

**PROPOSAL TO ESTABLISH A NEW NURSING EDUCATIONAL PROGRAM
UNIVERSAL HEALTH SERVICES SCHOOL OF VOCATIONAL EDUCATION at Fort Worth, Texas
VOCATIONAL NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider the Universal Health Services School of Vocational Education proposal to establish a vocational nursing educational program in Fort Worth, Texas and results of the survey visit conducted by board staff. The final revised version of the proposal was sent to members of the Board on a computer disk. A Notice of Public Hearing has been posted (See Attachment #1).

HISTORICAL PERSPECTIVE:

- The first draft of a proposal from Universal Health Services (UHS) School of Vocational Education to establish a vocational nursing educational program was received on May 24, 2007 in the Board office.
- Representatives from UHS met with Board staff at the Board office on December 12, 2007.
- Revisions of the proposal were received on April 25, 2008. Board staff reviewed the revisions and suggested additional revisions to the author of the proposal via telephone conferences.
- A final version of the proposal was received in the Board office on September 17, 2008.

SUMMARY OF THE PROPOSAL:

Overview:

- Universal Health Services, owned by Walls Universal Home Health and Hospice Services, Inc., is proposing to initiate a vocational nursing educational program in the Woodhaven area of eastern Fort Worth.
- Universal Health Services is a multifaceted home health agency offering Medicare Home Health Services, Medicare Hospice Services, and Private Duty Services.
- The Hospice Agency serves as a site for the University of North Texas Health Science Center in Fort Worth, College of Osteopathic Medicine, Department of Family Medicine Palliative Medicine Fellowship Program.
- The Organization has a non-profit Agency that handles grants and continuing education activities. This Agency is certified by the State of Texas to offer continuing education for physicians, nurses and social workers.
- UHS has an educational campus that serves as the Center for Education of UHS School of Vocational Education, which currently has a Texas Workforce Commission and Texas Department of Aging and Disability approved Certified Nurse Aide program.
- The program proposes an initial enrollment in the vocational nursing educational program of two cohorts of twenty (20) students each during the first year of operation. The first cohort would be enrolled in November 2008, with anticipated graduation eleven (11) months from the start date, and the second cohort would be enrolled in September 2009 in order to allow the program to be on a September entry schedule. There would be a two (2) week time period between the first cohort graduating and the second cohort starting the program of study.

Present and Anticipated Need for Program:

- The proposal includes evidence of numerous current and projected job openings for Licensed Vocational Nurses (LVNs) in the Fort Worth area.
- Results from surveys of health care agencies in the area indicate a consistent need for LVNs.
- The proposal includes letters of support from legislative representatives, including Senator Jane Nelson, and community leaders.

Potential Student Population:

- The proposal lists the sources of potential students from current students at UHS including students in the certified nursing assistant program.
- Other sources of potential students are qualified applicants for other nursing educational programs in the Fort Worth area who were not admitted to those programs related to facility constraints.

- In order to have a continuing supply of students, an active recruitment program will be conducted in the high schools in the five (5) counties to be served that include Denton, Hood, Johnson, Parker and Tarrant County.
- A large majority of the survey respondents indicated that they plan to further their education to become registered nurses.

Impact on Existing Programs:

- The proposal states that there are currently two (2) vocational nursing educational programs within a twenty five (25) mile radius of UHS area: Concorde Career Institute in Arlington, Texas and Weatherford College in Weatherford, Texas.
- The program has selected and contacted clinical sites not currently in high demand by other nursing programs.
- Community health care facilities were surveyed and indicated a willingness to serve as clinical affiliates for the proposed program.
- The proposal included letters from various health care facilities indicating the number of UHS students that could be accommodated at the facility.
- Copies of signed agreements/contracts have been obtained for adequate clinical rotations at a variety of health care facilities with the total number projected to be eighteen (18) clinical affiliations for the first cohort.
- The proposed program will provide clinical learning experiences in a wide variety of health care facilities, including acute care, long term care, and short term rehabilitation.

Director/Faculty:

- The current Vice President of Universal Health Services and proposal writer, Raymond Clark, BSN, RN, MA meets the requirements for the program director.
- During the development of the proposed program, Mr. Clark worked in collaboration with Mona Fields, RN, EdD, in order to ensure that the program would be based upon sound educational principles and would meet the Texas Board of Nursing's requirements as set forth in Board Rules.
- The proposal identifies a proposed program director, four (4) prospective registered nurse faculty members and three (3) prospective licensed vocational nurse faculty members.
- All of the prospective licensed vocational nurse faculty members are currently enrolled in LVN to ADN educational programs and are enrolled in their final courses.
- None of the seven (7) individuals have teaching experience in nursing programs.
- The program director and faculty will be hired after program approval.

Budget:

- Proposed budget includes salaries, secretarial and support staff, professional continuing development costs, library subscriptions, computers, audiovisuals, durable and non-durable medical equipment for the skills laboratory.
- The budget projections address the required elements of Rule 214.

