

**Report of Survey Visit  
Galveston College in Galveston, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the report of the August 15-16, 2017 routine survey visit to the Galveston College (GC) Vocational Nursing (VN) Education Program in Galveston, Texas. The survey visit was conducted by Beverly Skloss, MSN, RN Contract Program Evaluator.

**Historical Perspective:**

- GC in Galveston, Texas opened its doors in September 1967 as a comprehensive community college. It has served the learning interests of Galveston residents, businesses and industries for more than 50 years.
- The VN program was one of the first occupational programs at GC along with office occupations, engineering/drafting, and law enforcement.
- GC also operates an Associate Degree Nursing (ADN) Education Program, a Nursing Assistant program, and Allied Health programs including Paramedic, Emergency Medical Technician, Radiology Technology, Surgical Technician, Medical Coding and Medical Administration.
- The nursing programs are housed in Moody Hall, one of the oldest buildings on the main campus which has been completely renovated.
- The VN Program Director, Sandra K. Brannan, Ph.D, RN was appointed Program Director in January 2015. She has over 20 years of experience in nursing education and also serves as Program Director for the ADN Program.
- The NCLEX-PN® examination pass rates for the VN program for the past five years are provided in the table below:

<b>Examination Year</b>	<b>BON Status</b>	<b>Approval</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2016	Full		88%	22/25
2015	Full		78.95%	15/19
2014	Full		84.62%	22/26
2013	Full		80.95%	17/21
2012	Full		94.74%	18/19

- GC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

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

**Pros and Cons from Survey Visit:**

**Pros:**

- The GC VN Education Program is functioning in alignment with Board rules and regulations and has demonstrated program success.
- GC anticipates developing plans for funding of a new building to house the nursing programs, Allied Health Programs and Culinary Arts, projected for 2019.

**Cons:**

- Clinical site procurement for hands-on learning experiences continues to be a challenge.
- Faculty find it difficult to arrange time for faculty development.

**Rationale for Staff Recommendation #1 in the Board Letter:**

Rule 214.7(a)(6)(B) related to Faculty state that “A plan for nursing faculty development shall be offered to encourage and assist faculty members to meet the nursing program needs as well as individual faculty members professional development needs.” Discussions with faculty indicate there is not enough time for adequate faculty development due to the majority of time being spent in the classroom and clinical setting for the 12-month program.

**Recommendation #1:**

It is recommended that the administration, Program Director and faculty review the allocation of workload and develop a plan that will allow time for ongoing faculty development.

**Rationale for Staff Recommendation #2 in the Board Letter:**

Rule 214.10(e)(3) related to Clinical Learning Experiences states that “Simulated laboratory experiences may also be utilized as a teaching strategy in classroom and clinical settings to meet objectives and may be counted as either classroom or clinical hours for the purpose of calculating the hours in the curriculum.” Discussions with administration and faculty indicate that finding adequate clinical sites has become a challenge for the VN program. The use of more simulation experiences might help alleviate the problem.

**Recommendation #2:**

It is recommended that the Program Director and Faculty consider increasing simulation hours in practice areas where there is difficulty in procuring affiliating agencies.

**Staff Recommendation:**

Move to accept the report of findings in the survey visit report of Galveston College Vocational Nursing Education Program in Galveston, Texas and issue the recommendations in the attached letter (See letter in Attachment #2).

**Summary of Survey Visit  
Galveston College in Galveston, Texas  
Vocational Nursing Education Program**

**Purpose of Survey Visit:** Routine

**Date of Visit:** August 15-16, 2017

**Board Staff Conducting Visit:** Beverly Skloss, MSN, RN – Contract Program Evaluator

**Education Consultant met with:**

- W. Myles Shelton, Ed.D., College President
- Cissy Matthews, Ed.D., Vice President of Instruction
- Vera Lewis-Jasper, M.S., Dean of Technical & Professional Education
- Sandra K. Brannan, Ph.D., RN – Director of Nursing Programs
- Pamela Britton, MS, RN – VN Coordinator, Faculty
- George Harbeson, MSN, RN – Adjunct Faculty
- Joan Moss, MSN, RN – Simulation Lab Coordinator,
- Four VN students

**Education Consultant:**

Reviewed the following documents:

- curriculum documents including:
  - philosophy, outcomes, conceptual framework;
  - Faculty and Student Handbooks;
  - all course syllabi and outlines; and
  - clinical evaluation tools.
- meeting minutes;
- clinical affiliation agreements;
- total program evaluation plan;
- faculty and student records;
- Nursing Department budget
- Nursing Education Program Information Survey (NEPIS); and
- NCLEX pass rates.

Toured the facilities.

**Summary of Findings:**

Administration:

- The Board approved Program Director is Sandra Kay Brannan, Ph.D, RN, Director of Nursing Programs. Dr. Brannan is an experienced nurse educator and nursing program administrator.
- The administration expressed strong support for the VN program, indicating nursing is valuable to the college and to the community.

- There are indications that the program director has full authority to direct the program in all aspects and is supported with excellent resources. Dr. Brannan does not carry a teaching load.
- Administration stated that the biggest challenge in VN education is identifying adequate clinical sites for student practice.
- Since GC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), they expressed future interest in offering a bachelor's degree in nursing, but stated their priority for now is to continue with their current nursing programs (ADN, VN).
- Dr. Brannan commended the VN Program faculty for their dedication and hard work.

