

**BEFORE THE ARIZONA STATE BOARD OF NURSING**

IN THE MATTER OF PROGRAM ADN NO.  
US96410000

ISSUED TO:

**CARRINGTON COLLEGE MESA,**

RESPONDENT

**CONSENT AGREEMENT  
AND  
ORDER NO. 250201US96410000**

**CONSENT AGREEMENT**

A complaint charging Carrington College Mesa Associate Degree of Nursing (hereinafter “Respondent”) with violation of the Nurse Practice Act has been received by the Arizona State Board of Nursing (hereinafter “Board”). In the interest of a prompt and speedy settlement of the above-captioned matter, consistent with the public interest, statutory requirements and the responsibilities of the Board, and pursuant to A.R.S. § 41-1092.07 (F)(5), the undersigned parties enter into this Consent Agreement as a final disposition of this matter:

Based on the evidence before it, the Board makes the following Findings of Fact and Conclusions of Law:

**FINDINGS OF FACT**

1. Respondent holds Board-issued program approval for Associate Degree of Nursing, operating in Mesa, Arizona, receiving its initial approval in 2017.
2. On or around November 19, 2021, Respondent was offered and accepted a Consent Agreement #210302RN96410000 (attached and incorporated by reference) for 36 months’ probation due to failing to provide consistent leadership between the opening of the program in 2017 and October 2021, high instructor turnover, and failing to consistently provide course content to support progressive learning in the nursing program.
3. Pursuant to the July 10th 2024, First Amended to Consent Agreement Order #210302RN96410000 (“First Amendment”, attached and incorporated by reference), Respondent’s probation was increased from 36 months to 48 months due to a pattern of NCLEX-

RN first time pass rates falling below the required 80% standard. The First Amendment further provided that for a minimum of 12 months after the effective date of the First Amendment, all student admissions were suspended. The First Amendment provided that the suspension would be stayed as long as the program achieved at least a 80% quarterly NCLEX first time passing rate. Should the suspension occur, student admissions would resume, after 12 months of suspension, while Respondent maintained an 80% NCLEX quarterly first time pass rate and otherwise remained compliant with the Order. Respondent's first time NCLEX pass rate from October 1, 2024 to December 31, 2024 was 63.4%, which fell below the requirement of the First Amendment. Respondent's first time NCLEX pass rate from January 1, 2025 to March 31, 2025 was 72.3%, which fell below the requirement of the First Amendment.

4. Respondent's 2022 to 2024 Systemic Plan of Evaluation contained graduation data for each cohort. However, there was no evidence that the data was analyzed or that any action was taken based upon the data, as required. Further, meeting minutes reviewed by Board staff did not reflect faculty analysis of program completion rates, as required. Respondent failed to implement and incorporate a Systematic Evaluation Plan into the program based on the requirements of R4-19-201(B)(4).

### **CONCLUSIONS OF LAW**

Pursuant to A.R.S. §§ 32-1606, 32-1663, and 32-1664, the Board has subject matter and personal jurisdiction in this matter.

The conduct and circumstances described in the Findings of Fact constitute violations of A.R.S. §§ 32-1663 (D) as defined in 32-1601 (27) "Unprofessional conduct" includes the following, whether occurring in this state or elsewhere: (d) Any conduct or practice that is or might be harmful or dangerous to the health of a patient or the public, (g) Willfully or repeatedly violating a provision of this chapter or a rule adopted pursuant to this chapter, (i) Failing to comply with a stipulated agreement, consent agreement or board order, (j) Violating this chapter or a rule that is adopted by the board pursuant to this chapter (effective September 29, 2021); and currently cited as A.A.C. R4-19-201 - Organization and Administration (B) A nursing program shall (4)

Develop and implement a written plan for the systematic evaluation of the total program that is based on program and student learning outcomes and that incorporates continuous improvement based on the evaluative data. The plan shall include measurable outcome criteria, logical methodology, frequency of evaluation, assignment of responsibility, actual outcomes and actions taken. The following areas shall be evaluated: (g) Admission and graduation data for each admission cohort, including, at a minimum, the number and percent of students who graduated within 100%, 150% or greater than 150% of time allotted in the curriculum plan, and currently cited as A.A.C. R4-19-211 - Unprofessional Conduct in a Nursing Program; Reinstatement or Reissuance, (A) A disciplinary action, or denial of approval, may be issued against a nursing, refresher, pilot, or distance learning program for any of the following acts of unprofessional conduct: (1) A pattern of failure to maintain minimum standards of acceptable and prevailing educational or nursing practice, or any such failure related to student or patient health, welfare, or safety; (2) A pattern of deficiencies in compliance with the provisions of this Article, or any such deficiency related to student or patient health, welfare, or safety; (8) Failure to comply with Board requirements within designated time-frames.

