

**Consideration of Findings from a Virtual Survey Visit  
Tarrant County College in Fort Worth, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the report of the virtual survey review of the Tarrant County College (TCC) Vocational Nursing (VN) Education Program in Fort Worth, Texas. A face-to-face visit to Tarrant County College was originally planned for Fall, 2020, but was cancelled due to COVID-19 pandemic. A virtual program review was conducted based upon the extensive program documents submitted to Board Staff and conference calls with Program Director, Administration, nursing faculty, and nursing students through online meetings beginning on June 14, 2021, and ending on June 16, 2021.

**Historical Perspective:**

- TCC is a public community college in Fort Worth, Texas, that was established in 1965. The college has six campuses.
- TCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and the Texas Higher Education Coordinating Board (THECB). The next SACSCOC reaffirmation visit will be in 2024.
- The Allied Health Professions are located at the Trinity River Campus East (TRCE).
- The Vocational Nursing (VN) program is part of the Allied Health Professions and includes the following programs: Associate Degree Nursing (ADN); Respiratory Care; Radiological Technology; Surgical Technology; Physical Therapist Assistant; Long Term Care Administration; and Health Information Technology.
- Under the Division of Nursing, the following programs are currently offered:
  - Fast-Track (LVN to RN track);
  - Certified Nurse Aide;
  - Phlebotomy Technician;
  - Electrocardiography Technician;
  - Patient Care Technician; and
  - Dual Credit High School Track VN Program (approved for Fall 2021).
- The VN Program was approved at the April 2017 Board Meeting.
- Tetsuya Umabayashi, DNP, RN wrote the proposal for the VN program and became the Dean of Nursing in January 2019. Before that time, August 2018 -January 2019 he served as the Assistant Dean of Nursing.
- The NCLEX-PN® examination pass rates for the past three years are presented in the table below:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2020	Full	93.75%	30/32
2019	Full	96.97%	32/33
2018	Full	100.00%	28/28
2017	New Program		

**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 Description
- Faculty Handbook
- Student Handbook
- Preceptor Handbook
- Syllabi for all Courses
- Clinical Evaluation Tools
- Total Program Evaluation Plan
- Faculty Minutes
- Sample of Student Presentations and assignments
- Virtual Tour of Resources and Facilities

Individuals Participating in the Virtual Survey Visit:

Tetsuya Umebayashi, DNP, RN, Dean of Nursing  
 Ginna Covington, MS, RN, Assistant Dean of Nursing  
 Lisa Thomas, Administrative Assistant to the Dean  
 Brittany Wayton, Administrative Assistant to the Assistant Dean

Tarrant County College Administrators:

Thomas M. Mills PhD, Vice President for Academic Affairs

Tarrant County College Vocational Nursing Faculty:

Katharine Fuchshuber, MSN, APRN, RNP  
 Karen Heard, MSN, RN  
 Jill Whitfill, BSN, RN

Tarrant County College Vocational Nursing Students:

- Met virtually with the twenty-four students who will be graduating in August 2021.

### Board Staff:

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

### Process for the Survey Visit:

- Dr. Umebayashi 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 and presentations:
  - VN office and lab video tour;
  - Tarrant County TRCE Campus video tour;
  - Clinical Post Conference and Classroom Endocrine lecture – Katharine Fuchshuber
  - Pharmacy class & Clinical Post Conference – Jill Witfill
  - Student Group Presentations
- Dr. Umebauashi scheduled online meetings between Board Staff and TCC representatives; and hosted the following meetings:
  - June 14, 2021, 10:00 – 11:00 a.m. between G. Varnell, Dean, and Assistant Dean
  - June 15, 2021, 9:00 – 10:00 a.m. - Meeting with Administrative Officers
  - June 16, 2021, 10:00 – 11:00 a.m. - Meeting with Nursing Faculty
  - June 15, 2021, 11:00 a.m. – 12:00 noon - Meeting with Students
  - June 16, 2021, 10:00 - 11:00 a.m. - Meeting with Program Director
  - June 16, 2021, 11:00 a.m. – Noon - Exit Report

### Administration and Organization:

- The Director of the VN Program, Tetsuya Umebayashi, is also the Dean of Nursing.
- There is an Assistant Dean of the VN Program, Ginna Covington, who works closely with the Dean in the day-to-day operations of the VN program.
- Both the Dean and the Assistant Dean each have an administrative assistant.
- There is a separate VN Faculty Handbook and Bylaws for the VN Program.
- The Dean/Director has the authority to direct the VN program in all its phases.
- Policies are in place and are enforced.
- The Assistant Dean's administrative assistant's sole responsibility is to the VN program.

