

**Report of Survey Visit
 Coastal Bend College in Beeville, Texas
 Vocational Nursing Education Program
 Associate Degree Nursing Program**

Summary of Request:

Consider the report of the November 6-7, 2018 regular survey visit to Coastal Bend College in Beeville, Texas Vocational Nursing Education and Associate Degree Nursing Education Programs.

Historical Perspective:

- Bee County College was established as a comprehensive community college in 1967. The name of the college was changed to Coastal Bend College (CBC) in 1998.
- CBC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) with the next reaffirmation to be conducted in 2024. CBC also holds approval from the Texas Higher Education Coordinating Board.
- In addition to the main campus in Beeville, CBC has extension sites in Alice, Kingsville, and Pleasanton.
- The Vocational Nursing (VN) Education Program began in 1967 with extension site programs in Alice in 1974, Kingsville in 1975, and Pleasanton in 2002.
- The Associate Degree Nursing (ADN) Program was approved at the April 2008 Board meeting.
- CBC offers the following allied health education programs in addition to the nursing programs: dental hygiene, radiologic technology, emergency medical technology, and medication aide.
- Charlene Bell, PhD, MSN, RN, CNE is the current Program Director for both VN and ADN programs, and was approved to serve in this role in June 2018. Dr. Bell has been in nursing practice for 43 years, 13 of which are in nursing education. She is new to CBC and her office is at the Pleasanton campus.
- NCLEX examination pass rates for the VN and ADN Programs are provided below:

NCLEX-PN® Examination Pass Rates for VN Program

NCLEX Examination Year	BON Approval Status	Pass Rates	Number of First Time Candidates (Passed/Total)
2018 Preliminary	Full		
2017	Full	81.82%	90/110
2016	Full	84.44%	76/90
2015	Full	79.61% (Self Study)	82/103
2014	Full	89.13%	82/92

NCLEX-RN® Examination Pass Rates for ADN Program

NCLEX Examination Year	BON Approval Status	Pass Rates	Number of First Time Candidates (Passed/Total)
2018	Full	80.28%	57/71
2017	Full	84.21%	16/19
2016	Full	85.29%	29/34
2015	Full	93.75%	15/16
2014	Full	80.95%	17/21

- The survey visit was coordinated to evaluate both VN and ADN programs with combined meetings with administrators and touring of facilities.

Findings from the Survey Visit:

(See Survey Visit Report in Attachment #1.)

Pros and Cons from the Survey Visit:

Pros:

- Both programs have a wealth of clinical learning opportunities in a variety of clinical settings that enrich the education.
- Faculty are seasoned practitioners and skilled educators in the clinical areas and classroom. They are committed to excellence for their students.
- The program is well known and well respected in the community for producing excellent nurses.
- Dr. Bell is empowering the faculty by providing faculty-led faculty meetings on a weekly basis.

Cons:

- The program is in a growing mode and faculty are working at full capacity.
- There has been critical media attention related to grade appeals in the nursing program.

Staff Rationale for Requirement #1:

Board Staff have received telephone calls and emails, as well as inquiries from the media, related to grade appeals and grade changes made in the Nursing Department at Coastal Bend College. Rule 214.8(d) and Rule 215.8(d) state that “The program shall have a Nursing Student Handbook with well-defined, written nursing student policies based upon statutory and Board requirements, including nursing student admission, dismissal, progression, graduation policies, and policies to ensure students fulfill requirements for obtaining criminal history record information as set forth in the Occupations Code §301.257. Processes shall be in place for policy development, implementation, and enforcement.”

The Nursing Student Handbooks provided limited guidance and deferred to the college catalog policy for grade appeals, a policy that was not effective at the time of the grade appeal in January 2018. Clearly written policies that are readily available to students and faculty will prevent confusion in the future.

Requirement #1:

1. The administration and faculty shall jointly agree on a written grading policy and a grade appeal policy (including a plan for enforcement of the policy) for the nursing programs that will be included in the Nursing Faculty Handbooks and Nursing Student Handbooks. The Program Director shall provide the written policies and process for enforcing the policies to Board Staff no later than February 15, 2019, with evidence that the policies are agreeable to all nursing faculty and administration.

Staff Recommendation:

Move to accept the report of the findings from the November 6-7, 2018 survey visit to the Coastal Bend College Vocational and Associate Degree Nursing Education Programs in Beeville, Texas, and issue the requirement in the attached Board Order (See Attachment #2).

