

**Proposal to Establish A New Nursing Education Program
Cephas Center for Health Sciences, Dallas, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the Cephas Center for Health Sciences (CCHS) proposal to establish a new vocational nursing (VN) education program in Dallas, Texas, and the report of the survey visit (See Attachment #1). The final revised proposal was made available online to members of the Board. A notice of public hearing has been posted (See Attachment #3).

Historical Perspective:

- CCHS is a private institution owned by Peninnah (Penny) Ihemelu, RN, BSN.
- Ms. Ihemelu manages two home health agencies with over 200 employees in the Dallas area.
- The Texas Workforce Commission (TWC) preliminary approval is pending approval by the Board.
- Representatives from CCHS have attended an informal information meeting on proposal development presented by Board Staff, and several Board meetings.
- The program has utilized consultants to assist with the proposal, the last one being Betty Sims, MSN, RN.
- Board Staff have reviewed the proposal and met program representatives for a consultation visit in the board office.
- A site visit was conducted on March 15, 2012, by Robin Caldwell, PhD, RN.

Summary of Proposal:

Overview of the Proposal:

- The proposed program is anticipating to begin classes in May 2012 with an initial cohort of thirty (30) students. No more than thirty (30) students will be admitted annually until the program is on full approval.
- The program is designed to be delivered in a twelve (12) month format (four quarters) with a first graduating cohort in 2013.
- Since this will be the first educational program at CCHS, the program has recruited an experienced vocational nursing educator as director and hired several faculty with advanced degrees.
- Ms. Ihemelu's professional presence and her relationships with health care facilities have assisted the program in securing clinical contracts in a variety of clinical settings.

Rationale and Need for the Program:

- The rationale for the new vocational nursing program in the Dallas area is based upon numerous job opportunities for LVNs in the area.
- The data CCHS collected in a survey of health care settings indicated a five-year projection of need for LVNs as 1,060.
- The mission and vision of the school is to provide safe, effective practitioners of vocational nursing.

Administration and Organization:

- Tally Breitstein, BSN, RN, is named as proposed director for the program. She has been a director of vocational nursing education in colleges in California.
- Ms. Breitstein received her basic nursing education in Tel Aviv, Israel, and has earned a certificate in leadership and management from the University of Phoenix.
- Ms. Breitstein has already begun faculty development activities for the vocational nursing education faculty.
- As administrator of the school, Ms. Ihemelu has pledged support for the program.

Students:

- Students will be recruited from home health aides employed by Ms. Ihemelu as well as through newspaper advertisements, posters in the community, career fairs at high schools, and word of mouth.
- Admission criteria are in compliance with Rule 214.
- The Student Handbook includes all required student policies in Rule 214.

Availability of Faculty and Clinical Sites:

- Besides Ms. Breitstein, four (4) additional faculty have been named in the proposal, most with baccalaureate degrees in nursing.
- The Faculty Handbook includes all required policies outlined in Rule 214 as well as many policies to assist faculty in consistency in their role.
- When the program surveyed health care facilities, twenty (20) of the thirty-three (33) facilities indicated willingness to serve as clinical sites for the nursing students.
- Twenty-four (24) of the facilities surveyed indicated that they do not have students from other schools in their settings.
- Clinical evaluation tools include required progression in expected student behaviors across the curriculum.

Educational Resources:

- The educational facilities at CCHS include a large modern classroom, two (2) fully equipped skills labs, student and faculty lounge areas, four restrooms for faculty and students, computer lab with twenty (20) computers, small physical library with study areas, spacious faculty work room with individual cubicles, large conference room, and director's office with a private door.
- The school is located in small business center in south Dallas with ample open parking, and convenient access to public transportation and major highways

Program of Study:

- The curriculum is sound, logically organized and meets all requirements in the rule.
- The curriculum has been mapped to meet the new *Differentiated Essential Competencies (2010)*.
- The DECs are woven throughout the program into courses and clinical evaluation tools.
- Instruction is planned to include face to face lectures, online and hybrid delivery, supervised clinical laboratory practice, and supervised clinical experiences at local health care facilities.
- Clinical evaluation tools demonstrate progression in expectations of students across the curriculum.
- Clinical learning experiences will be provided in all required content areas.

Total Evaluation Plan:

- The program's total evaluation plan includes the required components to meet Rule 214.13.

