

1. Assessment Plan - Four Column



PIE - Technology & Health: Nursing Unit

Narrative Reporting Year

2017-18

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External Conditions, Trends, or Impacts: 1. Establishing and maintaining agreements with clinical sites remains highly competitive.

2. Although there continues to be a nursing shortage, hiring of new graduate Registered Nurses presents a challenge.

3. Difficulty in finding clinical sites with specialty focus (e.g., psychiatric, pediatric, and maternity).

4. The Nursing Program has been having difficulty with N11 preceptorship access. Our facilities have discussed decreasing the numbers of preceptors assigned to students. This may impact our graduating students in timely licensure.

5. The nursing pinning ceremony is an important event for both the students and the community and is held each semester. Obtaining an approved venue on campus to host the event has been difficult.

Internal Conditions, Trends, or Impacts : 1. Lack of full time faculty limits program consistency. At our last visit we were recommended by our accrediting body (Board of Registered Nursing) that we hire more full time faculty. We continue to have less faculty than recommended over the past 10-15 years.

2. Due to the lack of full time faculty, multiple adjunct faculty are used to fill clinical and theory rotations. Currently we schedule approximately 4-5 adjunct faculty to 1 full time in any given semester.

3. Full curriculum review is recommended by the Board of Registered Nursing to incorporate current trends, such as QSEN competencies throughout nursing curriculum.

4. Increase/encourage adjunct faculty member involvement in the development of policies and procedures, planning, organizing, implementing and evaluating all aspects of the program.

5. Classified support is inadequate to fulfill the needs and meet the complexities and the expansion of the nursing program. Currently we have one full time, one 3/4 time, and classified staff at 19 hours per week for 240 students. The classified staff is also supporting the multi criteria application process.

6. The nursing program is no longer supported by a dedicated Advisor and/or Counselor. A group of counselors are assigned to assist with the admission process. In Spring 2018, a dedicated counselor was assigned.

7. Hourly rates for Clinical Teaching Assistants and Tutors increased without college funding and our grant funding was unable to support the increase and this was depleted early.
8. There is a lack of appropriate equipment/campus resources in the classrooms and offices to support the faculty such as podiums, printers, desks, and environmental services.
9. Faculty desks and chairs in our department are not ergonomically designed to prevent injury and promote safety.
10. Due to the limitations of the Access Department, the faculty assist each other as early as 6:00 a.m. to proctor Access Students within the nursing program who require additional testing time and a quiet testing location.

Critical Decisions Made by Unit: 1. All faculty worked with the ATI (CMAP) consultant to facilitate the Nursing Curriculum revision of the Nursing Program. The program curriculum was revised in relation to sequencing of courses; maintaining simple to complex concepts and incorporating QSEN competencies. All courses will be submitted to the EDC in Spring 2018 for approval and implemented in Fall 2019.

2. To address industry trends, the University Center ADN to BSN program in collaboration with Mt. Saint Mary's University decreased tuition to \$15,810.00 and will ensure consecutive enrollment after completion of the first year of the ADN program. Since the successful decrease in tuition MSMU has had an increase of 50 applicants that are interested in attending the MSMU program.

Notable Achievements for Theme A: To Advance Academic Excellence and Student Achievement: 1. The Nursing Program graduates continue to exhibit above average NCLEX passing scores. The last 3 quarter results average at 95.24% which is an increase from our last PIE reporting. The accrediting body requires a 75% passing threshold.

Notable Achievements for Theme B: To Support Student Access and Success: 1. The most recent cohort of our Mount Saint Mary's University ADN to BSN program graduated 28 students in July 2017.

2. Faculty continue to screen all applicants utilizing the electronic Multi-screening Criteria. Monthly information seminars are provided year round and application workshops in the intercessions are available for students who are interested in applying to the nursing program. 400 applicants are screened annually to reach 120 students who are accepted into the program.

3. The Nursing Director presented the nursing program to the employees of San Antonio Regional Hospital at their Career Day. Presentations were also delivered at different high schools and community colleges.

4. Data obtained from the New Grad Survey for 2016/2017 and COADN data indicates students are obtaining employment as Registered Nurses at a higher rate than previously recorded.

5. There is over 100 CNSA members for the 2017/2018 semesters; one of the largest clubs on campus! The CNSA members actively participated in multiple community and college activities to include:

Fall 2017/Spring 2018 Back to School night - Mentored new first semester students and assisted with planning and organization for the evening.

