

**Proposal to Establish a New Nursing Education Program
Lamson Institute in San Antonio, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the Lamson Institute (LI) proposal to establish a new Vocational Nursing (VN) Education Program in San Antonio, Texas. The final proposal was provided electronically to members of the Texas Board of Nursing (Board).

Historical Perspective:

- A first proposal draft for the Lamson Institute proposal was received in the Board Office on June 15, 2020. The final proposal is dated April 2021, and deemed complete for Board review.
- LI began offering programs in San Antonio, Texas, in August 2007 as a branch of The Institute for Business & Technology (IBT) which launched in 1965 as the California Academy of Drafting to provide vocational training in drafting and design technology. LI is an independent, co-educational, postsecondary institution, and is a wholly owned school of the IBT, a privately owned subsidiary of Mikhail Education Corporation.
- IBT owns and operates a practical nursing (PN) education program and an associate degree nursing (ADN) education program at Las Vegas College in Las Vegas, Nevada. The Las Vegas College PN Program was granted Provisional Approval in September 2019 by the Nevada Board of Nursing. The Las Vegas College ADN Program has full approval from the Nevada Board of Nursing and is fully accredited by the Accreditation Commission for Education in Nursing.
- The San Antonio, Texas, LI campus offers diploma programs in Lab Assistant/EKG Technician/Phlebotomist (67 students), Medical Assistant (26 students), Medical Biller/Coder/Office Assistant (15 students), Commercial Refrigeration/Heating and Air Conditioning (137 students), Optical/Optometric Assistant (11 students), and Electrical Technician (90 students). Current enrollment in these programs totals 346 students.
- LI is approved and regulated by the Texas Workforce Commission, Career Schools and Colleges and the Texas Veterans Commission. LI is accredited by the Accrediting Commission of Career Schools and Colleges, the Accrediting Council for Continuing Education and Training, and the U.S. Department of Education.

Summary of Proposal:

Overview of the Proposal:

- LI proposes to establish a new VN Education Program in San Antonio, Texas. The proposal requests enrollment of an initial cohort totaling 30 students in August 2021, scheduled to graduate in July 2022. Recognizing that the initial cohort may not reach 30 students, the program requests an opportunity to enroll a second group in December to equal a cohort of not more than 30 students during 2021. After the initial year, LI will seek Board approval to enroll two cohorts of 30 students per cohort per year, thus an annual enrollment of approximately 60 students. The program will be delivered on ground face-to-face with some online components for the general education courses and for testing.
- The proposed VN Education Program is a 72.5 quarter credit hour program. A quarter credit hour is different than a semester credit hour, as semester credit hours are worth 1.5 times more than quarter credit hours. The program is designed to be completed in five quarters (terms) over 12 months of full-time study. The total 1455 contact hour program is comprised of 595 didactic contact hours, 620 clinical learning hours, and 240 laboratory contact hours.
- The need for the program is based upon the population growth in the San Antonio area and a projected need for more local nurses in the future.
- Clinical learning experiences will be offered in healthcare facilities in the San Antonio area. Clinical affiliations include: Huebner Creek Health and Rehabilitation Center, The Heights on Huebner, Medina Valley Health and Rehabilitation Center, One For Autism, Regent Care Center of Oakwell Farms, and Sarah Roberts French Home.

Rationale and Need for the Program:

- LI is located at 5819 Northwest Loop 410, Suite 160, San Antonio, Texas 78238. San Antonio, located in Bexar County, is the seventh most populous city in the United States, and the second most populous in the state of Texas.
- In 2013, the population of San Antonio was 1.39 million, and in 2017 it was 1.5 million. There was a 14% population increase between 2010 and 2017, thus indicating there are 3000 people living in San Antonio Texas, per square mile. With population growth comes the need for more healthcare providers, including LVNs, to support new and growing healthcare facilities. The rationale to establish the new VN Program is to increase the pipeline of healthcare professionals in San Antonio. Offering a VN Program would allow students to enter the nursing profession within 12 months.
- With the aging population, the increasing population within San Antonio, and the complex needs of patients, there is an increasing need for vocational nurses within the area is projected. San Antonio has a strong US military presence, with several Army and Air Force bases in the region, that offer many employment opportunities for healthcare professionals.

