

**Report of Survey Visit
Midland College in Midland, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the report of the November 5-6, 2019, routine survey visit to the Midland College (MC) Vocational Nursing (VN) Education Program in Midland, Texas.

Historical Perspective:

- MC began in 1969 as part of the Permian Junior College District. It became a separate community college district in October 1972.
- The college is regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges.
- The VN Program in Midland, Texas, was established in 1980. An extension site, the Williams Regional Technical Training Center (WRTTC), in Fort Stockton, Texas, also offers the VN Program.
- In addition to the VN Program, the college has operated an Associate Degree Nursing (ADN) Program in Midland since 1981.
- The VN and ADN Programs are part of the Division of Health Sciences that also includes Sonography, Emergency Medical Technician, Fire Science, Paramedic, Respiratory Care, Health Information Management, and Bachelor's Degree in Health Services Management.
- MC, in partnership with the Midland Independent School District, offers a Health Sciences Academy designed for high school students to explore healthcare occupations.
- Brooke Foutch, RN, Board approved Program Director, has been in the leadership position since January 2019 and is an experienced nurse educator.
- The NCLEX-PN® examination pass rates for the past five years are presented in the table below:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2018	Full	100%	23/23
2017	Full	83.33%	15/18
2016	Full	100%	13/13
2015	Full	100%	7/7
2014	Full	100%	18/18

- A routine survey visit was conducted by Education Consultants Dr. Janice I. Hooper and Dr. Virginia D. Ayars on November 5-6, 2019.

Summary of Survey Findings (See Attachment #1):

Pros and Cons of Survey Visit:

Pros:

- The MC Administration expressed strong support for the VN Program.
- The Program Director, an experienced nurse educator, is enthusiastic, resourceful, and dedicated.
- Faculty members are accomplished clinicians, offer fresh approaches, and share a sincere interest in MC and the VN students.
- Clinical learning experiences are exceptional for VN students.
- Clinical evaluation tools are based on the *Differentiated Essential Competencies (DECs)* and demonstrate progression across the curriculum.
- The faculty are very adept at providing instruction to groups of students at both sites resulting in a sense of inclusion by all class members.

Cons:

- One classroom is allocated to the VN Program at the MC campus and the WRTTC campus. The single classroom at each site houses the nursing skills lab, equipment, and supplies.

Staff Rationale for Recommendation #1:

During the survey visit, Administration discussed the rapid growth of the Midland community, the ongoing need for increased numbers of nurses in West Texas, and the college's desire to expand the enrollment of the VN Program. The Dean of Health Sciences, the VN Program Director, VN faculty, and VN students noted the physical space assigned to the VN Program is limited. All activities of the VN Program, didactic and skills lab experiences, are conducted in one classroom at each site, MC and WRTTC.

Recommendation #1:

Considering the potential for major growth at Midland College, in particular the Midland College Vocational Nursing Program, it is recommended that the college administration examine increasing the physical space allotted to the Vocational Nursing Department at the Midland College campus in Midland, Texas, and the Williams Regional Technical Training Center in Fort Stockton, Texas. An expanded space would assist in the creation of a more effective learning environment for the Vocational Nursing students and could ultimately contribute to a significantly increased enrollment for Midland College. Administration shall submit a written response to this recommendation to Board Staff no later than April 1, 2020.

Staff Recommendation:

Move to accept the report of the routine survey visit to the Midland College Vocational Nursing Education Program in Midland, Texas, and issue the recommendation in the attached letter (see Attachment #2).

**Summary of Survey Visit
Midland College in Midland, Texas
Vocational Nursing Education Program**

Purpose of Survey Visit: Routine survey visit

Date of Visit: November 5-6, 2019

Board Staff Conducting Survey Visit: Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF, and Virginia D. Ayars, EdD, MS, RN, CNE

Education Consultants:

