

# Classified Position Request Form

**Instructions:** Complete one form for each classified position requested

- New Position (not in last year's budget)
- Replacement Position (in last year's budget)
- Conversion Position (from grant to general funds not in last year's budget)
- Formerly Eliminated Position (not in last year's budget)

Title of Position Requested: Program Manager

Program/Department/Area: Nursing Programs

Number of Hours per Week: 40

Number of Months per Year: 12

**Brief Abstract:** (How does position impact present area status, affect workload reduction, impact students or provide support/services?)

The goal is to expand the annual RN enrollment numbers by adding an additional 70 seats.

The work assigned to this position is beyond the expected amount of work for the current staff to accomplish. Failure to add the Program Manager would result in the inability to increase enrollment numbers, create an inability to meet required responsibilities/mandates, resulting in non-compliance with regulations set forth by the Boards of Nursing.

The department aim is to increase the enrollment numbers for the ADN and LVN to ADN programs by 38% and 300%, respectively.

This will help offset the forecasted nursing shortage and answer requests from our industry partners to produce more nurses. Existing staff simply cannot take on these responsibilities without relinquishing a large part of their existing duties, which would decimate the instructional programs. They already have exorbitant workloads compounded by assisting Administration, Faculty, interdepartmental staff, and program students. These inordinate workloads make it impossible to assign further tasks to them without affecting current processes, procedures, and tasks in detrimental fashion. Because of all the reasons listed above, it is vital we add a Program Manager to work closely with the Director to assist in the coordination of assigned programs. An unique subset of skills are required to meet regulatory mandates effectively, such as those skills represented in the Program Manager job description.

**Rationale and Applicability to College Strategic Goals:** (**Substantiate recommendations with data and the guidelines listed in the Budget Decision Criteria document and College Strategic Goals.** Does this need fulfill a compliance/mandated position, i.e. State, Federal, regulatory boards, contracts? Does this need address grant partnership commitments and/or critical community needs?)

The Central Valley is a medically underserved area. Some reasons for this designation is the limited number of available health professionals, the population growth, and changes in the insurance coverage. According to the research report *The San Joaquin Valley Registered Nurse Workforce: Forecasted Supply and Demand* (2018), data suggest the total number of licensed RNs will decrease between 2017 and 2030. In contrast, the forecasted demand for RNs will grow more than 35%. This difference will leave the San Joaquin Valley with a large projected shortage of RNs.

I would like to help minimize this large projected shortfall in RN's in our community by increasing enrollment numbers in our RN and LVN-RN programs. Statistically, we know that more than 50% of nurses work within 40 miles of where they attended high school (Kovner, Corcoran, & Brewer, 2011). In addition, hiring locally improves retention and provides local facilities with nurses who are aware of the unique needs of our communities.

Each semester we have approximately 400 applicants for our Registered Nursing Program and 90 applicants for our ladder program.

Many of these students are placed on a wait list or are not granted access to the program. In response, they travel outside the Central Valley to obtain their nursing education or they abandon nursing for other education paths. We would like to capture these additional qualified applicants and help them achieve their goals while providing our community with highly trained and superb RN's for your hiring consideration. Increasing our enrollment will provide additional qualified RNs who are eligible to continue their education at local institutions by obtaining a Bachelor's or Master's Degree in Nursing, further enriching their practices and the skills they can bring to your facilities.

**Impact on College/District if position is not filled:** (Include how having the position or not having the position impacts FTES, services to students.)

There would be a misalignment with Bakersfield College's (BC) current Strategic Directions (SD) and momentum points, and our Community's need for increased Registered Nurses (RNs). Specifically negative impacts include:

**1. SD #4 - Engagement with Community Partners**

If this position is not filled we would not be able to answer our Industry Partners call for BC to help to increase the number of graduates to fill their mounting nurse vacancy rates, thereby directly contributing to the shortage of RNs in the Central Valley and creating barriers for improving the demand of community nurses. Not answering this call will most likely jeopardize critical community relationships for future program success; potentially create lost clinical sites for existing program students resulting in a decrease in our future enrollment numbers; create an avenue for proprietary nursing programs to overtake our community charging our residents exorbitant fees to achieve their educational goals; and, limit the number of RN's transferring to California State University, Bakersfield, (CSUB) and other universities.

**2. SD #2 - Progression and Completion**

If this position is not filled we would be limiting vocational opportunities by restricting student's access to affordable education and limiting the number of RN completers and number of degrees awarded. This will result in our students losing the potential to earn a living wage. Also, restricting students access to affordable education will result in lost revenue for BC while simultaneous creating financial burdens for students who enroll in proprietary nursing programs.

**Total Cost:**

Salary	\$66315.63
Benefits	\$37409.54
Computer/office space etc.	0
<b>Total Amount:</b>	<b>\$ 103725.17</b>