

## SURVEYORS REPORT FOR APPROVAL OF NURSING PROGRAMS IN NEBRASKA

**NURSING PROGRAM:** Metro Community College ADN and PN Program

**DATE OF SURVEY:** 3/21/22-3/23/22

**SURVEY COMPLETED BY:** JReznicek EdD MSN RN ANP-BC

**PROGRAM ADDRESS:** 2909 Edward Babe Gomez Ave. Mahoney Building, Room 513 Omaha, NE. 68103.

**CHAIR, DIVISION OF NURSING:** Nancy Pares MSN, RN Director of Nursing Programs/Instructor

**SITES VISITED** CHI Health CUMC-Bergan Mercy NURS 2150 Clinical on Heart Vascular Unit, Senior students Faculty Diana Blum MSN, RN.  
CUMC-Bergan Mercy 4 East, PN students, Faculty Lori Saville MSN, RN.

**Clinical Resource:** Director of HVI unit at CUMC Bergan Mercy stated MCC students are strong clinically and they like to hire MCC graduates for their Unit. The Director acknowledged the strong relationship between the faculty member and the staff (faculty member works per diem on the HVI unit) and recognized the advantage the students have as a result.

**Classrooms Observed:** RN students; NURS 2150 Adult Nursing V Troy Peterson BSN, RN and Diana Blum MSN, RN.  
PN students; NURS 1400 Family Nursing I Angie Kielisek MSN, RN

**Program Representatives:** Nancy Pares, MSN, RN Director of Nursing Programs/Instructor; Stacey Ocander EdD, Dean of Health Careers; Tom McDonnell EdD, VP of Academic Affairs, Randy Schmailzl MS CEO and President, Wilma Hjellum and Brenda Schumacher Financial Aid, Fallon Watts M.S., Associate Registrar, Karla Stoltenberg, Human Resources.

### **2020-2021 NCLEX-RN Pass Rates:**

National Pass Rate	State Pass Rate	Program Pass Rate
82.48%	89.89%	87.27%

### **2020-2021 NCLEX-PN Pass Rates:**

National Pass Rate	State Pass Rate	Program Pass Rate
79.60%	89.86%	92.68%

RULE	MET	UNMET	COMMENTS
<p><b>003 CLASSIFICATION OF PRELICENSURE PROGRAMS IN NURSING EDUCATION</b></p> <p>The nursing education program shall be an integral part of a governing academic institution that is accredited by an accrediting agency that is recognized by the United States Department of Education. There are 2 types of prelicensure programs for registered nurses and one type for licensed practical nurses.</p> <p>___003.01 BACCALAUREATE DEGREE PROGRAM.</p> <p>_√_003.02 ASSOCIATE DEGREE PROGRAM.</p> <p>_√_003.03 PRACTICAL DIPLOMA PROGRAM.</p>	√		Both PN and ADN programs reviewed during site visit.
<p><b>004. PRELICENSURE NURSING EDUCATION PROGRAM STANDARDS</b></p> <p>Prelicensure nursing education programs must meet the following program standards. A program shall provide evidence to the Board that these standards have been met on an annual basis.</p>	√		All Standards met.
(A) Obtain national or specialized nursing program accreditation within 10 years of adoption of these regulations;	√		The PN program will need to attain accreditation by 2031.
(B) Maintain national or specialized nursing program accreditation;	√		The ADN program is currently ACEN accredited.
(C) Implement and maintain a comprehensive, systematic plan for ongoing evaluation based on program outcomes and incorporates continuous improvement;	√		
(D) National Council Licensure Exam pass rates at 80% per year or a 3 year average consistent with the national average;	√		PN pass rates greater than 80% per year, RN 3 year average, consistent with national average.
(E) At a minimum, 35% of the total faculty (including all clinical adjunct, part-time, or other	√		More than 75% of the faculty are full-time
(F) Retention of faculty and administration above the state average;	√		67% of the faculty were here 3 years ago.
(G) No significant change in completion or attrition rates;	√		70.45% of ADN students who started, completed the program in the last academic year/ 61% of the PN students who started completed the program in the past academic year.

