

**Report of a Routine Survey Visit  
North Central Texas College in Gainesville, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

- Consider the report of the regular survey visit to the North Central Texas College (NCTC) Vocational Nursing (VN) Education Program in Gainesville, Texas. A routine six (6) - year survey visit to NCTC was conducted on June 10, 2013 by Robin Caldwell, PhD, RN, CLNC, contracted Program Evaluator (see Attachment #1).

**Historical Perspective:**

- Established in 1924, Cooke County Junior College in Gainesville changed its name to North Central Texas College (NCTC) in 1992.
- North Central Texas College was reaccredited by the Southern Association on Colleges and Schools (SACs) in November 2011.
- NCTC has operated a VN program in Gainesville since 1975. The program has three (3) extension sites: Corinth, established in 1975; Bowie, established in 1979; and, Graham, established in 2009.
- An online delivery track was established in 2009.
- The previous survey visit was conducted in September, 2001.
- The NCLEX-PN® pass rates for the past five (5) years are presented in the following table:

<b>Year</b>	<b>BON Approval Status</b>	<b>NCLEX-PN® Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2012	Full	93.23%	124/133
2011	Full	93.66%	133/142
2010	Full	93.55%	116/124
2009	Full	95.24%	80/84
2008	Full	99%	99/100

**Synopsis of the Survey Visit:**

- The survey visit findings revealed many positive attributes in the program and several areas of noncompliance with Rule 214. Administration and the program director responded positively to the program evaluator's findings, and expressed a willingness to take corrective actions necessary to bring the program into compliance with Rule 214.

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

Pros:

- The program has a five (5) year history of NCLEX-PN® pass rates above 90%.
- Students are provided a wide variety of clinical learning experiences subsequent to the VN program director's diligent efforts to establish and maintain successful clinical affiliations.
- The program director is an experienced educator who is respected by administration, faculty, and students.
- The program has a stable and committed faculty cadre who offer a rich diversity in experiential and educational backgrounds.
- Faculty embrace technology to promote student success.
- Faculty articulated appreciation for the support and guidance they receive from the department dean and program director.
- Students expressed a high degree of satisfaction with the program.
- The VN program is respected in the local communities and graduates of the program are able to obtain employment without difficulty.

- The VN curriculum facilitates articulation into the NCTC ADN program.
- The majority of VN graduates enroll in the ADN program.

Cons:

- The Gainesville campus facilities are not in compliance with Rule 214.
- The physical facilities at the Gainesville campus and the Corinth extension site do not meet the needs of the program staff and students.
- The Corinth extension site lacks sufficient computer and technological resources for the student population.

**Rationale for Recommendation:**

Inadequate physical facilities and resources limit the program's ability to meet faculty and student needs. A detailed and focused nursing faculty orientation will facilitate faculty development and integration with program policies and philosophy.

**Staff Recommendation:**

Move to accept the report of the routine six (6) - year survey visit to North Central Texas College in Gainesville, Texas Vocational Nursing Education Program, and to issue one (1) requirement and one (1) recommendation (see attachment #2).

Requirement #1: College administration shall assure that physical facilities and resources are adequate to meet the needs of a vocational nursing education program and include the following: 1) all skills and simulation laboratories shall be equipped with sinks and hot and cold running water; 2) classrooms and laboratories shall be conducive to learning and adequate in number and size for the number of students enrolled and the educational purposes for which the rooms are used; 3) adequate computer resources shall be sufficient for the size of the student body; and, 4) adequate lounges and study areas shall be provided convenient to the classrooms. The program director shall submit pictorial and written evidence to Board staff of compliance with this requirement no later than March 15, 2014. (Rule 214.11(a)(b)(d)(5)(7))

Recommendation #1: The NCTC VN program director and faculty are encouraged to develop a detailed nursing faculty orientation plan for new nursing faculty and submit a written response to Board staff no later than March 15, 2014.

