

**Proposal to Establish A New Nursing Education Program
The College of Health Care Professions in Houston, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider The College of Health Care Professions (CHCP) proposal to establish a new Associate Degree Nursing (ADN) education program in Houston, Texas, designed for licensed vocational nurses to complete an Associate Degree. The final revised proposal was made available online to members of the Board. A notice of public hearing has been posted (See Attachment #1).

Historical Perspective:

- The CHCP (previously the Academy of Health Care Professions) is a privately-owned educational institution with colleges in Houston, Fort Worth, San Antonio, Austin, and Dallas, and owned by two (2) separate entities. The Houston campuses are owned by Empowerment Schools Healthcare Limited. Both business entities have the same owners and Board of Directors.
- The CHCP has been licensed by the Texas Workforce Commission since 1990.
- The Board approved a proposal for a vocational nursing (VN) education program at CHCP in April 2011. The VN program was moved to full approval at the April 2013 Board meeting following a 100% NCLEX-PN examination pass rate. The 2014 NCLEX-PN examination pass rate was 53.85% and the VN program is currently engaged in writing a Self-Study Report.
- The first draft of the ADN program proposal was received in the Board office on February 14, 2014, and reviewed by Board Staff.
- A meeting with the proposed director was held in the Board office on March 3, 2014, and suggestions were made for revisions to the proposal.
- A second draft of the ADN program proposal was received on April 24, 2014. Board Staff reviewed and submitted a written review of questions and comments to the proposed program director and held a conference call with the proposed director on May 13, 2014.
- The final ADN program proposal was received on June 5, 2014.
- A site visit was conducted on June 5, 2014 to evaluate the adequacy of the program site (See Attachment #2).

Summary of the Proposal:

Overview of the Proposal:

- CHCP proposes to establish a nineteen (19) month VN-to-ADN mobility track to provide an educational opportunity for licensed vocational nurses in the Houston area to further their career paths.
- CHCP holds accreditation from the Accrediting Bureau of Health Education Schools (ABHES) through August 2014 (per their web page). Both ABHES and the Texas Higher Education Coordinating Board (THECB) are awaiting program approval by the Board of Nursing (BON) before their approvals are considered.
- The program proposes to enroll the first cohort of twenty (20) students in October 2014 and to enroll two (2) cohorts of twenty (20) students each in April and October of each year until the program is on Full Approval.
- The program requirements include sixty (60) semester credit hours with a total of 1,468 contact hours. The program may be completed in four (4) semesters of sixteen (16) weeks, plus one (1) semester of twelve (12) weeks.

Rationale and Need for the Program:

- Rationale for the program is based upon the continuing projected growth in population and in the number of health care facilities in the Houston area.
- The program surveyed twenty (20) hospitals, long term care facilities, and a variety of inpatient and outpatient facilities in the greater Houston area. The responses indicated that a continual need for additional nurses in the Houston area is foreseen at least for the next five (5) years.
- Letters of support from community leaders in Houston are included in the proposal.
- A letter of support from Jon D. Emerald, Chief Executive Officer for the CHCP is also included in the proposal.
- The proposal also indicates that not all qualified applicants for ADN programs in the Houston area are accommodated by the current programs.

Administration and Organization:

- The proposed program director is Wendy Cockron, MSN, RN, who has experience in nursing education at both VN and RN levels. She is currently in a doctoral program in nursing education.
- CHCP offers other associate degree level programs in health-related fields including Limited Medical Radiologic Technologist, Radiologic Technology, Medical Assistant, Health Care Management, and Health Information Technology and Management. The college also offers diplomas in Dental Assistant, Diagnostic Medical Ultrasound, Medical Assistant, Medical Coding and Billing Specialist, Medical Coding and Billing Health Information Technology, Limited Radiologic Technologist, Surgical Technologist, Personal Fitness Trainer, Vocational Nursing, and Health Information Technology.
- Financial support for the program is committed by the governing entity.
- The organizational chart indicates that program directors at CHCP report directly to the Director of Education.

Faculty:

- The program has projected to increase the number of faculty to five (5) by 2018.
- Eleven (11) potential faculty with versatile backgrounds have been identified for employment.
- Faculty will be providing academic advisement and tutoring to students.
- The Faculty Handbook has been reviewed by Board Staff.

Students:

- The program plans for an initial enrollment of twenty (20) students per admission time with two (2) admission times per year beginning in the second year.
- The program will recruit students through advertisements and word of mouth.
- The Student Handbook has been reviewed and found to be in compliance with required student policies and information related to eligibility issues.
- The admission and selection process is described in the Student Handbook.
- The admission criteria include benchmarks for standardized admission examinations and for GPA. Applicants will be ranked using a point system. The first twenty (20) applicants with the highest rankings cores will be offered admission based upon a decision by the nursing acceptance committee. A waiting list will be maintained if there are drops or withdrawals during the first three (3) days.
- Eligibility information is provided in the Student Handbook.
- The proposal states that students will have the ability to provide input into academic policies and curriculum revision, but the mechanism is not described in the handbook.

