

**Report of Routine Survey Visit  
Tyler Junior College in Tyler, Texas  
Associate Degree Nursing Education Program**

**Summary of Request**

Consider the report of the November 6, 2012, routine six-year survey visit to Tyler Junior College Associate Degree Nursing Education Program in Tyler, Texas. The previous survey visit was conducted in 2006.

**Historical Perspective:**

- The Tyler Junior College (TJC) Associate Degree Nursing (ADN) Education Program in Tyler, Texas, began its own program in 1982. Before that time, the program was offered in conjunction with Texas Eastern School of Nursing.
- The ADN program is part of the Department of Health Sciences which also includes Dental Hygiene, Diagnostic Sonography, Medical Laboratory Technology, Vocational Nursing, Physical Therapy Assistant, Radiologic Technology, Respiratory Care, Surgical Technology, and Vision Care Technology.
- The Department of Health Science is physically located in the Pirtle Building which is on the main campus in Tyler, Texas. A \$25 million bond passed in spring 2012 has enabled planning of a new 150,000 square foot facility to be built on the main campus. The building is scheduled to open fall 2014. The new facility is expected to allow the Department of Health Sciences to expand their program offerings and to increase graduate output in health care fields by 50 percent, from 600 to 900.
- The LVN-RN transition program is offered both on the main campus and at an extension site at the East Texas Medical Center in Jacksonville, Texas approximately twenty-eight (28) miles from the main campus.

The NCLEX-RN® examination pass rates for the past five (5) years are provided in the following table:

<b>Exam Year</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First-Time Candidates (Passed/Total)</b>	<b>BON Approval Status</b>
2012	93.16%	109/117	Full
2011	91.67%	99/108	Full
2010	90.48%	95/105	Full
2009	86.05%	74/86	Full
2008	95.65%	88/92	Full
2007	94.59%	70/74	Full

- Karen Cooper, MSN, RN, CNE is the Interim Department Chair of the Associate Degree Program, effective August 15, 2012.
- Janet Haley, MSN, RN, NEA-BC is Professor and Program Coordinator of the Associate Degree Program, effective August 15, 2012.
- Ms. Cooper does not carry a teaching load.
- Ms. Haley carries a classroom teaching load of up to thirteen hours (13) per week in addition to her duties as Coordinator of the ADN program. Fall 2012 semester Ms. Haley has a teaching load of one (1) level 1 health assessment course and one (1) clinical rotation.
- The program admits one (1) cohort of sixty (60) generic students in Tyler in January of each year in and one (1) cohort of sixty (60) generic students in Tyler in August of each year. In addition, there is an LVN to RN program that admits forty (40) students in the summer in Tyler and twenty (20) students in the fall in Jacksonville. In spring 2012, the first Paramedic to RN program accepted twenty (20) students and there are plans to accept twenty-four (24) students for spring 2013.

Findings from the survey visit (*See Attachment #1*) indicate that the program is in compliance with Rule 215.

**Pros and Cons from Survey Visit:**

Pros:

- The Interim Department Chair and the Program Coordinator of the Associate Degree Nursing Program are both experienced educators who are respected by administration, faculty and students.
- In interviews with Board Staff, administration and faculty, Ms. Cooper and Ms. Haley were credited for the stability and vision they brought to the Associate Degree Program.
- The dean, department chair, program coordinator, and faculty reported that the ADN program receives strong support from TJC administration and the community.
- The program has a cohesive, supportive faculty, and although there has not been stability in the department chair position for a while, the faculty turnover rates are low and NCLEX scores remain high.
- Students interviewed expressed a high degree of satisfaction with the program and confidence that the department chair, program coordinator, and faculty are committed to their success.
- The program serves to meet a need in the community for an ADN education program and receives strong support from clinical affiliates.
- The program has a number of contracts with clinical affiliating agencies which provide a variety of clinical experiences for the curriculum.
- All clinical learning experiences occur in faculty supervised, direct-patient care, hands-on, clinical settings or preceptored clinical experiences. The program utilizes simulation to prepare students for clinical practice and for remediation purposes.

Cons:

- The ADN program in Tyler has experienced two interim chairs in the past two years.
- Although there has been a position in the past to have faculty present in Jacksonville for the LVN-RN transition program, there currently is not a faculty member housed at this facility.
- Although there is opportunity for face-to-face classes, hybrid classes and or internet classes, students may not have an opportunity to choose the type of class based on their learning style (i.e. traditional classes tend to fill up early and go to those who register first, and online courses seemed to be the only opportunity for students who do not register early).
- Preceptored clinical rotations have a 1:24 ratio of faculty to student, but faculty are still having to grade all of the students' clinical papers and assignments.
- There is one full time clerical position as well as a part-time staff technician and there are five (5) admission application periods with applicants increasing yearly. This enrollment is projected to increase with the addition of programs in fall 2014 when the new Nursing and Health Sciences building is opened.
- The Program Coordinator is carrying a heavy teaching load which does not allow her the time to fulfill the TJC program coordinator responsibilities and duties outlined in the faculty handbook, p. 15.

