

**Consideration of Follow-Up Survey Visit Report for  
 Hill College in Hillsboro, Texas  
 Associate Degree Nursing (ADN) Education Program**

**Summary of Request:**

Consider the survey visit report for the June 18, 2014 visit to Hill College in Hillsboro, Texas (see Attachment #1). This survey visit fulfills the requirement for a survey visit to be completed in 2014 authorized by the Board Order dated January 27, 2014. The survey visit was conducted by Gayle Varnell, PhD, APRN, CPNP-PC, Nursing Consultant for Education.

**Historical Perspective:**

- Hill College was established in 1923. The college is a comprehensive community college and is accredited by the Southern Association of Colleges and Schools.
- Hill College has operated a successful vocational nursing (VN) education program since 1975. The Board approved the associate degree nursing program (ADN) as a mobility track (LVN to ADN) in 2006. A Paramedic to ADN transition track was added in 2007, and a generic ADN program was established in 2010.
- The Hill College ADN program currently offers the following tracks: generic ADN, LVN to ADN transition, and Paramedic to ADN transition.
- The generic program is offered on the Hillsboro campus, while the LVN and paramedic mobility tracks are offered on the Cleburne extension campus.
- Lori Moseley, MSN, RN, Dean of Instruction, Health Science has served as director of the ADN program since 2007.
- The NCLEX-RN® pass rates for the past six (6) years are provided in the following table:

NCLEX Exam Year	BON Approval Status	NCLEX-RN® Pass Rate	Number of First Time Candidates (Passed/Total)
2013	Full with Warning	71.43%	15/21
2012	Full	71.43% (Self Study)	30/42
2011	Full	94.74%	18/19
2010	Full	100.00%	18/18
2009	Full	94.44%	17/18
2008	Full	92.31%	12/13

- A routine six-year survey visit to the Hill College ADN program was last conducted on November 27-28, 2012 by Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator.
- Resultant to the 71.43% pass rate on the 2012 NCLEX-RN® examination, the program administrators initiated a comprehensive self-study to identify NCLEX-RN® examination pass rate issues. The Self-Study Report was received in the Board office on September 05, 2013.
- The corrective measures implemented in the self-study report included:
  - Admission criteria were reviewed and the preadmission testing scores raised.
  - Retention strategies with the Statewide At-Risk Tracking and Intervention for Nurses (SATIN) grant were reviewed to increase critical thinking skills.
  - More experienced adjunct faculty were employed to teach in specialty areas such as pediatrics, mental health, and obstetrics.
  - Faculty were encouraged to increase the use of active learning strategies in the classroom.
  - A full-time Nursing Success Coordinator was hired.
- At the January 2014 Board meeting, the program approval status of the Hill College Associate Degree Nursing (ADN) Education Program in Hillsboro, Texas was changed to full with warning.
- Since implementation of the corrective measures in the self-study report, faculty have continued to review the program and have made the following additional changes:
  - Adjunct faculty are no longer being employed to teach online courses.
  - A campus review course is required for all students.
- Currently there are eighteen (18) students enrolled in the transition program on the Cleburne campus.

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

- The program has strong administrative and community support.
- Faculty members are cohesive, dedicated group who have embraced technology to promote success of students.
- The curriculum is developed according to Board rules and the *Differentiated Essential Competencies (DECs) (2010)* objectives.
- The program of study incorporates creative methods of using a hybrid design for course delivery, including online format, face-to-face instruction, and utilization of simulation.
- The program has active contracts with multiple clinical affiliating agencies to ensure provision of a rich variety of clinical learning experiences.
- Students interviewed expressed a high degree of satisfaction with the program and confidence that the director and faculty are committed to their success.
- The dean/director and faculty identified areas for improvement in the ADN program and have been proactive in implementing corrective measures.

**Cons:**

- The 2013 NCLEX-RN® pass rate is 71.43% (15/21).

**Staff Recommendation:**

Move to accept the report of the required survey visit to Hill College in Hillsboro, Texas Associate Degree Nursing Education Program, as noted in the attached letter (See Attachment #2).