March 2018 --Presented information at the high school outreach event regarding the Mt. SAC ADN nursing program

May, 2018 --Presented and staffed a nursing student information booth at the Caduceus Health Conference May 2018 - Published Vol. 1 Issue 3, which is a 12 page colored newsletter representing CNSA and detailing community events and activities.

6. The nursing department hosts a career fair for fourth semester nursing students to meet and network with hiring agencies and colleges offering BSN's and MSN's.
7. Due to the limitations of the Access Department, the faculty assist each other as early as 6:00 a.m. to proctor Access Students within the nursing program who require additional testing time and a quiet location.
8. The faculty write several recommendation letters per month for current and graduated students to assist them in gaining employment or enrollment in an academic program.
9. The NURS 20: Work Experience (Externship) course enroll students who are hired by clinical facilities to provide actual on -the-job experience in an approved work setting which is related to classroom instruction. Facilities that have not utilized this course in five to ten years are now hiring Externship students at an increased rate.
10. Nursing faculty attended multiple nursing conferences in 2017/2018 for professional development to strengthen our Nursing Program and services offered.
11. The nursing program was awarded the Gold Strong Workforce Star for outstanding workforce outcomes by hitting all three assigned metrics: a) 85% of completers attained regional living wage; b) Graduates earnings increased 133%; c) 100% secured employment in their field of study.
12. An agreement has been reached with MSMU to decrease the tuition by 25% for the collaborative MSMU BSN students effective 2018. The decrease in tuition will allow more students access to this program.

Notable Achievements for Theme C: Secure Human, Technological, & Financial Resources: 1. Faculty have implemented Canvas across the curriculum.

2. The Nursing Program utilizes scholarship endowments from multiple donors in perpetuity.

3. The Song Brown grant provides financial resources to the program for the 2017-2018 academic year in the amount of \$60,000.

4. The Enrollment Growth and Retention grant provides financial resources to the program for the 2017-2018 academic year in the amount of \$211,000.

5. In conjunction with Mt SAC's philosophy, the Nursing Department is going green by scanning files and creating PDF documents in a shared drive in lieu of printing. The Board of Registered Nursing has approved keeping files as PDF on a hard drive for later review during accreditation visits.

Notable Achievements for Theme D: To Foster an Atmosphere of Cooperation and Collaboration: 1. The NURS 20: Work Experience (Externship) course enroll students who are hired by clinical facilities to provide actual on -the-job experience in an approved work setting which is related to classroom instruction. Facilities that have not utilized this course in five to ten years are now hiring Externship students at an increased rate.

2. The Advisory Committee met on April 19, 2018 and was attended by nursing department leadership, faculty, and regional partners.

3. MSMU BSN Program: We have reached a collaborative agreement with MSMU to implement a fully online program and provide a concurrent enrollment option effective Fall 2018. Students will be able to begin course work during Mt. SAC's intersessions.

Contributors to the Report: Billie Lynes - Nursing Department Chair
Denise Condra - Nursing Director

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
<p>Grant Funding - 1. Continue the FY 18-19 Enrollment Growth grant from the California Community College Chancellor's Office to support the program expansion.</p> <p>2. Continue utilizing the Song Brown grant to support and promote student learning across the continuum.</p> <p>Status: Active</p> <p>Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21</p> <p>Date Goal Entered (Optional): 09/01/2016</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2017-18</p> <p>% Completed: 100</p> <p>The 2017-2018 Enrollment Growth Grant funding provided resources to promote student learning and success to include hiring Clinical Teaching Assistants and Licensed RN tutors. This funding also allowed us to purchase an additional simulator for the Heath Career Resource Center. The Song Brown grant provided funding for faculty allowing for professional development. Faculty attended the Elsevier Teaching in Nursing Conference January 2018. This grant also allowed the Department Chair and Director to attend the Spring 2017 COADN conference in Southern California. Song Brown also supplements the career fair attended by facilities and educational institutions. The nursing students are able to network to further their education or obtain employment. (05/12/2018)</p>
<p>Student Success - To advance student success through NCLEX pass rates which exceed the national standard, 80% employment rate in their field of study, and 100% concurrent enrollment in a BSN program.</p> <p>Status: Active</p> <p>Goal Year(s): 2016-17, 2018-19, 2019-20, 2020-21</p> <p>Date Goal Entered (Optional): 09/01/2016</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2018-19</p> <p>% Completed: 75</p> <p>The average pass rate on NCLEX for 2016/2017 was 95%. The goal for the national NCLEX pass rate is 75%. This was achieved as follows:</p> <ol style="list-style-type: none"> 1. Provided a six hour Skills Workshops twice per year for new students. 2. A new student orientation was provided each semester in preparation for success in the nursing program. 3. RN tutors and Clinical Teaching Assistants were provided in every course to assist and enhance learning. 4. Students utilized the Health Careers Resource/Simulation Center to maximize learning. Through simulation the students were able to apply theoretical concepts, resulting in increased knowledge and improved psycho-motor skills. 5. Students were encouraged and did use the Learning Assistance Center (LAC) to assist with writing, grammar, and/or math skills. 6. NCLEX review was provided for graduates to prepare for licensure exam success. <p>Currently 30-40% of our students are enrolled in a collaborative BSN program. The following changes have</p>

