

**Consideration of Findings from a Virtual Survey Visit
Hill College in Hillsboro, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the report of the virtual survey review of the Hill College (HC) Associate Degree Nursing (ADN) Education Program in Hillsboro, Texas. A face-to-face visit to HC was originally planned for Spring, 2021, but was cancelled due to the COVID-19 pandemic. A virtual program review was conducted based upon the extensive program documents submitted to Board Staff and interviews with the Program Director, Administration, nursing faculty, and nursing students through online meetings beginning on March 3, 2021, and ending on March 4, 2021.

Historical Perspective:

- HC was established in 1923. The college is a comprehensive community college and is accredited by the Southern Association of Colleges and Schools having just completed their reaffirmation visit in 2021.
- HC has operated a successful vocational nursing (VN) education program since 1975. The Board approved the ADN program as a mobility track (LVN to ADN) in 2006. A Paramedic to ADN transition track was added in 2007, and a generic ADN program was established in 2010.
- The HC ADN program currently offers the following tracks: generic ADN, LVN to ADN transition, and Paramedic to ADN transition.
- The generic program is offered on the Hillsboro College Campus (HCC) while the mobility tracks are offered on the Johnson County Campus (JCC) in Cleburne in even years. In odd years, the generic program is offered on the JCC and the mobility tracks are offered on the HCC.
- Dawn Cox, PhD, MSN/ed, RN has served as ADN program coordinator since 2018 and was appointed as ADN Director in 2019.
- The NCLEX-RN® pass rates for the past five years are provided in the following table:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2020	Full	87.50%	7/8
2019	Full	86.96%	20/23
2018	Full	100.00%	11/11
2017	Full	83.33%	10/12
2016	Full	100.00%	3/3

- The previous survey visit was conducted on June 18, 2014 to Hill College ADN in Hillsboro, Texas to fulfill the requirement authorized by the Board Order dated January 27, 2014 when the program was placed on Full Approval With Warning.

Summary of Survey Visit:

Documents Provided to Board Staff Prior to Visit:

- Curriculum Plan, Philosophy/Mission, Objectives/Goals, Conceptual Framework
- Faculty and Program Director Job Descriptions
- Faculty Handbook
- Student Handbook
- Syllabi for all Courses
- Clinical Evaluation Tools
- Total Program Evaluation Plan
- Faculty Minutes
- Virtual Tour of Resources and Facilities

Individuals Participating in the Virtual Survey Visit:

Dawn Cox, PhD, RN, ADN Program Director

Hill College Administration:

- Dr. Pamela Boehm, EdD, President Hill College
- Dr. Kerry Schindler, Vice President of instruction
- Lori Moseley, MSN, RN, Dean of Instruction and Public Services

Hill College Associate Degree Nursing Faculty:

- Chad Schoen, MSN. RN
- Teresa Hamilton, MSN, RN
- Ted Cross, Jr., MSN, RN
- Jan "Olivia" Patrick-Sanders, MSN, RN
- Sherri Florence, MSN, RN
- Paula Hutchings, MSN. RN, Skills Lab Coordinator

Hill College Associate Degree Nursing Students:

- Met virtually with a total of thirty-five students across both campuses.
- Twenty-one students will be graduating in May 2021 and fourteen are Level II students who will graduate in May 2022.

Board Staff:

- Gayle P. Varnell, PhD, APRN, CPNP-PC

Process for the Survey Visit:

- Dr. Cox created a Virtual Document Room on the college's web platform that included all the documents that would have been reviewed in a routine survey visit as well as the following videos:
 - ADN offices on both campuses; and
 - Hill and Cleburne Campus video tour of the skills lab.

