

## Academic Unit Plan

Division Nursing

Academic Year 2008-2009

Division Chair Evelyn Lum

### Executive Summary

The healthcare industry is currently experiencing a nursing shortage of critical proportions. California ranks 49<sup>th</sup> in the United States for the number of nurses per thousand population and the crisis is growing each year with the insufficient number of registered nurses being licensed and the increased number of nurses reaching retirement age. There is additionally a shortage of qualified registered nursing instructors due to the demand for masters' prepared nurses in the healthcare workforce. The new nurse-patient ratio requirements in the hospitals, the increase in the aging population, and the growth of the need for ambulatory and home health care are adding to the acute need for nurses. When these factors are coupled with the increased acuity of hospitalized patients and the rapid development of the use of advanced technology in the provision of hospital care, the need for strong, effective nursing education programs becomes of paramount importance. The state and the healthcare industry have recognized this need and, at their urging, nursing programs have increased their student enrollments. The L.A. Harbor College Registered Nursing Program has accepted an increased number of qualified students but has still had to refuse or defer admission to many students. Students graduating from the Nursing Program are eagerly recruited by local, area, and statewide healthcare facilities.

**Activities Description Narrative:** Reflecting the mission of the LACCD and LAHC, the mission of the Associate Degree Nursing Program at LAHC is to educate and prepare a diverse body of students to become safe, competent, and caring registered nurses for entry-level positions in community health care settings while cultivating professionalism, an appreciation for other peoples and cultures, and a desire for life-long learning. To achieve this mission, we strive to create a culture of excellence and support, where students are challenged to meet high educational standards. Our department has shown considerable growth due to grant funding. The state of California has recognized that the nursing shortage is creating a major public health crisis. In light of this, the state has made grant funds available to allow participating programs to increase student enrollment. In addition to this, a community partnership with Little Company of Mary – San Pedro Hospital has allowed a further increase in student enrollment. This has created opportunities and challenges since much of the faculty support for this increase is in part-time or long-term sub faculty members. In addition to the increased student enrollment, we have developed a simulation laboratory to enhance clinical instruction. All students enrolled in core courses containing a clinical component spend at least one 5-hour session in the simulation laboratory. Simulation is an exciting addition since students are able to practice high-risk procedures in the safety of simulation instead of an actual patient situation.

1. Revise evaluation plan. NLNAC has revised the standards and criteria for accreditation. Furthermore, on a recent site visit by the executive director of the NLNAC, we recognized a need for a less complicated evaluation plan. We are currently working on a revision of our Program mission and philosophy, which will be going to a vote of nursing faculty this month.
2. Our student attrition rate continues to be quite high. To alleviate this, our program has made several changes, some of which have been mandated by governmental regulations. We have hired a counselor to work exclusively with nursing students to attain needed remediation. She has collaborated with other college disciplines to provide classes in the intercession period to improve student preparation. This past intercession, the science department presented a review course for students who scored poorly in the science portion of the TEAS (Test of Essential Academic Skills), and a review course was presented for students who scored poorly in the math portion of the TEAS. This remediation counselor meets with all students who fail a course to assist in their assigned remediation.
3. Expand the simulation laboratory, thereby providing exposure for the students to high-risk clinical procedures and frequently-encountered clinical experiences. This further assists the students in dealing with cultural / family issues in patient care and provides experiences for the students with delegation and prioritization with a group of patients. The simulation lab has the potential for benefiting other nursing programs in the LACCD. We have given access to our simulation lab to LASC nursing students who needed extra clinical experiences, and we have been asked to assist in training simulation staff by LAVC.

**SLO Assessment Results Narrative:** The nursing division maintains accreditation by the NLNAC as well as our regulatory body, the Board of Registered Nursing (BRN). To fulfill these obligations, we monitor both exit student learning outcomes/competencies and program outcomes.

1. Our NCLEX-RN board results remain consistently > 90%. One of our program outcomes is that > 85% of all graduates will pass the NCLEX-RN exam on the first sitting. Our most recent report has shown 91% of the most recent test takers have passed on the first sitting.
2. Our projected outcome is that at least 70% of students will complete the program within 3 years. This time frame was chosen according to the NLNAC standards, which state that students should be able to finish the program in 150% of the proposed curriculum length. Currently the students who complete the program in 3 years is less than 50%. Therefore, this is an area in which we must improve.
3. During our yearly advisory committee, community representatives have emphasized the need for our students to graduate with strong clinical skills, prioritization skills, and delegator skills. These are areas in which they feel that we have room for improvement. Since employer satisfaction with our graduates is another program outcome, we must strive to improve the ability of our students to think critically in the clinical setting. Research in the use of a simulation laboratory suggests that this may improve student behaviors in critical thinking, clinical decision making, prioritization, and delegation.

