

**Consideration of Proposal to Establish a New Nursing Education Program
The College of Health Care Professions
Vocational Nursing Education Program**

Summary of Request:

Consider The College of Health Care Professions (CHCP) proposal to establish a new Vocational Nursing (VN) Education Program in Houston, Texas and the site visit report (See Attachment #1). The final proposal was provided electronically to members of the Texas Board of Nursing (Board).

Historical Perspective:

- The CHCP is a private educational institution owned by two separate entities: Empowerment Schools Healthcare, Limited (for Fort Worth, Houston, McAllen, and San Antonio campuses) and Texas Medical Careers, Limited (for Austin and Dallas campuses). The only nursing program is an Associate Degree Nursing (ADN) Education Program in Houston on the North Loop Campus located at 240 Northwest Mall Boulevard.
- The CHCP is accredited by the Accrediting Bureau of Health Education Schools (ABHES) and is licensed by the Texas Workforce Commission (TWC).
- A previous VN program on the North Loop Campus was approved by the Board in January 2011 but voluntarily closed due to poor performance. The Board was notified of closure at the October 2016 Board meeting and a teach-out of enrolled students was provided.
- The ADN program was approved in July 2014 but the first two years' NCLEX-RN® examination pass rates have been below 80% resulting in the approval status currently at Full with Warning. (See Board Report 3.2.4.e.)
- Tonye Cox-Miller, DNP, MBA, MSN, RN was recruited to lead the teach-out for the closed VN program and to develop a new VN curriculum. Under her leadership, the 2017 NCLEX-PN® examination pass rate was 100% following five years of below 75% pass rates. She is also directing the ADN program and is responsible for facilitating a change in the program's approval status from a Warning status based on an NCLEX® examination pass rate in the 90 percentile range.
- The CHCP submitted a proposal in January 2018 to establish a new VN program based upon a different plan of study that has already been accepted by ABHES.
- The proposal has gone through review and revision, and Board Staff are honoring the request from the program to present the proposal to the Board at the October 2018 meeting.
- Beverly Skloss, MSN, RN conducted a survey visit to the campus for the ADN program on July 24-25, 2018 that included an evaluation of the physical facilities to determine whether the site provides a satisfactory setting to include a VN program.

Summary of Proposal:

Overview of the Proposal:

- The CHCP proposes to establish a new VN program on its North Loop Campus in Houston, Texas. The proposal projects an enrollment of an initial cohort of 20 students in January 7, 2019 for the 12-month, 55 semester credit hour program, with an increase to an annual enrollment of two cohorts of 20 students each beginning in 2020.
- Curriculum content will be presented in face-to-face classes with theory, laboratory, and clinical experiences designed to prepare the students with the knowledge and skills to provide competent nursing care for patients of all ages in a variety of work settings.
- Three semesters of study progress from basic, simple content and pre-requisite courses to more complex areas of study. During the first semester, a course entitled Vocational Nursing Concepts will provide guidance in academic skills to enhance the learning experience for the students.
- During the last semester, a capstone course and NCLEX preparation course will offer the integrated content from the total program.
- A wide range of clinical learning settings for students have been identified in Houston and surrounding areas.

Rationale and Need for the Program:

- The program bases the need for the VN program upon the projected increasing demand for LVNs in the state as evidenced in the Texas Center for Nursing Workforce Studies' report, *Nurse Supply and Demand Projections, 2015-2030*, that indicates the need for LVNs will exceed the supply beginning in 2027.
- The *Texas Workforce Commission's Labor Market* information indicates the employment outlook for LVNs will have a 32.7 percent growth for the Gulf Coast Workforce Development area, which includes Houston and Harris county.
- State demographics on the aging population suggests a need for preparing more nurses to care for the frail elderly, a focus in most VN programs, in geriatric care, home healthcare, and general practice.
- The CHCP survey of healthcare facilities resulted in positive responses to the establishment of the VN program (Appendix A).
- Letters of support for the CHCP VN Education Program were provided by community leaders, including the Mayor of Houston Sylvester Turner, NurseDash Chief Operating Office and co-Founder Jakob Kohl, University of Houston Fort Bend County Small Business Development Center Director Joseph A. Decker, Jr., U T Health Associate Professor of Clinical Nursing Dr. Bridgette Crotwell Pullis, Gathering of Eagles, Inc.. Director of STEM Dr. Elias Sanchez-Perez, Brigadier General (Ret) USAF Donald B. Wagner, and The Sunshine House of Houston Genesis Owner/Administrator Dorothy M. Conley.
- 15 VN education programs are within a 50-mile radius of the CHCP: Alvin Community College, Bell Tech Career Institute, College of the Mainland, Houston Community College, Lee College, Lone Star College-CyFair, Lone Star College-Kingwood, Lone Star College-Montgomery, Lone Star College-North Harris, Lone Star College-Tomball, San Jacinto College-North, San Jacinto College-South, Texas Health School, Vocational Nursing

