

**Consideration of Change in Approval Status
From Full to Full with Warning
Houston Community College in Houston, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for Houston Community College Associate Degree Nursing (ADN) Education Program in Houston, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate and areas of noncompliance with Rule 215 identified in the 2014 Self-Study Report.

Historical Perspective:

- Houston Community College ADN program has been in operation since 1968.
- Jolly Joseph, PhD, MSN, RN, CNE was appointed Director in August 2013. She has been a full time faculty member at Houston Community College since 1991.
- Houston Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).
- The NCLEX-RN® examination pass rates for the past five (5) years are included in the table below:

NCLEX Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2014	Full	70.86%	124/175
2013	Full	66.05%	142/215
2012	Full	85.80%	139/162
2011	Full	87.74%	136/155
2010	Full	90.97%	141/155

- Due to the 2013 NCLEX-RN® examination pass rate of 66.05%, the program director and faculty were required to submit a Self-Study Report (SSR) in 2014 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-RN® examination and a description of the corrective measures to be implemented.
- The faculty identified factors in the SSR that may have contributed to the decline in the pass rate and designed corrective measures to be implemented that included:
 - Update admission policies and assure their use;
 - Update student policies, including grading policies. Assure proper use of policies;
 - Schedule courses to be taught in a sixteen (16) week format;
 - Reduce the number of student in each class and return to collaborative teaching;

- Reduce class size to 30-40 students/class. Limit student enrollment to faculty availability;
 - Recruit faculty;
 - Activate faculty orientation for new faculty;
 - Provide professional development funds for faculty;
 - Plan for effective use of standardized examinations with appropriate remediation; and
 - Provide assurance that there is support from administration and faculty for new director.
- After review of the SSR, Board Staff acknowledged the findings in the SSR and the plan for corrective measures (See Attachment #1).
 - Board Staff conducted a conference call with the program director and Michael Edwards, Acting President, on December 2, 2014, to discuss the process for changing the program's approval status from Full to Full Approval with Warning at the Board meeting on January 22, 2015. The conference call provided an opportunity for Board Staff and program representatives to discuss the process and implications of the warning status.
 - Houston Community College ADN Program has provided a response letter to be included with the Board report (See Attachment #2).

Rationale for Recommendations:

Rule 215.4(c)(3)(A) states: "A warning may be issued to a program when the pass rate of first-time NCLEX-RN® candidates ... is less than 80% for two (2) consecutive years..."

The Education Guideline for writing a Self-Study Report requires that "The effects of the corrective measures should be evaluated as a part of the Total Program Evaluation Plan."

Staff Recommendation:

Move to change the approval status for Houston Community College Associate Degree Nursing Education Program in Houston, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study Report, and compliance with Rule 215, and impose the conditions and requirements in the attached Board Order (See Attachment #3).

Draft Letter

January 26, 2015

Jolly Joseph, PhD, RN, CNE, Director
Associate Degree Nursing Education Program
Houston Community College
1900 Pressler Drive, Suite 325
Houston, Texas 77030

Dear Dr. Joseph:

At the January 22-23, 2015 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Houston Community College Associate Degree Nursing Education Program in Houston, Texas, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Houston Community College Associate Degree Nursing Education Program in Houston, Texas, from Full Approval to Full Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may be of any assistance, please contact Board Staff at Janice.hooper@bon.texas.gov or 512-305-6814.

Sincerely,

Katherine A. Thomas, MN, RN, FAAN
Executive Director

Copy: Michael Edwards, Acting President



COPY

Texas Board of Nursing

333 Guadalupe Street, Ste. 3-460, Austin, Texas 78701
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Katherine A. Thomas, MN, RN, FAAN
Executive Director

April 22, 2014

Jolly Joseph, PhD, RN, CNE
 Program Director, ADN Program
 Houston Community College System
 Coleman College for Health Sciences
 1900 Pressler St., Suite 344
 Houston, Texas 77030

Dear Dr. Joseph and Nursing Faculty:

This letter acknowledges receipt of the Houston Community College System Coleman College for Health Sciences Associate Degree Nursing Program 2014 Self-Study Report and provides a response to the information in the report. As the Education Consultant for the program, I wish to express my appreciation to the faculty for their diligence and thoughtfulness evident in this comprehensive report. I also wish to express my gratitude for faculty participation in the February 21, 2014, conference call to discuss the Self-Study Report provided prior to the call. The consultants participated in thirty (30) conference calls with programs and found the time devoted to the calls a valuable experience that allowed for us to connect with the programs at the teaching level.

