allow opportunities for instructional correction.</p> <p>The Committee expressed concerns regarding training and support for instruction using interactive television (ITV).</p>	<p>that the Program provides to the National League for Nursing Accreditation Commission (NLNAC) and reports received from the NLNAC.</p> <p>Moved: Stewart Seconded: Mayhew Discussion: Randolph indicated the ITV issue is very serious and recommended that the Program eliminate this instructional method. Killeen recommended the Program analyze outcome data, i.e., comparing students who receive instruction with ITV and those who do not.</p> <p>Vote: Carried unanimously</p>	
c.	Brookline College Baccalaureate Nursing Program (Decision)	<p>Dr. Carol Kleinman and Dr. Roni deLao Kerns recused themselves to avoid the appearance of impropriety. Dr. Kleinman presented to the committee.</p> <p>The Committee commended the Program on a well-written self-study document with text and data presentations. The Committee praised the extent of faculty support provided by the College.</p> <p>The Committee inquired if the classroom noise issue identified in the 12-month Provisional Report had been fully resolved. Dr. Kleinman assured the Committee the problem was resolved.</p> <p>The Committee requested information regarding the College's admission standards. Randolph alerted the Program that she had seen information indicating that HESI exams were</p>	<p>Motion: Upon receipt of a for-cause drug screen policy for students and faculty to provide for patient safety under R4-19-203 (C) (6), recommend the Board grant full approval to the Brookline College Baccalaureate Nursing Program for a period of five years or according to accreditation cycle. The Program will provide the Board with copies of reports that the Program provides to the National League for Nursing Accreditation Commission (NLNAC) and reports received from the NLNAC.</p>	

		<p>compromised. Evans asserted that the HESI may have merit when utilized for its original purpose to identify strengths and weakness and provide remediation. Committee members observed that HESI scores decrease with repeated attempts. Stewart added that research indicates reading and writing skills correlate with student success and the pressure associated with difficulties in those areas may manifest as weaknesses.</p> <p>Members of the Committee requested information regarding the number and nature of appeals, student input resulting in changes to the grading scale, disclosure of financial aid default rates and stability in leadership.</p> <p>The Committee expressed concerns regarding the lack of a drug screen policy for cause. Dr. Kleinman indicated a drug screen policy could be in place within 30 days.</p> <p>Dr. Kleinman provided a summary of changes in faculty mentoring procedures and announced that Brookline nursing graduates are eligible to complete the Brookline Master of Science in Nursing Education program at no cost.</p>	<p>Moved: Evans Seconded: Morris Discussion: None Vote: Carried unanimously</p>	
d.	Pima Medical Institute Tucson Associate Degree Nursing Program (Decision)	<p>Dr. Jeannine Hayduk and Campus Director Dale Berg presented to the Committee. Hayduk explained that the Program is in the process of developing an application for NLNAC candidacy.</p> <p>The Committee commended the Program on the comprehensive and candid self-study, the Program’s attentiveness to issues regarding skill erosion, and the Program’s response to a medication error.</p> <p>The Committee requested additional information regarding mechanisms for student input, availability of space for private faculty-student conferences, and faculty reactions to</p>	<p>Motion: Recommend the Board grant full approval to the Pima Medical Institute Associate Degree Nursing Program for a period of five years. Moved: Doshier Seconded: Fuller Discussion: None Vote: Carried unanimously</p>	

		time clock requirements. The Committee invited Dr. Hayduk to share the Program's experience in exploring alternative methods of instruction for teaching students documentation skills.		
e.	East Valley Institute of Technology Practical Nursing Program (Decision)	<p>Director of Practical Nursing Program Ronda Doolen and instructor Robin McEnany presented to the Committee.</p> <p>The Committee requested information regarding the system of acquiring student evaluations of instructional effectiveness, notification of instructional schedules, and ATI testing requirements for graduation and associated attrition. Doolen reported that students who do not meet the ATI examination requirement for graduation may repeat the module at no cost.</p> <p>The Committee recommended the Program clarify that there are two process for fingerprinting - one for admission to the Program and the other for licensure.</p>	<p>Motion: Recommend the Board grant full approval to the East Valley Institute of Technology Licensed Practical Nursing Program for a period of one year.</p> <p>Moved: Mayhew</p> <p>Seconded: Schultz</p> <p>Discussion: None</p> <p>Vote: Carried unanimously</p>	
6.		Applications for Program Change		
a.	University of Phoenix LPN to RN Tucson Program (Decision)	<p>Dr. Pamela Fuller recused herself to avoid the appearance of impropriety and presented to the Committee with faculty member Kathy Watson.</p> <p>The Committee commended Dr. Fuller on the clarity and conciseness of the document provided to the Committee. Dr. Fuller explained the reasons for the Program closure were decreased availability of clinical sites and a decreased need for new RNs in the southern Arizona region. Dr. Fuller reported that in addition to the University's program, there are several programs in the Tucson area producing RN graduates and many are having difficulty getting positions. Dr. Fuller reported the Program was not cost or resource efficient.</p>	<p>Motion: Approve the University of Phoenix LPN to BSN program change to discontinue the Program at the Southern Arizona Campus.</p> <p>Moved: Mayhew</p> <p>Seconded: Morris</p> <p>Discussion: None</p> <p>Vote: Carried unanimously</p>	

