

ADVISORY COMMITTEE MEETING MINUTES

PROGRAM COMMITTEE NAME:	Associate Degree Nursing	
Committee Chair: Laura Reyher, BSN, RN		
MEETING DATE: April 24, 2012	MEETING TIME: 3:00 p.m.	MEETING PLACE: WCH*205
RECORDER: Carolyn Leslie		PREVIOUS MEETING: November 15, 2011
MEMBERS PRESENT:		
Name and Title:	Employer Info:	Email and Phone Number
Marietta Branson, DHSc, MSN, RNC	RN to BSN Coordinator-West Texas A&M University	mbranson@wtamu.edu
Don Nicholson	Amarillo College Board of Regents	donnicholsonx@yahoo.com 676-1512
Marty Harston	Nurse Recruiter-Baptist St. Anthony's Hospital	Marty.Harston@bsahs.org 212-2853
Charlyn Snow	Human Resources Director-Northwest Texas Hospital	354-1579
Kimberly Kirkpatrick	Human Resources-Baptist St. Anthony's Hospital	kimberly.kirkpatrick@bsahs.org 212-5296
EX-OFFICIO'S PRESENT		
Lyndi Shadbolt, MS, BSN, RN	Associate Professor ADN Program-Amarillo College	lshadbolt@actx.edu
Dr. Richard Pullen, EdD, MSN, RN	Assistant Director ADN Program-Amarillo College	ripullen@actx.edu
Sheryl Mueller, MSED, MSN, RN	Director ADN Program-Amarillo College	s Mueller@actx.edu 354-6011
Susan McClure	Academic Advisor-Amarillo College	s McClure@actx.edu
Bill Crawford	Dean of Health Sciences-Amarillo College	354-6070
Carolyn Leslie	Administrative Assistant Nursing Department-Amarillo College	csleslie@actx.edu 354-6009
Agenda Item	Action / Discussion / Information	Responsibility
Call to Order:	Ms. Mueller called the meeting to order at 3:05 p.m.	
Approval of Minutes:	Ms. Mueller asked for the approval of the November 15, 2011 meeting minutes. A quorum was not present so the minutes were deferred until the next Advisory Committee meeting.	
Old Business:		
NLNAC Accreditation	NLNAC Accreditation	
	The Evaluation Review Panel convened in Atlanta, GA on January 30th, 2012. The Board of Commissioners met in San Diego on March 1 and March 2, 2012. Their verdict was as follows: 8 more years of continuing accreditation with no conditions.	The next NLNAC accreditation site visit will be scheduled for fall 2019.
Continuing Business:		
Implementation of DECs	The implementation of the Texas BON Differentiated Essential Competencies will be completed by the June 29, 2012 deadline. All of the components of the curriculum integration have been completed. These include: Mission, Philosophy/Organizing Framework, Program Student Learning Outcomes, level and Course Student Learning Outcomes and the Clinical Performance Evaluation Tool.	
Health Sciences Core Curriculum	The Health Sciences Core Curriculum is the next major project. A task force is working on integration of nutrition across the curriculum. A timeline for approval of the Health Sciences core curriculum in the ADN Program is:	See handout entitled: Core Curriculum Requirements and Handout Entitled:
	ADN Curriculum Committee/Faculty Organization approval in October 2012, Amarillo College Curriculum Committee approval	Degree Plans
	in November 2012, Texas Board of Nursing approval in December 2012 and the National League for Nursing Reaccreditation Commission approval in February 2013.	
Discussion:	Bill Crawford asked for comments concerning other nursing programs that do not require nutrition as a core course.	

