

Agenda Item #5.E.4.E.



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GOVERNOR EDMUND G. BROWN JR.

BOARD OF VOCATIONAL NURSING & PSYCHIATRIC TECHNICIANS
2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833-2945
Phone (916) 263-7800 Fax (916) 263-7855 Web www.bvnpt.ca.gov



DATE: October 15, 2013

TO: Board Members

Suellen Clayworth

FROM: Suellen Clayworth, M.N., R.N.
Nursing Education Consultant, Retired Annuitant

SUBJECT: Oikos University Vocational Nursing Program - Consideration of Request to Admit Students (Director: Ellen Cervellon, Oakland, Alameda County, Private)

The Education Division Report on the Oikos University Vocational Nursing Program summarizes the Board's prior action placing the program on provisional approval and includes program licensing examination statistics and other relevant information. The report with relevant items are attached to this memorandum.

On September 13, 2013, a report relative to the Oikos University Vocational Nursing Program was considered by less than a quorum of the full Board (see **draft** September 13, 2013, Board Meeting Minutes, attached to Agenda Item #5). The recommendations from that meeting were to accept the report and adopt the recommendations without changes.

Attachment A: Agenda Item #11.D.5. Oikos University Vocational Nursing Program – Consideration of Request to Admit Students, Dated August 28, 2013.

Agenda Item #11.D.5.



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DATE: August 28, 2013

TO: Board Members

FROM: 
Suellen Clayworth, M.N., R.N.
Nursing Education Consultant, Retired Annuitant

SUBJECT: Oikos University Vocational Nursing Program - Consideration of Request to Admit Students (Director: Ellen Cervellon, Oakland, Alameda County, Private)

On May 11, 2012, Oikos University Vocational Nursing Program was placed on provisional approval for the period from May 11, 2012, through May 31, 2014. The program was required to admit no additional students without prior approval by the full Board.

Provisional approval was imposed due to the program's noncompliance with regulatory requirements relative to program pass rates. Reconsideration of the program's status was scheduled for May 2014.

On July 12, 2013, the Board received electronic correspondence from the director requesting approval to admit 30 students into a full-time class commencing on September 16, 2013, and graduating on December 20, 2014, to **replace** the class graduating in February 2013. The director also asked for approval to admit 30 students into an additional class commencing on January 21, 2014 and graduating on April 25, 2015.

History of Prior Board Actions

(See Attachment A, History of Prior Board Actions)

Enrollment

The program offers a full – time course of instruction over 60 weeks. Board approval is required prior to the admission of all classes.

The following table represents current and projected enrollment based on the current class starts and completions. The table indicates a **maximum enrollment of 69 students** for the period of **July 2011 to January 2014**.

ENROLLMENT DATA				
CLASS DATES		#Students Admitted	# Students Current or Completed	Total Enrolled
Start	Complete			
7/5/11 (Unapproved)		14	6	6
2/12 (Unapproved)		10	8	6 + 8 = 14
	6/12 (7/11 Class)		-6	14 - 6 = 8
	2/13 (2/12 class)		-8	8 - 8 = 0
4/13 (Approved 2/13. Replaces 2/13 Grad. Class)		8	9	0 + 9 = 9
9/13		30 (Proposed Class. Replaces 6/12 Grad. Class)		9 + 30 = 39
1/14		30 (Proposed Class)		39 + 30 = 69

Licensing Examination Statistics

The following statistics, furnished by Pearson Vue, and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period October 2010 through June 2013, specify the pass percentage rates for graduates of Oikos University Vocational Nursing Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®).

