Assessment: Assessment Unit Planning

Program Review 2014-15

YC - Radiologic Technology Program Review

Year Under Review : 2014-15
Type of Review: Self-Study (2-year)
Program Description : The Program takes two years to complete both the didactic and clinical portions. The Program meets the required accreditation requirements for theDepartment of Public Health, State of California Radiation Health Branch (RHB) and the Joint Review Committee in Radiologic Technology (JRCERT). The curriculum is designed to meet the recommended prerequisite and subject matter presented by the American Society of Radiologic Technology (ASRT) and approved by RHB and JRCERT. Upon completion of the program, students are eligible to take the American Registry of Radiologic Technology (ARRT) Registry Exam.
Executive Summary (Include a list of team members): A. Willson only.

PROGRAM HISTORY:The Yuba College X-Ray Technology Program for Radiographers started operation in 1966 to alleviate a community shortage of technologists. The college staff and members of the community worked together to construct a program that would supply the Northern Sacramento Valley with skilled technologists. By the fall of 1967 JRCERT provisional approval had been granted and the first class began with six students. In 1973 full accreditation was achieved and it was decided to increase the number of incoming students to twenty-five (25.)

JRCERT Accreditation History: Of historical significance, in 1992 it was decided not to reapply for JRCERT accreditation. There were many factors that led to that decision, but two major considerations led to the decision. First the director of twenty plus years was retiring during the accreditation process and an extension was denied by JRCERT. It was decided that to bring in a new director under those circumstances would be a disservice to both the new director and the program. The second concern was fiscal in nature. This program had thirteen (13) clinical sites and the new essentials required the addition of a clinical coordinator for programs with four (4) or more sites. With a diminishing budget it seemed impossible to find funds for an additional salary and it was not practical to drop to three (3) sites. This decision was made to not renew accreditation with JRCERT with approval of the Advisory Board Committee.

The current program director was hired in November of 1991. Shortly thereafter, the program name was changed to the Yuba College Radiologic Technology Program. The necessity of accreditation by JRCERT was discussed at an Advisory Board meeting and the decision was made to apply for accreditation after a clinical coordinator was hired. A clinical coordinator was hired in August of 1993. (NOTE: this was a categorically funded position and remained that way until he was let go Spring 2012).

Program Dateline Summary:
1. 1993 three (3) years accreditation status, highest for new program.
2. 1997 granted a five (5) year approval, at that time the highest possible.
3. A Program Expansion Plan was submitted to JRCERT March 2002. The plan was to meet the demand and shortage of technologist in the Nation but more specifically in the greater Sacramento region. The plan was accepted: a second classroom was opened (the use of point-to-point video conferencing made this possible), a second Clinical Coordinator was hired (NOTE: also categorically funded, and remained that way until he was let go Spring 2011), the number of clinical facilities was expanded and the number of entering students increased from twenty-five (25) to fifty (50). Note: this number has decreased to the acceptance of forty-six (46) fall 2010 and we are in discussion of lowering the number as the number of technologist jobs has decreased.
4. 2002 eight (8) year approval. The interim report was submitted in 2007 and the continuation of the cycle was accepted.
5. 2011 was the last site visit and a provisional five (5) years was granted. We were aware of the problems caused by the program expansion and believed the response was reasonable under the current circumstances.

6. Early Spring 2013, JRCERT CEO and assistant CEO came to the college to review the program because of the Yuba College Probationary status. They found the program to be deficient and placed the program on probation.
7. Based upon that status a self-study report is due Jan 2014 with a scheduled site visit of July 2014
8. Currently there is one (1) full-time faculty member the required Program Director and no adjunct faculty.
9. Program curriculum has been redesigned and will be offered for the first time in Fall 2013.
10. There was not an entry cohort Fall 2013. With one (1) faculty member the load would have been too great with both a first and second year cohort. Entry will now be every other year. This could change if there was an additional faculty member.
11. Program had a site visit Spring 2015, the assessment was fair with three (3) issues.
a. Wanted to assure the program continued to notify the clinical site CI's and Program Administrators, formally, of findings sought from the intern/student clinical evaluation form.
b. Evidence a second faculty member will be hired.
c. Evidence a lab is being developed.
12. A report was submitted early September to address the issues. Status will remain Probation until we hear from JRCERT.
Current Issues:
1. With only one (1) faculty both JRC and Calif. Dept of Health RHB (radiation health branch) have restrictions on the number of students and clinical sites. No more than five (5) clinical sites and no more than thirty (30) students. The sites have been identified as
a. Rideout in Marysville
b. Oroville in Oroville
c. Sacramento
I. U.C.D.M.C.
ii. Sutter General
iii. Mercy San Juan

