

**Report of a Follow-Up Survey Visit
 Galen College of Nursing in San Antonio, Texas
 Vocational Nursing Education Program**

Summary of Request:

Consider the report of the follow-up survey visit to the Galen College of Nursing Vocational Nursing (VN) Education Program in San Antonio, Texas, on June 4, 2014. The survey visit was conducted by Board Education Consultant Virginia D. Ayars, EdD, MS, RN.

Historical Perspective:

- The Galen College of Nursing VN Education Program was established in 1989 and the initial cohort graduated in February 1990.
- Galen College of Nursing is accredited by the Council on Occupational Education and the Southern Association of Colleges and Schools Commission on Colleges.
- The NCLEX-PN® examination pass rates for the past six (6) years are provided in the following table:

NCLEX Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2013	Full with Warning (April 2014 Board Meeting)	76.25%	289/379
2012	Full	77.51% (Self-Study Report)	293/378
2011	Full	80.58%	307/381
2010	Full	90.91%	270/297
2009	Full	86.88%	192/221
2008	Full	86.40%	197/228

- The program submitted a Self-Study Report in 2013 due to the 2012 NCLEX-PN® examination pass rate of 77.51%. Although the program implemented measures to improve the performance of students on the national licensing examination, the NCLEX-PN® examination pass rate has continued to be below 80%. Self-Study Reports are required when a program experiences a one time pass rate below 80%. The annual NCLEX-PN® examination pass rates report for VN programs are presented to the Board at the annual April meeting. Letters requiring Self-Study Reports are sent to programs following the April meeting with a due date that allows the program about two (2) months for development.
- The Galen College VN Self-Study Report was received in the Board office in June 2013 and offered a comprehensive analysis.
- The Self-Study Report identified major areas needing corrective actions and described corrective measures for each area of concern. The recommendations included: (1) a requirement for all VN faculty members to have a baccalaureate degree in nursing; (2) a review of admission and re-admission policies; (3) the mapping all course program student learning outcomes [PSLOs] to NCLEX-PN® categories; (4) a review of VN exams, mapping them to PSLOs, cognitive analysis, and NCLEX-PN® categories; (5) an expansion of test blueprints; and (6) early referrals of students to the student success coordinator and school counselor.

- Trina Campos, MSN, RN, program director, assumed the nursing leadership position in April 2013 and meets all requirements of Board Rule 214 to serve in the nursing leadership role.
- Galen College of Nursing was awarded regional accreditation by the Southern Association of Colleges and Schools Commission on Colleges in June 2013.
- At the time of the April 2014 Board meeting, 508 students were enrolled in the program; 384 students were enrolled in four cohorts in the Day Option and 124 students were enrolled in four cohorts in the Evening Option.
- During the April 2014 Board meeting, the approval status of Galen College of Nursing was changed from Full to Full with Warning due to the 2012 and 2013 NCLEX-PN® pass rates.
- The April 2014 Board Order restricted the program from enrolling more than the April 2014 total enrollment of 508 students.
- The enrollment has been maintained at less than 508 students. On September 19, 2014 the actual enrollment was 417 students, as described:

<u>Day Cohort Graduation Date</u>	<u>Number Enrolled</u>
September 23, 2014	91
December 19, 2014	63
March 24, 2015	69
June 22, 2015	<u>78</u>

Total Day Enrollment 301

<u>Evening Cohort Graduation Date</u>	<u>Number Enrolled</u>
September 23, 2014	11
December 19, 2014	19
March 24, 2015	16
June 22, 2015	13
September 22, 2015	25
December 18, 2015	18
March 22, 2016	<u>14</u>

Total Evening Enrollment 116

Summary of Survey Findings (See Attachment #1):

Pros and Cons from the Survey Visit:

Pros:

- The VN Program Director is an experienced and dedicated nurse educator, having served as a faculty member at Galen College of Nursing since 2006. The director's time is devoted to administration of the program with no teaching responsibilities.
- Administration articulated strong support for the VN program and stated that the program fulfills a continued need for vocational nurses in the San Antonio community.
- The Program Director stated that she is supported by the administration.
- Students stated that they are satisfied with the program.
- The program of study incorporates creative methods for course delivery, including frequent communication with faculty, face-to-face instruction, student centered learning activities, and utilization of simulation.
- All clinical learning experiences are faculty supervised with hands-on direct patient care. The program utilizes simulation to prepare students for clinical practice and for remediation.

- The program utilizes a full-time clinical coordinator to assist with clinical learning experiences and to liaison with clinical sites.
- The program has recently increased the number of active contracts with clinical affiliating agencies that provide a variety of clinical learning experiences.
- VN graduates are able to obtain employment in local long term care agencies, clinics, and rehabilitation facilities.
- The Administration, the Program Director, and faculty have proactively identified and implemented corrective measures.

Cons:

- NCLEX-PN® examination pass rates have been below 80% for first time test-takers for the 2012 and 2013 examination years.

