



2018-19 Program Review – Career Education

Program Overview

Please verify the mission statement for your program. If there is no mission statement listed, please add it here.

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.

List your Faculty and/or Staff

Usha Mortensen Program Specialist
Megan Sary Talbot Instructor
Iona Henderson Instructor
Dinke Augustin Instructor
Diana Barrios Instructor
Lynn Bratchett Instructor
Donna Ervin PT Instructor
Erik Garino PT Instructor (PT)
Melanie Strickland Clinical Instructor (PT)
Archie Garino Clinical Instructor (PT)
Dawn Williams Program Director

The Program Goals below are from your most recent Program Review or APU. If none are listed, please add your most recent program goals. Then, indicate the status of this goal, and which College and District goal your program goal aligns to. If your goal has been completed, please answer the follow up question regarding how you measured the achievement of this goal.

To prepare students to successfully pass the NCLEX exam.

1. It is the goal of the program to maintain a program consistent with current Board of Registered Nursing regulations, State Education Codes, Peralta Community College District policies and ADN program policies.
2. It is the goal of the nursing program to maintain an educational program that will prepare students as competent and safe entry-level nurses who deliver holistic, quality health care.

Describe your current utilization of facilities, including labs and other space

We are utilizing our allotted space 100%. We also have a SIMULATION LAB that is underutilized. It has remained unfinished since our move to this building in August 2015. We have not had completion related to parts and infrastructure.

Career Education

Using the [LaunchBoard](#) what are the job placement rates for your program for the past three years? (What % of your graduates have secured employment in the field within 3 months of leaving the program?). Note: you will need to establish a username and password for the LaunchBoard if you don't already have one.

2014-15 Job Placement %	% Employed in the field within 3 months	2015-16 Job Placement %	% Employed in the field within 3 months	2016-17 Job Placement %	% Employed in the field within 3 months
70%	61%	71%	71%	Not posted	Not posted

Using the [LaunchBoard](#), what are the projected job openings in your discipline for the next three years?

According to COE/LMI data, Registered Nursing , SOC CODE 1141 will have 1,048 openings for year for the next 3 years.

How is your discipline or program responding with regard to changes in labor market demand?

The program has a fixed capacity due to clinical sites and instructors. We are only able to accommodate 40 students per year with the assistance of a State College Enrollment Grant, furthermore, to increase class size, the faculty would need to be increased.

Do you have an industry advisory board in place?

yes

Has your industry advisory board met regularly (at least once per quarter or semester)?

Yes

Please list of your industry advisory board members.

Ruth Ann Terry, BRN EO Emeritus, Community Member, Dr. Wacheera Davis, KPO Supervisor, HN Professor, and former student; Damon Rowden, KPF Manager and former student; Lynn Bratchett, Alameda Hospital Board Member and instructor; Jack Tyler, Diversity in Health Training Institute, Beatrice Lee, Diversity in Health Training Institute; Deputy Sector Navigator

Please describe the number of activities and recommendations resulting from advisory committee meetings that have occurred in the past three years. What information was presented that required changes to be made to your program?

Feedback on curriculum choices, nursing theories and teaching philosophies, labor market trends, new grad programs and expectations

Does your program require state or national licensing? If yes, please specify. What is your college's set standard passing rate for this exam or license? If yes, what is the name of the exam or License? State the set standard pass rate.

Yes, NCLEX exam for Registered Nurses
Pass Rates for 1st time takers
2014 100%
2015 92%
2016 97%
2017 97%
2018 100%

Do your students participate in other third party certifications? If so, please provide their success rates (include the % of completing students successfully getting certified). If yes, what is the third party certification? State the set standard pass rate

NA

Is your program working with a Deputy Sector Navigator?

Yes

If yes, briefly describe your program's work with the Deputy Sector Navigator.

She provides feedback as to the labor trends.

What programs similar to yours exist in the surrounding area or at nearby East bay colleges? (Micro region in [LaunchBoard](#))

RN programs: 820 completers per year over last 3 years.
There are more than 20 registered nursing programs in Northern California.

In which ways is your program collaborating with other community colleges in the region?

We share clinical faculty, templates and curriculum ideas.

