

ADVISORY COMMITTEE MEETING MINUTES

PROGRAM COMMITTEE NAME:		Associate Degree Nursing	
Committee Chair: Dr. Valerie Kiper, DNP			
MEETING DATE: April 22, 2015		MEETING TIME: 9:00 a.m.	MEETING PLACE: WCB* Room 102
RECORDER: Connie Bonds			PREVIOUS MEETING: April 22, 2014
MEMBERS PRESENT:			
Name and Title:	Employer Info:		Email and Phone Number
Ronda Crow, RN, CNO	Moore County Hospital District		rcrow@mchd.net
Tammie Tabor, BSN, RN	CNO Vibra Rehab Hospital		ttabor@vhamarillo.com
Don Nicholson	President of the Amarillo College Board of Regents		don.nicholson@DSHS.statetx.us
Anthony Tijerina, BSN, RN	CNO Herford Regional Medical Center		anthonytijerina@dchs.org
Marietta Branson, RNC, MSN, DHSC	Associate Department Head WTAMU		mbranson@wtamu.edu
Dr. Valerie Kiper, DNP	CNO NMTHS		valerie.kiper@NMTHS.com
Daniel Henke	Amarillo College Board of Regents		henked@zacharygroup.com
Deborah Sugden, RN	Clinical Educator Baptist Community Services		dsugden@bcsama.org
Mary Jane Nelson	Amarillo College Board of Regents		maryjane@unitedwayama.org
Carroll Forrester	Amarillo College Board of Regents		cmfamatx@yahoo.com
Jeanette Williams, RN	Nurse Recruiter VA		jeanette.williams@va.gov
Carolyn Witherspoon, RN	Executive Director Coalition of Health Services		carolyn.witherspoon@cohs.net
EX-OFFICIO'S PRESENT			
Dr. Richard Pullen, EDD, MSN, CMSRN, RN	Director ADN Program-Amarillo College		rpullen@actx.edu 354-6024
Layon Barrett, MSN, RN, CNE	Director of Vocational Nursing Amarillo College		albarrett@actx.edu 354-6016
Susan McClure, M.A.	Academic Advisor-Amarillo College		shmccclure@actx.edu
Mark Rowh, CNMT, RTR,MA	Dean of Health Sciences-Amarillo College		mrowh@actx.edu
Jeanette Embrey, PhD, MS, RN, BC	Assistant Professor-Amarillo College		jmembre@actx.edu
Debby Carey	Academic Advisor-Amarillo College		dacarey@actx.edu
Debby Hall, MSN, CMSRN, RN	Assistant Director Nursing - Amarillo College		dhall@actx.edu
Lynndi Shadboit, MS, BSN, RN	Associate Professor - Amarillo College		lshadboit@actx.edu
Denise Hirsch, RN, MSN	Director - Instructor NRC Amarillo College		dghirsch@actx.edu
Connie Ponder	Executive Secretary - Dean of Nursing		clax@actx.edu 354-6009
April Maxwell	Vocational Nursing Staff Assistant		amaxwell@actx.edu 354-6015
Agenda Item		Action/Discussion/Information	
Call to Order:		Dr. Valerie Kiper called the meeting to order at 9:00 a.m.	
		Dr. Kiper asked for approval of the April 22, 2014 minutes.	
		the motion. The minutes were approved by	
		Tammie Tabor made a motion to approve	
		the minutes, and Dr. Valerie Kiper seconded	
		the motion. The minutes were approved by	

[illegible]

