

**Report of Survey Visit to  
Southwest Texas Junior College in Uvalde, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the report of the November 29-30, 2017 routine survey visit to Southwest Texas Junior College (SW TJC) in Uvalde, Texas. This routine survey visit was conducted by Education Consultant Susan Lee, PhD, RN, CNE. The previous survey visit was November 2010.

**Historical Perspective:**

- SWTJC opened on October 14, 1946 to serve the returning World War II veterans and the high school graduates of Uvalde, TX. The Licensed Vocational Nurse (LVN)-to-Associate Degree Nurse (ADN) Education Program at SW TJC in Uvalde was approved by the Board in October 2007 to begin in 2008. In 2014, the curriculum was changed to a concept-based generic ADN Education Program.
- SW TJC has campuses at Eagle Pass, Del Rio, Crystal City, Hondo, Medina Valley, Pearsall, and Uvalde. The ADN Education Program is offered in Del Rio, Eagle Pass, and Uvalde.
- SWTJC was initially accredited by Southern Association of Colleges and Schools Commission on Colleges (SACS-COC) in 1964. The most recent reaffirmation was in 2016, with the next reaffirmation in 2026. SWTJC has a certificate of authority from Texas Higher Education Coordination Board (THECB).
- Within the Allied Health and Human Services Division, the Vocational Nurse and ADN Education Program, and Radiology Technology are offered in a 10,000 square foot building, which includes offices, classrooms, and skills and simulation labs.
- Geraldine M. Goosen, PhD, RN, CNS, has served as the program director since 2007. She has 33 years of experience in nursing education, critical care, medical-surgical nursing, nursing research, and obstetrics. She also serves as the program director for the Registered Nurse (RN)-to- Bachelor of Science in Nursing (BSN) Education Program at Sul Ross University.
- The NCLEX-RN® 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	88%	22/25
2015	Full	50%	4/8
2014	Full	92.86%	13/14
2013	Full	92.31%	12/13
2012	Full	84.62%	22/26

- A Self-Study Report (SSR) was prepared in response to the NCLEX-RN® in 2015, which identified 3 issues: the program transitioned to a generic ADN education program from a LVN-to-ADN education program and incorporated concept-based curriculum (CBC); low achieving students who delayed taking the NCLEX-RN after graduation; and identified areas of weakness in the CBC.

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

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

- The director, Geraldine M. Goosen, PhD, RN, CNS, authored the proposal and has been directing the program since 2007. Dr. Goosen taught in nurse education programs for 23 years prior to joining SWTJC. She has experience in critical care, medical-surgical nursing, nursing research, and obstetrics. Dr. Goosen provides leadership for the program and is responsive to needs of the program. She is active in the state organization for deans and directors of nursing programs and plans changes needed in nursing education at SW TJC. A good relationship between the director and administration was observed.
- The program has support from the administration at SW TJC.
- The director provides leadership for the program and has implemented measures to facilitate the success of the students.
- Faculty support each other and the students. There are no faculty vacancies. Four of the faculty have MSN's in Nursing Education.
- Clinical experiences are provided to meet the program objectives.
- The curriculum is logical, comprehensive and follows sound educational practices.
- The program of study incorporates various methods for course delivery and assessment, including case studies, group presentations, quizzes and exams, skills and simulation lab, and class activities.
- Clinical learning experiences are faculty-supervised in a 1:4 or 1:8 ratio of faculty to students depending on campus. Clinical learning experiences include hands-on direct-patient care in clinical settings. The program utilizes preceptors, and simulation and skills

labs to enhance clinical instruction.

- The program has 11 active contracts with clinical affiliating agencies that provide clinical learning experiences in home health, hospice, long-term care, state hospital, geriatrics, and hospitals.
- ADN graduates are able to obtain employment in the local and surrounding areas including clinics, hospitals, and long-term care.
- The college provides funds annually for designated, alternating faculty to attend the Organization for Associate Degree Nursing (OADN) and the Laerdal Simulation Conference.

**Concerns of Survey Visit:**

- High-stakes, standardized testing is used for remediation purposes prior to NCLEX-RN testing after graduation.
- Evidence of interrater reliability among faculty was not demonstrated.
- Inadequate storage in the simulation lab.

**Staff Rationale for Recommendation #1:**

The simulation lab does not have adequate storage.

215.11. (b). (2) sets forth, "The lab shall have adequate storage".

**Recommendation #1:**

The program shall identify and implement corrective measures that will provide for labs to have adequate storage and provide this information to Board Staff no later than July 1, 2018.

**Staff Recommendation:**

Move to accept the report of the November 29-30, 2017 survey visit to Southwest Texas Junior College (SW TJC) in Uvalde, Texas and issue the recommendation in the attached letter (see Attachment #2).

