



Nursing Advisory Committee

April 29, 2022

9:00am – 11:30am

Agenda/ Speaker	Notes/ Summary	Action/ Goals
<p><b>Welcome and Introductions</b></p>	<p>Welcome by Nursing Chairs/Directors and introductions were given by all facilities, instructors, staff and students present.</p>	
<p><b>College Presentations:</b></p> <p>California State University Channel Islands-</p>	<p><i>Reference Slide Show</i></p> <ul style="list-style-type: none"> <li>• 2021 - 66 graduates               <ul style="list-style-type: none"> <li>○ 70 test takers (4 from 2020)</li> <li>○ All passed on first attempt</li> <li>○ Pass rate of 94.3%</li> </ul> </li> <li>• 2022 - 72 graduates</li> <li>• Spring Applications               <ul style="list-style-type: none"> <li>○ Goleta – 230 (22 admitted)</li> <li>○ Camarillo – 970 (48 admitted)</li> </ul> </li> <li>• High demand for nursing programs, partners are experiencing nursing shortages, ability to admit is based on clinical capacity</li> <li>• Attrition rate is around 3%</li> <li>• RN to BSN Program               <ul style="list-style-type: none"> <li>○ Partnering with 6 community colleges</li> <li>○ 2022 admitted 31 students</li> <li>○ ADN to BSN admissions are down statewide</li> <li>○ This year about 50% of applicants already had RN license, previously mainly ADN transfer students</li> <li>○ December 2021 – 16 graduates</li> <li>○ May 2022 – 18 graduates</li> <li>○ August 2022 – 2 graduates</li> </ul> </li> <li>• MSN Program               <ul style="list-style-type: none"> <li>○ Launched in Fall 2020 amid COVID</li> <li>○ Struggling with FNT clinical placements</li> <li>○ 90% of students on track to graduate</li> <li>○ CCNE Accreditation Visit expected by the end of May</li> <li>○ Site visit in September produced report with no recommendations</li> <li>○ BRN approval visit at end of September</li> <li>○ May 2022 – 14 graduates, 3 postmasters FNP certificate students, 12 FNP, 2 nurse educators</li> <li>○ Could use more FNP placements,</li> </ul> </li> </ul>	



<p>Moorpark College-</p>	<p>particularly with women’s health and pediatrics</p> <p><i>Reference Slide Show</i></p> <ul style="list-style-type: none"> <li>• ADN Program Enrollments <ul style="list-style-type: none"> <li>○ Fall 2021 – 30</li> <li>○ Spring 2022 – 36</li> <li>○ Applications up from pre-pandemic times by 20%, approximately 400 applicants each semester</li> <li>○ Admissions down by 10% due to COVID limitations</li> <li>○ Current struggle is pediatric placements</li> <li>○ Attrition rate has increased - related to family needs, career choice changes, excused withdrawals</li> </ul> </li> <li>• Admissions are a combination of multi criteria and random selection</li> <li>• Demographics – similar to surrounding area</li> <li>• Grants supporting the program - <ul style="list-style-type: none"> <li>○ Nursing Program Support</li> <li>○ Strong Workforce</li> </ul> </li> <li>• Retention by course <ul style="list-style-type: none"> <li>○ By course - Fall 2021 good overall</li> <li>○ Overall – benchmark recently updated due to ACEN Accreditation <ul style="list-style-type: none"> <li>▪ Previously 80%</li> <li>▪ Updated to 70%</li> </ul> </li> </ul> </li> <li>• Graduation Statistics <ul style="list-style-type: none"> <li>○ 67 potential graduates</li> <li>○ 33 in May 2022</li> <li>○ Will be fewer for 22-23 due to smaller upcoming classes</li> </ul> </li> <li>• Retention Strategies <ul style="list-style-type: none"> <li>○ Dedicated mental health counselor that focuses on nursing students</li> </ul> </li> <li>• NCLEX Pass Rates <ul style="list-style-type: none"> <li>○ 100% for the past few academic years, continue to meet benchmark of 90% or higher</li> </ul> </li> <li>• Graduate Employment <ul style="list-style-type: none"> <li>○ Survey timing has been updated. Previously at 6 months, updated to 12 months</li> </ul> </li> <li>• Graduates Pursuing a BSN or higher <ul style="list-style-type: none"> <li>○ Updated benchmark due to consistently exceeding previous benchmark</li> </ul> </li> <li>• End of Program Student Learning Outcomes</li> <li>• BRN Approval Visit - preliminary report shows no areas of non-compliance, recommendation to keep close eye on attrition and get retention to above 75%</li> </ul>	<p>Goals:</p> <ul style="list-style-type: none"> <li>-Reverse admission reduction, return to 40-44 admissions</li> <li>-Maintain retention of 70% or higher, strive for greater than 75%</li> <li>-Maintain NCLEX pass rates</li> <li>-Maintain grad employment rates</li> <li>-Continue to collaborate with health care partners and universities</li> </ul>
