Program Review Report

Yuba Community College District

YC - Nursing Program Recommendations

Program Description: Yuba College Nursing currently offers one generic Associate Degree Nursing programs and one career advancement program, the LVN to RN Career Ladder program. These programs are consistent with Title V requirements and are accredited by the California State Board of Nursing. The Associate Degree Nursing program seeks to prepare graduates to take the National Council Licensure Examination (NCLEX-RN), leading to licensure as a Registered Nurse. 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 Yuba College Nursing Program historically utilized a wait list process for admission to the program, containing an average of 200 potential students. At that time, eligibility for the program was determined by a complex standardized and evidenced-based formula calculation provided by the California Community College Chancellor's Office (CCCCO), along with a pre-admission standardized examination which measured course pre-requisite knowledge. Now, these pre-admission eligibility instruments have been merged into a single merit-based admission criteria process which has been widely adopted by several Associate Degree Nursing Programs throughout the State of California. We will fully transition to this CCCCO approved merit-based admission system in Spring, 2013, for the 2013-2014 academic year, after all previously eligible wait-listed students have been granted admission.

The Yuba College Nursing Program has also extended the suspension of transfer student admission into the Associate Degree Nursing program for another year, as well as the admission of previously educated foreign nurses referred by the California 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, as well as the reduction in total FTEF in our current program.

Nearly all department faculty are taking extra pay assignments to maintain current enrollment, quality of instruction, and program integrity. The Yuba College Nursing Curriculum Committee has developed a new innovative nursing curriculum that has been approved by the Yuba College Curriculum Committee and the California Board of Registered Nursing curriculum review process. The new curriculum was developed over the last 3 years, and has already been implemented for the first three semesters of the program. SLOs have also been fully integrated into the new course outlines and the present curriculum. Courses offered in the first three semesters of the program are already showing promise in reducing our attrition rates. The new curriculum's first semester coursework now has a success rate of 93%, whereas the old curriculum's first semester success rates were as low as 73%. I am also pleased to report that the NCLEX licensure pass rate for students who graduated during the 2011-2012 academic year is 100%. In fact, for the past 3 years, our student success rates on the NCLEX have always averaged between 96-100%.

Some clinical lab courses have now moved out of district, thanks to an approval for clinical sites at 2 Sacramento area Kaiser Permanente Hospitals. This has been a Yuba College Nursing goal for approximately 10 years. In the past, we have been very limited in our clinical experiences due to having only one local hospital to educate our nursing students. We now have four new courses with clinical offerings in Sacramento area Kaiser Hospitals. We anticipate these new clinical sites will serve to greatly enhance the quality of clinical education of Yuba College Nursing students.

Nursing curriculum has changed significantly in the last 10 years, and Yuba College Nursing Faculty were long overdue for training and professional development in these new curricular areas. Over the last year, all of the faculty have participated in extensive trainings for the new technology that our classrooms and labs require. All of this training was provided by the vendors for the new simulators and medication dispensing devices in each lab. However, we will continue to need training and updated information on the continued use of our simulation center as it becomes available.

Simulation experiences are becoming the standard in all educational institutions which offer a degree in nursing. Students and faculty rate simulation exceedingly high, but we will be forced to limit these opportunities should we have no funding to continue either a Simulation Technician or Simulation Coordinator position. At this time, there are no faculty members who are proficient in the technology and skill required to run the simulators or the simulation equipment. While vendor training has allowed them to become familiar with the technologies, it is nowhere near sufficient to operate/maintain these simulators, nor do our faculty have the time to develop these required skills.

Most of the simulation lab technologies have no maintenance agreements associated with their purchase. To date, the Nursing Department is also the only entity charged the responsibility for understanding and maintaining these technologies. However, the Nursing Department faculty and staff are ill-equipped, from a knowledge and practical stand point, to be responsible for their technological function and maintenance. We also have a 40-unit computer classroom which is now the responsibility of the Information Technology Department. It is anticipated that the human and capital needs to maintain this extensive technology will become significant over the next four years. Further, the simulation center has no current operational budget allocations. As a result, the Program Director has called for meetings with college and district administration to bring their attention to the human, technological, and revenue resources which will be necessary to maintain this state-of-the-art simulation center.

