Assessment Plan

Yuba Community College District

YC - Nursing Program Recommendations

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Program Description: Nursing currently offers one generic associate degree nursing programs and a career advancement program, LVN to RN career ladder program. These programs are consistent with Title V requirements and have accreditation from the California State Board of Nursing (BRN). The Associate Degree Nursing (A.D.N.) program seeks to prepare graduates in both programs to take the National Council Licensure Examination (NCLEX - RN), leading to licensure as a Registered Nurse (RN). Registered nurses work to promote health, prevent disease, and help patients cope with illness. They are health advocates and educators for patients, families, and communities.

The LVN program, which had been in place since 1952, has been discontinued with the final graduating class completion in the spring of 2011. A number of those graduating students articulated into the LVN to RN step up program after graduation, and have successfully graduated with their RN.

The Yuba College Nursing Program has a wait list for admission to the program of approximately 120 students. Eligibility in the program uses a standardized, evidenced based formulation calculation provided by the California Community College Chancellor?s Office (CCCCO), along with a pre-admission standardized examination that measures pre-requisite knowledge. These two pre-admission eligibility instruments are utilized by Associate Degree Nursing Programs throughout the State of California. We will however be transitioning to a merit based eligibility system approved by the CCCCO in the academic year of 2012-2013 when the eligible wait list students have all been granted admission.

Year of Review: 2011-2012

Type of Review: Annual Update

Executive Summary: A number of significant changes have occurred in and to the Nursing Program since the Annual Review and 2010-2011 update. The Associate Degree Nursing Program continues, as does our LVN career ladder program and with current accreditation from the California State Nursing Board of Registered Nursing. In the period after the Review the Nursing Department lost three categorically funded full time nursing faculty positions and two full time tenure track positions. Further, as a result of the reduction in FTEF from 2009-2010 levels we have reduced our Program enrollment of students for 2010-2011 from 70 students to 60 students.

The Department of Nursing has now become the Department of Nursing & Allied Health. The Director of nursing now has oversight over both the Radiology Technology Program and the Psychiatric Technology Program. The administration of these two new programs on existing staff has increased the workload significantly for the Director and to a small degree the clerical staff. The Radiology Technology Program has recently undergone JRCERT accreditation and at least preliminarily report indicates the program will retain accreditation. The Radiology Technology Program is currently in negotiations with the Northern Consortium of Hospitals to renew a contract for the future funding of the full time categorical position now held by Richard Lehrer. The Radiology program recently vacated a classroom in Sacramento for a sponsored classroom in Gateway Oaks provided by Sutter Health.

Another significant financial impact to the program relates to funding to support instruction and operations. The district did not fund the one nursing faculty position vacated at the end of the spring 2008 semester. In 2010-2011 the request process for filling that same position was requested but was not approved for funding. During the previous 2009-2010 academic year the Programs Director of Nursing (DON) resigned, and has been subsequently filled with a full time tenured faculty from the programs current FTEF pool. This DON position is a mandated position through state regulation. The operational budget for nursing remains at previous years level which is below the necessary budget to maintain and operate the new health science simulation and lab facilities equipment and supplies.

The Yuba College Nursing Program has also suspended for another year, admission into the program of transfer students from other Associate Degree Nursing Programs, as well as admission of previously educated foreign nurses referred to our program by the Board of Registered Nursing for specialty course completion and or content remediation. This decision was made in light of the intense faculty contact hours required for this category of students and the reduction in total FTEF in our current program.

The Yuba College Nursing Department has been able to change the classified instruction assistant employee who staffs our nursing skills lab to a certificated adjunct faculty classification through the degree equivalency process of the college. This now enables this adjunct faculty member to staff some of our skills labs classes and core courses which have been previously staffed by full time faculty. This change in classification enabled us to

continue to provide these Board of Registered Nursing required skills lab classes.

