

**Proposal to Establish A New Nursing Education Program
Howard College in San Angelo, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the Howard College proposal to establish a generic and an accelerated Licensed Vocational Nurse (LVN) to Registered Nurse (RN) Associate Degree Nursing (ADN) Education Program in San Angelo, Texas, and the report of the June 3, 2016 virtual survey visit (See Attachment #1). 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 #2).

Historical Perspective:

- Established in 1945, the Howard County Junior College District consists of four (4) sites located in Big Spring, Lamesa, San Angelo, and the Southwest Collegiate Institute for the Deaf (SWCID).
- Howard College primarily serves the communities of the Howard County taxing district and the twelve (12) other counties in its service area (Coke, Kimble, Martin, Concho, Menard, Dawson, Schleicher, Glasscock, Sterling, Irion, Sutton, and Tom Green). Additionally, Howard College serves the deaf and hard-of-hearing community through its state-legislated responsibility for the SWCID. Dual credit courses are taught at twenty-six (26) different Independent School District campuses in the 13-county service area.
- Since 1976, Howard College has offered a successful generic and accelerated LVN to RN ADN Program at the Big Spring site with National Council Licensure Examination (NCLEX-RN) pass rates consistently above 90 percent.
- The San Angelo site is located at 3501 North US Highway 67 with a significant portion of the Howard College Health Professions Programs taught at the St. John's campus of Shannon Medical Center (SMC) located at 2018 Pulliam Street. Both sites are located in the northeast part of San Angelo.
- Howard College currently offers: Certified Nurse Aide Program; Emergency Medical Services; Medical Assisting; Dental Lab Technology; Phlebotomy Technician; Radiologic Technology; Respiratory Care; Professional Nursing; Surgical Technology; and Vocational Nursing.
- Howard College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees with the next site visit to be conducted in October 2016. The college is approved by The Texas Higher Education Coordinating Board.
- A well-developed, comprehensive first draft of the proposal was received in the Board office on February 29, 2016 and reviewed by Board Staff. The proposal was deemed complete in May 2016. A virtual site visit was demonstrated on June 3, 2016 by the proposed Program Director Dr. Marnita Guinn during her face-to-face meeting with Board Staff in Austin.

Summary of Proposal:

Overview of the Proposal:

- The first cohort of twenty (20) generic and thirty (30) accelerated LVN to RN students will be admitted in August of 2016, and the first students participating in the accelerated LVN to RN track will graduate in the summer of 2017. Effective 2017, the accelerated track will start in the summer of 2017 and merge with the last two semesters of the generic track. The merged cohorts will graduate in the spring of 2018 and subsequent spring semesters to follow.
- The design of both tracks includes face-to-face and online courses. The clinical components contain faculty-supervised clinical and preceptor experiences within a variety of local health-care settings.
- The ADN generic track consists of four (4) long semesters, and the accelerated LVN to RN track consists of one (1) summer transition course and then merges with the generic track for the last two (2) semesters of the program.
- The plan for clinical rotations includes faculty supervised clinical learning experiences at SMC, a 400-bed acute care facility, and San Angelo Community Medical Center (SACMC), a 171-bed acute care facility. The faculty to student ratio will be no greater than 1:10 as mandated by Board guidelines. Students will remain in faculty supervised clinicals for the first two (2) semesters. The last two (2) semesters will include some precepted clinical experiences overseen by Howard College nursing faculty.
- The educational principles used to develop the Howard College ADN program are based on adult learning theories. The courses are sequenced. All theory courses are complemented with clinical opportunities. This design should provide students opportunities to develop critical-thinking and clinical-decision making skills and practice in a real-world environment.
- The generic ADN program requires completion of a total of sixty (60) semester credit hours (SCH), thirty-three (33) SCH in nursing courses and twenty-seven (27) SCH in non-nursing required courses. The accelerated LVN to RN program requires completion of sixty (60) SCH, representing twenty-four (24) SCH in nursing courses, with nine (9) credits awarded to LVNs for VN education, and twenty-seven (27) hours of non-nursing required courses.

