

**Report of Survey Visit  
Mountain View College in Dallas, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the report of the March 31, 2015 follow-up survey visit to the Mountain View College in Dallas, Texas, Associate Degree Nursing (ADN) Education Program pursuant to the January 22, 2015 Board Order.

**Historical Perspective:**

- Mountain View College was established by the Dallas County Community College District in 1970 and hosted the Brookhaven College extension program for several years.
- A separate ADN program to be known as Mountain Valley College ADN Program was proposed and approved at the July 2011 Board of Nursing Meeting and the first cohort of students was admitted in Fall 2011.
- In May 2014, the ADN program submitted a Self-Study Report (SSR) due to a 2013 NCLEX-RN® examination pass rate of 75.00%.
- The NCLEX-RN® pass rates for the past two (2) years are reflected in the table below:

<b>Examination Year</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>	<b>BON Approval Status</b>	<b>Board Requirements</b>
2014	51.43%	18/35	Initial with Warning	Change to Initial with Warning at January 2015 Board meeting
2013	75.00%	18/24	Initial	Self-Study submitted

- At the January 2015 Board meeting, Mountain View College ADN program was placed on Initial Approval with Warning status.

**Summary of Survey Findings (See Attachment #1):**

**Pros and Cons of Survey Visit:**

**Pros:**

- The program has strong administrative and community support.
- Faculty members are a cohesive, dedicated group who have embraced technology to promote student success.
- The program of study incorporates creative methods of course delivery as well as high-fidelity simulation.
- The program has active contracts with multiple clinical affiliating agencies to ensure provision of a rich variety of clinical learning experiences.
- Students interviewed expressed a high degree of satisfaction with the program and confidence that the Director and faculty are committed to their success.

- The Dean/Director and faculty identified areas for improvement in the ADN program and have been proactive in implementing corrective measures.

**Cons:**

- The 2014 NCLEX-RN® is 48.15% (18/35).
- A Lab Coordinator is in place but there seems to be a discrepancy between her role, the job description in the Faculty Handbook, and Board Education Guideline 3.8.4.a. *Utilizing Clinical Teaching Assistants and Skills Lab Instructors.*

Survey visit findings were positive with only two areas of concern:

1. Course content previously taught in separate courses in Pathophysiology and Clinical Decision Making has been integrated into other nursing courses. Board Staff encouraged faculty to evaluate the effects of these changes for the students currently enrolled until they complete the program and take the NCLEX-RN® examination.
2. The responsibilities of the Lab Coordinator may not be appropriate since she is not a nurse.

**Staff Rationale:**

Board Staff have provided rationales for requirements in the Board Order.

**Staff Rationale for Requirement #1:**

Board Education Guideline 3.8.4.a. requires that “the qualifications and expectations for the lab assistant should be clearly defined and provided in the job description,” and lists appropriate activities for the lab assistant. The guideline stresses that lab assistants are not nursing faculty and cannot teach or evaluate nursing students.

There is currently a discrepancy between the job description in the program’s Faculty Handbook, the expectations in the Education Guideline, and current practices in the program lab.

**Therefore,** the Program Director shall review Education Guideline 3.8.4.a. and the job description in the Faculty Handbook to ensure that the lab assistant is only functioning in a non-nursing faculty role. The Director shall provide to Board Staff no later than September 1, 2015 justification of the differences in the job description, the guideline, and the actual practices of the lab coordinator.

**Staff Rationale for Requirement #2:**

Rule 215.9(m) states that “All professional nursing education programs implementing any curriculum change shall submit to Board Staff an evaluation of the outcomes of the implemented curriculum change through the first graduating class under the new curriculum.”

The program has integrated content from two previously taught courses, Pathophysiology and Clinical Decision Making, into other courses.

**Therefore,** the program shall submit an evaluation of the curriculum changes involving integration of content in pathophysiology and clinical decision making into other courses to Board Staff following the graduation of the class under the curriculum changes.

**Staff Recommendation:**

Move to accept the report of the required survey visit to Mountain View College Associate Degree Nursing Education Program in Dallas, Texas and issue the requirements/conditions in the attached letter and Board Order (Attachment #2).

