



Nursing Advisory Committee
April 18, 2019
8:15 am – 12:00 pm
River Ridge Golf Club

NAMES OF ADVISORY COMMITTEE MEMBERS	ATTENDANCE; Present or Absent	Name of Company, Business, College, High School	Email Address	Telephone Number	Mailing Address
Interim Nursing Director, Christina Lee	Present	Moorpark College			
Nursing Director, Sandy Melton	Present	Ventura College			
Nursing Director, Lynette Landry	Present	CSU Channel Islands			
Refer to sign-in sheets					
Industry Partners					
Dean					
Student Representatives					
Faculty					
Staff					
Guest					

AGENDA

ACTION SUMMARY

	Notes	ACTION
1. Welcome and Introductions	Welcome by Nursing Directors and introductions are given at each table.	
2. Current Status of Programs: Moorpark College, Ventura College and CSUCI 2.1 Student Admission <ul style="list-style-type: none"> Enrollments Retention NCLEX First Attempt Pass Rate 2.2 Employment <ul style="list-style-type: none"> BSN Education 	Moorpark College: -Will admit 40 instead of 44 due to Pedes placement restrictions. -Enrollment: Admitted 45 in Fall 2018 and 44 in Spring 2019. -Total program enrollment as of April 2019 is 160. -Fall 2018, 12 th cohort of students admitted based on combination of multi-criteria and random selection. Spring 2019, 13 th cohort of students admitted based on combination of multi-criteria and random selection. -Fall 2018 and Spring 2019, zero students identified “at-risk” based on low Success Score.	Moorpark College Goals: Improve retention to 80%, maintain NCLEX pass rates of 90%, increase graduate employment rate to 80%, continue to collaborate with health care partners.

2.3 Curriculum

2.4 Faculty

Ethnicity: 44% Non-white, 56% White. 1% African American, 1% American Indian, 1% Asian Indian, 5% Asian, Non-Filipino, 8% Filipino, 23% Hispanic, 5% Other. Hispanic retention rate increased from 55 to 85% due to criteria changes.

- 70% retention rate currently. Fall 2018 retention rates by course are: NS1=96%, NS2=97%, NS3=97%, NS4=94%.
- 70 potential grads for 2018-2019 Academic Year. 38 4th semester students Spring 2019.
- 63 grads for 2017-2018.
- Increased support system for students include nursing boot camp, success workshops, M16 Study Skills for Nursing Students, student mentoring and tutors.
- Funding from Chancellor's office grant helps with retention rate.
- 98.8% pass rate with NCLEX.
- 70% retention rate currently.
- Grad employment rate at 6 months: ~70% employed, ~10% unemployed by choice, ~20% unemployed not by choice.
- 5-6 MOUs with online BSN programs.
- Graduates pursuing a BSN in 2017-2018: 18% taking prerequisites, 53% enrolled in BSN program. Pursuing BSN greatly increased due to streamlined path of prerequisites. Goal increased to 40% and will hopefully reach 50%.
- Strategies to improve NCLEX results: ATI testing every 8 weeks with curriculum content. Computerized Medical-Surgical assessment & required remediation in 3rd semester. Proctored NCLEX predictor in final semester. Financial support for NCLEX review course. Active classroom strategies to promote clinical thinking.

Ventura College:

- Retention rate has increased 4% to 7%.
- 90 graduates this year. 45 graduated in May and 45 graduated in December.
- 93% NCLEX Pass Rate for first attempt. Most tested early in the first 3 months and passed.
- AP/LVNs have a 100% pass rate. Our AP-LVN track is in great demand. We took 12 AP-LVNs and 4 30-OP for 2017-2018 and currently have 44 on the waiting list.
- 6 month benchmark for employment is 75% but we've been over 90% and is 100% after 1st year. Majority are employed in acute care facilities.
- Grads pursuing advanced degrees are: Fall 2017 55%, Spring 2018 42%. 45% work full-time and have school full-time.
- we have many continuing concurrent enrollment MOU pathways.
- 55% of grads are pursuing an advanced degree. Several are in ADN to MSN programs.
- In the past fiscal year, 119 students took the TEAS V and ATI TEAS. Of those tested, 80% scored 62% or higher, 20% scored less than 62% and are being provided remediation. 18 completed remediation and retook the exam. 6% of these students passed.
- Ethnicity on entrances is similar to the population of Ventura County: ~45% Caucasian, ~38% Hispanic.
- Entrance requirements; 75% based on point system and 25% from waitlist. High points qualifies an applicant for the following semester admission. Points are awarded based on GPA, TEAS scores, science course grades, and work or volunteer experience in health care and other criteria. Wait time has increased to 2 years.
- State of the Art facility including "Smart" classrooms with 2 new computer labs added in the small skills labs.
- Pediatric and adult wireless high fidelity simulators.
- Added to curriculum are simulation experiences to enhance critical thinking e.g. ACES, and looking at virtual simulation.

