



**Nursing Advisory Committee
April 13, 2018
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
Interim Nursing Director, Christina Lee	Present	Moorpark College			
Nursing Director, Sandy Melton	Present	Ventura College			
Refer to sign-in sheets					
Industry Partners					
Dean					
Student Representatives					
Faculty					
Staff					
Guest					

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 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 	Moorpark College: -44 students were admitted Fall 2017. -44 students were admitted Spring 2018. -Total program enrollment as of April 2018 is 140. -Fall 2017, 10 th cohort of students admitted based on combination of multi-criteria and random selection. -Spring 2018, 11 th cohort of students admitted based on combination of multi-criteria and random selection.	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.

2.3 Curriculum
2.4 Faculty

Students are selected by both generic and multi-criteria basis. Multi-criteria enables them to specifically select students. 15% are entered by generic basis. There is no disproportionate impact between the two groups.

-Fall 2017 and Spring 2018, zero students identified “at-risk” based on low Success Score. Ethnicity: 3% African-American, 1% American Indian, 1% Asian Indian, 5% Asian (Non-Filipino), 5% Filipino, 27% Hispanic, 54% White, 4% Other. Current enrollment as of October 2017 was 54% white and 46% non-white.

-86% retention rate reported in the 2016/2017 academic year for Generic Students, 0% for Generic Student “At risk”, and 72% for Multi-Criteria Students.

-Retention rate by course for Fall 2017 was 88% in NS1, 87% in NS2, 91% in NS3, 95% in NS4.

-Grants supporting the program:

- Enrollment Growth 16-199 supports full-time faculty salary/benefits for Summer 2017 contract. Also part-time office assistant, part-time faculty salary/benefits, faculty development, cost of ATI TEAS, portion of ATI resource, 100% of NCLEX Review Course, and instructional equipment and supplies.
- Assessment, Remediation, & Retention 16-200 supports faculty tutors, part-time Skills Lab RN salary/benefit, and instructional equipment and supplies.

-63 potential grads for 2017-2018 Academic Year. 28 4th semester students Spring 2018.

-68 grads for 2016-2017.

-NCLEX pass rate is 100% so far with 6 tested.

-Strategies to improve NCLEX results include: ATI testing every 8 weeks corresponding with curriculum content, ATI remediation completion required to progress in the program, proctored computerized medical-surgical content in 3rd semester, proctored computerized NCLEX in final semester, and financial support is provided for an NCLEX review course.

-94.44% NCLEX first attempt pass rate reported in the 16/17 Academic Year.

-Grad employment rate at 6 months: ~64% employed, ~16% unemployed by choice, ~20% unemployed not by choice. Employment students dropped but several were unemployed by choice. The two meet benchmark of 80%.

~45% of grads enrolled in BSN program and ~24% are taking prerequisites for a BSN program. Those pursuing BSN will increase and program opportunities increase.

Ventura College:

- Retention rate is 84% for generic students and 88% for LVN-RN in 2016-2017.

- 92 graduates this academic year.

- Admissions were left at 48 both semesters. We took 11 LVNs last semester.

- Fall 2018 will be 60 students due to Enrollment Growth and Retention grant approval. 75% are taken from a multi-criteria point system and 25% from generic minimum qualifications. Waitlist students are guaranteed admission at some time. Wait time has increased from 1.5 to 2 years.

- 89% NCLEX Pass Rate for first attempt. 100% for LVN track.

- Above the benchmark of 75% met every year for employment within 6 months-1 yr.; 100% in Fall 2015 and Spring 2016.

- Employment has been 100% the last couple of semesters. See PowerPoint for chart of employers.

- It looks like another nurse shortage is coming, especially in Kern County. Some is due to retirements and specialty areas. Acute care hires the majority of grads.

ATI testing every 8 weeks. Computerized Medical-Surgical content in 3rd semester.

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, continue implementation of revised curriculum in fall 2018, collaborate with health care partners to evaluate/support education/service needs,