**Summary of Survey Visit  
Mountain View College in Dallas, Texas  
Associate Degree Nursing Education Program**

**Purpose of Visit:** Follow-up survey visit pursuant to January 2015 program approval status change.

**Date of Visit:** March 31, 2015

**Board Staff Conducting Survey Visit:** Gayle P. Varnell, PhD, APRN, CPNP-PC, Nursing Consultant for Education

**Nursing Consultant for Education met with:**

- Katrina Walker, MSN, RN, Dean
- Dr. Leonard Garrett, Vice President of Student Services and Enrollment
- Quentin Wright, EdD, Interim Vice President of Academic Affairs and Student Services
- Sharon Davis, PhD, Vice President of Business Services
- Anna Dye, MSN, RN, CNE, ADN Faculty
- Smriti Goswami, MSN, WHNP, ADN Faculty
- Veronica Jones, MSN, RN, ADN Faculty
- Shelley Ford, MSN, RN, ADN Faculty
- Cheryl Shultz, MSN, RN, ADN Faculty
- Mary Nguyen, MSN, RN, Adjunct Faculty
- Huda Gadid, MSN, RN, Adjunct Faculty
- Andrea McCullough, Skills Lab Coordinator
- Vanice Schultz, Administrative Assistant
- Forty-nine (49) ADN Students

**Nursing Consultant for Education conducted the following activities:**

- Held initial interview with Director and administration;
- Met with faculty members;
- Observed clinical simulation;
- Interviewed students;
- Toured Mountain View College campus;
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, student and faculty handbooks, syllabi, clinical evaluation tools, and the Total Program Evaluation (TPE) Plan; and
- Conducted an exit interview with Director and faculty.

**Summary of Findings:**

Administration:

- Administration expressed support for the Associate Degree Nursing (ADN) program and stated that the nursing program adds value to the college and fulfills a need in local communities.
- The organizational chart was reviewed with administration.
- Katrina Walker, MSN, RN began her career with Mountain View College in 2013.
- Ms. Walker reported that she is comfortable fulfilling her various administrative duties due to the fact that she has a competent faculty and strong administrative support. She has a teaching load of three (3) hours.
- The director and faculty unanimously agreed that resources are adequate to meet teaching needs.

- Clear communication between the Director and administration was evident.
- According to the director, Mountain View College graduates are respected in the community and are able to obtain employment in the local area.

#### Program of Study:

- There are a total of 1152 contact hours in the program of study: 416 didactic hours, 240 skills lab hours, 16 simulation lab hours, and 696 patient care clinical hours.
- The curriculum is sound, logically organized, and includes all Board required content. The faculty consistently evaluate and revise the curriculum based upon evidence and according to need.
- The program has recently changed the curriculum to remove separate courses in Pathophysiology and Clinical Decision Making, and to integrate the content from these courses into other required nursing courses.
- The Differentiated Essential Competencies (DECS) (2010) have been fully incorporated into the curriculum.
- The teaching model is based upon face-to-face instruction.
- Admission policies have been strengthened to ensure that qualified applicants are admitted into the program, and include standardized testing and a weighted priority point system in pre-requisite courses.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- Planned remediation and tutoring are in place. Additionally, the program requires a face-to-face NCLEX-RN® review course.

#### Faculty:

- The faculty organization is comprised of the Program Director, Program Coordinator, five (5) full-time faculty members and five (5) part-time faculty members, and one Skills Lab Coordinator.
- The director reported that faculty turnover rates are low.
- Faculty meet Board qualifications and offer a rich diversity in their educational and experiential backgrounds.
- Faculty reported that morale is high and stated they receive strong support from one another and the program director.
- Faculty reported that because the Skills Lab Coordinator is not a nurse, they are having to spend more time in the skills lab which is taking away from other faculty duties. Students are also being given misinformation.
- Faculty agreed that work loads are reasonable and allow sufficient time for grading assignments, preparing lesson plans, and maintaining office hours.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty have regular meetings. Their planning and decision-making is collaborative. Faculty meeting minutes are maintained.
- Board required policies are in place.

#### Students:

- The program admits one (1) cohort of students each year in August.
- At the time of the survey visit, there were forty-nine (49) students enrolled in the program.
- Twenty (20) students are taking their last courses and will graduate in May 2015. Twenty-nine (29) students are in Level II.
- Eighteen (18) students were available for interview. These students had been in the program for two (2) weeks.
- Students reported they enrolled in the ADN program because of location and the reputation of the program. Students have input into the program and also have a student representative who participates in the program governance.
- Student policies are in place.