Respondent admits the Board's Findings of Fact and Conclusions of Law.

In lieu of a formal hearing on these issues, Respondent agrees to issuance of the attached Order and waives all rights to a hearing, rehearing, appeal, or judicial review relating to this matter. Respondent further waives any and all claims or causes of action, whether known or unknown, that Respondent may have against the State of Arizona, the Board, its members, officers, employees and/or agents arising out of this matter.

Respondent understands that all investigative materials prepared or received by the Board concerning these violations and all notices and pleadings relating thereto may be retained in the Board's file concerning this matter.

Respondent understands that the Findings of Fact, Conclusions of Law and Order are conclusive evidence of a prior violation of the Nurse Practice Act and may be used for purposes of determining sanctions in any future disciplinary matter. Respondent further understands that

disciplinary actions are generally available to the public pursuant to public records requests; are posted on or available through the Board's website; and are reported to and are posted by national databases, which may be accessed online and whose retention and posting times are independently determined by the applicable national organization; and any of these policies or applicable laws may change over time.

Respondent acknowledges and agrees that the acceptance of this Consent Agreement is solely to settle this Board matter and does not preclude the Board from instituting other proceedings as may be appropriate now or in the future.

Furthermore, and notwithstanding any language in this Consent Agreement, this Consent Agreement does not preclude in any way any other state agency or officer or political subdivision of this state from instituting proceedings, investigating claims, or taking legal action as may be appropriate now or in the future relating to this matter or other matters concerning Respondent, including but not limited to, violations of Arizona's Consumer Fraud Act. Respondent acknowledges that, other than with respect to the Board, this Consent Agreement makes no representations, implied or otherwise, about the views or intended actions of any other state agency or officer or political subdivision of the state relating to this matter or other matters concerning Respondent.

Board Date: May 23, 2025

Allen Paz

Allen Paz (Aug 7, 2025 14:55:57 PDT)

Carrington College Mesa, Respondent

Dated: 08/07/2025

Joey Ridenour R.N. M.N. F.A.A.N.

Joey Ridenour, R.N., M.N., F.A.A.N.

Executive Director

ARIZONA STATE BOARD OF NURSING

Acceptance Date: 08/08/2025



## ORDER

In view of the above Findings of Fact. Conclusions of Law and the consent of Respondent, the Board hereby issues the following Order:

A. Respondent's consent to the terms and conditions of the Order and waiver of public hearing is accepted.

B. Respondent's ADN program approval is placed on probation for a minimum 36 months stayed revocation probation with admissions suspended for the first 9 months.

C. While this Order is in effect and/or Respondent's approval is subject to discipline, up to and including revocation or voluntary surrender. Respondent is not eligible to renew any other expired approval previously held by Respondent without prior review and approval by the Board.

D. If Respondent is noncompliant with any of the terms of the Order, Respondent's noncompliance shall be reviewed by the Board for consideration of possible further discipline on Respondent's nursing program approval.

E. **Phase I: Suspension of Student Admissions:** For the first 9 months after the effective date of this Order, all student admissions are suspended. Students who were officially admitted, started and completed courses in Respondent's program before the effective date of this Order, and who left the program for whatever reason (academic issues, a leave of absence, etc.) may be re-admitted pursuant to the program's established policies and procedures. Respondent shall increase its NCLEX first time quarterly pass rates to a minimum average of 80% within the first 12 months of this Order. Failure to achieve these scores by the end of the first 12 months of this order, or other violations of the Order, may result in the Board lifting of the stay of revocation.

F. **Phase II:** Probation for a minimum of 24 months after successful completion of Phase I of this Order. Upon Board staff's approval, Respondent may resume student admissions but must maintain an 80% NCLEX quarterly first time pass rate and otherwise remains compliant with the Order.

G. Any violations of the Order, including a quarterly NCLEX first time pass rates less than 80% after Phase I of this Order may result in admissions being suspended again, and may initiate a teach out of existing cohorts only, for a maximum of 2 years, after which Respondent's approval shall be automatically revoked for a period of two years. The program shall be brought back to the Board if the quarterly NCLEX pass rates scores fall below 80% prior to lifting the stay of revocation.

H. At any time Respondent is required by terms of the Order to provide a copy of the Order to another individual, entity, or facility, Respondent must provide all pages of the Order.

I. The probation is subject to the following terms and conditions:

### **TERMS OF PROBATION**

Probation is divided into two successive phases, with a requirement to successfully complete the first phase prior to moving to the next phase. During each phase, Respondent shall remain compliant with all other terms of the Order; otherwise the revocation process shall be initiated

1. Notification of Public/Approval Listed as "Probation"

Within seven days of the effective date of this Stayed Revocation Probation portion of the Order, the Board shall note the probationary status of the program on the list of approved programs with the following notation: "VOLUNTARY CONSENT FOR PROBATION." Additionally the Board shall provide public access to this order through its website.

