



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 June 5, 2012)**

The Practice and Education Committee held a meeting on May 1, 2012 at 9:00 A.M. in Conference Room B , Cannon Building, 861 Silver Lake Blvd, Dover, Delaware.

**PRESENT:** Robert Contino, Barbara Willey, Nancy Bastholm, Stephanie Evans-Mitchell, Valerie Harrison, Jayne Fernsler

**ABSENT:** Linda Brauchler

**GUESTS:** Barbara J. Robinson, Leads School of Technology

**PRESIDING:** Dr. Contino

**STAFF:** Pamela Zickafoose, Executive Director, Delaware Board of Nursing  
Patty Davis-Oliva, Deputy Attorney General for the Board

**CALL TO ORDER:** Dr. Contino called the meeting to order at 9:25 a.m.

Committee members recognized the passing of Dr. Barbara Peterson who served on and was a valuable member of this committee. Dr. Jayne Fernsler was introduced and welcomed to the committee. Dr. Contino inquired about Ms. Brauchler and was informed she was unable to attend this meeting. Mr. Gory was planning to attend in her absence but he sent an email last night saying he would not be able to attend. Ms. Brauchler will join the committee at the next meeting.

**REVIEW OF MINUTES:** Ms. Bastholm made a motion to accept the December 14, 2011 minutes with two corrections. Ms. Willey seconded the motion. By majority vote the motion carried.

### **EDUCATION**

#### **Camtech Report**

Dr. Contino noted the report was received on April 30, 2012 which was the deadline. Committee members compared the April 30<sup>th</sup> report with the letter from February 13, 2012. The first topic of discussion was the transfer policy. Dr. Evans-Mitchell observed their response to the transfer of Leads students into Camtech was "these students needed Personal and Vocational Aspects I, Medical-Surgical Nursing, and Personal and Vocational Aspects II. These three courses comprise 526 hours total." Members calculated that 526 hours out of a total of 1275 hours equates to 41% of their total clock hours being taken at Camtech with approximated 60% being transferred into the program. Members commented this is a high percentage being transferred into the program and transfer students only have to take three classes. There is no detail about how much is allowed to be transferred in by policy. The next section responds to transfer students taking ATI. The report

Practice and Education Committee Minutes  
May 1, 2012

provided a correction to the transfer policy stating “The transfer student is required to take ATI and test on the following: Adult Medical/Surgical Nursing, Fundamentals of Nursing, Leadership and Management, Maternal/Newborn Nursing, Mental Health Nursing, Nutrition, Pharmacology for Nursing.” Members noted there was no objective measurement in this corrective action such as an acceptable passing score on each exam to be eligible for transfer. Detail was lacking in how these tests were used for admission purposes with transfer students. Dr. Fernsler questioned why they would take Leadership & Management ATI if not a part of the curriculum. Course descriptions were reviewed and there was inclusion of Leadership in Personal and Vocational Aspects II.

