

# Instructional Units Program Review Year Five Update - Registered Nursing Department Latest Version

This cycle is for Instructional Units to complete the Year Five Update of the Program Review Cycle.

## Instructional Units Program Review Year Five Update

### 1. Program Update : Version by Franco, Dennis on 02/14/2022 20:30

#### 1a. Provide any important changes or updates within your program since your Program Review Year Three Update (2019-20). (New degrees, new curriculum, staffing changes, etc.)

Prior interim director of nursing also served as full-time faculty. Changes with face-to-face clinical practicum were changed to alternative clinical activities because of the limited clinical sites due to the pandemic. Alternative clinical activities were approved by the Board of Registered Nursing (BRN) with waivers in place by the DCA (2020-2021). For Fall 2021, interim director had transitioned to a one-day work per week to serve as the assistant director to complete historical data needed for the BRN self-study report. The prior assistant director who also served as faculty with load is now using banked load and will be retiring. Our department hired a new interim associate dean in nursing & allied health (Maryanne Hicks). A new professional skills lab expert was hired (Linda Riley). While the department also hired a new full-time faculty (Maria Esper Hagberg), the department remains short-staffed. A VN adjunct clinical instructor qualified to teach as an RN clinical instructor is temporarily assigned for the Spring 2021 semester to a clinical group for the 1st semester RN program (Kimberly Pachan). Five (5) Box2As are submitted to hopefully hire new faculty direly needed for the department for the next three (3) semesters.

#### 1b. Please address the following enrollment data provided for your program.

##### 1.b.1. What are the enrollment trends over the past 3 years, beginning with Fall 2018? (Please address census enrollment, census fill rate, and productivity (FTES/FTEF))

The enrollment data, including census enrollment, fill rate, and productivity, remains static due to the capped number of enrollments in the RN Program despite the pandemic. The problem is the number of available faculty; we can only accept 32 students in the first year (RN-22, RN-23, RN-24). If additional faculty hire occurs based on departmental projected needs, additional eight (8) students (VN to RN) will be added to the 2nd year during the 3rd semester (Fall 2022) (RN-31, RN-33, RN-34), and an additional new cohort of 32 students from which our department currently has no faculty. The plan to accept 40 VN-RN cohorts for Fall 2021 had to be canceled due to the BRN's rejection of the plan due to the lack of faculty.

#### 1b. Please address the following enrollment data provided for your program.

##### 1.b.2. What does the data suggest in terms of future needs/directions?

If Box2As are approved with a successful number of timely hiring of 5 full-time faculty, including specialty experts needed (maternity, pediatrics, and psychiatry ), a new cohort of RN students (32 students) can proceed as scheduled. An increase of faculty and a further increase of clinical placements can expand the nursing department to provide the necessary RN jobs to care for the people of the community and provide high-wage earners within the community.

#### 1c. Provide a brief update on the timeline for your program's goals as listed in your Program Review Year Three Update (2019-2020). If your program's goals are in progress or modified, please include action steps and responsible parties in your explanation.

GOALS	COMPLETED/ ABANDONED/ IN PROGRESS/ MODIFIED	IMPACT/ EXPLAIN/ ACTION STEPS	TIMELINE/RESPONSIBLE PARTIES
Goal 1: Increase training and professional development for new and continuing nursing faculty	In Progress	We have hired new faculty (Maria Esper Hagberg) attending Nexus and require mentoring provided by lead instructor, Jeremy Weed. A new Associate Dean in Nursing is hired and has attended the COADN conference. All faculty are encouraged to participate and continue involvement in Flex, committees, and other professional development activities.	Fall 2022 Maryanne Hicks Joanne Bent
Goal 2: Increase number of online, hybrid, and/or content captured courses	Modified	During the height of the pandemic, hybrid classes were offered where lectures are provided synchronously online while clinical and skills labs were face-to-face. With the pandemic easing, the action is back to face-to-face instructions based on the regulatory board requirements for clinical rotations, skills lab, and complexity of content. State of emergency waivers for nursing practice by the DCA has winded down. RNURS-001 is offered both online and face-to-face.	Fall 2021 Maryanne Hicks Joanne Bent Debra Hawkes
Goal 3: Increase more community health content to the curriculum including more robust clinical placements	In Progress	Additional contracts for clinical placements, including future preceptorship sites, are added and renewed (ex. East Bay Hospice, Prime Surgery Center, CCRMC). RN Students have participated with mass flu and Covid-19 vaccinations, and the American Red Cross. We maintain partnerships with La Clinica in preceptorship placements and as part of our Advisory Board. We are still a member of CCPS, a state-wide clinical placement system that allows us to request clinical and preceptorship placements months in advance, thus leading to more robust clinical placements.	Fall 2022 Maryanne Hicks Joanne Bent

