Assessment: Assessment Unit Planning

Program Review 2014-15

YC - Nursing Program Review

Year Under Review : 2014-15
Type of Review:
Program Description : Do students have access to curriculum-specific and/or program-specific support services? If so, describe this service(s). If not, explain why.
The students have program specific support with:
1. Class/Lab Nursing 55 and 56. It helps the student practice skills they will need once in the clinical setting, review theory, critical thinking and skills that are specific to the semester and needs for each student, this is done by a staff RN.
2. Students have on-line support through ATI in: video, case studies, and practice quizzes and get immediate feedback.

If services are available, how do they demonstrate an increase in student success?
This would be based on attrition rate semester by semester of the nursing program. (spring 2013 it was 3%) The student each semester do an evaluation of the courses and faculty use this evaluation of their own courses, to make changes for student success.

How is current and previous program review data used to refine and improve program or department practices? The data is review at the beginning of each semester and the faculty will decide what changes need to be made. The spring of 2013 the faculty asked for a consultant to review the whole curriculum/program and met with the consultant in June 2013. Based on the consultant's report there will be an extensive revision of the nursing program and curriculum and how it is delivered.
Executive Summary (Include a list of team members): Nursing currently offers one nursing program and a career advancement program. These programs are consistent with Title V requirements and have approval from their respective California State nursing boards. The Associate Degree Nursing (ADN) program is approved by the California Board of Registered Nursing (BRN). The ADN program seeks to prepare graduates 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. Students enter the program as a "generic" student starting in the first semester or as a Licensed Vocational Nurse (LVN) step-up student in the third semester. Alternatively, LVN step-up students complete no more than 30 additional semester units and then are eligible to take the NCLEX-RN (but not as a graduate).The RN license obtained by this method may not be accepted by all states, which is the rationale for not promoting this option. LVN Step-up students are admitted to the third semester ADN program on space availability.

There are 7 full-time instructors for the nursing program, which includes the Director with 100% release time and the co-assistant directors with 10% release time and a proportion of the full-time faculty does overloads. There are 13 adjunct instructors to help with the practicum and/or theory.

We need two full-time instructors, per the BRN regulations, in specialty areas of Pediatrics and Obstetrics. One of the adjunct instructors is filling one of these positions, and has been approved as content expert by the BRN.

The Fall of 2015 a full-time position was opened for Obstetrics which will fill the requirements of the BRN. Also one of the medical/surgical instructors will continue to remediate in Obstetrics so there is a second instructor if needed and to fill the requirement of the BRN.

The nursing department is looking at the program so the students have consistency, we need to have same instructor teaching the same theory content and doing the practicums with that theory content.

The Multi-criteria admission process has been in use beginning in the fall of 2014.

Currently 10 of the 30 ADN students admitted each semester are funded through the California Community College Chancellor's Office (CCCCO) grant.
01IP. Department Goals (Click '?' for Prompt): By aligning our program SLOs with the institution
02IP. Access to Support Services (Click '?' for Prompt): -Other
03IP. Follow up to question 02IP (Click '?' for Prompt): Other refers using ATI remediation tools to assist students to be successful in their individual courses and their NCLEX
04IP. Degrees/Certificates (Click '?' for Prompt): See reports
05IP. Improve Completion (Click '?' for Prompt): By providing external resources with ATI and by offering N18 the NCLEX review and supporting by addressing concerns and questions.
06IP. Course Outlines (Click '?' for Prompt): Yes
07IP. Collaboration (Click '?' for Prompt): By utilizing the graduation advisory committee consisting of faculty student services, counseling, leadership management
08IP. Catalog Currency (Click '?' for Prompt): The current 2015-2016 catalog still lists seminar courses (N11, N12, N13R, and N14R) that have been inactivated via Curricunet. At this time, the department is awaiting final approval by all involved in the process, including the College Curriculum Committee, the Board of Trustees, and the State Chancellor's office.
Nursing 16 (Dosage Calculation), Nursing 227 (Basic EKG Interpretation) were support courses that have been inactivated as they have not been taught. Lastly, Nursing 37 (LVN-RN Bridge Course) has been activated as the Department intends to offer it to LVN students.
09IP. For CTE Programs Only (Click '?' for Prompt): To incorporate home care and out hospital care into the clinical setting. Will include out reach to BSN and MSN programs in the area
10IP. DE Students (Click '?' for Prompt): Our department offers DE courses and uses a DE modality to support instruction, how are you evaluating the effectiveness of that instruction?
By comparing success and retention compared to face courses.
How are instructors providing "regular effective instructor-initiated contact with students"?
Weekly updates in Canvas home page, discussion topics and email and phone contact with students
How are they accommodating students with disabilities?
All videos captioned and all other content compliant with Section 508 of the Rehabilitation Act?
11IP.Disproportionate Impact(Click '?' for Prompt): Male students are under represented in the program. This is being addressed by male faculty role model, high school out reach programs.
12IP. Mapping (Click '?' for Prompt): Yes
13IP. Course SLOs (Click '?' for Prompt): All course SLOs are now updated and are mapped to program SLOs which are mapped to institution SLOs. The formal collection and analysis of data will be compiled Spring of 2016.
14IP. Program SLOs (Click '?' for Prompt): Now that the process of course, program and institution SLOs are mapped. Data collection will begin in new format spring semester 2016
15IP. Professional Development (Click '?' for Prompt): Faculty are attending professional development , seminars conferences, webinars.
16IP. Reflection (Click '?' for Prompt): In faculty meetings and addressing individual course SLOs and to evaluate if they help meet program SLOs
Are you ready to submit your final program review?: Yes

