

**Consideration of Change in Approval Status
From Full Approval to Full Approval with Warning
Central Texas College in Killeen, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for Central Texas College (CTC) Vocational Nursing (VN) Education Program in Killeen, Texas, from Full Approval to Full Approval with Warning based upon the 2021 NCLEX-PN® examination pass rate and areas of noncompliance with Rule 214 identified in the 2021 Self-Study Report.

Historical Perspective:

- CTC VN program has been in operation since 1976.
- Susan Ramnarine-Singh, EdD, MSN, RN has served as Program Director for the VN and Associate Degree Nursing (ADN) Education Programs. since June 1, 2018.
- CTC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) holds a Certificate of Authorization from The Texas Higher Education Coordinating Board to offer the vocational nursing certificate.
- The last regular Board survey visit was conducted in November 2017.
- The NCLEX-PN® examination pass rates for the past five years are included in the table below:

NCLEX Examination Year	BON Approval Status	NCLEX-VN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2021	Recommend Full With Warning	78.79%	26/33
2020	Full	74.42%	32/43
2019	Full	83.72%	36/43
2018	Full	83.33%	20/24
2017	Full	100%	41/41

- Due to the 2020 NCLEX-PN® examination pass rate of 74.42%, the program director and faculty were required to submit a Self-Study Report (SSR) in 2021 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-PN® examination and a description of the corrective measures to be implemented.
- The SSR focused on the impact of the pandemic as well as lowered student admission and progression policies that affected the performance of the program. The Program Director advised that their leniency in policies due to the pandemic reduced rigor in the program and lowered the expectations for students in their educational pursuit.
- A factor that surfaced in the SSR that had been recognized during the 2017 survey visit and was discussed during a conference call between the program and Board Staff

centered upon recruitment and retention of qualified nursing faculty. The VN program has struggled with frequent turnover of faculty that seems to be related to salaries and work arrangements.

- Another goal identified by the program was to reduce the program length from 12 months to nine months. They have successfully recommended the change in program length to CTC and the revised plan is in process for approval to begin in Fall 2023.

Rationale for Recommendations:

Rule 214.4(c)(3)(A) states: “A warning may be issued to a program when the pass rate of first-time NCLEX-PN® candidates ... is less than 80% for two (2) consecutive years...” Since the major recognized factors contributing to the pass rate related to:

- failing to follow student policies that resulted in lowered program standards and decreased educational outcomes and quality; and
- difficulty in recruiting and retaining nursing faculty,

Board Staff recommend that (1) the program continue to revise and follow stronger student policies for admission and progression, and (2) the Administration and Program Director reconsider the salary and workload for VN faculty to improve success in faculty recruitment.

Note:

The Program Director and program have already begun to respond to the recommendations in the Board Order as explained in the attached email (See Attachment #1).

Staff Recommendation:

Move to change the approval status for Central Texas College Vocational Nursing Education Program in Killeen, Texas, from Full Approval to Full Approval with Warning based upon the 2021 NCLEX-PN® examination pass rate and factors identified in the Self-Study Report that may have affected the pass rate, and impose the conditions/requirements in the attached letter and Board Order (See Attachment #2).

Email response from Central Texas College Program Director Following Review of Board Report:

Dr. Hooper,

The following policies will change in our Student Handbook, Catalog, and website. Our college normally requests updates by April 1st to be published Fall 2022.

Below I address our changes, and of course everything that reflects old verbiage has to be revised everywhere within the Handbook, Catalog, and website.

1. In accordance with Rule 214.4(a)(3)(A), a virtual survey visit will be conducted by Board Staff during 2022. – Thank you
2. The Program Director shall provide a copy of the revised student policies for admission and progression in the Vocational Nursing Education Program. – will be revised in April 1 and reflect in the new student handbook, college catalog, & website. Once published I will provide evidence, once all is finalized, to reflect the following changes: Motion: Effective Fall 2022, VN applicant admission criteria will match the ADN admission criteria.
 - a. Passing scores will increase to 75%
 - b. HESI A2 Scores will be the same across the ADN/VN program – already has been changed
 - c. Transfer Students will need to meet the new criteria.
 - d. Applications will reflect changes
 - e. New VN Traditional Degree Plan will reflect 9 mth
 - f. Evening Weekend VN Degree Plan will remain the same to assist VN students needing a part time format.
3. The administration and Program Director shall discuss the issue of recruiting and retaining nursing faculty with special consideration of appropriate salary and workload, and provide a plan for resolution to Board Staff no later than July 1, 2022.
 - a. DHS Chair, Ms. Samarripa will discuss changing the 9/12 mth VN FT Faculty contract position to 9 mths once HR and Budget approves the Job description change.
 - b. Current faculty are excited that the position will be 9 mths instead of 12 mths.
 - c. We will need to hire one more FT VN faculty & Adjuncts to assist with the new 9 mth VN program to start in Fall 2023.

- d. A 9 mth position will be attract new faculty and assist with retention since the majority of faculty prefer 9 mth contracts with Summer off.
- e. Current 3 PT Adjunct Evening Weekend VN faculty want to continue to work so long as there is a need for students wanting to finish part time.

Draft Letter

April 22, 2022

Susan Ramnarine-Singh, EdD, MSN, RN, MAJ/ANC(R)
Program Director
Vocational Nursing Education Program
Central Texas College
P. O. Box 1800
Killeen, Texas 76540-1800

Dear Dr. Ramnarine-Singh:

At the hybrid April 21, 2022 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Central Texas College Vocational Nursing Education Program in Killeen, Texas, based upon the NCLEX-PN® examination pass rate for 2021, information provided in the 2021 Self-Study Report, and need for compliance with Rule 214.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Central Texas College Vocational Nursing Education Program in Killeen, Texas, from Full Approval to Full Approval with Warning and impose the conditions/requirements in the attached Board Order. A requirement is a mandatory criterion based on program assessment that is directory related to the rules that must be addressed in the manner prescribed.

If you have any questions or if we may be of any assistance, please contact Board Staff at Janice.hooper@bon.texas.gov or 512-305-6814.

Sincerely,

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

Copy: Tammy Samarripa, LP, BA, MPH, Chair, Department of Health Sciences

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Central Texas College
Vocational Nursing Education Program
Killeen, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held by hybrid format on April 21, 2021, 333 Guadalupe, Tower III, Room 100, Austin, Texas, to consider the approval status of the Central Texas College Vocational Nursing Education Program in Killeen, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon the NCLEX-PN® examination pass rate for 2021, information in the 2021 Self-Study Report, and lack of compliance with Rule 214.

The Program Director at Central Texas College in Killeen, Texas, discussed the change in approval status during a conference call with Board Staff on February 10, 2022 and was offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by Central Texas College in Killeen, Texas, the Board hereby CHANGES the approval status of Central Texas College Vocational Nursing Education Program in Killeen, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions/requirements:

4. In accordance with Rule 214.4(a)(3)(A), a virtual survey visit will be conducted by Board Staff during 2022.
5. The Program Director shall provide a copy of the revised student policies for admission and progression in the Vocational Nursing Education Program to Board Staff no later than July 1, 2022.
6. The administration and Program Director shall discuss the issue of recruiting and retaining nursing faculty with special consideration of appropriate salary and workload, and provide a plan for resolution to Board Staff no later than July 1, 2022.

Entered this 21st day of April 22, 2022

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