

**Report of a Survey Visit
Dallas Nursing Institute in Dallas, Texas
Associate Degree Nursing Education Program**

Summary of Request

Consider the report of the June 20, 2013 survey visit to the Dallas Nursing Institute in Dallas, Texas Associate Degree Nursing Education Program authorized by the Texas Board of Nursing at the January 2013 meeting due to the change of program approval status from Initial to Initial with Warning (See Attachment #1). The survey visit was conducted by Gayle Varnell, PhD, APRN, CPNP-PC, Contracted Program Evaluator.

Historical Perspective:

- Dallas Nursing Institute (DNI) received initial approval from the Texas Board of Nursing (Board) to establish an Associate Degree Nursing (ADN) education program at the April 2009 Board meeting and began operation in Summer 2009. The first cohort of forty-seven (47) students was enrolled in January 2010. DNI, a private for-profit career school owned by ATI Enterprises, also operates a Vocational Nursing (VN) education program that was established in 1991 and a Respiratory Therapy (RT) Program that is in teach out status. The RT Program will be completed by September 30, 2013.
- The educational entity holds approval from the Texas Workforce Commission and is authorized to grant degrees by the Texas Higher Education Coordinating Board.
- DNI is nationally accredited by the Accrediting Bureau of Health Education Schools (ABHES) with ABHES accreditation through December 2016.
- Gwendolyn Gaston, MSN, RN has served as the ADN program director since December 2010 and meets all qualifications set forth by Board Rule 215.6. Administration and Organization.
- Subsequent to the 2011 NCLEX-RN® examination pass rates, the nursing program administrators initiated a comprehensive internal self-study to identify issues related to the 2011 NCLEX-RN® examination pass rates.
- The NCLEX-RN® examination pass rates for the past two (2) years are provided in the following table:

Exam Year	NCLEX-RN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	65.22%	15/23	Initial
2011	62.75%	32/51	Initial

- The program currently offers two (2) tracks: a generic ADN track and a Licensed Vocational Nurse (LVN) to ADN track.
- The program implemented a number of corrective measures to improve graduates' success on the NCLEX-RN® examination, but the 2012 NCLEX-RN® examination pass rate was 65.22%.
- The corrective measures included:
 - securing an appropriate variety of rich clinical learning experiences necessary to prepare professional nursing students for safe and competent practice;
 - a critical evaluation of the program's admission criteria; and
 - providing tutorials for at-risk students.
- In December 2012, the ADN Program Director reported an enrollment of thirty-eight (38) students, including thirty (30) unlicensed students (generic track) and eight (8) LVNs (LVN to ADN track).
- At the June 2012 survey visit, the ADN Program Director reported an enrollment of forty-six (46) students, including thirty-seven (37) unlicensed students (generic track) and nine (9) LVNs (LVN to ADN track).
- Due to Board actions at the October 2011 quarterly Board meeting, student enrollment in the AND program was limited to no more than fifty (50) students to be admitted twice a year until the program achieved full approval. The decision was based on concerns related to availability of appropriate clinical learning experiences for professional nursing students.

- According to the 2012 Nursing Education Program Information Survey (NEPIS), the program of study includes 496 hours of didactic content and is comprised of the following clinical learning experiences:
 - Computer Lab = 48 hours
 - Skills Lab = 96 hours
 - Simulation Lab = 48 hours
 - Patient Care Clinical Situations = 624 hours
- Data submitted on the 2012 NEPIS offer that nine (9) full-time faculty members and five (5) part-time faculty members are employed, with two (2) full-time vacant faculty positions.
- At the June 2012 survey visit, the ADN Program Director reported a total of eight (8) faculty [four (4) full-time (3 MSN prepared and 1 MHA with more than twelve (12) credits toward an MSN) and two (2) part-time, and two (2) full-time BSN prepared Teaching Assistants].
- DNI has an articulation agreement with Lubbock Christian University to allow students to complete a Baccalaureate Degree in Nursing.
- An authorized survey visit due to change in program status from Initial to Initial with Warning to the DNI-ADN Program was conducted on June 20, 2013 by Gayle Varnell, PhD, APRN, CPNP-PC, Contract Program Evaluator (See Attachment #1).

Summary of Survey Findings:

- Program Evaluator identified many strengths in the program.
- Findings from the survey visit indicated that the program is essentially in compliance with Board Rule 215; however, the *Differentiated Essential Competencies (DECs) (2010)* are not consistently applied throughout the curriculum.

