

**Proposal to Establish a New Nursing Education Program  
Schreiner University in Kerrville, Texas  
Baccalaureate Degree Nursing Education Program**

**Summary of Request:**

Consider the Schreiner University (SU) proposal to establish a new Baccalaureate Degree Nursing (BSN) Education Program in Kerrville, Texas and the report of the June 4, 2018 survey visit (See Attachment #1). The final proposal was provided electronically to members of the Texas Board of Nursing (Board).

**Historical Perspective:**

- SU is a non-profit 501C3 organization, not privately owned or operated. It is an independent, four-year university governed by the SU Board of Trustees.
- SU, a liberal arts institution affiliated with the Presbyterian Church (USA), is committed to educating students holistically. For 94 years, SU has offered a values-based curriculum in a changing global society that has produced leaders in all walks of life.
- In the spring of 2018, SU had an enrollment of approximately 1,312 students. Currently, SU offers 39 majors to undergraduates, nine pre-professional programs, and five graduate programs of study.
- SU established a Vocational Nursing (VN) Education Program in 1973 and has graduated 759 nursing students. The SU VN Program currently has Full Approval by the Board.
- In January 2010, the Board approved the establishment of a BSN Education Program at SU and an initial cohort of 30 students was admitted in Fall 2011. The program experienced a series of NCLEX-RN® pass rates below 80%. On October 5, 2016, SU notified the Board of voluntary closure of the BSN Education Program. If the SU administration had not made this decision, Board Staff would have recommended withdrawal of approval to the Board at the October 2016 meeting based upon four consecutive years of the NCLEX-RN® examination pass rates falling below 80% and areas of noncompliance with Board Rule 215. In Spring 2018, 12 students were completing the teach-out plan of this program.
- The SU Registered Nurse (RN) to BSN completion program, offered online, was accredited by the Commission on Collegiate Nursing Education (CCNE) in 2015 and, currently, has CCNE programmatic accreditation. The RN to BSN completion program has an enrollment of 120 students.

- A first draft of the proposal was received in the Board office in February 2018 and reviewed by Board Staff. Following Board Staff's recommendations, a revised version was received on April 18, 2018. The proposal was deemed complete in May 2018 and a site visit was conducted on June 4, 2018 by Education Consultants Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF and Virginia D. Ayars, EdD, MS, RN, CNE.

## **Summary of Proposal:**

### Overview of the Proposal:

- SU proposes to establish a new nursing education program at the BSN level in Kerrville, Texas. The proposal requests enrollment of an initial cohort of 30 students in August 2018, with an annual admission of one cohort of 30 students.
- The BSN Program is designed to be completed in two academic years of four total semesters following the student's completion of all general education courses. The SU BSN Program is comprised of 33 semester credit hours (SCH) of core curriculum courses, 34 SCH of collateral required courses for the nursing major, and 54 SCH of nursing courses for a total of 121 SCH. Didactic content will be provided through face-to-face delivery.
- Clinical learning experiences will be offered in the Kerrville area. Clinical contracts have been secured with the following facilities: Peterson Regional Medical Center, Kerrville State Hospital, Kerrville Independent School District, Hill Country Memorial Hospital, Dietert Center, La Hacienda Treatment Center, the Salvation Army Ray and Joan Kroc Corps Community Center, and Hill Country Mental Health Developmental Disability Centers.

### Rationale and Need for the Program:

- The BSN program will be offered at the SU campus located at 2100 Memorial Blvd., Kerrville, Texas. There is currently one associate degree nursing (ADN) education program, the San Antonio College (SAC) extension site, within SU's geographic area (25-mile radius). However, SAC is an LVN to ADN Program and is limited to less than 10 students in each cohort. Without the proposed BSN program at SU, local students desiring a traditional BSN education must commute to San Antonio or Austin.
- Numerous acute care, long-term care, and community health care facilities in the Kerrville area have expressed an interest in hiring graduates of the SU program. A survey of clinical facilities indicates available clinical space would support student clinical groups without negative effects on students currently receiving clinical instruction in the facilities. Community support has been strong from government, private, and business sectors. Five letters of support are included in the proposal documents.
- The two major employers of RNs within 50 miles of SU, Peterson Regional Medical Center in Kerrville and Hill Country Memorial Hospital in Fredericksburg, provided data that

demonstrated a current deficit of 54 full-time RNs. Without a nursing program in the area, the RN deficit will continue to grow and worsen.