The Yuba College Nursing Curriculum Committee has developed a new innovated nursing curriculum that has been approved by the Yuba College Curriculum Committee and the Board of Registered Nursing curriculum review process. We have offered the first semester of this new program curriculum in the Fall of 2011. The new curriculum was development for the past 3 years. SLOs have been fully integrated into the new course outlines and implemented into the present curriculum as well. The new first semester course offering have shown promise in reducing our program attrition rates, and in general fall 2011 attrition rates are significantly reduced over previous rates for first semester. We are now in the process of submission of new course outlines to the Curriculum Committee for our new second year courses.

The graduate pass rate on license examination for the students who graduated in the 2010 -11 academic year I am pleased to report is 100%.

We have now have moved lab courses into the Sacramento area with an approval for clinical sites at Kaiser Permanente in the Sacramento area. This has been a goal for Yuba College Nursing for approximately 10 years. We have in the past been very limited in the clinical experience only having only one hospital to educate our nursing students. We now have four new clinical courses in Kaiser Sacramento Hospitals. These new clinical sites will serve to greatly enhance the quality of clinical education of Yuba College Nursing students.

Significant changes have occurred in nursing curriculum over the past 10 years. The Yuba College Faculty is long overdue for training and professional development in these new curricular areas. Two full time faculty who have taught almost exclusively in the Licensed Vocational Nursing Program have now been shifted into Associate Degree Nursing Program and each are requiring significant mentoring, remediation and staff development activities. The two faculty have been provided a series of educational webinars provided by DI Associates on curriculum building and innovations in teaching. One faculty attended an instruction boot camp prior to the start of instruction in fall of 2010. All of the faculty also participated in extensive trainings provided over the course of the last year on all the new technology that our new Classrooms and labs require. All of this training was provided by the vendors of the new simulators and medication dispensing devices in each lab.

The simulation experiences that students and faculty rate exceedingly high and is becoming the standard in all educational institutions that offer a nursing degree will be very limited should we have no funding to continue a simulation technician or fund a simulation coordinator. There are no faculty members who are proficient in the technology skill required to run the simulators and the simulation equipment at this time. Though they are familiarized through training described above, that is not sufficient to run these simulators. Nor does the faculty have the time to develop said skills.

In order to maintain our current levels of enrollment with the loss of faculty over the past 2 years, some faculty had been teaching excessive overload. Three to four of our faculty routinely teach 20 units. This semester most of these faculty had to discontinue that practice in order to plan and implement the new courses, integrate simulation into their curriculum, and to reduce the stress caused by such overloads, as a result more and more core courses are being taught by adjunct faculty. This could become an accreditation issue with the BRN accreditation slated for Spring of 2013.

The Nursing Admissions Progression and Transfer Committee members continue to work in collaboration with Admissions and Records and counseling personnel. The committee completed a number of important revisions to the ADN and LVN admission policies and procedures. We have raised our course passing percentile from 70% to 75%. We have implemented a one course repeat policy in the program. This repeat policy and the 75% course grading is the standard practice among community college nursing programs.

Yuba College Nursing has moved into the new health science building and is offering all instruction in the new classrooms. Our course evaluations this semester show an improvement in student satisfaction which we can attribute to the improvement in the learning environment provided by the new health science facility. The new building is a blessing but has also put excessive stain on an already strained faculty. There has been a significant amounts of training required of faculty and this has added notable time burdens to all faculty, especially those who have taken overload to maintain our program course offerings. We have been unable to utilize simulation to only a minimum extent due to faculty time limitation, required training and minimal technician services.

During the fall semester the Nursing Department and the Fire Science Program collaborated together to stage a mass casualty simulation drill. The collaborative simulation was a great success and plans are in the works for a similar simulation this spring. Nursing faculty and Fire Science faculty have developed some productive academic relationships that could prove to be even more collaborative in the future.

Future Goals and Program Direction: We will be losing one full time tenure track position as of July 1, 2012 with the retirement of Candace Pray, and will also be losing one categorical position with the completion of the CCCCO enrollment enhancement grant

completion, this will be the loss of the faculty position held by Alice Knipe. We will also lose one categorical secretarial position presently occupied by Luz Beighley. We are further slated to loose one Perkins categorical classified position presently occupied by Joy Sanchez Bell. Lastly, Rita Montejano our long time secretary is planning on retiring in June of 2012.

