



CANNON BUILDING
861 SILVER LAKE BLVD., SUITE 203
DOVER, DELAWARE 19904-2467

STATE OF DELAWARE
DEPARTMENT OF STATE
DIVISION OF PROFESSIONAL REGULATION

TELEPHONE: (302) 744-4500
FAX: (302) 739-2712
WEBSITE: WWW.DPR.DELAWARE.GOV

PRACTICE and EDUCATION COMMITTEE (Approved May 1, 2012)

The Practice and Education Committee held a meeting on December 14, 2011 at 9:00 A.M. in Conference Room A , Cannon Building, 861 Silver Lake Blvd, Dover, Delaware.

PRESENT: Barbara Peterson, Robert Contino, Barbara Willey, Nancy Bastholm, Stephanie Evans-Mitchell

ABSENT: Valerie Harrison

GUESTS: Barbara J. Robinson, Leads School of Technology

PRESIDING: Dr. Contino

STAFF: Pamela Zickafoose, Executive Director, Delaware Board of Nursing

CALL TO ORDER: Dr. Contino called the meeting to order at 9:05 a.m.

Dr. Zickafoose requested to amend the agenda to add section 3.1 Telephone Triage and Inquiry. Dr. Contino added he would discuss the NCSBN Educational Café report under discussion. Motion made by Ms. Bastholm, seconded by Ms. Evans-Mitchell to accept the amended agenda. By unanimous vote the motion carried.

REVIEW OF MINUTES: Dr. Peterson made a motion, seconded by Dr. Contino, to approve the minutes of the October 3, 2011 meeting with one correction. By unanimous vote the motion carried.

EDUCATION – Review of Annual Reports

The Margaret H. Rollins School of Nursing at Beebe Medical Center

NCLEX Pass Rate: 89.66%. Committee members commented this was a beautifully written annual report and a pleasure to read. They agreed it covered a lot of information and noted the new school construction will begin in 2012. Ms. Willey asked if a business license is adequate for doctor's offices where students may go for observations. The committee members determined the business license was appropriate. Ms. Willey also commented it was an excellent report where the format and instructions were followed and the information was comprehensive.

*Recommendation: Continue Full Approval

Camtech

NCLEX Pass Rate: 59.65%. The NCLEX pass rate has been below the 80% standard for four years in a row: 2008- 61.29%, 2009- 69.77%, 2010- 42.22%, and 2011- 59.65%. Ms. Willey

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commented a site visit was conducted on August 1, 2011 to explore a complaint from the PA Board of Nursing regarding incongruencies in the daytime and evening/weekend curriculum. The committee decided to review the materials sent with the October 20, 2011 letter from Joy Magee together with the Camtech Annual Report. Dr. Zickafoose reviewed the letter dated October 18, 2011 sent to Ms. Magee asking Camtech to revise the proposed curriculum to meet educational standards and resubmit it by November 15, 2011. In addition the letter asked for an explanation regarding the unsuccessful Leads students who allegedly graduated from Camtech. Then, in a letter dated October 20, 2011 (received October 24, 2011), Ms. Magee explained the laboratory, lecture and clinical hours per week. The letter states "credit hours were erroneously assigned" and this "has been corrected in the attached revised proposal." The letter also included the transfer policy which states "The transfer student may be required to take a standardized ATI test on some courses..." The letter stated the students from Leads did complete one level but did not specify how many students transferred. The committee did not feel the term "may" was strong enough in a transfer policy and they were not clear about the specific transfer process.