**Summary of a Survey Visit  
Hill College in Hillsboro, Texas  
Associate Degree Nursing Education Program**

**Purpose of Visit:** Focused visit

**Date of Visit:** June 18, 2014

**Board Staff Conducting Survey Visit:** Gayle P. Varnell, PhD, APRN, CPNP-PC, Nursing Consultant for Education

**Board Representative met with:**

- Lori Mosley, MSN, RN, Dean of Instruction, Health Science
- Rex Parcels, Vice President of Instruction, Hill College
- Billy Don Curbo, Vice President of Administrative Services and Interim President
- Linda Johnson, DNP, CCRN, GNP-BC, RN, ADN Program Coordinator
- Sherry Bright, MSN, RN, ADN Faculty
- Dawn Cox, MSN, RN, ADN Faculty
- Kim Austin, BSN, RN, Skills/Simulation Lab Coordinator
- David Baba, MSN, RN, ADN Faculty
- Lynette Payne, BSN, RN, Nursing Success Coordinator
- Teresa Palinkas, Administrative Assistant
- Julie Britton, Administrative Assistant
- Eighteen (18) ADN Students

**Board Representative conducted the following activities:**

- held initial interview with director and administration;
- met with faculty members;
- observed clinical simulation;
- interviewed students;
- toured Hill College Hillsboro (HCH) and Hill College Cleburne (HCC) campuses and facilities;
- reviewed records and documents including: student and faculty files, minutes of faculty meetings, student and faculty handbooks, syllabi, clinical evaluation tools, and the Total Program Evaluation (TPE) Plan; and
- conducted an exit interview with director.

**Findings Related to Administration:**

- Administration expressed support for the ADN program and stated that the nursing program adds value to the college and fulfills a need in local communities.
- The organizational chart was reviewed with administration.
- Lori Moseley, MSN, RN began her career with Hill College as VN faculty in 1997. She has been the director of the VN program since 1999, and has served as director of the ADN program since 2007. She was appointed Dean of Instruction, Health Science in 2010.
- Ms. Moseley reported that she is comfortable fulfilling her various administrative duties due to the fact that she has served as program coordinators for both the VN and ADN programs with a stable faculty and strong administrative support. She does not carry a teaching load.
- The director and faculty unanimously agreed that resources are adequate to meet all teaching needs.
- Clear communication between the director and administration was evident.
- According to the director, Hill College graduates are respected in the community and are able to obtain employment in the local area.

**Findings Related to Program of Study:**

- The Hill College ADN program offers the following tracks: generic ADN, LVN to ADN transition, and Paramedic to ADN transition.
- The generic program is offered on the Hillsboro campus, while the LVN and paramedic mobility tracks are offered on the Cleburne extension campus.
- There are a total of 1680 contact hours in the program of study: 592 didactic hours, 48 computer lab hours, 288 skills lab hours, 128 simulation lab hours, and 624 patient care clinical hours.

- The curriculum is sound, logically organized, and includes all Board required content. The faculty consistently evaluate and revise the curriculum based upon evidence and according to need.
- The *Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- The teaching model is based upon face-to-face instruction combined with online experiences. Select didactic classes are offered completely online.
- Faculty and students receive training in distance education and IT support is available.
- Admission policies have been strengthened to ensure that qualified applicants are admitted into the program, and include standardized testing and a weighted priority point system in pre-requisite courses.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- Planned remediation and tutoring are in place. Additionally, the program requires a face-to-face NCLEX-RN® review course.

#### **Findings Related to Faculty:**

- The faculty organization is comprised of the dean/director, program coordinator, five (5) full-time faculty members, four (4) part-time faculty members, three (3) clinical teaching assistants, and two (2) full-time skills /simulation lab coordinators. Several faculty teach on both campuses.
- The director reported that faculty turnover rates are low.
- Faculty meet Board qualifications and offer a rich diversity in their educational and experiential backgrounds.
- Faculty reported that morale is high and stated they receive strong support from one another and the program director.
- Faculty agreed that work loads are reasonable and allow sufficient time for grading assignments, preparing lesson plans, and maintaining office hours.
- After careful review, two (2) of the faculty are changing their teaching assignments and moving to different levels so that they can better teach to their strengths.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty articulated appreciation for funding for professional development activities provided by the college.
- Faculty have regular meetings at one of the campuses. Their planning and decision-making is collaborative. Faculty meeting minutes are maintained.
- Board required policies are in place.

