

AMARILLO COLLEGE

**ASSOCIATE DEGREE NURSING FACULTY COMMITTEE MINUTES
ANNUAL MEETING**

DATE: August 20, 2009

TIME & PLACE: 12:30 p.m. - West Campus, Building A, Room 108

ATTENDANCE: Present: Lindy Billington, Jan Cannon, Theresa Edwards, Marcia Green, D'dee Grove, Deborah Hall, Paul Hogue, Denise Hirsch, Verena Johnson, Marianne Jones, Tabatha Mathias, Susan McClure, Marjeanne Moore, Sheryl Mueller, Pat Murray, Phyllis Pastwa, Richard Pullen, Cele Rangel, Kathy Reed, Kelly Savage, Lyndi Shadbolt, Jennifer Siess, Delores Thompson, Rebecca Vincent, Ruth Whitehead, Kim Wright and Kerry Young

ABSENT: None

AGENDA: See Attached

MINUTES:

TOPIC	DISCUSSION/RATIONALE	ACTION/RECOMMENDATION
1. ASSOCIATE DEGREE NURSING PROGRAM DIRECTOR REPORT	<p>1. PROGRAM DIRECTOR REPORT-S. Mueller</p> <ul style="list-style-type: none"> ▪ <u>Call to Order</u>--The meeting was called to order at 12:30 p.m. ▪ <u>Approval of Minutes</u>--Ms. Mueller called for approval of the minutes from the May 6, 2009 ADN Faculty Meeting. ▪ <u>Program Approval</u>--In October, 2008, Rule 215.4(c) related to Ongoing Approval Procedures was amended following implementation of House Bill 2426. Rule 215.4(c) requires that a program's approval status be determined biennially by the Texas BON on the basis of the program's compliance audit, NCLEX examination pass rate, and other pertinent data. A letter, dated July 27, 2009, officially notified the AC ADN Educational Program that full approval status was continued in April 2008 for a two-year period. The letter stated that the 2008 NCLEX-RN Examination pass rate was officially 87.20%. ▪ <u>NCLEX-RN Exam Pass Rate for May 2009 Graduates</u>--The May 2009 pass rate is 89.8%. Fifty-three of fifty-nine graduates passed the exam. Six graduates did not pass, and one graduate is still waiting for permission to test due to a serious eligibility issue. ▪ <u>Increase in Part-time MSN-Prepared ADN Faculty Pay</u>--Dr. Matney and Terry Berg agreed with a proposal to increase the part-time MSN ADN faculty hourly pay rate from \$30.00/hour to \$35.00/hour. This pay rate increase is to promote the recruitment and retention of PT clinical faculty for the ADN Program. 	<p>A motion was made by Delores Thompson and seconded by Lyndi Shadbolt for approval of the May 2, 2009 ADN Faculty Meeting minutes. The motion was approved without additions or corrections to the minutes.</p>

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	<ul style="list-style-type: none"> ▪ <u>Clinical Simulation Stipends</u>--Personnel 310s have been generated and submitted to pay the clinical simulation stipends to all ADN Faculty in 2009-10. Nine-month faculty will receive the \$4,000.00 stipend in even payments from September through May. Twelve-month faculty will receive the \$6,000.00 stipend in even payments from September through August. These stipends are being paid to faculty for continued development/participation in clinical simulation in all clinical courses, except Clinical-Introduction to Community-Based Nursing. ▪ <u>Clinical Simulation Activities/Sim Central</u>--The Policies and Procedures Manual was e-mailed to all ADN faculty on August 13, 2009 after the last Executive Committee meeting. Please review this manual carefully. Pay particular attention to "Scheduling of Activities" on page 6. The key points are: <ul style="list-style-type: none"> ○ Schedule 30 days in advance. ○ Provide the "minimal information" required. ○ Require students to sign the Student Use Agreement Form and be oriented during their first time at the center. Students will also have a short reorientation time during subsequent visits. ○ Note the "Priority of Scheduling". ▪ Remember that ADN clinical simulation activities are replacing required clinical hours. It is a faculty responsibility to retain control of these activities at Sim Central. Learning objectives should be consistent with clinical course objectives. Faculty is in charge of the content of the scenarios and simulation activities. Faculty is responsible for the supervision of students at Sim Central. Sim Central staff can guide, support, and assist with simulation activities, but the students and content of the scenarios and simulation activities are a faculty responsibility. ▪ Note the faculty development dates and times already scheduled. Make sure that you attend one of these sessions. More sessions will be added as needed. ▪ The attempt to gain funding for a simulation hospital in this area died in the 81st Legislative Session. We need to use Sim Central assertively and aggressively for simulation activities along with the other Alliance partners in order to best serve our students and to promote the future possibility of a simulation hospital for this area. We need to prove to potential funding sources that we need a SIM hospital. ▪ AC has one million dollars invested in the supplies and equipment at Sim Central. ADN students are paying \$30.00/credit hour for each clinical course in the program, except Clinical-Introduction to Community-Based Nursing. This money will be used to pay AC's share of the operating costs of Sim Central. Use Sim Central as much as possible for appropriate 	