Ventura College

Goals: Maintain excellent NCLEX-RN pass rates >90%, improve retention rate by 2% each year over the next three years, facilitate pathway for graduates to access BSN programs, continue to refine new modified concept based curriculum. Collaborate with health care partners to evaluate and support education and service needs, and focus on all aspects of service and quality.

	<p>-We maintained our ACEN accreditation with full continuing status for 8 years.</p> <p>-We maintained BRN approval with full continuing status for 5 years.</p> <p>-Received the Strong Workforce (CCCCO) Gold Star recognition in the Health sector. Students who participate in this program boost their earnings by 412%; 100% of students in the program get a job in their field of study/ 86% attained the regional living wage.</p> <p>-Enrollment decreased spring semester and may again. Clinical placements are needed in specialty units and for peds and psych. AP LVN track is in great demand with limitation on seats.</p> <p>CSU Channel Islands:</p> <p>-Updates of administration are: Ericka Beck, President; Elizabeth Provost, Interim Provost; Vandana Kohli, Dean of Arts and Sciences.</p> <p>-Campus is going through growing pains going from 3K to 7K students, with the goal of 15K students by 2022.</p> <p>-Faculty is currently 6 full-time and we are in need of Peds faculty.</p> <p>-We work with Cottage Health in Santa Barbara with 3 cohorts (55 admitted this semester).</p> <p>-NCLEX pass rate is 98.2%. Ranked #8 in the state out of 134 nursing programs!; we are the only BSN program in the top 10; less than 2% attrition rate.</p> <p>-Camarillo Campus: 113 in Pre-licensure BSN program; 70 are in ADN/RN to BSN program; 66 are in Cottage/CSUCI BSN program.</p> <p>-98% admitted graduate on time.</p> <p>-ADN-BSN curriculum was revised last year so a student can enter anytime. After the RN there are 2 semesters.</p> <p>-We have MOUs with VC, MC, and LA Pierce College. Currently working on SBCC, Allen Hancock and College of the Canyons.</p> <p>-Had our First Inaugural White Coat Ceremony on 2 campuses. It's all about caring and connecting with the patient.</p> <p>-We are in the middle of the curriculum approval process for FNP and Nurse Educator master's programs for fall 2020 and will include accreditation. Post-masters degrees coming are also coming for FNP (23-35 units) and Nurse Educator (15 units).</p> <p>-Curriculum will be revised again based on competency guidelines. We're expanding the simulation program by now doing virtual simulations, and are in need of a Sim Lab Tech. the student gets experience of the patient with simulated handicaps.</p> <p>-We are also designing a simulated patient program with the Avitar simulator. These are a great alternative learning experience when locations are minimal. A student can also kill a patient with no consequences.</p> <p>-We are also expanding our simulation space.</p>	<p>CSUCI Goals:</p> <p>Increase enrollment to 15K students by 2022.</p> <p>Gain final approval for Master's Programs.</p> <p>Develop simulated patient program with the Avitar simulator.</p> <p>Expanding simulation space.</p>
<p>3. Current Status of Industry</p> <p>3.1 Hiring Practice</p> <ul style="list-style-type: none"> Number of graduates hired in Fall 2017 to Spring 2018 from CSUCI, MC, and VC Projected number of graduates to be hired in 2019 from ADN and BSN programs Documents expected of interviewee for the interview panel 	<p>Community Memorial Health System:</p> <ul style="list-style-type: none"> Moved into new facility and are in the 3rd residency cohort. The first year we had 12 in residency and now have 28 from: VC-10, MC-2, CSUCI-9, CSUDH-1, BSN other-4, ADN other-2. Other programs and hires: VC-14, CSUCI-10, BSN other-3. Total is 55. New graduate strengths are: Professionalism--more interested in outcomes, nursing input and collaboration between professions; Advancement--looking toward the future, not just a job; Open-minded and willing to research and develop best practice. Weakness would be: open to bad practice and old standards that diminish professional nursing practice. Our 4th residency program will begin in the fall. It is 1 year with 16 week preceptorship. The new grad is 6 months or less from graduation (ADN, ADN-BSN, 	

