

## Spring 2009 Progress Report: Nursing Education - Page 1 of 9

This is the review your department or program submitted in Spring 2008. For Questions #3 and #4 on this form, please provide a progress or status report on the plans you identified last year. For each item, type your progress report in the right column titled, Progress-2008-09. Also, please list the faculty and staff who participate in this progress report. Forward (1) a hard copy to Instructional Services for review by IPC and (2) an electronic copy to [jdecker@palomar.edu](mailto:jdecker@palomar.edu) no later than 3/2/2009

### Palomar College – Institutional Review and Planning Instructional Programs

#### Purpose of Institutional Review and Planning:

The institution assesses progress toward achieving stated goals and makes decisions regarding the improvement of institutional effectiveness in an on-going and systematic cycle of evaluation, integrated planning, resource allocation, implementation, and re-evaluation. Evaluation is based on analyses of both quantitative and qualitative data (ACCJC/WASC, Standard I, B.3.)

**Department: Nursing Education**  
**Instructional Discipline Reviewed**

\_\_\_\_\_ **2007-2008** \_\_\_\_\_  
**2007-08**

#### 1. 3-year trend of quantitative data

	Fall 2004	Fall 2005	Fall 2006	Definitions
<b>Enrollment at Census</b>	555	556	588	<i>Self Explanatory</i>
<b>Census Enrollment Load %</b>	92.94%	93.76%	93.32%	Enrollment at Census Divided By Sum of Caps (aka "Seats")
<b>WSCH</b>	2,586	2,886	2,692	Weekly Student Contact Hours
<b>FTES</b>	86.19	96.22	89.72	One Full-Time Equivalent Student = 30 WSCH
<b>Total FTEF</b>	11.73	14.14	14.04	Total Full-Time Equivalent Faculty
<b>WSCH/FTEF</b>	220	204	192	WSCH Generated per Full-Time Equivalent Faculty Member
<b>Full-time FTEF</b>	7.48	8.10	7.87	FTEF from Contract Faculty
<b>Hourly FTEF</b>	3.81	4.00	4.60	FTEF from Hourly Faculty
<b>Overload FTEF</b>	0.44	2.04	1.57	FTEF from Contract Faculty Overload
<b>Part-Time FTEF</b>	4.25	6.04	6.17	Hourly FTEF + Overload FTEF
<b>Part-Time FTEF %</b>	36.26%	42.72%	43.92%	Percent of Total FTEF Taught By Part-Time Faculty
<b>Retention Rate</b>	97.30%	98.76%	97.83%	Non-W Grades (A,B,C,CR,D,F,FW,NC) Divided By A,B,C,CR,D,F,FW,NC,W Grades
<b>Success Rate</b>	88.80%	85.54%	89.86%	A,B,C,CR Grades Divided By A,B,C,CR,D,F,FW,NC,W Grades
<b>Degrees Awarded</b>	53	56	54	Total number of Degrees awarded for the Full Academic Year
<b>Certificates Awarded:</b>	-	-	-	Total number of Certificates awarded for the Full Academic Year
<b>- Under 18 Units</b>	-	-	-	Total number of Certificates awarded for the Full Academic Year
<b>- 18 or More Units</b>	-	-	-	Total number of Certificates awarded for the Full Academic Year

#### 2. Reflect upon and analyze the above 3-year trend data. Briefly discuss overall observations and any areas of concern or noteworthy trends.

The Census Enrollment Loads are all above 90%, however, the department does not feel it is necessary to increase the number of sections being offered in each class since some of our class sizes and WSCH/FTEF are small. The Overload FTEF increased when the PFF contract was able to change the student contact hours/week for nursing faculty from 18 to 15 hours/week. This allowed the nursing full-time faculty to maintain an equivalent workload with the majority of the College full-time faculty but did increase the department's overload FTEF. The reduction and equalization of the student contact hours/week for nursing faculty also resulted in a need for more part-time faculty so the part-time FTEF was increased.

