

October 1, 2007

TO: Members, Committee on Educational Planning, Policies, and Programs

FROM: Alan Mabe

SUBJECT: Report on Nursing at FSU by Chancellor Hackley

Chancellor Hackley has provided two documents. The first is dated October 1 and provides an up to date account of what transpired at the September Board of Nursing Meeting. The second is dated September 7 and provides an account of events in the spring and summer leading up to the Board of Nursing Action. This document was prepared for the September meeting but by mutual agreement his report was postponed to the October meeting.

In consultation with Chancellor Hackley, General Administration has arranged for two nursing deans to constitute a team that will visit the Fayetteville State University's nursing program on November 15 and 16 to advise FSU and General Administration regarding the program. We expect a report to be available by the January meeting of the Committee.

**Fayetteville State University**  
**Nursing Program Update**  
**Report to the University of North Carolina**  
**Board of Governors**  
**September 7, 2007**  
L. V. Hackley, Chancellor

The FSU generic BSN degree was granted initial approval by the NC Board of Nursing in spring 2004. In the spring of 2005, the program was fully accredited for 10 years by the National Commission on Collegiate Nursing Education. The first group of generic nursing students ***should*** have completed all program requirements in May 2007.

**Compliance with NC Board of Nursing 21 NCAC 36.0317(e)**

Our program was scheduled for the three-year review in May, 2007. However, a preliminary review revealed inconsistent information among various documents. FSU was determined by the NC Board of Nursing to be in noncompliance with board standards. Thus, FSU's nursing program was removed from the May agenda and placed on the agenda for September 2007.

On July 30, we attended the meeting of the North Carolina Board of Nursing Committee on Education and Practice. After reviewing the materials we submitted to fix the problems uncovered in May, the committee recommended that FSU's generic nursing program be removed from initial approval status and assigned to warning status for one year. The full board will consider that recommendation on September 20.

During the year, FSU will be subject to unannounced site visits to make sure that the changes we have written have been implemented fully and are being followed. At the end of the year, a determination will be made about our status.

**Actions Taken to Ensure Compliance**

The Nursing Student Handbook has been reviewed and updated for 2007-08 to reflect all changes to the program.

We have developed a curriculum assessment plan, with separate sections for the generic BSN and the RN-BSN curricula and course descriptions.

We have checked all published documents and revised them as necessary to reflect accuracy, completeness, and consistency of information.

Syllabi have been reviewed and revised to reflect accurate course names, descriptions, credits, prerequisites, and other information. In particular, the syllabi for all courses offered in fall 2007 have been reviewed and revised.

We have employed a competent, experience nurse administrator/educator as a consultant to assist in our upgrading.

### **Revised Admissions Process**

During the first two years of the FSU generic BSN program, nearly one-third of the students were admitted into the upper division prior to meeting all of the course requirements.

**This year, all 46 students admitted into the upper-division have met all admission requirements and completed all prerequisites.**

Prior to notification to accepted students, the dean will provide a written report to the provost detailing the characteristics of the admitted class and certifying that the admissions review process was followed; the provost will certify to the chancellor.

Admission into the **pre-nursing program** will require a 2.8 high school GPA; ***and*** 400 on both the Mathematical and the Reading comprehension sections.

Only 40 students will be admitted to the professional nursing sequence.

**Requirements are:**

At least a **B** grade in each pre-nursing course

A Minimum **2.8** overall GPA

A comprehensive score on the HESI Admissions Assessment test of at least **75%** and **750** on the critical thinking component

Earlier application deadline (February 1)

### **Update on Class of 2007 Nursing Students**

During the spring semester 2007, thirty-one senior nursing students were enrolled in the NURS 440 course. This course is required of all generic nursing students. For FSU at that time, the students were required to pass the course in order to graduate.

The students were required to take the Heath Education Services, Inc. (HESI) comprehensive exam and earn a minimum score of 850, which constituted 80 percent of the final grade for the course.

24 students failed to make the minimum score.

Students who failed the course were not able to graduate in May.

These students completed a ninety-six (96) hour review course taught by Dr. Frances Eason, a Visiting Professor from East Carolina University (ECU).

Eight students passed the course and received a passing grade for the university's NURS 440 course, thus fulfilling the requirements to graduate.

Fifteen students retook the HESI exam on July 9. Four students passed. Twelve students took HESI again on July 30, 2007 and one additional student passed.

