

# Peralta Community College District

## UNIT PLAN UPDATE Template ~ September 2009

Each discipline will complete this form to update the unit plans developed in 2008. These will be reviewed at the college level and then forwarded to the district-wide planning and budgeting process. The information on this form is required for all resource requests – including faculty staffing requests – for the 2010-11 budget year.

### I. OVERVIEW:

		<b>Date Submitted:</b>	November 4, 2009
<b>Discipline</b>	Vocational Nursing	<b>Dean:</b>	Dr. Rebecca Kenney
<b>Department Chair</b>	Interim Director: Kathy Bauer		
<b>Mission/History</b> <i>Brief, one paragraph</i>	<p>The Vocational Nursing Program at Peralta has been in continuous operation since 1952. Originally, it was located on the Laney Campus. As part of an agreement to avoid faculty lay offs, it was moved to the Merritt Campus as part of the effort to consolidate high cost allied health programs on one campus.</p> <p>The program prepares students for entry level positions as licensed vocational nurses. Upon the completion of this program students are eligible to apply to the Board of Vocational Nursing and Psychiatric Technicians for authorization to take the LVN NCLEX.</p>		

### II. EVALUATION AND PLANNING

Please review the program review data and the CSEP review criteria and complete the following matrix.

Annual Trend Baseline Data					
Year	Annual FTES	%FTES growth	FTEF in program	FTES /FTEF	Comments
2008/09	67.66	44%	6.56	10.31	
2007/08	47.03	13%	6.39	7.36	
2006/07	53.96	50%	6.22	8.68	
2005/06	35.93		7.2	4.99	

	Fall						
	2004	2005	2006	2007	2008	CODE	Comments
<b>Quantitative Assessments</b>							
1. Enrollment (duplicated)	23	50	85	19	123		
2. Sections (master sections)	1	3	3	1	3		
3. FTEF	3.55	3.5	3.08	2.87	3.73		
4. FTES	22.23	16.60	28.83	18.37	48.19		
5. FTES/FTEF	6.26	4.74	9.36	6.4	12.92		
7. Program Cost (Cost methodology is under development. Please complete the remaining items. This step to be completed later.)							

<b>Qualitative Assessments</b>	Narrative
8. Community and labor market relevance Present evidence of community need based on Advisory Committee input, industry need data, McIntyre Environmental Scan, McKinsey Economic Report, etc. This applies primarily to career-technical (i.e., vocational programs).	<p>Currently, LVN's in the acute care hospitals are being redeployed or phased out. This is because of recently enacted legislation that requires minimum staffing requirements for RN's working in acute care hospitals. Therefore, graduates are competing with LVN's who have lost employment in acute care hospitals who are seeking employment in rehab centers, convalescent centers, clinics and doctor's office, jails and prisons.</p> <p>The LVN Program admits approximately 30 students every three semesters. Twelve of the students in the class that completed the program in the in the Fall of 2007 passed the state boards. We do not have board results yet on the 18 students who completed the program in the Spring of 2009.</p> <p>Many of our graduates report difficulty in finding employment. Additionally, despite the prediction that we were facing massive shortages in RN's, this is not true for the SF Bay Area. The research that predicted the massive shortages of RN's, did not anticipate the economic crisis we are experiencing. In California, it was predicted that a significant number of the RN's would be retiring as the state had a large numbers of RN's at or nearing retirement. The projected retirements did not materialize because of the ripple effect from the troubled economy. Therefore, recent graduates from ADN Program who have better preparation than LVN's are competing with the displaced LVN's and new LVN graduates for the same</p>

positions.

Additionally, hospitals that have traditionally allowed the LVN Program to use their facilities for clinical training are no longer allowing the LVN Program to use their sites for clinical instruction. This is making it difficult for us to meet the Board of Vocational Nursing and Psychiatric Technicians requirements based upon the curriculum currently approved for the Merritt College LVN Program.

One of the full time faculty in the MA Program retired. Therefore, one full time faculty was moved for the LVN Program to the MA Program.

The economic situation is also affecting health care employers, as patients lose jobs and employer paid health insurance and savings or fear the loss of jobs, they are less likely to seek elective surgeries, procedures or treatment. This has resulted in freezing in hiring or slowing of hiring.

However, when we have recovered from the current economic situation and displaced LVN's are absorbed into the work force, it is anticipated that there will be a need for LVN's in the future.

Therefore the projections from the Bureau of Labor Statistics employment of LPNs infra may not reflect the current situation in California and the SF Bay Area. According to the Bureau of Labor Statistics the employment of LVN's is expected to grow 14 percent between 2006 and 2016, [faster than the average](#) for all occupations, in response to the long-term care needs of an increasing elderly population and the general increase in demand for health care services.

