

# Board of Trustees

## Education and Workforce Development Committee Meeting

Tuesday, November 10, 2015

2:30 p.m.

Ann Richards Administration  
Building, Board Room  
Pecan Campus  
McAllen, Texas



SOUTH TEXAS  
COLLEGE

*In the Making!*

Online Copy

South Texas College  
Board of Trustees  
Education and Workforce Development Committee  
Ann Richards Administration Building, Board Room  
Pecan Campus  
Tuesday, November 10, 2015  
@ 2:30 p.m.  
McAllen, Texas

**AGENDA**

“At anytime during the course of this meeting, the Board of Trustees may retire to Executive Session under Texas Government Code 551.071(2) to confer with its legal counsel on any subject matter on this agenda in which the duty of the attorney to the Board of Trustees under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code. Further, at anytime during the course of this meeting, the Board of Trustees may retire to Executive Session to deliberate on any subject slated for discussion at this meeting, as may be permitted under one or more of the exceptions to the Open Meetings Act set forth in Title 5, Subtitle A, Chapter 551, Subchapter D of the Texas Government Code.”

- I. Approval of Minutes for Thursday, September 10, 2015 Committee Meeting ..... 1 - 4
- II. Presentation on the Selective Admission Process for the Associate Degree Nursing Program..... 5 - 18

## **Approval of Minutes for Thursday, September 10, 2015 Committee Meeting**

The Minutes for the Education and Workforce Development Committee meeting of Thursday, September 10, 2015 are presented for Committee approval.

**South Texas College  
Board of Trustees  
Education and Workforce Development Committee  
Ann Richards Administration Building, Board Room  
Pecan Campus  
Thursday, September 10, 2015  
@ 2:00 p.m.  
McAllen, Texas**

**MINUTES**

The Education and Workforce Development Committee Meeting was held on Tuesday, August 11, 2015 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 2:09 p.m. with Mrs. Graciela Farias presiding.

Members present: Mrs. Graciela Farias and Mr. Gary Gurwitz

Other Trustees present: Mr. Paul R. Rodriguez and Ms. Rose Benavidez

Members absent: Dr. Alejo Salinas, Jr.

Also present: Dr. Shirley A. Reed, Dr. Anahid Petrosian, Mr. Juan Carlos Aguirre, Dr. Eric Reittinger Ms. April Castaneda, Ms. Yvette Gonzalez, and Mr. Andrew Fish.

**Approval of Minutes for Tuesday, August 11, 2015 Committee Meeting**

Upon a motion by Mr. Gary Gurwitz and a second by Mrs. Graciela Farias, the Minutes for the Education and Workforce Development Committee meeting of Tuesday, August 11, 2015 were approved as written. The motion carried.

**Presentation on Building the Pathway Out of Poverty – Stackable Credentials Provide Stepping Stones to Meaningful Employment**

Mr. Juan Carlos Aguirre, Dean for Continuing, Professional, and Workforce Education, delivered a presentation on “Building the Pathway Out of Poverty – Stackable Credentials Provide Stepping Stones to Meaningful Employment.” This presentation was designed to provide the foundation for a subsequent presentation to the 2015 Association of Community College Trustees (ACCT) Leadership Congress.

Mr. Aguirre reviewed the demographics served by South Texas College, which included a large population of adults without at least a high school education (approximately 37%). Many of these adults lacked the basic skills necessary to obtain meaningful employment, and many did not see higher education as an obtainable or valuable pursuit.

To address this need, South Texas College built a series of Career Pathways, including Stackable Credentials, which encouraged students lacking basic language, literacy, and numeracy skills to pursue a basic career credential concurrently with any GED or English-as-a-Second-Language (ESL) courses that might benefit them.

One example Career Pathway:

- A 148-contact hour “First Responder” credential, earned alongside ESL and GED credentials as necessary.
- Completing an additional 11 semester credit hours can earn the student an **Emergency Medical Technology Basic Certificate**
- Completing an additional 12 semester credit hours can earn the student an **Emergency Medical Technology Intermediate Certificate**
- Once the student tests “College Ready”, earning an additional 24 semester contact hours can earn the student an **Emergency Medical Technology Paramedic Certificate**.
- A student completing the program thus far is eligible to (1) complete another 19 semester credit hours to earn an **Emergency Medical Technology Associate of Applied Science** or (2) enroll in the **Associate Degree Nursing program** through the “Paramedic to RN” track.
- Finally, a student will be ready to pursue a **Bachelor of Applied Technology in Medical and Health Services Management**.

Each career pathway was developed in coordination with area employers within each field. Along with these employers, the College identified meaningful credentials that would translate into valuable professional skills and employment opportunities for students. Each credential was designed to be within reach of students, encouraging them to develop and pursue further career and educational goals as they make progress through the terminal degree.

