

# Merritt College

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## 2017-2018 Annual Program Update Template

*Final Version: Approved PCCD May 20, 2016*

ADN Associate Degree Nursing Program

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# Introduction, Directions and Timeline

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The Peralta Community College District has an institutional effectiveness process which consists of the following components: a District-wide Strategic Plan which is updated every six years; Comprehensive Program Reviews which are completed every three years; and Annual Program Updates (APUs) which are completed in non-program review years. While there are individualized Program Review Handbooks for Instructional units, Counseling, CTE, Library Services, Student Services, Administrative units, and District Service Centers, there is one Annual Program Update template for use by everyone at the colleges which is completed in the Fall semester of non-program review years.

The Annual Program Update is intended to primarily focus upon planning and institutional effectiveness by requesting that everyone report upon the progress they are making in attaining the goals (outcomes) and program improvement objectives described in the most recent program review document. The Annual Program Update is therefore a document which reflects continuous quality improvement. Additionally, the Annual Program Update provides a vehicle in which to identify and request additional resources that support reaching the stated goals (outcomes) and program improvement objectives in the unit's program review.

*Throughout this document, the term "program" is used to refer to all of these terms: discipline, department, program, administrative unit, or unit.*

*If you have questions regarding data, please contact Samantha Kessler, Research and Planning Officer [skessler@peralta.edu](mailto:skessler@peralta.edu). If you have questions regarding other material in the APU, please contact your Dean or Manager.*

You will need the following items in order to complete the Annual Program Update document at the colleges, many of which are provided for you in this document:

- The most recently completed comprehensive Program Review document.
- Any comments or feedback provided during the program review validation process.
- College Goals and Peralta District Goals
- Institution Set Standards (Institutional Standards that are reported annually to ACCJC)
- College Institutional Effectiveness Indicators (reported to the State Chancellor's Office annually)
- College Educational Master Plan
- College SSSP plan, Equity and Basic Skills Plans
- Data profiles, Taskstream and Curricunet reports

## i. Program Information

**Program Name: Merritt College ADN Associate Degree Nursing Program**

**Date: 11/15/2017**

**Program Type** (circle or highlight one): **Instructional**      Non-Instructional      Student Services or Special Programs      Administrative Unit

**College Mission Statement:** The mission of Merritt College is to enhance the quality of life in the communities we serve by helping students to attain knowledge, master skills, and develop the appreciation, attitudes and values needed to succeed and participate responsibly in a democratic society and a global economy.

**Program Mission:**

[The ADN program prepares students for entry-level positions as registered nurses. Upon successful completion of the program, students will graduate with an Associate of Science Degree and be eligible to take the state licensing examination for registered nurses \(National Council Licensure Examination – NCLEX-RN\).](#)

The Merritt College Associate Degree Nursing (ADN) program is approved by the California Board of Registered Nursing (BRN), the California State Department of Education, the Veteran's Administration for the training of veterans, the Federal Department, and the Federal Immigration and Naturalization Service for foreign student education. The courses in the ADN program are accepted by the University of California, the California State University system, and many other public and private institutions of higher learning.

The ADN program is part of the Allied Health Department. The other programs in the department are the Medical Assistant program, and the Radiologic Science program.

**Date of Last Comprehensive Program Review: 10/15**

**Date of Comprehensive Program Review Validation: 3/2016**

## II. Reporting Progress on Attainment of Program Goals

**Purpose:** In this section, you will look at your goals stated in the last program review, align the program goals with the District and College Goals, and report on the progress, revision, or completion of the program goals.

<b>Program Goal</b> *Copy the Goals Reported from Program Review Question 10 or Appendix B, or input the revised goal.	<b>Which institutional goals will be advanced upon completion?</b> (PCCD and MC Goal Mapping)	<b>Progress on Goal</b> (indicate date next to the appropriate status for the goal)	<b>Goal Detail</b> (Describe how the goal was met, or is still being pursued. If a goal is new or revised, explain the revision.)
Assessment : Continue to use the assessment methods that have proved successful to the nursing department, and are required by the BRN to assess students. These include the Kaplan test preparation and NCLEX testing.	1. PCCD Goal: ___A___ 2. Merritt Goal ___A___	Completed: _____ (date) Revised: _____ (date) Ongoing: _____ ___9/2017_____ (date) New Goal _____ (current date)	Our graduates have had 100% NCLEX pass rates for four of the last five years.
Curriculum (if applicable) We are going to continue to evaluate the curriculum and strongly consider major changes as we have not had a major curriculum change in recent years.	1. PCCD Goal: ___C___ 2. Merritt Goal ___C___	Completed: _____ (date) Revised: _____ (date) Ongoing: _____ (date) New Goal ___11/15/2017_____ (current date)	Current ADN curriculum will be reviewed by lead faculty members and the program director. Necessary changes will be identified and implemented by said faculty.
Instruction (if applicable):	1. PCCD Goal: ___A___	Completed: _____	With a benchmark of 75% pass rate across all