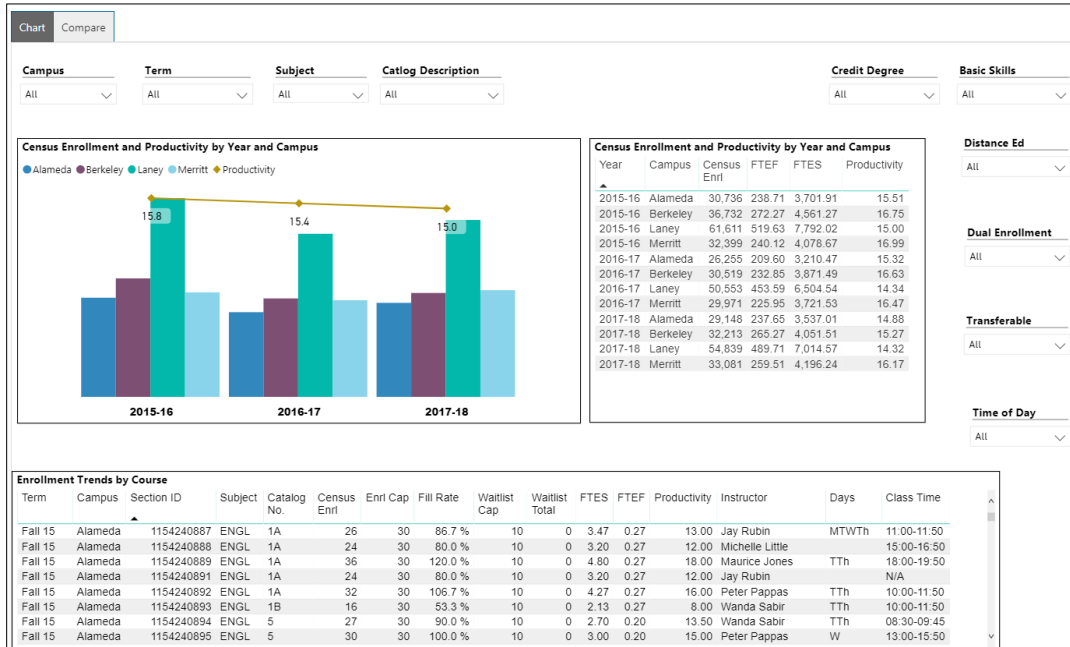
Please list and briefly describe the grant name, granting agency, and the goals of each grant as it relates to you discipline/department/program

Enrollment Grant (Community College State Chancellor's Office)

How is your program using Strong Workforce Funds?

Will be using it for equipment maintenance, supplemental instructors, Faculty development, curriculum development to name a few.

Enrollment Trends



Enrollment Trends Power BI dashboard

Note: Please consider the most recent 3 years when answering the questions below.

Set the filters above to your discipline, and discuss enrollment trends over the past three years

Year	Campus	Census Enrl	FTEF	FTES	Productivity
2015-16	Merritt	431	15.08	68.05	4.51
2016-17	Merritt	410	16.48	32.50	1.97
2017-18	Merritt	198	7.83	40.86	5.21

Set the filter above to consider whether the time of day each course is offered meets the needs of students.

The courses are set in accordance with the hospitals for clinical sites, and the opportunities for learning experiences. Clinical experiences are many times for the full day and on the weekends as dictated by the hospitals.

Are courses scheduled in a manner that meets student needs and demands? How do you know?

All courses are listed prior to enrolment and students are aware in the summer prior to enrollment when the classes are offered.

Describe effective and innovative teaching strategies used by faculty to increase student learning and engagement.

Faculty meets with students in times and places that are non-traditional but are necessary for additional evaluation, tutoring and feedback.

How is technology used by the discipline, department?

Updated technological equipment that is used in the hospital is always used in our laboratory for clinical practice. Tablets, audiobooks and online resources are utilized.

How does the discipline, department, or program maintain the integrity and consistency of academic standards with all methods of delivery, including face to face, hybrid, and Distance Education courses?

Our instructors are continually in the hospitals and continue to work as bedside caregivers themselves for currency.

Curriculum

Please review your course outlines of record in CurricUNet Meta to determine if they have been updated or deactivated in the past three years. Specify when your department will update each one, within the next three years.

Our department is reminded of all SLOs needing to be updated. We are working to update all at this time.