Program Recommendation: Restore/Replace 2 FTEF positions lost to Nursing

At minimum, replace three lost full time tenure track faculty positions, with the last being that which was vacated by the previous OB instructor and a categorically funded position. The circumstance that currently exists with less than 50% of the faculty being full time tenure track is a diminution of the quality of the curriculum as well as inconsistent curriculum continuity. To remain compliant with the Board of Registered Nursing regulations and maintain accreditation, this recommendation is critical. 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.

Recommendation Priority: 3. High Priority
Year(s) Requested: 2015-2016
Request Date: 10/15/2015
Inactive Date: 07/01/2018

YC - Nursing Program Review

Supporting Evidence : The nursing department at the end of this academic year will be below 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, but none filled.

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 50-60 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."

Northern California has been identified by the State Workforce Initiative as experiencing a nursing shortage that threatens to impact quality health care delivery for all populations. Due to Nursing Department workforce reduction over the past 5 years, along with anticipated retirements of a top-tier faculty, the maintenance of enrollment at 100% of previous enrollments will be increasingly difficult and without needed support, doubtless result in 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 RN we provide is 40.5 academic units per student. We complete that curriculum with 7 full time faculty and 13 continuously employed part time faculty. A number of those adjunct faculty take full 20 load units per year. We offer 17 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 the program, 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.
Evaluation Plan: One full-time OB instructor will be hired for Spring 2016; this was mandated by the BRN.

Plan of Action

Staffing - Faculty - 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. (Active)

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 approximately 800 students at any one time that are designated pre-nursing taking pre-requisite/general ed courses every year.

Timeline/Responsible Party: 2013/ Director of Nursing/Staffing Committee

Perkins Eligible: No

DE Related: Yes

Staffing - Faculty - 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. (Active)

Budgetary Impact: $108,000
Timeline/Responsible Party: 2012-13 Academic year
Perkins Eligible: No

Status

Reporting Year: 2014-2015 11/30/2015
Recommendation Progress: Recommendation Addressed/Satisfactory Progress
Request has been made for a full time OB instructor. We are presently attempting to change a grant funded faculty into a tenure tract employee

Reporting Year: 2014-2015 11/30/2015
Recommendation Progress: Recommendation Needs Improvement/Attention
Do not have a full time OB instructor yet.

Staffing - Faculty - Hire a full time Ob instructor and full time general funded med surg instructor and student success coordinator. (Active)

Budgetary Impact: OB instructor 75000
Med Surg instructor 75000
Student Success Coordinator 75000
Add 40% for benefits for each position
Timeline/Responsible Party: May 2016
Director of nursing

YC - Location: Marysville Campus

Related Goals

Institutional Learning Outcomes
Communication - Effectively use language and non-verbal communication consistent with and appropriate for the audience and purpose.
Computation - Use appropriate mathematical concepts and methods to understand, analyze, and communicate issues in quantitative terms.
Critical Thinking - Analyze data/information in addressing and evaluating problems and issues in making decisions.
Global Awareness - Articulate similarities and differences among cultures, times, and environments, demonstrating an understanding of cultural pluralism and knowledge of global issues.
Scientific Awareness - Understand the purpose of scientific inquiry and the implications and applications of basic scientific principles.
Technological Awareness - Select and use appropriate technological tools for personal, academic, and career tasks.

