



**Nursing Advisory Committee
April 14, 2017
8:15 am-12:00 pm
CSU Channel Islands**

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

AGENDA

ACTION SUMMARY

	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 <ul style="list-style-type: none"> • Enrollments • Retention • NCLEX First Attempt Pass Rate 2.2 Employment <ul style="list-style-type: none"> • BSN Education 	<p>Moorpark College: -Admits 33 each semester traditionally; 66 annually. -Enrollment: Admitted 43 in Fall 2016 and 45 in Spring 2017. -Total program enrollment as of April 2017 is 145. -Fall 2016, 8th cohort of students admitted based on combination of multi-criteria and random selection. Spring 2017, 9th cohort of students admitted based on combination of multi-criteria and random selection. -Fall 2016 and Spring 2017, one student identified “at-risk” based on low Success Score. Ethnicity: 3% African-American, 2% American Indian, 1% Asian Indian, 3% Asian (Non Filipino), 5% Filipino, 28% Hispanic, 55% White, 3% Other.</p> <p>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>	

<p>2.3 Curriculum 2.4 Faculty</p>	<p>-69% retention rate reported in the 2014/2015 academic year for Generic Students, 0% for Generic Student “At risk”, and 84% for Multi-Criteria Students. -69 potential grads for 2016-2017 Academic Year. 35 4th semester students Spring 2017. -73 grads for 2015-2016. -Increased support system for students including nursing boot camp, success workshops and tutors. -93.1% NCLEX first attempt pass rate reported in the 15/16 Academic Year. -Grad employment rate at 6 months: ~76% employed, ~9% unemployed by choice, ~15% unemployed not by choice. -~49% of grads enrolled in BSN program and ~33% are taking prerequisites for a BSN program.</p> <p>CSU Channel Islands: -New Chair of Nursing and Health Science, Dr. Lynette Landry -Clinical Coordinator, Christopher Bombara -Main Campus: 458 Applicants, Admitting 40 for Spring 2017. Goleta Campus: 156 Applicants, admitted 22 in Spring 2017. -Track II: ADN-BSN Enrollment: 5 from Ventura College, 2 from College of the Canyons, 7 from Moorpark College, 1 from LA Valley, and 2 from Pierce College. Total 17. -Track II: RN-BSN Enrollment: 6 from Ventura College, 3 from Moorpark College, 1 from College of the Canyons, and 4 from various other colleges. Total 14. -BSN Program ranked 11th in the State based on NCLEX Pass and Retention Rates. -Completion rates, Generic Program for 2016: 90% for Camarillo Campus and 95% for Goleta Campus. -Generic Program NCLEX pass rates for 2016: 97% for Camarillo Campus and 95% for Goleta Campus. -Employment Rate for Class of 2016 are still being collected. Class of 2015: 90% for Camarillo Campus and 92% for Goleta Campus.</p> <p>MSN Program: Presenting at Curriculum Committee and Academic Senate Fall 2017. Online programs for: FNP, Nurse Educator, Nurse Administration. Needs WASC, BRN and CCNE accreditation. Target date to start up is 2019.</p> <p>Ventura College: -Retention rate has improved from 78% to 82% for generic students and 75% for LVN-RN in 2015-2016, down from 100% the past 3 years. -94 graduates this year. -89% NCLEX Pass Rate for first attempt. -Benchmark met every year for employment within 6 months-1 yr.; 100% in Fall 2015. -52% of students are employed at the hospital. -Within a year of graduation ~33% of grads are pursuing advanced degrees. -Continuing Concurrent Enrollment Program with CSU Dominguez Hills. -Several students are in ADN to MSN programs. -Program satisfaction; 97% graduate program, 91-100% alumni program, 88-95% employer satisfaction, and 97% clinical agencies. -Ethnicity on entrance: ~33% Caucasian, ~35% Hispanic, ~25% Asian/Filipino, ~3% African American, and the remaining ~4% is of other ethnicity. -Entrance requirements; 75% based on point system and 25% from waitlist.</p>	<p>ATI testing every 8 weeks. Computerized Medical-Surgical content in 3rd semester.</p> <p>CSU Channel Islands Goals: 2019 target date start up for MSN Program</p> <p>Ventura College Goals: Maintain excellent NCLEX-RN pass rates >90%, improve retention rate by 2% each year over the next three years, facilitate pathway for graduates to access BSN programs, revise curriculum & implement in Fall 2017, collaborate with health care partners to evaluate/support education/service needs,</p>