CurriQunet Meta

Please summarize the Discipline, Department or program of study plans for curriculum plans for improvement. Below, please provide details for individual course improvement. Add plans for new courses here.

The nursing dept works closely with the college and the advisory board to keep the program current. A total curriculum review and update for 2020 as required by the Nursing Board. All small updates are done related to evaluations after every semester.

Assessment – Instructional

Student Learning Outcomes Assessment

List your Student Learning Outcomes

See Course Outlines.
The department has conducted regular SLO assessment in keeping with the guidelines of the college.

Were there any obstacles experienced during assessment? What worked well? (Mainly based on evidence in the report, attach other evidence as necessary)

We have been requesting replacement faculty since 2013. This has not been granted to us through the shared governance, CDCPD process.

What percent of your programs have been assessed? (mainly based on evidence in the report, attach other evidence as necessary; note: a complete program assessment means all Program Learning Outcomes (PLOs) have been assessed for that program)

70%

How has your dept worked together on assessment (planning together)? Describe how your dept works well on assessment? Describe things that went well or obstacles. What aspects of assessment work went especially well in your department and what improvements are most needed?

Our department meets monthly. We discuss formally and informally the need for collaboration and syncing of each course as it relates to our program outcomes.

Collaboration

We collaborate with OUSD, Alameda County Career Ladders Program, Diversity in Health Training Institute, East Bay Career Pathways, LPAT Program
We also are a part of the Educational Collaborative of Cal State East Bay

Leadership Roles

Our faculty participates in various roles throughout the community; cultural, civic, LGBTQ and religious communities.

Planning Process

Department meetings are held regularly; the Dean, President and Chancellor have attended in the past.

Dept meetings for Collaboration

Members of different department and disciplines have participated in our faculty meetings.

Data Analysis

The department has to have evaluations of every instructor, site and course as mandated by the BRN.

What were the most important things your department learned from assessment? Did implementation of your action plans result in better student learning? In other words, how has your department used the results of assessment to improve student learning and/or curriculum? Please be as detailed as possible.

We use the student evaluations to assess learning and feedback to improve the courses every semester. We are constantly re-assessing and changing.

Does your department participate in the assessment of multidisciplinary programs? If Yes, Describe your department's participation and what you learned from the assessment of the program that was applicable to your own discipline.

Our department communicates with and supplies recommendations to the Medical Assisting program on a regular basis.

Does your department participate in your college's Institutional Learning Outcomes (ILOs) assessment? If Yes, Please describe your department's participation in assessing Institutional Learning Outcomes.

Yes, it is mandated. The Institutional Learning Outcomes are tied to the program Learning Outcomes and yet are tied to the Program and course outcomes.

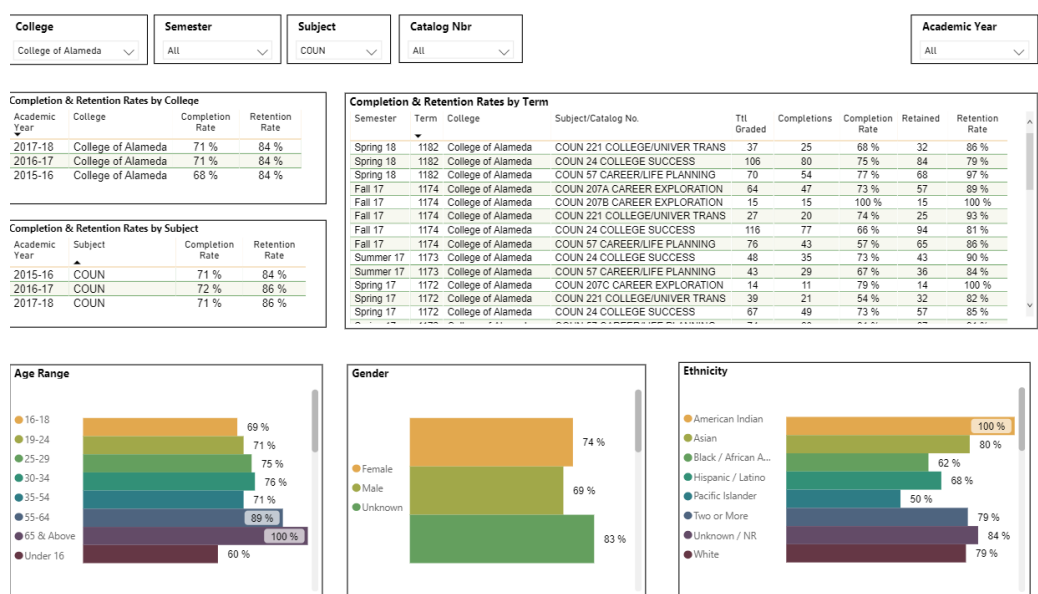
What support does your department need from administrators, assessment coordinators and/or your campus assessment committee to continue to make progress in assessment of outcomes and implementation of action plans?

