Report of Survey Visit
Temple College in Temple, Texas
Vocational Nursing Program

Summary of Request:
Consider the report of the April 23-24, 2019 regular survey visit to Temple College in Temple, Texas Vocational Nursing Education program.

Historical Perspective:
- Temple College (TC) in Temple, Texas was established as a comprehensive community college in 1926. The college has two campus locations in Bell County and Williamson County.
- The vocational nursing (VN) education program at Temple has been in operation since 1973 and was expanded in 2004 to include a VN program at the Taylor Center campus.
- In addition to the VN programs, the college has operated an Associate Degree Nursing (ADN) program in Temple since 1992.
- The nursing programs are under the Division of Health Professions which also includes Dental Hygiene, Diagnostic Medical Sonography, Emergency Medicine Service, Respiratory Care, and Surgical Technology.
- In 2005, the Nursing Education Building underwent renovations and became the Dell Martin Nursing Education center.
- There were separate program directors for both the ADN and VN programs until 2017 when a reorganization established the Executive Director of Nursing (EDON) position as well as Lead Instructor and Clinical Coordinator positions. At that time, Tracey Cooper was the ADN Director and took the position of EDON over all nursing programs.
- The program has a history of success on the licensure examination.
- NCLEX examination pass rates for the VN Taylor and Temple Campuses are provided below:

<table>
<thead>
<tr>
<th>NCLEX Examination Year</th>
<th>BON Approval Status</th>
<th>Pass Rates</th>
<th>Number of First Time Candidates (Passed/Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>Full</td>
<td>100.00%</td>
<td>21/21</td>
</tr>
<tr>
<td>2017</td>
<td>Full</td>
<td>100.00%</td>
<td>26/26</td>
</tr>
<tr>
<td>2016</td>
<td>Full</td>
<td>84.62%</td>
<td>11/13</td>
</tr>
<tr>
<td>2015</td>
<td>Full</td>
<td>88.89%</td>
<td>16/18</td>
</tr>
<tr>
<td>2014</td>
<td>Full</td>
<td>100.00%</td>
<td>28/28</td>
</tr>
</tbody>
</table>
A routine six-year survey visit for both campuses was conducted by Gayle Varnell, PhD, APRN, CPNP-PC on April 23-24, 2019 at the Temple campus. Faculty and students from the Taylor campus traveled to Temple for the visit.

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

Pros and Cons from the Survey Visit:

Pros:
- The faculty members present as a cohesive dedicated group committed to the success of their students.
- Students interviewed expressed that the faculty used a variety of teaching methods in the classroom that encouraged them to engage in active learning.
- The program has adequate clinical affiliation agreements for students to meet all clinical objectives in the program.
- The nursing program’s skills labs and simulation labs are state-of-the-art quality.

Cons:
- None noted.

Staff Recommendation:
Move to accept the report of the findings from the April 23-24 survey visit to the Temple College Vocational Nursing Education Programs in Taylor and Temple, Texas, as indicated in the attached letter (See attachment #2).
Summary of Survey Visit
Temple College in Temple, Texas
Vocational Nursing Program

Purpose of Survey Visit: Routine Survey Visit
Date of Survey Visit: April 23-24, 2019
Board Staff Conducting Visit: Gayle P. Varnell, PhD, APRN, CPNP-PC

Education Consultants met with:
- Administrators:
  - Dr. Christina Ponce, President
  - Dr. Shelley Pearson, Ed.D., RT, Associate V.P. Health Professions
  - Tracey D. Cooper, MSN, RN, Executive Director of Nursing Education
- 8 VN Faculty
- 67 VN students (49 Temple and 18 Taylor third level students)

Education Consultant reviewed for both programs:
- Syllabi for all nursing courses
- Curriculum plans for all tracks
- Faculty Handbooks
- Student Handbooks
- Course syllabi
- Director Job Descriptions
- Student Application Packet
- Student files
- Exams
- Clinical contracts
- Program goals, objectives, and outcomes
- Total Program Evaluation Plan
- Faculty minutes
- Faculty files
- 2018 Nursing Education Program Information Surveys (NEPIS) for both programs

Education Consultant:
- Toured the nursing educational facility; library, and campus; and
- Observed a VN class; and
- Conducted interviews, including an exit interview with the EDON.
Summary of Findings:

Overview of Programs:
- Temple College (TC) offers the VN program on both the main campus in Temple, Texas, and the extension campus in Taylor, Texas.
- The program is a three semester program that admits students once a year:
  - Applications for admission to the program are received from January 2 to February 15;
  - Applicants are selected in March; and
  - Newly enrolled students begin their first semester during the last week of May.
- All content is taught by fulltime faculty members. Adjunct faculty provide instruction in skills/simulation lab as well as for supervision of clinicals.
- After the reorganization in 2017, Rosemary Berumen was appointed as Lead Instructor for the VN program on both campuses. She has been teaching in the VN program since 2002 and receives three hours release time per semester for administrative duties.
- Both campuses use the same curriculum and work collaboratively to use the same schedule and exams as well as meet regularly on both campuses and by telephone.
- Student enrollment for 2019 is shown below:

<table>
<thead>
<tr>
<th></th>
<th>Temple</th>
<th>Taylor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Admissions 2019</td>
<td>60</td>
<td>24</td>
</tr>
<tr>
<td>Current Enrollment</td>
<td>49</td>
<td>18</td>
</tr>
</tbody>
</table>

Administration:
- Dr. Ponce was appointed President of Temple College in January 2019 and has been holding informal meetings with the various programs to gain a better understanding of each program.
- There was a reorganization of the nursing program in 2017 with the creation of an Executive Director of Nursing, Tracey Cooper, who reports to the Associate V.P. of Health Professions.
- Tracey Cooper, MSN, RN is well qualified to administer the program and is accountable for the planning, implementation, and evaluation of the nursing programs on both campuses.
- Administration stated that the nursing programs add value to the college and fulfills a need in the community.