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1c. Community and Labor Market Needs (Link Ed Code 78016 ([http://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=EDC&sectionNum=78016](http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC&sectionNum=78016)), Title 5, 51022 ([https://govt.westlaw.com/calregs/Document/I69DDBCC0B6CB11DFB199EEE3FF08959C?viewType=FullText&listSource=Search&originationContext=Search+Result&transitionType=SearchItem&contextData=\(sc.Search\)&navigationPath=Search%2fv1%2fresults%2fnavigation%2f0ad7140b000016c911a16d7fb7f969b%3fNav%3dREGULATION\\_PUBLICVIEW%26fragmentIdentifier%3dl69DDBCC0B6CB11DFB199EEE3FF08959C%26startInde](https://govt.westlaw.com/calregs/Document/I69DDBCC0B6CB11DFB199EEE3FF08959C?viewType=FullText&listSource=Search&originationContext=Search+Result&transitionType=SearchItem&contextData=(sc.Search)&navigationPath=Search%2fv1%2fresults%2fnavigation%2f0ad7140b000016c911a16d7fb7f969b%3fNav%3dREGULATION_PUBLICVIEW%26fragmentIdentifier%3dl69DDBCC0B6CB11DFB199EEE3FF08959C%26startInde)))

Nationally and statewide, nursing continues to be high in demand while the nursing shortage continues to grow as projected over the years. Due to the multiple comorbidities of the growing aging population, the need for more nurses is more crucial than ever.

References:

Nurse Journal. (2021, October 20). *The U.S. nursing shortage: A state by state breakdown*. <https://nursejournal.org/articles/the-us-nursing-shortage-state-by-state-breakdown>

EMSI. (2021). *2 healthcare practitioners and technical occupations in 3 California counties*. <https://www.economicmodeling.com/>

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**1d. Advisory Board Update and Analysis (CTE related only) Include dates of Advisory Board meetings in 2020-2021, and those completed or planned in 2021-2022.**

LMC Nursing Clinical Facilities Advisory Committee meets annually in the Spring semester. No advisory committee meeting was held in Spring 2020 and Spring 2021 due to the height of the Covid-19 pandemic. However, a plan to hold another advisory committee meeting is projected to be held in Spring 2022.

An advisory committee meeting met on May 7, 2019, from 3 to 4:30 pm. The purpose of the advisory committee is to get input from our clinical and community healthcare partners, local industry, educational partners, and our students and staff. We also inform the Board of current data, updates to the program and in the legislature as well as changes in the job market, curriculum, equipment, funding, and facilities.

Dave Wahl from LMC Workforce Development presented these trends in May 7, 2019:

- In the next five (5) years (2019-2024) we are anticipated to see a 9.6% increase in the number of jobs for RNs and LVNs in Contra Costa County.
- For an RN in CCC the hourly wages (or earnings) are currently between \$42.87/hr. and \$69.72/hr. with the Median Earning placing at \$56.25/hr.
- For an LVN in CCC the hourly wages (or earnings) are currently between \$24.06/hr. and \$30.94/hr with the Median Earning placing at \$27.51/hr.
  - In 2018 approximately 12% of the Nurses in CCC were male and approximately 88% were female.
  - In 2018 35-44 was the largest population in the Nursing Profession in CCC, with 45-54 being the second largest, and 55-64 the third largest. The smallest population in the profession in CCC was 19-24.
- In 2018 Caucasian/White and Asian population were among the largest in the Nursing profession in CCC. Hispanic/Latino and African-American Nurses were the third and fourth largest populations in the profession in CCC.
- In 2019 General Medical & Surgical Hospitals had the largest number of nursing positions in the healthcare field, with HMO Medical Centers placing second. Hospitals (Local Government) and Skilled Nursing Facilities placed third and fourth respectively. Additionally, the data shows that Hospitals and HMO Medical Centers will continue to grow in the number of available Nursing jobs in the industry.