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	<p>State of the Art facility including “Smart” classrooms with 2 new computer labs added in the small skills labs. Pediatric and adult wireless high fidelity simulators. Added to curriculum are simulation experiences to enhance critical thinking e.g. ACES, and looking at virtual simulation. ~1500 Flu vaccines were administered by VC students this year and handwashing was taught to 56 classes of preschool and first grade in VUSD. 2 students received Aspen Institute College Excellence Program awards from a national applicant pool.</p>	<p>and focus on all aspects of service/quality.</p>
<p>3. Current Status of Industry</p> <p>3.1 Hiring Practice</p> <ul style="list-style-type: none"> • Number of graduates hired in Fall 2013 to Spring 2014 from CSUCI, MC, and VC • Projected number of graduates to be hired in 2015 from ADN and BSN programs • Documents expected of interviewee for the interview panel <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"> • Technical skills and Safety • Critical Thinking and Clinical Reasoning • Communication • Responsibility and Accountability • Organization and Prioritization • Leadership <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>	<p>Cottage Health System:</p> <ul style="list-style-type: none"> • Hired 62 new grads total in past year; 18-CSUCI, 34-SBCC. • New hire projection for Spring 2017 is 19, and for Fall 2017 is 25 (depending on need and skill mix). • Strengths of new grad program: ADN students are more familiar with equipment, hospital process/resources and nursing skills. • Weakness of new grad program: 1 Turnover. 1 ADN grad required preceptorship extension but less likely to have it extended. 5 BSN grads required preceptorship extension with higher incidences of longer preceptorship due to needing to time manage, organization and also skills. 6 ADN and 2 BSN did not appear to be socially engaged with others in the new graduate program. Do they really want to be a nurse? • BSN – less familiar with equipment, hospital process/resources and nursing skills due to having less clinical time and/or not from area—sometimes no clinicals done at CH (for our of area BSN). Also having a longer period of time between patient care and hire date. Many verbalize that having a leadership class in their last semester of nursing school puts them behind others at the start of the program since they have not been doing patient care. • RN employee turnover rate is 8.5% (low) with 1.4% due to family obligation, 2.2% retired, 0.4% changed careers, and 2.4% due to relocation of spouse/partner. • New graduate program for ADN/RN grads with BSN depend on experience. • Coordination of Student/Faculty Onboarding (with Faculty attending clinical orientation): Volunteer Department Assistant (Kristi Anderson) collaborates with Workforce Development, Organizational Development includes Orientation Modules/ HealthStream, ID badges and parking are arranged. <p>Simi Valley Hospital:</p> <ul style="list-style-type: none"> • From Nov 2016 to April 2017, 15 new grads were hired. Several were from Moorpark College with a significant recruitment, but the school sources were not tracked. • SVH currently does not offer a cohorted residency program. However, as new grads are hired, they are put through an extended preceptor-based orientation that includes extra skill and didactic sessions as well as alternative clinical experiences to broaden their knowledge. • Rates of RNs leaving the profession are not tracked. Low turnover. • CNA is not required. • New grad hiring is based on need of various departments and is not projected. New grads are welcome to apply. • BSN and ADN new grads are well-versed on medication side effects but, both struggle with time management (clustering tasks) and prioritization. ADN grads seem to be 	

more task-driven than BSN grads. Some know even more than experience nurses. Employers love enthusiasm and compassion – easier to train.

- Onboarding students and faculty—Jane Merich is the main contact for students with Michele Zager as backup. It is important for all new faculty to attend clinical orientation as well as the 2-day computer training offered by our CIS department (contact Olivia Bird). We have a med surg skills lab for new hires that faculty are encouraged to attend (to review topics such as feeding pump, PCA, capnography, central line care and maintenance, etc.).