Dr. Zickafoose read the letter dated October 20, 2011 which quoted the transfer policy in their Student Handbook saying “A transfer student must complete at least one level in the Day Program or four levels in the Evening/Weekend Program.” Another sentence states “These students from Leads School of Technology were required to complete one level ( $\geq$  500 hours) to finish the program.” The information submitted with the April 30, 2012 plan is incongruent with this policy as the courses taken were actually one from each level. Ms. Willey noted the students from Leads really completed one medical-surgical class to meet graduation criteria and two Personal and Vocational Aspects classes. Members then reviewed the curriculum sequence sheet submitted in the corrective action plan which had three levels listed. There was no heading indicating if this was for the Day or Evening/Weekend program. In addition, the transfer policy mentioned the need to take four levels in the Evening/Weekend (E/W) program and the sequence sheet submitted only had three levels. Dr. Zickafoose reviewed the annual report which had a separate curriculum sequence sheet for the E/W program. Dr. Fernsler read the top of page 5 regarding credit hours based on a 16 week period which stated “one lecture hour per week = 1 credit hour, 2 lab hours per week = 1 credit hour, and 3 clinical hours per week = 1 credit hour.” Page 5 of the corrective actions stated “the “old” curriculum has 21 weeks for Level 1 and 16 weeks for Levels 2 and 3.” This totals 53 weeks for a 12 month program. Members could not determine the actual length of each “Level” nor could they determine computation of clock hours versus credit hours. Members commented and questioned if they, as educators, could not figure out the curriculum hours, how could students? They also noted that 55 credits is a lot of credits for a one year LPN program. Further inconsistencies were noted and members were unsure when they were getting theory and clinical completed, with both a day and evening/weekend program, and they questioned if there was enough faculty to cover this. Ms. Willey stated when she was there for the August site visit they had two clinical faculty who were part-time. Dr. Zickafoose pointed out there were nine faculty listed in their annual report and all but one were listed as teaching theory and clinical. There is no mention of the Evening/Weekend program in the corrective action plan, there was one curriculum sequence sheet submitted with no heading and a statement “A corrected curriculum is submitted herewith,” yet the Annual Report had an E/W curriculum with 8 levels. Members concluded they were not sure about the actual curriculum sequence and whether the Day and E/W programs were the same or not and how each program schedules the course sequences. The Annual Report stated the Day program was 12 months and the E/W program was 18 months (part-time).

Dr. Fernsler asked how long we allow programs to continue like this. Ms. Bastholm commented this must be very difficult for the student, and Ms. Mitchell stated we are protecting the students and the public when programs charge a lot of money and then students are not getting the education they paid for.

Practice and Education Committee Minutes  
May 1, 2012

The next topic addressed in the corrective action plan was “inadequate lab for Anatomy and Physiology.” The plan stated they “upgraded the lab on the second floor” and “it is the same lab as our nursing assistant students use prior to clinical rotations.” Ms. Davis-Oliva questioned what evidence the committee members might expect to find. The action plan gave no further details as to whether this was a clinical skills lab or an Anatomy and Physiology lab, nor did it specify what equipment was added to “upgrade” the lab. Members stated they were looking for more technology, skeletons, simulation equipment, more space, and they questioned if there was adequate space for the number of students including both NA and PN students. Ms. Willey stated she did not see any type of “simulation” equipment in the lab from the August site visit and added we do not know what is expected of students in an Anatomy and Physiology lab so we can not tell what equipment is needed. Ms. Willey stated A&P is usually rote memorization of terminology and basic function of all body systems. Members then reviewed the course description for A&P which included the statement “this course also introduces basic microbiology for nursing.” Microbiology principles could include using a microscope to look at microorganisms that cause disease and no microscopes were seen on the August site visit in their lab. Additionally, the Performance Indicators (learning objectives) for A&P include “name and describe major disorders of each body system” which is Pathophysiology; however, the curriculum map only included basic review of systems and no pathological content. They also noted that the only evaluation (grading) for this course was by exam and class participation with no mention of grading for a laboratory experience. The Fundamentals of Nursing course included “microbiological principles and applications” in the course description and the curriculum map included “Asepsis, Wound Care and Standard Precaution” which could be microbiology. The curriculum map also included “IV monitoring and IV site care, Blood glucose monitoring, Insulin (including mixing insulin) administration” and Dr. Zickafoose commented this was a lot of content for a Fundamentals course. Usually, Fundamentals includes basic nursing care like bed baths, activities of daily living, positioning, body mechanics, etc. Members reviewed the curriculum for Pharmacology and Clinical Mathematics and found the students were taught about IVs and Insulin in that course and it appeared that application of the principles was demonstrated in Fundamentals. The skills for the Camtech Fundamentals course included complex skills usually included in Medical Surgical course content.

Committee members then noted the increase in tuition fee and that “some students who withdrew provided us the reason family obligations/situations during an exit interview. When asked specifically, most of them said that it is because of financial restraints.” The corrective action plan states they are projecting an NLNAC accreditation visit in the Fall cycle and they applied to the Accrediting Commission of Career Schools and Colleges in December 2011, which they believe will allow for financial aid/student loans to help students finance their studies. They also reported they “are currently signing up with a financial company for student loans.”