The 11 students who failed to make the minimum score are currently repeating the NURS 440 course this fall and must pass the course in order to graduate. Their individual academic needs as related to passing the NCLEX have been assessed and are being addressed in special sessions.

### **The HESI**

#### **The HESI exams will no longer be used for grading or progression purposes**

The HESI system will be used as an assessment tool to ensure that students have the foundation to support and address the content outlined in the NCLEX-RN testing plan, which underpins the curriculum in the Department of Nursing.

We will use the HESI Admission Assessment test

The HESI specialty area exams will be used in all courses for which such exams are available.

The comprehensive HESI exam will be used in the final semester of study for diagnostic purposes only.

#### **The Predictive Accuracy of the HESI Exam\***

**The HESI has gotten a bad reputation in several HBCUs principally because it has been used improperly.**

- The predictive accuracy of the HESI is **98.27%** for the RN group and **99.34%** for the PN group.

- Significantly more low-scoring students (HESI) fail the NCLEX than high-scoring students or those who are predicted to pass the licensing exam.
- Significantly fewer low-scoring students fail the licensing exam when the examination is used as a benchmark or guide for remediation.
- The examination is significantly more accurate when monitored than when not monitored.
- The predictive accuracy is not significantly different among the programs tested: ADN, BSN, diploma, and PN programs.

\*Newman, Mary, PhD, RN; Britt, Robin B., EdD, RN; Lauchner, Kathryn A., PhD, RN. ***Computers, Informatics, Nursing, Volume 23(3s) May/June 2005***

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## **Actions of the NC Board of Nursing**

During the September 20, 2007, meeting of the North Carolina Board of Nursing, Fayetteville State University's nursing program was removed from "Initial Approval" status and moved to "Warning" status. Under this action, the program has approval to continue its operation and will be evaluated over a one-year period to ensure compliance with NC Board of Nursing standards. Following the one-year period, the program will be reviewed annually for a 3-year period. The action was taken in response to the FSU nursing program's failure to comply with standards regarding consistency of published nursing program documents, compliance with admission standards, and submission of faculty documentation in a timely manner.

FSU has taken corrective actions to ensure compliance with all Board of Nursing standards. A correction plan was developed and presented to the Education Practice Committee of the Board of Nursing at its August 30, 2007, meeting. The committee recommended that the plan be approved, and the Board of Nursing accepted the plan during the September 30, 2007, meeting. As part of the plan, the Bachelor of Science in Nursing Student Handbook has been reviewed and updated and will serve as the source of information for all published documents regarding the nursing program.

The plan includes a timeline for multi-tiered review and oversight of all aspects of the nursing program including admissions practices, curriculum, faculty, and student progression. With the assistance of the UNC General Administration, we have retained two experienced nurse administrators who will provide a comprehensive review of the nursing program during a two-day visit in November.

The University has decided to continue to use the Heath Education Systems, Inc. (HESI) assessment system. It is a valuable assessment tool for the students, the faculty and the instructional program to ensure that students are acquiring the educational foundation to support the content outlined in the NCLEX-RN test plan. The HESI exams will not be used for grading purposes. The HESI Admission Assessment test will be used as part of the revised criteria for

admission to the upper-division nursing program beginning in spring 2008 to ensure that students have the required knowledge base prior to entering the program.

A nursing counselor has been employed to work with current students to develop individualized education plans for remediation of any deficiencies in basic skills identified by the assessment test. The HESI specialty area exam will be used in all courses for which such exam is available. Results from the HESI specialty area exams will be used to assess student mastery of content and application of subject matter. Areas of identified weakness will be addressed through individualized student development plans and appropriate interventions. The comprehensive HESI exam will be used in the final semester of study for diagnostic purposes only.

### **Update on Class of 2007 Nursing Students**

As of October 1, 2007, 20 of 31 senior nursing students (65%) have completed the requirements for graduation and been approved to take the NCLEX-RN. Seven out of the ten students who have taken the NCLEX-RN (70%) have passed. In addition, one student who initially failed the NCLEX-RN has passed the exam on retake. We believe that all of the students who have obtained licensure are currently employed. Three students are employed by Cape Fear Valley Medical Systems; two are employed by Fayetteville Veterans Administration Hospital; and two are on active duty in the U. S. Army.

The 11 remaining students are currently repeating the NURS 440 course. The course has been revised as an eight-week course based on individualized and small-group instruction. The HESI is being used to evaluate student progress. Students are on track to complete the course by mid-October.