

**Report of Survey Visits
 Odessa College at Monahans and at Andrews, Texas
 Vocational Nursing Education Programs**

Summary of Request:

Consider the report of the routine survey visits to Odessa College at Monahans and at Andrews, Texas Vocational Nursing Education Programs (See the Summary of Survey Visit in Attachment #1). The survey visits were conducted on April 17, 2013 by Susan Wilkinson, PhD, RN, CNS, Contract Program Evaluator.

Historical Perspective:

- The NCLEX-PN® examination pass rates for the past five (5) years are provided in the following tables:

Andrews Campus

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	68.75%	22/32	Full
2011	100%	22/22	Full
2010	100%	19/19	Full
2009	90.48%	19/21	Full
2008	90.91%	10/11	Full

Monahans Campus

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	100%	17/17	Full
2011	82.35%	14/17	Full
2010	85.71%	12/14	Full
2009	71.43%	10/14	Full
2008	88.24%	15/17	Full

Summary of Survey Findings:

- Board Evaluator identified many strengths of the programs.
- Findings from the survey visits indicated that the programs are in compliance with Board Rule 214.

Pros and Cons from Survey Visit:**Pros:**

- Odessa College administration expressed support for the VN programs and values the role that the programs play in providing nurses to the Midland/Odessa area and rural communities in west Texas.
- The program of study includes all required content, and is logically organized from simple to complex beginning with care of the healthy patient. The program of study is designed to ensure students are competent in skills prior to entering the clinical setting. The majority of skills are “front-loaded” in the first semester of VN classes.
- Students reported they enrolled in the VN program because of location in their local community, the program reputation, the ability to continue in an ADN program, and the NCLEX-PN® pass rates.
- Students commented that they feel all current faculty are engaged teachers and approachable and committed to their success. They enjoy group activities in the classroom and the interactive lecture style.
- Students commented that the faculty members are helpful to students that are struggling. They stay late and come in early to meet one-on-one with students. Faculty remediate students individually based on needs.
- The directors and faculty, from both sites, report that graduates currently have no difficulty finding employment and often have offers of employment prior to graduation. They typically find employment in clinics, physician offices, long term care, and skilled nursing facilities.
- Nancy Wells, RN, from the Monahans Center campus has experience as a program director and is serving as a mentor to Wendy Walker, RN (Andrews Extension campus).

Cons:

- The Andrews Extension campus 2012 NCLEX-PN® pass rate is 68.75%. Ms. Walker is completing her first year as the VN program director and shared that she felt that as a faculty they had the academic year 2012 students complete assignments that artificially elevated their averages and that a number of students finished the program that typically would not have been successful. Only two (2) students were not successful in 2012 when they typically lose eight (8) to ten (10) students throughout the course of the program.
- Faculty described their current semester workweek as reasonable, but full. They state they occasionally take work home to complete.
- Recent faculty meeting minutes indicate when decisions are made and evidence is provided that decisions are made based upon evaluation data. Prior to this, academic year minutes were not focused and did not provide substantial evidence that decisions were made based on evaluation data, specifically from the Andrews Extension campus program.

Rationale for Staff Recommendation:

The Odessa College Campuses at Monahans and at Andrews, Texas Vocational Nursing Education Programs are in full compliance with Rule 214. The programs of study meet all rule requirements and prepare graduates for employment in many settings in the area.

Staff Recommendation:

Move to accept the report of findings of the routine six-year survey visits to the Odessa College Campuses at Monahans and at Andrews, Texas Vocational Nursing Education Programs (See Draft Letters in Attachment #2).

**Summary of Survey Visit
Odessa College Campuses in Monahans and Andrews, Texas
Vocational Nursing Education Programs**

Purpose of Survey Visit: Routine six-year survey visit

Date of Visit: April 17, 2013

Board Staff Conducting Visit: Susan Wilkinson, PhD, RN, CNS, Contract Program Evaluator

Board Evaluator met with:

- Clarice Kimbriel, MSN, RN, Department Chair and Associate Degree Nursing (ADN) Education Program Director, Odessa College
- Nancy Wells, RN, Director, Vocational Nursing (VN) Education Program, Odessa College - Monahans Center
- Wendy Walker, RN, Director, VN Program, Odessa College - Andrews Extension
- Christina Chavez, LVN, VN Instructor - Andrews Extension
- Rosa Tejeda, RN, VN Instructor - Andrews Extension
- Julia Ann McCalister, RN, VN Instructor - Monahans Center
- Deborah Chaney, Administrative Assistant - Monahans Center
- Susan Magee, Administrative Assistant - Andrews Extension
- Five (5) VN students

Activities Carried Out by Program Evaluator During Survey Visit:

- Conducted initial meeting with administration
- Conducted initial meeting with Program Directors of both programs
- Interviewed faculty from Monahans and Andrews campuses
- Interviewed students from Monahans campus
- Toured facilities housing the nursing program in Monahans Center
- Reviewed records and documents (student and faculty files, minutes of faculty meetings, examinations, and other program documents) for programs in Monahans and Andrews
- Reviewed Student Handbook and Faculty Handbook
- Conducted exit meeting with directors and faculty