The program will have a full accreditation visit by the California Board of Registered Nursing in Spring, 2013. At this time, our accreditation is at-risk based on the extent of full-time faculty workloads and the current ratio of full-time to part-time faculty. A major criteria to maintain accreditation is compliance with Article 3, Title 16, California Code of Regulations number section 1424(d), which reads: "The program shall have sufficient resources, including faculty to achieve the program's objectives". In order to be re-accredited and to maintain program viability, faculty staffing has become our primary concern and most imminent need for the next four years. We currently have at least 3 more faculty who are nearing retirement age, and 1 who will definitely be retiring during this review cycle.

The Nursing Department's Admission, Progression, and Transfer Committee members are continuing to work in collaboration with personnel from the Admission & Records and Counseling Departments. Over the last year, the committee completed a number of important revisions to nursing admission policies and procedures, including raising the course passing percentile from 70% to 75%, and implementing a one course repeat policy for the entire program. These policy changes now align Yuba College Nursing with the current standard practice for nearly all California community college nursing programs.

Yuba College Nursing has moved into the new health science building and is offering all instruction in our new classrooms. Our current course evaluations show an improvement in overall student satisfaction, which we greatly attribute to the improvement in the learning environment provided by this new health science facility. While the new building is a blessing, it has also placed a significant strain on an already burdened faculty. The tremendous amount of training required of faculty have added considerable stress and investment of time, especially for those who have taken

on overload to maintain our program's core course offerings.

With Perkins funding, the nursing program has hired a full-time consultant to provide technological and coordination services for the simulation lab for the 2012-2013 academic year. This Perkins funding is not renewable and will only be provided for this one academic year. Therefore, in order to maintain simulation as an integral part of our nursing curriculum, we will need to develop general fund or other categorical funding for the position.

Over the last two semesters, the Nursing Department and the Fire Technology Program have collaborated together to stage a Mass Casualty Simulation Drill. This collaborative simulation has a great success, and plans are in the works to carry on a similar simulation exercise every semester. Nursing faculty and Fire Technology faculty have also developed productive academic relationships which could prove to be even more collaborative in the future. Simulation technology collaborations can very easily be developed for all Yuba College allied health programs.

The Nursing Program's student success and retention rates for the past 3 years are well above the overall rates of the college. A promising statistic was exhibited in the 2011-2012 academic year regarding student success outcomes. Specifically, the 2011-2012 academic year success rates were markedly improved over the previous 2 years. This improvement in success could very well be the result of the change in environment and facilities with our new health science building, the increase in high-fidelity simulation throughout the program, and the improved instructional technologies now integrated into our new curriculum. Our new core curriculum course success rates are consistently at or above 90%, and our retention rates fall between 95% and 100%.

A weakness that continues for the nursing program is the inadequate local access and availability of clinical hospital sites within the district. In particular, pediatric clinical site availability and faculty are a growing deficiency in our program and many others across the state. We currently have very limited acute pediatric experiences for our students. Additionally, Woodland Healthcare patient census and acuity are not adequate for our student population beyond their first semester of the program. Rideout Hospital is also overly impacted with students from Yuba College, CSU, Chico, and Butte College, and Fremont Hospital has closed it's acute medical-surgical hospital and intensive care departments. Currently, Rideout Hospital is building and expanding, with an expected opening date in 2014. This expansion is expected to accommodate many more students in the future.

Year of Review: 2012-2013

Type of Review: Self-Study (4-year review)

Executive Summary: Yuba College has been graduating RNs since 1987. Since 1992, Yuba College Nursing has graduated 1048 registered nurses. This addition of practicing nurses equates to approximately $80 million dollars in financial contributions to our district and the north state economies, each and every year. Few CTE programs can make such a contribution, and any reduction in nursing enrollments would be detrimental to the program and the surrounding community.