**Summary of Routine Survey Visit  
North Central Texas College in Gainesville, Texas  
Vocational Nursing Education Program**

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

**Date of Visit:** June 10, 2013

**Program Evaluator Conducting Visit:** Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator

**Program Evaluator met with:**

- Eddie Hadlock, EdD, President, North Central Texas College
- G. Brent Wallace, PhD, Vice President of Instruction, Chief Academic Officer
- Debbie Sharp, MS, Vice President of Institutional Advancement
- Janie E. Neighbors, EdD, Vice President of Financial Services
- obbie Baugh, MBA, Sr. Director Campus Operations
- Billy C. Roessler, PhD, Vice President of Student Services
- Roy E. Culberson, MEd, Corinth and Flower Mound Campus Dean
- Stephen D. Broyles, PhD, Dean of Administrative Services
- M. Gie Archer, MS, RN, CNE, Dean of Health Sciences
- Theresa Edwards, BSN, RN, VN Program Director
- Jane Lopes, MS, RN, Assistant VN Program Director and Corinth Campus Program Coordinator
- Dawn Baher, BSN, RN, Lead Online VN Faculty
- Alice Hupp, BSN, RN, Lead VN Faculty Gainesville Campus
- Toni Perkins, RN, Lead VN Faculty Gainesville Campus
- Cathy Carney, RN, VN Faculty Bowie Campus
- David Smith, BSN, RN, VN Faculty Corinth Campus
- Julie Martin, MSN, RN, MEd, Simulation Lab Coordinator Gainesville Campus
- Amy Wise, LVN, AAS, Simulation Lab Coordinator Gainesville Campus
- Billie Paschel, Simulation lab Technical Assistant Gainesville Campus
- Forty two (42) VN Students

**Program Evaluator:**

- conducted an opening meeting with administration and program director
- met with faculty as a group
- met with students as a group
- reviewed curriculum materials including syllabi, exams, and clinical evaluation tools
- reviewed faculty and student handbooks
- reviewed clinical affiliation and preceptor agreements
- reviewed records and files
- reviewed Total Program Evaluation (TPE) plan and minutes
- toured Gainesville campus facilities
- conducted exit interview with administration, program director, and faculty
- reviewed numerous photos of Corinth, Bowie, and Graham facilities

**Summary of Findings**

Findings Related to Philosophy/Mission and Objectives/Outcomes:

- *The Differentiated Essential Competencies for Graduates of Texas Nursing Programs (DECs) (2010)* are integrated into all aspects of the curriculum.
- A Total Program Evaluation (TPE) is in place and regularly reviewed by faculty.

#### Findings Related to Administration and Organization:

- The organizational chart demonstrates lines of communication, responsibility, and authority within the nursing program and with college administration.
- Administration discussed the value the nursing program adds to the college and local communities: nursing is the college's largest program; the VN program is respected in the local communities; and, graduates are able to obtain employment in the local area without difficulty.
- Administration seeks opportunities for grant funding for the program and has been successful with obtaining federal and state funds.
- The VN program director, Theresa Edwards, BSN, RN, has been in place since 2007. She was previously a faculty member in the program.
- In addition to her program administrative duties, Ms. Edwards carries a teaching load of three (3) - six (6) hours per semester.
- Jane Lopes, MS, RN, serves as assistant director of the VN program as well as program coordinator on the Corinth campus.
- Administration and the director expressed a commitment to take corrective actions necessary to bring the program into compliance with Rule 214.

#### Findings Related to Program of Study

- The twelve (12) month VN program is designed to be completed in three (3) semesters.
- The 2012 Nursing Education Program Information Summary (NEPIS) report indicates a total of 1440 contact hours in the program of study: 560 didactic; 0 computer lab; 32 skills lab; 80 simulation lab; and, 768 patient care clinical hours.
- The program of study is well organized and includes all BON required content.
- The 2010 DEC's have been fully incorporated into the curriculum.
- The program utilizes a variety of methods (face-to-face, online, skills/simulation lab instruction, and faculty supervised hands-on clinical practice) for delivery of the curriculum in order to facilitate the educational pursuits of diverse groups of learners.
- In 2009, an online delivery track was added. The teaching model is based upon online delivery of course materials combined with campus-based skills lab activities and faculty supervised clinical learning experiences.
- The curriculum is designed to ensure that students are competent in skills prior to entering the clinical setting. Intravenous (IV) therapy is taught in the last semester.
- A set of seventeen (17) "expanded skills" has been integrated into the curriculum to include training in various medical assisting skills. According to the director and faculty, the skills were added in response to requests from local employers, and graduates have reported that acquisition of these additional competencies has enabled them to obtain employment in area clinics and physician offices.
- Standardized testing is used for admission, progression, remediation, and graduation purposes.
- The program utilizes NCLEX blueprinting. Faculty is knowledgeable regarding test construction and item analysis.
- The program provides a live NCLEX-PN® review for students upon graduation.
- The curriculum provides for a smooth transition into the NCTC ADN program. According to the director, the majority of VN graduates enroll in the ADN program.