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**3. Reflecting on the 3-year trend data, describe/discuss discipline planning related to the following:**

PLAN – 2007-08	Progress – 2008-09
<p><b>a. Curriculum, programs, certificates, and degrees (consider changes due to CSU/UC transfer language updates, articulation, workforce and labor market projections, certificate or degree completions, etc.)</b></p> <p>In response to the shortage of RNs in the workforce, the Nursing Department has expanded. Twenty additional students were admitted to a new evening/weekend nursing program in January 2007. In January 2008, another cohort was not admitted due to a severe lack of full-time faculty, however, three grant funded positions are currently being advertised. The hiring process will continue during the spring 2008 semester and the Nursing Department plans on enrolling a new cohort of 20 students into the evening/weekend program for the fall 2008 semester.</p> <p>The Nursing Department is at risk of losing their NLNAC accreditation if the number of units required for graduation are not radically reduced. Currently, the program and College requirements have a total of 85 units for graduation with an A.D.N. degree. The NLNAC allows a maximum of 72 units. National accreditation, NLNAC accreditation for Palomar College, is required if A.D.N. students are to utilize some of the clinical facilities in the county. The nursing faculty agree that national accreditation is a critical component of a quality nursing program so the maintenance of NLNAC accreditation serves as a retention factor for current faculty. In addition, NLNAC's continual monitoring to verify quality of the program serves as a recruitment incentive for new faculty and students. Another reason for having national accreditation is that graduates who wish to join the military must have obtained their RN degree from a nationally accredited program. To meet the standards set by NLNAC, the Nursing Department is exploring the development of a new degree, an A.S. degree in Nursing, which will be designed so a student only needs 72 units for graduation from the college. NLNAC mandates that the units must be reduced by fall 2009 or the College may lose NLNAC accreditation.</p> <p>To encourage students to transfer to universities and complete their BSN, the Student Nurse's Association of Palomar (SNAP) holds a Career Fair/Education Day once a year. Representatives from local BSN programs attend so students can ask about their program and what</p>	<p>With grant funds and support from College administration, 3 full time faculty for the evening/weekend program were hired over the past year. A new cohort of 20 students were admitted to the evening/weekend program in the fall '08 semester. With only 2 campus laboratory rooms available in the current buildings, the Nursing Department has labs being held from 7:30 a.m. to 9:50 p.m. several days a week. Nursing cannot use other laboratories on campus because of the specific equipment that must be utilized during campus laboratory times. The late hours, very long days, and a feeling of being isolated from their peers are problems often expressed by the faculty teaching in the evening/weekend program. With the current shortage of Nursing Faculty throughout the region, the department is concerned that faculty dissatisfaction with the hours (and the low College salaries) will negatively impact faculty retention.</p> <p>Working with the Science Department, Nursing has been able to reduce the number of units for an Associate of Arts, A.D.N. degree, from 85 to 80 units. These changes are expected to be in effect by the fall '09 semester. Each of the four science courses were reduce by 1 unit and nursing reduced one of their courses by 1 unit. However, 80 units for graduation with an Associate of Arts, A.D.N. degree, is not close to the NLNAC maximum mandate of 60-72 units. During the spring '09 semester, the Nursing Department has been working on the development of an alternative degree – an Associate of Science, A.D.N. degree. The Associate of Science, A.D.N. degree would meet BRN, NLNAC, and Title V requirements but would only have 74 units. This degree option is currently being discussed in the College Curriculum Committee. Prior to the implementation of an alternative degree option, NLNAC will not definitively state that they will accept a degree with 74 units, but the department feels 74 units should be close enough to 72 units that it will be approved by NLNAC. NLNAC accreditation continues to be needed as explained in the 2007-2008 section of this report.</p> <p>The Career Fair/Education Day continues to be held once a year to encourage Nursing students to pursue advanced degrees. In addition, to facilitate the articulation of A.D.N. students seeking their Bachelor's in Nursing, Palomar College is working with CSUSM, Mira Costa College, and San Diego City College on a grant. If approved by the Chancellor's Office, the grant would provide a seamless transition for 30 qualified A.D.N. graduates into the B.S.N. program at CSUSM. Ten qualified graduates would be articulated into</p>