**Summary of Survey Visit
Coastal Bend College in Beeville, Texas
Vocational Nursing Education Program
Associate Degree Nursing Education Program**

Purpose of Survey Visit: Routine Survey Visit

Date of Survey Visit: November 6-7, 2018

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

Education Consultants met with:

- Administrators:
 - Dr. Beatriz Espinoza, College President
 - Dr. Carry DeAtley, Vice President of Instruction and Economic Development
 - Dean Julia Garcia, Dean of Workforce
 - Loana Hernandez, MSN, RN, Assistant Dean of Allied Health
 - Charlene Bell, PhD, MSN, RN, CNE, Director of Nursing Education
- ADN Faculty:
 - Karyn Mills, MSN, RN, APRN, FNP-BC
 - Leoda Presley, MSN, RN
 - Lynne Cherry, MSN, RN, APRN, FNP-BC
- VN Faculty:
 - Velma Sanchez, RN
 - Daniella Medellin, RN
 - Tammy Phillips, BSN, RN
 - Suzette Ulbricht, RN
 - Carol Hawkins, BSN, RN (called into meeting)
- Seven VN students
- Four ADN students

Education Consultants reviewed for both programs:

- Syllabi for all nursing courses
- Curriculum plans for all tracks
- Clinical evaluation tools
- Student Handbooks
- Faculty Handbooks
- Preceptor Guideline
- Director Job Descriptions
- Student Application Packet
- Recent curriculum change proposal for the VN curriculum
- Student files
- Faculty files

- Clinical contracts
- Program goals, objectives, and outcomes
- Total Program Evaluation Plan
- Faculty minutes
- Report of Professional Nursing Program Review for 2017
- 2017 Nursing Education Program Information Surveys (NEPIS) for both programs

Education Consultants:

- Toured the nursing educational facility;
- Observed a distance education class among all four campuses; and
- Conducted interviews, including an exit interview.

Summary of Findings:

Overview of Programs:

- CBC offers both VN and ADN nursing education.
- The ADN program has two tracks:
 - An LVN-to-ADN track with didactic content delivered online and preceptor-led clinical learning experiences. There are 100 students.
 - A generic two-year track with face-to-face classes and instructor-supervised clinicals for the first year and precepted clinicals during the second year. There are 10 students in this track.
- The VN program is delivered in a one-year face-to-face format to the four sites (Beeville, Alice, Kingsville, Pleasanton) using video-transmission. There are 134 students.
- A faculty member at one site provides didactic instruction in their area of expertise for each class period with one faculty member present at each site during classes. Faculty are responsible for test items for their presented content. Day and evening classes are offered. (Staffing during class time was previously with two faculty at each site and efficiency cuts reduced the number.)
- Each site is equipped with a skills/simulation lab.

Administration:

- The college President stated that the nursing programs are the “heart beat” of the college.
- She stated that CBC is very proud of the nursing programs and they serve the community by fulfilling the need for nurses.
- The President also acknowledged that she supports ongoing professional development for the nursing faculty.
- There has been a high turnover in the program director roles during the past five years. Board Staff stressed the importance of consistency and longevity of directors. Dr. Bell expressed her commitment to leading the VN and ADN programs.
- Loana Hernandez, MSN, RN previously served as Program Director for the VN Program and has been appointed Assistant Dean for the Allied Health Department that includes the nursing programs.
- Board Staff discussed with administration an issue of alleged illegal grade changes in the VN program and Board Staff suggested that measures be taken to clarify the grading policy and process for grade appeals (See requirement).

Faculty:

- Three full-time faculty provide instruction for the ADN program, one for the generic students, and two for the LVN-to-ADN track. Two of the ADN faculty are practicing Family Nursing Practitioners and the other is enrolled in a DNP program.
- Though the ADN faculty describe their positions in a positive light, it is obvious that all of them are fully dedicated and are working “beyond the call of duty” to fulfill their desire to provide a quality education.
- There are five full-time and 15 part-time faculty for the VN program. Part-time (adjunct) faculty work 19 hours each week in various assistive activities (such as supervising clinicals and labs).
- All nursing faculty have extensive experience in many areas of nursing practice and some are CBC graduates.
- The faculty expressed a love for teaching and a commitment to the students.
- Board Staff conducted an hour-long interview with the four VN faculty via the video transmission format. It is estimated that the four faculty have a total of more than 70 years of nursing practice in a wide range of settings.
- Since Dr. Bell has been in her position, she has established weekly faculty-led faculty meetings where the faculty offer suggestions and solutions for quality improvement.
- CBC sponsors VN faculty to attend the Texas Association of Vocational Nursing Educators conference each year. Faculty were also provided a workshop in test development and item analysis. CBC also provides training for all faculty, including training in Blackboard.
- Board Staff recognized that there is potential for growth in the nursing programs and CBC has a strong intent to serve the community, however, the full-time faculty are currently working at their capacity. It was suggested to administration that if future plans and growth are implemented, additional faculty resources will be necessary.

