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## **PRACTICE and EDUCATION COMMITTEE (Approved February 4, 2014)**

The Practice and Education Committee held a meeting on December 20, 2013 at 10:00 A.M. in Conference Room A , Cannon Building, 861 Silver Lake Blvd, Dover, Delaware.

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

**ABSENT:** Kathleen Riley-Lawless

**GUESTS:** Carol Sando & Sara Myer, DSU; Barbara Robinson, Leads

**PRESIDING:** Dr. Contino

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

**CALL TO ORDER:** Dr. Contino called the meeting to order at 10:09 a.m.

**REVIEW OF MINUTES:** Ms. Willey made a motion, seconded by Ms. Bastholm, to approve the minutes of the June 14, 2013 meeting. 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: 81.25%. Dr. Riley-Lawless submitted her reports via email and noted construction had begun on the new MHR nursing building. There was a typo on page 13 of the annual report that should be corrected in the next annual report. Dr. Contino read the letter from Connie Bushey stating she was retiring effective January 10, 2014 and Joan Thomas was the interim acting director. He stated her resume was reviewed and she met the requirements to be the director. Ms. Bushey's letter stated they plan to hire a new chairperson by July 2014. Dr. Contino congratulated Ms. Bushey and thanked her for her many years of service and leadership in nursing education. No changes were noted with clinical sites and there is no distance learning used. Ms. Willey made a motion to continue full approval of

the program and to approve Ms. Thomas as interim director, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

\*Recommendation: Continue Full Approval for one year and approve Ms. Thomas.

### **Camtech**

NCLEX Pass Rate: 41.67%. Dr. Contino stated for the record there was no annual report submitted for Camtech. The Board voted to withdraw initial approval of this program in early 2013. Camtech appealed this decision and is awaiting the court's decision. The last group of students, on the list supplied to the Board, should graduate in February 2014.

\*Recommendation: Program approval withdrawn

### **DIHS**

NCLEX Pass Rate: 0% with 4 students taking the exam and zero passing. No annual report was submitted. This school was closed with the last class graduating in December 2011.

### **Delaware Skills Center- LPN Program**

NCLEX Pass Rate: 90.63%. Ms. Brauchler reported that items A – I were complete and the enrollment, graduation, and attrition numbers added up. Their surveys were sufficient in that they had a process in place but they did not indicate the results of the surveys. There was a discrepancy in the number of program hours as page 1 stated 1635 hours and page 18 stated 1631.5 and 1735. She noted the minutes from June 14 stated there was no data for the employer satisfaction survey, to include a copy of the survey in the annual report yet this was not included in this annual report. Outcomes are still missing for surveys. This should be corrected and submitted to the board. Dr. Contino stated it is getting harder and harder to obtain employer satisfaction survey data and Dr. Evans-Mitchell commented that Human Resource departments are limiting their feedback. Ms. Brauchler stated the employment rates for the Skills Center were excellent and noted their financial resources are all from the Delaware Workforce Board. The program has sufficient teaching and learning resources but they are very heavy with "ATI." A few issues were noted with course names (Medical Surgical Nursing I and Nursing I) and the course sequence sheet. Specifically page 15 of the report states Medical Surgical (MS) Nursing I (known as Nursing I) but on page 18, the sequence sheet lists Nursing II and MS Nursing I being taken at the same time and no Medical Surgical Nursing II is listed. The names of the courses should be reviewed, clarified and corrected to be congruent on the course sequence sheet and the course descriptions narrative. Ms. Brauchler questioned if the CNA certification is required for entry into the LPN program because if not, only 45 hours were allotted for fundamentals. In addition, Anatomy

and Physiology is listed with 71 classroom hours but it has 175 total hours. It is difficult to actually tell how these numbers are determined and to differentiate how many hours are lab, clinical, and theory hours. It was noted there was no evening course and committee members complimented the Skills Center for their increase in the NCLEX pass rate. Ms. Willey stated that their students do clinical at the VA Medical Center and they perform well. Ms. Brauchler made a motion to grant full approval but they must resubmit the course sequence sheet by the next meeting on February 4, 2014 with corrections, seconded by Ms. Willey. By unanimous vote, the motion carried.

