

The Instructional Program Review Narrative Report

1. College: Merritt College

Program: Associate Degree Nursing Program

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Merritt College-Associate Degree Nursing

Mission & History

The associate degree nursing program is designed to prepare the graduate to assume an entry level position as a registered nurse in hospitals other health care settings.

The program moved to Merritt College when it first opened. At that time, it admitted 60 students a year. It had a high retention rate and NCLEX pass rate for many years. Approximately 15 years ago, hospitals decided that registered nurses were too costly and decided to replace them with non licensed personal and vocational nurses. Many hospitals froze hiring of registered nurses, reassigned them, or terminated them. Students were discouraged from entering the profession. Enrollment dropped dramatically, attrition rose significantly, and NCLEX pass rates tumbled. This trend created a health care crisis that we are still facing to this day. The use of non licensed personal and vocational nurses instead of registered nurses at the same time patient acuity was rising compromised the safety and well being of the patients. Rather than a cost savings, hospital costs increased. In order to protect the welfare of patients, laws were enacted that required the use of registered nurses and later to mandated staffing levels of registered nurses. The entire country suddenly faced a nursing shortage. Since California already had an aging registered nurse workforce and the lowest ratio of registered nurses to the population in the country, this resulted in a health care crisis. Hospitals were unable to hire qualified nurses to meet the patient care needs. Hospitals were forced to close units and curtail admission. Facing lose of accreditation, five years ago the faculty took measures to improve the educational program and NCLEX pass rate. Because of the hard work of the faculty, our NCLEX scores have been in the high 90 percentile for the last four years. The program has obtained grant funding to increase enrollment. Increase space, provide tutoring, and purchase state of the art supplies and equipment for our skills laboratory. At the same time, salaries for registered nurses rose dramatically. The program has had between 350 to 650 students apply to the program each year for the last five years. We continue to have problems increasing retention because a large number of students are not adequately prepared for a full time collegiate educational program.

Associate Degree in Nursing Program Philosophy and Approach

The faculty of the nursing program at Merritt College, believe that nursing education is most effectively carried out in a collegiate setting in which the controlling body is the college. The college is dedicated to serve both the community and the individual. It is believed that the educational program should provide for the personal growth of the student taking into consideration his/her cultural, ethnic uniqueness and support system and should better prepare him/her to assume the responsibilities of a citizen in his/her community. The educational program should be challenging, broad in scope and flexible to meet individual needs, with general education courses to precede or accompany nursing education courses.

It is believed that education is an on-going process of learning whereby the individual in response to his/her experiences assimilates and integrates knowledge, develops skills and incorporates attitudes resulting in the modification of more positive behavior. Learning is facilitated in an environment in which the student feels accepted and valued as an individual with varying needs, abilities, skills, past experiences and goals. We believe learning is most effective when it is self-directed and the student perceives experiences as meaningful. The faculty participates in the learning process by providing guidance while encouraging the student toward self-direction and by sharing with the student the responsibility of evaluating his/her experiences.

Man is unique as an individual and as a human being. No two human beings are alike, therefore, his/her uniqueness is a precious commodity which, in turn, points to him/her value as a human being possessing energy to grow, to adapt, to adjust, and to demonstrate homeostatic processes in his/her own unique manner.

Human ideas and behavior are dramatic and diverse because of our ability to change and adapt to a variety of situations and environments. Therefore, the nursing care of men and women must rely on the holistic approach that views the structure and function of men and women in context with his/her inner and outer environment as a whole person. The holistic approach also focuses on cultural factors that exert powerful influences on his/her health and his/her attitudes toward illness and death.

Nursing is a profession in which a service is rendered to the community in collaboration with other professions to help individuals achieve and maintain homeostasis - a state of dynamic health which allows clients to function at their optimum level of physical, emotional and social well-being. The client is defined as the patient and his/her family (or significant others) who have health care needs.

The role and position of the nurse is complex and dynamic. This role results from advanced technology and increased knowledge in the behavioral, natural and applied sciences, with resultant social changes in health values and practices. Nursing care focuses on a holistic approach in the total care of the individual in his/her environment. Nursing care facilities provide a forum for

adaptation for health teaching, prevention of illness, maintenance of wellness, restoration and rehabilitation toward independence and self-sufficiency.

The program is designed to prepare the graduate to assume a first level nursing position in a hospital and similar community agencies and to take responsibility for further professional growth.

Curriculum:

1. Is curriculum current and effective? Have course outlines been updated within the last three years? If not, what plans are in place to remedy this?

Our curriculum is current and effective in so far as we have had above 95%NCLEX pass rate for the last 5 years. Curriculum is updated yearly.

2. Has the department conducted a curriculum review of course outlines? If not, what are the plans to remedy this?

This is currently in progress.

3. Plans for curriculum improvement.....Have requisites been validated?

Yes by the state chancellor's curriculum model.

