

**Report of Survey Visit  
Midland College in Midland, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the survey visit report for Midland College in Midland, Texas (Attachment #1).

**Historical Perspective:**

Year	Approval Status	NCLEX-RN® Pass Rate	Number of First-Time Candidates Who Tested (Passed/Total)
2006	Full	88.00%	66/75
2007	Full	96.00%	72/75
2008	Full	76.14%	67/88
2009	Full	85.19%	69/81
2010	Full	89.77%	79/88

- The Associate Degree Nursing Education Program at Midland College in Midland began in 1982.
- With a decline in NCLEX-RN® pass rate below 80% in 2008, the program submitted a Self-Study Report in May 2009. Measures implemented in response to the Self-Study resulted in improvement in the 2009 pass rate.
- The pass rate for 2010 is 89.77% (79/88).
- The survey visit was prompted by a temporary decline in NCLEX-RN® pass rate, change of program directors, and unsolicited queries about program administration and reports or inconsistency in following internal policy.
- A summary of the survey report is included in Attachment #1.

**Highlights of the Survey Visit:**

**Pros:**

- Program has a history of high-level performance, despite a seemingly isolated “dip” in NCLEX-RN® pass rate in 2008.
- Students verbalize satisfaction with program.
- Faculty have demonstrated commitment to the program and desire to serve the community.

**Cons:**

- Apparent disconnect between director and upper administration about the role and responsibility of the director.
- Recent loss of faculty possibly related to low salaries and exclusion from planning aspects of the program implementation.
- Several areas of curriculum need review/ revision which may be burdensome at present.

**Recommendation:**

Move to accept the report of the survey visit conducted November 30-December 1, 2010 at the Midland College associate degree nursing education program, and issue the recommendations and requirements as indicated in the attached letter (Attachment #2).

**Survey Visit Report  
Midland College in Midland, Texas  
Associate Degree Nursing Program**

**Overview:**

A survey visit to Midland College in Midland, Texas, Associate Degree Nursing Education Program was conducted November 30 - December 01, 2010, by Paul Waller, Nursing Consultant for Education. The most recent previous survey visit was conducted in May 2001.

The program director had supplied program syllabi, faculty and student handbooks, total program evaluation report, Director and faculty job descriptions, various policies, and other materials for office review prior to the on-site campus visit.

During the visit, Board staff:

- met with upper administration for an opening conference,
- reviewed documents and files,
- met with Valerie Steiner, MSN, RN, Director of ADN Program,
- observed a skills lab "check-off" session,
- met with students,
- met with faculty,
- met with Becky Hammack, EdD, RN, Dean of Health Sciences, and
- met with Director Steiner, Dean Hammack, and upper administration (Deana Savage, Associate Vice President of Instruction, Career and Technical; for a closing conference.

A summary of the focal areas of the visit and observations follows:

Rule 215.1: General Requirements:

Faculty and administration demonstrated accountability for staying abreast and complying with the Board's rules and regulations and the Nursing Practice Act. Staff verbalized familiarity with the Board of Nursing web site, and it was clear they access and use information available there (e.g., Education Guidelines).

Rule 215.5: Philosophy/Mission and Objectives/Outcomes:

Program objectives are derived from and based heavily upon the Differentiated Entry Level Competencies (DELCS) published in 2002. The Differentiated Essential Competencies (DECs) approved by the Board at the October 2010 meeting supplant the former DELCS, and thus the curriculum needs to be reviewed, evaluated and updated.

Rule 215.6: Administration and Organization:

The job description for Director of the ADN Program includes a revision date of 04/2010. Upper administration indicates it was implemented in September 2010, and Ms. Steiner was made a first-line supervisor at that time. There is an apparent lack of mutual understanding between the Director and administration about the implementation of the job description and areas of information, responsibility, and decision-making. Discussion and clarification is needed, and a formal mentorship program for the Director was advised. An external consultant has been in use, and it was suggested that consultant (experienced Director of another Board-approved professional nursing education program) might be an excellent candidate to serve as mentor.