Median annual earnings of licensed practical nurses were \$36,550 in May 2006. The middle 50 percent earned between \$31,080 and \$43,640. The lowest 10 percent earned less than \$26,380, and the highest 10 percent earned more than \$50,480.

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9. College strategic plan relevance	This program meets the strategic plan of the district and college. It provides training that will meet the employment needs of our students and it will meet the health care needs of our community.
<p>Check all that apply</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> New program under development</li> <li><input checked="" type="checkbox"/> Program that is integral to the college's overall strategy</li> <li><input type="checkbox"/> Program that is essential for transfer</li> <li><input type="checkbox"/> Program that serves a community niche.</li> <li><input type="checkbox"/> Programs where student enrollment or success has been demonstrably affected by extraordinary external factors, such as barriers due to housing, employment, childcare etc.</li> </ul> <p>Other _____</p>	

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Action Plan Steps to Address CSEP Results

Please describe your plan for responding to the above data. Consider curriculum, pedagogy/instructional, scheduling, and marketing strategies. Also, please reference any cross district collaboration with the same discipline at other Peralta colleges.

10.ACTION PLAN -- Include overall plans/goals and specific action steps.

Based upon the above analysis, the continuation of the LVN Program with it's present curriculum and staff is not viable at this time. The College and District have to make a determination whether to:

2. Immediately after the current students have completed their course of instruction, in December of 2010, admit a new group of students in the Spring of 2011. This would make it necessary to hire additional faculty (one full time or two part time with the full time faculty working a large overload assignment and find clinical laboratory training sites to meet the outdated curriculum.
3. Immediately after the current students have completed their course of instruction, in December of 2010, admit a new class in Spring of 2011 to the LVN Program after the curriculum has been completely restructured and approved by the Board of VN. This would require that the faculty in addition to their large overload assignments begin working on a new curriculum immediately and obtain approval of the LVN Board and the curriculum committees and find alternate sites for clinical instruction that will meet the new curriculum . This would require hiring at least one full time faculty member or two part time faculty members and current faculty working large amounts of extra service.
4. Put the LVN Program on hold after the current student LVN students complete their course of study in December of 2010. This would allow the faculty to develop a new curriculum and obtain approvals. The faculty will attempt to develop a one year program rather than a three semester program. The new curriculum would be designed to increase retention and board pass rates. During this hiatus, the current LVN full time faculty could be absorbed into the MA Program and the ADN Program if needed as they meet the minimal qualifications for both program subject to board approval and some retraining if the faculty have not recently worked as an RN. The LVN Program Faculty believe that this would be the best alternative because of the current economic situation. The LVN Faculty believe that the curriculum could be revised and improved by the fall of 2011 if they begin the process soon and would agree to putting the program on hiatus for one semester.
5. Put the program on hiatus until a new curriculum is approved and it is determine that there are sufficient jobs available in this area for graduates from the program.

**Additional Planned Educational Activities**

<b>11. Health/safety/legal issues:</b>	The program can have a maximum of 10 students to one clinical instructor in order to provide adequate supervision of the students in the patient care areas. Students must be trained in the legal and ethical issues affecting health care.
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Student Learning Outcomes (SLOs) 2008/09		
<b>12. Have you completed Student Learning Outcomes (SLO's) for all your courses?</b>	YES ___x__	NO _____
<b>12a. If you answered no to question 12 then, what percentage have you completed?</b>		
<b>13. What are you assessing this year? Please attach your assessment results and action plan. List needed resources in Section III of Unit Plan.</b>	_____ course outcomes _____ program outcomes _____ institutional learning outcomes See above regarding curriculum development	

BUDGET			
Budget Categories	Allocated 08/09	Expended 08/09	Requested 09/10
Fund 1			
Fund 14			
Fund 17			
Measure A			
VTEA			
Total			

ADDITIONAL REVENUE: GRANTS, PRIVATE SALES, AND DONATIONS			
Name of Grant/Donation/Sale	Awarded/Generated 08/09	% Expended 08/09	Comments

PERSONNEL NEEDS 09/10									
Personnel DATA	CD Enrl F2008	Tot FTES F2008	Contract FTEF F2008	Ext Srv FTEF F2008	Tmp FTEF F2008	Total FTEF F2008	Contract %	FT/PT	FTES /FTEF
		118	48.19	3.04	0.69	0.00	3.73	82%	
Comments									
Current				<i>If filled</i> 3	<i>If not filled</i> 2	# FTE (faculty assigned) 2 plus hourly 0.75			
Narrative: Are PT faculty available? Can FT faculty be reassigned to this program? Implications if not filled									
Faculty Staff Requests 2010-2011: Please see the action plan above. In order to avoid large overloads the faculty needs approximately 3.0 FTE. This could be a combination of 2 full time and 1-2 part time faculty until the current class completes the program in December of 2010.									

