

MEMORANDUM

TO: Members of the Board of Governors Committee on
Educational Planning, Policies and Programs

FROM: Alan R. Mabe

DATE: May 2, 2006

SUBJECT: UNC Nursing Exam Results for 2005 and
Nursing Enrollment and Degrees Conferred Report

UNC Board of Governors' Policy and Annual Reporting Requirements

In May 1990, the University of North Carolina Board of Governors adopted the following policy and performance standards for UNC nursing programs:

A requirement that the president will consider, jointly with the Chancellor, an evaluation of the leadership, faculty, admissions policies and the curriculum of any program whose graduates do not achieve for two consecutive years an annual passing rate of 85% for first-time writers, and, a requirement that the president will ask the Board to initiate program termination procedures for any program having a first-time passing rate of less than 75% for two consecutive years.

This report on enrollment and licensure for the UNC nursing programs is prepared annually in accord with this Board policy. The UNC nursing students who took the NCLEX-RN exam for the first time in 2005 passed at an average rate of 87%. Four UNC campuses had passing rates above 90% (ECU, UNC-CH, UNCG and UNCW). Six of the nine campuses with graduates of prelicensure programs were above the Board standard for passing of 85%.

Three campuses have fallen below 85% passing for two consecutive years (NCA&T, and NCCU, and UNCC) and thus are below the BOG two-year standard. North Carolina A&T State University has fallen below the BOG's 85% standard for six consecutive years while North Carolina Central University has been below the BOG's 85% standard for four consecutive years. UNCC fell below the 85% standard this year.

The Board of Nursing maintains a required passing rate of 75%. NCA&T and NCCU have fallen below that standard, NCA&T for one year and NCCU for two consecutive years. NCA&T's status with the Board of Nursing is Approval with Stipulations. NCCU's status is Provisional Approval.

North Carolina A&T State University. NCA&T has been below the Board standard for six consecutive years. Steps were previously initiated to assist the campus in reversing this trend. A team of consultants visited the campus in the summer of 2002 and prepared a report on steps for improving performance. The campus reviewed the report and reported it was implementing the recommendations. NCA&T provided reports to the Office of the President on July 1 and December 30 of 2003 regarding their efforts. After the 2003 scores were made available, the General Administration asked the campus to go through a process of collecting information from faculty about the program and its organization and leadership resulting in a discussion involving the Provost and the Dean of Nursing with the General Administration regarding steps to be taken to improve the program and student performance. NCA&T provide a report in August 2004 on their internal review of the program and their use of two external consultants, Dr. Pamela Hammond, Dean of the School of Nursing at Hampton University, and Dr. Mary Ellen Graham, of the School of Nursing at Tennessee State University. This report was updated in January 2005 following the conference call with the General Administration in December 2004. The program planed to evaluate students more carefully and not readmit weak students who do not have a very good chance of success. At the same time the program plans to increase the standards for the program and build extra assistance for the students into the program to help all the admitted students be successful. More time is being spent in helping the faculty understand what is required for the NCLEX-RN exam and greater efforts were to be made to make sure those requirements were integrated into the course work. Their plan included curriculum changes in response to recommendations regarding specific courses such as pharmacology and the medical-surgical course. The program comments that many students, who fail the first time, do pass NCLEX-RN subsequently. The changes apparently have not had a positive impact since the passing rate dropped from 81% in 2004 to 69% in 2005.

Recommendation: That General Administration identify a national panel of nursing deans to do a through study of the nursing program with the focus on specific actions that can be taken to improve the program and that following the study the institution do quarterly reports regarding the implementation of the actions steps.

North Carolina Central University. NCCU has been out of compliance with the Board standard for four consecutive years and out of compliance with the Board of Nursing's standard for two years and has been placed on Provision Approval status by the BON. After the 2002 report to the BOG, the Chancellor and the Provost at NCCU were contacted about a follow up to the report. The options GA suggested were to do have another review by an outside team, or have an internal committee review the last report and determine whether its recommendations were continuing to be followed, since after that report passing rates improved significantly. There was no systematic response to this request, and on March 17, 2004 the General Administration received a letter from the then Provost indicating some steps that had been taken, and also indicating that a letter

