

VIA EMAIL ONLY

February 13, 2025

Sarah Carlson, MSN, RN, CCRN, CNL  
Director of Nursing  
Northeast Iowa Community College  
8342 NICC Dr.  
Peosta, IA 52068

Dear Sarah Carlson:

This letter provides formal notice of the action taken on the accreditation status of the Associate Degree in Nursing Program with Pre-licensure Track at Northeast Iowa Community College during the recent National League for Nursing Commission for Nursing Education Accreditation (NLN CNEA) Board of Commissioners meeting on February 12-13, 2025.

We are pleased to inform you that the NLN CNEA Board of Commissioners voted that continuing accreditation be **granted** for the following program:

**Associate Degree in Nursing  
Pre-licensure**

The program was found to be compliant with all standards. However, quality improvement conditions were identified for the following quality indicators: I-A, I-C, II-A, III-A, III-D, V-J and must be addressed by the program within the time frame indicated by the Board of Commissioners.

The Board of Commissioners is requiring the following additional documents to be submitted by **November 15, 2025**: A narrative (2 pages double-spaced maximum) describing the actions to address the compliance concerns with Quality Indicators: III-D. The program must also submit the following Appendices: full SEP, action plan regarding I-C, table regarding II-A, and action plan regarding III-A. No additional narrative pages or Appendices may be submitted. Programs that do not follow these guidelines will have their report returned for revision and resubmission within a timeline determined by the NLN CNEA staff based on upcoming review schedules. Following these guidelines ensures consistency and fairness for all programs under review, as well as respects reviewer time related to the complexity of the submission. Materials are to be submitted in the Accreditation Management System (e-portal) at <https://cneaaccreditation@nlm.org>. Further information regarding these requirements is detailed below.

- **Standard I, Quality Indicator I-A.** Program must provide an updated full SEP that outlines all NLN CNEA Standards of Accreditation and all required elements including data collection, analysis, and data-driven actions implemented in response to findings. According to the NLN CNEA Standards of Accreditation, “Faculty and staff assess and evaluate achievement of identified program outcomes by engaging in an ongoing, systematic, evidence based process” (2021, p. 9).
- **Standard I, Quality Indicator I-C.** Program must provide a clear definition of completion rates, an analysis of contributing factors to the low completion rates, and a detailed action plan to meet established benchmarks within a defined timeline. Program must also provide three complete years of data. According to the NLN CNEA

Standards of Accreditation, “Programs not meeting their established benchmark, have completed an analysis of contributing factors, developed a plan to address identified factors impacting program completion rates that includes timelines for achieving the expected program completion rate” (2021, p. 11).

- **Standard II, Quality Indicator II-A.** Program must provide a table which lists the core values of the program and demonstrates alignment with the institution. According to the NLN CNEA Standards of Accreditation, “Faculty and staff define the core values, mission, and goals for the nursing program, ensuring they are aligned with institutional mission and goals; expected program outcomes are derived from the established mission and goals” (2021, p. 15).
- **Standard III, Quality Indicator III-A.** Program must provide an action plan discussing the active and steady degree progression of all faculty without a graduate degree in nursing within a defined timeline. The action plan must include individual and organizational development plans. According to the NLN CNEA Standards of Accreditation, “Programs that employ faculty without the graduate degree credential design and implement organizational development plans with a goal of demonstrating trending progression toward achieving a full complement of faculty who are prepared at the graduate level. The majority of faculty who do not hold a graduate degree document evidence of active and steady progression toward achieving a graduate degree in nursing or a related field within a defined timeline” (2021, p. 23).
- **Standard III, Quality Indicator III-D.** Program must describe the process of faculty evaluations for full- and part-time faculty and evidence of data collection and analysis. According to the NLN CNEA Standards of Accreditation, “A system for evaluation of individual faculty performance is in place for full-time and part-time faculty and is used to recognize accomplishments as well as define plans for future development and contributions to the program” (2021, p. 27).
- **Standard V, Quality Indicator V-J.** Program must provide SEP that demonstrates faculty input and the review of the curriculum and teaching, learning, and evaluation processes. According to the NLN CNEA Standards of Accreditation, “There is systematic and ongoing review and evidence-based revision of the curriculum and teaching, learning, and evaluation strategies by faculty within a culture of continuous quality improvement to foster achievement of the program’s expected student outcomes” (2021, pp. 40-41).

**The program’s continuing accreditation status is effective for a maximum term of 10 years, beginning October 31, 2024 and terminating October 31, 2034.**

The Board of Commissioners’ decision was based upon a review of the program’s self-study report, on-site program evaluation team report, the NLN CNEA Program Review Committee’s report, and the determination that the program is in compliance with the NLN CNEA’s Standards of Accreditation.

The program’s on-site program evaluation review for continuing accreditation is scheduled for Spring 2034.

Programs accredited by NLN CNEA are required to complete an Annual Report due in January of each calendar year and submit a Mid-Cycle Report midway through the accreditation term to

validate continued compliance with NLN CNEA accreditation standards. **The program's Mid-Cycle Report will be due January 2029.**

As per NLN CNEA policy, the NLN CNEA reserves the right to review and potentially terminate the accreditation status of any program with due notice under the following conditions:

- 1) Accreditation status of the governing institution changes;
- 2) State regulatory status of the nursing program changes;
- 3) Lack of compliance with required NLN CNEA reporting mechanisms (i.e., Annual Report and Mid-Cycle Report);
- 4) Failure to pay annual accreditation fees; OR
- 5) Other substantive institutional or program changes occur affecting the stability of the nursing program and the ability to remain compliant with NLN CNEA Standards of Accreditation.

If changes occur within the program as outlined above, NLN CNEA requires that programs notify NLN CNEA **within thirty days of the change in program status.** Failure to notify NLN CNEA of program changes of the nature listed above within the stipulated time frame may also lead to a review of and action on the program's accreditation status by the NLN CNEA Board of Commissioners.

Programs may choose to publicly disclose their NLN CNEA accreditation status. A certificate of accreditation and an electronic accreditation logo will be forthcoming for the program to display. For programs choosing to publicly disclose their accreditation status on printed or electronic materials, they must use the following public statement:

**“The Northeast Iowa Community College Associate Degree in Nursing Program holds continuing accreditation from the National League for Nursing Commission for Nursing Education Accreditation (NLN CNEA), located at 2600 Virginia Avenue, NW, Washington, DC 20037. 202-909-2487.”**

Congratulations on achieving continuing accreditation status with NLN CNEA and your commitment to providing quality nursing education! We look forward to the on-going success of your nursing program. If you have any questions about the accreditation process, please feel free to contact me.

Sincerely,



Teresa Shellenbarger, PhD, RN, CNE, CNEcl, ANEF  
Executive Director, NLN CNEA

CC: Dave Dahms, MBA, Interim President, Northeast Iowa Community College  
Anne Schleppehorst, Interim Executive Director, Iowa State Board of Nursing  
Barbara Gellman-Danley, PhD, President, Higher Learning Commission  
Susan Welch, PhD(c), EdD, RN, CNE, alumnus CCRN, Chair, Board of Commissioners, NLN CNEA

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