This academic year, the Associate Degree Nursing Program and LVN to RN Career Ladder program will be reviewed for accreditation renewal by the California State Nursing Board of Registered Nursing. However, there have been a significant number of program changes since the last annual review and update. In the period since the last review, the Nursing Department lost two categorically funded full-time nursing faculty positions and three full-time tenure track positions. As a result of this reduction in faculty, we were forced to reduce our number of total program enrollments from 70 to 60 students per year. We then applied for and received grant funding from the CCCCO Enrollment and Enhancement Grant, which has been used to sustain this reduced enrollment. This grant cycle currently funds three

employment positions: a full-time faculty, a full-time Instructional Associate, and a part-time clerical assistant.

The Department of Nursing now has administrative oversight of the Radiologic Technology and Psychiatric Technology programs, which had been previously managed by the MESH Dean. The administration of these new programs and existing staff has significantly increased the workload for the Nursing Director, and to a small degree the clerical staff. The Radiologic Technology Program has recently undergone JRCERT accreditation and has been granted accreditation renewal for the next 5 years. However, the Radiologic Technology program has lost categorical funding from the Southern and Northern Consortium of Hospitals, and subsequently the positions held by Richard Lehrer and Scott Wilson. The Radiologic Technology program recently vacated a classroom in Sacramento, which had been provided by Sutter Health, and has significantly reduced enrollments for the year 2012-2013 due to this loss in funding.

The current operational budget for nursing is now less than what was received before we moved into the new health science building one year ago.These reductions have a created a budget which is below the levels necessary to maintain and operate the new health science simulation classrooms and lab facilities equipment. However, even with these budget cuts, every faculty member continues to integrate simulation into all program course offerings.

Future Goals and Program Direction: We will have lost another full-time tenure track position as of July 1, 2012, with the retirement of Candace Pray. However, the department re-applied for and was awarded monies from the CCCCO enrollment enhancement grant, which will continue to fund one full-time faculty, one instructional associate, and one part-time clerical assistant for the next 2 years. We will most likely re-apply for the same grant in 2014, if it is still available, to continue to sustain the present employees under this particular grant. Although it was the college's original intention to sustain some of these positions, this will not be possible in light of the budget crisis at Yuba College.

Also, with the new simulation facility operational, we are in dire need for a technician to service the simulation lab and our 27 simulation mannequins, 65 computers, and the technologically advanced fingerprint identification medication administration delivery system. While there is a tremendous potential for this position to be funded with the revenue generated from the simulation center, we must first have college and/or district support to institute this revenue sustaining program. The lab and its contents were initially secured with Measure J funding, however, there have been no funding allocations for the necessary personnel to run the simulators, nor a funding source identified for the maintenance of the above named equipment. Additionally, there are no personnel on this campus which currently have the knowledge and skill to oversee the maintenance for all of these technologically advanced medical devices. The district and/or college should create goals to address these deficiencies for the future of the program, especially if we want to achieve the continued utilization of the high-fidelity simulation center. Further, the nursing program's goal of developing coalitions with local industry through collaboratives for utilization of the simulation center will only be possible with district/college support. These goals need to become a priority because they clearly align with college and district strategic plans and goals.

Our primary goal for the Associate Degree Nursing program is to continue to provide instructional coverage of our classes with qualified faculty. With the loss of yet another full-time faculty positions, many faculty are taking excessive overloads. While the program is maintaining student enrollments at 60 per year, this is also creating a burden on the remaining faculty, diminishing the quality of education for our students, and necessitating us to limit our course offerings to core courses only.

Yuba College Nursing has always strived toward providing a cutting edge nursing education and highly skilled graduates

that are sought after by employers. We will continue to survey both graduates and employers to ensure we reach these lofty goals.

