

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

Summary of Request:

Consider the report of the May 4, 2015 survey visit to the San Antonio College (SAC) Associate Degree Nursing (ADN) Education Program in San Antonio, Texas pursuant to the January 2015 Board Order.

Historical Perspective:

- The SAC ADN program has been in operation since 1967.
- SAC is regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The most recent SACSCOC evaluation occurred in 2009; the next evaluation is scheduled for 2019.
- The ADN program is nationally accredited by the Accreditation Commission for Education in Nursing (ACEN). The most recent ACEN evaluation occurred in 2008; the next evaluation is scheduled for 2016.
- The NCLEX-RN® examination pass rates for the past five (5) years are provided in the following table:

Examination Year	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Status	Board Requirements
2014	69.97%	247/353	Full	Change to Full Approval with Warning at January 2015 Board meeting
2013	68.68%	250/364	Full	Self-Study Report submitted
2012	85.53%	325/380	Full	
2011	83.83%	223/266	Full	
2010	83.67%	205/245	Full	

- The ADN program is offered at both the main SAC campus in San Antonio and at an extension site in Kerrville, Texas.
- Stella Cirlos, MSN, RN was appointed ADN Program Director in 2013 and meets all qualifications set forth by Board Rule 215.6. Administration and Organization.

- Due to the 2014 NCLEX-RN® examination pass rate of 69.97%, the approval status of the program was changed from Full Approval to Full Approval with Warning at the January 2015 Board meeting.
- Jo Queen, LTC(R), PhD, MS, MSN, RN-CCNS, and Virginia D. Ayars, EdD, MS, RN, CNE, Board Education Consultants, conducted a site visit on May 4, 2015, as authorized by the January 2015 Board Order.

Summary of Survey Findings: (See Attachment #1):

Pros and Cons of Survey Visit:

Pros:

- The ADN Program Director's time is devoted to administration of the program; she has no teaching responsibilities.
- Administration expressed full support for the ADN program and a strong desire to continue fulfilling the need to educate nurses for the San Antonio community.
- The new allied health and nursing program facilities include an open student-friendly environment, a comprehensive library, and an extensive state-of-the-art simulation center.
- Full-time faculty members offer a rich diversity in their educational and experiential backgrounds.
- The program of study incorporates creative methods for course content delivery and allows time for student remediation activities.
- The program utilizes simulation to prepare students for clinical practice and to address remediation needs.
- ADN graduates are able to obtain employment in long term care facilities, clinics, and some acute care hospitals in the community.
- Administration, the Program Director, and faculty have implemented corrective measures identified in the 2014 Self-Study Report, received in the Board office in April 2014.

Cons:

- The Program Director expressed that she does not have full authority to direct the program in all its phases.
- The program does not allow students an opportunity to provide input into development of policies.
- The Director and faculty stated that the program has experienced a turnover in faculty during a time period when enrollment increased.
- Students expressed concerns that faculty members are inconsistent with assignments and assignment deadlines.

Staff Rationales:

Board Staff have provided rationales for requirements in the Board Order.

Staff Rationale for Requirement #1:

Rule 215.6(i) states that "The dean/director shall have the authority to direct the professional nursing education program in all its phases, including approval of teaching staff, selection of appropriate clinical sites, admission, progression, probation, dismissal of students, and enforcement of student policies. Additional responsibilities include, but are not limited to: (1) providing evidence of faculty expertise and knowledge to teach curriculum content; (2) verifying students' completion of program requirements; (3) completing and submitting the Texas Board

of Nursing Affidavit of Graduation; and (4) completing and submitting the NEPIS and CANEP by the required dates.”

During the survey visit, the Program Director stated that she does not have the purview to sign or not sign the Affidavits of Graduation for all students.

Therefore, the program shall submit documentation to Board Staff no later than September 1, 2015 that the Program Director has the authority to direct the professional nursing education program in all its phases and has the authority to sign or not sign all students’ Affidavits of Graduation.

Staff Rationale for Requirement #2:

Rule 215.8(h) requires that “Students shall have mechanisms for input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.”

During the survey visit, the students stated that they do not have a process to offer input into the policies and procedures, curriculum planning, and evaluation processes of the program.

Therefore, the program shall submit documentation of policies to Board Staff no later than September 1, 2015 demonstrating a mechanism that offers students input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.

Staff Rationale for Recommendation #1:

Rule 215.7(b) sets forth that “A professional nursing education program shall employ sufficient faculty members with graduate preparation and expertise necessary to enable the students to meet the program goals. The number of faculty members shall be determined by such factors as: (1) The number and level of students enrolled; (2) The curriculum plan; (3) Activities and responsibilities required of faculty; (4) The number and geographic locations of affiliating agencies and clinical practice settings; and (5) The level of care and acuity of clients.”

During the survey visit, the faculty members expressed that they need additional faculty to ensure that students are prepared to meet the program learning outcomes and course learning outcomes.

