

Texas Community College Nursing Programs Survey

Survey Overview

Purpose: Understand technical, operational, and financial impact to community college nursing programs of transition to a CAS

Fielding window: Feb 3-15, 2026 (N = 20)

Outreach strategy: Email distribution

Respondents

20 respondents

- 10 work for community colleges
- 7 total community colleges represented

Role

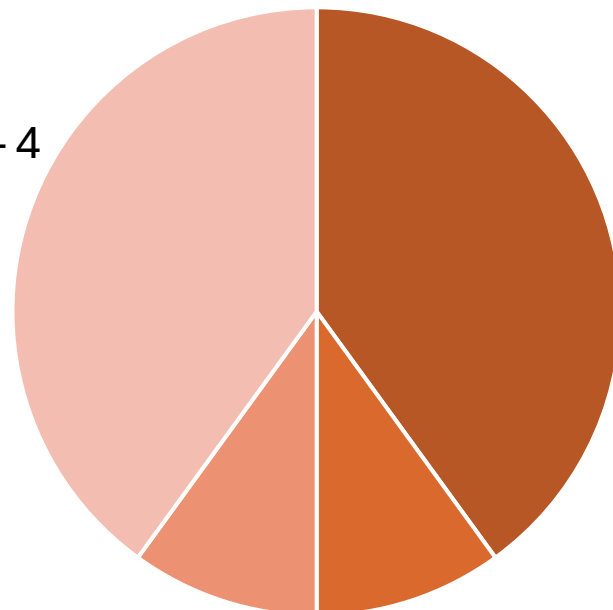
- 95% (N=19) program administrators
- 5% (N=1) admissions staff

Programs Offered

Community college respondents represent multi-track programs, while other institution respondents are predominantly single-program BSN providers.

Community Colleges

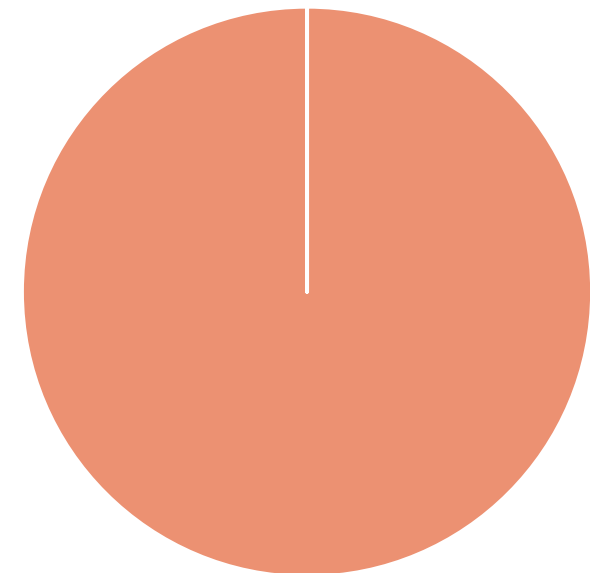
- LVN+RN – 4
- RN only – 1
- BSN only – 1
- LVN+RN+BSN – 4



- LVN+RN
- RN only
- BSN only
- LVN+RN+BSN

Other Institution Types

BSN only - 10



- BSN only

Program Locations

Many community colleges operate across multiple campuses (6 of 10).
Other institution types are overwhelmingly single-campus (9 of 10).

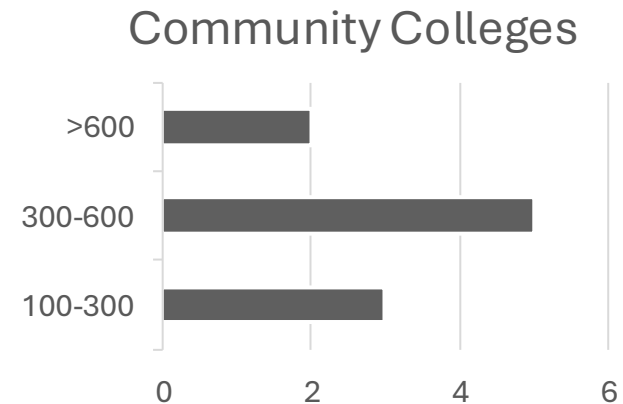
Institution Type	Multiple Campuses	Single Campus
Community College	6	4
Other	1	9

Annual Applications Received

Community colleges cluster in the mid-range (300–600) of annual application volume while other institution respondents are more concentrated in the highest volume category (over 600).