Yuba College Nursing will undergo a full accreditation visit in the Spring of 2013 by the California Board of Registered Nursing. This will require nursing faculty and administration to prepare a complete self study. Work on this process began last year, and will continue to dominate the full attention of the department this year. We look forward to the opportunity to renew our full accreditation for another 8 years.

The new Health Science facilities has allowed the Yuba College Nursing Program to begin to create a state-of-the-art nursing program based upon the integration and utilization of advanced technology in all areas of instruction. While the program now has the infrastructure to accomplish this, we are limited in our ability to realize it based on a lack of staffing and revenue to carry it out.

The Yuba College Nursing department plans to continue working on its curriculum to align with the SB1440 goals of developing a seamless transfer degree program with surrounding CSU nursing programs. This work is in progress, and is being guided by the Northern California Associate Degree Nursing Directors Organization.

Finally, Yuba College Nursing will, by necessity, be expanding to clinical sites beyond our district in order to educate our students. In order to accomplish this, Yuba College Nursing will need to develop permanent clinical relationships with other health care institutions outside of the Yuba Community College District.

Curriculum & SLO Assessment Summary : The Associate Degree Nursing program has a new curriculum which has been incrementally implemented over the last 3 semesters. By the end of this academic year, the all 4 semesters of the new curriculum will be completely implemented. Every new course outline was developed with integrated student learning outcomes (SLOs). These newly developed outcomes are being assessed each year and the resulting information will be documented. 100% of all nursing SLOs have been developed, and approximately 50% have been assessed.

The Yuba College Nursing Curriculum Committee has developed a new innovative nursing curriculum that has been approved by the Yuba College Curriculum Committee and the California Board of Registered Nursing curriculum review process. The new curriculum was developed over the last 3 years, and has already been implemented in the first three semesters of the program. The new curriculum course offerings have shown promise in reducing our program's attrition rates. As compared to previous figures, our 2011-2012 attrition rates have already been reduced by 5%. Additionally, the Nursing Department graduating completion rate was 82.2% for the 2011-2012 academic year, up from 77.6% during the 2009-10 academic year. These nursing success rates are 12.7% higher than Yuba College's overall success rate of 69.5%. Like the overall success rates for our program in comparison to the college, our success rates with minorities are also higher. We are now in the process of submitting new course outlines to the Curriculum Committee for the final semester implementation of our new curriculum.

This new curriculum has increased the total number of nursing course sections by 20%. When the new curriculum was designed, workload reductions were not a consideration. However, we now find our program with a greater numbers of sections and fewer full-time faculty to fill them. This has increased the ratio of part-time to full-time faculty currently teaching this new curriculum. Additionally, with the new merit-based admission process, we have changed Nursing 36 and Nursing 26 to required pre-requisites which must be completed prior to program application. This has required us to offer more sections of these two courses in order to ensure their availability to pre-nursing students, who must now

complete them prior to applying to the program.

Recommendations	Plans of Action & Budgetary Impact / Tasks	Status	Feedback & Follow-Up
YC - Nursing Program Recommendations - Restore/Replace 3 FTEF positions lost to Nursing - At minimum, replace one of three lost full time tenure track faculty position, with the last being that which was vacated by the retirement of Candace Pray in June of 2012. The position vacated by Sheila Scroggins also remains vacated, both of which of late have created a burden on the programs viability. The program will be accredited by the State of California in April of 2013 and the program could be sanctioned for lack of full time faculty resources. **Year(s) Requested:** 2012-2013 **Request Date:** 08/30/2012 **Inactive Date:** 07/01/2013 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** 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 was forwarded to the District/College for replacement in 4th position of 4 recommendations, but no filled. We actively sought out renewal of the CCCCO enrollment grant from the CCCCO for catagorical continuation of Gema Knipe full time faculty position, which was filled with	**Plan of Action:** The program submitted a request to the faculty staffing committee for replacement of 3 positions. One position was ranked number four and recommended for rehire by Yuba College Staffing Committee for 2012. The replacement position only went through number 3. The same needs exist now as they did in the last program update. Since 3 positions were filled or funded to be filled it would be prudent now to put nursing in the number one position for th 12-13 academic year. We have one catagorically funded FTEF which we have had for the past 6 years. Though we hired a new faculty into that position, it is not a new faculty position. Therefore, we will make a new faculty staffing request for this academic year. The CCCCO Student Success Iniative recommendations is for promotion of CTE programs that create employment. There is no better program to fulfill the student success initiative mandate than Associate Degree Nursing Program. The new curriculum written and full implemented by Spring of 2013 increases nursing course sections by approximately 20%. Further burdening the Program's existing full time faculty. **Type:** Staffing - Faculty **Budgetary Impact:** $108,000 salary and benefits for FTEF replacement. If we continue to understaff we will need to reduce pre-requisite course of NURS 25 and NURS 36. Those two courses combined have 14 courses each academic year which enrolls approximately 500 pre-nursing students per year. According to the Eric Cooper's research, nursing has		

