

**Report of Survey Visit
 El Paso Community College in El Paso, Texas
 Vocational Nursing Education Programs
 Mission del Paso and Multiple Entry Exit Program**

Summary of Request:

Consider the report of the routine six (6) year survey visit to the El Paso Community College in El Paso, Texas Vocational Nursing Education Program at Mission del Paso and to the Multiple Entry Exit Program. The visits were conducted on August 7, 2013 by Susan Wilkinson, PhD, RN, CNS, Contract Program Evaluator (see Attachment #1).

Historical Perspective:

- The NCLEX-PN® examination pass rates for the past six (6) years are provided in the following tables:

Mission del Paso Program

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	84.44%	38/45	Full
2011	83.88%	25/30	Full
2010	87.18%	34/39	Full
2009	91.23%	52/57	Full
2008	83.33%	30/36	Full
2007	85.37%	35/41	Full

Multiple Entry Exit Program (MEEP)

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	88.89%	16/18	Full
2011	96.15%	25/26	Full
2010	100%	15/15	Full
2009	86.36%	19/22	Full
2008	93.55%	29/31	Full
2007	83.33%	35/42	Full

- El Paso Community College (EPCC) is accredited by the Southern Association of Colleges and Schools. The EPCC Associate Degree Nursing (ADN) education program is accredited by the Accreditation Commission for Education in Nursing, Inc.
- The EPCC Vocational Nursing (VN) Education Program was established in the 1950s by the El Paso Independent School District (ISD) and EPCC assumed administrative control in 1972.
- In 1998 a generic or traditional VN program was initiated at the Mission del Paso campus of EPCC.

Summary of Survey Visit:

- EPCC provides an education ladder that allows students to seamlessly flow from one education level to the next higher level. The community college also offers a unique high school-based program in which EPCC partners with the El Paso ISD and the Ysleta ISD for the Multiple Entry Exit Program (MEEP).
- Findings from the survey visit indicate that the program is in compliance with all aspects of Board Rule 214.

Pros:

- The 2012 NCLEX-PN® pass rates for the two (2) programs are: Mission del Paso = 84.44% (38/45) and the MEEP = 88.89% (16/18).
- P. Gail Meagher, MSN, RN has served as director of the VN program for four (4) years. She has prior nursing faculty experience at Odessa College. Ms. Meagher also holds the position of Dean of Nursing for which she has 100% administrative release. Appointed level coordinators are given 50% administrative release time.
- The *Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the current curriculum. Course syllabi clearly illustrate the alignment of the DECs with course content and student learning outcomes.
- The director, faculty, and students expressed that employment opportunities are available to new graduates in hospitals and other healthcare settings in the area and students often find employment prior to graduation.
- A formal comprehensive, detailed policy for new faculty orientation is in place.

Cons:

- EPCC has limited funding for the purpose of faculty development.

Staff Recommendation:

Move to accept the report of the routine six (6) year survey visit to the El Paso Community College in El Paso, Texas Vocational Nursing Education Program at Mission del Paso and to the Multiple Entry Exit Program (See draft letter in Attachment #2).

**Summary of Survey Visit and Findings
El Paso Community College in El Paso, Texas
Vocational Nursing Education Programs
Mission del Paso and Multiple Entry Exit Program**

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

Date of Visit: August 7, 2013

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

Program Evaluator met with:

- P. Gail Meagher, MSN, RN, Associate Degree Nursing/Vocational Nursing (ADN/VN) Program Director, Dean of Nursing
- William Serrata, PhD, President, El Paso Community College (EPCC)
- Steve Smith, MA, Interim VP of Instruction, EPCC
- Pauline Ballesteros, MSN, RN, ADN Program Coordinator
- Laura Jimenez, BSN, RN, VN Program Coordinator
- Helen Robert, MSN, RN, ADN/VN Instructor
- Rhonda Brown, MSN, RN, ADN/VN Instructor
- Maria Ramos-Gonzalez, MSN, RN, ADN/VN Instructor
- Virginia Madrid, MSN, RN, ADN/VN Instructor
- Alicia Sosa, BSN, RN, VN Instructor
- Hafid A. Guerrero, BSN, RN, CBN, VN Instructor
- Cristina Dominguez, MSN, RN, ADN/VN Instructor
- Arlene Terrones, RN, VN Instructor
- Andria Arreola, BSN, RN, VN Instructor
- Bea Egan, MEd, BSN, RN, VN Instructor
- Eugenie Minolt, MSN, RN, ADN/VN Instructor
- Two (2) administrative assistants
- Thirty-five (35) VN students (all third level, due to graduate August 2013)

