



**Nursing Advisory Committee  
April 15, 2016  
8:15 am-12:00 pm  
River Ridge Golf Club**

NAMES OF ADVISORY COMMITTEE MEMBERS	ATTENDANCE; Present or Absent	Name of Company, Business, College, High School	Email Address	Telephone Number	Mailing Address
<b>Nursing Director, Carol Higashida</b>	Present	Moorpark College			
<b>Nursing Director, Karen Jensen</b>	Present	CSUCI			
<b>Nursing Director, Sandy Melton</b>	Present	Ventura College			
<b>Refer to sign-in sheets</b>					
<b>Industry Partners</b>					
<b>Dean</b>					
<b>Student Representatives</b>					
<b>Faculty</b>					
<b>Staff</b>					
<b>Guest</b>					

**AGENDA**

**ACTION SUMMARY**

AGENDA	Notes	ACTION
1. Welcome and Introductions	Welcome by Nursing Directors and introductions are given at each table.	
2. Current Status of Programs: Moorpark College, CSU Channel Islands, and Ventura College  2.1 Student Admission • Enrollments • Retention • NCLEX First Attempt Pass Rate 2.2 Employment • BSN Education 2.3 Curriculum	Moorpark College: -Admits 33 each semester traditionally; 66 annually. -Enrollment is up: Admitted 44 in Fall 2015 and 43 in Spring 2016. -Total program enrollment as of April 2016 is 150. -79% retention rate reported in the 14/15 academic year for Generic Students, 0% for Generic Student "At risk", and 88% for Multi-Criteria Students. -73 potential grads for Spring 2016. -Increased support system for students including nursing boot camp and tutors. -90.16% NCLEX first attempt pass rate reported in the 14/15 Academic Year. -Grad employment rate at 6 months: ~71% employed, 14% unemployed by choice, ~15% unemployed not by choice.	Moorpark College Goals: Improve Retention Rate to >80%, Maintain NCLEX Pass Rate of >90%, Increase employment rate to >80%, and continue to collaborate with health care partners.

<p>2.4 Faculty</p>	<p>--44% of grads enrolled in BSN program and ~15% are taking prerequisites for a BSN program.</p> <p>CSU Channel Islands:</p> <ul style="list-style-type: none"> <li>-Program updated Mission Statement, Goals, and Learning Outcomes to align with CCNE Essentials of Baccalaureate Education.</li> <li>-No additional funding, for additional students..</li> <li>-Main Campus: 444 Applicants, Admitting 44 for Fall 2015. Goleta Campus: 165 Applicants, admitted 22 in Spring 2016.</li> <li>-Track II: ADN-BSN Enrollment: 37% from Ventura College, 30% from College of the Canyons, 19% from Moorpark College, 7% from Mount St. Mary's, 3% from Santa Barbara City College, and 3% from Pasadena Community College.</li> <li>-Track II: RN-BSN Enrollment: 40% from Ventura College, 27% from Moorpark College, 14% from College of the Canyons, and 18% from various other colleges.</li> <li>-Completion rates: 73% for Camarillo Campus and 100% for Goleta Campus.</li> <li>-Completion rates: 100% for Track II: ADN-BSN and 88% for Track II: RN-BSN.