

AMARILLO COLLEGE

NURSING DIVISION ADVISORY COMMITTEE MINUTES

DATE: November 17, 2009

TIME & PLACE: 3:00 p.m., West Campus Building A, Room 108

ATTENDANCE: Members Present: Bonnie McMillan – Geriatric Care Manager; Committee Chair; Deborah Davenport - WTAMU, Associate Professor of Nursing/Coordinator MSN Program; Kristi French - NWTN, Nurse Recruiter; Becky Hunter - NWTN, Chief Nursing Officer; Don Nicholson – AC Regent; Carol Mack Forester - AC Regent; Lisa Herndon – BSA, Director, Marketing, Recruiting and BSA Foundation; Marilyn Mayes – BSA Nursing Director; Maggie Schulenberg – VA, Education Service; Deborah Sugden - BCS, The Arbors; Jeanette Williams – VA, Nurse Recruiter.

Ex-Officio Members Present: Bill Crawford – AC, Assistant Dean of Career and Technical Programs; Sheryl Mueller – AC, Nursing Division Chair; LaVon Barrett – AC, Vocational Nursing Program Coordinator; Richard Pullen – AC, Professor and Assistant Director of the A.D.N. program; Jeanette Embrey – AC, Associate Dir., CCHCE; Ginny Coppock– AC, Vocational Nursing Instructor; Tammie Tabor-AC, Vocational Nursing Instructor; Carolyn Leslie – AC, Administrative Assistant Associate Degree Nursing.

MINUTES:

Agenda Attached

TOPIC	DISCUSSION (RATIONALE)	ACTION/ RECOMMENDATIONS
Welcome & Introductions Bonnie McMillan	Ms. McMillan welcomed everyone to the meeting and asked each committee member to introduce themselves.	
Vocational Nursing Program Report: LaVon Barrett  Faculty  Current Enrollment	<p><b>Ms. Barrett, Vocational Nursing Program Coordinator, provided the following Vocational Nursing Program Report:</b></p> <p>Faculty</p> <ul style="list-style-type: none"> <li>• Ms. Barrett announced the addition of two new Vocational Nursing faculty members:               <ul style="list-style-type: none"> <li>◦ Tammie Tabor RN—Level II-Medical-surgical nursing. Ms. Tabor is seeking admission into the ADN to MSN program through Walden University.</li> <li>◦ Ginny Coppock RN--Level I-Pharmacology. Ms. Coppock is currently enrolled in the ADN to MSN program at WTAMU.</li> </ul> </li> <li>• Other full-time faculty members for the Vocational Nursing Program are:               <ul style="list-style-type: none"> <li>◦ Tamara Rhodes BSN, RN-Level I</li> <li>◦ Teresa Smoot MSN, RN-Level II</li> </ul> </li> </ul> <p>Current Enrollment</p> <ul style="list-style-type: none"> <li>• VN Level I:               <ul style="list-style-type: none"> <li>◦ Currently there are 38 students.</li> <li>◦ The semester began with 42 students.</li> <li>◦ 80 Potential VN students applied to the program.</li> <li>◦ Students who were accepted to the VN program had no less than 6.43 points on their application.</li> </ul> </li> <li>• VN Level II:               <ul style="list-style-type: none"> <li>◦ Currently there are 39 students.</li> <li>◦ The semester began with 40 students.</li> </ul> </li> <li>• The VN Program limited enrollment this semester to 40</li> </ul>	