	Dr. Branson commented that WTAMU does not require a nutrition course.	
	Dr. Pullen commented that nutrition will be systematically integrated into the ADN curriculum.	
	Ms. Mueller commented that Medical Terminology may be helpful to student success.	
New Business:		
Program Data	The Associate Degree Nursing Program had 108 graduates in December 2011. The breakdown of graduates in the 3 ADN program options is as follows: 74 Traditional Generic program graduates, 24 Traditional Transition graduates and 10 Fast Forward Generic option graduates. (These were from the summer 2010 cohort).	
Discussion:	Ms. Snow asked if the Fast Forward Transition option enrollment is capped. NWTH is transitioning away from employing LVNs in acute care. Current LVN employees have 3 years to transition.	
	Ms. Branson commented that WTAMU has a LVN to RN transition program. Applicants must have the general education core completed to enter the 12-month program. WTAMU has low enrollment in this program.	
	Ms. Mueller noted that Clarendon College is in the process of trying to establish a LVN to ADN transition program. She asked if NWTH is open to extending the deadline for LVNs to transition to RN.	
Program Data Continued	Enrollment in the Traditional Generic Program for Spring 2012 is 104. Planned admission for the summer 2012 Fast Forward Transition Option is 30 students and planned admission for the Fast Forward Generic option is 30 students. We plan to admit between 100-110 students into the Traditional Generic Program in Fall 2012. Enrollment trends are as follows: Fall 2011-573 students, Spring 2012-543 students and the projected Fall 2012 total is 575 students. The total number of students in the declared major pool this semester is 1017.	
Program Outcomes	The benchmark for the first-time NCLEX-RN pass rate is at or above the national mean. The ADN Program first time pass rate for academic year 2011 is 91.23%. The national mean for academic year 2011 is 87.8%. First-time pass rates for the December 2011 graduates are: Traditional Generic-93%, Fast Forward Generic-90%, and Traditional Transition-67%.	
Comment:	Dr Pullen noted that the new Fast Forward Transition students scored highest of all the groups on the most recent HESI Exit exam.	
Program Outcomes	There was a 50% response rate for the fall 2011 graduate exit survey. The graduates overall preparation to assume the role of GN was 74% with the benchmark being 85%. The highest satisfaction score at 85.2% was the ability to "utilize a systematic process and clinical reasoning to promote, maintain, and restore the health of patients and their families". The lowest satisfaction score at 74.1% was to "provide safe, compassionate holistic patient-centered care to diverse patients and their families".	
	The results of the fall 2011 graduate exit survey showed full-time employment status at 92.6% and part-time employment status at 7.4%.	
	The primary areas of practice were medical-surgical areas (29.6%) and critical care areas (18.5%).	
	Ms. Mueller asked committee members in attendance to react to the following statements by Diane Mancino EdD, RN, CAE, FAAN, Executive Director of the NSNA: "With so much uncertainty in economic recovery, it is difficult to predict the demand side of the nursing workforce equation. What we do know, in real time, is that for inexperienced, newly, licensed RNs, the supply side is greater than the demand side." "... now is the ideal time for colleges and universities offering nursing degrees to examine their student recruitment, admission and enrollment policies."	From DEAN'S Notes, Volume 33, No 2, November/December 2012 (A Communication Service to Nursing School Deans, Administrators and Faculty
Discussion:	Ms. Snow commented that there is a lot of uncertainty because of healthcare reforms. She further noted that the potential revenue recovery is down. It takes longer to post positions. Nurses are postponing retirement because of the economic situation. Some metro areas are moving to only BSN postings and graduate nurses are having a difficult time, especially if they are Associate Degree nurses.	
	It is estimated that 30% of the facilities will close and only the facilities who do a good job managing will survive. There are not as many	

