

**BEFORE THE VIRGINIA BOARD OF NURSING**

**IN RE: Hampton University Baccalaureate Degree Nursing Education Program**  
**Program Code: US28505400**  
**Case Number: 172095**

**RATIFICATION AND ORDER**

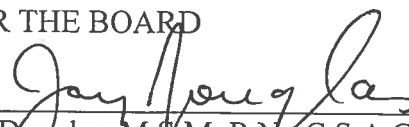
On May 17, 2016, the Board met to receive and act upon the Recommended Decision of the Education Special Conference Committee. Hampton University Baccalaureate Degree Nursing Education Program ("Hampton BSN").

In consideration whereof, the Board of Nursing ACCEPTS the attached Recommended Findings of Fact and Conclusions of Law of the Education Special Conference Committee and ADOPTS the Recommended Order in its entirety.

Pursuant to Virginia Code § 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

Pursuant to Virginia Code § 54.1-2400(10), Hampton BSN may, not later than 5:00 p.m., on June 30, 2016, notify Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that it desires a formal administrative hearing before the Board. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated.

FOR THE BOARD

  
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Jay Douglas, M.S.M., R.N., C.S.A.C., F.R.E.  
Executive Director  
Virginia Board of Nursing

ENTERED AND MAILED ON:

May 27<sup>th</sup>, 2016

This Order shall become final on June 30, 2016, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By dnaham  
Virginia Board Of Nursing

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**REPORT AND RECOMMENDATION OF  
EDUCATION SPECIAL CONFERENCE COMMITTEE**

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**Jurisdiction and Procedural History**

Pursuant to Virginia Code §§ 2.2-4019, 2.2-4012, and 54.1-3014, the Education Special Conference Committee of the Virginia Board of Nursing (“Board”), held an informal conference on May 11, 2016 in Henrico County, Virginia, to inquire into evidence that Hampton University Baccalaureate Degree Nursing Education Program (“Hampton BSN”) may have violated certain laws and regulations governing the operation of registered nursing education programs in the Commonwealth of Virginia.

Present on behalf of Hampton BSN were Hilda Williamson, Ph.D., R.N., Interim Dean of the School of Nursing; Donna Pendergraft, R.N., Chair of the Undergraduate School of Nursing; Norma Bergey, R.N., Clinical Lab Coordinator; Maria Holmes, R.N., Clinical Coordinator; and JoAnn Haysbert, Executive Vice President and Provost. The program was represented by Nathan Kottkamp, Esquire.

Upon consideration of the evidence, the Education Special Conference Committee makes the following Findings of Fact and Conclusions of Law and recommends that the Board adopt the following Order.

**Notice**

By letter dated April 7, 2016, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Dr. Williamson notifying her that an informal conference would be held on May 11,

2016. The Notice was sent by certified and first class mail to the legal address of record on file with the Board of Nursing.

### **Recommended Findings of Fact and Conclusions of Law**

1. Hampton BSN was established in 1944. The program had full approval to operate a registered nursing education program until January 2010, when the program was placed on conditional approval following three consecutive years of NCLEX pass rates below 80% for first-time test takers. By Consent Order entered July 26, 2011, the Board withdrew the approval of Hampton to operate a registered nursing education program, stayed the withdrawal, and placed the program on conditional approval upon certain terms and conditions. By Order entered April 24, 2014, the Board released Hampton BSN from all restrictions and granted it full approval to operate a registered nursing education program. The program was again placed on conditional approval on March 24, 2015 following two years of NCLEX passage rates below 80%.

2. An NCLEX-RN focused site visit was completed by the Board on September 9 and 11, 2015.

3. Hampton BSN violated 18 VAC 90-20-132(A)(1) and (10) and 18 VAC 90-20-151(A) of the Regulations Governing the Practice of Nursing (“Regulations”) in that the program’s NCLEX passage rate for first-time test takers was below 80% for the past three calendar years, to wit:

- a. The NCLEX pass rate in 2013 was 59.09%.
- b. The NCLEX pass rate in 2014 was 63.16%.
- c. The NCLEX pass rate in 2015 was 66.67%.

4. Hampton BSN presented evidence that the program has identified both non-academic and academic barriers to student success. The program presented evidence that it has identified best

practices from successful schools of nursing; changed admission and retention criteria; increased social and educational support for students; and amended the curriculum.

### **Recommended Order**

Based on the foregoing Findings of Fact and Conclusions of Law, the Education Special Conference Committee recommends that the Board issue an Order as follows:

1. Hampton BSN shall remain on conditional approval, based upon compliance with the following terms and conditions:

a. Hampton BSN's NCLEX passage rate for first-time test takers for Calendar Year 2016 shall be 80% or above.

b. Hampton BSN shall provide a copy of this Order to all current and prospective students and all faculty members. Further, Hampton BSN shall publish this Order on its website.

c. Hampton BSN shall comply with the Board's regulations for maintaining an approved registered nursing education program.

2. Any violation of the terms and conditions of this Order or any law or regulation affecting the operation of nursing education programs in the Commonwealth of Virginia may constitute grounds for the withdrawal of approval approval of Hampton BSN, and an administrative proceeding shall be convened to determine whether such approval shall be withdrawn.

3. Upon review of compliance with the terms and conditions of this Order, the Board will further consider Hampton BSN's approval status, which may require its appearance before a Committee of the Board. Upon receipt of evidence of Hampton BSN's full compliance with all terms and conditions of this Order, the Committee, at its discretion, may waive Hampton BSN's appearance before the Committee and may conduct an administrative review of this matter to determine restoring Hampton BSN's full approval status to operate a registered nursing education program without

restriction, unless there is a pending investigation or unresolved allegation involving a violation of law or regulation.

Reviewed and approved on May 17, 2016  
By Joyce A. Hahn, PhD, RN, NEA-BC, FNAP  
Education Special Conference Committee Chair



Certified True Copy

By *J. Hahn*  
Virginia Board Of Nursing