The NCLEX pass rate was addressed in the corrective action plan by “requesting the Board of Nursing to implement the 90-day rule when taking the NCLEX-PN.” Dr. Zickafoose explained this was the previous rule until November 2011 when the Rules and Regulations changed. Therefore their pass rate was still below the 80 percent threshold even when the rule was in place. In addition, she read current statistics for Camtech students who took the exam during the first six months following their annual report (October 1, 2011 through March 30, 2012) and the pass rate for this group was 56.25%, still far below the 80%. Members concluded they did NOT address the NCLEX pass rate. Dr. Zickafoose commented she had worked at two different schools who were on conditional approval and these schools made major policy and curriculum revisions to improve

Practice and Education Committee Minutes  
May 1, 2012

the NCLEX pass rate. They only need to get above the 80% one time and that removes conditional approval. Camtech has never reached the 80% pass rate.

In the corrective action plan, the RN to LPN program was an error “discovered after the report was sent.” The corrective action stated they intend to submit a proposal for a RN curriculum within the next 12 months and “this is one of the reasons why we upgraded our laboratory rooms.” Members questioned the logistics of this plan considering the LPN program is not meeting standards.

Next the committee reviewed their corrective action for clinical contracts. They still do not have an active contract with Nanticoke Hospital (since the August site visit.) Ms. Harrison stated Nanticoke Hospital was closed for the better part of 2010 and 2011 for renovations and there was no pediatric clinical. She knows this because she takes her students there for clinical. The Annual report from Camtech lists Nanticoke as the only pediatric clinical site so members questioned where did the students go for their pediatric clinical? The syllabus for Pediatric Nursing states the students do two weeks of clinical, 30 hours/week. Members questioned if this was feasible since pediatric clinical sites are very scarce, especially considering that Nanticoke was not available. Members also compared the hours for each of the three specialty courses- Pediatrics, Mental Health, and Maternal/Child Nursing. Each of these has different theory hours (from 25-75 hours) and they questioned the rationale for the different theory hours, including that Pediatrics has five hours for lab and the other courses do not. Dr. Evans-Mitchell commented that Mental Health clinical is listed to have two weeks of clinical with 30 hours per week. The Annual Report says they go to Rockford Center for Mental Health. She stated she has a difficult time getting one day per week at Rockford for her students so she found it unrealistic the Camtech students go there for five days a week for two weeks. Dr. Zickafoose stated the Annual Report listed Rockford as the only site for Mental Health yet they also have numerous long term care facilities and students could possibly go there for Mental Health. In addition, the Annual Report only listed Nanticoke for Pediatric and Maternity clinical. Lil’ Einsteins and Delaware Adolescent Programs were listed as observational sites for Pediatrics and Maternity, respectively. It was still unclear whether students received adequate clinical experiences for Pediatrics, Maternity and Mental Health courses.

After reviewing the Corrective Action Plan and comparing it to the Annual Report as well as the October report for over two hours, committee members were not convinced the actions were sufficient to make significant improvements in the Camtech program. Ms. Bastholm stated they have not been able to correct their deficiencies year after year, they have had several program directors, they were given numerous chances with clear directions, yet this plan still has need for more clarification. Overall committee members found the Corrective Action Plan lacked content, clarity, and objective data which were clearly requested in the February 13, 2012 letter as well as in previous correspondence. Ms. Harrison made a motion to reject the plan, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried. Dr. Zickafoose will contact Camtech and allow them the opportunity to present this plan to the Board at the next meeting. Dr. Contino will report to the Board the P&E Committee did not find sufficient evidence in their Corrective Action Plan to correct all deficiencies and therefore the Board should proceed in the withdrawal of initial approval for Camtech.