2. There is a 1:1 ratio requirement (student to technologist) based upon this requirement and the number of department procedures we will be unable to have more than twenty-four (24) students. Each site will only accept 4 students so only 20 can be accepted into the program every other Fall until a second faculty member is hired. This will meant the student FTES number will continue to be low.

3. JRCERT has placed the program on probation. Program revisions – the remainder of this report will be based upon this consideration.

Revisions:
1. An architecture has been hired to design a lab/classroom. a new table and tube has been purchased to meet the JRCERT requirement.

We have two (2) very old non-energized tables and tubes. At least one (1) of them should be moved to the new building. There will be a cost associated with the instillation. Additionally, we have a donated mini--c-arm, tube, wall bucky and table.

01IP. Department Goals (Click '?' for Prompt): 2. How does the program support the college goals and future directions?
YCCD Short Term Goals
YCCD Long Term Goals

1. Foster a culture of evidence-informed decision making, including SLO development/assessment and other measures of student success SLOs are being tracked and evaluated. JRCERT requires an extensive evidence based annual evaluate of the program. Much of that information is available on the program website

http://radtech.yccd.edu/mission-and-goals.aspx

http://radtech.yccd.edu/program-statistics.aspx

Additionally, all SLO's continue to be revised to assure they are effective and meaningful.

2.Prioritize and allocate resources based on existing and emerging community and student needs over those of individual

projects or programs.

With the exception of salaries, until recently this program has been cost effective and required little in the way of additional resources. Because of JRCERT accreditation requirements, it has became obvious the program needs updated equipment and this is currently being addressed (yet newer more modern state of the art radiology equipment would always be the best plan).

JRCERT placed the program on “probation” status based upon what they deemed to be a lack of administrative support. They were appalled at the difference between the nursing lab vs. the RT lab equipment. They also believed the over all support to nursing exceeds that of the RT program. There currently it much work being done to address this issue.

4. Research and utilize effective modes of delivery for our courses and services.

Because of the JRCERT annual analysis requirement, research is on going. Employer surveys are done every 2-3 years, student exit surveys are collected upon graduation from the program, evaluations of the clinical sites are done at the end of each rotation, a year after gradation the graduates are surveyed to assure job placement and satisfaction with the program. All of the results are evaluated and the results drive the delivery of the course material.

An annual program evaluation is required, should a copy of this report be helpful, it can be made available for review.

5. Design our programs in such a way as to allow students to complete their educational goals in a timely manner.
6. Evaluate our programs, services and processes to ensure continuous quality improvement.

The curriculum has been revised to meet all standards and has reduced redundancy and will now allow those students who miss no clinical hours to graduate in a two-year period.

7.Improve the quality of the student experience at all our campuses and centers.

Currently the students are happy with our dedicated classroom but the move into the new classroom/lab with the ability to install generated x-ray equipment will enhance learning as well as meet one of the JRCERT requirements for faculty assisting with experiments.

8.Develop partnerships to enhance educational resources and student opportunities.

We have currently partnerships with;
a. Rideout Memorial Hospital- Marysville
b. Orville Hospital - Oroville
c. Sutter General - Sacramento
d. UCDMC – Sacramento
e. Mercy San Juan – Sacramento

9.Exemplify educational excellence, fiscal responsibility, cultural awareness, and civic engagement for our communities and region.

As stated above, our graduates are trained locally and are hired locally. The students learn about the diversity of our communities and region by assignments in local medical facilities.

