

**Consideration of Findings from a Virtual Survey Visit
McLennan Community College in Waco, Texas
Vocational and MEEP Nursing Education Programs**

Summary of Request:

Consider the report of the routine six-year survey visit to the McLennan Community College (MCC) Vocational Nursing (VN) Education and Multi-Entry, Multi-Exit (MEEP) Program in Waco, Texas. A virtual program review was conducted based upon the extensive program documents submitted to Board Staff and conference calls with Program Directors, Administration, nursing faculty, and nursing students through online meetings beginning on September 20, 2022 and ending on September 22, 2022.

Historical Perspective:

- The McLennan Community College (MCC) in Waco, Texas Associate Degree Nursing (ADN) Education Program began in 1967 and in 1976, the program became a multi-entry, multi-exit (MEEP) program to facilitate nursing education on several levels. At the end of the first year, students have the option of taking additional coursework specific to VN education and then take the NCLEX-PN® Examination. The students can choose to continue their education and complete the second year of study to become eligible to take the NCLEX-RN® Examination.
- The Nursing Programs are part of the Health Professions division of MCC. Other programs within the health professions include Health Information Technology (HIT), Medical Assistant Program, Medical Laboratory Technician (MLT), Medical Office Assistant, Phlebotomy, Physical Therapist Assistant (PTA), Occupational Therapy Assistant (OTA), Radiologic Technology (RT), Respiratory Care Technology, Surgical Technology Program and Veterinary Technology Program (VTP).
- Shelley Blackwood, EdD, EdS, MSN, RN, CNE, CHSE has been the Director of the ADN and MEEP program since May 2020.
- MCC VN Education Program began in Fall 1971.
- The last routine six-year survey visit to the VN program was conducted in September 2016.
- The ADN program is accredited by the Accreditation Commission for Education in Nursing (ACEN). Programs that are accredited by a national nursing accreditation organization are exempt from regular six-year survey visits.
- The ADN program had two years of pass rates under 80% and the status of the program was changed to Full with Warning at the January 2018 Board meeting and the Board ordered a survey visit that was conducted in October 2018.
- Kimberly Sales-McGee, MSN, RN has been the Director of the VN program since January 2008 and has 21 years of teaching experience at MCC.
- The NCLEX-PN® examination pass rates for the past five years are included in the provided table:

- **VN Program**

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2021	Full	80%	12/15
2020	Full	96.67%	29/30
2019	Full	93.75%	30/32
2018	Full	95.00%	38/40
2017	Full	93.75%	30/32

- **MEEP Program**

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2021	Full	100%	4/4
2020	Full	85.71%	6/7
2019	Full	100%	10/10
2018	Full	77.78%	14/18
2017	Full	83.87%	26/31

Summary of Survey Findings (see Attachment #1)

Pros and Cons from Survey Visit:

Pros:

- Both the VN Program and the MEEP Program Directors are experienced nurse educators and are respected by administration, faculty, and students.
- Both the VN and the MEEP program fulfill a need for nurses in the community served.
- MCC, has identified as its Mission, Vision, and Values that Core Values matter. This was evident and modeled by administration, faculty and students creating an environment conducive to learning. These core values include the following:
 1. People matter;
 2. Inclusiveness matters;
 3. Integrity matters;
 4. Communication matters; and
 5. Excellence matters
- The Health Professions Nursing Building (HPN) has been renovated and a new Health Professions Simulation (HPS) Building was built adjacent to the nursing building in 2012.
- There is low faculty turnover and the faculty appears to be a cohesive, dedicated group that expressed satisfaction with their roles.
- The program of study incorporates face-to-face instruction, student-centered learning activities, and the utilization of various levels of simulation.
- The program has active contracts with clinical affiliating agencies that provide a variety of clinical learning experiences.
- The nursing classrooms and skills lab are spacious with state-of-the-art technology.
- The programs offer a variety of remediation and support services to the students.
- VN graduates are able to obtain employment in the community and the majority of the MEEP students continue their education into the ADN program.
- Graduates who wish to further their nursing education have many options available to them without leaving the community in which they live.
- The issues identified in the ADN 2018 survey visit have been resolved.
 - Admission criteria have been revised;
 - Test blueprints are being used in all courses;
 - Clinical hours have been increased;

- There is more debriefing and more pharmacology in clinical post conferences;
and
- There are guidelines in place for new faculty.