- Reviewed:
 - Vocational Nursing (VN) Program philosophy;
 - curricular framework and student learning outcomes;
 - explanation of student and program learning outcomes;
 - curriculum with all syllabi;
 - Student Handbook and Faculty Handbook;
 - clinical evaluation tools;
 - clinical affiliation agreements;
 - minutes of faculty committee meetings;
 - organizational chart;
 - 2019 Nursing Education Program Information Survey (NEPIS) and Faculty Profile;
 - 2019 Compliance Audit for Nursing Education Programs (CANEP) and Supplemental Survey;
 - faculty and student files; and
 - Total Program Evaluation (TPE) Plan with data.
- Met with:
 - Stephen Thomas, PhD, President;
 - Damon Kennedy, PhD, Vice President of Instructional Services;
 - Carmen Edwards, DNP, MSN, RN, Dean, Health Sciences;
 - Brooke Foutch, RN, Department Chair Vocational Nursing;
 - Kristina Spenser, BSN, RN, CCE, Faculty, Midland;
 - Jayme Sumrall Awtry, MSN, RN, Faculty, Midland;
 - Jack Williams, RN, LP, Faculty, Williams Regional Technical Training Center (WRTTC) in Fort Stockton; and
 - Interviewed 16 Midland students and 10 Fort Stockton students;
- Toured program facilities;
- Observed a class in session; and
- Conducted exit interview with College President, administrators, and faculty.

Summary of Findings:

Overview of Program:

- Midland College (MC) offers the VN program on both the main campus in Midland, Texas, and at the WRTTC site in Fort Stockton, Texas.

- Didactic content is delivered/communicated between MC and WRTTC by interactive video classroom (IVC). The technology is sophisticated and faculty are adept at including both groups during class lectures, discussions, and activities to become one cohesive unit.
- Board Staff observed and participated in an interactive class session between campuses and noted the skills of the faculty in promoting a sense of oneness among the class members.
- The VN program consists of 37 semester credit hours, offered over a 12-month period. A total of 1392 contact hours are provided, comprised of 352 didactic hours and 1040 lab/clinical hours.
- The curriculum is balanced and based upon sound educational principles.
- The clinical learning experiences are exemplary. The VN program has long-term relationships in a variety of acute care facilities in the community, including mother/baby and pediatrics. Upon licensure, the MC VN graduates are hired to work in acute care units in West Texas.

Administration and Organization:

- The population of Midland and the surrounding area is expanding rapidly and an increased number of VN graduates will be needed to meet the healthcare needs of the West Texas community.
- MC administrators verbalized strong support for the VN Program. They noted a desire to expand the VN Program as the program adds value to the college and fulfills a significant need for nursing care in the community.
- The administration is readily available to the Program Director, and clear channels of communication among the Dean, the Program Director, and administration are evident.
- The Dean of Health Sciences, Dr. Carmen Edwards, is an accomplished nurse leader and nurse educator, highly regarded throughout the state. Dr. Edwards was previously the VN Program Director.
- The Board approved Program Director is Brooke Foutch, RN. Ms. Foutch is an experienced nurse educator and is currently being mentored by Dr. Edwards.
- The Program Director indicated, although she has teaching responsibilities, she has adequate time to fulfill the director's administrative duties.
- Ms. Foutch is creative, resourceful, and dedicated to the program.
- Ms. Foutch works to ensure the two campuses function as one cohesive program.

Faculty:

- There are three full-time faculty members, two at the MC campus and one at WRTTC.
- The faculty are novice nurse educators; however, they are highly accomplished clinicians with a rich diversity of professional experiences that create a well-balanced team.
- The faculty appear to be collaborative, making decisions as a group. They communicate frequently about all aspects of the program operation.
- Faculty function as a committee of the whole to conduct business; decision-making is reflected in meeting minutes.
- Faculty expressed enthusiasm about serving as nurse educators at MC and articulated an interest in quality improvement.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty are creative and energetic. They coordinated student field trips, poster presentations, a pre-natal workshop, and a clinical fair. Photographs of the events were presented in the VN classroom for Board Staff's review.

- The Faculty Handbook with policies is detailed, well-written, and sets forth policies for faculty orientation and development.
- Faculty policies for Peer Review and Safe Harbor are provided.
- The faculty stated appreciation for the caring attitude modeled by the Program Director and demonstrated by their faculty colleagues.
- Faculty development is available via higher education tuition funds and funds for continuing education, including conference attendance.
- As approximately 50% of the VN students rent textbooks rather than purchase them, faculty are challenged to ensure students have take-home materials.

Students:

- At the time of the survey visit, 36 students were enrolled in the program.
- The program admits one cohort per year with a maximum of 26 students at the MC campus and 10 students at WRTTC.
- The students stated they made an informed, evidence-based decision to enroll at MC due to the VN Program's pass rates, the reputation of the VN Program in the community, and the location.
- Student policies are clearly written and articulated.
- Students affirmed they are fully supported by faculty throughout the program of study. They indicated faculty members are committed, knowledgeable, and readily available and responsive to students.
- Students set forth they receive a high quality educational experience and especially appreciate the rich clinical learning experiences.
- Four students represent the student body at Faculty Meetings, three students from the MC campus and one student from WRTTC.
- All of the students expressed ambitions to achieve an advanced degree in nursing.
- Many of the VN students are employed and most have family responsibilities, yet they expressed an intense desire to be successful and complete the VN Program.