<p>The ADN Program maintains consistency throughout the program by maintaining the academic standards and guidelines of the BRN.</p>	<p>2. Merritt Goal ____A_</p>	<p>(date) Revised: _____ (date) Ongoing: ____9/2017_____ (date) New Goal _____ (current date)</p>	<p>curriculum coursework, this serves as the common thread for the concurrent theory and clinical components.</p>
<p>Student Success and Student Equity: Improve retention between the first day of class and the end of semester.</p>	<p>1. PCCD Goal: ____A_ 2. Merritt Goal ____A_</p>	<p>Completed: _____ (date) Revised: _____ (date) Ongoing: ____9/2017_____ (date) New Goal _____ (current date)</p>	<p>Address student’s misconception about the rigor of the program, and address students that are ill-prepared for the demand on and sacrifice of their time. Students assume that the program will be similar to the biology pre-requisite coursework. The ADN program will work to be more direct about the rigors of the program, and resources available for success.</p>
<p>Professional Development, Institutional and Professional Engagement, and Partnerships: Increase the number of institutions that the ADN program has a partnership with, to ensure more seamless transition for graduates in to a BA or MS program after graduation from Merritt.</p>	<p>1. PCCD Goal: __B__ 2. Merritt Goal __B__</p>	<p>Completed: _____ (date) Revised: _____ (date) Ongoing: ____9/28/17_____ (date) New Goal _____ (current date)</p>	<p>The ADN program has detailed plans to procure a partnership with several Bay Area colleges, including an update to the agreement with CSU East Bay .</p>
<p>Other Goals</p>	<p>1. PCCD Goal: _____ 2. Merritt Goal _____</p>	<p>Completed: _____ (date) Revised: _____ (date) Ongoing: _____ (date)</p>	

		New Goal _____ (current date)	
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### III. Data Trend Analysis

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Please review and reflect upon the data for your program. Then describe any significant changes in the following items and discuss what the changes mean to your program. Focus upon the most recent year and/or the years since your last comprehensive program review.

<b>Applicant Data</b>	<b>Fall '10</b>	<b>Fall '11</b>	<b>Fall '12</b>	<b>Fall '14</b>	<b>Fall '15</b>	<b>Fall '16</b>
Applicants	317	370	398	343	320	350
Qualified (by Chancellor's Model)	158	167	170	129	168	176
Eligible (thru TEAS 6.0)	130	92	83	115	107	121
Attended Orientation	99	78	65	48	40	42
Available Seats	70	60	50	45	40	40
Registered	74	62	47	41	35	33
Completed Semester	27	33	35	38	33*	31
1st Semester Retention	36.5%	53.2%	74.5%	92.6%	94.2%*	93.9%
<b>ETHNICITY</b>						
African American	73	60	60	42	66	69
Asian	70	69	106	108	63	54
White Non-Hispanic	87	119	106	85	71	81
Hispanic	28	47	60	50	53	56
Multi	1	1	0	5	2	11
American Indian/Alaskan Native	3	2	11	1	0	1
Other	3	10	3	1	16	10

Pacific Islander	5	8	9	2	4	3
Filipino	43	48	34	37	35	55
Unknown	4	6	9	2	10	10
<b>GENDER</b>						
Male	247	302	311	150	84	79
Female	70	68	88	193	236	271

<b>ENROLLMENT DATA</b>	<b><u>Fall</u></b>	<b><u>Fall</u></b>	<b><u>Fall</u></b>
<b>Ethnicity</b>	<b>'14</b>	<b>'15</b>	<b>'16</b>
African American	4	4	6
Asian	9	8	4
White Non-Hispanic	10	10	9
Hispanic	3	5	3
Multi	9	2	3
American Indian/Alaskan Native			2
Other	1		
Pacific Islander		1	
Filipino	7	3	4
Unknown			2
<b>Total Enrollment</b>	42	33	31
<b>GENDER</b>			
Male	32	26	26