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Ruth Tamulonis after the departure of Alice Knipe. The Nursing Program, it's mission, and it's graduates all align with the Yuba College Board of Trustees Vision Statement and Strategic Goals. RN educaiton aligns with the Student Success Taskforce recommendation for CTE promotion. The Nursing Program graduates 40-60 RNs each year. Each year those graduates contribute approximately 3 to 4 million to the local economies. Over the course of a year all alumni from Yuba College Nursing contribute approximately $600 million to the local and state economies per year. Accreditation by the Board of Registered Nursing is dependent on a number of California Code of Regulations statutory requirements for continued approval. One of those statutory requirements is Section 3 of Title 16, Titled "Sufficiency of Resources:. The subsection is 1424 (d) which reads: "The program shall have sufficient resources including faculty, library, staf and support services, physical space and equipment including technology to achieve the program's objectives." The workforce reduction over the past 5 years, yet the maintenance of enrollment at 90% of previous enrollments could be seen as non-compliance in this statutory requirement and jeopardize accreditation. The Nursing Program is typically allotted 12.5 FTEF per semester to implement our program. This amount of FTEF is sufficient to only provide core course instruction. The total curriculum required for licesure as an	approximately 800 students at any one time that are designated pre-nursing taking pre-requisite/general ed courses every year. **Perkins Eligible:** No **Location:** YC Marysville Campus **DE Related:** Yes		
	Plan of Action: 1. Submit faculty staffing requests for 2012 2. Apply for appropriate grant funding where and when available that time and human resource will allow. 3. Maintain CCCCO Enrollment Enhancement Grant through 2014. **Type:** Staffing - Faculty **Budgetary Impact:** $108,000 **Perkins Eligible:** No **Location:** YC Marysville Campus		

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RN we provide is 50 academic units per student. We complete that curriculum with 8 full time faculty and 8 continuously employed part time faculty. A number of those adjunct faculty take full 20 load units per year. We offer 14 sections of Nursing 26 (Pharmacology) and Nursing 36 (Pathophysiology) every year. We need to and could easilty fill many more sections of these two classes if sufficient numbers of faculty were available. Though these two courses are pre-requisites to theprogram, they are core courses and currciculum required for licensure and therefore need program instructors to teach. The average WSCH for nursing 283 WSCH/FTEF. Though this is 60% of the average college WSCH/FTEF, the numbers are respectable in comparison to the college ratio.			
YC - Nursing Program Recommendations - Create and fund a full time classified simulation technician position - Create and fund one full time classified simulation technician position for Yuba College. **Year(s) Requested:** 2013-2014 **Request Date:** 07/01/2012 **Inactive Date:** 07/01/2014 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** At the end of this academic year catagorical funding for a simulation technician 40 hour weekly consultant contract will be discontinued with itp's present Perkins funding source. Implementation of	**Plan of Action:** Create and fund a full time simulation technician position, We presently have grant funding for a 40 hour per week contract employee who provides simulation technician services. This funding was provided through Perkins Grant funds that will end on June 30, 2013. The simulation suite and nursing labs and their 27 simulators cannot be utilized as designed without the services of a technician. This position with the right candidate could also develop and maintain a sustainability program with community resources. The technician position would preferably be a Registered Nurse, however the salary for an RN would not be equitable in a classified position and would limit greatly the pool of applicants due of the salary differential for a		