	<p>students per level due to the impacted Testing Lab and NRC space.</p>	
<p>Fall Advising</p>	<p>Fall Advising</p> <ul style="list-style-type: none"> <li>• During the fall 2009 semester, 137 students were advised.</li> <li>• No more advising sessions have been scheduled for the current semester.</li> <li>• The deadline for spring applications is December 4<sup>th</sup>.</li> <li>• Each level will be limited to 40 students.</li> <li>• Due to limited admission, the VN Program has been unable to admit any transfer students.</li> </ul>	
<p>NCLEX-PN Exam Pass Rate</p>	<p>NCLEX-PN Exam Pass Rate</p> <ul style="list-style-type: none"> <li>• The class of May 2009 had:           <ul style="list-style-type: none"> <li>◦ Thirty-eight students that graduated.</li> <li>◦ Three graduates that have not tested due to pending enforcement issues.</li> </ul> </li> <li>• It is difficult to know the pass rate of these graduates until we get the final BON report.</li> </ul>	
<p>Attrition</p>	<p>Attrition</p> <ul style="list-style-type: none"> <li>• Level II began the semester with 40 students and currently has 39 enrolled.           <ul style="list-style-type: none"> <li>◦ This is much better than the attrition rate of last semester.</li> <li>◦ There is currently one student who is failing and one who dropped mid-semester.</li> <li>◦ There will potentially be 37 VN students graduating.</li> </ul> </li> <li>• Level I began with 42 students and now has 38 students in clinical with the possibility of 2 or 3 students not passing Level I.</li> <li>• One question being addressed is: If the VN Program consisted of smaller classes, would there be less attrition?</li> </ul>	
<p>Pinning Ceremony</p>	<p>Pinning Ceremony</p> <ul style="list-style-type: none"> <li>• The VN Pinning Ceremony is scheduled for December 9, 2010 at 6:00 p.m. at the Amarillo High School Concert Hall.</li> </ul>	
<p>Thank you</p>	<p>Thank You</p> <ul style="list-style-type: none"> <li>• Mrs. Barrett thanked everyone for their support of the VN program and the students in their clinical areas.</li> </ul>	
<p>Associate Degree Nursing Report:          Sheryl Mueller          December 2009          Graduates</p>	<p><b>The following report was provided to the committee by Sheryl Mueller, Nursing Division Chair and ADN Program Director</b></p> <p>December 2009 Graduates</p> <ul style="list-style-type: none"> <li>• There are 75-80 graduates anticipated in December 2009.</li> <li>• The ADN Pinning Ceremony will be held Thursday, December 10, 2009 at 6:00 p.m. at the Central Church of Christ.</li> <li>• HESI Exit Exam scores for the December 2009 graduating class were as follows:           <ul style="list-style-type: none"> <li>◦ AC mean score=831</li> <li>◦ National mean score=823</li> </ul> </li> </ul>	