Faculty expressed dissatisfaction with salaries and a perception of inequitable salaries compared with staff in the developing *SimLife* Center (simulation lab). Upper administration acknowledged that salaries may not match those of practicing nurses in the community, and noted the challenges inherent in the College budgeting process and current economic times.

The Director, Valerie Steiner, MSN, RN is active in the state organization for deans and directors of nursing programs. She has identified weaknesses in the curriculum and plans to make changes needed in nursing education at Midland College. A good relationship between the Director and administration was recognized.

Rule 215.7: Faculty:

The 2009 Faculty Profile (2008-2009 academic year) submitted as part of the annual reporting process included eleven (11) full-time and one (1) part-time faculty members. The 2010 Faculty Profile (2009-2010 academic year) includes ten (10) faculty plus the Director (teaching one 3-credit course). Given recent resignations, the current faculty includes seven (7) full-time staff plus two (2) part-time instructors assisting with clinical learning experiences. An additional faculty member has resigned effective the end of this Fall 2010 semester, which will leave six (6) full-time faculty (plus Director teaching one 3-credit course) in Spring 2011. Preceptorships are being used extensively in the final term of the program to meet the need for faculty. Faculty verbalized a sense of “sinking” and being stretched to their limits.

Faculty teach both didactic and clinical practice and provide individualized instruction to students. They provide immediate feedback to the students on their clinical performance. The faculty are organized and meet periodically; faculty meetings are documented in minutes demonstrating review of information, discussion of issues, and decision-making.

Rule 215.8: Students:

Current enrollment is 144 students, including approximately 40 LVN-RN students and four (4) students repeating a previously-failed course. The program enrolls two (2) cohorts each year and thus teaches all levels of the curriculum during each semester. An extension program at Fort Stockton is taught via television extension technology for didactic content, with a clinical instructor on-site in Fort Stockton to manage clinical learning experiences. The Director and faculty recognize limitations of the television technology and management of testing situations, which are proctored by extension campus staff, not always nursing faculty and on occasion a Work Study student.

Board staff observed a nursing skills lab in session where “check-offs” on full assessments were being done. Students were well-prepared and confident in their assessments.

The program is in compliance with requirements including student policies, eligibility information, participation in governance, course and faculty evaluation.

Students spoke very positively about the program but proactively indicated a need for additional faculty. They verbalized a perception that the current faculty are stressed and indicated preceptors are overloaded.

They also expressed a desire for more pharmacology content in the curriculum and advocated for consideration of integration of pharmacology in all courses and across the curriculum rather than in a single course, currently to be completed as a prerequisite or by the end of the second term of the four-term curriculum.

Finally, they indicated that on-line course offerings need to be carefully examined and developed. The one and only course offered exclusively in an on-line format (a medical-surgical nursing course) is not adequately meeting their perceived needs, and on-line portions of “hybrid” courses are perceived as likewise inadequate. Many students at first strongly advocated for elimination of on-line instruction, then relented as other students indicated an on-line option was good and development of the instructional method could likely suffice in lieu of elimination of the methodology.

Rule 215.9: Program of Study:

The curriculum is well organized and based upon sound educational principles. The syllabi are concise and accompanied by additional course materials that should be considered for incorporation within the syllabi. Course descriptions are somewhat vague and generic, apparently borrowed from a standard source (perhaps WECM) and would benefit from careful consideration, expansion, and revision.

The outdated DELCs (2002) provide the major framework for the curriculum and thus a curriculum review and likely revision is needed to update to the current DEC (2010). Faculty are involved in the planning, implementation and evaluation of the curriculum and have the experience and background to do so. Given faculty workload, current stress level, and decreasing numbers of faculty, Board staff is concerned about the ability of the faculty to conduct a thorough curriculum review, evaluation, and revision.

Rule 215.10: Clinical Learning Experiences:

The Director, faculty, and students all indicated the current clinical learning facilities meet the needs of the curriculum and students. Preceptorships are heavily used (especially in the final term) in order to meet the Board's faculty : student ratios.