</li> <li>-100% NCLEX Pass Rate for Class of 2015.</li> <li>-Employment Rate for Class of 2015 are still being collected.</li> <li>-Course offerings for Track II students has changed to align with main CSU semesters.</li> <li>-Financial aid and class offerings will now be on the same academic calendar as main campus.</li> <li>-Program has hired two new tenured track faculty and had an unsuccessful search for a new Chair; Dr. Jensen will stay on as Chair until May 2017.</li> <li>-Looking to move towards a precepted model for NRS 399, but we are not ready to launch yet.</li> <li>-Review of onboarding process for faculty and students is underway and feedback is welcomed.</li> <li>-Frances Huggins Free Clinic &amp; Health Fair April 30 located on G street in Oxnard. Nurse run clinic with students operating as volunteers.</li> </ul> <p>Ventura College:</p> <ul style="list-style-type: none"> <li>-Enrollment growth: 60 Admitted, typically 48 per semester.</li> <li>-Retention rate is 78% for generic students and ~100% for LVN-RN in 2014-2015.</li> <li>-74 graduates this year.</li> <li>-90% NCLEX Pass Rate for first attempt.</li> <li>-NCLEX test dates are delayed about four months, influencing lower pass rates.</li> <li>-Benchmark met every year for employment within 6 months-1 yr; 92% in Spring 2015.</li> <li>--67% of students are employed at the hospital with a large portion in Acute care.</li> <li>-Within a year of graduation ~1/3 of grads are pursuing advanced degrees.</li> <li>-Dual enrollment with new program at Dominquez Hills.</li> <li>-Program satisfaction; 97% graduate program, 91-100% alumni program, 88-95% employer satisfaction, and 97% clinical agencies.</li> <li>-Ethnicity on entrance: ~50% Caucasian, ~25% Hispanic, ~16% Asian/Filipino, ~4% African American, and the remaining 5% is of other ethnicity.</li> <li>-Entrance requirements; 75% based on point system and 25% from waitlist.</li> <li>-Program is impacted and maintains a waitlist, holding period is typically 2-3 semesters.</li> </ul>	<p>CSU Channel Islands Goals: Complete onboarding assessment/procedures and move towards precepted model for NRS 399.</p> <p>Ventura College goals: Maintain excellent NCLEX-RN pass rates &gt;90%, improve retention rate by 2% each year over the next three years, facilitate pathway for graduates to access BSN programs, revise curriculum &amp; implement in Fall 2017, collaborate with health care partners to evaluate/support education/service needs, and focus on all aspects of service/quality.</p>
<p>3. Current Status of Industry</p> <p>3.1 Hiring Practice</p>	<p>Cottage Health System:</p> <ul style="list-style-type: none"> <li>• Hired 53 new grads total in past year; 10- CSUCI, 12- CSUCI-Goleta, 4-Ventura College, and 25 from other Community Colleges including Moorpark.</li> </ul>	