#### Findings Related to Faculty:

- Eleven (11) full-time faculty (including the program coordinator), and twelve (12) part-time faculty carry out the VN instruction. Of the total faculty, eighteen (18) are RNs and five (5) are LVNs.
- Two (2) simulation lab faculty members teach in both the VN and ADN programs.
- According to the director, faculty turnover rates in the program are historically low, and there were no vacant faculty positions at the time of the survey visit.
- The eight (8) VN faculty interviewed are seasoned and well-credentialed with tenures ranging from two (2) to twenty (20) years teaching experience.
- Several faculty members are pursuing advance degrees in nursing.
- Faculty has demonstrated competencies in distance education and students are oriented to the online environment. IT support is available.
- Faculty agreed they are actively engaged in curriculum planning, implementation, and evaluation.

- Faculty discussed their teaching assignments, and demonstrated enthusiasm in describing recent innovative strategies implemented in online instruction and high-fidelity simulation.
- Faculty reported that professional development opportunities provided by the college include funding to attend the annual Texas Association of Vocational Nursing Educators (TAVNE) conference. Additionally, faculty are pro-active in pursuing outside professional development activities to assist them develop in the educator role.
- Faculty voiced appreciation for the support they receive from one another, the program director, and dean.
- Faculty meets as a group once or twice each year and communicates frequently between meetings via email, conference call, and/or webinar.
- Minutes of meetings are maintained and BON required faculty policies are in place.
- Faculty shared concerns regarding inadequate facilities and resources on the Gainesville and Corinth campuses.
- Though a broad orientation policy is in place, faculty agreed there is a need for a more focused and in-depth orientation to the nursing program.

#### Findings Related to Students:

- The program admits two (2) cohorts of students each year in January and August.
- At the time of the survey visit, 140 students were enrolled in the program: fifty-one (51) students at the Gainesville campus; thirty-three (33) students at the Corinth campus; seventeen (17) students at the Bowie campus; eighteen (18) students at the Graham campus; and twenty-one (21) students are enrolled in the online program.
- Twenty-five (25) level II students and seventeen (17) level III students from the Gainesville campus were available for interview.
- Students reported they enrolled in the NCTC VN program because of location, program reputation, and high NCLEX-PN® pass rates.
- Students expressed a high degree of satisfaction with the nursing program and confidence they are being well prepared for clinical practice. Several students complimented the helpfulness and availability of the faculty.
- Students agreed they have input into the program, and the faculty and director are responsive to their feedback.
- Students confirmed they received declaratory order and eligibility information upon enrolling in the program.
- The majority of students interviewed stated they plan to enroll in the North Central Texas College ADN program.
- The student handbook includes all Board required policies.

#### Findings Related to Clinical Learning Experiences:

- Contracts with clinical affiliating agencies are current. An established history of good relationships with clinical agencies affords VN students with access to a wide range of clinical experiences. Skills lab and simulation activities are also utilized.
- Students enrolled in the online program attend faculty supervised clinical learning experiences each weekend.
- The director and faculty acknowledged recent challenges in obtaining pediatric clinical rotations which they attributed to an increased number of nursing education programs competing for clinical sites.
- Clinical experiences are scheduled to match related didactic content in the classroom.
- The program has high-fidelity simulation capabilities at each campus location. Faculty received training in clinical simulation and students are oriented to the simulated learning environment.
- Two (2) simulation lab coordinators facilitate lab scheduling and maintenance for both the VN and ADN programs on the Gainesville campus.
- All clinical experiences are faculty supervised. Clinical preceptors are used primarily in the second and third semesters.
- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluation.