Pros and Cons from Survey Visit:

Pros:

- The program has strong administrative and community support.
- Michael Johnson, MBA, MEd, Director of Education was hired in May 2012 and has provided numerous workshops and opportunities for the faculty to enhance their course delivery.
- Faculty members appear to be a cohesive, dedicated group who has 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 satisfaction with the program.
- The program meets a need in the community for a nursing education program and receives strong support from clinical affiliates.
- The program has adequate contracts with clinical affiliating agencies in order for students to meet all clinical objectives in the program.
- All clinical learning experiences occur in faculty supervised, direct-patient care, hands-on, clinical settings. The program utilizes simulation to prepare students for hands-on patient care and for remediation purposes.
- The Self Study Report has been fully implemented.
- Ten (10) of the currently enrolled forty-six (46) students will graduate in September 2013. Due to the September 30, 2013 deadline to be counted in the 2013 NCLEX pass rate report, these students may not make deadline.

Cons:

- The program learning outcomes and course syllabi objectives do not fully reflect the *Differentiated Essential Competencies (DECs) (2010)* objectives.

Rationale for Staff Recommendations:

Rule 215.9(a) states, in part, that the program of study shall include both didactic and clinical learning experiences and shall be designed and implemented to prepare students to demonstrate the *Differentiated Essential Competencies (DECs)(2010)*.

Since an inconsistency of application of the DEC's was evidenced by document review during the survey visit, Board Staff recommend issuing a requirement that the program director and faculty review and revise all curriculum documents to ensure consistency of the application of the DEC's throughout.

Staff Recommendation:

Move to accept the report of findings of the authorized survey visit to the Dallas Nursing Institute in Dallas, Texas Associate Degree Nursing Education Program and issue the following requirement, also noted in the attached letter (See Attachment #2).

Requirement:

The program director and faculty shall review all curriculum documents to ensure consistency in the application of the DEC's throughout. The program director shall submit revised documents to Board Staff no later than December 31, 2013.

**Summary of Survey Visit
Dallas Nursing Institute in Dallas Texas
Associate Degree Nursing Education Program**

Purpose of Survey Visit: Survey visit due to a change in the program approval status from Initial to Initial with Warning

Date of Visit: June 20, 2013

Board Staff Conducting Visit: Gayle Varnell, PhD, APRN, CPNP-PC, Contracted Program Evaluator

Program Evaluator met with:

- Patricia Perryman, MSN, RN, Executive Director, Director Vocational Nursing (VN) Education Program
- Gwendolyn Gaston, MSN, RN, Director Associate Degree Nursing (ADN) Education Program
- Michael Johnson, MBA, MEd, Director of Education
- Patricia Wilson, MS, MSN, Vice President of Accreditation and Compliance ATI Enterprises, Inc.
- Iris Hobson, RN, MSN, DHEd, VN/ADN Program Faculty
- Jamila Blount, BSN, RN, SFN Program Faculty (Teaching Assistant working on MSN)
- Shannon Whitehead, MSN, RN, FNP, ADN Program Faculty
- Rajini Chaudhry, MSN, RN, ADN Program Faculty
- Nancy Deitchman, BS, DC, MBA, VN/ADN Program Faculty
- Twenty-two (22) ADN Students (third level)

Program Evaluator conducted the following activities:

- held initial conference with director, dean, and administration;
- met with faculty members;
- interviewed students;
- toured Dallas Nursing Institute (DNI) campus and facilities including admissions, financial aid, career services, education development, and the library;
- observed classroom teaching;
- 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 exit interview with directors and current administration.

Summary of Findings:

Findings Related to Administration:

- The ADN program at Dallas Nursing Institute (DNI) is part of DNI's Education Department which also includes a Vocational Nursing (VN) Education Program and a Respiratory Therapy (RT) Program which is in teach out status and will be completed by September 30, 2013. There is only one site at this time.
- There is a pending purchase of DNI by Marblegate Special Opportunities Master Fund, LP; Visium Balanced Master Fund, Ltd.; and Visium Credit Master Fund, Ltd., and they will create DNI Education, Inc.
- The current organizational chart was reviewed with current administration.
- Gwendolyn Gaston, MSN, RN was hired as the ADN Director at DNI in December 2010. Previous to that, she served as the ADN Program Coordinator from May through November 2010, and the Assistant Director for Nursing Laboratories from February 2009 through April 2010. She was originally hired by DNI in December 2007 as an instructor in the VN program.
- The director and faculty agreed that resources are adequate to meet all teaching needs.
- There appears to be clear communication among the director, faculty, and administration.
- The director reported that the majority of graduates remain in the community and are able to find employment in local hospitals and clinical agencies.

