Report of Survey Visit  
St. Philip’s College in San Antonio, Texas  
Associate Degree Nursing Education Program

Summary of Request:  
Consider the report of the April 15-16, 2019 focused survey visit to St. Philip’s College Associate Degree Nursing Education Program in San Antonio, Texas.

Historical Perspective:
- St. Philip’s College was founded in 1898 and is a comprehensive public community college with a mission “to empower its diverse student population through personal educational growth, ethical decision-making, career readiness, and community leadership”. It is the only college to be federally designated as both a historically Black college and a Hispanic-serving institution.
- St. Philip’s College is governed by the Alamo Colleges serving the Bexar County community through their programs and services.
- St. Philip’s College also operates two successful vocational nursing (VN) programs, one in San Antonio and one in New Braunfels.
- St. Philip’s College started a Licensed Vocational Nursing to Associate Degree Nursing mobility track (LVN-to-ADN) in 1997 that was successful through 2003. After seven years of NCLEX-RN® examination pass rates below 80%, the Board of Nursing withdrew approval of the program in October 2010. The program closed after they completed a “teach-out” for students enrolled at that time.
- After a few years, St. Philip’s College developed a new proposal for an LVN-to-ADN program that was approved by the Board at the July 2016 meeting.
- Melissa N. Arthur, MSN, RN, developed the proposal and was the identified Program Director until January 2019 when Valerie Moke, MSN, RN, CCM was appointed Program Director.
- The new program has not achieved the required 80% NCLEX-RN® examination pass rate for the first two years of operation as indicated below:

<table>
<thead>
<tr>
<th>NCLEX Examination Year</th>
<th>BON Approval Status</th>
<th>NCLEX-RN® Examination Pass Rate</th>
<th>Number of First Time Candidates (Passed/Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>Initial</td>
<td>73.08%</td>
<td>19/26</td>
</tr>
<tr>
<td>2017</td>
<td>Initial</td>
<td>62.50%</td>
<td>5/8</td>
</tr>
</tbody>
</table>

- Due to the 2017 NCLEX-RN® examination pass rate of 62.50%, the Program Director and faculty were required to submit a Self-Study Report (SSR) that would evaluate factors that may have contributed to the graduates’ performance on the NCLEX-RN® examination and a description of the corrective measures to be implemented.
- The faculty identified factors in the SSR that may have contributed to the decline in the pass rate and designed corrective measures to be implemented that included:
  - Increasing the required TEAS score in the admission process;
  - Reviewing and revising policies to align with Rule 215;
Providing additional faculty development in the use of the concept-based curriculum;
Using standardized examinations more effectively for remediation;
Ensuring that no grade inflation occurs; and
Encouraging students to take the NCLEX examination soon after graduation.

- In March 2019, Ms. Moke reevaluated the implementation of corrective measures proposed in the SSR and provided information to Board Staff. It was apparent she was attempting to address the identified weaknesses.
- The program approval status was changed to Full Approval with Warning at the January 2019 Board meeting due to the 73.08% pass rate.
- A survey visit was conducted by Janice Hooper and Kristin Benton on April 15-16, 2019.

Findings from the Survey Visit:
(See Survey Visit Report in Attachment #1.)

Pros and Cons from the Survey Visit:
Pros:
- Valerie Moke, MSN, RN, CCM provides strong leadership for the program. She has experience in teaching for professional nursing education programs in other institutions and has been a faculty member at St. Philip’s for five years.
- The ADN program offers excellent clinical learning experiences.
- Students are provided practice experiences in state-of-the-art skills and simulation laboratories in a hospital-like setting on campus. Interdisciplinary experiences in simulation are included in the curriculum.
- Students agreed that St. Philip’s provides a friendly learning environment where students are known by their names.
- The administration expressed support for the success of the program.