Mr. Aguirre responded to questions from the Committee members, and received feedback to help further develop this presentation for their use at the ACCT Leadership Congress.

This item was for the Committee’s information and feedback to staff, and no action was requested.

## **Presentation on Essential Qualities of South Texas Faculty**

Dr. Anahid Petrosian, Vice President for Academic Affairs, introduced Dr. Eric Reittinger, Psychology Instructor and Past Faculty Senate President.

Dr. Petrosian and Dr. Reittinger presented on the *Essential Qualities of South Texas College Faculty*.

*The Essential Qualities of South Texas College Faculty* was developed by faculty in conjunction with administration through a collaboration between the leadership teams of

the Faculty Senate and the Academic Council. A copy of this document was included in the packet for the Committee's review.

The *Essential Qualities of South Texas College Faculty* upholds faculty to high standards as champions of students through explicit commitments to:

- Excellence in Teaching and Learning
- Student Success
- Leadership and College Service
- Professional Development
- Community Service and Creating a College-Going Culture

Dr. Petrosian and Dr. Reittinger discussed the development of this document and its impact on the faculty and their mission to the service of the students and communities of South Texas College.

This item was for the Committee's information and feedback to staff, and no action was requested.

### **Adjournment**

There being no further business to discuss, the Education Workforce Development Committee Meeting of the South Texas College Board of Trustees adjourned at 3:05 p.m.

I certify that the foregoing are the true and correct Minutes of the September 10, 2015 Education and Workforce Development Committee of the South Texas College Board of Trustees.

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Mrs. Graciela Farias  
Presiding

## **Presentation on the Selective Admission Process for the Associate Degree Nursing Program**

### **Introduction**

At the request of the Education and Workforce Committee, Mr. Jayson Valerio, Interim Dean for Nursing & Allied Health and Past Chair for the Associate Degree Nursing (ADN) Program will present on the selective admission process for students wishing to pursue their Associate Degree in Nursing and subsequently to test for the Registered Nursing (RN) state licensure.

### **ADN Program Background**

The South Texas College ADN Program was established in 1998 and admitted its first class of students the next year. 48 of the initial 53 students graduated in May 2000, and based upon this first cohort the College was granted accreditation status in 2001 by the Texas Board of Nursing (TBON).

The South Texas College ADN Program maintains high admission standards to ensure that resources are focused on students who undertake program admission with full and careful intention to successfully complete the program and pursue a professional career as a Registered Nurse or further education in the nursing.

South Texas College has maintained “Full” and unqualified approval status of its Associate Degree Nursing Program from the Texas Board of Nursing. The program was reaccredited with **full commendation** in 2013, through 2019.

### **Texas Board of Nursing Oversight**

ADN Programs are by nature high-demand, high-stakes programs. As one of only 68 Associate Degree Nursing programs in the State of Texas, the South Texas College ADN Program is held to rigorous standards of accountability by the Texas Higher Education Coordinating Board (THECB) and the Texas Board of Nursing (TBON). Part of this accountability is measured in terms of how well students holding an ADN from South Texas College perform on the National Council Licensure Examination (NCLEX). Nursing programs that do not maintain minimum passing rates are put on probation or recommended for closure. South Texas College ADN graduates have consistently scored well above the state standards and have, in fact, earned accolades for the College from the Texas Board of Nursing.

Another measure of the College’s success in the ADN Program is how well these nurses who have matriculated through the South Texas College perform as professional Registered Nurses. When Texas nurses are sanctioned by the TBON, up to and including revocation of licensure, details including nursing program of matriculation are entered into the public record and a summary is distributed by the TBON. Nursing programs are scrutinized for any patterns of unethical, unprofessional, or other bad practices amongst their graduating nurses.

### **Program Success**

The South Texas College ADN Program has graduated over 2,000 students since 1999. These nurses enter a field with a high demand for well-trained, ethical, and prepared nurses.

Nursing programs are held accountable to the performance of their graduates on the National Council Licensure Examination for Registered Nurses (NCLEX-RN). This exam is updated regularly to keep the tested skills and knowledge relevant to the innovations in nursing and health care.

In the presentation, the state, national, and South Texas College pass rates are provided, and South Texas College is generally at or above the average. In 2014, NCLEX pass rates dropped nationwide as the test was updated, which periodically challenges students and educators to focus intensely on the test's new requirements. Even with this challenge, the College stayed above the 80% threshold required by the Texas Board of Nursing.

If any program falls below an 80% NCLEX pass rate for three years in a row, it is prohibited from admitting new students. After a fourth year with pass rates below 80%, that program is closed.

The presentation includes job placement rates as reported by the THECB from 2010 to 2014; the 2015 placement rates are not yet available.