- Students receive eligibility information in their handbook as well as verbally. Students indicated they have received declaratory order and eligibility information.
- The program has developed articulation agreements with the University of Texas at Arlington.

#### Clinical Learning Experience:

- The program has active clinical contracts with a number of affiliating agencies which provide exemplary clinical opportunities for the curriculum. Skills lab and simulation activities are also utilized.
- Students are prepared for hands-on, direct patient care clinical practice through supervised skills labs and simulation lab experiences prior to the provision of direct patient care.
- Faculty provide responsible supervision in all clinical experiences. Students rotate between faculty to maintain inter-rater reliability in evaluating clinical performance.
- Board required faculty to student ratios are maintained. The Director reported that preceptors are not being used.
- The job description in the Faculty Handbook for the Skills Lab Coordinator indicates this individual should be a Master's prepared or BSN-prepared nurse with three (3) years current teaching experience. The current Skills Lab Coordinator is not a nurse and there is some confusion about how she functions in her role.
- Clinical learning experiences are scheduled to match related didactic content.
- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluations.

#### Facilities, Resources, and Services:

- The Mountain View campus is well-kept, attractively landscaped, and offers ample parking.
- A full array of student services are available, including a large library and ample computer resources. Additionally, students have access to online holdings from campus or home.
- Facilities housing the nursing program are spacious, modern, well-equipped, and include several classrooms and skills/simulation labs. Audiovisual equipment is available in every classroom and the skills labs is equipped with high-fidelity simulation equipment.
- The Director and faculty have private offices conveniently located near the Administrative Assistant, classrooms, and skills lab.
- The program has full-time clerical and secretarial support.
- The Director and faculty agreed that, with the exception of not having a Skills Lab Coordinator who is a registered nurse in the skills lab, resources are adequate to meet all teaching needs.

#### Records and Reports:

- Faculty files contain evidence of faculty qualifications, licensure, and faculty evaluations.
- Student files contain all documents required by Rule 215.
- Clinical affiliation agreements are current.
- Records are securely stored to prevent unauthorized use.

#### Total Program Evaluation:

- The TPE Plan is used in program decision-making.
- The TPE contains requisite broad areas for periodic evaluation.
- Faculty minutes indicate when decisions are made based upon evidence.

DRAFT LETTER

July 27, 2015

Katrina Walker, MSN, RN, Dean  
Mountain View College  
Associate Degree Nursing Program  
4849 W. Illinois Ave.  
Dallas, TX 75211

Dear Ms. Walker:

At the July 23-24, 2015 meeting, members of the Texas Board of Nursing (Board) discussed the report of the follow-up survey visit to the Mountain View College Associate Degree Nursing Education Program in Dallas, Texas.

Based upon the discussion and review of documents, it was the decision of the Board to accept the report of the survey visit and issue the requirements/conditions in the attached Board Order.

Requirements are mandatory criteria based upon program assessment directly 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 512-621-5179.

Sincerely,

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

Copy: Mountain View President

**BEFORE THE TEXAS BOARD OF NURSING**

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**In the Matter of:**

Mountain View College  
Associate Degree Nursing Education Program  
Dallas, Texas

**ORDER OF THE BOARD**

A Public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 23-24, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas to consider the survey visit to the Mountain View College Associate Degree Nursing Education Program in Dallas, Texas, based upon Board action at the January 2015 meeting pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215 and based upon findings from the March 31, 2015 survey visit.

After review and due consideration of the filed materials, as well as the presentation by representatives from Mountain View College in Dallas, Texas, and other interested parties, if any, the Board hereby ACCEPTS the report of the survey visit to the Mountain View College Associate Degree Nursing Education Program in Dallas, Texas, and hereby imposes the following requirements/conditions:

1. The Program Director shall review Education Guideline 3.8.4.a. and the job description in the Faculty Handbook to ensure that the lab assistant is only functioning in a non-nursing faculty role. The Director shall provide to Board Staff no later than September 1, 2015 justification of the differences in the job description, the guideline, and the actual practices of the lab coordinator.
2. The program shall submit an evaluation of the curriculum changes involving integration of content in pathophysiology and clinical decision making into other courses to Board Staff following the graduation of the class under the curriculum changes.

Entered this 23<sup>rd</sup> day of July, 2015

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