<ul style="list-style-type: none"> <li>• Number of graduates hired in Fall 2013 to Spring 2014 from CSUCI, MC, and VC</li> <li>• Projected number of graduates to be hired in 2015 from ADN and BSN programs</li> <li>• Documents expected of interviewee for the interview panel</li> </ul> <p>3.2 Strengths and weaknesses of new ADN and BSN graduates in terms of the following competencies:</p> <ul style="list-style-type: none"> <li>• Technical skills and Safety</li> <li>• Critical Thinking and Clinical Reasoning</li> <li>• Communication</li> <li>• Responsibility and Accountability</li> <li>• Organization and Prioritization</li> <li>• Leadership</li> </ul> <p>3.3 Partnership to improve student learning outcomes (competencies) and graduate performance</p> <p>3.4 New Graduate/Residency Program</p> <p>3.5 Rate of RNs leaving the profession</p>	<ul style="list-style-type: none"> <li>• Strengths of new grad program: ADN students join with strong basic skills and collaborate well, BSN students show depth of understanding, good collaboration, and strong leadership opportunities.</li> <li>• Weakness of new grad program: both ADN and BSN students are too task oriented and need to work on seeing the big picture. BSN students are not as strong in basic skills/procedures.</li> <li>• Increase in employee turnover, 103 have left this year. 21% retired, 5% changed careers, and ~74% relocated.</li> <li>• Increased turnover primarily due to housing cost and family related situations.</li> <li>• New graduate program is set up to be need based and looking to have 25-30 new grads for fall.</li> </ul> <p>Simi Valley Hospital:</p> <ul style="list-style-type: none"> <li>• Not many employment opportunities available due to small size facility.</li> <li>• 2014-2015 hired; 7-Moorpark, 0-CSUCI &amp; Ventura.</li> <li>• Low need and limited employees to support a new grad program, therefore nothing has been established yet.</li> <li>• Preceptorships are being offered.</li> <li>• New applicants are expected to increase collaboration.</li> <li>• Low turnover and good attrition rate; 4- retired in 2015 and only 8% RN turnover.</li> <li>• BSN &amp; MSN students tend to have a healthy big picture perspective and ADN are stronger at basic skills/procedures.</li> </ul> <p>Community Memorial Health System:</p> <ul style="list-style-type: none"> <li>• Busy building new hospital and current projection for occupancy is one year out.</li> <li>• 2014 New Grad Hires; 26 from Ventura programs. 19- Ventura, 4- CSUCI, and 3- Moorpark.</li> <li>• 2015 New Grad Hires; 55 total and 21 were from Ventura.</li> <li>• 12-14 positions will be opening up soon, interviews will be held in July.</li> <li>• Flex Team has decided to hire BSN between September-December per diem to increase float pool, this allows for a trial period to find a good fit for the department and employee.</li> <li>• 1.2 million saved using float team, looking to start a pool for maternal/children but keep it small.</li> <li>• Unknown turnover rates, but projected to hire 30-40 new grads.</li> <li>• This is the sixth year of the nursing program collaboration and fourth year of QSEN.</li> <li>• ADN tend to be very task oriented, but not big picture focused, would be a strength the combine skills.</li> <li>• Looking for good attitude, kind and compassionate, and will train for skills.</li> </ul> <p>Los Robles Hospital:</p> <ul style="list-style-type: none"> <li>• New Grad Hires: 2014- 24, 2015- 29, and 2016- 8 so far.</li> <li>• Strengths of new grad program: ADN students are essential to the delivery of healthcare, live and are educated in the community, and are committed to the population being served. BSN students are associated with a lower risk of patient mortality and similar IOM goals. MSN students exhibit a broader scope of practice and responsibilities.</li> </ul>	
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<p><b>4. Table Discussion</b></p> <p>4.1 What Actions have your organization taken to diversify your nursing staff to enhance patient communication, education, and satisfaction?</p> <p>4.2 What initiatives and strategies have your nursing service implemented in response to quality indicator results?</p> <p>4.3 In the onboarding of new faculty and students, can you identify some policies and procedures that facilitate a smooth transition to your facility? (Onboarding is the process of orienting and submission of paperwork necessary for clinical placement.)</p> <ul style="list-style-type: none"> <li>• Policies and Procedures</li> <li>• State facility and the person responsible for the onboarding process</li> </ul>	<p><b>Response to all 3 questions divided by facility.</b></p> <p>Simi Valley Hospital:</p> <ul style="list-style-type: none"> <li>• Ensuring ALL staff members have culture sensitivity training.</li> <li>• Diversify gender, age, size, ethnicity in hiring and remains on an annual basis.</li> <li>• Rounding with healthcare team.</li> <li>• Education woven with quality to ensure patient safety and satisfaction.</li> <li>• Two day new employee computer training.</li> <li>• Faculty, Contracted employees, &amp; Students must go through same training as hospital staff.</li> <li>• Follow the joint commission.</li> <li>• Onboarding Specialist- Julia Morich</li> </ul> <p>Los Robles:</p> <ul style="list-style-type: none"> <li>• Created residency program.</li> <li>• Have ECCO program for online training.</li> <li>• Produce regular assessment.</li> <li>• Bring in guest speakers for CEU trainings and offer them to nurses and doctors.</li> <li>• Conduct crucial conversations training.</li> <li>• Procure grants for continuing education and personal enrichment.</li> <li>• Include nursing students as an important part of the team and developed two new units.</li> <li>• HCAPS: mailed to patient afterwards, serves as survey, stringent guidelines, used as reimbursement method &amp; Initiated work groups to improve care and support.</li> <li>• Training for mid-line cath.</li> <li>• Provide education and remain customer service based.</li> <li>• Part-time onboarder, no director, and only three educators for education program.</li> <li>• Budget based hiring is difficult.</li> <li>• Nursing programs did not contain enough core measures, but they are changing and should not be a problem much longer.</li> <li>• Onboarding Specialist- Phyllis Allister, also serves as grant manager &amp; training/program coordinator.</li> </ul>	