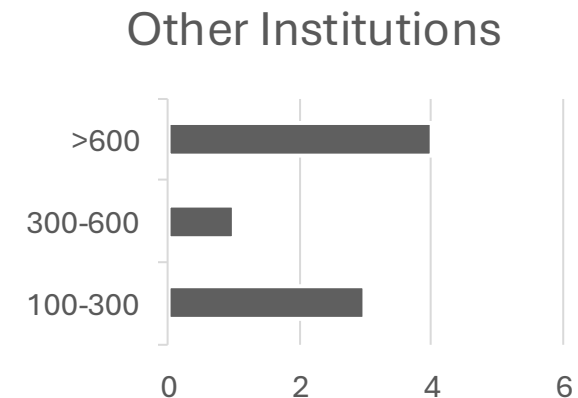
Community Colleges

- 100-300 - 3
- 300-600 - 5
- Over 600 - 2



Other Institutions Types

- 100-300 - 3
- 300-600 - 1
- Over 600 - 4



1. What systems would your program need to integrate with a CAS?

Common Themes

Student information systems integration, admissions workflows, transcript services, prerequisite tracking, background checks, immunization systems

Differing Themes

Community Colleges

- Greater uncertainty
- Reliance on enterprise SIS
- Concern about integration burden

Other Institutions

- More experience with centralized systems
- Integration viewed as manageable

2. Approximately how much does your program currently spend annually on application or admissions systems?

Common Themes

Minimal or zero reported program-level costs

Differing Themes

Community Colleges

- Near-zero budgets
- High price sensitivity

Other Institutions

- Slightly higher but still modest costs

3. What one-time costs/efforts would you anticipate to transition from your current application process to a CAS?

Common Themes

- Explicit dollar estimates (e.g., \$50,000 for staffing)
- Descriptive but uncertain estimates (training, process changes)
- Skepticism tied to perceived burden

Differing Themes

While cost uncertainty was common across all respondents, community colleges more frequently framed concerns in terms of staffing capacity and sustainability.

Community Colleges

- High uncertainty
- Limited ability to estimate costs
- Concern about training burden, staffing strain, process overhaul
- Several responses conveyed discomfort with transitioning absent strong support

Other Institutions

- More likely to provide specific cost estimates
- More comfortable framing transition as temporary staffing, defined project work
- Some had prior experience with NursingCAS, lowering perceived risk

4. What additional staffing or staff time would be required to implement and operate under a CAS?

Common Themes

- Most respondents expect additional workload, especially during transition
- Staffing needs clustered around:
 - Applicant support
 - Training
 - Data review and verification

Differing Themes

Community Colleges

- Fractional FTE needs (PT support, shared roles)
- Limited flexibility to absorb new responsibilities
- Desire to avoid permanent staffing increases
- Several responses explicitly stated that current staffing is already stretched.

Other Institutions

- More likely to assume:
 - 1 FTE or temporary transition staff
 - Reallocation of duties within existing teams
- Less concern about sustainability of staffing changes

5. What aspects of your admissions and selection process must be configurable within a CAS for it to work for your program?

Common Themes

- Texas residency determination
- Prerequisite verification
- Applicant scoring or ranking
- Multiple program tracks (LVN, ADN, BSN)
- Program-specific deadlines and criteria
- Background checks and compliance steps

Differing Themes

Community Colleges

- Manual or paper-based scoring processes
- Multiple tracks and entry points
- High reliance on program-specific rules

Other Institutions

- Also require configurability
- More likely to describe processes already aligned with centralized systems
- Less concern about standardization risk

6. What fees does your program currently charge applicants and what do those fees cover?

Common Themes

- Many programs charge no additional fees
- Where fees exist, they are typically:
 - Modest (\$10–\$45)
 - Tied to transcript evaluation or administrative processing
- Background checks and testing are often paid outside the application fee

Differing Themes

Community Colleges

- More likely to charge **no fees at all**
- Strong sensitivity to applicant cost
- Concern that new fees could affect access and equity

Other Institutions

Slightly more likely to charge modest fees
More comfortable justifying fees for administrative services

Cross-Question Takeaways

Community Colleges

Concerns amplified by multi-campus operations and concurrent LVN/RN program management.

- **Generally limited admissions budgets** → New recurring costs or fee layering could present adoption barriers, particularly without offsetting support.
- **Minimal staffing elasticity** → Transition workload (training, applicant support, data review) is a primary risk.
- **Need high configurability** → Programs vary widely in prerequisites, scoring, tracks, and compliance steps.
- **Prefer risk-reduction strategies** → Phased onboarding, pilots, and strong vendor/TXHES implementation support.
- **Want clarity on who does what** → Division between CAS support vs. program advising must be explicit.

Cross-Question Takeaways

Other Institutions

- **Integration with SIS/ERP/CRM is critical** → Automation and data flow drive program-level feasibility.
- **Maintain complex review and ranking models** → Holistic and formula approaches must translate into the system.
- **Reporting and analytics are major value drivers** → Dashboards, pipeline tracking would be useful.
- **Concern about timeline and operational disruption** → Need predictable sequencing and parallel-run options.
- **Operation within a scalability-oriented admissions model** → Prioritize automation, analytics, and system extensibility.

Cross-Question Takeaways

Required For Success

All institution types require configurability. Feasibility hinges on how flexibility is structured within governance, cost, and operational guardrails.

- **Clear governance and guardrails** → Defined decision rights, data access rules, and protection of program autonomy.
- **Affordability strategy** → Approach to applicant fees and program transitional costs to prevent barriers for applicants and institutions.
- **Phased, readiness-based implementation** → Readiness assessment, cohort onboarding, realistic timelines.
- **Strong transition support** → Training, integration guidance, centralized help resources.
- **Strong vendor accountability** → Service expectations for performance, responsiveness, and continuous improvement.