\*Recommendation: Full Approval for one year, with the course sequence sheet and course descriptions/names corrected and submitted by February 3, 2014 to clarify number of theory, clinical, and lab hours.

#### **Delaware Skills Center- LPN Refresher Program**

Karen Potts is the director of this new program. Board members commented this was a great idea. The general information items were complete and members noted they only use CCHS for medical-surgical clinical. The course has 240 hours which is double the hours required in the Rules and Regulations. There were six students who completed this year on November 25<sup>th</sup> so there are no board recommendations. Page 11 of the report states they are “exploring a NCLEX review course” and speaks to inviting candidates. Committee members requested clarification of this statement. The report was well written and kudos were expressed regarding expanding clinical facilities and faculty. Ms. Brauchler made a motion to grant full approval to the LPN refresher program, seconded by Ms. Harrison. By unanimous vote, the motion carried.

\*Recommendation: Full Approval for one year with clarification of the “NCLEX review course” information submitted by February 3, 2014.

#### **DelCastle**

NCLEX Pass Rate: 50%. No annual report was submitted. The Board received a letter stating this school voluntarily closed June 30, 2013. Their students will have until June 30, 2018 to take the NCLEX exam and then the NCLEX-PN program code will be terminated.

#### **Delaware State University**

NCLEX Pass Rate: 56.41%. It was noted this is the fourth year in a row the school has fallen below the 80% standard which will keep them on conditional approval. Dr. Contino reported the general information A – I is complete and the enrollment numbers were accurate with appropriate times in the program. The information requested in the past regarding Employer surveys is still lacking data. The report

indicated they have surveyed graduates but have not received information yet. The one year graduate and employer surveys summarize the opinions and successfulness of the program but the school is still awaiting results of these surveys. The employment rate showed 50% were employed with 5 out of 10 employed 6-9 months after graduation. Members discussed this was a low number of responses and the school is still awaiting additional survey replies. Dr. Contino noted their fiscal and teaching/learning resources were adequate with two skills labs and two simulation labs. Previous board recommendations indicated more evaluation data was needed and Dr. Contino stated the committee needed to allow them time to collect the data. He was encouraged they limited enrollment to 48 students and noted they are integrating simulation in the classroom but not in lieu of clinical. On page 16 there was a clarification about credits allocated to clinical but it was not clear if clinical is still pass/fail or if it is now graded. Standardized testing is being used with a Pearson Vue product explained as being similar to ATI. An interim report is due to ACEN on February 15, 2014.

Dr. Contino made a motion to keep DSU on conditional approval for NCLEX scores <80% for four consecutive years and to submit an interim progress report due June 1, 2014 to include more evaluative data, the ACEN interim report and their action plan for improving NCLEX scores, seconded by Ms. Brauchler. With Dr. Evans-Mitchell recusing, the motion carried by majority vote. There is also a typo on their Nursing program brochure which incorrectly lists the Board of Nursing address. This should be corrected and resubmitted as well.

\*Recommendation: Conditional Approval for one year, with an interim report due June 1, 2014. The interim report should include the ACEN interim report submitted February 15<sup>th</sup>, graduate and employer survey outcomes data, and an action plan to improve NCLEX pass rates as well as the corrected Nursing Program brochure.

Dr. Contino also read a letter from DSU requesting two faculty – Sara Myers and Michelle O’Neal. A letter was also submitted stating Dr. Sharon Mills-Wisneski as the new chairperson. He stated they all met the requirements and made a motion to approve both which was seconded by Ms. Willey. With Dr. Evans-Mitchell recusing, the motion carried by majority vote.

