

**Report of Survey Visit to
Tyler Junior College in Tyler, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the report of the February 8, 2018 survey visit to Tyler Junior College Vocational Nursing (VN) Education Program in Tyler, Texas. This routine six-year survey visit was conducted by Education Consultant Susan Lee, PhD, RN, CNE. The previous survey visit was conducted in January 2013.

Historical Perspective:

- Tyler Junior College (TJC) VN Education Program in Tyler, Texas began in 1973.
- The VN program is part of the School of Nursing and Health Sciences, which also includes Dental Hygiene and Dental Assisting, Diagnostic Sonography, Medical Laboratory Technology, Associate Degree Nursing, Physical Therapy Assistant, Occupational Therapy Assistant, Radiologic Technology, Respiratory Care, Surgical Technology, and Vision Care Technology.
- The Robert M. Rogers Nursing and Health Sciences Center, which opened in 2015, is on the Tyler Junior College main campus in Tyler, Texas. The 150,000-square-foot facility is designed similarly to a hospital, with simulation labs where students can apply didactic learning to critical thinking and clinical decision-making. The VN program has two dedicated 40-seat classrooms, and a 10-bed skills lab, along with access to a 100-seat auditorium-style classroom and a five-station hospital suite for high fidelity simulations.
- The VN Education Program has two extension sites: one in Lindale, TX, which began in 2009 and is approximately 16 miles from Tyler, and the other in Rusk, TX, which began in 2010 and is 30 miles from Tyler. Faculty and administration indicate these sites have equitable and sufficient classrooms and skills and simulation labs.
- J. Michelle Nelson, MSN, RN, OCN began as an ADN instructor on the Tyler campus in 2014, and became the Department Chair of the VN Education Program in 2016.
- The NCLEX-PN® examination pass rates for the past five years are provided in the following table:

NCLEX Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2017	Full	93.04%	107/115
2016	Full	96.52%	111/115
2015	Full	88.46%	92/104
2014	Full	90.00%	99/110
2013	Full	91.95%	137/149

Summary of Survey Findings (See Attachment #1):

Positive Aspects of Survey Visit:

- J. Michelle Nelson, MSN, RN, OCN, Department Chair of the VN Education Program, has overseen the VN program since 2016. She does not carry a teaching load. Prior to joining the VN program, she taught in the ADN program for 1½ years. Ms. Nelson, who has been a nurse for 22 years, is experienced in home health, urgent care, long-term care, and oncology.
- Administration expressed support for the VN program and acknowledged it fulfills a need for VNs in the community.
- Students interviewed said they chose this program as the program is affordable, and the NCLEX-PN scores were high.
- The program of study incorporates various methods for course delivery, including lectures with PowerPoints, audiovisuals, group activities, reading assignments, clinical assignments, written assignments, and class handouts.
- Clinical learning experiences are faculty-supervised in a 1:10 ratio of faculty to students with hands-on direct-patient care in clinical settings or 1:12 when preceptors are used, and 1:7 in simulation and skills lab activities. All clinical sites are located within a 15-mile radius of each of the campuses.
- The program has a variety of active contracts with clinical affiliating agencies that provide clinical learning experiences.
- VN graduates are able to obtain employment in the local and surrounding areas including acute care hospitals, pediatric clinics, and pediatric and adult long term care facilities.

Concerns of Survey Visit:

- None noted

Staff Recommendation:

Move to accept the report of the February 8, 2018 survey visit to Tyler Junior College Vocational Nursing (VN) Education Program in Tyler, Texas (see Attachment #2).

**Summary of Survey Visit to
Tyler Junior College in Tyler, Texas
Vocational Nursing Education Program**

Purpose of Survey Visit: The survey visit was conducted as a routine survey visit.

Date of Visit: February 8, 2018

Board Staff Conducting Survey Visit: Susan Lee, PhD, RN, CNE, Education Consultant
Program Evaluator met with:

- Juan Mejia, Ed.D., Provost and Vice President for Academic and Student Affairs
- Paul R. Monagan, M.Ed., R.T., R. (ARRT), Dean, School of Nursing and Health Sciences
- J. Michelle Nelson, MSN, RN, OCN, Department Chair VN Education Program
- Jim Farley, BSN, RN, VN Program Faculty
- Sheri Gillis, BSN, RN, VN Program Faculty
- Kelly Cobb, BSN, RN, VN Program Faculty
- Pamela McDougal, Staff coordinator, Clinical Affiliation Coordinator
- Edward Dusuanack, ADN, RN, Program Coordinator, VN Program Faculty, Lindale
- 35 Vocational Nursing Students

Program Evaluator:

- held initial conference with Provost and administration;
- reviewed the curriculum and all syllabi;
- reviewed the Student Handbook, Faculty Handbook and Academic Catalog;
- reviewed the clinical evaluation tools and available clinical affiliation agreements;
- reviewed organizational chart and minutes of faculty meetings;
- reviewed 2017 Nursing Education Program Information Survey (NEPIS) and faculty profile;
- reviewed faculty and student files;
- reviewed Total Program Evaluation (TPE) Plan and data;
- toured program facilities;
- observed a class in session; and
- conducted exit interview with administrators, provost, and faculty.