- According to the Board database, 430 RNs were employed full-time and 89 RNs were employed part-time in Kerr County in 2017. A telephone survey of local hospitals and long-term care facilities indicated that there were 42 job openings for RNs in Kerrville and the surrounding area. Seven facilities stated that they would hire additional RNs if available, as they have had limited access to RNs in the past due to the geographical location.
- Letters of endorsement for the SU BSN Program were provided by community leaders, including the Mayor of Kerrville Bonnie White, American Red Cross Serving the Texas Hill Country Executive Director Jacques DuBose, and TNA District 8 President Linda Juenke. Peterson Regional Medical Center President/CEO Patrick Murray and Hill Country Memorial CNO Maureen Polivka also submitted letters of support.

#### Administration and Organization:

- The President, Administration, Faculty, and Board of Trustees at SU approved the BSN Degree Plan. Dr. Charlie McCormick, President, documented the dedication of financial and academic support from the Administration and the Board of Trustees to ensure all resources will be provided.
- SU is financially solvent and does not depend on assistance from outside sources. A financial statement with an independent auditor's report for the year ending May 31, 2017 provided in the proposal confirmed availability of resources.
- The proposal presented a budget for 2018-2019 and 2019-2020 to include director and faculty salaries, secretarial and support staff salaries, consultant fees, and holdings and equipment related to: library, computers, audiovisuals, nursing skills laboratory, durable medical equipment, and non-durable medical equipment.
- Julie Lindsay, PhD, RN is the Program Developer/Director of the proposed BSN program. Dr. Lindsay has extensive experience in hospital nursing, service administration, and nursing education leadership, having taught for 11 years at the University of Texas Medical Branch, Texas Tech University, Blackfeet Community College, and Northern Arizona University. Dr. Lindsay worked as the director of the nursing program at Blackfeet Community College and has 36 years of experience as an RN, often in administrative positions.

#### Faculty:

- Three full-time faculty and one part-time faculty are in place. These faculty members are experienced nurse educators and taught in the previous SU BSN Program. This group reviewed and approved the proposed BSN curriculum.

- SU is in the process of hiring two additional faculty members. The Director of the BSN program has CVs on file of applicants who are interested in teaching at SU for full-time faculty and clinical positions.

#### Students:

- It is projected that the first enrollment year (2018-2019) will be 30 students followed by an additional 30 students the second year (2019-2020). After demonstrating evidence of success and receipt of full approval status by the Board, the student enrollment will be re-evaluated and increased according to need.
- Once admitted into the nursing program with the nursing courses beginning in the junior year, students are expected to complete the program within two years. If a student is unsuccessful in one nursing course, the student will sit out until the course is offered again. During this time, the student will be on a remediation plan to remain current with nursing skills and knowledge and to help strengthen areas of weakness.
- The admissions office at SU reports that between 40% and 50% of the inquiries they receive are from individuals interested in attending a BSN program. Area junior high schools and high schools, hospitals, nursing homes, and home health agencies have been made aware of the proposed BSN program at SU and are potential targets for recruitment.
- *Schreiner Saturday* is held quarterly. Prospective students and their families have the opportunity to come and visit with faculty and tour the property. *Schreiner Saturday* has proven to be an excellent recruitment tool for SU in the past.
- The survey visit indicated that the requirements of Board Rule 215.11 regarding facilities, resources, and services are completely addressed in all categories.

#### Program of Study:

- The philosophy, mission, and objectives/outcomes for the SU BSN program are in alignment with the long-standing traditions at SU as well as the nursing profession. Nursing education is an appropriate match for the mission of SU, as nursing is considered meaningful work and prepares students for purposeful, humane, and productive lives in a changing global society.
- The curriculum is based on the principles of Jean Watson's theory, The Caring Science. Inherent in this curriculum model is a commitment to and a compassion for care of the whole person. Caring involves learning about and understanding human needs and human responses in varying states of health. It also involves understanding and valuing human individuality and diversity.
- At SU, the nursing curriculum supports the tenets of the National League for Nursing (NLN) competency statements (2010), as well as regulations of Board Rule 215, initiatives

of the Quality and Safety Education for Nurses (QSEN) Institute, and the Institute of Medicine. The Differentiated Essential Competencies of Graduates of Texas Nursing Programs (DECs, 2010) are woven throughout the curriculum. The defining principles include the four following major dimensions of nursing theory plus nursing education: human being, environment, health, and nursing.