Comments from Survey Visit (Attachment #1):

Board staff met with the proposed director of the vocational nursing program, the owner of Cephas Health Care Institute, and school support staff. The Cephas campus is located in a small business center in south Dallas, and is housed in a modern, fully furnished and equipped building that is of adequate size for the proposed program. The location has ample parking and is close to major roadways and public transportation routes.

Pros:

- Cephas administration have pledged support and committed the resources to the implementation of the new program.
- The proposed director is qualified and experienced in prelicensure nursing education.
- A wide variety of clinical learning experiences have been secured for faculty supervised, direct hands-on, patient care learning opportunities.
- The physical facilities are adequate and the classroom and skills labs are modern and full equipped.

Cons:

- None identified.

Staff Recommendation:

Move to grant initial approval to Cephas Center for Health Services Vocational Nursing Education Program in Dallas, Texas, with an annual enrollment of 30 students beginning in May 2012, based upon the proposal and survey visit as indicated in the attached letter (Attachment #2).

TEXAS BOARD OF NURSING

SURVEY VISIT PROGRAM REPORT
Vocational Nursing Education Program

NAME OF NURSING PROGRAM: Cephass Center for Health Sciences Vocational Nursing Program

PROPOSED DIRECTOR: Tally Breitstein, BSN, RN

REASON FOR SURVEY: New Proposal DATES: March 15, 2012

SURVEY VISITOR(S): Robin Caldwell, PhD, RN

VOLUNTARY ACCREDITATION: none

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

§214.11 Facilities, Resources, and Services	Evidence	Comments
(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.	Facilities and resources are adequate to start and maintain the VN program. One full-time administrative assistant and one full time IT staff member have been hired, with plans to hire student services personnel once the program has been granted approval.	Criterion met
(b) An appropriately equipped skills laboratory shall be provided to accommodate maximum number of students allowed for the program. (1) The laboratory shall be equipped with hot and cold running water. (2) The laboratory shall have adequate storage for equipment.	Two skills labs are fully equipped and ready for student instruction, and include high fidelity simulation capabilities. One skills lab is equipped with six beds and the other lab has two beds. Both labs have hot and cold running water and cabinets for storage of equipment.	Criterion met
(c)The director/coordinator and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.	One full time administrative assistant is dedicated to the VN program as well as one IT specialist.	Criterion met

<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 director/coordinator 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 large private office and the faculty will share a common work area with individual cubicles. Faculty will have an individual computer, phone and internet access, and will share one printer, xerox and fax machine.</p> <p>Mechanisms are in place to secure sensitive materials and documents.</p> <p>Classroom and skills labs are conducive for instruction. Teaching aids and state-of-the-art simulation capabilities are in place.</p> <p>Adequate restrooms and lounges are available.</p> <p>A large conference room is designated for faculty meetings and counseling of students.</p> <p>A computer classroom with twenty (20) computers is readily available for student use.</p>	<p>Criterion met</p>
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<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 small physical library contains a limited number of books and journal appropriate for the program, as well as study areas and computers. Internet access is available to internet database resources.</p> <p>A plan is in place for acquisition of additional resources for the library and classroom after program approval.</p> <p>The facility is accessible and in compliance with ADA guidelines. There are four student/faculty restrooms.</p> <p>A spacious break room with tables, chairs, refrigerator and microwave has been provided for student and faculty use as well as a separate faculty and student lounge area.</p>	<p>Criterion met</p>
<p>§214.12 Records and Reports</p>		
<p>(a) Accurate and current records shall be maintained for a minimum of two (2) years in a confidential manner and be accessible to appropriate parties, including Board representatives. These records shall include, but are not limited to:</p> <p>(1) records of current students;</p> <p>(2) faculty records;</p> <p>(3) administrative records, which include minutes of faculty meetings for the past three years, and school catalogs;</p> <p>(4) the current program of study and curriculum including mission and goals (philosophy and outcomes), and course outlines;</p> <p>(5) agreements with affiliating agencies; and</p> <p>(6) the master plan of evaluation with most recent data collection.</p>	<p>Record forms are developed for the school.</p> <p>The program has developed a receipt of written student policies form including information for eligibility for licensure. .</p>	<p>Criterion met</p>

<p>(d) Records shall be safely stored to prevent loss, destruction, or unauthorized use.</p>	<p>A separate storage room with metal locked cabinets for storage of student records is available.</p>	<p>Criterion met</p>
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DRAFT LETTER

April 23, 2012

Tally Breitstein, BSN, RN
Program Director, Vocational Nursing Education Program
Cephas Center for Health Sciences
4563 S. Westmoreland Rd.
Dallas, Texas 75237

Dear Ms. Breitstein:

At the April 19, 2012 meeting, members of the Texas Board of Nursing (BON or Board) discussed the Cephas Center for Health Sciences Proposal to Establish a new Vocational Nursing Education Program in Dallas, Texas, and the report of the March 15, 2012, survey visit. The members of the Board wish to thank you and -----, for being present to answer questions.