Faculty:
- Instruction in the VN programs is provided by experienced RN faculty. Many of the faculty graduated from either the VN or ADN program at Temple College and then went on to pursue their Bachelor of Science in Nursing degrees. The faculty stated that they returned to Temple College to teach because of the excellent faculty and to serve the community. Many of the current faculty have expressed a desire to further their education and obtain a Master’s Degree in Nursing.
- Besides the director, there are eight full-time faculty (five in Temple, three in Taylor).
• Adjunct faculty are utilized as instructors in the skills/simulation labs and as clinical faculty.
• Faculty members meet Board qualifications and offer a rich diversity in their education and experiential backgrounds in nursing practice.
• Faculty members are actively engaged in curriculum planning, implementation, and evaluation.
• During the faculty interview, faculty expressed that they utilized the outcomes of students' standardized testing scores to improve their teaching strategies.
• Faculty are engaged in professional development and preparation for the Next Generation NCLEX exams.
• There is one faculty member who serves as the Clinical Coordinator.
• Minutes of faculty meetings are maintained and reflect that faculty committee members are involved in planning and decision-making.

Students:
• The nursing program has well-defined written nursing student policies that are provided to all students during orientation.
• Many students stated that they enrolled in the nursing programs because they are lifelong residents of the community, tuition is reasonable, and the reputation of the program is strong.
• Students stated that the strengths of the program are the clinical experiences and the excellent faculty.
• During the classroom observation, the students actively participated in the questions and answer dialogue.

Program of Study:
• Board staff attended a class session where the didactic content related to menstrual disorders. The material was presented logically and was well organized, using power point slides. The faculty member engaged the students and asked questions that required the students to make application of the content to clinical practice. Students had an opportunity to ask questions for clarification throughout the presentation.
• The curriculum used in both VN programs indicates leveling of nursing content, advancing in difficulty from simple to complex.
• Both campuses use the same curriculum and syllabi.
• The syllabi were reviewed and found to include the Differentiated Essential Competencies (DECS) (2010).
• Standardized testing is used near the beginning of the program to identify areas where content needs to be strengthened and near the end of the program for practice in test-taking for the NCLEX®.
• Remediation and tutoring is provided by the faculty.
• Samples of students papers and assignments were provided.
Clinical Learning Experiences:
- TC has active clinical contracts with a variety of clinical agencies.
- Students demonstrate safe practice in the skills simulation labs prior to providing hands-on care in the clinical setting.
- There is opportunity in the simulation lab for multidisciplinary scenarios involving medicine, respiratory therapy, and nursing disciplines.
- Student assignments are correlated to the student learning objectives provided in the course syllabi.
- The clinical evaluation tools provide for formative and summative evaluation by both the student and the faculty. If weaknesses are identified, measures are taken to provide remediation practice in the skills lab.
- The required faculty-to-student ratio is maintained throughout the program.

Facilities, Resources, and Services:
- The Nursing Program on the Temple campus is appropriately equipped and offers a positive learning environment.
- The director has a large private office that is conveniently located at the front of the building.
- Faculty have fully furnished private offices.
- The facilities include adequate restrooms as well as faculty and student lounges and break areas.
- The classrooms are spacious, equipped with computer and audio visual equipment for presentations.
- The skills lab has four private simulation rooms complete with video-taping capabilities and six additional beds.
- There are two large computer rooms for testing purposes.
- There is a full-time administrative assistant as well as two part-time secretaries for both the Temple and Taylor campus.

Records and Reports:
- Student and faculty files are maintained with all required documents in a locked file cabinet and are compliant with Board Rule 214.12.
- Minutes of faculty meetings are maintained in the director's office.
- Clinical affiliation agreements are current.
- The Total Program Evaluation (TPE) Plan is used for decision-making as evidenced in faculty meeting minutes and documented on the TPE Plan.
July 25, 2019

Tracey D. Cooper, MSN, RN,
Executive Dean of Nursing
Temple College College
2600 South First Street
Temple, Texas 76504

Dear Ms. Cooper:

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 Temple College Vocational Nursing Education Program in Temple, Texas. The survey visit report was approved by Board members since the program was found to be in full compliance with all aspects of Rule 214. If you have any questions, or if we may be of any assistance, please contact Board Staff at gayle.varnell@bon.texas.gov or 512-621-5179.

Sincerely,

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

Copy: Dr. Christina Ponce, President
      Dr. Shelley Pearson, Ed.D., RT, Associate V.P. Health Professions