

Nursing Science Program Review

2012-2013

1. Program/Department Description

1A. Description

ADN Nursing Program

The nursing program is approved by the California Board of Registered Nursing and has currently received candidacy status for National League of Nursing program accreditation (initial accreditation visit is scheduled for January 29-31, 2013). Upon completion of the Associate Degree program in Nursing, students will be eligible to take the NCLEX-RN examination leading to licensure as a Registered Nurse. The student must have fulfilled all requirements as defined by the California State Board of Registered Nursing. Students who choose not to complete the degree requirements are eligible to take the NCLEX-RN licensing examination after completion of content required for licensure. Not all states recognize registered nurses who choose this option.

Many of the courses assigned to this curriculum are transfer courses and articulation is possible with the baccalaureate programs in nursing at the California State University campuses. The courses may be applied as a foundation for advanced work at the discretion of the accepting institution. Courses are taken on campus concurrently with supervised clinical experience in selected hospitals and agencies, constituting a nursing science practicum or laboratory experience. Although each course merits a letter grade, the laboratory experience is based on pass-fail and it is necessary to pass the laboratory section of the course in order to proceed in nursing. Failure in the laboratory portion of a nursing course constitutes an F in the course.

For successful completion of the program, a minimum grade of C is mandatory in all courses required for the nursing major. These include courses outside the discipline of nursing but required for the major, such as anatomy, microbiology, etc. Although a "C" is acceptable in one of the biological science courses, the overall science GPA must be 2.5 or higher with no more than one withdrawal, D or F in anatomy, physiology or microbiology. In addition, the student must maintain an overall GPA of 2.5 to be admitted. If the student has a GPA of < 2.5 or more than one W, D or F in a science course, he / she must see a nursing counselor to develop a remediation plan. The student must maintain an overall GPA of 2.0 to continue in the nursing program.

Courses are taken on campus concurrent with supervised clinical laboratory experience in selected hospitals and agencies which serve as extended campus sites. Each student is responsible for his/her own transportation to the extended campus sites, some of which are a distance from the College.

This program addresses the mission of Ventura College in that it is a vocational program leading to completion of an Associate in Nursing Degree, to licensure and/or to transfer. It provides a greatly needed workforce and is designed to improve the quality of life in Ventura County by providing the community residents access to qualified health care.

Degrees/Certificates

Program's courses are designed to articulate to UC and CSU for transfer students.

Associate in Science Degree – Nursing

Certified Nurse Assistant (Calif. state certification)

Nursing Science Program Review 2012-2013

1B. **2012-2013** Estimated Costs (Certificate of Achievement ONLY)

Required for Gainful Employment regulations.

	Cost		Cost		Cost		Cost
Enrollment Fees		Enrollment Fees					
Books/Supplies		Books/Supplies					
Total		Total		Total		Total	

1C. Criteria Used for Admission

ADN Nursing Program

SCIENCE REQUIREMENTS: Effective Fall 2005 and thereafter, the combined anatomy & physiology course no longer meets entrance requirements for the nursing program. If the combined course was completed prior to Fall 2005, it will be accepted for admission. All entering students will be required to have a minimum overall college GPA of 2.50 and an overall biological science GPA of 2.50 (anatomy, physiology, microbiology) with no more than one withdrawal, D or F in ANY of these three (3) courses.

TEAS EXAM: Students must attain the required “success score” (currently 62%) on the Test of Essential Academic Skills (TEAS V version) within six weeks after submitting an application for admission to the nursing program, that is by April 30 for the March 15 application deadline, and by October 30 for the September 15 application deadline. Students may apply to the nursing program before TEAS testing is completed but must submit verification of having met the success score on the State designated assessment examination (currently the TEAS) to the School of Nursing within six weeks of application. Students who do not meet the mandated success score must schedule an appointment with a nursing counselor to discuss remediation and retesting requirements. The success score for the TEAS exam is subject to change based on the State Chancellor’s requirements. Applicants must meet the success score on the first attempt or must remediate. Results of testing at other sites are accepted when forwarded directly to Ventura College Nursing by the testing company. Tests completed at other sites are counted as testing attempts. Accommodations for testing may be available to students with disabilities. Applicants must notify the nursing program director and obtain EAC authorization prior to scheduling a TEAS exam if accommodations are required. (Please see additional information below for TEAS requirements.)

CNA REQUIREMENT: Applicants must have current certification as a nursing assistant (CNA) at the time the application is submitted. The certification must remain active to receive a letter of admission to the nursing program and during the first semester of the nursing program. Certification is provided by the California Department of Public Health.

Nursing Science Program Review 2012-2013

1. One of the following must be completed **BEFORE** applying to the program:
 - a) A minimum of 12 semester units of completed college coursework with a 2.5 GPA or
 - b) Equivalent consistent with Board of Registered Nursing requirement (see nursing counselor for details).
2. All of the following must be completed:
 - a) All official high school and college transcripts must be on file at Ventura College by September 15 or March 15.
 - b) Application to the Associate Degree Nursing (ADN) program must be on file with the counseling office at Ventura College by September 15 or March 15 to be considered.
 - c) An application to the college must be filed for the appropriate semester.
 - d) It is the applicant's responsibility to check with the transcript clerk in the Office of Admissions and Records to see that his / her official transcripts are on file at Ventura College.
3. All of the following must be **COMPLETED** before applying to the program:* These Ventura College courses, listed with the comparable courses from Moorpark (MC) and Oxnard (OC) Colleges are:
 - a) Math: completion of a college intermediate algebra course with a minimum grade of C: MATH V03 or V03A-V03E or MATH V35. (MATH M03 or M03B or M04B - MC; R014 - OC). As of fall 2009 **Math requirements for the associate degree have changed. Please see a nursing counselor for details on these changes.**
 - b) Chemistry: one year of high school OR one semester of college chemistry with laboratory, with a minimum grade of C: CHEM V20 and V20L, or CHEM V30 and V30L. (CHEM M11 or M12 - MC; CHEM R104, or CHEM R110 - OC).
 - c) Anatomy: college anatomy, 4 semester unit course with laboratory, with a minimum grade of C: (ANAT V01) (ANAT M01 - MC; ANAT R101 - OC)
 - d) Physiology: college physiology, 4 semester unit course with lab with a minimum grade of C (PHSO V01). (PHSO M01 - MC; PHSO R101 - OC).
 - e) Microbiology: college bacteriology/microbiology 4 semester unit course with laboratory, with a minimum grade of C: (MICR V01). (MICR M01 - MC; MICR R100 and R100L - OC).
 - f.) CNA: current certification as a nursing assistant (CNA) in the State of California or equivalent.

*The math / science faculty strongly recommend that these courses, especially anatomy, physiology and microbiology, be completed during separate terms. A large number of students who have attempted two or more of these classes in a single term, particularly if they have been working while enrolled in college, have experienced serious academic difficulty.

Students must be in good academic standing (not on academic probation) to be eligible for application to the nursing program at Ventura College. All applicants must contact the nursing counselor for specific admission information regarding the nursing program.

Additional courses required for those enrolled in the ADN program are listed below. With the exception of human development, students may complete these additional courses before or after acceptance into the nursing program. The School of Nursing recommends that students complete as many courses as possible before acceptance as scheduling may be a major problem once admitted to the program. Completion of these courses after completion of the nursing program delays the licensure examination. Students who delay taking the licensure examination have a significantly higher risk of not passing it.

These Ventura College courses, listed with the comparable courses from Moorpark (MC) and Oxnard (OC) Colleges, are:

- a) Growth & development across the lifespan: (CDV 03 or PSY V05) (PSY M07 - MC; Psy R108 Developmental Psychology - OC)
- b) ENGL V01A - (ENGL V02 or V03 not acceptable); (ENGL M01A or M01AH - MC; ENGL R101 - OC)
- c) PSY V01 (PSY M01 - MC; PSY R101 - OC)
- d) ANTH V02 or SOC V01 or V02 or V03 OR AES V11 (ANTH M02 or SOC M01, M02, M08 - MC; ANTH R102 or SOC R101, R102, R103 - OC)
- e) COMM V01(Introduction to Speech) or V10 (COMM M01 or M02 or M07 - MC; COMM R101 - OC).

Nursing Science Program Review

2012-2013

Additional courses required by Ventura College for the AS degree are:

- a) Humanities - 6 units
 - 1 course in Fine or Performing Arts (see AA/AS Check Sheet)
 - 1 Humanities elective (see AA/AS Check Sheet)
 - b) Physical Education / Health Education - 2 courses (NS V40 fulfills one Health Education requirement for nursing majors only.)
 - c) American History and Institutions - 1 course (see AA/AS Check Sheet)
- Competency Requirements
- (1) Reading - satisfactory completion of degree requirements
 - (2) Written expression - satisfactory completion of ENGL V01A
 - (3) Mathematics - satisfactory completion of MATH V35, MATH V03 or MATH V03A – V03E

Certified Nursing Assistant Program

Students will have a current American Heart Association BLS for healthcare provider CPR card or an American Red Cross professional rescuer CPR card, a completed CNA packet with all titers and immunizations done, and a completed physical done to verify that the student will have certain functional abilities.

1D. College Vision

Ventura College will be a model community college known for enhancing the lives and economic futures of its students and the community.

1E. College Mission

Ventura College, one of the oldest comprehensive community colleges in California, provides a positive and accessible learning environment that is responsive to the needs of a highly diverse student body through a varied selection of disciplines, learning approaches and teaching methods including traditional classroom instruction, distance education, experiential learning, and co-curricular activities. It offers courses in basic skills; programs for students seeking an associate degree, certificate or license for job placement and advancement; curricula for students planning to transfer; and training programs to meet worker and employee needs. It is a leader in providing instruction and support for students with disabilities. With its commitment to workforce development in support of the State and region's economic viability, Ventura College takes pride in creating transfer, career technical and continuing education opportunities that promote success, develop students to their full potential, create lifelong learners, enhance personal growth and life enrichment and foster positive values for successful living and membership in a multicultural society. The College is committed to continual assessment of learning outcomes in order to maintain high quality courses and programs. Originally landscaped to be an arboretum, the College has a beautiful, park-like campus that serves as a vital community resource.

Nursing Science Program Review

2012-2013

1F. College Core Commitments

Ventura College is dedicated to following a set of enduring Core Commitments that shall guide it through changing times and give rise to its Vision, Mission and Goals.

- | | |
|-------------------|------------------------|
| • Student Success | Innovation |
| • Respect | Diversity |
| • Integrity | Service |
| • Quality | Collaboration |
| • Collegiality | Sustainability |
| • Access | Continuous Improvement |

1G. Program/Department Significant Events (Strengths and Successes) ADN Nursing Program

Program successes include the following:

- **Successful continuing approval for the maximum 5 year term by the Board of Registered Nursing 2012**
- **Advanced to National League for Nursing candidacy in Spring 2011 – Initial site visit will be January 2013**

This accreditation demonstrates that the program has met national high standards for excellence in nursing education that is over and above Board of Registered Nursing program approval.

Degrees / certificates conferred over the most recent four-year period

- 2007 - 2008 = 117 associate degrees + 3 LVN to RN 30 unit option
- 2008 - 2009 = 108 associate degrees + 1 LVN to RN 30 unit option
- 2009 - 2010 = 97 associate degrees + 2 LVN to RN 30 unit option
- 2010 - 2011 = 88 associate degrees + 2 LVN to RN 30 unit option
- 2011 – 2012 = 89 associate degrees

Job placements over the most recent three-year period

In a recent survey of graduates from 2008 to Fall 2010 (COADN survey), 86% of all graduates are employed in the field upon completion of the nursing program. The survey also found that graduates were employed but it took up to six months to secure employment.

For 2009/2010, the California Institute for Nursing and Health Care estimates that approximately 40% of graduates will have difficulty finding employment. VC, in partnership with CSUCI, has been asked to sponsor grant stipend VC graduates in residency positions to enable them to maintain their skills and better prepare for employment opportunities. This will include graduates from Fall 2011 and Spring 2012 who have not yet found employment.

According to newest information from the Board of Registered Nursing (BRN), California still ranks 47th of 50 states in the RN to population ratio. The BRN and the California Institute of Nursing and Health Care (CINHC) state that the nursing shortage is expected to continue for many years. The 2010 national average number of RN jobs per 100,000 was 860 (787 in 2004), representing a grade of C. *By Comparison, California received a D with an RN job ratio of 644 (622 in 2004).* Most P/MSAs retained the same grade as they had in 2004. (CINHC 2010).

Nursing Science Program Review 2012-2013

Licensure pass rates over the most recent four-year period have been very high.

Nursing: NCLEX Exam Pass Rates

2008/2009		2009/2010		2010/2011		2011/2012	
# Taken	% Passed	# Taken	% Passed	# Taken	% Passed	# Taken	% Passed
92	92.4%	108	92.4%	82	96.3%	81	96.3%

(NCSBN G-1-G6 Reports – Sept. 6, 2012)

Program strengths include the following:

- **Articulation status with other colleges or universities**

Prerequisites for entry into the nursing program have been articulated with the California State Universities and other California community college nursing programs. The nursing program has developed seamless articulation with California State University, Channel Island's new ADN to BSN program and students are enrolling in the Fast Track program for their BSN. The first cohort, in 2009, consisted of 17 students, of which 1, was a recent Ventura College graduate. Since 2010, 14 students have transferred from Ventura College into the BSN Fast Track Program. Information about this transfer opportunity is given to students through counseling and from faculty members. Twelve graduates have transferred into the regular RN to BSN program since 2009. This represents 32 Ventura College graduates who have transferred to CSUCI. This articulation agreement with CSUCI benefits students by providing an easy, clear pathway for them to achieve their BSN, thereby enhancing the profession and promoting excellence.

In addition, many program graduates enter the ADN to BSN program at California State University, Dominguez Hills and are given full credit for nursing units.

- **Student or program awards**

There are several ongoing scholarships that have been set up by community members to benefit nursing students. The students and graduates are also offered grants and scholarships from trust funds and foundations. Additional scholarships were initiated last year for nursing students. The nursing program recognizes an outstanding graduate each year with the Dobson Award. This award was developed by family members of Winifred Dobson and is awarded for clinical and academic excellence in her memory.

Nursing Science Program Review

2012-2013

- **Visibility of the program in the community**

Ventura College nursing is highly respected in the community. Representatives of VC nursing serve on multiple committees including the Regional Health Occupations Advisory Committee, the California Organization of Associate Degree Nursing Deans and Directors, the Healthcare Action Partnership, the Ventura Nursing Education Council, the Hospital Association of Southern California Nursing Leadership Council, the Foothill Technology High School Health Careers Advisory Committee, Pacifica High School Health Science Academy Advisory Committee, the Nordhoff High School Health Science Academy Advisory Committee, the Ventura County Community Foundation and several scholarship committees. A representative from the department served on a statewide task force to redesign nursing education in California. The program director serves on the Executive Committee as Secretary for the Southern California Association of ADN Directors. In addition, many full-time and adjunct faculty members also work in clinical facilities in the community. Their demonstration of expertise in the nursing community enhances the reputation of the Ventura College nursing program.

Ventura College nursing students are active members in the community. They teach Kindergarten and first and second grade students in the VUSD about germs and the importance of washing their hands every semester. Students provide flu shots to over 1,000 county residents every year, and they raise funds for cancer by sponsoring a team for the walk-a-thon. In addition, students provide hundreds of volunteer hours for the American Red Cross and other health related activities in the county.

- **Cooperative efforts with other departments**

VC nursing enjoys strong working relationships with the Educational Assistance Center. Members of the faculty and staff of the EAC attend nursing faculty meetings periodically to keep us current and to enhance student access and performance. VC nursing has strong ties to the counseling department. The three designated nursing counselors attend nursing faculty meetings and participate in nursing department meetings such as student affairs, curriculum and ad hoc committees on an ongoing basis. They are active participants in developing policies and procedures pertaining to retention, progression, reentry, remediation and program admission. They participate in information meetings for potential applicants and for those students on the waiting list. They participate in the random selection process to add applicants to the waiting list. The nursing department also has a strong working relationship with the faculty who teach the prerequisite coursework of anatomy, physiology, microbiology and math for health care personnel. We regularly meet and discuss expectations and performance with them. Ventura College nursing also works with the tutoring center and Learning Resource Center to develop and utilize resources to improve student learning.

VC nursing works closely with Michael Callahan, institutional researcher, to create surveys each semester on Survey Monkey. These are used to evaluate teaching in the classroom and clinical settings, clinical agencies and curriculum content. The surveys meet the Board of Registered Nursing and National League of Nursing mandate for program self evaluation for accreditation. The links to Survey Monkey are provided on the LRC nursing pod computers for student access.

Nursing Science Program Review **2012-2013**

- **Innovations in the areas of curriculum development, teaching techniques, and/or the use of technology**

VC nursing has been actively involved in improving teaching techniques and addressing the learning styles of all students. We have purchased many new DVDs and computer assisted instructional programs and have worked with the LRC to have web-based instructional programs that students can access from home to enhance learning. Many nursing models have been purchased to enable students to have “hands on” practice of catheter insertion, intravenous infusions, blood glucose monitoring, chest tubes, central venous lines and other critical procedures. In addition, VC nursing has recently purchased high fidelity patient care simulators with grant funding and faculty members are working to become proficient in their use. These simulators are computer programmed to demonstrate cardiac arrhythmias, hypotension, seizures, allergic responses and various other disease states and to respond to the student’s care of them. Students have the opportunity to see exactly what happens if, for example, a drug allergy is not recognized. Ventura College nursing uses “I-Clicker” technology to evaluate student comprehension of teaching. Grant funding has enabled the nursing department to fund student subscriptions to the electronic documentation software (SimEMR), and the critical thinking patient scenario software (Real Life Clinical Reasoning Scenarios). SecureRx has also been purchased to teach electronic medication administration in the skills lab.

Some nursing faculty has imbedded video clips into their PowerPoint presentations and is using other technology during theory classes. All nursing faculty utilize the ParScore software for item analysis of exams. All nursing faculty utilize Desire to Learn as the course management program for communication, posting handouts, syllabi or other course assignments. Class Climate is utilized for various surveys constructed and analyzed by the nursing faculty.

Many faculty currently work in the clinical setting to remain current with their clinical skills. Faculty work in the ER, one day surgery, ICU, in-service education, and as administrative supervisors.

A flex day activity for nursing faculty was held to update faculty on the use of the new the electronic documentation software (SimEMR), SecureRX the electronic medication administration system, and the critical thinking patient scenario software (Real Life Clinical Reasoning Scenarios).

- **For occupational programs: relevancy (occupational outlook data); Advisory Committee feedback, employer feedback, and graduate exit interviews**

There is a global shortage of nurses that is not expected to resolve as the population ages. Registered nurse positions rank #1 of the top 25 jobs requiring AA/AS degree in Ventura County for 2004 – 2014 (Source: California Employment Development Department).