#### **Findings Related to Students:**

- The program admits one (1) cohort of transition students each year in June and one (1) cohort of generic students every other year in August.
- In June 2014, eighteen (18) transition students were admitted to the Cleburne campus.
- In August 2014, there is the potential for forty (40) generic students to be admitted to the Hillsboro campus.
- Twenty-nine (29) generic students graduated in May 2014.
- At the time of the survey visit, there were eighteen (18) students enrolled in the program.
- The number of students in each track follows:
  - Generic ADN: 0
  - LVN-RN: 14
  - Paramedic-RN: 4
- Transition students are scheduled to graduate in May 2015.
- The director reported that attrition rates in the program are historically between 35%-40%. She attributed attrition primarily to students working full-time while enrolled in the program.
- Eighteen (18) transition students were available for interview. These students had been in the program for two (2) weeks.
- Students reported they enrolled in the ADN program because of location, NCLEX pass rates, and the reputation of the program. Several students were graduates of the Hill College VN program and stated that the positive experience in the VN program influenced their decision to enroll in the Hill College ADN program.
- Students have input into the program and also have a student representative to the program governance.
- Student policies are in place.

- Students receive eligibility information in their handbook as well as verbally. Students indicated they have received declaratory order and eligibility information.
- The program has developed articulation agreements with the University of Texas at Arlington, Texas Tech University Health Science Center, Sam Houston University, and Tarleton State University.

**Findings Related to Clinical Learning Experience:**

- The program has active clinical contracts with a number of affiliating agencies which provide exemplary clinical opportunities for the curriculum. Skills lab and simulation activities are also utilized.
- Students are prepared for hands-on, direct patient care clinical practice through supervised skills labs and simulation lab experiences prior to the provision of direct patient care.
- Faculty provide responsible supervision in all clinical experiences. Students rotate between faculty to maintain inter-rater reliability in evaluating clinical performance.
- Board required faculty to student ratios are maintained. The director reported that preceptors are used primarily for the capstone role transition course.
- Clinical learning experiences are scheduled to match related didactic content.
- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluations.
- The skills/simulation labs are available to students for practice during off-times with faculty supervision.

**Findings Related to Facilities, Resources, and Services:**

- The HCH and HCC campuses are well-kept, attractively landscaped, and offer ample parking.
- A full array of student services are available at each location, including a large library and ample computer resources. Additionally, students have access to online holdings from campus or home.
- Facilities housing the nursing program are spacious, modern, well-equipped, and include several classrooms and skills/simulation labs. Audiovisual equipment is available in every classroom and the skills labs are equipped with high-fidelity simulation equipment
- The director and program coordinator have large, private offices at both campuses. Their offices are conveniently located to conference rooms, administrative assistant and faculty offices.
- Facilities at both locations include large, fully-furnished faculty offices and work areas, student and faculty break areas with fully equipped kitchens, restrooms, and secure storage areas for records.
- The program has full-time clerical and secretarial support at both sites.
- The director and faculty agreed that resources are adequate to meet all teaching needs.

**Findings Related to Records and Reports:**

- The program has an adequate Total Program Evaluation (TPE) Plan, actively used for decision making. It is based upon the NLNAC model.
- Minutes indicate when decisions are made based upon evidence.
- Student and faculty files contained all documents required by Rule 215.

October 24, 2014

Lori Moseley, MSN, RN, CNE, Director  
Associate Degree Nursing Education Program  
Hill College  
112 Lamar Drive  
Hillsboro, Texas 76645

Dear Ms. Moseley:

At the October 23-24, 2014 meeting, the members of the Texas Board of Nursing considered the report of the June, 18, 2014 survey visit to Hill College Associate Degree Nursing Education Program. It was the decision of the Board to accept the report of the survey visit.

If you have any questions or if we may provide assistance, please contact Board Staff at [gayle.varnell@bon.texas.gov](mailto:gayle.varnell@bon.texas.gov) or 512-621-5179.

Sincerely,

Katherine Thomas, MSN, RN, FAAN  
Executive Director

copy: Billy Don Curbo, Vice President of Administrative Services and Interim President