These placement rates only reflect those students who enter into a licensed nursing position, and are reported to the THECB, within the first year after graduating. This therefore excludes any ADN Program graduates who immediately enter into another academic program, such as the previous UTPA and UTB BSN Programs, or those international students who graduate and return home to practice nursing.

### **Selective Admission Process**

Prospective South Texas College ADN Program students must adhere to the admission process developed by South Texas College. The College has developed a process in adherence with applicable laws and best practices.

#### *Admission Degree Plan Tracks*

The South Texas College ADN Program has implemented three degree plan tracks to provide admission routes for prospective ADN students:

- Traditional Nursing
- LVN to ADN
- EMT to ADN (Formerly Paramedic to RN)

#### *Admission Requirements*

Admission to the STC ADN Program is highly competitive and requires students to adhere to an application process designed to provide a fair and consistent method for the program to evaluate all applicants. Applicants who are not competitive against others are given specific feedback and advising as appropriate to understand and address issues that may impair their standing against other applicants, and they are advised on how they may strengthen their admission application.



The Application process includes:

- A point system used to evaluate and rank candidates.
- Prerequisites completed prior to submitting application.
- Enrollment limited to a select number of students each enrollment period who best meet the criteria.
- **There is no waiting list.** If an applicant is not admitted to the ADN Program, he/she **MUST re-apply** during the application cycle for the following semester. No paperwork will be retained by the ADN Program.
- Upon admission to the ADN Program, student must be CPR certified, complete a background check and drug screening. Additionally, students are required to have proof of required immunization records.

Applicant Prerequisites – All applicants must:

- meet general admission requirements to South Texas College.
- have a High School diploma or GED equivalent.
- demonstrate proficiency in state-mandated general knowledge content through approved means; i.e., Texas Higher Education Assessment (THEA), ACCUPLACER, ASSET, and/or COMPASS with program specific exemptions accepted.
- earn a minimum cumulative GPA of 3.0 on a 4.0 scale in all transfer courses and courses in the ADN degree plan.
- complete all prerequisite courses with a minimum of "B" as listed in the Associate Degree Nursing Program Degree plan.
- earn a minimum grade of "B" in "Introduction to Nursing" course within the last two years.
- submit a completed Program application by stated deadline.
- participate in the student advisement per program requirements.
- achieve an Admission Assessment (A2 ) test score of 75% in Math, Science, English, and composite results, and must be current within two years.
- pass a criminal background check, drug screening through approved providers and complete all required immunizations including Hepatitis B series before beginning of nursing clinical courses.
- meet technical standards as stated by Associate Degree Nursing Program.

A new applicant pool is established for each admission period. All applicants who are not granted admission are notified and encouraged to meet with an advisor. This advisor will review their application with them and discuss options to apply for a subsequent admission cohort. They may also meet with a counselor who will be prepared to discuss Allied Health career options and to coordinate a Career Pathway Test.

### **Handouts**

The presentation and handouts following in this packet will be reviewed at the Committee meeting.

This item is for the Committee's information and feedback to staff, and no action is requested.



# Selective Admission Process *for* Associate Degree Nursing Program

Presentation for Education & Workforce Development Committee  
Tuesday, November 10, 2015

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## Outline

- ADN Program Background
- Agency Oversight
- Role of Texas Board of Nursing
- Program Success
- Admission Process
- Selection Process
- Rationale: ADN is a Selective Admission Program
- Program Accountability
- Applicant Point System



## ADN Program Background

- Program was **established in 1998**
- Admitted first class of **53 students in 1999**
- **Graduated first class of 48** students in May 2000
- Received **accreditation status in 2001** by the Texas Board of Nursing (BON)
- Reaccredited with **full commendation** in 2013 by the Texas Board of Nursing through 2019

## Agency Oversight

- Southern Association of Colleges & Schools Commission on Colleges (SACSCOC)
- Texas Higher Education Coordinating Board (THECB)
- Texas Board of Nursing, (Texas BON)
- Texas Legislature (Administrative Code)



## Role of Texas Board of Nursing

- Grants Accreditation
- Monitors Nursing Practice
- Oversees Licensing of Nurses
- Addresses Violations by Nurses
- Investigates Complaints
- Issues Sanctions
- Closes Nursing Programs



## Program Success

**Over 2,000** students have received their Associate Degree in Nursing from South Texas College since 1999.



## Program Success

### Applied and Admitted

Year	Applied	Admitted	Percentage
2010	490	260	53%
2011	521	282	54%
2012	392	330	84%
2013	434	344	79%
2014	355	299	84%
2015	391	296	76%
Total	2,583	1,811	70%

Admitted: Census Date

## Program Success

### Number of Graduates and Placement Rate

Year	Graduates	Placement Rate
2010	192	92.3%
2011	184	89.3%
2012	155	82.0%
2013	180	91.6%
2014	187	90.8%
2015	193	Not available
Total	1,091	