- Dr. Cox scheduled online meetings between Board Staff and Hill College representatives; and hosted the following meetings:
 - March 2, 2021, 2:00 – 3:00 a.m. between G. Varnell and D. Cox
 - March 3, 2021, 10:00 – 11:00 a.m. - Meeting with Administrative Officers
 - March 3, 2021, 11:00 – 12:00 p.m. - Meeting with Nursing Faculty
 - March 3, 2021, 1:00 p.m. – 2:00 p.m. – Meeting with Students including a student presentation
 - March 4, 2021, 9:00 – 10:00 a.m. – Meeting with Program Director
 - March 4, 2021, 10:00 – 12:00 p.m. – Exit Report

Administration and Organization:

- Administration expressed support for the ADN program and reported that the program fulfills a need in the community.
- The Director of the ADN Program reports directly to the Dean of Health Sciences, Lori Moseley, MSN, RN. Ms. Moseley has been at HC for over 23 years starting out as a VN instructor, then program director for both the ADN and VN programs, and has been in her current position since April 2010.
- Dr. Boehm has been at HC since 1978 and became the President in July 2014.
- There is a separate ADN Faculty Handbook.
- The Dean/Director has been at HC for 14 years and has the authority to direct the ADN program in all its phases.
- Policies are in place and are consistently enforced.
- There is an administrative assistant on both the HCC and JCC sites to serve the ADN and VN programs.

Faculty:

- The 2020-2021 Faculty Handbook includes faculty policies required in Rule 215: By-Laws for the Faculty Organization; Faculty Workload Policy; Faculty Evaluation; Job Descriptions; Faculty Orientation; Mentoring Guidelines; Peer Review; Whistleblower Protection; and Safe Harbor.
- There are six full-time ADN faculty including
 - Four faculty in Hillsboro, and
 - Two faculty in Cleburne.
- The faculty have been at HC for several years, and the director reported that faculty turnover is low.
- Faculty meet Board requirements and offer a rich diversity in their educational and experiential backgrounds.
- Faculty voiced that both campuses work as a team and have supported each other during the pandemic.
- Faculty had high praise for both the administrative and nursing program leadership.
- HC subscribes to Nurse Tim Webinars for faculty development and documentation is completed on the web platform.

Students:

- Hill College has an annual admission in the fall. In even years, students are admitted to the HCC and in odd years, students are admitted to the JCC in Cleburne.
- There is a 2020-2021 ADN Student Handbook. There are policies for admission, readmission, transfer, progression, graduation, and dismissal. Eligibility information is

provided in the Handbook with a form indicating receipt of this information. There is also information on the Differentiated Essential Competencies (DECs) (2010) in the Student Handbooks and they are threaded throughout the course syllabi and clinical evaluations tools.

- Students are permitted the opportunity for readmission after failing a course no more than one time.
- Currently there are 21 students who anticipate graduating in May 2021 and 14 students in Level II who anticipate graduating in May 2022.
- Following Spring Break in March 2020, all ADN courses were moved to online and students returned to campus in May.
- Student representatives participate in faculty meetings and are invited to attend the Advisory Committee meetings.
- When ADN students graduate, they have no difficulty finding employment in the area. The majority of graduates remain in the community.
- Students cited that the strengths of the program are the excellent clinical learning experiences at the local area hospitals which include obstetrics, pediatrics, operating room, clinics, and acute care patients.
- The program meets a need in the community for an ADN education program and receives strong support from clinical affiliates and the community.

Program of Study:

- The 24-month, 60-semester credit hour curriculum is delivered through 16 nursing courses and four clinical courses. There are 13-semester credit hours of pre-requisites.
- The *Differentiated Essential Competencies (DECs) (2010)* have been incorporated into the curriculum.
- The theory courses are presented in a block format.
- There is one admission each year and the faculty progress with the students through all four levels.
- Nursing courses moved back to campus in May and clinical sites became available in June 2020.

Clinical Learning Experiences:

- The Clinical Evaluation Tools are based upon the *DECs*.
- Progression in expectations of student performance and competence is seen in the clinical evaluation tools across the program.
- Students were allowed to return to clinical learning experiences in the hospitals and clinic facilities in June 2020.
- Currently students attend clinicals in 4 hospitals, hospice, home health, the independent school district for pediatrics, and psychiatric experience is available for all semester as well as student observation in the operating room.
- The VN and ADN students share lab space and equipment for nursing skills and simulation experiences with a skills lab coordinator facilitating scheduling.
- Medication administration is practiced and students are checked off on their skills before administering medications in the clinical setting.
- Students have experience with electronic medical records.

