

**Report of a Survey Visit  
Temple College in Temple, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the report of the March 11, 2013 routine survey visit to the Temple College in Temple, Texas Vocational Nursing Education Program (See Attachment #1).

**Historical Perspective:**

- Temple College in Temple was established as a comprehensive community college in 1926. The college has five (5) off-campus locations in Williamson and Milam Counties.
- The college is accredited by the Southern Association on Colleges and Schools (SACS), and underwent SACS reaccreditation in 2012.
- The Temple College in Temple vocational nursing (VN) education program has been in operation since 1973. The college established a VN program at the Taylor Center campus in 2005.
- In addition to the VN programs, the college has operated an associate degree nursing (ADN) program in Temple since 1992.
- In 2004, the Temple College Clinical Simulation Center was developed as a collaborative initiative of Temple College's Division of Health Professions, Texas A&M University System Health Science Center's College of Medicine, and Scott and White Memorial Hospital with a mission to enhance patient safety and quality care through use of simulation in education and research. The 10,000 square foot facility includes an ambulance bay, emergency departments, intensive care units, operating suites and scrub rooms, home health room, and interactive smart classrooms. The facility is designed to be a campus-wide and regional resource for a broad range of health care professionals and students, as well as military medical students, residents, and chaplains.
- The Nursing Education Building underwent renovations in 2005 and became the Dell Martin Nursing Education Center.
- Gregory Bond, MSN, RN has been the Director of the Temple College in Temple and Taylor VN programs since 2006.
- The program has a history of success on the licensure examination.
- The NCLEX-PN® pass rates for the past five (5) years are presented in the following table:

<b>Exam Year</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First-Time Candidates (Passed/Total)</b>	<b>BON Approval Status</b>
2012	96.36%	53/55	Full
2011	96.08%	49/51	Full
2010	94.23%	49/52	Full
2009	92.19%	59/64	Full
2008	97.73%	43/44	Full

- A routine six (6) year survey visit to the Temple College VN Program in Temple, Texas was conducted on March 11, 2013 by Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator (See Attachment #1).

**Summary of Survey Visit:**

- Board Representative identified many strengths in the program.
- Findings from the survey visit indicate that the program is fully in compliance with Board Rule 214.

**Pros:**

- The Temple College Division of Health Professions has developed innovative partnerships with academic institutions and clinical affiliates to provide exceptional educational opportunities for students, as well as benefit the community, and advance the quality of health care.
- The program has exemplary clinical experiences for the curriculum, including Scott and White Memorial Hospital and the Central Texas Veterans' Administration Hospital.
- Administration and faculty expressed confidence in Mr. Bond's leadership and credited him for the stability and success of the VN program.
- VN faculty members are seasoned, well-credentialed, offer a rich diversity in their educational and experiential backgrounds, and function well as a team.
- Students expressed a high degree of satisfaction with the program.
- The VN program fulfills a need in local communities and graduates are able to obtain employment in area hospitals and clinics.
- The VN curriculum design and academic level biology courses provide students with a strong foundation in the sciences, enhance program rigor, and facilitate articulation into a professional nursing education program.

**Cons:**

- None noted.

**Staff Recommendation:**

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

**Summary of Survey Visit and Findings  
Temple College in Temple, Texas  
Vocational Nursing Education Program**

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

**Date of Visit:** March 11, 2013

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

**Board Representative met with:**

- Glenda Barron, PhD, President, Temple College
- Lee Ogburn-Russell, PhD, RN, Associate Vice-President Health Professions, Temple College
- Gregory Bond, MSN, RN, Vocational Nursing (VN) Program Director
- Lizabeth Mahoney, BSN, RNC, VN Faculty
- Rosemary Berumen, BSN, RN, BC, VN Faculty
- Carolyn Sterling, BS, RN, VN Faculty
- Patricia Morgan, MSN, RN, VN Faculty
- Ethel Flowers, MEd, RN, VN Faculty
- Elizabeth Collins, BSN, RN, VN Faculty
- Corina Cain, BSN, RN, OCN, VN Faculty
- Neil Coker, BS, EMT-P, Director of Simulation
- Forty-two (42) VN students

**Board Representative conducted the following activities:**

- reviewed curriculum materials including all syllabi;
- reviewed faculty and student handbooks;
- reviewed clinical evaluation tools;
- reviewed student assignments and tests;
- reviewed clinical affiliation agreements;
- reviewed records and files;
- reviewed Total Program Evaluation (TPE) plan and minutes;
- toured facilities housing the nursing program, including nursing offices, classrooms, and skills lab;
- toured Temple College Clinical Simulation Center with Neil Coker, BS, EMT-P, Director of Simulation;
- toured Temple College Campus; and
- conducted an exit interview with the program director and administration.

**Summary of Findings:**

Findings Related to Administration:

- The organizational chart demonstrates lines of communication, responsibility, and authority within the nursing program and with college administration.
- Good communication was evident between the VN director and college administration.
- Administration reported that nursing is the college's largest program, and further stated that graduates are respected in the community and are able to obtain employment in the local area without difficulty.
- Gregory Bond, MSN, RN has been the Director of the Temple College in Temple and Taylor VN programs since 2006.
- Mr. Bond reported that he is comfortable fulfilling his administrative duties and role responsibilities due to strong support from college administration, a stable and cohesive faculty, and an excellent lead instructor in the Taylor VN program.

