Program Review: Nursing

Program Description and Scope:

- *Program Review Title:* Nursing
- *Academic year:* 2016/2017
- *Review Type:* Instructional Disciplines
- *Program/Departments:* Nursing (12001)
- *Authority Code:* 43-Dean, Health & Environmental Sciences
- *External Regulations:* Yes <u>X</u> No<u>_</u>
  Describe:
  > Accredited by the California Board of Registered Nursing (BRN) and
  > Accrediting Commission for Education in Nursing (ACEN).
- *Provide a brief narrative that describes the instructional program/discipline:*
  A two-year program that prepares the graduate for entry level Registered Nurse practice.

College Mission:

- *Mission Statement:*
  Ohlone College responds to the educational needs of our diverse community and economy by offering high quality instruction supporting basic skills, career development, university transfer, and personal enrichment and by awarding associate degrees and certificates to eligible students in an innovative, multicultural environment where successful learning and achievement are highly valued, supported, and continually assessed.
- *Program Relation to College Mission:*
  - Career Entry (CTE)
  - Economic Development
- *State Your Program Mission/Purpose:*
  The Ohlone College Nursing Program is a two-year program offering an associate degree in Nursing upon completion. With an open enrollment, students come from not only Fremont, Union City and Newark, but from surrounding cities and counties as well. The number of jobs available for Registered Nurses between 2012 and 2022 is predicted to be around 528,000, a 19% in job openings (Bureau of Labor Statistics). The increase in job openings could be attributed in part to the Affordable Care Act which aims to provide health insurance to majority of Americans and to the increase in the number of baby boomers reaching age 65 and living longer. Registered Nurses are in the frontline to lead the change in promoting and maintaining health. The number of applicants to the nursing program has remained high over the last 10 years. There are more qualified applicants to the program than we can admit. Many graduates pursue their baccalaureate degree after completion of the associate degree at Ohone. Graduates find employment in acute care hospitals, skilled nursing and long term care hospitals, outpatient surgeries and clinics.

- *Briefly Describe Program Accomplishments:*
  Continuing BRN approval since 1972. Next accreditation visit Fall 2018.
  Continuing ACEN approval. Accredited until Fall 2018.
  NCLEX pass rate 97.22% for 2013-2014; 89.29% for 2014-2015; 73.17% for 2015-2016.

Achievement and Resource Data Analysis:

12. *Research Questions:*

    1. Male enrollment in the program is traditionally low, but for two years it has continued to decline. What can be done as a part of the PIO process to increase male enrollment in the nursing program?

Resource Assessment Summary:

1. *Academic Year:* 2014-2015
2. *Activity Center Fund 10 Budget Allocation:* $859085.00
3. *FTES:* Fall: 49 Spring: 50 Summer: 0
4. *WSCH/FTEF:* Fall: 199 Spring: 192 Summer: 0
5. *Course Sections Offered:* Fall: 14 Spring: 14 Summer: 0
6. *Sections Taught FT Faculty:* Fall: 9 Spring: 9 Summer: 0
7. *Sections Taught PT Faculty:* Fall: 5 Spring: 5 Summer: 0

Human Resources:

1. *# of FT Faculty:* 6
2. *# of PT Faculty:* 12
3. *# of Classified Staff:* 3
4. *# of Administrators:* 1
5. *% Faculty release/reassigned time:* 100.00%
6. *Technology:*
   - Simulation
   - Technology Enhanced Instructional Equipment
   - Laptops
7. *Physical Resources:*
   - General Classrooms
   - Specialized Labs

Program Analysis PSLOs - Student Learning:

(Key: I-Introduced, P-Practiced with Feedback, M-Demonstrated at the Mastery Level)

1. *PSLO Matrix:*

Course	PSLO-1	PSLO-2	PSLO-3	PSLO-4	PSLO-5	PSLO-6	PSLO-7	PSLO-8	PSLO-9
NUR 301	I	I	I	I	I	I	I	I	I
NUR 302	P	P	P	P	P	P	P	P	P
NUR 303	P	P	P	P	P	P	P	P	P