Rationale and Need for the Program:

- Beginning in 1972, Angelo State University (ASU) offered an ADN education program; however, ASU closed the program effective August 31, 2013. Resultant to this closure, no ADN education programs are available in the San Angelo area, only the Bachelor of Science in Nursing (BSN) Program offered at ASU. Following August 2013, LVNs and generic students desiring to obtain an ADN no longer had an option to do so in the San Angelo geographical region.
- Data presented in the proposal validate a need for the professional nursing education program in the West Texas area.
- A survey of clinical facilities indicated the availability of rich clinical learning experiences to accommodate the Howard College ADN students.
- Letters of support from community leaders in the West Texas area provided strong support for the proposed nursing education program.

Administration and Organization:

- Howard College offers career technical/workforce and academic courses for certificates and associate degrees, continuing education, remedial and compensatory education consistent with open-admission policies. Appropriate student services are also provided. Howard College strives to enhance economic, community, cultural, and personal development across the service area through appropriate partnerships and services in meeting its public service mission.
- The proposed Director for the ADN Program is Marnita Jo Guinn, PhD, RN, hired on August 10, 2015. She has eleven (11) years of professional nursing education experience as a faculty member at ASU. Further, Dr. Guinn has six (6) years of professional nursing education and administrative experiences as the inaugural Dean of the Ranger College ADN Program in Brownwood, Texas that had an NCLEX-RN pass rate of 100% last year. Her fields of expertise are geriatrics, maternal/child nursing and nursing education.

Availability of Faculty and Clinical Sites:

- Dan Brown, who served as a part-time instructor with clinical rotations for the Howard College Big Spring campus, has been hired as a faculty member at the San Angelo campus. Upon program approval and start-up, he will no longer be assisting with the Howard College Big Spring ADN Program and will work exclusively with the Howard College San Angelo ADN Program. Mr. Brown is currently employed with the Veterans Administration and his professional nursing background includes operating room, intensive care unit, emergency room, and travel nursing. Additionally, a full-time Clinical Teaching Assistant/Retention Specialist, Marianne Simpson, was hired in May 2016. Ms. Simpson has previous experience as a VN educator, and in long-term care, the operating room, and hospice care.
- Currently there are three (3) applicants for faculty positions. All of these applicants have a masters' of science in nursing (MSN) degree. Recruitment for further faculty members will be through ASU's MSN Program and area hospitals. Howard College plans to fill at least two (2) full-time faculty positions, as well as part-time clinical instructors and/or clinical teaching assistants for the 2016-2017 academic year and beyond.
- The program has secured contracts for clinical learning experiences from the following institutions in San Angelo: SMC, SACMC, Mosaic Redwine Child Care Center, River Crest Hospital, San Angelo Independent School District, Shannon Clinic, Shannon Surgery Center, and West Texas Renal Care Center.
- Affiliate agencies/clinical facilities in the surrounding communities include not only acute care, but also outpatient and long term care facilities. Students will be assigned to the clinical practice setting which best meets the learning objectives for the area of study. The clinical settings that Howard College will utilize for the generic and accelerated LVN to RN ADN courses should not be negatively impacted. The number of students accepted into the established Howard College VN program has been decreased, which is designed to create additional space in the clinical setting.

Financial Support and Resources:

- Howard College administration agrees to provide financial support and resources for the ADN program. Support and resources include faculty salaries, computers, classroom equipment, and training tools such as videos, interactive learning modules, and training mannequins.

- Sources of income/funding for the program include tuition and fees, contact hour reimbursement from the state, and college budget allocation. Dr. Cheryl Sparks, President of Howard College, provided a letter of support in which she commits the resources of the college, including financial budgeting adequate for the success of the ADN program.
- Funding, especially during the first two (2) years of the program, includes financial assistance from the City of San Angelo Development Corporation, the Concho Valley Workforce Development Board, SMC, SACMC, and the Howard College at San Angelo Foundation.