	<ul style="list-style-type: none"> - Within a year of graduation ~38% are pursuing advanced degrees and that is increasing every year. - Continuing Concurrent Enrollment Program with CSUDH, CSUN, CSUCI, Bellevue, Azusa Pacific, and University of Phoenix. - BSN concurrent enrollment interest is increasing. Financial aid is the fundamental issue. - Several students are in ADN to MSN programs. 38% of Fall 2016 grads are in school pursuing advanced degree. - Ethnicity on entrance: see attached PowerPoint for chart. We have no disproportionate impact with any of our various ethnic groups - Entrance requirements: see attached PowerPoint for requirements. - State of the Art facility including “Smart” classrooms with 2 new computer labs added in the small skills labs. Clinical simulations are videotaped for use in debriefing sessions. Simulation experiences are added to enhance critical thinking. A large video library and Ovid are available to students. Pediatric and adult wireless high fidelity simulators. - We are doing: ATI Dosage remediation programs, NCLEX predictive testing, critical thinking, adaptive quizzes with NCLEX practice questions for each module, support courses for every semester, success workshops, FT faculty assigned to skills lab, peer tutors, multiple simulation exercises and an NCLEX review course. - The response of our faculty and students through the Thomas Fire was phenomenal. Extensive community involvement was discussed. - Program goals are named to the right. We are in the middle of our new revised curriculum. We have full continuing status for both accreditations completed this academic year. ACEN 8 years. BRN 5 yrs. - New software at BRN has enables students to do online applications and take exams early. Licenses will be obtained earlier. - We maintained our ACEN accreditation with full continuing status for 8 years! We maintained our BRN approval with full continuing status for 5 years! - We continue to receive very strong, positive feedback from employers about our graduates. 	<p>and focus on all aspects of service and quality.</p>
<p>3. Current Status of Industry</p> <ol style="list-style-type: none"> 1. How many graduates did you hire in Fall 2016 to Spring 2017 from the following nursing programs? <ol style="list-style-type: none"> a. Moorpark College b. Ventura College 2. What strengths and weaknesses have you observed in the following graduates? <ol style="list-style-type: none"> a. ADN b. BSN 3. Do you plan on offering a New Graduate / Residency Program? <ol style="list-style-type: none"> a. How many seats available for ADN and BSN graduates? b. Do you consider ADN graduates with an RN license who 	<p>Community Memorial Health System:</p> <ol style="list-style-type: none"> 1. Fall 2016 to Spring 2017 New Grad Hires; 34 total, CSUCI-14, Ventura College 12, and 2 from Moorpark College. New grad requirement = no RN experience. 2. It’s all individualized. ADN students are not compared to BSN new hires. 3. Nurse Residency Program started September 2017 with a cohort of 12 new graduates (9 BSN, 3 ADN). It follows AACN guidelines. Incorporates NCSBN Transition-to-Practice Model. Support newly licensed nurses during their critical entry period and progression into professional practice including, new grad problem areas of practice, and confidential debriefing, both weekly and monthly. It’s a year program with meetings with preceptors and managers, following state guidelines. Preceptor is 4 months and then goes to monthly, followed by quarterly. New grads are hired in fall and spring. There is no General Ed. department. Specialties have special training and have for 9 years. New groups are usually a group of 5. Most specialty programs are 6 months. New grads must have no paid RN experience. 4. Very low turnover rate. Their mission statement is their strategy for retention. 5. Projection for hiring new grads is 6 in April and 2 were hired for Maternal Child health. None will start without a training program. Many are waiting for the new building to open so that will start change. 6. It’s difficult to find experienced nurses. Clinical ladder includes an advancement program for continuing nurses. Classes are offered regularly and there are 	<p>Goal for CMHS Nursing is to provide evidence based support for new graduate nurses as they transition into practice at all levels.</p> <p>April 23, 2018 – Nurse Residency Cohort 2 Perioperative Program – beginning program in June-July 2018.</p> <p>Maternal Child Health – just hired 2 new grads for Labor & Delivery.</p>