### Faculty:

- The 2020-2021 Faculty Handbook includes faculty policies required in Rule 214: By-Laws for the Faculty Organization; Faculty Workload Policy; Faculty Evaluation; Job Descriptions; Faculty Orientation; Mentoring Guidelines; and Peer Review.
- There are three full-time faculty who teach both didactic and clinicals. Part-time faculty are used in the clinical area as needed. There is also an Assistant Dean of Nursing for the VN Program.
- All three full-time faculty attended the faculty meeting. Two of the faculty attended virtually from the hospitals where their students were in their clinical rotation and the other faculty member attended from home.

- Two of the faculty are enrolled in graduate programs. One is working towards her Master's in Nursing Education and the other is working towards a DNP.
- All faculty stated that the students were having excellent clinical experiences this semester.
- Hospitals in the area are very supportive of TCC and are going to assist in providing experiences for students to interview
- The faculty all stated that they work as a team and support each other.
- All of the faculty are involved in remediation and work very closely with the students.
- The faculty spoke of the cohesiveness of the group and how much they enjoyed working with the same students throughout the entire program.

#### Students:

- There is a 2020-2021 VN Student Handbook. There is a section that includes required policies for admission, readmission, transfer, progression, graduation, and dismissal. Eligibility information is provided in the Handbook and a form indicating receipt of this information. There is also information on the Differentiated Essential Competencies (DECs) (2010) in the Student Handbooks and it is threaded throughout the course syllabi and clinical evaluations tools.
- The VN program has had a retention rate of over 90% since the first graduating class.
- Currently there are 33 students who anticipate graduating in August 2021.
- The program admits students in the fall every year.
- There are student representatives on the following VN Program Committees: Curriculum, Program Effectiveness, Teaching Effectiveness, and Student and Faculty Affairs. When asked about student representation during the student interview, the students expressed that they were very involved and well represented on committees. One student stated that was one of the best experiences in the program and also gave examples of how the needs of the students were taken into consideration during COVID-19.
- When VN students graduate, they have no difficulty finding employment in the area. The majority of graduates remain in the community and plan on continuing their education.
- After graduates from the TCC VN program have passed the NCSBN-PN®, they may apply for spring admission to the ADN program. If they have fulfilled all pre-requisites and indicate that they are a graduate of the TCC VN program, they are guaranteed admission. Through a series of testing, the students will then be leveled to decide which courses in the ADN program they will enter and graduate within one year.
- Students stated that TCC provides an excellent education. Other students stated that because of TCC's low tuition, they would be graduating next month debt-free.
- Students cited that the strengths of the program are the faculty and the excellent clinical learning experiences at the local area hospitals.
- The program meets a need in the community for a VN education program and receives strong support from clinical affiliates.

### Program of Study:

- The 12-month, 45-semester credit hour curriculum is delivered through 13 nursing courses. There is a separate course for maternal-neonatal nursing, pediatrics, mental health, and leadership and professional development.
- The *Differentiated Essential Competencies (DECs) (2010)* have been incorporated into the curriculum.
- The curriculum is presented in a block format.
- There is one admission a year so the faculty progress with the students through the entire three semesters.
- Clinical sites became available in January 2021. Didactic content continues to be online with students returning to the campus for skill labs.
- At the time of the visit, the preliminary NCLEX-PN® pass rate for the VN program was 100%.

### Clinical Learning Experiences:

- TCC 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.
- VN and ADN students share lab space and equipment for nursing skills and simulation experiences. ADN students use the facilities in the mornings and the VN students in the afternoons and early evenings.
- Medication administration is practiced in the skills lab and students are learning to use electronic health records.
- During the Spring semester, the students participated in a variety of community health clinics as part of their clinical experiences.