(H) Student faculty ratio that does not exceed ratios defined in 172 NAC 97-007.02;	√		
(I) No significant loss of clinical contracts or lack of meeting requirements for clinical experiences;	√		
(J) Provides annual report data and complies with curriculum revision or review or site visit requirements;	√		
(K) Track and share complaints to Board of Nursing or other Nursing Regulatory Body from students, faculty, clinical sites or the public;	√		No complaints to the Board have been received.
(L) Have less than three program directors in a five year period; and	√		Nancy Pares has been the Program Director since 2009.
(M) Frequent faculty reductions or frequent turnover in number of faculty.	√		
	<b>RULE</b>	<b>MET</b>	<b>UNMET</b>
<b>006. PHILOSOPHY AND OUTCOMES.</b> The program must have in writing a clearly defined statement of philosophy, organizing framework and program outcomes which serve as a basis for the development of the total nursing education program. (A) The statement of philosophy must include the beliefs of the faculty about: (i) Human beings; (ii) Nursing; (iii) Education; (iv) Nursing education; (v) Health; and (vi) Must be in accord with those of the controlling institution.	√		Philosophy published in student handbook and contains the elements listed.
(B) The organizing framework must reflect the concepts or theories that serve as the foundation of the curriculum.	√		
(C) Program outcomes must reflect the stated philosophy and must be based on the concept of preparing a practitioner who gives safe and competent care and who functions within the legally defined scope of practice of a registered or licensed practical nurse.	√		
(D) The program outcomes must be measurable and attainable within the timeframe of the program of instruction.	√		

(E) The philosophy and program outcomes must be defined and approved by the faculty and shared with the students.	√		
<b>RULE</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
<b>007. FACULTY.</b> The program must hire and retain a qualified program director and faculty.	√		
<b>007.01 DIRECTOR.</b> The director of the nursing education program must be a registered nurse, hold an unencumbered license to practice in Nebraska, and is academically and experientially qualified to direct the program preparing graduates for the safe and effective practice of nursing. The director is accountable for the administration, planning, implementation and evaluation of the nursing education program.	√		Nancy Pares has been the Program Director since 2009. Nancy holds a MSN degree and a Post Masters Certification in Nursing Administration. Nancy is academically and experientially qualified for the position of Program Director.
<b>007.01(A) PRELICENSURE PRACTICAL NURSING PROGRAM.</b> Any person appointed director of a prelicensure practical nursing program must have: (i) A minimum of a graduate degree in nursing; (ii) 3 years of clinical experience; and (iii) 3 years of nursing education experience.	√		
<b>007.01(B) PRELICENSURE REGISTERED NURSING PROGRAM.</b> Any person appointed director of a prelicensure registered nursing program must have: (i) A minimum of a graduate degree in nursing; (ii) 3 years of clinical experience; and (iii) 3 years of nursing education experience.	√		
<b>007.02 FACULTY RATIOS.</b> There must be sufficient faculty with educational preparation and nursing expertise to meet the objectives and purposes of the nursing education program. Factors which determine the number and qualifications of faculty include the type and length of	√		Faculty reported ratios as 1:8 in the clinical area on the pre-visit survey.