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<p>additional courses will be required. In addition, health care agencies from the community attend the fair in order to recruit students to work at their facility.</p>	<p>CSUSM's B.S.N. program from each of the three community colleges included in the grant. If the grant is approved, the Nursing Department will increase enrollment for the fall 2009 semester by 10 more students, a change from 56 to 66 new students for that semester.</p>
<p><b>b. Class scheduling (consider enrollment trends, growth, course rotation, comprehensiveness, etc.)</b></p> <p>In response to student requests and safety concerns, the Nursing Department has expanded the space allocated for open campus lab time. The open lab space has expanded to 3 rooms during periods of high demand and is staffed by an RN, four days a week for a minimum of 15 hours a week. The addition of another available room during open lab time was accomplished by moving some of the lecture classes into other buildings on campus. The additional space has allowed students to spread out so safety can be maintained while they practice injections and other nursing skills.</p> <p>Hours for the evening/weekend program were designed to allow students from both the day and the evening/weekend program to have access to all the nursing campus laboratories and to open lab times. Nursing students cannot use other college laboratories for skills practice since they have specific equipment which is only provided in the nursing campus laboratories.</p>	<p>Although the open lab space has expanded to 3 rooms during high demand times, some students continue to have problems adjusting their schedules so they can attend the open lab periods. The RN running the lab is available 4 days a week, for 15-18 hours, to help students.</p> <p>In order to have open lab time, the evening/weekend program does not have a room for classes until late in the day. In addition, due to a limited number of offices in the department, faculty between the day and the evening/weekend program are having to share offices. Since they share offices, it is not possible for the day and the evening/weekend faculty who teach the same course to be on campus at the same time. Without the ability to be on campus at the same time, to work together, and to collaborate on teaching strategies, the faculty are finding it very difficult to maintain consistency for the students between the two programs.</p>

**4. Discuss/identify the resources necessary to successfully implement the planning described:**

<b>PLAN – 2007-08</b>	<b>Progress – 2008-09</b>
<p><b>a. Equipment/Technology – block grant funds, VTEA, other resources, etc.</b></p> <p>Over the past few years, several grants have been obtained by the Nursing Department to provide more faculty, laboratory supplies, and equipment necessary for program expansion and student learning. The specific grants that are being explored for the 2008-2009 calendar year are the Chancellor's Enrollment Growth and Retention Grant for '08-'10 and the Perkins Grant. In addition, the department continues to fund part-time faculty using the Adams Grant.</p> <p>There are also equipment needs the department has in order to continue to serve the students. In the new Health Science Building which is expected to be ready by fall 2009, there will be 3 simulation rooms for</p>	<p>During the 2007-2008 academic year, the Nursing Department was awarded several grants. The Enrollment Growth Grant for 2007-2008 totaled \$68,252 and the Capacity Building Grant was for \$111,100.</p> <p>For the 2008-2009 academic year, the Nursing Department was awarded their fourth consecutive Enrollment Growth Grant. The total for the year was expected to be \$317,900, however, an additional \$55,907 was augmented to the initial amount in January 2009 due to increased enrollments. The total for 2008-2009 from the Enrollment Growth Grant is \$373,807.</p> <p>Since 2007, grant funds have been used to provide salaries to new faculty for the evening/weekend program and to hire necessary adjunct faculty for some clinical rotations. The funds have also been used to purchase a variety of supplies needed for the students to use when practicing skills in the campus</p>