Program of Study:

- The curriculum indicates leveling of nursing content, advancing in difficulty from simple to complex.
- Remediation and tutoring are timely provided by the faculty.
- Samples of students' posters, papers, and assignments were available for Board Staff to review.
- Didactic content is shared between the MC campus and the WRTTC via IVC. Sophisticated equipment allowed Board Staff to interview the WRTTC students while physically at the MC campus. Thus, both the MC and WRTTC students could be interviewed as a single class.
- The 12-month program of student enrolls in August and graduates the following August.
- The curriculum clearly identifies the *Differentiated Essential Competencies (DECs) for Graduates of Texas Nursing Programs* in the documents.
- Curriculum changes are based on evidence and outcomes are monitored.
- Standardized testing is used throughout the program for progression, remediation, and to determine readiness for the NCLEX-PN licensure examination.
- The Assessment Technologies Institute (ATI) products are utilized to benchmark the curriculum and the NCLEX-PN test plan is used as a primary resource.

- Board Staff observed classroom teaching, including faculty instructing the MC and WRTTC groups together. A variety of instructional strategies were observed; students were fully interactive and attentive. Although on separate campuses, the students dialogued as one unit.

Clinical Learning Experiences:

- Prior to caring for actual patients during clinical learning experiences, students practice in the skills lab. Student competencies are verified and documented prior to their engaging in these activities during hands-on patient care experiences.
- Instruction regarding Safe Harbor Peer Review is provided to students during Skills Lab scenarios.
- All clinical learning experiences correlate with didactic content.
- Clinical learning experiences are varied and robust.
- MC VN students are instructed in the care of mother/baby and pediatric patients in acute care settings.
- Clinical Evaluation Tools are based on the DEC's and demonstrate progression across the curriculum.
- Faculty supervise students in all clinical settings. Preceptors are utilized; preceptor documents are in place and meet Board requirements.
- Faculty stated employers verbalize VN graduates of MC are professional, knowledgeable, and confident nurses.

Facilities, Resources, and Services:

- The Program Director has a private office conveniently located in the nursing department.
- Faculty have fully furnished private offices.
- The facilities include adequate restrooms as well as faculty and student lounges and break areas.
- The single classroom used for the MC VN Program at both the MC campus and WRTTC is adequate. However, all didactic and skills lab instruction at each location is provided in a single classroom space.
- No separation between the skills lab, with four beds and four mannequins, and the didactic classroom is apparent, at either site.
- Media and IVC equipment appears to be modern and sophisticated.
- Ample parking is available at each site.

Records and Reports:

- Faculty files provide evidence of faculty qualifications, responsibilities, and faculty evaluations.
- The Total Program Evaluation (TPE) plan is being used for decision-making as reflected in meeting minutes.
- Clinical affiliation agreements are current, signed, and dated.
- Security of confidential files is maintained.
- Faculty and student records are in order and compliant with Board Rule 214.12.

DRAFT LETTER

January 23, 2020

Brooke Foutch, RN, Director
Vocational Nursing Education Program
Midland College
3600 North Garfield
Midland, TX 79705-6397

Dear Ms. Foutch:

At the January 23-24, 2020, meeting, members of the Texas Board of Nursing considered the findings from the November 5-6, 2019, routine survey visit to the Midland College Vocational Nursing Education Program in Midland, Texas. It was the decision of the Board to accept the survey visit report and issue the following recommendation:

Recommendation:

Considering the potential for major growth at Midland College, in particular the Midland College Vocational Nursing Program, it is recommended that the college administration examine increasing the physical space allotted to the Vocational Nursing Department at the Midland College campus in Midland, Texas, and the Williams Regional Technical Training Center in Fort Stockton, Texas. An expanded space would assist in the creation of a more effective learning environment for the Vocational Nursing students and could ultimately contribute to a significantly increased enrollment for Midland College. Administration shall submit a written response to this recommendation to Board Staff no later than April 1, 2020.

Recommendations are suggestions based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

If you have any questions or if we may offer assistance, please contact Board Staff at Virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

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

Copy: Stephen Thomas, PhD, President, Midland College