

# Bakersfield College 2018-2019 Comprehensive Program Review

Program Name: Nursing

**Bakersfield College Mission:** Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world

## **Program Mission Statement:**

The mission of the Associate Degree Nursing (RN) Program is to prepare entry-level registered nurses as providers and managers of care across the health/illness continuum and as members within the profession. Graduate nurses will collaborate with members of the health care team, be effective communicators, be politically aware, and demonstrate a commitment to life-long learning. Upon completion of the program, graduate RN's will meet the standards of competency as required by the California Board of Registered Nursing (CCR, Title 16, Division 14, Article 4, Section 1443.5.

## **Describe how the program supports the Bakersfield College Mission:**

The Registered Nursing Program (RNP) is in direct alignment with the Bakersfield College (BC) mission, vision, and core values. The RNP provides high quality education to our socially, culturally, and economically diverse student community by providing opportunities for the students to earn their Associate Degree in Nursing, obtain highly desired workplace skills, and smoothly transition to an institution of higher learning. Critical thinking and effective communication are integral skill sets woven throughout the RNP as they are vital components for professional development and effective transition into the workforce.

### Associate Degree

Upon completion of the RNP students are eligible to obtain an Associate in Science Degree. The RN program awarded 120 Associate Degree in Nursing for the academic year of 2017-18.

### Workplace Skills

As a Career and Technical Education (CTE) Program, the RN program supports the Bakersfield College mission by offering high quality academic and vocational education to prepare our diverse student population for careers in nursing. Registered Nursing remains a high paying occupation, in which demands have continued to rise. The May 2016 Central Valley Labor Market Overview reported Registered Nursing as one of the top four occupation with expected growth at 16% over the next 5 years. This growth is attributed to the aging population, emphasis on preventative care, growing number of chronic health conditions, and an increased demand for health care from the baby-boomers.

Additionally, our local Advisory Board members report similar Registered Nurse vacancy rates consistent with both the regional and national data. The members of the Advisory Board reported the number of graduated nurses produced by BC, CSUB, and the proprietary agencies combined is not enough to fill open vacancies, thereby recommending we at least maintain our current enrollment levels for the RN Program. The hospital partners also reported there is a particularly high demand in the specialty areas, such as critical care.

### Transfer

The collegial relationship between the BC RN program and CSUB Nursing Program has provided us with the ability to track transfer data for the ADN to BSN program. The CSUB acceptance rates are as follows. 2016/17 39/99 applicants were from BC; 26 were accepted. In 2017/18 34/56 were BC applicants; 27 were accepted and in 2018/19 17/65 were BC applicants; 17 were accepted. We acknowledge that CSUB is not the only institution to which our students transfer, but based on student follow up information regarding transferring, we believe it is the primary institution. Additionally, to develop accurate records, the department has requested transfer rates from institutions who have expressed a desire to facilitate the attainment of the BSN degree

**Instructional Programs only:**

A. List the degrees and Certificates of Achievement the program offers

***The program only offers an Associate in Science, Nursing***

**Progress on Program Goals, Future Goals, and Action Plans:**

A. List the program's current goals. For each goal (minimum of 2 goals), discuss progress and changes. If the program is addressing more than two (2) goals, please duplicate this section. Please provide an action plan for each goal that gives the steps to completing the goal and the timeline.

**1. Program Goal: To improve the program on time completion rate to be  $\geq$  90%. (On time completion is defined as a student who completes the program in 4 consecutive semesters.)**

**List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?**

(Student Learning, Student Progression and Completion, Facilities, Leadership and Engagement)

- Student Learning
- Student Progression and Completion

**Progress on goal achievement:**

- Ongoing goal

**Status Update – Action Plan and any link to Resource Requests:**

- On time completion rates for AY 2017/18 was 77% (2016/17 = 88% ; 2015/16 = 85%) To achieve a 90% on time completion rate, the program will continue a case management approach which includes the following success strategies:
  - Consistent utilization of the program's early identification process for the at-risk students.
  - Consistent utilization of the BC early alert system
  - Initiation of student referrals to the educational advisor and tutors
  - Employment of a Success Coach

In addition, the program will examine the program data to determine if there is a correlation between any programmatic changes and the drop in on time completion.

**Resource request:**

- **New Position: Program Manager.** This person will focus on coordinating and monitoring the success strategies and internal data collection. The position will initially be grant funded. However, the position is linked to student progression and completion and if institutionalized, the justification and need is identified in this program review.

**2. Program Goal: Complete Program modification for the new curriculum.**

**List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?**

(Student Learning, Student Progression and Completion, Facilities, Leadership and Engagement)

- **Student Learning**
- **Student Progression and Completion**

**Progress on goal achievement:**

**Completed**

**Status Update – Action Plan and link to Resource Requests**

The final cohort to begin the new curriculum will be the spring 2019 4<sup>th</sup> semester class. The evaluation of the new curriculum as related to this goal is stated as a new 3 year goal.