- Based on The NCSBN Regulatory Guidelines and Evidence-Based Quality Indicators for Nursing Education Programs published in the Journal of Nursing Regulation, July 2020, both the VN and MEEP programs met all of the quality indicators with no warning signs identified (Attachment #2).

Cons:

- No cons were identified

Staff Recommendation:

Move to accept the report of findings of the routine six-year virtual survey visit to the McLennan Community College (MCC) Vocational Nursing (VN) Education and Multi-Entry, Multi-Exit (MEEP) Program in Waco, Texas as indicated in the attached letter (Attachment #3).

**Summary of Survey Visit
McLennan Community College in Waco, Texas
Vocational and MEEP Nursing Education Programs**

Purpose of Survey visit: Routine survey visit

Date of Visit: September 20-22, 2022

Board Staff Conducting Visit: Education Consultants Gayle Varnell, PhD, APRN, CPNP-PC

Education Consultants met with:

Johnette McKown, EdD, President
Fred Hills, PhD, Vice President of Instruction & Student Engagement
Stephen Benson, PhD, Vice President of Finance & Administration
Glynnis Gaines, MSHS, Dean, Health Professions
Shelley Blackwood, EdD, EdS, MSN, RN, CNE CHSE, ADN/MEEP Program Director
Kim Sales-McGee, MSN, RN, VN Program Director
Virginia Dossman, ADN Faculty
Becky Slonaker, ADN Faculty
Tamera Rutherford, MSN, ADN Faculty
Angela Mathis, MSN, ADN Faculty
Cynthia McAdams, ADN Faculty and Compliance Coordinator
Angela Trotter, MSN, APRN, VN Faculty
Carole Herdman, BSN, VN Faculty
Johnny Montemayor, BSN, VN Faculty
Elizabeth Painter, MSN, VN Faculty
Benjamin Rosen, BSN, VN Faculty
Five MEEP students
Ten VN students

Education Consultant:

- Reviewed the curriculum and all syllabi;
- Reviewed the Student Handbook and Faculty Handbook;
- Reviewed exams and clinical evaluation tools;
- Virtual Tour of campus and facilities housing the nursing program;
- Interviewed 10 VN students and 5 MEEP students;
- Held initial conference with directors and administration;
- Held meeting with MEEP and VN faculty members separately;
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan;
- Observed virtual classroom presentations, and
- Conducted exit interview with Administration, VN Director, ADN Director, and Dean of Health Professions.

Summary of Findings:

Administration:

- Administration indicated the nursing program is in alignment with the university's mission, vision, and values. The program adds worth to the university and continues to meet a need for increased numbers of professional nurses in the local community.
- The nursing program is in the School of Health Professions. In addition to the Nursing Program, MCC offers an Associate Degree in Applied Science in Nursing, Medical Laboratory Technician, Occupational Therapy Assistant, Physical Therapist Assistant, and Radiologic Technology.
- Kim Sales-McGee, MSN, RN, has been the director of the VN Program since January 2008.
- There is strong administrative and faculty support for the VN and MEEP programs.
- Communication between administration, including the Dean of Health Professions, and the directors were apparent.
- According to the Program Directors, VN graduates are now able to obtain employment in local, as well as surrounding clinical affiliating agencies, and are able to continue their education at MCC.
- There are articulation agreements in place with plans to develop an RN-to-BSN in the future.
- The VN Director teaches VNSG 1119 Professional Development for both the VN and MEEP students.

