

**Report of a Survey Visit  
 Hill College in Hillsboro, Texas  
 Vocational Nursing Education Program**

**Summary of Request**

Consider the report of the November 27-28, 2012 routine six-year survey visit to Hill College in Hillsboro, Texas Vocational Nursing (VN) Education Program.

**Historical Perspective:**

- Hill College was established as a comprehensive community college in 1923. The college is accredited by the Southern Association of Colleges and Schools.
- In addition to the main campus in Hillsboro, the college has established locations in Cleburne, Burleson, Meridian, and Glen Rose.
- Hill College has operated a VN education program since 1975. The VN program is offered on the Hillsboro campus (Hill County campus or HCC) and the Cleburne extension campus (Johnson County campus or JCC).
- In addition to the VN education program, the college offers an associate degree nursing (ADN) education program and the following allied health education programs: paramedic, emergency medical technician, and diagnostic medical sonography.
- Lori Mosley, MSN, RN, CNE, Dean of Instruction, Health Science has been the director of the VN Program since 1997.
- Janis Grimland, BSN, RN was appointed VN program coordinator in 2011.
- The NCLEX-PN® pass rates for the past five years are provided in the following table:

Examination Year	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Statuts
2012			Full
2011	97.14%	(68/70)	Full
2010	96.63%	(86/89)	Full
2009	97.47%	(77/79)	Full
2008	91.78%	(67/73)	Full

- A routine six-year survey visit to the Hill College VN program was conducted on November 27-28, 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 in compliance with Board Rule 214.

### **Pros and Cons from Survey Visit:**

#### **Pros:**

- Administration and faculty members credited the VN program director for the high morale and stability in the program.
- Administration expressed support for the VN program and stated that the nursing program adds value to the college and fulfills a need in local communities.
- Faculty members appear to be a cohesive, dedicated group who have embraced technology to promote student success.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program, including a weighted priority point system in college level prerequisite courses.
- The VN program curriculum design provides for a smooth articulation into an ADN program of study.
- The majority of VN graduates enroll in the Hill College ADN program.
- 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 a number of active contracts with clinical affiliating agencies which provide a wide variety of clinical learning experiences for students.
- Students interviewed stated they value the education they are receiving at Hill College.

#### **Cons:**

- None identified.

#### **Staff Recommendation:**

Move to accept the report of the routine six-year survey visit and continue full approval of the Hill College in Hillsboro, Texas Vocational Nursing Education Program, as noted in the draft letter (See Attachment #2).

**Summary of a Survey Visit  
Hill College in Hillsboro, Texas  
Vocational Nursing Education Program**

**Purpose of Visit:** Routine six year visit

**Date of Visit:** November 27-28, 2012

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

**Board Representative met with:**

- Lori Mosley, MSN, RN, CNE, Dean of Instruction, Health Science
- Rex Parcels, Vice President of Instruction, Hill College
- Janis Grimland, BSN, RN, VN Program Coordinator
- Chad Schoen, BSN, RN, VN Program Faculty
- Gwen Boswell, BS, RN, CWOCN, VN Program Faculty
- Juanita Wilcox, LVN, VN Program Faculty
- Lynette Payne, BSN, RN, CLNC, VN Program Faculty
- Janette Rice, RN, VN Program Faculty
- Raina Lively, BSN, RN, Skills/Simulation Lab Coordinator
- Paula Hutchings, MSN, RN, Skills/Simulation Lab Coordinator
- Teresa Palinkas, Administrative Assistant
- Julie Britton, Administrative Assistant
- Nineteen (19) VN Students

**Board Representative conducted the following activities:**

- held initial conference with director and administration;
- met with faculty members;
- interviewed students;
- observed classroom teaching;
- toured HCC and JCC campuses and facilities;
- 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 director and administration.

Findings Related to Administration:

- Administration stated that the nursing program adds value to the college and fulfills a need in local communities.
- The organization chart was reviewed with administration.
- Lori Mosley, MSN, RN, CNE began her career with Hill College as VN faculty in 1995. She has been the director of the VN program since 1997. Additionally, Ms. Mosley has served as director of the ADN program since 2007, and was appointed Dean of Instruction, Health Science in 2010.
- Ms. Mosley reported that she is comfortable fulfilling her various administrative duties due to the fact that she has experienced program coordinators for both the VN and ADN programs, a stable faculty, and strong administrative support. She does not carry a teaching load.
- Clear channels of communication between the director and administration were evident.
- According to the director, Hill College VN graduates are respected in the community and are able to obtain employment in the local community.

Findings Related to Program of Study:

- The twelve (12) month program of study is designed to be completed in three (3) semesters.
- The program is comprised of a total of 1584 contact hours: 704 didactic hours; 72 computer lab hours; 192 skills lab hours; 108 simulation lab hours; and 508 patient care clinical hours.
- The program of study is well organized and includes all Board required content.
- The curriculum is designed to ensure students are competent in skills prior to entering the clinical setting. The majority of nursing skills are presented in the first semester.