8.	One-Year Reports			
a.	Brown-Mackie Tucson Practical Nursing Program (Decision)	<p>Campus President Tim Bush, Regional Director of Nursing Lisa Hawthorne, and Clinical Coordinator Maggie Renteria presented to the Committee. Hawthorne explained she is interim administrator because Debbie Bird, the Program Director is on medical leave until the end of January.</p> <p>In regards to Arizona Administrative Code (A.A.C.) R4-19-201 (F) (3), Hawthorne explained that the clause that allowing faculty to select learning experiences for students was added to the nursing contracts in 2010 but the facilities executed a different version of a Brown Mackie contract. Hawthorne, Bush, and Renteria are in the process of correcting the contracts.</p> <p>Hawthorne explained that in regards to A.A.C. R4-19-204 (G) (2), the Program plans to provide more information regarding admission, progression and graduation to the faculty. Hawthorne reported that Bird started to implement these processes when she was injured, however those discussions were not completely documented.</p> <p>The Committee expressed concerns that admission scores for the PN Program were in the developmental range. Bush asserted that the program looks for the best outcomes possible and noted that the Program experiences challenges. Hawthorne explained that students enrolled in the Program attend a tutoring session every Friday. The College has a strong connection with the University whose students come to provide tutoring in math.</p> <p>The Committee expressed concerns regarding the turnover in the Director position during a short period of time. Hawthorne indicated the first Director was highly qualified and was a</p>	<p>Motion: Continue provisional approval if evidence of the remedy of deficiencies is received 5 working days prior to the January Board meeting. If not received, issue a Notice of Deficiency to Brown Mackie Tucson Practical Nursing Program for violations of A.A.C. R4-19-201 (F) (3) and R4-19-201 (I), R4-19-204 (G) (2) and R4-19-206 (C) (2) with 120 days to correct.</p> <p>Moved: Stewart</p> <p>Seconded: Kleinman</p> <p>Discussion: None</p> <p>Vote: Carried unanimously</p>	

		<p>nurse practitioner who left to pursue her interest in practice. The next Director did not have experience in a pre-licensure program which is needed with new programs. Hawthorne explained Ms. Bird has experience in pre-licensure nursing education.</p> <p>The Committee requested information about administrative support. Bush assured the Committee that the program has the full support of the administration.</p> <p>The Committee expressed concerns regarding the hiring of faculty in close proximity to the time they are needed to teach. The Committee inquired if faculty appreciate that their participation in setting standards for admission is critically important and if faculty demonstrate scholarship or research evidence. Hawthorne responded that one full-time faculty has a masters in education and two other faculty are enrolled in masters programs.</p> <p>McGinty pointed out that the Program had not responded when invited to correct the report for errors of fact and that the list of facilities in R4-19-206 (C) (2) required correction.</p> <p>Killeen observed that there were a number of significant potential deficiencies and administrative turnovers and urged the Program to undertake a careful study of those issues. Killeen urged the Program to address the benchmark components of the evaluation plan. Hawthorne responded that she could not create something that wasn't there. Killeen expressed appreciation of her honesty and encouraged the program to examine if there was evidence that changes needed to occur. Hawthorne indicated that the evaluation plan is something that many directors leave to do later and reflected that the plan offers Director much insight into their programs. Killeen asserted that the plan can also provide faculty with affirmation.</p>		
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		Stewart observed that the ownership of this Program is centered in the Director and the Program might ask how faculty might own the Program so that if something happened to the Director, which is currently the case, the faculty might be able to proceed.		
9.		Information/Policy		
a.	Clinical Placement Update (Discussion)	<p>The Committee discussed the preferences for BSN student in clinical training and employment settings. Members acknowledged that academics have always known that clinical agencies extend the favor of placements to academic institutions. Members have observed reductions in the numbers of students that in-patient units allow which required hiring additional faculty. Kerns observed that while there are a few agencies that preferentially place students from BSN programs, when the numbers of students placements decrease, the consequences affect all programs equally.</p> <p>Smith asserted that when changes are made to clinical preceptorships, the pattern of employment should resemble the work pattern of full-time nursing employees. She indicated that census in smaller facilities is low resulting in instances when there have been more students and nurses than patients on a unit. Smith indicated that a reduction in the numbers of students may reflect employee dissatisfaction and feelings that students are a burden. She noted that acute care facilities are becoming more restrictive. Randolph asserted that these restrictions will result in fewer well-prepared graduates. Mayhew indicated a large employer is no longer allowing students to pass any medications. Smith indicated that there is an assumption that, until proven false, students present a risk to the facility.</p> <p>Schaeffer asserted that the area of quality</p>	Randolph will send the IOM Education Practice Committee the minutes of this discussion.	