Six years ago, the average age of a registered nurse in California was 49 years of age. The average nursing faculty member was 57 years of age. These nurses will need to be replaced as they continue to age. In addition, beginning in January 2011, the “baby boomers” will begin to turn 65 years of age and the percentage of “elderly” in the United States will increase dramatically. This will increase the number of people who will need nursing care. Seventy percent of nurses in California are associate degree graduates. California has a severe nursing shortage and ranks 47th of the 50 states in nurse to population on a per capita basis. (This is up from 50th of 50 states three years ago as a result of

Nursing Science Program Review 2012-2013

enrollment grants.) Students wait an average of 1.5 years on the waiting list to get into the nursing program and this is fairly standard for the state.

VC nursing has an advisory committee meeting annually in April which is co-sponsored by the Moorpark College nursing department. Representatives from all clinical agencies in which we place students are invited. Approximately 60 people attend. In addition, we are provided with the opportunity to obtain feedback from the employers of our graduates during annual summation meetings with each clinical agency and through written employer surveys. When a problem area is identified, we discuss it immediately in faculty meeting, faculty affairs committee, student affairs committee or curriculum committee and develop a mechanism for correction. Minutes of all meetings are available for review. We have documentation of strong satisfaction with our graduates, and Ventura College enjoys an excellent reputation in Ventura County for producing top notch graduates and having a rigorous and extremely high quality program.

Graduates are surveyed upon graduation and one year after completion of the program, and results of the surveys are consistently highly positive. Graduates state that the program prepared them well and that they are happy with their profession. Employer surveys provide similar positive feedback. Surveys are available for review.

Certified Nursing Assistant Program

Program successes include the following:

State certification exam pass rates have been very high.

CNA Pass Rates

	Spring 2009		2009/2010		2010/2011		Spring 2012	
Test Type	# Taken	% Passed	# Taken	% Passed	# Taken	%Passed	# Taken	%Passed
Written	51	100%	200	98.09%	157	100%	68	100%
Skill	57	93.1%	206	89.37%	164	94.27%	68	91%

Information taken from the National Nurse Aide Assessment Program (NNAAP) examination test results available in the Nursing Department at Ventura College.

Program strengths include the following:

For occupational programs: relevancy (occupational outlook data); Advisory Committee feedback, employer feedback, and graduate exit interviews. The employers of our graduates during annual summation meetings with each clinical agency report high satisfaction with our graduates. Our CNA graduates meet the needs of the community by providing people who can offer save competent care in nursing homes, hospitals and home health agencies. 90 - 95% of those students who complete the CNA program apply to the ADN nursing program to further their nursing career. Faculty of the CNA and ADN programs work closely together to insure seamless transfer abilities of students. The program continues to have high state pass rates with state competency testing due to the strong clinical faculty that teach in this program.

Nursing Science Program Review 2012-2013

K. Organizational Structure

President: Robin Calote

Executive Vice President: Ramiro Sanchez

Assistant Dean: Dr. Kathleen Schrader

Department Chair: Sandra Melton (Program Director)

Instructors and Staff

Name	Melton, Sandra
Classification	Professor
Year Hired	2005
Years of Work-Related Experience	38
Degrees/Credentials	Ph.D., APRN, BC, CNE

Name	Barlow-Palo, Linda
Classification	Professor
Year Hired	1996
Years of Work-Related Experience	28
Degrees/Credentials	A.S.N., B.A., B.S.N., M.N, CCRN

Name	Dalton, Heidi
Classification	Associate Professor
Year Hired	2008
Years of Work-Related Experience	
Degrees/Credentials	B.S.N., M.S.N.

Name	Koch , Katherine
Classification	Assistant Professor
Year Hired	2012
Years of Work-Related Experience	
Degrees/Credentials	B.S.N, M.S.N.

Name	LaFemina, Florence
Classification	Professor
Year Hired	2005
Years of Work-Related Experience	
Degrees/Credentials	A.A., B.S., M.A., M.S.N.

Name	Mitchell, Nancy Rae
Classification	Professor
Year Hired	1990
Years of Work-Related Experience	41
Degrees/Credentials	Diploma, B.S.N, M.S.N.

Nursing Science Program Review 2012-2013

Name	Neel, Kelly
Classification	Assistant Professor
Year Hired	2010
Years of Work-Related Experience	
Degrees/Credentials	A.A., B.S.N.

Name	Peter, Claudia
Classification	Professor
Year Hired	1997
Years of Work-Related Experience	35
Degrees/Credentials	B.S.N., M.S.N., Ed.D.

Name	Zacharias, Mary
Classification	Professor
Year Hired	1995
Years of Work-Related Experience	40
Degrees/Credentials	B.S.N., M.S.N.

2. Performance Expectations

2A. Student Learning Outcomes

2A1. 2012-2013 - Institutional Student Learning Outcomes

1. Communication - written, oral and visual
2. Reasoning - scientific and quantitative
3. Critical thinking and problem solving
4. Information literacy
5. Personal/community awareness and academic/career responsibilities

2A2. 2012-2013 - Program Level Student Learning Outcomes

For programs/departments offering degrees and/or certificates

ADN Nursing Program

1. Demonstrate and foster high standards of nursing practice.
2. Provide competent and safe care in a variety of settings to an individual, family, group, or community of patients with diverse self-care needs from birth to death by utilizing the nursing process for knowledgeable decision-making and judgment based on critical thinking, clinical competence, collaboration and accountability.
3. Demonstrate management skills in providing care to individuals, families, groups or communities/aggregates of patients with diverse needs.

Nursing Science Program Review

2012-2013

Certified Nursing Assistant Program

1. Demonstrate characteristics of professional and ethical behavior including honesty, confidentiality and integrity.
2. Demonstrate effective communication and team building through interaction with members of the healthcare team, family and others involved in client care.
3. Demonstrate basic critical thinking and problem solving skills when caring for assigned client.
4. Demonstrate the role of CNA and functions within the scope of practice.

2A3. **2012-2013** - Course Level Student Learning Outcomes

Attached to program review (See appendices).

2B. **2012-2013** Student SUCCESS Outcomes

ADN Nursing Program

1. The program will maintain a pass rate on the NCLEX state licensure exam of >85%.
2. Students will complete the program earning the Associate of Science Degree in Nursing.
3. The program will maintain greater than 80% satisfactory scores on employer surveys of graduates.
4. The program will maintain greater than 80% satisfactory scores on alumni surveys of graduates.
5. The program will maintain greater than 80% satisfactory scores on program completion surveys of graduates.
6. The program will increase its retention rate from the average of the program's prior three-year retention rate. The retention rate is the number of students who successfully complete the program and are able to take their NCLEX licensure exam.

Certified Nursing Assistant Program

1. The program will maintain a pass rate on the state certification exam of >85% on theory.
2. The program will maintain a pass rate on the State Certification exam of >85% on skills.
3. Students will successfully complete the course in order to take the state certification exam.
4. The program will increase its retention rate from the average of the program's prior three-year retention rate. The retention rate is the number of students who successfully complete the program and are able to take their state certification exam.

Nursing Science Program Review

2012-2013

2C. 2012-2013 Program OPERATING Outcomes

ADN Nursing Program

1. The program will maintain WSCH/FTEF above the 275 goal set by the district.
2. Inventory of instructional equipment is functional, current, and otherwise adequate to maintain a quality-learning environment. Inventory of all equipment over \$200 will be maintained and a replacement schedule will be developed. Service contracts for equipment over \$5,000 will be budgeted if funds are available.
3. The program will continue to improve its curriculum and learning environment. The program will review curriculum and assess equipment needs including maintenance to insure that students' learning needs are being met.
4. The program shall maintain the established criteria of release time for the Director and Assistant Director as specified by the Business and Professions Code Section 1424(e).
5. The program shall have sufficient resources, including faculty, library, staff and support services, physical space and equipment, including technology, to achieve the program's objectives as specified by the Business and Professions Code Section 1424(d).
6. The faculty shall be adequate in type and number to develop and implement the program approved by the Board of Registered Nursing, and shall include at least one qualified instructor in each of the areas of nursing listed in section (1426(d) who will be the content expert in that area as specified by the Business and Professions Code Section 1424(h).

Certified Nursing Assistant Program

1. The program will maintain WSCH/FTEF above the 350 goal set by the district.
2. Inventory of instructional equipment is functional, current, and otherwise adequate to maintain a quality-learning environment. Inventory of all equipment over \$200 will be maintained and a replacement schedule will be developed. Service contracts for equipment over \$5,000 will be budgeted if funds are available.
3. The program will continue to improve its curriculum and learning environment. The program will review curriculum and assess equipment needs including maintenance to insure that students' learning needs are being met.

Nursing Science Program Review 2012-2013

2D. Mapping of Student Learning Outcomes - Refer to TracDat

ADN Nursing Program

Courses	PLSLO #1	PLSLO #2	PLSLO #3	PLSLO #4	PLSLO #5	PLSLO #6
NS V10	I,P	I,P,M	I,P			
NS V20	P	P,M	P			
NS V30	M	P,M	P			
NS V40	M	M	M			
NS V75	I,P	I,P	I,P			
NS V84A	I,P	I,P,M	I,P			
NS V84B	P	P,M	P			
NS V85	I,P,M	I,P	I,P			
NS V07	I,P,M	I,P	I,P			
NS V15	I,P	I,P,M	I,P			
NS V16	P	P,M	P			
NS V31	M	P,M	P			
NS V41	M	M	M			
NS V70	P	P,M	P			
NSV87	P	P,M	P			

Certified Nursing Assistant Program

Courses	PLSLO #1	PLSLO #2	PLSLO #3	PLSLO #3
HS V10	I,P,M	I,P,M	I,P,M	I,P,M

Nursing Science Program Review

2012-2013

3. Operating Information

3A. Productivity Terminology Table

Sections	A credit or non-credit class. Does not include not-for-credit classes (community education).
Census	Number of students enrolled at census (typically the 4 th week of class for fall and spring).
FTES	Full Time Equivalent Students A student in the classroom 15 hours/week for 35 weeks (or two semesters) = 525 student contact hours. 525 student contact hours = 1 FTES. Example: 400 student contact hours = $400/525 = 0.762$ FTES. The State apportionment process and District allocation model both use FTES as the primary funding criterion.
FTEF	Full Time Equivalent Faculty A faculty member teaching 15 units for two semesters (30 units for the year) = 1 FTE. Example: a 6 unit assignment = $6/30 = 0.20$ FTEF (annual). The college also computes semester FTEF by changing the denominator to 15 units. However, in the program review data, all FTE is annual. FTEF includes both Full-Time Faculty and Part-Time Faculty. FTEF in this program review includes faculty assigned to teach extra large sections (XL Faculty). This deviates from the prior practice of not including these assignments as part of FTEF. However, it is necessary to account for these assignments to properly represent faculty productivity and associated costs.
Cross Listed FTEF	FTEF is assigned to all faculty teaching cross-listed sections. The FTEF assignment is proportional to the number of students enrolled at census. This deviates from the practice of assigning load only to the primary section. It is necessary to account for these cross-listed assignments to properly represent faculty productivity and associated costs.
XL FTE	Extra Large FTE: This is the calculated assignment for faculty assigned to extra large sections (greater than 60 census enrollments). The current practice is not to assign FTE. Example: if census > 60, 50% of the section FTE assignment for each additional group of 25 (additional tiers).
WSCH	Weekly Student Contact Hours The term "WSCH" is used as a total for weekly student contact hours AND as the ratio of the total WSCH divided by assigned FTEF. Example: 20 sections of 40 students at census enrolled for 3 hours per week taught by 4.00 FTEF faculty. $(20 \times 40 \times 3) = 2,400$ WSCH / 4.00 FTEF = 600 WSCH/FTEF.
WSCH to FTES	Using the example above: $2,400$ WSCH x 35 weeks = 84,000 student contact hours = $84,000 / 525 = 160$ FTES (see FTES definition). Simplified Formulas: $FTES = WSCH/15$ or $WSCH = FTES \times 15$
District Goal	Program WSCH ratio goal. WSCH/FTEF The District goal was set in 2006 to recognize the differences in program productivity.

Nursing Science Program Review 2012-2013

3B: Student Success Terminology

Census	Number of students enrolled at Census (typically the 4 th week of class for fall and spring). Census enrollment is used to compute WSCH and FTES for funding purposes.
Retain	Students completing the class with any grade other than W or DR divided by Census Example: 40 students enrolled, 5 students dropped prior to census, 35 students were enrolled at census, 25 students completed the class with a grade other than W or DR: Retention Rate = $25/35 = 71\%$
Success	Students completing the class with grades A, B, C, CR or P divided by Census Excludes students with grades D, F, or NC.

Program specific data was provided in Section 3 for all programs last year. This year, please refer to the data sources available

at http://www.venturacollege.edu/faculty_staff/academic_resources/program_review.shtml

In addition, the 2011-2012 program review documents will provide examples of last year's data and interpretations.

Nursing Science Program Review 2012-2013

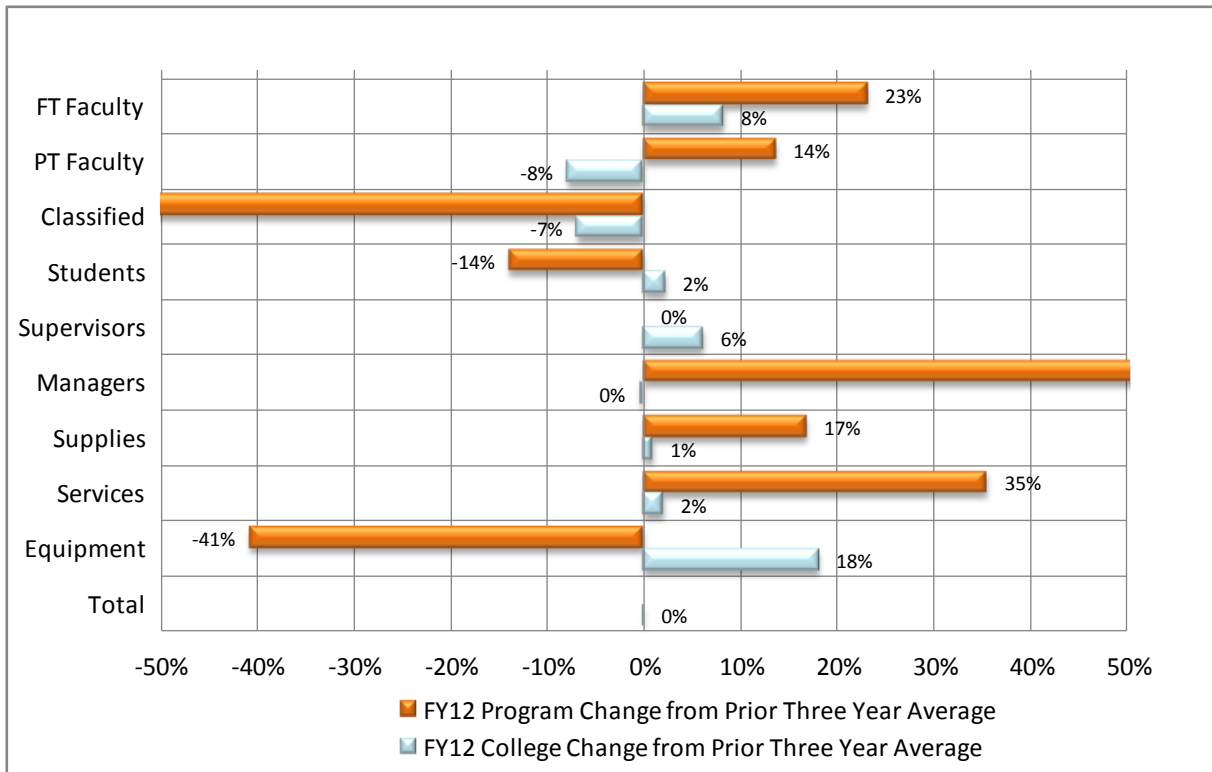
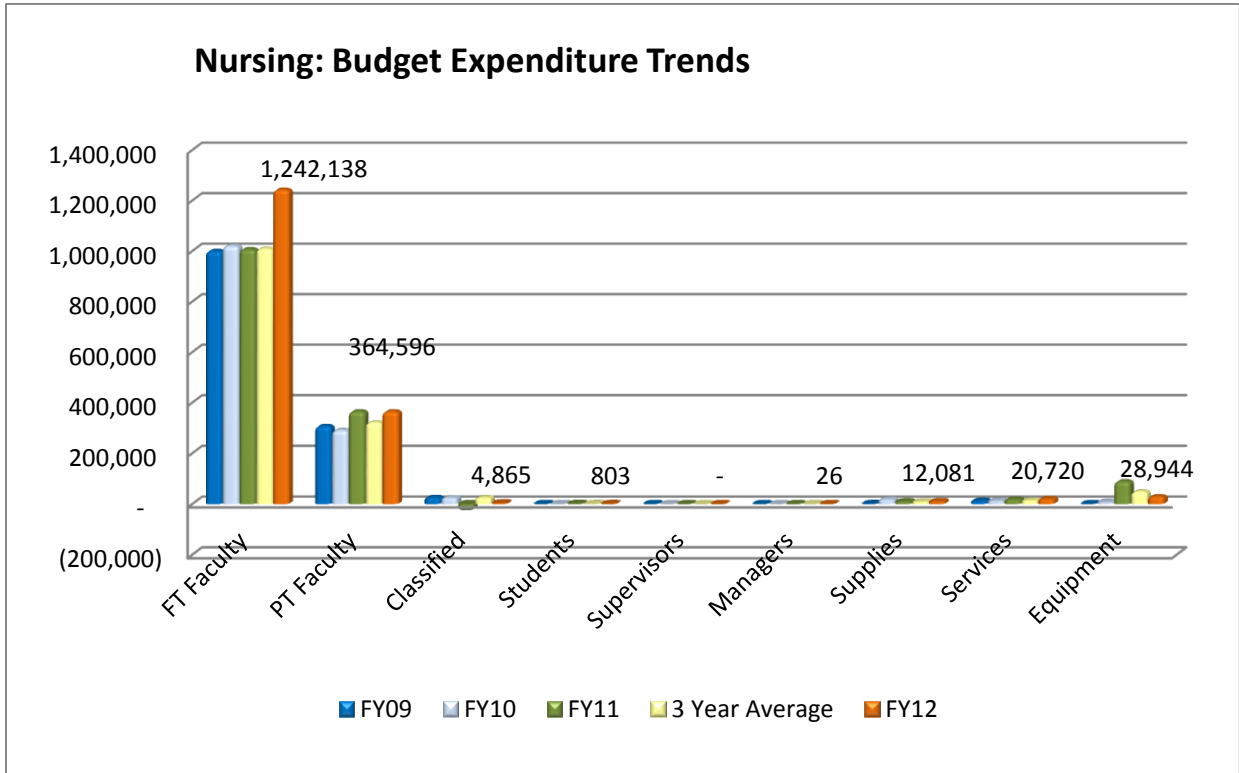
3C: **2012 - 2013** Please provide program interpretation for the following:

Program: **Nursing**

Category	Title	FY09	FY10	FY11	FY12	FY13
1	FT Faculty	999,969	1,020,105	1,006,327	1,242,138	1,345,148
2	PT Faculty	306,792	290,880	364,552	364,596	309,953
3	Classified	25,970	25,166	-29,303	4,865	35,579
4	Student Hourly	0	309	1,557	803	484
5	Supervisors	0	0	0	0	0
6	Managers	0	0	13	26	0
7	Supplies	786	19,115	11,118	12,081	9,200
8	Services	13,291	14,185	18,399	20,720	19,795
9	Equipment	0	9,132	88,559	28,944	41,900
	Total	1,346,808	1,378,892	1,461,222	1,674,173	1,762,059

Category	Title	FY09	FY10	FY11	3 Year Average	FY12	FY12 Program Change from Prior Three Year Average	FY12 College Change from Prior Three Year Average
1	FT Faculty	999,969	1,020,105	1,006,327	1,008,800	1,242,138	23%	8%
2	PT Faculty	306,792	290,880	364,552	320,741	364,596	14%	-8%
3	Classified	25,970	25,166	(29,303)	25,568	4,865	-81%	-7%
4	Students	-	309	1,557	933	803	-14%	2%
5	Supervisors	-	-	-	-	-	0%	6%
6	Managers	-	-	13	13	26	100%	0%
7	Supplies	786	19,115	11,118	10,340	12,081	17%	1%
8	Services	13,291	14,185	18,399	15,292	20,720	35%	2%
9	Equipment	-	9,132	88,559	48,846	28,944	-41%	18%
	Total	1,346,808	1,378,892	1,461,222	1,395,641	1,674,173		0%

Nursing Science Program Review 2012-2013

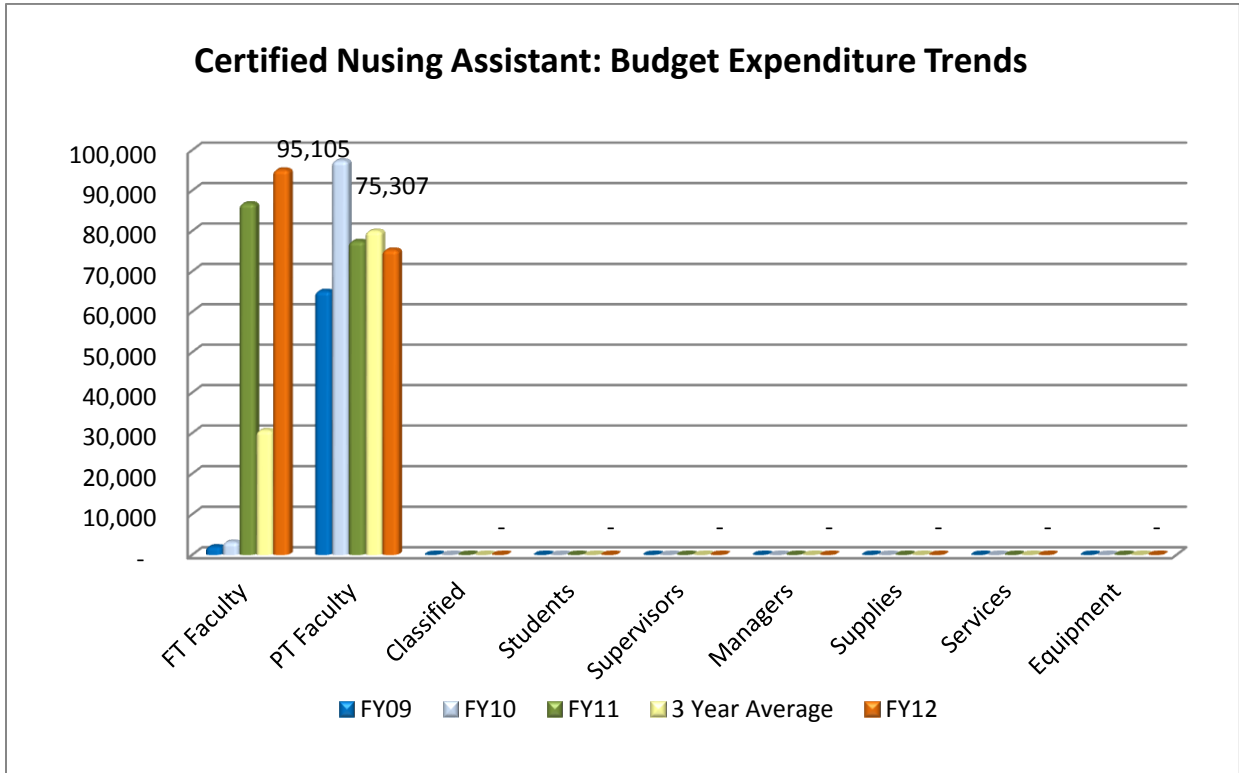


Nursing Science Program Review 2012-2013

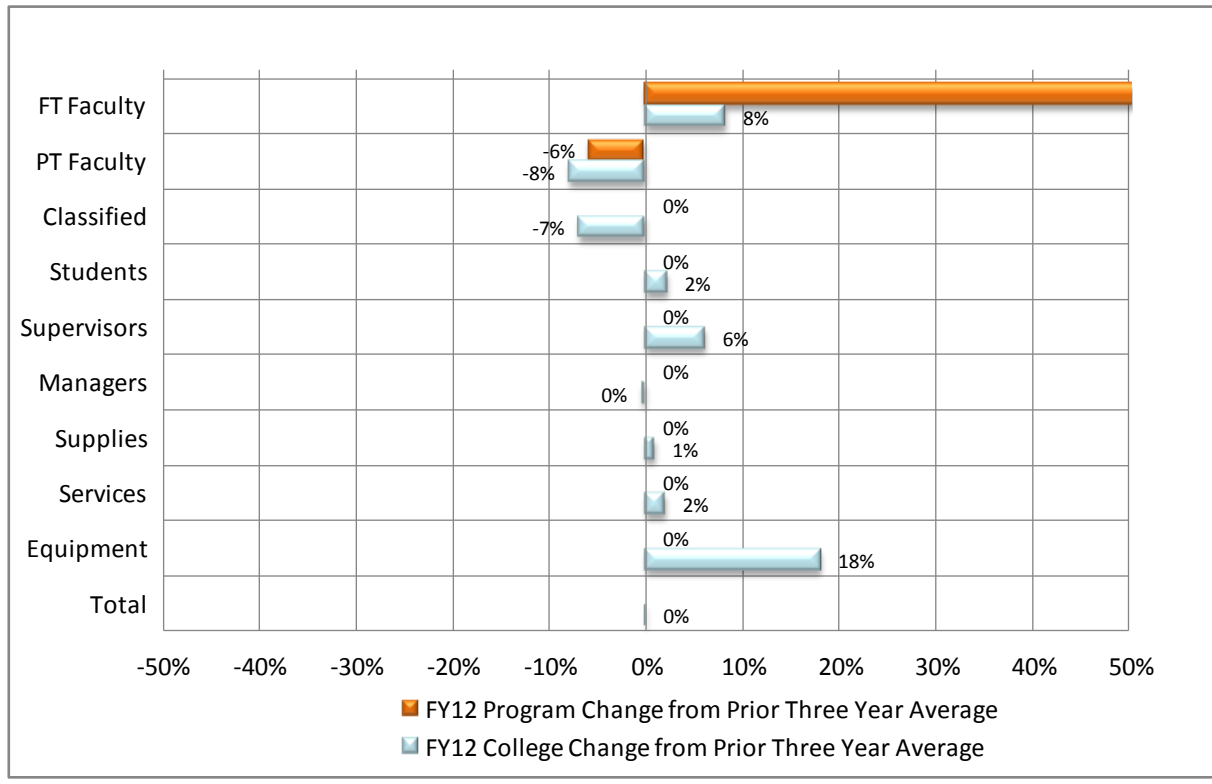
Program:		Certified Nusing Assistant				
Category	Title	FY09	FY10	FY11	FY12	FY13
1	FT Faculty	1,992	3,175	86,770	95,105	104,214
2	PT Faculty	65,096	97,362	77,435	75,307	59,855
3	Classified					
4	Student Hourly					
5	Supervisors					
6	Managers					
7	Supplies					
8	Services					
9	Equipment					
	Total	67,088	100,537	164,205	170,412	164,069

Category	Title	FY09	FY10	FY11	3 Year Average	FY12	FY12 Program Change from Prior Three Year Average	FY12 College Change from Prior Three Year Average
1	FT Faculty	1,992	3,175	86,770	30,646	95,105	210%	8%
2	PT Faculty	65,096	97,362	77,435	79,964	75,307	-6%	-8%
3	Classified	-	-	-	-	-	0%	-7%
4	Students	-	-	-	-	-	0%	2%
5	Supervisors	-	-	-	-	-	0%	6%
6	Managers	-	-	-	-	-	0%	0%
7	Supplies	-	-	-	-	-	0%	1%
8	Services	-	-	-	-	-	0%	2%
9	Equipment	-	-	-	-	-	0%	18%
	Total	67,088	100,537	164,205	110,610	170,412		0%

Nursing Science Program Review 2012-2013



Nursing Science Program Review 2012-2013



3C1: Interpretation of the Program Budget Information

It is clear that nursing department analysis shows that the allocated budget does not support our program.

The program shows a 23% increase in average FT faculty expenditures over the last three years. This increase is attributed to salary costs not an increase in faculty. The increase is difficult to explain since there has been an open FT faculty position the entire FY12. The department had 12 FT faculty positions in 2008 at its Interim Visit from the Board of Registered Nursing (BRN). At the Continuing Approval Visit in September 2012, FT faculty has decreased to 6.5. The number of students in the nursing program has not declined. Open FT faculty vacancies and the difficulty the department has experienced in hiring qualified FT nursing faculty was written as a recommendation that must be addressed by the BRN. The nursing department is required to submit a plan to the BRN by October 10, 2012 on how this situation can be remedied. In the past year and a half, the nursing department has hired 3 FT faculty. One worked one semester and two declined the position after hire due to the low salary offer. The BRN has noted in their approval visit, that this situation appeared to be unique to Ventura College and that prior RN experience should be taken into account. PT faculty expenditures show a 14% increase over the last three years while the college has experienced an 8% decrease. This is directly attributable to the need for PT faculty to backfill the vacant FT positions.

The supplies budget shows a 17% increase over the last three years while the college experienced a 1% increase. However, in comparison to last year's budget for supplies, there is actually less than a \$1,000 increase from FY11 to FY12.

Nursing Science Program Review 2012-2013

The equipment budget shows a 41% decrease over the last three years while the college experienced an 18% increase. The department has been able to make up the deficit by using grant funds. These grant funds ended June 30, 2012.

It should be noted that the funding allocated to equipment in the past 3 years will not even cover maintenance agreements on the high fidelity simulators let alone any other necessary equipment or replacement. Grant funding has provided necessary funding of these simulators, required software, electronic medication administration systems and other necessary equipment. These grant funds ended June 30, 2012.

Classified staff shows an 81% decrease over the last three years while the college has had only a 7% decrease. The nursing department has had three Administrative Assistants in the past two years to support the nursing program. The department has struggled to maintain consistency and productivity and the current open position was noted in a BRN recommendation that the position was essential and needed to be filled or the department could not support the number of students that are currently in progress. The position is expected to be filled on October 22, 2012.

3C2: Interpretation of the Program Inventory Information

There is an extensive inventory of equipment. It is critical to note that much of the equipment that is used on a routine basis is 5 – 10 years old. Most of the equipment was purchased with grant funds and not general funds.

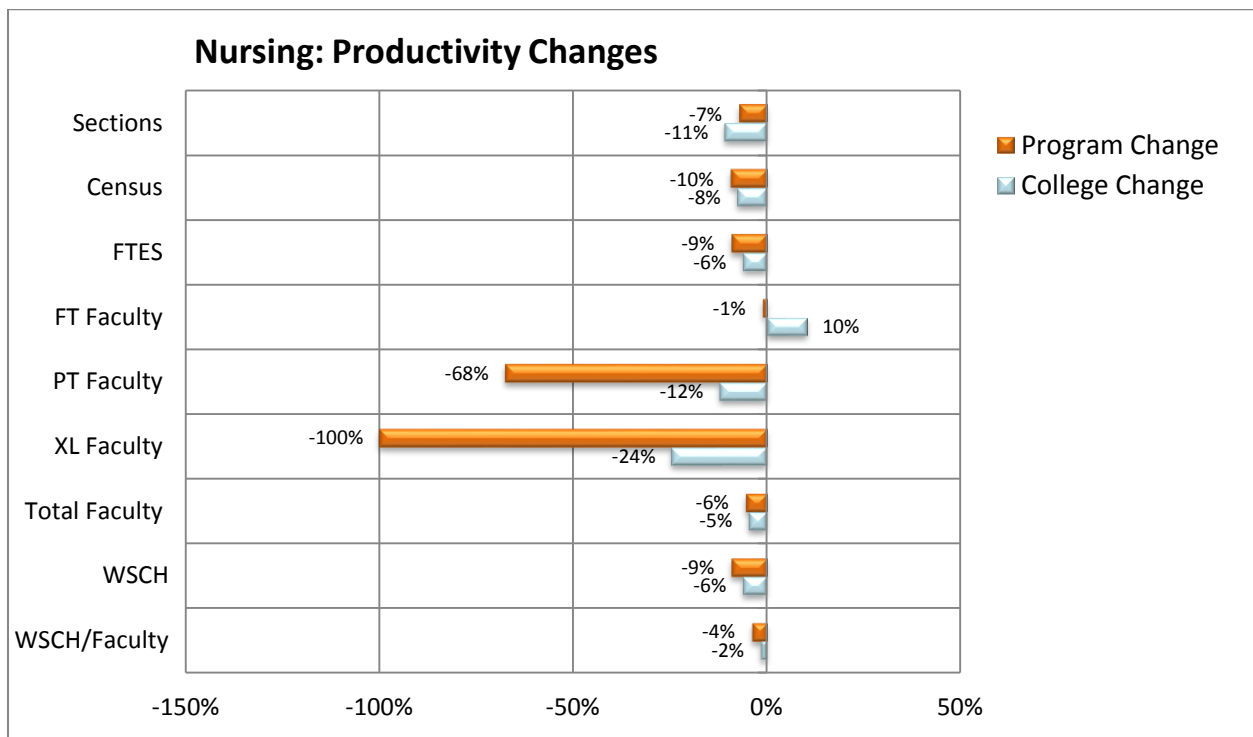
Program Name: Nursing

Title	FY09	FY10	FY11	FY12
Sections	70	53	55	55
Census	997	777	746	760
FTES	380	324	305	305
FT Faculty	18.62	18.55	14.41	16.99
PT Faculty	1.01	0.54	1.97	0.38
XL Faculty	0	0.05	0.05	0
Total Faculty	19.63	19.14	16.42	17.37

Nursing Science Program Review 2012-2013

Nursing: Productivity Changes

Title	FY09	FY10	FY11	3 Year Average	FY12	Program Change	College Change
Sections	70	53	55	59	55	-7%	-11%
Census	997	777	746	840	760	-10%	-8%
FTES	380	324	305	336	305	-9%	-6%
FT Faculty	18.62	18.55	14.41	17	16.99	-1%	10%
PT Faculty	1.01	0.54	1.97	1	0.38	-68%	-12%
XL Faculty	-	0.05	0.05	0	-	-100%	-24%
Total Faculty	19.63	19.14	16.42	18	17.37	-6%	-5%
WSCH	5,700	4,860	4,575	5,045	4,575	-9%	-6%
WSCH/Faculty	290	254	279	274	263	-4%	-2%

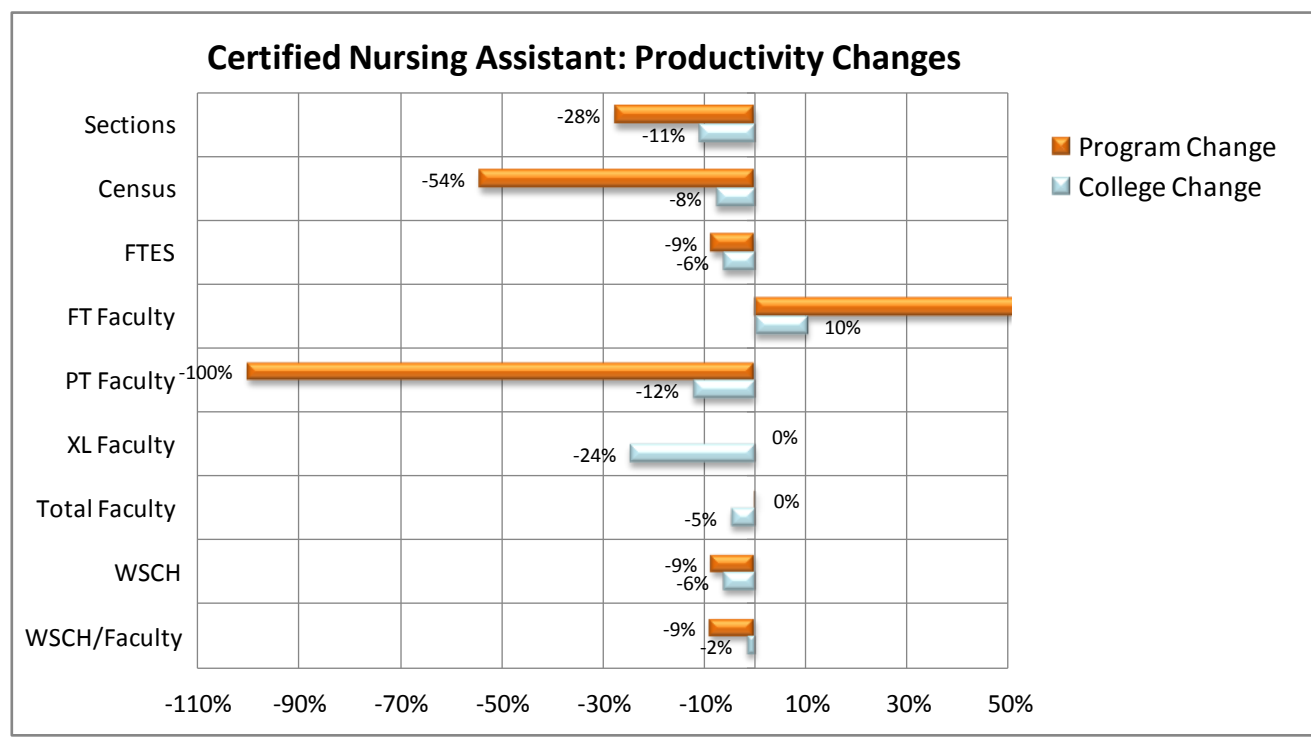


Nursing Science Program Review 2012-2013

Program Name:	Certified Nursing Assistant			
Title	FY09	FY10	FY11	FY12
Sections	14	23	21	14
Census	295	480	438	185
FTES	54	88	81	68
FT Faculty	0	0	1.26	2.88
PT Faculty	1.99	3.1	2.26	0
XL Faculty	0	0	0	0
Total Faculty	1.99	3.1	3.52	2.88

Certified Nursing Assistant: Productivity Changes							
Title	FY09	FY10	FY11	3 Year Average	FY12	Program Change	College Change
Sections	14	23	21	19	14	-28%	-11%
Census	295	480	438	404	185	-54%	-8%
FTES	54	88	81	74	68	-9%	-6%
FT Faculty	-	-	1.26	0	2.88	586%	10%
PT Faculty	1.99	3.10	2.26	2	-	-100%	-12%
XL Faculty	-	-	-	-	-	0%	-24%
Total Faculty	1.99	3.10	3.52	3	2.88	0%	-5%
WSCH	810	1,320	1,215	1,115	1,020	-9%	-6%
WSCH/Faculty	407	426	345	389	354	-9%	-2%

Nursing Science Program Review 2012-2013



3C3: Interpretation of the Program Productivity Information

The C2 Chart and C3 Graph indicate that program offerings for FY 09 were greater than those offered in FY10 - FY12. Enrollment, sections, and faculty have decreased since FY 09. This is directly attributable to Enrollment Growth and WIA grant funding of extra sections during the 09 time period. The WSCH/FTEF is below the district goal of 275 for 2 of the 4 fiscal years and is currently at 263. The district goal of 275 is calculated based on the fact that a clinical size in nursing is limited to 11 students.