Source: Texas Higher Education Coordinating Board (THECB) Placement Rates

## Program Admission Process



- **Attend advising session**
  - Required Orientation (Student & Family)
- **Complete STC admission application**
- **Meet selective requirements for ADN program**
  - Meet the required grade of “B or better” for prerequisite courses
  - Pass criminal background check & drug screening
  - Complete all immunizations required by clinical partnerships
  - Meet technical standards (read, write, critical thinking, lifting)
- **Apply and complete ADN application**
  - Traditional Nursing
  - LVN to ADN
  - EMT to ADN (Formerly Paramedic to RN)



## Program Selection Process

- Selection Process for ADN Program is competitive and is based on **point system** developed by South Texas College Nursing Professional Educators
- **Selection Criteria & Point system**
  1. **Calculation of GPA:**
    - Pre-requisites: “B or better”
    - Co-requisites: “C or better”
  2. **HESI Admission Assessment Test Score**
  3. **College Success for Healthcare** : Grade of “A” equals 1 point and grade of “B” equals 0.5 point
  4. **South Texas College graduate** from the following programs (1point):
    - Patient Care Assistant –Certificate
    - Licensed Vocational Nurse – Certificate
    - Emergency Medical Technology (formerly Paramedic)– Associate



## Applicant Selection Process

### Associate Nursing Program Selection Process



- Applicants scores are summarized
- Applicants are **Ranked** based on earned points
- All applicants in pool are reviewed by **ADN Admission and Progression (A&P) Committee** (NAH Program Faculty)
- A&P Committee determines **number of students to be admitted to the program**

Texas Board of Nursing Rule 215.10 (g) related to a clinical learning group states the **group shall total no more than ten (10) students.**

## Notification of Applicants

- All applicants are notified of their **program application status**, either "**admitted**" or "**denied**" **Within two weeks of the last date of application period.**
- Students who are admitted to the program are required to attend a **mandatory orientation**
- Applicants who have been denied are encouraged to meet with an ADN Faculty Advisor or Admission Counselor
  - **Faculty Advisor** will advise students on the next round of the application process
  - **Counselor** will offer students a Career Pathway Test to assist them with Allied Health career options

## Competitive Selection Process

- **Due to program size limitation**, the number of qualified applicants regularly exceeds the program admission capacity and some qualified applicants may not be admitted to the program.
  - There is no waiting list
  - Applicants who are not admitted must reapply for the next application cycle



## Summary: Applied and Admitted

Traditional Nursing, LVN to RN, and EMT to RN  
2010 - 2015

Year	Applied				Admitted				%
	ADN	LVN to RN	EMT to RN	Overall	ADN	LVN to RN	EMT to RN	Overall	
2010	356	120	14	490	171	81	8	260	53%
2011	350	157	14	521	188	80	14	282	54%
2012	220	160	12	392	220	100	10	330	84%
2013	288	132	14	434	230	100	14	344	79%
2014	223	118	14	355	194	91	14	299	84%
2015	256	118	17	391	195	87	14	296	76%
<b>Total</b>	<b>1,693</b>	<b>805</b>	<b>85</b>	<b>2,583</b>	<b>1,198</b>	<b>539</b>	<b>74</b>	<b>1,811</b>	<b>70%</b>

Admitted: Census Date



## Rationale

### ADN is a Selective Admission Program



- **Mission of Texas of Board of Nursing** is to protect and promote welfare of Texans
- **Accreditation requirements** by Texas of Board of Nursing
- Increasing difficulty of required passing of **NCLEX RN Exam**
- **2010 & 2014** – The passing standard was increased in response to changes in U.S. health care delivery and nursing practice
- Board of Nursing Minimum Pass Rate for NCLEX RN Exam is **80%** to maintain program accreditation

NCLEX-RN Average Pass Rate : National, Texas, and South Texas College					
	2010	2011	2012	2013	2014
Texas	91.00%	89.12%	87.04%	90.70%	81.02%
National	87.56%	87.81%	90.22%	84.29%	81.74%
South Texas College	90.10%	85.87%	92.90%	88.33%	80.21%

## Program Accountability



- South Texas College is **accountable for the performance** and professionalism of its nurses
- Board of Nursing regularly reports on **disciplinary actions** against licensed nurses
- Disciplinary reports include **program of study and name of the college** granting the degree
- **Pass Rate of graduates** – programs that do not maintain a pass rate of above 80% are put on **probation**
  - When a college's ADN Program is on probation, it cannot accept new students for the next admission cycle until the NCLEX – RN pass rate goes above 80%
  - Any program placed on probation, that is unable to raise its pass rate above 80%, will be closed after the fourth year

## 2014 NCLEX RN Pass Rate

Statewide ADN program performance

- There are 71 Nursing Programs in the state of Texas
  - 25 ADN programs were **below 80%**
  - 3 ADN programs were **on probation**
  - 3 ADN programs **closed**