Program Evaluator:

- Conducted initial meeting with administration;
- Met with ADN/VN Program Director along with VN and ADN Program Coordinators;
- Interviewed faculty;
- Interviewed students;
- Observed classroom instruction;
- Toured facilities housing the VN program on the Rio Grande and the Mission del Paso campuses;
- Reviewed records and documents (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 meeting with director, coordinators and faculty.

Summary of Findings:

Administration and Organization:

- P. Gail Meagher, MSN, RN has served as the ADN and VN Program Director and Dean of Nursing for four (4) years. Prior to this position she was employed by Odessa College.
- EPCC 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 report that graduates currently have no difficulty finding employment and often have offers of employment prior to graduation.
- The VN program director is also the director of the ADN program so she is limited by the Board rules to teach the maximum of three (3) hours per semester. Her current appointment is 100% administrative.
- Other health science programs offered on the campus include Surgical Tech, Respiratory Therapy, Physical Therapy Assistant, and Dental Hygiene.

Program of Study:

- The twelve (12) month traditional VN program, offered primarily on the Mission del Paso campus, is designed to be completed in three (3) semesters plus one (1) semester of pre-requisite courses. The Multiple Entry Exit Program (MEEP) high school dual credit program spans over the students' junior and senior years (inclusive of summers) with completion at the conclusion of a summer term in August, after high school graduation. Summer terms in the MEEP program are taught at the Rio Grande campus. There are two (2) local high schools that participate in the MEEP program.
- There are a total of 1648 contact hours in the program of study, including: 560 didactic hours; 160 skills/ 80 simulation lab hours; and 848 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. The program of study is designed to ensure students are competent in skills prior to entering the clinical setting. There are three (3) applied skills courses. The majority of skills are "front-loaded" in the first semester of VN classes with more advanced skills offered in the second semester.
- The curriculum includes IV therapy in the Applied Skills 2 course in the second semester. This allows time to practice in the clinical setting in subsequent semesters.
- The *Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the current curriculum and tied to student learning outcomes.
- The teaching model includes face-to-face classes except for the leadership class taught online in the last semester.
- IT support as well as computer labs are available to faculty and students on each campus.
- Students attend simulation training mainly on the Rio Grande campus; however, there are skills labs on each campus.
- The EPCC traditional VN Program utilizes standardized testing as part of the admission and progression processes. The MEEP high school-based VN program has structured entry criteria in place through the school district with which each program is associated.
- Students expressed that syllabi and instructions are adequate/effective.
- Students easily articulate to the ADN Program through the EPCC Ladder Program. The transition program is housed at the Rio Grande campus

Faculty:

- The EPCC VN Program is taught primarily on the Mission del Paso campus during the fall and spring with the following faculty mix: six (6) full-time RNs and one (1) part-time RN. The second semester of the VN program is taught at the Mission campus and the third semester of the VN

program is taught at the Rio Grande campus, both during the summer semester. ADN program faculty members assist with instruction during the summer term.

