



COMMONWEALTH of VIRGINIA

Department of Health Professions

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Claire Morris, RN, LHNA
Executive Director

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November 19, 2025

Angela Innocent, MSN, BSN, RN
Assistant Dean of Nursing
Fortis College
6300 Center Drive, #22
Maury Building
Norfolk, VA 23502

RE: Case Number 238458, 243802

Dear Angela Innocent,

The recommendation made by the Education Special Conference Committee following your informal conference was presented to the Board of Nursing ("Board") on November 18, 2025. The recommendation was accepted, and enclosed is a certified true copy of the Order issued by the Board.

If you object to this Order and desire a formal hearing before the Board, a written request must be received by the Board **within 33 days from the date of service of the Order**. If no written request is received by that time, this Order will be final.

In order to monitor your compliance with the terms and conditions of the Order, this matter will be forwarded to Charlette Ridout, Staff, Virginia Board of Nursing. Please direct all questions, documents and correspondence related to your compliance with the Order to Charlette Ridout at Charlette.Ridout@dhp.virginia.gov.

If you have any questions regarding this matter, please contact Jacquelyn Wilmoth at (804) 367-4527 or Jacquelyn.Wilmoth@dhp.virginia.gov.

Sincerely,

Jacquelyn Wilmoth, R.N., M.S.N.
Deputy Executive Director
Virginia Board of Nursing

cc: David Kazzie, Deputy Director, Administrative Proceedings Division
 Russell Mauk, Campus President
 Arne W. Owens, Director, Department of Health Professions

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: **FORTIS COLLEGE NORFOLK
ASSOCIATE DEGREE NURSING EDUCATION PROGRAM**
Program Code: **US28409500**
Case Numbers: **238458, 243802**

RATIFICATION AND ORDER

On November 18, 2025, a panel of the Board met to receive and act upon the Recommended Decision of the Education Special Conference Committee ("Committee"). Fortis College Norfolk Associate Degree Nursing Education Program ("Respondent"), submitted written comments.

In consideration whereof, the Board of Nursing **ACCEPTS** the attached Recommended Findings of Fact and Conclusions of Law of the 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), Respondent may, not later than 5:00 p.m., on December 22, 2025, request a formal administrative hearing before the Board by notifying Claire Morris, Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated. This Order shall become final on December 22, 2025 unless a request for a formal administrative hearing is received as described above.

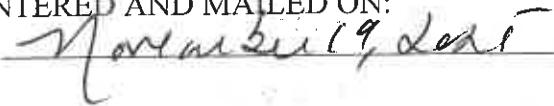
FOR THE BOARD


Claire Morris, R.N., L.N.H.A.
Executive Director
Virginia Board of Nursing

Certified True Copy

By 
Virginia Board of Nursing

ENTERED AND MAILED ON:


November 19, 2025

BEFORE THE VIRGINIA BOARD OF NURSING

**IN RE: FORTIS COLLEGE NORFOLK
ASSOCIATE DEGREE NURSING EDUCATION PROGRAM**
Program Code: US28408900
Case Number: 238458, 243802

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 October 8, 2025, in Henrico County, Virginia, to inquire into evidence that Fortis College Norfolk Associate Degree Nursing Education Program (“Fortis Norfolk ADN”), may have violated certain laws and regulations governing the operation of associate degree nursing education programs in the Commonwealth of Virginia.

Present at this proceeding on behalf of Fortis Norfolk ADN were: Gloria McWhirter, MSN, RN, Dean of Nursing; Elaine Foster, Vice President of Nursing; and Russell Mauk, Campus President.

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. Fortis College Norfolk Associate Degree Nursing Education Program (“Fortis Norfolk ADN”), was granted approval to operate an associate degree nursing education program on March 29, 2016.
2. On February 7, 2022, Fortis Norfolk ADN was placed on conditional approval status after its pass rate for first-time test takers of the NCLEX-RN (“pass rate”) was below 80% for the preceding

two calendar years of 2020 and 2021. By Order of the Board entered on July 26, 2023 (“Board’s Order”), Fortis Norfolk ADN was continued on conditional approval status based on findings that its pass rate was below 80% in 2020, 2021, and 2022. Fortis Norfolk ADN’s conditional approval status was continued contingent upon its 2023 and 2024 pass rates being not less than 80%.

