

## MINUTES

### UTAH EDUCATION COMMITTEE BOARD OF NURSING

February 12, 2009

Room 474 – 4<sup>th</sup> Floor – 7:30 a.m.  
Heber Wells Building  
Salt Lake City, UT 84111

**CONVENED:** 7:36 a.m.

**ADJOURNED.** 10:44 a.m.

**Bureau Manager:**

Laura Poe

**Secretary:**

Shirlene Kimball

**Conducting:**

Diane Forster-Burke

**Committee Members Present:**

Peggy Brown

Diane Forster-Burke

Mary Williams

**Committee Members Excused:**

Pam Rice

**Guests:**

Linda Petersen, Ameritech College

Lona Broadhead, Ameritech College

Jerry James

Krystal Killian

Tasia Thorne

Carmel White, Fortis College

Charisse Cole, Fortis College

Juanita Benioni, Fortis College

Christa Groesbeck, student, Westminster College

Blair Rajamaki, student, Westminster College

#### **TOPICS FOR DISCUSSION**

##### **ADMINISTRATIVE BUSINESS:**

January 8, 2009 Education Committee minutes:

##### **NEW BUSINESS:**

Review NCLEX pass rates for Provisionally approved programs:

#### **DECISIONS AND RECOMMENDATIONS**

The minutes were approved with corrections. All Committee members in favor.

Reviewed. Ameritech College remains below the national pass rate. Stevens Henager pass rates are below the national pass rate for the second quarter. Ms. Hardell will need to meet with the Board in person and present a plan of remediation and how the

program plans on increasing the NCLEX pass rate. After approval, the plan must be implemented and then if the 3<sup>rd</sup> quarter pass rate remains low, further action will be taken. Ms. Poe indicated she will also contact Ms. Hardell to see when the NLNAC exit meeting will be scheduled so Committee members can attend the interview.

Discussion regarding reasonable accommodations for nursing education programs and licensure for individuals with disabilities:

Ms. Poe indicated she was contacted by Mr. Jerry James who questioned if there were guidelines the Board used to license individuals with disabilities. Ms. Poe reported the law allows for the issuance of a limited, non-disciplinary license if needed to accommodate a person with a disability. Ms. Poe indicated guidelines have not been adopted, but felt this would be a good discussion item.

Mr. James explained his reason for meeting with the Committee. He indicated he has had a long standing tremor disability but this has not stopped him from doing what he needs to do. He indicated about six years ago he decided it was time for a change. He stated he would like to obtain his nursing license and travel to third world countries where he could use his knowledge and skills to help the people in South Africa and Asia. He stated he was accepted into a nursing program and passed his fine motor skills to the satisfaction of the faculty in the skill lab setting. However, he indicated he made individuals in the clinical faculty setting nervous and was terminated from the nursing program. He stated he feels nursing practice is more than just using fine motor skills. He stated the practice of nursing is critical thinking, teaching and care plans. He stated he does not intend to draw blood and indicated that not all nurses work in that type of setting. He questioned if there was a way to become a nurse without the fine motor skills. He also questioned whether or not the school has to accept him into the program. Ms. Poe stated the Board can not tell the nursing education program to take him back and Committee members indicated Mr. James would have to deal with the school.

Ms. Forster-Burke indicated the problem the nursing education programs have is that these students still need to be rotated through various clinical settings.

NCLEX is testing as a generalist and programs educate as a generalist. Once licensed, the practice area can be narrowed and specialized.

Ms. Brown indicated some programs teach to skills, others teach to critical thinking. Ms. Brown suggested Mr. James look at the outcomes and the emphasis of a program and try to find a program that emphasizes critical thinking. Ms. Forster-Burke stated she would have no problem giving a license based on successful completion of an approved program and passing the exam.