- The SU BSN Program is comprised of 33 SCH of core curriculum courses, 34 SCH of collateral required courses for the nursing major, and 54 SCH of nursing courses for a total of 121 SCH. The program, consisting of face-to-face courses, will be presented over two academic years of four total semesters.
- Major concepts that are woven throughout the curriculum of the SU BSN program include: safety, communication, leadership, advocacy, professionalism, and transcultural. These major concepts are incorporated beginning in the first semester with lecture, case studies, and care maps prior to the students entering the face-to-face clinical arena. The concepts carry through the program as the students are exposed to virtual simulation and nursing skills lab activities where they have the opportunity to practice each concept. With each course, the concept depth is expanded and students experience the application of each concept across the lifespan using the nursing process in varying settings, including family-centered care and the provision of care to communities.
- Each semester appropriate didactic and hands-on clinical experiences will allow the student to build on previous knowledge. Some of the experiences that will be provided for the students will be built around: role playing, case studies in the classroom, Clinical Education Center (CEC) experiences, progressive clinical assignments, progressive NLN case scenarios for the CEC (10 medical and 10 surgical), pre and post clinical conferences, QSEN, the Assessment Technologies Institute (ATI) exam series, checklists, and progressive video skills assignments.
- Through an immersion experience, students become more proficient as the complexities of the learning experiences are increased. This provides sufficient breadth and depth of learning to develop the competence necessary for entry-level practice with a diverse patient population across the lifespan in various clinical settings.
- An example of the progression of complexity is in the CEC. In semester one, students will learn skills through observation, practice, and demonstration. They will also be introduced to virtual simulation of physical assessment of a healthy patient. In the second semester, the students will progress to simulations with beginner level complexity, while in the third and fourth semesters, the student experiences shall be complex acuity with high fidelity simulators. In specialty courses, the students will be exposed to assessment and communication skill variations. Regardless of content area, exam items will gradually increase in application percentage.

### Clinical Learning Experiences:

- There is one ADN bridge program and two remote programs that utilize facilities in the immediate region. The SU BSN Program has secured appropriate sites for clinical rotations. The proposed clinical sites have stated that they are willing and able to accommodate 30 students each semester without having an impact on the current usage of the facility by existing programs.
- Clinical contracts have been secured with the following facilities: Peterson Regional Medical Center, Kerrville State Hospital, Kerrville Independent School District, Hill Country Memorial Hospital, Dietert Center, La Hacienda Treatment Center, Salvation Army Ray and Joan Kroc Center, and Hill Country Mental Health Developmental Disability.

### Facilities, Resources, and Services:

- During the survey visit, it was validated that all facilities for the new BSN Program are in place. It would be advantageous for the program director to have a larger office. A dedicated classroom seats 34 students in the Moody Science Building. The CEC is located adjacent to the dedicated classroom on the first floor of the science building. The CEC occupies 928 square feet of classroom space, and includes three hospital beds with one bed having three mounted cameras and a patient monitor for high fidelity simulations. Two-way simulation screen mirrors are used in the high fidelity simulation scenarios.
- There are approximately 130 computers for general student use at SU. Of these computers, 52 are available for use on a walk-in basis and some are available 24/7. SU currently has audiovisual equipment in place in all of the classrooms on campus.
- Additional resources available to all SU students include the Learning Support Services Program to serve students with dyslexia, attention deficit disorder, or a specific learning disability in reading, mathematics, or written expression. Counseling services offer personal, academic, health, or career counseling by a professionally trained counselor. Campus ministry offers students an opportunity to participate in prayer, Bible study, and communal work. The Recreation Center provides students an opportunity to pursue healthier lifestyle choices through health and wellness, fitness, and recreation programming and services.
- SU's Writing Center and Peer Tutoring Center are also available campus wide for all subject areas with schedules disseminated to all students and faculty, and a new Science, Technology, Engineering, and Mathematics or STEM-specific tutoring schedule and seminars developed regularly.
- The survey visit indicated that the requirements of Board Rule 215.11 regarding facilities, resources, and services are completely addressed in all categories.