had been drafted in August 2003 but apparently had not been sent. In April 2004 following the report on the 2003 pass rates, a letter was sent from the General Administration requesting a thorough review, including a review by the faculty and the Provost. NCCU arranged for a two-day site visit by Dr. Inez Tuck of the School of Nursing, Virginia Commonwealth University, in September 2004, who provided a written assessment of the program. In November 2004, NCCU provided information about the faculty review of the program along with the consultants report. The then Provost left the position before a follow up meeting could be arranged. The Interim Provost was contacted to follow up with previous reviews and to address next steps to respond to the 2004 passing rates. The Interim Provost, now the permanent Provost, began a search process for a new director of Nursing. A new director was hired in late summer 2005. So far there has been no change in passing scores with scores of 65% in both 2004 and 2005.

Recommendation: Board policy indicates steps be taken to begin closure of a program when the passing rates are below 75% for two consecutive years. Given the shortage of nurses it may best to have a national study by a national panel of nursing deans focused on action steps to improve the program, with a required implementation report from NCCU on a quarterly basis. Coupled with this would be a requirement that the program size be reduced by 15% each year the NCLEX passing rate is below the Board's 85% standard.

The University of North Carolina at Charlotte

UNCC has fallen below the Board's 85% standard, even though it improved from a 72% in 2004 pass rate to a 77% pass rate in 2005.

Recommendation. UNCC would secure the services of a team of outside deans to assess their prelicensure program and recommend specific steps to be taken to improve the program and the performance of the students on the NCLEX exam.

North Carolina has 65 nursing programs that train Registered Nurses. This includes 11 UNC baccalaureate programs (with new prelicensure programs at FSU and UNCP started in 2005), 44 associate degree programs offered by the North Carolina Community College System; 4 private baccalaureate programs, 3 independent ADN and 3 hospital-based diploma programs. According to the North Carolina Board of Nursing, the total number of students taking the exam from UNC programs increased from 749 in 2004 to 830 in 2005.

UNC Nursing Enrollment

The baccalaureate-nursing enrollment increased from 2,571 students in fall 2004 to 2,774 in fall 2005. Only upper-division majors are included in the data. Campuses have an additional approximately 1,000 lower division students taking nursing courses and planning to be majors. UNC nursing schools and departments currently offer RN to BSN distance learning programs at sites throughout the state. Some nursing courses are also offered via the internet and through interactive video. The

number of students enrolled in master's programs increased from 923 to 1,027 a sizable increase. The number of nursing students enrolled in a doctoral program reached a new high of 88 (57 at UNC-Chapel Hill and 19 at East Carolina, and 12 at UNCG which opened its new doctoral program in the fall of 2005). UNC graduate programs prepare advanced practice practitioners, nursing specialists, nursing scientists, health administrators and nursing faculty for the UNC and community college programs. Overall enrollment in UNC nursing programs increased by over 9% for fall 2005.

UNC Nursing Degrees Conferred

Over the past ten years, the UNC nursing programs have been responsive to the needs of the state by expanding offerings and increasing capacity as much as possible in programs that have clinical requirements and mandated faculty/student ratios for licensure approval and accreditation. Since 1990 baccalaureate and masters degree production more than doubled. In this decade there has been a slight decline in baccalaureate degrees awarded but that has now turned around. For 2004-05 there were 1,105 baccalaureate degrees awarded, 266 master's degrees and 7 doctorates. The masters and doctorates will contribute to easing the shortage of faculty for nursing programs. The significant increase in enrollment should lead to further increases in graduates in future years.

Expanding Nursing Education in UNC.

The North Carolina Institute of Medicine issued its report on Nursing, *Task Force on the North Carolina Nursing Workforce Report* in May 2004. The Board established a Committee on the Future of Nursing which made its report to the Board in November 2004. Both reports document the need for increasing the number of nurses in North Carolina and increasing the educational level of nurses. UNC campuses are well along in developing enrollment expansion plans to achieve the ambitious goals approved by the Board of Governors to increase the production of nurses at every level.

