

**Consideration of Proposal to Establish a New Nursing Education Program
Western Technical College in El Paso, Texas
Baccalaureate Degree Nursing Education Program**

Summary of Request:

Consider the Western Technical College (WTC) proposal to establish a new Baccalaureate Degree Nursing (BSN) Education Program in El Paso, Texas and the site visit report (See Attachment #1). The final proposal was provided electronically to members of the Texas Board of Nursing (Board).

Historical Perspective:

- WTC is a private educational institution that serves the El Paso, Juarez, and Las Cruces metropolitan areas in the Western tip of Texas.
- WTC is accredited by the Accrediting Commission of Career Schools and Colleges (ACCSC) and authorized by the Texas Higher Education Coordinating Board (THECB) through an exemption based upon the ACCSC accreditation. WTC has no outstanding deficiencies from any accrediting or approval agency.
- WTC is a family-owned and operated institution spanning over three generations in El Paso that is operated through a board of directors.
- WTC began operation in 1970 and has two campuses with approximately 1350 students enrolled in both campuses. WTC offers a number of certificate programs as well as Associate Degrees in Science and a Bachelor's Degree in Business Administration.
- WTC offers four other health related programs including Physical Therapy Assistant, Medical Clinical Assistant, Massage Therapy, and Medical Bill and Coding with an estimated enrollment of 273 students.
- Samson Yigezu, PhD, MSN, PHN, RN is the proposed Program Director and his experience in nursing includes 23 years in nursing practice, 18 of them in nursing education.
- Virginia D. Ayars, EdD, MS, RN, CNE conducted a survey visit to the campus for the BSN program on December 6, 2018 that included an evaluation of the physical facilities to determine readiness to begin the BSN program

Summary of Proposal:

Overview of the Proposal:

- WTC proposes to establish a new BSN program at its Diana Drive location in El Paso, Texas. The proposal projects an enrollment of an initial cohort of 30 students.
- The curriculum follows Maslow's hierarchy of needs using a holistic approach to care and wellbeing. The BSN program will be a full-time generic program where all nursing courses are offered in a face-to-face format.

- The program of study is designed for completion in eight back-to-back semesters of 15 weeks each. Required general education and science courses will be offered in the beginning three semesters of the program to ensure adequate preparation of students for the nursing courses that follow.
- There are 120 semester credit hours in the program and the program may be completed in 32 months.
- The planned start date is February 2019 with the first graduating cohort projected for September 2021.

Rationale and Need for the Program:

- The program bases the need for the BSN program upon the projected growth in the El Paso community with a resulting need for nurses.
- Another driving factor is the expected nursing shortage predicted between now and 2030 due to an aging workforce of nurses who will be retiring. New construction in the area also suggests new jobs for nurses.
- A job survey conducted in the community indicated a continuing market for new nurses.
- Letters of support for the WTC BSN Education Program were provided by El Paso Children's Hospital, El Paso LTAC Hospital, Mayor Dee Margo, Senator Jose Rodriguez, Joyce A Wilson of Workforce Solutions Borderplex, County Commissioner Andrew R. Haggerty, and other community leaders.
- WTC has reviewed enrollment data published by the Texas Center for Nursing Workforce Studies for other nursing programs in the immediate vicinity and found that almost 500 students could not be accommodated by the current programs in 2017.
- WTC has taken steps to join the El Paso Nursing Educators Council, a non-profit organization committed to providing safe care to patients through collaboration in scheduling clinical placement for students.

Administration and Organization:

- Brad Kuykendall, BA, MBA, Chief Executive Officer for WTC, has verified full support for the BSN program.
- WTC has committed continuing financial support for the human, physical, technical and essential resources to launch the BSN program. Once the BSN program is established, the source of income will be student tuition.
- The financial stability of WTC is documented in the financial audit statement in the proposal.
- The director's authority to direct the program and the responsibilities assigned to the director that are outlined in the proposal are consistent with BON expectations. The dean will report directly to the Campus President.

