

**Report of Survey Visit
Hill College in Hillsboro, Texas
Vocational Nursing Program**

Summary of Request:

Consider the report of the October 28, 2019 routine survey visit to Hill College in Hillsboro, Texas Vocational Nursing Education program.

Historical Perspective:

- Hill College was established as a comprehensive community college in 1923. The college is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).
- In addition to the main campus in Hillsboro, the college has established locations in Clifton, Cleburne, and Glen Rose.
- Hill College has operated a VN education program since 1975. The VN program is offered on the Hillsboro campus (Hill County campus or HCC) and the Cleburne extension campus (Johnson County campus or JCC).
- In addition to the VN education program, the college offers an associate degree nursing (ADN) education program and the following allied health education programs: paramedic, emergency medical technician, and diagnostic medical sonography.
- Lori Moseley, MSN, RN, Dean of Instruction, Health Science has been the director of the VN from 1997 until 2011.
- Janis Grimland, BSN, RN was appointed VN program coordinator in 2011.

NCLEX-PN® Examination Pass Rates

NCLEX® Examination Year	BON Approval Status	Pass Rates	Number of First Time Candidates (Passed/Total)
2018	Full	91.67%	11/12
2017	Full	100.00%	7/7
2016	Full	95.83%	23/24
2015	Full	100.00%	16/16
2014	Full	97.22%	35/36

Findings from Survey Visit:

(See Survey Visit Report in Attachment #1.)

Pros and Cons from the Survey Visit:

Pros:

- There are clear policies in place.
- The program learning outcomes and course syllabi fully reflect the *Differentiated Essential Competencies (DECs) (2010)*.

- The Faculty Handbook includes a concise orientation plan that includes mentoring of new faculty.
- There is a Student Handbook as well as a Student Clinical Handbook.
- There is a separate Clinical Evaluation Tool for each of the three levels that demonstrates leveling and is based on the DEC's.
- The program has adequate clinical affiliation agreements for students to meet all clinical objectives in the program.
- The program's facilities, resources, and services are more than adequate to support the nursing program.
- Incivility concerns were mentioned during the student and faculty interviews and were addressed at the summary conference. Plans for training on this topic were received by Board Staff on the day after the survey visit.

Cons:

- The VN program has two faculty vacancies.
- There needs to be better communication between faculty and students regarding scheduling.
- Incivility issues were expressed by both students and faculty.

Staff Recommendation:

Move to accept the report of the findings from the October 28, 2019 survey visit to the Hill College Vocational Nursing Education Program in Hillsboro, Texas, as indicated in the attached letter (See Attachment #3).

**Summary of Survey Visit
Hill College in Hillsboro, Texas
Vocational Nursing Program**

Purpose of Survey Visit: Routine Survey Visit

Date of Survey Visit: October 28, 2019

Board Staff Conducting Visit: Gayle P. Varnell, PhD, APRN, CPNP-PC

Education Consultant met with:

- Administrators:
 - Dr. Pam Boehm, Ed.D, President
 - Kerry Schindler, Ed,D, Vice President Instruction
 - Lori Moseley, MSN, RN, Dean of Instruction, Health and Public Services
 - Janis Grimland, BSN, RN, VN Director

- VN Faculty
 - Sarah Degner, BSN, RN
 - Brenda Taylor, BSN, RN
 - Paula Hutchings, MSN, RN
 - Katina Castro, MSN RN

- Teresa Palinkas, Administrative Assistant

- VN 10 Level III students in Hillsboro & 18 Level I students via video conference in Cleburne

Education Consultant reviewed:

- Syllabi for all nursing courses
- Curriculum plan
- Faculty Handbook
- Student Handbook
- Clinical Handbook
- Director Job Description
- Student Application Packet
- Student files
- Exams
- Clinical contracts
- Program goals, objectives, and outcomes
- Total Program Evaluation Plan
- Faculty and Advisory Board minutes
- Samples of student works including the following:
 - Drug cards;
 - Concept maps; and
 - Sim charting with grading rubric
- 2018 Nursing Education Program Information Surveys (NEPIS)

Education Consultant:

- Toured the nursing educational facility and campus;
- Observed a VN class of 10 Level III students; and 18 Level I students attended by videoconference
- Conducted interviews with the students on both campuses via videoconference, the faculty, and conducted an exit interview with the President, VPI, Dean of Instruction Health Services, and the Director.

Summary of Findings:

Overview of Programs:

- The VN program is 12 months in length.
- According to the 2019 Nursing Education Program Information Survey (NEPIS): the program of study is comprised of the following:
 - Didactic contact hours: 656 hours
 - Clinical hours
 - Computer Lab: 80 hours
 - Skills Lab: 190 hours
 - Simulation Lab: 138 hours
 - Hands on Clinical: 432 hours

Administration:

- HC is accredited by the Texas Higher Education Coordinating Board (THECB).
- HC has been accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). January 1, 1966. SACSCOC reaffirmed HC in 2011 and the next reaffirmation will be in 2021.
- The HC VN program has the full support of administration.
- During the exit interview, the concerns of the student and faculty regarding incivility were discussed with a plan to get human resources involved and provide educational training to all HC faculty. The next day an email was received listing the training programs that will be provided (see Attachment #2.)