Needless to say these losses will have deleterious results on the viability and functioning of our program. Though the college's intention was to sustain some of these positions it will not be possible in light of our budget crisis at Yuba College. I have applied for two Office of Statewide Health Planning and Development (OSHPD) Song-Brown Healthcare Training Act grants. One for a full time certificated position and one full time classified position. I will hear of the results sometime this semester. This is a highly competitive grant with limited funds so obtaining both seems unlikely.

With the new simulation facility we are in dire need for a faculty member with expertise in simulation to coordinate the simulation center and teach with simulation in our program. There is a tremendous opportunity to be able to fund this position in the future with revenue generated from the simulation center but we first must have a coordinator to institute a revenue sustaining program. We also require technician services for the simulation center to run simulations on a regular basis. Either one of these positions would benefit the program greatly and a funding source through Perkins could accomplish a self sustaining position with a two year commitment in funding, preferably a Faculty Simulation Coordinator position or less advantageous but still a means to full sustainability of the simulation center a full time classified simulation technician.

Instructional coverage of classes with qualified faculty will continue to be problematic in our Associate Degree Program. With the loss of two more full time faculty positions we will be close to a 50% ratio of full time faculty to part time faculty ratio. This will be a detriment to students, the program and has a potential for loss of accreditation. The loss of faculty will require us, starting in the Fall of 2012, to reduce enrollment in our program by 33% from 60 students per year to 40 students per year.

Through 2013 spring semester, we will be delivering essentially part of the old curriculum as we incrementally initiate each new course in the new curriculum. This will prove to be a scheduling and staffing challenge with the reduced number of full time faculty. Students who depart from any of our courses during this conversion may be unable to be readmitted or may be required to enter into semesters previously taken due to curriculum content having been moved from second year to first year and visaversa. We will need to be creative to enable all students who leave the old program and enter the new program are able to succeed without significant course or content repetition.

Yuba College Nursing will undergo a full accreditation visit in the Spring of 2013 by the BRN. This will require faculty and administration to prepare a full self study prior. Work will begin on this process this semester with full attention of the department over the summer and early spring semester. We have begun the process now by completing a graduate survey for 2008 to 2010 graduates.

With the new Health Science facilities Yuba College Nursing Program direction should be to create a state of the art nursing program based upon high technology utilization in all areas of instruction. The Program now has all the infrastructure to accomplish this direction, the only thinking lacking today is the staffing to carry out that direction.

Recommendation: Restore/Replace 3 FTEF positions lost to Nursing

At minimum, replace one of three lost full time tenure track faculty position which will be vacated by the retirement of Candace Pray in June of 1012.

Year(s) Requested: 2011-2012
Request Date: 02/03/2012
Inactive Date: 02/01/2013
Recommendation Priority: 3. High Priority
Supporting Evidence: The nursing department at the end of this academic year will be near a 50% ratio of full time faculty to part time faculty. Further, the nursing program will have lost over the past 3 years 3 full time tenure track position to retirements, attrition and layoffs. Faculty staffing requests have been made by the Program Director and one full time tenure track replacement position for Nursing has been forwarded to the District/College for replacement in 4th position of 4 recommendations. We will continue to actively seek out renewal of the CCCCO enrollment grant or new sources of funding from the CCCCO for catagorical continuation of Gema Knipe's full time faculty position.

Plans of Action

Plan of Action	Budgetary Impact	Timeline/Responsible Party	Active

Plans of Action			
Plan of Action	**Budgetary Impact**	**Timeline/Responsible Party**	**Active**
Submitted a request to the faculty staffing committee for rehire and I will petition Yuba College administration& District for funding for that hire. One position was ranked number four and recommended for rehire by Yuba College Staffing Committee for 2012. If not replaced the Department will reduce overall enrollment in the program by 1/3, starting in Fall of 2012. **Type:** Staffing - Faculty	$108,000 salary and benefits for FTEF replacement. The District will lose FTES with the enrollment reduction but probably retain the same department expenses given we have 3 semester of already enrolled students and the reduction in enrollment won't truly be realized for a year.		Yes

Recommendation: Enrollment Reduction

Decrease enrollment in the Yuba College Nursing from 60 student enrollments per year down to 40 enrollments per year.