Program of Study:

- The stated purpose of the College of Health Care Professions ADN Program is to provide an opportunity for career mobility for LVNs to proceed toward preparation to take the NCLEX-RN® examination.
- The program has been designed as a concept-based curriculum (not the Texas Model Concept-Based Curriculum that is being piloted by six (6) ADN programs under an innovative pilot project.) The CHCP acknowledges concepts of caring, accountability, integrity, knowledge, and excellence as curriculum threads in the program of study.
- The required general education courses include courses in written and oral communication, quantitative principles, natural and physical sciences, and social and behavioral sciences - totaling twenty-four (24) credit hours. The general education courses are taught alongside the nursing courses in the first three (3) semesters. General education courses may be taken from the CHCP as online courses or may be transferred from another institution.
- The curriculum is based upon the nurse's role described in the *Differentiated Essential Competencies of Graduates of Texas Nursing Programs* (DECs): Member of the Profession, Provider of Patient-Centered Care, Patient Safety Advocate, and Member of the Health Care Team.
- There are thirty-six (36) semester credit hours of nursing courses, with the total program requirements totaling sixty (60) semester credit hours.
- The five (5) semesters in the program are further categorized as three (3) levels of course work: foundational, intermediate, and advanced level course work and concepts.
- Concepts taught in Level One are: caring interventions, clinical decision-making, collaboration, communication, care coordination, professional behaviors, teaching and learning, evidence-based practice, safety, and leadership.
- Concepts taught in Level Two are: health care quality, health policy, fluid and electrolyte balance, advocacy, legal issues, health care systems, acid base balance, culture, comfort, grief and loss, ethics, tissue integrity, health promotion, development, stress and coping, cognition, psychosis, family, spirituality, reproduction, addiction, mood and affect, sexuality.

- Concepts taught in Level Three are: oxygenation, perfusion, metabolism, mobility, cellular regulation, immunity, thermoregulation, inflammation, infection, elimination, sensory perception, and intracranial regulation.
- Exemplars (examples of disease conditions or aspects of nursing care) are taught under the appropriate concept and in the appropriate course.
- Although the semesters are sixteen (16) weeks long, the courses are taught in eight (8) week units.
- The program is aware that entering students will have varying backgrounds as LVNs and plan to provide adequate time in didactic courses, skills laboratories, and simulation experiences to ensure their individual competency levels.
- The three (3) levels are designed with progression in the expected knowledge and skill level of students.

Clinical Learning Experiences:

- The CHCP is expanding to gain 6500 square feet of additional space and plans a “simulation hospital” within the college to provide a practice setting between the nursing skills laboratory and the patient care area. This construction is expected to be completed in late summer or fall 2014.
- The simulation scenarios will allow students have practical simulated experiences in a safe environment to prepare them to provide safe, competency nursing care in the patient care settings.
- Clinical agreements in place at the time the proposal was received in Board office with:
 - University General Hospital in Houston;
 - St. Luke’s Sugar Land Hospital in Sugar Land;
 - Patients Medical Center in Pasadena;
 - Kingwood Medical Center in Kingwood;
 - Memorial Hermann Northwest in Houston;
 - Memorial Hermann Southwest in Houston; and
 - Bellaire Behavioral Hospital in Houston.
- The CHCP has engaged in cooperative planning with directors of existing nursing programs in the Houston area.
- A clinical rotation plan is included in the proposal.

Facilities, Resources and Services:

- One administrative assistant will serve the VN and ADN programs.
- A simulation lab manager will maintain the simulation lab and assist faculty in the use of the lab.
- Five (5) private offices will be provided for the ADN faculty. All offices will be equipped for faculty.
- A faculty workroom allows for additional space for computer access and for printing.
- Two (2) conference rooms are available for student conferences and faculty meetings.
- Two (2) designated classrooms will be used for instruction in the ADN program.
- A private office for the director is fully furnished.
- A fully functional skills laboratory will be used by both VN and ADN programs.
- There is adequate secured space for retention of records.
- Students will have access to online search engines and library resources.

Total Evaluation Plan:

- The program’s total evaluation plan has been included.

Pros and Cons:

Pros:

- The proposed director is experienced with both VN and RN nursing education programs. She is currently in a doctoral program in nursing education.
- The administrative staff expressed strong support for the new program.
- The newly constructed space will provide spacious labs, including a high fidelity simulation lab.

Cons:

- None noted.

Staff Recommendation:

Move to grant Initial Approval to The College of Health Care Professions to establish a new Associate Degree Nursing Education Program in Houston, Texas, and to impose the conditions/requirements in the attached Board Order (See Attachment #3).

