

**Report of a Survey Visit  
 Hill College in Hillsboro, Texas  
 Associate Degree Nursing Education Program**

**Summary of Request**

Consider the report of the November 27-28, 2012 routine six-year survey visit to Hill College in Hillsboro, Texas Associate Degree Nursing Education Program.

**Historical Perspective:**

- Hill College was established in 1923. The college is a comprehensive community college and is accredited by the Southern Association of Colleges and Schools.
- In addition to the main campus in Hillsboro, the college has established locations in Cleburne, Burleson, Meridian, and Glen Rose.
- Hill College has operated a successful vocational nursing (VN) education program since 1975. The Board approved the LVN-RN Associate Degree Nursing (ADN) program in 2006. A Paramedic-RN transition track was added in 2007, and a generic ADN program was established in 2010.
- The generic program is offered on the Hillsboro campus (Hill County campus or HCC) while the mobility tracks are offered on the Cleburne extension campus (Johnson County campus or JCC).
- Other allied health programs offered by the college include: paramedic, emergency medical technician, and diagnostic medical sonography.
- Lori Mosley, MSN, RN, CNE, Dean of Instruction, Health Science has served as director of the ADN program since 2007.
- Linda Johnson, DNP, CCRN, GNP-BC, RN was appointed as program coordinator in 2006.
- The program implemented a major curriculum change in 2011. Rationale for the curriculum change included: an identified need to increase rigor in the generic track and ensure consistency of the curriculum across all program tracks, permit sharing of faculty, and revise program philosophy and outcomes to be in alignment with the new *Differentiated Essential Competencies (DECS) (2010)*.
- The NCLEX-RN® pass rates for the past five (5) years are provided in the following table:

Examination Year	NCLEX-RN® Examination Rate	Number of First Time Candidates (Pass/Total)	BON Approval Status
2012	71.34%	(30/42)	Full
2011	97.74%	(18/19)	Full
2010	100%	(18/18)	Full
2009	94.44%	(17/18)	Full
2008	92.31%	(12/13)	Initial

- A routine six-year survey visit to the Hill College ADN program was conducted on November 27-28, 2012 by Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator (See Attachment #1).

**Summary of Survey Findings:**

- Board Representative identified many strengths in the program.
- Findings from the survey visit indicate that the program is in compliance with Board Rule 215.

**Pros and Cons from Survey Visit:****Pros:**

- The program has strong administrative and community support.
- Faculty members appear to be a cohesive, dedicated group who have embraced technology to promote success of students.
- The curriculum is developed according to Board rules and the *Differentiated Essential Competencies (DECs) (2010)* objectives.
- The program of study incorporates creative methods of using hybrid design for course delivery, including online format, face-to-face instruction, and utilization of simulation.
- The program has active contracts with multiple clinical affiliating agencies to ensure provision of a rich variety of clinical learning experiences.
- Students interviewed expressed a high degree of satisfaction with the program and confidence that the director and faculty are committed to their success.
- The dean/director and faculty identified areas for improvement in the new generic ADN program and have been proactive in implementing corrective measures, including the 2011 major curriculum change.

**Cons:**

- The 2012 NCLEX-RN® pass rate is 71.43% (30/42).

**Staff Recommendation:**

Move to accept the report of the routine six-year survey visit to Hill College in Hillsboro, Texas Associate Degree Nursing Education Program, as noted in the attached letter (See Attachment #2).

**Summary of a Survey Visit  
Hill College in Hillsboro, Texas  
Associate Degree Nursing Education Program**

**Purpose of Visit:** Routine six-year visit

**Date of Visit:** November 27-28, 2012

**Board Staff Conducting Survey Visit:** Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator

**Board Representative met with:**

- Lori Mosley, MSN, RN, CNE, Dean of Instruction, Health Science
- Rex Parcels, Vice President of Instruction, Hill College
- Linda Johnson, DNP, CCRN, GNP-BC, RN, ADN Program Coordinator
- Sherry Bright, MSN, RN, ADN Faculty
- Kammal Sandhi, MSN, RN, ADN Faculty
- Raina Lively, BSN, RN, Skills/Simulation Lab Coordinator
- Paula Hutchings, MSN, RN, Skills/Simulation Lab Coordinator
- Teresa Palinkas, Administrative Assistant
- Julie Britton, Administrative Assistant
- Twenty-eight (28) ADN Students

