

**REPORT OF ROUTINE SIX-YEAR SURVEY VISIT
MCLENNAN COMMUNITY COLLEGE AT WACO, TEXAS
VOCATIONAL NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider the report of the routine six-year survey visit of the Vocational Nursing Educational Program at McLennan Community College at Waco, Texas.

HISTORICAL PERSPECTIVE:

Year	Approval Status	NCLEX-PN® Pass Rate	Number of First-Time Candidates Passed/Total
2007	Full	85.11%	40/47
2006	Full	87.04%	47/54
2005	Full	86.36%	38/44

- Preliminary NCLEX-PN® examination pass rate for 2008 is 92.31% (24/26). The examination year ends December 31, 2008.
- McLennan Community College Vocational Nursing (VN) Educational Program (ADN) began in 1971.
- The last routine six-year survey visit was conducted in February 2001.
- Routine survey visits to the traditional McLennan Vocational Nursing Educational Program and the MEEP were scheduled together on September 29-30, 2008.
- BON survey visitors were Janice Hooper, PhD, RN and Virginia Holmes, MSN, RN.

SUMMARY OF SURVEY VISIT:

- McLennan Community College is located at 1400 College Drive in Waco, Texas.
- Kimberly Sales-McGee, BSN, RN is the new program director of the VN Program at McLennan Community College.

Activities During Survey Visit:

Board staff:

- Met with College Administrators:
 - Ronald J. Epps, MS, DVM, Dean, Workforce Education
 - Jack Schelden, Vice President of Instruction
 - Janette McKown, PhD, Executive Vice President
 - Bridgit R. Moore, EdD, MT(ASCP), CLS(NCA), Division Director, Health Sciences
- Interviewed Director: Kimberly Sales-McGee, RN, BSN
- Interviewed about 53 Nursing Students and 6 Nursing Faculty
- Reviewed records and documents (clinical contracts, student and faculty files, minutes)
- Toured simulation lab, skills lab, classrooms, and nursing offices
- Conducted a summary conference with administration and director

Survey Visit Findings

Positive Findings:

- McLennan Community College has a large, student-friendly campus which serves the community.
- There are two major construction activities on campus. The new science building will provide additional space for expansion.
- McLennan Community College is sensitive to the needs of the community and has established many community partnerships.

- The administration is interested in expanding the nursing programs to meet community needs.
- The administration is very supportive of the nursing programs and provides adequate resources.
- Though the director is new in this role, she has many years of experience as faculty in the VN program.
- The faculty are very dedicated to the success of the students in the program.
- The program has a simulation lab which is very popular with students and used effectively as a teaching modality for clinical activities.
- The program effectively utilizes Blackboard for supplemental learning materials and course information for each course.
- The program directors of both VN and ADN programs expressed an interest in more collaboration.
- The program offers an excellent curriculum and a wide range of good clinical experiences.
- The director expressed her dreams: an expanded simulation lab, an upgraded skills lab, more online testing, and more cohesion between the VN and ADN programs.

Areas of Concern:

- The Faculty Handbook is a work in progress and though it is well done, it does not contain all required faculty policies.
- Faculty minutes do not indicate that decisions are based upon data.
- The program is searching to fill a full time position which is vacant.
- There is presently no formal mechanism for student participation in program governance.
- The simulation lab is crowded and it is difficult to meet all students' needs with the present size and schedule.
- Level objectives reflected progression in clinical behaviors but clinical evaluation tools did not indicate the same distinctions in progression of clinical objectives.

PROPOSED COMMENDATIONS:

1. The administration is commended for their strong support for the nursing program.
2. The program is commended for the dedication of the faculty.
3. The program is commended for the excellent clinical learning activities.

PROPOSED RECOMMENDATIONS:

1. Faculty are encouraged to include more clarity in clinical evaluation tools indicating an expectation of progression in clinical behaviors across the curriculum.
2. Faculty shall develop a plan whereby students have a voice in departmental governance.
3. The director and faculty are encouraged to work together with the ADN program for more consistency between programs, where appropriate and effective.
4. The administration is encouraged to assist the program in providing for and seeking funding for expanding the simulation lab and for upgrading the nursing skills lab.

PROPOSED REQUIREMENT:

Rule 214.7(a)(4) and (6) *Faculty* require that "Written policies for nursing faculty workload shall allow sufficient time for faculty to accomplish those activities related to the teaching-learning process....Written policies for nursing faculty shall include: plans for faculty orientation to the institution and the nursing program, faculty development, and evaluation of faculty."

Rule 214.7(o)(1) and (2)(B) related to faculty organization require that "The faculty shall be organized with written policies and procedures and/or bylaws to guide the faculty and program's activities, including processes for enforcement of written student policies...Minutes of faculty organization and meeting shall document the reasons for actions and the decisions of the faculty..."

The VN Faculty Handbook is a work in progress and the director has made a good beginning on this project but the handbook does not include all required faculty policies. In addition, faculty minutes do not reflect the rationale or data for decision making. **Therefore**, the director and faculty shall develop faculty policies for nursing faculty workload, faculty orientation and faculty development to be included in the Faculty Handbook. The director and faculty shall also develop written policies and/or bylaws to guide the faculty organization and program's activities, including policies for enforcement of written student policies. Copies of these policies shall be submitted to board staff by May 1, 2009. In addition, copies of faculty minutes documenting the decisions of the faculty in developing these policies shall be provided to board staff by May 1, 2009.

STAFF RECOMMENDATION:

Move to accept the report of the routine six-year survey visit of McLennan Community College Vocational Nursing Educational Program at Waco, Texas and issue the commendations, recommendations and requirement to be met based on staff recommendation as indicated in the attached letter (See Attachment).

DRAFT LETTER

October 27, 2008

Kimberly Sales-McGee, BSN, RN
Program Director, Vocational Nursing
McLennan Community College
1400 College Drive
Waco, Texas 76708

Dear Ms. Sales-McGee:

At the October 23-24, 2008 meeting, the members of the Texas Board of Nursing considered the report of the routine six-year survey visit of the McLennan Community College Vocational Nursing Educational Program at Waco, Texas. It was the decision of the Board to accept the report of the survey visit and issue the following commendations, recommendations and requirement to be met:

COMMENDATIONS:

1. The administration is commended for their strong support for the nursing program.
2. The program is commended for the dedication of the faculty.
3. The program is commended for the excellent clinical learning activities.

RECOMMENDATIONS:

1. Faculty are encouraged to include more clarity in clinical evaluation tools indicating an expectation of progression in clinical behaviors across the curriculum.
2. Faculty shall develop a plan whereby students have a voice in departmental governance.
3. The director and faculty are encouraged to work together with the ADN program for more consistency between programs, where appropriate and effective.
4. The administration is encouraged to assist the program in providing for and seeking funding for expanding the simulation lab and for upgrading the nursing skills lab.

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

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 complete response to the requirement and recommendations by May 1, 2009.

If you have any questions or if we may be of any assistance, please call board staff at (512) 305-6814 or email janice.hooper@bon.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Janice I. Hooper, PhD, RN
Nursing Consultant for Education

copy: Ronald J. Epps, MS, DVM, Dean, Workforce Education, McLennan
Bridgit R. Moore, EdD, Division Director, Health Sciences