

# Associate Degree Nursing Program

## 2019 Program Review

### MJC Program Review 2019

Modesto Junior College's Program Review process is divided into 3 sections:

- Program Analysis (SWOT Analysis)
- Goal Setting and Activities
- Resource Request

### Program Analysis

#### Internal Strengths

##### 1. What strengths does the analysis of student data reveal?

According to the MJC Success Rates Dashboard, the nursing course fill rates for 2016-2017 and 2017-2018 was 101% and 100%, and the success rate was at least 95% each year. A total of 208 students received an Associate of Science Degree in Nursing for the same time periods. The ADN program prepares graduates to take the National Council Licensure Examination (NCLEX) to become Registered Nurses. The California Board of Registered Nursing (BRN) tracks first time NCLEX pass rates. The BRN first time pass rates for Modesto Junior College (MJC) are 91% for 2016/2017 and 92% for 2017/2018. In addition to first time pass rates, the ADN program tracks the overall NCLEX pass rates to capture students who are successful on NCLEX on subsequent attempts. The overall pass rates for 2017-2019 range from 96% to 100%. According to the National Council of State Boards of Nursing (NCSBN) report for April - March 2018, our graduates ranked 94 of 135 of programs in our jurisdiction (California), 577 of 1166 of all similar programs across every jurisdiction (ADN programs) and 1140 of 2056 of all programs across every jurisdiction (all nursing programs). For the time period of April - March 2019, we ranked 34 of 136 in jurisdiction, 161 of 1147 for similar programs and 352 of 2061 for all programs. Stanislaus Community Foundation (SCF), California State University, Stanislaus School of Nursing (SON) and MJC have a collaboration pilot program for Dual Enrollment. The SCF is funding the pilot which is scheduled to continue through the summer of 2022. At that time the success rate will be evaluated; if successful, SCF will consider continuing with the funding. Nursing students who have completed the 60 transfer requirements, and at least one semester of the MJC ADN program may apply for participation in the Sequential Enrollment Pathway (SEP). This pathway provides a seamless transition for achievement of a Bachelor of Science in Nursing (BSN) Degree. The goal is to increase the number of BSN prepared

nurses working in Stanislaus County.

o Students participate in the SEP for two summer sessions and take online upper division general education and nursing courses, when they are not taking ADN course work. o The SMF has a target audience of students who are first generation, low income, and disadvantaged social and educational environment. o Twelve students in Cohort A successfully completed the courses in summer 2018. o Twelve additional students in cohort B successfully completed the courses in summer 2019. o Once graduates successfully complete NCLEX and become Registered Nurses, they are no longer funded by SCF. The RN will then have one year of classes left to complete a BSN degree.

## **2. Are there specific aspects of the program that are exemplary or could serve as a model?**

A total of nineteen career education programs at MJC received recognition for the California Community College Strong Workforce Star. The ADN program was the only program to be recognized as a Gold Star program in 2018 by exceeding the threshold of assessed outcomes in three categories. o The first outcome threshold was to increase earnings by 50% or more. Our program increased earnings by 230%. o The second outcome threshold was to demonstrate the attainment of living wage by 70% or more. A total of 84% of our students attained the regional living wage. o The third outcome threshold was to reach a 90% employment rate. Every student who successfully completed this program became employed as a Registered Nurse. ADN faculty teams are a part of the total program evaluation process. o Nursing faculty use the Survey Monkey platform to launch surveys to evaluate data related to student learning outcomes, course learning outcomes, program learning outcomes, NCLEX pass rates, employer evaluations, and beyond. o The Associate Degree Nursing program is at the forefront of assessing student success and student-based outcomes. The current 38 dedicated ADN faculty members are exemplary and serve as the backbone of this Gold Star program. There are 15 full time and 23 adjunct faculty members that serve our ADN students.

