

Program Review, Analysis, and Planning

Department Name: NURSING

Data Analysis

Based on data provided by ORPIE:

1. Are your department's average FTES/FTEF and average enrollment per section lower, higher, or similar to college-wide average FTES/FTEF and average enrollment per section? Why? (150 words limit): **THEY ARE BETTER THAN GWC FOR YEARS 2016-2018. Each class of every new cohort is filled to a max of 45-46 students. There is less than 1% attrition (academic or personal withdrawals during each of the last 3 semesters of the program. Our FTES/FTEF average enrollment is lower than the college average because we are a program with limitations to student numbers in clinical.**
2. What factors have contributed to your trends in enrollment? If your department is experiencing an enrollment decline, what is your department's plan to address the enrollment decline? (150 words limit) **THE APPLICATION NUMBERS HAVE STEADILY INCREASED. IN 2015-16 IT WAS AT THE LOWEST FOR THE LAST 5 YEARS AT 381. IN 2016-17 IT INCREASED TO 560; 2017-18 IT TOPPED AT 673. NURSING IS ALWAYS A PROGRAM THAT HAS MORE APPLICANTS THAN SEATS. CLEARLY IT IS A VERY POPULAR PROGRAM WITH PROMISE OF MAKING A GOOD LIVING. THE GROWTH AND ENROLLEMENT GRANT FUNDS 5 ADDITIONAL STUDENTS IN EACH INCOMING CLASS.**
3. Looking at the demographic of your student population, what strategies has your department considered or implemented to be more inclusive of the distinct student populations you serve? (250 words limit) **WE OFFER TEST TAKING AND STUDY STRATEGIES TO STUDENTS WHO ARE IDENTIFIED AS HAVING PROBLEMS. IT IS UP TO THE STUDENTS TO FOLLOW UP WHEN SUCCESS STRATEGIES ARE SUGGESTED. IN ALL POPULATIONS THERE HAS BEEN A 93.3% SUCCESS RATE. THIS SUCCESS COULD ALSO BE REFLECTIVE OF THE ADMISSION CRITERIA IN NURSING NOW REQUIRING A GPA OF 2.5 (PREVIOUSLY 2.0) AND WEIGHTED CRITERIA THAT RECOGNIZES PREVIOUS EXPERIENCE IN A HEALTH CARE SETTING, AND GRADES IN PREREQUISITE SCIENCES. THIS PROCESS IS USED ACROSS COMMUNITY COLLEGE NURSING PROGRAMS.**
4. How does your program course success rate compare to GWC's overall course success rate? If your course success rates are in decline or below the college average, what is your department plan to address the success rate? (250 words limit) **OVERALL SUCCESS RATE FOR 2015-16 WAS 94.2%; 2016-17 WAS 91.1%; 2017-18 WAS 93.3%. THE NEW CURRICULUM STARTED IN FALL 2016 AND THAT CLASS COMPLETED SPRING 2018. SCOREBOARD DATA DOES NOT MAKE SENSE IN THAT IN 2017-18 THE GWC SUCCESS RATE WAS 72.2% BUT THE NURSING SUCCESS RATE FOR THE SAME TIME FRAME WAS 93.3% ACCORDING TO GRAPH PAGE 4 THE GWC VS NURSING SUCCESS RATES FOR YEAR 2015-6 (GWC 69.6% VS NURSING 94.2%); YEAR 2016-17(GWC 71.6% VS NURSING 91.1%).**

YEAR 2017-18 (GWC 72.2% VS NURSING 93.3%).

5. Looking at success rates for different demographic groups, which groups are experiencing disproportionate impact in student success? If there are student groups experiencing disproportionate impact, what is your department's plan to address the disproportionate impact? (250 words limit) **ACCORDING TO THE DATA/GRAPHS THE DISPROPORTIONATELY IMPACTED STUDENTS ARE HISPANIC/LATINX (-4.7%), WOMEN (-0.1%) THIS WAS THE SAME FOR MALES (-0.1%) AND DSPS (-11.5%.) TO REMEDY THESE GAPS CONTINUE TO OFFER STUDY STRATEGIES AND TEST TAKING SUCCESS STRATEGIES. IT IS UP TO THE STUDENT TO SEEK ASSISTANCE ONCE THE PROBLEM IS IDENTIFIED AND RESOURCES OFFERED. DSPS STUDENTS ARE ALREADY AT AN ACADEMIC DISADVANTAGE BECAUSE OF POSSIBLE LEARNING DISABILITIES OR TEST ANXIETY. WHEN STUDENTS ARE IDENTIFIED IN DSPS THEY ARE OFFERED EXTRA TEST TAKING TIME OR TESTING IN A MORE SECLUDED AREA.**

6. Does your department confer a degree or certificate? What is your department's plan to increase the number of students receiving degrees or certificates? (150 words limit) **NURSING DOES NOT OFFER A SEPARATE CERTIFICATE IN NURSING. THE ORPIE DATA STATES THAT WE GAVE 9 BUT WE DID NOT.**