<p>program, number of students enrolled, number of students assigned to a clinical area, frequency of admissions, total responsibilities of the faculty, and number and location of clinical facilities.</p> <p>(A) There must be a sufficient core of full-time faculty, as set forth in 172 NAC 97-004(E), to assure consistent presentation of the curriculum, consistent application of policies, and consistent supervision of the clinical experiences;</p> <p>(B) There must be no more than 10 students per faculty member, a 1:10 faculty-to-student ratio, in the clinical area. The clinical facility may require a lower number of students per faculty. A 1:8 faculty-to-student ratio is preferred; and</p> <p>(C) For Dedicated Education Units (DEU's), 1 nursing faculty member may supervise up to 16 students in the clinical setting. Staff nurse clinical instructors must supervise no more than 2 students at a time.</p>	<p>√</p> <p>√</p> <p>N/A</p>		<p>More than 75% of the faculty are full-time.</p> <p>During the site visit, two clinical units were visited. Clinical faculty had a ratio of 1:3 students and 1:4 students at the clinical sites. Each faculty member reported one ill student.</p>
RULE	MET	UNMET	COMMENTS
<p><b>007.03 FACULTY QUALIFICATIONS.</b> There must be written position descriptions of all faculty members, their qualifications, and their responsibility in the educational program.</p> <p><b>007.03(A) TYPE OF NURSING PROGRAM.</b> Qualifications for nursing faculty are outlined by program.</p> <p><b>007.03(A)(i) PRACTICAL NURSING PROGRAM.</b> Nursing faculty who teach in a program leading to licensure as a practical nurse must:</p> <p>(1) Have an unencumbered registered nursing license to practice in Nebraska;</p>	<p>√</p> <p>√</p> <p>√</p>		<p>The program has eight full-time faculty members; 4 with twelve month contracts and 4 with nine month contracts. All but one faculty member has a MSN degree. One faculty waiver in place for BSN prepared nurse who will enter a MSN</p>

<p>(2) Have a minimum of a baccalaureate degree in nursing. Faculty, except for adjunct clinical faculty, must have a minimum of a graduate degree in nursing or be making annual progress toward a graduate degree in nursing and complete it within 6 years of faculty appointment; and</p> <p>(3) Have 2 years of clinical experience.</p> <p><b>007.03(A)(ii) REGISTERED NURSING PROGRAM.</b> Nursing faculty who teach in programs leading to licensure as a registered nurse must:</p> <p>(1) Have an unencumbered registered nurse license to practice nursing in Nebraska;</p> <p>(2) Have a minimum of a graduate degree in nursing or make annual progress toward a graduate degree in nursing and complete a degree within 6 years of faculty appointment; and</p> <p>(3) Have 2 years of clinical experience.</p> <p><b>007.03(B) OTHER FACULTY REQUIREMENTS.</b> Other requirements for faculty in nursing programs include the following:</p> <p>(i) All nursing faculty including clinical, full-time and adjunct, must complete a planned orientation;</p> <p>(ii) Faculty teaching non-clinical nursing courses shall have advanced preparation and experience appropriate for the content being taught; and</p> <p>(iii) If for any emergency reason a program employs a faculty member on a temporary basis who does not meet the requirements, the program must request a waiver of faculty qualifications for that specific situation. The waiver request must include the reason for the request, the time frame for the request, and what steps were taken to prevent the need for the waiver.</p>	<p>√</p> <p>√</p>		<p>program in the fall. One faculty member has completed an EdD Program.</p> <p>One faculty waiver is currently in place for full-time faculty member who is BSN prepared. Faculty member is also a licensed Paramedic.</p>
<p><b>007.04 DIRECTOR AND FACULTY RESPONSIBILITIES.</b> Responsibilities and functions of the director and faculty of a nursing program include the following:</p>	<p>√</p>		

<p>(A) Develop, implement, evaluate, and update the purpose, philosophy, organizational framework and program outcomes;</p> <p>(B) Design, implement and evaluate the curriculum using a written plan;</p> <p>(C) Develop, evaluate, and revise student admission, progression, retention, and graduation policies within the policies of the institution;</p> <p>(D) Participate in academic advising and guidance of students;</p> <p>(E) Provide theoretical instruction and clinical or practicum experiences;</p> <p>(F) Supervise the instruction provided by preceptors;</p> <p>(G) Assure that observational experiences comprise no more than 20% of the clinical experiences of any course;</p> <p>(H) Evaluate student achievement of curricular outcomes related to nursing knowledge and practice;</p> <p>(I) Provide for student evaluation of teaching effectiveness;</p> <p>(J) Provide an orientation for new faculty; and</p> <p>(K) Participate in activities which facilitate maintaining the faculty members' own nursing competence and professional expertise in the area of teaching responsibility and maintaining clinical competence through clinical experience, workshops, and in-service education.</p>	<p>√</p> <p>√</p> <p>N/A</p> <p>N/A</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		<p>Academic advising is not a responsibility of the faculty.</p> <p>Program does not use preceptors.</p> <p>Students have the opportunity to evaluate each course every quarter.</p> <p>College provides curriculum academy and assessment academy annually. Monetary support is also provided yearly for professional development.</p>
RULE	MET	UNMET	COMMENTS
<p><b>007.05 POLICIES AND PROCEDURES.</b></p> <p>Faculty policies and procedures must be available in writing and must include qualifications, rights and responsibilities of faculty members, the criteria for evaluation of performance, and promotion and tenure policies.</p>	√		Faculty policies and procedures are in place.
<p><b>007.06 RECORDS AND REPORTS.</b></p> <p>Written records of faculty decisions and committee reports must be maintained and available to all faculty.</p>	√		Monthly faculty meetings are held and the following items are discussed: SEP, student affairs, curriculum and test bank are reviewed at each meeting.
<p><b>007.07 RESOURCES.</b></p> <p>The program must have clerical staff and other resources sufficient to meet the needs of the faculty and administration.</p>	√		
<p><b>008. PRECEPTORS.</b></p>	N/A		MCC does not utilize preceptors