- The San Antonio Metropolitan area currently has three VN Education Programs: Galen College of Nursing, Baptist Health System, and St. Philip's College. In addition, the Coastal Bend College VN Program in Pleasanton, Texas, is approximately 52.2 miles from the LI campus.
- Data were obtained through a survey sent to 120 potential qualified students and the results showed that of the 120 students surveyed, 88 respondents were either interested in the program for themselves or for a family member or friend. In addition, several respondents were interested in the program for both themselves and a family member or friend.
- Letters of support from community leaders in the San Antonio area, provided in the proposal, indicate strong support for the proposed VN Program.

Administration and Organization:

- The mission of Mikhail Education Corporation is to provide relevant, appropriate, evidence-based program of study to support the workforce of America. The VN Program in San Antonio will allow students to continue their education while reaching milestones along the way. LI prepares students for career-focused employment by delivering relevant career training.
- The mission of the nursing education program reflects the governing organization's core values and is congruent with its mission/goals. LI prepares students for career-focused employment by delivering relevant career training. LI focuses on providing career-training opportunities in a relatively short period of time to prepare students for entry-level positions in their field of study. The VN Program goal is to assist every student to achieve their educational and professional goals in the field of nursing.
- A Program Advisory Committee (PAC) is in place at LI. The committee agreed that a need for the VN Program exists in the San Antonio community and employer members expressed excitement about the potential for future LVNs they may hire. In addition, the committee agreed to the clinical affiliation agreements and the curriculum design. Letters of support from PAC members are presented in the proposal.
- A detailed budget for the first year of operation for the LI VN Program was prepared by the administration and the VN Program Director. The budget includes funds allocated to director and faculty salaries, skills laboratory equipment, media and instructor resources, medical supplies (consumable and non-consumable), and computers. Further, a budget for years two through five offer prospective faculty and administrative salaries.
- Angie Garza, MSN, RN, the proposed LI VN Program Director, is an accomplished nurse educator, having served in a variety of nursing education and administrator roles since 2008. Ms. Garza completed a VN Program in 1997 and practiced as an LVN in a variety

of positions. She completed an ADN in 2005, a Baccalaureate Degree in Nursing in 2009, and a Master's Degree in Nursing in 2014.

Faculty:

- Three qualified candidates have applied for full-time faculty positions. One of the three prospective faculty members is master's prepared whereas the other two have a baccalaureate degree in nursing. In addition, two adjunct faculty members, both master's prepared, have applied. The five faculty candidates have taught in nursing education programs from two years to 10 years.
- Eight qualified instructors have expressed interest in serving as faculty at the LI VN Program. These individuals have worked under the direction of the proposed VN Program Director at another program in the San Antonio area. They are all veteran nurse educators.
- An Onboarding Checklist outlines the initial orientation activities for all new faculty. As presented in the Faculty Handbook, faculty committees will be established to address faculty and program development.

Students:

- Former graduates of LI's allied health care profession programs have expressed interest in enrolling in the VN Program. This group of prospective students have met the qualifications to enroll in the college and will only need to take the nursing entrance exam and undergo the criminal background check.
- Marketing efforts to recruit students will begin after LI receives formal approval from the Board and TWC. A plan to recruit from local high schools is in place as well as plans for networking with local agencies that would assist students, in particular Certified Nursing Assistants, with tuition, such as Project Quest.
- LI has rigorous admission criteria in place to determine if prospective students would be able to be successful in the LI VN Program.
- The proposal sets forth that the LI VN Program will provide equal access to students with disabilities. When requested by the student in writing and approved by LI as a reasonable accommodation, special resources may be provided to the requesting student. A lift is available leading to the classroom area. Students with disabilities will have full access to the student lounge that provides various areas to study or eat.
- The Student Handbook contains a consent form indicating students were provided information about eligibility for licensure.

