

## MINUTES

### UTAH EDUCATION COMMITTEE BOARD OF NURSING

May 14, 2009

Room 474 – 4<sup>th</sup> Floor 10:00 a.m.  
Heber Wells Building  
160 E 300 S Salt Lake City, UT

**CONVENED:** 10:16 a.m.

**ADJOURNED:** 3:00 p.m.

**Bureau Manager:**

Laura Poe

**Secretary:**

Amber Cooper

**Conducting:**

Diane Forster-Burke

**Committee Members Present:**

Peggy Brown

Diane Forster-Burke

Mary Williams

Pam Rice

Gigi Marshall

#### **TOPICS FOR DISCUSSION**

#### **DECISIONS AND RECOMMENDATIONS**

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

April 9, 2009 Education Committee minutes:

The April 9, 2009 Education Committee minutes were tabled until next month.

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

Western Governors University

Jan Jones-Schenk

Mary Anne Rea-Ramirez

Ms. Jones-Schenk and Dr. Rea-Ramirez met with Committee members for continued discussion regarding the proposed clinical nursing education model and to compare the clinical preceptor model to the clinical coach model.

Ms. Jones-Schenk explained that the clinical coach role is a new clinical faculty role and has been found to be successful in Florida and Oregon. Ms. Jones-Schenk stated the program will be implemented in California starting July 1, 2009. She indicated CCNE accreditation has been received and Dr. Rea-Ramirez stated it is her understanding certification will include all programs once they are launched and documentation of the program start has been provided to CCNE.

Ms. Jones-Schenk explained the difference between the clinical instructor and clinical coach. She stated the clinical instructor meets criteria established by rule (MSN prepared), is an employee of the facility and given released work time to oversee 10 or less student-clinical coach dyads. Ms. Jones-Schenk stated clinical instructors are involved with both the student and the curriculum.

Ms. Jones-Schenk indicated the clinical coach is an employee of the facility and is given time to coach the student one-on-one. She also stated it will depend on each State's law whether or not the clinical coach is an associate prepared nurse or a bachelor prepared nurse. Ms. Jones-Schenk stated the hospital/partner chooses the individual for the clinical coach role. Ms. Forster-Burke stated she still believes the terms coach and preceptor are interchangeable.

Ms. Brown stated she is concerned that the program does not offer diverse experience and the experience would be limited to a specific hospital setting. Ms. Jones-Schenk stated she disagrees that the experience will be limited and indicated there will be alternate sites for specialties.

Dr. Williams expressed concern that a student with potential problems may not be identified because of the compressed schedule. Dr. Rea-Ramirez responded that every student has a faculty mentor who works with the student one-on-one and that faculty member meets and participates in faculty meetings where each student's progress is discussed. If a problem is found with a student, the problem is discussed by faculty members.

Ms. Jones-Schenk stated she believes this program establishes a new model of education which will help address future nursing shortages and other health issues. Ms. Jones Schenk stated the program is a competency based curriculum course of study with guided learning experiences. There are two different mentors assigned. One mentor's role is similar to a faculty counselor, but is more involved and works with the student day in and day out. This individual

determines when the student is ready to move on. Each mentor has 60 students and interacts with the students once a week. This mentor does not have any teaching responsibilities. Ms. Jones-Schenk stated there is documentation that indicates an early one-on-one relationship has benefits and is very effective. She indicated the cognitive and didactic skills lab is completed before the student is placed into the clinical setting.

Dr. Williams stated that on paper, it appears the program has a lot of checks and balances in place, but she is concerned it will be a nightmare to implement. Committee members also voiced concern with the impact this will have on other programs' ability to place students.

Ms. Poe suggested Committee members consider approving WGU as a pilot program. Dr. Williams stated she would be more comfortable watching the progress of the California program and by December the program should be able to determine whether or not the model is working. Ms. Poe questioned why the Board would want to sit back and watch California when Utah has always taken the lead in regulation. Dr. Williams stated WGU has been ultra cautious and have built in many checks and balances, but there are a lot of new programs that do not have these checks and balances built in. Ms. Jones-Schenk stated she understands the Board's responsibility and understands the impact on clinical sites.

