

**Report of a Survey Visit  
Angelina College in Lufkin, Texas  
Vocational Nursing Education Program**

**Summary of Request**

Consider the report of the January 28, 2013 routine survey visit to Angelina College in Lufkin, Texas Vocational Nursing Education Program (See Attachment #1).

**Historical Perspective:**

- The Angelina College (AC) in Lufkin, Texas Vocational Nursing (VN) Education Program began in 1999.
- Amber Murphy, BSN, RN, has been the director/coordinator of the VN program since August, 2012. She began teaching in the VN program in 2010. A waiver was obtained from the BON for her to assume the program coordinator role. She is scheduled to complete an MSN in May 2013. The previous program director from 2005 to 2012 was Sharon Buffalo, MSN, RN who currently oversees the professional nursing education programs.
- Besides the director, three (3) full-time and three (3) part-time faculty members teach in the VN program.
- Ms. Murphy carries a classroom teaching load of nine (9) hours per week in addition to her duties as director of the VN program.
- The program has campuses in Lufkin, Crockett, Jasper, Hudson, and Livingston. Lufkin, Crockett, and Jasper function as one cohort and admit students in January of each year. Hudson and Livingston function as a separate cohort and admit students in September of each year. The program has the capacity and faculty to admit fifty (50) students in January and twenty (20) to twenty-five (25) students in September for a total of seventy-five (75) students annually.
- The NCLEX-PN® examination pass rates for the past six (6) years are provided in the following table:

<b>Exam Year</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First-Time Candidates (Passed/Total)</b>	<b>BON Approval Status</b>
2012	85.29%	58/68	Full
2011	91.18%	62/68	Full
2010	93.56%	29/31	Full
2009	97.22%	35/36	Full
2008	100%	40/40	Full
2007	95.65%	44/46	Full

- A routine six-year survey visit to the AC VN Program was conducted on January 28, 2013 by Gayle Varnell, PhD, APRN, CPNP-PC, Contract Program Evaluator (See Attachment #1).

**Summary of Survey Findings:**

- Board Representative identified many strengths in the program.
- Findings from the survey visit indicated that the program is in compliance with Board Rule 214.

**Pros and Cons from Survey Visit:****Pros:**

- The director and faculty reported that the VN program receives strong support from AC administration.
- The program appears to have a cohesive, supportive faculty, and full time faculty turnover rates are low.
- All full time faculty members are funded to participate in the Texas Association of Vocational Nurse Educators (TAVNE) annual conference.
- Students interviewed expressed a high degree of satisfaction with the program and confidence that the coordinator/director and faculty are committed to their success.
- The program meets a need in the community for a vocational nursing education program and receives strong support from clinical affiliates.
- The program has adequate contracts with clinical affiliating agencies in order for students to meet all clinical objectives in the program.
- All clinical learning experiences occur in faculty supervised, direct-patient care clinical settings. The program utilizes simulation to prepare students for hands-on patient care and for remediation purposes.

**Cons:**

- The VN program director has two (2) years of VN teaching experience.
- The program learning outcomes and course syllabi objectives need to be revised to better reflect the *Differentiated Essential Competencies (DECs) (2010)* objectives.

**Staff Recommendation:**

Move to accept the report of findings of the routine six-year survey visit to Angelina College in Lufkin, Texas Vocational Nursing Education Program and issue a recommendation that the program review all curriculum documents to ensure that the DECs-related competencies are stated in behavioral terms and submit a written response to the recommendation no later than September 1, 2013, to Board Staff. (See Attachment #2).