## **3. What do others see as the program's strengths?**

The fall 2017 to spring 2019 Student Evaluation of Course surveys indicated that greater than 80% of student responses were positive regarding program values and faculty role-modeling those values. According to the Graduate Evaluation of Program survey launched through Survey Monkey, 78 % of student responded Great when evaluating the overall quality of the program. In addition, 19% responded Good when evaluating the overall quality of the program. Employers evaluated the spring 2018 and fall 2018 ADN Graduates via Survey Monkey, 60% of the respondents stated Great when rating the overall quality of the MJC ADN program. The other 40% responded with good. o 100% of the respondent comments were positive, stating MJC nursing students are professional, skilled, and great additions to our community healthcare facilities.

## **4. How well are students meeting program learning outcomes, skills, or competencies; and how are they relevant to careers in your discipline or industries for which you help prepare students?**

Data entered into the E-Lumen system illustrated that most nursing students meet the learning outcomes, skills, and competencies of the program. The attrition rate has ranged from 7% to 11% over the past couple years. This rate is below the state and national average and well below the 15% threshold set by the BRN. The ADN Program Director tracks graduate employment rates for one year. The employment rate for each semester over the past year ranged from 69% to 88%. These numbers may not be accurate because the results are dependent on the graduates responding to the request for information. According to the median wage calculator at MIT, a Registered Nurse in Stanislaus County (2018) with a bachelors degree made a median hourly wage of \$49.57. The living wage in Stanislaus (2019) is \$12.12.

## Internal Weaknesses

### **5. What gaps are observed by reviewing the student data?**

MJC is a Hispanic serving institution and disproportionate impact is represented in the data collected from the YCCD Reports/ Nursing Applications/ Student Demographic Detail. However, the results closely reflect the demographic results of our institution and the community. According to data from Colleague Student Demographic, 2017-18, 25170 students declared MJC programs during this time period. In terms of student ethnicity 52% are Hispanic, 35% are White, non-Hispanic, 5% Asian, 4% Black, African American, 1% each Filipino and Pacific Islander and less than 1% include Native American, Two or more or Undeclared. Some of the disproportionate impact that we experience in the ADN program is reflective of the MJC community.

### **6. What disproportionate gaps need to be addressed?**

Data for the 2018-2019 applicant pool illustrates that disproportionate gaps exist with multiple ethnicities.

- o African American comprised 3% of the applicants; 0% enrolled in fall 2018 or spring 2019 semesters.
- o Asian comprised 6% of the applicants; 2% enrolled in fall 2018 and 8% enrolled in spring 2019.
- o Filipino comprised 3% of the applicants; 4% enrolled in fall 2018 and 0% in spring 2019.
- o Native American and Pacific Islander comprised 1% each of the applicants; 0% enrolled from either group.

Data for 2017-2018

- o African American comprised 4% of the applicants; 2% enrolled in fall 2017 and 2% in spring 2018.
- o Asian Indian comprised 3% of the applicants; 2% enrolled in fall 2017 and 2% in spring 2018.
- o Filipino comprised 3% of the applicants; 4% enrolled in fall 2017 and 4% in spring 2018.
- o Two or more races comprised 10% of the applicants; 8% enrolled in fall 2017 and 17% in spring 2018.

Nursing faculty participate in outreach events to increase awareness about the career opportunities in nursing. ADN faculty members will plan Information Sessions for pre nursing and other students interested in learning more about nursing. Changes to the ADN program selection process will take place with the spring 2020 application period. Twenty percent of applicants will be admitted using a modified lottery system.

### **7. What are areas in which the program could improve? (curriculum, scheduling, modality, other?)**

Through faculty meetings and ADN Curriculum Committee meeting discussions, we will discuss the feasibility of offering some of the low unit nursing courses via the on-line/hybrid format.

o Nurse 270 Nursing Process: Pharmacology, Nurse 272 Nursing Process: Geriatrics, and Nurse 274 Nursing Process: Mental Health may be appropriate courses to offer in an on-line/ hybrid format. The Associate Degree Nursing Program recognizes the increased interest in experiential learning. Students within the program complete coursework through various pedagogical methods, including the practical application of skills learned using our Skills Labs and Human Patient Simulation Labs (HPSL). o The NCSBN is discussing a new generation of NCLEX testing in the future that is focused on enhancing the assessment of clinical judgement and communication. o Through faculty discussion and collaboration with the ADN Curriculum Committee, the program will continue to look at ways to incorporate experiential learning in the classroom using various pedagogical modalities that include but are not limited to in-class simulations and case studies. o Through faculty discussion and collaboration with the ADN Curriculum Committee, faculty will explore the benefits in possibly moving toward a Concept-Based curriculum format.

