

BEFORE THE VIRGINIA BOARD OF NURSING

**IN RE: J. SARGEANT REYNOLDS COMMUNITY COLLEGE
PRACTICAL NURSING EDUCATION PROGRAM
Program Code: US28105500
Case Number: 235910**

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

Jurisdiction and Procedural History

Pursuant to Virginia Code §§ 2.2-4019 and 54.1-2400(10), the Education Special Conference Committee (“Committee”) of the Virginia Board of Nursing (“Board”), held an informal conference on June 18, 2024 in Henrico County, Virginia, to inquire into evidence that J. Sargeant Reynolds Community College Practical Nursing Education Program (“Reynolds”), may have violated certain laws and regulations governing the operation of practical nursing education programs in the Commonwealth of Virginia.

Present at this proceeding on behalf of Reynolds were: Lori Dwyer, Vice President of Academic Affairs, and Patricia P. Lawson, R.N., PhD, Dean of the School of Health and interim program director. Reynolds was represented by Noelle Shaw-Bell, Esquire.

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

Recommended Findings of Fact and Conclusions of Law

1. J. Sargeant Reynolds Community College Practical Nursing Education Program (“Reynolds”), was granted approval to operate a practical nursing education program in the Commonwealth of Virginia on March 2, 2006.

2. Reynolds violated 18 VAC 90-27-210(A) and (B) of the Regulations for Nursing Education Programs in that its passage rate for first-time test takers of the NCLEX (“passage rate”) was below 80% for three consecutive years. Specifically, in 2021, the passage rate was 66.67%; in 2022, the passage rate was 33.33%; and in 2023, the passage rate was 53.33%. On February 2, 2023, Reynolds was placed on conditional approval status by the Board after two consecutive years with a passage rate below 80%.

3. At the informal conference, Reynolds representatives acknowledged the program only had one full-time faculty member for approximately six years. They described difficulties in hiring and retaining consistent employees. They opined that inconsistent faculty was one reason behind the low NCLEX passage rates, with other possible reasons including the Covid-19 pandemic, lack of available facilities for clinical hours, and low admissions criteria.

4. The Reynolds representatives explained that they intend to pause admissions to the practical nursing program until fall 2025 so that they could soon evaluate the program’s future viability.

5. The Reynolds representatives were well prepared for the informal conference.

Recommended Order

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

1. J. Sargeant Reynolds Community College Practical Nursing Education Program (“Reynolds”) is continued on CONDITIONAL APPROVAL.

2. Reynolds’ passage rate for first-time test takers on the NCLEX shall be 80% or more in 2024 and 2025.

3. Reynolds shall halt admission of new students for one year from the date of entry of this Order.

4. Within 90 days of the date of entry of this Order, Reynolds shall submit to the Board a comprehensive report, to include but not be limited to the following:
 - a. A detailed plan regarding faculty, to include faculty development (onboarding and continuing education), number of faculty when fully staffed, faculty roles and job titles, whether those roles are full-time or part-time, and whether faculty members are also involved in Reynolds' associate degree nursing education program ("ADN"), and, if so, how much time faculty spend on each program.
 - b. A retention plan for students.
 - c. A remediation plan for students, to include how Reynolds assesses students and requirements for those identified as needing remediation.
 - d. A curriculum plan regarding whether Reynolds will remain a concept-based program.
 - e. A description of all student resources and whether their use is mandatory.
 - f. A detailed description of the remediation specialist role, and whether students will be required to seek remediation with them. Further, a description of the time allocation for that role regarding hours with practical nursing students versus ADN students.
 - g. Admission criteria, progression criteria, and graduation criteria.
 - h. Reynolds' consideration of the use of a comprehensive final exam.
5. Within 60 days of the date of entry of this Order, Reynolds shall:
 - a. Provide a copy of this Order to all current and prospective students, to all faculty members, and to the program's advisory board;
 - b. Publish this Order on its website; and
 - c. Update all publications and promotional materials to reflect that Reynolds is on conditional approval.

6. Upon review of compliance with the terms and conditions of this Order, the Board will further consider Reynolds' approval status, which may require its appearance before a Committee of the Board.

7. Reynolds shall comply with all of the Board's regulations for maintaining an approved practical nursing education program in Virginia.

8. 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 of Reynolds, and an administrative proceeding shall be convened to determine whether such approval shall be withdrawn.

Reviewed and approved
By Cynthia Swineford, R.N., MSN, CNE
Chair, Education Conference Special Committee

Certified True Copy

By 
Virginia Board of Nursing