	BSN	91.75%	85.82%	82.07%	75.13%
	Transition	89.74%	80.13%	84.05%	68.34%
There was a significant decrease in pass rates between Jan-Mar 2013. The difficulty of the NCLEX-RN was significantly increase in April 2013 (logit change from -0.16 to 0.00). Pass rates dipped very low in the Oct-Dec 2013 reporting period. There was a significant rebound in early 2014 followed by a significant decline towards the end of 2014.					
II. What is the ADN Program doing to Improve NCLEX-RN Pass Rates (Brief summary)?					
Strategy #1: Development of an Enrollment Plan. A five-year enrollment plan was developed in August 2014 by the Associate Degree Nursing Program					
Director to bring the student to faculty ratios to 15 to 1. Aggregated dated clearly indicates that the high student to faculty ratios in the program is a major variable that has contributed to a decline in program rigor and pass rates. The Texas Board of Nursing recommends that nursing programs have a student to faculty ratio no higher than 15 to 1.					
strategy #2: Admission policies were revised beginning in Fall 2013 to the present time in response to a declining NCLEX-RN pass rate. The admission process was not sufficiently rigorous to identify a more qualified applicant pool.					
Strategy #3: The following program progression policies were revised:					
1. Effective Spring 2014, all newly admitted Generic students will be ineligible to continue in the program with the second course failure. A course failure means a grade of "D", "F" or a withdrawal (previously 3 course failures.)					
2. Effective Spring 2014, all newly admitted Transition students will be ineligible to continue in the program when they fail a course. A course failure means a grade of "D", "F" or a withdrawal (previously 2 course failures).					
Strategy #4: Improved Teaching in Classroom. A paradigm shift in the way we teach is occurring in the nursing program. Students and faculty are more engaged in the classroom that will help students to apply concepts learned to better care for patients using the nursing process.					
more "flipping the classroom". A curriculum analysis using the NCLEX-RN Detailed Test Plan as a framework was conducted. Increased utilization of Supplemental Instruction and Tutoring services complement improved teaching. Students will also be required to use electronic					
There is devices in their learning (i.e., iPads, tablets).					
Strategy #5: Improved Testing (Module Exams). Improved testing procedures coincide with improved teaching in the classroom using the Detailed Test Plan and Nursing Process as frameworks. Higher level cognitive level questions and alternate-type questions are a part of the strategy.					
Minimum passing on module exams changed from 70% to 75%.					
Strategy #6: Improved Standardized Testing and Remediation. The ADN Program utilizes standardized testing procedures during admission, progression and in the capstone semester. Remediation in every classroom course is now required to help students be successful in currently enrolled nursing courses. Capstone HESI Exit Exam and on NCLEX-RN. Remediation will complement the 3-day live review at program exit.					
Strategy #7: Development of a revised clinical instruction model. A task force has been assembled to develop a new clinical model called "Back to the Basics Clinical Instruction and Evaluation Model." The new clinical model will help place more emphasis on basic care and enhance students critical thinking within the nursing process.					
III. What is on the Horizon for the Associate Degree Program?					
1. Evaluate how the May 2015 graduating cohort performs on NCLEX-RN. These graduates' performance combined with the December 2014 graduates performance must average at least 80% or above. We are confident this will happen! We plan to be removed from Full Approval with Warning back to Full Approval in the January 2016 Texas Board of Nursing meeting.					
2. The Associated Degree Nursing Program will implement a revised 60-hour curriculum in Fall 2015. The current curriculum is 72 semester hours. Transition students (LVN to RN) will be admitted twice each year to increase the number of RNs. Currently, transition students are only					