Institute and Wharton County Junior College. Two Houston area community colleges submitted letters of concern about another VN program in the community because of decreasing enrollments in VN programs, the shortage of faculty, and fewer jobs available.

Administration and Organization:

- The owner of The College of Healthcare Professions, a private educational institution, is Jim A. Cummins. Mr. Cummins and the Board of Director's are committed to providing total support for the implementation of the new VN education program.
- CHCP's financial audit indicates that the institution maintains financial stability and has the financial resources to support the establishment of the VN program.
- A three-year budget allocates funds for student resources, equipment, media, instructor resources, administrative costs, faculty professional growth and development, clinical laboratory supplies, learning resources, and student testing expenses.

Faculty:

- The current faculty group includes two experienced nursing educators who have assisted in the proposal development.
- Three full-time nursing faculty are projected as the program begins operation.
- The Faculty Handbook is specific to the VN program and includes policies required in Rule 214.

Students:

- The plan for recruitment includes advertising through media, recruitment from within the college, and referrals from health care agencies, high schools, and other work sites.
- Candidates for admission will be pre-tested and interviewed.
- Students will be ranked according to admission criteria and selection will be based upon the ratings.
- They plan one cohort of 20 students for 2019 and request an admission of two cohorts of 20 students each year beginning in 2020.
- The VN Student Handbook is specific to the VN program and includes required policies.
- A survey of potential students indicated local interest in the VN program.

Program of Study:

- The curriculum is based upon concepts of patient-centered care, teamwork and collaboration, safety, patient education, communication, professionalism, evidence-based practice, quality improvement, and informatics. The concepts are embedded in the Quality and Safety Education for Nurses (QSEN) and the National League for Nursing quality and safety competencies for LVN graduates.
- The program of study was designed for completion in three semesters. Non-nursing courses during the first semester include Medication Administration, Medical Terminology, Pharmacology, and Anatomy and Physiology. In addition, students also take a course in Basic Nursing Skills (that includes experiences in a lab and in a clinical setting) and Vocational Nurse Concepts.

- All nursing courses offered in Semesters II and III include Mental Health Nursing, Advanced Nursing Skills, Medical-Surgical Nursing I, Nutrition, Growth and Development, and Nursing Care of the Older Adult in Semester II.
- Semester III focuses on Medical-Surgical Nursing II, Nursing Care of Women and Newborns, Nursing Care of Children, Leadership, a Capstone Course, and an NCLEX Prep Course.
- Six courses require clinical experiences in a variety of clinical settings.
- Students will receive instruction through classroom activities, skills simulation laboratory, and clinical instruction in medical surgical, mental health, maternity, and pediatric nursing care.
- Graduates will be prepared for employment settings such as long term care, acute care, outpatient care, hospitals, nursing homes, clinics, and physician's offices.
- Patient care will be based upon the nursing process and clinical decision-making.
- The VN credit hour is equal to 15 hours of didactic content, 30 hours of laboratory, and 45 hours of clinical practice for each credit hour.
- Clinical learning experiences will be scheduled based on the clinical affiliate agencies' availability and will include weekend experiences.
- The program has been advised that 55 credit hours is higher than some VN curricula but their position is that the extra time provides a value-added effect for student readiness.