Attachments

cc: UNC Nursing Deans

Nursing Degree Credit Headcount Enrollment and Degrees Conferred, 1992 - 2005

Year	ECU		FSU*		NCA&T		NCCU		UNC-CH		UNC-C		UNC-G			UNC-P*		UNC-W		WCU		WSSU		UNC Total		
	B	M	D	B	B	B	B	B	B	M	D	B	M	B	M	D	B	M	B	M	B	M	B	M	D	
Enrollment																										
1993	381	164		20	185		157	271	108	36	256	146	305	301	17	127		119		298		2,136	719	36		
1994	421	134		19	217		134	279	147	34	239	157	315	279	32	121		129		278		2,184	717	34		
1995	537	137		28	240		133	283	177	32	246	143	332	273	41	145		131		279		2,395	730	32		
1996	478	125		24	210		143	318	166	30	212	144	217	80	38	161		151		295		2,247	515	30		
1997	423	102		28	163		163	305	146	27	173	161	319	230	47	165		149		362		2,297	639	27		
1998	432	121		44	155		157	295	169	36	234	149	355	243	58	162	20	157		252		2,301	702	36		
1999	437	92		35	139		126	300	141	39	217	159	371	290	49	150	28	137	30	270		2,231	740	39		
2000	450	105		26	137		140	297	151	42	191	152	341	307	56	137	30	122	27	212		2,109	772	42		
2001	420	92		17	153		113	334	168	50	218	172	289	238	52	127	25	116	41	216		2,055	736	50		
2002	382	73	2	28	176		95	307	158	51	216	174	295	240	31	122	19	119	15	201		1,972	679	53		
2003	483	123	10	23	220		91	311	148	52	224	176	323	247	44	132	21	67	29	385	50	2,303	794	62		
2004	497	211	15	49	220		134	328	162	51	206	172	314	258	54	151	19	133	41	485	60	2,571	923	66		
2005	500	290	19	49	220		109	331	177	57	187	153	318	281	99	163	14	134	49	664	63	2,774	1,027	88		
Degrees Conferred																										
1992-93	160	20			56		43	159	29		134	24	128	67		49		58		140		878	140			
1993-94	155	40		10	50		38	151	36	2	133	29	142	91	0	71		58		151		888	196	2		
1994-95	184	29		13	61		74	129	39	2	107	52	121	79	7	50		61		165		922	199	2		
1995-96	177	38		11	90		54	144	42	5	117	33	143	91	13	75		68		162		979	204	5		
1996-97	226	52		13	65		66	151	68	7	129	37	149	85	12	60		74		173		1,058	242	7		
1997-98	163	27		12	60		99	164	35	3	87	42	140	59	11	74	0	63		200		1,073	163	3		
1998-99	180	43		18	61		72	142	78	3	123	31	149	64	33	73	0	79	0	185		1,115	216	3		
1999-00	209	28		17	49		52	151	50	7	127	63	145	51	20	71	9	75	0	193		1,109	201	7		
2000-01	202	33		18	39		59	151	53	2	110	48	155	107	18	64	12	71	0	130		1,017	253	2		
2001-02	222	31	0	10	63		56	152	54	6	107	53	130	89	30	65	10	64	0	143		1,042	237	6		
2002-03	159	31	0	5	55		47	170	62	7	143	54	116	18**	17	47	7	67	23	150	0	976	195	7		
2003-04	183	15	0	6	47		54	166	50	8	142	60	153	121	26	65	6	53	0	181	0	1,076	252	8		
2004-05	225	33	1	19	61		41	174	46	6	119	48	151	93	13	59	9	60	11	183	26	1,105	266	7		

UNC-GA ProgAssess/Hlth.AT002B.U/12-13-05 B = Bachelor's Degree Master's level at ECU and UNC-G includes post-master's degrees.
M = Master's Degree Enrollment: Upper-division undergraduate & postbaccalaureate enrollment in the fall of each year.
D = Doctorate Degree Degrees Conferred: Degrees conferred July 1 through June 30 of each year.

*Joint RN to BSN program.