Texas Board  
of Nursing



## Example: Applicant Point System

Developed by South Texas College Nursing Professional  
Educators

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## Selection Criteria #1 for Selective Admission

Calculation of GPA: Pre-requisites & Co-requisites Courses

Pre-requisite Courses: Required Grade of "B" or higher A=4 points B= 3points	Final Grade	Score Points		Credit Hours		Score Grade Points (credit x score)
ENG 1301 English Composition	A	4	x	3	=	12
BIOL 2401 Anatomy & Physiology 1	B	3	x	4	=	12
BIOL 2402 Anatomy & Physiology 2	A	4	x	4	=	16
RNSG 1209 Introduction to Nursing	B	3	x	2	=	6
Co-requisite Courses Required C or higher A=4; B=3; C=2	Final Grade	Score Points		Credit Hours		Grade Points (credit x score)
PSYCH 2301 General Psychology	A	4	x	3	=	12
Humanities Elective (ARTS 1301 Arts Appreciation)	A	4	x	3	=	12
<b>Total</b>				<b>19</b>		<b>70</b>

**Calculation of GPA = 3.68**

GPA = Grade Points/Credit Hours (70/19=3.68)

## Summary: Selective Admission Points

Selection Criteria 1 through 4

	Selection Criteria	GPA	# of courses Taken	Acceptance Points (Total GPA X # OF Courses Taken)
1	<b>Calculation of GPA:</b> Pre-requisites & Co-requisites Courses (total from previous slide)	3.68	6	22.08
2	<b>HESI Admission Assessment A<sup>2</sup></b> 75% -82% = 1 point; 83% - 89% = 2 points; 90% -100% = 3 points			2
3	<b>College Success for Healthcare</b> A= 1 point & B= ½ point			1
4	<b>PCTA/LVN/EMT- AAS STC Graduate</b> STC Graduates = 1 point; Non-STC = 0 points			1
	<b>Total Points ( out of 29 maximum points available)</b>			<b>26.08</b>

## Program Success

- Since 1999, South Texas College has provided opportunities to **over 2000** students to earn their Associate degree in Nursing
- South Texas College projects that by year 2020 there will be an additional **1,000** students who will earn their Associate Degree in Nursing and began serving our community.

### Nurse in the Making



<https://youtu.be/MCto1yVRLJY>



# Thank you for your Support!





# **SELECTIVE ADMISSION PROCESS for Associate Degree Nursing Program**

Handouts for Education & Workforce Development Committee  
November 10, 2015

# TABLE OF CONTENTS

- ❖ **Application Check List - A.D.N. Traditional Track Application**
- ❖ **Associate Degree Nursing Program Application** for Traditional Track
- ❖ **Technical Performance Standards Requirement Form**
- ❖ **Evidence Based Research** Pertaining to A.D.N Selection requirement



**APPLICATION CHECK LIST**  
**A.D.N. TRADITIONAL TRACK APPLICATION**



Associate Degree Nursing Program

**Application Check List**

A.D.N. Traditional Track Application

**Complete the following steps for the application:**

- a. Activate JagNet email address: \_\_\_\_\_@stu.southtexascollege.edu
- b. Print the \_\_\_\_\_ ADN Application” form at the nah.southtexascollege.edu website
- c. Include **Official** STC transcript
- d. Include copy of HESI Admission Assessment (A2) scores within the last two years

Complete the following required procedures to expedite the application process:

1. Contact Clinical Compliance Specialist Office in NAH R-106 and get clearance for the following:

*“Students must complete and provide documentation to Clinical Affairs Specialist for clearance on their Background Check, Hepatitis B series or titer, and other requirements prior to applying to the A.D.N. Traditional Track. Please see Clinical Compliance Specialist in NAH R-106 or R-123 for clearance on all other requirements.”*

2. If you answered “NO” to any of the questions on the Application Requirements on the application form, you must schedule an appointment with a faculty advisor before submitting your application.
3. Highlight all pre-requisite and co-requisite courses on your Official STC transcript.
4. Calculate your GPA and total acceptance points by following the formula on page 2 of the application form.
5. Complete and sign the application form.
6. Submit application form, official STC transcript, copy of HESI A2 scores to Associate Degree Nursing Program Advisor on the following dates: \_\_\_\_\_

**Note:** Please **do not call** regarding your application status as this will only delay the process. All applicants (acceptance/denial status) will be notified through jag-net email on \_\_\_\_\_  
A mandatory program orientation for the selected cohort will be held on \_\_\_\_\_  
\_\_\_\_\_ STC Cooper Center, 3200 W. Pecan Blvd, McAllen Texas, North & South Conference Rooms.