- Current VN faculty members have been employed from a period of one (1) to five (5) years.
- The nursing programs follow the EPCC workload policy in that standard full load is twenty-one (21) contact hours per semester with ten (10) office hours. Appointed level coordinators are given 50% administrative release time.
- Turnover rate for faculty in programs at all campuses is low. The current faculty appears stable and cohesive. Some ADN faculty members teach in the VN program in the summer.
- Eleven (11) faculty members were available for interview (mix of VN & ADN faculty members).
- Faculty confirmed they receive strong support from one another as well as the director. They stated that the director was approachable with an "open door" policy.
- A formal comprehensive, detailed policy for new faculty orientation is in place.
- New faculty members are required to complete college Blackboard learning platform training before teaching classes.
- Plans for future faculty development include curriculum and curriculum assessment but development funds are limited.
- Faculty detailed methods of instruction utilized, such as concept mapping, role playing, group projects, and appear 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 attends the Texas Association of Vocational Nurse Educators (TAVNE) Annual Conference.
- The EPCC faculty members are able to attend local professional development offerings by the University of Texas at El Paso and Texas Tech University Health Science Center School of Nursing several times per year. Webinars are also available. Several faculty members have attended the Nurse Educators "Boot Camp" in Albuquerque, New Mexico.
- The coordinators hold separate meetings with faculty on each campus. Combined campus faculty meetings occur at least once a month as well as subcommittee meetings. 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 traditional/generic VN program admits two (2) cohorts of students each year. The MEEP program admission is coordinated by each respective school district.
- According to the director the generic program has the capacity to admit up to twenty-five (25) students in fall and spring semesters. The MEEP program has the capacity to admit up to twenty (20) students. There are forty-six (46) third semester students enrolled in the VN program during the summer 2013 term and all are scheduled to graduate in August.
- VN program student retention rate is approximately 79%.
- Thirty-five (35) students were available for interview.
- Students reported they enrolled in the VN program because of location in their local community, the program reputation, and reasonable cost.
- Students expressed that they felt that employment opportunities were available to new graduates in hospitals and other healthcare settings in the area.
- Students cited clinical rotation experience as the highlight 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 do 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 with acceptance, during the new student orientation, and in the student handbook and on the website.
- Students commented that they feel all current faculty are engaged teachers and approachable and committed to their success. They also commented that faculty members are attentive to students that may be struggling with studies and expand office hours.
- The majority of students reported they plan to seek further education to become registered nurses.
- Students report that they receive information verbally in class, by email, and on class Blackboard sites.

Clinical Learning Experiences:

- The program has active clinical contracts with a rich variety of affiliating agencies that provide sound clinical learning experiences.
- 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 one (1) coordinator and two (2) BSN prepared assistants and is used by both VN and ADN programs. Faculty is involved in simulation exercises with the students.
- Faculty members remediate clinical students individually based on needs

Facilities and Resources:

- The traditional VN program is taught on two (2) campuses: Rio Grande (main) Campus and Mission del Paso Campus. Both are located in El Paso, Texas. Two (2) high schools deliver the MEEP program: Jefferson High School in the El Paso Independent School District (ISD) and Bellaire High School in the Ysleta ISD.
- A full array of student services is located on all campuses. 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.
- The director has a private office in close proximity to the administrative assistants, faculty offices, and classrooms.
- Faculty members are provided with fully-equipped private offices.
- The Rio Grande and Mission del Paso campuses were visited. Adequate restrooms are located throughout the facilities. There is a lounge with refrigerators and microwaves on each campus. The VN classrooms are spacious, comfortable and adequately equipped.
- The Rio Grande campus houses a three (3) bay high-fidelity simulation lab with control room that is used by all campuses. Included in this area is a nursing station simulation area. There are multiple skills labs that are well-equipped for skills training.
- Virtual IV training equipment is available for teaching IV skills.
- The ADN/VN Programs have two (2) full-time administrative assistants on the Rio Grande campus with one (1) dedicated to the VN program.
- A dedicated librarian is assigned to the nursing programs to assist faculty and students. The library on the Rio Grande campus has a variety of current nursing holdings, e-books, and a subscription to Stat-Ref.
- Files are locked and located in a secure room.

Records and Reports:

- The programs have detailed Total Program Evaluation (TPE) Plans in place. A system with notebooks with evidence supporting the TPEs was available for review.
- 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

P. Gail Meagher, MSN, RN, Dean
Vocational Nursing Education Program
El Paso Community College
P. O. Box 20500
El Paso, TX 79998

Dear Ms. Meagher,

At the October 17-18, 2013 Board meeting, the members of the Texas Board of Nursing considered a report of the August 7, 2013 routine survey visit to the El Paso Community College in El Paso, Texas Vocational Nursing Education Program at Mission del Paso and the Multiple Entry Exit Program. The programs were 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 visits.

If you have any questions or we may provide assistance, please contact Board Staff at 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: William Serrata, PhD, President