

**Consideration of Findings from a Virtual Survey Visit  
 Northeast Texas Community College in Mount Pleasant, Texas  
 Associate Degree Nursing Education Program and  
 Vocational Nursing Education Program**

**Summary of Request:**

Consider the report of the virtual survey review of the Northeast Texas Community College (NTCC) Associate Degree Nursing (ADN) and Vocational Nursing (VN) Education Program in Mount Pleasant, Texas. 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 May 9, 2022, and ending on May 11, 2022.

**Historical Perspective:**

- The NTCC in Mt. Pleasant, Texas VN program began in 1984 and the ADN program began in 1989.
- NTCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and Texas Higher Education Coordinating Board (THECB). The next SACSCOC reaffirmation visit will be in fall 2022.
- Dr. Marta Urdaneta was appointed the Dean of Health Science in October 2019. Included in this Division are the following programs: ADN, VN, Certified Nursing Assistant, Patient Care Technology, Physical Therapist Assistant, Medical Lab Technology, Emergency Medical Technician, and Funeral Services Program.
- In February 2020, Karen Koerber-Timmons, PhD, CLNC, NEA-BC, CCRN, NPD-BC, CCRN, NPD-BC became the Program Director for both the ADN program and VN programs.
- The NCLEX-RN® examination pass rates for the past six (6) years are provided in the table below:

<b>Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2021	Full	88.10%	37/42
2020	Full	84.93%	62/73
2019	Full	73.97%	54/73
2018	Full	85.71%	36/42
2017	Full	89.19%	33/37
2016	Full	78.38%	29/37

- The NCLEX-VN® examination pass rates for the past six (6) years are provided in the table below:

<b>Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2021	Full	100%	11/11
2020	Full	83.33%	10/12
2019	Full	80.00%	20/25
2018	Full	100%	21/21
2017	Full	92.86%	13/14
2016	Full	100%	9/9

### **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 and vita
- Faculty Handbook
- Student Handbooks
- 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:

Karen Koerber-Timmons, PhD, CLNC, ADN and VN Program Director

#### Northeast Texas Community College Administrators:

- Dr. Kevin Rose, Ed.D, Vice President for Instruction
- Dr. Marta Urdaneta, PhD, Dean of Health Science

#### Northeast Texas Community College Associate Degree Nursing Faculty:

- Jamie Baker, MSN, APRN, FNP-C
- Chrystal Brown, MSN, APRN, FNP-C
- Tammy Cole, MSN, RN
- Charla Denman, DNP, APRN, FNP-BC
- Amanda Shaw, MSN, RN
- Carol Slider, MSN, RN
- Robert Terry, MSN, RN, CEN

#### Northeast Texas Community College Vocational Nursing Faculty:

- Tim Elmore, ADN, RN
  - Carrie Overstreet, ADN, RN
  - Cindy Reider, RN, RNC-Ob
  - Chris Shipp, BSN, RN
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### Northeast Texas Community College Associate Degree:

- Met virtually with fifteen Level 2 students and fourteen Level 4 students

### Northeast Texas Community College Vocational Nursing:

- Met virtually with ten VN students

### Board Staff:

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

### Process for the Survey Visit:

- Dr. Koerber-Timmons 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.
- Dr. Koerber-Timmons scheduled online meetings between Board Staff and Northeast Texas Community College representatives; and hosted the following meetings:
  - May 9, 2022, 9:00 – 10:00 a.m. between G. Varnell and Dr. Koerber-Timmons
  - May 10, 2022, 9:00 – 10:00 a.m. - Meeting with Administrative Officers
  - May 10, 2022, 10:00 – 11:00 a.m. - Meeting with ADN Nursing Faculty
  - May 10, 2022, 11:15 – 12:00 noon – Meeting with ADN Students
  - May 10, 2022, 1:00 – 2:00 p.m. – Meeting with VN Faculty
  - May 10, 2022, 2:15 – 3:15 p.m. – Meeting with VN Students
  - May 10, 2022, 3:15 – 5:00 p.m. Review and synthesis of information from visit
  - May 11, 2022, 10:00 – 11:00 Meeting with Program Director
  - May 11, 2022, 1:00 – 2:00 p.m. – Exit Report

### Administration and Organization:

- The Director of the ADN and VN Program reports directly to the Dean of Health Sciences, Dr. Marta Urdaneta.
- There is single ADN and VN Faculty Handbook and a separate Student Handbook for both the ADN and VN programs.
- The Dean/Director has the authority to direct the ADN and VN programs in all its phases.
- The Dean/Director does not carry a teaching load of more than three clock hours per week.
- Policies are in place and are enforced.
- There is not a designated administrative assistant for the nursing programs.

### Faculty:

- The 2020-2021 Faculty Handbook includes faculty policies required in both Rule 214 and 215: By-Laws for the Faculty Organization; Faculty Workload Policy; Faculty Evaluation; Job Descriptions; Faculty Orientation; Mentoring Guidelines; Unit Test Construction Guidelines, and Peer Review.
- The faculty have all been at NTCC for several years.

### ADN Program

- There is a Traditional day ADN class for students who are not VNs and both a Transitional day and evening class for LVNs who are returning to school to obtain their ADN.
- Five full-time and two adjunct faculty teach in the ADN program. Six faculty have their MSN, one faculty has a DNP, and three are family nurse practitioners. One full-time

faculty teaches both the didactic and clinical evening class along with two adjunct faculty. Three faculty teach both didactic and clinical in the day program.

