

**Report of a Survey Visit
 Coastal Bend College in Beeville, Texas
 Vocational Nursing Education Program**

Summary of Request

Consider the report of the December 11-12, 2012 routine six-year survey visit to Coastal Bend College in Beeville, Texas Vocational Nursing Education Program.

Historical Perspective:

- Coastal Bend College in Beeville was established in 1967 as Bee County College. The college's name was changed to Coastal Bend College (CBC) in 1998.
- CBC has established locations in Kingsville, Alice, and Pleasanton.
- The CBC Vocational Nursing (VN) Education Program began in 1967. The VN program was extended to the Alice campus in 1974, to the Kingsville campus in 1975, and to the Pleasanton campus in 2002.
- CBC offers the following allied health education programs in addition to the VN program: pharmacy technician; radiologic technology; certified nurse aide; and, associate degree nursing.
- In 2011, the program was required to complete a self-study report due to a 2010 NCLEX-PN® examination pass rate of 79.71%. The program implemented corrective measures and the 2011 NCLEX-PN® pass rate was 89.71%
- Betty Sims , MSN, RN, FRE, has been the Director of Nursing Education and Director of the VN Program since 2007.
- Ms. Sims resigned, effective December 14 , 2012. The current program coordinator, Floyd Green, BSN, RN, has been appointed as Interim VN Director effective January 1, 2013.
- Mr. Green is an experienced educator and has served as faculty in the VN program since 1999.
- The NCLEX-PN® pass rates for the past five (5) years are provided in the following table:

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Status
2012	83.33% (tentative)	55/66 (tentative)	Full
2011	89.71%	61/68	Full
2010	79.71%	55/69	Full
2009	80.80%	80/99	Full
2008	90.16%	55/61	Full

A routine six-year survey visit to the Coastal Bend College VN program was conducted on December 11-12, 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 not in compliance with Rule 214.

Pros and Cons from Survey Visit:

Pros:

- The program's 2012 NCLEX-PN® pass rate was 83.33%.
- Administration expressed strong support for the program and stated the nursing programs are valued by the college and the local communities.
- Ms. Sims is a knowledgeable leader, focused on quality education and has mentored Mr. Green to assume administrative duties in the VN program.
- Mr. Green is an experienced educator, with expertise, vision, and enthusiasm.
- Faculty are progressive and innovative in their approach to nursing education, and have a cooperative and collegial spirit that fosters a positive learning environment for the students.
- The VN program curriculum design provides for a smooth articulation into the CBC ADN program, and the majority of VN graduates enroll in the ADN program.
- The curriculum is developed according to BON rules and *Differentiated Essential Competencies (DECs) (2010)* objectives.
- The program of study incorporates creative methods of using a hybrid design for course delivery, including online format, face-to-face instruction, and utilization of simulation.
- The program has a number of active contracts with clinical affiliating agencies which provide a wide variety of clinical experiences for the curriculum.
- Students comments about the program were positive.

Cons:

- The VN program does not have full-time secretarial support at the Alice, Kingsville, and Pleasanton extension campuses.
- Documentation and forms regarding Interim VN Program Director appointment for Board approval of Interim VN Program Director have not been received nor approved by Board Staff.

Background for Staff Recommendation:

Rule 214.6 (g)(1) *related to Administration and Organization* states: "A new Dean/Director /Coordinator Qualification Form shall be submitted to the Board office by the governing entity for approval prior to the appointment of a new director/coordinator or an interim director/coordinator in an existing program or a new vocational nursing education program according to Board Education Guideline 3.4.1.a Approval Process for a New Dean/Director/Coordinator or New Interim Dean/Director/Coordinator". **Therefore**, a requirement is made in an effort to ensure program compliance with Board Rules.

Additionally, one (1) recommendation is made in an effort to ensure that the director and faculty have adequate clerical and secretarial support to meet the needs of the program.

Staff Recommendation:

Move to accept the report of the routine six year survey visit to Coastal Bend College in Beeville, Texas Vocational Nursing Education Program and issue one (1) requirement and one (1) recommendation. (See draft letter in Attachment #2.)

Requirement #1:

The governing entity of the Vocational Nursing Education Program at Coastal Bend College in Beeville, Texas, shall submit required forms and documentation for approval of the Interim VN Program Coordinator in accordance with Rule 214.6 (g)(1) and Education Guideline 3.4.1.a no later than January 29, 2013.

Recommendation #1:

It is recommended that administration provide the VN program with full-time clerical support at all campus locations.

