



**Nursing Advisory Committee  
April 11, 2014  
8:15 am-12:00 pm  
River Ridge Golf Club**

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

**AGENDA**

**ACTION SUMMARY**

AGENDA	Notes	ACTION
1. Welcome and Introductions		
2. Current Status of Programs: CSU Channel Islands, Moorpark College, and Ventura College  2.1 Student Success <ul style="list-style-type: none"> <li>• Retention</li> <li>• NCLEX First Attempt Pass Rate</li> </ul> 2.2 Employment	<p>Carol Higashida - Moorpark Stats – 33 enrolled each semester additional 11 w/grants – 153 currently enrolled. Retention rate – students admitted thru random selection. 48 students expected to graduate this Spring. Employment – approximately 1 year post grad to secure employment. 15% of the unemployed are in a BSN program. Decline in employment in recent years could be due to hospitals hiring BSN over ADN graduates. Program goals – increase retention, increase NCLEX pass rates, improve employment for graduates.</p> <p>Dr. Sandy Melton – Ventura College Stats – 50th anniversary for Ventura College nursing program. Stats as of 2000. 1612 ADN grads, 156 LVN-RN graduates, 44 ADN grads in May. NCLEX pass rates – 98% pass rate for Apr-Sept 2013. Employment rates – 6months to 1year post-graduation – low response</p>	

	<p>from graduates resulted in low percentage. Spring 2013 – 76% employed. Retention Rates – 4 semester data – ACEN accreditation just received using that data – retention rate is noticeably improved approximately 75%. LVN-RN has been 100% in the pass. Retention rate is 97%.</p> <p>Karen Jensen – CSU Channel Islands – Stats: 44 students admitted for 2014. Curriculum changed from 133- 120 units. Enrollment will probably increase to 55 for fall 2015. First graduating class from Cottage (15) this Spring. Program started 3 years ago – 68% retention on the first class. Since then retention at Cottage has been 100%. Fast Track program – should be considered as new grads due to they go from ADN to BSN program with no break. RN-BSN program currently has a large population for Moorpark. Admission has no cap and seats are open. Transitions program was successful in grads obtaining employment. Master Program will be developed over the next semester or two. Students (seniors) went to Ireland – led by Pauline Hunter – program gave students experience in Ireland hospital.</p> <p>Accreditation – Oct 13-15, 2014</p>	
<p>3. Current Status of Industry</p> <p>3.1 Hiring Practice</p> <ul style="list-style-type: none"> <li>• Number of graduates hired in Fall 2012 to Spring 2013 from CSUCI, MC, and VC</li> <li>• Projected number of graduates to be hired in 2014 from ADN and BSN programs</li> <li>• Documents expected of interviewee for the interview panel</li> </ul> <p>3.2 Strengths and weaknesses of new ADN and BSN graduates in terms of the following competencies:</p> <ul style="list-style-type: none"> <li>• Technical skills and Safety</li> <li>• Critical Thinking and Clinical Reasoning</li> <li>• Communication</li> <li>• Responsibility and Accountability</li> <li>• Organization and Prioritization</li> <li>• Leadership</li> </ul> <p>3.3 Partnership to improve student learning outcomes (competencies) and graduate performance</p> <p>3.4 New Graduate/Residency Program</p>	<p>Carol Nelson – Cottage Health System - 2 new graduate programs per year. Project the needs with HR, AVP &amp; Director of Education to determine openings. Interviewee should bring, letters of rec, resume, and well written cover letter. Strengths &amp; weaknesses – ADN – strong skills, BSN – more global in perspective – plan &amp; goal for personal career, excited about leadership projects, able to see the big picture. Weakness for both ADN &amp; BSN – need assistance in seeing the big picture, dealing with angry patient, dealing with families of difficulty situations. Previous jobs and maturity. Recommended review grad program to be able to interface better. Rate of RN’s leaving - 1.1% retirement, 9.5% voluntary turnover rate. Expectations of newly hired grads – minimum 2 year commitment, support learning, no request for time off right away, impeccable appearance, be enthusiastic, open to learning, be a good employee, function at a level of safety, get help when needed, receptive to coaching. ADN-BSN new grads would be accepted into their new grad program.</p> <p>Julie Merich – Simi Valley Hospital – grads hired fall 2012-spring 2013 – 1 grad hired – results of economic down turn. 2 new graduates hired in past month, both happen to be BSN, but that wasn’t a factor they were strong candidates. ADN’s are accepted on same hiring criteria. BSN candidates are considered global thinkers. New grads are cohorted and preceptor based. Docs to bring – resume, letters of recommendation. Strengths &amp; weaknesses: both programs produce strong candidates. Expectations: have low demands, open lines of communication, don’t ask for time off right away, be receptive to coaching. Improve grad performance – preceptor programs are helpful to get nursing students a taste of real nursing. No plans for a formal new grad program at this time. As positions open a new grad program could be possible. HR not able to give stats on retention.</p> <p>CMH – they are hiring – 74 new nurses hired – part time and per diem. 34 were AND; 40 were BSN, approx. 40 new grads. Preferred BSN but will hire ADN’s. LVN’s have been reduced by training them and moving them into other positions, such as surgical tech. Approx. 16 new CI grads hired, out of state grads hired as well. Expected docs: polished resume and cover letter, no letters of recommendation required. Expectations: engaging, caring, exceptional people that are engaging. A rigorous but not intimidating interview process. New grad frequently hired over experienced nurse. Hire character over experience. Fast Track grads have been hired. Transitions program has been wonderful – 10 grads have been hired. New grad program development – Flex Team - 14 residency program spear headed by Carole Ferrari. ADN-BSN are considered into the new grad program. Rate of retirement is very low, either due to economic reasons or are reducing to part time, therefore open positions are part time or per diem positions. Retention rate for new grads about 83% for the Flex Team.</p> <p>VCMC/Santa Paula – program started last Spring with electronic medical conversion. New graduates</p>	