Rule 215.11: Facilities, Resources and Services:

The current skills lab/ simulation facility meets the requirements of the program. Current classrooms, computer labs, and restrooms are sufficient to meet the users' needs.

A new *SimLife* simulation center, funded by a major donation recently announced, is being planned. The Director and faculty indicated they are not being included in the planning for this new center, with construction reportedly to begin in April 2011.

Architectural plans indicate the current ADN faculty offices, classrooms, and computer and skills labs will be remodeled and re-purposed to accommodate the new center, a process expected to take at least 12 months. Planning for the ongoing space and educational programming needs of ADN program faculty and students has not been announced, and upper administration indicated that planning is in the preliminary stages. There is a disconnect between planning for deconstruction/reconstruction scheduled to begin in April and faculty awareness and participation in the planning.

Rule 215.12: Records:

Records are maintained in locked cabinets in a locked store room.

Rule 215.13: Total Program Evaluation:

The program's Total Program Evaluation plan is comprehensive and well documented.

Midland College has accreditation from the Southern Association of Colleges and Schools.

Note: The National League for Nursing Accrediting Commission (NLNAC) completed a site visit for continuing accreditation of the program Oct. 19-21, 2010. The program Director forwarded the NLNAC visit report to Board staff. Areas for development noted in the report addressed: 1) autonomy/ leadership of the nurse administrator position; and 2) full operationalization of the systematic evaluation plan. Continuing accreditation is anticipated at the Spring 2011 Commissioners meeting.

January 31, 2010

Valerie Steiner, MSN, RN  
Director, Associate Degree Nursing Program  
Midland College  
3600 North Garfield  
Midland, TX 79705-6397

Dear Ms. Steiner:

At the January 27-28, 2011 meeting, the Texas Board of Nursing (Board) discussed the report of the survey visit conducted by Board staff on November 30 - December 1, 2010 to the Midland College associate degree nursing program.

Based on the discussion and review of the documents, it was the decision of the Board to accept the report of the survey visit and issue the following recommendation and requirements.

Recommendation:

1. Develop and implement a plan for inclusion of nursing Director and faculty in planning for SimLife simulation center and renovation of available space.

Requirements:

1. Rule 215.6(f) provides that a "professional nursing education program shall be administered by a qualified individual who is accountable for the planning, implementation and evaluation" of the program. **Administration and Director** are encouraged to carefully review and work together to implement Director's position description, assuring mutual understanding of information sharing, areas of responsibility, and decision-making. Further, they should consider planning and implementing a formal mentorship program for Director using the services of an external nursing program administrator mentor/ consultant. The plan shall be submitted to Board staff for review by February 28, 2011.
2. Rule 215.9(b) provides that "the faculty shall be responsible for the development, implementation, and evaluation of the curriculum." **The Faculty** shall review and evaluate the current curriculum to determine whether it includes all content detailed in the Differentiated Essential Competencies (DECs) approved by the Board at its October 2010 meeting. They shall also seek and consider student input and feedback on: a) presentation of pharmacology content and b) use of online teaching methods within the curriculum. All programs are expected to have a plan for implementation of the DECs by Fall 2011.
3. Rule 215.6(d) and 215.7(b) provide that "salaries shall be adequate to recruit, employ, and retain sufficient qualified faculty" and that a program "shall employ sufficient faculty members . . . to enable the students to meet the program goals." **Administration** shall perform a salary review and assessment of faculty needs to assure appropriate compensation and employment of sufficient faculty. A report shall be submitted to Board staff by May 1, 2011.

Recommendations are suggestions based upon program assessment indirectly related to the rules to which the program must respond but in a method of their choosing. Requirements are mandatory criteria based on program assessment directly related to the rule that must be addressed in the manner prescribed. If you should have any questions, or if we may be of assistance, please contact Board staff at [paul.waller@bon.state.tx.us](mailto:paul.waller@bon.state.tx.us) or by phone at 512-305-7658.

Best regards,

Linda R. Rounds, PhD, RN, FNP  
President

Paul R. Waller, PhD, RN  
Nursing Consultant for Education