** Forty-nine (49) unreported degree recipients in 2002-03 are included in 2003-2004 reporting cycle.

The University of North Carolina Nursing Examination (NCLEX-RN) Results, 1986 to 2005 (First-Time Writers Only)

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
East Carolina																				
Number of Write	100	86	83	71	61	70	88	130	117	131	136	165	111	127	120	147	165	134	161	181
Number Passed	92	65	51	67	61	64	85	118	106	126	115	153	104	118	109	136	160	109	134	170
% Passed	92%	76%	61%	94%	100%	91%	97%	91%	91%	96%	85%	93%	94%	93%	91%	93%	97%	81%	83%	94%
N.C. A and T																				
Number of Write	5	10	8	8	7	11	31	33	39	45	81	62	56	53	48	37	56	52	43	67
Number Passed	4	5	8	6	7	10	27	28	30	39	64	48	48	44	37	29	43	39	35	46
% Passed	80%	50%	100%	75%	100%	91%	87%	85%	77%	87%	79%	77%	86%	83%	77%	78%	77%	75%	81%	69%
N.C. Central																				
Number of Write	24	24	16	13	6	16	9	27	17	50	31	45	49	47	32	36	38	37	37	40
Number Passed	21	11	14	9	5	15	9	22	14	48	28	37	39	31	30	29	31	30	24	26
% Passed	88%	46%	88%	69%	83%	94%	100%	81%	82%	96%	90%	82%	80%	66%	94%	81%	82%	81%	65%	65%
UNC-Chapel Hill																				
Number of Write	128	116	90	78	58	84	107	117	112	110	119	114	134	123	123	134	161	160	152	160
Number Passed	114	101	79	71	57	78	104	104	106	107	113	109	129	110	114	126	151	149	147	150
% Passed	89%	87%	88%	91%	98%	93%	97%	89%	95%	97%	95%	96%	96%	89%	93%	94%	94%	93%	97%	94%
UNC-Charlotte																				
Number of Write	95	77	74	74	51	75	97	120	110	101	103	105	73	77	92	71	76	83	88	88
Number Passed	82	67	62	62	48	69	92	96	90	96	95	95	64	71	76	67	65	74	63	68
% Passed	86%	87%	84%	84%	94%	92%	95%	80%	82%	95%	92%	90%	88%	92%	83%	94%	86%	89%	72%	77%
UNC-Greensboro																				
Number of Write	107	91	65	83	65	73	89	85	102	79	77	91	78	95	91	84	80	75	80	87
Number Passed	90	67	58	65	58	67	84	75	91	76	71	88	68	85	75	77	78	71	64	81
% Passed	84%	74%	89%	78%	89%	92%	94%	88%	89%	96%	92%	97%	87%	89%	82%	92%	98%	95%	80%	93%
UNC-Wilmington																				
Number of Write	25	10	20	15	21	21	30	38	58	47	69	51	62	45	56	54	51	38	47	53
Number Passed	24	10	19	15	21	20	30	37	50	46	59	45	53	38	44	49	46	34	35	50
% Passed	96%	100%	95%	100%	100%	95%	100%	97%	86%	98%	86%	88%	85%	84%	79%	91%	90%	89%	74%	94%
Western Carolina																				
Number of Write	41	34	42	35	35	31	30	39	34	39	33	43	32	39	45	43	41	42	42	41
Number Passed	37	30	28	31	31	28	28	39	33	38	32	33	29	37	39	41	36	30	37	36
% Passed	90%	88%	67%	89%	89%	90%	93%	100%	97%	97%	97%	77%	91%	95%	87%	95%	88%	71%	88%	88%
Winston-Salem																				
Number of Write	9	8	14	18	20	9	50	52	71	64	88	73	121	60	92	63	44	34	99	113
Number Passed	7	6	7	11	14	8	48	44	61	58	78	64	90	55	83	53	41	32	96	98
% Passed	78%	75%	50%	61%	70%	89%	96%	85%	86%	91%	89%	88%	74%	92%	90%	84%	93%	94%	97%	87%
Total UNC Writers																				
Number of Write	534	456	412	395	324	390	531	641	660	666	737	749	716	666	699	669	712	655	749	830
Number Passed	471	362	326	337	302	359	507	563	581	634	655	672	624	589	607	607	651	568	635	725
% Passed	88%	79%	79%	85%	93%	92%	95%	88%	88%	95%	89%	90%	87%	88%	87%	91%	91%	87%	85%	87%

UNC-GA ProgAssess/Nur.AT001.U/sj03-2006

Note: Prior to 1990, figures did not include North Carolina graduates who took the exam in other states.