4. Student learning outcomes in curriculum?

For students to be able to do the following:

1. Incorporate and apply principles of teaching, learning, and homeostasis when they are in a care-giving relationship with patients, family, and staff members.
2. Develop a personal awareness of self as a person and as a practitioner with respect to their abilities, needs, motives, culture, values and attitudes.
3. Provide knowledgeable, safe nursing care with appropriate supervision of one or a group of patients.
4. Use the established nursing process and standards to increase their effectiveness as a member of the health team.

5. Efforts to develop outcomes at the program level

1. It is the goal of the program to maintain a program consistent with current Board of Registered Nursing regulations, State Education Codes, Peralta Community College District policies and Associate Degree Nursing program policies.
2. It is the goal of the nursing program to maintain an educational program that will prepare students as competent and safe entry-level nurses who deliver holistic, quality health care.

5. Recommendations and priorities:

- None at this time

Instruction:

1. Effective & innovative strategies utilized by faculty to involve students in the learning process. How has new technology been used to improve student learning?

Simulation has been introduced to the nursing curriculum to enhance student learning.

2. Maintenance of integrity and consistency of standards

1. Establish, implement and review on a regular basis the philosophy and objectives of the program.
2. Plan, implement and evaluate curricula to ensure that it is consistent with the philosophy and objectives of the program.
3. Re-evaluate and revise the curricula to ensure currency with the criteria set by the Board of Registered Nursing for all aspects of the program.
4. Reevaluate admission, progression, transfer and challenge examination policies on a yearly basis to assess their effectiveness and consistency with college policies and Board of Registered Nursing policies.
5. Revise and implement nursing program policies and procedures per the program evaluation plan.
6. Participate in budget planning by recommending needed resources such as facilities, books, journals, audio-visual hardware and software.
7. Interview and recommend new faculty for appointment by college administration.
8. Meet as often as necessary to complete and implement all program business.

In the clinical setting, students will be evaluated on a Satisfactory/Unsatisfactory basis. It is the faculty's belief that an evaluation based on Satisfactory/Unsatisfactory in the clinical setting will promote a greater atmosphere of learning in the clinical area and provide more consistency in clinical evaluations.

Students must achieve a "Satisfactory" in all areas evaluated in order to progress in the nursing sequence. The evaluation tool measures student performance in the following behavioral categories:

1. Application Of Scientific Principles
2. Patient Assessment
3. Communication
4. Performance Of Procedures
5. Medications
6. Application Of Principles Of Growth and Development In Caring For Children and Adults
7. Professional Attitudes and Behaviors

3. Enrollment trends are increasing? Yes

Are courses scheduled to meet student needs?

Courses are sequenced according to curriculum standards.

5. Recommendations and priorities: None at this time

Student Success:

1. Describe student retention and program completion (degrees, certificates, persistence rates) trends in the dept. What initiatives can be taken to improve retention and completion rates?

See #3

2. What are key needs of students that affect their learning. What services are needed for these students to improve their learning?.....obtain list of student services

See #3

3. Describe the department's effort to assess student learning at the course level. Describe the efforts to assess student learning at the program level. In which ways has the department used student learning assessment results for improvement

At the end of the first year the students should be able to:

1. Provide effective care utilizing the nursing process and the sciences as a base to assist clients in their adaptation to psychosocial and physical stressors.
2. Utilize acquired knowledge, skills and procedures to initiate and maintain communication with clients and other co-workers in the health care setting.
3. Utilize and develop, with assistance, nursing care and teaching plans that help clients and families to promote homeostasis.
4. Demonstrate growth in the acquisition of and responsibility for acquiring personal attributes necessary for successful nursing practice.
5. Apply the nursing process to demonstrate knowledge and understanding of societies, cultures and subgroups in the care of clients at various stages of the life cycle with special emphasis on the older adult.
6. Apply principals of homeostasis in the care of clients in structured and supervised health care settings.
7. Demonstrate advocacy for clients utilizing communicating and negotiating skills in promoting health care.
8. Exhibit therapeutic behaviors consistent with the knowledge of the legal, moral and ethical practice of nursing.

At the end of the second year the students should be able to:

1. Provide comprehensive nursing care utilizing the nursing process and the sciences as a basis for nursing practice to assist clients in their adaptation to psychosocial and physical stressors.
2. Utilize acquired knowledge, skills and procedures to promote effective client advocacy, group process and the use of therapeutic communication in making professional decisions for client care.
3. Develop, implement and adapt care and teaching plans to one or more clients or families in a variety of health care settings which promotes homeostasis.
4. Demonstrate behaviors consistent with a professional commitment to lifelong excellence in nursing practice.
5. Apply adaptive skills and the nursing process to demonstrate sensitivity to clients from a multiethnic/multicultural population at all stages of the life cycle.
6. Apply principals of homeostasis in the care of clients affected by simple or complex health care settings.
7. Demonstrate advocacy for clients and colleagues in communicating and negotiating on their behalf in the health care system with the purpose of providing better delivery of health care utilizing leadership and management skills.

8. Exhibit therapeutic behaviors consistent with a broad understanding of the impact professional knowledge has on the delivery of nursing practice and the existence of legal, moral and ethical prescription.