### **DTCC - Owens Campus**

NCLEX PN Pass Rate: 92.22%

NCLEX RN Pass Rate: 66.67%

Ms. Willey congratulated them on the PN pass rate but stated the numbers in their annual report do not match the NCSBN numbers. She also noted the attrition rates are really high. The report did not show enough differentiation between the RN and PN programs and committee members requested that next year’s reports be

submitted as separate reports. Ms. Willey stated the graduation dates and numbers were confusing and it would be clearer to include all on one page instead of 3 pages. Committee members discussed the confusion of the data in the report stating the numbers are difficult to follow and there was no differentiation between the RN and PN surveys. Generic comments stated they used Survey Monkey but the survey was “mailed” and members questioned if this was accurate or did it actually mean “emailed?” In addition the dates are listed as 2011 and members questioned if they should actually be 2012. Innovative methods were mentioned to increase return rates for surveys since the return rates were only 16% for the graduate survey and 20% for the employer survey. Employment rates were excellent with 97.5% of RN and 96% of PNs employed. The only major change noted for the PN program was that Owens would seek their own accreditation rather than link with Terry campus. Ms. Willey stated there was one student who completed the refresher and the instructor retired in June 2013. They will not run the program unless it has four students and they will need to hire a new instructor if the program runs. The refresher program has the minimum number of hours to meet the Rules and Regulations. Ms. Willey made a motion to grant full approval to the PN program and PN Refresher, seconded by Ms. Brauchler. With Ms. Harrison recusing, the motion passed by majority vote.

\*Recommendation- Continue Full Approval for PN program and the PN refresher for one year.

Members discussed enrollment, graduation and high attrition rates for the RN program and questioned if Owens is exploring why the rate is so high. Ms. Bastholm stated demographic might be a factor and Dr. Evans-Mitchell commented it would seem more logical to have higher attrition for the PN program rather than the RN program. High fidelity simulation and technology in the classroom were positive aspects of the RN program. They are also in the midst of the TAACT grant from the Department of Labor so funding is adequate. There was no narrative for the curriculum but course sequence sheets were included. There was no information regarding curricular changes with the implementation of the three campus alignment due to begin in January. Dr. Contino read a letter stating Ms. Paxton was retiring as chairperson and requesting Julie Seeley as the new chairperson. He stated he reviewed her resume and Ms. Seeley is qualified for the position. Dr. Contino commented that the report could be more detailed about the alignment with the other campuses at DTCC. Ms. Bastholm stated they are now requiring the CNA class as a requirement but it is not listed anywhere in the report. She also noted that certification after CNA course completion is not required. Ms. Willey made a motion to grant full approval for the ADN program and to approve Ms. Seeley as the chairperson, seconded by Ms. Bastholm. With Ms. Harrison recusing, the motion passed by majority vote.

### **DTCC – Stanton Campus**

NCLEX RN pass rate: 88.81%. Dr. Evans-Mitchell noted the numbers are off between the number graduating and those taking boards. The question from last year whether two secretaries were adequate resources was clarified in this year's report stating they felt it was adequate coverage. The report needs correction for next year with the clinical sites table and the name/abbreviation for The Joint Commission to be TJC instead of JCAHO. There was a question on pages 10-18 about the clinical ratios- all say 1:1 or 1:2 for clinical and observation. Usually clinical ratios are 1:8. There was some conflicting information about the new curriculum and whether it would be 5 or 6 semesters but nothing was submitted for comparison. Dr. Evans-Mitchell made a motion to continue full approval, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

\*Recommendation- Continue Full Approval for one year.

### **DTCC – Stanton RN Refresher Course**

It was noted this report was submitted late again this year. Ms. Bastholm reported items 1-8 were complete and the number of hours were consistent with the Rules and Regulations. However, page 7 noted the theory hours were increased by 6 hours "to afford student success" but did not explain how the hours were specifically increased or the specific reason for the increased hours. They had 12 students enrolled and 11 completed but no explanation was provided for the one unsuccessful candidate.

All clinical was listed as observation so it appeared as if there was no hands-on clinical. Was St. Francis actually a clinical site and do both faculty do clinical and theory? Do they actually have hands-on clinical? Ms. Bastholm made a motion to grant full approval for one year pending clarification of clinical experiences, seconded by Ms. Harrison. By unanimous vote, the motion carried.

\*Recommendation- Continue Full Approval for one year pending clarification of clinical experiences by the February 4<sup>th</sup> meeting.