**Board Representative conducted the following activities:**

- held initial interview with director and administration;
- met with faculty members;
- interviewed students;
- observed classroom teaching;
- toured HCC and JCC campuses and facilities;
- reviewed records and documents including: student and faculty files, minutes of faculty meetings, student and faculty handbooks, syllabi, clinical evaluation tools, and the Total Program Evaluation (TPE) Plan; and
- conducted an exit interview with director and administration.

Findings Related to Administration:

- Administration expressed support for the ADN program and stated that the nursing program adds value to the college and fulfills a need in local communities.
- The organizational chart was reviewed with administration.
- Lori Mosley, MSN, RN, CNE began her career with Hill College as VN faculty in 1995. She has been the director of the VN program since 1997, and has served as director of the ADN program since 2007. She was appointed Dean of Instruction, Health Science in 2010.
- Ms. Mosley reported that she is comfortable fulfilling her various administrative duties due to the fact that she has experienced program coordinators for both the VN and ADN programs, a stable faculty, and strong administrative support. She does not carry a teaching load.
- The director and faculty unanimously agreed that resources are adequate to meet all teaching needs.
- Clear communication between the director and administration was evident.
- According to the director, Hill College graduates are respected in the community and are able to obtain employment in the local area.

Findings Related to Program of Study:

- The Hill College ADN program offers the following tracks: generic ADN, LVN-RN transition, and Paramedic-RN transition.
- The generic program is offered on the Hillsboro campus, while the LVN and paramedic mobility tracks are offered on the Cleburne extension campus.
- There are a total of 1680 contact hours in the program of study: 592 didactic hours, 48 computer lab hours, 288 skills lab hours, 128 simulation lab hours, and 624 patient care clinical hours.
- The curriculum is sound, logically organized, and includes all Board required content. The faculty consistently evaluate and revise the curriculum based upon evidence and according to need.

- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- The teaching model is based upon face-to-face instruction combined with online experiences. Select didactic classes are offered completely online.
- Faculty and students receive training in distance education and IT support is available.
- Admission policies have been strengthened to ensure that qualified applicants are admitted into the program, and include standardized testing and a weighted priority point system in pre-requisite courses.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- Planned remediation and tutoring are in place. Additionally, the program offers a face-to-face NCLEX-RN® review course.
- The director discussed a vision for the future including obtaining National League for Nursing Accrediting Commission (NLNAC) accreditation, and establishing a Multiple Entry-Exit Program (MEEP).

#### Findings Related to Faculty:

- The faculty organization is comprised of the dean/director, program coordinator, five (5) full-time faculty members, four (4) part-time faculty members, three (3) clinical teaching assistants, and two (2) full-time skills /simulation lab coordinators. Several faculty teach on both campuses.
- There is currently one (1) vacant faculty position. The director reported that faculty turnover rates are low and current faculty have been employed from thirteen (13) years to three (3) months.
- Faculty meet Board qualifications and offer a rich diversity in their educational and experiential backgrounds. Several faculty members are pursuing advanced degrees.
- Faculty reported that morale is high and stated they receive strong support from one another and the program director.
- Faculty agreed that work loads are reasonable and allow sufficient time for grading assignments, preparing lesson plans, and maintaining office hours.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty articulated appreciation for tuition reimbursement and funding for professional development activities provided by the college.
- Faculty have regular meetings at one of the campuses. Their planning and decision-making is collaborative. Faculty meeting minutes are maintained.
- Board required policies are in place.