	admitted once each year.																					
	3. The Associated Degree Nursing Program is slated to offer a section of the "First Semester" courses at the Moore County Campus in Dumas in Fall 2016.																					
	4. The Associate Degree Program is slated to offer two tracks in Spring 2016: Day Track and Evening Track.																					
	5. The Associate Degree Program is increasing student recruitment activities.																					
	6. The Associated Degree Program will incrementally increase enrollment. Current enrollment in the nursing program is 350. These are students taking nursing courses. There is an additional 689 Associated Degree Nursing declared majors seeking admission to the program. This is a total of approximately 1,039 Associated Degree Nursing - declared majors.																					
	7. Students who do not qualify for admission to the Associate Degree Nursing Program are encouraged to apply for admission to the VN program.																					
	Table 4: Student to Faculty Ratios: Actual and Projected: 2013-2106																					
	<table><tr><th></th><th>Fall 2013</th><th>Spring 2014</th><th>Fall 2014</th><th>Spring 2015</th><th>Fall 2015</th><th>Spring 2016</th><th>Fall 2016</th><th>Spring 2017</th></tr><tr><td>Number of Students Enrolled</td><td>488</td><td>453</td><td>413</td><td>358</td><td>394</td><td>406</td><td>409</td><td>421</td></tr></table>		Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2015	Spring 2016	Fall 2016	Spring 2017	Number of Students Enrolled	488	453	413	358	394	406	409	421			
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	State of the Vocational Nursing Program: Advisory Committee Meeting April 22, 2015																					
	IV. Current Status of NCLEX - PN Pass Rates																					
	The VN Program will be recognized from the Texas Board of Nursing with commendation. The commendation is because the program has achieved an annual pass rate of 96% in 2014. Programs are issued a commendation when their annual pass rate is the 90% or above. The improvement in pass rate from 76.47% in 2013 to 96.3% in 2014 resulted in improvement strategies by the VN Faculty and Program Director. The program graduated 27 students in December 2014. 27 students have taken the NCLEX-PN and 25 have passed. This is a 92.6% pass rate. 2 additional graduates still need to take the exam.																					
	Table 5: Comparison of VN Program NCLEX-PN Performance with Texas and National RN Programs: Annual																					
	<table><tr><th>Year</th><th>AC VN Program</th><th>Texas VN Programs</th><th>National VN Programs</th></tr><tr><td>2011</td><td>87.84%</td><td>86.73%</td><td>84.8%</td></tr><tr><td>2012</td><td>81.25%</td><td>85.52%</td><td>84.2%</td></tr><tr><td>2013</td><td>76.47%</td><td>86.63%</td><td>84.63%</td></tr><tr><td>2014</td><td>96.3%*</td><td>89.43%</td><td>87.67%</td></tr></table>	Year	AC VN Program	Texas VN Programs	National VN Programs	2011	87.84%	86.73%	84.8%	2012	81.25%	85.52%	84.2%	2013	76.47%	86.63%	84.63%	2014	96.3%*	89.43%	87.67%	
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	V. What did the VN Program do to achieve a high NCLEX-RN Pass Rate (Brief Summary)?																					
	Strategy #1: Increase in Testing Rigor. The program changed minimum passing on module exams for 70% to 75%.																					
	Strategy #2: More student engaging in the classroom (flipping the classroom.)																					
	Strategy #3: Integration of technology in classroom learning (i.e., iPads, tablets).																					
	Strategy #4: Incorporation of a 3-day Live Review for program graduates.																					
	VI. What is the VN Program Enrollment like?																					
	The VN Program had 77 students in the nursing program. There is an additional 100 students seeking admission to the program. The VN program will be incrementally increasing enrollment.																					
	VII. What is on the Horizon for the VN Program?																					
	1. The VN Program is slated to join the Associate Degree Nursing Program in offering some of the "First Semester" courses at the Moore County Campus in Dumas in Fall 2016.																					
	2. The VN Program is slated to offer a Day Track and Evening Track beginning in Spring 2016.																					
	Old Business:																					