Year(s) Requested: 2012-2013
Request Date: 03/02/2012
Inactive Date: 05/31/2012
Recommendation Priority: 3. High Priority
Supporting Evidence: The loss to retirement of Candace Pray and the loss of Gema Knipe's catagorical funded position, as well as, the loss of support clerical staff and Instruction Aid, we will have insufficient faculty & staff to maintain our current program enrollment without risking accreditation and we cannot implement our current curriculum with this number of faculty. Further, we have our Board of Registered Nursing (BRN) full accreditation visit in the Spring of 2013. We must have sufficient faculty and resources at the time of the accreditation visit to satisfy the Board and retain our accreditation. We would risk losing accreditation with the present program and number of faculty for the 2012-2013 academic year.

Plans of Action			
Plan of Action	**Budgetary Impact**	**Timeline/Responsible Party**	**Active**
Yuba College Nursing will need to know if the recommended staffing committee recommendation for replacement of one full time nursing faculty will be accomplished very soon. If that retirement position is not approved for rehire we will need to begin the process of reducing enrollment. By March 1st we will need to begin notification of wait listed students that enrollment will be reduced and their admission to the program will be delayed. We will need to notify our state of california accreditation body of our intent to decrease enrollment and plan curriculum changes associated with such a decrease in courses offered. It will delay signficantly the implementation of a new merit based admission selection process. **Type:** Curriculum/SLO	Loss of revenue to the college and a potential for loss of FTES in prerequisite science courses.	District Adminstration	Yes

Recommendation: Creation of a full time certificated faculty/simulation coordinator position

Yuba College Nursing has applied for an Office of Statewide Health Planning and Development (OSHPD) grant to fund a full time faculty/simulation coordinator position for 2 years. Should this Song Brown Healthcare Training grant request fail, the District/College should create and fund a Health Center Simulation Coordinator Position, or convert and fund one vacant FTEF position from the position vacated by Sheila Scroggins as this new coordinator position.

Year(s) Requested: 2012-2013
Request Date: 08/01/2012
Inactive Date: 06/30/2015
Recommendation Priority: 3. High Priority
Supporting Evidence: Simulation labs are in high demand by our program, other colleges and health care facilities as a means for training their students and or employees. Chico State simulation lab is utilized not only by their students, but other colleges and industry on a fee for service basis. The simulation lab potential for revenue generation is great, and there are a number of models available to implement a revenue neutral FTEF position for Yuba

College Nursing. The position of simulation coordinator would become self funding with the creation and implementation of a community simulation utilization program. However, to develop the revenue generating potential for the simulation center a coordinator position is necessary to create and implement such a program. This position could be a full time faculty position with release time to coordinate the Simulation Center. The YC Nursing program will lose our funding for our part time simulation technician contractor this spring, and without either a simulation technician or coordinator, Yuba College Nursing will be insufficiently staffed for even our students to utilize simulation.

Plans of Action

Plan of Action	Budgetary Impact	Timeline/Responsible Party	Active
Submit to Faculty Staffing Committee for 2012-2013 and apply for alternate grant funding in the interim through the Song Brown Healthcare Workforce Grant and Perkins. Although Perkins eligibility prefers to fund other than faculty or staff position, I do not see any greater need than staffing for Yuba College during these difficulty times. Also because of the fact that this position can in a short amount of time become a program sustainable position through community revenues creating a budget neutral position for the district gives this request special consideration. It is not often that a categorically funded position can become self funding by the end of the grant period. **Type:** Staffing - Faculty	Salary 108,000 district sustained for 1 to 2 years until sustainability is achieved by the Department of Nursing, or no impact if OSHPD categorical grant funding is attained or Perkins funding is awarded.		Yes

Recommendation: Full time classified replacement for the postion vacated by Rita Montejano retirement.