7. Are students transferring to four-year institutions from your program? What is your department's plan to increase the number of students transferring to a four-year institution? (150 words limit) **FROM 2015-17 A TOTAL OF 129 STUDENTS WERE LISTED AS HAVING TRANSFERRED TO 4 YEAR PROGRAM TO ACHIEVE BACHELOR OF SCIENCE IN NURSING (BSN.) SEVERAL OF THE CURRENT STUDENTS ARE CO-ENROLLED IN BACCALAUREATE PROGRAMS AT CSU FULLERTON, CONCORDIA, VANGUARD, CHAMBERLAIN AND OTHERS. THE PROGRAM HAS CO- ENROLLMENT AGREEMENTS WITH THESE INSTITUTIONS TO ASSIST THE STUDENTS IN SCHEDULING. WE WILL ALSO GET START-UP DATA FROM RIVERSIDE CITY COLLEGE FROM A PILOT PROGRAM DUE AFTER FALL 2019 WHERE STUDENT COHORTS WILL BE ENROLLED AT RCC AND EITHER CSU FULLERTON OR CSU SAN BERNARDINO TO EARN THEIR BSN DEGREES CONCURRENTLY WITH 70 UNITS FROM RCC, 20 UNITS FOR PASSING NCLEX, AND THE REMAINING 30 UNITS FROM ONE OF THE CSUs NURSING PROGRAMS.**

8. Did you complete the two-year program review requirement for CTE? If no, why not? (150 words limit) The Nursing Program has ONLY BEEN UNDER CTE FOR < 1 YEAR. **YES, THE REQUIREMENT IS MET.**

9. Did your department complete all course SLOs assessment? If no, why not? (150 words limit) **YES, ALL SLOs ARE ASSESSED AND REVIEWED EVERY SEMESTER BY EACH SEMESTER'S TEAM**

10. Did your department review all Course Outline of Records in the last 6 years? If no, why not? **YES. ALL COURSES WERE REVIEWED PRIOR TO IMPLEMENTATION OF NEW CONCEPT BASED NURSING CURRICULUM IN FALL 2016. PRIOR TO IMPLEMENTATION OF EACH SEMESTER PROGRAM PROGRESSION THE CORs WERE REWRITTEN BY EACH TEAM AND VETED THROUGH CCI..**

Review of Last Cycle Program Review

Provide assessment of your previous program review initiatives. Summarize any accomplishments that your program achieved (List 3 to 5 bullet points). Limit to 250 words.

- **SUCCESSFULLY ROLLED OUT NEW CONCEPT-BASED CURRICULUM. FIRST CLASS STARTED IN FALL 2016 AND COMPLETED IN SPRING 2018, WITH 81 DEGREES AWARDED.**
- **SUCCESSFUL CALIFORNIA STATE BOARD OF REGISTERED NURSING (BRN) PROGRAM ACCREDITATION TO REVIEW MAJOR PROGRAM CHANGES. THIS IS THE STATE APPROVAL PROCESS WHICH ALLOWS THE PROGRAM TO CONTINUE AND IS MANDATED BY REGULATION AND STATUTE.**
- **SUCCESSFUL ACCREDITATION COMMISSION FOR EDUCATION IN NURSING (ACEN) VISIT WHEN NEW CURRICULUM WAS ROLLED OUT AS A MAJOR PROGRAM CHANGE. WHEN A MINOR CHANGE IN THE UNITS WENT FROM 72-69 THERE WAS AN INTERIM VISIT. THIS IS A NATIONAL ACCREDITATION. NATIONAL CERTIFICATION IS NOT MANDATED, BUT MAKES THE STUDENT COMING FROM OUR PROGRAM ACCEPTABLE/DESIRABLE TO EMPLOYERS. NON- ACCREDITED PROGRAMS ARE OFTEN CONSIDERED INFERIOR IN THE PREPARATION OF THEIR GRADUATES.**

PROGRAM PLANNING/BRAIN STORMING

Based on your analysis of previous program review and current data, list 3-5 goals that your department want to accomplish in the next three years?

- **MEET THE CONTINUING AND WORSENING CHALLENGES OF CLINICAL DISPLACEMENT AT AREA HOSPITALS. THREE SITES WERE LOST THIS SEMESTER DUE TO AGENCIES' PREFERENCES OF HAVING BACHELOR LEVEL STUDENTS. PRIVATE BACHELOR PROGRAMS CHARGE VERY HIGH TUITION AND ARE PAYING (GRANTS, SCHOLARSHIPS, EQUIPMENT, CLASSROOMS) IN A "PAY FOR PLAY" SCENARIO. THIS PROBLEM HAS BEEN ADDRESSED TO THE STATE BRN, BUT RECENT LEGISLATION HAS PREVENTED THEM FROM INTERVENING, CLAIMING THREATS OF SUITS FOR RESTRAINT OF TRADE AND NOT PART OF THE BRNs PURVUE.**