Ms. Poe reported about 5 years ago the Deans and Directors discussed what essential functions nurses needed to be able to do and they adopted the document, *State of Utah Student Nursing Physical Demands*. Ms. Poe provided a copy for review. Ms. Poe also provided a copy of *The Generalist Nurse Practicing on a Medical-Surgical Unit, A Job Analysis of Mental and Emotional Demands*. Ms. Poe questioned whether or not these documents should be accepted or adopted in rule as the essential functions that an individual must meet for licensure. Committee members indicated they would like to review the documents in depth and discuss the issue at the next meeting.

Utah Career College:

Ms. Poe reported on the exit interview with the site visitors from NLNAC. UCC passed all six standards and NLNAC site visitors indicated they would recommend that Utah Career College receive initial accreditation.

Ameritech College:

Ms. Broadhead was introduced to the Committee. Ms. Peterson stated the last group of PNs will be testing the end of this month. Ameritech had 7 RNs test this month and all 7 failed. Ms. Peterson stated they had used Virtual ATI, but it does not appear to be working well. She reported the Hurst course will be offered next week and those students who are just finishing the program will attend the course. Ms. Forster-Burke indicated the overall percentage pass rate for Ameritech for the year was 60.83% and remains below the acceptable pass rate. Ms. Peterson stated they are looking at each student by cohort and

will be tracking the student. Ms. Broadhead stated she is working with Dr. Dimmock on NLNAC candidacy status. She indicated the candidacy application will be submitted by March 1, 2009 and she will send a copy to Ms. Poe.

Western Governors University:

Ms. Jones-Schenk reported that the CCNE site visit has been completed for the RN to BSN program and they passed all standards. They will hear from CCNE in April regarding the accreditation status.

Ms. Jones-Schenk reported on the progress of the program in other states. She stated the California feasibility study was submitted and a positive recommendation was made. The California Board will make a final decision next month. Western Governor's University is also working with the Texas Board of Nursing and has been assigned a consultant. She stated they are also working with the New Jersey Board of Nursing and they are looking at Florida next.

Ms. Jones-Schenk explained the coaching model. She stated students are placed with a clinical coach provided by the hospital. Each coach will be prepared through an online learning process and will be connected with other clinical faculty and a WGU faculty subject matter expert. The student completes clinical requirements by working with his/her assigned coach, on a one to one ratio, on the coach's schedule until the student has mastered the competencies required. The clinical experience is compressed into a three week period. The clinical coaches are responsible for the clinical evaluation. The clinical coaches are supported by a clinical instructor, who is a graduate prepared nurse. The ratio of coaches to clinical instructors is 10:1.

Clinical instructors are subject matter experts in their specialty field. The clinical instructor is on site 40 hours per week and available by phone the rest of the time. The student has a coach at all times. The clinical instructor is on staff with the facility, however, is dedicated as a clinical instructor and can not be doing other duties while working as an instructor and can not be the director of nursing.

Didactic learning is completed online and students have a detailed plan of study. The student has simulated labs in which they perform the skills outlined for that course and then are tested by faculty members at the end of the skills lab. A student must complete the didactic and skills lab before they can move forward. The compressed clinical schedule may be 3 or 4 weeks in length and is a competency based model. Time is allowed for those students who need more time to demonstrate competency. Ms. Jones-Schenk stated the coach is assessing the student everyday, developing goals at the beginning of the day and meeting with the clinical instructor as needed. Ms. Brown stated that looking at the program from the perspective of a staff nurse it is a burden to have a student for 90% of the shift and is concerned with staff burn out.

Dr. Williams indicated the rule requires the instructor be on site all the time for foundation courses which this model does not provide. Ms. Jones-Schenk stated this could be changed.

Ms. Jones-Schenk questioned the timeline for beginning the program. Ms. Poe stated if they submit the letter of intent and feasibility study by May or June, and the Committee has determined this is not a preceptor model, then it would be a matter of how long it takes the program to find faculty, etc. The soonest they could accept students would be six months from the date of application. Ms. Jones-Schenk stated their goal, if approved in Utah, would be to accept 10-20 students in one or two primary facilities. They may need to use additional sites to fill specialty area needs.