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	<p>simulation activities. Please keep me informed about any scheduling problems or other issues.</p> <ul style="list-style-type: none"> ▪ A DVD to promote Sim Central has been developed and is available for faculty viewing. ▪ The NCSBN has just released a study entitled, "The Effect of High-Fidelity Simulation on Nursing Students' Knowledge and Performance: A Pilot Study". Please go to the NCSBN web site to read or print the study. The study outcomes will be discussed at a Curriculum Committee meeting this semester. ▪ <u>Program Enrollment</u>--It is anticipated that the program will be approximately 50 students short of the projected enrollment numbers by fall 2009. Further, the program is anticipated to graduate at least 25 graduates less than projected by December 2009. This shortfall is largely due to higher than expected attrition in the Level I medical-surgical course and in the Level III pediatric and mental health courses. Ten less students in the LVN to RN AP Option for fall 2009 accounts for part of the 50 less enrolled students than originally projected. ▪ It is imperative that we continue aggressive recruitment practices, admit increased numbers of generic and/or transition students in spring 2010, pursue student success especially in these courses with the highest attrition, and promote faculty development in student success strategies and practices. We need 130 generic and 30 transition for the spring 2010 semester. ▪ <u>Program Retention/Graduation Rates</u>--According to the THECB definitions and calculations, the program graduation rate overall for 2007 was 57.9%. The graduation rate for 2008 was 49.1% according to the THECB. Actual CPR (completion persistence rate) was 67.8% in 2008 (67.18% for generic students; 69.56% for transition students). ▪ Current state initiatives to increase RN program graduation rates include: <ul style="list-style-type: none"> ○ The PNSRP and THECB Bill Pattern Rider 35—Nursing Shortage ○ The Strategic Plan for the State of Texas to Meet Workforce Needs of 2013 (Texas Team). ▪ The PNSRP and THECB Pattern Rider 35 include 3 funding streams to address the nursing shortage. The first funding stream is for the "regular" PNSRP. The second funding stream is for nursing schools with a graduation rate of 70% or above in 2008. The third funding stream is for nursing schools with a graduation rate below 70% in 2008. Almost seven million dollars has been appropriated in FY 2010 for nursing schools with less than 70% graduation rates. Another 2.5 million dollars has been appropriated in FY 2011. This third funding stream is based on an estimate of funds that will be available after the other funds have been dispersed. 	