Again it should be noted that FT faculty productivity decreased by 1% while the college experienced a 10% increase in FT faculty productivity. This decrease is attributed to the nursing department's response to decrease FTEs. A decrease in the number of students in NS V07 and NS V10, and the small clinical size in nursing has caused a slight decrease in productivity. PT faculty productivity shows a 68% decrease over the last three years. This can be attributed to the fact that the department is down 2.5 FT faculty and these positions are currently being filled with PT faculty FTEs.

Extra large sections demonstrate a 100% program decrease while the college shows a 24% decrease. This is directly attributable to the program cut in extra large sections with no extra large sections being offered in the nursing department.

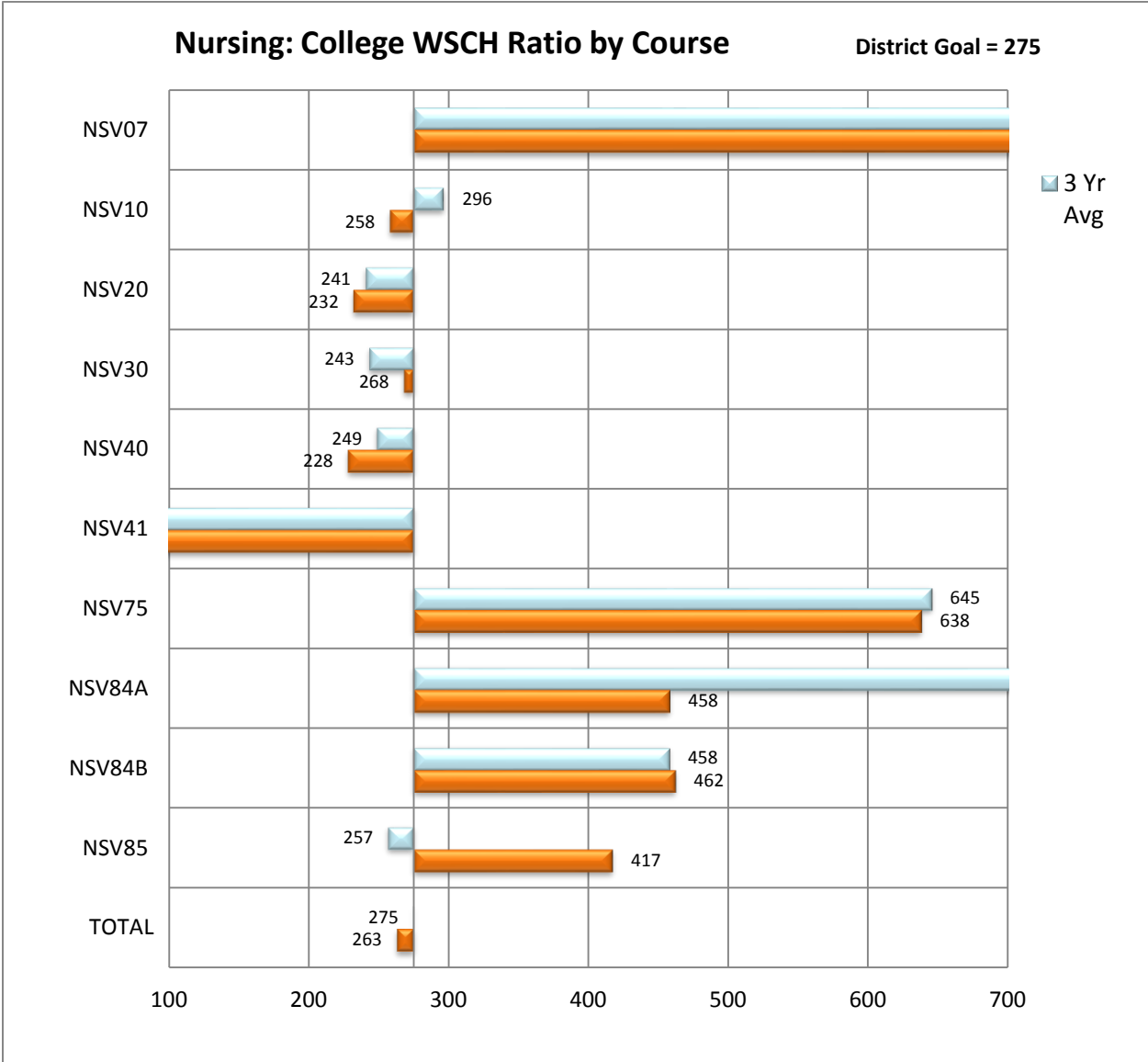
Nursing Science Program Review 2012-2013

Program:		Nursing				
Course	Title	FY09	FY10	FY11	FY12	Dist Goal
NSV07	Pharmacology,	863	885	878	818	275
NSV10	Intro Professional Nursing,	280	313	296	258	275
NSV20	Health Care Deviations I,	272	194	256	232	275
NSV30	Health Care Deviations II,	251	232	247	268	275
NSV40	Health Care Deviations III,	266	233	247	228	275
NSV41	Hlth Care Deviation III:30-UO,	0	0	0	0	275
NSV75	Nursing Readiness,	563	683	690	638	275
NSV84A	Success Strategies for NS V10,	520	1,200	615	458	275
NSV84B	Success Strategies for NS V20,	593	435	345	462	275
NSV85	Success Workshops: Nursing,	458	0	312	417	275
NS	Total for NS,	291	254	279	263	275

Nursing Science Program Review 2012-2013

College WSCH Ratio: Weekly Student Contact Hours/(FT FTE + PT FTE + XL FTE)									
Course	Title	FY09	FY10	FY11	3 Yr Avg	FY12	Change	Dist Goal	% Goal
NSV07	Pharmacology	863	885	878	875	818	(57)	275	297%
NSV10	Intro Professional Nursing	280	313	296	296	258	(38)	275	94%
NSV20	Health Care Deviations I	272	194	256	241	232	(9)	275	84%
NSV30	Health Care Deviations II	251	232	247	243	268	25	275	97%
NSV40	Health Care Deviations III	266	233	247	249	228	(21)	275	83%
NSV41	Hlth Care Deviation III:30-UO	-	-	-	-	-	-	275	0%
NSV75	Nursing Readiness	563	683	690	645	638	(7)	275	232%
NSV84A	Success Strategies for NS V10	520	1,200	615	778	458	(320)	275	167%
NSV84B	Success Strategies for NS V20	593	435	345	458	462	4	275	168%
NSV85	Success Workshops: Nursing	458	-	312	257	417	160	275	152%
TOTAL	Annual College WSCH Ratio	291	254	279	275	263	(12)	275	96%

Nursing Science Program Review 2012-2013

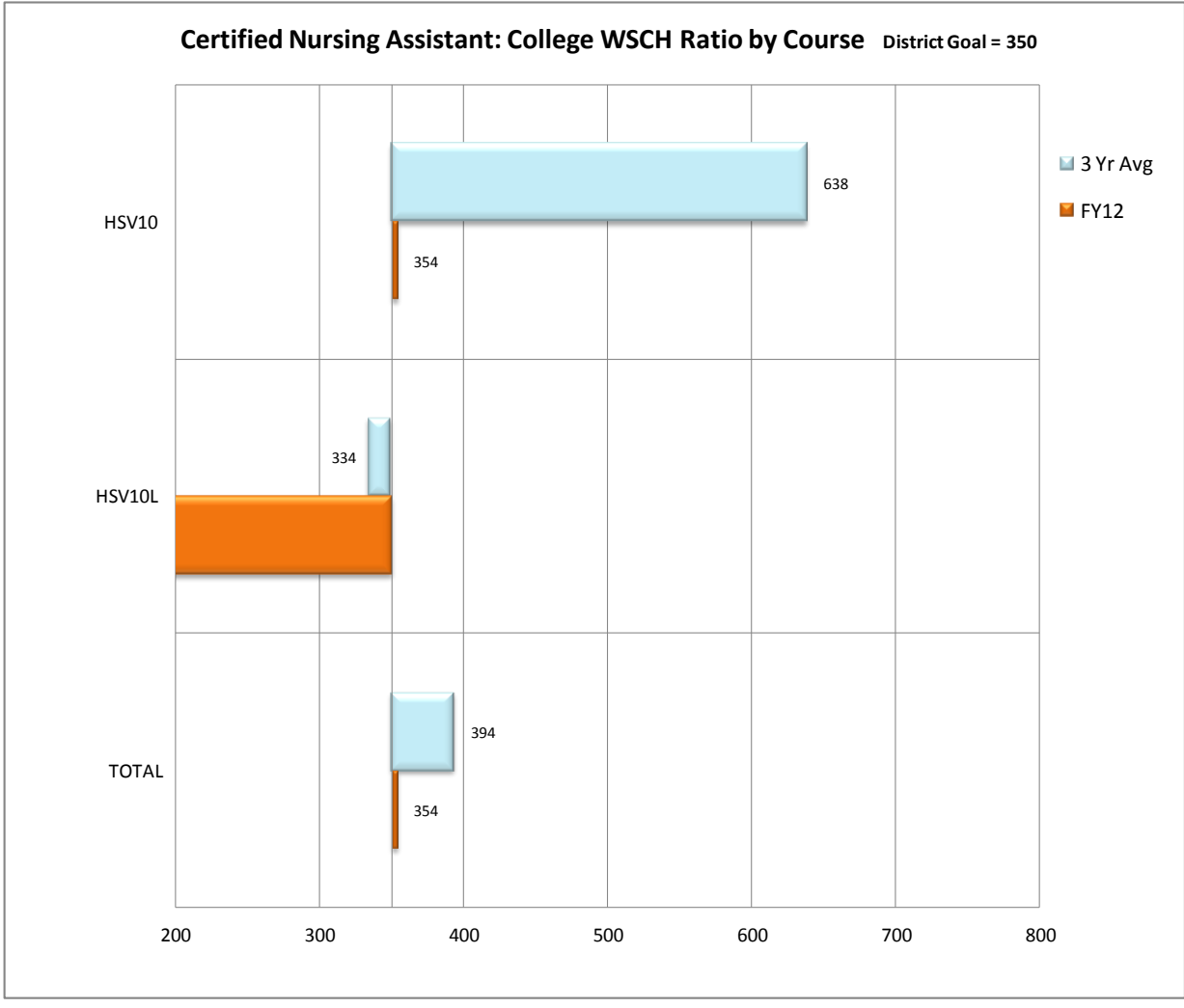


Nursing Science Program Review 2012-2013

Program:	Certified Nursing Assistant					
Course	Title	FY09	FY10	FY11	FY12	Dist Goal
HSV10	Certified Nurse Assistant,	735	627	553	354	350
HSV10L	Certified Nurse Asstant Lab,	338	370	294	0	350
	Annual WSCH Ratio for HS	409	426	346	354	

College WSCH Ratio: Weekly Student Contact Hours/(FT FTE + PT FTE + XL FTE)									
Course	Title	FY09	FY10	FY11	3 Yr Avg	FY12	Change	Dist Goal	% Goal
HSV10	Certified Nurse Assistant	735	627	553	638	354	(284)	350	101%
HSV10L	Certified Nurse Asstant Lab	338	370	294	334	-	(334)	350	0%
TOTAL	Annual College WSCH Ratio	409	426	346	394	354	(40)	350	101%

Nursing Science Program Review 2012-2013



Nursing Science Program Review 2012-2013

3C4: Interpretation of the Program Course Productivity Information

The program data shows that with the average of 275, the nursing department is not meeting the district 275 goal. FY 09 and 11 were higher than the 275 goal as these years had a grant funded program and 36 extra students were in the program. For FY 11, the productivity ratio had increased to 279 because of increased student enrollment in Pharmacology and High Risk courses. For FY12, the class size for Pharmacology has been cut to 55 students. However, considering the small laboratory size of 11 students, and the rigor of the program, the nursing department is quite efficient at 96%.

For strictly lecture courses, i.e., Pharmacology (NS V07), there is extremely high productivity ratios. The district goal is 275 and the three year average is 875. This is 297% efficiency over the district goal despite the decrease in class size.

The first semester of nursing (NS 10) shows a 3 year average of 296 above the district goal of 275. This average does decrease as students progress in the program to NS 20 (average ratio = 241), NS 30 (average ratio = 243), and NS 40 (average ratio = 249). This decrease demonstrates the rigor of the nursing program and the fact that students withdraw/fail because they are not meeting clinical/theory objectives. The clinical lab size is thereby decreased from 11 students even further.

Other support courses that are currently grant funded, i.e., NS V 84A, 84B, NS 85, are incredibly productive at 3 year averages of 778, 458 and 257 respectively. In addition, NS V75 a prenursing course, has steadily maintained a 3 year average of 645 with a current FY12 high of 638. It is important to note that all of these courses are currently listed as Tier 3. They are highly successful and support retention in the nursing program.

The data for the Certified Nursing Assistant Program (CNA) shows that with the average of 394, the CNA program is well above meeting the district 350 goal. FY 12 productivity ratio has increased to 354 at a 101% efficiency ratio. Considering the small laboratory size of 15 students, and the rigor of the program, the CNA program is quite efficient at 101%.

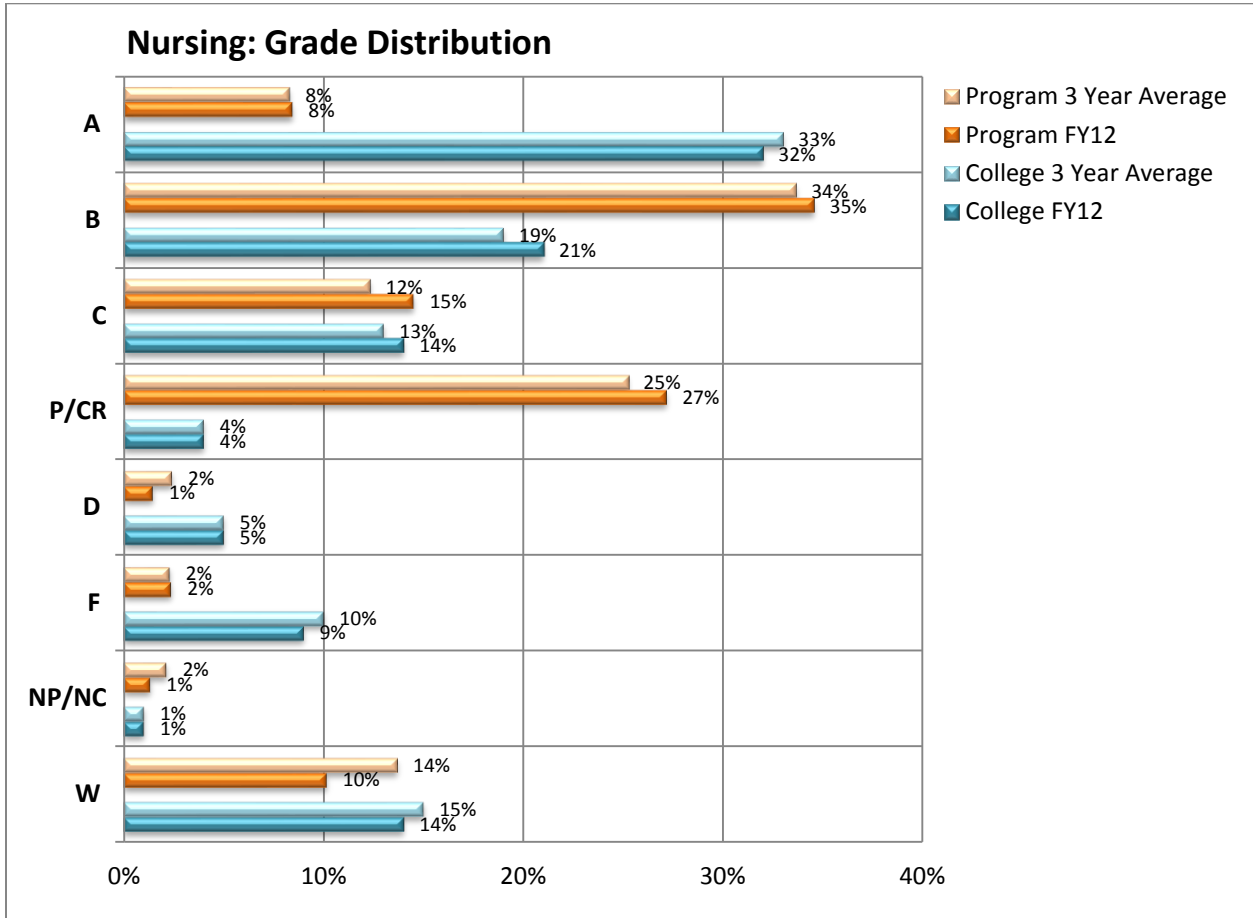
Program Name: **Nursing**

Subject	Fiscal Year	A	B	C	P/CR	D	F	NP/NC	W	Graded	Completed	Success
AUTO	FY09	68	311	117	296	26	10	25	124	977	853	792
AUTO	FY10	74	273	77	168	17	25	20	122	776	654	592
AUTO	FY11	64	252	112	163	17	22	8	94	732	638	591
AUTO	FY12	64	262	110	206	11	18	10	77	758	681	642