#### Program of Study:

- The program begins each year in June and is designed to be completed in three semesters. The total curriculum hours are 1456 including 592 didactic hours, 496 clinical hours, and 352 lab hours. The total hours exceed Board Rule 214.9 requirements.
- The curriculum is designed using sound educational principles and active learning strategies.
- The curriculum clearly identifies the *Differentiated Essential Competencies (DECs) for Graduates of Texas Nursing Programs* in the documents.
- Simulation and clinical experiences match didactic content to allow application of knowledge in clinical settings.
- Standardized testing is used throughout the program for progression, remediation and to determine readiness for the NCLEX-PN® licensure exam.
- The program implemented Board approved curriculum changes, the elimination of nine hours, in 2016
- Ms. Britton, VN Coordinator, expressed the desire to increase the rigor of admission criteria by: 1) evaluating the feasibility of requiring Anatomy and Physiology (A & P) I and II (currently students have another option, A&P for Allied Health), and (2) adding an interview as part of the admission process.

#### Faculty:

- The faculty consists of one full-time coordinator/faculty, one adjunct faculty, and a full-time simulation/lab coordinator who serves both the ADN and VN programs. There are no vacant positions at the time of the survey.
- Ms. Britton, VN Coordinator, has been with Galveston College since 2001 and is an experienced educator.
- The Simulation Coordinator is working on her certification in simulation. This is her second year in her position and she has five years teaching experience.
- Faculty meet regularly for planning, evaluating, and making decisions about the program.
- The faculty expressed satisfaction with their role as nursing faculty at Galveston College.
- All students interviewed indicated faculty are very committed to success of the students, extremely helpful and very knowledgeable. They indicated faculty teach in a way that helps the student remember content.
- A variety of means are used to evaluate faculty performance including student evaluations, self-evaluations and Program Director evaluation.
- The Faculty Handbook is well-written. Faculty workload is based upon college policy.

- There is a college-wide professional development committee that plans faculty development. Though a plan for faculty development is on file, the VN faculty expressed their need for development specific to nursing education and a plan for working faculty development into their workload.

#### Students:

- A cohort of 25 students were admitted in June 2017. At the time of the survey visit, there were 21 students. One cohort per year is admitted and the maximum number allowed in a cohort is 36.
- The VN students came to the college during their scheduled break to meet with Program Evaluator.
- The students reported they came to GC because of the location and because of the reputation of the program.
- Students stated they especially appreciate the patience and knowledge of the instructors, the practice obtained in simulation and skills labs and the fact that instructors are always available. They indicated it is evident, on a daily basis, that Ms. Britton loves to teach.
- They find the clinical experiences and simulation experiences very fulfilling.
- The student handbook is detailed, well-written and includes all Board required content. Student information is also found in the college catalog.
- Students have input into the program via course, faculty, and program evaluations.

#### Clinical Learning Experiences:

- The program has active clinical affiliation agreements in place with a variety of experiences available to the students.
- Skills lab and simulation lab activities are utilized prior to hands-on patient care experiences.
- The Program Coordinator provides supervision for all clinical experiences except for those in the simulation lab. Preceptors are not utilized in the program.
- Board required faculty to student ratios for clinical experiences are maintained.
- Clinical learning experiences are scheduled to correlate with didactic content.
- Clinical evaluation tools are based upon the DECs.
- Even though current clinical opportunities are adequate, the Program Coordinator continually seeks new affiliating agencies. The coordinator indicated finding VN clinical sites for rich clinical experiences is becoming more of a challenge in the area.

#### Facilities, Resources, and Services:

- The large, modern simulation lab includes areas for low-fidelity, medium-fidelity, and high-fidelity simulation for progress of student competencies.
- The Simulation Lab Coordinator provides case scenarios to meet student learning needs for hands-on experience.
- Student services are provided on campus (financial, counseling, etc.) including a Student Success Center. Online resources are also available 24/7.
- The campus is spacious and attractively landscaped with ample parking adjacent to the building.
- The building housing the nursing education programs is conducive to learning with modern media technology in all classrooms.

- The director and all faculty have spacious, private offices. Clerical and secretarial support is provided.
- The facilities include breakrooms, restrooms, and lounges for faculty and students.

#### Records and Reports

- Faculty files reviewed include all required elements of Rule 214.7
- Clinical affiliation agreements are current and readily accessible.
- Meeting minutes are in order and indicate collaborative decision making.
- Student files are intact and maintained according to Board Rule 214.
- Records are safely stored in locked cabinets.
- There is a detailed Total Program Evaluation (TPE) Plan that is utilized to determine the effectiveness of all aspects of the program.
- Meeting minutes reflect implementation of the TPE plan.

DRAFT LETTER

Sandra K. Brannan, Ph.D, RN – Director of Nursing Programs  
Vocational Nursing Education Program  
Galveston College  
4015 Avenue Q  
Galveston, Texas 77550

Dear Ms. Brannan:

At the October 26-27, 2017 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Galveston College Vocational Nursing Education Program in Galveston, Texas. It was the decision of the Board to accept the report of the routine survey visit and issue the following recommendations:

Recommendation #1:

It is recommended that the administration, Program Director and faculty review the allocation of workload and develop a plan that will allow time for ongoing faculty development.

Recommendation #2:

It is recommended that the Program Director and Faculty consider increasing simulation hours in practice areas where there is difficulty in procuring affiliating agencies.

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 questions or if we may offer assistance, please contact Board Staff at 512-305-6814 or [Janice.hooper@bon.texas.gov](mailto:Janice.hooper@bon.texas.gov).

Sincerely,

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

Copy: Vera Lewis-Jasper, MS, Dean of Technical and Professional Education