

**Report of Survey Visit
Northeast Texas Community College in Mt. Pleasant, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the report of the March 15, 2016 survey visit to the Northeast Texas Community College (NTCC) Associate Degree (ADN) Education Program in Mt. Pleasant, Texas, pursuant to the January 21, 2016 Board Order.

Historical Perspective:

- The NTCC in Mt. Pleasant, Texas ADN program began in 1988 in cooperation with Paris Junior College and admitted ten (10) second year students.
- In fall 1989, the NTCC began their own ADN program, admitting twelve (12) students and the VN and ADN programs were joined under a single program director.
- The Mobility VN-RN track began in 1992.
- In 2006, a new University and Allied Health Building was built and the Division of Allied Health was revised to include a Dean of Allied Health.
- In 2010, Title III grant enabled expansion of simulation capabilities and the VN mobility track moved to an online hybrid format.
- In October 2012, there were major faculty changes as well as a change in directors. Kathleen Ethridge, EdD, MSN, RN, became the Interim Director of the ADN and VN program and served in this capacity until January 2016.
- In 2014, the Division of Allied Health became the Division of Rural Health Services and Dr. Shannon Cox-Kelley was appointed Dean. Included in this Division are the following programs: ADN, VN, Certified Nursing Assistant, Patient Care Technology, Physical Therapist Assistant, Medical Lab Technology, Emergency Medical Technician, Paramedic, Certified Medical Assistant, and Coding Specialist.
- In January 2016, Tonya Taylor, MSN, MBA became the Director of the program. She is a graduate of the NTCC program and was mentored by Dr. Ethridge to become the director once she had met the requirement of having three (3) years teaching experience. Ms. Taylor attended the Deans and Directors Orientation in February and will complete her Doctorate of Nursing Practice in May 2017.
- The NCLEX-RN® examination pass rates for the past five years are provided in the table below:

Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2015	Full with warning	70.59%	24/34
2014	Full – Self Study	68.75%	22/32
2013	Full	83.87%	26/31
2012	Full	91.30%	21/23
2011	Full	100.00%	17/17

Summary of Survey Findings: (See Attachment #1).

Pros and Cons from Survey Visit:

Pros:

- Although new to the position, the ADN Program Director has been included in the administration of the ADN program as she was being mentored to the role for the past eighteen (18) months. She is an experienced instructor and is respected by administration, faculty, and students.
- The ADN program fulfills a need for nurses in the community served and has a very active Nursing Advisory Board.
- The faculty appears to be a cohesive, dedicated group that expressed satisfaction with their roles and voiced their commitment to the new Texas Concept Curriculum that was first implemented in September 2015.
- The program of study incorporates face-to-face instruction, student-centered learning activities, and the utilization of various levels of simulation.
- The program has active contracts with clinical affiliating agencies that provide a variety of clinical learning experiences.
- The nursing classrooms and skills lab are spacious with state-of-the-art technology.
- ADN graduates are able to obtain employment in the community.

Cons:

- Although campus renovations and the growth in the other Rural Health Sciences programs are seen as pros, these activities have made it necessary to relocate two nursing faculty offices.
- There is only one administrative assistant assigned to the Division of Rural Health Services serving all of the programs including the ADN program.

Staff Recommendation:

Move to accept the report of findings of the survey visit to the Northeast Texas Community College Associate Degree Nursing (ADN) Education Program in Mt. Pleasant, Texas (See Attachment #2).

**Summary of Survey Visit
Northeast Texas Community College in Mt. Pleasant, Texas
Associate Degree Nursing Education Program**

Purpose of Survey Visit: Approval status changed to Full with Warning

Date of Visit: March 15, 2016

Board Staff Conducting Visit: Education Consultant Gayle Varnell, PhD, RN, CPNP-PC

Education Consultant met with:

Dr. Brad Johnson, President

Dr. Ron Clinton, Executive Vice President for Instruction

Dr. Shannon Cox-Kelley, Dean of Rural Health Services

Tonya Taylor, MSN, MBA, ADN& VN Program Director

Irene Richardson, MSN, RN

Chrystal Brown, BSN, RN (will complete MSN May 2016)

Jami Baker, BSN, RN (will complete MSN May 2016)

Karolena Lopez, BSN, RN (will complete MSN May 2016)

Angie Fritz, BSN, RN (will complete MSN May 2017)

Lisa McCuller, BSN, RN – VN Coordinator

Donna Butler, BSN, RN

Nicole Walker Administrative Assistant

Thirteen (13) Associate Degree Nursing Students (second level)

Education Consultant:

- Held initial conference with Director, President, Executive Vice President of Instruction, and Dean of Rural Health Services;
- Observed a second semester concept-based classroom;
- Interviewed thirteen (13) ADN students;
- Met with seven (7) faculty members;
- Toured campus and facilities housing the nursing program;
- Reviewed the curriculum, syllabi, Student Handbook, and Faculty Handbook;
- Reviewed exams and clinical evaluation tools;
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan; and
- Conducted exit interview with ADN Director, ADN faculty, and Dean of Rural Health Services.