Goals and Objectives		Modified	In Progress	Abandoned	Completed
Goal 1. Strengthen a culture of equity, diversity, inclusion, and racial justice. (District #2 and #4)					
<b>Recommended Actions</b>	Goal 1: Strengthen a culture of equity, inclusion, and racial justice. Newly hired faculty are attending Nexus (Maria Esper Hagberg) and mentoring is provided by lead instructor, Jeremy Weed. The new interim associate dean (Maryanne Hicks) attended the COADN where one of the topics in the event is regarding minimizing generational gaps in learning and education. All faculty are encouraged to participate and continue involvement in Flex and other professional development, including equity, diversity, and inclusion, and racial justice workshops announced by the current associate dean to the faculty via email. One faculty, Patrice Moore is actively engaged with such available workshops.	0 linked SLOs 0 resource requests			
Goal 2. Increase and maximize equitable opportunities for students to successfully complete courses and programs. (District #1 and #2)					
<b>Recommended Actions</b>	Goal #2 Utilized grant to provide free e-books and free rental hard copy books for students. The current cohort will be the 1st NextGen (NGN) NCLEX test takers. Therefore, extra online teaching and learning resources (HESI case studies, HESI exams, Sherpath case studies) are provided as well, via the grant, to help develop critical reasoning and clinical judgment for all students, aligned with the NGN NCLEX for a successful passing rate. The online resources are integrated by lead instructor, Jeremy Weed.	0 linked SLOs 0 resource requests			
Goal 3. Increase opportunities that will prepare students to enter high-demand and living-wage occupational fields. (District #3)					

Goals and Objectives			Modified	In Progress	Abandoned	Completed
<b>Recommended Actions</b>	Goal #3 Similar to goal #2: Utilized grant to provide free e-books and free rental hard copy books for students. The current cohort will be the 1st NextGen (NGN) NCLEX test takers. Therefore, extra online teaching and learning resources (HESI case studies, HESI exams, Sherpath case studies) are provided as well, via the grant, to help develop critical reasoning and clinical judgment for all students, aligned with the NGN NCLEX for a successful passing rate. The online resources are integrated by lead instructor, Jeremy Weed. Passing the new NGN NCLEX will grant RN licensures to students to acquire currently high-demand RN open positions due to the nursing shortage. In addition, working with CTE chair, Bill Bankhead, with healthcare organizations to organize for job fairs.	0 linked SLOs 0 resource requests				
Goal 4. To better support students in accomplishing their academic and career goals – from entry to completion/transition – and to enhance course-level and program-level achievement, expand and deepen educational, workforce, and community partnerships. (District #3)						
<b>Recommended Actions</b>	Goal #4 Similar to goal #2: Utilized grant to provide free e-books and free rental hard copy books for students. The current cohort will be the 1st NextGen (NGN) NCLEX test takers. Therefore, extra online teaching and learning resources (HESI case studies, HESI exams, Sherpath case studies) are provided as well, via the grant, to help develop critical reasoning and clinical judgment for all students, aligned with the NGN NCLEX for a successful passing rate. The online resources are integrated by lead instructor, Jeremy Weed. In addition, our department increased more community health content to the curriculum including more robust clinical placements. We are a member of CCPS a state-wide clinical placement system that allows us to request clinical and preceptorship placements months in advance, thus leading to more robust clinical placements.	0 linked SLOs 0 resource requests				
Goal 5: Effectively utilize institutional resources to meet the needs critical to the College mission. (District #4 and #5)						
<b>Recommended Actions</b>	Goal #5 Working together with the college for the Guided Pathways. Currently working with administrative assistant III, Ms. Erika Messenger, in designing the nursing website to provide easy access to basic information and user-friendly visuals to navigate through the guided pathway. Such design may facilitate further increase in enrollment of general education courses within LMC to work their way as qualified applicants for the nursing program.	0 linked SLOs 0 resource requests				

2. Vision for Success Goals Update : Version by Franco, Dennis on 02/14/2022 20:30

2a. The following table lists the *Vision for Success* indicators that we must align to as a College and as a District. Please look at your program data (Tableau) for each of the following *Vision for Success* indicators. Please address all indicators that are relevant to your program and provide a status update on your program goals from your Program Review Year Three Update. Please include action steps if your goal(s) has been modified and an explanation if your goal(s) has been abandoned. \*

\*NOTE - Please copy and paste the table below in your response and complete accordingly.

Vision for Success Indicators and ACCJC Indicator	Program Set Goals (from PR Year 3 Update)	Status (Indicate Modified, Completed, or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation
Course Success					
Degrees ( AA, AS, ADT)					
Certificates of Achievement					
Unit Reduction					
CTE Jobs					

