



BOARD OF NURSING

Room 121A, 1400 East Washington Avenue, Madison

Contact: Dan Williams (608) 266-2112

June 11, 2015

Notice: The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a description of actions and deliberation of the Board.

8:00 A.M.

AGENDA

CALL TO ORDER – ROLL CALL – OPEN SESSION

- A. Adoption of the Agenda (1-4)**
- B. Approval of the Minutes of May 14, 2015 (5-10)**
- C. Administrative Matters – Discussion and Consideration**
 - 1) Staff Updates
 - 2) Board Member – Term Expiration Date
 - a. Paul Abegglen – 7/1/2015 (reappointed, not yet confirmed)
 - b. Julie Ellis – 7/1/2015
 - c. Maria Joseph – 7/1/2013
 - d. Sheryl Krause – 7/1/ 2018
 - e. Jeffrey Miller – 7/1/2016
 - f. Peter Kallio – 7/1/ 2018
 - g. Lillian Nolan – 7/1/2015 (reappointed, not yet confirmed)
 - h. Luann Skarlupka – 7/1/2017
 - i. Cheryl Streeter – 7/1/2017
- D. Education and Examination Matters – Discussion and Consideration**
 - 1) NCLEX Pass Rate Analysis and Plan for Improvement of First Time Test Taker Rates
 - a. Milwaukee School of Engineering (MSOE) – School of Nursing **(11-14)**
 - b. UW-Milwaukee **(15-17)**
 - 2) Status of Updates to Board of Nursing Forms and Website Pages
- E. Legislative and Administrative Rule Matters – Discussion and Consideration**
 - 1) Update on Legislation and Pending or Possible Rulemaking Projects
 - a. Verbal Update as to Potential New Compact (NLC)
- F. Speaking Engagement(s), Travel, or Public Relations Request(s) – Discussion and Consideration**
 - 1) 2015 NCSBN Annual Meeting on August 18-21, 2015 – Chicago, IL **(18-25)**
 - 2) Status Report from BON Presentation Workgroup

G. Discussion and Consideration of Items Received After Preparation of the Agenda

- 1) Introductions, Announcements, and Recognition
- 2) Election of Board Officers
- 3) Appointment of Board Liaison(s)
- 4) Informational Item(s)
- 5) Division of Legal Services and Compliance Matters
- 6) Education and Examination Matters
- 7) Credentialing Matters
- 8) Practice Matters
- 9) Legislation / Administrative Rule Matters
- 10) Liaison Report(s)
- 11) Presentations of Petition(s) for Summary Suspension
- 12) Presentation of Proposed Stipulation(s), Final Decision(s) and Order(s)
- 13) Presentation of Final Decision and Order(s)
- 14) Speaking Engagement(s), Travel, or Public Relations Request(s)

H. Public Comments

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigations with administrative warnings (ss. 19.85 (1)(b), and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85 (1)(f), Stats.); and to confer with legal counsel (s. 19.85(1)(g), Stats.).

I. **APPEARANCE** – Review of Administrative Warning (WARN00000284)(DLSC case # 14 NUR 601 – S.A.P.) **(26-28)**

J. **Deliberation on Division of Legal Services and Compliance (DLSC) Matters**

1) **Monitoring Matters (29-127)**

- a. **APPEARANCE** - Laura Feichtner, R.N. – Requesting Full Licensure **(31-55)**
- b. Melissa Carson, L.P.N. – Requesting Full Licensure **(56-82)**
- c. Linda Galarza, R.N. – Requesting Full Licensure **(83-105)**
- d. Regina Young, R.N. – Requesting Modifications **(106-127)**

2) **Attorney Amanda Florek**

a. *Proposed Stipulations, Final Decisions and Orders*

1. 13 NUR 595 (K.S.H.) **(128-133)**
2. 14 NUR 026 (D.J.S.) **(134-139)**
3. 14 NUR 026 (N.K.K.) **(140-145)**
4. 14 NUR 593 (K.M.B.) **(146-153)**
5. 14 NUR 640 (J.L.N.) **(154-161)**
6. 14 NUR 640 (M.S.A.) **(162-169)**
7. 14 NUR 645 (C.A.E.) **(170-176)**
8. 15 NUR 082 (M.L.S.) **(177-182)**
9. 15 NUR 109 (N.L.J.) **(183-188)**

b. *Administrative Warnings*

1. 15 NUR 030 (J.M.H.) **(189-190)**
2. 15 NUR 070 (D.L.N.) **(191-192)**
3. 15 NUR 113 (C.A.H.) **(193-195)**

3) **Attorney Kim Kluck**

a. ***Proposed Stipulations, Final Decisions and Orders***

1. 13 NUR 665 (M.L.) **(196-202)**
2. 13 NUR 687 (S.L.S.) **(203-208)**
3. 15 NUR 038 (K.L.P.) **(209-216)**
4. 15 NUR 057 (A.S.S.) **(217-224)**
5. 15 NUR 107 (K.O.B.) **(225-230)**

b. ***Administrative Warnings***

1. 13 NUR 714 (G.G.) **(231-232)**
2. 13 NUR 714 (N.V.R.) **(233-234)**
3. 15 NUR 108 (D.R.S.) **(235-236)**
4. 15 NUR 130 (S.A.J.) **(237-238)**
5. 15 NUR 159 (J.L.G.) **(239-240)**
6. 15 NUR 172 (C.D.O.) **(241-242)**
7. 15 NUR 172 (V.R.) **(243-244)**

