

**Report of Survey Visit  
Anamarc College in El Paso, Texas  
Vocational Nursing Education Programs**

**Summary of Request:**

Consider the report of the routine six (6) year survey visit to the Anamarc College in El Paso, Texas Vocational Nursing Education Program. The visit was conducted on August 8, 2013 by Susan Wilkinson, PhD, RN, CNS, Contract Program Evaluator (see Attachment #1).

**Historical Perspective:**

- Anamarc College has been accredited by the Accrediting Council for Independent Colleges and Schools (ACICS) since 2003, with current ACICS accreditation through 2018.
- Other health science programs offered at Anamarc College include: Occupational Therapy Assistant, Patient Care Technician, Medical Assistant, Nursing Assistant, Medical Billing and Coding, and Phlebotomy Technician. Anamarc College also offers an Associate Degree Nursing (ADN) Education Program at the Santa Teresa, New Mexico campus, located fifteen (15) miles from El Paso.
- Anamarc College was approved to offer a Vocational Nursing (VN) Education Program at the January 2006 quarterly Board meeting.
- Lory Helmick, MSN, RN, FNP-BC has served as director since the program's inception.
- The VN Program is offered on both the Central and East campuses.
- NCLEX-PN® examination pass rates for the past six (6) years are provided in the following table:

<b>Examination Year</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First-Time Candidates (Passed/Total)</b>	<b>Board Approval Status</b>
2012	93.75%	105/112	Full
2011	96.88%	124/128	Full
2010	90.91%	40/44	Full
2009	92.05%	81/88	Full
2008	89.66%	26/29	Full
2007	95.45%	21/22	Initial

**Summary of Survey Visit:**

- The Program Evaluator identified many strengths in the program.

**Pros:**

- The 2012 NCLEX-PN® pass rate is 93.75% (105/112).
- Lory Helmick, MSN, RN, FNP-BC has served as director for the VN program since the program's inception in 2006. Ms. Helmick receives 100% administrative release in her role as director of the Texas VN and the New Mexico ADN programs.
- The *Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the curriculum.

- The director, faculty, and students expressed that employment opportunities are available to new graduates in hospitals and other healthcare settings in the area.
- A formal comprehensive, detailed policy for new faculty orientation with online training modules is in place. Additionally, new faculty members are not expected to carry a full load for the first semester after initial hire to facilitate a positive transition.
- Students reported they enrolled in the VN program because of location in their local community, the program length, and that they are able to get into the program quickly. Students stated this is especially important for the dependents of servicemen stationed at US Army Post Fort Bliss in El Paso.

**Cons:**

- Due to the unique numbering of the Anamarc VN Education Program courses it may be difficult for students to transfer course credit towards an advanced degree. The Nursing Program Director is currently developing a revised VN curriculum that is more in alignment with the Workforce Education Course Manual (WECM) VN course structure to facilitate transfer of course credit for students.
- Faculty and students commented that the computers on the Central campus need to be refreshed, as some equipment is dated and does not consistently operate. According to the Anamarc CFO, a computer refresh is planned during the next fiscal year.

**Staff Recommendation:**

Move to accept the report of the routine six (6) year survey visit to the Anamarc College in El Paso, Texas Vocational Nursing Education Program (See draft letter in Attachment #2).

**Summary of Survey Visit and Findings  
Anamarc College in El Paso, Texas  
Vocational Nursing Education Program**

**Purpose of Survey Visit:** Routine six (6) year survey visit

**Date of Visit:** August 8, 2013

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

**Program Evaluator met with:**

- Lory Helmick MSN, RN, FNP-BC, Director of the Vocational Nursing (VN) Education Program in El Paso, Texas and Director of the Associate Degree Nursing (ADN) Education Program in Santa Teresa, New Mexico
- Ana Maria Pina Houde, PhD, CEO, Anamarc College
- Pablo Fuentes, MEd, President, Anamarc College
- Marc Houde, RN, CFO, Anamarc College
- Rachel Lozano, MSN, RN, ADN Program Coordinator
- Melissa Hilliard, MSN, RN, VN Program Coordinator
- David Angulo, Clinical Exercise Physiologist, Lecturer
- Javier A. Gutierrez, MD, Anatomy and Physiology Instructor
- Amy Straley, RN, VN Instructor
- Andrea Uribe Sanders, RN, WHNP-BC, VN Instructor
- Lauren Seeburg, RN, VN Instructor
- Elizabeth Richardson, BSN, RN, VN Instructor
- Anice Chavez, RN, VN Instructor
- Monique Calderon, BSN, RN, VN Instructor
- Otes Kolade, BSN, RN, VN Instructor
- Elizabeth Lopez, BSN, RN, VN Instructor
- Joyce Canavan, MSN, RN, VN Instructor
- Imelda Skertchly, BSN, RN, Clinical Coordinator
- Veronica Hernandez, BSN, RN, VN Instructor
- Twenty-eight (28) VN Students

**Activities Carried Out by Program Evaluator During Survey Visit:**

- Conducted initial conference with President, Director, and Coordinators;
- Met with the VN Program Director along with VN and ADN Program Coordinators;
- Interviewed faculty;
- Interviewed students;
- Observed classroom instruction;
- Toured facilities housing the VN program on Central campus;
- Reviewed records and documents, including student and faculty files, minutes of faculty meetings, examinations, and other program documents;
- Reviewed Student Handbook, Faculty Handbook, and Faculty Orientation Handbook; and
- Conducted exit conference with administration, director, coordinators, and faculty.