**Rationale for Staff Recommendation:**

Five (5) recommendations are made in an effort to facilitate effective faculty instruction and program development.

**Staff Recommendation:**

Move to accept the report of findings of the routine six (6) year survey visit to Tyler Junior College Associate Degree Nursing Education Program in Tyler, Texas, and issue the following five (5) recommendations (*see draft letter in Attachment #2*).

Recommendation #1:

Provide for a MSN prepared RN faculty presence at Jacksonville.

Recommendation #2:

Provide students the opportunity to choose a teaching format particular to individual learning style, i.e: face-to-face classes, hybrid, and/ or internet classes if available.

Recommendation #3:

Recognize that teaching responsibilities of faculty are not relieved when students are being preceptored and that clinical assignments/papers require the expertise of faculty in grading and should be factored into faculty workloads.

Recommendation #4:

Increase clerical support to two full time positions.

Recommendation #5:

Provide administrative release time for program coordinator to fulfill administrative responsibilities.

**Summary of Survey Visit  
Tyler Junior College in Tyler, Texas  
Associate Degree Nursing Education Program**

**Purpose of Survey Visit:** routine six-year survey visit.

**Date of Visit:** November 6, 2012

**Program Evaluator Conducting Visit:** Gayle P. Varnell, PhD, APRN, Contracted Program Evaluator

**Program Evaluator met with:**

- Paul Monagan, Dean of Health Sciences
- Karen Cooper, MSN, RN, CNE Interim Department Chair Associate Degree Nursing
- Janet Haley, MSN, RN, NEA-BC, Professor, Program Coordinator Associate Degree Nursing
- Dr. Mike Metke, President, Tyler Junior College
- Amber LeBarron MSN, RN, Instructor ADN Program
- Carla Shirley, MSN, RN, FNP, Instructor ADN Program
- Suzanne Cheeseman, MSN, RN, Instructor ADN Program
- Karan Dublin, BSN, MA, Instructor ADN Program
- Cathy Garcia, MSN, RN, Instructor ADN Program
- Sandra Sims, MSN, RN, Instructor ADN Program
- Elizabeth Hobbs, MSN, RN, MBA, Instructor ADN Program
- Amanda Campbell, BSN, MBA, Instructor ADN Program
- Iris Hobson, MSN, DHEd, Instructor ADN Program
- Ginger Christiansen, MSN, RN, Instructor ADN Program
- Terri Rada, BSN, ND, Instructor ADN Program
- Nancy Dugan, Secretary
- Danille Bruffet, part-time Secretary
- Ramona Lee, LVN. Lab Coordinator
- Forty (40) Associate Degree Nursing Students (2<sup>nd</sup> semester) Tyler

**Program Evaluator:**

- reviewed the curriculum and all syllabi
- reviewed the Student Handbook and Faculty Handbook, and Clinical Contracts
- reviewed minutes of faculty meetings
- reviewed student and faculty files
- reviewed tests and clinical evaluation tools
- toured the facilities
- observed classroom teaching

**Summary of Findings:**

Karen Cooper, MSN, RN, RN, CNE, is the Interim Department Chair of the Associate Degree Nursing (ADN) Education Program at Tyler Junior College (TJC) since August 15, 2012 and has been a faculty member since 2006. Janet Haley, MSN RN, NEA-BC, was appointed Program Coordinator of the ADN program on August 15, 2012.

The program has strong administrative support for the ADN program. TJC offers other educational programs in health science at the Pirtle building including Dental Hygiene, Diagnostic Sonography, Medical Laboratory Technology, Vocational Nursing, Physical Therapy Assistant, Radiologic Technology, Respiratory Care, Surgical Technology, and Vision Care Technology.

A \$25 million bond passed in spring 2012 enabling a new 150,000 square foot facility to be built on the main campus. The building is scheduled to open fall 2014. The new facility is expected to allow the Department of Health Sciences to expand their program offerings and to increase graduate output in health care fields by 50 percent, from 600 to 900. The LVN-ADN transition program is also offered at an extension site at the East Texas Medical Center in Jacksonville, Texas approximately twenty-eight (28) miles from the main campus.

The interim department chair reported that the majority of graduates remain in the community and are able to find employment in local hospitals and clinical agencies.