Clinical Learning Experiences:

- The CHCP Clinical Coordinator plans to work collaboratively with other programs in the area in an effort to not pose a negative impact on students from other programs.
- CHCP has obtained membership in the Texas Nursing Resource Center Centralized Clinical Placement System in the area to help in the clinical placement.
- CHCP currently has clinical affiliating agreements with over a dozen health facilities for programs in the college. Many of them are generic for CHCP students rather than specific for nursing students and most are automatically renewed each year. Among surveys sent to health care agencies, many of the same facilities indicated they are open to CHCP vocational students.
- Clinical Evaluation Tools evaluate student performance based upon the students' growth in knowledge and skill level across the curriculum.
- Critical behaviors include areas such as safe administration of medications, hand-off of patients, and the use of a systematic approach of planning, implementing, and evaluating patient care.

Facilities, Resources and Services:

- CHCP offers student services including Admissions, Financial Counseling, Placement and Career Center, and Academic Advisement.
- Details about the physical site are provided in the Site Visit Report (Attachment #1).
- Students have access to a 24-hour online library.
- Student files and records are secured in a locked area only accessible to college officials.

Total Program Evaluation Plan:

The Total Program Evaluation Plan template includes all components required in 214.13.

Rationale for Staff Recommendation:

Pros:

- Dr. Cox-Miller has a history of bringing success to programs needing corrective measures.
- The CHCP is a well-established school with a number of successful programs.

Cons:

- Any program proposing restarting after closing is at-risk.
- The ADN program is currently on Full Approval with Warning but the 2018 NCLEX-RN® pass rate is well above the 80% required pass rate.

Staff Recommendation:

Move to grant initial approval to The College of Health Care Professions to establish a new Vocational Nursing Education Program in Houston, Texas, and impose the conditions/requirements in the attached Board Order (See Attachment #2).

**TEXAS BOARD OF NURSING
SURVEY VISIT PROGRAM REPORT
Vocational Nursing Education Program**

NAME OF NURSING PROGRAM: The College of Health Care Professions Vocational Nursing Education (VN) Program

PROPOSED DIRECTOR: Tonye Cox-Miller, DNP, MBA, MSN, RN

REASON FOR SURVEY: New Proposal

DATE: July 24-25, 2018

SURVEY VISITOR: Beverly Skloss, MSN, RN

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§214.11 Facilities, Resources, and Services		
(a) The controlling agency/governing institution shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the nursing educational program.	The College of Health Care Professions (CHCP) occupies a 30,000 square-foot space in the old Northwest Mall, located at 240 Northwest Mall Blvd. in Houston, Texas. There are four entrances that are dedicated to CHCP's students, administration, faculty, staff and guests. The proposed VN program building contains offices for admissions, financial aid, registrar, administration; lecture classrooms; skills laboratory, simulation laboratory and computer labs; a library; storage space, restrooms, student and faculty breakrooms; private office for the director of nursing and one for the clinical coordinator.	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
	<p>The CHCP campus has appropriate classroom and academic support space for the proposed VN program, with a total of four nursing classrooms, one that is a designated VN program classroom, capacity 20, with three additional classrooms available as needed.</p> <p>The administration of CHCP has supported the development of the new program.</p> <p>The faculty and academic advisors are available as resources for student academic advising and counseling. School administrators are available to confer and assist faculty at any time.</p> <p>There are two large skills laboratories and one simulation laboratory that provide ample space for instruction. One skills laboratory is designated solely for the VN program.</p> <p>The school is in an easily accessible Houston location. The facility has adequate space for the projected number of 20 students and is adequately equipped with desks and tables. Ample parking is adjacent to the building.</p>	
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program.</p> <p>(1) The laboratory shall be equipped with hot and cold running water.</p> <p>(2) The laboratory shall have adequate storage for equipment and supplies.</p>	<p>The designated VN skills laboratory has two patient beds with two low fidelity adult manikins. The beds can be separated by curtains to simulate a semi-private hospital environment. Infant manikins are also available. There is adequate storage space and equipment; two sinks with hot/cold running water.</p> <p>The ADN program skills laboratory is available as needed and contains four patient beds, four low fidelity manikins, storage, equipment and sinks with hot/cold running water.</p>	Criteria Met
<p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>	<p>There is currently one full time administrative assistant for the Associate Degree Nursing Education Program that will also support the Vocational Nursing Education Program.</p>	Criteria Met
<p>(d) The physical facilities shall be adequate to meet the needs of the program in</p>	<p>The Program Director has a private office in the nursing department. The Program</p>	