### **8. Where are there gaps in the program on how students are meeting learning outcomes, skills, or competencies?**

Student Exit Evaluation survey monkey results for fall 2017-spring 2019: o Greater than 90% of students who exited the program reported exiting the program because of personal issues that did not allow them to continue in the program. This could include health issues, financial issues, and unidentified personal issues.

## **External Opportunities**

### **9. Where are potential opportunities for expansion, improvement, or new program development?**

The regional forecast of registered nurses from Healthforce Center at UCSF (2019) has determined there is a shortage in the number of Registered Nurses, compared to the number of people residing in the Central Valley. Therefore, we will see an upward trend in the need of Registered Nurses, as well as Nurse Practitioners in the Central Valley. There is a shortage of nursing faculty. Nursing school enrollment is not sufficient to meet the supply and demand needs of Registered Nurses. Contributing factors to the nursing faculty shortage include but is not limited to: an increased in the number of nurses retiring, nurse/faculty burn-out, and demand for more Registered Nurse graduates (American Association of Colleges of Nursing, 2019). The Associate Degree Nursing faculty complete the Associate Degree Nursing Faculty Demographics Survey every fall semester. Over 53% of the faculty agree the greatest deterrent to teaching full-time or part-time in the MJC ADN program is the salary. Over 15% of the faculty believe the workload is a deterrent and just over 11% of faculty agree the schedule is a deterrent.

The program is currently facing challenges with faculty recruitment and retention. The program faculty recognizes if the nursing faculty shortage is not addressed, there will be consequential effects on student outcomes and meeting the demands of our community.

Seek funding to support more student participation in the SEP pilot program to increase the number of BSN prepared nurses in Stanislaus county.

#### **10. What are some industry or disciplinary trends that could enhance the program?**

The Associate Degree Nursing program faculty recognizes the importance of our ADN students continuing their educational pathway to a higher level. Our healthcare partners within the community are preferentially employing BSN prepared nurses. ADN faculty will continue to assess our nursing graduates in the pursuance of a higher education. In addition, nursing faculty will continue to promote the RN to BSN pathway through faculty advising, information sessions, and guidance through the Sequential Enrollment Pathway through CSU, Stanislaus.

### **External Threats**

#### **11. How are changing resources, technology, employer, or transfer requirements affecting the program's ability to serve students?**

With the increasing demands for nursing programs to use experiential learning in our classrooms, the demand for advanced technologies within the classroom setting is inevitable. Our program will continue to face challenges with the cost in advancing technology and the maintenance of our equipment.

- o Our program faculty incorporate the use of our technologically advanced classrooms. The equipment in our classrooms allow for our courses to stream to our Columbia cohort at Columbia Community College. This also requires Instructional Support staff at both sites to assist faculty with connection and technology support throughout course lectures.

- o Each classroom houses a high-fidelity mannequin for in-class simulations. The set-up, use, and discontinuation of these mannequins require the support of our Instructional Support Technicians. In addition, the maintenance is costly.

- o Our students have access to a Skills Lab and Human Patient Simulation Lab (HPSL), where they have access to equipment and mannequins to practice skills. This also requires the support of faculty and an Instructional Support Technician. Clinical placement for nursing students in particular is challenging for our program. Our students must meet the necessary clinical clearance, orientation, and computer training requirements to attend clinical. The challenge is meeting these requirements within the designated time frame. In addition, there is an increased workload for faculty and staff to ensure students are prepared to attend the clinical sites.

- o Clinical site availability and the number of students allowed to attend is a current challenge for our program. Our program and students compete with surrounding programs for clinical site access. As nursing programs grow throughout the region and throughout the state of California, clinical placement will become more challenging for nursing programs.