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		
Quarter	# Candidates	# Passed	% Passed	State Average Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate	Variance from State Annual Average Pass Rate
Oct-Dec 2010	11	7	64%	77%	58%	76%	-18
Jan-Mar 2011	4	1	25%	80%	52%	77%	-25
Apr-Jun 2011	7	3	43%	71%	52%	76%	-24
Jul-Sep 2011	2	0	0%	74%	46%	76%	-30
Oct-Dec 2011	4	3	75%	74%	41%	75%	-34

NCLEX-PN® Licensure Examination Data							
Quarterly Statistics					Annual Statistics*		
Quarter	# Candidates	# Passed	% Passed	State Average Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate	Variance from State Annual Average Pass Rate
Jan-Mar 2012	2	1	50%	77%	47%	74%	-27
Apr-Jun 2012	1	0	0%	72%	44%	74%	-30
Jul-Sep 2012	3	2	67%	74%	60%	74%	-14
Oct-Dec 2012	5	3	60%	70%	55%	74%	-19
Jan-Mar 2013	5	4	80%	75%	64%	73%	-9
Apr-Jun 2013	2	0	0%	78%	60%	73%	-13

* The Annual Pass Rate changes every quarter. It is calculated by dividing the number of candidates who passed during the current and previous three-quarters by the number of candidates who tested during the same period. If no data is available for the relevant period, the statistic is carried over from the last quarter for which data is available.

Based on the most recent data available (April to June 2013) the program's average annual pass rate is **60%**. The California average annual pass rate for graduates of approved vocational nursing programs who took the NCLEX-PN® for the first time during the same period is 73%. The pass rate for the Oikos University Vocational Nursing Program is **13** percentage points **below** the state average annual pass rate.

Faculty and Facilities

Section 2534(d) of the Vocational Nursing Rules and Regulations states:

"For supervision of clinical experience, there shall be a maximum of 15 students for each instructor."

The program's number of approved faculty totals 17, including the program director. The director has 75% administrative and 25% teaching responsibilities. Seventeen (17) instructors are approved to teach in the clinical area.

Section 2534(b) of the Vocational Nursing Rules and Regulations states:

"Schools shall have clinical facilities adequate as to number, type, and variety of patients treated, to provide clinical experience for all students in the areas specified by Section 2533. There must be available for student assignment, an adequate daily census of patients to afford a variety of clinical experiences consistent with competency-based objectives and theory being taught."

Based on a maximum enrollment of 69 students, five (5) instructors are needed. Therefore, the number of current faculty is adequate for the current enrollment.

Other Considerations

On May 11, 2012, the Board placed the program on provisional approval for the two-year period from May 11, 2012, through May 31, 2014. At that time, the program's average annual pass rate was **47%**, **27** percentage points **below** the state average annual pass rate. On June 13, 2012, the Board forwarded the Notice of Change in Approval Status to the program director. (See Attachment B)

For the most recent reporting period, April to June 2013, the program's average annual pass rate is 60%. As such, the program's average annual pass rate is **13** percentage points **below** the state average annual pass rate, indicating incremental improvement in the program's pass rate.

On January 31, 2013, the director submitted the follow-up report required by the Board during the May 2012 Board Meeting. The report was dated February 1, 2013. (See Attachment C) A major part of that plan included a new curriculum which was approved at the February 2013 Board Meeting. That curriculum was implemented with the class admitted in April 2013 to assist students in mastering program content with the goal of increasing the program's licensure examination pass rate. That class is scheduled to graduate in August 2014, so the effects of the new curriculum cannot be evaluated until that time.

In the meantime, the program has begun an NCLEX Review Course that is open to all graduates, past and present, at no charge. The director indicates that the course is well attended and that the graduates find it helpful.

Review of pass rate statistics indicates that the most recent graduates whom have tested graduated in June 2012. Six (6) students graduated from that class and all have completed the licensure examination. Five (5) out of the six (6) graduates passed the examination resulting in an 83% pass rate for that class. The most recent class graduated in February 2013. Those graduates have not yet tested.

Recommendations:

1. Approve the Oikos University Vocational Nursing Program's request to admit 30 students into a full-time class commencing on September 16, 2013, **only**, and graduating on December 20, 2014, to **replace** the class graduating on June 30, 2012.
2. Deny the Oikos University Vocational Nursing Program's request to admit 30 students into an additional full-time class commencing on January 21, 2014, **only**.
3. Continue to require the program to request admission of any additional students.