Cons:
- The Program Director is the only faculty member dedicated full time to the ADN Program. Didactic and clinical instruction are carried out using adjuncts (MSN-prepared VN faculty and one MSN-prepared adjunct from outside St. Philip’s).
- The Total Program Evaluation Plan has been developed but has not been effectively used for evaluation of the effectiveness of all aspects of the program and for program improvement.
- The curriculum is in need of a review and revision for optimal use of the concept-based approach.

Staff Rationale for Requirements and Recommendation:
Rationale for Requirement #1:
Rule 215.7(l) requires that “there shall be a minimum of one full-time instructor for the program” besides the Program Director. The Program Director is restricted to teaching only three hours per week to allow time for administrative duties [Rule 215.6(f)(6)]. The Program Director was responsible for teaching most of the content from January to April 2019. The program basically has no full-time faculty except for the Program Director. The instruction is being carried out through overload contracts with Masters-prepared VN faculty. Because there are no full-time
faculty dedicated to the ADN program other than the Program Director, it has been difficult for ADN faculty to establish themselves as a faculty group, have regular meetings for the ADN program, and follow the Total Program Evaluation Plan for ongoing quality improvement. Board Staff strongly recommend the hiring of a full-time ADN faculty member who has previous experience teaching in a professional nursing program and experience with a concept-based curriculum. This would provide more experience at the professional nursing education level as well as allow ADN faculty meetings where decisions can be made to facilitate a successful program. This would also promote an identify for the ADN program at St. Philip’s.

**Requirement #1:**
The administration shall establish a full-time position and employ a qualified nursing faculty member for the Associate Degree Nursing Education Program, preferably with teaching experience in a professional nursing program and experience with a concept-based curriculum no later than September 1, 2019.

**Rationale for Requirement #2:**
A plan for the Total Program Evaluation (TPE) based upon Rule 215.13 has been established, but there was no evidence of its use or that evaluation data have been used for faculty decision making. Following the use of a TPE has many advantages, one of which is that the program will identify areas of weakness early and can take action for improvement.

**Requirement #2:**
The faculty shall develop a plan to activate the Total Program Evaluation (TPE) Plan in order to evaluate the effectiveness of all aspects of the program, find weaknesses, and initiate quality improvement measures immediately. The program shall submit faculty meeting minutes indicating the use of the findings of the TPE no later than October 1, 2019.

**Rationale for Recommendation #1:**
The program recognizes a need for assistance for students at risk for failing and has determined the need for a nursing student tutor or a student retention specialist with expertise in professional nursing education who can provide guidance to help students succeed in the program.

**Recommendation #1:**
The program is encouraged to provide a paid tutor or student retention specialist with expertise in professional nursing education for nursing students who need assistance in their studies. Please provide a response to this recommendation no later than September 1, 2019.
Report of Survey Visit
St. Philip’s College in San Antonio, Texas
Associate Degree Nursing Education Program

Purpose of Survey Visit: Program Approval Status: Full Approval with Warning
Date of Survey Visit: April 15-16, 2019
Board Staff Conducting Visit: Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF, and
Kristin Benton, DNP, RN

Board Staff met with:
- Valerie Moke, MSN, RN, CCM, Program Director
- Rhonda D. Webb, DNP, MSN, RN, Chair
- Dr. Adena Williams Loston, President
- Dr. Jessica Cooper, MS, Dean for Academic Success
- Randall Dawson, MS, Vice President for Academic Success
- 4 Adjunct Faculty
- 28 ADN Students

Board Staff Reviewed Documents:
- Original Proposal for Program, 2016
- Program Objectives
- Syllabi for courses being taught this semester
- Clinical Evaluation Tools
- Student Grades
- Total Program Evaluation Plan
- Evaluation of Corrective Measures in Self-Study Report for 2017
- NEPIS for 2018
- Faculty Profile
- NCLEX-RN Examination Pass Rates
- Clinical contracts
- Faculty Minutes

Board Staff toured nursing facilities including skills labs, simulation labs, classroom, offices,
conference room, storage areas for equipment and supplies, and reception area.

