

**Report of Survey Visit
 El Centro College in Dallas, Texas
 Associate Degree Nursing Education Program**

Summary of Request:

- Consider the report of the September 29, 2017 survey visit to the El Centro College (ECC) Associate Degree Nursing (ADN) Education Program in Dallas, Texas, pursuant to the January 2017 Board Order.

Historical Perspective:

- ECC is accredited by the Commission of Colleges of the Southern Association of Colleges and Schools, and is a member of the American Association of Community Colleges, the Association of Texas Colleges and Universities, and the League for Innovation in the Community College.
- In addition to the ADN Program, ECC offers the following programs: cardiac sonography, dental hygiene, diagnostic medical sonography, invasive cardiovascular technology, magnetic resonance imaging, medical laboratory technology, vocational nursing, paralegal studies, paramedic, perioperative nurse internship, radiologic sciences, respiratory care, and surgical technology.
- The ECC ADN Program began operation in September 1966.
- The program is accredited by the Accreditation Commission for Education in Nursing (ACEN) through 2024. ACEN conducted a survey visit in February 2016.
- In addition to the main campus in downtown Dallas, ECC offers the ADN Education Program at three extension campuses: North Lake College, Methodist Health System, and Health Corporation of America.
- Joan Becker, MA, RN has served as the ADN Education Program Director/Dean since August 2008 and meets all qualifications set forth by Board Rule 215.6 Administration and Organization.
- The NCLEX-RN® pass rates for the past six years are provided in the table below:

NCLEX Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2017	Full with Warning	Preliminary 69.78%	194/278
2016	Full	70.79%	223/315
2015	Full	75.66%	230/304
2014	Full	82.47%	254/308
2013	Full	81.21%	229/282
2012	Full	87.35%	297/340

- The program submitted a Self-Study Report (SSR) in 2016 due to the 2015 NCLEX-RN® pass rate falling below 80%. The following areas for correction were identified:
 - to increase the passing criterion from 70 to 80 on the standardized admission test;
 - to provide further development to faculty to improve instructional techniques in teaching the Texas Concept-Based Curriculum, including the strategy for “flipping the classroom”; and
 - to decrease or eliminate graded in-class activities.
- The program evaluated the effects of corrective measures in 2017 with the following findings:
 - Fewer applicants met the new admission requirement.
 - Fewer in-class activities were graded and calculated as part of the course grade, thereby decreasing grade inflation.

Summary of Survey Findings (See Attachment #1):

- Board Education Consultants Gayle Varnell, PhD, RN, CPNP-PC and Virginia D. Ayars, EdD, MS, RN, CNE conducted a survey visit to the ECC ADN Education Program on September 29, 2017.

Positive Aspects of Survey Visit:

- Clinical affiliation agreements and clinical course schedules indicate that an appropriate variety of clinical learning experiences in acute care, pediatrics, maternal-newborn, and mental health facilities are provided.
- There is minimal faculty turnover in the program.

Concerns of Survey Visit:

- Policies are not being consistently enforced, including faculty adhering to established grading criteria.
- Inconsistencies between administration and faculty regarding grade appeals were noted.
- The position of a retention specialist to work with students not achieving passing grades was eliminated by administration without any input by the ADN Education Program Dean. This position had been highlighted as a positive aspect on the 2016 SSR.
- The budget does not adequately support the operations of the ADN Education Program (travel, professional development, office supplies, and disposable goods for the skills lab).
- The area for a student lounge for breaks and study is not adequate to accommodate the number of enrolled students.

Staff Recommendations:

Board Staff recommendations are based upon Board Rule 215 and findings from the survey visit as described in the Board Order (See Attachment #2).

Staff Rationale for Recommendation #1:

Rule 215.7(n)(1) states “the faculty shall be organized with written policies and procedures, and/or bylaws to guide the faculty and program’s activities, including processes for enforcement of written student policies.”

During the survey visit, Board Staff were informed that grading policies are not followed or enforced, including those specific to faculty adhering to established grading criteria and assignment due dates.

Recommendation #1:

The Program Dean shall submit to Board Staff the ADN Education Program's student assessment and evaluation policies related to grading rubrics and inter-rater reliability with evidence of consistent adherence to these policies no later than December 1, 2017.

Staff Rationale for Recommendation #2:

Rule 215.6(e) states "the governing entity shall provide financial support and resources needed to operate a professional nursing education program . . . The financial resources shall support adequate educational facilities, equipment, and qualified administrative and instructional personnel."

During the survey visit, Board Staff were provided evidence that the current budget is not adequate to support the ADN Education Program. The Program Dean and the faculty stated there is no budget for travel, professional development, office supplies, or lab supplies.

Recommendation #2:

The administration and Program Dean shall develop an acceptable budget and submit a copy to Board Staff that addresses identified budgetary deficits in the facilities, equipment, and instructional personnel categories no later than December 1, 2017.