Female 10 7 5

**A. Student Demographics** (age, gender, ethnicity, special populations). **Comments about changes:**

The student demographics for the nursing program are balanced from year to year. The program receives many applications from students of many diverse ethnicities and backgrounds. Those diverse demographics are well reflected in our current and preceding enrollment demographic numbers. As can be seen in the demographic data supplied, the Applicant demographics are accurately and positively reflected in the actual Enrollment demographics. There are minor fluctuations year to year, but the program consistently sees its enrollment demographics as representative of the applicant pool of many Bay Area communities. The Merritt College ADN program prides itself on representing and the diverse community which it serves.

**B. Enrollment** (sections, course enrollment, productivity, # of student contacts, etc). **Comments about changes:**

The enrollment for the nursing program is consistent. We have a base of 30 students, and we invite 40-50 in each Fall. The Nursing department has an Enrollment and Retention Grant through the state of California which allows us to take and accommodate 10 students over our base. There is then an initial drop in the time between the lottery pull of 50 students and the first day of class. This is due to students being accepted into other program, family and life conflicts, financial hardships, and other extraneous factors.

The enrollment for each year after the first week of class is consistently above our base, registering at between 31 and 45 students. Course enrollment is also consistent with the course capacities and desired faculty to student ratio. In order to add more courses and increase course enrollment, more full time faculty would need to be hired. There would also then need to be additional faculty hired to facilitate the extra clinical rotations that would be needed.

**Course Sections and Productivity:**

B. Enrollment						
	Fall 2014	Fall 2015	Fall % Chg	Spring 2016	Spring 2017	Spring % Chg
TOTAL	-	-	-	-	-	-
Sections	9	9	0%	8	8	0%
Course Enrollment	327	247	-24.5%	257	184	-28.4%
Productivity	9.09	6.71	-26.1%	7.02	6.25	-11.1%

- Please comment on changes that have occurred in productivity since the 2016-2017 program review.** (e.g. increase, decrease or no change)

Our course retention and success rate has remained largely unchanged since the 2016-2017 program review. Note: Our department data does not reflect these figures.

#### Student Success:

C. Student Success						
	Fall 2014	Fall 2015	Fall % Chg	Spring 2016	Spring 2017	Spring % Chg
TOTAL	-	-	-	-	-	-
Course Completion Rate*	0.96	0.97	0.01	1	0.97	-0.03
Course Success Rate**	0.89	0.97	0.08	0.93	0.95	0.02

- Describe the course retention and successful course completion rates and any changes since the 2016-2017 program review.** (Note: Course retention is the % of students who finish the course – any grade other than W. Successful course completion is the % of students earning a grade C or better in the course.)

The course retention and completion rate has remained largely unchanged since the 2016-2017 program review.

**Student Success in Distance Education/Hybrid classes versus face-to-face classes:**

D. Student Success in DE/Hybrid, Face-to-Face

	Fall 2014	Fall 2015	Fall % Chg	Spring 2016	Spring 2017	Spring % Chg
TOTAL	-	-	-	-	-	-
100% DE	0	0	0	0	0	0
Hybrid	0.95	0.97	0.01	0	0	0
100% Face-to-Face	0.88	0.97	0.09	0.93	0.95	0.02

**1. Describe any difference in the Retention and Success of face-to-face and distance education courses.**

**Other program specific data.** Other data could include: departmental research via survey or special projects that significantly supports the goals or future plans for the program.

#### IV. Equity

- Please review the student success data for your program and comment upon it. Do performance gaps exist in the student success or achievement rates for disproportionately impacted students, including African-American, Hispanic/Latino, Filipinos/Pacific Islanders, foster youth, veterans, students with disabilities or other groups not listed here? If differences exist, please detail the differences and describe the activities your program is making to address the differences? How will your program evaluate the effectiveness of these activities?

There are no significant gaps that exist in student success for our program. Please see data above.

- Please review the SSSP plan, Equity plan, and Basic Skills plans at your college. How does your program address or participate in the information and activities presented in these plans? Are there resources available in these plans that can be utilized by your program or the students accessing your program?

N/A

## V. Curriculum and Assessment Status

- What curricular, pedagogical or other changes has your department made since the most recent program review

There are planned curriculum updates for each of the offered nursing classes. Classes that are no longer offered by the Nursing department will be removed from CNET. Lead instructors will take the helm in completing this project. Curriculum updates for CTE classes are required every two years, and each of the ADN classes is due to be updated at this point. The updating process is planned to begin in December of 2017 and be completed by March of 2018.