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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. The department is working on collaboratives with area hospitals for use of our simulation. This cannot be accomplished without a simulation technician. This could be a valuable revenue source for maintenance of the lab and it's technology for the future, but without College and District support that insures technological support for the lab these collaboratives will be impossible to create or maintain. At this point in time, there are no personnel in the college or the district who have expertise in simulation or simulators. Information Technology, Distance Education or Maintenance & Operations personnel lack the degree of knowledge, time or budget for the oversight of these sophisticated simulators and other simulation technologies. It is beyond the expectation or level of expertise for nursing faculty to assume these roles. We have build a world class simulation center without any kind of plan or resources for it's operation, preservation or maintenance. This is definitely a critical need for the nursing and the college given it's resource allocation from Measure J.	classified position and a typical RN salary. **Type:** Staffing - Other **Budgetary Impact:** 60,000 with Salary and Benefits, which could be offset with a revenue stream from public use of the simulation center given the creation and maintenance of public entity collaboratives. **Perkins Eligible:** Yes **Location:** YC Marysville Campus **Plan of Action:** 1. Submit Staffing Request for fall 2012 2. Reapply for CCCCO grant renewal for Catagorical funding for Tamulonis position for academic year 2013-14. **Type:** Staffing - Faculty **Budgetary Impact:** $108,000 **Perkins Eligible:** No **Location:** YC Marysville Campus		
YC - Nursing Program Recommendations - The district will develop support services for	**Plan of Action:** Meet with the College/District Admin to		

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the maintenance and operations of the Yuba College Simulation Center. Yuba College or the Yuba College District will assign personnel to develop knowledge in simulation technology. - The simulation center has 21 mid and 5 high fidelty mannequins, a Pyxis mediction dispensing system and other assorted technologically advanced pieces of medical equipment that require support services that can either be accomplished on site by YC personnel or by simulation vendor companies. The funding for these services cannot be absorbed by the general budget of the generic nursing program and must be the responsibility of the college or the district. **Year(s) Requested:** 2013-2014 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** The equipment listed above was purchase through Measure J. However, no extended warranties were purchased with Measure J funds, therefore, none of the equipment purchased for the simulation lab have warranties that go beyond one year. After this academic year all services and maintenance of this equipement must be born by the college or district. The usage of this equipment is projected over the next four years to be extensive.	develop a needs assessment for the simulation center. Meeting Completed in 9/2012. Nursing Department to begin to develop a sustainibility program through collaborations with industry for the development of annual revenue stream for sustainibility of the program. **Type:** Facilities **Budgetary Impact:** Estimated annual preventive mainenance at $32,000. **Perkins Eligible:** Yes **Location:** YC Marysville Campus		
YC - Nursing Program Recommendations - Enrollment Maintenance - Maintain enrollment in the Yuba College Nursing at 60 student enrollments per year. **Year(s) Requested:** 2012-2013 **Request Date:**	**Plan of Action:** 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.		

