

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

Summary of Request

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

Historical Perspective:

- Bee County College was established as a comprehensive community college in 1967. The name of the college was changed to Coastal Bend College in 1998.
- Coastal Bend College (CBC) is accredited by the Southern Association on Colleges and Schools (SACs) with the next reaffirmation to be conducted in 2014..
- In addition to the main campus in Beeville, CBC has established locations in Alice, Pleasanton, and Kingsville.
- The college was granted initial approval to establish a new generic associate degree nursing (ADN) education program with an LVN-RN track at the April 2008 Board meeting.
- The ADN program is currently offered on the Beeville, Alice, and Pleasanton campuses. The hybrid design of the program allows content to be available to all campuses.
- In addition to nursing (VN and ADN), CBC offers the following allied health education programs: pharmacy technician; radiologic technology; and, certified nurse aide.
- Betty Sims MSN, RN, FRE , Director of Nursing Education, has served as director of the ADN program since it began in 2008. Additionally, Ms. Sims has served as the director of the VN program since 2007.
- Ms. Sims tendered her resignation as director effective December 14, 2012.
- The current program coordinator, Karyn Mills, MSN, FNP-C, RN, has been appointed to serve as interim director effective January 1, 2013.
- In 2011, the program was required to submit a self-study report due to the 2010 NCLEX-RN® pass rate of 57.14%.The program implemented corrective measures and subsequently the 2011 NCLEX-RN® pass rate was 81.25%.
- In 2012, the generic ADN track was suspended due to insufficient faculty to teach in the program.
- The NCLEX-RN® pass rates for the past five (5) 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	100%	13/13	Full
2011	81.25%	13/16	Full
2010	57.14%	8/14	Full
2009	85.71%	6/7	Initial
2008			New Program

A routine survey visit to the Coastal Bend College ADN program was conducted on December 11-12, 2012 by Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator (*See Attachment #1*).

Summary of Survey Findings:

- Findings from the survey visit indicate that the program is not in compliance with Rule 215.

Pros and Cons from Survey Visit:

Pros:

- The program's 2012 NCLEX-RN® pass rate was 100%.
- Incoming interim director, Karyn Mills, MSN, FNP-C, RN, is an experienced educator, with expertise, vision, and enthusiasm.
- Outgoing director, Betty Sims, MSN, RN, FRE, is an experienced, knowledgeable leader, focused on quality education. She has provided Ms. Mills with mentoring and the training necessary to assume administrative duties in the nursing program.
- The faculty group is energetic and loyal to the nursing program. One (1) faculty member is pursuing a doctorate.
- The director and faculty have a cooperative and collegial spirit that fosters a positive learning environment for the students.
- 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 interviewed were an engaging group who value the education they are receiving.
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Cons:

- The program does not have full-time secretarial support at the Pleasanton and Alice extension campuses.
- The program has been unsuccessful in recruiting and retaining sufficient qualified faculty to teach in the program and, subsequently, the generic track was suspended in 2012.
- Documentation and forms for Board approval of the Interim Program Director have not been received by Board Staff.

Background for Board Staff Recommendations:

Rule 215.6 (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 dean/director or interim dean/director in an existing program or a new professional 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, two (2) recommendations are made in an effort to: facilitate effective faculty instruction and program development; ensure that the program has sufficient, qualified faculty to meet program goals and outcomes; and; 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 December 11-12 routine six-year survey visit to Coastal Bend College in Beeville, Texas Associate Degree Nursing Education Program and issue one requirement and two (2) recommendations:

Requirement#1: The governing entity of the Associate Degree Nursing Program at Coastal Bend College in Beeville, Texas shall submit required forms and documentation for approval of the Interim ADN Program Director in accordance with Rule 215.6(g)(1) and Education Guideline 3.4.1.a. no later than January 29, 2013.

Recommendation #1:

It is recommended that administration immediately develop and implement a plan to recruit and retain qualified faculty for the ADN program.

Recommendation #2:

It is recommended that administration provide the nursing program with full-time clerical support at all campus locations. (See draft letter in Attachment #2.)

**Summary of a Survey Visit
Coastal Bend College in Beeville, Texas
Associate Degree 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 (outgoing)
- Karen Mills, MSN, FNP-C, RN, Interim ADN Director (effective January 1, 2013)
- Felipe Leal, Director Kingsville Campus
- Vanessa Wise, MSN, RN, ADN Faculty
- Pauletta Gomez, Administrative Assistant
- Thirty-eight (38) ADN Students

Activities Carried Out by Board Representative During Survey Visit:

- met with outgoing director, newly appointed interim director, CBC administration, faculty, and students
- 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 outgoing director, incoming interim director, faculty and administration
- reviewed curriculum and program materials
- viewed a PowerPoint Presentation of Alice, Kingsville and Pleasanton campuses prior to on-site visit.

Findings Related to Administration:

- Newly appointed Director of CBC Kingsville Campus, Felipe Leal, voiced 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.
- Outgoing Director of Nursing Education, Betty Sims, MSN, RN, FRE, has mentored the new interim director and voiced confidence in her ability to administer the program.
- Karyn Mills , MSN, FNP-C, RN will assume administrative duties in the program effective January, 2013. She has served as faculty in the ADN program since 2001.
- Ms. Sims has historically carried a teaching load of one (1) three (3) hour course per semester and Ms. Mills indicated an intent to do the same.
- Ms. Sims and Ms. Mills reported that graduates are respected in the community, and are able to obtain employment in the local area.