	graduate positions in the spring as in the fall.	
	Ms. Harston routinely receives calls from graduate nurses and Associate Degree Nurses throughout the state.	
	Ms. Snow believes that the facilities make a mistake not hiring graduate nurses as they add enthusiasm to the unit.	
	Ms. Harston stated that BSA is looking for the cream of the crop. She is working on a graduate nurse packet. They hired a large number of December graduates. BSA likes Amarillo College students as they are committed to the community.	
	Ms. Mueller stated that it is a lesson to students who are skating by. It does matter how well they perform in nursing school.	
	Dr. Pullen commented that there is a great demand placed on nursing faculty at the clinical sites. The #1 goal when students are at clinicals is patient care. When there are large numbers of students at clinicals, then patient safety is a greater issue.	
	Ms. Snow stated that the 2010 data showed that nursing vacancies are low.	
	Mr. Nicholson asked if anyone had looked at the Socrates program. He said that they are constantly reviewing data and that healthcare is in the top 5 sectors.	
	Ms. Snow said that data should continue to be collected and that her advice is to proceed cautiously.	
Program Faculty:	In spring 2012, the Associate Degree Nursing Program had 27 full-time faculty and 1 director, 8 part-time faculty (lab and clinical) and 8 clinical teaching assistants (CTAs).	
	In Summer/Fall 2012, two full-time faculty positions will be open due to retirement and resignation. An additional new full-time position has been created due to the availability of NSRP funds from the Texas Higher Education Coordinating Board.	
Discussion:	Ms. Snow asked what areas the nursing department is in need of faculty?	
	Ms. Mueller stated that faculty were needed for medical-surgical, pediatrics and OB.	
Texas Higher Education Coordinating Board	The Associate Degree Nursing Program has received several awards from the Texas Higher Education Coordinating Board. In fiscal year	
Awards:	2011, a Nursing Shortage Reduction Program regular award was given for 40 additional graduates from fiscal year 2010 to fiscal year 2011. The award of \$104, 656.00 was used for faculty stipends and professional development. Another award was received for the 2010 and 2011 biennium from the Nursing Shortage Reduction Program <70% graduation rate over target funds. The nursing program produced 32 generic graduates over the projected target and was awarded \$477,510.00. These funds will be used for a new full-time faculty position for two years, faculty stipends and professional development, and various student retention measures.	
Curriculum Decisions:		
Joining Forces	The Amarillo College Associate Degree Nursing Program is joining forces with over 500 nursing schools nationwide to support and honor America's service members and their families. In joining this initiative, we have committed to integrating curriculum content to address health issues of veterans, service members and their families, such as PTSD, TBI, depression and other clinical issues. We have also committed to sharing teaching resources to apply best practices and grow a body of knowledge to improve healthcare to this population.	
Discussion:	Mr. Nicholson stated that there is a push on the state level for these programs. The VA may be expanding their facility to meet these needs.	
1+2+1 Model	In response to the IOM Future of Nursing report recommendation that 80% of nurses in the US would hold a BSN by 2020, a consortium of nursing schools in Texas is being assembled to facilitate the transition of ADN students to BSN programs. The consortium is called the Consortium for Advancing to Baccalaureate Nursing Education in Texas (CABNET). The ADN to BSN curriculum plan is being referred to as the 1+2+ 1 Model. The purposes of the model are to provide a seamless ADN to BSN curriculum with an ADN exit that reduces barriers and duplication and to improve seamless articulation/transfer from ADN to BSN education. The highlights of this program are to share minimum admission and progression standards and to standardize general education courses. Admission to a BSN program is guaranteed	See Handout entitled: CABNET Agreement

	at collaborating universities on a space available basis. In the model, each community college will create a 54 semester credit hour	
	general education core for transfer to RN-BSN program. This general education core will include 45 semester credit hours which meet the	
	Texas Common Core Curriculum. Nine additional semester credit hours may be used to meet local requirements.	
Comment:	Ms. Branson said that she is trying to get statistics to be considered for the math core requirement.	
Curriculum Decisions Con't:	The minimum admission requirements will include TSI completion, completion of A&PI, English Composition & Rhetoric and General	
	Psychology with a GPA of 2.5 or higher, and each student must also have met the minimum reading, math and composite scores	
	on a nursing admissions assessment if the nursing program requires one (HESI or ATI)	See Handout
Future of Associate Degree Nursing in the	Ms. Mueller posed the question: "What is the future of Associate Degree Nursing in the Texas Panhandle?"	
Texas Panhandle	Ms. Snow commented that it is not just nursing, but other fields are also requiring more education. She noted that there is still a place for	
	ADN, but facilities are wanting people to increase their education. ADN gives opportunities for people to get their basic skills and increase	
	their education. Ms. Snow noted that healthcare programs at the high school level help cull out students before they come to the	
	community college. We then have higher performing students at the college level and lower attrition. Ms. Snow continued that the medical	
	facilities should instill in their employees that the more knowledge they have, the better healthcare provider they are.	
	Ms. Harston expressed concern about whether the universities alone could meet the needs in healthcare for nurses.	
	She noted that many BSN grads migrate to the metro areas. Further, she continued that if there is a definite need for ADN graduates at BSA.	
	Ms. Branson stated that there is a place for ADN grads; and with an employee incentive, many will continue their education. WT has	
	decreased the costs for 30 hours if the student finishes in 3 years. Both AC and WT want to have seamless ADN to BSN transition.	
Invitations: ADN Pinning Ceremony and	The spring 2012 ADN Pinning Ceremony is May 10, 2012 at 6:00 p.m. at Central Church of Christ. The spring 2012 AC Commencement is	
AC Commencement	May 11, 2012 at 7:00 p.m. at the Civic Center Coliseum.	
	The AC Center for Continuing HC Education is planning to bring a national speaker, Kathleen Bartholomew, to Amarillo on Saturday,	
	October 13th, to conduct a 7-hour workshop for nurses and nursing students on horizontal violence in the workplace. Local	
	healthcare entities will be asked to help underwrite the speaker's fees.	
Adjournment:	The meeting adjourned at 4:10 p.m.	NEXT MEETING: March 25, 2013
CHAIRPERSON SIGNATURE:	DATE:  Geraldine Johnson Chairperson	 Cheryl Myer