<p>practice within the safe limits which have previously been taught. Recognizing their own strengths and limitations, students are required to request help and supervision as needed.</p>			
RULE	MET	UNMET	COMMENTS
<p><b>008.02 PRECEPTOR QUALIFICATIONS.</b>  Qualifications for a clinical preceptor include:  <b>(A)</b> An unencumbered license to practice nursing in the jurisdiction where students are precepted;  <b>(B)</b> The educational level of the preceptor must be at or above the level for which the student is being prepared;  <b>(C)</b> A minimum 12 months experience in the practice of registered nursing;  <b>(D)</b> Competence related to the area of assigned clinical teaching responsibilities; and  <b>(E)</b> Designated by manager and peers as a collaborator and leader among nurses.</p>	N/A		
<p><b>009. CURRICULUM – CORE EDUCATIONAL REQUIREMENTS.</b>  The program must have a curriculum that enables students to develop the nursing knowledge, skills and abilities necessary for the level of licensure. An organized pattern, developed by the nurse faculty for the continuity and sequence of courses and related concurrent clinical instruction, must provide for progression of knowledge, skills, abilities, and attitudes of nursing students. Curricula will be revised as necessary to maintain a program that reflects advances in health care and its delivery.</p>	√		<p>The PN program requires 30.5 Nursing credits and 31.5 General Ed credits for program completion.</p> <p>The ADN program requires 22 Nursing credits and 19.5 General Ed credits for program completion.</p> <p>A total of 51 general education and 52.5 nursing education requirements</p>
<p><b>009.01 STANDARDS.</b>  The curriculum, as defined by nursing education, professional and practice standards, must include:  <b>(A)</b> Experiences that promote the development and subsequent demonstration of evidence-based clinical judgment, skill in clinical management, and the professional commitment to collaborate in continuously improving the quality and safety of the healthcare system for patients.</p>	√		