Therefore, the program is encouraged to continue to consider and evaluate the need to hire an increased number of nursing faculty members to ensure that sufficient faculty members are available to prepare the students to meet the program goals and outcomes. The program shall submit documentation to Board Staff no later than September 1, 2015 demonstrating compliance with the recommendation.

Staff Rationale for Recommendation #2:

Rule 215.7(j) requires that “Teaching activities shall be coordinated among full-time faculty, part-time faculty, clinical preceptors, and clinical teaching assistants.”

During the survey visit, the students collectively identified an inconsistency among faculty about assignments and assignment deadlines.

Therefore, the Program Director, full-time faculty members, part-time faculty members, clinical preceptors, and clinical teaching assistants are encouraged to develop a mechanism to establish and maintain clarity about student assignments and assignment deadlines. The program shall submit documentation to Board Staff no later than September 1, 2015 demonstrating compliance with the recommendation.

Staff Recommendation:

Move to accept the report of the survey visit to the San Antonio College Associate Degree Nursing Education Program in San Antonio, Texas and impose the requirements/recommendations/conditions indicated in the attached letter and Board Order (See Attachment #2).

**Summary of Survey Visit
San Antonio College in San Antonio, Texas
Associate Degree Nursing Education Program**

Purpose of Survey visit: Board authorized survey visit

Date of Visit: May 4, 2015

Board Representatives Conducting Visit: Jo Queen, LTC(R), PhD, MS, MSN, RN-CCNS and Virginia D. Ayars, EdD, MS, RN, CNE

Nursing Consultants for Education met with:

- Stella Cirlos, MSN, RN, Director Department of Nursing Education
- Lula Pelayo, PhD, RN, District Director of Nursing and Allied Health Programs
- Vernell Walker, MA, Dean of Professional and Technical Education
- David Mrizek, MA, Vice-President of College Services
- Teresa McPherson, MSN, RN, Faculty
- Tonya Maunsell, MSN, RN, Faculty
- Roswitha Davies, PhD, RN, Faculty
- Yvette Baxter, MSN, RN, Faculty
- Mary Horton, MSN, RN, Faculty
- Pat Osborne, MSN, RN, Faculty
- Christine Kuoni, MSN, RN, Faculty
- Eve Rodriguez, PhD, RN, Faculty
- Margaret Garcia, MSN, RN, Faculty
- Peggy Richardson, PhD, RN, Faculty
- Gwendolyn Diggs, EdD, RN, Faculty
- Maria Galaviz, MSN, RN, Faculty
- Dion Morin, MSN, RN, Adjunct Faculty
- Kathleen Quinn, PhD, RN, Professional Staff
- Twenty-one (21) associate degree nursing (ADN) students

Nursing Consultants for Education:

- Reviewed:
 - The curriculum and all syllabi;
 - Student Handbook and Faculty Handbook;
 - Exams, assignments, test item analyses, and clinical evaluation tools;
 - Clinical affiliation agreements;
 - Records and documents including student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan;
- Held initial conference with Program Director and administration;
- Interviewed Program Director;
- Observed classroom teaching;
- Met with twenty-one (21) ADN students;
- Met with fourteen (14) ADN faculty members;
- Toured the main San Antonio College campus facilities housing the nursing program, including the simulation lab; and
- Conducted exit interview with Program Director and administration.

Summary of Findings:

Administration:

- Administration indicated the nursing program fulfills a continued need in the local community and adds value to the college.
- Stella Cirlos, MSN, RN has been the Program Director since 2013 and is an experienced nurse educator.
- Ms. Cirlos' time is devoted to program administration; she has no assigned teaching responsibilities.
- Ms. Cirlos stated she feels she is usually supported by administration but does not have the full authority and autonomy to direct the program in all its phases.

Program of Study:

- The program of study includes a Licensed Vocational Nurse (LVN) to Registered Nurse (RN) track and a Military to RN track that are each twelve (12) months in length and offers a generic track that is twenty-four (24) months in length.
- The program of study is well-organized and includes all Board required content.
- The organization of the curriculum is based upon simple to complex levels and designed to ensure students are competent in skills prior to entering the clinical setting.
- The Differentiated Essential Competencies (DECS) (2010) have been fully incorporated into the curriculum.
- Standardized testing is consistently used throughout the program for admission, progression, remediation, and to determine readiness for the NCLEX-RN® examination.
- An effective process for testing and testing analysis is consistently utilized.
- A process for remediation and strengthening testing rigor is in place.

Faculty:

- Twenty-four (24) full-time faculty members and twenty-three (23) adjunct faculty members teach in the program.
- Faculty reported they have support from the Program Director and administration.
- Faculty expressed their workload is manageable and they have time to serve on assigned committees.
- Faculty policies are well-written and in place according to Board requirements.
- The faculty meets regularly and minutes were available.
- There is adequate non-teaching time for faculty development and faculty expressed they have appropriate opportunities for professional development.
- Each faculty has a professional development plan on file for the year with documented training on teaching, testing, and content areas.
- Faculty turnover has decreased as new, experienced faculty members have been hired.
- Faculty stated that although new faculty members have been hired, a strong need exists for additional faculty members to be hired to fully meet the program goals.