**ASSOCIATE DEGREE NURSING PROGRAM  
APPLICATION FOR TRADITIONAL TRACK**



## Associate Degree Nursing Program

### Application for Traditional Track

**Required Information**

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**Name:** \_\_\_\_\_  
Print or type (Last) (First) (MI) (Maiden/Former names)

**Date:** \_\_\_\_ / \_\_\_\_ /2015

**Residence Address:** \_\_\_\_\_  
(no. and street) (city) (state) (zip code)

**Mailing Address:** \_\_\_\_\_  
(no. and street) (city) (state) (zip code)

**Phone Number:** (\_\_\_\_) \_\_\_\_\_ (\_\_\_\_) \_\_\_\_\_ **STC ID#: A** \_\_\_\_\_  
(Home) (Cell/work)

**All applicants will be notified of acceptance status through jag-net email address provided. Please print legible.**

**STC E-mail:** \_\_\_\_\_ **@stu.southtexascollege.edu**

**INSTRUCTIONS:**

1. Complete the Admission Requirements below. If you answered “NO” to any of these questions, you must schedule an appointment with a faculty advisor before submitting your application.
2. Complete all sections of the Application to be considered.
3. Attach an “**official**” South Texas College transcript (TR) and a copy of admission assessment scores (HESI-A2).
4. Submit complete application packet to NAH R-123, \_\_\_\_\_ between the hours of \_\_\_\_\_

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**ADMISSION REQUIREMENTS:**

	<b>Yes</b>	<b>No</b>
1. Student must be currently enrolled and have met the general admission requirements of South Texas College (see Admissions checklist).	<input type="checkbox"/>	<input type="checkbox"/>
2. Applicant must have submitted official transcripts from your high school, or proof of completion (test scores or certificate) and any college transcripts to the Office of Admissions and Records. All pre-requisite courses completed must be credited onto your STC transcript.	<input type="checkbox"/>	<input type="checkbox"/>
3. Applicant must be TSI complete or TSI Exempt via State approved exam scores. Contact the Testing Center if you are eligible for an exemption or waiver.	<input type="checkbox"/>	<input type="checkbox"/>
4. Applicant must have HESI A2 scores of 75% or higher in Math, English, and Science (A&P) within the last two years.	<input type="checkbox"/>	<input type="checkbox"/>
5. Applicant must earn a cumulative GPA of 3.0 on a 4.0 scale in all pre-requisite and co-requisite courses as listed on the ADN degree plan.	<input type="checkbox"/>	<input type="checkbox"/>
6. Applicant must complete and provide documentation to Clinical Compliance Specialist for Clearance on their Background Check, Hepatitis B series or titer, and other requirements prior to applying to the ADN program. Please see Clinical Affairs Specialist in NAH R-106 _____ for clearance on all other requirements.	<input type="checkbox"/>	<input type="checkbox"/>

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**SELECTION CRITERIA:** The ADN selection criteria are based upon a point system score comprised of prerequisites /co-requisites G.P.A., required test scores, and other additional items. **Qualified applicants will be ranked from highest to lowest points. You will be notified by email to your *Jagnet* address of your acceptance/denial status.** Courses must be completed prior to submitting application to nursing program. Complete the chart to determine your points.

<b>The following courses must be completed with a "B" or higher Prior to submitting application to nursing program.</b>	<b>CREDIT HOURS</b>	<b>FINAL GRADE</b> [A=4;B=3]	<b>GRADE POINTS</b>
• ENGL 1301 Composition or ENGL 1302 Rhetoric	3	X	=
• BIOL 2401 Anatomy & Physiology I	4	X	=
• BIOL 2402 Anatomy & Physiology II	4	X	=
• RNSG 1209 Introduction to Nursing	2	X	=
<b>The following courses are not required for entry into the program but it will help you to get higher acceptance points. These courses may be taken while you wait for admission to the program or during the semester.</b>			
PSYCH 2301 General Psychology or PSYCH 2314 Lifespan Growth & Development	3	X	=
Humanities Elective Options for the Associate of Applied Science degrees (see list on pages 90 of STC catalog)	3	X	=

**Total Credit Hours = \_\_\_\_\_ Total Grade Points = \_\_\_\_\_**

	<b>1 point</b>	<b>2 points</b>	<b>3 points</b>
<b>HESI/A2 Exam Composite</b>	75%-82%	83%-89%	90%-100%

<b>Total grade points: _____ divided by total credit hours: _____ =</b> <b>G.P.A./credit: _____</b> <b>G.P.A./credit _____ X number of courses taken: _____ =</b> <b>G.P.A. Acceptance: _____</b> <b>+ HESI A<sup>2</sup> Average Points: _____</b> <b>+STC/Patient Care Assistant Certificate (1 pt): _____</b> <b>+STC/College Success for Healthcare (A=1 pt/B=0.5 pt): _____</b> <p style="text-align: right;"><b>TOTAL ACCEPTANCE POINTS: _____</b></p>
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**Due to our limited class, some applicants who meet all the admission requirements may not be accepted to the Associate Degree Nursing Program. Students must apply each time they wish to be considered. Maximum acceptance points may vary from semester to semester.**