Vision for Success Indicators and ACCJC Indicator	Program Set Goals (from PR Year 3 Update)	Status (Indicate Modified, Completed, or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation
Course Success	93.9	In progress	Spring 2023	All faculty	No Spring 2022 RN graduates due to a deferment of a new cohort secondary to limitations in clinical placements brought about by the pandemic and nursing faculty shortage. However, updated learning activities & resources were added for the new upcoming Next Generation (NGN) NCLEX for Spring 2023 graduates. RN 2021 cohort all graduated.
Degrees (AA, AS, ADT)	100%	In progress	Spring 2023	All faculty	No Spring 2022 RN graduates due to a deferment of a new cohort secondary to limitations in clinical placements brought about by the pandemic and nursing faculty shortage. However, updated learning activities & resources were added for the new upcoming Next Generation (NGN) NCLEX for Spring 2023 graduates. Cannot increase above 40. ADN program is capped program enrollment.
Certificates of Achievement	N/A				
Unit Reduction	79	Completed		All faculty, counselors	Unit reduction is not possible due to regulatory requirements with the BRN and CCCCCO.
CTE Jobs	76%	In progress	Fall 2023	Maryanne Hicks, Erika Messenger, Workforce Development (Bill Bankhead)	Connecting students while in the program for job opportunities with our clinical partners; Resume building and mock interview workshops will be added into the program; Hosting an annual healthcare job fair and RN program-specific college fair annually. Provided Next Generation (NextGen/NGN) NCLEX teaching & learning resources using the grant to project high NCLEX pass rates with the upcoming newly formatted RN licensure exam in Spring 2023. High pass rates would mean a high percentage of graduates will acquire jobs.

2b. The *Vision for Success Goal 5 - Equity* is designed to reduce the equity achievement gap on course success for disproportionately impacted (DI) student populations. The College has identified the following three disproportionately impacted (DI) populations: African-American, economically disadvantaged students (low income), and foster youth students.

Please review your program data (Tableau) for each of the aforementioned DI populations, and provide a status update on your program goal(s) for your previously selected DI population(s) in your Program Review Year Three Update. If your goal(s) has been modified please include action steps and if your goal(s) has been abandoned please provide an explanation.\*

\*NOTE - Please copy and paste the table below in your response and complete accordingly.

Course Success by DI Population	Program Set Goals (PR Year 3 Update)	Status (Indicate Modified, Completed or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation
African American					
Low Income					
Foster Youth					

Course Success by DI Population	Program Set Goals (PR Year 3 Update)	Status (Indicate Modified, Completed or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation
African American	82.3%	100% (In progress)	Spring 2023	All faculty	All African American 2021 RN student cohort successfully graduated. Will continue to encourage consistent weekly mentoring and counseling as needed; Be 1 Support 1 Nurse Mentoring Program; National Black Nurses Association;
Low Income	93.1%	99.2% (In progress)	Spring 2023	All faculty	We will continue to encourage EOP&S participation and referrals to Financial Aid & Scholarships; referral to Food Pantry; Grant funded gas cards and learning resources such as e-books, HESI NGN NCLEX learning resources, and visual simulations; uniform vouchers, foundation HOSTS, and Emergency fund referrals as needed; CalWORKS referrals; Child Study Center as needed.
Foster Youth	87.5%	99.5% (In progress)	Spring 2023	All faculty	Proper referral to Foster Youth Program, study partners/groups, FAM program, student mentors, peer tutors, scholarships as needed, carpool accommodation with clinical; EOP&S, and counseling referrals as needed.

3. Assessment Status Update and CSLO Assessment Effectiveness : Version by Franco, Dennis on 02/14/2022 20:30

a. Please review the data provided on the assessment status of courses in your discipline for Cycle Two (2017/18-2020/21). For any courses that were not assessed in Cycle Two please list them in the table below in your response including why they were not assessed, when you are going to assess them, and who is going to assess them.\*

\*NOTE - Please copy and paste the table below in your response and complete accordingly (add extra rows if needed).

Course Name/ Number	Reason course was not assessed	When course will be assessed	Faculty Responsible for Course Assessment

N/A

b. Discuss the results of any CSLO assessments performed this year. What changes, if any, are planned to improve student success (ex. pedagogy, assessment instruments are not appropriate to measure, CSLO rewritten etc.)?

Assessments for RNUR34 and 36 do appear that there will be plans for improvement. Adding further content for proper assessment within theory rather than in clinical practicum.

4. Course Outline of Record Updates : Version by Franco, Dennis on 02/14/2022 20:30

Please review the data provided in eLumen for the status of the Course Outline of Records (COORs) in your discipline. Please indicate in the table below any COOR(s) for your discipline that has not been updated and identify the faculty member responsible for submitting the updated COORs to the Curriculum Committee by November 1, 2021.\*

\*NOTE - Copy and paste the table below in your response and complete accordingly (add extra rows if necessary).

Course (Enter Course Name ex. ENGL-100)	Faculty Responsible for COOR Update

Impact of Resource Allocation