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<p>educational use. The following items will be needed for those rooms:</p> <ul style="list-style-type: none"> <li>i. STAT manikin (\$5,500) or Nursing Kelly manikin, Vitalsim Compatible (but not included) (\$5,000)</li> <li>ii. PDA STAT manikin (\$10,500)</li> <li>iii. Noelle Birthing &amp; maternal sim (\$5,000)</li> <li>iv. Vital Sim (\$3,000)</li> <li>v. 4 computer charting systems (one in each sim room &amp; one in the control room; 4 laptop computers with port replicators &amp; a networked printer) (\$2,250 each computer &amp; replicator, four for \$9,000; printer \$1,500 -- total price (\$10,500)</li> <li>vi. 4 LCD projectors (one in each sim room &amp; one in the debriefing area) (\$2,000 each -- total \$8,000)</li> <li>vii. Interactive Whiteboard (pricing for PolyVision Interactive Whiteboard \$3,000)</li> <li>viii. 6 new Hill-Rom hospital beds (\$7,000 each -- total price \$32,000)</li> </ul> <p>Regular manikins and IV catheter simulation in the lab must also be replaced on a regular basis due to severe deterioration with normal wear and tear. The department needs:</p> <ul style="list-style-type: none"> <li>ix. 3 advanced Patty Patient manikins (\$5,500 each -- total \$16,500)</li> <li>x. 5 complete Keri manikins with Heart and Lung sounds (\$4,500 each -- total \$22,500)</li> <li>xi. 2 advanced Geri Geriatric manikins (\$3,000 each -- total \$6,000)</li> <li>xii. Laerdal Virtual IV (device, computer, &amp; software) (\$18,000)</li> </ul> <p>As the new Health Science building reaches completion, there will be many other items to purchase, but for starters the above items are necessary.</p>	<p>lab. Some of the equipment that has been purchased includes 2 different types of IV pumps, an IV simulator, 2 feeding pumps, and baby mannequins. In addition, with the increased number of students, the office has required more assistance so a large shredder and copier were bought with the grant funds.</p> <p>The Nursing Department also qualified for Perkins funds which were used to develop and print a Faculty Recruitment brochure.</p>
<p><b>b. Budget – budget development process, one-time funds, grants, etc.</b></p> <p>Expansion of the Nursing Program would not have been possible without the grant funded, full-time, tenure track faculty positions. Student retention and success requires full-time faculty who can provide the extensive time commitment needed to counsel, advise, and assist struggling students. With the demands by the accrediting bodies to</p>	<p>All the grants that have been received have allowed the Nursing Department to expand enrollment. All faculty continue to work closely with their students to promote retention.</p>

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<p>increase retention rates, full-time faculty are having to provide more workshops, additional 1:1 counseling, extended office hours, and tutoring sessions to help students be successful.</p>	
<p><b>c. Facilities – schedule maintenance needs, additional classrooms/labs due to growth, remodeling, etc.</b></p> <p>The College is in the process of building a new Health Sciences building for the Nursing and Dental Departments. The plans provide for more campus laboratories, a 3 bed simulation laboratory, more classrooms, and more faculty offices which are all needed if the program is going to continue to expand to meet the needs of the students and the community.</p>	<p>The new Health Science building has not yet broken ground, but it is continues to make progress through the planning stages. The additional space in the classrooms, the labs, and the office area are vital for the department will facilitate the needs of the students and the department.</p>
<p><b>d. Faculty position(s) – faculty priority process and projected full-time needs for 1 – 3 years</b></p> <p>Currently there are 3 open positions in the evening/weekend program and the department plans to hire these people during the spring 2008 semester so another cohort of 20 evening/weekend students can be admitted in fall 2008. 3 seasoned full-time day faculty members are planning to retire in the next 3 semesters, one in May 2008, one in December 2008, and one in May 2009. A loss of 3 of the 9 full-time faculty members in the day program will decimate the department's valuable resources. Nursing hiring committees for the past 2 years have found very small applicant pools with only 1-2 qualified applicants for each position. Three current vacancies and 3 retirements in the next 3 semesters will have devastating consequences to the entire Nursing Program.</p>	<p>One full time faculty member retired at the end of the fall 2008 semester. To meet the needs of the Board of Registered Nursing (BRN), plans are in process to fill that position with someone who is qualified in both Medical/Surgical and Geriatric Nursing. Many positions within the department require faculty members be current in more than one content area but it is very difficult to find faculty who can be approved by the BRN in more than one content area.</p>
<p><b>e. Staff position(s) – changes in instructional or support needs due to program growth, new technology, etc.</b></p> <p>The Health Programs Specialist (HPS) position was increased in December 2006 from 70% to 100% allocation for nursing. It is necessary for this to continue since the position has been expanded to include admission counseling and processing of almost 200 new applicants to the Nursing Program each semester. Background checks for any students going to any clinical site must also be monitored. The HPS confirms that each student has successfully completed their background check and send confirmation to each clinical facility of which students will be going to their facility. If there is a problem with the background check, the HPS serves as the intermediary between the student and the facility so the</p>	<p>The program expansion, public interest in a career in nursing, and the large waitlist have markedly increased the workload on the Academic Department Assistant (ADA) and the Health Programs Specialist (HPS). In 1999-2000 60 students were admitted to the Nursing Program each year. In the 2007-2008 academic year, 92 students were admitted which is a 53% increase in enrollment in the past 8 years. If the grant with CSUSM is funded, another 10 students will be admitted in the 2008-2009 academic year which would be a 70% increase in enrollment since 2000.</p> <p>In accordance with mandates from the Chancellor's office that were part of the recent grant funds, changes in the enrollment process for the Nursing Program have occurred. All students are required to take a pre-admission exam known as the Test of Essential Academic Skills (TEAS). It tests the students ability to</p>

