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Faculty Hire Proposal Form

Division: Allied Health

Position: Instructor of Nursing

- Replacement
On-Cycle (Announced by September 30th)
Off-Cycle

Instructional Outlook Report Positions (All positions that are not replacement)

Emergency (After the fall process deadline (mid-October), any hire proposals must be "emergencies," and if accepted, will be one-year temporary positions) considered

Legally mandated or required? Yes No If yes please explain under history/context.

Please provide a brief history of context for position proposed.

This position is a replacement for Tonya Robinson who is transferring to the CNA program. She will transfer to the CNA program effective this spring to begin work with CNA May 2018. An adequate number of full time nursing faculty is needed to maintain the high quality of program, safe student-to-faculty ratio and to comply with BRN standards and the Hospital Council contract. If this position is not filled, the program would have to decrease enrollment.

1. Use data from your Program Review, the Institutional Effectiveness Page, and the Data Dashboard to justify the need for this position. (Enrollment, fill rates, success rates, retention rates, Assessment data, curriculum compliance, student:faculty ratio, productivity)

Program fill rates for Fall 2015 - 98% and Spring 2016 - 97%. The rate of success is 95% or greater for both fall and spring semesters over the past two years. The program's goal for Program Learning Outcome (PLO) success is 80% or greater. We met this goal with every PLO in every demographic. The program's goal is 80% in achieving Institutional Learning Outcomes (ILO). This goal was met in every ethnicity with African Americans rating 80% in creative, critical and analytical thinking and personal and professional development. Native Americans also rated at 80% in personal and professional development. Interestingly, African American's rated 100% in Information & Technology Literacy which could be indicative of the way we need to proceed in helping African American students succeed. Nursing programs are costly due to the student/faculty ratio in the clinical setting. The student nurse to faculty ratio at MJC averages ten students per one faculty member. The BRN's recommendation is that the number of adjunct faculty should not exceed the number of full-time faculty; therefore, we maintain a ratio of 1:1 full-time and adjunct faculty numbers while trying to balance the student enrollment to meet the Hospital Council contract requirements. Compliant with all assessments, program review, & curriculum.

2. Based on our community, projected demographics change, workforce and community need, justify this position

Average employment within one year of graduation is 89%. Stanislaus and Tuolumne Counties are shortage areas for registered nurses. Advanced practice nurses are in higher demand. The majority of students who transfer to CSU BS or MS program are MJC students. According to the National Council State Board Nursing, from April 2016 through March 2017, MJC's ADN program's NCLEX pass rates ranked higher in comparison to the state and national rankings. MJC's first time pass rate was 91%. National pass rate (all RN graduates within the fifty states, the District of Columbia, and the U.S. territories) was 85%. The attrition rate for MJC ADN students averaged 5% which is below the desired standard of less than 15% and below state and national averages. The program operates a satellite cohort (Columbia Satellite) of 40 students in Tuolumne County on the Columbia College (CC) campus which is part of Yosemite Community

3. Program/department outlook: Justify the significance and role of this position in terms of Certificates, AA degrees, majors, and student success. (The IOR names Basic Skills Sequence, Transfer, and CTE Completions.)

The Associate Degree Nursing (ADN) Program is a four semester nursing program which prepares students for registered nursing (RN) licensure in the state of California. Upon completion, students are eligible to take the National Council Licensure Examination (NCLEX), and when successful obtain RN licensure. Nursing graduates become Registered Nurses after passing the NCLEX immediately after graduation. The program's goal for the generic cohort is a success rate of 85% or higher. This goal is in line with the Board of Registered Nursing's threshold of less than 15% attrition. The ADN program exceeds this goal. The nursing program offers distance education to a cohort of nursing students at Columbia College. The delivery modality for nursing education is generally face to face with a 96.4% success rate. In 2015-2016 there were 109 AS degrees in Nursing awarded. In 2016-2017 there were 106 AS degrees in Nursing awarded.

4. Include other elements from Program Review, and/or the IOR Priorities, (e.g. equity, etc.) to justify this position.

Overall student success rates are 95%+. Approximately 22% of nursing students are male with a success rate of 96.9% while females in the program have a success rate of 96.3%. The program's goal for PLO success is 80% or greater. We met this goal with every PLO in every demographic. The program's goal is 80% in achieving Institutional Learning Outcomes. This goal was met in every ethnicity with African Americans rating 80% in creative, critical and analytical thinking and personal and professional development. Native Americans also rated