



May 24, 2018

Catherine Alicia A. Georges, EdD, RN, FAAN
Chairperson/Professor
School of Nursing
Lehman College of The City University of New York
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Dear Dr. Georges:

On behalf of the Commission on Collegiate Nursing Education (CCNE), I am pleased to advise you that the CCNE Board of Commissioners acted at its meeting on May 1-4, 2018, to grant accreditation to the **baccalaureate degree program in nursing** at Lehman College of The City University of New York for 5 years, extending to June 30, 2023. The program was eligible for an accreditation term of up to 10 years. After its review of the Special Report described below, the Board may act to extend the term of accreditation for up to an additional 5 years, resulting in a 10-year term of accreditation.

The accreditation action is effective as of November 1, 2017, which is the first day of the program's recent CCNE on-site evaluation. You should plan for the next on-site evaluation to take place in the fall of 2022.

At its meeting, the Board determined that the program met Standards I, II, and III, but that it did not meet Standard IV. The Board additionally determined that there are compliance concerns with respect to Key Elements IV-B, IV-E, and IV-H.

A Special Report must be submitted to demonstrate compliance with Standard IV focusing, in particular, on the following key elements:

1. Provide evidence that program completion rates demonstrate program effectiveness (Key Element IV-B).
2. Provide evidence that program outcomes demonstrate program effectiveness (Key Element IV-E).
3. Demonstrate that data analysis is used to foster ongoing program improvement (Key Element IV-H).

The deadline for submitting the Special Report to CCNE is June 1, 2019. Please email the report, along with appendices, if any, as a PDF attachment to ccnereports@ccneaccreditation.org.

As is required for all accredited programs, a Continuous Improvement Progress Report (CIPR) must be submitted at the mid-point of the accreditation term. The deadline for submitting the CIPR to CCNE is December 1, 2020.

Please note that each aforementioned report needs to demonstrate the program's compliance with the CCNE standards that are in effect at the time of the report's submission. As a courtesy, CCNE will send a reminder letter to the chief nurse administrator informing the program of the specific standards and/or key elements to be addressed in the report, and provide guidance for the preparation of the report. The Report Review Committee, and then the Board of Commissioners, review each report.

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following the ARC meeting. In accordance with CCNE's *Procedures for Accreditation of Baccalaureate and Graduate Nursing Programs* (2017, page 15), which allows the Board to direct the program to "'show cause' as to why adverse action should not be taken against the program," the Board acted to issue a show cause directive to the master's degree program in nursing.

As previously noted, the Board determined that there are compliance concerns for Key Elements IV-B, IV-C, IV-D, IV-E, and IV-H; and, due to the severity of the concerns, Standard IV is not met. The master's degree program's failure to meet Standard IV and these specific compliance concerns formed the basis for the Board's decision to issue a show cause directive to the master's degree program in nursing:

1. The program failed to provide evidence that program completion rates demonstrate program effectiveness (Key Element IV-B). Specifically, the program did not provide program completion rate data for the master's degree program, as acknowledged by the program in its response to the team report. Note that program completion rate data for the master's degree program should not be combined with such data for any other program.
2. The program failed to provide evidence that certification pass rates demonstrate program effectiveness (Key Element IV-C). Specifically, certification pass rate data provided in the self-study document (Tables IV-C.2 - IV-C; pp. 72-73) did not meet the expected level of achievement (80%) for any examination over the past three calendar years. Note that certification pass rate data for the master's degree program should not be combined with such data for any other program.
3. The program failed to provide evidence that employment rates demonstrate program effectiveness (Key Element IV-D). Specifically, the master's program did not provide employment rate data separately from those of the post-graduate APRN certificate program so that a determination about compliance could be made specifically for the master's degree program. In the program's response to the team report (page 12) Table IV-D.2, "Employment Status of Graduates of FNP Program" the program does not indicate whether the data reported are specific to the graduates of the master's degree program.
4. The program failed to provide evidence that program outcomes demonstrate program effectiveness (Key Element IV-E). Specifically, in the program's response to the team report (dated January 10, 2018), the program did not report expected levels of achievement in Appendix IV-A.1 (Revised Evaluation Master Plan, 2016-2019) and there is minimal evidence of data analysis for any of the identified other program outcomes. Note that program outcomes data for the master's degree program should not be combined with such data for any other program.
5. The program failed to demonstrate that data analysis is used to foster ongoing program improvement (Key Element IV-H).

The institution must submit a follow-up report responding to the unmet standard and the compliance concerns outlined in this letter. The burden rests with the institution to demonstrate that the master's degree program meets all accreditation standards and key elements. The institution must provide CCNE with a complete response that contains sufficient evidence to demonstrate the nursing program meets the accreditation standards.

Therefore, the master's degree program must submit a follow-up report, including appropriate documentation, to support the program's compliance with Standard IV and Key Elements IV-B, IV-C, IV-D, IV-E, and IV-H. The aforementioned report must demonstrate the program meets the CCNE standards that are in effect at the time of the report's submission. **The follow-up report must be submitted to CCNE on or before March 15, 2019.**

At its meeting on May 1-4, 2018, the Board additionally acted to grant accreditation to the master's degree program in nursing at Lehman College of The City University of New York for 1 year, extending to June 30, 2019, to allow time for the program to respond to the show cause directive and for the follow-up report referenced above to be reviewed by the Board. After its review of the aforementioned follow-up report, the Board may act to extend the term of accreditation for up to an additional 9 years, resulting in a 10-year term of accreditation.

As a reminder, programs are expected to comply meet the CCNE standards and comply with the CCNE procedures throughout the period of accreditation. These documents are available at <http://www.aacnnursing.org/CCNE-Accreditation/Resources-for/Education-Administrators>. This includes advising CCNE in the event of a substantive change affecting the nursing program. Substantive change notifications must be submitted to CCNE no earlier than 90 days prior to implementation or occurrence of the change, but no later than 90 days after implementation or occurrence of the change. These reporting requirements are described further in the CCNE procedures.

The CCNE staff are available to assist you should you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Butlin". The signature is fluid and cursive, with a period at the end.

Jennifer Butlin, EdD
Executive Director

cc: President Jose Luis Cruz
CCNE Board of Commissioners
CCNE Accreditation Review Committee
CCNE Evaluation Team