4) **Case Closures**

- K. **Proposed Final Decision and Order, and Objections In the Matter of the Disciplinary Proceedings Against Nancy Brenden, R.N., Respondent (DHA case # SPS-14-0085)(DLSC Case # 14 NUR 003) (245-342)**
- L. **Order(s) Fixing Costs in the Matter of Disciplinary Proceedings Against:**
1) Eric L. Nielsen, R.N. (ORDER0003901)(DHA Case # SPS-14-0047)(DLSC Case # 12 NUR 368) **(343-355)**
- M. **Deliberation of Credentialing Matters**
1) Clayton Keene – Review APNP Request for Waiver of Pharm Hours **(356-365)**
2) Kimberly Rupiper – Conviction Review **(366-428)**
- N. **Deliberation of Items Received After Preparation of the Agenda**
1) Professional Assistance Procedure (PAP) Matters
2) Division of Legal Services and Compliance Matters
3) Monitoring Matters
4) Credentialing Matters
5) Education and Examination Matters
6) Administrative Warnings
7) Review of Administrative Warnings
8) Proposed Stipulations, Final Decisions and Orders
9) Proposed Final Decisions and Orders
10) Orders Fixing Costs/Matters Related to Costs
11) Petitions for Summary Suspension
12) Petitions for Designation of Hearing Examiner
13) Petitions for Re-hearings
14) Appearances from Requests Received or Renewed
15) Motions
- O. **Consult with Legal Counsel**

RECONVENE INTO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

Voting on Items Considered or Deliberated on in Closed Session, If Voting is Appropriate

P. **Board Meeting Process (Time Allocation, Agenda Items) – Discussion and Consideration**

Q. Board Strategic Planning and its Mission, Vision, and Values – Discussion and Consideration

ADJOURNMENT

The next scheduled meeting is July 9, 2015.

**BOARD OF NURSING
MEETING MINUTES
May 14, 2015**

PRESENT: Peter Kallio, Sheryl Krause, Jeffrey Miller, Lillian Nolan, Luann Skarlupka, Cheryl Streeter

EXCUSED: Paul Abegglen, Julie Ellis, Maria Joseph

STAFF: Dan Williams, Executive Director; Nilajah Madison-Head, Bureau Assistant; and other DSPS Staff

CALL TO ORDER

Jeffrey Miller called the meeting to order at 8:00 a.m. A quorum was confirmed.

ADOPTION OF THE AGENDA

Amendments to the Agenda:

- *Under K. Remove Item “APPEARANCE – Review of Administrative Warning (WARN00000284)(DLSC case #14 NUR 601 – S.A.P.)”*
- *Under L.2)b. Administrative Warnings: Item “3.15 NUR 016 (A.R.G.)” corrected to read “3.15 NUR 106 (A.R.G.)”*
- *Under L.3)a. Proposed Stipulations, Final Decisions and Orders: Add Item “5.13 NUR 716 (P.J.R.)”*

MOTION: Luann Skarlupka moved, seconded by Peter Kallio, to adopt the agenda as amended. Motion carried unanimously.

APPROVAL OF MINUTES OF APRIL 9, 2015

MOTION: Cheryl Streeter moved, seconded by Peter Kallio, to approve the minutes of April 9, 2015 as published. Motion carried unanimously.

EDUCATION AND EXAMINATION MATTERS

Bryant and Stratton College Request for Authorization to Admit Students to a Nursing School (PN)

MOTION: Luann Skarlupka moved, seconded by Lillian Nolan, to acknowledge and thank Linda Krueger, EdD, RN, MSN, Dean of Nursing for Bryant and Stratton College, for her appearance before the Board. Motion carried unanimously.

MOTION: Cheryl Streeter moved, seconded by Peter Kallio, to approve the request of Bryant and Stratton College for authorization to admit students to a nursing school (PN). Motion carried unanimously.

NCLEX Pass Rate Analysis and Plan for Improvement of First Time Test Taker Rates

Herzing University – Brookfield/Kenosha

MOTION: Lillian Nolan moved, seconded by Sheryl Krause, to acknowledge and thank Brenda Kutzke from Herzing University – Brookfield/Kenosha, for her appearance before the Board. Motion carried unanimously.

Herzing University – Madison

MOTION: Sheryl Krause moved, seconded by Lillian Nolan, to acknowledge and thank Beth Markham from Herzing University – Madison, for her appearance before the Board. Motion carried unanimously.

Rasmussen College – Green Bay

MOTION: Peter Kallio moved, seconded by Lillian Nolan, to acknowledge and thank Cheryl Anema and Dawn Boettcher from Rasmussen College, for their appearance before the Board. Motion carried unanimously.

MOTION: Peter Kallio moved, seconded by Sheryl Krause, to approve the NCLEX pass rate analysis and plan for improvement of first time test taker rates for Rasmussen College-Green Bay. Motion carried unanimously.

Rasmussen College – Wausau

MOTION: Peter Kallio moved, seconded by Lillian Nolan, to acknowledge and thank Cheryl Anema and Dawn Boettcher from Rasmussen College, for their appearance before the Board. Motion carried unanimously.

Wisconsin Indianhead Technical College

MOTION: Luann Skarlupka moved, seconded by Lillian Nolan, to acknowledge receipt of NCLEX pass rate analysis and plan for improvement of first time test taker rates for Wisconsin Indianhead Technical College. Motion carried unanimously.

Status of Updates to Board of Nursing Forms and Website Pages

MOTION: Lillian Nolan moved, seconded by Peter Kallio, to acknowledge and thank Jill Remy from DSPS Education and Exams Office for her update on Board of Nursing forms and website pages and her appearance before the Board. The Board also acknowledges her service to the Board as this is her last Board meeting. Motion carried unanimously.