As indicated by the enclosed order, it was the Board's decision to grant Initial Approval status to the Cephas Center for Health Sciences Nursing Education Program, in Dallas, Texas, and to allow an annual admission of 30 students beginning in May, 2012, with the next admission in 2013. The program will maintain this enrollment pattern until the program approval status has been changed to full approval.

Congratulations and best wishes.

If you have questions, or if we may be of assistance, please contact board staff at (512) 305-6814.

Sincerely,

Kristin K. Benton, MSN, RN
President of the Board

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

copy: Ms. Penny Ihemelu, RN, BSC, Administrator
Texas Workforce Commission

**Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942**

BEFORE THE BOARD OF NURSING
IN AND FOR THE STATE OF TEXAS

In the matter of the proposal of Cephias Center for Health Sciences
in Dallas, Texas

For approval to implement a Vocational Nursing Education Program

ORDER OF THE BOARD

TO:

The Board of Nursing in and for the State of Texas in a regularly scheduled meeting, held on the 19th day of April 2012, considered the proposal for authority to implement a Vocational Nursing Education Program and obtain Approval from the Board, pursuant to Section 301.157, Texas Occupations Code.

At the meeting, Kristin K. Benton, MSN, RN, President of the Board, presided and the following members were present:

Deborah Hughes Bell, CLU, ChFC, Consumer Member
Patricia Clapp, BA, Consumer Member
Tamara Cowen, MN, RN, Representing Practice
Marilyn J. Davis, RN, BSN, MPA, Representing Practice
Richard Robert Gibbs, LVN, Representing Practice
Kathy Leader-Horn, LVN, Representing Practice
Mary LeBeck, MSN, RN, Representing ADN Programs
Josefina Lujan, PhD, RN, Representing BSN Programs
Beverly Jean Nutall, LVN, Representing Practice
Mary Jane Salgado, MEd, Consumer Member
Verna Kathleen Shipp, APN, RN, Representing Advanced Nursing Practice

The Board reviewed the proposal of the above school and after having discussed the proposal in an open public meeting, the Board makes the following findings:

FINDINGS

1. That a written proposal has been filed with said Board.
2. That a public meeting on said proposal was held to take testimony and evidence by the Board.
3. That the written proposal does meet the minimum requirements for proceeding with the development of an approved program offering an Associate Degree in Nursing.

ORDER

NOW THEREFORE, IT IS ORDERED THAT, the proposal of Cephas Center for Health Sciences is approved having been found to comply with minimum requirements for establishing a Vocational Nursing Education Program to prepare vocational nurses.

IT IS FURTHER ORDERED THAT THE aforementioned school is authorized to proceed to implement a vocational nursing education program and prior to admission of students, all requirements of Chapter 214 Vocational Nursing Education shall be met.

DATED THIS 19th day of April, 2012.

THE BOARD OF NURSING IN AND
FOR THE STATE OF TEXAS

Seal

By:

Kristin K. Benton, MSN, RN
President

BOARD OF NURSING FOR THE STATE OF TEXAS

333 Guadalupe Street, Suite 3-460

Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING

for

Consideration of a Proposal from Cephas Center for Health Sciences

To Establish A

Vocational Nursing Education Program

in Dallas, Texas

Date and Time: April 19, 2011 at 2:30 PM

Place: Hobby Building

333 Guadalupe Street

Tower 2, Room 225

Austin, Texas

The Board will hear testimony from individuals who wish to present information concerning the proposal.

Written testimony will also be considered and should be received in the Board's office by April 6, 2012.

Address written testimony to:

Katherine Thomas, MN, RN, Executive Director

Texas Board of Nursing

333 Guadalupe Street, Suite 3-460

Austin, Texas 78701-3942