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<p>instructor, who determines the student's grade, is not involved in the process.</p> <p>The state Chancellor's office has also added a new requirement for all incoming students into a nursing program if that program receives state grants. To improve student retention and success, the Chancellor's office has mandated that all students must pass a pre-admission exam that tests the student's ability in math, English, science, and reading comprehension. Each student taking the exam must be counseled if they score below 67% in any of the 4 areas and they must then be followed throughout the program to see if they complete and if they can pass the NLCEX-RN exam once they graduate. This task is too much for the department ADA or the Health Programs Specialist to incorporate so grant funds are going to be utilized to hire an RN who will be the Nursing Student Success Advisor. The new person will be hired at a 60% full-time faculty load as soon as the funding is made available which is expected to occur by the end of February 2008.</p>	<p>be successful in math, sciences, English, and reading. If a student does not receive a cumulative score of 67% on the exam, they must be remediated. To provide the necessary counseling and to help students develop an appropriate remediation plan, a part-time Student Success Advisor was hired with grant funding. The Student Success Advisor meets with any student who did not pass the TEAS with 67% and with any student who scored poorly in one area of the exam. The Student Success Advisor is also available to help students in the program with tutoring or skills practice. Student success seminars and workshops have also been held almost monthly by the Student Success Advisor to promote student retention in the program.</p>
<p><b>f. Other</b></p>	

**5. Discuss one discipline goal linked to Palomar's Strategic Plan 2009 and how it will support the success of students.**

<p><b>College Goal, Teaching, and Learning Excellence:</b> Provide exemplary teaching and learning environments and experiences to meet student needs through relevant curricula, innovation, partnerships, technology, research, and evaluation.</p> <p><b>Program Competencies for students within the Nursing Program:</b> By the end of the program, the student will be able to:</p> <ul style="list-style-type: none"> <li>• Apply theoretical concepts and the nursing process in the care of clients.</li> <li>• Utilize evidence based nursing practice and critical thinking skills when developing a plan of care for a group of clients across the life span.</li> <li>• Provide safe, effective care with appropriate resource utilization in health care settings for clients from diverse cultural backgrounds and lifestyles across the health-illness continuum.</li> <li>• Utilize effective communication when providing client-centered care using oral, written, and electronic formats.</li> <li>• Demonstrate a collaborative approach involving the client, family, and the interdisciplinary team when managing client care.</li> <li>• Serve as clients' advocate by initiating appropriate interventions to facilitate client decisions and actions regarding health care.</li> <li>• Serve as a teacher, role model, and facilitator to client, families, and the interdisciplinary team.</li> <li>• Practice professional responsibility and accountability for nursing practice within ethical and legal standards.</li> </ul> <p><b>How this will support the success of students:</b> Nursing students who meet the program competencies will satisfy the goal of the program which is to prepare a competent entry level nurse to provide quality care in diverse health care settings. On completion of the program, the graduate will be prepared to take the National Council Licensing Examination for Registered Nursing (NCLEX-RN).</p>
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**6. Student Learning Outcome progress:**

**a. Describe a learning outcome at the course or program level and the assessment used to measure student learning of that outcome.**

The Nursing Department Educational Effectiveness Committee monitors the progress of each and every student admitted into the nursing program for each of the following learning outcomes:

- A. Graduation rates -- defined as the measurement of students who complete the program within a defined period of time.  
The Level of Achievement has been identified as:
  - i. % of students completing the program in consecutive semesters.
  - ii. % of students completing the program in consecutive semesters after successfully completing their 1<sup>st</sup> clinical course.
  - iii. % of students that complete the program but needed more time.
  - iv. % of students that complete the program after successfully completing their 1<sup>st</sup> clinical course but needed more time.
  - v. % of students who complete based on number who start in a class and the number who finish (meaning the individual students may have changed but only the number of students in the class are recorded).
  
- B. Licensure pass rates on the NCLEX-RN exam -- defined as the performance of graduates on the licensing exam.  
The Level of Achievement has been identified as: 85% of graduates will pass the NCLEX-RN on the first attempt.
  