REVIEW OF SPRING NEWSLETTER DRAFT

MOTION: Luann Skarlupka moved, seconded by Sheryl Krause, to approve the Spring 2015 BON Newsletter draft as amended and to request distribution by no later than May 22, 2015. Motion carried unanimously.

CLOSED SESSION

MOTION: Luann Skarlupka moved, seconded by Lillian Nolan, to convene to closed session to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85 (1)(b), Stats.); to consider closing disciplinary investigation with administrative warning (ss.19.85(1)(b), Stats. and 440.205, Stats.); to consider individual histories or disciplinary data (s. 19.85 (1)(f), Stats.); and, to confer with legal counsel (s.19.85(1)(g), Stats.). Jeffrey Miller, Chair, read the language of the motion. The vote of each member was ascertained by voice vote. Roll Call Vote: Peter Kallio-yes; Sheryl Krause-yes; Jeffrey Miller-yes; Lillian Nolan-yes; Luann Skarlupka-yes; and Cheryl Streeter-yes. Motion carried unanimously.

The Board convened into Closed Session at 9:18 a.m.

RECONVENE TO OPEN SESSION

MOTION: Luann Skarlupka moved, seconded by Lillian Nolan, to reconvene into open session. Motion carried unanimously.

The Board reconvened into Open Session at 11:47 a.m.

VOTING ON ITEMS CONSIDERED OR DELIBERATED ON IN CLOSED SESSION

MOTION: Cheryl Streeter moved, seconded by Sheryl Krause, to affirm all motions made in closed session. Motion carried unanimously.

DIVISION OF LEGAL SERVICES AND COMPLIANCE (DLSC) MATTERS

Monitoring Matters

APPEARANCE - Jill Bauknecht, R.N. – Requesting Full Licensure

MOTION: Cheryl Streeter moved, seconded by Peter Kallio, to grant the request of Jill Bauknecht, R.N. for full licensure. Motion carried unanimously.

Matthew Elliot, R.N. – Requesting Modifications

MOTION: Sheryl Krause moved, seconded by Lillian Nolan, to grant the request of Matthew Elliot, R.N. for Reduction of drug and alcohol tests to 28 per year plus one annual hair and termination of treatment requirements. The Board denies the request of Matthew Elliot, R.N. for access to controlled substances and reduction in the length of the Order. **Reason for Denial:** Insufficient time under the Board Order (03/14/2013) to demonstrate adequate compliance. Motion carried unanimously.

Sue Schindler, R.N. – Requesting Modifications

MOTION: Luann Skarlupka moved, seconded by Peter Kallio, to grant the request of Sue Schindler for reduction of drug and alcohol tests to 28 per year and one annual hair. The Board denies the request of Sue Schindler for termination of work reports. **Reason for Denial:** Applicant needs to practice nursing under the current conditions of the Board Order (07/19/2012) before the Board will consider amending other requirements. Motion carried unanimously.

Susan St. Catherine, L.P.N. – Requesting Full Licensure

MOTION: Cheryl Streeter moved, seconded by Lillian Nolan, to grant the request of Susan St. Catherine, L.P.N. for full licensure. Motion carried unanimously.

Laura Wood, R.N. - Requesting Modification and Extension of Deadline to Pay Costs

MOTION: Luann Skarlupka moved, seconded by Cheryl Streeter, to grant the request of Laura Wood, R.N. for reduction in drug and alcohol tests to 28 per year and one annual hair and an extension of deadline to pay costs to November 30, 2015. Motion carried unanimously.

DLSC Attorney Amanda Florek

Proposed Stipulations, Final Decisions and Orders

MOTION: Sheryl Krause moved, seconded by Cheryl Streeter, to adopt the Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings against:

1. 14 NUR 538 (A.L.Z.)
2. 14 NUR 612 (L.M.M.)
3. 14 NUR 624 (A.R.U.)
4. 14 NUR 655 (M.L.L.)
5. 14 NUR 670 (J.L.F.)
6. 15 NUR 042 (V.R.W.)
7. 15 NUR 052 (A.E.T.)
8. 15 NUR 081 (A.F.K.)
9. 15 NUR 091 (C.A.M.)

Motion carried unanimously.

Administrative Warnings

MOTION: Peter Kallio moved, seconded by Luann Skarlupka, to issue an Administrative Warning in the following matters:

1. 14 NUR 696 (K.A.D.Y.F.)
2. 15 NUR 005 (C.L.B.)
3. 15 NUR 106 (A.R.G.)

Motion carried unanimously.

Proposed Stipulations, Final Decisions and Orders

MOTION: Peter Kallio moved, seconded by Sheryl Krause, to accept the Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings against:

1. 14 NUR 047 (J.J.H.)
2. 14 NUR 270 and 14 NUR 644 (H.M.G.)
3. 14 NUR 562 (J.L.S.)
4. 15 NUR 027 (G.R.P.)
5. 13NUR 716 (P.J.R.)

Motion carried unanimously.

Administrative Warnings

MOTION: Luann Skarlupka moved, seconded by Peter Kallio, to issue an Administrative Warning in the following matters:

1. 14 NUR 180 (V.M.P)
2. 14 NUR 643 (D.B.)
3. 14 NUR 643 (J.A.M.)
4. 15 NUR 118 (R.G.S.)

Motion carried unanimously.

15 NUR 142 – R.M.F.

MOTION: Cheryl Streeter moved, seconded by Sheryl Krause, to table the Administrative Warning in the matter of 15 NUR 142 (R.M.F.) until the next Board meeting. Motion carried unanimously.