<p><b>(B)</b> Evidence-based learning experiences and methods of instruction, including distance education methods, consistent with the written curriculum plan.</p> <p><b>(C)</b> Coursework including, but not limited to:</p> <ul style="list-style-type: none"> <li>(i) Content in the biological, physical, social and behavioral sciences to provide a foundation for safe and effective nursing practice;</li> <li>(ii) Content regarding professional responsibilities, scope of practice, legal and ethical issues, history and trends in nursing and health care; and</li> <li>(iii) Didactic content and supervised clinical experience in the prevention of illness and the promotion, restoration, and maintenance of health in patients across the lifespan and from diverse cultural, ethnic, social and economic backgrounds. Patient experiences must occur in a variety of clinical settings and must include: <ul style="list-style-type: none"> <li>(1) Integrating patient safety principles throughout the didactic and clinical coursework;</li> <li>(2) Using information technology to communicate and manage knowledge, mitigate error, and support decision making;</li> <li>(3) Employing evidence-based practice to integrate best research with clinical expertise and client values for optimal care, including skills to identify and apply best practices to nursing care;</li> <li>(4) Providing client-centered, culturally competent care by: <ul style="list-style-type: none"> <li>(a) Respecting client differences, values, preferences and expressed needs;</li> <li>(b) Involving clients in decision-making and care management;</li> <li>(c) Coordinating and managing care transitions or continuous care; and</li> <li>(d) Explaining appropriate and accessible interventions to patients and populations that</li> </ul> </li> </ul> </li> </ul>			<p>Metro PN students spend 285 hours (88.79%) of their program in direct patient care and 36 hours (11.21%) in the skills lab.</p> <p>Metro RN students spend 210 hours (90.91%) of their program in direct patient care and 21 hours (9.09%) in the skills lab.</p> <p>Senior students conduct a Mega Code simulated experience.</p>
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<p>may positively affect their ability to achieve healthy lifestyles;</p> <p>(5) Collaborating with interdisciplinary teams to foster open communication, mutual respect, and shared decision making in order to achieve quality patient care; and</p> <p>(6) Participating in quality improvement processes to measure client outcomes, identify hazards and errors, and develop changes in processes of client care.</p>			
<p><b>009.02 ADDITIONAL CURRICULUM REQUIREMENTS.</b>  All nursing programs must meet the following additional curriculum requirements:  <b>(A)</b> Experiences which promote the development of leadership and management skills and professional socialization consistent with the level of licensure; and  <b>(B)</b> Delivery of instruction by distance education methods must be consistent with the program curriculum plan and enable students to meet the goals, competencies and objectives of the educational program and standards of the Board.</p>	√		
<b>RULES</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
<p><b>009.03 LEARNING EXPERIENCES.</b>  The curriculum must provide for learning experiences that prepare the student to identify and intervene in actual or potential health problems of individuals, families, or groups. Nursing actions must be directed toward maintaining or improving health status, based on the nursing assessment and through the execution of nursing care or therapeutic regimens prescribed by any person lawfully authorized to prescribe. Learning experiences, methods of instruction, and evaluation of student accomplishment will:  <b>(A)</b> Be planned, implemented and evaluated by the faculty with provisions for student input;  <b>(B)</b> Reflect the organizing framework and objectives of the nursing education program;  <b>(C)</b> Be organized logically and sequenced appropriately;</p>	√		<p>Metro PN students spend 285 hours (88.79%) of their program in direct patient care and 36 hours (11.21%) in the skills lab.</p> <p>Metro RN students spend 210 hours (90.91%) of their program in direct patient care and 21 hours (9.09%) in the skills lab.</p> <p>Senior students conduct a Mega Code simulated experience.</p>

<p><b>(D)</b> Provide supervised clinical experience to prepare the student for the safe practice of nursing and will include development of skills in direct patient care; making clinical judgments; care and management of both individuals and groups of patients across the lifespan and delegation to and supervision of, as appropriate to level of education, other healthcare providers;</p> <p><b>(E)</b> Provide clinical hours comparable to those provided by an approved program of equivalent size and program type or, in the case of no equivalent program, clinical hours scaled relative to an approved program;</p> <p><b>(F)</b> Provide clinical experiences such as observation, simulation, staff nurse supported, dedicated education unit, adjunct or preceptor, that are supervised by qualified faculty;</p> <p><b>(G)</b> Measure the students' competencies based on the students' demonstration of care management and decision making skills when providing patient care in a variety of clinical situations and care settings; and</p> <p><b>(H)</b> Be comprised of sufficient hours to meet these standards, be supervised by educationally and clinically qualified faculty, and ensure students' ability to practice at an entry level.</p>			
<p><b>009.04 SYLLABI.</b> Current syllabi must be available at the educational institution.</p>	√		
<p><b>009.05 CHALLENGE PROCEDURE.</b> Programs permitting students to challenge selected courses for credit must have written policies governing the challenge procedure.</p>	N/A		No nursing courses can be challenged
<p style="text-align: center;"><b>RULES</b></p>	<p style="text-align: center;"><b>MET</b></p>	<p style="text-align: center;"><b>UNMET</b></p>	<p style="text-align: center;"><b>COMMENTS</b></p>
<p><b>009.06 CURRICULUM REVISIONS.</b> Consultation from the Board is available when curriculum revisions are being considered. Plans for major curriculum revisions must be submitted to the Board for approval 3 months before they are implemented and must include the rationale and indicate the present plan as well as the proposed change and expected outcome. Major curriculum changes include:</p>	√		Curriculum revisions for the PN and ADN program were completed over a three year time period in 2017, 2018 and 2019.

