Department: Allied Health

Participated Faculty/Staff: Rita Weingourt, Department Chair
Rosalie Villora, Vice Chair

Section A. Mission

Module A.1: Department Mission

1. Describe the mission of the Department.

   The Department of Allied Health provides high-quality education in health care professions along a continuum from Certified Nursing Assistant to Registered Nurse. The curriculums incorporate evidence-based practice and current health care technology. The programs partner with our clinical affiliating agencies to promote student learning towards attainment of career and academic goals. The department fosters a climate of life-long learning and prepares our students to participate effectively in a democratic society.

2. Describe the purpose of the Department.

   The purpose of the Department is to offer courses and programs on a simple to complex continuum that allow interested student to begin careers in the health care field. The courses in the RN Program are transferable to California State University.

3. Describe the alignment of the Department mission statement with the College’s mission statement.

   The courses and programs are aligned with the LATTC Mission in that they provide life-long career development and foster a climate of life-long learning through continuing education. Students are encouraged to be change agents and work for the betterment of the health care environment.

Section B. Comprehensive Program Review Modules

Module B.1: Curriculum & Staffing (Curriculum Committee questions)


1. How many courses will be taught by this department based on the provided report?

<table>
<thead>
<tr>
<th>Fall 2011</th>
<th>Spring 2012</th>
<th>2011-12 Academic Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>17</td>
<td>32</td>
</tr>
</tbody>
</table>

2. How many Active courses do you have right now based on the provided report?

   33

3. How many courses are you planning to Archive?

<table>
<thead>
<tr>
<th>Fall 2011</th>
<th>Spring 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

4. How many courses are you planning to Update?

<table>
<thead>
<tr>
<th>Fall 2011</th>
<th>Spring 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

5. How many New courses are you planning on developing?

<table>
<thead>
<tr>
<th>Fall 2011</th>
<th>Spring 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
6. If there are more active courses than what you are offering, please explain why?

NS 100, the transition course from VN-RN, is an active course. It rarely is offered because we never have 15 Vocations Nurses who want the course. Also, we don't have enough faculty to offer the course. We offered it in summer 2011 and paid for it with grant money.

**Staffing**

7. How adequate is the staffing for your Department? For data please use the link:

http://college.lattc.edu/prc/pr-documents/

<table>
<thead>
<tr>
<th></th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
<th>Current Staffing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>Unchanged</td>
<td>Unchanged</td>
<td>Increased</td>
<td>Needs to improve</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>Unchanged</td>
<td>Unchanged</td>
<td>Unchanged</td>
<td>Sufficient</td>
</tr>
<tr>
<td>Administrators</td>
<td>Unchanged</td>
<td>Unchanged</td>
<td>Unchanged</td>
<td>Sufficient</td>
</tr>
<tr>
<td>Unclassified</td>
<td>Decreased</td>
<td>Increased</td>
<td>Decreased</td>
<td>Needs to improve</td>
</tr>
</tbody>
</table>

8. Please provide additional information to explain your answers to number 7

On paper it looks as if we have adequate staffing. However, one faculty has been deemed inadequate to teach in the RN Program until she completes a remediation plan. Another faculty has reduced her load from 18 standard hours to 12 standard hours. Now that we can offer the HOC courses in spring we do not have adequate faculty to staff theory and clinical courses.

We need a student worker to assist with handling phone messages and filing etc.

We need a simulation lab coordinator and a student retention specialist. Currently, the nursing enrollment and expansion grant pays for these to positions at 6 hours per week. The grants end June 30, 2012.

**Module B.2: Enrollment Management** (Enrollment Management Committee)

1. The Instructional departments have moved to an annual FTEF & FTES allocation, what are your thoughts about this strategy and how can it be improved?

No thoughts.

2. What changes if any, would you recommend to improve the Enrollment Management Plan?

(http://college.lattc.edu/enrollmentmanagement/files/2010/03/EMAP-2010-11.pdf )

One of the reasons that the attrition rate for the Registered Nursing Program is too high (25% instead of 15%) is the fact that students are not adequately prepared for the rigors of the courses. We have been working with basic skills, the learning center and the language arts department to upgrade student thinking and English skills without changing the prerequisites.

**Section C. Annual Program Review Analysis Modules**

**Module C.1: Recommendations from Validations**

http://college.lattc.edu/prc/files/2011/03/Department_Valid_IAA.pdf
1. **Copy PR 10-11 Commendations from the provided discipline’s Validation report**

   California Board of Registration completed a formal review of the RN Program in May 2011. This two day review is done every 8 years. In 4 years there will be an interim review. The following areas of the program received commendations from both reviewers.