MOTION: Lillian Nolan moved, seconded by Peter Kallio, to close the DLSC cases for the reasons outlined below:

1. 15NUR 136 – Insufficient Evidence (IE)
2. 14 NUR 668 – Prosecutorial Discretion (P7)
3. 15 NUR 014 – Insufficient Evidence (IE)
4. 14 NUR 726 – Insufficient Evidence (IE)
5. 15 NUR 037 – No Violation (NV)
6. 14 NUR 643 – (S.S.N.) No Violation (NV)
7. 14 NUR 657 – Prosecutorial Discretion (P2)
8. 15 NUR 175 – Prosecutorial Discretion (P7)
9. 15 NUR 157 – Prosecutorial Discretion (P2)
10. 14 NUR 733 – No Violation (NV)
11. 14 NUR 231 – Prosecutorial Discretion (P2)
12. 14 NUR 230 – Insufficient Evidence (IE)
13. 15 NUR 132 – No Violation (NV)
14. 14 NUR 674 – Prosecutorial Discretion (P5 – flag)
15. 14 NUR 296 – Insufficient Evidence (IE)
16. 14 NUR 014 – Insufficient Evidence (IE)

Motion carried unanimously.

DELIBERATION OF CREDENTIALING MATTERS

Joni Eberhardy – Conviction Re-review

MOTION: Luann Skarlupka moved, seconded by Peter Kallio, to table the decision on the Registered Nurse application of Joni Eberhardy, pending receipt of additional information. Motion carried unanimously.

Jennifer Byrne – Reinstatement Review

MOTION: Sheryl Krause moved, seconded by Lillian Nolan, to deny the Licensed Practical Nurse application of Jennifer Byrne, for **Reason for Denial:** Denial of full licensure per Wis. Stat. 441.07(1g)(b) and Wis. Admin. Code § N 7.03(1)(g). Motion carried unanimously.

ORDER FIXING COSTS

Carrie Pietrasik-Dewey, R.N. (ORDER0003362)(DHS case # SPS-14-0071)(DLSC case # 14 NUR 117)

MOTION: Peter Kallio moved, seconded by Sheryl Krause, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Carrie Pietrasik-Dewey, R.N. (ORDER0003362)(DHS case # SPS-14-0071)(DLSC case # 14 NUR 117). Motion carried unanimously.

ADJOURNMENT

MOTION: Peter Kallio moved, seconded by Sheryl Krause, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 11:52 a.m.

**State of Wisconsin
Department of Safety and Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request:		2) Date When Request Submitted:	
		Items will be considered late if submitted after 5 p.m. and less than: <ul style="list-style-type: none"> ▪ 8 business days before the meeting for paperless boards ▪ 14 business days before meeting for all others 	
3) Name of Board, Committee, Council, Section: Board of Nursing			
4) Meeting Date: 6/11/2015	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? MSOE - NCLEX Pass Rate Analysis and Plan for Improvement of First Time Test Taker Rates	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes (Fill out Board Appearance Request) <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed: Review and discuss NCLEX Pass Rate Analysis and plan and make motion to acknowledge receipt of plan.			
11) Authorization			
Jill M. Remy		5/15/2015	
Signature of person making this request		Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda)		Date	
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

Revised 8/13

5/15/15

TO: Wisconsin Board of Nursing
 FR: Dr. Debra Jenks, Milwaukee School of Engineering- School of Nursing
 RE: Review and analysis of 2014 first time pass rates, NCLEX-RN

Board of Nursing,

The purpose of this documentation is to show our analysis of the 2014 NCLEX-RN first time pass rate failures. In 2014, eleven MSOE graduates (29% of first time test takers) failed the exam on the first attempt. This group is comprised of graduates from 3 cohort groups.

NCLEX-RN pass rates by graduating cohort			
Graduation Cohort	N	First time pass rate	Repeat pass rate
Nov 2013	20	75%	80%
May 2014	19	89%	100%
Nov 2014	16	75%	75%

We have been tracking a number of variables as predictors of student success, in terms of retention, graduation, and NCLEX pass rates. In looking at the 11 students who failed the NCLEX (first attempt) in 2014, we considered the following variables: Assessment Technologies Institute (ATI) NCLEX predictor assessment, GPA, transfer status, science course transfer grades, nursing course grades, MSOE science grades, clinical evaluation assessments, English as second language (ESL), faculty perceptions of engagement, time between graduation and testing, follow up on repeat testing, faculty grading, fall graduation, and quality of exams and item writing. Again, all of this data analysis is related to the 11 students who did not pass.

ATI Predictor Exam

The ATI predictor exam benchmark score is 90% prediction of passing. For this subset of students, the predictor exam was worth 20% of the course grade. Seven students were below the target benchmark. In the current grading schema, with the scores on other exams and assignments, this was not enough of a penalty to not pass the course. In fall of 2014, the criterion was increased from 20 to 25% of the total course grade. In fall of 2013, the Elsevier Prep U product implemented. Beginning in sophomore year, and continuing to graduation, students are exposed to a variety of planned Prep U exams. Achieving a benchmark level 6-8 (pending the course) is the standard. In summer of 2015, we will be looking at individual and aggregate Prep U data and correlating with course grades.

Grades and Progression

Summary data include: Average GPA of 2.7; 4 students repeated 1 nursing course; 1 student repeated 2 nursing courses. At this point, we have no plans to alter progression policies.

Transfer status

Eight of the 11 were transfer students; all were granted a substantial number of science credits. The admission criteria for transfer students is a cumulative GPA of 3.0 with a required C or better for course transfer credit. SON has discussed increasing the GPA requirement to 3.2, but there has not been sufficient data to support this. We have been monitoring student success and looking at transfer grades for Anatomy and Physiology; anecdotal evidence from faculty teaching patho and pharm suggest that transfer students are lacking fundamental knowledge. In summer of 2015, we will be evaluating transfer course grades. We know that in many schools, a C is 72%, whereas a C at MSOE is 77%.