**Summary of a Survey Visit
Coastal Bend College in Beeville, Texas
Vocational Nursing Education Program**

Purpose of Visit: routine six-year visit

Date of Visit: December 11-12, 2012

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

Board Representative met with:

- Betty Sims, MSN, RN, FRE, Director of Nursing Education
- Felipe Leal, Director Kingsville Campus
- Floyd Green, BSN, RN, VN Program Coordinator/Interim Director
- Marisol Garcia, LVN, VN Faculty
- Irma Trevino, RN, BSN, VN Faculty
- Idotha Battle, BSN, RN, VN Faculty
- Debbie Norment, LVN, VN Faculty
- Sylvia Lupe, LVN, VN Faculty
- Olma Weaver, RN, VN Faculty
- Sheryl Denkler, RN, VN Faculty
- Michelle Lopez, RN, VN Faculty
- Loana Benedict, RN, VN Faculty
- Pauletta Gomez, Administrative Assistant
- Two (2) current VN Students and six (6)VN Graduates

Activities Carried Out by Board Representative During Survey Visit:

- met with the outgoing director, new interim director, administration, faculty, students, and graduates
- observed classroom teaching
- observed high-fidelity simulation demonstrations in the skills lab.
- toured Beeville campus and facilities housing the nursing program
- reviewed records and documents including: student and faculty files; minutes of faculty meetings; student and faculty handbooks; syllabi; clinical evaluation tools; and, Total Program Evaluation (TPE) Plan
- conducted exit meeting with director, faculty, and administration

Board representative reviewed curriculum and viewed a PowerPoint Presentation of the Kingsville, Alice, and Pleasanton campuses prior to the on-site visit.

Findings Related to Administration:

- Mr. Leal was appointed as Director of CBC Kingsville campus in October 2012. He expressed CBC administrative support of the nursing program, and stated the nursing program is valued by the college and the community.
- Mr. Leal expressed appreciation for the opportunity to meet with Board representative and gain greater insight into BON requirements, and was enthusiastic regarding Board representative's recommendation that CBC administration attend the next scheduled BON Deans and Directors Orientation along with the new interim nursing director.
- Floyd Green, BSN, RN has been appointed Interim VN Director effective January, 2013. He has served as faculty in the VN program since 1999.
- Outgoing VN Director, Betty Sims, MSN, RN, FRE has mentored the new interim director and voiced confidence in his ability to administer the program.
- Ms. Sims has historically carried a teaching load of one (1) three (3) hour course per semester and Mr. Floyd indicated that he will do the same.
- Ms. Sims and Mr. Green reported that graduates are respected in the community, and are able to obtain employment in the local area.

Findings Related to Program of Study:

- The twelve (12) month program is designed to be completed in three (3) semesters.
- There are a total of 1518 contact hours in the program of study: 558 didactic; 0 computer lab; 194 skills lab; 100 simulation lab; and, 666 patient care clinical hours.
- The program of study is well organized with numerous check-points to determine the level of achievement of students along the curriculum. Planned remediation is in place.
- The curriculum is designed to ensure students are competent in skills prior to entering the clinical setting. The majority of skills are front-loaded in the first semester.
- The curriculum includes intravenous (IV) therapy.
- The VN curriculum design provides for a smooth transition into the CBC ADN program.
- The program of study includes all BON required content, and *the Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- The teaching model is based upon face-to-instruction combined with online experiences. Select didactic courses are offered online.
- Faculty and students receive training in distance education and IT support is available.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program, including a weighted point system.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.

Findings Related to Faculty:

- Twelve (12) full-time faculty and three (3) part-time faculty carry out the VN instruction. One (1) faculty member teaches in both the ADN and VN program.
- Twelve (12) faculty members are RNs and three (3) are LVNs.
- The faculty organization on each campus consists of a lead instructor, second instructor, and a skills lab instructor. Two (2) RN faculty and one (1) LVN faculty teach on each campus with the exception of Alice, which has one (1) RN and two (2) LVN faculty.
- Faculty meet BON qualifications and offer a rich diversity in their educational and experiential backgrounds. Several faculty are pursuing advanced degrees.
- Ms. Sims reported that VN faculty turnover rates are historically low. Current faculty have been employed for a time period ranging from (14) years to three (3) months.
- Ten (10) faculty were available for interview.
- Faculty are an energetic group who are dedicated to the nursing program.
- Faculty unanimously agreed that morale is high, work loads are reasonable, and they receive strong support from one another, the director, and administration.
- Faculty are actively involved and engaged in curriculum planning, implementation, and evaluation.
- Tuition reimbursement is available as well as funding and release time for professional development activities. The majority of faculty reported they attend the annual Texas Association of Vocational Nurse Educators (TAVNE) Conference.
- BON required policies are in place. Faculty communicate frequently and meet regularly at one of the campuses. Their decision making is collaborative and minutes of meetings are maintained.

