

**Proposal to Establish a New Nursing Education Program
Collin College in McKinney, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the Collin College proposal to establish a new Vocational Nursing (VN) Education Program in McKinney, Texas. The final proposal was provided electronically to members of the Texas Board of Nursing (Board).

Historical Perspective:

- Collin College celebrated its 35th year of operation in academic year 2019-2020. Since 1985, Collin College has grown to serve more than 59,000 credit and continuing education students per year. The college offers more than 100 degree and certificate programs, including the new Bachelor of Science in Nursing (BSN) and Bachelor of Applied Technology (BAT) in Cybersecurity Degrees. Collin College remains the only public college in Collin County, Texas.
- Collin College has been accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) since 1989. The last SACSCOC review was in 2015 and the college is accredited through 2025.
- Eight Collin College campuses are fully operational. Currently, the following five Collin College campuses are under construction:
 - Technical Campus in Allen;
 - Wylie Campus in Wylie;
 - Celina Campus in Celina;
 - Farmersville Campus in Farmersville; and
 - Information Technology Campus in Frisco.
- Collin College has operated a successful Associate Degree Nursing (ADN) Education Program in McKinney, Texas, since 1990. The ADN Program is currently accredited by the Accreditation Commission for Education in Nursing (ACEN). Collin College was the first nursing education program in Texas to earn the National League for Nursing (NLN) Center of Excellence in Nursing Education designation in 2011. The program earned re-designation in 2015 and remains the only ADN Program in Texas to have this title.
- The first draft of the proposal was received in the Board office on March 17, 2020, and reviewed by Board Staff. After a comprehensive evaluation of the second draft in May 2020, Board Staff deemed the proposal complete for Board consideration.

Summary of Proposal:

Overview of the Proposal:

- The proposed VN Program will be offered on two of the five new campuses of Collin College, one in the City of Wylie and the other in the City of Allen. Construction of both of these new campuses will be completed in the summer of 2020. The new buildings offer state-of-the-art classrooms and nursing skills labs.
- The VN Program will utilize a staggered admissions process as one campus will start in the Spring semester (January) and the other will start in the Fall semester (August). The rationale for this enrollment pattern is to better serve students who may be unsuccessful in a course and need to repeat a semester. Students would be able to continue their educational path at the other campus instead of having to wait an entire year to restart.
- The proposal requests an initial enrollment of 24 students per site for the program's first year; therefore, a total of 48 VN students for the two campuses. Ongoing cohorts will continue as program success occurs. The initial cohort will begin in Spring 2021 and graduate the first class in Spring 2022.
- The curriculum is organized by the 43 health concepts identified by the Texas Nursing Concept-Based Curriculum (TxNCBC) Consortium in 2015. The total lecture hours equal 464; the total clinical/lab/interactive learning activities is 816 hours. The ratio of lecture (theory) hours to clinical/lab/interactive learning activities is 1.8 clinical hours for each one lecture/theory hour. The VN Program is designed to be completed in 12 months.
- A rich variety of clinical learning experiences has been secured for the VN students. Long-term, skilled nursing facilities and rehabilitation hospitals will be the majority of practice settings as these areas reflect the highest LVN employment in Texas. Students will have opportunities to shadow a home health nurse, pediatric and adult clinic nurse, dialysis nurse, hospice nurse, and, hopefully, a school nurse. During the summer semester, while the Registered Nurse (RN) programs are on hiatus, VN students will be able to have hospital experiences in labor and delivery units, newborn nurseries, operating rooms, post-anesthesia Units, medical-surgical units, gastrointestinal labs, cardiac cath labs, and emergency departments.
- The VN Program will collaborate with the Collin College Emergency Medical Services Programs for telemetry, AED, triage, and disaster training. These experiences are designed to benefit student learning in both programs. The Allied Health Programs have a mock ambulance and emergency department where the VN students will be able to participate in interactive scenarios with other healthcare department students.