- INCREASE THE NCLEX (LICENSING EXAM) PASS RATES WHICH TOOK A SMALL DIP AS WAS EXPECTED WITH THE FIRST CLASS BEING TAUGHT THE NEW CURRICULUM. IT IMPROVED WITH THE NEXT CLASS.
- OFFER NCLEX REVIEW COURSES TO STUDENTS AS FUNDING SOURCES ARE AVAILABLE. BECAUSE WE HAD LOTTERY MONEY THIS SEMESTER A 3 DAY IN-PERSON REVIEW WILL BE GIVEN TO 41 4TH SEMESTER STUDENTS AFTER COMPLETION OF THE PROGRAM CONTENT AND BEFORE TAKING THEIR NCLEX EXAM.
- HIRE AND TRANSITION TO NEW PROGRAM DIRECTOR AND ASSISTANT DIRECTOR, WHO WILL RETIRE AT THE END OF THE SPRING 2019 SEMESTER
- CONTINUE TO CREATE NURSING COURSES TO SUPPORT STUDENT SUCCESS, DEVELOPMENT, AND TRANSFER TO A BSN PROGRAM.

Program Planning

Description of Department's Goal?	What metric will you use to measure your goal?	What actions will the department take?		Which of the College's mission and goal does this goal support?	List necessary support and/or resources if applicable.
<p><u>Goal 1:MEET THE CONTINUING/WORSENING CHALLENGES OF CLINICAL DISPLACE IN AREA HOSPITALS.</u></p> <p><u>M</u></p>	<p><u>DETERMINE THE NUMBER OF STUDENTS THAT EACH FACILITY IS ALLOWING (THEY HAVE DECREASED OVER THE YEARS. FROM 12 TO 8 IN SOME PLACES.) DETERMINE WHICH FACILITIES ARE NOT RENEWING THEIR CONTRACTS FOR CLINICAL PLACEMENT WITH GWC</u></p>	<p><u>CONTACT OTHER FACILITIES THAT HAVE BEEN UTILIZED IN THE PAST OR CONTACT ALTERNATIVE AGENCIES (NOT HOSPITALS) THAT CAN PROVIDE THE CLINICAL EXPERIENCES THAT THE BRN REQUIRES THAT THE STUDENTS GET DURING EACH SEMESTER</u></p>	<p><input type="checkbox"/> Transfer <input type="checkbox"/> Degrees <input type="checkbox"/> Certificates <input checked="" type="checkbox"/> Career advancement <input type="checkbox"/> College readiness</p>	<p><input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Equitable Achievement <input checked="" type="checkbox"/> Learning Environment <input checked="" type="checkbox"/> Communication <input type="checkbox"/> Engagement <input checked="" type="checkbox"/> Resource Optimization</p>	
<p><u>Goal 2:</u> <u>INCREASE NCLEX SCORES</u></p>	<p><u>PERCENTAGE OF PASSING DURING FIRST ATTEMPT SHOULD CONTINUE TO RISE TO 93-95%</u></p>	<p><u>OFFER NCLEX PREPARATION CLASSES WHEN FUNDING IS AVAILABLE TO GIVE TO THE ENTIRE GRADUATING CLASS. IF FUNDING IS NOT AVAILABLE PROVIDE INFORMATION ABOUT PREP COURSES SO STUDENTS CAN CHOOSE WHICH ONE(S) FIT THEIR PERSONAL NEEDS</u></p>	<p><input type="checkbox"/> Transfer <input type="checkbox"/> Degrees <input type="checkbox"/> Certificates <input checked="" type="checkbox"/> Career advancement <input type="checkbox"/> College readiness</p>	<p><input checked="" type="checkbox"/> Student Success <input checked="" type="checkbox"/> Equitable Achievement <input type="checkbox"/> Learning Environment <input type="checkbox"/> Communication <input type="checkbox"/> Engagement <input checked="" type="checkbox"/> Resource Optimization</p>	
<p><u>Goal 3:</u> <u>REPLACE PROGRAM DIRECTOR AND ASSISTANT DIRECTOR IN A TIMELY MANNER SO TRANSITION CAN BE SMOOTH.</u></p>	<p><u>NO METRIC CAN BE USED FOR THIS. A SUCCESSFUL/SMOOTH TRANSITION FROM CURRENT DIRECTOR TO NEW DIRECTOR IS THE GOAL.</u></p>	<p><u>THE DISTRICT HAS TO POST THE JOB FOR DIRECTOR AND A SEARCH COMMITTEE FORMED. THE ASSISTANT DIRECTOR IS AN ELECTED POSITION FROM THE NURSING FACULTY</u></p>	<p><input type="checkbox"/> Transfer <input type="checkbox"/> Degrees <input type="checkbox"/> Certificates <input type="checkbox"/> Career advancement <input type="checkbox"/> College readiness</p>	<p><input checked="" type="checkbox"/> Student Success <input type="checkbox"/> Equitable Achievement <input checked="" type="checkbox"/> Learning Environment <input checked="" type="checkbox"/> Communication <input type="checkbox"/> Engagement <input checked="" type="checkbox"/> Resource Optimization</p>	

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