

# Classified Position Request Form

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

- New Position (not in last year's budget)
- Increasing Position (11months in last year's budget to 12month)**
- 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: **College Nurse**

Program/Department/Area: **Student Health & Wellness Services**

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 RN, College Nurse position has been x11 months since the hiring of the present RN in fall 1999, and during this period student enrollment has increase from 17,973 to "Today, BC's enrollment exceeds 33,000 students annually and we continue to grow, having seen a nearly 35 percent increase in enrollment in the past five years. In 2016-17, the campus served over 15,800 full-time equivalent students (2018 ISER)." This increase student population can't be served at best without adequate nursing staffing. Being an X11 month employee requires the RN to take mandatory leave throughout the year which transfers my duties her duties to the only other nurse, the Nurse Practitioner who is also the Director of the Student Health and Wellness Center.

Being absent with Time Off Without Pay (TOWP) X1 month impacts the service of the Student Health and Wellness Center's daily health care appointments and interrupts the College Nurse's and the NP/Director's other required duties as well:

## R.N. College Nurse Duties

[https://www.kccd.edu/sites/kccd.edu/files/job\\_descriptions/College\\_Nurse.pdf](https://www.kccd.edu/sites/kccd.edu/files/job_descriptions/College_Nurse.pdf)



Debra B. Strong, R.N.  
Duties and Accomplis

## SHWC N.P. / Director Duties

[https://www.kccd.edu/sites/kccd.edu/files/job\\_descriptions/BC--Director%2C%20Health%20and%20Wellness%20Center.pdf](https://www.kccd.edu/sites/kccd.edu/files/job_descriptions/BC--Director%2C%20Health%20and%20Wellness%20Center.pdf)

## Nurse Practitioner Duties

<https://www.rn.ca.gov/pdfs/regulations/npr-b-23.pdf>

The R.N., College Nurse's duties have increased since her hiring in fall 1999 , noting that in 1999-2010 she assisted the PT contracted Doctor who was X3 days week and in 2011-2015 the PT doctor was X4 days per week. During this time the SHWC had Director. Times has changed, as our student population has increased and the SHWC needs have changed too. Our diligent SHWC Director has addressed the increase mental health on the rise in our college population by increasing our x2 Contracted PT counselors from 40 hours a week to 40 hours each / week, now making all staff in the SHWC FT (x1 DA III and x2 FT Contracted LMFT's), except the RN, College Nurse.

As the College Nurse's remains 11 months in employee status, her R.N. responsibilities has increased with technology. As daily medical appointments are now made with the use of our newly acquired PyraMed Medical Records Program, these are the following appointments being made for the medical staff:

**R.N., College Nurse Appointments**

- Campus Urgency/Injuries
- Family Planning, Immunization/TB's
- TB Skin Test
- TB / PPD Readings
- STI Check
- Immunization Titers
- Triage
- Wellness Checks
- R.N., College Nurse regular duties

**N.P./Director Appointments:**

- Campus Emergencies/Injuries
- Allied Health Physicals
- Rx's
- Campus Urgency/Injury
- Routine Checks
- Director / Administrative duties

**SHWC Statistics of R.N. Increase health appointments 2017-18 / PyraMed ICD-10 Codes**

With our new PyraMed Medical Records Program the SHWC has the capability to provide the statistics needed to validate the increase in student visits requiring increase nursing hours.

Student Health & Wellness Services	2015/16	2016/17	2017/18
Annual Clinical Visits	3969	3273	2926
Scheduled Event Participants	83	1782	1830
Maxient/Student of Concern Cases	45	30	75
Medical Aid/SISC Student Accident Claims	109	133	113

Decrease in annual clinic visits are due to the implementation of PyraMed' S EMR system increasing accountability of the Student Health & Wellness Services time. Formerly, walk-in's, campus injuries and urgencies were not accounted for. Any services provided for through the SH&WS office now requires an appointment to be scheduled.

Considering expansion of the SHWC is ideal with the increase student population; however, not possible without adequate nurse staffing. Due to increasing capacity of student visits of the increased student population, expansion of wellness programs, campus program(s) visits, regular medical appointments and the increase of campus Injuries/Urgencies require continuity of care of a FT R.N. Debra Strong, R.N., College Nurse needs to have a Full Time position to meet the needs of the program uninterrupted.

**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?)

See Student Health & Wellness Services 2018-19 Program Review for complete details.

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

**Negative Impacts**

- Over worked Staff prone to burn out and poor moral
- Increasing student population with limited health care / staff shortage
- Nurse shortage/hours causes staff fatigue, injury, and job dissatisfaction. Nurses suffering in these environments are more prone to making mistakes and medical errors.
- Department Assistant III (female) taken away from their job duties to chaperone N.P., Director when female students come in requiring breast or below the waist examinations.

**Total Cost:**

	<b>11 Month Employee</b>	<b>12 Month Employee</b>
Salary	\$75,316.846	\$82,163.83
Benefits	\$39,997.21	\$43,633.32
Computer/office space etc.	\$00.00	\$00.00
<b>Total Amount:</b>	<b>\$115,314.05</b>	<b>\$125,797.15</b>