Community Memorial Health System:

- 2016 New Grad Hires; 31 total and 2 from Moorpark College. New grad requirement = no RN experience.
- Low turnover rate. Spring 2016 and Fall 2015=31 hires.
- New grad Flex program: VC-7, CSUCI-22, MC-2.
- Sept. 2017 – 12 openings for RN residency, 16 weeks of clinical class then 8 mos. seminar. For Adult Acute Care.
- New grads must have no paid RN experience.
- Strengths: Energy and excitement of new grads. They know meds side-effects.
- Weaknesses in grads: Have millennial mindset of what it means to be employed. It's different than previous generation. Work at one place at a time. Need work ethic and structure.
- Cope Health Scholars Program: 18 year olds waiting to be admitted into a nursing program.

Dignity Health – St. John's:

- St. John's doesn't track schools of new hires but we hired 38 new grads. Fall 2015=17, Spring 2016=21. 98% retention rate in first year.
- Strengths in graduates: ADN: very good clinical skills, seem comfortable in the clinical setting. BSN: seem to have a broader perspective beyond the clinical setting, e.g., more willing to be members of committees, more willing to give suggestions to problem-solve issues; energy and enthusiasm.
- Weaknesses in graduates: ADN: hesitant to have more responsibilities beyond patient care, task oriented only, hesitant to be part of a committee. BSN: clinical skills not as good at the beginning but eventually catches up.
- Plans on offering a New Graduate/Residency Program hopefully by July 2017 with 10 seats. ADN grads with an RN license who complete a BSN program would be considered as new graduates for the New Graduate program.
- Projection is to hire 10 new grads in 2017.
- Onboarding policies include: AHR 81: Provision of Clinical Facilities for students, preceptees and/or interns, and a Dignity Health onboarding process that is followed by HR for all new hires. This includes: responsibility of the school and hospital; insurance coverage; faculty and student inter-orientation; supervision of students, preceptees, and/or interns, assignments, absenteeism; students and physician orders; Exhibit A (Educational Program), Exhibit B (Health Certifications). Person in charge is Belinda Valdez.

	<p>Los Robles Hospital:</p> <ul style="list-style-type: none"> • New Grad Hires: Fall 2015= 9, and 2016= 8, making 17 total. RN New Hires for Jan/Feb/Mar were 20. • New Graduate/Residency Program: Available Seats: Annually 2-4 cohorts (4-6) per cohort). New grads must have RN license to participate. • Strengths of new grad program: ADN students: stable faculty and leadership rotation. BSN students: nursing theory & research, and leadership rotation. • Weaknesses of new grad program: ADN students: theory & business acumen, teaching beyond passing NCLEX. BSN students: theory & business acumen, teaching beyond passing NCLEX, ADLs & Call Light responses, less stable faculty (turnover). • RN turnover per reasons: 7-family, 7-personal, 7-other, 6-work/commute, 3-retirement, 3-relocation, 1-school. Resignations/Terminations were 35. • On-Boarding process contact: Phyllis Allaire. All information is needed 7-10 days in advance. Contract requirements include: HIPPA, background, drug testing, and BLS. Health information includes TB, immunizations and Flu. A check list with rotation details and demographic information is used. Also Orientation Essentials attestation. <p>Ventura County Medical Center:</p> <ul style="list-style-type: none"> • No current new grad program. • New wing opens July 16, 2017. Clinical will still be offered. • Next month, May, will be training new staff on new hospital. 	
<p>4. Table Discussion</p> <p>4.1 What Competencies (Knowledge, Skills and Attitudes) do you expect in a new hire at your health care agency? Describe one or two priorities for each competency.</p> <p>4.2 During the hiring process at your health care agency:</p> <ol style="list-style-type: none"> Do you review a portfolio of the new nursing graduate's academic completed coursework? If you do review a portfolio from the prospective hire, what evidence of the knowledge, skills and attitudes are you looking for? Would you prefer an electronic or paper version of the portfolio? Any other information gathered <p>4.3 What initiatives and strategies have you implemented in response to accreditation, quality indicators or survey</p>	<p>Responses to all 4 questions divided by facility:</p> <p>Simi Valley Hospital:</p> <p>4.1</p> <ul style="list-style-type: none"> • Hiring is based on compassion and fitting hospital culture (mission, vision and values). • Skills can be taught, but need the right attitude. <p>Los Robles Hospital & Medical Center:</p> <p>4.1</p> <ul style="list-style-type: none"> • Critical thinking – questions how you see the whole scenario. • Time management – give scenarios at interviews. How to prioritize and delegate responsibilities. From a business standpoint, watch management of time to lower overtime. • Portfolio with letters of recognition, essay, transcripts, certifications (IV ACLS cert). <p>4.2</p> <ul style="list-style-type: none"> • Would likely look at link to e-portfolio. • Tattoos – covered. • EBCD – Evidence Based Clinical Documentation. <p>4.3</p> <ul style="list-style-type: none"> • Making an internal way to identify new grads in the hospital (ribbon on badge, etc.). • EB Clinical Documentation, chart by exception through nursing care plan and theory. Drives down diagnosis to what really matters, <1-1.5 hrs. of documentation per day. • Nursing committees to make decisions for what can be improved. • Patient satisfaction, bedside shift report, leadership rounding. 	