#### Findings Related to Facilities and Resources:

- A full array of student services is available at each campus location.
- A physical library is located on each campus. Additionally, students have twenty-four (24) hour access to online library holdings from on or off campus.
- Each campus provides space for faculty offices and work areas, classrooms, skills/simulation labs as well as equipment and IT support.
- The program has fully equipped skills labs and high fidelity simulation capabilities at each campus location.
- The director's large private office is located at the Gainesville campus and is conveniently located to the program assistant and faculty offices.
- Locked program files are located in the director's office.
- Administration and the director reported that the VN program at Bowie will be relocated to a new building that is scheduled for construction beginning July 2013.
- The director indicated that clerical support is adequate on all campuses.
- At the Gainesville campus, the floor is not level and a wall leaks from an electrical outlet in one (1) nursing classroom.
- The Gainesville campus simulation lab does not have a sink or running water. Faculty reported they walk across the hall to a public restroom to clean equipment including simulated blood from mannequin body parts.
- The Gainesville campus and Corinth campus simulation labs do not have adequate storage space for equipment.
- The simulation labs are not of sufficient size to accommodate the number of students enrolled. Faculty reported it is often necessary to physically move heavy equipment into hallways in order to accommodate the number of students and faculty in the lab.
- The physical space allocated to the nursing classroom on the Corinth campus is inadequate. The director reported that as many as forty-four (44) students must sit elbow-to-elbow at long narrow tables for didactic instruction.
- Computer resources are not sufficient for the number of students enrolled on the Corinth campus. The director and faculty report that VN students must share three (3) computer labs with the other 6,000 students attending the Corinth campus. Though VN students have access to a limited number of lap-tops through the Allied Health Department, maintaining an internet connection is very difficult due to poor bandwidth. Faculty expressed frustration that existing bandwidth will not support students logging on simultaneously as a class for testing.
- The Director and faculty expressed concerns regarding an insufficient number of break and study areas to accommodate the number of students enrolled on the Corinth campus. Faculty reported that approximately fifty (50) chairs and tables are shared among 6,000 students. VN students often sit on the floor in the hallway or go outside to study or during breaks.

#### Findings Related to Records and Reports:

- The Total Program Evaluation (TPE) plan is current and used for decision making.
- Minutes from faculty meetings indicate when decisions are made.
- Faculty and student files reviewed contained all BON required documents.

DRAFT LETTER

Theresa Edwards, BSN, RN  
Vocational Nursing Education Program Director  
North Central Texas College  
1525 W. California  
Gainesville, TX 76240

Dear Ms. Edwards,

At the October 17, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine six (6)-year survey visit to the North Central Texas College in Gainesville, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the report of the survey visit and issue one (1) requirement and one (1) recommendation:

Requirement #1: College administration shall assure that physical facilities and resources are adequate to meet the needs of a vocational nursing education program and include the following: 1) all skills and simulation laboratories shall be equipped with sinks and hot and cold running water; 2) classrooms and laboratories shall be conducive to learning and adequate in number and size for the number of students enrolled and the educational purposes for which the rooms are used; 3) adequate computer resources shall be sufficient for the size of the student body; and, 4) adequate lounges and study areas shall be provided convenient to the classrooms. The program director shall submit pictorial and written evidence to Board staff of compliance with this requirement no later than March 15, 2014. (Rule 214.11(a)(b)(d)(5)(7))

Recommendation #1: The NCTC VN program director and faculty are encouraged to develop a detailed nursing faculty orientation plan for new nursing faculty and submit a written response to Board staff no later than March 15, 2014.

A requirement is a mandatory criterion based on program assessment directly related to the rule that must be addressed in the manner prescribed.

A recommendation is a suggestion based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

If you have any questions or we may be of assistance, please contact Board Staff at (512) 463-4631.

Sincerely,

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

Sandi Emerson, MSN, RN  
Nursing Consultant for Education

copy: Eddie Hadlock, Ed.D., North Central Texas College President  
Texas Higher Education Coordinating Board