

**Report of Survey Visit to  
Blinn College in Bryan, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the report of the November 15, 2017 survey visit to Blinn College Vocational Nursing (VN) Education Program in Bryan, Texas. This routine survey visit was conducted by Education Consultant Susan Lee, PhD, RN, CNE. The previous survey visit was November 2012.

**Historical Perspective:**

- Blinn College VN Education Program in Bryan, Texas was established when the first class was admitted in October 1959 as part of the Bryan Public School System. It became part of Blinn College in 1985. The college currently has four campuses; with the main campus in Bryan; extension campuses in Schulenburg and Sealy; and the home campus in Brenham.
- Blinn College is accredited by Southern Association of Colleges and Schools Commission on Colleges (SACS-COC). The most recent reaffirmation was in 2015, with the next reaffirmation in 2025. Blinn College has a certificate of authority from Texas Higher Education Coordination Board (THECB).
- In addition to the VN program the following Health Sciences Programs are offered on the Bryan campus: Associate Degree in Nursing (ADN); Dental Hygiene; Emergency Medical Services; Fire Science; Health Information Technology; Physical Therapist Assistant (PTA); Radiologic Technology; Surgical Technology; Therapeutics Manufacturing Program; and Veterinary Technology.
- The Blinn College Health Sciences Clinical Simulation Labs occupy 26,000 square feet on the campus of the Texas A&M Health Science Center in Bryan.
- The VN program has experienced three changes in the director position since 2010. The current director, Tammye Anderson, BSN, RN, was approved for appointment in August 2011.
  
- The NCLEX-PN® examination pass rates for the past five years are provided in the following table:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2016	Full	89.47%	17/19
2015	Full	96.00%	24/25
2014	Full	96.67%	29/30
2013	Full	100%	26/26
2012	Full	100%	22/22

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

#### **Positive Aspects of Survey Visit:**

- Tammye Anderson, BSN, RN, the VN Program Director, has overseen the VN program as Program Director since 2011.
- The Program Director is dedicated to administration of the VN program. She currently teaches three courses and manages a clinical group.
- Administration expressed support for the VN program and acknowledged it fulfills a need for VNs in the communities served as graduates are employed in long-term care, dialysis, hospice and home health.
- The faculty stated they are proud of the VN Education Program and are devoted and dedicated to student learning and success.
- Students voiced satisfaction with the program, stating the best thing about the program is the length.
- The program of study incorporates various methods for course delivery, including games, face-to-face instruction with PowerPoints, computer response system for quizzes, computer modules, pre-tests, questions and answers periods, videos, and scenarios.
- All clinical learning experiences are faculty supervised with hands-on direct-patient care in clinical settings. The program utilizes simulation and skills lab to prepare students for clinical practice.
- The program has a variety of active contracts with clinical affiliating agencies that provide a wide array of clinical learning experiences.
- The majority of VN graduates remain in the local and surrounding area and are able to obtain employment in hospitals, long-term care facilities, dialysis, home health, hospice, clinics, and urgent care facilities.
- The college provides funds annually for faculty to attend the annual conference of the Texas Association of Vocational Nurse Educators (TAVNE). Faculty are able to attend campus-wide teaching seminars.

**Concerns of Survey Visit:**

- Faculty are comprised of less-experienced members in the area of teaching, having taught from one-month to two years.
- Test blueprints do not include cognitive levels in any of the domains of Bloom's taxonomy.
- The administrative assistant is shared between the VN and PTA programs.
- There are no student lounges to meet the needs of the currently enrolled students.

**Staff Rationale for Recommendation #1:**

Faculty are comprised of less-experienced members in the area of teaching, having taught in the VN Education Program from one-month to two years. Since the faculty have less than two years' experience teaching, professional development, such as an Item Writing workshop, may be beneficial.

**Recommendation #1:**

Administration is encouraged to offer professional development, such as workshops.

**Staff Rationale for Recommendation #2:**

During the survey visit, Board Staff noted test blueprints do not include cognitive levels. Cognitive levels on exams need to be in the upper domains of Bloom's taxonomy (i.e. analysis, synthesis, and evaluation) to measure clinical decision-making and critical thinking skills. The NCLEX® test plan is based on the upper cognitive levels of Bloom's taxonomy.