02IP. Access to Support Services (Click '?' for Prompt): -DSPS
03IP. Follow up to question 02IP (Click '?' for Prompt): Yes
04IP. Degrees/Certificates (Click '?' for Prompt): 2013-14 11 students completed the program earning an AS degree and program certificate
05IP. Improve Completion (Click '?' for Prompt): Currently we are in the process of creating a refresher course given applicants have been on the list for 5+ years and are not prepared to be full-time students and have forgotten data learned from the prerequisites
06IP. Course Outlines (Click '?' for Prompt): The CORS are fine but the program needs to be updated as some of the courses need to be placed on inactive status but can't be until the Program has been updated.
07IP. Collaboration (Click '?' for Prompt): One of the counselors has been assigned to the RT students and applicant
08IP. Catalog Currency (Click '?' for Prompt): Until the certificate has been updated, the catalog does not reflect the current

program.
09IP. For CTE Programs Only (Click '?' for Prompt): Most current data retrieved 9-11-15
DATA downloaded from US Department of Labor – Occupational Outlook Handbook October 1, 2014. DATA is for - Radiologic technologists use CT scans, and other imaging technology, to perform diagnostic imaging exams on patients.

Medium pay $55,910 per year $26.88 per hour

Number of Jobs 2012, 229,300
Job Outlook, 2012-13 21% (Faster than the average)
Employment Changes, 2012-22 48,600

California EDD
Radiologic Technologists and Technicians*
(SOC Code : 29-2037)
in California

This OES occupation is a combination of data collected for the 2010 SOC occupations 29-2034 Radiologic Technologists, 29-2035 Magnetic Resonance Imaging Technologists and the 2000 SOC occupation 29-2034 Radiologic Technologists and Technicians. * Occupation titles followed by * have the same title, but not necessarily the same content as 2010 SOC occupations.
Employers are usually looking for candidates with a Associate degree .

10IP. DE Students (Click '?' for Prompt): Currently there are two DE courses, one students must come to class to take a test. The other they must do case studies. Graded are an indication.
11IP.Disproportionate Impact(Click '?' for Prompt): I do not believe there is a problem.
12IP. Mapping (Click '?' for Prompt): Yes
13IP. Course SLOs (Click '?' for Prompt): Currently all SLO's are reviewed at the end of each course and changes are made as required.
14IP. Program SLOs (Click '?' for Prompt): Program SLO's are required by JRCERT and RHB - data meets objectives
15IP. Professional Development (Click '?' for Prompt): Program director is required to complete 24 CEU's in a two-year period to maintain registration and permit.
16IP. Reflection (Click '?' for Prompt): With the intention of hiring a new faculty member, the curriculum will need total review. Data here will assist in making those corrections.
Are you ready to submit your final program review?:

Program Recommendation: Curriculum Review

The Program curriculum had major revisions in 1998 and again in 2012. The new revisions are in progress and a few concerns have become evident and will be fixed for future course revisions..Course will be revised, or updated as necessary.

Recommendation Priority: 3. High Priority
Request Date: 08/18/2014
Supporting Evidence : Changes in ARRT, ASRT and RHB have mandated the changes. Also, going to a single person program the curriculum required a change that would allow this.
Evaluation Plan: Student evaluations will be used to determine the rigor of the curriculum.

Plan of Action

Curriculum/SLO - The three faculty need to review the current ASRT recommended curriculum and the new ARRT Registry exam requirements. These two will guide the revisions. (Active)
Budgetary Impact: None

Status

Reporting Year: 2015-2016 11/16/2015

Recommendation Progress: Recommendation Needs Improvement/Attention
Curriculum will be reviewed and updated as necessary Spring 2016

02/15/2012

Recommendation Progress: Recommendation Needs Improvement/Attention
Review to start immidetly, facul to meet and discuss March 2012. The long range plan it to have all revised course outlines submitted to the CC by Fall 2012 for implementation Fall 2013

Curriculum/SLO - Review each course to assure accuracy and relevancy based upon requirements established by ARRT, ASRT, RHB and JRCERT and Yuba College (Active)

Budgetary Impact: None
Timeline/Responsible Party: Program Director (additional staff if there are any)
Perkins Eligible: No
DE Related: No
HSI Related: No

Status

Reporting Year: 2015-2016 11/16/2015
Recommendation Progress: Recommendation Addressed/Satisfactory Progress
This is an on going process as each agency makes changes every few years

Program Recommendation: Staffing

While this program can be successful on one faculty member only, the result is only 30 total students can be enrolled in the program. The hiring of a second faculty to serve as a clinical coordinator will allow additional students to start the program each Fall. The plan is to hire in Spring 2016

Also the current program director will be retiring soon and plans should be made for replacement.