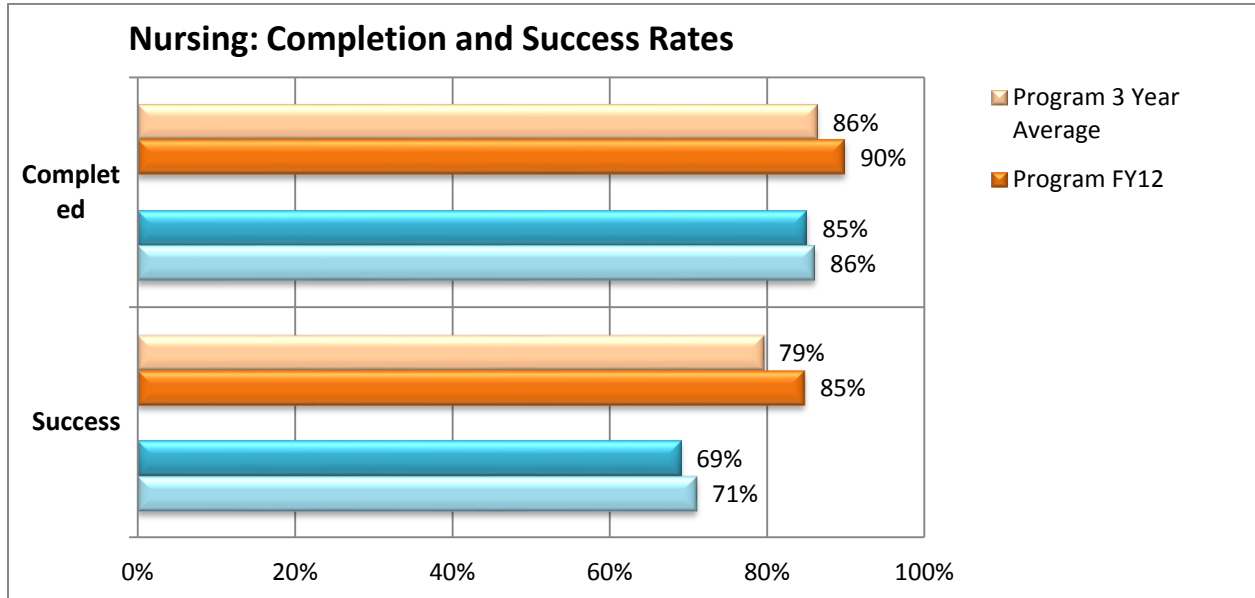
Subject	Fiscal Year	A	B	C	P/CR	D	F	NP/NC	W	Graded	Completed	Success
AUTO	FY09	68	311	117	296	26	10	25	124	977	853	792
AUTO	FY10	74	273	77	168	17	25	20	122	776	654	592
AUTO	FY11	64	252	112	163	17	22	8	94	732	638	591
AUTO	3 Year Avg	69	279	102	209	20	19	18	113	828	715	658
AUTO	FY12	64	262	110	206	11	18	10	77	758	681	642

Nursing Science Program Review 2012-2013

Subject	Fiscal Year	A	B	C	P/CR	D	F	NP/NC	W	Graded	Completed	Success
AUTO	FY09	7%	32%	12%	30%	3%	1%	3%	13%	100%	87%	81%
AUTO	FY10	10%	35%	10%	22%	2%	3%	3%	16%	100%	84%	76%
AUTO	FY11	9%	34%	15%	22%	2%	3%	1%	13%	100%	87%	81%
AUTO	3 Year Avg	8%	34%	12%	25%	2%	2%	2%	14%	100%	86%	79%
AUTO	FY12	8%	35%	15%	27%	1%	2%	1%	10%	100%	90%	85%
College	3 Year Avg	33%	19%	13%	4%	5%	10%	1%	15%	100%	85%	69%
College	FY12	32%	21%	14%	4%	5%	9%	1%	14%	100%	86%	71%



Nursing Science Program Review 2012-2013

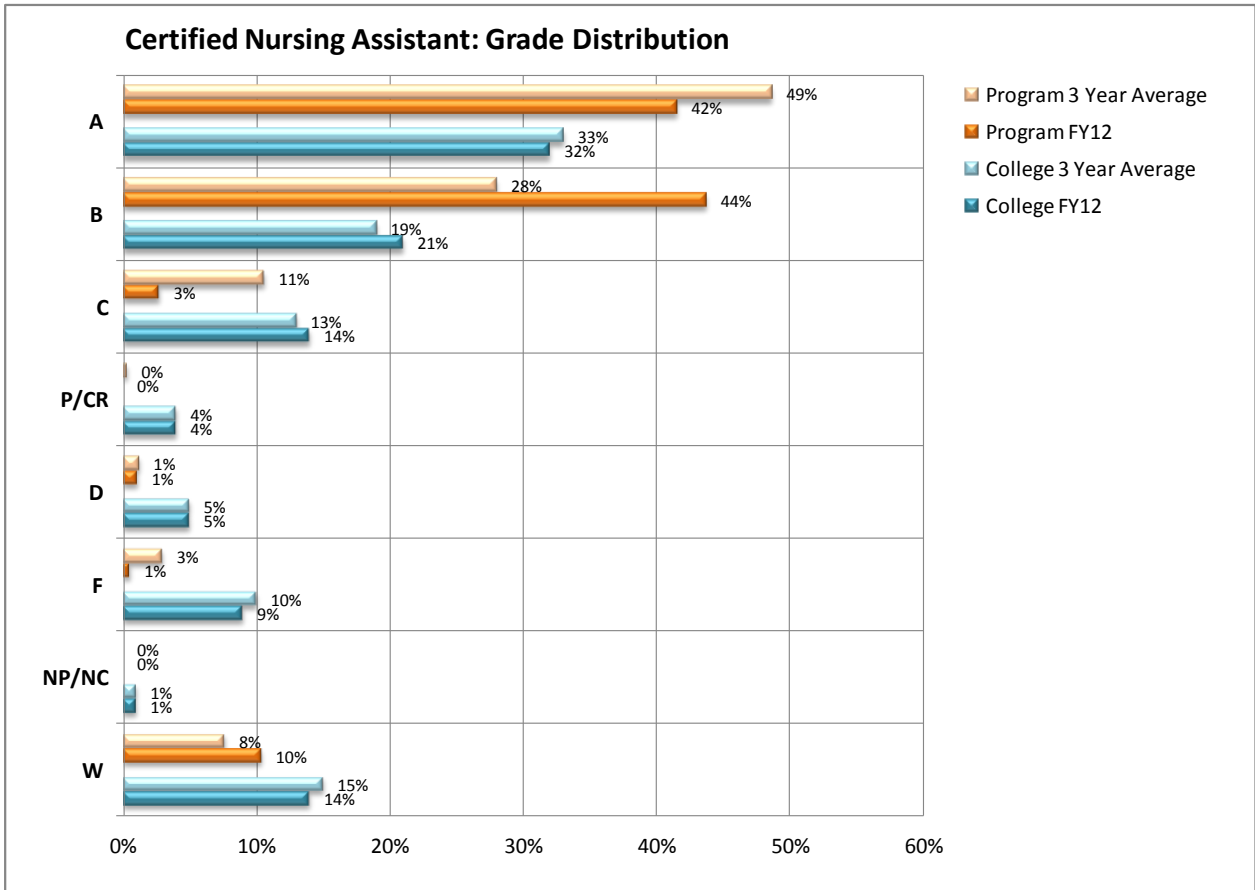


Program Name:		Certified Nursing Assistant										
Subject	Fiscal Year	A	B	C	P/CR	D	F	NP/NC	W	Graded	Completed	Success
HS	FY09	132	86	41	1	8	8	-	19	302	274	220
HS	FY10	222	116	66	3	4	24	-	46	481	435	407
HS	FY11	238	139	22	-	3	4	-	28	434	406	399
HS	FY12	76	80	5	-	2	1	-	19	183	164	161

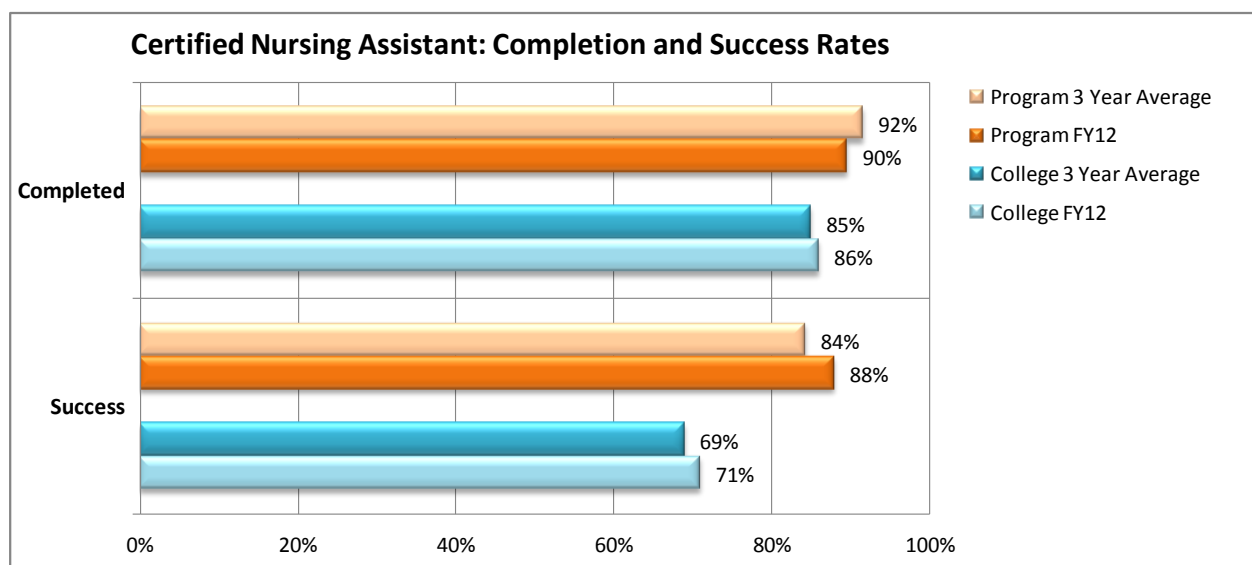
Subject	Fiscal Year	A	B	C	P/CR	D	F	NP/NC	W	Graded	Completed	Success
HS	FY09	132	86	41	1	8	8	-	19	302	274	220
HS	FY10	222	116	66	3	4	24	-	46	481	435	407
HS	FY11	238	139	22	-	3	4	-	28	434	406	399
HS	3 Year Avg	197	114	43	1	5	12	-	31	406	372	342
HS	FY12	76	80	5	-	2	1	-	19	183	164	161

Subject	Fiscal Year	A	B	C	P/CR	D	F	NP/NC	W	Graded	Completed	Success
HS	FY09	44%	28%	14%	0%	3%	3%	0%	6%	98%	91%	73%
HS	FY10	46%	24%	14%	1%	1%	5%	0%	10%	100%	90%	85%
HS	FY11	55%	32%	5%	0%	1%	1%	0%	6%	100%	94%	92%
HS	3 Year Avg	49%	28%	11%	0%	1%	3%	0%	8%	99%	92%	84%
HS	FY12	42%	44%	3%	0%	1%	1%	0%	10%	100%	90%	88%
College	3 Year Avg	33%	19%	13%	4%	5%	10%	1%	15%	100%	85%	69%
College	FY12	32%	21%	14%	4%	5%	9%	1%	14%	100%	86%	71%

Nursing Science Program Review 2012-2013



Nursing Science Program Review 2012-2013



3C5: Interpretation of Program Retention, Student Success, and Grade Distribution

The Certified Nurse Assistant program currently has both a high retention rate of 90% and a high pass rate of 88%. The students that drop from the program usually do so because of the strict regulations mandated by the state of California on hours that they must attend in the theory class and at the clinical sites.

The grade distribution in the nursing department is significantly less than that of the college average with 43% of the students receiving As and Bs compared to the college average of 52% As and Bs. This is directly attributable to the rigor of the nursing program. A C grade is defined as >75% and below that is failing. Withdrawals from courses mirror those of the college. It is important to note the consistency of the grades that the department has maintained over the 3 year average.

The retention rates of the nursing department are higher than those of the college at 90% at census compared to the college rate of 86%. Success rates are significantly higher with the nursing department at 85% compared to the college at 71%. This presents a false picture for the nursing program in regard to retention and success since the data is collected at census at not at program or course completion. Our program retention is 57 - 70%. The state chancellor's office defines retention as nursing program completion.

The nursing department had implemented multiple activities to support student retention and success. One significant change has been the implementation of the State Chancellor's multi-selection criteria process for admission in to the program. The admission data process has been integrated into a multidisciplinary computer program. Counseling and nursing all input data into the multi screening program criteria and applicants are rank ordered. This program can also be used to track students throughout the program. The nursing program, as well as other nursing programs, concluded that the greatest benefit to nursing student retention may lie in either A) a higher TEAS testing cut score requirement or B) the multi-selection criteria that has been implemented for the first time in Spring 2011.

Nursing Science Program Review **2012-2013**

Other innovative strategies or exemplary practices that the nursing department has implemented to improve student retention and success include the fact that we have 1 FT nursing faculty whose focus is retention and remediation for 105 hrs/semester. Her focus is on assisting students with deficits in dosage calculation, clinical skills and skills testing, physical assessment, and theory. We have reinstated our High Risk in Nursing courses (NS V84A and 84B) for our first and second semester students and added NS V88G and NS V88H for our third and fourth semester students. In addition, we have reinstated a "Success Workshop" course (NS V85) which focuses on note taking, test taking, reading the textbook, and study skills. This workshop is available for all first and second semester students. In addition, we are also offering a workshop to our first semester students on financial aid and how to apply for the nursing scholarships that are available. This workshop has been expanded to actually help students in filling out the necessary paperwork. Another new workshop for newly admitted students was held. The purpose of this workshop was to alert students to the scholarships that are available, resources for textbooks, preparation for dosage calculation (textbook and resources given), paperwork requirements, etc. The first semester instructor attended the workshop to provide direction and answer questions.

Our retention specialist faculty contacts each of the incoming first semester students (n=60) prior to the start of classes. She meets with each one of them for a minimum of 30 min. to go over their TEAS and LASSI scores. She makes recommendations on how they can be successful in their first semester. Referrals are made to EAC as necessary. In addition, she fills out a questionnaire and discusses life style changes, necessary work hour changes, etc. and provides referrals/suggestions in these areas as well. This faculty also introduced a new organizational sheet that is developed with the students to help them identify where they are spending their time and what could be modified to improve their study time and efficiency.

The nursing case manager/retention specialist meets throughout the semester with all students who meet criteria for "high risk" based on TEAS score, or failing theory grades or clinical performance. Reentry students are also referred. Students may self-refer. Students are given 1:1 counseling regarding time management, study skills, stress management, test taking skills, and other success skills. If areas of content weakness are discovered, the student is referred to the theory instructor or skills lab instructor for assistance.

NurseSquared was abandoned last semester as the software took a long time to load, and the system was very slow when in use. For fall 2012, we have purchased SimEMR for electronic documentation. This is a web based system, and all students will have access to the program. Assignments have been created to assist the student with documentation since this has been noted to be a weak area. In the near future, it is planned that this documentation system will be utilized with clinical simulation scenarios. SecureRx has also been purchased to teach electronic medication administration in the skills lab. In addition, Real Life Clinical Reasoning Scenarios from ATI have been purchased to enhance students' critical thinking ability in the third semester. ActivSim was used in the third semester in spring 2011 as well but was also discontinued because of poor technical support and difficulty with use.

Remediation, tutoring and case management have been provided on all topics that students have requested, including care planning, concept mapping, dosage calculation, medication administration, documentation, and other skills. The plan is to continue to offer these services. In addition to these services, advanced placement students received a separate orientation and individualized weekly nursing care plan classes to assist them with identified deficits in these areas. They also met with the

Nursing Science Program Review 2012-2013

case manager and retention specialist on a regular basis. Two part time faculty was hired to provide assistance with skills, remediation, and any other assistance to students for 12.5 hrs/week.

Lastly, the nursing program has offered an onsite NCLEX-RN review course every semester for the past several years. The review course appears to have had a significant impact on NCLEX pass rates. Pass rates have been greater than 92% for the past four years.

Students have requested on their program evaluations for the last 5 years the need for a RN instructor in the skills lab. This would enable the skills labs to be open during unscheduled class times and the students would be able to access this instructor for remediation and help in dosage calculation, skills, nursing care planning, and critical thinking. A challenge for the nursing program is difficulty in recruiting skills lab faculty. The job opening has remained unfilled for two years despite vigorous marketing and recruitment strategies. Applicants verbalize low pay (as compared to hospital pay), as being the biggest factor going against new faculty hiring for the skills lab. Two skills lab instructors for fall 2012 for a total of 12.5 hours were hired. These instructors will be paid at the part time faculty rate rather than general funding for a classified position. This position and salary rate has been made possible through a state Enrollment Growth and Retention grant.

The BRN gave the nursing program a recommendation that the issue of no skills lab instructor must be addressed with a written plan to the curriculum meeting for approval at the October 30, 2012 meeting.

It is important to note that all of these support activities to ensure student success have been provided by grant funds and grant funded classified staff.