Course	PSLO-1	PSLO-2	PSLO-3	PSLO-4	PSLO-5	PSLO-6	PSLO-7	PSLO-8	PSLO-9
NUR 304	P	P	P	P	P	P	P	P	P
NUR 305	M	M	M	M	M	M	M	M	M
NUR 306	M	M	M	M	M	M	M	M	M
NUR 307	M	M	M	M	M	M	M	M	M

2. *Please Indicate the PSLO(s) which you are reporting on:*
   - Partner with individuals, families, and communities through teaching/coaching/learning activities to explore patterns and promote positive health changes for humans and their environment.
   - Internalize lifelong learning using multiple forms of evidence to improve professional caring practice, clinical competence, patient healing, and the profession of nursing.
   - Morally commit to ethical, caring practice in complex health situations with appreciation for diverse perspectives and a holistic view.
   - Integrate intentional, respectful communication with caring presence to effectively relate with and advocate for individuals, families, groups, communities, and colleagues of diverse sociocultural backgrounds in various health care settings.
   - Internalize principles of holistic nursing practice to promote healing and wellness in all life experiences and stages of human development, including the dying process.
   - Coordinate and manage seamless nursing care and resources for individuals, families, and/or communities as a collaborative interprofessional leader and team member..
   - Value a commitment to self-care and reflective practice.
   - Synthesize holistic nursing process with multiple ways of knowing, including critical thinking and intuition, to effectively care for self and others.
   - Qualify for state licensure as a registered nurse by achieving a passing score on the National Certification Licensing Exam for Registered Nurses (NCLEX-RN).

3. *Analyze and summarize your assessment findings â?? What in the data jumped out?*

   The Registered Nursing Program has historically maintained high licensing exam (National Council on Licensing Exam-RN; NCLEX-RN) pass rates ranging from 93% to 97% in the last five years. For 2014-2015, the pass rate decreased significantly to 86.1% from 97.1% the year before. While the pass rate is still above the BRN benchmark of 75% and the program benchmark of 85%, it is too early to tell if this is simply a temporary deviation or the start of a worrisome trend.

   Three students from the same cohort failed (graduates of Fall 2014). One of the graduates had a history of failure, having had to repeat a nursing course once. These 3 graduates posted the lowest scores in the comprehensive RN exit exam

(HESI), a vendor-administered exam that predicts the probability of the student passing the licensing exam. The higher the score, the higher the probability of passing the NCLEX exam. All three scored significantly below the acceptable score.

4. *Give examples of assessments used for your PSLO analysis:*
   Data used to for analysis:
   National Council of State Boards of Nursing (NCSBN) quarterly NCLEX-RN reports
   HESI RN-Exit Exam report

5. *Describe input from Program Advisory Committee (if applicable):*
   The Nursing Advisory Committee continues to be pleased with the nursing program. The last meeting, we discussed the implementation of a new nursing theory, caring, by Jean Watson. They wanted an update at the 2015-2016 meeting regarding how the theory is working. We reported a slippage in NCELX-RN test results. The program and committee will continue to review to see if a trend can be identified.

6. *Comments:*
   According to data presented, 5 of 9 nursing courses are taught by adjunct faculty. This is one trend which needs to be continually assessed. With the dip in NCLEX-RN scores all factors must be explored: student ability, family life, responsibilities; how many hours working outside school; finances; high use of adjunct faculty compared to full time faculty. The PIO is appropriate and we will continue to work with students to increase overall test scores, as well as to work on retention.

Program Improvement Objectives

1. *Based on the program data analysis and PSLO analysis, identify your Program Improvement Objective(s): What are you going to do? Why are you going to do it?*
   1. Increase annual NCLEX pass rate to 75% or higher for 2016-2017 to comply with BRN CCR 1431. 2. Continue strategies to promote student success reduce attrition and increase course completion.