Rationale: As noted previously, the Board placed the program on provisional approval for the two year period from May 11, 2012, through May 31, 2014 due to

noncompliance with regulatory requirements relative to program pass rates. At that time, the program's average annual pass rate was 47%.

It is important to note that although the program's average annual pass rate has improved since placement on provisional approval, it is still significantly below the state average annual pass rate. For the most recent reporting period, the program's average annual pass rate is 60%, an improvement of 13 percentage points. Further, the program's average annual pass rate is **13** percentage points **below** the state average annual pass rate.

A new curriculum was implemented with the class admitted in April 2013 to assist students in mastering program content with the goal of increasing the program's licensure examination pass rate. That class will not graduate until August 2014 so the effects of the new curriculum cannot be evaluated until that time.

The program has shown incremental progress in improving its licensure examination pass rate; however, the progress has been inconsistent with annual pass rates being 44%, 60%, 55%, 64%, and 60% since the program was placed on provisional approval. The licensure examination success of the graduates from June 2012 graduating class is encouraging; however, the Board will closely monitor the test results of the February 2013 graduates to determine if this pattern of improvement continues.

It is prudent to approve only one (1) class admission at this time. The program can return to the November 2013 Board Meeting and request an additional class, if desired. By that time the Board should have pass rate statistics from the February 2013 graduating class to better assess the program's progress in improving its licensure examination pass rate.

The program has demonstrated that it has sufficient resources, including faculty and facilities, to support the current and proposed enrollment. Board staff will continue to monitor the program's effectiveness by tracking class admissions, the program's follow-up reports, the effectiveness of employed interventions, and the program's licensure examination pass rates each quarter.

- Attachment A: History of Prior Board Actions
- Attachment B: Notice of Change in Approval Status dated June 13, 2012
- Attachment C: Required Follow-Up Report Requested by BVNPT on May 11, 2012 at Board Meeting dated February 1, 2013

Agenda Item #11.D.5., Attachment A

Oikos University Vocational Nursing Program

History of Prior Board Actions

- On August 13, 2008, the Executive Officer approved Oikos University's request to begin a vocational nursing program with an initial full-time class of 30 students on January 20, 2009, only.

The program curriculum was approved for 1611 hours, including 657 theory, and 954 clinical hours.

- On September 28 – 29, 2009, the assigned consultant completed an inspection of the Oikos University Vocational Nursing Program. Four (4) violations were identified.
- December 2, 2009, the Executive Officer approved initial full accreditation for the Oikos University Vocational Nursing Program for the period of December 2, 2009 through December 1, 2013, and issued a certificate accordingly; **and**, approved the program's request to admit a class of 30 students on February 1, 2010, only, to **replace** students graduating on January 30, 2010. That class is expected to graduate on January 29, 2011; **and**, approved the program's request to admit a class of 30 students on June 5, 2010, only. That class is expected to graduate on June 29, 2011.
- **On February 28, 2010, the director resigned.**
- **On June 1, 2010, the Board approved a new director.**
- On May 17, 2011, Board correspondence was forwarded to the director advising that the program's average annual pass rates had been more than ten (10) percentage points below state average annual pass rates for four (4) consecutive quarters. The program was requested to submit a written plan for improving the program's NCLEX-PN pass rates.
- On May 30, 2011, the director submitted a plan for improving program pass rates.
- **On August 22, 2011, the Board approved a new director.**
- On October 14, 2011, Board correspondence was forwarded to the director advising that the program's average annual pass rates had been more than ten (10) percentage points below state average annual pass rates for five (5) consecutive quarters. The program was requested to submit an updated evaluation of the program's plan to increase licensure pass rates.