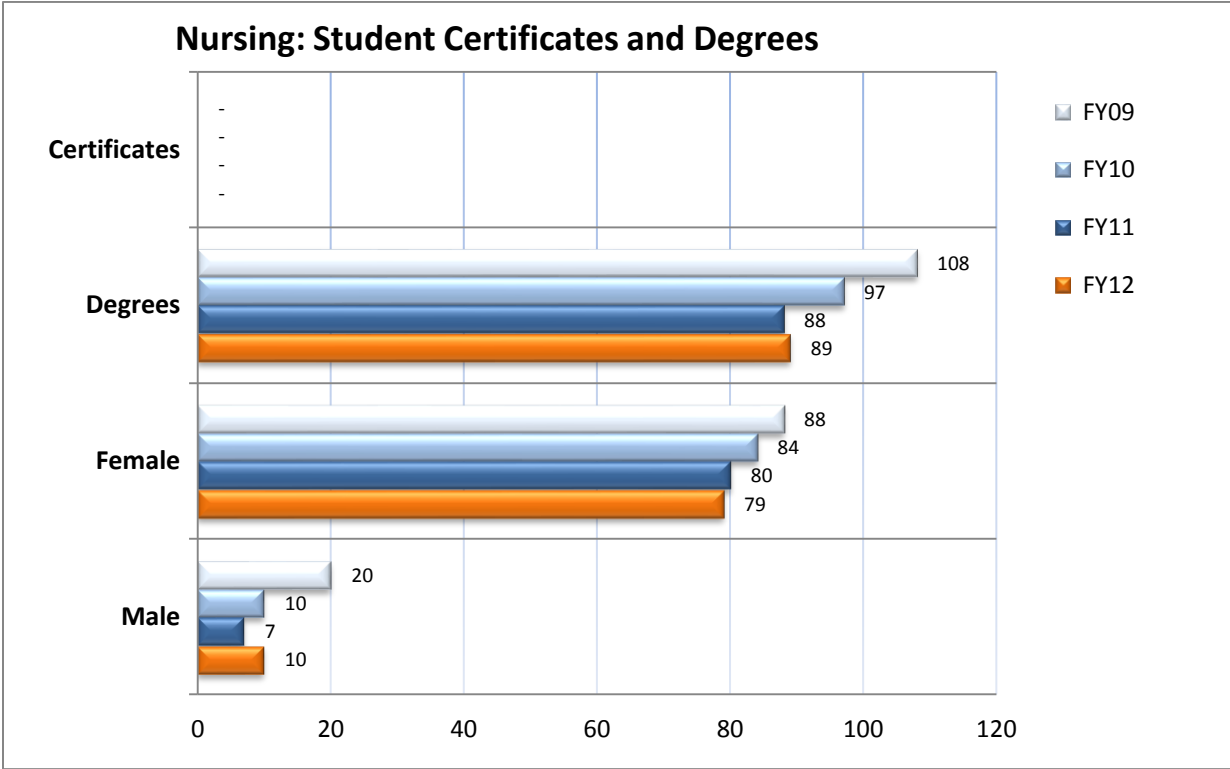
Program Name: Nursing

Program	FY	Certificates	Degrees	Female	Male
Nursing	FY09		108	88	20
Nursing	FY10		97	84	10
Nursing	FY11		88	80	7
Nursing	FY12		89	79	10

Nursing: Student Certificates and Degrees

Program	FY	Certificates	Degrees	Female	Male
Nursing	FY09	-	108	88	20
Nursing	FY10	-	97	84	10
Nursing	FY11	-	88	80	7
Nursing	FY12	-	89	79	10
Total Awards in 4 Years		-	382	331	47

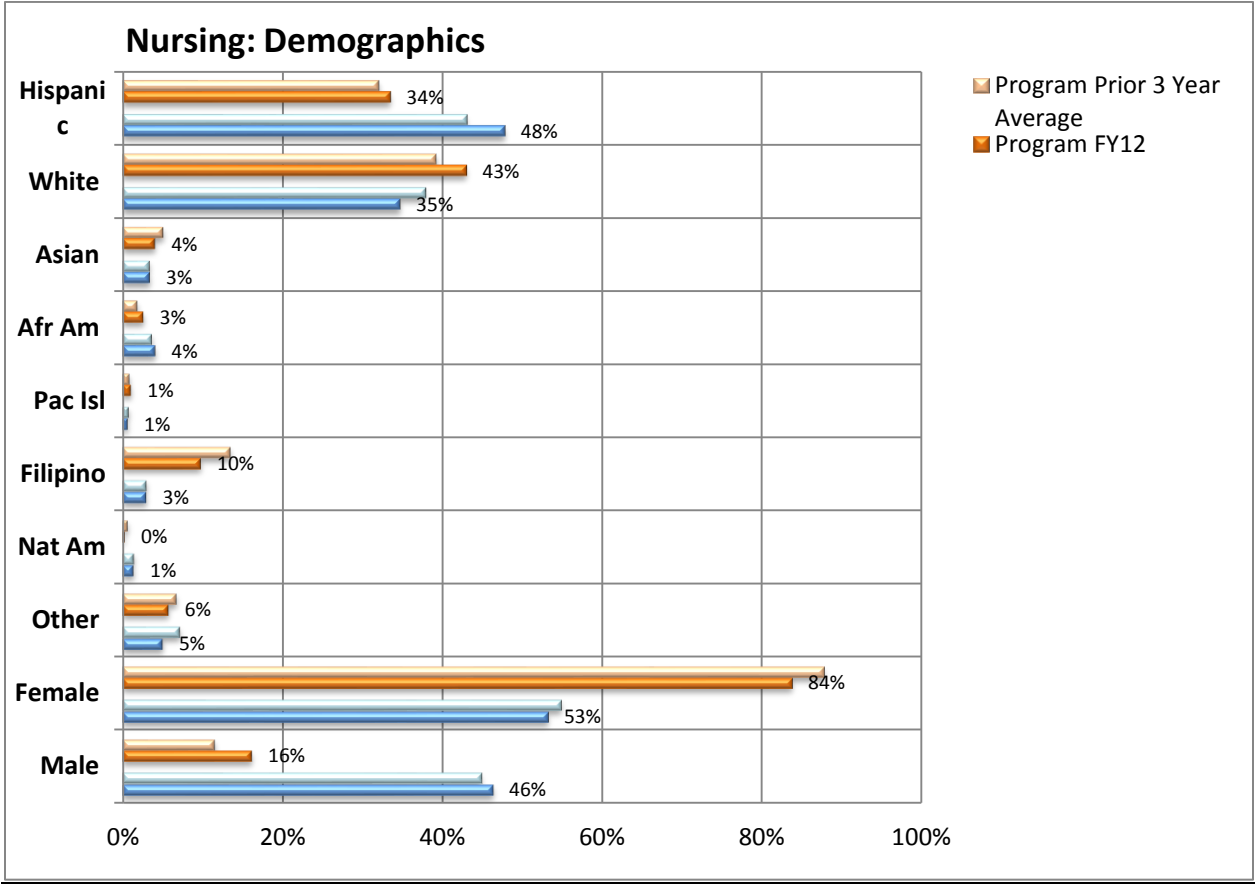
Nursing Science Program Review 2012-2013



Nursing Science Program Review 2012-2013

Program Name:		Nursing											
Subject	FY	Hispanic	White	Asian	Afr Am	Pac Isl	Filipino	Nat Am	Other	Female	Male	Other	Avg Age
BUS	FY09	297	409	53	17	7	136	8	58	858	119	8	35
BUS	FY10	274	285	45	10	5	105	4	58	689	90	7	32
BUS	FY11	236	294	30	19	9	98	4	53	661	81	1	31
BUS	FY12	257	330	31	20	8	75	2	44	643	124	-	32
Subject	FY	Hispanic	White	Asian	Afr Am	Pac Isl	Filipino	Nat Am	Other	Female	Male	Other	Avg Age
BUS	FY09	297	409	53	17	7	136	8	58	858	119	8	35
BUS	FY10	274	285	45	10	5	105	4	58	689	90	7	32
BUS	FY11	236	294	30	19	9	98	4	53	661	81	1	31
BUS	3 Year Avg	269	329	43	15	7	113	5	56	736	97	5	33
BUS	FY12	257	330	31	20	8	75	2	44	643	124	-	32
College	3 Year Avg	12,714	11,174	990	1,074	223	880	414	2,110	16,221	13,261	97	27
College	FY12	13,598	9,875	966	1,157	183	842	390	1,424	15,137	13,183	115	25
Subject	FY	Hispanic	White	Asian	Afr Am	Pac Isl	Filipino	Nat Am	Other	Female	Male	Other	Avg Age
BUS	FY09	30%	42%	5%	2%	1%	14%	1%	6%	87%	12%	1%	35
BUS	FY10	35%	36%	6%	1%	1%	13%	1%	7%	88%	11%	1%	32
BUS	FY11	32%	40%	4%	3%	1%	13%	1%	7%	89%	11%	0%	31
BUS	3 Year Avg	32%	39%	5%	2%	1%	13%	1%	7%	88%	12%	1%	32
BUS	FY12	34%	43%	4%	3%	1%	10%	0%	6%	84%	16%	0%	32
College	3 Year Avg	43%	38%	3%	4%	1%	3%	1%	7%	55%	45%	0%	27
College	FY12	48%	35%	3%	4%	1%	3%	1%	5%	53%	46%	0%	24

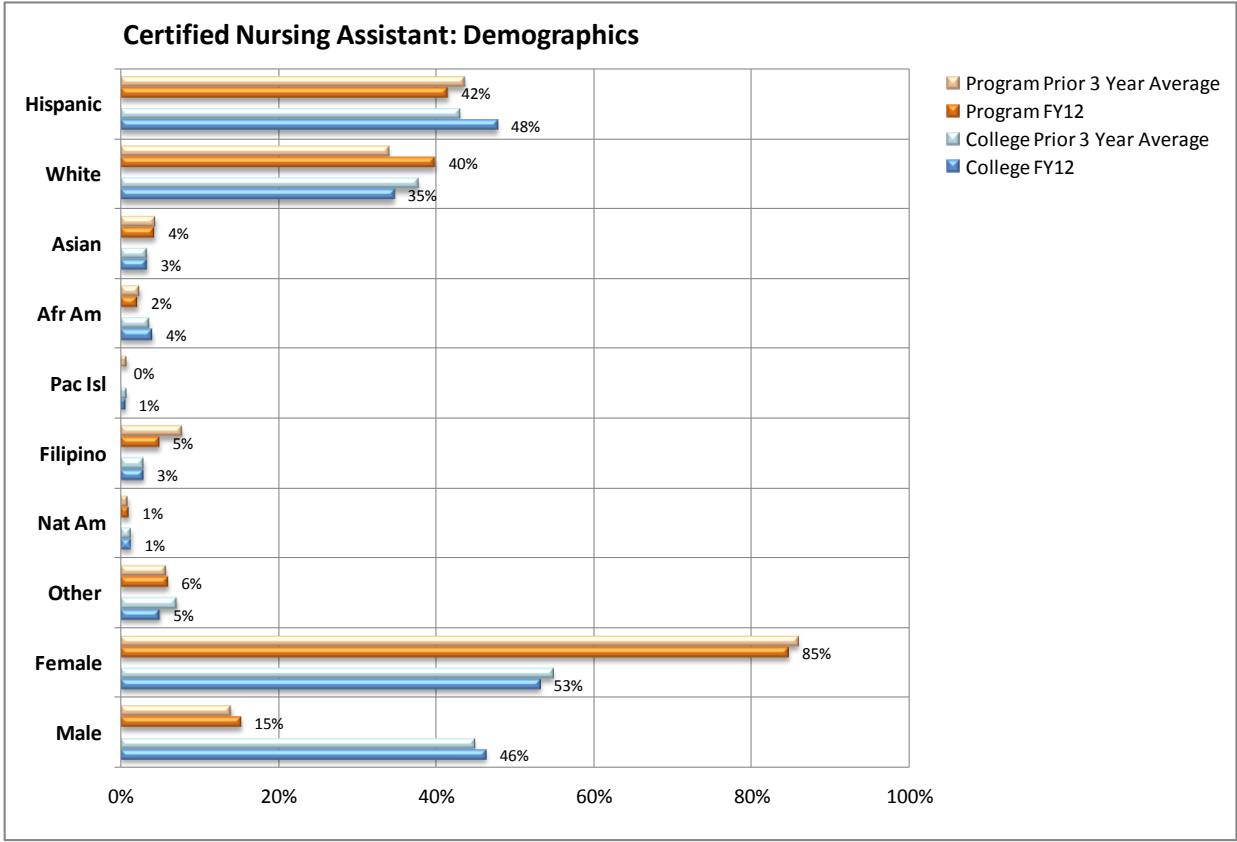
Nursing Science Program Review 2012-2013



Nursing Science Program Review 2012-2013

Program Name:		Certified Nursing Assistant										
Subject	FY	Hispanic	White	Asian	Afr Am	Pac Isl	Filipino	Nat Am	Other	Female	Male	Other
HS	FY09	110	108	12	14	2	32	2	15	249	46	-
HS	FY10	208	160	22	6	2	40	10	33	419	62	-
HS	FY11	210	144	20	10	6	22	-	22	372	62	-
HS	FY12	76	73	8	4	-	9	2	11	155	28	-
Subject	FY	Hispanic	White	Asian	Afr Am	Pac Isl	Filipino	Nat Am	Other	Female	Male	Other
HS	FY09	110	108	12	14	2	32	2	15	249	46	-
HS	FY10	208	160	22	6	2	40	10	33	419	62	-
HS	FY11	210	144	20	10	6	22	-	22	372	62	-
HS	3 Year Avg	176	137	18	10	3	31	4	23	347	57	-
HS	FY12	76	73	8	4	-	9	2	11	155	28	-
College	3 Year Avg	12,714	11,174	990	1,074	223	880	414	2,110	16,221	13,261	97
College	FY12	13,598	9,875	966	1,157	183	842	390	1,424	15,137	13,183	115
Subject	FY	Hispanic	White	Asian	Afr Am	Pac Isl	Filipino	Nat Am	Other	Female	Male	Other
HS	FY09	37%	37%	4%	5%	1%	11%	1%	5%	84%	16%	0%
HS	FY10	43%	33%	5%	1%	0%	8%	2%	7%	87%	13%	0%
HS	FY11	48%	33%	5%	2%	1%	5%	0%	5%	86%	14%	0%
HS	3 Year Avg	44%	34%	4%	2%	1%	8%	1%	6%	86%	14%	0%
HS	FY12	42%	40%	4%	2%	0%	5%	1%	6%	85%	15%	0%
College	3 Year Avg	43%	38%	3%	4%	1%	3%	1%	7%	55%	45%	0%
College	FY12	48%	35%	3%	4%	1%	3%	1%	5%	53%	46%	0%

Nursing Science Program Review 2012-2013



Nursing Science Program Review 2012-2013

3C7: Interpretation of the Program Demographic Information

The ethnic and gender distribution in the Nursing and Certified Nurse Assistant Program has remained relatively constant over the past years and roughly mirrors the college as a whole. The Hispanic population is slightly less than the college; Nursing is at 31% and the CNA program is at 42%. The Filipino population represents more than triple, and the Asian population represents double that of the college.

It is interesting to note that the average age in the nursing program is slightly higher than that of the college and has remained at 32 years of age for the past 4 years. The average age of CNA students is 29 years of age for the past two years. The average age student at Ventura College for FY12 was 24 years of age.

4. Performance Assessment

4A1: 2012-2013 Institutional Level Student Learning Outcomes

ADN Nursing Program

Institutional Level Student Learning Outcome 1	Performance Indicators
Communication	Oral presentation in NS40 - 80% of students will achieve a score of 15/15.
Operating Information	
Analysis – Assessment	

Certified Nursing Assistant Program

Institutional Level Student Learning Outcome 1	Performance Indicators
Communication	Observation of performance in clinical based on rubric. 100% of students will achieve a score of 75%.
Operating Information	
Analysis – Assessment	

Nursing Science Program Review 2012-2013

4A2: **2012-2013** Program Level Student Learning Outcomes - *For programs/departments offering degrees and/or certificates*

ADN Nursing Program

ADN Program-Level Student Learning Outcome 1	Performance Indicators
Function as a member within the discipline of nursing by demonstrating and fostering high standards of nursing practice.	Oral presentation in NS40 - 80% of students will achieve a score of 15/15.
Operating Information	
Analysis – Assessment	

ADN Program-Level Student Learning Outcome 2	Performance Indicators
Function as a manager of care by demonstrating management skills in providing care to individuals, families, groups or communities/aggregates of clients with diverse needs.	<p>The program will maintain a pass rate on the NCLEX state licensure exam of >85%.</p> <p>Students will complete the program earning the Associate of Science Degree in Nursing.</p> <p>The program will maintain greater than satisfactory scores on employer surveys of graduates.</p> <p>The program will maintain greater than satisfactory scores on alumni surveys of graduates.</p> <p>The program will maintain greater than satisfactory scores on program completion surveys of graduates.</p> <p>The program will increase its retention rate from the average of the program’s prior three-year retention rate.</p> <p>The retention rate is the number of students who successfully complete the program and are able to take their NCLEX licensure exam.</p>
Operating Information	
Pass rates have been greater than 92% since 2008. We have documentation of strong satisfaction with	

Nursing Science Program Review 2012-2013

our graduates, and Ventura College enjoys an excellent reputation in Ventura County for producing top notch graduates and having a rigorous and extremely high quality program. Graduates are surveyed upon graduation and one year after completion of the program, and results of the surveys are consistently highly positive. Graduates state that the program prepared them well and that they are happy with their profession. Employer surveys provide similar positive feedback.

The first semester of nursing (NS 10) shows a 3 year average of 296 above the district goal of 275. This average does decrease as students progress in the program to NS 20 (average ratio = 241), NS 30 (average ratio = 243), and NS 40 (average ratio = 249). This decrease demonstrates the rigor of the nursing program and the fact that students withdraw/fail because they are not meeting clinical/theory objectives. The clinical lab size is thereby decreased from 11 students even further.

The retention rates of the nursing department are higher than those of the college at 90% at census compared to the college rate of 86%. Success rates are significantly higher with the nursing department at 85% compared to the college at 71%. This presents a false picture for the nursing program in regard to retention and success since the data is collected at census at not at program or course completion. Our program retention is 57 - 70%. The state chancellor's office defines retention as nursing program completion (4 semesters).

Analysis – Assessment

The overall program retention rate (retention defined as completion of the ADN program) needs to be improved. Pages 26-28 of this report clearly demonstrate the activities that have been undertaken by the faculty to improve retention. It should be noted that all of these activities are a result of grand funded and are not supported by the general fund. They will not continue when the grants ended on June 30, 2012. Students have requested on their program evaluations for the last 7 years the need for a RN instructor in the skills lab. This would enable the skills labs to be open during unscheduled class times and the students would be able to access this instructor for remediation and help in dosage calculation, skills, nursing care planning, and critical thinking.

The BRN gave the nursing program a recommendation that the issue of no skills lab must be addressed with a written plan to the curriculum meeting for approval at the October 30, 2012 meeting.

Certified Nursing Assistant Program

Program-Level Student Learning Outcome 1	Performance Indicators
Demonstrates effective communication and team building through interaction with members of the healthcare team, family and others involved in client care.	Observation of performance in clinical based on rubric. 100% of students will achieve a score of 75%.
Operating Information	
This area is somewhat subjective to evaluate but students meet this goal 75% of the time.	
Analysis – Assessment	
Due to the potential for safety of patient care to be compromised if effective communication is not utilized, we would like this learning outcome to be reached 75% of the time. More practice and time to work on this skill will be needed. A skills lab instructor is necessary, and requested by the students	

Nursing Science Program Review 2012-2013

multiple times in evaluations in order for them to be able to practice these skills in skills lab.

CNA Program-Level Student Learning Outcome 2	Performance Indicators
Demonstrates characteristics of professional and ethical behavior including honesty, confidentiality and integrity.	<p>Students will maintain a professional appearance and adhere to the dress code policy with only 2 exceptions.</p> <p>Students will maintain confidentiality and HIPPA laws in the clinical settings at all times with no exceptions.</p> <p>Students will show civility to their instructors, classmates, clients and staff in the clinical setting with only 1 exception.</p>
Operating Information	
Students took care of clients in a respectful and careful manner without being sent home for breaches in professionalism.	
Analysis – Assessment	
Objective data from clinical instructors on dress code policies, confidentiality and civility. Subjective data from positive input from facility staff at the clinical settings and facility administrators that students have done well in the clinical environment.	

Program-Level Student Learning Outcome 3	Performance Indicators
Demonstrate basic critical thinking and problem solving skills when caring for assigned client.	<p>Students will be able to effectively and accurately take vital signs on residents, being able to recognize when values are abnormal and their significance with only 2 exceptions (80%).</p> <p>Students will recognize medical emergencies with their clients and access the proper help with no exceptions.</p>
Operating Information	
Students achieved this 75% of the time. Due to the critical nature of this objective, mastery level needs to be increased.	
Analysis – Assessment	
The concepts and skills of vital signs are difficult to master from the theory class into the clinical setting. More practice and time are needed to work with the students individually on this skill. Students are asking for more scheduled time in the skills lab with a RN instructor.	
It is also a Department of Health Services regulation that the program has sufficient resources including staff and equipment to support the program.	