Faculty:

- Besides the director, there are two full-time faculty with a baccalaureate degree who teach solely in the VN program. Several of the ADN faculty are able to assist with the VN workload until new faculty are hired.
- There currently are two full-time faculty positions that are vacant. Interviews are being conducted at this time and it is anticipated that one new faculty member will be hired to teach in the spring.
- Faculty members meet Board qualifications, and have been employed at HC for many years.
- Faculty 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 were able to attend the Texas Association of Vocational Nurse Educators (TAVNE) meeting this fall.
- Minutes of faculty meetings are maintained and reflect that faculty members are involved in planning and decision-making.

- Faculty interviewed also expressed their awareness of communication and incivility issues.
- The students' concerns regarding scheduling and needing more time in the skills lab were discussed. The faculty stated that there had been some issues with scheduling early in the semester due to a faculty member resigning, but this has been resolved.
- Faculty also stated that there are posted times when students can come into practice in the skills lab, but they are not being utilized.

Students:

- HC admits two cohorts per year. Twenty students are admitted to the Hillsboro campus in the spring and 20 students are admitted to the Cleburne campus in the fall.
- The nursing program has well-defined written nursing student policies that are provided to all students during orientation.
- The students have clinical rotations in Hillsboro, Clifton, or Fort Worth.
- Students stated they chose to attend HC because they had taken some dual credits while in high school, they lived in the area, and the clinical sites welcomed VN students.
- Many students expressed their desire to go into the LVN-to-ADN program offered at HC upon graduation.
- Students stated that the strengths of the program are the clinical facilities.
- Students interviewed stated the following issues:
 - Communication and scheduling issues and
 - Increased time to practice in the skills lab.
- A major concern to students related to incivility issues during conversations between students and faculty, and interactions among faculty.
- The classroom observation included presentations by the students on anxiety.

Program of Study:

- The curriculum used in the VN program indicates leveling of nursing content, advancing in difficulty from simple to complex.
- The syllabi were reviewed and found to include the *Differentiated Essential Competencies (DECS) (2010)*.
- Other strengths of the syllabi were the concise course, skills lab, and clinical objectives.
- There is a separate Clinical Handbook as well as a Student Handbook.
- There is a separate clinical evaluation tool for the three levels that allows daily evaluations and demonstrates leveling.
- Standardized examinations are given near the beginning of the program to identify areas where content should be strengthened and throughout the program for practice in test-taking for the NCLEX-PN® examination.
- Remediation and tutoring are provided by the faculty.
- Samples of students papers and assignments were provided.

Clinical Learning Experiences:

- HC 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.
- The skills lab is large and allow for students to practice skills.
- Student assignments are correlated to the student learning objectives provided in the course syllabi.

- The clinical evaluation tools include the DEC's and 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 is appropriately equipped and offers a positive learning environment.
- The director has a private office that is conveniently located.
- Faculty share a fully furnished office.
- The facilities include adequate restrooms as well as break areas for both faculty and students.
- The classrooms are spacious, equipped with computers and audio visual equipment for presentations.
- The skills lab is fully equipped with five total beds and one simulation manikin, a "sim" baby and birthing manikin in Hillsboro and a comparable skills lab in Cleburne. Each skills lab is capable of videotaping simulations and uses simulation charting programs to familiarize the students with both online charting as well as medication administration.

Records and Reports:

- Student and faculty files are maintained with all required documents in a locked file cabinet and their policies for record retention are compliant with Board Rule 214.12.
- Minutes of faculty meetings are maintained in the administrator'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.

Varnell, Gayle

From: Lori Moseley <lmosley@hillcollege.edu>
Sent: Monday, October 28, 2019 5:32 PM
To: Varnell, Gayle
Cc: Janis Grimland
Subject: Fwd: Training

Below is a list of the communication training we will be doing

Lori Moseley, MSN, RN
 Dean of Instruction, Health and Public Services
 Hill College
 254-659-7921

Begin forwarded message:

From: Kerry Schindler <kschindler@hillcollege.edu>
Date: October 28, 2019 at 4:43:47 PM CDT
To: Lori Moseley <lmosley@hillcollege.edu>
Subject: Fwd: Training

Kerry Schindler

Begin forwarded message:

From: Jamie Jaska <jjaska@hillcollege.edu>
Date: October 23, 2019 at 12:07:40 CDT
To: Kerry Schindler <kschindler@hillcollege.edu>
Subject: Training

Kerry

Here is the training we discussed for program coordinators. These courses are through SafeColleges.

Course	Time Required
Conflict Management: Staff-to-Staff	14 minutes
Customer Service Overview: Faculty	9 minutes
Diversity Awareness: Staff-to-Staff	23 minutes
Workplace Bullying: Awareness & Prevention	20 minutes
Workplace Violence: Awareness & Prevention	20 minutes
Communication Styles and Skills	11 minutes

DRAFT LETTER

January 23, 2020

Janis Grimland, BSN, RN, VN Coordinator
Hill College
112 Lamar Drive
Hillsboro, Texas 76645

Dear Ms. Grimland:

At the January 23-24, 2020 meeting, the members of the Texas Board of Nursing (Board) considered the report of the October 28, 2019 survey visit to the Hill College Vocational Nursing Education Program in Hillsboro, 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. Pam Boehm, PhD, President
Dr. Kerry Schindler, Vice President Instruction
Lori Moseley, MSN, RN, Dean of Instruction, Health and Public Services