<p>completed an ADN to BSN program as new graduates for your New Graduate program?</p> <p>4. What is the rate of RNs leaving the profession?</p> <ol style="list-style-type: none"> Due to retirement Burnout / career change <p>5. How many new graduates are projected to be hired in 2018?</p> <ol style="list-style-type: none"> ADN BSN <p>6. Please discuss how the onboarding process is going. Any suggestions or updates to ensure a smooth process for the Fall semester?</p> <ol style="list-style-type: none"> Person in charge for your facility 	<p>reimbursements for education. New building ETA was Aug/Sept but will probably actually be Oct. fire line testing has started.</p> <p>The task at hand is to support these new nurses as they are our future! To provide quality patient care to our community by living our Mission: dedicated to the empowerment of nurses through professionalism, quality, and best practice in patient care through education, compassion, empathy, and respect for our patients and colleagues.</p> <p>Dignity Health – St. John’s: Lee Abramo & Crystal Davis</p> <ol style="list-style-type: none"> St. John’s Regional Medical Center part of 5 hospitals, with 2 north. St. John’s doesn’t track schools of new hires but approx. 16-17 hired. 21 new grads hired in summer of 2017 and are still at Regional. Priority is given to local grads. BSN grads have more leadership and theoretical ideas going on. New grads do not have much knowledge about the patient experience. They address patient experience issues using AIDET. Seats available are as needed. AD-BSN are considered new grads. Some are considered new even after getting their masters due to being away for so long. New grads are expected to enter into a specialty residency program. Program started in 2013. This year the website was developed more to standardize it. Telemetry and Perinatal residencies are undergoing now. More are in progress. These support classes are going year round with experts coming in, not only for new grads but also for continuing employees with lots of simulations. These are every week. Evaluations are every 4 weeks. They offer tuition reimbursement and residency programs, continuing education and leadership development. 54 yrs is the average RN age. TBD Each new hire has 4 preceptors, 2 day and 2 night. When not in class, out rotations are set up. Evaluation systems help resident to grow over time. They try not to have a new hire with a student. Portfolio requirements include an essay and grades, along with logistics. Completion is the primary component that is often not done. <p>“Humankindness” is at the heart of our healing mission.</p> <p>Los Robles Hospital: Cathy Triguero</p> <ol style="list-style-type: none"> Goal was 20 new grads last year, this year they’d like 80 new grads to fill gaps. New hires were 106 with current retention of 82. Attitude cannot be taught and is what they’re looking for. Positive attitude, quality minded, high performer, knowledgeable, and improvement are the expected competencies. Residency program improvements are weekly meetings with expert presentations, leadership training, a mentor program, and enhances preceptor training. A surgery rotation is just starting with a partner. New grads also evaluate the current staff. Meetings then go to monthly. 8-12 weeks start with onboarding and orientation training. Capstone projects within professional development is the next stage. They are expecting a high rate of retirement coming up. These almost always have openings. Exit interviews do not get all the desired information. They want someone local, to stay in the community. 50% interviewing are from MC, then CSUCI. Not so many from VC since they don’t rotate there. Postings opportunities are quarterly and are online. 	
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	<p>6. They no longer have the requirement to have a license during the interviews, but will need it upon hiring. Hiring and transfer opportunities are: emergency room, critical care, progressive care, oncology, med/surg and surgery. The interviewing process has been the focus recently. Starts with the portfolio and then to a phone interview. Then is a panel and peer interview. Then the O=suite interview. Hiring process takes 2-3 weeks.</p> <p>Ventura County Medical Center: Denise Lowe</p> <p>3. They don't yet have a nurse residency program. Training is per department but there aren't any right now. There is no preceptor education program yet. They would like to start both of those. There is much transition due to new managers and educators. They are starting to put together a preceptor program and like the idea of 2 day/2 night. There is much inconsistency between educators. Rebecca is working on putting together the programs too. They need more educators to put together an education department.</p> <p>5. New grads will be hired at the end of the summer in PicU. New grads should have certifications too. Otherwise the hospital must give them time to get them. There is no current new grad program.</p>	
<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 What initiatives and strategies have you implemented in response to accreditation, quality indicators or survey results? How can this information be best disseminated?</p> <p>4.3 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?</p> <p>4.4 What are one or two key characteristics or qualities that agencies look for in hiring new graduate nurses?</p> <p>4.5 What strategies are you using to promote nursing recruitment and retention?</p>	<p>Responses to all 4 questions divided by question:</p> <p>4.1 Time management, prioritization, delegation, CT scenarios, attend classes & EKG classes, physical assessment; meds, assessment, critical thinking, EMR informatics, attitude, accountability; potential side effects, using equipment properly, empathy-caring, handling frustration skills, touching patient confidence; put yourself in the situation, communication skills, positive thinking, situation-based questions; attendance and punctuality, maturity, professional growth development, volunteering, leadership positions, service to community, conferences & certifications, if ADN set yourself apart from BSN with EKG certificate and ACLS; understand where to find, evidence based practice, ask why!!, implementing change; hire for attitude & train for skills, previous background other than degrees; safety, flexibility; always be a learner, competency in basic nursing skills.</p> <p>4.2 National Patient Safety Goals (TJC), falls, identifiers, core measures, patient experience (hourly rounding, bedside report to include patient); know quality indicators, blood transfusions, nurse sensitive indicators, suicide prevention, CAUTI & CLABSI teams, healthy people 2020, audits, participate in unit councils, restraints; quality indicators, mandatory component and validating, quality expectation in bedside reporting, visible poster/bulletin boards, charge RN engaged in some unit councils and audits along with staff RN; ask what are the quality metrics for each hospital to your students, orientation to hourly rounding & change of shift report; following up and closing the loop, sepsis bundle, readmissions, audits; AIDET principle, no pass zone (call light), SBAR-meet & greet, structured orientation, don't wait for survey to fix problem-initiate process, unit-based councils, emails & staff meetings, environment care; residency program, how to properly dispose of contaminants, survey results, staff meetings, patient surveys and satisfaction, residency program.</p> <p>4.3 No written answers</p> <p>4.4 Positive attitude; answers also in questions 1 & 2; able to answer interview questions especially describing a specific example, maturity/attitude/professionalism/respect, show</p>	

	excellence by additional volunteering, service and certifications, patient & family focused; professional appearance, committed (where do you see yourself in 5 years?), honesty, humility, asking questions; pro-active perusing certificates, accountability, multi-dimensional nurses with extra training; professionalism, attitude.	
5. Set next meeting time, place, date.	To be determined	

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

Date: 01/25/2019

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