## Summary of Findings:

### Administration and Organization:

- Other health science programs offered at Anamarc College include: Occupational Therapy Assistant, Patient Care Technician, Medical Assistant, Nursing Assistant, Medical Billing and Coding, and Phlebotomy Technician. Anamarc College also offers an ADN Program in Santa Teresa, New Mexico, fifteen (15) miles away.
- Anamarc College has been accredited by the Accrediting Council for Independent Colleges and Schools (ACICS) since 2003, with current ACICS accreditation through 2018.
- The VN Program is offered on the Central and East campuses.
- Lory Helmick, MSN, RN, FNP-BC has served as director of the VN program since the program's inception in 2006. The nursing director reports directly to the President.
- Anamarc College administration expressed enthusiastic support for the VN program.
- The director and faculty voiced appreciation for the strong support they receive from the college administration.
- The administration, director, and faculty reported that graduates currently have no difficulty finding employment upon graduation.

### Program of Study:

- The full-time sixteen (16) month traditional VN program is designed to be completed in four (4) semesters. A part-time option is also available that may be completed in twenty (20) months.
- The program of study is comprised of 1485 contact hours, with 645 didactic hours, 300 skills/simulation lab hours, and 540 patient care clinical hours.
- The organization of the curriculum is based on sequential learning. The students begin with a pre-requisite semester laying the groundwork for the program.
- The program of study includes all required content, and is logically organized from simple to complex. Skills courses are offered every semester that introduce skills relevant to the clinical experience. The majority of skills are "front-loaded" in the first semester of VN classes with more advanced skills offered in subsequent semesters.
- The curriculum includes IV therapy in the last semester Adult Nursing Skills course.
- The *Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the curriculum.
- The teaching model includes face-to-face classes combined with online experiences with supplemental materials.
- IT support as well as computer labs are available to faculty and students on each campus.
- Students attend simulation training primarily on the Central campus, however, skills labs are located on each campus.
- The Anamarc College VN Program utilizes standardized testing as part of the admission and progression processes.
- Students expressed that syllabi and instructions are adequate and effective.
- VN program graduates may easily articulate into the Anamarc ADN Program. The transition program is housed at the Santa Teresa, New Mexico campus.
- Due to the unique numbering of the Anamarc VN courses it may be difficult for students to transfer course credit towards an advanced degree. The Nursing Program Director is currently developing a revised VN curriculum that is more in alignment with the Workforce Education Course Manual (WECM) VN course structure to facilitate transfer of course credit for students.

#### Faculty:

- The Anamarc College VN Program is taught primarily on the Central campus with the following faculty mix: four (4) full-time RNs and seventeen (17) part-time RNs.
- Current faculty members have been employed from a period of one (1) to five (5) years.
- The nursing program follows the Anamarc College workload policy in that standard full load is fifteen (15) to eighteen (18) credit hours per week, based on a forty (40) hour work week. Appointed level coordinators are given administrative release time and generally do not teach clinical practicums.
- Turnover rate for faculty in the VN program is low. The current faculty appears stable and cohesive.
- Twelve (12) faculty members were available for interview.
- Faculty confirmed they receive strong support from one another as well as the director.
- A formal comprehensive, detailed policy for new faculty orientation with online training modules is in place. Additionally, new faculty members are not expected to carry a full load for the first semester after initial hire to facilitate a positive transition.
- Plans for future faculty development include simulation, curriculum, and retention.
- Faculty detailed methods of instruction, such as case studies, role playing, group projects, games, and virtual clinical excursions. Faculty members appeared energetic and dedicated to the nursing program.
- Faculty members meet Board qualifications and offer a rich diversity in their educational and experiential backgrounds.
- Faculty members agree that morale is currently high, and described their current semester workweek as reasonable and only occasionally take work home to complete.
- The director and several faculty members attend the Texas Association of Vocational Nurse Educators (TAVNE) Conference annually.
- Anamarc College faculty members are able to attend local professional development offerings provided by the University of Texas at El Paso and Texas Tech University Health Science Center School of Nursing several times per year.
- One (1) faculty member is currently enrolled in an MSN program.
- Faculty meetings, as well as subcommittee meetings, occur at least once a month. Meeting minutes reflect collaborative decision-making.
- Board required faculty policies are in place with files providing evidence that policies related to faculty qualifications and evaluations are followed.