Dr. Contino asked about Anatomy and Physiology (A&P) having a lab and whether the site visitors saw an Anatomy and Physiology lab at Camtech. Ms. Willey, Dr. Contino and Dr. Zickafoose agreed they did not see any lab at the facility that would be sufficient for A&P. The credit hours for A&P were reviewed and found to be accurate. Dr. Contino then pointed out that Mental Health Nursing is listed as 3 credits with 60 clock hours of clinical on the course sequence sheet yet in the course description it specifies these clinical hours are 30 hours per week. Ms. Willey pointed out three non-clinical courses each have the same exact statement under each courses' description of Evaluation and Grading saying "Evaluation of clinical performance and progress towards meeting objectives will be documented by both the student and the instructor on the Clinical Evaluation Tool" and "Clinical performance and the professional decorum must be rated as satisfactory to pass the course." There is no clinical for these three courses. It was concluded the course descriptions were "cut and pasted" and not appropriate for each course. The course sequence sheet submitted with the annual report was compared to the one submitted with the second revision of the curriculum report dated October 20, 2011 and found to be different. For example the first course is Personal and Vocational Aspects I, and in the annual report it is listed as 22 hours with a 20/2/0 breakdown of theory, lab, and clinical yet in the revised report it is listed as 15/0/0. The committee members concluded the curriculum is still not acceptable due to issues with calculation of hours, inconsistencies in the course syllabi and sequence sheets, and not paying attention to detail. Therefore, the committee is not recommending approval of the curriculum for January 2012 implementation.

The annual report noted there would be an increase in tuition by "\$0.98/clock hours due to increasing operating costs." Most schools increase tuition by credit hour. The report notes the loss of several students who did not complete the program due to "financial obligations." The outcomes for the annual report are poor, especially the NCLEX pass rate which does not meet the standard. The description of the curriculum states "each course is delivered one at a time." According to the course sequence sheet Level 1 has 21 weeks, and Levels 2 and 3 have 16. The standard school operates on a 16 week semester. On page 3 of the annual report, numerous dates (from 2010 to 2012) are listed yet the annual report each year covers October 1 to September 30 of the current year (ie. 10/1/10 to 9/30/11). The annual report also stated they were seeking renewal for four clinical contracts for 2012 and these same contracts were also "up for renewal" on August 1, 2011 during the site visit. It is questionable whether there were current

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clinical contracts. It was also stated in the annual report “Camtech is planning to offer a RN and RN to LPN program and intends to submit a proposal for a RN curriculum within the next 12 months.” There is no such program that goes from RN to LPN as this would be going backwards in the normal progression of nursing education. The committee concluded that despite the close guidance this committee and board has given this program, it is still “sloppy” and the lack of consistency in a program director is partially to blame. They discussed how unfair it was to students who are not getting the benefit for their money spent. The committee reviewed Section 2 Rules and Regulations for withdrawal of initial approval and found Camtech meets board rules 2.5.4.2.2- three consecutive years of operation with only initial approval and a NCLEX pass rate of less than 80% for each year, 2.5.4.2.3-Failure to remain in compliance with Section 2 as evidenced by continued communication(s) from the Board to the Program Director, 2.5.4.2.6- failure to correct identified deficiencies in the time specified, and 2.5.4.2.7- failure to obtain national program accreditation. Ms. Willey made a motion to recommend withdrawal of initial approval, seconded by Ms. Evans-Mitchell. The motion carried with Dr. Contino abstaining.

*Recommendation: Withdraw initial approval and do not approve curriculum for January 2012 implementation.

DIHS

NCLEX Pass Rate: 16.67%. No annual report was submitted. Dr. Zickafoose stated the Superior Court denied the stay petition of DIHS and the school is appealing to the Supreme Court. There are sixteen students who should graduate in December. One student called and inquired about taking boards and provided this information to Dr. Zickafoose.

Delaware Skills Center

NCLEX Pass Rate: 76.92%. It was noted this is the second year in a row the school has fallen below the 80% standard and they only have one full-time instructor who is also the program director teaching in both the day and evening programs. The school has 35 students with 7 faculty. How do they differentiate or define part-time and adjunct? Committee members think at least one more full-time faculty person is needed. Major changes noted included the addition of Hospice and to increase the use of Blackboard, case studies, simulations and possibly ATI. Ms. Willey commented the students do a good job clinically as she sees them where she works.

*Recommendation: Continue Full Approval, noting the board scores of <80% for two years in a row and suggest hiring another full-time person.