- C. Job Placement rates -- defined as job placement rates of A.D.N. graduates within 1 year of graduation.  
The Level of Achievement has been identified as: 95% of the graduates who respond to the Graduate Follow-up Survey and are seeking employment, will be employed as an RN within 6 months of graduation.
  
- D. Program Satisfaction rates -- defined as the measurement of program satisfaction by graduates &/or employers.  
The Level of Achievement has been identified as:
  - i. 80% of the students will rate the course, the clinical experience, the learning resources, and the support services as "agree" or "strongly agree" in the End of Semester course survey.
  - ii. 80% of the graduates who respond to the Graduate Follow-up Survey will rate the Nursing Program as "agree" or strongly agree.
  - iii. 80% of the faculty will rate the clinical experiences as "agree" or "strongly agree" in the End of Semester course survey.

**b. Discuss a learning outcome that is observable yet difficult to measure.**

The learning outcome identified above as "A. Graduation rates" is very difficult to measure. Many students take more than 2 years to successfully complete the nursing program. Students who need to repeat a course must continue to be monitored by the Educational Effectiveness Committee and sometimes these students are not readmitted for 2 or 3 semesters. At any given time when the data is compiled, several students are listed as "still pending" since they are on the department's waitlist and will be returning. The majority of the students who repeat do much better and are successful in the program, so it is imperative that they not be "lost" in the statistics since they provide valuable information when looking at graduation rates.

**7. Describe a discipline accomplishment that you want to share with the college community.**

Palomar College's A.D.N. program continues to have very high pass rates on the NCLEX-RN exam which a graduate must successfully complete in order to become an RN. Board pass rates on the NCLEX-RN exam for every program in the state are maintained on the Board of Registered Nursing web site. The web site displays first time pass rates for each of the past five years and shows the average pass rate for the state is 83%. Having monitored the web site for the past seven years, the Nursing Department is proud to share the fact that Palomar's A.D.N. program is the only program in the state with a pass rate of over 90% for each of the past seven years.

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During the fall 2007 semester, Palomar's Nursing Program had an accreditation visit from NLNAC. There were seven criteria in the NLNAC accreditation report. As a result of the site visit, NLNAC gave Palomar's program "excellent/strength" designations in 6 of the 7 criteria. The program was found to be non-compliance in 1 area, dealing with the excessive number of units required for graduation from the college. The Nursing Department is actively working to bring this area up to excellence.

**8. Are there other resources (including data) that you need to complete your discipline review and planning?**

No.

**9. For programs with an external accreditation, indicate the date of the last accreditation visit and discuss recommendations and progress made on the recommendations.**

California State Board of Nursing  
Last accreditation: November 2000  
Midterm report: November 2005  
Next accreditation visit: 2009  
Recommendations: In 2000, the program was told they need to develop a Master Plan for Evaluation. This criteria was found to be meet at the time of the Midterm report in 2005.  
National League for Nursing Accreditation Commission (NLNAC)  
Last accreditation: October 2007  
Midterm report: due March 2010  
Next accreditation visit: 2015 (depending upon the finding from the midterm report)  
Recommendations: The number of units a nursing student needs to graduate from Palomar College must be reduced from 85 to a maximum of 72 units. The Nursing Department is working the development of a new degree, an A.S. degree in Nursing, which would only require 72 units for graduation from the College.

**10. Other comments, recommendations:**

**Please identify faculty and staff who participated in the development of the reviewer's planning:**

Chantal Flanagan - faculty

Barbara Servatka - faculty

Kathy Clyne - faculty

Hope Farquharson - faculty

Nancy Pince - faculty

Samantha Sangsanoi - faculty

Marilee Nebelsick-Tagg - faculty

Cathy Hawkins - Health Programs Specialist

Irene Stiller - faculty

Charlene McClure - Academic Department Assistant

Karen McGurk - faculty

Department Chair/Designee Discipline Review and Signature

Date

Division Dean Review and Signature

Date



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**Please identify faculty and staff who participated in the development of the reviewer's progress/status report -  
Input Names Here:**

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**Department Chair/Designee Discipline Review and Signature**

**Date**

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**Division Dean Review and Signature**

**Date**