### Total Program Evaluation Plan:

- The Total Program Evaluation (TPE) Plan is comprehensive and includes the following elements: evaluation component, expected outcome, evaluation data, responsible entity for collection and analysis, collection schedule, outcome, action plan, action result, and location of document. The proposal identifies the following Four TPE Standards: Mission and Governance; Institutional Commitment and Resources; Curriculum, Teaching-Learning Practices, and Individual Student Learning Outcomes; and Program Effectiveness: Aggregate Student Performance and Faculty Accomplishments.
- The program's TPE Plan is well-developed and provides measurable benchmarks of achievement. All required elements of Board Rule 215.13 are fully addressed.

### **Rationale for Recommendation:**

#### Pros:

- The administration has committed the resources to the establishment and implementation of this new program.
- Schreiner University has identified and established contractual agreements with multiple and diverse clinical sites to offer rich clinical learning experiences to students.
- Dr. Lindsay is qualified and experienced in directing a pre-licensure professional nursing education program.

#### Cons:

- None identified.

### **Staff Recommendation:**

Move to grant initial approval to Schreiner University to establish a new Baccalaureate Degree Nursing Education Program in Kerrville, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #2).

**TEXAS BOARD OF NURSING  
SURVEY VISIT PROGRAM REPORT  
Professional Nursing Education Program**

**NAME OF NURSING PROGRAM:** Schreiner University Baccalaureate Degree Nursing Education Program

**PROPOSED DIRECTOR:** Julie Lindsay, PhD, RN

**REASON FOR SURVEY:** New Proposal **DATE:** June 4, 2018

**SURVEY VISITORS:** Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF  
Virginia D. Ayars, EdD, MS, RN, CNE

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p><b>§215.11 Facilities, Resources, and Services</b></p>		
<p>(a) The controlling agency/governing institution shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the nursing educational program.</p>	<p>Schreiner University is located on a 212-acre campus at 2100 Memorial Blvd. in Kerrville, Texas. The Nursing Department in the Moody Science Building consists of 2,690 square feet on the building's first floor. This area contains one nursing classroom, one computer lab with 24 computers, three offices, ample storage space, the Clinical Education Center (CEC), and a private office for the nursing program director.</p> <p>The administration of Schreiner University has supported the development of the new program.</p> <p>The Learning Support Services Program, counseling services, the Campus Ministry, and the Recreation Center will be available for students in the nursing program.</p>	<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program.</p> <p>(1) The laboratory shall be equipped with hot and cold running water.</p> <p>(2) The laboratory shall have adequate storage for equipment and supplies.</p>	<p>The CEC is located adjacent to the dedicated classroom on the first floor of the Moody Science Building. The CEC is spacious and well-equipped. The lab has nine mid-level simulation mannequins (three infant, three pediatric, and three adult mannequins). In addition, one Sim-Man 3G and one Noelle mannequin are available for high-fidelity scenarios.</p> <p>The need for a simulation lab assistant was identified.</p> <p>Each bed space has a mounted privacy curtain, and one bed space contains three mounted cameras and a patient monitor for high fidelity simulations. Two two-way simulation screen mirrors are used for high fidelity simulations.</p> <p>Two storage closets, approximately 98 square feet each, are located in the CEC.</p>	<p>Criteria Met</p>
<p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	<p>There is one full time administrative assistant, Ms. Katie Willis. She is responsible for providing technical and clerical assistance in administrative matters to support the Director and faculty. Ms. Willis is a certified ATI test proctor and will assist in the collection and aggregation of data for evaluation purposes. She will interact with students and monitor student files for completion during the admission process as well as ensure student compliance with immunizations and certifications.</p>	<p>Criteria Met</p>
<p>(d) The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body.</p> <p>(1) The dean/director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff,</p>	<p>There is limited office space for the nursing program director's office. Meetings in the nursing program director's office are crowded. Faculty offices are nearby, but small.</p> <p>Space for clerical staff, space for maintaining and storing records, files, and equipment are adequate.</p> <p>Student records will be maintained in the nursing office for the time period not to exceed three years, at which point the records will be scanned and uploaded to the shared, password-protected drive to be stored in the appropriate year files for up to seven years.</p>	<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>records, files, and equipment shall be adequate.            (4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>The records are securely maintained and protected against damage or loss in alignment with Board rules and federal regulations.</p> <p>A copy of faculty files will be kept in a locked file cabinet in the nursing program director's office.</p> <p>The classroom and lab are adequate, conducive to learning, and conference rooms are conveniently located. Modern audiovisual equipment is in place in the classroom.</p> <p>There are handicapped accessible male and female restrooms on the hall directly across from the classroom, and electrical plugs and seating were installed in the rest area to make it accessible for nursing mothers. There is an additional breastfeeding/pumping accessible location on campus in the Mountaineer Fitness Center. Additional restrooms are located approximately 200 feet away in the connected Trull Science building, which are also handicapped accessible.</p> <p>Adjacent to the Moody Science Building is the Junkin Campus Ministry Building, which has a fellowship hall lounge area with coffee bar and ample couch and table seating for the students to study or gather for relaxation between classes.</p>	
<p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of</p>	<p>Schreiner University has 130 computers for general student use. Of these, 52 are available for use on a walk-in basis and some are available 24/7.</p> <p>William Logan Library provides information resources and services in support of the university's educational programs and its researchers. In addition to over 100,000 volumes and more than 200 periodicals, Logan Library offers students internet-connected computer workstations and access to over 50 different electronic databases, many of which include full-text articles. The Library offers quiet study spaces, group study rooms, places to meet colleagues, or just relax.</p>	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
operation.	<p>Prior to the enrollment of the initial cohort, Schreiner University will purchase CINAHL-Plus, which includes 758 full-text professional nursing and allied-health journals, 240 full-text books, 134 full-text evidence based care sheets, and 360 full text research instruments.</p> <p>Hours of operation are:            Fall and Spring Semesters: Mon-Thurs 7:30 am – 12 am, Fri 7:30 am to 4 pm, Sat 12 pm – 4 pm, and Sun 3 pm – 12 am.            Summer Hours: Mon – Thurs 8 am – 5 pm, Fri 8 am – 4 pm, and Sat-Sun - Closed.</p>	