**Summary of Survey Visit to  
Southwest Texas Junior College in Uvalde, Texas  
Associate Degree Nursing Education Program**

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

**Date of Visit:** November 29-30, 2017

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

**Program Evaluator met with:**

- Hector Gonzales, PhD, President
- Mark Underwood, PhD, Vice President, Academic Affairs
- Johnny C. Guzman, MEd, Dean, College of Applied Sciences
- Jesus R. Suarez, Jr., MS, Division Chair, Allied Health and Human Services
- Juanita G. Flores, PhD, Director of Libraries
- Brenda M. Cantu, Librarian II
- Geraldine M. Goosen, PhD, RN, CNS, Director of Associate Degree Nursing
- Janna Calk, MSN, RN, ADN Program Faculty
- Alison Castro, MSN, RN, ADN Program Faculty
- Alicia De Los Santos, MSN, RN, ADN Program Faculty
- Mittie Hinz, MSN, RN, ADN Program Faculty
- Jeanne Leake, MBA, BSN, RN, ADN Program Faculty
- Rolando Lira, MSN, RN, ADN Program Faculty
- Maria E. Martinez, MSN, RN, C-EFM, RNC, ADN Program Faculty
- Scott Adams, RN, CTA and Lab Assistant, ADN Program Faculty
- Chassity Dean, Administrative Assistant and At-Risk Coordinator
- Ten Associate Degree Nursing Students

**Program Evaluator:**

- held initial conference with Program Director and administration;
- reviewed the curriculum and all syllabi;
- reviewed the Student Handbook, Faculty Handbook, Preceptor Handbook, Simulation Handbook, and Orientation Manual;
- 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), Compliance Audit for Professional Nursing Education Programs (CANEP), and faculty profile;
- reviewed faculty and student files;
- reviewed Total Program Evaluation (TPE) Plan;
- 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 ADN program is included in the SWTJC Organization Chart as part of Allied Health and Human Services Division, along with Vocational Nursing (VN); and Radiology Technology.
- The ADN program is offered in Uvalde, Texas with extension campuses in Del Rio and Eagle Pass, Texas.
- The director, Geraldine M. Goosen, PhD, RN, CNS, authored the proposal and has been directing the program since 2007. Dr. Goosen taught in nurse education programs for 23 years prior to joining SWTJC. She has experience in critical care, Medical-surgical nursing, nursing research, and obstetrics. Dr. Goosen provides leadership for the program and is responsive to needs of the program. She is active in the state organization for deans and directors of nursing programs and plans for changes needed in nursing education at SWTJC. A good relationship between the director and administration was recognized.
- Dr. Goosen teaches a three-hour course of pathophysiology, which is not in the nursing curriculum, and a one-hour course of Introduction to Health Care Concepts, which is part of the nursing curriculum.

### Program of Study:

- The full-time, two-year program of study is designed to be completed in 5 semesters. One cohort of students is admitted annually in August.
- The program of study includes all Board required content.
- *The Differentiated Essential Competencies (DECS)* (2010) are incorporated into the curriculum.
- The teaching model is interactive and progressive, concept-based, integrated curriculum that views each human as a compilation of bio-physical, psychosocial, sociological, cultural, and spiritual beings who continuously interact with external and internal environments. Teaching methods include case studies, group presentations, quizzes and exams, skills and simulation lab, and class activities.
- Students expressed that the syllabi and instruction are clear, sharing that the faculty are supportive and helpful. Tutoring is available as needed through arrangement with the faculty.
- Test blueprints include application and analysis cognitive levels of Bloom's taxonomy.
- High-stakes, standardized testing is used for NCLEX-RN testing purposes after graduation.

### Faculty:

- Seven full-time and one part-time faculty teach in the ADN program. Four of the full-time faculty have a specialty in nursing education. There is one non-nursing faculty member

who teaches Pharmacology. At the time of the survey visit, there were no full-time or part-time faculty vacancies.

- The faculty is a stable, cohesive group of individuals who have been with the program from six months to two years, when the program changed to concept-based curriculum.
- Faculty are comprised of experienced nurses in the areas of maternal/child health, medical/surgical, intensive care, home health, and emergency. Some of the faculty taught in the VN program prior to joining the ADN program 2 years ago.
- ADN faculty workload is 30 load hours with no overload hours per semester in Fall, Spring, and Summer. Load hours include actual face-to-face time with students, simulation, clinical, grading, office hours, and tutoring. For clinical, skills lab, and simulation, one load hour is equivalent to one hour of actual clinical time.
- Faculty members are actively engaged in curriculum planning, implementation, and evaluation for their courses, and have input on curriculum during the regular faculty meetings.
- Faculty shared strengths of the ADN program are the students, there are no faculty vacancies, and Dr. Goosen.
- Faculty participate in program policy development and implementation.
- Faculty development includes annual attendance at the OADN conference, and Laerdal Simulation Conference. While faculty are very supportive of concept-based curriculum, and are happy with it, they voiced a desire to have additional faculty development on concept-based teaching strategies.
- Seven faculty members were available for interview.
- Faculty policies are in place per BON requirement.
- College orientation with an orientation handbook and checklist is provided for all new faculty members at the onset of employment. Mentors, who are experienced nursing faculty, are assigned to new nursing faculty. Faculty shared that additional nursing department orientation is desired (e.g. grading, instructional technology platform).
- Faculty has regular bimonthly meetings with decisions reached by consensus. Faculty meeting minutes include an agenda, student representation, curriculum revisions, and evaluations.
- Evaluation methods include student evaluations of instruction after each course, and annual director-conducted evaluations of faculty. Evidence of interrater reliability was not demonstrated.