Rationale and Need for the Program:

- As the general population in the United States ages with longer life expectancy, the need for nursing and residential care facilities rises exponentially and LVNs play an important role in this nursing workforce. Although LVNs are employed in many different clinical areas, the majority of the LVN workforce in Texas practices in long-term

residential care facilities. Examples of long-term residential care facilities include: assisted living homes, memory care units for Alzheimer's and dementia patients, and nursing homes with patients requiring skilled nursing care. The number of residential nursing care facilities in the Dallas-Fort Worth Metroplex has risen from 637 facilities in 2007 to 875 facilities in 2017; this is an increase of 238 new facilities during the past 10 years.

- The need for nurses is expected to grow as the county population continues to increase secondary to a large number of corporate headquarters relocating to Collin County. The 2018 population in Collin County was more than one million people (1,005,146 people), thus reflecting a 3.47% growth rate in one year. In 2010, the county population was 216,715 revealing a 463% increase over the past 10 years.
- According to data presented in the proposal, the cities of Allen, McKinney, and Wylie have experienced substantial population growth from 2010 to 2018. The locations of the Allen and Wylie campuses for the VN Program will serve these communities' needs for educational opportunities, new nursing careers, and healthcare.
- The proposal sets forth that healthcare facilities in Collin County currently experience extreme difficulty filling the nursing positions necessary to provide quality healthcare for the county's rapidly expanding population. Presently, there are 258 vacancies for LVNs within Collin County and 870 LVN vacancies in the Dallas-Fort Worth Metroplex.
- Letters of support from mayors of seven surrounding cities were included in the proposal. Other community leaders and healthcare administrators provided documentation of support of the VN Program at Collin College.

Administration and Organization:

- Texas community college funding comes primarily from three sources: tuition and fees, local ad valorem taxes, and State of Texas funding distributed using a formula based on student contact hours. Students who take courses in the proposed Collin College VN Program will pay standard Collin College tuition and fees, identified as the lowest tuition in the state. It is expected that sufficient funding for instruction and services of students in the Collin College VN Program will be generated by a combination of State formula funding, tuition and fees, and other institutional revenues.
- A detailed budget for the first three years of operation was provided in the proposal and confirms the college has financial stability to operate the new VN Program. As part of the Texas community college system, financial stability of Collin College would be secure.
- A statement of support from Dr. Neil Matkin, Collin College District President, and signed by other college administrators, was provided in the proposal. A 16-member Advisory Board comprised of community stakeholders was established on October 1, 2019. The Advisory Board formally approved and endorsed the creation of the Collin College VN Program on October 25, 2019. Allen and Wylie Independent School Districts have Career and Technical Education (CTE) Directors who are part of this new VN

Program Advisory Board. The Advisory Board also consists of physicians and nurses from many local medical facilities to help develop and promote the VN Program.

- Jane I. Lopes, MS, RN, CDP, the proposed Program Director, is an accomplished nurse educator. Ms. Lopes has 39 years of professional nursing experience with 26 years devoted to nursing education. Ms. Lopes has served as both a faculty member and a director of a nursing education program in Texas.

Faculty:

- Three full-time faculty members will be hired for the initial Spring 2021 cohort enrollment. Five part-time/adjunct faculty members will be added for the Fall 2021 Semester. Full-time faculty will travel and teach on both campuses to ensure consistency with both student cohorts.
- The proposal explains that this plan for faculty hiring will allow the Program Director and faculty to experience repetition and consistency in teaching assignments from year to year. Subsequently, courses can be evaluated and refined over time, striving toward best practices and excellence in instruction.
- Eighteen qualified applicants for faculty positions have been identified to date, but not yet hired. The hiring process will begin as soon as the program is scheduled for approval by the Board. Seventeen of the 18 qualified applicants have teaching experience and all have many years of professional nursing experience. The majority of the applicants hold a Master of Science in Nursing Degree.
- The ADN and BSN programs at Collin College have a total of 57 faculty members (23 full-time and 34 part-time). Several of these faculty members have expressed interest in transferring to teach in the VN Program. Five qualified instructors from other nursing programs have already contacted Collin College for consideration. The Program Director, Jane Lopes, is the Public Relations Chairperson for the Texas Association of Vocational Nurse Educators (TAVNE) which is a rich source of potential faculty hires.