Rationales for staff recommendation:

During the discussion at the April 2014 Board meeting related to the five vocational nursing education programs that were placed on Full Approval with Warning, questions arose about whether increasing enrollments factored into the pass rates. The Board required that the affected programs restrict enrollments until Board Staff could conduct follow-up survey visits to reassess the situation in each program. Board Staff determined that each program should receive individual consideration in respect to future admissions and total enrollments.

Staff Recommendation:

Move to accept the report of the survey visit to the Galen College of Nursing Vocational Nursing Education Program in San Antonio, Texas, and impose the conditions/requirements in the Board Order (See letter and Board Order in Attachment #2).

**Summary of Survey Visit
Galen College of Nursing in San Antonio, Texas
Vocational Nursing Education Program**

Purpose of Survey visit: Follow-up site visit related to April 2014 Board Order

Date of Visit: June 4, 2014

Board Staff Conducting Visit: Virginia D. Ayars, EdD, MS, RN

Board Staff met with:

- Mark A. Vogt, BA, CPA, President
- Steve M. Hyndman, EdD, Sr. Vice President and Provost
- Kathleen D. Gookin, BA, Vice President, Operations
- Vivian C. Lilly, PhD, MBA, RN, CNE, Dean
- Trina Campos, MSN, RN, VN Program Director
- Joanna Minnix, BSN, RN, Asst. VN Program Director
- Joyce Turner-Ferrier, MAHSM, BSN, RN, Director of VN Clinical Education
- JP Foley, MA, Campus Director
- Polly C. Ramos, MBA, BSBM, Admissions Manager
- Raul Castillo, MBA, BS, Human Resources Coordinator
- Kathleen B. Hill, JD, MSN, RN, Director of Programmatic Accreditation
- Josephine Hernandez, MSN, RN, Evening Program Coordinator
- Seventeen (17) VN Faculty Members
- Twenty-two (22) VN Students

Board Staff:

- Reviewed the curriculum and all syllabi;
- Reviewed Faculty Minutes;
- Reviewed the Student Handbook and Faculty Handbook;
- Reviewed exams, assignments, and clinical evaluation tools;
- Reviewed clinical affiliation agreements;
- Held initial conference with administration;
- Met with Program Director;
- Met with faculty members;
- Interviewed students;
- Toured facilities housing the nursing program;
- Observed scenario in Nursing Simulation Laboratory; and
- Conducted exit interview with administration and program director.

Summary of Findings:

Findings Related to Administration:

- Galen College of Nursing Corporate Officers, based in Louisville, Kentucky, were on campus for the survey visit and expressed strong support for the VN program. The CEO and Provost set forth that comprehensive resources will be made available to ensure student and program success.
- Galen College of Nursing was awarded regional accreditation by the Southern Association of Colleges and Schools Commission on Colleges in June 2013.
- Administration stated that they value the VN program's role in providing safe, competent vocational nurses to the San Antonio community and are proud of the college's rich history of producing nurses.
- Dean Vivian Lilly, PhD, MBA, RN, CNE oversees the San Antonio Galen College of Nursing and is an experienced, accomplished nurse educator.
- Trina Campos, MSN, RN, also a veteran nurse educator, has served as director of the VN program since March 2013, having been a faculty member since 2006.

Findings Related to Program of Study:

- The VN program offers two tracks: a full-time daytime program designed to be completed in 12 months; and a part-time evening program to be completed in 21 months.
- The VN Program Director and an Assistant Program Director oversee the Day Program while an Evening Coordinator assists with oversight of the Evening Program. The daytime track consists of 301 students and the evening track has 116 students.
- The program offers 1440 total contact hours, including 576 didactic hours, 168 nursing skills lab hours, and 696 patient care clinical hours.
- The organization of the curriculum is based on sequential learning, with instruction during the first level providing the groundwork for the program.
- The program of study includes all Board required content and is well-organized, moving from simple to complex. The program of study is designed to ensure students are competent in skills prior to entering the clinical setting.
- The VN curriculum design allows a smooth transition into the Galen College of Nursing Associate Degree Nursing Education Program.
- The *Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the current curriculum.
- The teaching model is based upon face-to-face classes. Virtual clinical experiences are also utilized.
- The Galen College of Nursing VN Program utilizes the National League for Nursing Pre-Admission Examination standardized testing as part of the admission process. HESI testing is incorporated throughout the program and is used for assessment and focused remediation purposes.
- The position of Student Success Coordinator has recently been approved and the position posted.

Findings Related to Faculty:

- The director, 27 full-time faculty, and 14 part-time faculty members carry out the VN instruction.
- Current faculty have been employed from a period of three months to six years.
- Faculty Orientation and Faculty Development Plans are exemplary. Faculty development opportunities are provided quarterly on campus.
- The program coordinator/director does not carry a teaching load.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- The faculty members stated that they receive strong support from one another as well as the director. They articulated satisfaction with their positions as nurse educators and plan to obtain further education in the discipline.
- The faculty members expressed excitement about methods of instruction using group and interactive activities. The recent incorporation of the *Flipping the Classroom* pedagogical model was discussed by faculty and the group verbalized successful outcomes with the model.
- Board required faculty policies were evidenced.
- Faculty communicate frequently and meet regularly. Detailed faculty minutes were reviewed.