### **DTCC – Terry Campus**

NCLEX PN pass rate: 95.45%

NCLEX RN pass rate: 90.43%

Dr. Riley-Lawless submitted her report via email and Dr. Contino reported that items A – I were complete. The student numbers did not add up but the report explained this was due to 5 students who graduated in previous classes. There was some difficulty noted with the employer surveys so they are changing to Survey Monkey.

The employment rate was 92.2% which is excellent. However, the number not responding is unknown. All resources were adequate to meet program needs and there were no previous recommendations from the Board. The campus realignment was noted in the report. Ms. Willey noted a lot of the faculty were CNE certified and questioned whether this was what the tool was asking for rather than actual certification consistent with their educational degree. Her point was well taken. Future changes included offering courses in different formats and realignment of the curriculum for all three campuses to a concept based curriculum. Dr. Contino made a motion to grant full approval to both the LPN and ADN programs, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

\*Recommendation- Continue Full Approval for both programs for one year.

#### **Leads School of Technology**

NCLEX PN pass rate: 32.41%. Ms. Harrison reported that the report was nicely written and sections A – I were complete. The numbers added up and they had a low attrition rate reporting from December 2012 to April 2013 68 students started the program and 61 finished. Ms. Harrison also noted the program has never met the 80% rule and even the students who repeated the NCLEX exam had a low pass rate with 11/20 failing when repeating the exam. It was noted there were issues with getting employment rates and survey data and there was also a small sample size with only 25% of the population reporting. She questioned on page 8 what is a “reasonable period of time” and stated this should be clearer. Financial, clinical, and teaching/learning resources were adequate. Previous board recommendations indicated Leads addressed suggestions from the site visit. Major changes were noted to be looking for additional clinical sites for some contracts had ended. Overall the report was easy to follow and well written. The Board gave them until the 2014 annual report to meet the 80% NCLEX pass rate. Ms. Harrison made a motion to continue conditional initial approval with an interim report due June 1, 2014, seconded by Ms. Willey. By unanimous vote, the motion carried.

\*Recommendation- Continue conditional initial approval for one year with an interim report due June 1, 2014.

#### **Polytech Adult Education**

NCLEX PN pass rate: 83.87%. Ms. Harrison stated the report was nicely written, easy to follow and the numbers added up. She congratulated them on their full accreditation from ACEN in the Spring of 2013. A drop in employment rates was noted from June 2012 to June 2013 which is indicative of the job market. The major changes included a recommendation from ACEN to drop a few student learning outcomes and that there will be a slight tuition increase. They also adopted ATI. Committee members commented that this report was an exemplar for all annual

reports. Ms. Harrison made a motion to continue full approval, seconded by Ms. Bastholm. With Ms. Brauchler recusing, the motion passed by majority vote.

\*Recommendation- Continue Full Approval for one year.

### **University of Delaware**

NCLEX RN pass rate: 87.5%. Dr. Contino stated sections A – I were complete but the numbers did not match exactly for enrollment, attrition, and graduation rates. Alumni survey data showed 122/300 were completed for a 40.6% response rate and new graduates had a 68.5% response rate. No certifications were listed on the faculty sheet and no major changes were noted. On page 44, the curriculum showed a slight change with Anatomy and Biology. The Accelerated BSN program increased by 20 students and they are applying for the RN to BSN program to be a distance education program. Simulation is provided in the junior year with 90-100 hours of simulation time which is not in place of clinical. All clinical is still in the senior year. Dr. Contino made a motion to continue full approval of all three undergraduate programs, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

\*Recommendation- Continue Full Approval for the undergraduate, RN-BSN, and accelerated BSN programs for one year.

### **UD Refresher**

Ms. Bastholm reported the UD Refresher had 84 enrolled with 46 completing, 14 in progress, and 24 who have not completed the refresher this past year. This represents a 28.5% attrition rate. This program is all online with the didactic provided over 15 weeks and then the students have 6 months total to complete both clinical and didactic. It was also noted that of the 84 total, there were only 11 students from Delaware. The others were from throughout the country and one was from Alaska. There were no recommendations from last year. Lectures were added in neurology, emergency management, and organ donation. The clinical admission fee was increased to \$200. Students completed an evaluation and results were 100% favorable with only 10 employers responding. Ms. Bastholm made a motion to continue full approval, seconded by Ms. Harrison. By unanimous vote, the motion carried.