<p>3.2 Strengths and weaknesses of new ADN and BSN graduates in terms of the following competencies:</p> <ul style="list-style-type: none"> • Technical skills and Safety • Critical Thinking and Clinical Reasoning • Communication • Responsibility and Accountability • Organization and Prioritization • Leadership <p>3.3 Partnership to improve student learning outcomes (competencies) and graduate performance</p> <p>3.4 New Graduate/Residency Program</p> <p>3.5 Rate of RNs leaving the profession</p>	<p>BSN) and no paid RN experience. 99.9% are already in a Bachelor's program coming into the residency program. 12 openings will be available 9/23/19 and they must be willing to commit to the Program and 1 year afterward. They must have a current CA RN license by 8/15/19 and an American Heart Association BLS card. The Program continues with monthly Nursing Seminars/Grand Rounds, ending at graduation.</p> <ul style="list-style-type: none"> • For our acute care training program we took 12 new nurses with no hospital or acute care experience but are RNs who have 1-3 years of working RN experience. • New grads must have no paid RN experience. Millennials need meaningful work. • We currently have the following specialty programs: PeriOp-8--10 nurses each year for 6 months; Critical Care-ECCO program with extended orientation; L&D program for 6 months; NICU program for 6 months. • Factors of nurse satisfaction and retention are: increased pay, clinical advancement, meaningful work, opportunity for growth including tuition reimbursement, Professional Practice Models (EBP) and shared governance for decision making authority over nurse practice. <p>Cottage Health System:</p> <ul style="list-style-type: none"> • Hired 22 new grads total in past year and an half; 22-CSUCI. • Have 2 programs for 30 each, 60 total. • Spring program underway with 24 new graduates: ADN—16, BSN—8. • Strengths/Opportunities of new grad program—Feedback is subjective and largely dependent upon individual versus degree. ADN students are more familiar with equipment, hospital process/resources and nursing skills. • BSN prepared graduates – more holistic approach, appear to have more confidence, possess critical thinking skills and ask appropriate questions. • RN employee turnover rate average is 1 year retention rate at 85.5%. In 2018, 3 left due to job dissatisfaction/work schedule, 5 left due to career change, 16 left due to retirement. It is 90-93% for new grads. • New graduate program for ADN/RN grads to BSN are not required to attend program. • Future programs are anticipated, dependent upon need and department vacancies. • Retention rates are at 90% and may take 10 BSNs. • No delineation of ADN vs BSN hired - #s vary and are dependent upon peer interviews. Not so much success with new grads in OR. • Western Governors University is used for dual enrollment. • We are a magnate inspired organization, not going for designation. We still do all the same but don't need the designation. • Cost of living subsidizing has lower cost housing, loans and scholarships. <p>Los Robles Hospital:</p> <ul style="list-style-type: none"> • In hiring, we want attitude and aptitude, asking questions regarding inspiration, commitment to organization and patient experience. • Interested in the Master's programs and educators. • Peer choice has high regard. HCA standard residency program started this year. We have new grad opportunities in OR, ER and med care. • Seeing trend in high turnover in 1st year at 30%. After that, it is 11%. Need to hire for fit and asking about their goals in 2 or 3 years. Are they willing to work nights? We need to better prepare our students for the long nights and high turnover so they can see farther ahead. 	
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	<ul style="list-style-type: none"> On-Boarding process contact: Phyllis Allaire. All information is needed 7-10 days in advance. Contract requirements include: HIPPA, background, drug testing, and BLS. Health information includes TB, immunizations and Flu. A check list with rotation details and demographic information is used. Also Orientation Essentials attestation. <p>Adventist Health Simi Valley Hospital:</p> <ul style="list-style-type: none"> RN residency program is system-wide because they are so small. New grad hiring was: MC-2, VC-3 (LVN-RN), MC-1 Med-surg. New grads can come in as transition nurse, preceptor based. They are not cohorted, so use monthly seminars. <p>Dignity Health – St. John’s:</p> <ul style="list-style-type: none"> Has a new residency program for the 5 hospitals. The North has a 95% retention rate. New hires can start at any time and can rotate through classes including specialty areas. There are 420 preceptors in the North, 300+ new grads. South at Regional has 94% retention rate. They come in throughout the year, not just at 2 times. They have paneled interviews with colleges so they can meet with managers in advance. They offer 250 classes taught by specialty doctors. Preceptors have jackets and lunches. They have IPs in the North 3 hospitals (in progress). They don’t accept them yet in the South. Other facilities don’t accept them. Also just started a copyrighted residency program as a best practice for Dignity Health. Also have residency for other programs, techs, home health and tele. 	
<p>4. Table Discussion</p> <p>4.1 What Competencies (Knowledge, Skills and Attitudes) do you expect in a new hire at your health care agency regarding quality indicators? Describe one or two priorities for each.</p> <p>4.2 During the hiring process at your health care agency, what <i>evidence</i> of the desired knowledge, skills and attitudes are you looking for?</p>	<p>Responses to all 4 questions by table:</p> <p>4.1</p> <ul style="list-style-type: none"> Huge emotional intelligence, flat answers in an interview vs. passionate, education & experience, self-direction, attitude, emotional indicators, patient safety for preventable circumstances, pediatric quality, how to prioritize, copying mechanisms, value based, self-care, professionalism (both clinical and interpersonal), safe care practices, Day in the Life>Walk in Shoes of Manager or Nurse, core measures and joint goals, willingness to work overtime, nights or weekends (expected), bedside report, patient education>patient experience, core measures, Hcaps, discharge phone call, commitment to pay your dues, nursing bundle bedside report, empathy, polite, know what a quality indicator is, be aware of your actions, what can you do to go above and beyond, certs (what is done outside of the basic requirements), above and beyond the minimum, EKG, ACLS, own it—be empowered, HCCAPS, know lab to surgery septic technique. <p>4.2</p> <ul style="list-style-type: none"> Communication, critical thinking skills, listens to instructions, confident but not arrogant, factual, genuine, researching the mission, articulation of KSA, compatibility, be honest, alignment with our core values, excellence, integrity, compassion, asking questions, résumé, communication skills, mistakes they made, if you know they have a heart for nursing, good work ethic, cultural competencies, heart in right place, know why they want to work, work ethics, fit with hospital value plan, mission/values, life examples, certs, passion & caring come through, is interview congruent with experience and résumé, do they match the vision and mission of the agency. 	