Clinical Evaluation Assessment (CET)

SON faculty have worked diligently to create inter rater reliability in use of the CET and to appropriately and accurately assess student performance in clinical. Of these 11 students, 4 had themes of 'needs progress' in one or more areas on the CET.

Faculty perceptions

Another theme that has come up in faculty review of students who did not pass, is that of 'disengagement'. More than 75% of this student subset have been described by faculty, at one point or another, as "isolated", "not engaged", "not as prepared", or having an "attitude". These themes have triggered some changes to the CET in terms of professional behaviors. We will continue to evaluate and address professional behaviors.

Time between graduation and testing

We have made the assumption that students who fail, have delayed taking the NCLEX exam. This subset of students all tested within 8-9 weeks of graduation.

Life Stressors

We do our best to follow up with all students who do not pass the exam the first time. We always ask, "What was going on when you took the exam?", and later, "What was different the second time you took the test?". For this group of students, we know for certain that 7 of the 11 had significant life stressors at the time of testing.

ESL

SON faculty have identified that ESL students benefit from additional resources. There is one ESL student in this group.

Fall graduating cohorts

SON continues to track NCLEX pass rates by graduating cohort. We have had a fall graduating class since 2008. This groups tends to be more students who were delayed in progression, and more transfer students. Four of the 7 fall cohort groups have had pass rates below the national pass rate, although we also had fall cohorts with 93% and 100% first time pass rates. Faculty suspect that being out of school for the 3 summer months and returning for the last academic term, may be an issue for some students.

Faculty Development

The SON has done several development sessions on item writing and analysis. We will be bringing a consultant to campus in August of 2015 to work with faculty on item writing and other topics.

School of Nursing Student Success plan

SON has had a student success plan in place since 2009. In spring of 2014, the SON strategic plan was updated to include goals of 90% student retention of all student groups. This plan is a mix of issues related to faculty, students, curriculum, and MSOE processes. In fall of 2014, we began reviewing and updating this plan to include additional strategies across the curriculum as well as ongoing data analysis. This plan will be finalized in summer of 2015. Major initiatives include:

- Aggregate Prep U data
- Transfer credit science course grades
- Longitudinal evaluation of ATI exams
- Correlating data from the Mountain Measure report
- Minority student retention
- CET tool review and addition of professional behaviors
- Implement a faculty role related to NCLEX support
- Time management and stress management
- Test taking skills across the curriculum
- Summer study program for fall graduates
- Review of NCLEX prep strategies in senior year
- Identifying at risk students (personal variables) earlier and connecting to resources

Institutional Initiatives

MSOE has set strategic goals of 90% student retention and 80% graduation (6 yr). Several institutional initiatives have been implemented to support student success, including:

- Raider Center for Academic Success
- First year student experience
- English as Second Language program
- Revamped Retention Committee
- Academic Advising- faculty development
- Revised Freshman year curriculum
- Analysis of student retention
- Resiliency among college students

Clearly, NCLEX success, both first time and repeat, is a multivariate issue. I believe we have a comprehensive plan in place, and an ongoing process of continuous review and improvement. We welcome any additional feedback.

Respectfully

Dr. Debra L. Jenks

Dr. Debra Jenks, Department Chair
MSOE School of Nursing
1025 N Broadway
Milwaukee WI 53202
414-277-4516 jenks@msoe.edu

**State of Wisconsin
Department of Safety and Professional Services**

AGENDA REQUEST FORM

1) Name and Title of Person Submitting the Request: Jill M. Remy, Program Manager		2) Date When Request Submitted: 5/15/2015	
		Items will be considered late if submitted after 5 p.m. and less than: <ul style="list-style-type: none"> ▪ 8 business days before the meeting for paperless boards ▪ 14 business days before meeting for all others 	
3) Name of Board, Committee, Council, Section: Board of Nursing			
4) Meeting Date: 6/11/2015	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? UW-Milwaukee NCLEX Pass Rate Analysis and Plan for Improvement of First Time Test Taker Rates	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session <input type="checkbox"/> Both	8) Is an appearance before the Board being scheduled? <input type="checkbox"/> Yes (Fill out Board Appearance Request) <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed: Review and discuss UW-Milwaukee NCLEX Pass Rate Analysis and plan and make motion to acknowledge receipt of plan.			
11) Authorization			
Jill M. Remy		5/15/2015	
Signature of person making this request		Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda)		Date	
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

Sally P. Lundeen
Dean and Professor

Cunningham Hall 767
P.O. Box 413
Milwaukee, WI
53201-0413
414 229-4189 phone
414 229-2640 fax

To: Wisconsin Board of Nursing
From: Sally P. Lundeen, PhD, RN, FAAN, Dean & Professor
Date: May 7, 2015
Re: UWM NCLEX scores



The College of Nursing at the University of Wisconsin-Milwaukee was as dismayed by our recent first time test-taker NCLEX scores as was the Board of Nursing. We had already begun an investigation of our own when we received notification from the Board of Nursing requesting an analysis of our pass rates. We created a task force of tenured and clinical faculty to look at factors that may have contributed to this decline. This included a review of previously known predictive factors, as well as looking for any previously unknown contributing factors.

Our investigation indicates that there is not a significant difference in this cohorts' overall GPA, ACT scores, or full or part-time student status. Previous factors found to contribute to first time NCLEX failures at UWM include poor student grades in pathophysiology, pharmacology and/or medical-surgical nursing, the number of courses repeated, and English as a second language (ESL). Grade in selected courses and number of course repeated continued to be relevant in this student cohort, but, in general, there was no change in the predictive value of these factors.