\*Recommendation- Continue Full Approval for the RN Refresher program for one year.

### **Wesley College**

NCLEX RN pass rate: 83.87%. Dr. Evans-Mitchell congratulated Dr. Contino and Wesley College faculty for the NCLEX – RN pass rate above the 80% standard. She noted they have an ACEN report due in October 2014. Their numbers don't quite



add up in the report when compared with NCSBN statistics. She commended them on their resources having 24 hour access to the computer and skills labs, but she questioned whether this would continue when they move to their new building. Their action plan and midterm reports were included. Page 13 under accreditation needs to have the word "license" removed. Dr. Evans-Mitchell complimented them on the 1:2 ratio with a mentor or preceptor. She motioned to grant full approval to Wesley College for one year, seconded by Ms. Brauchler. With Dr. Contino recusing, the motion carried by majority vote.

\*Recommendation- Grant Full Approval for one year.

## **Education Issues**

### **ACEN Faculty Table**

Two faculty tables were compared for inclusion in the annual report for next year. The suggestion was to make the table the same as the one required by ACEN. However, it does not include license numbers and members felt that was important information to include. It was also noted that not all programs in DE are accredited by ACEN. Dr. Evans-Mitchell made a motion to use a format similar to ACEN, to check what the current ACEN format is, and to include license numbers in the table. Ms. Brauchler seconded the motion and the motion passed unanimously. Dr. Evans-Mitchell and Ms. Brauchler will make changes to the faculty table as recommended and submit to Dr. Zickafoose for inclusion in the 2014 annual report.

### **DTCC Curriculum Change**

A letter was shared with committee members prior to the meeting requesting a change in the new DTCC curriculum to decrease it from six to five semesters based on an ACEN recommendation. Ms. Brauchler stated she recently attended a meeting and the number of credit hours was reduced from 73 to 70 with changes in Reading 120 and Math for Health Careers. Ms. Brauchler made a motion to accept the five semester course sequence, seconded by Dr. Evans-Mitchell. With Ms. Harrison recusing, the motion carried by majority vote.

### **Lincoln University**

Dr. Contino informed the committee members that Lincoln University was notifying them of using clinical sites in Delaware- specifically UHS Rockford and Exceptional Care for Children. He stated this was merely a notification as required by the Rules.

## **Practice Issues**

### **Epidural Question**

Dr. Contino read an email he received asking if RNs are allowed to discontinue epidural catheters. Dr. Zickafoose read 7.7.4.3.1.6 from Section 7 of the Rules &

Regulations which states “The Registered Nurse may not insert or remove epidural catheters.” Members clarified that insertion and removal of epidural catheters is permitted for CRNAs per 8.7.16 and “Removing epidural catheters by Nurse Practitioners, Clinical Nurse Specialists and Certified Nurse Midwives after specialized training in collaboration with the facility department of anesthesiology, including population specific advanced life support” is permitted by Rule 8.7.17. Dr. Evans-Mitchell made a motion to uphold the current rules, seconded by Ms. Willey. By unanimous vote the motion carried. Dr. Contino will notify the inquiring nurse of this information.

**Other Business (for discussion only)**

NCLEX Prep- Dr. Zickafoose informed the group that Khan Academy is conducting a competition requesting people to make nursing videos that can be used for NCLEX review. The NCSBN is aware of this activity.

**PUBLIC COMMENT- None**

**NEXT MEETING-** Members reviewed their calendars to determine a date to review possibly two new program applications. Dr. Zickafoose stated on program application was not submitted with the required fees so it is doubtful that program will be on the agenda. The next meeting will be February 4, 2014 at 9 A.M. in conference room B of the Cannon building.

**ADJOURNMENT-** The meeting was adjourned at 3:00 P.M.

Respectfully submitted,



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