DelCastle

NCLEX Pass Rate: 70%. This school is closing in 2013 and the annual report was submitted with little detail. There still is no secretarial support. Ms. Willey pointed out that clinical sites were CCHS with the IV Therapy team as 1:8 clinical and L&D 1:8 clinical with a Medical-Surgical rotation that was observational. This is unlikely as L&D does not usually take 8 students at a time and many do not take LPN students. Members concluded this was a typo. Ms. Evans-Mitchell stated there was a new policy at CCHS that LPNs are no longer allowed to go with IV Therapy. It was also noted that all faculty teach all topics which has been an area of concern for several years.

*Recommendation: Continue Conditional Approval.

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Delaware State University

NCLEX Pass Rate: 78.38%. This is lower than the 80% standard for the second year but it has improved since last year. Ms. Bastholm noted there were four clinical sites with "N/A" after them and she questioned whether they should have state approval. Dr. Zickafoose will explore this question with DHSS. The numbers in the report were confusing in regards to completion versus graduation numbers. Is it 37 and 14 or 51 and 14? Also why did 14 graduate in August? The NCLEX report says 37 took the NCLEX and 29 passed. Another place says there are 72 full-time students. Dr. Zickafoose will email DSU for clarification.

*Recommendation: Continue Full Approval and submit the final report and documentation from the NLNAC when received. Clarification received and was acceptable.

DTCC - Owens Campus

NCLEX PN Pass Rate: 87.5%

NCLEX RN Pass Rate: 68.57%

Dr. Peterson said the LPN Refresher is to be commended for offering it with such low numbers. However, the new Rules require a minimum of 40 hours theory and 80 hours clinical practice. The DTCC Owens Campus programs are to be commended for the support received from the college and the fact the director does not have a teaching load. They adhere to the 1:8 faculty to student clinical ratio and they use a good variety of clinical facilities. From the report it appears there are a lot of observational experiences. Credit hours are consistent with the educational component. The committee questioned 21 credits in one semester and whether the program should be longer than two years to complete. Dr. Zickafoose stated this was possible. The programs are also to be commended for addressing the changes requested by the board and for changing their organizing framework to be more innovative. The RN report is inclusive of the Associate Degree and Practical Nursing programs. The PN program is not NLNAC accredited but they plan to submit the candidacy application by January 31, 2012. The Associate Degree program is NLNAC accredited. The attrition rates appear high and page 41 comments on the new admission process to lessen attrition. Further explanation is required. Members discussed the low NCLEX-RN pass rates and noted the plans to improve these rates including a proactive approach to educating their young faculty.. Employer surveys are consistently above the expected level of achievement on the NECA. Should the standard be raised to a 3 for the employer and greater than 3 for the graduate scores?

*Recommendation- Continue Full Approval for the LPN Refresher, PN and Associate Degree programs.

DTCC – Stanton Campus

NCLEX RN pass rate: 92.68%. Report was well written. Ms. Evans-Mitchell pointed out that when we asked for number of students completing the program, we are not requesting a percent.

Committee members questioned whether 2 support staff are adequate for the number of student and faculty. Several clinical sites had "N/A" under licensure, others were inconsistent (for the skilled nursing facilities), and Just for Women was blank. Skilled nursing facilities are licensed by the state under DHSS. This section should be more accurate in future reports.

*Recommendation- Continue Full Approval.

DTCC – Stanton RN Refresher Course

No report was submitted last year and this year's report had very little submitted. Dr. Zickafoose stated there was a new person who did not know the report was due Dec. 1st. The committee

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reviewed what was submitted and requested they resubmit a more complete report within 30 days. Dr. Zickafoose will email this request to them. The student ratio listed for St. Francis was 1:10 and the rules now require 1:8. Members questioned why Rachael Anderson was listed as faculty and asked if she taught without a nursing degree. The curriculum needs to be revised to include 40 hours of theory and 80 of clinical.

*Recommendation- Continue Full Approval if report submitted is complete. Report submitted was acceptable.

