

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

**Summary of Request:**

Consider the report of the November 13-14, 2017 survey visit to Central Texas College (CTC) Vocational Nursing (VN) Education Program in Killeen, Texas. The routine survey visit was conducted by Janice Hooper, PhD, RN, FRE, CNE, FAAN, ANEF and Virginia Ayars, EdD, MS, RN, CNE.

**Historical Perspective:**

- The VN Education Program at CTC was established in the Department of Nursing in 1978, joining an Associate Degree Nursing (ADN) Program that had been in place since 1968. Over 1,000 students have graduated from the VN program since it began.
- Today the Department of Nursing and Allied Health includes the ADN, the VN, and an Emergency Medical Technician (EMT) Program. Other programs in health care are located in the Science Department in the General Science Building.
- The CTC campus in Killeen covers 583.9 acres and provides opportunities for students to experience a full college life.
- The CTC facts brochure states that “More than 50 years ago, CTC was created to serve a 12 county area in Central Texas, the greater Killeen area, and Fort Hood. In addition to providing education to students in the local community, they also serve military personnel in Texas and in more than 25 locations in the U.S. and more than 100 locations worldwide on military installations.”
- Popular study areas for the estimated 5,000 students on campus include the Police Academy, Flight Training Program, Business, Criminal Justice, and Television and Radio Broadcasting.
- The Department of Nursing and Allied Health is housed in The Nursing Center. An array of Human Resources services are also located in the same building that was originally built as an academic building for nursing and allied health programs.
- The VN Program Director, Priscilla Clark, DNP, MSN, RN, also serves as the ADN Program Director and Department Chair for the VN, ADN, and EMT Programs. Dr. Clark was approved as Program Director for both the VN and ADN programs in 2015 and has been a nursing faculty member at CTC since 1999.
- Dr. Clark recently led the ADN program through a positive reaccreditation visit with the Accreditation Commission on Nursing Education (ACEN).

- The NCLEX-PN® examination pass rates for the VN program for the past five years are provided in the following table:

NCLEX Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2016	Full	93.75%	30/32
2015	Full	92.86%	39/42
2014	Full	86.36%	38/44
2013	Full	95.00%	38/40
2012	Full	93.88%	46/49

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

**Pros and Cons from Survey Visit:**

**Pros:**

- The CTC VN program enjoys being a part of a spacious college campus with a full range of student services and opportunities for college life.
- Clinical learning experiences are greatly enhanced by the extensive, state-of-the-art skills and simulation laboratories, and experienced nursing faculty.
- The program is focused on student success.
- There are several opportunities for new initiatives from the Nursing Department, all driven by community requests.

**Cons:**

- The VN and ADN program both have needs for more nursing faculty, limiting their ability to enroll more nursing students and to consider new community-driven opportunities.
- Faculty turnover is attributed to salaries that are not competitive with earnings in hospital nursing and in other nursing education programs.

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

CTC is poised for several new initiatives that will expand the possibilities for VN education and meet the needs of the military and public communities in the Killeen area. More nursing faculty are needed in the current program and additional faculty resources are required to actualize the new opportunities and bring more students to CTC and to succeed with new program tracks. As CTC considers the opportunities for new initiatives available to the VN Education Program, it is recommended that adequate nursing faculty shall be added before a course of action is taken. Recruiting and retaining qualified nursing faculty may necessitate a reevaluation of faculty salaries.

Recommendation in Board Order:

As Central Texas College considers the opportunities for new initiatives available to the Vocational Nursing Education Program, it is recommended that adequate nursing faculty shall be added before a course of action is taken. Recruiting and retaining qualified nursing faculty may necessitate a reevaluation of faculty salaries.

**Staff Recommendation:**

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

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

**Purpose of Survey Visit:** Routine visit

**Date of Visit:** November 13-14, 2017

**Board Staff Conducting Survey Visit:** Janice Hooper, PhD, RN, FRE, CNE, FAAN, ANEF and Virginia Ayars, EdD, MS, RN, CNE.

**Education Consultants met with:**

Administration:

- Jim Yeonopolus, MEd, BS, AA, Chancellor of Central Texas College
- Tina Ady, PhD, MEd, BS, AA, Deputy Chancellor for U. S. Campus Operations
- Janice Anderson, MEd, Dean of Central Campus
- Kerstin Brooks, MS, LPC, Assistant Dean Central Campus

Department of Nursing and Allied Health Leadership:

- Priscilla Clark, DNP, MSN, RN, Chair
- Tammy Samarripa, EMT-LP, BA, MPH - Professor/Assistant Chair
- Susan Ramnarine-Singh, EdD, MSN, RN, MPA, MAJ/AN (R) – Professor/Nursing Programs Coordinator
- Jessica Foster, MSN, RN, CCRN – Professor/Clinical Coordinator

Staff:

- Carmen Victoroff, AAS, Administrative Assistant II
- Tasha Butcher, ADN Clerk
- Alyssa Logan, VN Clerk
- Carolynn Zoll, EMT/P Clerk

Full-Time Faculty:

- Keri Bowers, MSN, RN
- Jessica Foster, MSN, RN
- Diana Haug, ADN, RN
- Patricia Reid, MSN, RN

Part-Time Faculty:

- Lela Coleman, AAS, RN
- Melissa Padilla, LVN
- Louise Perry, ADN, RN

- Gerardo Priori, BSN, RN
- Patricia Wilkinson, LVN

Lab Managers:

- Robert O'Dell, EMT-LP, LVN, Sim Lab Manager
- Damaris Wells, Computer Lab Manager

Students:

- 13 of 27 VN students

**Education Consultants:**

Reviewed the following documents:

- Curriculum documents including:
  - philosophy, outcomes, conceptual framework;
  - Faculty and Student Handbooks;
  - syllabi; and
  - clinical evaluation tools.
- Total Program Evaluation Plan;

Were provided a driving tour of the campus, and  
Toured the nursing facilities.