   1. Curriculum was praised for depth and breadth and flow from simple to complex.
   2. Program philosophy and level objectives were praised for clarity. They requested permission to use the program Level Objectives as examples for other programs, new and ongoing.
   3. Clinical facilities used by the program were praised for the range of experiences offered to students.
   4. Increased licensing exam (NCLEX) annual pass rate. Currently 92%. The program was praised for instituting policies that increased the NCLEX pass rate from 67% to 92%.

2. **Copy PR 10-11 Recommendations from the provided discipline’s Validation report**

   1. One faculty member was deemed clinically incompetent. It was noted that she is not working at the level of a staff RN. This is unacceptable to the BRN. This faculty member had had an Unsatisfactory evaluation and currently was being subjected to an Administrative evaluation. As a result of the BRN report this faculty member is not teaching and is completing a remediation plan approved by the BRN.
   2. The attrition rate remains at about 25%. According to BRN policy the attrition rate must be lowered to no more than 15%.
   3. It was suggested that we create and institute a formal New Faculty Orientation.

   The California Department of Public Health did not approve the training schedule for the CNA course and did not allow the course to be offered in Spring 2011.

3. **How did you address or plan to address the PR 10-11 recommendations?**

   1. The faculty member has been relieved of her assignment. She has a written remediation plan that was approved by the BRN consultant. This plan must be completed by 10/22/11. Once that is completed the faculty member must complete the objectives in her Administrative evaluation. As a result of the remediation plan for this faculty member the BRN granted the LATTC RN Program full approval.
   2. Attrition rate is being addressed by:
      a. enrolling all students in NS 116, the skills enhancement lab course.
      b. faculty is involved in discussing a mentoring system for all students plus a system for identifying and intervening on the behalf of at-risk students.
      c. consultation with the English, Speech and Basic Skills (drug dosage competency) departments to improve student success.
   3. A faculty orientation committee has been formed and information about new faculty orientations in other District campuses is being collected.

   The California Department of Public Health re-approved the CNA Training schedule. Due to budget constraints the course will be offered Spring 2012.
Module C.2: Student & Program Learning Outcomes (SLO & PLO)

1. Have all courses in your department been assessed for at least one SLO?  
   Yes

2. For ALL degree /certificate programs, has at least 1 PLO been recorded?  
   Yes

3. Do you have PLOs (for degree/certificate) or SLOs (for GE) aligned with LATTC core comps for ALL programs in your department?  
   Yes

4. For ALL degree /certificate programs, has at least 1 PLO been assessed?  
   Yes

5. If you answered No to any of the above questions, please provide your strategy and timeline for assessing SLOs/PLOs by the end of the Spring 2012 semester.

6. Based on your SLO/PLO assessment findings, indicate the level of importance to your department on the following items below.

<table>
<thead>
<tr>
<th>Curriculum Improvement</th>
<th>Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional Methods</td>
<td>Important</td>
</tr>
<tr>
<td>Student Preparedness</td>
<td>Very Important</td>
</tr>
<tr>
<td>Scheduling</td>
<td>Not Important</td>
</tr>
<tr>
<td>Instructional Resources</td>
<td>Important</td>
</tr>
<tr>
<td>Other:</td>
<td>Very Important</td>
</tr>
</tbody>
</table>

   simulation experienc

7. Based on your assessment findings for the prior years (2008- 2011), mark the box corresponding to the types of changes that you have implemented to improve your

<table>
<thead>
<tr>
<th>Curriculum Improvement</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional Methods</td>
<td>Yes</td>
</tr>
<tr>
<td>Student Preparedness</td>
<td></td>
</tr>
<tr>
<td>Scheduling</td>
<td></td>
</tr>
<tr>
<td>Instructional Resources</td>
<td>Yes</td>
</tr>
<tr>
<td>Other:</td>
<td>Yes</td>
</tr>
</tbody>
</table>

   simulation

8. Please provide specific examples of the improvements you have made from number 7 above.

   We have created and piloted a class that offers simulation and skills practice. The class is offered to 1st, 2nd and 3rd semester students and the content moves from simple to complex. We moved into the newly renovated building and are discovering new ways to use the simulation equipment and the labs.

   10/21/2011
9. Prioritize the changes that you plan to implement by ranking from 6 to 1:
(“6” being the highest priority & “1” being the lowest priority)

<table>
<thead>
<tr>
<th>Curriculum Improvement</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional Methods</td>
<td>5</td>
</tr>
<tr>
<td>Student Preparedness</td>
<td>6</td>
</tr>
<tr>
<td>Scheduling</td>
<td>1</td>
</tr>
<tr>
<td>Instructional Resources</td>
<td>3</td>
</tr>
<tr>
<td>Other:</td>
<td>2</td>
</tr>
</tbody>
</table>

similation exper.

**Module C.3: Reflection**

1. Describe the improvements in the Department practice that you have implemented during
2010-2011 academic year as a result of Program Review.