BOARD OF NURSING FOR THE STATE OF TEXAS
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING

for

Consideration of a Proposal from The College of Health Care Professions
To Establish An
Associate Degree Nursing Education Program
in Houston, Texas

Date and Time: July 17, 2014 at 3:00 PM

Place: Hobby Building
333 Guadalupe Street
Tower 2, Room 225
Austin, Texas

The Board will hear testimony from individuals who wish to present information concerning the proposal.
Written testimony will also be considered and should be received in the Board's office by July 3, 2014.

Address written testimony to:

Katherine Thomas, MN, RN, FAAN, Executive Director
Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

TEXAS BOARD OF NURSING
SITE VISIT REPORT FOR NEW PROGRAM
(Professional Nursing Education Programs)

NAME OF NURSING PROGRAM: The College of Health Care Professions (CHCP) in Houston, Texas

DEAN OR DIRECTOR: Wendy Cockron, MSN, RN, CNE, Proposed Director

REASON FOR SURVEY: Site Visit for Proposed Program DATE: June 5, 2014

SURVEY VISITOR: Janice I. Hooper, PhD, RN, FRE

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>§215.11 Facilities, Resources, and Services (a) The governing entity shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the professional nursing education program.</p>	<p>The CHCP provides many programs on this campus site, all well equipped. Board Staff toured the entire facility and adjacent 6500 square feet of new space to accommodate the ADN program. The classrooms and labs were all occupied with students engaged in learning activities. The college has a large student lounge with vended food items, a faculty lounge/workroom, faculty and administrative offices, a conference room, classrooms, and many labs. A full range of student services are on one wing together. There is one admission person who handles nursing admissions.</p>	<p>Criterion met.</p>
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program. (1) The laboratory shall be equipped with hot and cold running water. (2) The laboratory shall have adequate storage for equipment and supplies.</p>	<p>The present skills lab used by the VN students consists of two rooms with an adjoining door. Both are furnished with hospital beds and a full set of equipment for each bed. Hot and cold running water are provided. A separate new nursing lab will be completed for the ADN students in the new space. A large space will be developed into a hospital environment simulation lab complete with an adjacent technical room and observation area. There is already piping with hot and cold running water available. There is adequate space for storage.</p>	<p>Criterion met per future plans.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	<p>The VN and ADN programs will share an administrative assistant and state this would be adequate.</p>	<p>Criterion met.</p>
<p>(d) The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body.</p> <p>(1) The dean/director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>New offices will be constructed in the additional space. Board Staff toured the area and even with this construction, there will be additional space for future needs. Classrooms, labs and the simulation hospital will be in a large section together. Equipment is already being assembled and more is on order. New furniture is present for the offices.</p> <p>Restrooms are available throughout the facility.</p> <p>Current classrooms have adequate teaching aids and technology.</p>	<p>Criterion will be met.</p>
<p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p>	<p>A library is available on campus with online resources for students from their homes. The librarian provides an orientation to new students and assistance as needed.</p>	<p>Criterion met.</p>

DRAFT LETTER

July 21, 2014

Wendy Cockron, MSN, RN, CNE, CCRN
Associate Degree Nursing Education Program
The College of Health Care Professions
240 Northwest Mall Blvd.
Houston, Texas 77092

Dear Ms. Cockron:

At the July 17-18, 2014 meeting, members of the Texas Board of Nursing discussed The College of Health Care Professions proposal to establish a new Associate Degree Nursing Education Program in Houston, Texas, based upon the proposal and the June 4, 2014 survey visit. The Board wishes to thank you and ----
-- for being present to answer questions.

Based upon the discussion and review of documents, it was the decision of the Board to grant Initial Approval to The College of Health Care Professions to establish a new Associate Degree Nursing Education Program in Houston, Texas, and impose the conditions and requirements in the attached Board Order.

We wish you success with the program. If you have questions or if we may be of assistance, please contact Board Staff at 512-305-6814 or janice.hooper@bon.texas.gov.

Sincerely,

Katherine Thomas, MN, RN, FAAN
Executive Director

copy: Accrediting Bureau of Health Education Schools, Attn: Thomas J. Cornacchia
Jon D. Emerald, Chief Executive Officer
Texas Workforce Commission

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of
The College of Health Care Professions
Associate Degree Nursing Education Program
in Houston, Texas

ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 17, 2014, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider The College of Health Care Professions proposal to establish a new Associate Degree Nursing Education Program in Houston, Texas, based upon the review of the Proposal and survey visit report, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by the representatives from The College of Health Care Professions in Houston, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of The College of Health Care Professions Associate Degree Nursing Education Program in Houston, Texas, and imposes the following conditions/requirements:

1. The program shall not admit more than one cohort of twenty (20) students in the first year and two cohorts of twenty (20) students in subsequent years, totaling not more than forty (40) students annually until the program is on Full Approval;
2. The program shall provide evidence of completion of all educational facilities and offices (faculty offices, simulation laboratory) not later than November 1, 2014.

Entered this 17th day of July, 2014

Katherine Thomas, MN, RN, FAAN
Texas Board of Nursing