Staff Rationale for Recommendation #3:

Rule 215.11(d) states "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." Rule 215.11(d)(7) states that ". . . lounges shall be provided convenient to the classroom."

During the survey visit, Board Staff identified that student lounges are not adequate to meet the needs of the currently enrolled students.

Recommendation #3:

The Program Dean shall submit to Board Staff evidence of plans to provide adequate student lounges no later than March 1, 2018.

Staff Recommendation:

Move to accept the report of findings of the survey visit to the El Centro College Associate Degree Nursing Education Program in Dallas, Texas, and impose the recommendations indicated in the attached letter and Board Order (See Attachment #2).

**Summary of Survey Visit
El Centro College in Dallas, Texas
Associate Degree Nursing Education Program**

Purpose of Survey visit: Board visit mandated in January 2017 Board Order

Date of Visit: September 29, 2017

Board Staff Conducting Visit: Education Consultants Gayle Varnell, PhD, APRN, CPNP-PC and Virginia D. Ayars, EdD, MS, RN, CNE

Education Consultant met with:

Joan Becker, MA, RN, Dean/Director of Nursing Program

José Adames, EdD, President

Greg Morris, EdD, Vice President, Academic Affairs

Caeser Espinoza, JD, Director of Paralegal Studies, Interim Executive Dean

25 Associate Degree Nursing (ADN) Education Program Faculty:

Emily Berkowitz, PhD, RN

Michael Bobbitt, MSN, RN

Chantal Bontemps-Christian, MSN, RN

Roberta Edson, MSN, RN

Adrienne Donaldson-Steverson, MBA, BSN, RN

Lichelle Everly, MSN, RN

Kim Forcum, MSN, RN

Terri Freeman, MSN, RN

Wende Galloway, MSN, RN

Linda Gray, MSN, RN

Carol Johns, MSN, RN

Kristen Lynch, MSN, RN

Elizabeth Martin, MSN, RN

Linda Merritt, MSN, RN

Patty Melton, MSN, RN

Debra Meza, MSN, RN

Natacha Miller, MSN, RN

Diana Neal, MSN, RN

Brenda Perkins, MSN, RN

Roberta Edson, MSN, RN

Deborah Smith, MSN, RN

Stephanie Thomas, MSN, RN

Debi Trammell, MSN, RN

Christina Umpierre, MHI, BSN, RN

Francis Warrick, MSN, RN

Two ADN Education Program Staff Members:

Ursula Session, BSN, RN, Skills Lab Coordinator

James Smith, Simulation Lab Coordinator

51 ADN Students from Levels 1, 2, and 3

Education Consultants:

- reviewed the curriculum and all syllabi;
- reviewed the ECC Catalog;
- reviewed ADN Education Program Student Handbook and Faculty Handbook;
- reviewed clinical evaluation tools;
- toured facilities housing the nursing program;
- reviewed records and documents including: student and faculty files, minutes of faculty meetings, the Total Program Evaluation (TPE) Plan, exams; and
- conducted exit interview with the Program Dean, administration, and faculty.

Summary of Findings:

Administration:

- Board staff met with the Program Dean, President, Vice President of Academic Affairs, and Interim Executive Dean of Health and Legal to discuss the ADN Education Program at ECC. Administrative support for the ADN Program was affirmed.
- The preliminary 2017 NCLEX-RN® pass rate was shared with administration indicating that, according to Board Rule 215.4 Approval, the program will be placed on conditional approval status at the January 2018 Board Meeting. The process was explained in detail.
- Administration indicated the nursing program is in alignment with the school's mission, vision, and values. The program adds worth to the school and continues to meet a need for increased numbers of professional nurses in the local community.
- Joan Becker, MA, RN has served as the ADN Program Dean since August 2008.
- The Dean does not carry a teaching load.

Program of Study:

- The program is a 60-credit hour curriculum that is 24-months in length leading to the Associate of Applied Science Degree in Nursing.
- There are 384 didactic hours, 96 computer activities hours, 128 skills lab hours, 48 simulation lab hours, and 640 clinical hours in the program of study.
- The program uses the Texas Concept-Based Curriculum.
- *The Differentiated Essential Competencies (DECS) (2010)* have been incorporated into the program of study and the curriculum.

Faculty:

- There are 24 full-time, 26 part-time faculty members, and two vacancies.
- The one-to-ten ratio is maintained in clinical courses.

- Clinical preceptors are used in the fourth level.
- The faculty offers diversity in their cultural, educational, and clinical backgrounds. The majority of faculty members are experienced nurse educators.
- Faculty meetings are held monthly on a regular basis and review of faculty meeting minutes revealed documentation for actions.
- There is a Nursing Faculty Handbook.
- The faculty expressed the following concerns:
 - lack of communication between and among faculty, administration, and students;
 - inconsistencies between administration and faculty regarding grade appeals;
 - losing the retention specialist position; and
 - the budget does not allow for travel, professional development, office supplies, or skills lab disposables.