Findings Related to Program of Study:

- Currently, CBC only offers the LVN-RN mobility track. Discussions with Ms. Sims revealed that, in 2012, the generic track was suspended indefinitely, primarily due to lack of qualified faculty to teach in the program.
- According to Ms. Sims, applicants desiring to enroll in a generic program are encouraged to enroll in the VN program and complete the LVN-RN mobility program.
- The program of study is designed to be completed in sixteen (16) months. Students are awarded seventeen (17) nursing credits for vocational nursing experience.
- The students begin the program with a transition course focusing on the role of the registered nurse which requires a variety of clinical experiences supporting the role.

- The curriculum builds upon vocational nursing education, but faculty do not assume that all students have beginning competencies. Faculty evaluate the nursing skills and knowledge base of each student.
- The program of study is well organized and includes all BON required content.
- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- The teaching model is based upon online didactic combined with faculty supervised skills lab and clinical experiences. Students rotate between the three (3) campuses for skills lab experiences.
- Faculty and students receive training in distance education and IT support is available.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- Planned remediation and tutoring are in place.
- The program has developed articulation agreements with the University of Houston Victoria and Texas A&M Corpus Christi to facilitate a seamless transition for graduates who wish to obtain a bachelors degree.

Findings Related to Faculty:

- Two (2) fully qualified, full-time faculty (including the program coordinator) and two (2) waived, part-time faculty teach in the program.
- Ms. Sims reported that faculty turnover rates in the ADN program are high and that efforts to recruit qualified faculty have been unsuccessful primarily due to lack of masters prepared nurses in the local area as well as low wages.
- There were two (2) full-time faculty resignations in academic year 2011-2012. Currently there are two (2) full-time vacant faculty positions and one (1) part-time vacant faculty position.
- Faculty positions usually remain vacant for twenty (20) weeks.
- As program coordinator, Ms. Mills has carried a full teaching load. Board representative discussed plans for adjusting Ms. Mills teaching assignment to be in compliance with Rule 215.
- Ms. Mills verbalized understanding that, as interim director, she may not carry a teaching load of more than three (3) clock hours per week.
- Ms. Sims reported that one (1) part-time clinical instructor will teach two (2) sections of clinical. Additionally, Ms. Sims will teach select online didactic courses for the program.
- Potential part-time clinical faculty have been identified, and recruitment efforts are ongoing.
- Two (2) full-time faculty were available for interview.
- Faculty offer a rich diversity in their educational and experiential backgrounds. One (1) faculty is pursuing a doctorate.
- Faculty expressed excitement about teaching students and helping change their lives through higher education.
- Faculty unanimously agreed that morale is high and 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.
- 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.
- Nursing Program Information Survey (NEPIS) data indicates, the program has the capacity to admit forty (40) students annually. In August 2012, thirty-eight (38) students were admitted from an applicant pool of forty-two (42) qualified applicants.
- Currently, thirty-eight (38) students are enrolled in the program: ten (10) students attend the Beeville campus; eight (8) students attend the Pleasanton campus; and, twenty (20) students attend the Alice campus.
- Of the thirty-eight (38) students currently enrolled in the program, ten (10) are third semester generic students completing the program under the teach out plan.
- Ms. Sims reported attrition rates are historically between 30%-35%. She attributed attrition primarily to students continuing to work full-time while enrolled in the program.
- Thirty-eight (38) students were available for interview.

- Students reported they enrolled in the program because of location, reputation, and NCLEX pass rates.
- Several students were graduates of the CBC VN program, and stated the positive experience they received in the VN program was influential in their decision to enroll in the ADN program.
- Students agreed that the program of study is preparing them well for clinical practice.
- Faculty and clinical learning experiences were cited as being the highlights of the program.
- Students' comments about the online instruction were positive.
- 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.

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

Findings Related to facilities and Resources

- Board representative toured the Beeville campus and viewed a PowerPoint Presentation of the Alice, Kingsville, and Pleasanton campuses.
- A full array of services are offered at each campus location.
- 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.
- CBC campuses are well kept and landscaped attractively.
- Ample, open parking is available at each location.
- Facilities housing the VN program include modernly equipped classrooms and skills/simulation labs, fully-furnished faculty offices and work areas, student and faculty break areas, and restrooms.
- The program has 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 Pleasanton, and Alice campuses. Faculty indicated a need for additional clerical support at the extension campuses.

Findings Related to Records and Reports

- The program has a detailed Total Program Evaluation Plan (TPE) and it is used for decision making.
- Minutes indicate when decisions are made.
- Student and faculty files reviewed contained all documents required by Rule 215.

Draft Letter

January 22, 2013

Karyn Mills, MSN, FNP-C, RN, Interim Director
Associate Degree Nursing Education Program
Coastal Bend College
3800 Charco Road
Beeville, TX 78102

Dear Ms. Mills,

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 Associate Degree 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 recommendations:

Requirement #1:

The governing entity for the Associate Degree Nursing Program at Coastal Bend College in Beeville, Texas shall submit required forms and documentation for approval of an Interim ADN Program Director in accordance with Rule 215.6(g)(1) no later than January 29, 2013

Recommendation #1:

It is recommended that administration immediately develop and implement a plan to recruit and retain qualified faculty for the nursing program. A response to this recommendation is to be submitted to Board Staff by June 1, 2013.

Recommendation #2:

It is recommended that administration provide the nursing 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 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 Higher Education Coordinating Board
Dr. Beatriz Espinoza, President Coastal Bend College