Faculty:

- Since the first three semesters involve general education courses, nursing faculty will be recruited during that time. Faculty will be added as the program progresses with additional nursing courses.

- WTC has budgeted and planned for up to eight full-time nursing faculty with adjuncts to assist with skills lab and general education courses.
- Faculty qualifications are consistent with Board rules. Faculty benefits are designed to attract and retain faculty.
- WTC has received 13 applications for nursing faculty indicating there is interest and qualified faculty are available in the area.
- WTC plans to offer competitive salaries based upon their market research in the El Paso area.

Students:

- WTC plans an enrollment of two cohorts of 30 students per year until they have achieved full approval from the Board.
- Their normal retention for the other programs is 83% and they anticipate a similar retention rate for the nursing program.
- A survey of 70 high school students indicated that 67% may be interested in pursuing a nursing degree.
- WTC employs an outside agency to coordinate marketing and public relations for their programs of study. Recruitment will begin with local advertising and website spotlights.
- In their selection process for admission, applicants will be ranked with an emphasis on scores on pre-admission tests.
- WTC admission criteria include a process for consideration of transfer students.
- Articulation agreements are in place with the University of Phoenix and Grand Canyon University for students to proceed with further education.
- The Student Handbook contains a consent form indicating students were provided information about eligibility for licensure.

Program of Study:

- The philosophy of WTC is to provide quality education in a caring, professional environment that prepares students with the skills they need to succeed and advance their careers.
- The nursing program combines theory and clinical components addressing the concepts of professional nursing roles as care giver, advocate, communicator, and manager.
- The curriculum is built on the roles of the nurse as care giver, advocate, educator, communicator, and manager.
- Content areas in the curriculum include nursing values and roles, fundamental nursing concepts and skills, and required content areas in medical-surgical, mental health, geriatric, leadership and management, maternal-child, pediatric, and community nursing.
- Curriculum threads include nursing process, nursing principles, communication, culture diversity, collaboration, ethical issues, health teaching, and wellness.
- The conceptual framework incorporates clinical practice at every level with correlating clinical and didactic studies.
- The 120 semester credit hour requirement include 57 semester credits in pre-nursing courses and 63 semester credit hours of nursing courses that begin in semester 4 and

continue through semester 8. The program can be completed in 32 months which may be considered an accelerated model.

- The curriculum is planned for face-to-face delivery.
- The curriculum is aligned with the Differentiated Essential Competencies, Quality and Safety Education for Nurses Competencies (QSEN), current best practices, and the National Council of State Boards of Nursing NCLEX Test Plan.
- A prospective faculty member has reviewed the total curriculum for consistency, accuracy, and soundness of the plan of study.
- The curriculum includes the use of standardized tests for each nursing major course as a part of the course grade, but does not use an exit examination as a graduation requirement.
- The last course in the program, a preceptorship and capstone course, correlates the clinical practice experience and theory components.
- The curriculum is developed to be delivered in a continuous schedule across the calendar year, is rigorous, and requires 12 to 19 credit hours of study each semester.

Clinical Learning Experiences:

- The BSN Program Outline indicates the clinical learning experiences include 675 hours of hands-on clinical practice, 135 hours of nursing skills lab, and 135 hours for simulation.
- The simulation lab is equipped with high fidelity simulation equipment using modern technology.
- Signed contracts with a variety of health care facilities provide evidence of established clinical arrangements in the El Paso area and across the border in New Mexico.
- In addition the clinical plan includes practice in nontraditional settings such as home care, outpatient clinics, maternity home shelters for teens, and occupational health service centers.

Facilities, Resources and Services:

- WTC offers a full range of student services: tutoring, library and learning resources, academic advisement, career services, student counseling, financial counseling, and finance department.
- A virtual access library provides anywhere access for students 24 hours a day.
- Students will receive orientation to library resources including the virtual library during the first week of the program.

Total Program Evaluation Plan:

- The Total Program Evaluation Plan follows the format for the Commission on Collegiate Nursing Education (CCNE) since the program plans to seek CCNE accreditation in the future.