Students:

- The Collin College Nursing Division has a staff member solely dedicated to recruitment and retention. This individual will be recruiting for the VN Program at high school and college career fairs as well as speaking to high school health science program students.
- Thirty-nine (39) potential applicants have already contacted the college, without any advertisement or marketing efforts, showing interest and asking for program information. Explanation was given that Collin College was in the program proposal phase and the school will begin offering information sessions upon approval from the Board.
- Many of the local skilled nursing facilities in Wylie, Allen, McKinney, and Plano have expressed interest in wanting to send their Nurse Aides and Medication Technician staff members to the VN Program.
- Another large population potential for recruitment is Collin College's Allied Health Programs. Some students enrolled in these programs may choose to advance or change their career goals after completing an allied health program.

Program of Study:

- The proposal articulates that the mission of the Collin College VN Program is to teach and prepare graduates for safe, competent, compassionate patient care in their careers as LVNs. The program goal is to instill Collin College's Core Values: Learning; Integrity; Creativity & Innovation; Academic Excellence; Dignity & Respect; and Service & Involvement, into the graduates' lifestyles and clinical judgment throughout their lifetimes as nurses.
- The mission statement of Collin College sets forth that the "Collin County Community College District is a student and community-centered institution committed to developing skills, strengthening character, and challenging the intellect". In alignment with the mission statement of Collin College and the core values of Collin College, the VN Faculty will strive to model and promote these characteristics throughout the curriculum.
- The graduate of the VN Program will be prepared to meet the Differentiated Essential Competencies (DECs) of Graduates of Texas Nursing Programs. Evidenced by Knowledge, Clinical Judgment, and Behaviors at the LVN level, the DECs define four major roles of a nurse: Provider of Patient-Centered Care; Patient Safety Advocate; Member of a Healthcare Team; and Member of a Profession.
- Further, the VN Program graduate will be prepared to meet the competencies described by the Quality and Safety Education for Nurses (QSEN) which are: Patient-centered Care, Evidence-based Practice, Teamwork and Collaboration, Safety, Quality Improvement and Informatics, and the Secretary's Commission on the Acquisition of Necessary Skills (SCANS) aptitudes.
- The curriculum is organized by the 43 health concepts identified by the Texas Nursing Concept-Based Curriculum Consortium in 2015. A concept-based curriculum is a new dynamic for a VN program. The total lecture hours for the Collin College VN Program equals 464; the total clinical/lab/interactive learning activities is 816 hours. The ratio of lecture (theory) hours to clinical/lab/interactive learning activities is 1.8 clinical hours for each one lecture/theory hour.
- During the first semester, students will learn basic nursing concepts and simple pathophysiology. Students will have the opportunity to master non-sterile, non-invasive skills in the nursing skills lab setting. Knowledge and practice of focused assessment, vital signs, patient hygiene, therapeutic communication, dosage calculation and medication administration, scope of VN practice, and legal/ethical dilemmas will be introduced and applied to specific learning activities developed for the students' active concept integration. First semester clinical experiences will be in a non-acute setting such as a nursing home/skilled nursing facility. The students will participate in care planning and concept-mapping to understand patient needs.
- During the second semester, students will have the opportunity to master sterile nursing procedures and IV therapy. Second and third semester didactic content will become more complex, building on the previous semester's foundation. Again, active learning activities will be facilitated related to course topics for students' optimal understanding of content. Although the VN Program will be still utilizing nursing homes and rehabilitation

hospitals for clinical, the students will have the opportunity to rotate through acute care settings, such as the operating room, labor and delivery, newborn nursery, gastrointestinal labs, and emergency departments during the summer semester. The VN Program will also expose the students to home health and hospice nursing via shadowing experiences with local agencies.