Students:

- The program admits twice yearly, up to 180 students in January and up to 180 students in August.
- There are 421 students currently enrolled in the ADN Program. The number of ADN students and LVN to ADN students by semesters is as follows:

	ADN	LVN to ADN
Semester 1	86	25
Semester 2	94	n/a
Semester 3	89	5
Semester 4	113	9

- Students reported they enrolled in the ADN Education Program for the following reasons:
 - program's strong reputation in the Dallas Fort Worth area,
 - ECC's history of producing "successful" nurses,
 - reasonable costs, and
 - excellent clinical learning experiences.
- Students stated their favorite part of the program is the clinical learning experiences.
- Students stated that they appreciate the faculty's knowledge and experience, especially when faculty shared their professional clinical nursing experiences that link to didactic content in class.
- Student's expressed the following concerns:
 - the concept-based curriculum;
 - the elimination of the retention specialist position;
 - policies not being consistently followed;
 - schedules being changed with minimal notification;
 - inconsistencies in faculty grading of assignments;
 - unclear mechanisms for input into development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness, and
 - inconsistencies in the grading appeals process.

Clinical Learning Experiences:

- The program has active clinical contracts with a variety of affiliating agencies that provide clinical learning opportunities including long term care, acute care, pediatrics, obstetrics, and mental health.
- The program uses weekly formative clinical evaluations and these grades are then compiled for the summative clinical evaluation.
- Skills lab and pediatric simulation lab activities are utilized prior to hands-on patient care experiences.
- Simulation labs have been developed for pediatrics and will be developed for other courses in the near future.
- Board required faculty-to-student ratios in the clinical areas are maintained.

Facilities, Resources, and Services:

- The ADN Education Program moved to the present location in Spring 2008.
- The facilities housing the ADN Program are spacious; however, the program has no room for expansion.
- Currently, there is a small student lounge that cannot accommodate the needs of the currently enrolled students.
- There are lecture rooms equipped with state-of-the-art audio-visual equipment, but the online connections are very slow, requiring faculty to spend 15-20 minutes prior to class to boot up the equipment.
- The Program Dean has a furnished private office.
- The nursing faculty have private offices that are furnished.
- The program has full-time clerical and secretarial support.
- The Program Dean and faculty have no budget for travel, professional development, or supplies.

Records and Reports:

- The Total Program Evaluation (TPE) Plan, copies of the Nursing Education Program Information Surveys, Compliance Audits for Nursing Education Programs, and faculty minutes are kept in the Program Dean's office in a locked cabinet.
- Faculty files contain all documents required by Rule 215.7(c).
- Clinical affiliation agreements are current and accessible.
- Storage of files meets the requirement of Rule 215.12.

DRAFT LETTER

October 26, 2017

Joan Becker, MA, RN, Dean
Associate Degree Nursing Education Program
El Centro College
801 Main Street
Dallas, Texas 75202-3604

Dear Ms. Becker:

At the October 26, 2017 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the El Centro College Associate Degree Nursing Education Program in Dallas, Texas. It was the decision of the Board to accept the report of the survey visit and impose the recommendations indicated in the attached Board Order.

A recommendation is a specific suggestion based upon program assessment indirectly related to the rules to which the program must respond but in a method of their choosing.

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: Jose Adames, EdD, President, El Centro College

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of:

El Centro College
Associate Degree Nursing Education Program
In Dallas, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on October 26-27, 2017, 333 Guadalupe, Tower II, Room 225, Austin, Texas to consider the survey visit to the El Centro College Associate Degree Nursing Education Program in Dallas, Texas, based upon Board action at the January 2017 meeting pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, and based upon findings from the September 29, 2017 survey visit.

After review and due consideration of the filed materials, as well as the presentation by representatives from the El Centro College Associate Degree Nursing Education Program in Dallas, Texas, and other interested parties, if any, the Board hereby ACCEPTS the report of the survey visit to the El Centro College Associate Degree Nursing Education Program in Dallas, Texas, and hereby imposes the following recommendations:

1. The Program Dean shall submit to Board Staff the ADN Education Program's student assessment and evaluation policies related to grading rubrics and inter-rater reliability with evidence of consistent adherence to these policies no later than December 1, 2017.
2. The administration and Program Dean shall develop an acceptable budget and submit a copy to Board Staff that addresses identified budgetary deficits in the facilities, equipment, and instructional personnel categories no later than December 1, 2017.
3. The Program Dean shall submit to Board Staff evidence of plans to provide adequate student lounges no later than March 1, 2018.

Entered this 26th day of October, 2017

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