Nursing Science Program Review 2012-2013

Program-Level Student Learning Outcome 4	Performance Indicators
Demonstrates the role of a CNA and operates within their scope of practice.	Students demonstrate the care and skill in performing activities of daily living on clients that they care for with 75% accuracy. Student passes a written test on patient care skills and client rights of care. At least 80% of the class will achieve 80% or higher.
Operating Information	
This outcome has been successfully met.	
Analysis – Assessment	
Though this skill has been met, we feel it can be enhanced with more manikins and supplies in the CNA skills lab trailer, so more practice time can be achieved. The average skills pass rate on the state certification exam is 90%. The faculty has set a benchmark of 95% pass rate on the skills state certification exam.	

4A3: 2012-2013 Course Level Student Learning Outcomes - Refer to TracDat

4B: 2012-2013 Student Success Outcomes

ADN Nursing Program

Student Success Outcome 1	Performance Indicators
The program will increase its retention rate from the average of the program's prior three-year retention rate in Level One. The retention rate is the number of students who finish Level One with 75% or better.	The program will increase the retention rate in Level One by 2% or more above the average of the program's retention rate for the prior three years.
Operating Information	
Our current retention rate is 57 - 70% for program completion on time.	
Analysis – Assessment	
Attrition is highest in the first two semesters of the program. Students are unrealistic about the time commitment required for the program in order to be successful. They typically work too much while going to school. Financial need continues to be a huge barrier. There are also basic skills deficits as evidenced by low TEAS test scores. Student learning also tends to be interrupted by family problems, personal relationship problems, and lack of family support. Another challenge for VC is difficulty in recruiting skills lab faculty. The job opening remained unfilled for the past five years despite vigorous marketing and recruitment strategies. The director suspects low pay (as compared to hospital pay), as	

Nursing Science Program Review 2012-2013

being the biggest factor going against new faculty hiring for the skills lab.

The BRN gave the nursing program a recommendation that the issue of no skills lab must be addressed with a written plan to the curriculum meeting for approval at the October 30, 2012 meeting.

TEAS scores are predictive of success in nursing and have been implemented as part of the multi-criteria selection process. If the nursing program uses this test as a requirement in to the program, then the program has to pay the testing fee which is \$45/student. That fee is currently paid for by grant funding. There is no general fund allocation for this testing. Retention was significantly lower before this requirement was implemented into the application process.

Student Success Outcome 2	Performance Indicators
The program will increase its retention rate from the average of the program's prior three-year retention rate. The retention rate is the number of students who successfully complete the program and are able to take their NCLEX licensure exam.	Program retention for 2012-2013 will increase to 75%.
Operating Information	
Our current retention rate is 57 - 70% for program completion on time.	
Analysis – Assessment	
Students have requested on their program evaluations for the last 7 years the need for a RN instructor in the skills lab. This would enable the skills labs to be open during unscheduled class times and the students would be able to access this instructor for remediation and help in dosage calculation, skills, nursing care planning, and critical thinking.	
The BRN gave the nursing program a recommendation that the issue of no skills lab must be addressed with a written plan to the curriculum meeting for approval at the October 30, 2012 meeting.	

Student Success Outcome 3	Performance Indicators
The program will maintain greater than 80% satisfactory scores on employer surveys of graduates.	Employers state that VC graduates are prepared to function in the clinical setting upon graduation 80% of the time.
Operating Information	
Overall employer satisfaction with our graduates consistently trends over 83%.	
Analysis – Assessment	
Student success goal met. The program is preparing graduates to function safely in the care of patients.	

Nursing Science Program Review 2012-2013

Student Success Outcome 4	Performance Indicators
The program will maintain greater than 80% satisfactory scores on alumni surveys of graduates.	Alumni state that they felt prepared to meet the real world as a graduate 80% of the time.
Operating Information	
92 - 100% of students were satisfied with their preparation for role as member of a discipline. 86 - 100% of students were satisfied with their preparation for role as a manager of care. 85 - 100% of students were satisfied with their preparation for role as provider of care.	
Analysis – Assessment	
Student success goal met. The program is preparing graduates to function in the real world.	

Student Success Outcome 5	Performance Indicators
The program will maintain greater than satisfactory scores on program completion surveys of graduates.	80% of graduates state that they feel the nursing program prepared them to function competently in the clinical setting upon graduation.
Operating Information	
100% of graduates in F09 and S10 felt that the nursing program prepared them to function competently in the clinical setting upon graduation.	
Analysis – Assessment	
Student success goal met. The program is preparing graduates to function in the real world.	

Student Success Outcome 6	Performance Indicators
Students will pass their NCLEX licensure exam.	The program will maintain a pass rate on the NCLEX state licensure exam of >85%.
Operating Information	
Pass rates have been greater than 92% since 2008.	
Analysis – Assessment	
The nursing program has offered an onsite NCLEX-RN review course every semester for the past several years. The review course appears to have had a significant impact on NCLEX pass rates. Pass rates have been greater than 92% since 2008. This review has been totally funded by grants. The student pass rate was definitely lower when students had to pay for this review on their own.	

Nursing Science Program Review 2012-2013

Certified Nursing Assistant Program

Student Success Outcome 1	Performance Indicators
Students will complete the program earning a minimum of C in both clinical and theory to be able to take the State Certification test by the California Department of Public Health.	The program will maintain over 95% pass rate on completion of the program and State competency testing.
Operating Information	
The program has consistently met this goal since 2009 with state certification examination pass rates greater than 98% on written exams. The program has consistently met the goal of greater than 89% on its skills tests exam.	
Analysis – Assessment	
The Certified Nursing Assistant program is on track with 95% of the students applying for application into the ADN nursing program. Graduates have been able to secure jobs in skilled nursing facilities while they wait for entrance into the nursing program. The remainder of students is content with the completion of the CNA certificate as a terminal objective so that they can get out into the workforce.	

4C. 2012-2013 Program Operating Outcomes

ADN Nursing Program

Program Operating Outcome 1	Performance Indicators
The program will meet and/or maintain WSCH/FTEF the 275 goal set by the district.	The program will meet and/or maintain the efficiency goal of 275 set by the district.
Operating Information	
<p>The program data shows that with the average of 275, the nursing department is not meeting the district 275 goal. FY 09 and 11 were higher than the 275 goal as these years had a grant funded program and 36 extra students were in the program. For FY 11, the productivity ratio had increased to 279 because of increased student enrollment in Pharmacology and High Risk courses. For FY12, the class size for Pharmacology has been cut to 55 students. However, considering the small laboratory size of 11 students, and the rigor of the program, the nursing department is quite efficient at 96%.</p> <p>For strictly lecture courses, i.e., Pharmacology (NS V07), there is extremely high productivity ratios. The district goal is 275 and the three year average is 818. This is 297% efficiency over the district goal despite the decrease in class size.</p> <p>The first semester of nursing (NS 10) shows a 3 year average of 296 above the district goal of 275. This average does decrease as students progress in the program to NS 20 (average ratio = 241), NS 30 (average ratio = 243), and NS 40 (average ratio = 249). This decrease demonstrates the rigor of the nursing program and the fact that students withdraw/fail because they are not meeting clinical/theory objectives. The clinical lab size is thereby decreased from 11 students even further.</p> <p>Other support courses that are currently grant funded, i.e., NS V 84A, 84B, NS 88G, NS 88H, and NS 85,</p>	

Nursing Science Program Review 2012-2013

is incredibly productive at 3 year averages of 778, 458 and 257 respectively. In addition, NS V75 a prenursing course, has steadily maintained a 3 year average of 645 with a current FY12 high of 638. It is important to note that all of these courses are currently listed as Tier 3. They are highly successful and support retention in the nursing program.

Analysis – Assessment

NS V07, 75, 84A, 84B, and 85 are currently listed as Tier 3 courses and are under consideration for being cut. These courses support retention in the ADN program. As the nursing program is struggling to increase its student retention rate, general funding needs to be provided for the continuance of these courses. These courses and a skills lab faculty are necessary to support students as they progress in the nursing program and the complexity and rigor required of students increases.

The BRN gave the nursing program a recommendation that the issue of no skills lab instructor must be addressed with a written plan to the curriculum meeting for approval at the October 30, 2012 meeting.

Program Operating Outcome 2	Performance Indicators
Inventory of instructional equipment is functional, current, and otherwise adequate to maintain a quality-learning environment. Inventory of all equipment over \$200 will be maintained and a replacement schedule will be developed. Service contracts for equipment over \$5000 will be budgeted if funds are available.	A current inventory of all equipment in the program will be maintained. Equipment having a value over \$5000 will have a service contract. A schedule for service life and replacement of outdated equipment will reflect the total cost of ownership.
Operating Information	
<p>The inventory list has been updated and reveals equipment that is significantly old. There are two Geri manikins that are 8 years old and two that are 7 years old. Venous arm and wound models are also 7 years old. The supplies budget shows a 17% increase over the last three years while the college experienced a 1% increase. However, in comparison to last year's budget for supplies, there is actually less than a \$1,000 increase from FY11 to FY12.</p> <p>The equipment budget shows a 41% decrease over the last three years while the college experienced a 18% increase. The department has been able to make up the deficit by using grant funds. These grant funds ended June 30, 2012.</p> <p>The pediatric PECS241 Simulator has had no warranty coverage since 5/22/10 because of lack of funds (\$4,872/4,641 annual and multi-year warranty). It no longer is functioning and cannot be used for simulation. The adult ECS705 Simulator has had no warranty coverage since 7/1/09 because of lack of funds (\$4,872/4,641 extended annual and multi-year warranty). It costs \$700 one way to ship to Florida for repair.</p> <p>There are not enough IV controller pumps for students to practice on in the skills lab and there is no pediatric syringe infusion pump (need Medfusion 3500).</p>	

Nursing Science Program Review 2012-2013

Analysis – Assessment
<p>It is a Board of Registered Nursing regulation that the program has sufficient resources including equipment to support the program. It should be noted that the general funding allocated to equipment in the past 3 years will not even cover maintenance agreements on the high fidelity simulators that we have, let alone any other necessary equipment or replacement. Grant funding has provided necessary funding of these simulators, required software, electronic medication administration systems and other necessary equipment. These grant funds ended June 30, 2012. The high fidelity simulators are computers and high tech equipment that require weekly maintenance and service. The simulator cost \$700 one way to transport to Florida for repair which is the only place it can be done at present. The maintenance agreement is more than worth the expense of shipping and repair. The simulators and replacement parts, intravenous pumps and other high tech equipment are used on a daily basis and must be replaced frequently because of wear and tear and new technology.</p>

Program Operating Outcome 3	Performance Indicators
<p>The program shall have sufficient resources, including faculty, library, staff and support services, physical space and equipment, including technology, to achieve the program's objectives (BRN regulation Section 1424 (d)).</p>	<p>There are adequate resources to assist the students to achieve the program objectives.</p>

Operating Information
<p>The BRN gave the nursing program a recommendation that the issue of no skills lab instructor must be addressed. In addition, another concern expressed by the BRN was the noise factor in the LRC while nursing students are testing or using the computers. The BRN recommendation was to obtain additional lap top computers to be used in the nursing skills labs where there is a quiet environment or to obtain noise cancelling headphones. Both of these issues must be addressed with a written plan to the BRN curriculum meeting in for approval at the October 30, 2012 meeting.</p>

Analysis – Assessment
<p>The nursing department must meet the BRN recommendations or face noncompliance and program non-approval. It is state law that the program have sufficient resources, including faculty, library, staff and support services, physical space and equipment, including technology, to achieve the program's objectives</p>

Nursing Science Program Review 2012-2013

Certified Nursing Assistant Program

Program Operating Outcome 1	Performance Indicators
The program will meet and/or maintain WSCH/FTEF at the 350 goal set by the district.	The program will meet and/or maintain the efficiency goal of 350 set by the district.
Operating Information	
The data for the Certified Nursing Assistant Program (CNA) shows that with the average of 393, the CNA program is well above meeting the district 350 goal. FY 12 productivity ratio has decreased slightly to 354 at a 101% efficiency ratio. This slight decrease is attributed to the fact that the lecture and lab for this course has been combined.	
Analysis – Assessment	
Considering the small laboratory size of 15 students, and the rigor of the program, the CNA program is quite efficient at 101%.	

Program Operating Outcome 2	Performance Indicators
The program shall have sufficient resources, including faculty, library, staff and support services, physical space and equipment, including technology, to achieve the program's objectives (DPHS).	There are adequate resources to assist the students to achieve the program objectives.
Operating Information	
The Department of Health Services (DPHS) mandates that the program has sufficient resources including staff and equipment to support the program.	
Analysis – Assessment	
The CNA program must be the regulations of the DPHS or face noncompliance and program non-approval. It is state law that the program have sufficient resources, including faculty, library, staff and support services, physical space and equipment, including technology, to achieve the program's objectives	
Program Operating Outcome 3	Performance Indicators
Inventory of instructional equipment is functional, current, and otherwise adequate to maintain a quality-learning environment. Inventory of all equipment over \$200 will be maintained and a replacement schedule will be developed. Service contracts for equipment over \$5000 will be budgeted if funds are available.	A current inventory of all equipment in the program will be maintained. Equipment having a value over \$5000 will have a service contract. A schedule for service life and replacement of outdated equipment will reflect the total cost of ownership.
Operating Information	
The inventory list has been updated and reveals equipment that is significantly old. There are two Geri manikins that are 8 years old and two that are 7 years old. Venous arm and wound models are also 7 years old. The supplies budget shows a 17% increase over the last three years while the college experienced a 1% increase. However, in comparison to last year's budget for supplies, there is actually less than a \$1,000 increase from FY11 to FY12.	

Nursing Science Program Review 2012-2013

The equipment budget shows a 41% decrease over the last three years while the college experienced an 18% increase. The department has been able to make up the deficit by using grant funds. These grant funds ended June 30, 2012.

There must be adequate equipment for the students to meet safety requirements in the clinical setting. There is no electronic lift for students to practice lifting and moving patients safely in the skilled nursing facility.

Analysis – Assessment

It is a Department of Health Services regulation that the program has sufficient resources including equipment to support the program. It should be noted that the general funding allocated to equipment in the past 3 years will not even cover maintenance agreements on the high fidelity simulators that we have, let alone any other necessary equipment or replacement. Grant funding has provided necessary funding of these simulators, required software, electronic medication administration systems and other necessary equipment. These grant funds ended June 30, 2012. The high fidelity simulators are computers and high tech equipment that require weekly maintenance and service. The simulator cost \$700 one way to transport to Florida for repair which is the only place it can be done at present. The maintenance agreement is more than worth the expense of shipping and repair. The manikins and replacement parts, electronic vital signs and other high tech equipment are used on a daily basis and must be replaced frequently because of wear and tear and new technology. One of the beds in TR-16 is broken and will not go up and down. This is a body mechanics safety issue for students, as well as, the fact that there is no electronic lift for them to practice the safe movement and lifting of patients. In addition, there is not enough linen to practice personal hygiene. Lastly, the need for a CNA skills lab instructor has been brought up by students repeatedly in their course evaluations. A skills lab instructor is needed to increase the pass percentage rate on the certification exam.

Nursing Science Program Review 2012-2013

4D. Program Review Rubrics for Instructional Programs

Academic Programs

Point Value	Element	Score
Up to 6	Enrollment demand	
Up to 6	Sufficient resources to support the program (ability to find qualified instructors; financial resources; equipment; space)	
Up to 4	Agreed-upon productivity rate	
Up to 4	Retention rate	
Up to 3	Success rate (passing with C or higher)	
Up to 3	Ongoing and active participation in SLO assessment process	
Total Points	Interpretation	
22 – 26	Program is current and vibrant with no further action recommendation	
18 – 21	Recommendation to attempt to strengthen the program	
Below 18	Recommendation to consider discontinuation of the program	

TOTAL

CTE Programs

Point Value	Element	Score
Up to 6	Enrollment demand	6
Up to 6	Sufficient resources to support the program (ability to find qualified instructors; financial resources; equipment; space)	4
Up to 6	Program success (degree / certificate / proficiency award completion over 4 year period)	6
Up to 4	Agreed-upon productivity rate	4
Up to 4	Retention rate	4
Up to 4	Employment outlook for graduates / job market relevance	2
Up to 3	Success rate (passing with C or higher)	3
Up to 3	Ongoing and active participation in SLO assessment process	3
Total Points	Interpretation	
31 - 36	Program is current and vibrant with no further action recommendation	
25 - 30	Recommendation to attempt to strengthen the program	
Below 25	Recommendation to consider discontinuation of the program	

Nursing Science Program Review

2012-2013

5. Findings

2012-2013 - FINDINGS

Finding 1: Student performance assessment/indicators across the curriculum show that actions need to be taken to correlate theory to practice. By improving nurse competence in this area with the use of increased focus and assistance with a skills lab instructor in the areas of concept mapping, care planning, dosage calculation, skills performance, and clarification of nursing theory, student retention and critical thinking will be increased. Research data demonstrates that as critical thinking skills improves, so does NCLEX-RN (state licensure) exam pass rates. Nursing and certified nursing assistant students have repeatedly requested a skills lab instructor in program evaluations to be available to them. **The BRN gave the nursing program a recommendation that the issue of no skills lab instructor must be addressed with a written plan to the curriculum meeting for approval at the October 30, 2012 meeting. It is also a Department of Health Services regulation that the program has sufficient resources including faculty and equipment to support the program.** Therefore, two 50% skills lab instructors are necessary to provide these activities for 20 hrs/week each in the skills labs.

Finding 2: It is a Board of Registered Nursing regulation that the program has sufficient resources including equipment to support the program. It should be noted that the general funding allocated to equipment in the past 3 years will not even cover maintenance agreements on the high fidelity simulators that we have, let alone any other necessary equipment or replacement. Grant funding has provided necessary funding of these simulators, required software, electronic medication administration systems and other necessary equipment. These grant funds ended June 30, 2012. The high fidelity simulators are computers and high tech equipment that require weekly maintenance and service. The simulator cost \$700 one way to transport to Florida for repair which is the only place it can be done at present. The maintenance agreement is more than worth the expense of shipping and repair. The manikins and replacement parts, intravenous pumps and other high tech equipment are used on a daily basis and must be replaced frequently because of wear and tear and new technology. The current budget allocation of \$0 is not enough to meet the replacement costs of equipment. Equipment funding must be increased to a minimum of \$15,000/year and maintenance contracts need to be general funded.

Finding 3: It is a Board of Registered Nursing and Department of Health Services on regulation that the program has sufficient resources including equipment to support the program. The BRN noted that the LRC is too noisy for students taking NLN achievement tests, NCLEX 400 tests, and ATI critical thinking scenarios. In their recommendation, they wrote that students should either be provided with noise cancelling headphones for use all of the time or more laptops should be secured to be used in the nursing department skills lab in order to successfully complete their exams, resumes, etc.

Finding 4: It is a Board of Registered Nursing and Department of Health Services on regulation that the program has sufficient resources including equipment to support the program. There must be adequate equipment for the students to meet safety requirements in the clinical setting. There is no electronic lift for students to practice lifting and moving patients safely in the skilled nursing facility. There is a Hill Rom bed that is broken and will not go up or down. This is a safety issue. There is no pediatric syringe controller pump for students to practice on in the delivery of pediatric IV medication in the skills lab.