- On November 1, 2011, the director submitted an updated evaluation of the program's plan to increase licensure pass rates.
- On March 15, 2012, Board correspondence was forwarded to the director advising that the program was out of compliance with Section 2530 (I) related to pass rates below the required 10 points of the state average pass rate.
- On May 11, 2012, the Board approved the following recommendations:
 1. Place Oikos University Vocational Nursing Program on provisional approval for the two-year period from May 11, 2012, through May 31, 2014, and issue a notice to the program to identify specific areas of noncompliance and requirements for correction as referenced in Section 2526.1 (e) of the California Code of Regulations.
 2. Require the program to bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rate **by April 1, 2014.**
 3. Require the program to provide the Board with current enrollment information, current faculty and facility information, documentation demonstrating the clinical rotation schedules for all current classes and an analysis of the program's correctional plan submitted on May 30, 2011 and November 1, 2011 by **June 1, 2012.**
 4. Require the program to obtain approval by the full Board approval prior to the admission of any additional students.
 5. Require the program to submit follow-up reports in nine months, but no later than **February 1, 2013**, and 21 months, but no later than **February 1, 2014.** The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Admission Criteria.
 - b. Screening and Selection Criteria.
 - c. Terminal Objectives.
 - d. Curriculum Objectives.
 - e. Instructional Plan.
 - f. Theory and Clinical Objectives for Each Course.
 - g. Lesson Plans for Each Course.
 - h. Textbooks.
 - i. Attendance Policy.
 - j. Remediation Policy.
 - k. Evaluations of Theory and Clinical Faculty.
 - l. Evaluations of Theory Presentations.
 - m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
 - n. Evaluation of Student Achievement.
 - o. Current Enrollment.

6. Require the program to comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526.
 7. Require the program to demonstrate incremental progress in correcting the violation. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
 8. Failure to take any of these corrective actions may cause the full Board to revoke the program's approval.
 9. Place the program on the **May 2014** Board agenda for reconsideration of provisional approval.
- On June 13, 2012, the Board forwarded the Notice of Change in Approval Status to the program director.
 - On January 31, 2013, the director submitted the follow-up report required by the Board during the May 2012 Board Meeting. The report was dated February 1, 2013.
 - On February 22, 2013, the Board approved the following recommendations:
 1. Approve the Oikos University Vocational Nursing Program's request to admit 30 students into a full-time class commencing on March 11, 2013, **only**, and graduating on July 12, 2014, to **replace** the class graduating on January 26, 2013.
 2. Continue to require the program to request admission of any additional students.
 3. Approve the requested curriculum revision with the new program hours as follows:
Theory Hours = 605; Clinical Hours = 960; and Total Program Hours = 1565.
 4. Approve the revised program length as 60 weeks.
 - On July 31, 2013, a letter was sent to the director giving her the opportunity to submit additional documents to support her request to admit students that will be considered at the September 2013 Board Meeting.

Agenda Item #11.D.5., Attachment B

Oikos University Vocational Nursing Program

Notice of Change in Approval Status dated June 13, 2012 follows:



CERTIFIED MAIL

June 13, 2012

Ellen K. Cervellon, B.S., R.N.
Director, Vocational Nursing Program
Oikos University
7850 Edgewater Drive
Oakland, CA 94621

Subject: Notice of Change in Approval Status

Dear Ms. Cervellon

Pursuant to the action of the Board of Vocational Nursing and Psychiatric Technicians (Board) on May 11, 2012, the status of the Oikos University Vocational Nursing Program has been changed from full approval to provisional approval for the two-year period from May 11, 2012, through May 31, 2014. The purpose of this letter is to explain the areas of non – compliance found and the corrections required of your program to avoid losing approval completely.

Once you have reviewed this letter, please sign and return the enclosed "Acknowledgement of Change in Approval Status" form by **Monday, June 25, 2012.**

AREAS OF NON-COMPLIANCE [VIOLATION(S)]

In accordance with Section 2526.1(c) of title 16 of the California Code of Regulations,

"The Board may place any program on provisional accreditation when that program does not meet all requirements as set forth in this chapter and in Section 2526..."