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
	<p>Report directly on Goal</p>	<p>been introduced through the MSMU BSN collaboration and should increase enrollment:</p> <ol style="list-style-type: none"> 1. An agreement has been reached with MSMU to decrease the tuition by 25% for the collaborative MSMU BSN students effective 2018. The decrease in tuition will allow more students access to this program. 2. We have reached a collaborative agreement with MSMU to implement a fully online program and provide a concurrent enrollment option effective Fall 2018. Students will be able to begin course work during Mt. SAC's intersessions effective January 2019. <p>Graduate surveys are collected biannually and indicate 93-96% of our students are employed in their field of study.</p> <ol style="list-style-type: none"> 1. Student success is promoted through assistance with referrals, Career Fairs, and BSN collaboration with the ADN Program. 2. The NURS 20: Work Experience (Externship) course enroll students who are hired by clinical facilities to provide actual on -the-job experience in an approved work setting which is related to classroom instruction. Facilities that have not utilized this course in five to ten years are now hiring Externship students at an increased rate. When these students graduate from the Nursing Program, they are offered employment at an increased rate if they have been an Extern. <p>(05/12/2018)</p>
	<p>Full Funding Requested - Ongoing hiring of Full Time Faculty, Adjunct Faculty and Classified Staff Planning Unit Priority: High</p>	
	<p>Full Funding Requested - Need to hire a part-time Career Specialist to support experiential learning opportunities for Nursing. Describe Plans & Activities Supported: The Career Specialist assists the Nursing Department with</p>	

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the Nurse Externship program as well as other experiential learning opportunities. The experience the students gain while working with the Career Specialist allows them to successfully write a resume, practice interviewing, and obtain employment as a Registered Nurse.

On-Going Funding Requested (if applicable): 55000

Type of Request: Staffing

Planning Unit Priority: High

What would success look like and how would you measure it?:

Students will exceed the national standard on the NCLEX examination, achieve 80% employment rate in their field of study, and 100% concurrent enrollment in a BSN program. This will be measured through biannual graduate surveys and the quarterly NCLEX pass rate report from the National Counsel of State Boards of Nursing.