3. **Program Goal: 3. The program will develop and implement a systematic evaluation and action plan to ensure ongoing assessment, evaluation, and improvement cycles for the RN program. (A process is required by the Board of Registered Nursing)**

**List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?**

**(Student Learning, Student Progression and Completion, Facilities, Leadership and Engagement)**

- Student Learning
- Student Progression and Completion
- Leadership and Engagement

**Progress on goal achievement:**

Ongoing /Revised

**Status Update – Action Plan and link to Resource Requests**

No progress was made on this goal. Therefore, this goal was revised for clarity and will be listed as a new goal.

- B. List the program's goals for the next three years. Ensure that stated goals are specific and measurable. State how each program goal supports the College's strategic goals. Each program must include an action plan.

1. **Future Program Goal: The program will utilize new graduate and employer surveys to complete an annual total evaluation of the Registered Nursing Program and will use the data to guide program improvement.**

**List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?**

**(Student Learning, Student Progression and Completion, Facilities, Leadership and Engagement)**

- **Student Learning**
- **Student Progression and Completion**
- **Leadership and Engagement**

**Action plan:**

**Year 1**

- Review the survey questions
- Determine appropriate recipient of the survey
- Develop a process to improve timely survey return

**Year 2 and 3**

- Administer the surveys
- Analyze the survey data
- Develop improvement plan(s)

**Lead person for this goal: Jamie Mendiola**

**2. Future Program Goal: Evaluate the new curriculum which will be completely phased in with the Spring 2019 cohort.**

**List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?**

(Student Learning, Student Progression and Completion, Facilities, Leadership and Engagement)

- **Student Learning**
- **Student Progression and Completion**
- **Leadership and Engagement**

**Action plan:**

- Begin this evaluation in Spring 2020 after 3 cohorts have completed the entire new curriculum
- Determine which program indicators to review (what variables will provide the most information to answer the questions regarding the effectiveness or success of the curriculum changes.

**Lead person for this goal: Debbie Kennedy**

**3 Year Program Analysis:** (All programs will answer the following questions unless otherwise indicated)

Take a look at your trend data. Provide an analysis of program data throughout the last three years (all programs should have some form of data that is used to look at changes over time) and report:

1. Changes in student demographics (gender, age and ethnicity).

The following key demographic changes are noted over there last 3 years

	Males	Females	Hispanic	White	19& younger
15/16:	12%	88	54	30	9
16/17	12%	87	56	26	15
17/18	15%	84	64	23	19

The average age of our students has consistently been in the 20-29 age group. However, we have seen a consistent increase in the 19& younger age. This change could reflect Outreach efforts focused on educational plan completion leading students to 'enter the path' earlier. The program rate for educational plan completion is at 59% for 17/18 when compared to the college rate of 35%. Other influences could include the program having a dedicated educational advisor for several years, dual enrollment for GE courses, as well as the guided pathways efforts to improve educational plan completion by pathway.

The ethnic group of Hispanic/Latino continues to be the majority with a decline in the White ethnic group. This change mirrors college wide data. In summary, our students are largely female, age 20-29, and Hispanic/Latino. This remains unchanged. Our student demographics do not mirror the college in the category of gender: the program has a significantly higher percentage of females and lower percentage of males which correlates with the workforce demographics of Registered Nurses. The predominance of Hispanic/Latino students age 20-29 does mirrors the college wide student population. In this 3-year review, Asians/Filipino/Pacific Islanders have greater representation in the Registered Nursing Program than campus wide and African American students have less representation.

2. Changes in enrollment (headcount, sections, course enrollment, and productivity). *Instructional only*

Over the last 3 years, we have increased our program enrollments by approximately 30 students. This has led to an increase in the subject productivity (from 15.7 in 2015/16 to 16.6 in 2017/18) This is now higher than the college wide productivity.

3. Changes in achievement gap and disproportionate impact.
  - Please look for large differences, or gaps, between top performing groups and others. Consider how you could identify the reasons behind these gaps, and if there changes that could be made to reduce them. For in depth review of equity issues, and on changes that are being made campus-wide, please refer to the current [Bakersfield College Student Equity Plan](#).

Overall, *performance* amongst the demographic groups does not have a glaring difference.

4. Success and retention for face-to-face as well as online/distance courses. *Instructional only*

Our success rate for face to face courses in 2017-18 was 94%, 93% in 2016-2017 both which are slightly improved from 92% in 2015-16. Our retention rates in the same period remained at 97% but jumped to 99% in 2017-18. We did not have any distance education students for the 2017-18. After the discontinuance of the DE option, there is a significant change in the success and retention rates. These changes are probably due to increasing our general cohort. With the smaller cohort sizes, 1-2 students can create significant changes in percentages.