**I have read the contents of this information packet and I am responsible both for my application's completeness and for the information contained within it. I certify that the information provided within this application is true and realize that reporting false information will result in my disqualification from the applicant pool and program and I will not be eligible to reapply.**

SIGNED \_\_\_\_\_ **A00** \_\_\_\_\_ DATE \_\_\_\_\_  
*Applicant's Signature ID Number*

**Note:** All applicants (acceptance/denial status) will be notified through JagNet email on [Notified Date].

**Mandatory Program Orientation for the selected cohort will be held on [Date]; [Time], at STC Cooper Conference Rooms North & South.**

STATEMENT OF EQUAL OPPORTUNITY No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored or conducted by South Texas College on the basis of race, color, national origin, religion, sex, age, veteran status, or disability. Updated on 10/06/2015.

**TECHNICAL PERFORMANCE STANDARDS  
REQUIREMENT FORM**



## NURSING & ALLIED HEALTH DIVISION

### Technical Performance Standards Requirement Form

Technical Performance Standards are the essential functions which every STC NAH student is expected to perform for successful participation in the program. These standards are necessary in order to provide healthcare services in a safe, ethical, and legal manner. Students participating in a STC NAH program are expected to demonstrate the essential functions listed below, with or without reasonable accommodation. These essential functions are applicable in classroom, laboratories, and clinical/practicum settings. The STC NAH programs use independent clinical education sites that may or may not be able to offer the same reasonable accommodations which are made available by the college. Any student wishing to request reasonable accommodations due to a documented disability must initiate the process by contacting an ADA representative from the STC Office of Disability Support Services for information and procedures at (956) 683-3137 or (956) 872-2513.

**Please initial each item.**

1. \_\_\_\_ **READ:** I am able to read and understand printed materials used in the classroom and health care settings such as textbooks, signs, medical supply packages, policy and procedure manuals, and patient records.
2. \_\_\_\_ **ARITHMETIC COMPETENCE:** I am able to read and understand columns of numbers and measurement marks, count rates, tell time, use measuring tools, write numbers in records, and calculate (add, subtract, multiply, divide) mathematical information such as fluid volumes, weights and measurements, and vital signs.
3. \_\_\_\_ **CRITICAL THINKING:** I possess sufficient ability to:
  - comprehend and process information in a timely manner
  - acquire and apply information from classroom instruction, skills laboratory experiences, independent learning, and group projects
  - prioritize multiple tasks, process information, and make decisions
  - collect, interpret, and assess data about patients
  - observe, measure, and interpret normal and abnormal patient responses to interventions, and appropriately modify treatment interventions
  - act safely and ethically in the lab and clinical/practicum setting
4. \_\_\_\_ **COMMUNICATION:** I am able to:
  - communicate effectively, in English, in oral and written form with peers, instructors, patients, and other health care professionals
  - complete assignments and tests in both written and oral formats
  - give directions, explain procedures, give oral reports, speak on the telephone and interact with others
  - document care using appropriate terminology, accuracy, efficiency, and in a legible manner
  - comprehend, interpret, and follow oral and written instructions
  - recognize, interpret, and respond to nonverbal behavior of self and others
  - interpret and communicate information regarding the status, safety, and care of patients

5. **BEHAVIORAL SOCIAL SKILLS:** I am able to:

- develop therapeutic relationships with patients and others
- work in stressful situations with multiple patients and colleagues at the same time
- interact appropriately with individuals of all ages, genders, races, socio-economic, religious, and cultural backgrounds
- establish rapport and work effectively with peers, patients/clients, and instructors (ask advice, seek information, and share)
- negotiate interpersonal conflicts
- cope with the fast pace of class/lab/clinic, heavy workloads, classroom and/or patient demands, changes in schedule, motivate a sometimes discouraged patient and demonstrate patience and empathy with patients
- focus attention on task, monitor own emotions, perform multiple responsibilities concurrently, deal with the unexpected, handle strong emotions (i.e. grief, revulsion), manage impulses
- tolerate close physical contact with co-workers and sick or injured patients who may have multiple problems and diagnoses
- cope with patients who may be terminally ill
- exercise appropriate work ethics, including the maintenance of confidentiality
- recognize and respond appropriately to potentially dangerous situations
- maintain the emotional health and stability required to fully utilize intellectual capabilities, demonstrate good judgment, and render patient care

6. **FINE MOTOR:** I possess manual dexterity necessary to palpate muscles and/or bony prominences, pick up objects with hands, grasp small objects, write with pen or pencil, and squeeze fingers.