**Pros and Cons from Survey Visit:**

Pros:

- Facilities, resources, and services are adequate to meet the needs of the proposed BSN program.

Cons:

- The nursing program director’s and faculty offices are crowded.

**DRAFT LETTER**

July 19, 2018

Julie Lindsay, PhD, RN  
Director of Nursing  
Schreiner University  
2100 Memorial Blvd.  
Kerrville, Texas 78028

Dear Dr. Lindsay:

At the July 19-20, 2018 meeting, members of the Texas Board of Nursing discussed the Schreiner University Proposal to Establish a New Baccalaureate Degree Nursing Education Program in Kerrville, Texas, and the report of the June 4, 2018 survey visit. The Board wishes to thank you, Ms. Mary Pautler, and Dr. Charlie McCormick for being present to answer questions. Based upon the discussion and review of documents, it was the decision of the Board to grant initial approval to Schreiner University to establish a new Baccalaureate Degree Nursing Education Program in Kerrville, Texas, and impose the condition/requirement in the attached Board Order.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at [virginia.ayars@bon.texas.gov](mailto:virginia.ayars@bon.texas.gov) or 512-305-7660.

Sincerely,

Katherine A. Thomas, MN, RN, FAAN  
Executive Director

Copy: Dr. Charlie McCormick, President  
Texas Higher Education Coordinating Board  
Southern Association of Colleges and Schools Commission on Colleges  
Commission on Collegiate Nursing Education

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
Schreiner University  
Baccalaureate Degree Nursing Education Program  
In Kerrville, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 19, 2018, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Schreiner University proposal to establish a new Baccalaureate Degree Nursing Education Program in Kerrville, Texas, based upon the review of the proposal and survey visit report, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by the representatives from Schreiner University in Kerrville, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Schreiner University Baccalaureate Degree Nursing Education Program in Kerrville, Texas and imposes the following condition/requirement:

Requirement:

The program shall not admit more than one (1) cohort of thirty (30) students in August 2018 with an annual admission of one (1) cohort of thirty (30) students each fall until the program achieves Full Approval from the Board.

Entered this 19<sup>th</sup> day of July, 2018

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Katherine A. Thomas, MN, RN, FAAN  
Executive Director  
On Behalf of the Texas Board of Nursing