Currently our Dean, VP and President are very supportive of the ADN Program . We are continuing to work together to build beginning with infrastructure and hopefully to continue to enhance the numbers of the students enrolled.

Please verify the mission statement for your program. If there is no mission statement listed, please add it here.

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).

Course Completion



Course Completion Power BI Dashboard

Consider your course completion rates over the past three years (% of student who earned a grade of "C" or better).

Use the filters on the top and right of the graphs to disaggregate your program or discipline data. When disaggregated, are there any groups whose course completion rate falls more than 3% points below the discipline average? If so, indicate yes and explain what your department is doing to address the disproportionate impact for the group.

Age

Age 34-54

This group of students are coming from other experiences and need to become familiar with the demands of the nursing program. We encourage them to join study groups, engage themselves with the rest of their school colleagues; communicate frequently with their instructors.

Ethnicity

NA

Gender

NA

Foster Youth Status

NA

Disability Status

Students that indicate they have learning challenges are encouraged to see that department here on campus. If needed we always follow the mandates and supply the student with the supports that are needed.

Low Income Status

N/A

Veteran Status

Are at 50% and unknown why.. As mandated by the state, every Veteran that qualifies for the nursing program through the Chancellor's score and TEAS does not enter the lottery. They have automatic admission.

Consider your course completion rates over the past three years by mode of instruction. What do you observe?

Face-to-Face

Evaluations vary from year to year as to if the students prefer face to face or not.

Hybrid

Completion rates are the same.

100% Online

NA

Dual Enrollment

NA

Day time

All courses are during the day. This is related to the availability of learning experiences and the opportunities that the hospital gives to us.

Evening

NA

How do the course completion rates for your program or discipline compare to your college's Institution-Set Standard for course completion?

The nursing dept. consistently outperforms the colleges completion rate by over 30%.

How do the department's Hybrid course completion rates compare to the college course completion standard?

Same

Are there differences in course completion rates between face to face and Distance Education/hybrid courses? If so, how does the discipline, department or program deal with this situation? How do you assess the overall effectiveness of Distance Education/hybrid course?

No difference.

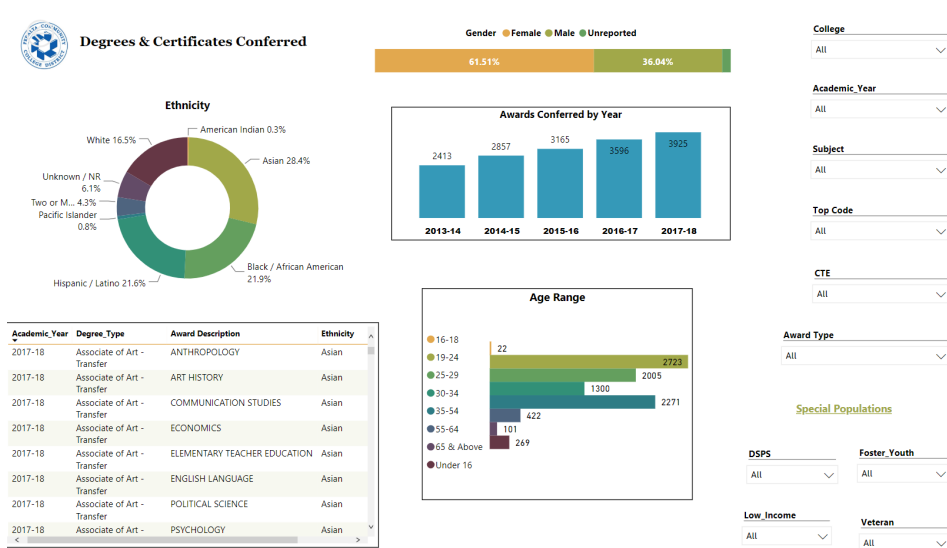
Describe the course retention rates over the last three years. If your college has an Institution-Set Standard for course retention, how does your program or discipline course retention rates compare to the standard?