**Recommendation #2:**

The program is encouraged to develop exams and blueprints noting cognitive levels using the upper domains of Bloom's taxonomy and provide sample blueprints and examples of test items to Board Staff no later than August 1, 2018.

**Staff Rationale for Recommendation #3:**

Rule 214.11(c) states, "The director/coordinator and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program." During the survey visit, the comment was made that the current administrative assistant is shared between the VN and PTA programs, making it difficult to focus on the needs of the VN program.

**Recommendation #3:**

Administration is encouraged to employ additional secretarial and clerical assistant to meet VN education program needs.

**Staff Rationale for Requirement #1:**

Rule 215.11(d)(7) states, "lounges shall be provided convenient to the classroom." During the survey visit, Board Staff noted that there are no student lounges to meet the needs of the currently enrolled students.

**Requirement #1:**

Administration shall submit to Board Staff evidence of plans to provide adequate student lounges no later than August 1, 2018.

**Staff Recommendation:**

Move to accept the report of the November 15, 2017 survey visit to Blinn College Vocational Nursing (VN) Education Program in Bryan, Texas and issue the recommendations and requirement in the attached letter (see Attachment #2).

**Summary of Survey Visit to  
Blinn College in Bryan, Texas  
Vocational Nursing Education Program**

**Purpose of Survey Visit:** The survey visit was conducted as a routine six-year survey visit.

**Date of Visit:** November 15, 2017

**Board Staff Conducting Survey Visit:** Susan Lee, PhD, RN, CNE, Education Consultant

**Program Evaluator met with:**

- Mary Hensley, Ed. D, Chancellor of the Blinn College District
- Karen M. Buck, MEd, Vice Chancellor, Administration and Operations
- Thomas Lescarbeau, Dean of Health Sciences
- Tammye Anderson, BSN, RN, Director, VN Program
- Jane Hensley, BSHCA, RN, VN Program Faculty
- Whitney Booth, BSN, RN, VN Program Faculty
- Carol Caddell, BSN, RN, VN Program Faculty
- Sami Rahman, MEd MSN, RN, Director of Simulation and Clinical Labs
- 30 Vocational Nursing Students

**Program Evaluator:**

- held initial conference with Program Director and administration;
- reviewed the curriculum and all syllabi;
- reviewed the Student Handbook, Faculty Handbook and Academic Catalog;
- reviewed the clinical evaluation tools and available clinical affiliation agreements;
- reviewed organizational chart and minutes of faculty meetings;
- reviewed 2017 Nursing Education Program Information Survey (NEPIS) and faculty profile;
- reviewed faculty and student files;
- reviewed Total Program Evaluation (TPE) Plan and data;
- toured program facilities;
- observed a class in session; and
- conducted exit interview with administrators and program director.

**Summary of Findings:**

Administration and Organization:

- Administration indicated the nursing program fulfills a need in the local and surrounding community and has comparable status to other education units in the college.
- The VN program is included in the Blinn College Organization Chart as part of Health Sciences Programs, along with Associate Degree in Nursing (ADN); Dental Hygiene; Emergency Medical Services; Fire Science; Health Information Technology; Physical Therapist Assistant; Radiologic Technology; and Surgical Technology.

- The VN program is offered in Bryan and Brenham, Texas.
- Tammye Anderson, BSN, RN has been the Program Director for six years. Ms. Anderson has 32 years of experience in nursing with a focus in medical-surgical nursing and administration.
- Ms. Anderson teaches three courses and manages a clinical group in addition to her Program Director duties in the VN education program.

Program of Study:

- The full-time, 10-month program of study is designed to be completed in 3 semesters. One cohort is admitted annually in August.
- The program is comprised of a total of 1433 clock hours: 592 didactic hours and 841 clinical hours.
- The program of study includes all Board required content.
- The organization of the curriculum moves from simple to complex and is designed to ensure students are competent in skills prior to entering the clinical setting. The majority of skills are front loaded in the first semester. The curriculum includes Intravenous (IV) therapy.
- *The Differentiated Essential Competencies (DECS) (2010)* are incorporated into the curriculum.
- The teaching model is based upon face-to-face classes combined with one hybrid (Health Science), and one online (Growth and Development) course. Teaching methods include lectures with PowerPoints, case studies, interactive quizzes, and online NCLEX® test practice preparation.
- Faculty and students receive training in distance education and IT support is available.
- The VN students have opportunities to participate in simulated experiences with the other Health Sciences Programs to develop interdisciplinary skills, such as ADN and Radiologic Technology.
- All exams are computerized and administered in a shared computer lab, which is reserved in advance. When the computer lab is not available, the program provides laptops and exams are administered in the classroom.
- Test blueprints do not identify cognitive levels in any of the domains of Bloom's taxonomy.
- Standardized testing is used throughout the program for progression and remediation. High-stakes standardized testing is not used for graduation purposes. Exams are reviewed by faculty and Program Director, to validate the integrity of exam items. Tutoring is provided before and after classes, along with focused tutorials.

Faculty:

- Two full-time and one part-time faculty teach in the VN program. At the time of the survey visit, there were one full-time and no part-time faculty vacancies. The part-time faculty will become full-time in the Spring 2018 semester, creating one part-time faculty vacancy.
- Faculty are comprised of experienced and less-experienced members in the area of teaching, having taught from one-month to two years. Faculty are diverse in content expertise and clinical backgrounds.

- VN faculty workload is 15 load hours per semester in Fall, Spring, and summer session. Load hours include actual face-to-face time with students, course and exam preparation, office hours to meet with students, and committee work. For clinical, one load hour is equivalent to one hour of actual clinical time. For skills lab and simulation, one load hour is equivalent to one hour of actual lab time.
- Faculty members are included in curriculum planning, implementation, and evaluation for each of their courses, but shared they do not feel they are actively encouraged.
- Faculty are evaluated annually by the Program Director and peer faculty. Students evaluate teaching effectiveness and courses at the end of each semester.
- Faculty has regular monthly meetings with decisions reached by consensus.
- Faculty development includes attendance at the Texas Association of Vocational Nurse Educators (TAVNE) annual conference, and campus-wide teaching seminars.
- Three faculty members were available for interview.
- Faculty policies are in place per BON requirement.
- Orientation is provided for all new nursing faculty members at the onset of employment.

#### Students:

- The program admits one cohort per year into the program, in August. The number admitted varies based on the number of qualified applicants. The program has the capacity to admit thirty (30) students annually. In August 2017, 30 students were admitted from an applicant pool of 123 qualified candidates.
- At the time of the survey visit, 30 students were in the program and are scheduled to graduate in August 2018. 30 students were available for interview.
- Students reported they enrolled in the VN program because it is close to home, and the NCLEX-PN® pass rates.
- Students agreed the program of study is preparing them for clinical practice, citing clinical learning experiences as being a valuable component of the program.
- Students cited challenges as inconsistency between faculty during skills lab demonstration and grading.
- Students acknowledged faculty are available to assist with tutoring and remediation.
- Student policies are well-defined, written, and available to students.
- Students are evaluated at mid-term and at the end of the semester.
- There are six class officers who represent the students and who represent the class in presenting issues to faculty for the development of policies.
- 30 students were interviewed.
- 26 of the interviewed students expressed a desire to further their education to become an RN, with nine wanting to continue for a Master's degree and four indicating a desire to obtain a PhD or Doctorate of Nursing Practice (DNP).

#### Clinical Learning Experiences:

- The program has active clinical contracts with 25 affiliating agencies (e.g. rehabilitation, long-term care, hospitals, senior activity centers, school districts, dialysis centers, summer camp, women's health clinics, physician's offices, and hospice/home health) that provide

a variety of clinical learning experiences to meet the objectives and outcomes of the curriculum.

- Skills lab and simulation lab activities are utilized. The 26,000 square foot simulation center includes four simulation labs with 25 mid-fidelity private hospital rooms, eight low-fidelity private hospital rooms, four hi-fidelity intensive care units, a home health unit, operating room, and clinic. Oxygen and suction equipment, dry erase boards, monitors for faculty to observe students, and a virtual Intravenous (IV) training room as IV therapy is taught as part of the clinical learning experiences were also present. Portable equipment is also available for classroom demonstrations. Standardized patients are utilized in some simulations. The Simulation Center is staffed with a full-time simulation director and staff. The skills and simulation labs are shared by the EMT, Paramedic, ADN, and VN Education Programs.
- Faculty provides supervision during all clinical learning experiences and maintains BON required ratios. Preceptors are not utilized, but may be used in the Spring semester for the Community course.
- Clinical learning experiences correlate with didactic content.
- Criteria for selecting clinical agencies are well-defined.
- The clinical evaluation tools are progressive and are based upon course content and the DEC's. Clinical evaluation tools include formative and summative evaluations throughout the program. Student expectations are well-defined.