FACULTY ETHNICITY F2008			
Ethnicity	# of Contract	# of Adjunct	Total
Asian			
African American	2	1	3
Filipino			
Hispanic/Latino			
Native American			
Other			
White	1		1
Unknown			
<b>Total</b>	<b>3</b>	<b>1</b>	<b>4</b>

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**FACULTY GENDER  
FALL 2008**

Gender	# of Contract	# of Adjunct	Total
Male	1		1
Female	2	1	3
Not Supplied			
<b>Total</b>	<b>3</b>	<b>1</b>	<b>4</b>

**RESOURCE NEEDS**

**Equipment/Material/Supply/ Classified/Student Assistant Needs:**

Please describe any needs in the above categories.

This program requires state of the art supplies and equipment currently used in the clinical area for the skills lab portion of the curriculum.

**Equipment/Material/Supply/ Classified/Student Assistant Needs:**

Please describe any needs in the above categories.

Stethoscopes and blood pressure cuffs

Mannequins

DVDs, CD-ROMs, and current videos

Alcohol swabs, syringes

Wound care equipment

Linen

Glucometers

Suction equipment

Simulation mannequin

Head wall system x 4 (simulated patient care over bed wall mounted units that contain O2, suction, etc.)

Foley Catheters

Dressing kits and dressings

This program also requires both a classroom on Mondays and Thursday and a skills laboratory which is shared with the M A Program.

**Facilities Needs (Items that should be included in our Facilities master Plan) for Measure A funding:**

Please describe any facilities needs.

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**IV. ACADEMIC PERFORMANCE MEASURES AND EQUITY**

<b>Student Demographics: Ethnicity</b>			
Ethnicity	Baseline Fall 04-07	Fall 08	College Average
Asian	39%	39% (27)	16%
African American	32%	22% (15)	36%
Filipino	4%	13% (9)	3%
Hispanic/Latino	3%	4% (3)	14%
Native American	N/A	N/A	1%
Other	5	0%	2%
White	11%	22% (15)	21%
Unknown	4%	0%	6%

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<b>Student Demographics: Gender</b>			
Gender	Baseline Fall 0407	Fall 08	College Average
Male	78%	91% (63)	31%
Female	22%	4% (3)	69%
Not Supplied	0%	4% (3)	0%

<b>Analysis</b>
<p>1. What are you doing to increase access? We have a diverse student population.</p>

<b>Student Retention Rate: Ethnicity</b> <i>Students who are retained with a grade other than W</i>		
Ethnicity	Baseline Fall 04-7	Fall 08
African American	85%	74% (27)
Asian	95%	100% (15)
Filipino	100%	89% (9)
Hispanic/Latino	100%	100% (3)
Native American	N/A	N/A
Other	70%	0%
White	100%	100% (15)
Unknown	100%	0%
<b>Average</b>	91%	88% (69)

<b>Student Retention Rate: Gender</b>		
Gender	Fall 04-07	Fall 08
Female	90%	90% (63)
Male	93%	33% (3)
Not Supplied	91%	100% (3)

<b>Analysis</b>
1. If your disciplines retention rate is beneath the colleges rate, then why?
2. If your retention rate is below the college rate, then what are you doing to increase retention?
3. If your retention rate is above the college's rate do you have any best practices to share?

<b>Student Course Completion Rate (SCCR): Ethnicity</b> <i>Students who complete the course with a grade A,B,C or credit</i>		
Ethnicity	Baseline Fall 04-07	Fall 08
African American	76%	63% (27)
Asian	93%	100% (15)
Filipino	100%	78% (9)
Hispanic/Latino	100%	100% (3)
Native American	N/A	N/A
Other	50%	0%
White	95%	100% (15)
Unknown	100%	0%
<b>Average</b>	85%	83% (69)

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<b>Student Successful Course Completion Rate (SCCR): Gender</b>		
Gender	Fall 04-07	Fall 08
Female	85%	87% (63)
Male	88%	0% (3)
Not Supplied	0%	67% (3)

<b>Analysis</b>
1. If your disciplines successful course completion rate (SCCR) is beneath the colleges rate, then why?
2. If your sccr is below the college rate, then what are you doing to increase it?  See analysis and action plan.
3. If your sccr is above the college's rate do you have any best practices to share?