Documentation Attached?: No

<p>Partnership Developments - To maintain and develop community partnerships for clinical placement and ADN to BSN student success. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 Date Goal Entered (Optional): 09/01/2016</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2017-18 % Completed: 100</p> <ol style="list-style-type: none"> 1. A college and job fair was provided to students during the Spring 2018 semester. Representatives from many colleges provided the students with information regarding BSN, MSN, DNP, and PhD information. Community leaders from our affiliate colleges were in attendance. 2. An Advisory Committee Meeting is conducted every year in the Spring to network with the community leaders from academia and the clinical facilities. 3. Partnerships are maintained with the CSUF Jump-Start program (ADN to BSN) and Mt. St. Mary's University RN to BSN Program. 4. Our clinical affiliates have requested involvement in the
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	Report directly on Goal	<p>Externship (Work study) program and a total of 13 students were enrolled and employed in 2017/2018.</p> <p>5. A contract with Casa Colina Hospital was developed and students were assigned a clinical rotation in Fall 2017 and Spring 2018. (05/12/2018)</p>
<p>Technology Support - Continue to utilize appropriate technology within the program.</p> <p>Status: Active</p> <p>Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21</p> <p>Date Goal Entered (Optional): 09/01/2016</p>	Report directly on Goal	<p>Reporting Year: 2017-18</p> <p>% Completed: 100</p> <ol style="list-style-type: none"> 1. The ADN Program utilized on-line technology to enhance student learning. Examples of this are the T-3 Medcom Trainex videos. (Renewed for 2018), Mosby's Skills, Nurse Tim., Med-Calc/interactive training and Mental Health CDs. 2. The parscore computer program is utilized to analyze and evaluate tests for validity and reliability. 3. Students used the Electronic Medical Record Technology in the HCRC to practice with technology which will be used in the hospitals during their clinical rotations. (05/12/2018)
<p>Student Access - All potential students in the community will continue to have access to information about the ADN program.</p> <p>Status: Active</p> <p>Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21</p> <p>Date Goal Entered (Optional): 09/01/2016</p>	Report directly on Goal	<p>Reporting Year: 2017-18</p> <p>% Completed: 100</p> <ol style="list-style-type: none"> 1. The Nursing Department Director promoted access by presenting information regarding the nursing program at a campus Senior's Day and a High School Career Day at Rio Honda College 2. The on-line application program and database for multi-criteria screening admission process continues to be utilized with 100% success. 3. Provided monthly Nursing Program Admission Information sessions to the community. 4. Updated the nursing website page to improve navigating through the information for the nursing program. (05/12/2018)
<p>Professional Development - All nursing faculty will maintain continuing education requirements for licensure.</p> <p>The Department Chair and Nursing</p>	Report directly on Goal	<p>Reporting Year: 2017-18</p> <p>% Completed: 75</p> <ol style="list-style-type: none"> 1. All Faculty are current in their licensure and have maintained the appropriate CEUs. 2. Offered annual Adjunct Faculty Workshop to promote

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>Where We Make an Impact: Closing the Loop on Goals and Plans</i>
<p>Director will attend the COADN statewide conferences twice per year. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 Date Goal Entered (Optional): 09/01/2016</p>	<p>Report directly on Goal</p> <hr/> <p>Full Funding Requested - Hire 2 Full-Time Faculty Planning Unit Priority: High</p>	<p>exchange of ideas and information. 3. The Director and Department Chair attended the COADN conference in Fall 2017. 4. Full time faculty attended the Elsevier Faculty Development Conference in January 2018. (05/12/2018)</p>
<p>Cooperation/Collaboration - Faculty representatives will attend on campus committees such as FAC, AS, CEDC, annual Advisory meeting, and Department Chair meetings. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2017-18 % Completed: 100 Faculty representatives consistently attend monthly FAC, AS, and CEDC meetings on a monthly or bimonthly basis. Information is disseminated at weekly faculty meetings and discussed. Program and college updates are discussed at the annual Advisory meeting with affiliates. The Department Chair reports weekly to the faculty with regard to information discussed the monthly Department Chair meetings. (05/29/2018) Related Documents: Spring 2018 Advisory Minutes Final.docx</p>
<p>Student Retention - Continue to utilize Clinical Teaching Assistants and Tutors to foster student retention. Status: Active Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21 Date Goal Entered (Optional): 05/29/2018</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2017-18 % Completed: 100 Clinical Teaching assistants and Tutors are utilized throughout the program each semester to assist students with their learning and their perfection of skills. (05/29/2018)</p>
<p>Student Transfers/Success - Students will continue to enroll in ADN to BSN programs. Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 Date Goal Entered (Optional): 09/01/2016</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2017-18 % Completed: 75 1. A curricular articulation agreement regarding ADN to BSN university transfer from Cal State Fullerton is ongoing. 2. Nursing Program collaborates with Mt. St. Mary's University to help students transfer from a RN-BSN degree seamlessly by having an "University Center" on campus. (Second cohort will complete degree 8/2017).</p>

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	Report directly on Goal	(05/29/2018)
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<p>Assessment Data - Continue to assess applying students using a standardized test prior to entering the program and utilize student learning outcomes to assess progress through the program.</p> <p>Status: Active</p> <p>Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2017-18</p> <p>% Completed: 100</p> <ol style="list-style-type: none"> 1. Validation of a student's success in the program is predicted by the HESI Assessment #2 standardized test. This is administered to all applying students to the nursing program and monitors each student's basic skills and readiness for the program. A personalized remediation plan is provided for students who score below 70% and includes referrals for strengthening of basic skills, such as attending needed classes and tutoring for students who did not meet the requirement to ensure their success in the program in the future. 2. Standardized specialty examinations were utilized in the second, third, and fourth semesters at the end of each nursing course to assess students' competency level in comparison to the national norm. 3. SLOs were developed, implemented, and evaluated for each course. (05/29/2018)
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