7. **MOTOR CONTROL:** I am in good physical condition and have a moderate amount of strength in order to:

- Safely adjust, move, position, and lift patients and equipment
- Safely assist and protect patients who are walking with and without assistive devices, exercising, or performing other activities
- Provide for the patient's safety in all patient care activities
- Reach arms above head and below waist, stoop/twist, stretch, bend, kneel, squat, push, pull, walk, sit, or crawl as the need arises; move quickly (respond to emergency) while maintaining safe posture/body mechanics
- Perform bimanual activities easily
- Obtain and maintain CPR certification (American Heart Association CPR for Healthcare Providers)
- Use proper body mechanics for all skills related to patient care, and apply standard precautions when rendering patient care treatment
- Possess the endurance necessary to perform 40 hour work weeks during clinical education courses
- Stand and maintain balance during classroom or therapeutic procedures/activities for long periods of time, and maintain a high energy level throughout the day

8. **VISUAL:** I am able to:

- read small numbers/scales and fine print on goniometers, other measuring devices and computer screens accurately to ensure safe treatment
- recognize and interpret facial expressions and body language
- discriminate differences and changes in skin and soft tissue
- recognize a patient's physiological status
- assess a patient's environment
- recognize depths and use peripheral vision

9. \_\_\_ **AUDITORY:** I am able to:

- recognize and respond to normal speaking level sounds/verbal communication, auditory equipment timers, and alarms in an environment with a moderate level of background noise
- effectively use equipment to assess blood pressure, pulse rate, and breath sounds

10. \_\_\_ **SMELL:** I am able to detect odors from client, such as smoke, gases or noxious smells.

11. \_\_\_ **TACTILE:** I am able to:

- feel vibrations (palpate pulses)
- detect and assess changes or abnormalities in skin texture, skin temperature, muscle tone, and joint movement
- detect environmental temperature (drafts, cold and hot)
- adjust physical therapy equipment

12. \_\_\_ I have the ability to use computers and complete computer-based assignments.

13. \_\_\_ I have the ability to complete tasks/ examinations within required time limits in the classroom, laboratory and in the clinical areas.

To the best of my knowledge, I am able to function in the classroom, laboratory and clinical/practicum component of Nursing & Allied Health program.

\_\_\_\_\_  
Student signature

\_\_\_\_\_  
If under the age of 18, parent or guardian signature required

\_\_\_\_\_  
Print name

\_\_\_\_\_  
Print name of parent or legal guardian

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**EVIDENCE BASED RESEARCH**

**PERTAINING TO ADN SELECTION REQUIREMENTS**



<b>Evidence-Based Research Articles Pertaining to ADN Selection Requirements</b>	
<b>Reference</b>	<b>Findings</b>
Chen, S., and Voyles, D. (2013). HESI admission assessment scores: Predicting student success. <i>Journal of Professional Nursing</i> , 29(2S), 32-37.	<ul style="list-style-type: none"> <li>• Research studies show that HESI A2 scores of 75% in basic math aptitude, reading skills, general knowledge of anatomy and physiology can predict student success in their first trimester in ADN program.</li> <li>• In addition, most attrition happens during the first trimester of the nursing curriculum, and these results imply benchmark A2 as an admission requirement can assure that students have academic tenacity that is vital to successfully complete the program.</li> </ul>
Harris, R., Rosenberg, L., and Grace O'Rourke, M. (2014). Addressing the challenges of nursing student attrition. <i>Journal of Nursing Education</i> , 53(1), 31-37.	<ul style="list-style-type: none"> <li>• Retrospective data evaluated from 152 academic transcripts from an Associate Applied Science in Nursing on student cohorts from fall 2007 to spring 2010, showed that the <b>anatomy and physiology (A&amp;P)</b> grades were a strong indicator when evaluating student success. Students who received a grade of C or D or withdrew from A&amp;P were found to repeat a nursing course more frequently than students who received an <b>A or a B</b> grade.</li> </ul>
Romeo, E. (2013). The predictive ability of critical thinking, nursing GPA, and SAT scores of first time NCLEX-RN performance. <i>Nursing Education Perspectives</i> , 34(4), 248-253.	<ul style="list-style-type: none"> <li>• According to this study, choosing among SAT score, nursing GPA, and critical thinking test score, nursing GPA is the strongest predictor of first-time NCLEX RN positive outcomes.</li> </ul>
Seago, J., Keane, D., Chen, E., Spetz, J., and Grumbach, K. (2012). Predictors of student's success in community college nursing programs. <i>Journal of Nursing Education</i> , 51(9), 489-495.	<ul style="list-style-type: none"> <li>• High pre-nursing GPA and science GPA are positive predictors of academic success and on-time graduation rates.</li> </ul>