Recommendation Priority: 3. High Priority
Request Date: 09/17/2015
Supporting Evidence : The program can not accept more than 30 students and 5 clinical sites with 1 faculty. The five clinical sites chosen can not accept more than a total of 24 students. With only one faculty member, we are forced to accept student every other year, this will greatly reduce the number of graduates. While we had flooded the market, the hiring trend is up again. The employment needs of the local community will be at jeopardy
Evaluation Plan: When the call for faculty hiring is placed, apply for a full time faculty member

Plan of Action

Staffing - Faculty - Place a request during next faculty staffing request periods sooner a second person is hired the sooner the program can expand and bring in students every year and increase the number of clinical sites. (Active)

Budgetary Impact: Depends on the range but anywhere from 50-120K
Timeline/Responsible Party: Program Director will submit request when the call is placed.
Perkins Eligible: No
DE Related: No
HSI Related: No

Status

Reporting Year: 2015-2016 11/16/2015
Recommendation Progress: Recommendation Addressed/Satisfactory Progress
Position has been posted awaiting meeting to interview

Staffing - Technical/Clerical - Does this program have adequate technical/clerical staff to support a high quality program?

Basically, yes. Nursing provides clerical staff for assistance when needed. Counseling has been very helpful assisting with

students on the waitlist. There is concern that once Julie Morgan retires there will not be adequate assistance. Those on the waitlist must have met the GE requirements by the end of Fall 2013. Ms. Morgan has developed a process of evaluation that is most effective. Once she is gone, if no one is assigned to do this evaluation, it is possible students will be dropped from the list in error.

At the time a new process is implemented the counseling or administrative assistance will once again be increased.

(Active)

Budgetary Impact: None

Does this program or department have adequate full-time faculty to support a high quality program? Please explain.
NO. Currently the program has only one(1) full-time faculty member. A Program Director is required. There are great limitations on the program with only one (1) faculty member. Both JRCERT and RHB place a limitation on the number of students (no more than thirty (30)) and clinical sites (no more than five (5). That would mean six (6) students per site. Only one of our facilities can accommodate that many students. With the current facilities: Oroville, Rideout, Mercy San Juan, Sutter General and UCDMC, we cannot accommodate more than twenty-four (24) students and this may prove to be too many.

We did have three (3) full-time faculty. Two (2) of them were categorically funded with monies collected from our clinical facilities. For various reasons they money is no longer available.

For this program to be viable a second faculty member is necessary.
(Active)

Status

Reporting Year: 2015-2016 11/16/2015
Recommendation Progress: Recommendation Needs Improvement/Attention
In progress

Staffing - Faculty - Does this program or department have adequate full-time faculty to support a high quality program? Please explain.
NO. Currently the program has only one(1) full-time faculty member. A Program Director is required. There are great limitations on the program with only one (1) faculty member. Both JRCERT and RHB place a limitation on the number of students (no more than thirty (30)) and clinical sites (no more than five (5). That would mean six (6) students per site. Only one of our facilities can accommodate that many students. With the current facilities: Oroville, Rideout, Mercy San Juan, Sutter General and UCDMC, we cannot accommodate more than twenty-four (24) students and this may prove to be too many.

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(Active)

Professional Development/Training - In the last year, what professional development or networking has faculty and/or staff participated in?

All Radiologic Technologist are required to complete twenty-four (24) Continuing Education Units (hours) within a two (2) year period. The program director attends two (2) conferences a year and does other reading assessments. She also attends multiple college flex activities.

Additionally she has been attending video conferences on iclicker.

How did these activities contribute to student success? (include supportive data)

The iclickers are used for daily quizzes this allows for immediate response for the students and for the instructor to know where to spend more time focusing on the days material.