- The VN Program will be contracting with Assessment Technologies Institute (ATI) to support the curriculum, provide standardized testing, and provide each student with remediation in addition to faculty tutoring. Students will participate in ATI case studies, activities, and simulation scenarios throughout the entire program. Students will be expected to complete any ATI homework remediation required in order to reinforce misunderstood concepts. The proposal explains that ATI products will align with the VN Program curriculum and appropriate textbooks with specific student learning activities for each content area. These learning experiences will be utilized throughout the entire program to reinforce educational concepts and embed nursing standards and principles for the delivery of safe, patient-centered care. Further, individualized tutoring will be offered by each faculty member for a minimum of six hours per week.
- After successful completion of the VN Program and LVN licensure, the LVN can articulate into the Collin College LVN to ADN Bridge Program. This bridge program will last for one year, after pre-requisite courses are completed with passing grades. Following successful completion of the bridge program, students will be awarded an ADN and will be eligible to take the NCLEX-RN exam for RN licensure.

Clinical Learning Experiences:

- Collin College plans to offer clinical learning opportunities in a broad variety of healthcare settings. Long-term, skilled nursing facilities and rehabilitation hospitals will be the majority of practice settings as these facilities offer the most opportunities for LVN employment in Texas. Students will be able to shadow a home health nurse, pediatric and adult clinic nurse, dialysis nurse, hospice nurse, and, hopefully, a school nurse.
- The VN Program will also collaborate with the Collin College Emergency Medical Services Programs for telemetry, AED, triage and disaster training designed to benefit students in both programs. The Health Sciences Department has a mock ambulance and emergency department on the McKinney campus. The VN Program plans to facilitate interactive scenarios jointly with the EMS Program to foster interdepartmental teamwork and collaboration skills.
- Clinical contracts have been secured with a rich variety of clinical facilities, including: Methodist City Healthcare in Irving; Methodist Dallas Medical Center in Dallas; Methodist Richardson Medical Center in Richardson (acute care and behavioral health); Christian Care Communities and Services in Allen; and Founders Plaza Nursing and Rehabilitation in Wylie.

Facilities, Resources, and Services:

- The proposed VN Program will be offered on two new campuses of Collin College;

one in the City of Allen and the other in the City of Wylie. Construction of both of these new campuses will be completed in the summer of 2020.

- The Technical Campus be the main site for this program and is located at 2550 Bending Branch Way, Allen, Texas 75013. There are four buildings, three stories each, totaling 340,000 square feet, which can serve a total of 7,100 students. The VN Program will have classroom space, a computer lab, and two 10-bed nursing skills labs equipped with manikins for each bed, one simulation/isolation room with high fidelity simulation apparatus, audio-visual (AV) technology, and learning activities areas.
- The Wylie campus is located at 390 Country Club Road in Wylie, Texas, and consists of 339,000 square feet in three buildings able to accommodate a total of 7,000 students. The VN Program will have classroom space equipped with computer and internet access for each student and an 11-bed nursing skills lab (one being a simulation/isolation room with high fidelity Sim-Man) equipped with manikins for each bed, simulation apparatus, AV technology, and a learning activities area.
- As the ADN program is accredited by ACEN and the NLN as a Center of Excellence, library resources are ample and librarians are readily accessible. Current library offerings, as of January 2020, on the McKinney campus afford students web-based access to nursing journals, articles, live streaming videos on more than 150 nursing topics, a library of cultural health practices for more than 30 ethnic groups, inter-library loans of material, and over 9,700 print volumes, videos, and software items within the nursing index. Databases specifically for nursing students include more than 70 electronic data banks through the Collin library services, including healthcare resources such as CINAHL Complete, Wiley, Cochrane Library, Health and Medicine, Lexicomp Online Health Source-Nursing/Academic Edition, JoVE Science Education, and ProQuest. The library offers multiple areas for student study groups, including isolated rooms.
- The current nursing department secretarial staff, consisting of three full-time administrative assistants and one part-time administrative assistant, will serve the VN Program.
- A wide array of student services is offered by Collin College. Academic support services include mentoring, tutoring, library assistance, testing helps, and a writing center. Personal support services include career services, counseling, child care, financial, employment, as well as specific resources for veterans.
- The restroom and student lounge areas on both campuses are sufficient to meet American with Disabilities Act accessibility and compliance requirements. Both of the new campuses (Wylie and Allen Technical Campuses) have already been approved for facilities by SACSCOC during a site visit in August 2019.