Section 2530(l) of title 16 of the California Code of Regulations states:

"The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of accredited vocational nursing schools for the same period..."

The program pass rates of the Oikos University Vocational Nursing Program for the past eight (8) quarters are set forth in the following table.

NCLEX-PN® Licensure Examination Pass Rates			
Quarter	State Annual Average Pass Rate	Program Annual Average Pass Rate	Variance from State Annual Average Pass Rate
Apr-Jun 2010	74%	0%	-74
Jul – Sep 2010	75%	50%	-25
Oct – Dec 2010	76%	58%	-18
Jan – Mar 2011	77%	52%	-25
Apr – Jun 2011	76%	52%	-24
Jul – Sep 2011	76%	46%	-30
Oct – Dec 2011	75%	41%	-34
Jan – Mar 2012	74%	47%	-27

Based on this data, the program failed to meet the average annual pass rate requirement.

REQUIRED CORRECTION(S)

1. The Oikos University Vocational Nursing Program shall bring its average annual pass rate to no more than ten (10) percentage points below the State average annual pass rates.
2. The program shall provide the Board with current enrollment information, current faculty and facility information, documentation demonstrating the clinical rotation schedules for all current classes and an analysis of the program's correctional plan submitted on May 30, 2011 and November 1, 2011 by **June 1, 2012**.
3. The program shall submit follow-up reports in 9 months, but no later than **February 1, 2013**, and 21 months, but no later than **February 1, 2014**. The reports must include a comprehensive analysis of the program, specific actions taken to improve program pass rates, timeline for implementation, and the effect of employed interventions. The following elements must be addressed in the analysis.
 - a. Admission Criteria.
 - b. Screening and Selection Criteria.
 - c. Terminal Objectives.
 - d. Curriculum Objectives.
 - e. Instructional Plan.
 - f. Theory and Clinical Objectives for Each Course.
 - g. Lesson Plans for Each Course.
 - h. Textbooks.
 - i. Attendance Policy.
 - j. Remediation Policy.
 - k. Evaluations of Theory and Clinical Faculty.
 - l. Evaluations of Theory Presentations.

- m. Evaluations of Clinical Rotations and Their Correlation to Theory Presentations.
 - n. Evaluation of Student Achievement.
 - o. Current Enrollment.
4. The program shall obtain approval by the full Board prior to the admission of any additional students.
 5. The program shall demonstrate incremental progress in correcting the violation. If the program fails to satisfactorily demonstrate incremental progress, the full Board may revoke the program's approval.
 6. The program shall comply with all accreditation standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the Board's Regulations, commencing at California Code of Regulations, Title 16, Section 2526.
 7. Failure of the program to take any of these corrective actions may cause the full Board to revoke the program's approval.

In the event additional violations of the approval standards are identified, such violations may result in further corrective action or revocation of provisional approval.

FUTURE BOARD ACTION

Your program will be placed on the **May 2014** Board Meeting agenda for reconsideration of your approval status. If you have additional information that you wish considered beyond the required corrections listed on pages 2 and 3, you must submit this documentation by the fifteenth day of the second month prior to the Board meeting.

OTHER IMPORTANT INFORMATION

Please be advised that, pursuant to the Board's regulations, the program will not be authorized to admit new classes beyond the established pattern of admissions previously approved by the Board. The established pattern of admissions approved by the Board is as follows: **Prior approval by the full Board is required for the admission of each class.**

In the event your program is required to submit any report(s) as a corrective action pursuant to this notice, such reports are required in addition to any other reports required pursuant to section 2527 of the California Code of Regulations.

The program may no longer advertise that it has full approval, and should take steps to correct any ongoing advertisements or publications in that regard.

A copy of title 16, California Code of Regulations, section 2526.1, regarding provisional approval is attached for your reference. A complete copy of the Board's laws and regulations can be found on the Board's web site at www.bvnpt.ca.gov.

Should you have questions, please do not hesitate to contact the Board.

Sincerely,

A handwritten signature in cursive script, appearing to read "Teresa Bello-Jones".