results? How can this information be best disseminated?

4.4 What approach should be taken from agencies and schools within Ventura County with respect to clinical space requests by non-public schools outside Ventura County? Is regional planning working for the agencies and schools? What could be improved?

4.4

- Sticking to regional planning. Have declined due to space.

Ventura County Medical Center:

4.1

- Must demonstrate at interviews core measures and patient safety goals.
- Stay motivated (have seen a decline in attitude).
- Self-awareness, confidence, initiative.
- Yes, reviews a portfolio.

4.3

- LA city area wants Ventura.

4.4

- 3 colleges meet with nurse educators, how many students will come?
- Refer to regional planning group.

Dignity Health:

4.1

- Critical thinking.
- Time management (6 mos. leeway on OT).
- Letters of reference that focus on skills and attitudes and ADAPTABILITY.
- Demonstrate safety and goals.

4.2

- No portfolio expected specific to coursework.
- Has annual Skills Fair and re-education. Had demo on where to document.

4.3

- Pain assessment & reassessment; documentation.

4.4

- Stay with regional planning process. Corporate contracts dictate to a degree.

Community Memorial Hospital:

4.1

- Professional brand (resume); Resume vs. E-resume – Both. 1 page only.
- Hire for attitude and train for skill. Attitude is always #1.
- Know the generation of the management. Baby boomer generation: loyalty, respect, long-term stay. Younger generation: lateral movement, not long-term.
- Maintain professionalism, stay motivated.
- Problem solving skills.

4.2

- Review coursework? Yes, particularly GPA. Also ATI, skills lab, software solutions, medication teachings at home.
- Like stories about certain patients.
- Commitment to SNA or volunteering, community service.
- Write down special times/cases with points for interview.
- Dress at interview for a hiring committee.
- Flex program once a year.
- Tattoos – not too concerned but not favored, but keep covered.

	<p>4.3</p> <ul style="list-style-type: none"> • Would be good to have some way that the new grads teach the older nurse. • Ask the patient what their goals are. • Has RN-BSN with University of Phoenix & MSN. <p>4.4</p> <ul style="list-style-type: none"> • Regional process planning group is effective. <p>Educators:</p> <p>4.1</p> <ul style="list-style-type: none"> • Lifelong learning is center of focus. • Knowing what skills you don't know. • Passion, commitment, caring, critical thinking skills, attitude. • Be adaptive, dependable and loyal. • Market yourself. • Know limitations and where to find answers. • Know mission statement and vision of employer. • Millennials: it's good to now electronics. Problem: cell phone use. <p>4.3</p> <ul style="list-style-type: none"> • SIM Lab, ATI proctored exams. • Need diversity. • Need class for how to work when the power goes out. <p>4.4</p> <ul style="list-style-type: none"> • West Coast Schools – are private schools willing to pay hospitals to do clinicals? <p>Funding:</p> <ul style="list-style-type: none"> • Balance between re-admissions and hospital stay length. • Home Health – insurance won't pay. Patients don't utilize free services. Doctors recommend other services not paid by insurance. • The System – 20 hospitals must agree to changes. 	
5. Set next meeting time, place, date.	To be determined	

Meeting Summary completed and distributed by: Barbara Arriaga, Ventura College

Date: 09/2017

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