

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

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

PLAN – 2007-08	Progress – 2008-09
<p>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.)</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 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>b. Class scheduling (consider enrollment trends, growth, course rotation, comprehensiveness, etc.)</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>	
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4. Discuss/identify the resources necessary to successfully implement the planning described:

PLAN – 2007-08	Progress – 2008-09
<p>a. Equipment/Technology – block grant funds, VTEA, other resources, etc.</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 educational use. The following items will be needed for those rooms:</p> <ul style="list-style-type: none"> i. STAT manikin (\$5,500) or Nursing Kelly manikin, Vitalsim Compatible (but not included) (\$5,000) ii. PDA STAT manikin (\$10,500) iii. Noelle Birthing & maternal sim (\$5,000) iv. Vital Sim (\$3,000) v. 4 computer charting systems (one in each sim room & one in the control room; 4 laptop computers with port 	

<p> replicators & a networked printer) (\$2,250 each computer & replicator, four for \$9,000; printer \$1,500 -- total price (\$10,500) vi. 4 LCD projectors (one in each sim room & one in the debriefing area) (\$2,000 each -- total \$8,000) vii. Interactive Whiteboard (pricing for PolyVision Interactive Whiteboard \$3,000) viii. 6 new Hill-Rom hospital beds (\$7,000 each -- total price \$32,000) </p> <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> <p> ix. 3 advanced Patty Patient manikins (\$5,500 each -- total \$16,500) x. 5 complete Keri manikins with Heart and Lung sounds (\$4,500 each -- total \$22,500) xi. 2 advanced Geri Geriatric manikins (\$3,000 each -- total \$6,000) xii. Laerdal Virtual IV (device, computer, & software) (\$18,000) </p> <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>b. Budget – budget development process, one-time funds, grants, etc.</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 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>c. Facilities – schedule maintenance needs, additional classrooms/labs due to growth, remodeling, etc.</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>	

d. Faculty position(s) – faculty priority process and projected full-time needs for 1 – 3 years

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.

e. Staff position(s) – changes in instructional or support needs due to program growth, new technology, etc.

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 instructor, who determines the student's grade, is not involved in the process.

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.

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

College Goal, Teaching, and Learning Excellence: Provide exemplary teaching and learning environments and experiences to meet student needs through relevant curricula, innovation, partnerships, technology, research, and evaluation.

Program Competencies for students within the Nursing Program: By the end of the program, the student will be able to:

- Apply theoretical concepts and the nursing process in the care of clients.
- Utilize evidence based nursing practice and critical thinking skills when developing a plan of care for a group of clients across the life span.
- 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.
- Utilize effective communication when providing client-centered care using oral, written, and electronic formats.
- Demonstrate a collaborative approach involving the client, family, and the interdisciplinary team when managing client care.
- Serve as clients' advocate by initiating appropriate interventions to facilitate client decisions and actions regarding health care.
- Serve as a teacher, role model, and facilitator to client, families, and the interdisciplinary team.
- Practice professional responsibility and accountability for nursing practice within ethical and legal standards.

How this will support the success of students: 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).

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 1st clinical course.
- iii. % of students that complete the program but needed more time.
- iv. % of students that complete the program after successfully completing their 1st 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.

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 met 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

* By no later than 3/14/08, forward a hard copy to Instructional Services for review by IPC.

* Also, by no later than 3/14/08, forward an electronic copy to Institutional Research and Planning.