The Self-Study Report identifies many strengths in the program including:

- A past history of success on the NCLEX examination;
- Competent and diverse faculty with a history of long tenure;
- Diverse student population;
- Community service and service learning incorporated into the program of study; and
- Graduates fulfilling employment needs in the community.

Members of the Board

Kathleen Shipp, MSN, RN, FNP
 Lubbock, *President*

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Josefina Lujan, PhD, RN
 El Paso

Beverley Jean Nutall, LVN
 Bryan

The following table indicates the program-identified factors that may have contributed to the 2013 NCLEX examination pass rate and corrective measures planned to assist the program toward future success:

Identified Factors that May Have Contributed to NCLEX Examination Pass Rate	Corrective Measures
Inconsistent use of admission criteria; standards lowered	Update admission policies and assure their use.
Inconsistent use of student policies	Update student policies, including grading policies. Assure proper use of policies.
Ineffectiveness of eight (8) week course format	Schedule courses to be taught in sixteen (16) week format
Change from team teaching approach that seemed more effective for students and faculty	Reduce numbers of students in each class and return to collaborative teaching
Inadequate number of qualified nursing faculty for student enrollment; faculty teaching overload courses; turnover of faculty	Reduce class size to 30-40 students/class; Limit student enrollment to faculty availability. Faculty recruitment
New inexperienced faculty; lack of nursing faculty orientation program	Activate faculty orientation for new faculty. Professional development funds accessible.
Ineffective use of videoconferencing	Cease use of videoconferencing as a method for program delivery
Lack of use of a national benchmarking and assessment test (standardized examination)	Plan for effective use of standardized examinations with appropriate remediation
Turnover in program director	Provide assurance that there is support from administration and faculty for new director

Will you please provide the status for each of these corrective measures and dates for completion?
Thank you very much.

Thank you again for the Self-Study Report documenting the status of the program in 2014. Best wishes for an exceptional academic year 2014-2015. If I can be of any assistance, please do not hesitate to contact me at Janice.hooper@bon.texas.gov or 512-305-6814.

Sincerely,



Janice I. Hooper, PhD, RN, FRE
Nursing Consultant for Education

Copy: Betty Young, PhD, JD, LLM, President

**Houston Community College
Associate Degree Nursing Program**

Specific Challenges that program has encountered and measures that the program is taking to improve the NCLEX results

The Houston Community College (HCC) Associate Degree Nursing (ADN) program has had a very successful program with large number of graduates who maintained NCLEX pass rates above 90% in the past. The ADN department has maintained strict guidelines for admission, for each course and curriculum, and for each student. Unfortunately in the past 5 years, there have been significant changes mandated by previous administration that have affected the ADN department and have influenced students' performance on the NCLEX pass rates. In fall 2013, due to the low pass rate for 2013, the faculty had reviewed and evaluated possible causes for the decline in pass rate and implemented changes in the program accordingly, within the limitations of the administrative mandate. Even though the changes were implemented, the students that were in the pipeline of the program did not have enough time to benefit from the changes, therefore the pass rate for 2014 was also below the standard TBON requirement. We improved from 66.05% to 70.86% last year and we feel confident that we will continue with this positive trend based on the steps outlined by the nursing faculty committed to excellence. We appreciate the input and valuable support from Dr. Janice Hooper and the affirmative efforts from Dr. Michael Edward, Acting president of Coleman College. The challenges that the program has encountered are listed below with the measures that the program is taking to improve NCLEX results. We are grateful for the progress achieved in the short term and look forward to become an educational program with full approval and greater success.