Summary of Findings:

Overview of Program:
The ADN Program was approved in 2016 as a 12-month Licensed Vocational Nurse to Associate
Degree Nursing (LVN-to-ADN) Program. The program is delivered by face-to-face courses and
hands-on faculty-supervised clinical experiences. The program was designed with a military
admission option. The curriculum is taught as a concept-based program of study.

St. Philip’s College in San Antonio also houses a Vocational Nursing (VN) Program that has been
in operation since 1949.
Administration:

- The administration expressed support for the success of the program.
- St. Philip’s College is accredited by the Southern Association of Colleges and Schools Commission on Colleges and approved by the Texas Higher Education Coordinating Board.
- Dr. Loston reported an enrollment at St. Philip’s College of approximately 13,000 students.
- St. Philip’s provides many valuable services and contributions to the surrounding community.
- Valerie Moke, RN, MSN, CCM was approved to serve as Program Director in January 2019. Ms. Moke has been a faculty member at St. Philip’s for five years, with previous experience teaching in professional nursing programs in the San Antonio area. Board Staff learned that Ms. Moke had been teaching a full time load in addition to assuming director responsibilities from January until April 2019.

Faculty:

- The ADN program is currently being managed with instruction in the classroom and clinical experiences by four adjunct faculty members. Three of the four adjuncts are full-time faculty in the VN program; all are Masters'-prepared with teaching experience. However, none of the adjunct faculty have experience teaching a concept-based curriculum. The Program Director is the only full-time faculty member for the ADN program and her teaching responsibilities are restricted to three hours per week (Rule 215.6(f)(6) to allow time for administrative duties.
- Turnover of ADN faculty has resulted in a current faculty group who have only taught in the program for between two weeks and one semester in length of time. They are committed to providing the classes/clinical learning experiences but this is in addition to their full time teaching responsibilities in the VN program.
- Teaching the concept-based curriculum has been challenging for the faculty. They were provided professional development by attending a workshop to prepare faculty in concept-based teaching. They will be supported to attend a future workshop to provide additional strategies for this format of curriculum delivery.
- Faculty indicated that joint faculty meetings for both the VN and ADN programs are held since there is not a specific group of ADN faculty. Minutes of faculty meetings were only available through November 2018.

Program of Study:

- Students are currently attending all day didactic classes on Mondays with clinical learning experiences scheduled for two additional days of each week. A few students indicated they would prefer spreading the didactic over two days to facilitate their learning.
- The arrangement of the concepts across the curriculum has resulted in repetition of some concepts. The program is aware of the need to improve the arrangement of concepts across the program. Students expressed difficulty in moving from a familiar body systems-oriented curriculum in VN education to the concept-based curriculum in the LVN-to-ADN program.
- Faculty develop test items for examinations, but the program also uses standardized examinations as a measure of student knowledge of nursing content.

Students:

- All 28 ADN students attended the meeting with Board Staff.
- As a group, they were a mature, articulate and positive cohort. A majority were graduates from the St. Philip’s VN program. Most work part-time as LVNs; a few work full-time.
- They enrolled in the ADN program at St. Philip’s because of affordable tuition, location, articulation agreements with universities, and the fact that they are treated as individuals.
They expressed great respect and appreciation for Ms. Moke and her leadership. Students commented that adjusting to different teaching styles has been stressful as a result of faculty turnover. They suggested the program develop a better transition for students to the concept-based curriculum. Students commented that the standardized examination questions are not consistent with course content. The program is reconsidering the currently used vendor. Faculty indicated that St. Philip’s graduates are respected by the community and are able to find jobs quickly after graduation. St. Philip's College is recognized as a college offering opportunities for careers and career advancement to students in the local community. Ms. Moke has suggested that high-risk students would greatly benefit from a nursing tutor or retention specialist. St. Philip’s has committed to providing an NCLEX review course for the ADN students when the complete the program, and to providing funds to students for the licensing examination.

