

**Proposal to Establish a New Nursing Education Program
St. Philip's College in San Antonio, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the St. Philip's College proposal to establish a new Associate Degree Nursing (ADN) Education Program in San Antonio, Texas. The proposed program is a licensed vocational nursing-to-associate degree nursing (LVN-to-ADN) mobility program. The final revised proposal was provided electronically to members of the Texas Board of Nursing (Board). A notice of public hearing has been posted (See Attachment #1).

Historical Perspective:

- St. Philip's College was founded in 1898 and is a comprehensive public community college with a mission "to empower its diverse student population through personal educational growth, ethical decision-making, career readiness, and community leadership". It is the only college to be federally designated as both a historically Black college and a Hispanic-serving institution.
- St. Philip's College is governed by the Alamo Colleges serving the Bexar County community through their programs and services.
- St. Philip's College started an LVN-to-ADN mobility track in 1997 that was successful through 2003. After seven (7) years of NCLEX-RN® examination pass rates below 80%, the Board of Nursing withdrew approval of the program in October 2010. The program closed after they completed a "teach-out" for students enrolled at that time.
- St. Philip's College also operates two (2) successful vocational nursing (VN) programs in San Antonio and New Braunfels.
- Following their intent to design a new LVN-to-ADN program, a new proposal has been in the planning and development stage for several years.
- After receiving support from the President of St. Philip's College, Dr. Adena Williams Loston, approvals were sought and received from the following groups: St. Philip's College Curriculum Committee, Alamo Colleges Curriculum Committee, Dean's Workforce Committee, Alamo Colleges Student Success Committee, and the Alamo Colleges Board of Trustees.
- Melissa N. Arthur, MSN, RN, developed the proposal and is the identified Program Director.
- The proposal was received in the Board Office on February 26, 2016. Board Staff met with St. Philip's representatives on March 7, 2016 to discuss preparing the final proposal for a scheduled Board meeting.

Summary of Proposal:

Overview of the Proposal:

- The proposed program of study will be delivered as a 12-month mobility curriculum through which LVNs and military veterans who have training and experience as medics can earn an Associate Degree in Nursing and apply to take the NCLEX-RN® examination.
- The curriculum will be based upon a concept-based format and will include clinical learning experiences including nursing skills and simulation laboratories, and faculty-supervised hands-on patient care in a variety of health care settings.
- The nursing program will be housed on the main campus of St. Philip's College at 1801 Martin Luther King Drive on the east side of San Antonio, Texas.
- The new program has been completely redesigned to meet the needs of contemporary nursing.

- The program plans to admit thirty-five (35) students in August of each year beginning in August 2016, with the initial cohort graduating in 2017.

Rationale and Need for the Program:

- Data provided in the proposal indicate a need for additional registered nurses in the San Antonio area.
- The program will provide educational opportunities for LVNs and medics to advance their education.
- Letters of support are included from community entities.

Administration and Organization:

- St. Philip's College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACS). The final report from the recent reaccreditation visit will be available in June 2016.
- Dr. Adena Williams Loston has been the President of St. Philip's College since 2007.
- St. Philip's College offers more than one hundred twenty (120) workforce degrees and certificate programs.
- St. Philip's College opened its VN program in 1949 and it was one of the earliest VN programs in Texas.
- Letters of support from St. Philip's College administrators for the new LVN-to-ADN program are included in the proposal.
- The proposed Program Director is Melissa N. Arthur, MSN, RN, who has been employed at St. Philip's College since 2005. She will not have teaching responsibilities during the first year of operation to allow ample time for administrative duties.

Faculty:

- In addition to the Program Director, two (2) full-time nursing faculty will be employed with at least one (1) adjunct faculty member.
- A Simulation Lab Coordinator and Instructional Specialist will be available to assist faculty by managing the Simulation Laboratory and by providing assistance to students with study issues.
- The Faculty Handbook includes policies for faculty workload, orientation, evaluation, and faculty development as required in Rule 215.7. In addition, numerous policies and processes are provided in the Handbook to assist faculty in their role as faculty and to ensure consistency in practices.

Students:

- The program will recruit students from graduates of the St. Philip's Vocational Program as well as other vocational programs in San Antonio and from employment settings and from returning military who were trained as medics.
- The program will use a point system for the selection of students in the admission process.
- Applicants to the program will be required to complete a criminal background check before official acceptance into the program.
- The Student Handbook includes information about the college and nursing program policies to guide students through the program.
- Eligibility information is included in the Student Handbook and students are required to verify their receipt of this information through their signature on a form in the Handbook.
- The admission process allows for advanced placement for military veterans depending upon their previous experience.