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<p>Ventura College-</p>	<p><i>Reference Slide Show</i></p> <ul style="list-style-type: none"> <li>• Graduation Statistics <ul style="list-style-type: none"> <li>○ May 2022 – 36</li> <li>○ Decline over the past years due to decreased enrollment</li> </ul> </li> <li>• NCLEX Pass Rates <ul style="list-style-type: none"> <li>○ Consistently over 93% for the past 4 plus years</li> <li>○ AP to LVN track remains at 100%, higher than state and national average</li> </ul> </li> <li>• Graduate Employment <ul style="list-style-type: none"> <li>○ 97% for last 2 semesters</li> <li>○ Exceeding benchmark of 75%</li> <li>○ 89% employed at acute care hospitals</li> <li>○ 11% employed at other health (outpatient surgery, imaging center, public health, correctional, school district, drug and alcohol rehab)</li> <li>○ Small percentages employed at long term care, community, clinics</li> </ul> </li> <li>• Graduates Pursuing Advanced Degree <ul style="list-style-type: none"> <li>○ Typically BSN, consistent at 50% within 1 year post graduation</li> <li>○ Several in ADN to MSN</li> </ul> </li> <li>• Ethnicity <ul style="list-style-type: none"> <li>○ Reflects Ventura County and Ventura College</li> <li>○ Hispanic – 28%</li> <li>○ Caucasian – 19%</li> <li>○ Filipino – 8%</li> <li>○ Mixed and African American – 2%</li> </ul> </li> <li>• Retention Rate <ul style="list-style-type: none"> <li>○ Improvement</li> <li>○ Generic program – 93% for 2020 and 2021</li> <li>○ Spring 2022 – increased attrition due to personal issues</li> <li>○ AP to LVN – good rates</li> <li>○ 30-unit option – typically do not fare well, yet two years in a row all passed</li> </ul> </li> <li>• End of Program Student Learning Outcomes <ul style="list-style-type: none"> <li>○ Provide safe patient centered care</li> <li>○ Communication</li> <li>○ Leadership and Management</li> <li>○ Legal and Ethical</li> <li>○ ATI Pulse Dashboard to show probability of students passing NCLEX, faculty is able to review weaker areas with students based on data</li> </ul> </li> <li>• Critical Thinking <ul style="list-style-type: none"> <li>○ Previously using exam from ATI, updated to use Comprehensive</li> </ul> </li> </ul>	<p>Goals:</p> <ul style="list-style-type: none"> <li>-Maintain NCLEX pass rate greater than 90%</li> <li>-Maintain retention rate greater than 90% <ul style="list-style-type: none"> <li>-currently using retention rate for 6 semesters, will be switching to completion on time</li> </ul> </li> <li>-Continue to have accessible programs with BSN partners</li> <li>-Review Curriculum in regards to content placement</li> <li>-Strengthen faculty orientation, pediatric clinicals is an issue</li> <li>-Collaborate with clinical partners</li> </ul>
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<p><b>Facility Presentations:</b></p> <p>Cottage Hospital-</p>	<p>Predictor with subsets of Queson safety, nursing judgement, clinical application</p> <ul style="list-style-type: none"> <li>• BRN Approval Visit <ul style="list-style-type: none"> <li>○ December 2021</li> <li>○ Full continuing 5-year approval with no areas of non-compliance and no areas of recommendation</li> </ul> </li> <li>• Enrollment <ul style="list-style-type: none"> <li>○ Decreased by 50% since 2018</li> <li>○ 2018-2020 due to inability to employ enough faculty</li> <li>○ 2020 due to COVID and struggle with clinical placements</li> </ul> </li> <li>• RN Graduates Hired between August 2020 – December 2021 <ul style="list-style-type: none"> <li>○ Moorpark – none</li> <li>○ CSUCI – 1</li> <li>○ Ventura – 2</li> <li>○ CSUCI Goleta - 23</li> </ul> </li> <li>• Strengths and Opportunities <ul style="list-style-type: none"> <li>○ Students able to work at vaccine clinics and as nurse extender, allowed facility to get to know the student and make a smoother transition to hiring</li> <li>○ Graduates better prepared than in the