Students:

- The program admitted the most recent cohort of sixty-three (63) generic students and twenty-eight (28) career mobility students in Spring 2015.
- At the time of the survey visit, three hundred fifty-two (352) students were enrolled in the program.
- Students reported they enrolled in the ADN program because of the reputation of the program in the community and the program rigor.
- Students agreed the program of study is preparing them well for clinical practice and they cited clinical learning experiences as being the most rewarding part of the program.
- Student policies are well-defined, written, and available to students. Interviewed students expressed they feel the policies are consistently applied.
- Students noted that they do not have a method to provide input into the development of program policies.

- Students stated that faculty members are not consistent with assignments or assignment deadlines.
- Students expressed satisfaction with the program and the knowledge of the instructors.

Clinical Learning Experiences:

- Skills lab and high fidelity simulation lab activities are utilized.
- All clinical learning experiences are supervised by faculty members and the Board ratios are maintained.
- Clinical learning experiences are scheduled to correlate with didactic content.
- Criteria for selecting clinical agencies are well-defined.
- The clinical evaluation tools are based upon course content and indicate progression in the level of expectations.
- Clinical tools are used throughout the program, including formative and summative evaluations.

Facilities, Resources, and Services:

- A full array of student services is offered on site.
- Modern, spacious classrooms with audiovisual equipment are dedicated to the ADN program and conducive to learning.
- Computer labs are available in the nursing building and students have twenty-four (24) hour access to online resources.
- There is ample parking available in front of the building and adjacent to the program building.
- The 11,000 square foot simulation lab contains twenty-one (21) patient rooms, plus four (4) specialty rooms. There are twenty-two (22) regular mannequins, two (2) Sim babies, one (1) Sim Crash, four (4) Sim Jr's, and one (1) Sim Mom.
- Media equipment is available for every classroom.
- The Program Director is provided with a fully furnished private office.
- Private rooms are available for student conferences.
- The program has full-time clerical and secretarial support.
- The Program Director and faculty agreed that resources are more than adequate to meet all teaching needs.
- The new facilities include restrooms, faculty and student lounges, break areas, and study areas.

Records and Reports:

- Faculty files provide evidence of faculty qualifications, responsibilities, and faculty evaluations.
- The program has a TPE Plan that is used for decision-making.
- Meeting minutes consistently reflect implementation of the TPE.
- Student files contain all documents required by Rule 215.
- Clinical affiliation agreements are current.
- Storage of files meets the requirement of Rule 215.

DRAFT LETTER

July 27, 2015

Stella Cirlos, MSN, RN, Program Director
Associate Degree Nursing Education Program
San Antonio College
1300 San Pedro Avenue
San Antonio, TX 78212-4299

Dear Ms. Cirlos,

At the July 23-24, 2015 meeting, the members of the Texas Board of Nursing considered the report of the May 4, 2015 survey visit to the San Antonio College Associate Degree Nursing Education Program in San Antonio, Texas. It was the decision of the Board to accept the report of the survey visit and impose the requirements/recommendations/conditions indicated in the attached Board Order.

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

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

If you have questions or if we may provide assistance, please contact Board Staff Virginia.Ayars@bon.texas.gov or 512-305-7658.

Sincerely,

Katherine A. Thomas, MN, RN, FAAN
Executive Director

Copy: Dr. Robert Vela, San Antonio College President

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of:

San Antonio College
Associate Degree Nursing Education Program
San Antonio, Texas

ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 23, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the survey visit to the San Antonio College Associate Degree Nursing Education Program in San Antonio, Texas, based upon Board action at the January 2015 quarterly meeting, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, and findings of the May 4, 2015 survey visit.

After review and due consideration of the filed materials, as well as the presentation by representatives from the San Antonio College in San Antonio, Texas, and other interested parties, if any, the Board hereby ACCEPTS the report of the survey visit to the San Antonio College Associate Degree Nursing Education Program in San Antonio, Texas, and hereby imposes the following requirements/recommendations/conditions:

Requirements:

1. The program shall submit documentation to Board Staff no later than September 1, 2015 that the Program Director has the authority to direct the professional nursing education program in all its phases and the authority to sign or not sign students' Affidavits of Graduation.
2. The program shall submit documentation of policies to Board Staff no later than September 1, 2015 demonstrating a mechanism that offers students input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.

Recommendations:

1. Board Staff recommends that the program continue to consider and evaluate the need to hire an increased number of nursing faculty to ensure that sufficient faculty members are available to enable the students to meet the program goals and outcomes. The program shall submit documentation to Board Staff no later than September 1, 2015 demonstrating compliance with the recommendation.
2. Board Staff recommends that the Program Director, full-time faculty members, part-time faculty members, clinical preceptors, and clinical teaching assistants establish a mechanism to ensure clarity about student assignments and assignment deadlines. The program shall submit documentation to Board Staff no later than September 1, 2015 demonstrating compliance with the recommendation.

Entered this 23rd day of July, 2015

Katherine A. Thomas, MN, RN, FAAN
Executive Director