Committee members stated that according to the new rule, the program would not be approved if it is a preceptor model. Ms. Jones-Schenk stated she does not feel this is a preceptor model. Committee members would like to see more information regarding the difference between the two models. Ms. Poe stated if WGU wants to move forward, they would need to submit the letter of intent and the Committee would need to have an in depth conversation comparing the preceptor model to

coaching model. Ms. Jones-Schenk indicated she will gather more information regarding the coaching model. Committee members indicated they would also do some research and come prepared to discuss this issue next month.

Fortis College:

Carmel White and Juanita Benioni met with the Committee. Ms. Forster-Burke questioned if Fortis College programs in other states are approved or have national accreditation? Ms. White indicated the Ohio program is accredited and the other three programs are submitting applications for candidacy status. The Denver program has candidacy status and is waiting for NLNAC accreditation. The other schools are not approved by an accrediting body (two in New Jersey). She reported the goal is to have all RN programs NLNAC accredited. Dr. Williams expressed concern with the program in Ohio where action has been taken. Ms. White indicated this program had problems with NCLEX pass rates. Ms. White stated that three campuses have made great strides in fixing the problems. She stated the problems found were not significant and those programs are working on a remediation plan.

Committee members questioned whether or not all RN programs have the same curriculum, no matter where they are housed? Ms. White stated no, but the home office is working on a standardized curriculum, outcomes, philosophy and framework. Dr. Williams stated she is concerned with the curriculum, there is page after page of objectives, but no idea how they fit into the courses. Ms. White stated she took the objectives off the syllabi and some of the objectives are repeated.

Ms. Poe questioned if the Committee gives the okay to begin the program, how long would it take them to hire a full time nursing director? Ms. White stated they feel they would be looking at three to six months.

Ms. White indicated she is working on clinical sites. She stated they are using more sub-acute facilities and feel the number of contacts they have are sufficient for the number of students. She stated she understands the limited clinical space. Ms. White reported the

curriculum has a strong community based focus and they are trying to balance out the clinical areas and make the best use of the places they have available.

Ms. Forster-Burke stated that in looking at the curriculum plan, there are twice as many hours in lab as in clinical and questioned if they are giving credit for time doing homework? Ms. White stated not necessarily, these lab hours include general education courses. Ms. White stated that none of the clinical hours are simulated. She indicated that the percentage of lab that is simulation varies by course and some courses have 50% simulation. Committee members questioned what alternative they have in place if there are only five patients in a clinical setting and will they use simulation? Ms. White stated they will not use simulation to make up clinical time. Ms. Poe stated there is concern that simulation is included in lab hours. She stated she would like to see how many hours are lab, how many are clinical and if clinical is hands on and how much is non-patient contact. Ms. Cole stated lab is not part of the clinical hours.

Ms. White indicated there will be 25 students in a cohort. There are three cohorts per year, so they are looking at 75 students per year. Ms. White indicated pediatrics is integrated with two rotations in each class. She reported they are still looking for clinical experience in pediatrics and mental health. Ms. White indicated that some agencies are requiring approval from the Board before they will sign a clinical contract.

Ms. Forster-Burke stated she would like to know the percentage of time on simulation and would like to see the other campuses further along in the NLNAC process before approving Fortes College in Utah. Ms. Poe indicated she will send a letter outlining the issues that are a concern and need to be addressed. Fortis College will be invited to meet with the Board next month.

Continue review of annual reports from nursing education programs approved by DOPL/Board of Nursing:

Tabled until next month.

*Note: These minutes are not intended to be a verbatim transcript but are intended to record the significant features of the business conducted in this meeting. Discussed items are not necessarily shown in the chronological order they occurred.*

February 12, 2009  
Date Approved

(ss) Diane Forster-Burke  
Diane Forster-Burke, Chair, Education Committee Board of  
Nursing

February 12, 2009  
Date Approved

(ss) Laura Poe  
Laura Poe, Bureau Manager, Division of Occupational &  
Professional Licensing