#### 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 41 students annually. In August 2016, 39 students were admitted from an applicant pool of 51 qualified candidates. These students are scheduled to graduate May 2018. In August 2017, 40 students were admitted from an applicant pool of 79 qualified candidates and are scheduled to graduate May 2019.
- At the time of the survey visit, 38 students were in the first year of the program and 36 students were in the second year of the program. Ten students were available for interview.

- Students reported they enrolled in the ADN program because this program has a good reputation, quality education, and low cost of education.
- Students cited challenges as information overload, working while in school, and unable to take course part-time.
- Students acknowledged faculty are very supportive, offering one-to-one remediation and tutoring.
- Student policies included in the Student Handbook are: admission, progression, withdrawal, and transfer licensure eligibility; student evaluation; substance abuse; mobility/articulation; and grievance process.
- There are eight class officers who represent the students. Students have input into academic policies and procedures; curriculum planning; and evaluation of teaching effectiveness, courses, learning resources, and clinical agencies.
- Ten students were interviewed.
- The majority of the students plan to continue their educations, with ten students indicating their desire to obtain a BSN. Most of the students plan to stay in the community after graduation.

#### Clinical Learning Experiences:

- The program has active clinical contracts with 11 affiliating agencies (e.g. acute care hospitals, long-term care facilities, geriatrics, mental health hospital, and home health agencies) that provide a variety of clinical learning experiences to meet the objectives and outcomes of the curriculum.
- The ADN students have opportunities to participate in simulated experiences. The simulation/skills lab is equipped with four programmable and six low-fidelity mannequins, task trainers, oxygen and suction, eight hospital beds, medication dispensers, and hot and cold running water. The faculty stated there are adequate supplies and equipment. The lab is shared with the VN program. Storage in the simulation lab is inadequate.
- Faculty provides supervision during clinical learning experiences and maintains BON required ratios. Preceptors are utilized after nursing administration selects staff nurses to serve in this role. There are signed agreements and evaluation forms in the Preceptor Handbook, which is currently in development. There are written procedures for orienting and working with preceptors in the Faculty Handbook. A dedicated preceptor manual is currently being developed. Clinical Teaching Assistants are utilized in the simulation lab and in clinical settings.
- 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.

#### Facilities, Resources, and Services:

- Student services include remediation counselor, financial aid, and advising. Restrooms, faculty and student lounges, break areas, and study areas are also available.
- There is a library on the campus and students have 24-hour access to online resources.

- Computer resources are available on campus. The classroom is equipped with desktop computers for each student.
- There is parking available adjacent to the program building.
- The program director and all full-time faculty have furnished private offices.
- The ADN program classroom and the six-bed nursing skills laboratory are spacious and equipped. Several mannequins and simulation models are available for instructional purposes in the skills lab. A clinical lab assistant sets up the labs and is available to provide assistance during the labs.
- Two administrative assistants provide adequate clerical and secretarial support to the ADN program. One of these also serves as the At-Risk Grant Coordinator.
- The program director indicated that resources are adequate to meet teaching needs.

Records and Reports:

- Faculty files provide evidence of faculty qualifications, official transcripts, immunizations, and current cardiopulmonary resuscitation (CPR) certification.
- 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, subscriptions and periodicals, and consumables.
- The program has a Total Program Evaluation (TPE) Plan that is used for decision making.
- Meeting minutes reflect implementation of the TPE. The faculty meet twice each month.
- Student files contain all documents required by Rule 215.
- Clinical affiliation agreements are current.
- Files are locked and stored in a secure area as required in Rule 215.



DRAFT LETTER

January 18, 2018

Geraldine M. Goosen, PhD, RN, CNS, Director  
Associate Degree Nursing Program  
Southwest Texas Junior College  
2401 Garner Field  
Uvalde, Texas 78801

Dear Dr. Goosen:

At the January 18, 2018 meeting, members of the Texas Board of Nursing (Board) considered the report of the November 29-30, 2017 survey visit to Southwest Texas Junior College Associate Degree Nursing Education Program in Uvalde, Texas. It was the decision of the Board to accept the report of the survey visit and impose the following recommendations:

Recommendation:

Recommendation #1:

1. The program shall identify and implement corrective measures that will provide for labs to have adequate storage and provide this information to Board Staff no later than July 1, 2018.

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.

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: Hector Gonzales, PhD, President