2. Quarterly Reports by Cohort

Within 7 days of each assigned quarterly reporting due date, Respondent shall provide the Board with accurate and complete quarterly reports containing the following:

- Admissions
- Attrition
- Standardized tests
- On time graduation rates

- Curriculum Changes
- Grievances/complaints – Any written or verbal complaints or concerns regarding the nursing program brought to the attention of the nursing program administrator and their resolution including informal complaints and comments on evaluations.
- Nursing department meeting minutes
- Curriculum Meeting Minutes
- Personnel changes
- All policy revisions
- Timely notification of any program changes that are or may be in violation of this agreement.
- Results of confidential and anonymous student evaluations of nursing courses, instructors, and the overall program.
- Status of all recommendations from external consultant

3. Outside Evaluation

Within 30 days of the effective date of the Order, at the program’s expense, retain a Board-approved nursing program consultant who meets established Board evaluator requirements, including a consultant who will maintain objectivity and has no prior/current personal, professional, or financial connection to the program, and additionally has a minimum of 5 years’ experience in consulting for nursing programs or as a nursing program administrator (for programs who have maintained good standing with their accreditors and government regulators) and who holds a doctorate in nursing or nursing education.

Respondent shall cause the consultant to comprehensively evaluate the nursing program including, but not limited to, adequacy of curriculum and its implementation, plan for systematic evaluation of the total program that is based on program and student learning outcomes and the incorporation of continuous curricular improvement based upon evaluative data.

Respondent shall cause the consultant to provide a comprehensive evaluation report and recommendations to the Board within 90 days of the effective date of the Order. The evaluation report shall include time frames for implementation of recommendations.

Respondent shall implement the recommendations of the consultant within the time frames as recommended by the consultant, including any new recommendations that the consultant identifies during the period of probation, including but not limited to additional training/education for faculty and/or administrators on an ongoing basis during the period of probation.

Respondent shall cause the consultant to continue to monitor the program and provide quarterly reports to the for the duration of the order, that detail the progress of implementation of the consultant's recommendations and any other observations, concerns, or recommendations by the consultant

4. Release of Information Forms

Respondent Program shall cause an authorized program representative to sign all release of information forms as required by the Board or its designee and return them to the Board within 10 days of the Board's written request. Failure to provide for the release of information, as required by this paragraph constitutes noncompliance with this Order.

5. Interview with the Board or Its Designee

Respondent's representative shall appear in person for interviews with the Board or its designee upon request at various intervals and with reasonable notice.

6. Renewal of Approval

In the event Respondent's Associate Nursing Degree program approval is expired or is scheduled to expire while this Order is in effect, Respondent shall apply for renewal of the approval and otherwise maintain approval for an Associate Nursing Degree program in Arizona.

7. Obey All Laws

Respondent shall obey all laws/rules governing nursing education in this state and obey all federal, state and local criminal laws. Respondent shall report to the Board, within 10

days, any violation or potential violation of the Nurse Practice Act, Board of Nursing Rules or any federal, state or criminal laws

8. Costs

Respondent shall bear all costs of complying with this Order.

9. Violation of Probation

If Respondent is noncompliant with this Order in any respect, the Board or its designee may notify Respondent's accreditation agency, including the institutional accrediting agency, of the noncompliance. Additionally, the Board may revoke probation and take further disciplinary action for noncompliance with this Order after affording Respondent notice and the opportunity to be heard. If a complaint or petition to revoke probation is filed against Respondent during probation, the Board shall have continuing jurisdiction until the matter is final, and the period of probation shall be extended until the matter is final.

10. Voluntary Surrender of Approval

Respondent may, at any time this Order is in effect, voluntarily request surrender of their program approval.

11. Completion of Order

Upon successful completion of the terms of the order, Respondent may request formal review by the Board, and after formal review by the Board, Respondent's approval may be fully restored by the appropriate Board action if compliance with this Order has been demonstrated.

12. For all evaluations Respondent shall complete all recommendations of the evaluator and submit quarterly reports unless otherwise noted. Board reserves the right to amend the Consent Agreement based on recommendations of the evaluator.

//

//

//

//

13. Board reserves right to amend consent based on recommendations of evaluator

Board Date: May 23, 2025

*Joey Ridenour R.N. M.N. F.A.A.N.*

Joey Ridenour, R.N., M.N., F.A.A.N.  
Executive Director  
ARIZONA STATE BOARD OF NURSING

Acceptance Date: 08/08/2025

JR/SB:sb

**Signature:** *Sarah Burton*  
Sarah Burton (Aug 8, 2025 06:54:28 PDT)

**Email:** sburton@azbn.gov