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	<ul style="list-style-type: none"> ▪ The AC ADN Program cannot qualify for the “regular” PNSRP funds in 2009-10, because the funding is based on producing additional graduates from one year to the next. This is the third year that the program has not been able to qualify for PNSRP funds. These funds could have been used to hire additional faculty and to supplement existing faculty salaries. In the next biennium, these funds can be used for faculty and other resources to promote graduate production. ▪ The AC ADN Program is a nursing school with graduation rates below 70%. If funds are available, the program could qualify for up to \$20,000/additional graduate from the generic program, and \$10,000/additional graduate from the LVN to RN AP Option. Receipt of funds is based upon the program committing to produce additional graduates for 2009-10 and 2010-11. If a program applies for these funds and fails to produce the graduates projected by August 31, 2011, then the program must pay the advance money back to the THECB on a pro-rata basis. With Dr. Matney’s support, the AC ADN Program will apply for funds from the under 70% graduation rate PNSRP when available. ▪ The Strategic Plan of Texas Team includes three components: <ul style="list-style-type: none"> ○ Growth and accountability ○ Regional academic partnerships ○ New partnerships ▪ Funds are available for the Strategic Plan through three sources. One million is available from the Texas Workforce Commission. Five million is available from the THECB three-year Nursing Innovation Grants, and an additional five million is available from the THECB three-year Hospital-Based Nursing Education Program. ▪ Texas Team divides the state into regions. The AC ADN program is one of 15 nursing programs in the West Texas Region. The TWC grant and the THECB Nursing Innovation Grants are available to nursing programs through regional partnerships. The THECB Hospital-Based Nursing Education Grants are available to clinical agencies who partner with nursing schools to increase program graduates. These grant program funds can be used to educate more nursing faculty. ▪ The AC ADN Program, along with the other 91 nursing schools in the state, has already been given graduate targets by Team Texas through 2013. These targets are based on previous program growth and projected increases in numbers of graduates that are considered each program’s fair share to decrease the statewide shortage of RNs. ▪ Some possible solutions to the program’s failure to produce additional graduates during the last three years despite admission and enrollment growth include: 	

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	<ul style="list-style-type: none"> ○ Implement feasible recommendations from the Retention TF ○ Address student concerns revealed in the “Student Success” survey (“We Want to Hear From You”) ○ Pursue funding to increase financial aid to students ○ Apply for the THECB funds for schools with less than 70% graduation rates ○ Re-structure the LVN to RN AP Option to be completed in two semesters ○ Apply for DOL grant money to address student retention issues <ul style="list-style-type: none"> ▪ <u>Change in Rule 215-Professional Education</u>--The BON has modified the specific exemptions from Rule 215 for nursing educational programs holding voluntary national accreditation. The modification is to Rule 214.6—Administration and Organization. Issues related to qualifications of program directors have prompted this change. Several programs in the state have appointed or plan to appoint directors who do not meet the BON qualifications for a graduate degree. By removing the exemption to Rule 215.6, the BON will require approval of all program directors prior to their appointments. ▪ <u>ADN Education</u>--The Institute of Medicine (IOM) and Robert Wood Johnson Foundation (RWJF) have launched an initiative to produce a transformational report on the future of nursing with solutions to address capacity and patient care delivery. The initial membership list for the committee was very biased. There was over-representation of the West Coast and Northeastern region. There were four medical doctors on the committee, but no practicing nurses. There were no associate degree nurse educators, and the southern geographic and rural areas of the country were not represented. N-OADN mobilized its membership and sponsored an e-mail campaign to protest the committee structure for this important initiative. Dr. Matney, Jerry Moller, Bill Crawford and I wrote to the committee chair to ask for representation by an associate degree nurse educator. In response to many e-mails, Dr. Lianan Orsolini-Hain was added as a committee member. Dr. Orsolini-Hain is a N-OADN member and taught for many years in associate degree education. ▪ This is only one indication of the increasingly prevalent threats to ADN education in this country. The rally cry among many participants at the first meeting for the IOM/RWJF initiative was “BSN in 10”. ▪ Please consider joining and supporting the National Organization for Associate Degree Nursing (N-OADN). N-OADN is the recognized 	