- Were these changes based on assessment of student learning outcomes at the course or program level? Please identify the assessment. If s. If assessment was not used, describe the basis for the change. For example, Title 5 requirements, certifications requirements, etc.

N/A

- Attach a summary depicting the program's progress on assessment of course and program level outcomes (SLOs and PLOs). Please evaluate your program's progress on assessment. What are the plans for further assessments in the upcoming academic year? Please include a timeline and/or assessment plan for the future.



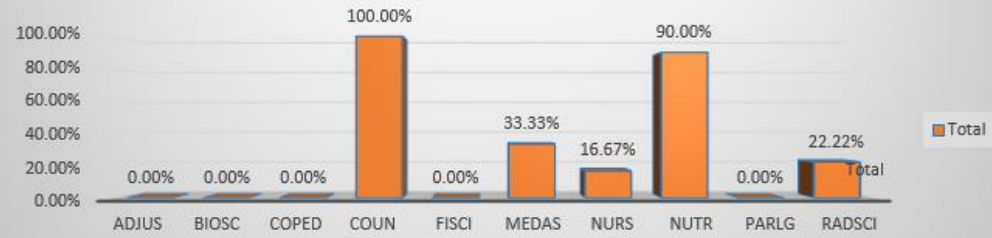
**SLO Three-year Cycle Report**  
**Fall 2013-Summer 2016**

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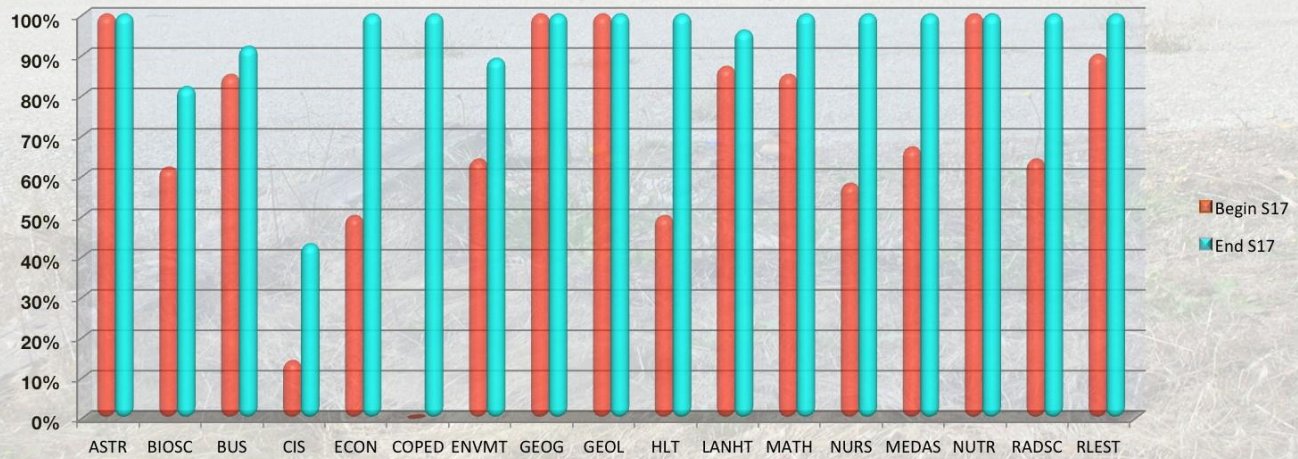
Disc	#	Course Title	# of SLOs	SLO 1	SLO 2	SLO 3	SLO 4	SLO 5	SLO 6	SLO 7	SLO 8	SLO 9	SLO Notes
NURS	001	NURS 001 FUNDAMENTALS IN NURSING: BEGINNING PRINCIPLES OF HEALTH CARE	4	14-15	14-15	14-15	14-15						
NURS	003A	NURS 003A PERINATAL NURSING	6	13-14	13-14	13-14	13-14	13-14	13-14				
NURS	003B	NURS 003B PEDIATRIC NURSING	6										
NURS	004A	NURS 004A INTERMEDIATE MEDICAL-SURGICAL NURSING	3	14-15	14-15	14-15							
NURS	004B	NURS 004B PSYCHIATRIC NURSING	4	13-14	13-14								
NURS	005	ADVANCED MEDICAL-SURGICAL NURSING: DISRUPTION IN HOMEOSTASIS	4		15-16								
NURS	010	NURS 010 LEADERSHIP AND MANAGEMENT	4	14-15	14-15	14-15	14-15	14-15					
NURS	011	NURS 011 ETHICS AND LAW	3			15-16							
NURS	012	NURS 012 CALCULATION OF DRUG DOSAGE FOR HEALTH PROFESSIONAL	3	14-15	14-15	14-15							
NURS	013	NURS 013 PHARMACOLOGY IN NURSING	4	13-14	13-14		13-14						
NURS	014	NURS 014 N NUTRITION AND DIET THERAPY IN NURSING	3	14-15	14-15	14-15							
NURS	260A-D	NURS 260A-D NURSING SKILLS LAB	1		15-16								