3.5 Rate of RNs leaving the profession

hired to assist with the turnover; they were all hired for permanent positions. New graduates are hired. Positions are infrequent. Documents applicants are expected to present: resume, certifications of any kind (shows motivation), volunteer experience, dress to impress not to go out, attire should be modest and professional. Hiring process a bit long, be patient, county process can be long. ADN-BSN difference is writing skills. BSN shows better writing skills. Recommendation to ADN program is to increase writing work. Increase clinical rotations longer than 5 shifts. New graduate residency probably will open in the Fall 2014. Over 100 applicants will apply and those applicants will remain in the system for a year and potentially could be hired during that time period. Rate of retirement very low due to most nurses will retire from county as opposed to leave for another position at another facility.

Lee Abramo – Los Robles – committed to a residency program for new graduates last year. 2 cohorts per year with 6-8 new graduates. Application is open online and the requested documents are; resume, letter of recommendation from previous nursing faculty, essay as to why they want to be a part of the program, what they will bring to the patients, what interested them in nursing, RN license, minimum 3.0 GPA, proof of graduation in the past 12 months, volunteer experience. Applications are reviewed based on a point system. ADN's are not excluded, they are given 1 point and BSN's are given 2 points. Total points – 22. 18 or above move to phase 2 which is a telephone interview. 20 point total from phone interview then move to a panel interview phase 3. QSEN based interview total score is 90 points. Then move to Phase 4 – interview with chief nursing officer and director. Ranked high to low and then 2 alternates selected. Upon acceptance – preceptor ship will last up to one year. Give Casey Fink Nursing Questionnaire to identify learning needs or feeling as to how well students think they are progressing. 8 have been hired in 2013 – 2 have dropped – 1 wanted outpatient experience, the other hand poor hygiene or communication (however student scored very high in all phases of interview).

An additional 6-8 will be brought on in Sept. 2014. Would like to see commitment from the graduates so the investment made by the hospital into the new graduate pays off.

Judith Sumner – Northridge Hospital – 2 programs per year. And will anticipate to do so in the future 32 hired in 2013 – 2 from CI, 2 from Moorpark, good experience with Moorpark & CI. Target is BSN but will consider ADN. Application period is open online for 10 days. Approx. 652 applicants in the last opening. Applicants are asked to list their preferences and apps are reviewed accordingly. Looking of a 3.0 GPA, letters of recommendation, one from faculty. Letters to be signed and on letterhead, address letters to organization and to whom they are being directed to, be able to follow directions, original letters are to be presented at interview, letter of intent of residency program. Vacations during program not allowed. License not needed to apply but needed to start program. Graduate within 6 months – 12 months. Panel interviewing with behavioral questions. Strengths: prepared, & critical thinking. Weakness: being prepared and being able to apply that knowledge. BSN's show leadership skill. There are approximate 20 seats available. ADN-BSN are considered as new grads. Preferred recent bedside clinical practice. Retirement rates are minimal. New graduate retention is high. Northridge has gone to a RN only staff. LVN's used in outside areas with minimal positions.