#### Findings Related to Program of Study:

- The twelve (12) month VN program is designed to be completed in three (3) semesters.
- Nursing Education Program Information Summary (NEPIS) data indicate a total of 1616 contact hours in the program of study: 720 didactic, 20 computer lab, 20 skills lab, 56 simulation lab, and 800 patient care clinical hours.
- The program of study is well organized and includes all BON required content. The teaching model is based upon face-to-face instruction.
- *The Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into all aspects of the curriculum.
- Academic level biology courses enhance rigor of the VN curriculum, provide students with a strong foundation in the sciences, and facilitate transferability into a professional nursing educational program.
- 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.
- Standardized testing is used for admission, progression, remediation, and graduation purposes.
- The program provides a live NCLEX-PN® review for students upon graduation.

#### Findings Related to Faculty:

- Six (6) full-time and two (2) part-time RN faculty teach in the VN program.
- Faculty meet Texas Board of Nursing (BON) qualifications and offer a rich diversity in their educational and experiential backgrounds.
- Three (3) faculty members are currently pursuing master's degrees.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- The program director reported low faculty turnover rates due to competitive wages and a positive work environment.
- Current faculty have been employed for a time period ranging from two (2) to twelve (12) years. There were no vacant faculty positions at the time of the survey visit.
- Seven (7) VN faculty members were available for interview.
- Faculty confirmed that orientation takes place upon employment, and includes assigned mentoring and observation of classroom and clinical instruction.
- Faculty reported they function well as a team and are committed to ensuring learner success. Interviews with the director and students validated this statement.
- Faculty indicate that funding and release time for professional development opportunities is adequate.
- Faculty agree that work loads are reasonable, wages are competitive, and they receive support from the VN director and administration.
- Faculty meet regularly and communicate frequently (either face-to-face, via email, or conference call).
- Minutes of meetings are maintained and BON required faculty policies are in place.

#### Findings Related to Students:

- The program admits one (1) cohort of students in June each year. According to the director, the program has the faculty and resources to admit sixty (60) students annually.
- In June 2012, fifty-nine (59) students were admitted from an applicant pool of 125 qualified candidates. Additionally, three (3) returning students were readmitted into the program.
- The director reported that fifty-four (54) students are currently enrolled in the program and are scheduled to graduate in May 2013.
- The director stated that attrition rates in the VN program are historically low, usually no more than 15%.
- Forty-two (42) VN students were available for interview.
- Students reported they enrolled in the VN program because of location, reputation, NCLEX pass rates, and state of the art facilities.
- Students positively discussed their experiences in the nursing program, and cited simulation, clinical learning experiences and faculty as being the highlights of the program.
- Students agreed they have input into the program, and the faculty and director are responsive to their feedback.
- Several students discussed the rigor of the VN curriculum and strict faculty supervision in the clinical setting.

- Students agreed they received declaratory order and eligibility information upon enrolling in the program.
- The majority of students interviewed stated they plan to enroll in the Temple College ADN program.
- Board Representative reviewed the student handbook and found all BON required policies are included.

#### Findings Related to Clinical Learning Experiences:

- The program has active clinical contracts with eight (8) affiliating agencies which provide exemplary clinical experiences for the curriculum. The program has maintained longstanding partnerships with Scott and White Memorial Hospital and the Central Texas Veterans' Administration Hospital System.
- The director and faculty reported recent difficulty obtaining pediatric clinical learning experiences which they attributed to an increasing number of nursing education programs competing for clinical sites.
- Clinical experiences are scheduled to match related didactic content in the classroom.
- The program utilizes high-fidelity simulation to prepare students for clinical practice and for remediation purposes. VN students have opportunities to participate in simulated experiences with students from other allied health programs for the development of skills required for interdisciplinary team work, as well as gain an appreciation for other members of the health care team.
- Faculty receive training in the use of high-fidelity simulation, and students are oriented to the simulated learning environment.
- Faculty provide responsible supervision for all clinical experiences. BON required ratios are maintained. The program does not use preceptors.
- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluations.

#### Findings Related to Facilities and Resources:

- A full array of services is offered on the Temple College Campus. The grounds are well maintained and ample parking is available.
- A large physical library is located on the campus, and students have twenty-four (24) hour access to online library holdings from campus or home.
- Ample computer resources are located throughout the college and IT support is available to faculty and students.
- Facilities housing the nursing program offer a comfortable, positive learning environment, and include modernly equipped classrooms and skills/simulation labs, fully furnished faculty offices and work areas, student and faculty break areas, and restrooms.
- The 10,000 square foot Temple College Clinical Simulation Center serves as a campus-wide and regional resource that provides education and research opportunities for a broad range of health care professionals and students, as well as military medical students, residents, and chaplains. The center creates a shared learning space where students can gain an appreciation for all members of the health care team and develop skills for effective interdisciplinary teamwork.
- The VN director has a large private office that is conveniently located to the program assistant and faculty offices.
- Locked program files are located in the director's office.
- The nursing program has full-time secretarial support.

#### Findings Related to Records and Reports:

- The program has an adequate Total Program Evaluation (TPE) plan and it is 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**

January 27, 2014

Gregory Bond, MSN, RN, Director  
Vocational Nursing Education Program  
Temple College  
2600 South First Street  
Temple, TX 79504

Dear Mr. Bond:

At the January 23-24, 2014 Board meeting, the members of the Texas Board of Nursing considered a report of the March 11, 2013 routine survey visit to the Temple College in Temple, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the report of the survey visit and continue full approval of the Temple College in Temple Vocational Nursing Education Program.

If you have any questions or we can be of assistance, please contact Board Staff at 512-621-5179.

Sincerely,

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

Gayle P. Varnell, PhD, APRN, CPNP-PC  
Nursing Consultant for Education

Copy: Glenda Barron, PhD, Temple College President  
Lee Ogburn-Russell, PhD, RN, Temple College Associate Vice-President Health Professions