Program of Study:

- The ADN program supports the mission of Howard College. The college offers an undergraduate program that prepares entry-level competent professionals to meet the nursing care needs of the communities it serves through quality, innovative education for lifelong learning.
- The faculty is a diverse group responsible for creating an atmosphere of mutual trust and respect. The faculty proactively establishes objectives, organizes materials, designs and arranges learning activities, selects content, and evaluates performance in ways that enable students to learn. To meet this aim, the curriculum incorporates the following concepts: accountability, communication, life processes, safety, and adaptation.
- The program outcomes (Critical Thinking, Communication, Skills Competencies, Professional Growth and Development) were determined by Howard College for all workforce programs and are consistent with Texas BON *Differentiated Essential Competencies of Graduates of Texas Nursing Programs (DECs)*. The *DECs* are fully incorporated into the nursing program curriculum.

Total Evaluation Plan:

- The program's total evaluation plan is well-developed and provides measurable indicators of achievement. Detailed indicators of academic effectiveness and ADN student learning outcomes are presented. All required elements of Board Rule 215.12 are fully addressed.
- The systematic evaluation, which will be customized by the faculty, will be used to determine the effectiveness of the program. The evaluation includes evaluative criteria, frequency of evaluation, assignment of responsibility, methodology, indicators of Program and Instructional effectiveness, and an action plan for addressing findings.

Comments from the Virtual Survey Visit:

Board Staff met with Dr. Marnita Guinn in reviewing the Compact Disc that provided interviews with program administration and the Howard College librarian, as well as offered a tour of the facilities.

Pros:

- The administration has committed the resources to the establishment and implementation of this new program.
- The campus offers learners multiple resources appropriate to a well-established community college.
- Howard College has identified and established contractual agreements with multiple and diverse clinical sites to offer rich clinical learning experiences to students.

- Dr. Guinn is qualified and well experienced in directing a pre-licensure professional nursing education program.

Cons:

- None identified.

Staff Recommendation:

Move to grant initial approval to Howard College to establish a new Associate Degree Nursing Education Program in San Angelo, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #3).

**TEXAS BOARD OF NURSING
VIRTUAL SURVEY VISIT PROGRAM REPORT
Associate Degree Nursing Education Program**

NAME OF NURSING PROGRAM: Howard College Associate Degree Nursing Education Program in San Angelo, Texas

PROPOSED DIRECTOR: Marnita Jo Guinn, PhD, RN

REASON FOR SURVEY: New Proposal **DATE:** June 3, 2016

SURVEY VISITOR: Virginia D. Ayars, EdD, MS, RN, CNE and
Janice I. Hooper, PhD, RN, FAAN, CNE

**Dr. Marnita Guinn and Howard College administration developed a virtual survey visit provided on a Compact Disc (CD). Dr. Guinn traveled to Austin on June 3, 2016 to have a face-to-face visit with Board Staff and during the visit Dr. Guinn presented the CD and discussed how the virtual survey visit was developed. The elements of Board Rule 215.11 were fully addressed during the 17-minute video presentation.*