#### Findings Related to Students:

- The program admits one (1) cohort of transition students each year in June and one (1) cohort of generic students every other year in August.
- In August 2012, forty (40) generic students were admitted to the Hillsboro campus, and in June 2012, thirty-two (32) transition students were admitted to the Cleburne campus.
- At the time of the survey visit, there were sixty-seven (67) students enrolled in the program.
- The number of students in each track follows:
  - Generic ADN: 37
  - LVN-RN: 25
  - Paramedic-RN: 5
- Transition students are scheduled to graduate in May 2013.
- Generic students will graduate in May 2014.
- The director reported that attrition rates in the program are historically between 35%-40%. She attributed attrition primarily to students working full-time while enrolled in the program.
- Four (4) generic students and twenty-four (24) transition students were available for interview.
- Students reported they enrolled in the ADN program because of location, NCLEX pass rates, and the reputation of the program. Several students were graduates of the Hill College VN program and stated that the positive experience in the VN program influenced their decision to enroll in the Hill College ADN program.
- Students cited the faculty and clinical learning experiences as being the highlight of the program.
- Several students stated that they preferred the face-to-face classes as opposed to the online classes.
- A few students expressed frustration with rigorous testing and progression policies.
- Students have input into the program and also have a student representative to the program governance.
- Student policies are in place.

- Students receive required information in their handbook and verbally. Students indicated they have received declaratory order and eligibility information.
- The majority of students reported they plan to seek a bachelor's degree.
- The program has developed articulation agreements with the University of Texas at Arlington and Texas Tech University Health Science Center.

#### Findings Related to Clinical Learning Experience

- The program has active clinical contracts with a number of affiliating agencies which provide exemplary clinical opportunities for the curriculum. Skills lab and simulation activities are also utilized.
- Students are prepared for hands-on, direct patient care clinical practice through supervised skills labs and simulation lab experiences prior to the provision of direct patient care.
- Faculty provide responsible supervision in all clinical experiences. Students are rotated between faculty to maintain inter-rater reliability in evaluating clinical performance.
- Board required faculty to student ratios are maintained. The director reported that preceptors are used primarily for the capstone role transition course.
- Clinical learning experiences are scheduled to match related didactic content.
- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluations.
- The skills/simulation labs are available to students for practice during off-times with faculty supervision.

#### Findings Related to Facilities, Resources, and Services:

- The HCC and JCC campuses are well-kept, attractively landscaped, and offer ample parking.
- A full array of student services are available at each location, including a large library and ample computer resources. Additionally, students have access to online holdings from campus or home.
- Facilities housing the nursing program are spacious, modern, well-equipped, and include several classrooms and skills/simulation labs. Audiovisual equipment is available in every classroom and the skills labs are equipped with high-fidelity simulation equipment
- The director and program coordinator have large, private offices at both campuses. Their offices are conveniently located to conference rooms, administrative assistant and faculty offices.
- Facilities at both locations include large, fully-furnished faculty offices and work areas, student and faculty break areas with fully equipped kitchens, restrooms, and secure storage areas for records.
- The program has full-time clerical and secretarial support at both sites.
- The director and faculty agreed that resources are adequate to meet all teaching needs.

#### Findings Related to Records and Reports:

- The program has an adequate Total Program Evaluation (TPE) Plan, actively used for decision making. It is based upon the NLNAC model.
- Minutes indicate when decisions are made.
- Student and faculty files contained all documents required by Rule 215.

**Draft Letter**

January 21, 2013

Lori Mosley, MSN, RN, CNE, Dean of Instruction, Health Science  
Associate Degree Nursing Education Program  
Hill College  
112 Lamar Drive  
Hillsboro, Texas 76645

Dear Ms. Mosley,

At the January 17-18, 2013 meeting, the members of the Texas Board of Nursing (Board) considered the report of the routine six-year survey visit to the Hill College in Hillsboro, Texas Associate Degree Nursing Education Program. It was the decision of the Board to accept the report of the survey visit and continue Full Approval of the Hill College Associate Degree Nursing Education Program.

If you have any questions or if we may provide assistance, please contact Board Staff at (512) 305-7660.

Sincerely,

Verna Kathleen Shipp, MSN, RN, FNP  
Board President

Virginia D. Ayars, EdD, MS, RN  
Nursing Consultant for Education

copy: Texas Workforce Commission  
Texas Higher Education Coordinating Board  
Rex Parcels, Vice President of Instruction, Hill College