<p>Associate Degree Program Stats</p>	<ul style="list-style-type: none"> <li>• A major concern about all graduating classes is their preparation for first-time success on the NCLEX-RN Exam. To address this concern the following strategies are in place:           <ul style="list-style-type: none"> <li>◦ All graduates are assigned to a faculty-led NCLEX Team.</li> <li>◦ Remediation is assigned to all students who score less than 850 on the HESI Exit Exam.</li> <li>◦ An NCLEX “live” review course will be offered for all graduates on December 14<sup>th</sup>, 15<sup>th</sup>, and 16<sup>th</sup> from 8:00 a.m. to 4:00 p.m.</li> <li>◦ The graduates will also have an opportunity to re-take the HESI Exit Exam on December 17<sup>th</sup>.</li> </ul> </li>   <li>• Employment concerns are a major issue for this graduating class. Ms. Mueller asked the committee members the following questions:           <ul style="list-style-type: none"> <li>◦ How is the local job market for the December graduates?</li> <li>◦ What should December graduates expect in terms of where to look for local employment?</li> <li>◦ Do we need to adjust admission numbers to reflect local job market needs in the next 2-3 years?</li> </ul> </li>   <li>• Declared Major Pool           <ul style="list-style-type: none"> <li>◦ There are 817 ADN-declared majors in fall 2009 as opposed to 666 in the fall of 2008.</li> </ul> </li>   <li>• Program Enrollment           <ul style="list-style-type: none"> <li>◦ There are 475 students enrolled in at least one nursing course as of 09/30/2009 as opposed to 438 on the same date in 2008.</li> </ul> </li>   <li>• Enrollment Projections           <ul style="list-style-type: none"> <li>◦ Approximately 50 less students are enrolled than had been projected to be enrolled in fall 2009 due to:               <ul style="list-style-type: none"> <li>➢ Higher than expected program attrition.</li> <li>➢ Decrease in enrolled students in LVN to RN AP Option in fall 2009.</li> </ul> </li> </ul> </li>   <li>ADN Program Stats           <ul style="list-style-type: none"> <li>• Graduates               <ul style="list-style-type: none"> <li>◦ In 2009, (fall 2008/spring 2009), the total number of graduates was 128.                   <ul style="list-style-type: none"> <li>➢ 102 unlicensed (80%)</li> <li>➢ 26 licensed (20%)</li> </ul> </li> <li>◦ The program will graduate approximately 25 less than originally predicted by December 2009.                   <ul style="list-style-type: none"> <li>➢ Classroom course failure/withdrawal rates have ranged from 1.3% to 20.5% in the last four semesters.</li> <li>➢ The highest attrition is in the Level I medical-surgical course and Level III mental health and pediatric courses.</li> </ul> </li> </ul> </li>   <li>• NCLEX-RN First Time Pass Rates               <ul style="list-style-type: none"> <li>◦ The pass rate for May 2009 is 88.13% (52/59) with</li> </ul> </li> </ul> </li> </ul>	<p>The committee member representing NWTSHS reported that the institution has added 50 additional RN positions. The committee member from BSAHS also noted that the institution does have RN positions open. Committee members discussed that new graduates may not be able to find an opening on the “desired” shift or clinical unit, but jobs are still available for these graduates. It was the consensus of the committee members that the ADN Program should continue enrollment growth as planned.</p>
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<p>Associate Degree Nursing Program Retention</p>	<ul style="list-style-type: none"> <li>◦ one graduate still not clear with the BON to test.</li> <li>◦ The pass rate for December 2008 was 88.0 (60/68).</li> <li>• Graduation Rates       <ul style="list-style-type: none"> <li>◦ The 2008 graduation rate for the fall 2007/spring 2008 semesters was 62% (THECB).           <ul style="list-style-type: none"> <li>➢ This statistic includes admissions to the generic program in the spring of 2004 and fall 2004.</li> <li>➢ This statistic also includes admissions to LVN to RN AP Option (Transition) in the fall 2005 and spring 2006 semesters.</li> </ul> </li> <li>◦ Generic students must graduate in 36 months (6 semesters) and Transition students must graduate in 18 month (3 semesters) to count in the THECB graduation rate.</li> </ul> </li> </ul> <p>ADN Program Retention</p> <ul style="list-style-type: none"> <li>• Some strategies are already in place to improve ADN Program retention. These include:       <ul style="list-style-type: none"> <li>◦ Admit qualified applicants           <ul style="list-style-type: none"> <li>➢ A score of 75 is required in all three HESI Admission Assessment Exam content areas to apply to the program.</li> </ul> </li> <li>◦ Provide supplemental instruction (SI)           <ul style="list-style-type: none"> <li>➢ SI is offered in Level I medical-surgical and pharmacology courses.</li> </ul> </li> <li>◦ Implement testing and remediation throughout the program           <ul style="list-style-type: none"> <li>➢ The Evolve REACH Program with comprehensive testing and remediation provided to students throughout the program was adopted in fall 2009.</li> </ul> </li> <li>◦ Establish a Nursing Student Success Task Force to investigate and implement specific program success strategies           <ul style="list-style-type: none"> <li>➢ The NSSTF began meeting in spring 2009.</li> </ul> </li> <li>◦ Conduct a student success survey           <ul style="list-style-type: none"> <li>➢ The survey, "We Want to Hear From You", was conducted in spring 2009.</li> </ul> </li> </ul> </li> <li>• Some planned retention improvement strategies include the following:       <ul style="list-style-type: none"> <li>◦ Re-examine admission qualifications.</li> <li>◦ Use THECB funding from the PNSRP to hire a retention specialist.</li> <li>◦ Provide faculty development to promote student success.</li> <li>◦ Promote student financial assistance.</li> <li>◦ Address student concerns identified in the survey.</li> <li>◦ Implement recommendations from the Nursing Student Success TF.</li> </ul> </li> <li>• Ms. Mueller asked the following questions of committee members in regards to the ADN Program retention problem.       <ul style="list-style-type: none"> <li>◦ Are there resources in the community for financial assistance that could help students who are working too much?</li> </ul> </li> </ul>	<p>A committee member asked if the child development center at AC could expand to better meet the needs of</p>