Records and Reports:

- Record storage will follow the college records retention policies and schedules.

- Tight security for records will be maintained.

Rationale for Staff Recommendation:

Pros:

- The proposed program director has 23 years of nursing experience with 18 years in nursing education.

Cons:

- Though WTC has successful experience in educational programs in other disciplines, nursing education will be a new area for them.

Staff Recommendation:

Move to grant initial approval to Western Technical College to establish a new Baccalaureate Degree Nursing Education Program in El Paso, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #2).

**TEXAS BOARD OF NURSING
SURVEY VISIT PROGRAM REPORT
Professional Nursing Education Program**

NAME OF NURSING PROGRAM: Western Technical College Baccalaureate Degree Nursing Education Program

PROPOSED DIRECTOR: Samson Yigezu, PhD, MSN, PHN, RN

REASON FOR SURVEY: New Proposal **DATE:** December 6, 2018

SURVEY VISITORS: Virginia D. Ayars, EdD, MS, RN, CNE

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§215.11 Facilities, Resources, and Services		
(a) The controlling agency/governing institution shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the nursing educational program.	Western Technical College (WTC) is housed in a one-story 48,000 square-foot building on five acres of land, located at 9451 Diana Drive in El Paso, Texas. The WTC - Diana Campus has appropriate classroom and academic support space for the proposed Baccalaureate Degree Nursing (BSN) Education Program, with one designated nursing classroom and two additional nursing classrooms available as needed. The administration of WTC has strongly supported the development of the new BSN Program. During the survey visit, the Board representative was introduced to the WTC Leadership Team and WTC Board members. Mr. Brad Kuykendall, Chief Executive Officer; Ms. Margie Aguilar, Campus	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
	<p>President; and Board members Mr. Randy Kuykendall and Mr. Bill Terrell spent time with the Board visitor to explain the history and current operation of the college as well as discuss how the BSN Program will be operationalized at WTC.</p> <p>WTC offers student advising designed to provide caring, concerned, and effective advice in matters dealing with academic or personal issues. Students who need further assistance will be referred to appropriate departments where they can obtain help with financial or other needs.</p> <p>Tutoring will be provided by full-time and adjunct nursing instructors and can be scheduled by appointment or available on a walk-in basis.</p> <p>The Clinical Nursing Simulation Laboratory (Lab) provides ample space for teaching, open practice time, skills competency testing, make-up activities, and clinical simulation experiences.</p> <p>The WTC - Diana Campus is in an accessible El Paso location. The facility has adequate space for the projected number of 30 students and is adequately equipped for the first year of operation. Ample parking is available.</p>	
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program.</p> <p>(1) The laboratory shall be equipped with hot and cold running water.</p> <p>(2) The laboratory shall have adequate storage for equipment and supplies.</p>	<p>The Lab provides a large space for instruction in the 1,258 square-foot area. The state-of-the-art 10-bed Lab is equipped with new furnishings, simulation mannequins, patient care monitors, technical equipment, and clinical teaching supplies. Lab section sizes will include no more than 10-15 students at any one time. The Lab contains 10 JUNO adult simulation mannequins (six high-fidelity and four low-fidelity) and sectional models for task</p>	<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
	<p>training.</p> <p>The sink has hot and cold running water with storage space below. A separate sink for eye washing is located in the Lab. Two large storage rooms are located behind one wall of the Lab to provide secure space for equipment and supplies.</p>	
<p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	<p>There will be one full time administrative assistant for the BSN Program.</p>	<p>Criteria Met</p>
<p>(d) 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.</p> <p>(1) The dean/director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>The Program Director has a spacious, private office in the Nursing Department.</p> <p>The Director's office and faculty work space are located near the Administrative Assistant's area. Faculty are provided with work space near one another with desks, computers, telephones, access to copiers, printers, and fax machines, and locked filing cabinets. Several conference rooms are available for confidential student advising.</p> <p>The BSN Program will adhere to the college's record retention policy for all records and reports. The Nursing Department will keep, for a period of five years, records of current students, including the student's application and required admission documentation; evidence of the student's ability to meet objectives/outcomes of the program (course grades); final clinical practice evaluations for each clinical course; a signed receipt of written student policies furnished by physical and/or electronic means; and evidence of student receipt of the Texas Board of Nursing licensure eligibility information. Additionally, the Nursing Program will keep permanent documentation of all faculty records, administrative records, school catalogs, clinical affiliation agreements, and the systematic</p>	<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
	<p>plan for evaluation. The current program of study and curriculum, including mission and goals, and course outlines will also be kept permanently. The Program Director will keep program records in locked filing cabinets in his office.</p> <p>Each classroom has a Smartboard, computer, and projector for audiovisual presentations. The classrooms and Lab are modern, spacious, conducive to learning, and conference rooms are adequate.</p> <p>All restrooms and the student lounge are ADA compliant. A wheelchair ramp is located at the entrance of WTC.</p>	
<p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p>	<p>The BSN Program has 30 computers with internet access assigned in the computer lab for student use as well as 14 computers with internet access available to students in the Learning Resource Center. Classroom computer equipment is upgraded every three years to keep up with advancements in technology and to assure the availability of usable equipment. Each student receives a laptop computer at the start of the first course in the Nursing Program as part of his/her supply package. The current inventory of computers is sufficient to support the BSN Program.</p> <p>The Library Resource Center (LRC) offers a virtual library collection with over 59,000 online books and will be updated annually with new nursing books based on the <i>Doody's Core Titles in the Health Specialties</i>. The collection includes periodical databases providing access to over 17,000 full-text periodicals with back files, including the Cumulative</p>	<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
	<p>Index to Nursing and Allied Health Literature (CINAHL); several authoritative online encyclopedias and directories recognized as core reference resources; and links to over 1,500 sites selected for relevance to the school's programs of study.</p> <p>All first semester students and all BSN Program faculty and staff will be provided an orientation to the LRC and the virtual library during their first week on campus. The LRC segment of orientation informs students about the major resources and services available to them, hours of operation, and all the services provided by the LRC. The virtual library orientation includes information about registration, resources, services, search techniques, and access.</p>	