Findings Related to Students:

- The VN program admits four cohorts of 108 students each year, in January, April, July, and October.
- According to the director, the program has the capacity to admit up to 145 students each quarter.
- The director states that attrition rates typically range from 20-30% for the day cohorts and 20-35% for the evening cohorts.
- Twenty-two (22) VN students were available to interview.
- Students reported they enrolled in the VN program because of the strong reputation of Galen College of Nursing.
- Students expressed that employment opportunities are available to new graduates locally in long term care, clinics, rehabilitation facilities, and other healthcare settings.
- Students cited the richness and variety of clinical experiences and the dedicated faculty as being the highlights of the program.
- Students offered that the classroom and skills lab instruction well prepared them for a variety of clinical learning experiences.
- Board required student policies are in place.
- Many students verbalized that they plan to seek further education to become registered nurses, and would like to enroll in the Galen College of Nursing Associate Degree Nursing Education Program.

Findings Related to Clinical Learning Experiences:

- The VN program has active clinical contracts with 26 affiliating agencies that provide rich clinical opportunities for the curriculum. Clinical learning experiences are offered to Galen College of Nursing VN students in the following settings: long term care, long term acute care, rehabilitation settings, and clinics.
- Clinical learning experiences occur in faculty-supervised, direct patient care, hands-on clinical settings.

- The clinical experiences are scheduled to be aligned with or follow related didactic content in the classroom.
- The comprehensive clinical evaluation tools demonstrate progression across the program and are used for formative and summative evaluations.
- Board mandated faculty-to-student ratios are maintained.

Findings Related to Facilities, Resources, and Services:

- The San Antonio campus provides multimedia classrooms; library/learning centers equipped with computers, Internet access, self-paced video modules, textbooks, and periodicals. Additionally, the greater than 16,000 square foot space contains: clinical learning laboratories; science laboratories; spacious student study and lounge areas; and conference rooms.
- Several high-fidelity mannequins are based within the skills lab area.
- An complete array of student services are located on the campus. Academic and personal counseling resources are available.
- The director has a private office in close proximity to the administrative assistant, faculty offices, and classrooms.
- The VN program has one full-time administrative assistant.
- Faculty members have well-equipped work areas.
- Adequate ADA accessible restrooms are located in the nursing building.
- The 12 VN classrooms are spacious, comfortable, and adequately equipped with AV equipment, white boards, and tables and chairs that encourage group activities.
- Files are locked and located in a secure area in the program director's office.

Findings Related to Records and Reports:

- Security of documents was evidenced during the visit.
- Faculty and student files reviewed contained all Board required documents that were highly organized for review.
- The program has a well-designed, comprehensive Total Program Evaluation Plan (TPE) in place.
- The TPE appears to be utilized for decision-making and future planning.
- Minutes from faculty meetings offer rationales for decision-making.

DRAFT LETTER

October 23, 2014

Trina Campos, MSN, RN, Director
Vocational Nursing Education Program
Galen College of Nursing
7411 John Smith Drive, Suite 300
San Antonio, TX 78229

Dear Ms. Campos:

At the October 23-24, 2014 meeting, members of the Texas Board of Nursing (Board) considered the report of the June 4, 2014 survey visit to the Galen College of Nursing Vocational Nursing Education Program in San Antonio, Texas. It was the decision of the Board to accept the report of the survey visit and impose the conditions/requirements in the attached Board Order.

Requirements are based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

If you have any questions or if we may offer assistance, please contact Board Staff at virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

Katherine Thomas, MN, RN, FAAN
Executive Director

copy: Mark A. Vogt, Galen College of Nursing President
Texas Workforce Commission
Council on Occupational Education
Southern Association of Colleges and Schools Accreditation Commission

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of:

Galen College of Nursing
Vocational Nursing Education Program
in San Antonio, Texas

ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on October 23, 2014, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the report of the follow-up survey visit to Galen College of Nursing Vocational Nursing Education Program in San Antonio, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214.

After review and due consideration of the filed materials, as well as the presentation by representatives from Galen College of Nursing in San Antonio, Texas, and other interested parties, if any, the Board hereby ACCEPTS the survey visit report and imposes the following conditions/requirements:

Requirements:

1. The program shall submit for Board Staff approval an enrollment plan considering the number of qualified nursing faculty and available qualified student candidates, and clinical resources. The enrollment plan will be effective upon Board Staff approval until April 2015. The Board will reconsider any future changes to the enrollment plan following the determination of the 2014 NCLEX-PN® examination pass rate. The enrollment plan shall be submitted to Board Staff no later than November 15, 2014.
2. The program shall provide evaluation data that indicate the effectiveness of the proposed corrective measures outlined in the Self-Study Report to Board Staff no later than January 1, 2015.

Entered this 23rd day of October, 2014

Katherine Thomas, MN, RN, FAAN
Executive Director on behalf of the
Texas Board of Nursing