Utah Career College  
Carolyn Lewis, nursing director  
Dr. Reid Scott, Dean of Faculty, West Jordan  
Campus:

Utah Career College had a 95% pass rate for the period between April 8, 2009 and May 13, 2009. Dr. Lewis stated they currently have 145 students. They will admit 30 students in July (15 day, 15 night) and will graduate 44 students in September. Dr. Lewis asked if the Board would allow them to accept more students. Ms. Poe indicated it would be better to wait until July for final accreditation before asking for an increase in the number of students. Ms. Poe indicated the Memorandum of Understanding will be terminated if the program receives full accreditation in July. The Committee would continue to monitor the NCLEX pass rates according to Rule. Dr. Lewis submitted an updated list of faculty members and included new

faculty member's vitas.

Mountainland ATC  
Debra Edmunds:

Ms. Edmunds reported things are going well. The second cohort will graduate next week and the fourth cohort starts in August. She reported the program is scheduled for an NLNAC site visit September 29, 2009 through October 1, 2009. Ms. Edmunds also reported they have a new contract with Utah Valley University. The monthly NCLEX pass rates were reviewed. Ms. Edmunds requested a letter of support to give to the NLNAC site visitors. Ms. Poe indicated she would provide the letter and indicated Committee members would like to attend the exit interview on October 1, 2009.

Ameritech College  
Lona Broadhead  
Linda Peterson:

NCLEX pass rates from April 9, 2009 to May 13, 2009 were reviewed and discussed. There were no new PN test takers. Ms. Peterson stated only one PN student has not taken the exam and one other PN student failed and needs to retake the exam. For the NCLEX-RN, four first time candidates took the exam and all four passed. There were 11 repeat test takers and only 3 passed. Ms. Peterson submitted a handout with the student names and cohort graduating. However, the numbers do not match up and she indicated she will recheck her data. Ms. Broadhead stated Ameritech will not release transcripts until the student has passed the HESI exam. Ms. Broadhead indicated they were told they could not submit an NLNAC accreditation application because the program was on probationary status. Ms. Broadhead stated they found out this information was incorrect and have now re-submitted the information to NLNAC and are waiting for the application to be reviewed. She indicated she would let the Committee know as soon as the application has been reviewed.

Ms. Forster-Burke indicated a revision to the MOU may need to be made to accommodate the timeline. She suggested adding one additional graduating cohort beyond the February group and look at the pass rates from the August graduates. Ms. Brown made a Motion to amend the Memorandum of Understanding to reflect the change in the cohort graduation status to September/October and to reflect the delay from

Fortis College:  
Carmel White, MSN Director of Nursing  
Charisse Cole,  
Glen Todd,  
New program application:

NLNAC to review the information regarding candidacy status. Ms. Marshall seconded the Motion. All Committee members in favor.

Ms. White indicated the general education department includes lab hours in most of their courses. These are learning activities and the student is also required to complete homework assignments. Ms. White clarified hours in the curriculum. Committee members thanked her for providing NCLEX pass rates from Fortis College programs in other states. Ms. Cole stated that the overall pass rates are good, however, it was noted that some programs are having problems with their pass rates. Ms. White stated they are working on supporting these programs. Committee members indicated the admission criteria is important and is a critical predictor of how well the student will do. Ms. White stated they are advertising for the Utah director position and are looking for a person with experience in education. Ms. White stated the program is prepared to move forward as soon as they have approval from the Board. Clinical sites were also addressed. Committee members discussed the prerequisite courses and what happens if the attrition rate is high and there are not enough students to fill the 25 nursing slots. Mr. Todd stated that they would offer the nursing program even if only two students met the criteria and finished the prerequisites. However, if only two students applied for the prerequisites, the program would not be offered.