Program of Study:

- The curriculum has been based upon requirements in Education Rule 215.
- The program of study is designed to be taught over three (3) semesters with face-to-face instruction, nursing skills and simulation laboratories.
- The conceptual framework includes four (4) elements: scope of practice, nursing process, concept-based approach, and the competencies in the *Differentiated Essential Competencies of Graduates of Texas Nursing Programs* (DECs).
- The first didactic course introduces the students to the concept-based approach to learning and to the application of concepts to nursing care of individuals with related health concerns.
- Each semester is considered a separate level of the educational experience and progression is seen in instruction and clinical expectations in each successive level.
- The faculty have identified a set of concepts for each level, some related to health and others related to aspects of the nursing role.

Clinical Learning Experiences:

- St. Philip's College is a member of the Greater San Antonio Health Care Clinical Liaison Committee that provides a mechanism for scheduling clinical experiences for nursing programs.
- St. Philip's College has long-standing relationships with many health care settings in San Antonio.
- The clinical learning objectives for each level are derived from the DECs. The clinical evaluation tools are graded on a point system and letter grades will be given for the courses.
- Simulation experiences are integrated into all clinical courses to prepare students for actual patient care and to promote constructive feedback through coaching and debriefing by faculty.

Facilities, Resources, and Services:

- Students enrolled at St. Philip's College experience their education in a full college environment with an array of student services and student activities.
- Board Staff have visited St. Philip's Center for Health Profession Building, the home of the nursing programs. This building is a modern medical training facility with opportunities for high-fidelity simulation experiences serving numerous health care study disciplines. (See photographs in the proposal.)
- The facility includes a virtual hospital (designed to be an emergency hospital if needed by the community) and the Simulation Center Hospital provides a near real-life experience for students.
- St. Philip's College students have access to the college library as well as library services through TexShare, a voluntary statewide consortium of libraries administered by the Texas State Library.
- A list of available electronic databases and audio-visual resources available to students is included in the proposal.
- An administrative services specialist provides administrative assistance to both VN and ADN programs.

Records and Reports:

- Official documents, records, and reports will be stored and maintained according to the St. Philip's College retention policies.
- Student and faculty files will be stored in a secure area.

Total Evaluation Plan:

- The program's total evaluation plan has been designed to meet requirements in Rule 215.13.

Staff Recommendation:

Move to grant initial approval to St. Philip's College to establish a new Associate Degree Nursing Education Program in San Antonio, Texas, and impose the conditions/requirements in the attached letter and Board Order (See Attachment #2).

BOARD OF NURSING FOR THE STATE OF TEXAS
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING

For

Consideration of a Proposal from St. Philip's College
To Establish An
Associate Degree Nursing Education Program
in San Antonio, Texas

Date and Time: July 21, 2016 at 10:30 PM
Place: Hobby Building
333 Guadalupe Street
Tower 2, Room 225
Austin, Texas

The Board will hear testimony from individuals who wish to present information concerning the proposal. Written testimony will also be considered and should be received in the Board's office by July 15, 2016.

Address written testimony to:
Katherine Thomas, MN, RN, FAAN, Executive Director
Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

DRAFT LETTER

July 25, 2016

Melissa N. Arthur, MSN, RN
Associate Degree Nursing Education Program
St. Philip's College
1810 Martin Luther King Drive
San Antonio, Texas 78203

Dear Ms. Arthur:

At the July 21-22, 2016 meeting, members of the Texas Board of Nursing discussed the St. Philip's College Proposal to Establish a New Associate Degree Nursing Education Program in San Antonio, Texas. The Board wishes to thank Dr.-----, and you for being present to answer questions. Based upon the discussion and review of documents, it was the decision of the Board to grant initial approval to St. Philip's College to establish a new Associate Degree Nursing Education Program in San Antonio, Texas, and impose the conditions/requirements in the attached Board Order.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at 512-305-6814.

Sincerely,

Katherine Thomas, MN, RN, FAAN
Executive Director

Copy: Dr. Adena W. Loston, President
Southern Association of Colleges and Schools
Texas Higher Education Coordinating Board

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
St. Philip's College
Associate Degree Nursing Education Program
In San Antonio, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 21, 2016, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the St. Philip's College proposal to establish a new Associate Degree Nursing Education Program in San Antonio, Texas, based upon the review of the Proposal, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by the representatives from St. Philip's College in San Antonio, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the St. Philip's College Associate Degree Nursing Education Program in San Antonio, Texas and imposes the following conditions/requirements:

- The program shall not admit more than one (1) cohort of thirty-five (35) students each fall while on initial approval.

Entered this 21st day of July, 2016

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