Students:

- There are currently 40 ADN students in the LVN-to-RN track who will graduate in December 2018 and 60 who will graduate in May 2019. The 10 generic students are in the first semester of a two-year curriculum. The total of the ADN students is 110 students.
- VN students at each site presently number:
 - Beeville 28
 - Alice 33
 - Kingsville 22
 - Pleasanton 18
 - Evening students 33
 - Total 134
- The application packet for students includes the steps for a criminal background check.
- Four students in the LVN-to-ADN track made a special trip to campus to meet with Board Staff. The online format with flexible clinicals makes it possible for them to complete the program while maintaining a job in nursing practice. The students described how they have adjusted to the online courses in ways that match their learning styles.
- Board Staff met with seven VN students who are learning to juggle the demands of nursing school. Many of them began the program with previous experiences that have prepared them for the nursing role, such as certified medical aide, emergency medical technician,

and certified nurse aide. One discussed her persistence in applying for admission that required prerequisite courses and repeated pre-admission testing.

- Even though a variety of clinical experiences are included in the program, students would engage in more clinical experiences if they were possible.
- There are future plans to incorporate more high-fidelity simulation into the clinical experiences and students look forward to this as enhancing the clinical practice.
- Students stated that they chose the programs at CBC because of their strong reputation, location, tuition, personal referrals from friends, small classes, and online portions.
- Though students had many positive comments about the courses, they expressed a desire for more consistency in scheduling and providing instructions for assignments across the curriculum.

Program of Study:

- Board Staff reviewed a recently approved curriculum change for the VN program with Dr. Bell and Ms. Hernandez. Separate courses in Nutrition and Growth and Development were eliminated, and content integrated into other courses. The conversation verified that all required content for VN education is included in the curriculum.
- CBC was one of the schools willing to admit the Career Point College (CPC) students after their program closed. This posed challenges but admitted students were taught out, allowing many to complete their nursing education and become nurses. However, it did have a negative impact on the pass rate despite the Board's policy to separate pass rates of those CPC students who had completed more than 50% of the CPC curriculum before transferring to CBC.
- The curriculum for all nursing programs is sound and logically organized.
- There is a college-directed master course syllabus format and each nursing course syllabus follows this format for a general syllabus. In addition, each student receives an information packet that provides details for the courses, such as assignments, schedules, grading rubrics, grading policies, faculty information, required text books, outcomes, and a course outline.
- Board Staff observed a VN class in session using the video transmission. The lecturer was at the Pleasanton site and participants at the three other sites could see the power point slides, hear the lecture and student participation from other campuses, and see the lecturer. Board Staff found the delivery and reception to be exceptional and engaging.
- In order to conserve the classtime during video transmission, students are encouraged to pose their questions to faculty after class and to faculty by email. The expectation is for a response to email within 24 hours.

Clinical Learning Experiences:

- CBC has 70 signed clinical agreements with health care settings across 9 counties that allow a variety of experiences for the students. Clinical affiliates include acute care hospitals, nursing and rehabilitation centers, pediatric clinics, emergency clinics, home health, and mental health centers.
- The precepted clinicals in the LVN-to-ADN program are offered in flexible times with 12-hour shifts. The preceptors assist in the student evaluations.
- There are two skills labs at the Beeville site and one skills lab at each extension site with manikins and simulation models where students practice skills.

- The clinical experiences also include practice with standardized patients and virtual experiences on computer.

Total Program Evaluation:

- Though a Total Program Evaluation plan is in place, one of Dr. Bell's goals is to make the evaluation plan a more dynamic part of the program. Her discussion of the intent of faculty meetings to make decisions for quality improvement indicates a better use of data and of documentation of decisions.

DRAFT LETTER

January 28, 2019

Charlene Bell, PhD, MSN, RN, CNE, Director
Nursing Programs
Coastal Bend College
3800 Charco Rd
Beeville, TX 78102

Dear Dr. Bell:

At the January 24-25, 2019 meeting, the members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Coastal Bend College Vocational Nursing Education and Associate Degree Nursing Education Programs in Beeville, Texas. It was the decision of the Board to accept the report of the survey visit conducted November 6-7, 2018, and issue the requirement in the attached Board Order.

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

If you have any questions, or if be of assistance, please contact Board Staff at Beverly.skloss@bon.texas.gov or 512-318-3219. Thank you.

Sincerely,

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

Copy: President Dr. Beatriz Espinoza

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Coastal Bend College
Vocational Nursing Education Program
Associate Degree Nursing Education Program
In Beeville, Texas

At 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 report of the November 6-7, 2018 survey visit to the Vocational Nursing Education Program and the Associate Degree Nursing Education Program in Beeville, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214 and Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by the representatives from Coastal Bend College in Beeville, Texas, and other interested parties, if any, the Board hereby ACCEPTS the report of the survey visit to Coastal Bend College Vocational Nursing Education Program and Associate Degree Nursing Education Program in Beeville, Texas, and hereby imposes the following requirement:

Requirement:

1. The administration and faculty shall jointly agree on a written grading policy and a grade appeal policy (including a plan for enforcement of the policy) for the nursing programs that will be included in the Nursing Faculty Handbooks and Nursing Student Handbooks. The Program Director shall provide the written policies and process for enforcing the policies to Board Staff no later than February 15, 2019, with evidence that the policies are agreeable to all nursing faculty and administration.

Entered this 24th day of January, 2019

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