past</li> <li>○ Graduates more engaged than in the past</li> <li>○ Professionalism concern regarding dialogue</li> <li>○ Recommendation for back to back clinical shifts</li> <li>○ Communication challenges between students and primary nurse regarding what students are able to do and what they are not</li> </ul> </li> <li>• 2022 Projections <ul style="list-style-type: none"> <li>○ Entry level nurse residency <ul style="list-style-type: none"> <li>▪ 12 graduates in Winter, 25 in Spring, 30 anticipated for Fall</li> </ul> </li> <li>○ Acute care transition to practice <ul style="list-style-type: none"> <li>▪ 15 anticipated for Summer</li> </ul> </li> <li>○ Advanced practice fellowship <ul style="list-style-type: none"> <li>▪ 2-3 anticipated for Fall</li> </ul> </li> </ul> </li> <li>• Updates <ul style="list-style-type: none"> <li>○ Urgent care centers trying to ensure clinical opportunities and trying to determine how many to accept</li> <li>○ Working on structuring the fellowship program</li> </ul> </li> </ul>	
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<p>Community Memorial Health System-</p>	<ul style="list-style-type: none"> <li>○ Interest to hire more acute care transition or new grads</li> <li>○ Westmont College initiated accelerated BSN program for Spring 2022, holding clinicals at Cottage also</li> <li>● Transition Nurses <ul style="list-style-type: none"> <li>○ Programs available, great experience in transitioning them in</li> </ul> </li> <li>● CMHS News <ul style="list-style-type: none"> <li>○ Returning to normalcy after COVID</li> <li>○ Nurses growing professionally in getting advanced degrees and participating in transition programs</li> <li>○ Implemented HealthStream Learning Management System – allows to do blended learning and online education</li> <li>○ Preparing to implement BBraun, IV, PCA, and Syringe pump</li> <li>○ Vetting EMR vendors for next year</li> </ul> </li> <li>● Objective: Identify expected competencies of new hires and local health care agencies regarding quality indicators. <ul style="list-style-type: none"> <li>○ New hire expectation based on <ul style="list-style-type: none"> <li>▪ Experience - data collected through Nurse Sensitive Indicators</li> <li>▪ Core measures</li> <li>▪ QSEN competencies</li> <li>▪ Students should understand that they are entering a service agency, customer service and communication are very important</li> </ul> </li> </ul> </li> <li>● Objective: State initiatives and strategies implemented in response to accreditation and quality <ul style="list-style-type: none"> <li>○ 2021-2022 implemented sepsis screening, stroke scale, workplace violence training, Columbia suicide severity rating scale, nurse driven protocols</li> <li>○ Education and compliance takes time</li> <li>○ Time management is essential for students and nurses</li> </ul> </li> <li>● Objective: Discuss employment opportunities for new graduate nurses in Ventura County <ul style="list-style-type: none"> <li>○ Nurse residency program to start in September</li> <li>○ Critical care program</li> <li>○ Perioperative program</li> <li>○ Maternal child health</li> </ul> </li> </ul>	
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BRN New Process-	<ul style="list-style-type: none"> <li>• Transcripts with degrees posted are no longer required, program directors now verify student graduation with BRN, graduates are able to initiate a test date within 24 hours, decreases back log</li> </ul>	
Ventura County Medical Center-	<ul style="list-style-type: none"> <li>• New Graduates from Aug 2020 – Dec 2021 <ul style="list-style-type: none"> <li>○ Ventura – 9</li> <li>○ Moorpark – 2</li> <li>○ CSUCI – 3</li> <li>○ Lower numbers due to closing doors to students, hoping to increase this again for future</li> </ul> </li> <li>• Strengths <ul style="list-style-type: none"> <li>○ Eager to learn</li> <li>○ Not afraid to ask to help</li> <li>○ Happy to jump in</li> <li>○ Team player</li> <li>○ Friendly</li> <li>○ Easy to work with</li> </ul> </li> <li>• Room for Growth <ul style="list-style-type: none"> <li>○ Critical thinking skills</li> <li>○ Applying skills</li> <li>○ Nervous about patient care</li> <li>○ Not confident in their knowledge</li> <li>○ Facility opportunity to teach staff