

Nursing Program Review

Administrative Response

March 25, 2016

Thank you for your presentation on February 26, 2016, during which you highlighted program successes, changes, and needs. Your written report addressed both local and statewide issues and was detailed and informative. Throughout the Program Review process, you demonstrated your commitment to our students and to the Nursing profession.

This Administrative Response will: a) note particular highlights within your discipline and Program Review; b) offer suggestions and observations; c) provide the administrative response to the SAC recommendations; and d) include closing comments.

Noteworthy Efforts or Achievements

- Student success is a recurring theme in your Program Review. Some of these efforts are noted below.
- Through a variety of measures including surveys, NCLEX pass rates, and Advisory Committee feedback, you have used these measures to implement program changes. For example, you modified students' use of the NCLEX-RN Predictor Exam in order to provide remediation opportunities. Implementing these changes has resulted in maintaining a 95-97% pass range in spite of the increased difficulty of the NCLEX-RN Exam.
- You have collaborated with Disability Services, and your efforts were strengthened further through your establishment of a program liaison.
- You have designed support systems for our Nursing students through your Student Success Program.
- Nursing faculty regularly meet to review curriculum in your first- and second-year teams, in your SAC, and at the state level through the OCNE Curriculum Committee.
- Faculty is actively involved in internal and external committee work and has participated in professional development activities.

Suggestions and Observations

- Regarding Outcomes and Assessment:
 - The AAS in Nursing identifies a single program outcome: "Meet the professional standards for Nursing as determined by Oregon Consortium for Nursing Education (OCNE)," and this outcome is linked to just one of PCC's Core Outcomes: Professional Competence. However, PCC's approach to assessment of Core Outcomes requires

mapping the Core Outcomes to AAS Degree outcomes such that when individual degree outcomes are assessed, it can be inferred that the Core Outcomes are thus assessed. Nursing has clearly done some of this mapping work at the course level (Core Outcomes Mapping Matrix). In addition, the assessment report plans for the last few years identify the 10 OCNE competencies as Program Outcomes, and map the Core Outcomes to these. It would be good to formalize this.

- The focus of NRS's annual assessment reports has been based upon results from the NCLEX-RN Predictor Exam which is an excellent combination of Professional Competence and Self-Reflection. While we applaud the strategy of leveraging a useful tool that is a key part of program practice to address these two important core outcomes, we wonder if the same tool might be used to assess student attainment at the level of the OCNE competencies (since these have been identified in assessment reports as the AAS Outcomes) with the intentional mapping to appropriate Core Outcomes, including Communication, Critical Thinking and Cultural Awareness. The Program Review notes that Community and Environmental responsibility is a challenge for the program, with fairly limited applicability, which makes sense; at present, there is no requirement that an AAS degree map to all of the Core Outcomes.
- We acknowledge your dedication to our students with the goal of providing a quality educational experience, and we understand that you are doing this work within the context of finite College personnel and financial resources.

Administrative Response to Nursing SAC Recommendations

Recommendations for the SAC

We acknowledge and appreciate your dedication to the students and to your discipline as evidenced by:

- your commitment to continual review of the curriculum and pedagogy
- your commitment to support student success
- assisting in recruitment efforts and mentoring new faculty with the goal of stabilizing staffing and supporting teaching excellence
- your continued efforts to identify best practices in simulation
- your engagement in internal and external conversations around integrating Inter-professional Education teaching and learning opportunities

Recommendations for Administrative Support

1) Fill vacated full-time faculty positions at competitive job market rates.

You have our support to move forward with recruitment and screening committee efforts to fill the current vacant full-time Nursing faculty positions. We acknowledge and understand your request for competitive job market rates. Advanced step placement is subject to the approval of the District President and is contingent upon available funding. In the meantime, Sylvania's Campus President, Dr. Lisa Avery, has approved the reduction of spaces in the 2016-17 Nursing Program from 80 to 62.

2) Administrative and budgetary assistance.

Based upon the significant number of recent vacancies and anticipated new hires in the current and upcoming years, we acknowledge the need for mentoring, especially as some of the new hires will be transitioning from nursing practice to nursing education. We support your continued collaboration with the Sylvania Teaching and Learning Co-coordinators as you explore mentoring possibilities. Your Division Dean will keep the Sylvania Dean of Instruction informed about the details of this proposal and resource needs.

3) Private counseling rooms.

We acknowledge your request for enclaves that could be accessed as needed for student-faculty consultations. The HT Building will be remodeled as part of the current Bond Program. At present, it is anticipated that the Bond team will re-engage the relevant stakeholders in the HT building in late 2017, and your Division Dean and Program Director will represent the various programs in your division. As part of the process, the needs of the various stakeholders using the HT building will be assessed including the needs of the Nursing program.

4) Match assessment cycles.

We acknowledge your request to align the timing of program reviews with site visits. We support rescheduling your next full Program Review from 2021 to 2019 with your completion of a modified mid-cycle program review in 2023. Please work with the Dean of Academic Affairs and Deans of Instruction to discuss what to include in the mid-cycle review.

5) Obtain a Learning Model of the Electronic Medical Record (EMR).

Please continue to work with your Division Dean and Program Director as you assess the need for an Electronic Medical Record to be used in the training of our Nursing students and the associated costs.

6) Develop the SIM Lab.

We acknowledge the educational value of an upgraded SIM lab. As you noted in your Program Review, margin funds were used to establish the current SIM Lab. At present, we are no longer generating margin funds, so alternative funding sources would be needed to improve the current SIM Lab. As you know, the HT Building will be remodeled as part of the current Bond Program, and your Division Dean and Program Director will represent the various programs in your division. As part of the process, the needs of the various stakeholders using the HT building will be assessed including the needs of the Nursing program as related to a new SIM lab.

7) Yearly subscription to American Speechsounds for ESL students in Nursing/Healthcare.

We appreciate the various student supports you have made available to our students. Please work with the Sylvania Division Dean of English and World Languages who can connect you with Sylvania's Faculty Department Chair of ESOL in order to develop a strategy that best supports our students.

8) Virtual Reality Clinical Environment.

We recognize the potential benefit that such a product would provide to our students' learning environment and recommend that you work with your Division Dean who can advocate on your behalf should funds become available to support this request.

9) Standardized Patients.

We acknowledge your request to employ a pool of individuals who would be patients in a simulated care environment. Within the context of finite College resources, we ask that you continue to work with your Program Director and Division Dean regarding what resources would be needed and the feasibility of this proposal.

10) Clinical Sites.

As outlined in your Program Review, we recognize the challenges you face in obtaining clinical sites for our students. We also acknowledge your suggestion that an expanded, high quality simulation experience might substitute for some clinical hours. As mentioned above, the HT Building will be remodeled as part of the current Bond Program and your Division Dean and Program Director will represent the needs of your Program during that process.

11) Aggregate Course Data.

Your Division Dean has reached out to the Manager of Student Systems Support to explore whether or not some alternative methods can be developed in order to provide the Nursing Program with the aggregate course information needed for any programmatic adjustments and for the Program's external accreditation.

Closing

In closing, we thank the Nursing SAC for sharing the results of your Program Review. Both your written report and your presentation allowed us to learn more about opportunities and challenges. We recognize and applaud your dedication to our students including the extensive support you provide them during their educational experience at the College.

Administrative Response submitted by Loretta Goldy on behalf of the Deans of Instruction and the Dean of Academic Affairs.

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