The radiographic seminars keep her up to date and current with equipment and trends in medicine.

How does professional development in your program or department support basic skills students and foster inclusive classroom environments that value diversity?

Our students are not basic skills, there are radiographic readings that are on diversity.

What Staff Development activities would you suggest be offered in the next year that would enhance your program?

More on teaching and learning.

(Active)

Status

Reporting Year: 2015-2016 11/16/2015
Recommendation Progress: Recommendation Addressed/Satisfactory Progress
Professional development is met to address both Flex and radiographer requirements

Program Recommendation: Wait-list and Program Prerequisites

The current wait has become smaller but there are 82 names on the list now. Most of these applicants have been on the list for 5+ years. Many of them will be weak in the prerequisite course requirements. A refresher course is under development.

Consider a method to eliminate the current waitlist.

Recommendation Priority: 2. Medium Priority
Request Date: 09/12/2015
Supporting Evidence : Program completion time requirements - attrition and retention rates. The numbers are low only because of the smaller number of students starting the program. 2012-2014 11/15 students completed the program. 73.3%

2014-2016 started with 20 students, 3 have left. 17/20 = 85%
Evaluation Plan: Continue to monitor attrition and retention rates. The longer a student is on the list, the less likely they will be prepared.

Plan of Action

Curriculum/SLO - Review the current trends in allied health program entry criteria. (Active)
Budgetary Impact: none

YC - Radiologic Technology Program Review

Timeline/Responsible Party: Program Director
Perkins Eligible: No
DE Related: No
HSI Related: No

Status

Reporting Year: 2015-2016 11/16/2015
Recommendation Progress: Recommendation Needs Improvement/Attention
Continued to be a problem. Dr. McKay director of nursing allied health is working on this concern. A course is in development to address the program prerequisites for those on the list

Program Recommendation: Equipment

generated x-ray machine is on campus - waiting for installation

Recommendation Priority: 3. High Priority
Year(s) Requested: 2013-2014
Request Date: 12/02/2013
Supporting Evidence : JRCERT accreditation recommendation.
Evaluation Plan: Continue to search for donated equipment or grant monies.

Plan of Action

Equipment - Seek donations or grant money. If we have available funds, purchase the equipment. (Active)
Budgetary Impact: There will be an annual average fee of $400 to the State of California for the x-ray tube. To purchase equipment will be about $20,000 for an x-ray table and tube and a CR reader
Timeline/Responsible Party: Program Director is responsible to seek and find. Timeline will be ASAP.
Perkins Eligible: Yes
DE Related: No
HSI Related: No

Status

Reporting Year: 2015-2016 11/16/2015
Recommendation Progress: Recommendation Achieved/Completed
Equipment has been ordered.

F18. To what degree does your program or department have adequate and appropriate technology to support effective instruction (e.g., software, computers, and information technology)?

What we have is adequate. We stopped using computers for student testing a few years ago. For the mock board the students use the Yuba College testing center. We have access to computer labs when necessary. We are hoping to purchase what is called a Computed Radiographic Reader. Should this happen, money will have to be set aside for both hardware and software maintenance.

Equipment

F19. To what degree does your program or department have adequate and appropriate equipment (other equipment, not computers or IT related).
While we have most of the equipment necessary to maintain the program, the x-ray tables are outdated. The plan is to move us to a different location where leaded walls will be added so a generated x-ray tube could be used for experiments. It is possible a mini-carm is being donated to the program. We are looking for donations of a new x-ray table and tube and CR reader.

YC - Radiologic Technology Program Review

Facilities
G20. To what degree does your program or department have adequate facilities to support effective instruction? Please explain.

The current classroom is effective. The plan is to move to the 1700 building Spring 2014)

(Active)

Budgetary Impact: Depends on how the equipment is obtained.
Timeline/Responsible Party: Program Director
Perkins Eligible: Yes
DE Related: No
HSI Related: No

Status

Reporting Year: 2015-2016 11/16/2015
Recommendation Progress: Recommendation Inactivated/Discontinued
New room in progress

To what degree does your program or department have adequate facilities to support effective instruction? Please explain.

The current classroom is effective. The plan is to move to the 1700 building Spring 2014)
(Active)