Clinical Learning Experiences:
- The program provides exceptional clinical experiences in acute care settings in all clinical areas. A large portion of the experiences take place in University Hospital and the students have opportunities to administer medications and chart in the electronic health records. (Many clinical facilities do not allow students to practice these skills during clinical rotations.)
- Faculty who provide clinical instruction are highly skilled practitioners with expertise in their areas of practice.
- The nursing students are afforded the use of the state-of-the-art Dr. Frank Bryant, Jr. Patient Simulation Center within the William C. Davis Science Building that houses numerous skills labs and simulation equipment. It was built as a hospital facility and is used by many health discipline studies on campus. Interdisciplinary simulation activities for the various health care programs are scheduled on a routine basis. A modern, dedicated classroom for nursing students is also located in this building.
- The clinical evaluation tools are based on the competencies in the Differentiated Essential Competencies (DECs).

Facilities:
- Nursing faculty have individual fully-equipped offices.
- The St. Philip’s College campus is modern, spacious, and well-maintained.
- New building and expansion is underway, with construction in progress.

Total Program Evaluation:
- A Total Program Evaluation Plan has been developed but there is no evidence that it has been used regularly for decision-making or quality improvement. Minutes did not reflect its use.
July 26, 2019

Valerie Moke, MSN, RN, CCM
Associate Degree Nursing Education Program
St. Philip’s College
8010 Martin Luther King Drive
San Antonio, TX 78203

Dear Ms. Moke:

At the July 25-26, 2019 meeting, the members of the Texas Board of Nursing (Board) considered the report of the survey visit to the St. Philip’s College Associate Degree Nursing Education Program in San Antonio, Texas. Board Staff wish to express appreciation to Ms. Moke and the Administration at St. Philip’s College for their assistance in the program review. After consideration of the findings from the evaluation of the program, it was the decision of the Board to accept the report of the survey visit conducted on April 15-16, 2019, and issue the requirements and recommendation in the attached Board Order.

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

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 be of any assistance, please contact Janice.hooper@bon.texas.gov or 512-305-6814.

Sincerely,

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

Copy: Dr. Adena Williams Loston, President
    Dr. Jessica Cooper, MS, Dean for Academic Success
    Randall Dawson, MS, Vice President for Academic Success
    Rhonda D. Webb, DNP, MSN, RN, Chair
BEFORE THE TEXAS BOARD OF NURSING

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ORDER OF THE BOARD

In the Matter of

St. Philip’s College
Associate Degree Nursing Education Program
In San Antonio, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 25, 2019, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the St. Philip’s College Associate Degree Nursing Education Program in San Antonio, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon review of the findings from the April 15-16, 2019 survey visit, the 2018 NCLEX-PN® examination pass rate, and program compliance with Rule 215.

After review and due consideration of the materials presented by Staff and filed by St. Philip’s College in San Antonio, Texas, and other interested parties, if any, the Board hereby accepts the Survey Visit Report of April 15-16, 2019 to St. Philip’s College Associate Degree Nursing Education Program in San Antonio, Texas, and issues the following requirements and recommendation:

Requirement #1:
The administration shall establish a full-time position and employ a qualified nursing faculty member for the Associate Degree Nursing Education Program, preferably with teaching experience in a professional nursing program and experience with a concept-based curriculum no later than September 1, 2019.

Requirement #2:
The faculty shall develop a plan to activate the Total Program Evaluation (TPE) Plan in order to evaluate the effectiveness of all aspects of the program, find weaknesses, and initiate quality improvement measures immediately. The program shall submit faculty meeting minutes indicating the use of the findings of the TPE no later than October 1, 2019.

Recommendation #1:
The program is encouraged to provide a paid tutor or student retention specialist with expertise in professional nursing education for nursing students who need assistance in their studies. Please provide a response to this recommendation no later than September 1, 2019.

Entered this 25th day of July, 2019

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