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09/05/2012 **Inactive Date:** 05/31/2014 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** The loss to retirement of Candace Pray, but the renewal of the CCCCO enrollment enhancement grant has enable us to maintain enrollment for the next two years. 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 could risk losing accreditation with the present program and number of faculty for the 2012-2013 academic year and beyond. We presently have 2-3 faculty of retirement age and eligibility. Should any one of those faculty retire we would not be able to maintain this enrollment. The full time tenure track position vacated by Sheila Scroggins in the 2010-2011 academic year has further burdened the enrollment process for the program. Sheila Scroggins continues to teach in the program out of necessity rather than design due to her position going unfilled. Even with the reduction of enrollment for our 2008- 2009 status, we have gone from 85 sections in that past year to 106 this year with 3 less full time instructors. We are overall actually up enrollments in previous academic year from 1289 enrollments to 1604 for 2011-12. The increases are as a result of the new curriculum and increase offereing of pre-requisite course of Nursing 26, & 36.	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 **Budgetary Impact:** Loss of revenue to the college and a potential for loss of FTES in prerequisite science courses.		
	Plan of Action: Continue to apply for re-hire of lost tenure track positions. Limit non-core courses to adjuncts and core courses for full time faculty. Seek appropriate grant funding as is available and time will allow. **Type:** Staffing - Other **Budgetary Impact:** $108,000 **Perkins Eligible:** No **Location:** YC Marysville Campus		

Recommendations	Plans of Action & Budgetary Impact / Tasks	Status	Feedback & Follow-Up
YC - Nursing Program Recommendations - Create & Implement 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 starting in the 2013-14 academic year. The admission process will begin inthe 2012-13 academic year. The program will need to evaluate this admission process for disproportionate impact. **Year(s) Requested:** 2013-2014 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** 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.	**Plan of Action:** Yuba College Nursing will implement this merit based admission criteria this academic year. All necessary information has been and will continue to be routed to counseling. The Nursing Admission, Progressing and Transfer Committe serves as the vehicle to enable the smooth transition to this new admission process. The Yuba College Nursing Website has been upgraded, updated and is now a one stop source of information for students and counseling for the admission process and the program. **Type:** Curriculum/SLO **Budgetary Impact:** None **Location:** YC Marysville Campus **DE Related:** No		
YC - Nursing Program Recommendations - Industry/Nursing Program Collaborations - Create and nurture industry collaborations between Yuba College Nursing Simulation	**Plan of Action:** Yuba College Nursing is presently in negotiations with area hospitals fee for services collaborative use of our simulation		

Recommendations	Plans of Action & Budgetary Impact / Tasks	Status	Feedback & Follow-Up
Center and area health care providers. Plan, develop and implement a fee for service sustainibility program to help fund the maintenance and operations of the Yuba College Simulation Center. **Request Date:** 10/15/2012 **Inactive Date:** 10/14/2016 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** CSU, Chico has a similar simulation center in which there are strong collaborations between Chico State, Butte College and Enloe Hospital. Many nursing programs now how physical simulation facilities who find funding from industry collaborations.	center. Full funding for a simulation technician is paramount in futher development of this collaborative. **Budgetary Impact:** Collaborative will be revenue positive for the department of Nursing. We are now on course with a pilot collaborative in fall of 2012 with Rideout hospital which will yeald approximately $8000 dollars of revenue for the department. If this pilot collaboration is successfull the potential for much more in the way of revenue generation is possible. **Perkins Eligible:** No **Location:** Yuba College - All **DE Related:** No		
YC - Nursing Program Recommendations - Sustain the Instructional Associate/Nursing Academic Success Coordinator Postion with Yuba College general funding - Joy Sanchez Bell, Instructional Associate, is currently funded under the CCCCO Enrollment & Enhancement Grant through 06/30/2014. This position should become district funded beginning with the 2014-15 academic year. **Year(s) Requested:** 2014-2015 **Request Date:** 07/01/2012 **Inactive Date:** 07/01/2014 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** In just 3 short years, Joy Sanchez-Bell has received accolades from students, faculty,	**Plan of Action:** Convert catagorical nursing instructional associate position presently funded by the CCCCO enrollment enhancement grant to a permanent full time classified IA and Student Success Coordinator position with general fund. **Budgetary Impact:** One classified Salary and benefits.		

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and the California Board of Registered Nursing for her contributions, advocacy, and support of Yuba College nursing students. She is now fully integrated into every level of instruction and nursing course offered, and we have all benefited directly and indirectly from the services she provides. Specifically, 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. The Nursing Academic Success program encompasses a significant number of student-related services, including pre-admission 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 also established strong working relationships with several campus departments and programs, as well as several off-campus area resources and organizations.			