**Summary of Findings:**

Administration and Organization:

- The administration verbalized the importance of the nursing programs to CTC to serve the need for nurses in the community.
- Three initiatives for future opportunities for the VN nursing education program were discussed: a military track for army-trained medics; an evening-weekend VN option; and optimizing the program for high school students' early entry into the VN program. All of these possibilities are based on requests and interest from the community.
- Discussion during the visit also indicated interest in establishing educational programs for other health care disciplines such as Physical Therapy, Respiratory Therapy, and Surgical Technology.
- Board Staff suggested the idea of combining all health care programs into a single building to promote a CTC center for health care education.

Program of Study:

- A proposal for a major curriculum change for the VN program was approved by Board Staff in September 2016. The change allowed for a reduction in the credit hours to 40 semester credit hours in line with a reduction in credit hours for ADN programs to 60 credits. The change began in Fall 2017 and the results to date are positive.
- The Pharmacology course has been successfully delivered as an online course for several years. Additional online or hybrid courses are being offered.
- In the revised curriculum, the prerequisite courses, Anatomy and Physiology I and Pharmacology for the Health Care Provider, will be applied to a future ADN degree.

- The program is designed for completion in three semesters.
- Though standardized examinations are used in the program, course grades and progression are not dependent on results from the standardized examinations.
- The curriculum is logically organized and contains all content required in Rule 214.9.
- Interprofessional simulation activities are included in the program that involve students in the other health care programs on campus.

#### Faculty:

- Three full-time and five part-time VN faculty were interviewed. An additional full-time faculty member has been hired and was in orientation.
- The VN and ADN faculty work closely together and are willing to help in both programs. Several ADN faculty have moved to the VN program because of the need.
- The commitment to the program and students was evident during the interview.
- In general, the ADN and VN programs both have needs for more faculty. Faculty are willing to assist by extra teaching. There has been recent turnover of faculty, mainly due to better salaries in hospital nursing and in other nursing education programs. When the part-time VN faculty were asked if they would be willing to work full-time, several responded in the affirmative.
- Students who were interviewed stated that the faculty are very knowledgeable and helpful to them, especially in the clinical learning experiences.
- The group of VN faculty have a wide range of practice experiences that offer the students a strong evidence-based learning opportunity.
- The simulation lab manager is an experienced EMT who also is an LVN. The computer lab technician organizes and maintains two computer labs. Both of these staff members greatly enhance the clinical learning experiences for the students.
- Note: Dr. Clark indicated that the only deficit in the ADN program noted by the ACEN program evaluators was the lack of an adequate number of nursing faculty in the program.

#### Students:

- Thirteen of the 27 VN students were interviewed.
- They reported they chose the CTC VN program because of the reputation, location, and tuition.
- Students indicated they especially appreciate the simulation lab experiences and the hands-on clinical practice.
- Students stated they appreciate the faculty members' professional nursing experiences and the wide ranges in their nursing knowledge.

#### Clinical Learning Experiences:

- VN students receive a variety of clinical experiences in all areas, mainly because the Metroplex Hospital is adjacent to the campus and LVNs are employed by the facility.
- The clinical evaluation tools are based upon the competencies in the *Differentiated Essential Competencies*.
- The skills labs and simulation labs at CTC are extensive and allow students every opportunity to develop high-level nursing skills.

### Facilities, Resources, and Services

- CTC has a full range of student services and many features found in large colleges or universities (an auditorium for plays and concerts, an on-campus picturesque lake with geese and ducks, a gymnasium with an Olympic size pool, organized walking tours and current sports equipment, a Science Center with a planetarium, a large library with study areas and computer lab, an Academic Studio which provides textbook lending, tutoring and childcare assistance, and a Student Center with spaces for students to network, relax, or study, and dormitories).
- The Nursing Department area is spacious with areas for students to study and rest, individual offices, two large computer labs, modern classrooms with tables and technological access, a multimillion-dollar 36-bed simulation lab with two debriefing rooms and state-of-the art manikins for simulation exercises.

### Total Program Evaluation:

- With a thought of seeking nursing accreditation, the VN program uses the evaluation format from ACEN. The 2017 ACEN guideline for program evaluation focuses on evaluation of student outcomes. Dr. Clark explained how this format will work and it will meet the requirements in Rule 214.13.
- A completed evaluation plan for the past few years was included in the program documents and indicated that evaluation data is used for decision-making.

DRAFT LETTER

Priscilla Clark, DNP, MSN, RN  
Chair, Department of Nursing and Allied Health  
Central Texas College  
6200 West Central Texas Expressway  
Killeen, TX 76549

Dear Dr. Clark:

At the January 18-19, 2018 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Texas Central College Vocational Nursing Education Program in Killeen, Texas. It was the decision of the Board to accept the report of the survey visit and issue the following recommendation:

Recommendation #1:

As Central Texas College considers the opportunities for new initiatives available to the Vocational Nursing Education Program, it is recommended that adequate nursing faculty are added before a course of action is taken. Recruiting and retaining qualified nursing faculty may necessitate a reevaluation of faculty salaries.

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. Please provide a response to this recommendation by notifying Board Staff not later than March 1, 2018.

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: Jim Yeonopolus, Chancellor  
Tina Ady, PhD, Deputy Chancellor