**12. What are some current industry or disciplinary trends that could have a negative impact on the program?**

Challenges in clinical site availability and placement for our nursing students. Challenge in faculty recruitment and retention. Challenges in purchasing and maintaining the technology necessary to provide our students with the most adequate learning experiences possible, outside the clinical setting. With the increasing demands for nursing programs to use experiential learning in our classrooms, the demand for advanced technologies within the classroom setting is inevitable. Our program will continue to face challenges with the cost in advancing technology and the maintenance of our equipment.

**13. What other obstacles does the program face?**

Currently, the ADN program is without two full-time nursing faculty. Also, one full-time Instructional Support Technician is needed to facilitate the learning experience for our students at the Columbia satellite site. Currently, the ADN program faculty recognize clinical hours are calculated using the 80% language in the contract for labs. This has caused morale issues amongst ADN faculty members. Faculty facilitating the clinical experience for students should receive credit for 100% of the hours worked in the clinical setting. The Board of Registered Nursing (BRN) mandates students complete the number of clinical hours designated by the unit assignment of the clinical component for each course. Furthermore, the reduction of clinical hour recognition poses a safety concern for both students and faculty. Currently, the Associate Degree Nursing program faculty are faced with the challenge of not having an Instructional Support Technician at the Columbia Community College site. Without the technician present, faculty face challenges with technology, thus disrupting classroom activities and student learning.

## Goal Setting and Activities

### Goals

Program Goal	Mission Alignment	Area of Focus
Increase in the number of ADN students achieving a BSN, following the completion of the ADN program.	Workforce Needs	Internship/Service Learning
Show movement toward the closure of disproportionate gaps identified in ADN program.	Equity	Student Support
Increase the amount of experiential learning strategies used in the classroom across all nursing courses, to promote critical thinking and effective communication in the clinical setting.	Innovative Education	Professional Development

## Activities

Activities	In Support of Goal #	Outcome or Deliverable
Continue to promote students to apply for the Sequential Enrollment Pathway and encourage students to obtain a BSN.	Goal #1	There will be an increase in the number of students obtaining a BSN.
Obtain data from MJC ADN graduates on higher education enrollment and BSN attainment.	Goal #1	There will be an increase in the number of students obtaining a BSN or other advanced degree.
Evaluate and adjust the Multicriteria Screening Process Record (MSPAR) to identify and rectify point distribution that may contribute to our current trends in disproportionate impact.	Goal #2	The disproportionate gaps identified in the program will begin to demonstrate closure.
Provide nursing faculty with funding for professional development opportunities and encourage nursing faculty attendance in institutional profession development opportunities.	Goal #3	Professional improvement opportunities will introduce nursing faculty to the trends in nursing education, thus promote success in our nursing students.
Evaluate the curriculum and move toward incorporating experiential learning and perhaps a concept-based approach.	Goal #3	The Curriculum Committee and faculty will identify the need to incorporate experiential learning in the classrooms. In addition, identify if our program will move to the concept-based approach.

## Resource Requests

Category	Request	Activity #	Estimated Cost
Prof. Devel.	California Organization of Associate Degree Nursing (COADN) conference (spring 2020)	4	21000
Equipment	Patient lifts and slings (qty. 3)	5	8000

Equipment	Mid-Fidelity Simulator with smart tablet and monitor (qty. 5)	5	50000
Equipment	High-fidelity mannequins (qty. 2)	5	199000
Technology	A/V Refresh HPSL (qty. 4)	5	50000
Technology	Survey Monkey Account	2	2100
Personnel	One full-time 12-month Instructional Support Technician (Columbia site)	5	61000
Personnel	One full-time ADN faculty member	5	110000
Facilities	Performing Arts Building for ADN Pinning Ceremony	1	1200
Facilities	Breakroom/ rest area for student use	3	3000
Other	Stackable washer/dryer for labs (qty. 1)	5	2500
Other	Bottled water filling station for student use	3	2300
Other	Badge creator (Glacier Hall/ Allied Health)	3	1500