Summary of Findings:

Administration:

- Administration indicated the nursing program is in alignment with the university's mission, vision, and values. The program adds worth to the university and continues to meet a need for increased numbers of professional nurses in the local community.
- The nursing program is in the Division of Rural Health Sciences. In addition to the ADN Program, NTCC offers programs in Vocational Nursing, Certified Nursing Assistant and Patient Care Technology, Physical Therapist Assistant, Medical Lab Technology,

Emergency Medical Technician, Paramedic, Certified Medical Assistant, and Coding Specialist.

- Tonya Taylor, MSN, MBA, RN, has been the Director of the Nursing Programs since January 2016.
- There is strong administrative and faculty support for the ADN program.
- Communication between administration, including the Dean of Rural Health Sciences, and the director was apparent.
- The Director carries a teaching load of three (3) credit hours per semester.
- Administration verbalized that there is a need for more secretarial support and state that they will work towards hiring an additional secretary.

Program of Study:

- NTCC submitted a curriculum change to the Texas Based Concept Model which was approved in April 2015 and implemented in Fall 2015.
- The program of study is well-organized and includes all Board required content.
- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program.
- All ADN students take Assessment Technologies Institute (ATI) exams throughout the program and Kaplan Nursing NCLEX review course after graduation.
- Graduates of the ADN program have a variety of options available to continue their nursing education through articulation agreements with the University of Texas at Tyler, Texas A&M University Texarkana and Chamberlain College of Nursing.

Faculty:

- In addition to the Program Director, four (4) full-time faculty members and three (3) adjunct faculty members teach in the ADN Program.
- The faculty meet Board qualifications and offers diversity in their cultural, educational, and clinical backgrounds. Faculty members are all experienced nurse educators.
- Faculty report they receive strong support from one another and the Program Director.
- The VN and ADN programs work very closely and there appears to be a strong collegial relationship among the faculty of both programs.
- Faculty agreed that work loads are reasonable with the current enrollment and allow sufficient time for grading assignments, preparing lesson plans, and maintaining office hours.
- Faculty meetings are held on a regular basis and review of faculty meeting minutes revealed documentation regarding actions and rationale for actions.
- Board required policies are included in the Faculty Handbook.

Students:

- Students are admitted once a year in May. The maximum number for each admission, based on current resources, is forty (40) students.
- At the time of the visit, there were fifty (50) students enrolled in the program, as follows:

<u>Cohort Graduation Date</u>	<u>Number Enrolled</u>
May 2016	37
May 2017	13
- Students reported they enrolled in the ADN Program because of the excellent reputation of the program in the Mt. Pleasant community and the individualized support.
- The students identified the faculty support, mechanisms in place for student success, state-of-the-art simulation lab, and small classroom size as major assets of the program.

- Students agreed the program of study is preparing them for clinical practice. They cited clinical learning experiences as a highly rewarding part of the program.
- Interviewed students articulated that they liked the format of the concept based curriculum.
- Student policies are well-defined and are written to include all Board required content.
- Student files are maintained with required documentation.
- Students have input into the program via course, faculty, and program evaluations.

Clinical Learning Experiences:

- The program has active clinical contracts with a variety of affiliating agencies that provide rich clinical learning opportunities.
- Skills lab and simulation lab activities are utilized prior to hands-on patient care experiences.
- Faculty provide supervision during all clinical learning experiences.
- Board faculty-to-student ratios are maintained.
- Clinical learning experiences are scheduled to correlate with didactic content.
- The clinical evaluation tools are based upon the DEC's.
- The skills/simulation labs are open to students for practice.

Facilities, Resources, and Services:

- The Program Director and majority of faculty have fully furnished private offices. Two faculty, who are in clinicals the majority of the time this semester, have relinquished their office to allow other faculty an office during construction.
- The program has an administrative assistant who services the Division of Rural health Sciences including the nursing programs. Both the dean and program director agree that the nursing program needs to have their own administrative assistant.
- A full array of student services is available, including library and ample computer resources.

Records and Reports:

- A written plan for systematic program evaluation includes all required components.
- The Total Program Evaluation (TPE) Plan, copies of NEPIS, CANEP, and Faculty minutes are kept in the program director's office in a locked cabinet.
- Faculty files contain all documents required by Rule 215.7(c).
- Clinical affiliation agreements are current and easily accessible.
- Storage of files meets the requirement of Rule 215.12.

Total Program Evaluation:

- The TPE Plan provides data useful in program decision-making.
- Meeting minutes reflect aspects of the TPE implementation.
- The TPE was last reviewed in May 2015.

April 23, 2016

Tonya Taylor, MSN, MBA, RN
Associate Degree Nursing Education Program
Northeast Texas Community College
P.O. Box 1307
Mt. Pleasant, TX 75456

Dear Ms. Taylor:

At the April 21-22, 2016 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Northeast Texas Community College Associate Degree Nursing Education Program in Mt. Pleasant, Texas. It was the decision of the Board to accept the report of the survey visit.

If you have any questions or if we may offer assistance, please contact Board Staff at 512-621-5179 or gayle.varnell@bon.texas.gov.

Sincerely,

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

Copy: Dr. Brad Johnson, President
Dr. Shannon Cox-Kelley, Dean of Rural Health Services