<p>4.3 What initiatives and strategies have you implemented in response to accreditation, quality indicators or survey results? How have you disseminated this information to partnered nursing schools?</p> <p>4.4 What are two regional strategies for increasing the supply of nurses prepared to enter specialty nursing settings such as OR, Critical Care, or Labor & Delivery?</p>	<p>4.3</p> <ul style="list-style-type: none"> HEAP results, patient satisfaction survey, HCAPS, bedside report, education updates, unit based info, complete stroke cert, handwashing, daily bathing, oral care, instructors are also staff, communication between Education Director/Academic Director, educator provides updates to instructor with fall semester, specialty internship, attention to details, honest, teamwork, collaborations, call references, eye contact, humor, body language, quality scores, patience experience initiative, spelling, the focus on quality indicators in the residency program, ask them on “the why” on what they’re doing, promote buy-in, collective input, shared governance, results posted in the units to buy-in, invite students to staff development offerings or invite education staff to post-conference, how to communicate to the schools, advisory simulation, quality indicators are posted--shared in huddles, specialty internship, why are the CAVTI programs important, value based purchasing, <p>4.4</p> <ul style="list-style-type: none"> What hospitals have been doing, residency/new grad programs, specialty internship—ACLS, experience, ACNL, preceptorship, transition to acute care, understanding of environment, heart failure, sepsis, specialty internship in 4th quarter, practice a basic level, precepting into specialty programs, Dignity Health’s in-house programming is working well for them, train and teach to the nurses’ career desires, schools are constrained with limited clinical capacity, Peri Op program (6 months), support ACNL—clinical leaders can work on regional problems, certification in PALS, career pathways—paid internships, acute care transition program.. 	
5. Set next meeting time, place, date.	To be determined	

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

Date: 01/2020

HANDOUTS:

Ventura College PowerPoint handout, Moorpark College PowerPoint handout, CSUCI PowerPoint handout, Small Group Discussion Questions, Survey Handout