Program of Study:

- The ADN program is a 24-month, 47-credit hour program of study, based on sequential learning. There are a total of 1840 clock hours in the program of study: 720 didactic hours, 352 lab, and 768 hours for clinical practice.
- The organization of the curriculum is based upon simple to complex, with the first semester laying the foundation for the program. Skills are “front-loaded” in the first semester.
- The program has implemented the Differentiated Essential Competencies (DECs) into the curriculum for fall 2012 semester. Suggestions were offered regarding incorporating DECs into course objectives/ exams for benchmarking as well as clinical evaluation tools to demonstrate leveling of clinical courses.
- Students expressed that the syllabi and instruction are effective.

Faculty:

- The ADN instruction is carried out by an experienced RN faculty.
- Nineteen (19) full-time faculty members teach in the program. There is one (1) faculty vacancy.
- Faculty members are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty report that morale is high and they receive strong support from one another as well as the interim chair and program coordinator.

Facilities, Resources, and Services:

- A full array of student services is offered on the Tyler Junior College campus.
- There are a total of eighty-four (84) computers for student use and for computer testing housed in two rooms.
- The building that houses the ADN program is shared with other health occupation programs. It is spacious, modernly equipped, aesthetically pleasing, and offers a positive learning environment.
- The director has a large private office that is conveniently located to program assistant, and faculty offices.
- Full-time faculty members are provided with fully-furnished private offices, but do not have an individual printer.
- The facilities include faculty and student restrooms as well as faculty and student lounges and break areas with microwave oven.
- The ADN program classroom and nursing skills laboratory are adequate and comfortable with modern equipment. Several mannequins and simulation models are available for instructional purposes in the skills lab. Currently, hot and cold running water is made available with a portable set up. This will be remedied in the new building.
- The campus is well-maintained.
- There is one full-time and one part-time record keeper at the Tyler site. There is no secretarial support at the Jacksonville site.
- The department chair and program director stated that resources are adequate, but the new facility will give them an opportunity to expand and offer an evening ADN program.

Students:

- Three hundred and six (306) students are currently enrolled in the program with a breakdown of two hundred and eleven (211) generic ADN students, seventy-eight (78) LVN transition students, and seventeen (17) paramedic-to-ADN students.
- Plans are to admit twenty-four (24) paramedic-to-ADN students and sixty (60) generic ADN students for spring 2013.
- Students stated that they enrolled in the TJC-ADN program because of convenience, cost, and location.
- Students unanimously agreed that they felt that the program of study has prepared them well for clinical practice.
- Students were very complimentary regarding advisement.
- Students cited clinical experiences along with the faculty as being the highlights of the program.
- The majority of students visited reported they plan to seek further nursing education.

Clinical Learning Experiences:

- The program has active clinical contracts with a number of 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, and preceptored clinical settings.
- The clinical experiences are scheduled to match related didactic content in the classroom.
- The clinical evaluation tools are individually based upon the course content and measure progression of student behaviors across the curriculum.
- The program utilizes simulation to prepare students for clinical practice and for remediation purposes.

DRAFT LETTER

January 22, 2013

Karen Cooper, MSN, RN, CNE  
Director, Associate Degree Nursing Education Program  
Tyler Junior College  
P.O Box 9020  
Tyler, Texas 75711-9020

Dear Ms. Cooper:

At the January 17-18, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine six-year survey visit to the Tyler Junior College Associate Degree Nursing Education Program in Tyler, Texas. The Board members wish to thank the Director and Campus Administration for the hospitality and collaborative spirit during the visit.

It was the decision of the Board to accept the report of the survey visit and issue the following five (5) recommendations:

Recommendation #1:

Provide for a MSN-prepared RN faculty presence at Jacksonville.

Recommendation #2:

Provide students the opportunity to choose a teaching format particular to individual learning style, i.e: face-to-face classes, hybrid, and/ or internet classes if available.

Recommendation #3:

Consider clinical assignments/papers when determining faculty workload for preceptored clinicals.

Recommendation #4:

Increase clerical support to two full time positions.

Recommendation #5:

Provide administrative release time for program coordinator to fulfill administrative responsibilities.

Recommendations are suggestions based upon program assessment indirectly related to the rules. The program must respond to the recommendations in a method of it's choosing. The Director shall respond to the recommendations by March 1, 2013.

If you have any questions or if we may be of assistance, please contact board staff at (512) 463-4631 or [sandi.emerson@bon.texas.gov](mailto:sandi.emerson@bon.texas.gov).

Sincerely,

Kathy Shipp, MSN, RN, FNP  
President

Sandi Emerson, MSN, RN  
Nursing Consultant for Education

copy: J. Michael DeLong, Policy Program Specialist, Texas Workforce Commission  
Chris Fowler, MPA, Senior Program Director, Texas Higher Education Coordinating Board  
Dr. L. Michael Metke, President of Tyler Junior College  
Paul Monagan, Dean of Nursing & Health Sciences