Summary of Findings:

Findings Related to Administration:

- Odessa College/Monahans Center: Nancy Wells, RN, has served as director for the VN program for three (3) years and has been a faculty member for six (6) years.
- Odessa College/Andrews Extension: Wendy Walker, RN, has served as director for the VN program for one (1) year and has been a faculty member for two (2) years.
- Ms. Wells from Monahans Center is working with Ms. Walker from the Andrews Extension campus in a mentoring role regarding the director position.
- Odessa College administration expressed support for the VN programs and values the role that the programs play in providing nurses to the Midland/Odessa area and rural communities in west Texas.
- The director and faculty voiced appreciation for the strong support they receive from the Odessa College administration and the ADN Program Director.

- The directors and faculty from both sites, report that graduates currently have no difficulty finding employment and often have offers of employment prior to graduation. They typically find employment in clinics, physician offices, long term care and skilled nursing facilities.
- The program directors on the Monahans and Andrews campuses carry a full teaching assignment that is comprised of classroom and skills lab teaching in addition to their assigned administrative duties and responsibilities. The VN Program Director positions as well as faculty positions at Odessa College are twelve (12) month appointments.

Findings Related to Program of Study:

- The twelve (12) month VN program is designed to be completed in three (3) semesters.
- Both campuses utilize the same program of study. There are a total of 1408 contact hours in the program of study, including 560 didactic hours; 336 skills/simulation hours; and 848 patient care clinical hours.
- The Andrews Extension campus 2012 NCLEX-PN® pass rate is 68.75%. Wendy Walker is completing her second year as director and shared that she felt that as a faculty they had the academic year 2012 students complete assignments that artificially elevated their averages and that a number of students finished the program that typically would not have been successful. They only had two (2) students that were not successful in 2012 when they typically lose eight (8) to ten (10) students throughout the course of the program. Ms. Wells from the Monahans Center campus has more experience as director and is currently mentoring Ms. Walker in the director role.
- The organization of the curriculum is based on sequential learning, with the first semester laying the groundwork for the program.
- The program of study includes all required content, and is logically organized from simple to complex beginning with care of the healthy patient. The program of study is designed to ensure students are competent in skills prior to entering the clinical setting. The majority of skills are “front-loaded” in the first semester of VN classes.
- The curriculum includes IV therapy.
- The *Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the current curriculum.
- The teaching model is based upon face-to-face classes combined with hybrid online experiences in the mental health and leadership classes. Sim-chart is utilized as an online tutorial for documentation instruction.
- Faculty and students receive training via distance education and IT support is available.
- Odessa College VN Programs utilize standardized testing as part of the admission process.
- Students expressed that syllabi and instructions are adequate and effective.

Findings Related to Faculty

- Monahans Center: The director and one (1) full-time RN and one (1) part-time RN carry out the VN instruction. Occasional adjuncts and preceptors are used as enrollment warrants. Current faculty have been employed full time from a period of two (2) to seven (7) years.
- Andrews Extension: The director and two (2) full-time RN and one (1) full-time LVN carry out the VN instruction. Occasional adjuncts and preceptors are used as enrollment warrants. Current faculty have been employed full time from a period of two (2) to three (3) years.
- Turnover rate for faculty in program has not been a problem recently. The current faculty appears stable and cohesive.
- Three (3) faculty members from the two (2) programs were available for interview.
- Faculty confirmed they receive strong support from one another as well as their respective director.

- Faculty expressed excitement about methods of instruction used, particularly the clinical experiences in the community, and appear energetic and dedicated to the nursing program.
- Faculty meet BON qualifications and offer diversity in their educational and experiential backgrounds on both campuses.
- Faculty agree that morale is currently high, but described their current semester workweek as reasonable but full. Faculty state that their teaching assignments do not allow time to develop online modules for students. They state they occasionally take work home to complete.
- Both directors (Monahans & Andrews) attend the Texas Association of Vocational Nurse Educators (TAVNE) Conference.
- Funding for professional development travel is a challenge in the current economy, but faculty attend training on the main Odessa College campus prior to the start of fall classes and are included when workshops are offered throughout the year.
- Monthly faculty meetings are held as needed. Because the faculty on each campus is so small they state they have to make an effort to schedule formal meetings as well as document the activities and outcomes of the meetings.
- BON required faculty policies are in place with files providing evidence that policies related to faculty qualifications and evaluations are followed.