Students:

- UHS provides the following student support services: developmental learning programs, learning assessment programs, counseling programs, and resources to promote retention of students.
- Information in the Student Handbook, regarding eligibility for licensure does include all the required information as cited in Rule 214.8(b)
- A receipt specifically listing the Board's eligibility information as cited in Rule 214.8(b) for students to sign acknowledging receipt of said eligibility information is present.
- UHS is compliant with The Americans With Disabilities Act.

Program of Study:

- The proposed curriculum is well-developed and includes all required elements.
- The proposed program curriculum includes 592 hours for classroom instruction, and 928 hours for clinical practice (lab and clinical).
- The clinical evaluation tools submitted with the proposal demonstrate leveling and progression throughout the curriculum.
- The UHS campus has internet access for student use. Computers are available for student use including four (4) desktops in the computer lab and twelve (12) laptops that may be checked out by students.

- All students will have the opportunity to participate in the ATI Entrance Test, Assessment Test and Virtual ATI (NCLEX preparation).

Total Program Evaluation:

- The Total Program Evaluation Plan includes a plan for evaluating the required areas.
- Numerical benchmarks are present for all areas of evaluation in the Total Program Evaluation Plan and the benchmarks will be revised as the tool is used.

SUMMARY OF SURVEY VISIT:

- The proposed program director, Raymond Clark, RN, BSN, MBA and several other UHS staff conducted the tour of the site and provided additional information to the Board visitor.
- A report of the survey visit is included in this document (See Attachment #2).

There were no identified areas of concern subsequent to the survey visit.

PROS AND CONS:

Pros:

- Universal Health Services School of Vocational Education has been diligent in its efforts to formulate a satisfactory proposal to establish a new vocational nursing educational program addressing all requirements and receive approval from the Board. The school has responded almost immediately to all suggestions by board staff for improvements to the proposal document.
- UHS is licensed by the Texas Workforce Commission (TWC).
- The facilities for other programs at the site were noted to be more than adequate for the programs being taught.
- A qualified director of nursing is in place for the program.
- Seven (7) prospective faculty members have been identified for the proposed program.
- A documented applicant pool is available.
- The proposed program of study/curriculum is well-developed and addresses all required elements.
- Adequate clinical facilities for clinical learning experiences have been identified for the first year of the program.
- Adequate budget projections to operate the program and acquire the necessary facilities, resources and services were included.

Cons:

- Faculty identified do not have teaching experience in a nursing educational program.

STAFF RECOMMENDATION:

Move to approve a vocational nursing educational program to be established by Universal Health Services School of Vocational Education, Fort Worth, Texas, and grant the program Initial Approval status and issue the following commendation and recommendation, as indicated in the attached letter (See Attachment #3).

TEXAS BOARD OF NURSING
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING

for

Consideration of a Proposal from Universal Health Services School of Vocational Education

To Establish A

Vocational Nursing Educational Program

in

Fort Worth, Texas

Date and Time: October 23, 2008 at 10:45 a.m.

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 October 10, 2008.

Address written testimony to:

Katherine Thomas, MN, RN, Executive Director
Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

**TEXAS BOARD OF NURSING
SURVEY VISIT REPORT**

NAME OF PROPOSED NURSING PROGRAM: Universal Health Services School of Vocational Education
Proposed Vocational Nursing Educational Program

PROPOSED DIRECTOR: Raymond Clark, RN, BSN, MA

DATE OF PROPOSED APPOINTMENT: After the program obtains Texas Board of Nursing (BON) approval.

REASON FOR BON SURVEY: Visit of the site to determine adequacy of facilities, resources, and services.

DATE: September 9, 2008

SURVEY VISITOR(S): Virginia D. Ayars, MS, RN

BON APPROVAL STATUS: NA

ACCREDITATION: Texas Workforce Commission

The following survey tool includes only the standard/criteria related to 214.11, Facilities, Resources, and Services which were the focus of the survey visit. No other standard/criteria were evaluated during the site visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§ 214.11 Facilities, Resources, and Services		
(a) Classrooms and nursing skills laboratory facilities shall be provided to accommodate the learning needs of the students.	The program area has a lecture hall classroom, a learning center classroom, and a designated skills laboratory for the nursing skills laboratory area.	Criteria met.
(b) An appropriately equipped skills laboratory shall be provided to accommodate maximum number of students allowed for the program. The laboratory shall be equipped with hot and cold running water. The laboratory shall have cabinets for storage of equipment.	There is a designated room that is adequate size for the nursing skills laboratory that has been completed with hot and cold running water and cabinets for storage of equipment.	Criteria met.
(c) The director or coordinator and faculty shall have office space provided, other than the classroom. There shall be privacy for counseling of students.	The program director has a individual office with computer, phone line/extension. The faculty will share a group office and have individual computers, phones and internet access. The director's office is private; additionally, there is a designated office for counseling of students.	Criteria met.