3. Fortis Norfolk ADN violated 18 VAC 90-27-210(A) and (B) of the Regulations for Nursing Education Programs (“Regulations”) and Term Number 1(a) of the Board’s Order in that its 2023 and 2024 pass rates were below 80%. Specifically:

- a. In 2023, the pass rate was 69.35% and
- b. In 2024, the pass rate was 71.11%.

4. At the informal conference, program representatives stated they “couldn’t put a finger on” why Fortis Norfolk ADN was unable to meet regulatory requirements for pass rates for first-time test takers of the NCLEX-RN (“pass rate”) in the previous five years.

5. Evidence before the Board revealed that the program’s quarterly reports submitted since 2023 showed no remediation efforts to improve the pass rate.

6. Fortis Norfolk ADN representatives acknowledged that the anticipated 2025 pass rate could not meet regulation. They acknowledged that, as a result, 2025 would be the sixth consecutive year of having a pass rate below 80%.

7. The program described significant recent changes in leadership and faculty. For example, Fortis Norfolk ADN has had five different deans of nursing in the previous five years.

8. Program representatives were prepared and forthcoming with their honest responses to the Committee’s questions.

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. The approval of Fortis College Norfolk Associate Degree Nursing Education Program ("Fortis Norfolk ADN") to operate an associate degree nursing education program is **WITHDRAWN**.
2. The program shall be closed no later than October 31, 2027.
3. Fortis Norfolk ADN shall halt admission of new students immediately.
4. Within 60 days of the date of entry of this Order, Fortis Norfolk ADN shall provide to the Board proof of its compliance with the following terms:
 - a. Fortis Norfolk ADN shall provide a copy of this Order to all current students, to all faculty members, and to the program's advisory board;
 - b. Fortis Norfolk ADN shall publish this Order on its website; and
 - c. Fortis Norfolk ADN shall update all publications and promotional materials to reflect that Fortis Norfolk ADN's approval has been withdrawn effective October 31, 2027.
5. Pursuant to 18 VAC 90-27-240(B) of the Regulations, Fortis Norfolk ADN shall provide to the Board a list of the names of any students who have transferred to approved programs and the date on which the last student was transferred no later than October 31, 2027.
6. Pursuant to 18 VAC 90-27-240(C) of the Regulations, Fortis Norfolk ADN shall inform the Board of the arrangements made to safeguard the records of students and graduates, and if the governing institution ceases to exist, the academic transcript of each student and graduate shall be transferred by the institution to the Board for safekeeping no later than October 31, 2027.
7. Pursuant to 18 VAC 90-27-240(B)(3) of the Regulations, Fortis Norfolk ADN shall provide quarterly reports to the Board regarding progress toward closure. The reports shall be submitted

Fortis College Norfolk Associate Degree Nursing Education Program

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on a quarterly basis to the Board, with the first report due no later than 60 days from the date of entry of the Order and subsequent reports due the first Monday of January, April, July, and October.

Reviewed and approved
By A. Tucker Gleason, PhD
Chair, Education Conference Special Committee

Certified True Copy

By Leget
Virginia Board of Nursing

Understanding Compliance Monitoring

The Board Order outlines the factual and legal basis for the Board's action as well as any terms imposed on the program. It is your primary source document for what the Board requires of you throughout the period of monitoring and provides instruction on deadlines and due dates related to the imposed terms.

Read the Board Order thoroughly and keep the Order handy for reference.

Board Orders are public documents and are accessible through the Board of Nursing website.

Monitoring the Terms of the Board Order

Compliance with the Board Order is monitored by a Compliance Case Manager. The name and contact information of the program's case manager has been provided in the cover letter of your Board Order. It is the program's responsibility to make initial contact with the Compliance Case Manager. The program is responsible for submitting required documents demonstrating compliance in accordance with the terms of the Board Order

Should your Board Order require the submission of Quarterly Reports, please submit to the Program Manager. Should your Board Order require a survey/site visit, the Program Manager will contact the program to schedule the visit.

Questions regarding Board Ordered Quarterly Reports and program visits should be directed to the Program Manager. Questions regarding all other terms of the Order shall be directed to the Compliance Case Manager.

Under Investigation?

If the program is under a subsequent investigation by the Board while under the terms of a Board Order, the program should continue to comply with the current Order and cooperate with the Board in its investigation.