District funding for replacement of the classified position presently held by Rita Montejano.

Year(s) Requested: 2011-2012
Request Date: 07/01/2012
Recommendation Priority: 3. High Priority
Supporting Evidence: This classified postion is critical to Yuba College Nursing Program implementation.

Plans of Action

Plan of Action	Budgetary Impact	Timeline/Responsible Party	Active
College to approve the replacement of position **Type:** Staffing - Other	None	Dr. Kay Adkins	Yes

Recommendation: Create and fund a full time classified simulation technician position

Create and fund one full time or part time classified simulation technician position for Yuba College.

Year(s) Requested: 2011-2012
Request Date: 07/01/2012
Inactive Date: 07/01/2014
Recommendation Priority: 3. High Priority
Supporting Evidence: At the end of this academic year catagorical funding for a simulation technician 16 hour weekly consultant contract will be lost if CCCCO enrollment enhancement grant funding is either not extended or granted new funding. Implementation of simulation as an instructional modality will be severly limited without the essential technician services. Nursing faculty cannot run a simulation scenerio without the aid of a technician in the control room of the simulation suite. The technician is further responsible for all of the day to day care of the simulation equipment. This is a critical position not only to provide actual simulation but to maintain the equipment in the simulation and nursing labs.

Plans of Action

Plan of Action	Budgetary Impact	Timeline/Responsible Party	Active
Createand fund a full time simulation technician position, We presently have grant funding for a 16 hour per week contract employee who provides simulation technician services. This funding provided through the CCCCO enrollment enhancement	60,000		Yes

Plans of Action			
Plan of Action	**Budgetary Impact**	**Timeline/Responsible Party**	**Active**
grant program will end on June 30, 2012. This contract individual's time and contractual commitment was based upon a single mannequin simulation program. Yuba College now has a 21 simulation mannequin lab. The simulation suite and nursing labs and their mannequins cannot be utilized as designed without the services of a technician. If the coordinator position is not approved for funding by Perkins, or is found to ineligible, then this position would be the next best substitution for the coordinator position and could in fact with the right candidate function to coordinate in part the simulation suite. This position with the right candidate could also develop a sustainability program with community resources. This position would not be as practical as a faculty coordinator position since the technician would not be capable of developing curriculum for use in the simulation lab. The faculty coordinator position could function in the role of technician, but the technician cannot function fully in the role of instruction. The technician position would need to be a Registered Nurse and for recruitment and retention purposes a classified position would limit greatly the pool of applicants due of the salary differential for a classified position and a typical RN salary. **Type:** Staffing - Other			

Recommendation: Sustain the Instructional Assistant Student Success Coordinator Postion for Nursing

Should the Song Brown Healthcare Training Grant request fail to be approved, the District/College find funding to sustain the classified position held by Joy Sanchez Bell, Instructional Assistant and Student Success Coordinator.

Year(s) Requested: 2012-2013

Request Date: 07/01/2012

Inactive Date: 07/01/2014

Recommendation Priority: 2. Medium Priority

Supporting Evidence: Students in the pre-requisite courses for nursing and in program courses have benefited significantly from the services of Joy Sanchez Bell. She has become integrated into every level of instruction and every course of instruction. The students and the department have benefited directly and indirectly from her services.

The Nursing Academic Success program strives to provide every student with the skills, support, guidance, and resources necessary to improve their academic success in the Yuba College Nursing program. Since November, 2009, the Nursing Academic Success program has provided documented services to 188 pre-nursing, currently enrolled, step-up, international, and graduate nursing students. In that time, 80% of the students who originally failed the HESI pre-admission assessment exam have successfully remediated and passed due to their participation in the Nursing Academic Success program. Additionally, 50% of current students (semesters I through IV) and 60% of 2011 graduates received services and attributed their success, and/or graduation from the nursing program, in part to their participation in and involvement with the Nursing Academic Success program. For the last year, nearly 60% of Nursing Academic Success referrals originated from Nursing Professors, which is not only indicative of the level of support felt by the faculty, but the faith and confidence instilled in Joy Sanchez-Bell, Instructional Associate for the Nursing Academic Success program.