YCCD Board of Trustees Vision Statement
YCCD VS 1 - Providing an innovative, world-class learning environment;

YC - Nursing Program Review
YC Goal 2 - Increase the number of full-time tenure faculty.

Program Recommendation: The district will develop support services for 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.

Recommendation Priority: 3. High Priority
Year(s) Requested: 2015-2016
Request Date: 10/15/2015
Inactive Date: 10/27/2015
Supporting Evidence : The usage of this equipment is projected over the next four years to be extensive. Currently the maintenance of this equipment is supported by the Enrollment grant that will be complete in 2019.
Evaluation Plan: The warranties and maintenance for above equipment is funded by the CCCCO grant and there was only enough money to fund to partial cover the cost of all the equipment.

Plan of Action

Facilities - Meet with the College/District Admin to 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. (Active)
Budgetary Impact: Estimated annual preventive mainenance at $32,000.
Timeline/Responsible Party: College/District/Nursing Dept.
Perkins Eligible: Yes

Status

Reporting Year: 2014-2015 11/30/2015
Recommendation Progress: Recommendation Addressed/Satisfactory Progress
Working with simulation contracts and Laerdal to keep lab updated

Equipment - Requesting estimate of updating lab to 3G and enhance audiovisual recording of simulation which inhance low fidelity maniquins. This will provide an improved clinical simulation for students in the program and community partners. (Active)
Budgetary Impact: Advanced 3G simulation mannequin requires $85,000.00
Enhancing lo fidelity mannequins = $35,000.00
Upgrading AV system = $30,000.00
Vendor will supply an estimate of costs
Timeline/Responsible Party: Start 2016 complete 2017
Perkins Eligible: Yes
DE Related: No
HSI Related: No
YC - Location: Marysville Campus

Related Goals

Institutional Learning Outcomes
Information Competency - Conduct, present, and use research necessary to achieve educational, professional, and personal objectives.
Technological Awareness - Select and use appropriate technological tools for personal, academic, and career tasks.

Program Recommendation: Continue use of the CCCCO Merit Based Admission Criteria (MBAC)

The admission process will continue to be used The program will continuously evaluate this admission process for disproportionate impact.

Recommendation Priority: 3. High Priority
Year(s) Requested: 2015-2016
Request Date: 10/15/2015
Inactive Date: 01/02/2017
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, course repeat determinations and TEAS testing. All three of these criteria have been statistically validated to be predictors of success for nursing students.
Evaluation Plan: The fall 2014 admission process had 38 qualified applicants. After contacting each student a total of 30 students were enrolled. and continue to be retained on the program. The spring of 2015 admission applicant pool held 40 applicants. After offering admission to 30 students 10 alternates were notified of their status. The fall of 2015 admission has received over 80 applications. The admission process is not completed as of this date however the multivariate admission instrument reveals that applicant pool to have an average cut score of over 62 with some cut scores reaching into the 80s. Retention of the three cohorts that have been admitted using the Multicirteria instrument has been 98%

Plan of Action

Curriculum/SLO - 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. (Active)

Budgetary Impact: None
Timeline/Responsible Party: Program Director, Faculty, Inforamation Technology
DE Related: No

Related Goals

Institutional Learning Outcomes
Computation - Use appropriate mathematical concepts and methods to understand, analyze, and communicate issues in quantitative terms.
Critical Thinking - Analyze data/information in addressing and evaluating problems and issues in making decisions.
Global Awareness - Articulate similarities and differences among cultures, times, and environments, demonstrating an understanding of cultural pluralism and knowledge of global issues.

Program Recommendation: Industry/Nursing Program Collaborations

Create and nurture industry collaborations between Yuba College Nursing Simulation 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.

Recommendation Priority: 3. High Priority
Year(s) Requested: 2015-2016
Request Date: 10/15/2015
Inactive Date: 10/14/2017
Supporting Evidence : Rideout Hospital has visited to discuss the potential to collaborate with YC nursing. In further meetings a plan has been promoted to send faculty and staff with the Rideout education and nursing staff to UC Davis Medical Center Simulation Center to acquire current knowledge skill and ability to operate high acuity low frequency simulation scenarios. The goal of to develop skills of the nursing staff and to develop an orientation model for new graduates.
Evaluation Plan: Schedule regular contact with Rideout Hospital Education Staff. Promote the development of a simulation

collaboration.