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>relation to the size of the faculty and the student body.</p> <p>(1) The dean/director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p>	<p>Director's office and instructor office space are conveniently located.</p> <p>The clinical coordinator, who will be shared by the ADN program and proposed VN program, has a private office while the faculty share offices. There are conference rooms available for student conferences when privacy is needed.</p> <p>The faculty office room has individual desks for each faculty member that provides work and storage space. This room is adequate in size and is conducive for faculty to work uninterrupted. A dedicated room is available for faculty to conduct private conferences and advising with students.</p> <p>CHCP keeps student records and reports in a locked area where they are securely maintained and protected against damage or loss.</p> <p>Each classroom at CHCP has modern technology tools including a computer, internet, projector and other equipment.</p> <p>A simulation laboratory includes three hospital beds, one high fidelity manikin and two mid-fidelity manikins. Appropriate equipment and storage is abundant. A trained faculty is in charge of case scenarios with students.</p> <p>The classrooms and laboratories are, spacious, adequate in size and conducive to learning; conference rooms are conveniently located.</p> <p>Appropriate medical equipment and supplies are on hand.</p> <p>There are six sets of restrooms conveniently located throughout the building. All restrooms meet ADA standards.</p>	<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
	<p>One large modern student lounge is available for students on campus and equipped with Micro Market vending machines that offer healthy food choices and beverages, microwaves, tables, chairs and a student study area.</p> <p>The building is ADA compliant with adequate handicapped parking spaces for visitors, faculty and prospective student use.</p>	
<p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p>	<p>CHCP has a designated nursing computer laboratory for student use with 24 personal computers. Other computer laboratories are available as needed.</p> <p>The library is staffed by a full-time masters prepared Librarian and offers four student computers, writing resources, current nursing and health science journals, current nursing textbooks, as well access to MedlinePlus, and other nursing data bases.</p> <p>Students have 24 hours, 7 days a week access to CHCP's online library.</p>	Criteria Met

Pros and Cons from Survey Visit:

Pros:

- Facilities, resources, and services are adequate to meet the needs of the proposed VN Program.

Cons:

- None identified

DRAFT LETTER
October 25, 2018

Tonye P. Cox-Miller, DNP, MSN, MBA, RN
Nursing Programs
The College of Health Care Professions
240 Northwest Mall Blvd.
Houston, Texas 77092

Dear Dr. Cox-Miller:

At the October 25-26, 2018 meeting, members of the Texas Board of Nursing discussed the proposal from The College of Health Care Professions to establish a new Vocational Nursing Education Program in Houston, Texas, and report of the July 24-25, 2018 survey visit to the campus. The Board wishes to thank you; Dr. Himesh Lakhlani, MD, Campus President; and Dr. Khawar Aizaz MD, MBA, FRCSI, Director of Education for being present to answer questions. Based upon the discussion and review of documents, it was the decision of the Board to grant initial approval to The College of Health Care Professions to establish a new Vocational Nursing Education Program in Houston, Texas, and impose the conditions and requirements in the attached Board Order.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at Beverly.skloss@bon.texas.gov or 512-318-3219.

Sincerely,

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

Copy: Dr. Himesh Lakhlani, MD, Campus President
Dr. Khawar Aizaz, MD, MBA, FRCSI, Director of Education
Texas Workforce Commission
Accrediting Bureau of Health Education Schools

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
The College of Health Care Professions
Vocational Nursing Education Program
In Houston, Texas

At public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on October 25-26, 2018, 333 Guadalupe Street, Tower II, Room 225, Austin, Texas, to consider The College of Health Care Professions proposal to establish a new Vocational Nursing Education Program in Houston, Texas, based upon the review of the proposal and survey visit report, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214.

After review and due consideration of the filed materials, as well as the presentation by the representatives from The College of Health Care Professions in Houston, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of The College of Health Care Professions Vocational Nursing Education Program in Houston, Texas, and imposes the following conditions and requirements:

Requirements:

1. The program shall not admit more than one (1) cohort of twenty (20) students in 2019 and no more than one (1) cohort of twenty (20) students in 2020.

Entered this 25th day of October, 2018

Katherine A. Thomas, MN, RN, FAAN
Executive Director
On Behalf of the Texas Board of Nursing