TERESA BELLO-JONES, J.D., M.S.N., R.N.
Executive Officer

Enclosure

cc: Board Members

TBJ/cca

Agenda Item #11.D.5., Attachment C



OIKOS UNIVERSITY School of Nursing

7850 Edgewater Dr., Oakland, CA 94621 / Tel. (510) 639-7557 Fax. (510) 639-7810

February 1, 2013

Required Follow-Up Report Requested by BVNPT on May 11, 2012 at Board Meeting

Introduction:

As of May 11, 2012 Board Meeting, Oikos University had two actively enrolled cohorts we call Group 5 and Group 6.

Group 5 graduated on June 30, 2012 with 6 students. The cohort had started with 13 students. We lost 6 students due to the April 2, 2012 incident. Two students had dropped out in Term I. One student was added in Term 3 from another accredited program. Five students were re-starts from previous cohorts for various reasons: 3 failed either Term I (Fundamentals) or Term II (Medical-Surgical Nursing); 1 was a re-start due to personal reasons from a previous class start; and another re-started after English as a Second Language (ESL) was thought to be improved, but the student dropped permanently.

Group 6 is expected to graduate on February 9, 2013 with 9 students. This cohort began with 10 students. Two students dropped during Term I (Fundamentals). One student, who was a witness to our tragedy last April did not resume classes with his classmates, but was added back into the Program when Group 6 started their Term III.

No other class has been started since the Board Meeting in May, 2012.

Admission Criteria:

The University employs a strict admission policy following BVNPT established basic criteria. None of our students have had difficulty submitting to this policy. (Please See Addendum A).

Screening and Selection Criteria:

Oikos University School of Nursing used the Wonderlick Basic Skills Test Verbal and Quantitative exams for these two cohorts. Required passing scores were: Verbal = 52%; and Quantitative = 62%. Each student accomplished these levels of scoring, or better. In addition, each student was required to interview with the Program Director. During the interview each candidate was asked about their expectations for successful passing the Program, nursing experiences, workload issues, language difficulties, transportation problems, or anything else that might impact their success in the Program. If any issues became evident, they were addressed with the student at the time of the interview. Some students did have to work, but only part-time. Most had no significant language or transportation problems potentially affecting their studying or learning capabilities.

Terminal Objectives:

A copy of the Terminal Objectives was given to each student during Orientation and is part of the Vocational Nursing Student Handbook. All students in these two cohorts signed an acknowledgement of having received a copy of the objectives. Also, during Orientation, the Terminal Objectives are read aloud to the group, discussion is encouraged to promote understanding, and a question and answer session follows the reading. (See Addendum B).

Faculty are encouraged to incorporate within their lectures and lessons, the values and objectives of the School Mission Statement, of becoming role models and advocates for the communities in which they live and work, in addition to becoming licensed nurses who follow the guidelines of this profession.

Curriculum Objectives, Instructional Plan, and Lesson Plans:

The School's curriculum follows a full-time schedule of 2 days of Theory and 3 days of clinical practice. The Instructional Plan is laid out in 3 Terms. Each Term is 15 weeks, except Term III, which is 17 weeks in duration. This is explained to the students during pre-admission and thoroughly discussed during Orientation. Most students verbalize during the Program that it is fast-paced and there is very little time to study and absorb all the theory content. They especially feel this way during Term II Medical-Surgical Nursing.

These issues are being taken into consideration, and we are in the process of applying for approval to begin using a new Curriculum; meeting 4 days per week, 2 days of Theory and 2 days of Clinical; divided into 4 Terms with Medical-Surgical Nursing divided between two terms, both being 15 weeks in duration. In addition, students will be given two weeks between terms to help with recuperating from studying and allowing them to revitalize before they start the next term (this is unlike our current system which ends one term on Friday and begins the next term the following Monday).