Plan of Action

Yuba College Nursing is presently in negotiations with area hospitals fee for services collaborative use of our simulation center. Full funding for a simulation technician is paramount in futher development of this collaborative. (Active)

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.

Timeline/Responsible Party: Nursing Administration, College & District Administration, faculty, and simulation Simulation Personnel.

Perkins Eligible: No

DE Related: No

Related Goals

Institutional Learning Outcomes

Global Awareness - Articulate similarities and differences among cultures, times, and environments, demonstrating an understanding of cultural pluralism and knowledge of global issues.

Program Recommendation: Fund release time of 10% for two faculty members as Assistant Directors of Nursing Position

The workload for the Nursing Director has increased substantially with the inclusion of other allied health programs under nursing administration. The state of Nursing Education and especially hospital on-boarding requirements mandated for nursing programs has increased the workload along with other changes in education and health care.

Recommendation Priority: 3. High Priority

Year(s) Requested: 2015-2016

Request Date: 10/15/2015

Inactive Date: 08/14/2017

Supporting Evidence : 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 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."

Evaluation Plan: A 10% release time for two Assistant Directors was been implemented starting in April 2014. It is anticipated that the release time should increase to 25% for one assistant director.

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. (Active)

Budgetary Impact: Approximately $25,000 for a 25% release of a full time faculty salary and benefits.

Status

Reporting Year: 2014-2015 11/30/2015

YC - Nursing Program Review

Recommendation Progress: Recommendation Addressed/Satisfactory Progress
Presently two faculty members are working as assistant directors with 10% release time. These two instructors are involved with the extensive on boarding process involved in getting students into the different health care systems.

Staffing - Faculty - Due to the extensive work for onboarding students in the hospitals for each semester and including site visits to secure clinical rotations. Due to the complexity of the procedure to on board students, two faculty are required. (Active)

Budgetary Impact: 15000 per instructor for a total of 30,000
Timeline/Responsible Party: Feb. 10, 2016 Director of nursing

YC - Location: Marysville Campus

Related Goals

YCCD Board of Trustees Vision Statement
YCCD VS 1 - Providing an innovative, world-class learning environment;

Program Recommendation: 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.

Recommendation Priority: 3. High Priority
Year(s) Requested: 2015-2016
Request Date: 10/15/2015
Inactive Date: 09/02/2017
Supporting Evidence : 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 yeasr.
Evaluation Plan: We have expanded our contract for clinical affiliation to Mercy San Juan and Mercy General Hospitals. Current plans include engaging CSU Chico to adopt a progressive model for the aspiring ADN to BSN students.

Plan of Action

Director and faculty designee will work with the already established statewide committees tasked with the development of nursing TMC. (Active)

Budgetary Impact: None

Program Recommendation: Staff Development/Training

We will continue to promote the development of the concept based curriculum to do a complete overhaul of the nursing program, which is slated to open Fall of 2018. Funds will also be allocated for strengthening faculty knowledge of NCLEX exam questions.

Recommendation Priority: 3. High Priority
Year(s) Requested: 2015-2016
Request Date: 10/15/2015
Inactive Date: 12/22/2018
Supporting Evidence : SLO and NCLEX pass rate
Evaluation Plan: At the end of each semester content experts will review content, SLOs, NCLEX pass rates, and student evaluations of the program.

Plan of Action

Other - Content based nursing education has become increasingly difficult to implement due to the accretion of vast amount of patient care evidenced based research in the past 20 years. We will seek additional Staff development to promote the adoption of a concept based curriculum. Once developed we will submit the new curriculum to the CA Board of registered Nursing for approval. We will then develop a schedule of implementation the will assure a successful

implementation of the new curriculum. (Active)

Budgetary Impact: Staff development expenses will be covered by current and ongoing grant funding. There will be long term negative budget impact if the concept based curriculum is not adopted due to diminished demand by incoming students.

Timeline/Responsible Party: Summer 2018: Director of Nursing

Perkins Eligible: Yes

DE Related: No

HSI Related: Yes

YC - Location: Marysville Campus

Staffing - Faculty - In order to implement concept based curriculum by 2018 faculty requires education and preparation. (Active)

Budgetary Impact: For a faculty replacement for a full time faculty to go on sabbatical for two semesters will cost 75000 plus 40% for benefits. 30000 will be needed for the rest of the faculty to be educated and preparation for concept based instruction

Timeline/Responsible Party: 2016 - 2018 Director or nursing

YC - Location: Marysville Campus