HCC ADN Program – TBON Self-Study Corrective Measures 2014-2015

Identified Factors that May Have Contributed to NCLEX Examination Pass Rate:	Corrective Measures
1. <i>Inconsistent use of admission criteria, standards was lowered by previous administration to increase the numbers for admission.</i>	The admission policies have been updated to raise admission GPA to 3.0 beginning with the new curriculum in fall 2015. Admission to the program is selective and a ranking system is used to select the qualified candidates based on the following criteria: GPA, completion of prerequisites, standard admission exam scores, previous degree completion. The minimum admission grade point average (GPA) was raised to 2.85 for fall 2014 and 2.9 for spring 2015.
2. <i>Inconsistent course grading</i>	For course grading, each faculty is to follow the course grading and evaluation criteria as mandated in the course syllabus for each course and semester. The course syllabus with the evaluation and grading criteria is to be posted on the learning management system each semester for students at the beginning of the semester and the indicated criteria followed for each course. If changes need to be made for any reason, students must be provided with the change in writing, allowing students substantive time to meet the grading criteria(s). Consistent course grading within each course was discussed at faculty meeting. Faculty must compile course grades based on evaluation criteria provided in

	<p>the syllabus for each course. There will be no bonus points or grade inflation. Each exam in the course and the item analysis for each exam must be reviewed by the teaching team and any revisions on the completed exam must be approved by ADN director.</p>
<p>3. <i>Inadequate number of qualified nursing faculty for student enrollment</i></p>	<p>There has been two new full-time faculty hired in the 2013-14 year. The Search Committee continues to review potential qualified full-time nursing faculty. Faculty to student class ratio is being maintained at 1:40 or less, based on each course and resources. Admission, Progression Graduation (APG) committee bases number of admission per semester on available faculty and resources. The program continues to implement reduced class size to 30-40 students.</p>
<p>4. <i>New inexperienced faculty</i></p>	<p>All new faculty members are required to attend the Teaching Learning Excellence (TLE) Program offered through HCC to enhance teaching learning methods for the class. The TLE is offered at the Coleman campus this semester to ease attendance of classes for new and interested faculty. Faculty has been given opportunity to attend Professional Development activities with funding provided. Monies for professional development and CEUs are available to faculty with prior authorization and as per HCC professional development and reimbursement policies.</p>
<p>5. <i>Lack of use of a national benchmarking and assessment exams (standardized examination)</i></p>	<p>The following courses are implementing a standardized specialty exam: Foundations, Health Assessment, Mental Health, Pediatric/Obstetric, and Medical-Surgical II. The Specialty exams will be implemented in each of these courses at the end of each semester to assess learning and remediation needs. The specialty exam will account for up to 20% of the course grade. Beginning in the Spring 2015 semester, students in the Capstone course will be required to complete a standardized Exit exam with a minimum score of 880 and will account for 75% of the course grade.</p>
<p>6. <i>Inadequate student support for remediation/tutoring specific for nursing student</i></p>	<p>Dedicated ADN faculty members have been assigned to provide the following support throughout the semester to students in the ADN program: Remediation, tutoring, simulation, and skills lab support. Students are mandated to complete remediation for unit exam failure in each course as specified by the course requirements. Students must complete remediation prior to next exam in the course. Navigator program will identify at risk students; these students will be followed by a student advisor from the HCC Coleman student services center.</p>
<p>7. <i>Inappropriate administration oversight at HCC Coleman College</i></p>	<p>Change in administration occurred in early Fall 2014 at HCC Coleman. The interim college administration is in concert with needs of the program</p>

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Houston Community College
Associate Degree Nursing Education Program
Houston, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 22, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Houston Community College Associate Degree Nursing Education Program in Houston, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Representatives from Houston Community College in Houston, Texas discussed the change in approval status during a conference call with Board Staff and were offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by Houston Community College in Houston, Texas, the Board hereby CHANGES the approval status of Houston Community College Associate Degree Nursing Education Program in Houston, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2015.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2014 Self-Study Report is to be submitted by the program to Board Staff no later than June 1, 2015, per Education Guideline 3.2.1.a.

Entered this 22nd day of January, 2015

Katherine A. Thomas, MN, RN, FAAN
Executive Director
On Behalf of the Texas Board of Nursing