Findings Related to Students

- Each program site admits one (1) cohort of students each year.
- According to the director, the Andrews program has the capacity to admit up to forty (40) students annually. In August 2012, forty (40) students were accepted and thirty-four (34) students enrolled. At this time, twenty-four (24) are scheduled to graduate in August 2013.
- According to the director, the Monahans program has the capacity to admit up to thirty-six (36) students annually. In August 2012, thirty (30) students were accepted and twenty-five (25) students enrolled. At this time, twenty (20) are scheduled to graduate in August 2013.
- Both directors state that attrition rates typically range from 20-25%.
- Five (5) students were available to interview.
- Students reported they enrolled in the VN program because of location in their local community, the program reputation, the ability to continue in an ADN program, and the NCLEX-PN® pass rates.
- Students expressed that they felt that employment opportunities were available to new graduates in hospitals, long-term care, and other healthcare settings in the area.
- Students cited clinical experiences and the “up front” skills lab as being the highlight of the program. They look forward to the upcoming summer rotations at Medical Center Hospital, Odessa.
- Students agreed that the program of study and methods of instruction are effective. They felt the classroom instruction prepared them well for clinical experiences.
- Student policies are in place.
- Students receive required information in their initial orientation verbally as well as in a handbook. Students indicated they received declaratory order information beginning with the initial advising process.
- Students commented that they feel all current faculty are engaged teachers and approachable and committed to their success. They enjoy group activities in the classroom and the interactive lecture style.
- Students commented that the faculty are helpful to students that are struggling. Faculty stay late and come in early to meet one-on-one with students. Faculty remediate students individually based on needs.
- The majority of students reported they plan to seek further education to become registered nurses.

Findings Related to Clinical Learning Experiences

- The program at Monahans Center has active clinical contracts with ten (10) affiliating agencies which provide sound clinical opportunities for the curriculum.
- The program at Andrews Extension has active clinical contracts with twelve (12) affiliating agencies which provide sound clinical opportunities for the curriculum.
- Faculty provide responsible supervision in all clinical experiences and utilize preceptors for occasional community-focused observational experiences. BON required ratios are maintained for these experiences.
- The clinical experiences are scheduled to follow related didactic content in the classroom.
- The clinical evaluation tools demonstrate progression across the program and are used for formative and summative evaluation.
- Both programs plan to approach the simulation director of the Odessa College ADN program for faculty development in simulation.

Findings Related to Facilities, Resources, and Services

- The VN programs are located on campuses in Monahans and Andrews, Texas.
- An array of student services is located on each campus. There is a study room with a small nursing library on the Monahans campus. This is also available on the Andrews campus.
- Computer labs/resources are available on both campuses. Exams are administered in computer labs. Students can also access various computer programs from home and through their handheld devices.
- The director has a private office in close proximity to the administrative assistants, faculty offices, and classrooms.
- Faculty are provided with fully equipped private offices.
- Adequate restrooms are located in the Monahans facility that was toured. There are separate student and faculty lounges with refrigerators and microwaves.
- The main VN classroom is spacious, comfortable, and adequately equipped with tables and chairs that encourage group activities.
- Several high-fidelity mannequins are based within the skills lab area.
- Each program has (1) half-time administrative assistant dedicated to the VN program.
- Files are locked and located in a secure room in the office housing the administrative assistant.

Findings Related to Records and Reports:

- The programs have an adequate Total Program Evaluation Plan (TPE) in place.
- Recent minutes indicate when decisions are made and evidence is provided that decisions are made based upon evaluation data. Prior to this academic year, minutes were not focused and did not provide substantial evidence that decisions were made based on evaluation data, specifically from the Andrews Extension campus program.
- Student and faculty files reviewed contained all documents required by Rule 214.

DRAFT LETTER

July 22, 2013

Wendy Walker, RN, Director
Vocational Nursing Education Program
Odessa College at Andrews
201 NW Avenue D
Andrews, Texas 79714

Dear Ms. Walker:

At the April 18-19, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine survey visit to the Odessa College at Andrews, in Andrews, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the routine survey visit report of the April 17, 2013 survey visit as the program was found to be in compliance with all aspects of Rule 214.

If you have any questions, or if we may provide assistance, please contact Board Staff at 512-305-7660 or via e-mail at Virginia.ayars@bon.texas.gov.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President of the Board

Virginia D. Ayars, EdD, MS, RN
Nursing Consultant for Education

copy: Texas Workforce Commission
Dr. Gregory D. Williams, President of Odessa College

DRAFT LETTER

July 22, 2013

Nancy Wells, RN, Director
Vocational Nursing Education Program
Odessa College at Monahans
201 West University
Odessa, Texas 79764

Dear Ms. Wells:

At the April 18-19, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine survey visit to the Odessa College at Monahans in Odessa, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the routine survey visit report of the April 17, 2013 survey, and commend the Odessa College at Monahans Vocational Nursing Education Program on the 100% NCLEX-PN® examination pass rate for 2012.

If you have any questions, or if we may provide assistance, please contact Board Staff at 512-305-7660 or via e-mail at Virginia.ayars@bon.texas.gov.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President of the Board

Virginia D. Ayars, EdD, MS, RN
Nursing Consultant for Education

copy: Texas Workforce Commission
Dr. Gregory D. Williams, President of Odessa College