### VN Program

- There are four full-time VN faculty. Two faculty are ADN prepared, one is a diploma nurse, and one has a BSN. One faculty does clinical only and the other three faculty do both clinical and didactic courses.
- Faculty meetings are held for the VN and ADN programs separately as well as together depending on whether the agenda involves one or both programs.
- All faculty are involved in remediation and work closely with the students in their classes.

### Students:

- There is a separate Student Handbook for the ADN and VN programs. 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) (2021) in the Student Handbooks and it is threaded throughout the course syllabi and clinical evaluations tools as evidenced in the DECs Crosswalk.
- Students are permitted the opportunity for readmission after failing a course no more than one time.
- Forty-three ADN students graduated in May, 2022.
- The VN program had 11 graduates in August 2021.
- The program admits traditional ADN students in the fall and LVN to ADN (Transition) students in June.
- The VN program admits students once a year in the fall.
- Student representatives participate in faculty meetings as well as attending the Advisory Committee meetings.
- Both ADN and VN graduates have no difficulty finding employment in the area. The majority of graduates remain in the community.
- Students cited that the strengths of the program are the excellent clinical learning experiences at the local area hospitals which include obstetrics, pediatrics, emergency room, clinics, and acute care patients.
- The program meets a need in the community for an ADN and VN education program and receives strong support from clinical affiliates.

### Program of Study:

#### ADN Program:

- The 20-month, 60-semester credit hour curriculum is delivered through 14 nursing courses using the Texas Concept-Based Curriculum model.

#### VN Program:

- The 12-month, 48-semester credit hour curriculum is delivered through 9 nursing courses and six clinical courses. There is a separate course for maternal-neonatal nursing, pediatrics, mental health, and professional development.
- The curriculum is presented in a block format (each course has a population or physiological framework, and clinical practice follows the content).

- The *Differentiated Essential Competencies (DECs) (2021)* have been incorporated into both the ADN and VN Curriculum.

#### Clinical Learning Experiences:

- NTCCC Clinical Evaluation Tools are based upon the *DECs*.
- Progression in expectations of student performance and competence is seen in the clinical evaluation tools across both the ADN and VN programs.
- Preceptors may be used in the clinics and long-term care facilities. Preceptors complete a daily evaluation of the student.
- VN and ADN students share lab space and equipment for nursing skills and simulation experiences.
- Medication administration is practiced in the skills lab and students are learning to use electronic health records.

#### Resources and Facilities:

- NTCC provided a video showcasing the campus.
  - The tour included the following:
    - Library;
    - Health Science Building including the simulation skills lab;
    - Classrooms;
    - Support services;
    - Reception area and study areas;
    - The director has a private office and some faculty have a private office; and some who teach in the same course share an office.
    - The nursing programs share administrative help with other healthcare programs, and it is evident a specified administrative assistant for nursing would be very beneficial, even if parttime.

#### Total Program Evaluation:

- The written plan for systematic program evaluation includes all required components.
- The VN program evaluation has been reviewed and revised in 2022.
- The ADN program evaluation is currently in review and will be revised by December 2022.
- Minutes of program evaluation are maintained.

#### **Pros and Cons of Program Review:**

##### Pros

- See Attachment #2 identifying Quality indicators.

##### Cons:

- A specified administrative assistant for the nursing program would provide needed help for nursing and free the director and faculty to devote more time to program success.

**Staff Recommendation:**

Move to accept the report of the findings from the virtual survey visit to Northeast Texas Community College Associate Degree and Vocational Nursing Education Program in Mount Pleasant, Texas, and issue one recommendation related to the need for additional help from administrative help:

Recommendation #1: The NTCC administration is encouraged to provide a designated administrative assistant for the ADN and VN nursing programs.

DRAFT LETTER

July 21, 2022

Karen Koerber-Timmons, PhD, RN, CLNC, CNE, NEA-BC, CCRN, NPD-BC  
Associate Degree and Vocational Nursing Program Director  
Northeast Texas Community College  
2886 FM RD 1735  
Mount Pleasant, TX 75455

Dear Dr. Koerber-Timmons:

At the July 21, 2022 virtual Board meeting, members of the Texas Board of Nursing considered the findings from program review of the Northeast Texas Community College Associate Degree and Vocational Nursing Education Program in Mount Pleasant, Texas. It was the decision of the Board to accept the survey visit report and issue one recommendation:

Recommendation #1: The NTCC administration is encouraged to provide a designated administrative assistant for the ADN and VN nursing programs.

A recommendation is a suggestion 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 [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. Ron Clinton, President NTCC College  
Dr. Kevin Rose, Ed.D, VP for Instruction

**Regulatory Quality Indicators  
 Northeast Texas Community College in Mount Pleasant  
 Associate Degree and 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 for Instruction and Dean of Health Science expressed strong support for the Director of the ADN & VN Programs.
Consistent administrative leadership in the nursing program.	Administrative leadership meet regularly to discuss plans regarding the nursing programs. Under the leadership of the current director, the programs have been very successful.
Consistent full-time faculty as opposed to reliance on adjunct faculty.	There are five full-time and adjunct faculty faculty who teach for the ADN program and and four full-time faculty for the VN program. All have been employed at NCTC for several years.
Clinical experiences with actual patients that prepare students for the reality of clinical practice.	ADN and 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 the lab with low to mid-level fidelity manikins.
Consistently has a pattern of NCLEX pass rates that meet set standards.	Both the ADN and VN pass rates has been above 80% for the past five years.
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 an Dean support faculty development to prepare for the Next Gen Exams in 2023
Comprehensive student support services especially services to assist at-risk students.	There are comprehensive student support services available to all students.
Ongoing systematic evaluation of the nursing program.	The Total Program Evaluation for the VN program has been revised for 2022 and the ADN is currently in review.