Potential Contributing Factors and Correction Plans:

- 1) There was an increase in the number of ESL students in this most recent graduating class. UWM has made a strong commitment to increasing diversity in the nursing workforce. As a part of that initiative, we have admitted more ESL students into our Nursing Endeavor program – a freshman entry program for first-generation to college students. Although we provide much additional social and academic support for this cohort of students, we recognize that our efforts to help these students be successful may need to be further strengthened. We have specifically assigned a faculty member to work with this group of students on test-taking strategies.
- 2) For this cohort of students, we did discover some grading pattern variances amongst our faculty teaching pathophysiology, which resulted in artificial grade inflation thus mitigating early interventions with some students. The faculty involved have been referred to the UWM Testing Center, which provides scoring and statistical analysis services, to strengthen their grading and test statistic interpretation skills.
- 3) This cohort of students were taught pharmacology by a new instructor who, following poor student evaluations and a full faculty review, did not have her contract renewed. This also may have contributed to lower pass rates. Our new pharmacology instructor is a doctorally-prepared RN

faculty member, who is also a certified Nurse Educator. Course evaluations have already improved significantly.

4) We have now implemented ATI throughout our curriculum, but ATI had not yet been integrated throughout the entire nursing curriculum for this cohort. As a public, state university, we do not/cannot make progression dependent upon high ATI scores, but we have now tied meeting specific ATI benchmarks as part of clinical course grades. This seems to have impressed upon students the usefulness of ATI as a useful tool for preparation, knowledge self-assessment and as an NCLEX predictor and we are seeing much more use of this tool by current students,

5) UWM's mission is one of access and opportunity. With that mission comes unique challenges. We know that the average graduation rate from Milwaukee Public High Schools is just over 50% and many of our students do come from MPS. One potential contributing variable that surfaced in our analysis was that over 50% of this cohort required remedial chemistry before being able to enroll in the required nursing chemistry class. In previous years, the average number of students needing remediation was 33%. Although this course is taken prior to the admission to the major, it is indicative of the level of preparation and skills of our incoming students. Our undergraduate curriculum committee has begun evaluation of our admission and progression policies.

6) Finally, the economy may have played at least an incidental role. We know that more students than ever before are working – frequently many hours - in addition to juggling full time school schedule. Further analysis of this is underway.

Research supports conceptual education and active student engagement as a means to student success. In addition to the above interventions, UWM College of nursing faculty have committed to the implementation of a new, concept-based curriculum that is designed to foster critical thinking in a better way that content saturation and information overload has previously. This curriculum is scheduled for implementation in Fall, 2015. With this shift to student centered learning, students will be required to be active learners, as opposed to passive recipients of teaching. We will more actively engage students throughout the curriculum and require them to demonstrate their knowledge, skills and attitudes (KSAs) about key concepts. Finally, we have incorporated test-taking skills into this curriculum and plan to incorporate an on-site review course for future graduates into their final semester as a requirement.

Summary: NCLEX success remains a commitment of the UWM College of Nursing. We will continue ongoing efforts, implement the newer ones as above, with the goal of meeting, and ideally exceeding, the Board of Nursing and our own expectations.

SUMMARY

NCSBN invites you to attend its 2015 Annual Meeting, "A United Mission for Regulatory Excellence" in Chicago, an opportunity to meet and network with nursing regulators from all over the country to discuss important regulatory issues.

In addition to being the headquarters of NCSBN, Chicago is known for being the "windy city," deep-dish pizza,

and hot dogs. But Chicago is much more than those stereotypes. It's not just windier than other cities, the tagline "windy city" was referenced in the "political" wind of the time. As for hot dogs, a "run through the garden" (a classic Chicago hot dog with pickle relish, a dill pickle spear, tomato slices, sport peppers and celery salt) is quite delicious – even many Ne Chicagoans win in the eternally-debated hot dog contest.

In 2013, Chicago was chosen by the readers of Condé Nast Traveler as one of the "Top Ten Cities in the United States" for its skyscrapers, museums and waterfront. The Art Institute of Chicago was recently named the "best museum in the world."

Proud of its reputation as a mecca for "foodies" and upscale dining, Chicago also remains dedicated to its homegrown tastes. Take you to the nationally-hailed restaurants along Randolph Street, or the family-run kitchens in Little Italy. The diversity of cuisine can satisfy any craving.

Chicago was the birthplace of the steel-frame skyscraper and boasts many landmark buildings by world famous architects. On a city's ever-changing array of architectural marvels onboard a river cruise. Shoppers will find delight along Michigan Avenue. For a bigger picture, the John Hancock Center and Willis Tower offer spectacular views. Cultural offerings abound; from the Steppenwolf Theatre Company, Lookingglass Theatre Company, Victory Gardens Theater and The Goodman Theatre. The Goodman Theatre spectrum, The Second City has been a training ground for some of the most well-known comedians of the last 30 years. The Chicago Symphony Orchestra (CSO) is recognized as one of the best in the world, but don't forget about the city's blues and jazz offerings, like the Green Mill.

Spend a few days in Chicago experiencing everything from its neighborhoods to its bustling "Loop" and you'll be ready to say "Chicago Town" when you leave!

Meeting and accommodations are at the [Sheraton Chicago Hotel & Towers](#).

REGISTRATION

The deadline for registration is Monday, Aug. 3, 2015.

The capacity for the meeting is 350 attendees and is on a first-come, first-served basis. Online registration will begin on Monday, Aug. 3, 2015. A waitlist will then be started.