Sum of 17-18

### Division III- Fall 2017 Assessment Progress



**Div. II: 3-year completion rate percentage  
Start S17 to 5/29/17**





## VI. Additional Questions

### A. For CTE:

- Please describe any recommendations resulting from advisory committee meetings that have occurred since your last program review.

Continue to partner with colleges for additional educational opportunities for students. Students should seek employment outside of the Bay Area. Encourage further education toward BSN degree.

- Did you receive Strong Workforce Funds? Please briefly describe your progress in meeting the state mandated metrics.  
We did not receive these funds.

- Is your discipline/department/program working with a Deputy Sector Navigator? If so, in which sector? Briefly describe your discipline/department/program's work with the Deputy Sector Navigator.

The DSN commended the program for its continued high NCLEX pass rates. She encouraged our continued quest for additional faculty and advanced educational collaboration.

- **Is your discipline/department/program currently participating in any grants? Please discuss your progress in meeting the stated goals in the grant.**

The Nursing department currently receives the Enrollment and Retention grant from the CCCCCO. The stated goals of this grant are to increase the base class cohort by 10 students a year, and retain those students once they have entered the program. The nursing department has made progress with this grant by increasing the base cohort from 30 to 40, and continuing to receive funding to grow the program by another 10 students in the coming years. The retention of these students has been successful as well, with our attrition measured between the first week of class and graduation falling from 46% percent in 2011 to 7% in 2016.

The Nursing department will continue to utilize grant funds to grow the program, as well as provide much needed classroom supplies and adjunct instructor salaries.

## VII. New Resource Needs Not Covered by Current Budget

**Purpose:** In this section, programs will document new and repeat resource requests, and document the support of the request with data or evidence.

**Human Resources:** If you are requesting new or additional positions, in any job classification, please explain how new positions will contribute to increased student success.

Human Resource Request(s)	Dollar Amount	Already Requested in Recent Program Review? (yes/no)	Program Goal (cut and paste from program review)	Connected to Assessment Results and Plans? (List the course and SLO or PLO and Academic Year) or Does other data support your resource requests? If so, explain the metric and trend or result. (1-3 sentences)	How will this resource contribute to student success? (1-3 sentences)	Alignment with College (List Goal A-E)	Alignment with PCCD Goal (List Goal A-E)
New full time faculty request	\$120,537 (based on PFT Full-time step one salary schedule)	Yes	To maintain an educational program that will prepare students as competent and safe entry level nurses who deliver holistic, quality health care. This will be facilitated by the addition of new full time instructors. The Department has lost 3 full-time instructors. With our larger new state-of-the-art Barbara Lee	Our program faculty has had to struggle to maintain the academic integrity and standards because of insufficient full time faculty and insufficient support systems at the college for faculty and students.	The ADN department has lost 3 full time faculty members over the last five years, and none of these vacancies have been filled. It is imperative to the program, and to the students, that we hire at least one additional full time faculty member. As we look to grow the program, and increase grant funding, replacement of the faculty we lost- faculty who were integral to the success of the ADN program- is a high priority.	C	A

			Allied Health Building, the genesis of a new Allied Health Program, "Patient Advocacy", additional educational partnerships and the possibility of a foreign nurse collaboration, additional instructors are needed in order to increase our yearly cohort and provide quality instruction to our nursing classes and to deliver successful programs.				
Change in designation from Senior Clerical Assistant to Program Specialist for the ADN support person.	Program Specialist/ Career Tech \$55,368 (an increase of \$12,082 over the Sr. Clerical Asst. salary)	yes	To maintain a program consistent with current Board of Registered Nursing regulations, State Education Codes, Peralta Community College District policies and ADN program policies. This will be facilitated by a change in designation from Senior Clerical Assistant to Program Specialist for the	The Senior Clerical Assistant has, for over 12 months, been doing the job of a Program Specialist in order to maintain the integrity of the ADN program, and their data. This is a request that the job description and compensation be commensurate with the work being produced.	The objective of this request will provide the department and students with a person who can facilitate additional grant income and outreach into the community, as well as working with other four year institutions to develop partnerships and increase student placement into four year programs and internships.	D	E

			ADN support person. Additional skill sets are needed to assist and manage the robust programmatic changes.				
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\*New faculty requests must be listed here.