   Notes (optional): Please include any notes related to your PIO. (2500 Character limit)
   Program PIO will address the following:
   - Student Learning & Achievement
   - Course Retention
   - Course Completion
   - Success Rates
   - Increase Degrees/Certifications
   - Career Technical Education (CTE) Related

   How will you assess the effectiveness of your PIO:
   NCLEX Quarterly report. Annual NCLEX pass rate of 75% and higher. Semester by semester cohort completion rates.

PIO Action Plan:

How will you accomplish this?
Change the admission selection process from random selection to multicriteria screening selection beginning with Fall 2017 admissions. In addition, the following interventions were initiated Fall 2016: Family orientation for new students; early identification and case management by Health Science Counselor of at-risk students; tutoring services; Clinical Teaching Assistants to provide more individualized teaching and learning support in the clinical setting: NCLEX-RN test preparation support; Curriculum review for alignment of program outcomes with course objectives, outlines, exams and the NCLEX-RN test plan; Test Item writing workshops for faculty and NCLEX-RN metrics subscription for analysis of test results of graduates to identify areas that need improvement.

What is your timeline?
All of the interventions listed above have been initiated. NCLEX pass rate will be monitored quarterly with the goal of achieving a 75% and higher pass rate for 2016-2017.

Who is going to do this?
Director of Nursing Program Nursing Faculty Health Science Counselor Professional experts paid for by grant monies

PIO Status:
- In-Progress
- Revised

Closing the loop - Describe the results of your PIO implementation or completion:
PIOs not met. NCLEX pass rate for 2015-2016 was 73.17%. Admitted 43 students i 2015-2016; 6 permanently lost. Attrition rate for new student admission was 14%.

Conclusion: Complete if PIO has been completed
PIO not achieved - did not work - start new PIO cycle

Fiscal Resources Status:

PIO Resources:
- Resource: People Time
  Description: scheduling of orientations; student counseling
- Resource: People Time
  Description: Analysis of retention data, tracking early alert progress

- Resource: Data from Research and Planning Office
  Description: Explore program attrition rates and factors related to student success on the NCLEX-RN

2. *Based on the program data analysis and PSLO analysis, identify your Program Improvement Objective(s): What are you going to do? Why are you going to do it?*
Increase the number of male applicants to the nursing program. Over the past three years females accepted into the program averaged 86/2% females and 17.1% males.

Notes (optional): Please include any notes related to your PIO. (2500 Character limit)
Nursing students must go through a selection process to be admitted to the nursing program. Males have the same advantage as females. Previously we used a lottery system. Starting 2017-2018 we will use a selection process which awards points for academic degrees/work experience, overall GPA, life experience, veteran status, additional language ability and ATI readiness.

Program PIO will address the following:
- Career Technical Education (CTE) Related
- Awareness of, and sensitivity to, diverse cultures and perspectives.

How will you assess the effectiveness of your PIO:
After all applications are screened, gender distribution will be counted.

PIO Action Plan:
How will you accomplish this?
We will do outreach at every event. We can speak with the HWI (Health Workforce Initiative) for their Men in Nursing information. We can put a link on the nursing home page to Men in Nursing. Provide counselors with any information they may need to promote Men in Nursing.

What is your timeline?
Applications for the 2017-2018 academic year are due in March 2017. We will continue to work on this PIO and carry it through.

Who is going to do this?
Director of Nursing, Nursing Faculty, Dean of Health Science.

PIO Status:
- New

Closing the loop - Describe the results of your PIO implementation or completion:

Conclusion: Complete if PIO has been completed

Fiscal Resources Status:
- Perhaps brochures for marketing of Men in Nursing.

PIO Resources:
- Resource: People Time
  Description: Outreach and marketing efforts
- Resource: Data from Research and Planning Office
  Description: Track all statistics from Research and Planning
- Resource: Other Non-Budget Related Resources Needed
  Description: advertising material
  Est. Cost: $1,000.00

Attached Files:
- [Progress Report_2016_CCR 1431.docx](#)
- [2015_2016_SLO.doc](#)