Cottage Health System:

- Using evidence based practice in communication implementing white boards, bedside report, and hourly rounding.
- Monthly review from clinical managers.
- Recognition program for nurses who received high scores on patient satisfaction survey.
- Active recruiting, challenge to reach magnet status due to the limited demographic.
- Implemented core measures, root cause (sentinel events), active based purchases, bundles.
- Heal teams – multiple interdisciplinary teams: falls, med, safety, pressures ulcers.
- Improving communication with hospital, school leadership, and all stakeholders.
- Cottage Health has an onboarding process to help staff, and new nurses for a smooth transition into the facility.
- All faculty/clinical instructors have to go through the new employee orientation.
- Electronic: medical record and glucometer.
- Developing the BSN program with CSU Channel Islands and recruiting – look for local applicants.
- Opportunities for health science students to observe.
- United Way – community organization.
- iPads – provide translation services.
- Utilize flow sheets, connect contract to onboarding process, include instructors in communications, and ensure cultural competency.
- Onboarding Specialist communicates with Student Clinical Coordinator.

Ventura County Medical Center

- Fall Prevention board/Communication board in patient’s room – bedside report and crucial conversation.
- Translator program, CERA COM, Color Code – different departments.
- Implemented conferences weekly, tea time by management to patients, concurrent review, practice advancement, and joint commission.
- The organization has integrated team players, cross training, medical mobile van, diverse staff/patients and economic status.
- Education on diversity/culture provided on hire and annually.
- Staff participating in poster board presentations.
- Collaboration to prevent common concerns such as falls, needle pricks, etc.
- Implementing newsletters, staff meetings, and rounds.
- Online references, Orientation – students/staff – prior to starting.
- Managers invest in student preparation/placement and community outreach.
- Students can get codes early to be able to come in prepared and ready to use equipment.
- Onboarding Specialist: Pauline Hunter

Community Memorial Hospital

- Interviews – all agencies have same priority on patient experience.
- Hire for attitude and train on skills.
- More males in nursing and being hired – for skills and competencies.

	<ul style="list-style-type: none"> <li>• Diversity of nursing schools reflective of new hires, this begins the diversifying initiative.</li> <li>• INTELFX – holds all policies and procedures: make available to students, ensure staff has read it and understands it.</li> <li>• Bariatric Center of Excellence, certified stroke center, prevent falls, prevent readmissions, special task force – RCA.</li> <li>• Fall reduction plans – call light techs (competitions), innovative ideas to improve care, collaboration and teamwork.</li> <li>• Effectively implemented and insured documented outcome for DNE, quality improvement trackers, SBAR, and video translation.</li> <li>• You can solve any problem using ADPIE nursing process.</li> <li>• Validation assessment – 30 days to complete. Keep it simple, document it.</li> <li>• Policies and procedures: infection control, mandated reporting, and medication admin.</li> <li>• Kaele’s project – each school has a contract: how many students they can take, be familiar with current marathon (what to wear, where to park).</li> <li>• Designated staff to orient faculty – certified in glucose monitoring medi-tech to train and sign off students.</li> <li>• Work satisfaction – patient satisfaction.</li> <li>• Students outreach to younger students.</li> <li>• Transparent program expectations and qualifications.</li> <li>• Communication with staff – staff want to know what is expected of them and improvement strategies.</li> <li>• The basis is patient satisfaction, constant assessment and evaluation.</li> <li>• Students use BSN education to solve problems based on root cause analysis and utilize the nursing process.</li> <li>• Reorganize nursing education to make more centralized.</li> <li>• Announce rates at staff meetings.</li> <li>• Nursing faculty must comply with education agreement.</li> <li>• Onboarding Specialist: Debbie Wilks and/or Cheryl Madrid</li> </ul> <p>Educators:</p> <ul style="list-style-type: none"> <li>• Diversify/outreach among nursing students.</li> <li>• Divided in facilities begins in the programs.</li> <li>• Educating students on meeting needs.</li> <li>• Utilizing resources to be a better nurse.</li> <li>• Acknowledging staff and communicating with stakeholders.</li> <li>• Train the Trainer.</li> <li>• Make sure all pieces are included so connections can be made.</li> <li>• Clear policies &amp; procedures for tracking student’s progress and med administration.</li> </ul>	
5. Set next meeting time, place, date.	To be determined	

Meeting Summary completed and distributed by: Geri-Lyn Himebaugh, CSU Channel Islands

Date: 08/2016

**HANDOUTS:**  
 Ventura College PowerPoint Handout, Moorpark College PowerPoint Handout, CSU Channel Islands PowerPoint Handout, Small Group Discussion Questions, Survey Handout