### Resources and Facilities:

- The VN program is part of the TR campus; however, the location is three blocks east of the main campus on a separate site at TRCE for Health Professions. The Nursing Programs are housed in four buildings comprising approximately 140,000 square feet.
- Students have access to the support services available on the main TR Campus including a full library, career services, student services, registrar, business office, counseling center, and multiple auditoriums.
- TCC provided a video showcasing the TRCE Campus
  - The tour included the following areas:
    - Dean and VN faculty private offices;
    - Three classrooms with seating for 50;
    - Lecture hall with seating for 98;
    - Conference room;
    - Work room;
    - Kitchen area;

- Testing Center containing 87 computers and a Resource Center with 22 computers for nursing students or for scheduled testing;
- Two fully equipped Skills Labs containing a total of 32 beds with 32 low fidelity manikins, all with fully functioning head walls;
- The L.I.V.E Hospital consisting of 6 individual rooms and two 4-bed wards, all with fully functioning head walls. (The L.I.V.E. Hospital and Skills practice areas were designed for disaster preparedness situations. The L.I.V.E. Hospital has a variety of teaching inventory equipment. Nursing simulation is used to enhance learning and education of students. The VN program includes L.I.V.E. hospital experiences, resembling a real hospital and uses high and low fidelity manikins as well as task trainers (anatomic models) to achieve learning outcomes); and
- Reception area, study areas, and restroom facilities.

**Total Program Evaluation:**

- Parts of the Total Program Evaluation (TPE) are reviewed during faculty meetings and a complete review is done annually. All elements required in Rule 214.13 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 Tarrant County College Vocational Nursing Education Program in Fort Worth, as indicated in the attached letter. (Attachment #1)

Agenda Item: 3.2.4.d.  
Attachment #1  
Board Meeting: July 2021

July 22, 2021

Tetsuya Umabayashi, Dean  
Tarrant County College  
245 E. Belknap Street  
Fort Worth, TX 76102

Dear Dr. Umabayashi:

At the July 22, 2021 virtual Board meeting, members of the Texas Board of Nursing considered the findings from program review of the Tarrant County College Vocational Nursing Education Program in Fort Worth, Texas. It was the decision of the Board to accept the survey visit report.

If you have any questions or if we may offer assistance, please contact Board Staff at [gayle.varnell@bon.texas.gov](mailto:gayle.varnell@bon.texas.gov) or (512) 621-5179.

Sincerely,

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

Copy: Dr. S. Sean Madison, Trinity River Campus President Tarrant County College  
Dr. Thomas M. Mills, PhD, Trinity River Campus Vice President for Academic Affairs

**Regulatory Quality Indicators  
 Tarrant County College in Fort Worth Texas  
 Vocational 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. There were no negative warning signs observed.

<b>Identified Quality Indicator</b>	<b>Findings from Survey Visit</b>
Institutional administrative support of the nursing program	College VP Academic Affairs expressed strong support for the VN Program
Consistent administrative leadership in the nursing program.	The Dean of Nursing wrote the proposal for the VN program while he was the Asst. Dean and has been promoted to Dean with the Asst. Dean who as been with the program from the beginning.
Consistent full-time faculty as opposed to reliance on adjunct faculty.	There are three full-time faculty that teach both didactic and clinical and part-time faculty are used to support students in the clinical area.
Clinical experiences with actual patients that prepare students for the reality of clinical practice.	VN students have been able to return to clinical practice and have been able to have robust clinical experiences before they graduate.
Quality simulation is used to augment clinical experiences.	The VN students share resources with the ADN program and all students have access to two simulation labs with low to mid-level fidelity manikins as well as the L.I.V.E. hospital which has high fidelity manikins.
Consistently has a pattern of NCLEX pass rates that meet set standards.	There have been three graduating classes since the program was approved: 100% (2018), 96.97 % (2019), and 93.75% (2020).
Faculty are able to role model professional behaviors.	Faculty are very involved in student learning, both in the classroom, skills labs, and clinical.



	Faculty have an active role in remediation. Students interviewed felt that the faculty were very good role models for them.
Administrative support for ongoing faculty development.	VP stated that he was not aware of any time when a nursing faculty who requested faculty development was denied it.
Comprehensive student support services especially services to assist at-risk students.	There are comprehensive student support services available to all VN students.
Ongoing systematic evaluation of the nursing program.	The Total Program Evaluation is reviewed and evaluated monthly during faculty committee meetings as well as tracking annual results. Of note is that the retention rates are as follows: 2018 = 96.6%. 2019 = 91.4%, and 2020 = 91.6%.