**Staffing Implications:** We have been approved by the Faculty Hiring Committee for 1-2 long-term tenure track faculty member. We have posted for one of these positions, and will need to post for two long-term substitute faculty to meet the expanded student population needs. One recent hire has been a nursing remediation counselor. She has been working diligently to ensure compliance with the new state regulations regarding entry into nursing programs.

1. When a student fails a nursing course, the exiting nursing instructor designs a specific remediation plan to ensure success once the student returns to the program. The instructor and the remediation counselor are both involved in this individualized remediation plan, and it is facilitated by the Learning Resource Center and Life Skills Center.
2. The Life Skills Center and the nursing department have worked cooperatively to provide emotional / group support for nursing students since students are often overstressed during the program. Many previously "A" students become frustrated when they now struggle for a "C."

**Technology Implications:** Many of the faculty computers in the nursing division have not been replaced for over 6 years. This creates a huge problem since the faculty is all integrally involved in the accreditation process, and this requires adequate computer support. IT has been helpful in providing support when the computers "crash," however, this is not an optimal situation when preparing a self-study for the BRN, which is due this coming Fall semester.

## LA Harbor College

### Unit Plan Activity Summary Sheet

Division Health Sciences/Nursing

Academic Year 2008-2009

Division Chair Evelyn

Lum

Discipline ID#	Department Priority (1 to 99)	College Strategy Supported (separate columns if two)	Student Success Initiative	Technology Access	Department Objective (link to Program Review)	Proposed Activity	Brief Summary of SLO Assessment Results (See attached forms)	List Other Supporting Documents/Links Attached (E.G., WSCH, Wait Lists, Retention, Environmental Scans)	Resources Required (list faculty, equipment, etc.)	Estimated Total Cost and Source (E.G., Program 100, VTEA, etc.)
65	1	1.1 , 1.4 , 1.5 , 2.1 , 2.2 , 2.3 , 3.4 , 4.3 , 5.1 , 7.2 ,			Provide sufficient resources to enable students to complete program within 3 years.  Provide sufficient resources to promote NCLEX success on first	Implementation/enhancement of remediation plan for LAHC nursing students  Provide tutoring, and mentoring of students.  Coordinate a LAHC Calif. Student Nurse Assn. Chapter, Alumni	Attrition level does not meet our stated goal, nor does it meet national / state standards. A change in recent California law will further require that all students who are eligible for the nursing program take the TEAS (Test of essential academic skills), and those who do not pass will require remediation to prepare them for entry into the		4 FT instructors (tenure track/limited)  Adjunct faculty for grant students/F T faculty for extended campus at San Pedro Hospital  Remediation counselor	\$75,000 per faculty member  \$50,000 grant coordinator  \$40,000 remediation counselor

		7.3 ,7. 4				attempt.		nursing program. This is a mandate; it must be done. Early results since hiring a remediation counselor demonstrate slight improvement on student success for students who have undergone remediation.			(paid by WIA grant)
6 5	2	1.1, 1.3, 1.4, 1.5, 2.1, 2.3			X	Student satisfaction is one of the benchmarks that we look at to determine program success.	Increase classroom capacity and resources for larger-sized classes now being held in the nursing program. Increase technology capabilities within the classrooms and laboratory spaces. Install wireless online access capabilities to improve student access	Anecdotal student reports of crowding in classrooms and inability to see demonstrations supports this activity. Student evaluation forms are not reflective of the complaints heard.		Capacity Building Grant money has been allocated to enlarge existing classrooms . 4 classrooms will become 3 larger "smart" classrooms .	\$300,000 (paid by capacity grant)
6 5	3	1.3, 1.4, 1.5, 2.3, 3.2,			X	Provide BRN accreditation and NLNAC	Prepare self-study reports for BRN (taking licensing exam) and NLNAC accreditation.			Use of survey monkey to facilitate evaluation	\$19.95/month

		3.4, 4.1, 6.1, 6.2, 6.3, 7.1, 7.2			accreditation, thus allowing students to enroll / attend post-ADN education				of program outcomes.	
6 5	4	1.1, 1.3, 1.4, 1.5, 2.1, 2.2, 2.3, 6.2, 7.2		X	Provide adequate resources to enhance critical thinking & clinical decision making to improve employers' evaluations of graduates.	Maintain/update simulation and skills lab.  Maintain / update human patient simulators and equipment.	Reports given during our annual advisory meeting suggested that the hiring clinical facilities wanted our students to be more ready upon graduation to prioritize and delegate patient care. Simulation gives students "hands-on" ability to practice these skills.		Personnel to run simulation lab / maintain upkeep of human patient simulators. Purchase AV equipment for student viewing.	\$30,000 Sim Lab Tech (paid by WIA grant)