Registration fees:

\$450 per person for nonmembers.

\$350 per person for NCSBN Member Boards (NCSBN members are staff or board members of state boards of nursing)

The registration fee includes continental breakfasts, beverage breaks, lunches, welcome reception, awards dinner and a night of entertainment. Payment may be paid by credit card or check. If paying for multiple registrations by check, submit the confirmation printout by Monday, Aug. 3, 2015. Make your check payable to NCSBN and write "2015 Annual Meeting" on it. Send registration payment to:

NCSBN
Attn: Mary Trucksa
111 East Wacker Drive
Suite 2900
Chicago, IL 60601

CANCELLATIONS

Registration cancellations must be received by NCSBN no later than Aug. 3, 2015. Refunds will not be provided for cancellations after this date. If you need to cancel your registration, please contact NCSBN Meetings at 312.525.3639 or via [email](#) to cancel. Attendees are responsible for their own travel and hotel arrangements. Failure to cancel a hotel reservation 24 hours prior to scheduled arrival may result in being charged for the reservation.

ATTIRE

Summer temperatures in Chicago range from 75-95 degrees. Meeting room temperatures fluctuate; please dress accordingly.

CONTINUING EDUCATION

Provider Number: ABNP1046, expiration date: October 2018

PHOTOGRAPHY POLICY

NCSBN plans to take photographs and/or capture video at the 2015 Annual Meeting and reproduce it for use in internal or promotional material, whether in print, electronic or other media, including but not limited to the NCSBN website. In attending the 2015 Annual Meeting, you grant NCSBN the right to use your image, audio and/or video for such purposes. All content is the property of NCSBN and may be displayed, distributed or used by NCSBN for any of the above-described purposes.

DETAILS

WHEN

Tuesday, August 18, 2015 - Friday, August 21, 2015

6:00 pm - 12:00 pm

Central Time

WHERE

Sheraton Chicago Hotel & Towers

301 E. North Water Street

Chicago, Illinois 60611

USA

312.464.1000

PLANNER

[Colleen Neubauer](#)

CAPACITY

350 (271 remaining)

WEBSITES

[NCSBN](#), [NCSBN Events](#)

Hotel

[Sheraton Chicago Hotel & Towers](#)

CVB

[Chicago Visitors Bureau](#)

Airport

[Midway International Airport \(MDW\)](#), [O'Hare International Airport \(ORD\)](#)

AGENDA

Tuesday, August 18, 2015

9:00 am - 5:00 pm	<p>Nurse Licensure Compact Administrators (NLCA) Meeting</p> <p>Open to all attendees.</p>
2:00 pm - 5:30 pm	<p>Registration Opens</p> <p>Visit the registration desk to receive your registration materials and name badges. Name badges must be worn for all NCSBN sessions and events.</p>
4:00 pm - 5:00 pm	<p>Nominee from the Floor Interviews with the Leadership Success Committee (LSC)</p> <p>Any member who intends to be nominated from the floor is required to complete nomination form and must meet with the LSC the day before the slate of candidates by the Delegate Assembly. Please contact execoffice@ncsbn.org to schedule a time.</p>
6:00 pm - 8:00 pm	<p>NCSBN Welcome Reception</p> <p>Chicago Cultural Center 78 E. Washington Street Chicago, IL 60602</p> <p>NCSBN welcomes all attendees to the 2015 Annual Meeting. Please join Chicago Cultural Center for a networking reception. This is an opportunity for your 2015 candidates.</p> <p>The reception is open to attendees only. The center is approximate from the hotel. Shuttles will be provided. The first shuttle will depart from the lobby at 5:45 pm. If you will be walking, please enter at the Washington entrance.</p> <p>Walking map</p>

Wednesday, August 19, 2015

6:30 am - 7:30 am	<p>Wake Up and Walk!</p> <p>Start your day and awaken your senses with a morning fitness walk.</p> <p>The maximum participant count is 30 people. The class is for registered attendees only. All participants will be required to sign a one-time waiver acknowledging participation is at their own risk.</p>
7:30 am - 9:00 am	<p>Continental Breakfast</p>
7:30 am - 9:30 am	<p>Organization Exchange</p>

7:30 am - 4:00 pm	<p>Registration</p> <p>Visit the registration desk to receive your registration materials and name badges. Name badges must be worn at all times in order to enter NCSBN Annual sessions.</p>
7:45 am - 8:00 am	<p>Resolutions Committee Meeting</p> <p>Open to Resolutions Committee members only.</p>
8:00 am - 9:00 am	<p>Delegate Orientation</p> <p>Open to all attendees.</p>
9:30 am - 10:30 am	<p>Delegate Assembly</p> <p>Opening Ceremony</p> <p>Welcome Address</p> <ul style="list-style-type: none"> *Introductions *Announcements <p>Opening Reports</p> <ul style="list-style-type: none"> *Credentials *Adoption of Standing Rules <p>Adoption of Agenda</p> <p>Report of the Leadership Succession Committee</p> <ul style="list-style-type: none"> *Presentation of the 2015 Slate of Candidates *Nominations from floor *Approval of the 2015 Slate of Candidates
10:30 am - 10:45 am	<p>Organization Exchange Break</p>
10:45 am - 11:00 am	<p>President's Address</p> <p>Shirley Brekken, MS, RN President, NCSBN Board of Directors Executive Director, Minnesota Board of Nursing</p>
11:00 am - 11:15 am	<p>CEO's Address</p> <p>Kathy Apple, MS, RN, FAAN CEO, NCSBN</p>
11:15 am - 12:30 pm	<p>Keynote</p> <p>Professor Rhona Flin Industrial Psychology Research Centre, University of Aberdeen</p>
12:30 pm - 1:30 pm	<p>Lunch</p>
1:30 pm - 2:45 pm	<p>Candidate Forum</p>

Tony Graham
 Chair, NCSBN Leadership Succession Committee
 Board Staff, North Carolina Board of Nursing

Support NCSBN and your fellow NCSBN members. Come to the Candidate Hearings to hear from the nominees for NCSBN elected office.