Resources and Facilities:

- HC provided Board Staff with a video showcasing the nursing program on both campuses.
 - The tour included the following:
 - ADN faculty offices;
 - Lecture hall; and
 - Skills lab.
- There are two skills/simulation labs with low, moderate, and high fidelity equipment and mannequins on the HCC and a comparable lab on the JCC.
- Student services are available on both campuses, including a large library and ample computer resources.
- Facilities at both campuses include faculty offices and work areas, student and faculty break areas with fully equipped kitchens, restrooms, and secure storage areas for records.

Total Program Evaluation:

- The Total Program Evaluation (TPE) is completed annually. All elements required in Rule 215.13 are included and supporting documents and minutes of faculty meetings were submitted for review.

Pros and Cons of Program Review:

Pros

- See Attachment #2 identifying Quality indicators.

Cons:

- None noted.

Staff Recommendation:

Move to accept the report of the findings from the virtual survey visit to Hill College Associate Degree Nursing Education Program in Hillsboro, Texas, as indicated in the attached letter (See Attachment #1).

DRAFT LETTER

April 22, 2021

Dawn Cox, PhD, RN, Director
Associate Degree Nursing Program
Hill College
112 Lamar Drive
Hillsboro, Texas 76645

Dear Dr. Cox:

At the April 22, 2021 virtual Board meeting, members of the Texas Board of Nursing considered the findings from the March 2-4, 2021 program review of the Hill College Associate Degree Nursing Education Program in Hillsboro, Texas. It was the decision of the Board to accept the virtual survey visit report.

If you have any questions or if we may offer 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. Pamela Boehm, EdD, President Hill College
Dr. Kerry Schindler, Vice President of instruction
Lori Moseley, MSN, RN, Dean of Instruction and Public Services

**Regulatory Quality Indicators
 Hill College in Hillsboro Texas
 Associate Degree Nursing Education Program**

Basis:

Spector, N., Silvestre, J., Alexander, M., Martin, B., Hooper, J. I., Squires, A., & Ojemeni, M. (2020). NCSBN regulatory guidelines and evidence-based quality indicators for nursing Education programs. *Journal of Nursing Education*, 11(2), S2-S64.

Quality indicators for pre-licensure nursing education programs were identified in a NCSBN national, mixed-methods study of data and responses from nursing education programs, clinical educators, and board of nursing education consultants. The following table reflects a strong association between specific quality indicators and evidence from the survey visit.

Identified Quality Indicator	Findings from Survey Visit
Institutional administrative support of the nursing program	College President, VPI, and Dean of Health Sciences expressed strong support for the ADN program.
Consistent administrative leadership in the nursing program.	The Program Director has been in the position since 2020, but has been on faculty at HC for 14 years. There have been many positive improvements made to the program as she is committed to the success of the students.
Consistent full-time faculty as opposed to reliance on adjunct faculty.	Six full-time faculty are in place. All have their MSN degrees and one is in the process of obtaining their post masters' Family Nurse Practitioner.
Clinical experiences with actual patients that prepare students for the reality of clinical practice.	ADN students were able to return to clinical practice in the hospital setting to work with actual patients, and even experience working with maternity and pediatric patients, a population not always available for ADN students since June 2020.
Quality simulation is used to augment clinical experiences.	There are 3 simulation labs ranging from low to mid-level fidelity to high fidelity.
Consistently has a pattern of NCLEX pass rates that meet set standards.	Pass rates for the past 5 years have been: 90.48% (2019), 84.85% (2018), 98.08% (2017), 92.00% (2016), and 97.73% (2015).
Faculty are able to role model professional behaviors.	Students described faculty as being good role models modeling the role both in clinical and

	<p>in the classroom. Students were complimentary in their comments about both faculty and hospital staff. Clinical ratios are lower than the required 10:1 allowing the faculty to be more available to the students in the clinical area.</p>
<p>Administrative support for ongoing faculty development.</p>	<p>Faculty listed several ways that their development is encouraged and supported. The college funded courses on online instruction when all teaching was moved to online. ADN faculty are supported to attend the annual TOADN meeting and the college subscribes to Nurse Tim.</p>
<p>Comprehensive student support services especially services to assist at-risk students.</p>	<p>There are comprehensive student support services available on both campuses.</p>
<p>Ongoing systematic evaluation of the nursing program.</p>	<p>The Total Program Evaluation is reviewed and evaluated at faculty meetings and changes are made as necessary.</p>