DTCC – Terry Campus

NCLEX RN pass rate: 94.05%

NCLEX PN pass rate: 94.92%

Ms. Bastholm reported the material submitted was well done and they should be commended for their high NCLEX pass rates for both programs. There was a typo on page 4 with 11% for the number of students completing the Associate Degree program and on page 5, 86 was the number for students completing the PN program when there were only 25 which represents an 86% completion rate. The committee members discussed removing the “completion rate” language for next year’s report to eliminate this confusion. The employer and student survey section D was well done. In Section E it should refer to section D, not “C.”

*Recommendation- Continue Full Approval for both programs.

Leads School of Technology

NCLEX PN pass rate: 47.06%. Dr. Contino commented that page 3 listed 63 full-time and 30 part-time students with all progressing, meaning there was no attrition, and he questioned if this was really accurate. There was a comment under # students completing program stating “scheduled to complete next reporting period.” The report should cover the dates from October 1, 2010 to September 30, 2011 and include start dates for all students. He also commented that if they graduated 52 and started with 93 this is a big discrepancy. Page 4 states 52 students completed the program but also a comment was typed in saying “graduation ceremony is re-scheduled for Dec 9th, 2011.” The numbers on page 4 are not accurate stating 3 students passed, 2 failed and 47 have not taken the exam. In addition it says there were 64 additional students taking the exam. The NCSBN statistics indicate there were 68 students taking the NLCEX PN exam with 32 passing. What were the actual numbers for this year? The annual report appeared as if Leads was reporting on next years students and not those in the correct date range. A good response rate was reported for both student and employer surveys and the committee members commented that \$24/hour is a good wage. Resources are heavily tuition dependent. Teaching and learning resources were adequate. It was difficult to determine if administrative support was adequate. Clinical facilities were licensed/accredited. Members asked if DPC was Joint Commission accredited and if out of state clinicals required approval. Dr. Zickafoose stated we added language to our rules for out of state schools to submit documentation for clinical approval and it is dependent on individual state requirements. The committee members asked what if they do out of state clinical without that state’s approval? Dr. Zickafoose reported usually the other state’s board would contact her. Nurses and Kids clinical is listed as a 1:2 clinical and the members questioned whether this was really an observational experience. Ms. Bastholm commented it probably is clinical. They reported 11 full-time, 9 part-time and 3 adjunct faculty for 93 students. Page 18 of the report lists the courses in the curriculum. The committee members tried to determine how courses were arranged and which clinical was associated with each course but were unable to do so. In addition, the second set of courses is too heavy with 20 credit hours and “Peds/OB/Psych”

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clinical combined into one course LST 205. The committee thought this was too much content for one clinical course listed as 5 credits with 17 clinical hours and 238 contact hours. Dr. Contino commented the hours were calculated the same way as Camtech and in some courses all the theory is presented and then clinical is taught later. D. Contino stated it is physically impossible to cover all the theory and clinical as written in the curriculum list. Therefore, the students cannot be getting all the content with the curriculum. The committee discussed the site visit conducted on July 14, 2011 to follow up on numerous student complaints. Dr. Zickafoose read portions from the site visit report. Dr. Peterson stated we need to be consistent and objective across the board. Leads is very similar to Camtech in that Leads meets board rules 2.5.4.2.2- three consecutive years of operation with only initial approval and a NCLEX pass rate of less than 80% for each year, 2.5.4.2.3-Failure to remain in compliance with Section 2 as evidenced by continued communication(s) from the Board to the Program Director, 2.5.4.2.6- failure to correct identified deficiencies in the time specified, and 2.5.4.2.7- failure to obtain national program accreditation. Dr. Peterson made a motion to withdraw initial approval, seconded by Ms. Willey. By unanimous vote, the motion carried.

*Recommendation- Withdraw initial approval.

Polytech Adult Education

NCLEX PN pass rate: 85.71%. Annual report states the director is part-time—this must be a typo. Dr. Zickafoose inquired and Ms. Brauchler is part-time. Members noted that several faculty teach clinical in all areas and asked that Polytech clarify this in their report next year as this is highly unlikely. It was noted they received NLNAC candidacy as of October 2011. All committee members agreed on full approval.