The nursing department outperforms the college retention rate by more than 20%

What has the discipline, department, or program done to improve course completion and retention rates?

NA

Degrees & Certificates Conferred



Degrees & Certificates Power BI dashboard

What has the discipline, department, or program done to improve the number of degrees and certificates awarded? Include the number of degrees and certificates awarded by year, for the past three years.

AS Degrees (Nursing) awarded:

32 in 2015

30 in 2016

17 in 2017

The number of degrees is directly related to the number of faculty. We always have to project a cohort of 50 to get to 30 due to attrition many times even before an exam is given. We need enough faculty to support the number of students.

Over the next 3 years, will you be focusing on increasing the number of degrees and certificates awarded?

We are unable to do so due to staff limitations. We need more full-time faculty.

What is planned for the next 3 years to increase the number of certificates and degrees awarded?

To continue to advocate for increased faculty.

Engagement

Discuss how faculty and staff have engaged in institutional efforts such as committees, presentations, and departmental activities. Please list the committees that full-time faculty participate in.

Faculty participates in numerous activities. In the past we have been on Tenure committee, Accreditation committees and Technology and Facilities committees.

Discuss how faculty and staff have engaged in community activities, partnerships and/or collaborations.

The Program Director regularly participates in community outreach. She attends every panel, workshop and seminar that is asked of her especially to the underserved, non-traditional and high-school communities. She hosts tours and community informational sessions on campus.

Discuss how adjunct faculty members are included in departmental training, discussions, and decision-making.

Each new part-time faculty member is oriented (informal/formal) and placed with faculty for initial mentorship. They are encouraged to attend faculty meetings and ask questions to familiarize themselves with the college, the program and the students.

Prioritized Resource Requests Summary

In the boxes below, please add resource requests for your program. If there are no resource requested, leave the boxes blank.

Resource Category	Description/Justification	Estimated Annual Salary Costs	Estimated Annual Benefits Costs	Total Estimated Cost
Personnel: Classified Staff	NA			
Personnel: Student Worker	NA			
Personnel: Part Time Faculty	Used for the clinical sites; two per semester	50,000	NA	50,000
Personnel: Full Time Faculty	Three (3) needed to teach theory and clinical courses	100,000/each	32,000/each	396000

Resource Category	Description/Justification	Total Estimated Cost
Professional Development: Department wide PD needed	Ongoing; tied to new equipment Laerdal Update Instruction	\$5000.00
Professional Development: Personal/Individual PD needed	ongoing	

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Prioritized Resource Requests Summary - Continued

Resource Category	Description/Justification	Total Estimated Cost
Supplies: Software	HealthImpact (CCPS) clinical database ATI TEAS Kaplan Intergrated Testing Service	\$1000/yr \$1200/yr \$13,000/yr
Supplies: Books, Magazines, and/or Periodicals		
Supplies: Instructional Supplies	Flash drives, printer ink, printer paper	\$1,000
Supplies: Non-Instructional Supplies	Folders, labels, pens, pencils, dry erase markers	\$500
Supplies: Library Collections	NA	

Resource Category	Description/Justification	Total Estimated Cost
Technology & Equipment: New		
Technology & Equipment: Replacement	Laerdal Web-based updates	\$1000/yr

Prioritized Resource Requests Summary - Continued

Resource Category	Description/Justification	Total Estimated Cost
Facilities: Classrooms		
Facilities: Offices	Door needed for the open area behind Waaduda's desk in S-343. This area was scheduled to be used as small group and student appointment area. It cannot be used without a door!!	\$5000
Facilities: Labs	Completion of the SIMULATION LABORATORY S-348	Unknown Approx.: \$2000
Facilities: Other		

Resource Category	Description/Justification	Total Estimated Cost
Library: Library materials	NA	
Library: Library collections	NA	

Resource Category	Description/Justification	Total Estimated Cost
OTHER		