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

**Purpose of Survey Visit:** Routine survey visit

**Date of Visit:** January 28, 2013

**Board Staff Conducting Visit:** Gayle Varnell, PhD, APRN, CPNP-PC, Contracted Program Evaluator

**Board Representative met with:**

- Amber Murphy, BSN, RN, Coordinator, VN Nursing Program
- Sharon Buffalo, MSN, RN, Nursing Program Coordinator
- Larry Phillips, EdD, President of Angelina College
- Patricia McKenzie, MSN, DEd, RN, Vice President and Dean of Instruction
- Winifred Ferguson-Adams, BSN, MEd, RN, Health Careers Division Director
- Charlet Blades, MSN, RN, VN Program Faculty
- Jacquelyn McClain, BSN, RN, VN Program Faculty
- Elizabeth Powell, MS, RN, VN Program Faculty
- Carrie Zavala, BSN, RN, VN Program Faculty
- Lisa West, BSN, RN, VN Program Faculty (ITV from Jasper)
- Nancy Rice, BNS, Remediation Specialist/ Skills Lab Coordinator
- Kay Gibbs, Administrative Assistant
- Olivia Pacheco, Receptionist
- Daphne Shepherd, Administrative Assistant
- Arlene Smith, Computer Technician
- Sonya Moore, Health Occupations Administrative Assistant
- Twenty-seven (27) Vocational Nursing Students (first level)

**Board Representative conducted the following activities:**

- held initial conference with director, dean, and administration;
- met with faculty members;
- interviewed students;
- observed classroom teaching;
- toured AC and Hudson campuses and facilities;
- 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 exit interview with director and administration.

**Summary of Findings:**

Findings Related to Administration:

- Administration stated that the VN program adds value to the college and fulfills a need in the community.
- The administration expressed strong support for the VN program. Besides the VN program, AC Lufkin offers the following certificate programs: Paramedic, Pharmacy Technology, Mammography, Surgical Technology, and LVN to RN transition as well as the following Associate of Applied Science Degrees: Emergency Medical Services, Nursing, Respiratory Care, and Sonography.
- The organizational chart was reviewed with administration.
- Amber Murphy, BS, RN was appointed director of the VN Education Program at AC in 2012.
- Ms. Murphy's past experiences includes two (2) years in VN education and she is scheduled to complete an MSN (education track) from The University of Texas at Tyler in May 2013.
- Ms. Murphy reported that she is comfortable fulfilling her administrative duties due to the fact that she has the support of the Dean of Health Careers and the ADN director, as well as a stable faculty and administrative support.
- The director reported that the majority of graduates remain in the community and are able to find employment in local hospitals and clinical agencies.

#### Findings Related to Program of Study:

- The VN program is a 12-month 45-credit hour program of study, based on sequential learning. There are a total of 1440 contact hours in the program of study: 576 didactic hours and 864 clinical contact hours.
- The program is well-organized and includes all Board required content.
- The curriculum is designed to ensure students are competent in skills prior to entering the clinical setting.
- The curriculum includes intravenous (IV) therapy instruction.
- The VN curriculum design and college level pre-requisite courses allow a smooth transition into the AC ADN program.
- The *Differentiated Essential Competencies (DECs) (2010)* have been incorporated into the curriculum. However, all competencies are not stated in behavioral terms in the program learning outcomes and course syllabi learning outcomes.
- The teaching model is based upon face-to-face and online modalities.
- Faculty and students receive training in distance education and IT support is available.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program, including a weighted point system in college level prerequisite courses.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- The program has implemented required remediation and tutoring as well as an NCLEX-PN® review course.

#### Findings Related to Faculty:

- The VN instruction is carried out by an experienced RN faculty.
- Besides the director, three (3) full-time and three (3) part time faculty members teach in the program.
- The program coordinator/director has a nine (9) hour teaching load in addition to her administrative duties.
- Faculty members are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty reported that morale is high and they receive strong support from one another as well as the program director.
- The majority of faculty reported they attend the annual Texas Association of Vocational Nurse Educators (TAVNE) conference.
- Board required policies are documented.
- Faculty members communicate frequently and meet regularly. Minutes of faculty meetings are maintained.