Records and Reports:

- Maintenance of records and reports are identical to the other Nursing Division Programs at Collin College. Student educational and financial record policies are consistent with

state and federal regulations. Educational records are maintained by the Admissions and Records Office (ARO).

- Applications to the college are held for three years after the student leaves the college. Registration forms are kept for two years after the end of the term. Student transcripts received from other institutions are maintained permanently. Documents are scanned into the document imaging system and the original hard copies are pulped by a contracted shredding company onsite.
- Collin College and all Nursing Programs comply with the Family Education Rights and Privacy Act (FERPA) law by disclosing only directory information as allowed by law. The Collin College Retention Policy of Records is maintained by the ARO and includes a retention schedule of student development records.
- The Dean of Nursing maintains student files for all nursing students; current student files are located in the Dean's office. Files of former students/graduates can be found in the nursing file room at the McKinney Campus. All records are required to be maintained in hard copy format for a period of five years after graduation, at which time they are pulped by a contracted shredding company.

Total Program Evaluation Plan:

- The comprehensive Total Program Review and Systematic Plan of Evaluation includes the following elements:
 - Criteria/Component to be Evaluated;
 - Data Collection Method/Tools;
 - Oversight;
 - Frequency of Data Collection;
 - Expected Achievement Level;
 - Findings/Data; and
 - Outcomes from Data Review.
- Following graduation of the first year's cohort, the VN Program plans to apply for the NLN Center of Excellence accreditation and ACEN accreditation; therefore, the systematic plan of evaluation is designed to meet the requirements and standards of ACEN.

Rationale for Recommendation:

Pros:

- Jane Lopes, MS, RN, CDP, the proposed Program Director, meets all requirements of Board Rule 214.6 to assume the leadership position. Ms. Lopes is an accomplished professional nurse, nurse educator, and nursing education program administrator.
- Collin College has identified and established clinical affiliations with multiple and diverse clinical sites. These affiliations should provide exemplary clinical learning experiences for the VN students.

- The administration has committed ample resources to the implementation of this new program.

Cons:

- Providing a VN Program will be a new experience for the faculty at Collin College and though the curriculum is untested, it is based upon the Texas Concepts-Based Curriculum Model.

Staff Recommendation:

Move to grant initial approval to Collin College to establish a new Vocational Nursing Education Program in McKinney, Texas, and impose the condition and requirement in the attached Board Order (See Attachment #1).

DRAFT LETTER

July 23, 2020

Jane I. Lopes, MS, RN, CDP
Program Director
Vocational Nursing Education Program
Collin College
2200 West University Drive
McKinney, Texas 75071

Dear Ms. Lopes:

At the July 23, 2020, meeting, members of the Texas Board of Nursing discussed the Collin College Proposal to Establish a New Vocational Nursing Education Program in McKinney, Texas. The Board wishes to thank you, XXXXXXX, 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 Collin College to establish a new Vocational Nursing Education Program in McKinney, 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 virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

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

Copy: Dr. Neil Matkin, Collin College District President
Texas Higher Education Coordinating Board
Southern Association of Colleges and Schools Commission on Colleges
Accrediting Commission for Education in Nursing

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Collin College
Vocational Nursing Education Program
In McKinney, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 23, 2020, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Collin College proposal to establish a new Vocational Nursing Education Program in McKinney, Texas, based upon the review of the proposal, 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 Collin College in McKinney, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Collin College Vocational Nursing Education Program in McKinney, Texas, and imposes the following condition and requirement:

1. The program shall not admit more than one (1) cohort of twenty-four (24) students at each of the two (2) Vocational Nursing Program campuses, one (1) in Allen (admit in January 2021) and one (1) in Wylie (admit in August 2021). Thereafter, the program shall not admit more than two (2) cohorts of twenty-four (24) students in each cohort per campus for a total program enrollment of forty-eight (48) students per year.

Entered this 23rd day of July, 2020

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