Program of Study:

VN Program

- The VN curriculum consists of 12 hours of prerequisite courses and thirteen (13) nursing courses. The twelve hours of general education courses can be completed in one semester followed by three semesters of nursing courses. Nursing courses total thirty-six credit hours and general education courses total twelve credit hours for a sum of forty-seven credit hours in the entire program.
- The program of study is well-organized and includes all Board required content.
- The Differentiated Essential Competencies (DECS) (2021) have been fully incorporated into the curriculum as well as the Clinical Evaluation Tools.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program.
- All VN students are required to take the Health Education Systems Incorporated (HESI) PN exit exam during the semester of graduation from the program. Students who have a HESI score of below 900 on the HESI-PN Exit Exam must remediate before the Affidavit of Graduation (AOG) will be completed for the student. Remediation mechanisms are in place and the policies are clearly stated in the Student Handbook.
- General education courses are delivered online or face-to-face while all nursing courses are provided face-to-face with the exception of VNSG 1119 Professional Development and Leadership which is offered as a hybrid course.
- Graduates of the VN program have a variety of options available to continue their nursing education either through transitioning to MCC's ADN program or articulating to LVN-BSN programs offered by Tarleton State University at MCC's University Center.

MEEP Program

- The MEEP program is part of the ADN program that incorporates the Texas concept-based curriculum.
- At the end of the ADN students third semester, there is the option to take the MEEP courses so that the student is eligible to sit for the NCLEX-PN® exam. This mini mester occurs either during the summer or winter break. The majority of students that do the MEEP program go on to complete their ADN.

Faculty:

- In addition to the Program Director, five full-time faculty members and two part-time faculty members teach in the VN Program. The faculty meets Board qualifications and offers diversity in their cultural, educational, and clinical backgrounds. Faculty members are all experienced nurse educators.
- Faculty verbalized that there is low turnover in administration and faculty.
- Faculty report they receive strong support from one another and the Program Director.
- The VN and ADN programs work very closely and there appears to be a strong collegial relationship among the faculty of both programs.
- Faculty meetings are held on a regular basis and review of faculty meeting minutes revealed documentation regarding actions and rationale for actions.

Students:

VN Students

- Students are admitted two times a year in January and August.
- Currently, thirty students are enrolled in the program, as follows:

<u>Cohort Graduation Date</u>	<u>Number Enrolled</u>
December 2022	6
August 2023	30
- Students reported they enrolled in the VN Program because of the excellent reputation of the program in the Waco community and the individualized support.
- The students identified the faculty support, mechanisms in place for student success, state-of-the-art simulation lab, and small classroom size as major assets of the program.
- Students agreed the program of study is preparing them for clinical practice. They cited clinical learning experiences as a highly rewarding part of the program.
- Interviewed students articulated that although their nursing instructors had high expectations of the students and held them accountable for learning, there was an atmosphere of positivity among the faculty that made them want to achieve.
- Student policies are well-defined and are written to include all Board required content.
- Student files are maintained with required documentation.
- Students have input into the program via course, faculty, and program evaluations and also serve on the Student Affairs Committee.

MEEP Students

- There were 6 students who elected to take the MEEP Program this summer.
- One student did not complete due to moving out of state and 5 students completed the program and passed the NCLEX-PN® Exam. These students are currently in Level 4 and will graduate in December 2022.

Clinical Learning Experiences:

VN Students

- The program has active clinical contracts with a variety of affiliating agencies that provide rich clinical learning opportunities.
- During Covid, the VN program did not admit a class so that the ADN students could make up clinical hours.
- Skills lab and simulation lab activities are utilized prior to hands-on patient care experiences.
- Faculty provides supervision during all clinical learning experiences.
- Board faculty-to-student ratios are maintained.

- Clinical learning experiences are scheduled to correlate with didactic content.
- The clinical evaluation tools are based upon the DECs, and measure progression of the student according to level objectives.
- The skills/simulation labs are open to students for practice.

MEEP Students

- The MEEP courses include VNSG 1119 Professional Development course with 16 contact hours as well as RNSG 2161 Clinical for MEEP students with 72 clinical hours.

