

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

**Summary of Request:**

Consider the report of the May 2, 2017 routine six-year survey visit to the Midland College Associate Degree Nursing (ADN) Education Program in Midland, Texas. The survey visit was conducted by Beverly Skloss, MSN, RN, Contract Program Evaluator.

**Historical Perspective:**

- Midland College began in 1969 as part of the Permian Junior College District. It became a separate community college district in October 1972.
- The passing of a \$5.1 million bond issue in December 1972 created the funding for a new campus that opened for classes in January 1975.
- The college is regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).
- The Midland College ADN Program in Midland, Texas was established in 1981 and graduated the first cohort in 1984. Two tracks, a generic track and an LVN-to-ADN track, are available. An extension site, the Williams Regional Technical Training Center in Fort Stockton, also offers the ADN Program.
- Carmen Edwards, DNP, MSN, RN, Board approved Program Director, has been in the leadership position since September 2012 and is an experienced nurse educator and nursing program director.
- The NCLEX-RN® examination pass rates for the past five (5) years are presented in the table below:

<b>Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2016	Full	87.23%	41/47
2015	Full	81.58%	31/38
2014	Conditional	82.61%	57/69
2013	Full with Warning	73.68%	56/76
2012	Full	76.19%	48/63

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

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

### **Pros:**

- The Midland College ADN Education Program is functioning in alignment with Board rules and regulations and has demonstrated program success.

### **Cons:**

- Faculty contracts are nine months long, although the LVN-to-ADN transition track takes 12 months for completion. The program has at times had difficulty finding faculty to teach during the summer months.

### **Staff Rationale for Recommendation:**

Faculty contracts do not provide teaching coverage for the calendar year even though the LVN-to-ADN track operates year-round.

### **Staff Recommendation:**

Move to accept the report of the routine survey visit to the Midland College Associate Degree Nursing Education Program in Midland, Texas and issue the recommendation in the attached letter (see Attachment #2).

### **Recommendation:**

Administration is encouraged to consider offering 12-month contracts to faculty who teach during the academic year and summer months to assure ongoing faculty coverage. Administration shall submit a written response to this recommendation to Board Staff no later than September 1, 2017.

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

**Purpose of Survey Visit:** Routine six-year survey visit

**Date of Visit:** May 2, 2017

**Board Staff Conducting Survey Visit:** Beverly Skloss, MSN, RN, Contract Program Evaluator

**Program Evaluator:**

- Reviewed:
  - curriculum with all syllabi;
  - student handbook and faculty handbook;
  - academic catalog;
  - assignments and clinical evaluation tools;
  - clinical affiliation agreements;
  - minutes of committee meetings;
  - organizational chart;
  - nursing department budget;
  - 2016 Nursing Education Program Information Survey (NEPIS) and Faculty Profile;
  - faculty and student files; and
  - Total Program Evaluation (TPE) Plan with data.
- Met with:
  - Stephen Thomas, PhD, President
  - Richard C. Jolly, EdD, Executive Vice President
  - Deana M. Savage, EdD, MEd, BA, Special Advisor to the President
  - Carmen Edwards, DNP, MSN, RN, Dean, Health Sciences & Associate Degree Nursing (ADN) Program Chair
  - Dian White, MSN, MBA, HCRN, Assistant Director ADN Program & Professor
  - Cori Armstead, DNP, RN, CEN, CENP, Faculty
  - Kim Bezinque, MSN, RN, Faculty
  - Laurie Brannigan, MSN, RN, CPHQ, Faculty
  - Cindy Cuny, MSN, RN, Faculty
  - Lea Keese, DNP, RN, Director Simulation/Life Center
  - Cindy Madewell, MSN, RN, CHSE, Manager of Simulation
  - Lynn Mock, MSN, RN, Faculty
  - Eunice Rosas, MSN, RN, Faculty
  - Denise Ross, DNP, MSN, CCRN, Faculty
- Interviewed six ADN students;
- Toured program facilities including Simulation Center;
- Observed a class in session; and
- Conducted exit interview with College President, administrators, and faculty.

**Summary of Findings:**

Administration and Organization:

- The Board approved Program Director is Carmen Edwards, DNP, MSN, RN, Dean of Health Sciences and ADN Program Chair. Dr. Edwards is an experienced nurse educator and nursing program administrator.
- Midland College administrators appear to be supportive, readily available to the Program Director, and clear channels of communication between the Program Director and administration are evident.

- Administration indicated the nursing program adds value to the college and fulfills a need in the local community. Dr. Edwards was given credit for the success of the ADN Program.
- The Program Director indicated she has no teaching responsibilities and has adequate time to fulfill the director responsibilities.
- Dr. Edwards commended faculty for their experience, dedication, and hard work.
- The Program Director employment contract is for 12-months and faculty employment contracts are nine months with the potential for extensions into summer since the LVN-to-ADN Transition Program begins in June.
- The Program Director indicated the need for one to two more 12-month faculty contracts due to difficulty finding faculty during the summer term.