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<p>Associate Degree Nursing Program Student Data</p>	<ul style="list-style-type: none"> <li>◦ Are there childcare possibilities that we can explore for the students?</li> <li>◦ Are there contributing factors that we are not aware of?</li> </ul> <p>Ms. Mueller provided the following ADN Program student and graduate data as a quick look at who the students and graduates are demographically:</p> <ul style="list-style-type: none"> <li>• Students Currently Enrolled (9/30/09)           <ul style="list-style-type: none"> <li>◦ By Age               <ul style="list-style-type: none"> <li>▪ 15-19=18 (4%)</li> <li>▪ 20-24=160 (34%)</li> <li>▪ 25-29=111 (23%)</li> <li>▪ 30-39=129 (27%)</li> <li>▪ 40-49=44 (9%)</li> <li>▪ 50+=13 (3%)</li> </ul> </li> <li>◦ By Gender               <ul style="list-style-type: none"> <li>▪ Male=46 (10%)</li> <li>▪ Female=429 (90%)</li> </ul> </li> <li>◦ By Race/Ethnicity               <ul style="list-style-type: none"> <li>▪ White/Caucasian=333 (70%)</li> <li>▪ Hispanic=107 (23%)</li> <li>▪ African American=11 (2%)</li> <li>▪ Asian/Pacific Islander=8 (2%)</li> <li>▪ American Indian/Alaskan=4 (1%)</li> <li>▪ Other=12 (2%)</li> </ul> </li> </ul> </li> <li>• 2008-2009 Graduates           <ul style="list-style-type: none"> <li>◦ By Age               <ul style="list-style-type: none"> <li>▪ 15-19=0 (0%)</li> <li>▪ 20-24=24 (19%)</li> <li>▪ 25-29=43 (34%)</li> <li>▪ 30-39=39 (30%)</li> <li>▪ 40-49=15 (12%)</li> <li>▪ 50+=7 (5%)</li> </ul> </li> <li>◦ By Gender               <ul style="list-style-type: none"> <li>▪ Male=8 (6%)</li> <li>▪ Female=120 (94%)</li> </ul> </li> <li>◦ Race/Ethnicity               <ul style="list-style-type: none"> <li>▪ White/Caucasian=104 (81%)</li> <li>▪ Hispanic=18 (14%)</li> <li>▪ African American=1 (1%)</li> <li>▪ Asian/Pacific Islander=2 (1.5%)</li> <li>▪ American Indian/Alaskan=2 (1.5%)</li> <li>▪ Other=1 (1%)</li> </ul> </li> </ul> </li> </ul>	<p>students for child care. Ms. Mueller noted that a member of the Nursing Success Task Force, Denise Hirsch, had recently met with the AC Child Development Center director. She was told that the child development center did not have the resources to expand at this time. One factor that restricts the capacity of the child development center to accept more children is finding workers with that can meet the educational requirement for a degree in child development. Another factor limiting enrollment at the AC Child Development Center is that a certain child to worker ratio must be maintained in the limited space available. Other licensed day care providers in the area are either full most of the time or do not open in time for students to attend morning clinical rotations. The Hagy L. R. Child Care Center is open in time for morning clinicals, but the center is full most of the time. Committee member, Don Nicholson, suggested contacting CPS for their guidelines for child care facilities as first step in identifying/establishing other resources for child care.</p>
<p>Associate Degree Nursing Program Admission-Spring 2010</p>	<p>ADN Program Admission—Spring 2010</p> <ul style="list-style-type: none"> <li>• The application period opened October 5<sup>th</sup> and will close at 5:00 p.m. on December 2<sup>nd</sup>.</li> <li>• Advising Sessions           <ul style="list-style-type: none"> <li>◦ There have already been 8 generic sessions conducted. 247 potential students have attended these sessions. There is one session left during the</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>◦ application period.</li> <li>◦ There have been eight LVN to RN AP Option sessions conducted. 33 individuals have attended these sessions. There is one session remaining this application period.</li> </ul> <ul style="list-style-type: none"> <li>• The plan is to admit 130 students into the generic program and 20+ students into the LVN to RN AP Option for spring 2010.</li> </ul> <ul style="list-style-type: none"> <li>• Recruitment Task Force       <ul style="list-style-type: none"> <li>◦ This task force has been very active this semester!</li> <li>◦ The task force is still working to dispel the “two big myths”! These persistent myths are that:           <ol style="list-style-type: none"> <li>1) The ADN Program has a long waiting list.</li> <li>2) Students must have all general education courses completed to apply to the program.</li> </ol> </li> </ul> </li> </ul>	
<p>Associate Degree Nursing Faculty Status</p>	<p>ADN Faculty Status</p> <ul style="list-style-type: none"> <li>• Current       <ul style="list-style-type: none"> <li>◦ There are currently 25 full- time ADN faculty members (excluding director).</li> <li>◦ One full-time faculty member resigned effective 12/11/2009.           <ul style="list-style-type: none"> <li>➢ A replacement has been hired for this resignation.</li> </ul> </li> </ul> </li> <li>• Anticipated       <ul style="list-style-type: none"> <li>◦ Two full-time faculty members will retire in May 2010.</li> </ul> </li> </ul>	
<p>Nursing Division Program Updates</p>	<p>Division/Program Updates</p> <ul style="list-style-type: none"> <li>• Building Program       <ul style="list-style-type: none"> <li>◦ The Building B remodel is nearing completion.           <ul style="list-style-type: none"> <li>➢ The building now has 3 classrooms with 75 seats each.</li> <li>➢ A temporary Testing Center in the building has 40 computers.</li> <li>➢ There is a student lounge and “sticky spaces” in the building.</li> </ul> </li> <li>◦ Jones Hall is progressing toward a target completion date in summer 2010.</li> </ul> </li> <li>• Clinical Simulation       <ul style="list-style-type: none"> <li>◦ All ADN clinical courses (except Community Health) have integrated clinical simulation activities.</li> <li>◦ The average amount of clinical simulation across all clinical courses is 12% of clinical hours.           <ul style="list-style-type: none"> <li>➢ A pilot project in Level II courses places 25% of clinical hours in simulation.</li> </ul> </li> <li>◦ Approximately 50% of all ADN simulation activities are now at Sim Central.</li> </ul> </li> </ul>	
<p>Nursing Education Updates</p>	<p>Nursing Education Updates</p> <ul style="list-style-type: none"> <li>• The Texas BON is in the process of revising the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs (DELCS). The revision of this document was drafted by a DELC workgroup and has been</li> </ul>	