Program of Study:

- The mission of the nursing education program reflects the governing organization's core values and is congruent with its mission/goals in that LI prepares students for career-focused employment by delivering relevant career training. LI focuses on providing career-training opportunities in a relatively short period of time to prepare students for entry-level positions in their field of study.
- The proposal sets forth that LI's commitment to student success is reflected in the core values of: excellence, satisfaction, career services success, and continuous improvement of the institution. The philosophy is based upon the belief that nursing focuses on the art and science of caring. Nursing is viewed as assisting individuals and groups with promoting, maintaining, and restoring health to the optimum level attainable across the lifespan. Nursing is a dynamic interactive process that is concerned with the individual, a holistic being, throughout the lifespan. Nursing respects human dignity, individual differences, and the client's right to self-determination.
- The program combines theory and lab activities, both hands-on and virtual, with clinical practice of nursing theory and care in a variety of settings. Students are responsible for applying beginning nursing skills while working with members of the health care team during clinical rotations. Student learning experiences progress from simple to complex so students can develop critical thinking skills in applying the nursing process to the care of clients.
- The education design and teaching strategies are based on adult learning principles. The strategies incorporate the principles of lifelong learning, incorporation of life experience, and the need for self-direction.
- LI's four main nursing roles (Member of the Profession, Provider of Patient-Centered Care, Patient safety Advocate, and Member of the Health Care Team) are taken directly from the Board's Differentiated Essential Competencies (DECs) and are incorporated throughout the curriculum. The VN student will begin as a novice; each of these core roles will need to be developed further as the student progresses through the program.
- The LI VN Program is designed to be completed in 12 months of full-time study, made up of five terms. All terms are comprised of six courses, except the second term which includes seven courses. The nursing curriculum follows a linear progression making each level a prerequisite to the next.
- Students will spend six to eight hours in classroom, laboratory, or clinical attendance per day, totaling 1455 clock hours. Prior to graduation, students are required to complete 620 hours of hands-on clinical learning experiences. The LI VN Program consists of a minimum of 72.5 quarter credit hours.
- The LI VN Program includes a foundation of nursing courses in medical/surgical, geriatrics, and introductions to mental health issues of all ages as well maternal/child

nursing. Students will explore clinical areas where they might obtain employment. The clinical components are scheduled to have the student experience at least three hours of clinical hands-on experience for every hour of didactic taught in the related courses. A graduate of this program will be able to deliver culturally competent care while meeting the physical, spiritual, and psychosocial needs of the client across the lifespan.

Clinical Learning Experiences:

- The LI proposed VN Program Director's goal is to not further strain the current demands of nursing student rotations on the limited number of available clinical learning experiences in the area. Clinical learning experiences have been secured with sufficient clinical sites to accommodate three clinical groups at each quarter to be able to go to a different site. No more than 10 students from LI will be at a facility at one time.
- LI will not utilize preceptors for the VN Program. Faculty members will be in place to ensure the appropriate faculty-to-student ratio at each clinical site. Clinical locations will provide students with a variety of learning experiences to allow students to meet the clinical learning objectives for each course throughout the various levels of the program. The clinical sites will provide a progression of clinical learning experiences and various levels of acuity for the student to gain hands-on learning experiences as they interact with clients and other members of the interdisciplinary team.
- Clinical affiliations include: Huebner Creek Health and Rehabilitation Center, The Heights on Huebner, Medina Valley Health and Rehabilitation Center, One For Autism, Regent Care Center of Oakwell Farms, and Sarah Roberts French Home.
- Further, the LI VN Program will offer senior VN students a learning experience at The Center for Emergency Health Sciences Cadaver Lab, a partner of St. Mary's University Pre-Med Program. This opportunity is designed to provide students hands-on anatomy and physiology lab experiences. The students will be quizzed about disease processes and pathophysiology during the session.

Facilities, Resources, and Services:

- The LI VN Program Director will have a private office to allow for confidential conversations with faculty and students. Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.
- LI has approximately 60,000 square feet of space. The campus has an admissions department, financial aid department, registrar, business office, career services department, education department, and vocational nursing department.
- Classroom sizes vary and can accommodate 24 to 40 students each; however, the maximum class size is 30 students. The plan is to have five classrooms dedicated to nursing, with one classroom specific to each level in the program.

