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Ruth Ann Terry, MPH, RN  
Executive Officer

September 2005

CSU Chico  
Baccalaureate Degree Nursing Program

Dear Sherry:

Thanks so much for your assistance in Spring 2005 when I conducted an interim visit of your pre-licensure RN Program. In August 2005 a summary of the findings were reported to the Board's Education Licensing Committee and on September 9, 2005 the full Board took action on the ELC reports. Enclosed is a final copy of my visit report for your department files.

If you have any questions regarding the enclosed document, please contact me at (916) 445-2435.

Yours truly,

A handwritten signature in cursive script that reads 'Katie'.

Katie Daugherty, MN, RN  
Nursing Education Consultant

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**NEC DOCUMENTATION OF CONTACT WITH PROGRAM**  
(INCLUDES COMMUNICATION RE: INTERIM VISIT)

**Program Name:** *California State University, Chico*

**Date of Visit:** *April 22, 2005*

**Approval Status:** *Continuing Approval*

**Date of Last Visit:** *April 10-11, 2000 Full 5 year self study and visit*

**Purpose of 4/22/05 Visit:** *Regularly scheduled interim visit per new 2005 School Approval processes*

**Program Contact:** *Sherry Fox, Ph.D., RN, Nursing Program Director*

**Nursing Education Consultant:** *Katie Daugherty, MN, RN*

**Summary of Interim Visit or Contact**

**Enrollment/Retention/Attrition Rates:** From Fall 2002-Spring 2005, a total of 220 were admitted or readmitted to the program. To date, there are 208 of the 220 admissions on track to graduate, representing an overall program retention rate of 94.5 %. Any LVN 30 unit option applicants are admitted on a space available basis with priority being given to previously enrolled students or degree option applicants. There have been no recent LVN 30 unit applicants.

**Program Director:** Sherry Fox was appointed interim director in 1989 and director in 1995. Ms. Fox holds a Ph.D. in Medical Sociology. **Director Release Time:** Ms. Fox has 75% administrative release time to administer the pre-licensure and post-licensure nursing programs (RN-BSN and Masters in Nursing). Approximately 60% release time is used to administer the RN program. In addition, Ms. Fox teaches 2-3 units each term including N132 Nursing Research equivalent to a 25% teaching load. Ms. Fox reports the program enjoys excellent administrative support, adequate resources to meet program learning objectives and support student success. Ms. Fox reports to the division Dean, James Houpis.

**Assistant Director (AD):** Carol Leedom has served as the AD since 2000. As the AD, Ms. Leedom has no regular release time. Ms. Leedom carries a regular full time teaching load in Medical-Surgical nursing and has been a program instructor for more than two decades.

**Faculty:** Including Ms. Fox, there are a total of 12 Full Time tenure track and 14 part time faculty members. Faculty rosters were updated prior to the visit. **Content Experts:** M/S: Janet Brown/Carol Leedom/Persaud, Geri/Psych/MH: Sheila Hoban, OB/PEDS: Janelle Gardner/OB-Richter/Peds-Morgan  
**Clerical support staff:** 2

**Clinical Facilities:** Clinical facilities rosters and BRN clinical approval forms were also updated as needed. The program has access to an excellent variety of clinical agencies. Current agreements are in place for all agencies.

**NCLEX PASS RATES:** 1999-2005 Annual range: 90.38, 85.19, 89.09, 85.71, 86.21, & 88.89% through 3/31/05.

**Use of evaluation data/surveys etc:** There is sufficient evidence to demonstrate the program is consistently using evaluation data to implement improvements in the program curriculum, operations/ processes and procedures.

**New Affiliations to expand the program:** The program is exploring the possibility of developing an online LVN to BSN program option with concentrated clinical experiences during the Summer and January intercessions. This program option is being considered to meet the needs of licensed vocational nurses in the community who have been

unable to secure advanced placement admission at the local community college (Butte). This program option will be funded through a special grant provided by the Mc Connell Foundation serving the Redding/Shasta areas.

**Upcoming Changes:** Faculty engage in ongoing program evaluation. The next comprehensive evaluation is slated to take place this summer during the scheduled faculty retreat/evaluation workshop. The last approved curriculum change occurred in May 2002, with implementation in August 2002. Minor curriculum revisions included revisions in program philosophy, moving N103 and N112 pharmacology content to a new course, N105 Pharmacology/Lab Data Analysis, and expanding pathophysiology content in N103.

**Meeting with students:** In general, students at all levels report being highly satisfied with the program, the sequencing of most content, and the depth and breadth of nursing content and clinical learning experiences available throughout the program. Students view the faculty as knowledgeable, competent and supportive. There is sufficient evidence of ongoing student participation in the program.

**Meeting with faculty:** The program is fortunate to have a stable, cohesive faculty, committed to educational excellence and student success. Content experts are used appropriately within the program. Student comments related to program strengths and opportunities for program improvement were discussed with program faculty. These included the online pharmacology course, ATI testing, course organization, currency of materials, lecture delivery issues in some courses, redundancies/value of select written assignments, faculty inconsistencies within courses, and a general need to enhance communication between full and part time faculty within courses. At the upcoming faculty retreat/evaluation workshop, nursing content overlap and content redundancies will be discussed along with other identified curriculum issues and course/instructor evaluation data. An isolated student/clinical faculty concern reported during the visit was promptly investigated by the program director following the visit with no additional program action warranted at this time. Ms. Fox was given a complete list of the student comments from the two (first and second semester, and third, fourth and fifth semesters) student interview sessions conducted during the visit.

**Summary of progress in addressing areas of non-compliance and recommendations from the last continuing approval visit in 2000:** The single area of non-compliance identified in April 2000 was promptly corrected after the visit. No recommendations were given.

**Documentation evidence sufficient to demonstrate compliance with the regulations/BRN policies:** During the 2005 interim visit, sufficient evidence was provided to demonstrate compliance with the regulations and BRN policies.

**Spring 2005 Findings/Recommendations:** The recommendations listed below are based on visit interviews and document review including, program evaluation reports, employer/graduate survey summaries, course evaluation summaries, committee minutes, course exams, course syllabi, signed/approved BRN forms and documents.

**CCR 1424 (g) Faculty Responsibility for program evaluation**

- Ensure every course and every faculty member is evaluated every term. Use analyzed summary data, as a total faculty, to make appropriate and timely program improvements and or address student feedback as defined in CCR 1428. Communicate action taken and improvements back to students.

**CCR 1426 (d), (e) Curriculum**

- Re-evaluate the effectiveness of the physical assessment class, the online pharmacology course and the content integration of pharmacology throughout the program of study to meet student needs.
- Re-evaluate program course content including overlap/redundancy, need for additional staff in the skills lab, number of written assignments per course and in totality, organization/currency of course materials, areas of inconsistencies between faculty within courses, integration of Nursing Practice Act/Standards of Competent Performance content throughout the program.
- Ensure there are adequate numbers of application level or above test items in every exam and incorporate a variety of the alternate test items being used on the NCLEX-RN exam.
- Refine implementation of ATI testing throughout the program to ensure the majority of students perceive its use as effective for mastery of pre-licensure nursing content and NCLEX-RN examination preparation.

Next full continuing approval visit including written report by the program is scheduled for Spring 2009;next interim visit is scheduled for Spring 2013.