revised by the Advisory Committee on Education at the BON. The revised version is being labeled "Transition" DELCs.

- "Transition" DELCs
  - There are four role areas that organize the differentiated competencies for VN, ADN/Diploma, BSN education:
    - 1) Member of the profession
    - 2) Provider of patient centered care
    - 3) Patient safety advocate
    - 4) Member of the healthcare team
  - The 25 competency statements among the four role areas include associated "knowledge" and "clinical judgment and behaviors"
  - The process for eventual approval of these competencies includes:
    - 1) Review by BON-approved nursing education programs.
    - 2) Distribution to clinical agencies for input.
- The current DELCs organize the curricular framework of the ADN Program. It is expected that "Transition DELCs" will become provide the curricular framework for the program once they are approved by the BON for implementation.
  - Some ADN concerns about the "Transition DELCs" include:
    - There has been a failure to include major concepts in ADN education which include:
      - 1) Community health practice
      - 2) Wellness and health promotion
      - 3) Workplace and patient safety advocacy
      - 4) Quality care and quality improvement process
      - 5) Interdisciplinary team participation and collaboration
      - 6) Use of evidence-based data and research findings
      - 7) Leadership skills in coordination of care
    - There is significant differentiation in ADN/Diploma versus BSN education.
    - There is limited differentiation between VN and ADN/Diploma education.
- The THECB continues to monitor graduation rates in professional nursing programs across the state. Funding is available to schools of nursing based on numbers of graduates produced year to year and graduation rates determined annually.
  - The PNSRP and THECB Bill Rider 35-Nursing Shortage provide for three funding streams.
    - These three funding streams include:
      - 1) Regular
      - 2) Graduation rate >70%
      - 3) Graduation rate <70%
    - PNSRP funding can be used for:

<p>Grants</p> <p>Advisory Committee Chair</p>	<ol style="list-style-type: none"> <li>1) Additional student enrollment</li> <li>2) Nursing faculty salary enhancement</li> <li>3) Innovation in recruitment/retention</li> <li>4) Methods to make effective use of faculty, clinical space and other resources</li> </ol> <ul style="list-style-type: none"> <li>• ADN Program participation in the PNSRP is as follows:           <ul style="list-style-type: none"> <li>◦ The ADN Program qualified for regular PNSRP by producing two additional graduates from 2007-2008 to 2008-2009. An application for funds based on these two additional graduates has been submitted to the THECB.</li> <li>◦ The program has also applied for PNSRP &lt; 70% graduation rate funding.               <ul style="list-style-type: none"> <li>➢ The application for funding is based on projection of an addition 8 generic and 10 LVN to RN AP graduates above the 2008 baseline by August 31, 2011 deadline.</li> <li>➢ Funds must be returned to THECB on a pro-rated basis for failure to achieve these projected graduate numbers.</li> </ul> </li> </ul> </li> </ul> <p>The ADN Program continues to pursue grant funding for student support services, student retention, and faculty development. Two proposals have recently been submitted:</p> <ul style="list-style-type: none"> <li>• DOL Grant Proposal           <ul style="list-style-type: none"> <li>◦ A request for 4.9 million in healthcare education funding was made.</li> <li>◦ The proposal included an accelerated generic ADN option, a redesigned LVN to RN AP option, a redesigned LVN to RN AP option, and student retention strategies.</li> </ul> </li> <li>• DOE Grant Proposal           <ul style="list-style-type: none"> <li>◦ \$200K was requested for education support (SI and peer tutoring) for low-income, 1<sup>st</sup> generation HS career cluster majors.</li> </ul> </li> </ul> <p>Advisory Committee Chair</p> <ul style="list-style-type: none"> <li>• Sheryl Mueller noted that it was time to reaffirm the current committee chair or elect a new chair for the committee.</li> </ul>	<p>There were no nominations for a new committee chair, and Bonnie McMillan was reelected by unanimous vote.</p>
<p>Comments or Questions</p>		<p>There were no comments or questions by the committee members.</p>
<p>Other Business</p>		<p>There was no other business entertained.</p>
<p>Adjournment</p>	<p>Meeting adjourned at 4:15 p.m.</p>	

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 Sheryl Mueller, Nursing Division Chair

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 Carolyn Leslie, Recording Secretary