Summary of Findings:

Administration and Organization:

- Administration indicated the nursing program fulfills a need in the local and surrounding community and has comparable status to other education units in the college.
- The VN program in Tyler is included in the Tyler Junior College Organization Chart as part of School of Nursing and Health Sciences, along with Dental Hygiene and Dental Assisting, Diagnostic Sonography, Medical Laboratory Technology, Associate Degree Nursing, Physical Therapy Assistant, Occupational Therapy Assistant, Radiologic Technology, Respiratory Care, Surgical Technology, and Vision Care Technology.
- The VN program is offered in Tyler, Lindale, and Rusk, Texas using the same curriculum and program code.

- J. Michelle Nelson, MSN, RN, OCN, Department Chair of the VN Education Program, has overseen the VN program since 2016. She does not carry a teaching load. Prior to joining the VN program, she taught in the ADN program for 1½ years. Ms. Nelson, who has been a nurse for 22 years, is experienced in home health, urgent care, long-term care, and oncology.

Program of Study:

- The full-time, 12-month program of study is designed to be completed in three semesters. Two cohorts are admitted each fall and spring to the Tyler day and evening programs. Additionally, one cohort is admitted to each program in Lindale and Rusk each fall term.
- The program of study includes all Board required content.
- The didactic instruction correlates to clinical and lab learning activities.
- The curriculum includes Intravenous (IV) therapy.
- *The Differentiated Essential Competencies (DECS)* (2010) are incorporated into the curriculum.
- Teaching occurs in weekday face-to-face delivery, which include lectures with PowerPoints, audiovisuals, group reports/projects, reading assignments, clinical assignments, written assignments, independent study, handouts, and lecture.
- Students expressed that they are satisfied with the instruction and shared that the faculty are supportive.
- Across the curriculum, test blueprints include concepts, discrimination, and cognitive levels in all domains of Bloom's taxonomy, such as knowledge, understanding, application, analysis, and evaluation.
- Predictive, standardized testing is used throughout the program to evaluate progression and the need for remediation. The tests are recorded as daily grades.

Faculty:

- Fourteen full-time and 10 adjunct faculty teach in the VN program on the Tyler campus. The Lindale campus has two full-time and two adjunct faculty, while the Rusk campus has three full-time and one adjunct faculty. Additionally, two full-time faculty serve as extension site coordinators at each of the campuses in Lindale and Rusk, TX. The coordinators have a reduced teaching load to ensure they are able to carry out their administrative duties. At the time of the survey visit, there were no faculty vacancies.
- Faculty are comprised of experienced nurses in the area of teaching. Faculty are diverse in content expertise and clinical backgrounds.
- VN faculty workload is 15 hours per week in Fall, Spring, and Summer. Load hours include actual face-to-face time with students in theory, lab, and clinical; course or exam preparation; office hours for student conferences; and committee work. For didactic, one hour of course time is equivalent to one load hour, while for clinical and skills/simulation lab, one hour of actual clinical/lab time is equivalent to 0.67 load hour.
- Faculty members are actively engaged in curriculum planning, implementation, and evaluation for their courses, and serve on institutional and School of Nursing and Health Sciences committees, such as Total Program Evaluation, Curriculum, Faculty Development, Student Progression, and a Coordinator Committee.
- Interrater reliability is ensured as faculty each grade the same assignment using rubrics and discuss the grading methods and results.
- Faculty development includes participation at Texas Association of Vocational Nurse Educators (TAVNE) each year, and online resources.

- Five faculty members were available for interview.
- Faculty policies are in place per BON requirement.
- Faculty meetings are held regularly. Minutes document faculty decision-making and agreement on issues and policies.
- Evaluation methods include student evaluations of instruction after each course, self and peer evaluations, and annual director-conducted evaluations of faculty.

Students:

- Each fall and spring, 218 students are admitted to the VN programs in Tyler, Lindale, and Rusk, TX. The number admitted varies based on the number of qualified applicants. In Fall of 2017, 28 students were admitted from an applicant pool of 28 qualified candidates to the Lindale program, which currently has 17 students. In the Rusk program, 30 students were admitted from an applicant pool of 41 qualified candidates, which currently has 25 students. The Tyler day program admitted 40 students from an applicant pool of 81 qualified candidates. There are currently 35 students in the program. The Tyler evening program admitted 40 students from an applicant pool of 40 qualified candidates. There are currently 23 students in the program. For the Tyler campus Spring 2018 semester, a total of 80 students were admitted, 40 to the day program and 40 to the evening program, from a combined applicant pool of 120 qualified candidates. The decrease in enrollment is due to attrition or transfers to other campuses. In December 2017, 27 students graduated from the day program out of an original cohort of 40 and 17 students graduated from the evening program out of an original cohort of 35.
- Thirty-five students were available for interview. The majority of the students interviewed indicated they plan to continue their educations to obtain an ADN and plan to stay in the community after graduation, indicating they hope to obtain employment in acute care hospitals.
- Students interviewed said they chose this program as the program is affordable, and the NCLEX-PN scores were high.
- Students cited challenges as being inexperienced learners when they enter the program; and for many students, English is not their primary language.
- Student policies are well-defined, written, and available to students, and include grievance, attendance, dress code, and social media. Additionally, information regarding admission/readmission, progression, graduation, student evaluations of courses and professors, NCLEX-PN licensure eligibility, withdrawal/dismissal, and criminal background checks are also available to students.
- Three student representatives will be nominated and elected by the students to attend faculty meetings and to problem-solve.

Clinical Learning Experiences:

- The program has active clinical contracts with 46 affiliating agencies (e.g. long-term care, physician's offices, schools, clinics, rehabilitation, dialysis, home health, hospice, and acute care hospitals) that provide a variety of clinical learning experiences to meet the objectives and outcomes of the curriculum. All partner medical facilities for clinical learning experiences are within 15 miles of the campuses in Tyler, Rusk, and Lindale.
- The VN students have opportunities to participate in simulated experiences in a clinic-type setting that is shared with the ADN program. The skills lab is equipped with five computer work stations, medium-fidelity mannequins with simulation pads, task trainers, oxygen and suction, ten hospital beds, medication dispensers, a crash cart, and hot and cold running water. The faculty indicated there are sufficient supplies. IV therapy is taught as part of

the skills lab.

- Faculty provides supervision during all clinical learning experiences and maintains BON required ratios.
- Clinical learning experiences correlate with didactic content.
- Criteria for selecting clinical agencies are well-defined.
- The clinical evaluation tools include formative and summative evaluations throughout the program, are progressive, based upon course content, and incorporate the DEC's.

Facilities, Resources, and Services:

- Facilities on the Tyler campus include restrooms, faculty and student lounges, and study areas. A testing center, two computer testing rooms, counseling, and financial aid are available on campus. Students have 24-hour access to online resources.
- The library offers nursing and health science journals, as well access to CINAHL, MedLine, StatRef, GALE, and EBSCO.
- There is ample, open parking available adjacent to the program building.
- The program director and full-time faculty have furnished offices. The program director has a private office while the faculty share offices. There are conference rooms available for student conferences when privacy is needed.
- The two VN program classrooms and the ten-bed nursing skills laboratories are spacious and equipped. Several mannequins and task trainer models are available for instructional purposes in the skills labs.
- A program assistant provides adequate secretarial support to the VN program.
- Ms. Nelson indicated that resources are adequate to meet teaching needs.

Records and Reports:

- Faculty files provide verification of faculty licensing, curricula vitae, employment applications, official transcripts, and certifications.
- Student files include applications; signed Student Handbook, confidentiality and honor code receipts; clearance of criminal background checks; applications; transcripts; certifications; immunizations; and counseling.
- The budget includes faculty salaries; travel; faculty and staff development; library books, subscriptions and periodicals; and office supplies.
- The program has a Total Program Evaluation (TPE) Plan, which includes organization and administration of program; philosophy/mission and objectives/outcomes; program of study, curriculum, and instructional technology; educational facilities, resources, and services; affiliating agencies and clinical learning activities; student achievement; graduate outcomes; graduate nursing competence; faculty performance; extension sites; and total evaluation, plans, methods, and instruction.
- The Tyler faculty meet with the Lindale and Rusk campus faculty to evaluate the curriculum, suggest changes, review the VN handbook, philosophy, mission, goals, objectives, policies, and procedures.
- Student files contain all documents required by Rule 214.
- Clinical affiliation agreements are current.
- Files are locked and stored in a secure area as required in Rule 214.

DRAFT LETTER

April 19, 2018

J. Michelle Nelson, MSN, RN, OCN, Program Director
Vocational Nursing Education Program
Tyler Junior College Tyler
P.O. Box 9020
Tyler, TX 75711-9020

Dear Ms. Nelson:

At the April 19, 2018 meeting, members of the Texas Board of Nursing (Board) considered the report of the February 8, 2018 survey visit to Tyler Junior College Vocational Nursing Education Program in Tyler, Texas. It was the decision of the Board to accept the report of the February 8, 2018 survey visit to Tyler Junior College Vocational Nursing (VN) Education Program in Tyler, Texas.

If you have any questions, please contact Board Staff at susan.lee@bon.texas.gov or 512-463-4631.

Sincerely,

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

copy: Paul R. Monagan, MEd, RT, R (ARRT) Dean, School of Nursing and Health Sciences,