Rural Clinical Sites	Moore County and Deaf Smith County	
Cerner EHR Pilot:	NMTH	
Technology Pilot:	Level 4	
Search Committee:	ADN Program Director	
Faculty Status	Sheryl Mueller retired January 31, 2014 after 11 years as Director and 19 years of service to Amarillo College. Richard Pullen agreed to service as Interim Director after 11 years as Assistant Director and 20 years of service to Amarillo College.	
	Search Committee commenced on March 4, 2014. Dr. Tamara Clunis, Dean of Student Success is committee leader. The position will be posted during the week of April 21, 2014.	
	There are 28 full time faculty members, one of these is the Interim-Director.	
	Debby Hall, MSN, RN, CMSRN, is serving as Interim Assistant Director. It is anticipated there will be 2-3 faculty resignations in the next 6 months.	
	The spring 2014 ADN Pinning Ceremony will be May 15 at 6:00 p.m. at the Central Church of Christ. The spring 2013 AC Commencement Ceremony will be May 16, 2013 at 7:00 p.m. at the Civic Center Coliseum.	
Discussions:	Dr. Pullen opened the floor for comments and discussion by committee members.	
	Marietta Branson voiced concern that students appear to have some problems with basic nursing care. The audience agreed this is a problem.	
	Susan McClure advised that when the curriculum changes to 60 hour curriculum, there will concerns/issues regarding funding for the majority of the students. Mark Rowh agreed that there needs to be more conversation regarding this matter.	
Advisory Committee Members Concerns:		
	Daniel Henke voiced concern regarding Media being informed of the improving pass rates. Dr. Richard Pullen will follow up with Joe Wyatt or Ellen Green regarding press release.	
	Dr. Valerie Kiper voiced concern regarding students work, life and study balance. Are the students advised or encouraged not to work before starting school. Dr. Pullen stated "20 hours or less a week is encouraged." They are notified up front in advising sessions. Layon Barrett stated "that the VN program will hold the student spot for one semester."	
	Don Nicholson voiced concern regarding the male/female ratio; is there any extra recruiting being done. Dr. Pullen stated that 12% of students are male. Both Dr. Pullen and Mrs. Barrett are researching our recruiting processes to see how they could be improved.	
	Ronda Crow voiced concern of students who are struggling in their classes, is it possible for them to lay out a semester? Dr. Pullen stated that we strongly advocate to stay in school. However, if they stay out for any reason the student must write a letter to A & P Committee for both programs.	
Advisory Committee Reports:		
	Marietta Branson reported that she glad WTAMU and AC have a good working relationship especially in advising. There have been scholarships added to the RN to BSN Program. WTAMU currently admits RN to BSN/MSN one time a year. Dr. Pullen asked "how students do you have graduating this semester?" Mrs. Branson stated "they currently have 100 grads and 26 will graduate this year." Debbie Carey voiced concern about the GPA required at WTAMU for the scholarships. Mrs. Branson stated "they do not look at the GPA." She also was please with the WT/AC bill board collaborations. Dr. Pullen commended WTAMU on their pass rates.	
	Anthony Tijerina is currently having staffing issue, so he is hoping for a good class to help out with this issue. No other concerns.	
	Ronda Crow stated her staffing is good but is in need of labor and delivery nurses.	
	Dr. Valerie Kiper discussed the work force and the shortage in nurses and how they have had several come from other states.	
	Tammie Tabor stated Vibra is doing well, however is in need of more rehab specialty nurses and that AC students are at the top of the list.	
	Carol Witherspoon reported COHS is starting a new project named Gateway to Health Career which encourages high school students to consider the Healthcare Field. This project starts in Fall and will work with ACAI through Region 16. This project has been 3 years in the making Harrington has been helping financially. They will partner with sim central, go to rural communities for skills training which will help prepare them for clinical training.	
	Jeanette Williams from the VA stated the long term facility has been a challenge keeping Nurses, but otherwise they are doing great! Jana Kidd	

	is going to be inducted into the Texas Panhandle Hall of Fame.	
	Deborah Sugden stated BSA is hiring more nurses and is doing great.	
	Dr. Pullen asked how the Nursing Program could better serve the community?	
	Don Nicholson voiced concern regarding attending more health fairs such as, Senior Day at the Tri-State Fair, WT Health Fair and Clarendon Health Fair.	
	Dr. Valerie Kiper is wanting to start a program here in the Panhandle like in Dallas to recognize Nurses. She is also working with Texas Team to help improve healthcare for citizens by teaming up with Texas Tech, BC/BS, Bell and Maxor.	
	Carroll Forrester stated that he had recently be at The Craig Mehah and the ACAI Program students did an marvelous job.	
	Mark Rowh shared that the Nursing and Health Sciences would be participating in an health fair October 3, 2015.	
	Susan McClure advised that with the new curriculum she would like to get the facilities to help send current LVN's regarding attending the RN Program.	
	Several facilities asked to be emailed the information and they would share with their current LVN's.	
	Lyndi Shadbot shared with the clinical sites how she appreciated then hiring GVN and graduate nurses.	
	Dr. Pullen enquired how the students have been performing? Dr. Kiper voiced concern about time management due to caring for more patients than they do while in clinicals and how it seems to be a really shock to the Nurses after graduating. Ronda Crow voiced her concern regarding social media issues regarding student performances.	
	Dr. Pullen followed up the concern at last years meeting regarding Basic Care and Comfort. Dr. Kiper stated she has seen progress made and made several comments about the students. Anthony Tijerna stated Hereford has been very pleased with the students and they have improved tremendously.	
	Adjournment: The meeting was adjourned at 10:45 a.m.	
Chairperson Signature:	Date: 12/14/15	NEXT MEETING: Spring 2016

Valerie Kiper DNP, RN, MSN