Dr. Williams made a Motion for Fortis College to continue to move forward with the development of the nursing program knowing approval will be pending receipt of a completed application, approved curriculum, documentation of clinical sites, faculty, a director for the Utah program and a site visit to the school. Ms. Rice seconded the Motion. All Committee members in favor.

Intermountain Healthcare's New Graduate  
Nursing Residency Program proposal  
Linda Hoffman:

Ms. Hoffman, Intermountain Health and Bill Birdson, Primary Children's Medical Center, met with Committee members to discuss the development of a new program for new graduates to work prior to licensure. This would be a generalist program for all new graduates employed in IHC facilities. Ms. Poe

indicated that under section 58-1-307, there is an exemption from licensure if a person is participating in an approved residency program. Ms. Hoffman indicated that all new graduate hires would be required to go through this program, which would be 144 hours of supervised clinical hours and would be limited to a small number of positions. Mr. Birdson also indicated if the individual hired has less than a year of licensed experience, they would also be required to complete this residency. Ms. Hoffman stated if the program is approved to move forward, it would be facility-based, depending on open positions. The focus would be on transition from novice to expert, and should improve the retention rate. Ms. Hoffman stated the individual would have to have submitted an application for licensure, and would be hired as a new graduate without a license. The person would take the NCLEX exam and become licensed prior to completion of the residency program. Ms. Rice made a Motion to approve the request. Ms. Brown seconded the Motion. All Committee members in favor. Ms. Hoffman questioned what initials these individuals would use. Ms. Poe indicated they could use nursing resident. She indicated the terms graduate nurse and nurse intern are not recognized in Statute. Ms. Poe indicated Ms. Hoffman will need to let her know what they have decided to call these individuals.

Stevens-Henager College  
Traci Hardell:

Ms. Hardell reported they will be adding a CNM to the faculty and his resume will be submitted next month. She reported the NLNAC site visit was completed in March, the review panel meets in June, and the final action will come out in July. She reported faculty members are attending seminars, workshops and in-services on teaching strategies. She reported the program is working on the curricular changes suggested by the NLNAC site visitors (student outcomes and objectives). Ms. Hardell stated they have change from ERI to ATI testing. Ms. Hardell stated that some of the interventions implemented are starting to help bring up the low pass rates. However, she stated it will take a longer period of time to significantly increase the pass rates. She presented documentation of student pass/fail by cohort and indicated that there are several students who have

not taken the exam because of personal problems. She also indicated the length of the program has been extended from 11 months to 15 months. Committee members indicated that the next graduation cycle pass rates need to be improved. Ms. Hardell also reported they are trying to determine which programs to sign an articulation agreement for general education courses.

Discussion:

Intermountain College of Health, letter of intent to begin a program. Additional information was submitted as requested last month. Committee members indicated they can be given the go ahead to start the process, but can not begin the program any sooner than one year from today.

Western Governors University: Dr. Williams suggested they be allowed to start the pilot program and watch it closely. Ms. Forster-Burke indicated we should wait until the program is piloted in California because it is a preceptor model. Ms. Rice stated she agrees that it should be piloted by California before being offered in Utah. The current law and rule does not address the possibility of piloting a program that does not meet all the standards established in Rule. Ms. Poe is to look into the possibility to approve an education program to pilot innovative educational strategies.

Ms. Poe also indicated she is willing to discuss the issue of clinical placement contracts with the Department Director and let her know the concerns the Board has regarding the receipt of those contracts and the concern that there are no spots available. It was also suggested that a discussion with service leaders would be helpful.

Review NCLEX Pass rates for provisionally approved programs.

The NCLEX pass rates for provisionally approved programs were reviewed.

Review NCLEX quarterly reports:

The NCLEX quarterly reports were reviewed.

*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.*

July 9, 2009  
Date Approved

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

July 9, 2009  
Date Approved

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