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§215.11 Facilities, Resources, and Services		
(a) The controlling agency / governing institution shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the nursing educational program.	Howard College is located on the northeast side of San Angelo, sharing a campus with the West Texas Training Center. New construction includes administrative offices, academic space, student services, and the college library. The Howard College Associate Degree Nursing (ADN) Education Program is housed in the Shannon Medical Center St. John's Campus (16,000 square feet). This environment is unique as it offers nursing students the opportunity to attend classes in a functioning hospital that was recently remodeled to accommodate the Howard College Health Professions Department. Dean of the Department Michele Trubenstein's office is located at the St. John's Campus. The CD offering the virtual survey visit includes an interview with Dean Trubenstein, who expressed administrative support of establishment of the ADN program.	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
	<p>The hospital also functions as an inpatient skilled nursing unit, adult and geriatric behavioral health units, outpatient dialysis center, wound care and hyperbaric medicine, diabetes education, home health, occupational medicine, a pharmaceutical assistance program, Legacy Health Plan offices, and a cafe.</p> <p>The nursing courses will be taught in the newly renovated space, which will provide the classrooms, nursing labs, and ancillary support space.</p> <p>The college is in an accessible location in San Angelo. The facility has adequate space for the projected number of students and is adequately equipped. There is ample parking and bus services are accessible.</p>	
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program.</p> <p>(1) The laboratory shall be equipped with hot and cold running water.</p> <p>(2) The laboratory shall have adequate storage for equipment and supplies.</p>	<p>The nursing skills lab is spacious and is equipped with eight (8) beds. Further, there are four (4) simulation hospital beds/rooms with access to an additional eight (8) furnished hospital rooms in the rehabilitation unit.</p> <p>The nursing simulation skills lab contains four (4) high-fidelity mannequins: two (2) medical/surgical, one (1) pediatric, and one (1) newborn. The skills labs have a total of twenty (20) hospital beds.</p> <p>The nursing skills lab has a sink with hot and cold running water. Water temperature was evidenced on the CD by provision of a thermometer demonstrating both hot and cold temperatures.</p> <p>Ample storage space for equipment and supplies is provided.</p>	Criteria Met
<p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	<p>There will be one (1) full time administrative assistant for the nursing program.</p>	Criteria Met
<p>(d) The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body.</p> <p>(1) The dean/director shall have a private office.</p>	<p>The proposed Program Director has a private office. There are multiple private rooms and conference rooms available in the building where faculty may meet with students.</p>	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>Faculty and clerical office space is ample. Space is designed so that faculty members have access to full resources and equipment.</p> <p>The Howard College ADN Program plans to keep records and reports in alignment with the Texas Board of Nursing rules, federal regulations, and college policy. Security for storage of sensitive records and materials is provided.</p> <p>The classrooms, computer lab, and nursing skills labs are spacious and conducive to learning; conference rooms are available. Classrooms accommodate from sixteen (16) to sixty (60) students.</p> <p>Adequate student and faculty lounges are conveniently located throughout the building. Seven (7) elevator banks are available. All restrooms are ADA compliant.</p>	
<p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p>	<p>The computer lab is well-equipped and has the capacity to allow forty (40) students to test simultaneously. The classrooms have appropriate audio/visual equipment in place with plans to upgrade to Smart Classrooms within the year.</p> <p>The Howard College Library will be utilized for student and faculty access to nursing databases. A full-time librarian is on campus and plans to offer an orientation session to both nursing students and faculty to provide instruction about information literacy and research. The electronic holdings are available 24/7 and the librarian is available via e-mail communication. Additionally, Howard College nursing students are able to utilize the Angelo State University Library holdings.</p>	Criteria Met

Pros and Cons from Virtual Survey Visit:

Pros:

- Facilities, resources, and services are adequate to meet the needs of the proposed ADN program.

Cons:

- None identified.

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 Howard College
To Establish An
Associate Degree Nursing Education Program
in San Angelo, Texas

Date and Time: July 21, 2016 at 10:50 AM
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

Marnita Jo Guinn, PhD, RN, Director
Associate Degree Nursing Education Program
Howard College
3501 North U.S. Highway 67
San Angelo, Texas 76905

Dear Dr. Guinn:

At the July 21-22, 2016 meeting, members of the Texas Board of Nursing discussed the Howard College Proposal to Establish a New Associate Degree Nursing Education Program in San Angelo, Texas, and the report of the June 3, 2016 virtual survey visit. The Board wishes to thank XXXXX, 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 Howard College to establish a new Associate Degree Nursing Education Program in San Angelo, 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 512-305-7660.

Sincerely,

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

Copy: Dr. Cheryl T. Sparks, President, Howard College
Texas Higher Education Coordinating Board
Southern Association of Colleges and Schools

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Howard College
Associate Degree Nursing Education Program
In San Angelo, 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 Howard College proposal to establish a new Associate Degree Nursing Education Program in San Angelo, 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 Howard College in San Angelo, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Howard College Associate Degree Nursing Education Program in San Angelo, Texas and imposes the following condition/requirement:

1. The program shall not admit more than one (1) cohort of twenty (20) generic and thirty (30) accelerated LVN to RN students in August 2016, not to exceed a total of fifty (50) students for the first admission period. The program shall not admit more than one (1) cohort annually in 2017, with twenty-five (25) generic and thirty-five (35) accelerated LVN to RN students, until the program achieves Full Approval from the Board.

Entered this 21st day of July, 2016

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