

**Report of Survey Visit  
ITT Technical Institute in Richardson, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the report of the May 25, 2016 survey visit to the ITT Technical Institute Associate Degree (ADN) Education Program in Richardson, Texas, pursuant to the January 21, 2016 Board Order.

**Historical Perspective:**

- The ADN Program at ITT Technical Institute was approved by the Board in January 2011 and began enrolling students in June 2011. ITT Technical Institute also offers associate of applied science degrees in other disciplines on the Richardson campus.
- ITT Technical Institute is accredited by the Accrediting Council for Independent Colleges and Schools (ACICS).
- Jane Allen, MSN, RN was instrumental in the development of the proposal and was the Program Director/Chair until January 2014. Since January 2014, there have been three (3) directors. Debra Obera, MSN, RN became the Director in January 2014, followed by Shanequa Averette, MSN, RN in June 2015, and Judith Carosi in January 2016.
- The first ADN students graduated in September 2013.
- The program was placed on initial with warning approval status at the January 2016 Board meeting.
- The NCLEX-RN® examination pass rates for the past two years are provided in the table below:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2015	Initial with Warning	48.65%	18/37
2014	Initial	45.83% (Self Study Report required)	22/48
2013	New Program		

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

**Pros and Cons from Survey Visit:**

**Pros:**

- The program director is fully qualified and an experienced educator.
- There are currently four (4) full-time ADN faculty who are well qualified with both teaching and clinical expertise.
- The ADN Director has full authority to administer the program.
- 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.
- ADN graduates are able to obtain employment in the community.

**Cons:**

- There have been three (3) Directors/Chairs since 2014 with the last change in leadership occurring in January of 2016.

**Staff Recommendation:**

Move to accept the report of findings of the May 25, 2016 survey visit to the ITT Technical Institute Associate Degree Nursing (ADN) Education Program in Richardson, Texas (See Attachment #2).

**Summary of Survey Visit  
ITT Technical Institute in Richardson, Texas  
Associate Degree Nursing Education Program**

**Purpose of Survey Visit:** Approval status changed to Initial with Warning

**Date of Visit:** May 25, 2016

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

**Education Consultant met with:**

Judith Carosi, MSN, RN, Nursing Program Director/Chair

Kim Horn, Campus Director

Mariah Wood, National Dean

Cathy Clark, District Manager

Emily Reams, Regulatory Affairs Manager

Marcy Raynes, Dean

Patricia Hughes, MSN, RN

Rosette Makon, MSN, RN

Five (5) senior level and ten (10) junior level students

**Education Consultant:**

- Held initial conference with Judith Carosi, ADN Director/Chair; Kim Horn, Campus Director; Mariah Wood, National Dean; Marcy Raynes, Dean; Emily Reams, Regulatory Affairs Manager; and Cathy Clark, District Manager.
- Observed a simulation scenario involving senior and junior students;
- Interviewed fifteen (15) ADN students;
- Met with two (2) faculty members;
- Toured campus and facilities housing the nursing program;
- Reviewed the curriculum, syllabi, Student Handbook, and Faculty Handbook;
- Reviewed examples of student assignments and clinical evaluation tools;
- Reviewed records and documents including: faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan; and
- Conducted exit interview with ADN Director/Chair, Campus Director, National Dean, Campus Dean, and Regulatory Affairs Manager.

**Summary of Findings:**

Administration:

- Administration indicated the nursing program is in alignment with the institution's mission, vision, and values.
- Judith Carosi, MSN, RN, has been the Director of the Nursing Programs since January 2016.
- There is strong administrative, secretarial, and faculty support for the ADN program.
- Communication between administration and the director was apparent.
- The Director does not carry a teaching load.

Program of Study:

- The program of study is well-organized and includes all Board required content.
- Although the program utilizes a national curriculum, *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.
- Evidence of implementation of the following factors identified in the 2015 Self-Study Report (SSR) include the following:
  - A Faculty recruitment and orientation plan that has three potential faculty identified and in the process of being hired;
  - A student success plan that requires remediation and faculty advising after any failed exam;
  - A rescheduling of course offerings so that the ADN program schedules all classes during the week days and no longer offers weekend classes; and
  - A redesign of the simulation lab that has resulted in more simulation activities.
- All ADN students take HESI specialty exams throughout the program and the HESI Exit Exam as well as attend a live NCLEX review course.

Faculty:

- In addition to the Program Director/Chair, four (4) full-time faculty members and four (4) adjunct faculty members teach in the ADN Program. There also is one (1) full-time and two (2) part-time faculty currently in the hiring process.
- The faculty meet Board qualifications and offer diversity in their cultural, educational, and clinical backgrounds.
- Two (2) faculty were available for interview. Both faculty were hired this year and state that they have gone through an extensive orientation and have support from other faculty and the chair.
- 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 twice a year. The maximum number for each admission, based on current resources, is thirty (30) students.
- At the time of the visit, there were eighty-six (86) students enrolled in the program, as follows:

<u>Cohort Graduation Date</u>	<u>Number Enrolled</u>
May 2016	20
December 2016	25
June 2017	17
December 2017	24

- The students identified the faculty support and 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 they feel that the program is preparing them to become competent associate degree-prepared nurses.
- Interviewed students spoke very highly of Ms. Carosi and the positive changes that have taken place since she became chair.
- 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-required faculty-to-student ratios are maintained.
- Clinical learning experiences are scheduled to correlate with didactic content.
- The clinical evaluation tools are based upon the Differentiated Essential Competencies (DECs).
- The skills/simulation labs are open to students for practice.

#### Facilities, Resources, and Services:

- The Program Chair has a fully furnished private office.
- The Administrative Assistant and Teachers Aid (TA) share an office with a two drawer locked cabinet that stores student files with information for clinical rotations.
- Full-time and part-time/adjunct nursing faculty are located in the Academic Affairs office and share the same office with the full and part-time/adjunct faculty members for the other campus programs. Each full-time faculty member has a dedicated work space that is separated by dividers with shelving space for textbooks, a telephone with private voicemail, and a large locked drawer for personal files. Part-time/adjunct faculty share work space similar to the full-time faculty, with a designated locked space for exams and student information, but do not have a dedicated telephone.
- The skills laboratory accommodates fifteen (15) students and has six (6) beds, one (1) examination table, two (2) mid-fidelity mannequins, and three (3) static mannequins [one (1) female, one (1) infant, and one (1) child]. Students use the skills lab during designated class time and are able to make individual appointments to practice their skills.
- A full array of student services is available, including library and 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.

July 22, 2016

Judith Carosi, MSN, RN  
Associate Degree Nursing Education Program Chair  
2101 Waterview Parkway  
Richardson, TX 75080

Dear Ms. Carosi:

At the July 21-22, 2016 meeting, members of the Texas Board of Nursing (Board) considered the report of the May 25, 2016 survey visit to the ITT Technical Institute Associate Degree Nursing Education Program in Richardson, Texas. It was the decision of the Board to accept the report of findings of the May 25, 2016 survey visit to the ITT Technical Institute Associate Degree Nursing (ADN) Education Program in Richardson, Texas.

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](mailto:gayle.varnell@bon.texas.gov).

Sincerely,

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

Copy: Mariah Wood, National Dean