As we begin the Spring 2012 semester, 50 enrolled nursing students and 24 pre-nursing students, are already regularly participating in the Nursing Academic Success program. Nursing Academic Success services encompass a significant number of student services, including HESI testing and remediation, learning style assessment, detection of and intervention for at-risk pre-nursing and currently enrolled nursing students, information and referral to campus/area resources, the development of individual learning plans for student success, tracking the progress of all students associated with the nursing program, disseminating information and resources via department web site and Facebook administration, collaborating with faculty and the Director of Nursing on program policies and procedures pertaining to the admission, transfer, and progression of nursing students, and the evaluation and quality assurance of all nursing admission applications processed. The Nursing Academic Success program has established strong working relationships with many departments and programs on campus, as well as several off-campus area resources and organizations, and is available to all current and potential nursing students by appointment or via phone, email, and in every Nursing course on Blackboard. Joy

Sanchez-Bell has received accolades from students, faculty, and the California Board of Registered Nursing for her contributions, advocacy, and support of nursing students, and has become a valuable asset to the Yuba College Nursing program.

Plans of Action

Plan of Action	Budgetary Impact	Timeline/Responsible Party	Active
Convert clerical position previously funded by the CCCCO enrollment enhancement grant held by Luz Beighly to the full time classified IA and Student Success Coordinator position held by Joy Sanchez Bell.	One classified Salary and benefits.		Yes

Recommendation: Complete the Information Technology requirements for the Health Science Nursing Labs.

Purchase the remaining computers necessary to complete the nursing lab bed stations.

Year(s) Requested: 2012-2013
Request Date: 07/01/2012
Inactive Date: 07/01/2017
Recommendation Priority: 2. Medium Priority
Supporting Evidence: The original plan for the health science nursing labs was a computer station at every bed. These computers were meant to be utilized for electronic medical record simulation with each hospital bed. Due to budget cuts at the end of the project, we only received half the number of computers to complete our two hospital simulated labs. All of the infrastructure is present for the IT completion of these labs, the only item missing is the slimline computers and monitors. The number remaining to complete the labs is six computers and monitors.

Plans of Action

Plan of Action	Budgetary Impact	Timeline/Responsible Party	Active
Purchase the slimline computers with warranties through Yuba College IT department. **Type:** Equipment/Technology	$6000		Yes

Recommendation: Create & Implement an adaptation to the CCCCO Merit Based Admission Criteria

Yuba College Nursing has discontinued it's waiting list and plans to institute a merit based admission process based on a number of criteria that will make up a numerical admission score. We will then take student whose scores are the highest into our program once every year, for both the fall and spring semesters.

Year(s) Requested: 2012-2013
Recommendation Priority: 3. High Priority
Supporting Evidence: SB 1559 passed in 2008, this bill legislatively gave community college nursing programs the ability to implement a merit based admission process rather than the open access admission process previously mandated by the CCCCO. Stemming from that legislation the CCCCO has provided nursing programs guidelines with mandated and non-mandated admission criteria for implementation of a merit based admission process. The primary merit criteria will be GPA, pre-requisite knowledge testing, and course repeat determinations. All three of these criteria have been statistically validated to be predictors of success for nursing students.

Plans of Action

Plan of Action	Budgetary Impact	Timeline/Responsible Party	Active
Yuba College Nursing is working on this merit based admission criteria this semester through the nursing curriculum committee. The intent is to implement the instrument as soon as the remaining eligible wait list applicants are admitted to the program. We anticipate that completion of the merit instrument by the end of this semester at which time we will advertise the admission changes and start recruiting for our first application process and application period which we anticipate to be summer or fall of 2013, but could be as late as fall of 2014 if the anticipated reduction in enrollment is implement in Fall of 2012. **Type:**	None		Yes

Plans of Action			
Plan of Action	**Budgetary Impact**	**Timeline/Responsible Party**	**Active**
Curriculum/SLO			