<p>(A) Changes in program outcomes which alter the present curriculum;          (B) Changes in the length of the program;          (C) Changes in the number of hours of didactic instruction or clinical instruction;          (D) Reorganization of the entire curriculum; and          (E) Additions, deletions, and substitutions of support courses or nursing electives.</p>			
<p><b>010. CLINICAL RESOURCES.</b>          There must be clinical resources available and adequate for the number of students and faculty and the outcomes of the program.  <b>010.01 CLINICAL FACILITIES.</b> Clinical facilities must be available with a sufficient number and variety of clients to provide learning experiences essential to achievement of the stated objectives of the curriculum and for the number of students enrolled.  <b>010.02 APPROVAL.</b> The program must identify on the annual report all clinical facilities utilized by the program.</p>	√		<p>The program reported a total of 5 clinical agencies used in the previous academic year. Clinical agreements were in place for CHI, which is the primary source of clinical. CUMC Bergan Mercy, and Immanuel are most frequently used.</p>
<p><b>011. EDUCATIONAL FACILITIES.</b>          Adequate classrooms, offices, laboratories, conference rooms, and a library to meet the objectives of the program and to provide the needs of the students and faculty must be available.</p>	√		<p>Large skills lab and classroom to accommodate student learning. Faculty offices are cubicles.</p>
<b>RULES</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
<p><b>012. STUDENTS.</b>          Students must be provided the opportunity to acquire and demonstrate the knowledge, skills and abilities for safe and effective nursing practice in theory and clinical experience through faculty supervision. The following requirements related to students will be in place:          (A) All institutional policies relevant to applicants and students are available in writing.          (B) Written policies must be developed by faculty for selection, admission, readmission, progression, graduation, transfer, dismissal or withdrawal of nursing students.</p>	√		<p>Student Handbook Policy and Procedure Manual reviewed.</p> <p>MCC currently has 38 ADN students and 39 PN students who will graduate in May of 2022. A total of 36 PN students will graduate in November of 2022.</p>

<p>(C) Student responsibilities and due process rights will be available in writing.</p> <p>(D) Requirements for graduation are stated in the program brochure or catalog.</p> <p>(E) The date of completion of the nursing program is specified on the transcript.</p> <p>(F) Students are required to meet the health standards and criminal background checks as required by the clinical agencies and the nursing program.</p> <p>(G) Students are to be accountable for the integrity of their work.</p> <p>(H) The program will hold students accountable for professional behavior, including honesty and integrity, while enrolled in their program of study.</p>			
<p><b>013. RECORDS.</b>  The controlling institution must maintain a record system with provision for the protection of records against loss, destruction, and unauthorized use. Such record system will</p> <p>(A) Student records are to be available to the faculty;</p> <p>(B) No part of the student's record may be released without the written consent of the student;</p> <p>(C) Official records will be maintained for current students enrolled, including admission data, transcripts, and evaluations;</p> <p>(D) Transcripts for students who have withdrawn or graduated will be kept on file;</p> <p>(E) Records for transfer students, at the time of admission into a nursing program, will include a transcript of the previous nursing or college program and a written program of studies required to be completed by the transfer student prior to graduation; and</p> <p>(F) Faculty records demonstrating educational and experiential qualifications will be maintained, including official educational transcripts.</p>	<p>√</p> <p>√</p>		<p>Records for currently enrolled students are maintained onsite in the faculty office.</p> <p>Faculty records reviewed at the HR office. Educational transcripts and annual evaluations in place for all faculty.</p>
<b>RULES</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
<p><b>014. REPORTS TO THE BOARD.</b>  An annual report, accreditation reports, and accreditation updates or reports must be submitted to the Board by the program, and the program must:</p>	<p>√</p>		<p>Annual reports submitted to the Board as required/requested.</p>