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	<p>national voice for ADN education. Individual memberships are \$135.00. If three or more individuals join at one time, there is a \$15.00 discount on the first membership. (See brochure.)</p> <ul style="list-style-type: none"> ▪ <u>Resources for Faculty</u>--In addition to the clinical simulation study just released by the National Council of State Boards of Nursing (NCSBN), a research brief entitled, "Post-Entry Competence Study", has been published. This study is a post-entry analysis that describes the characteristics of LVNs and RNs from the time of licensure through five years of practice. It is available at the NCSBN web site. ▪ A new publication is also available from the Center for American Nurses. It is called Nurses First. The Center's mission is to promote excellent patient care and create healthy work environments. Nurses First focuses on workforce advocacy solutions and change in the workplace. ▪ An article was published in the July/August 2009 Nurse Educator entitled, "How to Read and Really Use an Item Analysis. The article provides an excellent overview of the process of objectively evaluating examinations through item analysis. Item analysis in ParSCORE is featured. (See attachment.) 	
2. ASSOCIATE DEGREE NURSING REPORTS	<p>2. ASSOCIATE DEGREE NURSING REPORTS</p> <p><u>2.1 Level I--M. Moore</u></p> <ul style="list-style-type: none"> ▪ The Level I team meeting will be August 21st at 1:00 pm in WCA-206. ▪ RNSG 1331/1362 Med Surg No report ▪ RNSG 1209/1105 Introduction to Nursing/Nursing Skills I 120 enrolled Boot Camp on August 17th was very successful ▪ RNSG 1301 Pharmacology 91 enrolled <p><u>2.2 Level II-K. Wright</u></p> <ul style="list-style-type: none"> ▪ The Level II team meeting will be August 21st at 2:00 pm in WCA-206. ▪ RNSG 1247/1263 Med Surg. 73 enrolled ▪ RNSG 1251/1260 OB 71 enrolled ▪ RNSG 2307 Transition No report ▪ RNSG 1115 Health Assessment (Classroom Section)-Hogue 19 enrolled ▪ RNSG 1115 Health Assessment (Web Section)-Johnson 	

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	<p>19 enrolled</p> <p><u>2.3 Level III-R. Pullen</u></p> <ul style="list-style-type: none"> ▪ The Level III team meeting will be on August 21st at 3:00 pm in WCA-206. ▪ RNSG 2201/2260 Care of Children & Families Enrollment is 61 ▪ RNSG 2213/2161 Mental Health Enrollment is 54 ▪ RNSG 1248/2261 Concepts of Clinical Decision Making II Enrollment is 52 <p><u>2.4 Level IV-K. Reed</u></p> <ul style="list-style-type: none"> ▪ The Level IV team meeting will be on August 22nd at 8:30 am in WCA-206. ▪ RNSG 2231/2262-Advanced Concepts of Adult Health 77 enrolled ▪ RNSG 2221/2263-Management of Client Care 78 enrolled ▪ RNSG 1110/2163-Introduction to Community-Based Nursing No report 	
3. ADN COMMITTEE REPORTS	<p><u>3. ADN COMMITTEE REPORTS</u></p> <p><u>3.1 Admission/Progression-K. Wright</u></p> <ul style="list-style-type: none"> ▪ The committee will meet on Thursday, August 20th, at 2:00 pm in WCA-105. <p><u>3.2 Curriculum-R. Pullen</u></p> <ul style="list-style-type: none"> ▪ The committee will meet on Wednesday, August 26th, at 1:00 pm in WCA 105. <p><u>3.3 Research and Program Effectiveness-V.Johnson</u></p> <ul style="list-style-type: none"> ▪ The committee sent out alumni surveys and only had a 12% return rate. 	
4. ADDITIONAL ITEMS	<p><u>4. ADDITIONAL ITEMS</u></p> <ul style="list-style-type: none"> ▪ D'dee Grove noted that there has been a slowdown in hiring graduates locally and reported that there are freezes on nursing salaries at some hospitals. Ms. Mueller responded that the economy has affected hiring of new graduates and resulted in new graduates having to take employment in clinical areas and facilities, which were not their "desired" areas of employment. She also noted that the reports still indicate that Texas needs 22,000 nurses, and we are under pressure from the state to continue to produce nurses through increased enrollment and improved graduation rates. The consensus at the Nursing Division Advisory Committee this spring was that we should continue with our enrollment growth since the jobs for nurses will be more readily available when the economy improves and nurses begin to leave the workforce again through retirements and resignations. Ms. Mueller encouraged the faculty to be optimistic with our students and potential graduates about finding employment. 	

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5. ADJOURNMENT	<u>5.ADJOURNMENT</u> <ul style="list-style-type: none">▪ The meeting was adjourned at 1:40 pm by faculty consensus.	

Sheryl Mueller, Nursing Division Chair/ADN Program Director

Date