**Technology and Equipment:** How will the new technology or equipment contribute to student success?

Technology and Equipment Resource Request(s)	Dollar Amount	Already Requested in Recent Program Review? (yes/no)	Program Goal (cut and paste from program review)	Connected to Assessment Results and Plans? (List the course and SLO or PLO and Academic Year) or Does other data support your resource requests? If so, explain the metric and trend or result. (1-3 sentences)	How will this resource contribute to student success? (1-3 sentences)	Alignment with College (List Goal A-E)	Alignment with PCCD Goal (List Goal A-E)
Accesspoint Mobile Medication Management Delivery System (x2)	19,800	Yes	Utilize acquired knowledge, skills, technology, and procedures to promote effective client advocacy, group process and the use of therapeutic	PLO #1 Applied Principles "Apply principles of teaching, learning, and homeostasis when in a care-giving relationship with patient, family, and staff members."	This updated, state of the art equipment will be used by students to assess medication dispensing for patients. This mobile system is used by every acute healthcare delivery system in the state, as mandated by the federal government. It is of the highest importance that our	E	E

			communication in making professional decisions for client care.		students have the skills to use this equipment.		
<a href="#">EMR Software</a>							
3B Scientific PRO Patient Care Manikin	\$16,720 (\$3,344 x5)	Yes	Utilize acquired knowledge, skills, technology, and procedures to promote effective client advocacy, group process and the use of therapeutic communication in making professional decisions for client care.	SLO #4 The student will demonstrate, at an advanced level, asepsis techniques, providing physical and psychological comfort and ensuring patient safety. Class: Advanced Medical Surgical Nursing/ NURS 5 (as well as other nursing courses, as needed)	These manikins will be utilized to provide safe patient care throughout the student's clinical learning experiences in the skills lab.	E	E
<a href="#">Apple iPad Rollout replacement/update</a>							

**Facilities:** Has facilities maintenance and repair affected your program in the past year? How will this facilities request contribute to student success?

Facilities Resource Request(s)	Dollar Amount	Already Requested in Recent Program Review? (yes/no)	Program Goal (cut and paste from program review)	Connected to Assessment Results and Plans? (List the course and SLO or PLO and Academic Year) or Does other data support your resource requests? If so, explain the metric and	How will this resource contribute to student success? (1-3 sentences)	Alignment with College (List Goal A-E)	Alignment with PCCD Goal (List Goal A-E)

				<b>trend or result. (1-3 sentences)</b>			

**Professional Development or Other Requests:** How will the professional development activity contribute to student success? What professional development opportunities and contributions make to the college in the future?

<b>Professional Development Request(s)</b>	<b>Dollar Amount</b>	<b>Already Requested in Recent Program Review? (yes/no)</b>	<b>Program Goal (cut and paste from program review)</b>	<b>Connected to Assessment Results and Plans? (List the course and SLO or PLO and Academic Year) or Does other data support your resource requests? If so, explain the metric and trend or result. (1-3 sentences)</b>	<b>How will this resource contribute to student success? (1-3 sentences)</b>	<b>Alignment with College (List Goal A-E)</b>	<b>Alignment with PCCD Goal (List Goal A-E)</b>
Faculty attendance at Simulation Lab high-fidelity manikin in-service seminar.	\$500	Yes	Develop, implement and adapt care and teaching plans to one or more clients or families in a variety of health care settings which promotes homeostasis.	PLO #4 Professional Development Develop an awareness of him/herself as a person and as a practitioner with respect to his/her abilities, needs, motives culture, values and attitudes.	Instructors will be able to better instruct the students in assessment and management of patients through real-life simulation. This seminar will produce the most up to date material on the use of the simulation lab and manikins, including the utilization of software updates and advances in product technology.	E	E

Endorsed by the District Academic Senate May 17, 2016

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