**Wesley College**

Dr. Contino turned the chair over to Ms. Bastholm and left the room during the discussion of Wesley’s Corrective Action Plan submitted in response to their February 9, 2012 letter. It was

Practice and Education Committee Minutes  
May 1, 2012

reported in their Corrective Action Plan that Dr. Contino was assuming the Chairperson position with Nancy Rubino and Karen Panunto as directors of the Master's in Nursing and undergraduate programs, respectively. Members noted the NCLEX-RN pass rate was 71.15% which was an improvement from last year and discussed their statement that changes made would not be realized for six years. They questioned how long the program could continue with below standard NCLEX-RN scores. Wesley addressed the faculty issue raised in their February letter stating by hiring their own graduates they are familiar with the program framework and objectives, and members felt this was a valid point. The report included preliminary outcomes from their February 7-9, 2012 NLNAC site visit with continued accreditation for 8 years for the Master's program and continued accreditation with conditions for one standard for the undergrad program. To date, the outcomes of the NLNAC site visit are not final. The report submitted addressed in detail their corrective action plan and included research on studies conducted. Members found that Wesley is moving along their timeline to address and correct the NCLEX deficiency. Dr. Fernsler questioned how long they have to meet the 80% pass rate and Ms. Bastholm asked what is a reasonable date for correction? She also noted that the NCLEX test plan changes every three years and students typically score lower in the years that the test plan changes. Members agreed that six years was adequate time for corrective actions to be realized and the action plan was acceptable considering they recently had an accreditation visit. Dr. Evans-Mitchell made a motion to accept their corrective action plan and to allow six years from being placed on conditional approval to reach the 80% rule. Ms. Bastholm seconded the motion and it carried by unanimous vote. Dr. Zickafoose and Ms. Davis-Oliva will determine the year Wesley was placed on conditional approval.

### **Delaware Skills Center**

A letter was submitted to acknowledge the letter received from the Board dated February 3, 2012 to respond to the comments in the letter, although their program has full approval of the Board. Ms. Potts provided information to clarify unclear areas. Members reviewed the letter, thanked Ms. Potts, and appreciated the clarification.

### **Delaware State University**

Dr. Zickafoose read a letter from Sharon Tanner, NLNAC CEO, stating Delaware State University underwent a reaccreditation visit and they received continued accreditation with conditions. A follow-up report in two years (Spring 2014) addressing standards 4 & 6 is required for the undergrad program. She also received correspondence from the AACN that DSU voluntarily withdrew their accreditation to revamp the MSN program although the Board does not review Master's programs at this time.

### **DTCC – Stanton Campus**

Members reviewed correspondence from Dr. Welch for a proposed change in credits to revise their curriculum and remove the General Psychology course which is only required for Stanton nursing students. This reduces the total credits from 72 to 69 for the Associate Degree program. Members discussed that DTCC is attempting to consolidate all three DTCC nursing programs (Stanton, Terry, and Owens campuses) to have only one Associate degree curriculum. Dr. Evans-Mitchell made a motion to accept this change, seconded by Ms. Willey. By unanimous vote, the motion carried.

Donna Ramage from DTCC submitted a request for an additional clinical rotation at Season's Hospice. The new clinical facility form, clinical objectives and rationale were reviewed. Dr.

Practice and Education Committee Minutes  
May 1, 2012

Fernsler made a motion to accept the request, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

**PRACTICE ISSUES**

None

**Other Business (for discussion only)**

Dr. Zickafoose stated that Dr. Fernsler updated the New Program application instructions and forms incorporating the new Rules and Regulations from November 2011. Dr. Zickafoose reviewed/revised them and forwarded them to Ms. Davis-Oliva who is now reviewing the application forms for New Programs. Members were sent the revised instructions and Ms. Davis-Oliva stated she is trying to make the instructions and forms as clear and easy to follow as possible. She will forward her corrections to Dr. Zickafoose who will then send them to the committee members as soon as possible for their review.

Dr. Zickafoose reported there was a meeting with Leads School of Technology in April and they have been given an extension until May 30, 2012 to submit their corrective action plan. She will email the Leads letter to all committee members.

**NEXT MEETING-** Dr. Zickafoose will email members possible dates for the next meeting.

**ADJOURNMENT-** The meeting was adjourned at 12:35 P.M.

Respectfully submitted,



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