#### Findings Related to Students:

- The Lufkin, Crockett, and Jasper cohort can accept up to 50 students
  - Spring 2013: Lufkin - thirty (30), Jasper - ten (10) students, and Crockett - ten (10) students
- The Hudson – Livingston cohort can accept twenty (20) to twenty-five (25) students
- The Hudson cohort is located in a local high school and is unique in that it admits high school students into the program after personal interview, recommendation from counselor, and completion of certain courses including phlebotomy and certified nursing assistant.
- Spring 2013: Hudson - ten (10) and Livingston - eleven (11) students
- Twenty-seven (27) students were available for interview at the AC campus.
- Students stated that they enrolled in the AC-VN program because of location, tuition, and the reputation of the program.
- Students cited that the strengths of the program are: clinical learning experiences and faculty.
- The majority of students reported they plan to seek further education to become registered nurses.
- AC has a unique Multiple Entry-Exit Program (MEEP) in place.

#### Findings Related to Clinical Learning Experiences:

- The program has active clinical contracts with affiliating agencies which provide a variety of appropriate clinical experiences for the curriculum.
- All clinical learning experiences occur in faculty-supervised, direct-patient care, hands-on clinical settings.
- The clinical experiences are scheduled to match related didactic in the classroom.
- The clinical evaluation tools are individually based upon the course content and measure progression of student behaviors across the curriculum.

- Formative and summative evaluations are evident.
- Board faculty-to-student ratios are maintained.

Findings Related to Facilities, Resources, and Services:

- The program has campuses in Lufkin, Crockett, Jasper, Hudson and Livingston. Lufkin, Crockett, and Jasper function as one cohort and admit students in January of each year. Hudson and Livingston function as a separate cohort and admit students in September of each year. The program has the capacity and faculty to admit fifty (50) students in January and twenty (20) to twenty-five (25) students in September for a total of seventy-five (75) annually.
- The building housing the VN program is appropriately equipped and offers a positive learning environment.
- The director/coordinator has a large private office that is conveniently located to the other VN faculty offices.
- Full-time faculty members are provided with fully-furnished private offices and adjunct faculty are provided with a faculty workroom equipped with individual desks, computers, and locking file cabinets.
- The facilities include restrooms as well as faculty and student lounges and break areas.
- The VN program classroom and the four (4) bed nursing skills laboratory are adequately equipped. In Lufkin - classroom/ lab (4 beds), the VN students are also able to use the ADN skills lab; Crockett - in ETMC - classroom/ lab (4 beds); Jasper-in AC Jasper Teaching Center-classroom/ lab (2 beds); Hudson - in Hudson HS-classroom/ lab (8 beds); and Livingston - in Livingston Memorial Hospital-classroom/ lab (3 beds).
- The director stated that resources are adequate and meet the educational objectives.

**DRAFT LETTER**

April 22, 2013

Amber Murphy, BS, RN, Director  
Vocational Nursing Education Program  
Angelina College  
3500 S. First Street  
Lufkin Texas 75902-1768

Dear Ms. Murphy:

At the April 18-19, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine survey visit to the Angelina College in Lufkin, Texas Vocational Nursing Education Program. The program was found to be in compliance with all aspects of Rule 214. The program evaluator did identify an area that warrants attention. Even though the program has incorporated the *Differentiated Essential Competencies (DECs) (2010)* into the curriculum, the program outcomes and course syllabi could better reflect the DECs. Therefore, it was the decision of the Board to accept the report of the survey visit and issue the following recommendation:

Recommendation:

Review all curriculum documents to ensure that the Differentiated Essential Competencies related competencies are stated in behavioral terms.

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.

Please provide a written response to the recommendation to Board Staff no later than September 1, 2013.

If you have any questions, or if we provide assistance, please contact Board Staff at 512-305-7660.

Sincerely,

Kathy Shipp, MSN, RN, FNP  
President of the Board

Virginia D. Ayars, EdD, MS, RN  
Nursing Consultant for Education

copy: Texas Workforce Commission  
President of Angelina College