*Recommendation- Continue Full Approval and ask for clarification on clinical assignments for faculty.

University of Delaware

NCLEX RN pass rate: 91.08%. Dr. Contino stated the report was extremely well written and clear, there were no issues and UD had lots of faculty and resources. The Accelerated, traditional, and BSN completion programs were all included in the report. The RN Refresher is an online program with 94 hours of theory and 80 hours of clinical which meets the new rules. However, this program did not address employer/student surveys. All committee members agreed on full approval for both UD programs.

*Recommendation- Continue Full Approval of both programs.

Wesley College

NCLEX RN pass rate: 71.15%. Dr. Peterson commented that Wesley had an innovative program but for the past 5 years has not met the 80% rule. Committee members commented they should look at their admission criteria and clinical adjunct faculty as many are graduates of Wesley College Nursing program. Members asked how long a program can be on probation. Dr. Zickafoose stated the rules are vague in this respect. Theory and clinical hours were consistent with credit hours and Dr. Peterson commented that having elective nursing courses is innovative. It was noted the current Program Administrator and Department Chairperson is retiring and the teaching load for the full-time director was deleted. Major changes from the last report were well addressed. Committee members discussed that in a four year program, major changes will not be realized for up to six years. Therefore, all members agreed to recommend continued Conditional Approval with an action plan to be presented to the board per rules 2.5.8.3 and 2.5.8.3.1.

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*Recommendation- Continue Conditional Approval/Probation with an action plan presented no less than two weeks preceding the Board meeting designated in the notification.

Practice Issues

RN First Assistant Position Statement

A nurse from Milford Memorial Hospital contacted the board and asked if there was an updated RN First Assistant position statement. The original was dated 1987. Committee members reviewed the AORN position statement. Dr. Peterson made a motion to replace the old one with the AORN position, with Ms. Evans-Mitchell seconding the motion. By unanimous vote, the motion carried. The rationale for using the AORN position is that this is what is used for certification for APNs.

Telephone Triage

Committee members were asked to review a packet of information from the NCSBN related to telephone triage. Two questions were presented: 1) Should LPNs be permitted to practice telephone triage, and 2) Should RNs be allowed to recommend OTC medications for patients over the phone? Dr. Contino made a motion to say "No" to both questions with Ms. Bastholm seconding. The vote was tied at 2 to 2. Therefore, the committee agreed that LPNs should not be allowed to do telephone triage, but decided to ask the full board about RNs recommending OTC medications. Dr. Zickafoose stated this is a really hot topic and we need Rules and Regulations implemented to address the board's decisions.

Other Business (for discussion only)

Dr. Zickafoose stated she had an inquiry from a nurse in Illinois who asked if she needed a DE nursing license to obtain verbal orders from a DE doctor to get an order for skilled nursing care. The committee members agreed that no license was needed as the nurse was not performing any direct nursing care. Dr. Zickafoose will respond to the inquiry.

Dr. Contino reported he attended the Education Café meeting in Chicago which focused on accreditation and board of nursing approval. Discussion at the meeting centered on all nursing education programs requiring national accreditation. Dr. Contino asked if accredited programs should have a different approval process or a longer time period for board review. He said the small group discussion was excellent but the actual "how to implement" piece was lacking.

Dr. Zickafoose reported that the College of Nurses of Ontario and nine other Canadian RN regulatory bodies will be using the NCLEX RN exam as a licensure requirement. She also stated that transcripts from the Nursing School of Wilmington which closed in 1985 is housed at the DE Academy of Medicine in Wilmington.

PUBLIC COMMENT- none

NEXT MEETING- TBD as needed.

ADJOURNMENT- The meeting was adjourned at 1:05 P.M.

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Respectfully submitted,

A handwritten signature in black ink that reads "Pamela C. Zickafoose". The signature is written in a cursive style with a prominent initial 'P'.

Pamela C. Zickafoose, EdD, MSN, RN, NE-BC, CNE
Executive Director
Delaware Board of Nursing