to be good preceptors</li> </ul> </li> <li>• Hiring Projections for 2022 <ul style="list-style-type: none"> <li>○ Entry level – as many as possible</li> <li>○ Advanced practice – ambulatory clinics, public health, nurse practitioners, advanced degrees in education, leadership positions, psychiatric unit</li> </ul> </li> </ul>	<p>Programs in the works:</p> <ul style="list-style-type: none"> <li>-Partner closely with academic partners to develop clinical rotations in specialty areas</li> <li>-Peri-Operative educator to assist in formulating curriculum for new grad residency processes</li> <li>-Add rotation hours for emergency department and mental health</li> <li>-Student RN Extern program</li> <li>-New Graduate RN Residency, focus on perioperative and emergency</li> </ul>
Adventist Health Simi Valley-	<ul style="list-style-type: none"> <li>• Hospital Updates <ul style="list-style-type: none"> <li>○ Earned Center of Excellence for Robotic Surgery in 2021</li> <li>○ Leadership changes in Surgery</li> </ul> </li> </ul>	



<p>St. John's Regional Medical Center-</p>	<p>Department</p> <ul style="list-style-type: none"> <li>○ Aiming to bring students back into OR setting in Fall</li> <li>○ TJC Stroke Center</li> <li>○ 2<sup>nd</sup> Cath Lab opened in 2021</li> <li>○ New PCE – Stella Riddell</li> <li>○ Programs starting soon: Transition in Practice</li> <li>● Hiring Statistics for Jan 2021 – April 20, 2022 <ul style="list-style-type: none"> <li>○ Moorpark – 3</li> <li>○ Ventura – 4</li> <li>○ CSUCI – 1</li> <li>○ Other – 21</li> <li>○ Unknown – 3</li> </ul> </li> <li>● New Grad by Department <ul style="list-style-type: none"> <li>○ Med Surge / Tele – 24</li> <li>○ Emergency – 9</li> <li>○ L &amp; D – 1</li> </ul> </li> <li>● Strengths <ul style="list-style-type: none"> <li>○ Eager to learn</li> <li>○ Seek out tasks / opportunities</li> </ul> </li> <li>● Opportunities <ul style="list-style-type: none"> <li>○ Time management</li> <li>○ Lack of clinical experience due to pandemic</li> <li>○ Prioritization</li> <li>○ Delegation</li> <li>○ Timid / lack self confidence</li> <li>○ Overconfident</li> <li>○ Lack of asking questions</li> </ul> </li> <li>● Hiring Projections <ul style="list-style-type: none"> <li>○ No set number, new grads are encouraged to apply for any open position</li> <li>○ Rotating curriculum 6 months</li> </ul> </li> <li>● Hospital Updates <ul style="list-style-type: none"> <li>○ Some restrictions now lifting from COVID, allowing more visitors into hospital</li> <li>○ Orientation is back on site</li> <li>○ Surveys completed – Joint Commission, stroke survey, CMS surveys</li> <li>○ Working towards becoming comprehensive stroke center</li> </ul> </li> <li>● Nurse residency program <ul style="list-style-type: none"> <li>○ Local program started last March with 3 cohorts in the past year</li> <li>○ Hiring from all schools in the area and applicants from out of area</li> <li>○ 60 nurse residents completed programs last year</li> </ul> </li> </ul>	<p>Goals:</p> <ul style="list-style-type: none"> <li>-Increase retention to 90% by enhancing interview process and mentor program</li> </ul>
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<p>University of Phoenix-</p>	<ul style="list-style-type: none"> <li>○ Expanding into specialty areas</li> <li>○ 88% retention rate</li> <li>○ Onboarding 40 residents in July</li> <li>● Nurse resident opportunities <ul style="list-style-type: none"> <li>○ Patient experience</li> <li>○ Knowledge</li> <li>○ How to narrate their care</li> <li>○ Use whiteboards</li> </ul> </li> <li>● CNA Classes <ul style="list-style-type: none"> <li>○ Offering CEUs for CNAs</li> </ul> </li> <li>● Pathways to Excellence <ul style="list-style-type: none"> <li>○ Working with nursing advisory groups to develop</li> <li>○ Research and development committee to enhance practice</li> </ul> </li> <li>● BSN Enrollment <ul style="list-style-type: none"> <li>○ Retention rate of 90.7%</li> <li>○ University rate of 93%</li> <li>○ New students by top programs – 10 in 2019, 13 in 2020, 24 in 2021, 6 in 2022</li> <li>○ Graduates by top programs – 6 in 2019, 10 in 2020, 12 in 2021, 19 in 2022</li> <li>○ Concurrent enrollment – 8 currently</li> <li>○ BSN program – 1 year</li> <li>○ CDP program – varying number of months</li> </ul> </li> <li>● CEP Program <ul style="list-style-type: none"> <li>○ Can take up to 4 BSN courses while enrolled at VC or Moorpark</li> <li>○ Courses offered during Summer and Winter breaks</li> </ul> </li> <li>● Updates <ul style="list-style-type: none"> <li>○ 5 +1 Tuition savings program – 6<sup>th</sup> course is waived</li> <li>○ New Dean of College of Nursing – Dr. Raelene Brooks</li> <li>○ Received NEPIN Quality Designation</li> <li>○ Nurses Week pre-recorded seminars</li> <li>○ Live webinar hosted by Dr. Brooks</li> <li>○ June 14<sup>th</sup> – concurrent enrollment start date</li> <li>○ Next start date is August 9<sup>th</sup></li> <li>○ Career Services for Life – program offering career coaching, resume building, interview prep school, available until retirement</li> <li>○ MSN Bridge program – 4 tracks available</li> <li>○ Doctoral program available</li> </ul> </li> </ul>	
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<p><b>Group Discussion:</b></p>	<ul style="list-style-type: none"><li>• Question #1: Initiatives and strategies that the school should be aware of in curriculum to meet employer needs<ul style="list-style-type: none"><li>○ This was sufficiently covered within the presentations</li></ul></li><li>• Needs for new grads in the areas of competency with communication, safety, patient care, and legal and ethical as well as desired competencies when hiring<ul style="list-style-type: none"><li>○ VCMC - Students lacking critical thinking and patient care due to COVID effects. When practicing mock codes staff on med surg froze and students stepped up. Really impressed with student output from colleges.</li><li>○ Cottage Hospital – Students are not speaking appropriately in front of patients. Some examples are speaking negatively to primary nurse or instructor and immature behavior. Employee relations representative now comes to speak to new graduates due to issues.<ul style="list-style-type: none"><li>▪ Discussion on addressing nursing staff influence</li><li>▪ Online environment led to lack of face to face interaction during classroom and lab time</li><li>▪ Would be helpful for facilities to share what is expected regarding professionalism so that colleges can relay the information to students early on</li></ul></li><li>○ CMH – Crucial conversations program could be very helpful<ul style="list-style-type: none"><li>▪ Cottage has onboarding presentation to identify expected behaviors</li></ul></li></ul></li><li>• Legal and ethical, patient safety – medication administration is an important topic, use current events to have classroom discussions</li><li>• Ventura College – How can we provide students insight on expectations<ul style="list-style-type: none"><li>○ Scrubs or professional attire to interviews – make sure scrubs are clean and not wrinkled, lean towards professional attire</li></ul></li><li>• Ventura College – How to better prepare students for scenario questions during interviews<ul style="list-style-type: none"><li>○ CMH<ul style="list-style-type: none"><li>▪ perfume and cologne are not appropriate at hospitals</li><li>▪ Interviewees have spoken poorly of colleagues in order to</li></ul></li></ul></li></ul>	
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<p><b>Closing:</b></p>	<p>bolster themselves which shows lack of being a team player</p> <ul style="list-style-type: none"><li>▪ Focus on clinical scenario questions such as delegation and how to prioritize and coordinate with team</li><li>▪ Bathroom is a priority to avoid accidents or falls</li></ul> <p>○ Cottage Health – Suggestions for before interviewing</p> <ul style="list-style-type: none"><li>▪ Stress the importance of cover letters to students as they help to differentiate resumes that otherwise are very similar</li><li>▪ Highlight additional languages spoken</li><li>▪ Discuss how experiences will relate to patient population</li></ul> <ul style="list-style-type: none"><li>• Send PowerPoints to Ventura College’s Administrative Assistant to forward to attendees</li><li>• Cynthia to post link to SurveyMonkey for evaluations and to provide CEUs</li><li>• Introduction of those that entered the meeting late</li></ul>	
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