Cathy Fronsak – SJRMC – hiring for attitude. Why did you go into nursing, behavioral question based interview. What keeps you in the nursing profession? 2 new grads were hired in the past year. New grad program to start – positions are posted right now. Will be hiring 12 new grad for the program.

Herb Geary – Cottage Health – demographics show that 50% of the nursing staff will be retiring within the next couple of years and jobs will be opening.

4. 4. Program Plan for improvement

4.1 Strategic direction for nursing

- CSUCI Masters in Nursing Program
- SB 850 Baccalaureate at Community Colleges

4.2 Strength and weakness with the plan for improvement

4.3 Resources needed and the role of Industry

Group 8 – Rachel Weinberg – ADN have more safety skills but BSN’s will get up to speed in that area in time, organization & prioritization comes in time and a acquired skill, BSN has leadership skills. ADN-BSN get rusty because they are out of the clinical setting. Would like to have clinical settings for those students to stay current with skills. Let RN staff know they are coming and encourage them to motivate the new students. Strategies - new graduate programs are BSN preferred and offering ADN’s course reimbursement to go back and get BSN.

Table VC – 1. SJRMC has new graduate program – 12 positions/2 L&D/10 med surg. Cottage can take up to 25 per year.

2. Critical thinking and communication - new grads are willing to ask questions. Having to teach new nurses manners is a shortfall. BSN’s have more confidence than ADN’s. New grads should have accountability and not ask for time off. Don’t walk from floor to floor texting – looks poorly to administration.

3. Can volunteer to keep up on skills. Quality and outcomes are considered. Care is important. Basic charting skills, don’t use texting language. Karen Jensen recommended to have a plan program to review hospital initiatives, hospital culture.

Table 6 –

1. Los Robles has new graduate program.

2. Communication issues – needs more bilingual focus. Organization & prioritization, time management needs improvement. Students are either too organized or not organized enough. Skills – transition program was a good program. Additional simulation. Role playing and integrating into course work. Promote new BSN’s into the workforce

Table 9 –

1. New graduate programs, residency programs, many are offering new graduate training and orientation within the specialties, like ICU, L&D & perioperative training at CMH.

2. Technical skills and safety. Critical thinking and reasoning – BSN’s are strong in this area. BSN’s display more confidence and self esteem. 2 yr programs are branching out and incorporating volunteer opportunities.

3. Bilingual very important.

4. Hands on care is very important. ADN do a better job at bathing, changing, hands on care. BSN’s tend to be focused on one thing – doing lungs today.

5. Provides tuition reimbursement for enhancing degree.

Table 10 –

1. Super users at VCMC, show why you want to be there.

2. Technical skills and safety were equal. Critical thinking and reasoning are necessary. Communication needs to be effective. BSN have notable better writing and communication. ADN programs could incorporate more of this. Leadership is important.

4. Preceptor ships and tutoring. Sometime you have to take a step back and re-orient. Remediation may be needed, and that’s ok.

5. Offering incentive s for RN’s to continue their education.

Table 2 –

2. Stay willing to work things out and with all generations within the profession.

Students are very willing to learn and will take the constructive criticism well. Critical thinking – BSN have a bit of advantage. Transition program was helpful. Increased the skills of the student nurse.

	<p>Improving communication. Organization &amp; Prioritize – stay fresh &amp; flexible. Leadership: RN’s had real world experience as opposed to the book learning.</p> <p>3. Focusing on skills that need improvement.</p> <p>4. Schedule for success – help those nurses that went to go back to increase education.</p> <p>Table 1 –</p> <p>1.</p> <p>2. ranked - Critical thinking #1, communication #2, organization #3</p> <p>Grads are well prepared and know technical skills and safety. But they don’t speak up to others. Encouraged to speak up. Critical Thinking and reasoning – BSN seem stronger. Professionalism</p> <p>5. Benchmarks being made per year. Tuition reimbursement. Increase pay for BSN, recommendation an online program</p> <p>Nurses that have been out for 5 years or more could be included in the residency even if they are not included in the new graduates.</p>	
7. Set next meeting time, place, date.		

Meeting Summary completed and distributed by: \_\_\_\_\_ Date: \_\_\_\_\_

<b>HANDOUTS</b>
Nursing Program Statistics
Industry Statistics