Both our success and retention rates are significantly higher than those campus wide. Male students, students age 19 and younger, and African American students have the lowest retention and success rates in the Registered Nursing Program. Success and retention rates are much higher for every disaggregated group in the Registered Nursing program than for those same groups, college wide.
5. Any unplanned events that affected your program.

We did not experience any unplanned events this cycle.
6. Degrees and certificates awarded (three-year trend data for each degree and/or certificate awarded). *Instructional only*

See table below
7. Reflect on any changes you would like to see in your program in the next 3 years.

We would like to see two things occur over the next 3 years: program growth and National Certification as a Simulation center. In order to grow, the program has to request permission from the Board of Registered Nursing. We have moved forward with a request to increase our cohort size from 68-88 students. Bakersfield is in the throes of a nursing shortage which is on the verge of becoming more severe; the move to increase our cohort sizes in collaboration with CSUB is part of the community effort to address the local nursing shortage. We (BC and CSUB) have letters of support from all the local Hospitals.

In regards to the section change, we are in the process of completing the certification requirements. We offer a large number of simulation experiences for our students. Receiving the certification recognizes the value of simulation as a teaching/learning method and ensures quality and consistency of instruction. In addition, certification is now required by the BVNPT in order for a program to provide simulation in the curriculum.
8. The college has embarked on significant efforts such as **Guided Pathways**, **affinity groups** and **completion coaching communities** to improve the success and completion rates of our students. Please describe what your program/department/office is planning/doing to contribute to these efforts.

The Nursing Program offers program orientation/informational sessions once in spring and once in fall semester. The session is focused on entering the path by ensuring student are taking the correct pre-requisites. Momentum points are discussed in relation to time at the college. Taking 15 units each semester along with English and Math in the first year allows students to quickly reach the point of eligibility to apply to the Program.
9. Explain your role if you are involved in Dual Enrollment, Inmate Education, or Rural Initiatives.

Programmatically, we are not involved in any of these initiatives.

10. List degrees and certificates awarded (three-year trend data for each degree and certificate awarded). Include targets (goal numbers) for the next three years. *Instructional only*

Full Name of Degree or Certificate	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021
Associate in Science, Nursing	111	126	120			

**Analysis of Received Resources from Previous Cycle**

**Discuss the type of resources you received and their Impact on program effectiveness?**

**Facilities:**

*If your program received a building remodel or renovation, additional furniture or beyond routine maintenance, please explain how this request or requests impacts your program and helps contribute to student success.*

1: Space Allocation

2: Renovation      *We received new carpet in MS 156 as requested in the AU. Aesthetically, is it very nice. Student comment on how nice the classroom looks. When the learning environment is appealing, it has been said students will perform better.*

3: Furniture

4: Other

5: Beyond Routine Maintenance

**Technology:**

*If your program received technology (audio/visual – projectors, TV’s, document cameras) and computers, how does the technology impact your program and help contribute to student success?*

1: Replacement Technology

3: Software

4: Other \_\_\_\_\_

**Other Equipment**

*If your program received equipment that is not considered audio/visual or computer equipment technology, please explain how these resources impact your program and help contribute to student success.*

**Conclusions:**

Present any conclusions and findings about the program. This is an opportunity to provide a brief abstract or synopsis of your program’s current circumstances and needs. Consider this a snapshot of your program, if someone were to only read this portion of your Comprehensive Review.

The Bakersfield College Associate Degree Nursing Program continues to be a very strong and effective program. The program's focus has been, and continues to be, to prepare our students to successfully pass their licensing NCLEX exam and become employed as competent effective entry level registered nurses. Successful achievement of this is evidenced by the continued high NCLEX pass rates of 90% (2016/17)/91% (2015/16)/91% (2014/15 over the last 3 years pass rates for our first time takers and an employment rate greater than 90% for graduates from the last three years. Additionally, the success rates for the face to face classes is 93% and retention rates are 97%, both higher than those campus wide.

The ADN Program completed a major curriculum revision in 2016 which is being implemented in Fall 2017. The revision involved revising of the PLOs and SLOs to ensure better and clearer alignment with BC's Institutional Outcomes. The program continues to align with the BC Mission, core values, and strategic directions. The rigorous and supportive learning environment produces safe, competent entry level nurses, who are well prepared to care for patients in our community, and surrounding areas. The BC ADN program is both highly regarded within our community and has been recognized by the BRN as a role model for other nursing programs. Success of the program can be attributed to the collaborative efforts of administration, faculty and staff. Maintaining this success will require continued collaboration between the program and outside stakeholders as well as continued support from the BC administration.