Findings Related to Students:

- The program admits one (1) cohort of students each year in August.
- According to the director, the program currently has the faculty and resources to admit 105 students annually. In August, 2012, 104 students were admitted into the program.
- Ninety-eight (98) students are currently enrolled in the program. Nineteen (19) students attend the Beeville campus; thirty-two (32) students attend the Kingsville campus; seventeen (17) students attend the Pleasanton campus; and, thirty (30) students attend the Alice campus.
- Ms. Sims reported attrition rates in the VN program are historically around 40%. She attributed attrition primarily to the fact that students continue to work full-time while enrolled in the program.
- Board representative met with a group of forty (40) VN and ADN students that included two (2) current VN students and six (6) VN graduates enrolled in the LVN-RN program.
- Students and graduates reported they enrolled in the VN program because of location, reputation, and NCLEX pass rates.
- Comments about the online classes were positive.
- Graduates agreed that the program of study prepared them well for clinical practice and they have found employment in local communities.
- Faculty and clinical learning experiences were cited as being the highlights of the program.

- Students reported they have input into the program of study and agreed that the faculty, director and administration are responsive to their feedback.
- Students indicated they received declaratory order and eligibility information upon enrolling in the program.
- Student policies are furnished manually and electronically.
- The majority of students reported they plan to pursue advanced degrees.

Findings Related to Clinical Learning Experiences

- 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.
- Clinical experiences are scheduled to match related didactic content in the classroom.
- Faculty provide responsible supervision in all clinical experiences and BON required ratios are maintained.
- The director reported that preceptors are used primarily for the capstone role-transition course.
- The skills/simulation labs are available to students for practice during off-times with faculty supervision.
- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluation.

Findings Related to facilities and Resources

- Board representative toured the Beeville campus and viewed a PowerPoint presentation of the Alice, Kingsville, and Pleasanton campuses.
- The Beeville campus is well-kept and offers a park-like setting.
- The large physical library is located on the Beeville campus. However, ample computer resources are available at all locations. Additionally, students have twenty-four (24) hour access to online holdings from campus or home.
- All students are issued laptops to use while on campus.
- Each campus provides ample space for faculty offices, classrooms, skills labs, and parking as well as equipment, and technological support
- Student services, lounges, and meeting areas are provided at each campus.
- Each campus has fully equipped skills labs and state of the art, high-fidelity simulation capabilities.
- The director has a large, private office at the Beeville campus that is conveniently located to a conference room, the administrative assistant, and faculty offices.
- The program has full-time clerical support on the Beeville campus and part-time clerical support on the Kingsville, Pleasanton, and Alice locations. The director and faculty indicated a need for additional clerical support at the extension campuses.
- In discussing distance education, one (1) faculty expressed frustration that the network server is slow.

Findings Related to Records and Reports

- The program has a detailed Total Program Evaluation Plan (TPE) in place and it is used for decision making.
- Minutes indicate when decisions are made.
- Student and faculty files reviewed contained all documents required by Rule 214.

Draft Letter

January 22, 2013

Floyd Green, BSN, RN, Interim Director
Vocational Nursing Education Program
Coastal Bend College
3800 Charco Road
Beeville, Texas 78102

Dear Mr. Green,

At the January 17-18, 2013 meeting, the members of the Texas Board of Nursing considered the report of the December 11-12, 2012, routine six-year survey visit to Coastal Bend College in Beeville, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the report of the survey visit (see *Attachment #1*) and issue the following requirement and recommendation:

Requirement #1:

The governing entity shall submit required forms and documentation for approval of an Interim VN Program Coordinator in accordance with Education Guideline 3.4.1.a no later than January 29, 2013.

Recommendation #1:

It is recommended that administration provide the VN program with full-time clerical support at all campus locations. A response to this recommendation is to be submitted to Board Staff by June 1, 2013.

A recommendation is a specific suggestion based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

A requirement is a mandatory criterion based on program assessment directly related to the rule that must be addressed in the manner prescribed.

If you have any questions or we may be of assistance, please contact Board Staff at (512) 463-4631.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President

Sandi Emerson, MSN, RN
Nursing Consultant for Education

copy:
Texas Workforce Commission
Texas Higher Education Coordinating Board
Dr. Beatriz Espinoza, President Coastal Bend College