<p>(A) Notify the Board in writing of administrative changes relating to and affecting the program; and  (B) Cooperate in submitting data to the Board for purposes of research and planning activities.</p>			
<p><b>015. PROMOTIONAL MATERIALS.</b> The program brochure, catalog, website, or other materials must be current and give an accurate description of the program.</p>	√		
<p><b>016. EVALUATION.</b> The faculty must develop a systematic evaluation plan for the total program and provide for periodic evaluation of all aspects of the program including: philosophy and outcomes, organization and administration, faculty, curriculum, students, facilities, follow-up study of graduates, records, and reports, and demonstrate how the evaluation data are used for program improvement.</p>	√		All faculty members actively participate in the Systematic Evaluation Plan.
<p><b>017. SURVEY VISITS TO NURSING PROGRAMS.</b> The Board will conduct survey visits to each of the nursing programs to verify compliance with all of the preceding regulations.  <b>017.01 FREQUENCY.</b> The frequency of survey visits will be based on an annual evaluation of the following criteria:  <b>(A)</b> The stability of the nursing administrative structure and personnel;  <b>(B)</b> The stability and retention of the faculty;  <b>(C)</b> The program maintaining accreditation by a national nursing program accreditation entity approved by the Board;  <b>(D)</b> The annual reports for the last 4 years; and  <b>(E)</b> The graduates from the program having demonstrated a pass rate on the National Council Licensure Examination each year for the last 4 years that meets or exceeds the national pass rate.</p>	√		The last program visit was completed in 2015.
<p><b>017.02 BOARD DIRECTED SURVEY.</b>  The Board may direct that a survey visit be conducted more frequently if it determines that a survey is indicated based on, but not limited to, the following:  <b>(A)</b> Frequent nursing department administrative changes or faculty turnover;</p>	N/A		

<p>(B) Complaints received from faculty, students, parents, or the general public;  (C) A pass rate of the graduates lower than the national pass rate for 2 consecutive years; or  (D) Student retention and attrition.</p>			
RULES	MET	UNMET	COMMENT
<p><b>018. INNOVATIVE APPROACHES TO PRE-LICENSURE PROGRAMS</b>  A nursing education program may apply to implement an innovative approach by complying with provisions of this section. Nursing education programs approved to implement innovative approaches will continue to provide quality nursing education that prepares graduates to practice safely, competently and ethically within the scope of practice as defined in the Nurse Practice Act.</p>	N/A		
<p><b>019. APPROVAL OF NEW PRELICENSURE EDUCATION PROGRAMS.</b>  An institution seeking Board approval to conduct a new prelicensure program in registered or practical nursing must submit an application provided by the Department at least 1 year prior to the anticipated opening of the new program.</p>	N/A		
<p><b>019.04 CONTINUING APPROVAL.</b> Approval is continued for those programs which continue to meet the requirements of the Board as determined by survey visits, annual reports, and such reports as may be required by the Board. Approval may be continued with or without Board recommendations or suggestions.  <b>019.04(A) ONGOING EVALUATION.</b> Nursing education programs will be reevaluated every 4 to 5 years with a site visit, upon request of the nursing education program, or at the discretion of the Board, to ensure continuing compliance with the regulations.  <b>019.04(B) ANNUAL REPORT.</b> Programs must submit an annual report.</p>	√		Metro completes annual reports as required.
RULES	MET	UNMET	COMMENTS
<p><b>020. BOARD ACTIONS.</b> Failure to meet the standards put forward in this chapter may result in disciplinary action by the</p>	N/A		