#### Program of Study:

- The curriculum is designed in block format. The traditional ADN track takes five semesters to complete, including the pre-requisite semester. The LVN-to-ADN track takes three semesters to complete after completion of the general education courses in the degree plan and admission to the nursing program. Both tracks are 60 credit hours.
- Admissions take place in the fall and spring each year for traditional track students and in June each year for LVN-to-ADN track students.
- The total program is comprehensive and based upon sound educational principles and safe nursing care.
- The curriculum clearly identifies the *Differentiated Essential Competencies (DECs) for Graduates of Texas Nursing Programs* in the documents.
- Standardized testing is used throughout the program for progression, remediation, and to determine readiness for the NCLEX-RN® licensure examination.
- Interactive video conferencing for classroom is utilized for extension site students in Fort Stockton (LVN-to-ADN track only). Simulation lab experiences are held for all students on the main Midland College campus.
- The rigor of program testing was increased with success as evidenced by an increase in the passing average on unit exams and the decrease in plans for success that are utilized for students below threshold on the NCLEX-RN® comprehensive predictor exam.
- Board Staff observed classroom teaching consisting of a variety of techniques. Students were fully interactive and attentive.
- Formal articulation agreements are in place for graduates who desire to earn a baccalaureate degree in nursing with West Texas A&M University, Chamberlain College of Nursing, and Texas Tech University Health Sciences Center.

#### Faculty:

- There are eight full-time faculty, two part-time faculty, and seven clinical teaching assistants. Many are experienced nurse educators.
- The Director of the F. Marie Hall Simulation/Life Center is a doctoral prepared RN. The Manager of the Simulation Center is a master's prepared RN who serves as an adjunct faculty member, teaching the online pharmacology course.
- The Faculty Handbook with policies is detailed and well-written and sets forth policies for faculty orientation.
- Faculty stated they feel strongly supported by administration and have the time and resources to accomplish their work. They especially like the teamwork and caring attitude practiced by the Program Director and their faculty colleagues.
- Faculty development is adequate as evidenced by a plan in each faculty member's file. Higher education tuition funds and funds for continuing education including conferences are available for faculty.
- Faculty are engaged in regular committee meetings and decision-making is fully reflected in meeting minutes.

### Students:

- At the time of the survey visit, 133 students were enrolled in the program, as follows:
  - Semester I – 28 students;
  - Semester II – 38 students;
  - Semester III – 23 students;
  - Semester IV – 27 students;
  - LVN-to-ADN Transition-Midland – 13 students; and
  - LVN-to-ADN Transition-Fort Stockton – 4 students.
- The program admits two cohorts per year with a maximum of 30 students in the traditional track, and one cohort per year with a maximum of 24 students in the LVN-to-ADN track.
- Student policies are clearly written and detailed.
- Each student's progress is closely monitored with formal success plans utilized for remediation. Communication with students is continuous to assess and guide them throughout the program.
- Students stated they are fully supported by faculty and staff throughout the program. They indicated faculty members are committed, knowledgeable, and readily available to students.
- Students set forth they receive a high quality educational experience and especially like the small class size. They feel that Midland College provides all the tools and resources for a student to be successful.

### Clinical Learning Experiences:

- Prior to on-site clinical experiences, students practice in the skills lab. Throughout the curriculum, students participate in low-, mid- and high-fidelity simulation labs.
- All clinical learning experiences correlate with didactic content.
- Clinical learning experiences and sites are abundant in all aspects of nursing care.
- Students are evaluated by faculty and receive formative and summative evaluations with progression evident across the curriculum.
- Faculty supervise students in all clinical settings. Preceptors are utilized for LVN-to-ADN transition students and last semester traditional students. All preceptor documents are in place and meet Board requirements.
- Faculty indicated employers verbalize that graduates of Midland College are extremely professional, knowledgeable, and confident.

### Facilities, Resources, and Services:

- A full array of student services is provided at the Learning Resource Center with electronic and hard copy holdings. Students have 24-hour access to online resources.
- The nursing program is housed in a spacious building with nearby parking, and student friendly open areas with modern technology where students can gather to study.
- Classrooms are well-lit, spacious, and conducive to learning. Media equipment is available for every classroom.
- The 7-bed skills lab is equipped with modern technology with low- to mid-fidelity mannequins for teaching use by nursing faculty and is separate from the simulation center.
- The Program Director and full-time faculty have private offices. Part-time faculty share office space and have private areas to counsel students as needed.
- The 33,000 square foot F. Marie Hall Simulation/Life Center simulation lab is state-of-the-art with dedicated staff to prepare case scenarios and monitor student learning activities.
- Funding has been procured for a simulation lab to be built at the Fort Stockton extension site with a projected opening date of late October or early November 2017.
- Grant funds are available and will be used to hire a part-time student retention coach/coordinator with an expected start date of Fall 2017.

Records and Reports:

- Faculty files provide evidence of faculty qualifications, responsibilities, and faculty evaluations.
- The Total Program Evaluation (TPE) plan is being used for decision-making as reflected in meeting minutes.
- Clinical affiliation agreements are current.
- Faculty and student records are in order and compliant with Board Rule 215.12.

DRAFT LETTER

July 20, 2017

Carmen Edward, DNP, MSN, RN,  
Dean, Health Sciences & ADN Program Chair  
Midland College  
3600 North Garfield  
Midland, TX 79705-6397

Dear Dr. Edwards:

At the July 20-21, 2017 meeting, members of the Texas Board of Nursing considered the findings from the May 2, 2017 routine six-year survey visit to the Midland College Associate Degree Nursing Education Program in Midland, Texas. It was the decision of the Board to accept the survey visit report and issue the following recommendation:

Recommendation:

Administration is encouraged to consider offering 12-month contracts to faculty who teach during the academic year and summer months to assure ongoing faculty coverage. Administration shall submit a written response to this recommendation to Board Staff no later than September 1, 2017.

Recommendations are suggestions based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

If you have any questions or if we may offer assistance, please contact Board Staff at [Virginia.ayars@bon.texas.gov](mailto:Virginia.ayars@bon.texas.gov) or 512-305-7660.

Sincerely,

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

Copy: Stephen Thomas, PhD, President, Midland College