		improvement in nursing education continues to be a largely unmet need.		
b.	Nurse Practice Act Article Two – Feedback and Update (Discussion/Decision)	<p>Randolph presented feedback from the Arizona Nurses Association (AzNA) to the proposed rule changes.</p> <p>The Committee commended AzNA for its consideration of the rule changes and appreciated the recommendations.</p>	No Action	
c.	IOM Arizona Action Coalition Update (Discussion)	Randolph reported the Coalition acquired additional financial support and the Committees were beginning to do their work. Randolph indicated that she will be writing sunrise legislation to adopt the consensus model in the future.	No Action	
d.	Public Information Policy Update (Discussion)	<p>Randolph provided the Committee with policy changes regarding the release of public information</p> <p>Randolph explained that about 60% of complaints do not result in disciplinary action.</p> <p>The outcome of the policy change is a prolonged period when the public and prospective employers will not be aware that a nurse has a complaint. Smith indicated that if she wished to verify whether a nurse had a complaint she would need to call into the Board.</p> <p>Committee members requested that this information be shared in the next regulatory journal.</p>	Randolph will email Executive Director Joey Ridenour regarding publishing an article to describe the change in public information policy.	
11.	Board and Member Updates	<p>McGinty reported the Board had followed the Committee recommendations at the November 8, 2012 meeting.</p> <p>Randolph provided the Committee with the Board-approved FY 2013-2017 strategic goals for the Nursing Education department.</p> <p>Randolph and DeFalco updated the Committee on the progress of the Simulation Competency</p>	Schaeffer will forward the Gallup poll information.	

		<p>Project.</p> <p>Schaeffer reported that in a recent Gallup poll just released by AzNA, nurses were considered the most ethical professionals.</p> <p>Schaeffer reported that in alignment with item 8 of the IOM, Arizona is hosting a national workforce meeting on June 19-20 at the Saguaro Hotel in Scottsdale. AzNA has secured economist Peter Buerhaus to speak. The tagline “Taking the Long View” is related to factors affecting supply and demand. Schaeffer indicated the National Council of State Boards of Nursing is seeking to develop a system to track and disseminate nursing workforce data.</p> <p>Schultz announced a reception for Margaret Souders would be held 12/05/12 at Gateway from 3:30 -5:30.</p>		
12.	Debriefing on Today’s Meeting		No action	
13.	Call to the Public	No member of the public were present.	No action	
14.	Future Meeting Topics/Dates		No action	
15.	Adjournment	Dalton inquired if there was any further discussion and hearing none adjourned the meeting.	Meeting adjourned at 2:06 pm	

December 4, 2012 Education Advisory Committee Attendance

Members Present	Members Absent	Board Staff	Guests	
Leslie Dalton, MSN, RN Co-Chair, Nick F. DeFalco, RN, MSN Sally Doshier, EdD, RN, CNE Cherri Evans, MSN, FNP-C, AP, RN Pamela Fuller, EdD, MN, RN M. Shawn Harrell, RN, MSN Board Member Ronda DeLao Kerns, RN PhD Mary Killeen, RN PhD Carol Kleinman, PhD, RN, NEA-BC Marty Mayhew, RN. MSN Carolyn McCormies, RN, MSN, FNP-BC Co-Chair Brenda Morris, EdD, RN, CNE Roxanne A. Moutafis, MS, RN, BC Robin Schaeffer, MS, RN, CNE Margi Schultz, PhD, RN, CNE Mona Smith, MSN RN Brian Stewart, MSN, BSN, BFA, RN	Sharon Akes-Caves, RN, BC, MS, MSN Michelle Gilman, MSN, RN Susan Gonda, MSN, RN Pamela Ohls, RN, MSN	Pamela Randolph, Associate Director, Education and Evidence-Based Regulation Debra McGinty, Education Program Administrator Helen Epple-Turner, Education Program Assistant Cory Davitt, Information Technology	East Valley Institute of Technology	
			Ronda Doolen	Robin McEnany
			Brown Mackie College Tucson	
			Leslie Hawthorne	Margaret Ann Renteria
			Tim Bush	
			Pima Medical Institute Tucson	
			Jeannine Hayduk	Dale Berg
			Arizona College	
			Nick Mansour	Karen Saewert
			Judi Crume	Kathryn McDowell
			Matt Calhoun	
			Members of the Public	
			Christine Cassetta	
			M. Kitty Rogers	