2:45 pm - 3:15 pm

Organization Exchange Break

3:00 pm - 4:00 pm

Committee Forums

Finance Committee

Julia George, MSN, RN, FRE
 Treasurer, NCSBN Board of Directors
 Executive Director, North Carolina Board of Nursing

APRN Distance Learning Education Committee

Cynthia Gustafson, PhD, RN
 Chair, APRN Distance Learning Education Committee
 Executive Director, Montana Board of Nursing

NCLEX Examination Committee

Janice Hooper, PhD, RN
 Chair, NCLEX Examination Committee
 Board Staff, Texas Board of Nursing

3:00 pm - 5:30 pm

Parliamentarian Office Hours

Take this opportunity to ask the parliamentarian questions and/or submit Resolutions must be submitted by 3:30 pm on Thursday, Aug. 20.

4:00 pm - 5:00 pm

Leadership Strategy Team Breakout for Current Compact States

4:00 pm - 5:00 pm

Leadership Strategy Team Breakout for New Compact States

4:00 pm - 5:00 pm

New Compact Breakout

Thursday, August 20, 2015

6:30 am - 7:30 am

Wake Up and Walk!

Start your day and awaken your senses with a morning fitness walk

The maximum participant count is 30 people.
 The class is for registered attendees only. All participants will be required to sign a one-time waiver acknowledging participation is at their own risk.

7:30 am - 8:30 am

Continental Breakfast

7:30 am - 8:30 am

Organization Exchange

7:30 am - 3:30 pm	<p>Registration</p> <p>Visit the registration desk to receive your registration materials and name badges. Name badges must be worn at all NCSBN sessions and events.</p>
8:30 am - 9:00 am	<p>Delegate Assembly: Elections Followed by Results</p>
9:00 am - 10:00 am	<p>Marijuana: A Prescription for Trouble?</p> <p>Doris C. Gundersen, MD, PC Medical Director, Colorado Physician Health Program President, Federation of State Physician Health Programs Assistant Clinical Professor, Department of Psychiatry, University of Colorado</p>
10:00 am - 10:30 am	<p>Organization Exchange Break</p>
10:30 am - 11:15 am	<p>Conversation with Tri-Council Organizations</p> <p>Debbie Dawson Hatmaker, PhD, RN, FAAN Executive Director, American Nurses Association</p> <p>Beverly Malone, PhD, RN, FAAN CEO, National League for Nursing</p> <p>Joan M. Stanley, PhD, CRNP, FAAN, FAANP Senior Director of Education Policy, American Association of Colleges of Nursing</p>
11:15 am - 12:00 pm	<p>Dialogue with the NCSBN Board of Directors</p> <p>Join the NCSBN Board of Directors for an interactive presentation about and insights on nursing regulation.</p>
12:00 pm - 3:30 pm	<p>Knowledge Network Lunches</p> <p>NCSBN Knowledge Networks are brainstorming discussions regarding recent trends and issues.</p> <p>Choose from the following options:</p> <p>Consumer Member Network This session is only for consumer/public members that serve on a board.</p> <p>NCSBN Executive Officers Open to NCSBN Executive Officers only.</p> <p>NCSBN Board Presidents Open to NCSBN Board Presidents only.</p> <p>Regulatory Network Open to all attendees.</p>
2:00 pm - 3:30 pm	<p>Parliamentarian Office Hours</p>

	Take this opportunity to ask the Parliamentarian questions and/or subbr Resolutions must be submitted by 3:30 pm on Thursday, Aug. 20.
3:30 pm - 4:30 pm	Resolutions Committee Meeting Open to Resolutions Committee members only.
6:00 pm - 6:30 pm	Awards Reception Evening Cocktail Attire
6:30 pm - 10:30 pm	Awards Ceremony followed by Dinner and Dancing Please join us for the Awards Ceremony followed by Dinner and Dancing Cocktail Attire

Friday, August 21, 2015

8:00 am - 9:00 am	Pearson VUE Sponsored Breakfast
9:00 am - 10:00 am	Little Steps, Big Feet Polly Letofsky On August 1, 1999, Polly Letofsky left her Colorado home, and headed traveled across 4 continents, 22 countries and over 14,000 miles -- by becoming the first woman to walk around the world. As an awareness campaign for breast cancer, survivors and supporters world came out to walk with her. Every day strangers welcomed her int offered food, accommodation and friendship. The world had embraced l But it was never an easy road. Every day Polly struggled with adversity earthquakes, languages, muggings, religious riots – and antiquated roa left her lost and miles off path! The ultimate challenge came in the middle of Polly’s five-year journey v September 11 flung us all into a crossroads in world history. Her journey became much more than a fundraising event. It became a personifying the spirit of commitment and perseverance that will compe conquer life’s biggest challenges -- one step at a time.
10:00 am - 10:30 am	Break
10:30 am - 12:00 pm	Delegate Assembly New business and closing ceremonies.
11:30 am - 12:30 pm	Boxed Lunch
12:00 pm - 2:00 pm	Post-DA Board of Directors Meeting

The FY16 Board of Directors will hold a brief meeting immediately follow Assembly. Agenda and materials will be provided at the meeting. Open NCSBN Board of Directors only.