- The school has two computer labs that can be used by the VN students to access practice NCLEX exams, complete homework assignments, research topics of interest for nurses, and complete virtual scenarios.
- The VN Program Skills Laboratory contains five beds, one examination table, and two sinks with hot and cold running water to accommodate up to 40 students. The lab ratio is one faculty member for every 20 students in the skills laboratory. Ample storage space is available to house various model parts.
- The program will utilize various mannequins and simulation mannequins as training aids. These are currently in the main Simulation Lab which is well-equipped for the VN Program. Included are: one Sim Man Essential, one Sim Mom, one adult mid-fidelity simulator, two child mid-fidelity simulators, four low-fidelity manikins, and two high-fidelity infant simulators as well as other training tools.
- LI has a current learning resource system that provides students with access to a digital collection of books and journals through its subscriptions to the Library and Information Resource Network (LIRN). The VN Program will offer the Health and Medical Collection, which provides access to approximately 1,300 full text journals and the Nursing and Allied Health Collection with 715 full text journals. Further, through LIRN the students have access to E-book Central, a digital collection of over 135,000 scholarly titles on a variety of subjects. A small print collection of all required nursing textbooks are accessible to students.
- LI has a fully staffed Career Services Department that is available to help VN students with resume writing, interview skills, and job placement.
- Tutoring is available to students and is offered by the faculty members as well as the Program Director.
- Student advising is provided by the Program Director, Director of Education, and the Campus Director depending upon the individual circumstance.
- The Financial Aid Department has on staff two certified Veterans Administration officials to assist veterans with available financial aid resources.
- A large student lounge area is available for students with vending machines and microwave ovens.
- Board Staff reviewed a video of the program site.

Records and Reports:

- LI will maintain its student academic records under lock and key in the office of the Registrar, in compliance with the Family Educational Rights and Privacy Act or FERPA. The records will be kept in fireproof filing cabinets to prevent loss and destruction. Student

academic documents will be housed on campus whereas digital testing and selected student's digital work will be recorded in LI's Canvas system. Records are archived after five years.

Total Program Evaluation Plan:

- The Total Program Evaluation (TPE) has been developed to periodically review the critical elements of the nursing program, including: criteria, documentation source, responsible person, time/frequency of assessment, data assessment method, indicator of achievement, and action.
- The evaluation is led by the Program Director who will gather input from various stakeholders by coordinating PAC meetings, holding faculty meetings, and reviewing student evaluations. In addition, NCLEX results and Mountain Measurements will be analyzed by the Director and faculty and will utilize information from employers. The TPE will incorporate the student perspective in order to ensure the classroom is student-centered and effective. Revisions to the curriculum will occur as needed.

Rationale for Recommendation:

Pros:

- Angie Garza, MSN, RN, the proposed Program Director, meets all requirements of Board Rule 214.6 to assume the leadership position. Ms. Garza is an accomplished professional nurse, nurse educator, and nursing education administrator.
- LI has identified and established clinical affiliations with multiple and diverse clinical sites. The Program Director is working proactively to ensure cooperation with other nursing education programs that may utilize the contracted clinical sites.
- The administration has committed appropriate resources to the implementation of this new program.

Cons:

- LI is not experienced in providing a VN Education Program and the curriculum is not proven.

Staff Recommendation:

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

DRAFT LETTER

April 22, 2021

Angie Garza, MSN, RN
Program Director
Vocational Nursing Education Program
Lamson Institute
5819 NW Loop 410
San Antonio, Texas 78238

Dear Ms. Garza:

At the April 22, 2021, meeting, members of the Texas Board of Nursing discussed the Lamson Institute Proposal to Establish a New Vocational Nursing Education Program in San Antonio, 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 Lamson Institute to establish a new Vocational Nursing Education Program in San Antonio, 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: Peter Mikhail, Lamson Institute President and CEO
Texas Workforce Commission
Accrediting Commission of Career Schools and Colleges

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Lamson Institute
Vocational Nursing Education Program
In San Antonio, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held virtually on April 22, 2021, to consider the Lamson Institute proposal to establish a new Vocational Nursing Education Program in San Antonio, 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 Lamson Institute in San Antonio, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Lamson Institute Vocational Nursing Education Program in San Antonio, Texas, and imposes the following condition and requirement:

1. The program shall not admit more than one (1) cohort of thirty (30) students in August 2021. If the initial August 2021 cohort enrollment does not reach 30 students, Lamson Institute may enroll a second cohort in December 2021, to total no more than thirty (30) students for both the August enrollment cohort and the December enrollment cohort during 2021. After the initial year of operation, Lamson Institute may enroll two (2) cohorts of thirty (30) students per cohort each year to equal an annual enrollment of not more than sixty (60) students.

Entered this 22nd day of April, 2021

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