<p>(d) 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 library contained a number of books appropriate for the program as well as other programs on campus. There is internet access is available to students.</p>	<p>Criteria met.</p>
<p>(e) Teaching aids shall be provided to meet the objectives of the program.</p>	<p>Televisions, video recorders, overhead projectors are available for use in the classroom. A plan is in place to for acquisition of additional instructional software. Computers are readily available for student use.</p>	<p>Criteria met.</p>
<p>(f) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>There are male and female restrooms with sufficient space for the student's use. There is a large break room with tables and chairs and vending machines for students. In addition, there is a second break area in the hospice facility.</p>	<p>Criteria met.</p>

<p>§ 214.12 Records and Reports</p>		
<p>(a) Student Forms - Student records shall be maintained on all students and shall be accessible to all faculty members and to Board representatives. Record forms may be developed by an individual school. Hospital employment forms are not to be used for student records.</p>	<p>Record forms are developed for the school.</p> <p>A separate storage room with metal locked cabinets for storage of student records is available.</p>	<p>Criteria met</p>
<p>(b) Required Student Forms - The required student forms are the student application, evidence of student's ability to meet objectives/outcomes of the program, clinical practice evaluation, transcript, signed receipt of written student policies, evidence of student receipt of eligibility information, and statement of withdrawal.</p>	<p>The program has developed a receipt of written student policies form including information for eligibility for licensure. The application form, for the nursing program will be the form in current use by the controlling agency.</p>	<p>Criteria met</p>
<p>(c) Record Storage - Records shall be safely stored to prevent loss, destruction, or unauthorized use. Records of all graduates must be complete prior to permanent storage. Records on students who withdraw from the program shall be completed up to the date of withdrawal.</p>	<p>See (a) above</p>	<p>Criteria met.</p>

DRAFT LETTER

October 27, 2008

Raymond Clark, RN, BSN, MA
Universal Health Services School of Vocational Education
Vocational Nursing Educational Program
1208 Country Club Lane
Fort Worth, Texas 76112

Dear Mr. Clark:

At the October 23-24, 2008 meeting, members of the Texas Board of Nursing discussed the Universal Health Services School of Vocational Education proposal to establish a new vocational nursing educational program in Fort Worth, Texas and the board staff report of the September 9, 2008 survey visit. The members of the Board wish to thank you and Ms. Walls for being available to answer questions.

As indicated by the enclosed order, the Board is pleased to inform you that based upon the discussion and review of documents, it was the decision of the Board to grant Initial Approval status to the Universal Health Services School of Vocational Nursing Educational Program and issue the following commendations and recommendation to be met. The program has Board approval to implement the program with the initial enrollment of two (2) cohorts of students of twenty (20) students each during the first year of the program.

Commendations:

1. The school administration is commended for the excellent support of the proposed program and the commitment of financial resources for the development and implementation of the proposed program.
2. The school and the author of the proposal are commended for the well-written proposal and the timely response to all suggestions by board staff for improvements to the facility and the proposal document.

Recommendation:

It is recommended that the director and faculty become involved with the Texas Association of Vocational Nurse Educators and develop a plan for faculty development in vocational nursing educational instruction.

If you have any questions, or if we may be of any assistance, please contact board staff at (512) 305-7660 or via email at virginia.ayars@bon.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

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

copy: Kathy Walls, RN, BSN, MBA, CHPN, CEO/ President
Universal Health Services School of Vocational Education
1200 Country Club Lane
Fort Worth, Texas 76112

Texas Workforce Commission

Enclosure

DRAFT BOARD ORDER

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

BEFORE THE TEXAS BOARD OF NURSING

In the matter of the proposal of Universal Health Services School of Vocational Education in Fort Worth, Texas

For approval to establish a Vocational Nursing Educational Program

ORDER OF THE BOARD

TO: Universal Health Services School of Vocational Education

The Texas Board of Nursing in and for the State of Texas in a regularly scheduled meeting, held on the 23rd day of October 2008, considered the proposal for authority to establish a Vocational Nursing Educational Program by the Board, pursuant to Section 301.157, Texas Occupations Code.

At the meeting, Linda R. Rounds, PhD, RN, FNP, President of the Board, presided and the following members were present:

Deborah Hughes Bell, CLU, ChFC, Consumer Member
Kristin K. Benton, MSN, RN, Representing VN Programs
George Buchenau, Jr., BSN, RN, Representing Practice
Patti Clapp, Consumer Member
Sheri Denise Crosby, JD, Consumer Member
Marilyn J. Davis, BSN, RN, Representing Practice
Blanca Rosa Garcia, PhD, RN Representing ADN programs
Richard Robert Gibbs, LVN, Representing Practice
Rachel Gomez, LVN, Representing Practice
Brenda S. Jackson, PhD, RN, Representing BSN Programs
Beverly Jean Nutall, LVN, Representing Practice
Mary Jane Salgado, MEd, Consumer Member

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

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

ORDER

NOW THEREFORE, IT IS ORDERED THAT, the proposal of Universal Health Services School of Vocational Education is contingently approved, having been found to comply with minimum requirements and standards for establishing a Vocational Nursing Educational Program to prepare vocational nurses.

DATED THIS 23rd day of October 2008.

THE TEXAS BOARD OF NURSING

Seal

By: _____
Linda R. Rounds, PhD, RN, FNP, President