- The curriculum includes intravenous (IV) therapy.
- The VN curriculum design and college level pre-requisite courses allow a smooth transition into the Hill College ADN program.
- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- The teaching model is based upon face-to-face instruction combined with online experiences. Select didactic courses are offered through face-to-face and online modalities.
- 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 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 a mandatory face-to-face NCLEX-PN® review course.
- The director stated that a future goal is to establish a Multiple Entry-Exit Program (MEEP).

#### Findings Related to Faculty:

- Nine (9) full-time faculty members (including the program coordinator), two (2) part-time faculty members, and two (2) skills/simulation coordinators provide the VN instruction. Three (3) faculty members teach in both the ADN and VN programs.
- Twelve (12) faculty members are RNs and one (1) faculty member is an LVN.
- Faculty meet Board qualifications and offer a rich diversity in their educational and experiential backgrounds. Several faculty members are currently pursuing advanced degrees.
- The director reported that faculty turnover rates are low and no vacancies exist in the program. Current faculty have been with the program from a time period of nineteen (19) years to one (1) month.
- Faculty reported that morale is high and stated they receive strong support from one another and the program director.
- Faculty agreed that work loads are reasonable and allow sufficient time for grading assignments, preparing lesson plans, and maintaining office hours.
- Faculty members are actively 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.
- Board required policies are documented. Faculty communicate frequently and meet regularly at one of the campuses. Their decision-making appears to be collaborative and minutes of faculty meetings are maintained.

#### Findings Related to Students:

- The program admits two (2) cohorts of students each year. The HCC campus admits one (1) cohort in January and the JCC campus admits one (1) cohort in August.
- According to the director, the program currently has the faculty and resources to admit eighty (80) students annually. In January 2012, thirty-nine (39) students were admitted to the HCC campus and in August 2012, forty (40) students were admitted to the JCC campus.
- Fifty-eight (58) students are currently enrolled in the program. Twenty-six (26) students attend the HCC campus and thirty-two (32) students attend the JCC campus.
- The director reported attrition rates are historically between 30%-35%. She attributed attrition primarily to students continuing to work full-time while enrolled in the program.
- Nineteen (19) students were available for interview at the HCC campus.
- Students reported they enrolled in the VN program because of location, NCLEX pass rates, and the reputation of the program.
- Students agreed that the program of study is preparing them well for clinical practice, and the majority of students cited clinical learning experiences as being the highlight of the program.
- Several students commented that they preferred the face-to-face classes as opposed to the online classes with the explanation that instruction is more effective in the face-to-face classes.
- The majority of students reported they plan to seek further education to become registered nurses.
- According to the director, 50%-60% of VN graduates enroll in the Hill College ADN program.

#### Findings Related to Clinical Learning Experience

- The program has active clinical contracts with a number of affiliating agencies which provide rich clinical opportunities for the curriculum. Skills lab and simulation lab activities are also utilized.
- Faculty provide responsible supervision during all clinical learning experiences. Students are rotated between faculty members to maintain inter-rater reliability in evaluating clinical performance.
- Board faculty-to-student ratios are maintained. The director reported that preceptors are used primarily for the capstone role transition course.
- Clinical learning experiences are scheduled to correlate with didactic content.
- Clinical evaluation tools indicate progression of expectations across the program.
- Formative and summative evaluations are evident.
- The skills/simulation labs are available to students for practice with faculty supervision.

#### Findings Related to Facilities, Resources, and Services:

- A full array of student services are offered on the HCC and JCC campuses.
- A large library and ample computer resources are apparent on both campuses. Additionally, students have access to online holdings from campus or home.
- Both campuses are well-kept and attractively landscaped.
- Ample, open parking is available at each location.
- The facilities housing the VN program are spacious and equipped with numerous classrooms and skills/simulation labs. Audiovisual equipment is available in every classroom. A state-of-the-art simulation lab is located on each campus.
- Each campus provides the director and coordinator with a large, private office that is conveniently located to conference rooms, the administrative assistant, and faculty offices.
- Both facilities include fully-furnished faculty offices and work areas, student and faculty break areas with fully equipped kitchens, restrooms, and secure storage areas for records.
- The program has full-time clerical and secretarial support at both sites.
- The director and faculty agreed that resources are adequate to meet all teaching needs.

#### Findings Related to Records and Reports:

- The program has an adequate Total Program Evaluation (TPE) Plan and it is used for decision making.
- Minutes indicate when decisions are made.
- Student and faculty files contain all documents required by Rule 214.

**Draft Letter**

January 21, 2013

Lori Mosley, MSN, RN, CNE, Dean of Instruction, Health Science  
Vocational Nursing Education Program  
Hill College  
112 Lamar Drive  
Hillsboro, Texas 76645

Dear Ms. Mosley,

At the January 17-18, 2013 meeting, the members of the Texas Board of Nursing (Board) considered the report of the routine six-year survey visit to Hill College in Hillsboro, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the report of the survey visit and continue Full Approval of the Hill College Vocational Nursing Education Program.

If you have any questions or if we may provide assistance, please contact Board Staff at (512) 305-7660.

Sincerely,

Verna Kathleen Shipp, MSN, RN, FNP  
Board President

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

cc: Texas Workforce Commission  
Rex Parcels, Vice President of Instruction, Hill College