<p>Board. The Board may recommend one of the following actions: (A) Warning; (B) Suspension; or (C) Revocation.</p> <p><b>020.01 WARNING.</b> If the Board determines that any controlling institution having a program in registered or practical nursing approved by the Board is not maintaining the standards required by the statutes and by this chapter, the controlling institution will be warned. Notice will be given in writing to the controlling institution, specifying the deficiency or deficiencies.</p> <p><b>020.01(A) CORRECTION OF DEFICIENCIES.</b> The controlling institution will be given 12 months in which to correct the deficiency or deficiencies in its program.</p> <p><b>020.01(B) POSSIBLE WITHDRAWAL OF APPROVAL.</b> If the requirements for approval have not been met within 12 months after receipt of a warning, the controlling institution will be given 6 months' notice of possible withdrawal of approval.</p> <p><b>020.01(C) FAILURE TO CORRECT DEFICIENCIES.</b> If the deficiency or deficiencies have not been corrected within 6 months after the controlling institution has been given notice of possible withdrawal of approval, a hearing before the Department will be scheduled to determine whether the approval from the Board will be suspended or revoked.</p> <p><b>021. TRANSFERRING A PROGRAM.</b> In the event that the transfer of the controlling institutional ownership or control of a program in registered or practical nursing is to take place, the new ownership or new controlling institution must comply with the same requirements as for the establishment of a new program in Section 019 of this chapter.</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p>		
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The last program survey was completed in 2015 and continued program approval was recommended.

### **Student Survey**

A total of 47/113 (41.5%) students completed a survey one week prior to the site visit. 48.9% of the respondents were enrolled in the LPN program and 51.1% were enrolled in the ADN program.

When asked "Would you recommend this program to your friends?" 95.7% of the students answered yes.

#### **Strengths**

Overall resources 34% of students

Quality of faculty 23% of students

Affordability 18% of students

#### **Improvements**

Organization and communication 56% of students

Improve resources 15%

Caring about students 24%

### **Faculty Survey**

A total of 8 faculty members completed a survey one week prior to the visit.

#### **Strengths**

Teamwork 57%

Supportive faculty 43%

#### **Improvements**

Lack of consistency 50%

Reorganization 57%

### **Site Visit Summary**

MCC provides a 1 + 1 PN and ADN program. Each program can be completed in 1 calendar year, with three quarters focused on nursing and 1 quarter of general education pre-requisites. Students spend one full day on campus in class each week and one day in clinical each week.

During the site visit, meetings with faculty, students, registrar, financial aid, human resources and college administration were completed. College administration strongly supports the nursing program. MCC nursing program articulates into BSN programs with several area colleges.

Administration indicated that MCC is not planning to move to a semester system.

Observation of students/faculty at the clinical site and in the classroom were completed during the visit.

The strength of the program is cohesive faculty members who work very well as a team and support each other to prepare competent nurses for practice. Faculty who teach theory also teach the students clinically, a major benefit for the students. Greater than 75% of the faculty are full time.

### **Student Meetings**

A meeting with the ADN students & PN students was held during the visit. The following concerns were voiced:

- One cohort of student reported that they never received a link to the survey prior to the site visit.
- Discrepancies between what is taught in the classroom from what is written in the textbook and what is tested (Pharmacology). Students report that test average scores should indicate there is a problem with the course. Students suggested splitting the course into two quarters.
- Requested tutoring opportunities to be available online, rather than having to drive to the college for an appointment.

### **Recommendations:**

- Re-evaluate program director role/load. MCC consistently ranks in the top 2 for the number of ADN graduates each year and ranks in the top 3 for PN graduates in the state. As Nancy plans for retirement, this is the time to re-evaluate the position. Given Nancy's current teaching load, it is difficult to successfully teach AND be the program director of the MCC nursing programs.
- Update Pharmacology course /slides and test. The textbook must match class presentation and provide resource for test questions.
- Fill upcoming vacant nursing tutor position to ensure continued student success.
- Formalize new orientation for all faculty, full-time and adjunct.
- Interdisciplinary simulation. Build on the original plan to incorporate EMS, RT and Nursing simulated experiences.

Metro Community College ADN and PN program has met all of the standards as outlined by the Nebraska Administrative Code (NAC) Chapter 97 Regulations. Continued program approval for the MCC ADN and PN program is recommended.

Report completed by J Reznicek EdD MSN RN ANP-BC