Facilities, Resources, and Services:

- In 2011 the Nursing Health Careers (NHC) building was renovated and renamed the Health Professions Nursing Building. Classrooms and student study areas are located in this building.
- The facilities housing the VN Program are spacious and equipped with numerous audio-visual equipped classrooms, student study areas, and computer labs.
- A 15,600 square foot Health Professions Simulation (HPS) building located next to the NHC includes two 10-bed simulation wards, one labor and delivery, one critical care unit, and one trauma area. All are equipped with mid and high-fidelity simulation manikins. There is a control room for both simulation labs allowing faculty to observe students through one-way mirrors and also record students during simulations. There also are three debriefing rooms.
- The VN students have an opportunity to participate in interdisciplinary training as addressed in the Institute of Medicine (IOM) 2010 Report both within MCC programs and with other educational institutions within the community.
- Faculty offices are located both in the NHC and HPS buildings. A full array of student services including counseling, financial aid, and career placement are offered on the MCC campus. Nursing also has its own dedicated counselor.
- The Program Director, as well as full-time faculty, all have fully furnished private offices.
- The program has full-time clerical and secretarial support.
- The clerical staff have individual offices.

Records and Reports:

- Student records are maintained for five years and are kept in a fire-proof cabinet located in a locked office.
- The Total Program Evaluation (TPE) Plan, copies of NEPIS, CANEP, and Faculty minutes are kept in the program director's office in a locked fireproof cabinet.
- Meeting minutes reflect aspects of the TPE implementation.
- Faculty files contain all documents required by Rule 214.7(c) and Rule 215.7.
- Clinical affiliation agreements are current and easily accessible.
- Storage of files meets the requirement of Rule 214.12 and Rule 214.12.

**Regulatory Quality Indicators
 McLennan College in Waco, Texas
 Vocational and MEEP Nursing Education Programs**

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	Administration full support both the ADN & VN Nursing Programs. The College Mission statement includes 5 Core Values: People Matter, Inclusiveness Matters, Integrity Matters, Communication Matters, and Excellence Matters.
Consistent administrative leadership in the nursing program.	There is consistent administrative leadership in the nursing program for both programs
Consistent full-time faculty as opposed to reliance on adjunct faculty.	The majority of faculty are full time and have been at the college for many years.
Clinical experiences with actual patients that prepare students for the reality of clinical practice.	There is excellent communication between medical facilities and the nursing programs.
Quality simulation is used to augment clinical experiences.	There is a well-equipped simulation lab for both programs with experienced simulation faculty.
Consistently has a pattern of NCLEX pass rates that meet set standards.	Pass rates have been consistently over 80%
Faculty are able to role model professional behaviors.	Faculty role model professional behaviors as with their Philosophy of Chasing what matters, People, Integrity, Communication, Excellence and Inclusiveness.
Administrative support for ongoing faculty development.	Faculty receives administration support for faculty development and have the resources necessary to prepare student for the Nex-Gen Exams.
Comprehensive student support services especially services to assist at-risk students.	There are a wealth of students support services available to assist at risk students and in student interviews, they validated this.
Ongoing systematic evaluation of the nursing program.	There is a systematic evaluation of the nursing program

October 20, 2022

Shelley Blackwood, EdD,MSN, CNE, CHSE
Associate Degree & MEEP Director
Kimberly Sales-McGee, MSN, RN
Vocational Nursing Director
McLennan Community College
1400 College Drive
Waco, TX 76708

Dear Dr. Blackwood and Ms. Sales-McGee:

At the October 20-21, 2022 Board meeting, members of the Texas Board of Nursing (Board) considered the report of the virtual survey visit to the McLennan Community College Vocational and MEEP Nursing Education Program in Waco, Texas. It was the decision of the Board to accept the report of the survey visit. The Board acknowledges the positive Quality Indicators identified during the visit.

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

Sincerely,

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

Copy: Johnette McKown, EdD, President
Glynnis Gaines, MSHS, Dean Health Professions