#### Facilities, Resources, and Services:

- The VN program is located in the Texas A&M Health Science Center in Bryan which is approximately 10 miles away from the main college campus in Bryan.
- A full array of student services is offered on the Blinn College- Bryan campus. There is a library on the campus and students have 24-hour access to online resources.
- Computer resources are available at the Health Sciences Programs campus. The computer labs are equipped with desktop computers, printers, and office supplies.
- A Retention Coordinator provides study techniques and exam review when students fail a test. One-on-one remediation is also conducted with the faculty. Space is provided for testing accommodations.
- Student services include restrooms, and lockers. Faculty have access to a lounge, workroom, and break area. Students do not have a lounge or break area.
- There is ample, open parking available adjacent to the program building.
- The program director and full-time faculty have furnished private offices.
- The program has part-time program assistant support, which is shared with the PTA program.
- The program director agreed that resources are adequate to meet all teaching needs.

#### Records and Reports:

- Faculty files provide evidence of faculty qualifications, official transcripts, immunizations, current cardiopulmonary resuscitation (CPR) certification, an orientation checklist, and performance appraisals.

- Student files include signed counseling acknowledgements, signed Student Handbook receipts, clearance of criminal background checks, degree plans, and evaluations of skills competencies.
- The budget includes faculty salaries, travel and conference expenses, membership dues, testing and assessment costs, subscriptions and periodicals, and consumables.
- The program has a Total Program Evaluation (TPE) Plan that is used for decision making.
- Meeting minutes consistently reflect implementation of the TPE. The faculty meet every month, sometimes with the Brenham campus faculty. The community advisory committee meets every six months and the curriculum committee meets as needed.
- Student files contain all documents required by Rule 214.
- Clinical affiliation agreements are current.
- Storage of files meets the requirement of Rule 214.

DRAFT LETTER

January 18, 2018

Tammye Anderson, BSN, RN, Director  
Vocational Nursing Education Program  
Blinn College  
Clinical Bldg I-Suite #2500  
8441 State Highway 47  
Bryan, TX 77807

Dear Ms. Anderson:

At the January 18, 2018 meeting, members of the Texas Board of Nursing (Board) considered the report of the November 15, 2017 survey visit to Blinn College Vocational Nursing Education Program in Bryan, Texas. It was the decision of the Board to accept the report of the survey visit and impose the following recommendations, requirement, and conditions in the attached Board Order.

Recommendations are suggestions based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

A Requirement is a mandatory criteria based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

If you have any questions, please contact Board Staff at [susan.lee@bon.texas.gov](mailto:susan.lee@bon.texas.gov) or 512-463-4631.

Sincerely,

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

copy: Thomas Lescarbeau, Dean of Health Sciences

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
Blinn College  
Vocational Nursing Education Program  
In Bryan, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 18, 2018, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the report of the November 15, 2017 survey visit to Blinn College Vocational Nursing Education Program in Bryan, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon compliance with Rule 214.

After review and due consideration of the filed materials, the Board hereby ACCEPTS the report of the survey visit to Blinn College Vocational Nursing Education Program in Bryan, Texas and hereby imposes the following recommendations, requirement, and conditions:

**Recommendations:**

1. Recommendation #1:  
Administration is encouraged to offer professional development, such as workshops.
  
2. Recommendation #2:  
The program is encouraged to develop exams and blueprints noting cognitive levels using the upper domains of Bloom's taxonomy and provide sample blueprints and examples of test items to Board Staff no later than August 1, 2018.
  
3. Recommendation #3:  
Administration is encouraged to employ additional secretarial and clerical assistant to meet VN Education Program needs.

**Requirement:**

1. Administration shall submit to Board Staff evidence of plans to provide adequate student lounges no later than August 1, 2018.

Entered this 20th day of July, 2017

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