Recommendations	Plans of Action & Budgetary Impact / Tasks	Status	Feedback & Follow-Up
Since it's inception in November, 2009, the Nursing Academic Success program has provided services to 214 pre-nursing, currently enrolled, step-up, international, and graduate nursing students. In that time, 83% of the students who originally failed their pre-admission assessment exam have successfully remediated and passed due to their participation in the Nursing Academic Success program. Additionally, 66% of current students (semesters I through IV) and 57.5% of 2011/2012 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. Over the last year, 60% of all Nursing Academic Success referrals originated from nursing instructors, which is not only indicative of the level of support felt by the faculty, but the faith and confidence instilled in Joy Sanchez-Bell and the Nursing Academic Success program. Additionally, 100% of faculty and 95% of the 2011/2012 nursing student body believe the Nursing Academic Success program has become an essential asset to the Yuba College Nursing program. The Spring, 2012, student survey of the Nursing Academic Success program also indicated that 87.5% of the current student body believed the program had provided them with tools to enable their success in nursing school, and 90.9% felt their success would have been significantly impacted had the Nursing Academic Success program not existed. Now, as we begin the Fall 2012 semester, we are excited at the prospect of 49 enrolled nursing students and 13 pre-nursing			

Recommendations	Plans of Action & Budgetary Impact / Tasks	Status	Feedback & Follow-Up
students who are already regularly participating in the services offered by the Nursing Academic Success program. With the aid of institutional support, we hope to carry on this position and the services of Joy Sanchez-Bell and the Nursing Academic Success program for many years to come.			
YC - Nursing Program Recommendations - Fund release time of 25% for one faculty member Assistant Director of Nursing Position - The workload for the Nursing Director has increased substanially with the inclusion of other allied health programs under nursing administration. The state of Nursing Education and especially hospital requirements mandated for nursing programs has increased the workload along with other changes in education and health care. **Year(s) Requested:** 2013-2014 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** The BRN has in the last full accreditation recommended to Yuba College that a paid full time or part time Assistant Director of Nursing position be instituted. Assistant Directors are required by California Codes of Regulations. It will most likely be a recommendation for our full accreditation visit this academic year. Yuba College has assigned Assistant DONs, but because it is an unpaid position, there is no work or responsibility associated with the position. Faculty fill this position on a rotating design and it completely voluntary. The position is legally responsible for the program	**Plan of Action:** In the eventuality of nursing being awarded one full time faculty replacement in the 2012 -13 academic year, that this position have a release time of 25% for the duties of Assistant Director of Nursing & Allied Health. **Budgetary Impact:** Approximately $25,000 for a 25% release of a full time faculty salary and benefits.		

Recommendations	Plans of Action & Budgetary Impact / Tasks	Status	Feedback & Follow-Up
administration should the Program Director be unable to fulfill her/his duties. California Code of Regulations Section 1, subsection 1425 (e) "The director and the assistant director shall dedicate time for the administration of the program." (f) "The program shall have a board approved assistant director who is knowledgeable and current regarding the program and the policies and procedures by which it is administered and who is delegated the authority to perform the director's duties in the director's absence."			
YC - Nursing Program Recommendations - Creation of a regional nursing program. - Work toward the creation of a nursing program that extends and expands to become a regional program. The program looks to develop more clinical affiliation in the greater Sacramento areas. The program will do the curriculum work necessary to develop a transfer model curriculum with our CSU partners to the north and south. **Year(s) Requested:** 2014-2015 **Recommendation Priority:** 3. High Priority **Supporting Evidence (SLO, WSCH, etc.):** AB 1440 requires TMC be developed for the future, nursing is no exception to that mandate. Work is already underway for such a model curriculum which Yuba College will have as a goal in the next few year.	**Plan of Action:** Director and faculty designee will work with the already established statewide committees tasked with the development of nursing TMC. **Budgetary Impact:** None		