#### Students:

- The VN program admits three (3) cohorts of students per year, one (1) cohort each January, May, and September.
- According to the director, the program has the capacity to admit up to forty (40) students in the day program and twenty-four (24) in the evening cohort. Additionally, the program is currently able to admit 100% of qualified applicants.
- According to the director, the VN program student retention rate is approximately 70%.
- Twenty-eight (28) students were available for interview.
- Students reported they enrolled in the VN program because of location in their local community, the program length, and that they are able to get into the program quickly. Students state this is especially important for the dependents of servicemen stationed at US Army Post Fort Bliss in El Paso.

- Students expressed that they felt that employment opportunities are available to new graduates in hospitals and other healthcare settings in the area.
- Students cited a small learning environment and tutoring as the highlights of the program.
- Students agreed that the program of study and methods of instruction are effective. They felt the classroom instruction prepared them well for clinical experiences as did the simulation experiences.
- Students receive required information in their initial orientation verbally, as well as in a handbook. Students indicated they received declaratory order information beginning in the admissions process and in the student handbook, offered on CD-ROM.
- Students commented that they feel all current faculty are engaged, approachable, and committed to the students' success. Students also commented that faculty post and offer at least one (1) hour of tutoring time on Mondays through Thursdays.
- Students shared that sometimes they do not receive their clinical facility assignments until a few days prior to the scheduled clinical experience. This presented an inconvenience for some students arranging childcare.
- During classroom teaching observation it was noted that the faculty member used interactive questions to engage the students during the lecture.
- The majority of students reported they plan to seek further education to become registered nurses.
- Students reported that they receive information verbally in class, by email, and through the college e-learner platform.

#### Clinical Learning Experiences:

- The program has active clinical contracts with thirty-six (36) affiliating agencies that provide a variety of rich clinical learning experiences.
- The program has a dedicated clinical coordinator who arranges student clinical practicum sites.
- Faculty members provide responsible supervision in all clinical experiences and utilize preceptors for occasional (limited) observational experiences. Board required ratios are maintained for these experiences.
- The clinical experiences are scheduled to match related didactic content in the classroom.
- The midterm and final clinical evaluation tools demonstrate progression across the program and are used for formative and summative evaluations.
- The simulation lab is staffed with a coordinator and one (1) assistant. Faculty is involved in simulation exercises with the students.
- Faculty members remediate clinical students individually, based on identified needs.

#### Findings related to Facilities, Resources, and Services

- The VN program is taught on two (2) campuses: Central (main) campus and East campus. Both are located in El Paso.
- A full array of student services is located on the Central campus. Students have online access to the library including online databases.
- Computer resources are available on each campus. Students can also access various computer programs from home.
- Faculty and students commented that the computers on the Central campus need to be refreshed as some equipment is dated and does not consistently operate. According to the CFO, a computer refresh is planned during the next fiscal year.
- The director has a private office in close proximity to the administrative assistants, faculty offices, and classrooms.

- Faculty members are provided with private offices; however, some of the computer equipment appears to be dated.
- The Central campus was visited. Adequate restrooms are located throughout the facility. There is a lounge with seating, a refrigerator, and a microwave. The main VN classrooms are spacious, comfortable, and adequately equipped.
- The Central campus houses a two (2) room high-fidelity simulation lab with control room. There is a separate skills labs that is well-equipped for skills training.
- The Anamarc College VN Program has a full-time administrative assistant on the Central campus dedicated to the VN program.
- Files are locked and located in a secure room.

Findings Related to Records and Reports:

- The program has an adequate Total Program Evaluation (TPE) Plan in place.
- Minutes indicate when decisions are made and evidence is provided that decisions are made based upon evaluation data.
- Student and faculty files reviewed contained all documents required by Rule 214.

**DRAFT LETTER**

October 21, 2013

Lory J. Helmick, MSN, RN, Director  
Vocational Nursing Education Program  
Anamarc College  
3210 Dyer St.  
El Paso, TX 79930

Dear Ms. Helmick:

At the October 17-18, 2013 Board meeting, the members of the Texas Board of Nursing considered a report of the August 8, 2013 routine survey visit to the Anamarc College in El Paso, Texas Vocational Nursing Education Program. The program was found to be in compliance with all aspects of Rule 214. Therefore, it was the decision of the Board to accept the report of the survey visit.

If you have any questions or we may provide assistance, please contact Board Staff at [Virginia.ayars@bon.texas.gov](mailto:Virginia.ayars@bon.texas.gov) or 512-305-7660.

Sincerely,

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

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

Copy: Pablo Fuentes, MEd, Anamarc College President