Pros and Cons from Survey Visit:

Pros:

- Facilities, resources, and services are adequate to meet the needs of the proposed BSN Program.

Cons:

- None identified.

DRAFT LETTER

Samson Yigezu, PhD, MSN, PHN, RN
Dean of Nursing
Western Technical College
9451 Diana Drive
El Paso, Texas 79924

Dear Dr. Yigezu:

At the January 24-25, 2019 meeting, members of the Texas Board of Nursing (Board) discussed the proposal from Western Technical College to establish a new Baccalaureate Degree Nursing Education Program in El Paso, Texas, and report of the December 6, 2018 survey visit to the campus. The Board wishes to thank you and (names) for being present to answer questions. Based upon the discussion and review of documents, it was the decision of the Board to grant initial approval to Western Technical College to establish a new Baccalaureate Degree Nursing Education Program in El Paso, Texas, and impose the conditions and requirements in the attached Board Order.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at Janice.hooper@bon.texas.gov or 512-305-6814.

Sincerely,

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

Copy: Accrediting Commission of Career Schools and Colleges
Brad Kuykendall, Chief Executive Officer
Texas Workforce Commission

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Western Technical College
Baccalaureate Degree Nursing Education Program
In El Paso, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 24-25, 2019, 333 Guadalupe Street, Tower II, Room 225, Austin, Texas, to consider The Western Technical College proposal to establish a new Baccalaureate Degree Nursing Education Program in El Paso, Texas, based upon the review of the proposal and survey visit report, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by the representatives from Western Technical College in El Paso, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Western Technical College Baccalaureate Degree Nursing Education Program in El Paso, Texas, and imposes the following conditions and requirements:

Requirements:

1. The program shall not admit more than one (1) cohort of thirty (30) students in 2019 and no more than two (2) cohorts of thirty (30) students each during each year beginning in 2020.

Entered this 24th day of January, 2019

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