The new curriculum is more integrated, ie. Medical Terminology, Anatomy and Physiology will be taught along with Fundamentals during Term I. This is important to students' learning. Our students from the last two cohorts have written in their evaluations that they felt the Program was unorganized, except for Term II (Medical-Surgical Nursing). They did not see flow in having one course at a time. Students do not understand how Fundamentals lead to Medical-Surgical Nursing, which lead to Maternity and Pediatrics. Many of our faculty have addressed these same issues repeatedly.

Our faculty must follow the Curriculum Objectives and Instructional Plan. Prior to the start of each course, they are required to review both and write their Lesson Plans and Course Syllabi in accordance with Oikos' Instructional Plan. Students have verbalized during course evaluations that the syllabi are helpful in preparation for lecture, skills lab, and review for test-taking. Faculty have stated that the Lesson Plans assist them with lecture and skills lab, in addition to keeping them on track.

Theory and Clinical Objectives for Each Course:

Theory and Clinical Objectives are included in the Instructional Plan by Term and in the Lesson Plans for each course. As stated before, faculty address each. The Program does require clinical and Skills Lab faculty to sign each day for each student. An example of Clinical Performance Objectives is included as Addendum C. All have been completed for each student in all their coursework.

Textbooks:

Textbooks are continually updated and publishers send us copies of the latest versions when they are published. We review these, and then use the latest version when a new class begins. Instructional Plans and Lesson Plans are updated by faculty when we begin using new editions. During course evaluation, one student in Group 6 indicated not all textbooks are current editions. This is not true, because we actively stay in touch (via e-mail) with publishers and know when new editions are available. Students are issued newest editions at the beginning of their course of study. For Textbook List See Addendum D.

Attendance and Remediation Policies:

Both were updated prior to the May 11, 2012, Board Meeting. No faculty or student had any comments about the changes. See Addendum E and Addendum F.

Evaluations of Theory and Clinical Faculty:**Evaluation of Theory Presentations:****Evaluations of Clinical Rotations and Their Correlation to Theory Presentations:****Evaluation of Student Achievement:****Current Enrollment:**

As mentioned previously, there is one class currently attending Oikos University School of Nursing. They will be graduating February 9, 2013. There are 9 students. All will graduate in good standing. See Addendum G.

Each student is planning to attend our NCLEX Review Course to be conducted during the week following the conclusion of their Vocational Nursing Program classes and prior to their graduation. This course is open to alumni who have not yet taken or passed the NCLEX-PN.

Summary:

In a memo dated April 24, 2012, Oikos University wrote to our Board Consultant that we were diligently working on our NCLEX-PN first-time pass rate. We have opened a Review Course at the end of our Program, close to their graduation date (for Groups 4, 5 and 6). Not all previous classes were given an NCLEX Review course. We strongly encourage attendance but it is not mandatory. The students who attend, state in evaluations, that the course is excellent and well worth their time. It is free for all new grads and past graduates alike. The class is always well attended.

Each student is guided through how to study for the exam, in addition to practice tests and review of theory materials. When I have taught the class, I e-mailed all un-licensed alumni information about our Review course, study materials, and many sample tests. The School has a large library of NCLEX Review texts available for any student to borrow. I also keep in touch with past graduates and determine if they need help in studying.

As the Board is aware, we have increased our pass rate from a low of 41% in 2011 to last year's first time test rate of 55%. In 2011, 17 took the exam; only 7 passed and 10 failed. In 2012, 11

took the exam; 6 passed and 5 failed. The last two quarters of 2012, 8 students took the NCLEX-PN, with only 3 taking it in the first two quarters of 2012.

The school is currently encouraging students to take the examination as soon as possible after graduation. Our previous directors were of the opinion students should take plenty of time to study before taking the exam, at least 6 months. Studies have shown waiting does not increase success rates at passing the exam. Thus there has been a significant difference in our philosophy, which should also assist our students in being successful at passing their NCLEX-PN.

A handwritten signature in cursive script that reads "Brent Cavallaro, F.N.C., MSW". The signature is written in black ink on a white background.