Findings Related to Program of Study:

- The program is well organized and includes all Board required content.
- The ADN program is an 80 week program (18 months) and includes:

	Generic ADN Program	Transition Program
Credit hours	69	61
Didactic hours	784	704
Computer hours	48	48
Skills lab	192	144
Clinical contact hours	720	624
- Although the *Differentiated Essential Competencies (DECs) (2010)* have been incorporated into the curriculum, the DECs are not consistently applied. The program needs to ensure that “Patient Safety Advocate” is fully addressed as well as “Provider of Patient Centered Care” instead of “Provider of Care” in the course objectives.
- The teaching model is based upon face-to-face and online modalities.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program, including a weighted point system in college level prerequisite courses.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- The program has implemented required remediation and tutoring as well as an NCLEX-RN® review course.

Findings Related to Faculty:

- The ADN instruction is carried out by experienced RN faculty members.
- There are a total of eight (8) faculty members [four (4) full-time (3 MSN prepared and 1 MHA with more than twelve (12) credits for a MSN) and two (2) part-time, and two (2) full-time BSN prepared Teaching Assistants].
- Faculty members meet Board qualifications and offer a rich diversity in their educational and experiential backgrounds. Several faculty members are pursuing advanced degrees.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty implement rubrics for grading of assignments and interrator reliability.
- Faculty reported that they receive strong support from one another as well as the program director.
- Faculty communicate frequently and meet regularly. Their planning and decision-making is collaborative.
- Minutes of faculty meetings are maintained.

Findings Related to Students:

- The ADN program admits students twice a year with a maximum of fifty (50) candidates per admission for a total of one hundred (100) maximum candidates per year.
- At the time of the June 2013 survey visit, there were forty-six (46) students enrolled in the ADN program and the breakdown is as follows.

	ADN Generic Students	ADN Transition Students (LVN to ADN)
Second Term	07	0
Third Term	01	05
Fourth Term	20	02
Fifth Term	06	05
Total	34	12

- Students stated that they enrolled in the DNI-ADN program because of location and the ability to begin the program quickly.
- Students unanimously agreed that they felt that the program of study has prepared them for clinical practice.
- Students cited that the strengths of the program are: clinical experiences and faculty.
- Several students stated that they planned to further their education.

Findings Related to Clinical Learning Experiences:

- The program has active clinical contracts with affiliating agencies which provide a variety of appropriate clinical experiences for the curriculum.
- All clinical learning experiences occur in faculty-supervised, direct-patient care, hands-on clinical settings.
- The clinical experiences are scheduled to match related didactic content in the classroom.

- The clinical evaluation tools are based on the *Differentiated Essential Competencies (DECs)* and are individually based upon the course content and measure progression of student behaviors across the curriculum.
- Formative and summative evaluations are evident.
- Board faculty-to-student ratios are maintained.

Findings Related to Facilities, Resources, and Services:

- The ADN program is located on the Dallas campus.
- The building housing the ADN program is appropriately equipped and offers a positive learning environment.
- The director has a large private office that is conveniently located to the program assistant and faculty offices.
- Full-time faculty members are provided with fully-furnished private offices.
- The facilities include restrooms as well as faculty and student lounges and break areas.
- The ADN program classrooms, the four (4) nursing skills laboratories, and the simulation room are adequately equipped.
- The director stated that resources are adequate and meet the educational objectives.

DRAFT LETTER

October 21, 2013

Gwendolyn Gaston, MSN, RN, Director
Associate Degree Nursing Education Program
Dallas Nursing Institute
12170 North Abrams Road, Suite 200
Dallas, Texas 75243

Dear Ms. Gaston:

At the October 17-18, 2013 meeting, the members of the Texas Board of Nursing considered the report of the ordered survey visit to the Dallas Nursing Institute in Dallas, Texas, Associate Degree Nursing Education Program due to a change in the program approval status from Initial to Initial with Warning. The program was found to be essentially in compliance with all aspects of Rule 215; however, consistent application of the Differentiated Essential Competencies in the curriculum is not apparent. Based upon the discussion and review of the survey visit report, it was the decision of the Board to accept the findings of the survey visit and to issue the following requirement.

Requirement:

The program director and faculty shall review all curriculum documents to ensure consistency in the application of the DEC's throughout. The program director shall submit revised documents to Board Staff no later than December 31, 2013.

Requirements are mandatory criteria based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

If you have any questions, or if we may be of assistance, please contact Board Staff at Virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President of the Board

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

copy: Patricia Wilson, MS, MSN, Vice President of Accreditation and Compliance ATI Enterprises, Inc.
Texas Workforce Commission
Texas Higher Education Coordinating Board
Accrediting Bureau of Health Education Schools