Nursing Science Program Review 2012-2013

6. Initiatives

6A: 2011-2012 - Initiatives

Initiative

Move Admin I and Clinical Simulation Specialist to general fund in order to sustain the viability of the nursing program.

Initiative ID

NURS2012_01 (This initiative has been funded for FY 13)

Links to Finding 1

Classified staff shows a 221% decrease over the last three years while the college has had only a 1% decrease. An Admin I and the Clinical Simulation Specialist are 100% and 58% grant funded respectively. The Admin II is the only classified staff to be 100% general funded and the Clinical Simulation Specialist is 42% general funded. These classified positions will not be funded when the grant funds end on June 30, 2012. One classified staff position cannot support the 180 CNA and ADN students and the complicated admission and ongoing procedures and BRN requirements necessary to run the nursing and certified nurse assistant program.

Grant funding for the two positions of Admin I and Clinical Simulation Specialist terminates June 30, 2011. The nursing department is at a loss to suggest a solution as to the catastrophic effects the loss of these two positions will have on the department should the positions not be moved to 100% of the general fund. The department would suffer severe contractual and accreditation violations if these positions were lost and would probably bring our program to a standstill.

Benefits:

The nursing department will continue to exist, and clinical facility contractual and accreditation requirements will continue to be met.

Request for Resources

General funding for Admin I and Clinical Simulation Specialist positions

Funding Sources

Please check one or more of the following funding sources.

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	X
Requires computer equipment funds (hardware and software)	
Requires college equipment funds (other than computer related)	
Requires college facilities funds	
Requires other resources (grants, etc.)	

Nursing Science Program Review

2012-2013

Initiative

Improve nursing program retention rate

Initiative ID

NURS2012_02 (This initiative was not funded for FY 13 and is now the #1 priority)

Links to Finding 2

Student performance assessment/indicators across the curriculum show that actions need to be taken to correlate theory to practice. By improving nurse competence in this area with the use of increased focus and assistance with a skills lab instructor in the areas of concept mapping, care planning, dosage calculation, skills performance, and clarification of nursing theory, student retention and critical thinking will be increased. Students have repeatedly requested on their program evaluations for the last 5 years the need for a RN skills lab instructor to be available to them. Therefore, two 50% skills lab instructors are necessary to provide these activities for 20 hrs/week each in the skills labs.

Student performance assessment/indicators across the curriculum showed that actions needed to be taken to correlate theory to practice. By improving nurse competence in this area, patient safety, will be increased. In addition, nursing skills, knowledge, and practice will reflect current best practices.

Benefits

A skills lab instructor would improve the students' acquisition of nursing knowledge and skills, critical thinking, improve retention rates, and ultimately provide increased nursing services to the Ventura County community.

Requests for Resources

Skills lab instructors - \$60,000 (20 hrs/wk each x 2 semesters)

Funding Sources

Please check one or more of the following funding sources

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	X
Requires computer equipment funds (hardware and software)	
Requires college equipment funds (other than computer related)	
Requires college facilities funds	
Requires other resources (grants, etc.)	

Nursing Science Program Review

2012-2013

Initiative

Improve application of theory to practice and clinical decision making.

Initiative ID

NURS2012_03 (This initiative was not funded for FY 13 and remains a priority)

Links to Finding 3

Attrition is highest in the first two semesters of the nursing program primarily due to basic learning and study skills deficits. To remedy this, the nursing department has implemented innovative strategies to improve student retention and success, as well as, application of theory to practice and critical thinking. We have designated two PT nursing faculty whose focus is retention and remediation. Their focus is on assisting students with deficits in dosage calculation, clinical skills and skills testing, physical assessment, and theory. We have reinstated our High Risk in Nursing courses (NS V84A and 84B) for our first and second semester students. In addition, we have reinstated a “Success Workshop” course (NS V85) which focuses on note taking, test taking, reading the textbook, and study skills. This workshop is available for all first and second semester students. NS V75 prepares students with the skills necessary to be successful in a challenging and rigorous nursing program. These support courses have been strategically placed throughout the nursing curriculum to improve student success. These courses support student application of theory to practice and are currently grant funded but are currently listed as Tier 3 courses and are under consideration for being cut. These courses are necessary to support students as they progress in the nursing program and the complexity and rigor required of students increases. General funding needs to be provided for the continuance of these courses.

Benefits

General funding support for these courses will improve students’ ability to apply theory to practice and clinical decision making skills. Research data demonstrates that as critical thinking skills improves, so does NCLEX-RN (state licensure) exam pass rates.

Request for Resources

Movement of NS V75, NS V85, NS V84A & B from Tier 3 to Tier 2.

General funding for NS V75, 84A, 84B, 85

Funding Sources

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	X
Requires computer equipment funds (hardware and software))	
Requires college equipment funds (other than computer related)	
Requires college facilities funds	
Requires other resources (grants, etc.)	

Nursing Science Program Review

2012-2013

Initiative

Improve quality of documentation of nursing assessment/intervention and progress toward goals in the electronic medical record format.

Initiative ID

NURS2012_04 (This initiative was not funded for FY 13)

Links to Finding 2

Documentation in the medical record is the primary communication between the interdisciplinary team. It serves as the recorded legal documentation of the patient's hospitalization and care received. Nurses are required to thoroughly and objectively record patient assessments, problem identification, nursing interventions, and patient response to other members of the health care team to insure continuity and quality of care. It is a recommendation from the Institute of Medicine that all medical records will be in the electronic medical record format. Therefore, it is imperative that nursing students develop competency in information technology skills.

Benefits

Nursing students will be prepared to perform this skill in the clinical area and will develop the necessary competency in information technology skills.

Request for Resources

Nurse Squared (electronic medical record) - \$5,950 (NS 10)

ActivSim - virtual simulation - \$4,500 (NS 20 & 30)

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	X
Requires computer equipment funds (hardware and software)	X
Requires college equipment funds (other than computer related)	
Requires college facilities funds	
Requires other resources (grants, etc.)	

Nursing Science Program Review 2012-2013

2011 - 2012 FINAL Program Initiative Priority Ratings

Division Code	Program	Category	Program Priority (0, 1, 2, 3...)	Division Priority (R, H, M, L)	Committee Priority (R, H, M, L)	College Priority (R, H, M, L)	Initiative ID	Initiative ID	Initiative Title	Resource Description	Resource Category	Estimated Cost	Adjusted Cost	Accumulated Costs	Full Time or Part Time
36	Nursing	None	0	L				NURS1201	Improve Student Retention	These support activities have been strategically placed throughout the nursing curriculum to improve student success. Currently, these courses (NS V75, NS V85, NS 84A & B) are 100% grant funded. It is imperative that these courses be moved from Tier 3 to Tier 2.	0			-	
36	Nursing & Cert. Nurse Assistant	Faculty	1	H			NURS 12-0	NURS1203	Nursing Support Courses	4 courses = 130.50 hours	1	6,525	6,525	6,525	PT
36	Nursing & Cert. Nurse Assistant	Personnel	1	R		H	NURS 12-0	NURS1201	Admin I	40 hrs/wk classified Admin. I	2	53,699	84,186	90,711	
36	Nursing & Cert. Nurse Assistant	Personnel	1	R		H	NURS 12-0	NURS1201	Clinical Simulation Specialist	40 hrs/wk classified Clinical Simulation Specialist	2	51,985	69,535	160,246	
36	Nursing & Cert. Nurse Assistant	Personnel	2	L		L	NURS 12-0	NURS1202	Skills lab instructor	20 hrs/wk classified Skills Lab Instructor	2	35,000	35,000	195,246	
32	Nursing & Cert. Nurse Assistant	Technology	3	M	H	H	NURS 12-0	NURS1204	Electronic medical record & Documentation	Computer Software	3	10,450	10,450	205,696	

Nursing Science Program Review 2012-2013

6B: 2012-2013 INITIATIVES

Initiative 1

Improve application of theory to practice and clinical decision making and improve nursing program retention rate.

Initiative ID

NURS2013_01 (This initiative was not funded for FY 13 and is now the #1 priority)

Links to Finding 1

Student performance assessment/indicators across the curriculum show that actions need to be taken to correlate theory to practice. By improving nurse competence in this area with the use of increased focus and assistance with a skills lab instructor in the areas of concept mapping, care planning, dosage calculation, skills performance, and clarification of nursing theory, student retention and critical thinking will be increased. Research data demonstrates that as critical thinking skills improves, so does NCLEX-RN (state licensure) exam pass rates. Students have repeatedly requested on their program evaluations for the last 5 years the need for a RN skills lab instructor to be available to them. Therefore, two 50% skills lab instructors are necessary to provide these activities for 20 hrs/week each in the skills labs.

Student performance assessment/indicators across the curriculum showed that actions needed to be taken to correlate theory to practice. By improving nurse competence in this area, patient safety, will be increased. In addition, nursing skills, knowledge, and practice will reflect current best practices.

Benefits

A skills lab instructor would improve the students' acquisition of nursing knowledge and skills, critical thinking, improve retention rates, and ultimately provide increased nursing services to the Ventura County community. Meets Perkins Core Indicators in regards to student recruitment, retention, completion and workforce employment, especially for special population and non-traditional students.

Requests for Resources

Skills lab instructors - \$70,000 (20 hrs/wk each x 2 semesters)

Funding Sources

Please check one or more of the following funding sources

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	X
Requires computer equipment funds (hardware and software)	
Requires college equipment funds (other than computer related)	
Requires college facilities funds	
Requires other resources (grants, etc.)	

Nursing Science Program Review

2012-2013

Initiative 2

Improve application of theory to practice and clinical decision making and improve nursing program retention rate.

Initiative ID

NURS2013_02 (This initiative was not funded for FY 13 and is now the #2 priority)

Links to Finding 2

Student performance assessment/indicators across the curriculum show that actions need to be taken to correlate theory to practice. By improving nurse competence in this area with the use of increased focus on simulation in the skills lab, skills performance and critical thinking will be increased. It is the Board of Registered Nursing's position that students are provided with simulation experiences especially in those areas where clinical experiences are limited, i.e., pediatrics. Research data demonstrates that as critical thinking skills improves, so does NCLEX-RN (state licensure) exam pass rates. Students have reported on their evaluations the benefit of simulation experiences.

The pediatric PECS241 Simulator has had no warranty coverage since 5/22/10 because of lack of funds (\$4,872/4,641 annual and multi-year warranty). It no longer is functioning and cannot be used for simulation. The adult ECS705 Simulator has had no warranty coverage since 7/1/09 because of lack of funds (\$4,872/4,641 extended annual and multi-year warranty). It costs \$700 one way to ship to Florida for repair.

Benefits

Student performance assessment/indicators across the curriculum show that actions needed to be taken to correlate theory to practice. By improving nurse competence in this area, patient safety, will be increased. In addition, nursing skills, knowledge, and practice will reflect current best practices.

Requests for Resources

Pediatric High Fidelity Simulator with extended system warranty - \$52,078
 Extended warranty system for adult ECS705 High Fidelity Simulator (2 years) \$9,744

Funding Sources

Please check one or more of the following funding sources. Meets Perkins Core Indicators in regards to student recruitment, retention, completion and workforce employment, especially for special population and non-traditional students.

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	
Requires computer equipment funds (hardware and software)	
Requires college equipment funds (other than computer related)	X
Requires college facilities funds	
Requires other resources (grants, etc.)	X

Nursing Science Program Review

2012-2013

Initiative 3

Improve application of theory to practice and clinical decision making, improve nursing program retention rate, and improve quality of documentation of nursing assessment/intervention and progress toward goals in the electronic medical record format.

Initiative ID

NURS2013_03

Links to Finding 3

Student performance assessment/indicators across the curriculum show that actions need to be taken to correlate theory to practice. By improving nurse competence in this area with the use of increased focus on computer testing and critical thinking scenarios, critical thinking will be increased. Research data demonstrates that as critical thinking skills improves, so does NCLEX-RN (state licensure) exam pass rates. Students have reported on their evaluations the benefit of simulation experiences.

Documentation in the medical record is the primary communication between the interdisciplinary team. It serves as the recorded legal documentation of the patient's hospitalization and care received. Nurses are required to thoroughly and objectively record patient assessments, problem identification, nursing interventions, and patient response to other members of the health care team to insure continuity and quality of care. It is a recommendation from the Institute of Medicine that all medical records will be in the electronic medical record format. Therefore, it is imperative that nursing students develop competency in information technology skills.

Benefits

Student performance assessment/indicators across the curriculum show that actions needed to be taken to correlate theory to practice. By improving nurse competence in this area, patient safety, will be increased. In addition, nursing skills, knowledge, and practice will reflect current best practices.

Nursing students will be prepared to perform this skill in the clinical area and will develop the necessary competency in information technology skills.

Requests for Resources

8 laptop computers - \$7,200

1 instructor laptop - \$942

Security cart for laptops - \$1,732

Funding Sources

Please check one or more of the following funding sources. Meets Perkins Core Indicators in regards to student recruitment, retention, completion and workforce employment, especially for special population and non-traditional students.

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	
Requires computer equipment funds (hardware and software)	
Requires college equipment funds (other than computer related)	
Requires college facilities funds	
Requires other resources (grants, etc.)	X

Nursing Science Program Review

2012-2013

Initiative 4

Improve safety and the application of theory to practice and clinical decision making.

Initiative ID

NURS2013_04

Links to Finding 4

Student performance assessment/indicators across the curriculum show that actions need to be taken to correlate theory to practice. There must be adequate equipment for the students to meet safety requirements in the clinical setting. Nurse competence in this area can be improved with the use of increased focus on lifting and moving patients safely in the skilled nursing facility with the use of the electronic lift. There is a Hill Rom bed that is broken and will not go up or down. This is a safety issue. There is no pediatric syringe controller pump for students to practice on in the delivery of pediatric IV medication in the skills lab.

Benefits

Student performance assessment/indicators across the curriculum show that actions need to be taken to correlate theory to practice. By improving nurse competence in this area, patient safety, will be increased. In addition, nursing skills, knowledge, and practice will reflect current best practices. Nursing students will be prepared to perform this skill in the clinical area and will develop the necessary competency in information technology skills.

Requests for Resources

Repair of Hill Rom bed – Labor \$140/hr. + parts

Medfusion 3500 Syringe Pump - \$3,499.06 + \$ 22.74 shipping = \$3,521.80

Sara 3000 Lift with scale and 3 sizes of slings + freight = \$7,080.00

Funding Sources

Please check one or more of the following funding sources. Meets Perkins Core Indicators in regards to student recruitment, retention, completion and workforce employment, especially for special population and non-traditional students.

No new resources are required (use existing resources)	
Requires additional general funds for personnel, supplies or services (includes maintenance contracts)	
Requires computer equipment funds (hardware and software)	
Requires college equipment funds (other than computer related)	X
Requires college facilities funds	X
Requires other resources (grants, etc.)	

Nursing Science Program Review 2012-2013

6C: 2012-2013 Program Initiative Priority Ratings

Program	Finding Number	Category	Program Priority (R, H, M, L)	Division Priority (R,H,M,L)	Committee Priority (R, H, M, L)	College Priority (H, M, L)	Initiative ID	Initiative Title	Resource Description	Estimated Cost
Nursing	3 2012 Finding	None	L				NURS2012_03	Improve Student Retention	These support activities have been strategically placed throughout the nursing curriculum to improve student success. Currently, these courses (NS V75, NSV85, NS V84A & 84B) are 100% grant funded. It is imperative that these courses be moved from Tier 3 to Tier 2.	0
Nursing & CNA	1	Faculty	H				NURS2013_01	Improve application of theory to practice and clinical decision making and improve nursing program retention rate.	Skills lab instructors - (20 hrs/wk each x 2 semesters)	\$70,000
Nursing & CNA	2	Services	R				NURS2013_02	Improve application of theory to practice and clinical decision making and improve nursing program retention rate.	Pediatric High Fidelity Simulator with extended system warranty Extended warranty system for adult ECS705 High	\$52,078 (Perkins) \$9,744

Nursing Science Program Review 2012-2013

									Fidelity Simulator (2 years)	
Nursing & PM	3	Computer Equip	H				NURS2013_03	Improve application of theory to practice and clinical decision making, improve nursing program retention rate, and improve quality of documentation of nursing assessment/intervention and progress toward goals in the electronic medical record format.	Laptops (8) Instructor laptop (1) Security cart for laptops	\$8,142 (Perkins) \$942 (Perkins) \$1,732
Nursing & CNA	4	Facilities Equipment	R H				NURS2013_04	Improve safety and the application of theory to practice and clinical decision making.	Repair Hill Rom bed in TR16 Sara 3000 Lift with scale & slings Medfusion 3500 Syringe Pump	\$140/hr. labor \$7,080 \$3,521.80

Nursing Science Program Review

2012-2013

6D: PRIORITIZATIONS OF INITIATIVES WILL TAKE PLACE AT THE PROGRAM, DIVISION, COMMITTEE, AND COLLEGE LEVELS:

Program/Department Level Initiative Prioritization

All initiatives will first be prioritized by the program/department staff. Prioritize the initiatives using the **RHML** priority levels defined below.

Division Level Initiative Prioritization

The program initiatives within a division will be consolidated into division spreadsheets. The dean may include additional division-wide initiatives. All initiatives will then be prioritized using the **RHML** priority levels defined below.

Committee Level Initiative Prioritization

The division's spreadsheets will be prioritized by the appropriate college-wide committees (staffing, technology, equipment, facilities) using the **RHML** priority levels defined below.

College Level Initiative Prioritization

Dean's will present the consolidated prioritized initiatives to the College Planning Council. The College Planning Council will then prioritize the initiatives using the **RHML** priority levels defined below.

R: Required – mandated or unavoidable needs (litigation, contracts, unsafe to operate conditions, etc.).

H: High – approximately 1/3 of the total program/department/division's initiatives by resource category (personnel, equipment, etc.)

M: Medium – approximately 1/3 of the total program/department/division's initiatives by resource category (personnel, equipment, etc.)

L: Low – approximately 1/3 of the total program/department/division's initiatives by resource category (personnel, equipment, etc.)

Nursing Science Program Review

2012-2013

7. Process Assessment and Appeal

7A. Purpose of Process Assessment

The purpose of program review assessment is to evaluate the process for continual improvement. The process is required for accreditation and your input is very important to us as we strive to improve.

7B. 2012 - 2013 ASSESSMENT QUESTIONS

1. Did you complete the program review process last year, and if so, did you identify program initiatives?

- 2a. Were the identified initiatives implemented?

- 2b. Did the initiatives make a difference?

3. If you appealed or presented a minority opinion for the program review process last year, what was the result?

4. How have the changes in the program review process worked for your area?

5. How would you improve the program review process based on this experience?

7C. Appeals

After the program review process is complete, your program has the right to appeal the ranking of initiatives.

If you choose to appeal, please complete the appropriate form that explains and supports your position. Forms are located at the Program Review VC website.

The appeal will be handled at the next higher level of the program review process.