We have implemented two changes that we think will significantly impact student retention and student success.

1. We have three sections of NS 116, a skills enhancement lab.
   a. First semester students learn and practice new skills for the first 8 weeks. In the second 8 weeks they apply those skills to structured patient scenarios.
   b. Second thru fourth semester students use NS 116 for both structured and taped simulation experiences and independent review/study.
2. We have implemented the use of Nurse Squared, an electronic medical record that provides learning activities for actual patient care and for simulated patient care. It is being used in all clinical courses and modified to fit the level objectives.
3. We are exploring other electronic medical record software that is coming on the market.
4. The simulation labs, skills labs and multi media labs are being used more fully as policy and procedures are adopted by faculty.
5. Faculty meet twice a month to work on issues of student success and retention, curriculum development and building use among other things.

2. What are the positive external factors that influenced the Department? (Examples: legislative or regulatory changes, disciplinary, changes in technology, budgeting, accreditation recommendations, facilities issues, advisory committee suggestions/recommendations, etc.).

The continuing nursing shortage and poor economic outlook has increased the pool of applicants. Many applicants want a job/career that has job security. Sadly, not all are cut out for this physically and emotionally rigorous profession.

New software and simulation technology is emerging that will enhance clinical and theory teaching. The Board of Registration has mandated that simulation can be 25% of a student's clinical experience in each course.

There has been increased interest in the CNA courses. Currently, we have over 600 names on the waiting list. This is due to the belief that jobs in the healthcare industry are plentiful and secure.
3. What are the **negative external** factors that influenced the Department? (Examples: legislative or regulatory changes, disciplinary, changes in technology, budgeting, accreditation recommendations, facilities issues, advisory committee suggestions/recommendations, etc.).

1. The competition from other area nursing programs severely limits access to clinical placements. Some private schools of nursing pay agencies to be allowed to place students on nursing units.
2. The tuition has increased to $36/credit and the latest report from Sacramento indicates tuition could increase to $46/credit.
3. Budget cuts have limited availability of extra classes.
4. The enrollment and expansion grants from Sacramento have been cut and will end June 30, 2012. Therefore, we are losing two vital positions in June 2012.
   a. The simulation lab coordinator is responsible to running the simulation lab and helping other faculty to utilize the simulation equipment.
   b. The student retention specialist has played a vital role in her work with at-risk students. In addition, she conducts workshops in test taking and interviewing and resume preparation that students deem as vital to their success.
5. Clinical facilities like Cedars and White Memorial want to achieve "magnet status" and therefore, are limiting their hiring of new graduates to people with a BA degree, thus narrowing the hiring field for AA degree graduates.

It is difficult to find adequate facilities for training CNAs.

4. Referring to your Data Pack and SLO/PLO assessment data, what are the **positive internal** factors that have influenced the Department? (Please use such information as: SLO/PLO assessment results, curriculum, staffing, FTES and FTEF trends, awards, retention & success rates, etc.).

The annual pass rate for the nurse licensing exam went from 67% to 92%.

State nursing expansion and retention grants made it possible to pay for a part time student retention specialist and simulation lab coordinator.

SLO assessment revealed that classes are on track for achieving stated objectives.

PLO assessments are positive: NCLEX pass rate has increased. Graduates are able to find employment as entry level registered nurses.

The simulation lab is being utilized to provide clinical experiences for students at all levels.
5. Referring to your Data Pack and SLO/PLO assessment data, what are the negative internal factors that influenced the Department? (Please use such information as: SLO/PLO assessment results, curriculum, staffing, FTES and FTEF trends, awards, retention & success rates, etc.).

1. We have been unable to offer NS 100, the LVN-RN transition course because we never have enough candidates to satisfactorily fill a class. We have not been allowed to offer summer courses unless they were paid for by a grant. 2. Summer courses would allow students failing or at-risk students the option of making up a course to doing remedial practice in the labs.
3. We have one instructor who has been deemed clinically incompetent by the BRN. In addition, she must complete the objectives on an Administrative evaluation. However, she continues to be paid while she is not teaching. Her remediation plan must be completed by 10/22/11.
4. We have another tenured instructor who has reduced her hours to 3/4 time. It is difficult to staff all nursing courses. It is difficult to find qualified adjunct faculty to cover.
5. We accept 40 students plus 5 alternates every semester. The dropout rate for personal reasons and course failure in the first semester is 25%.
6. The TEAS scores for January 1, 2011 thru June 30, 2011 reveal a failure rate of 40%. Students are allowed to take TEAS after demonstrating a 2.5 over all GPA and a 2.5 Science GPA. TEAS may be repeated only once. In general, those who failed received very low scores in English and Reading as opposed to Math and Science. One wonders how they passed English 101 and Speech. Budget cuts have reduced the allowable FTEs for the department. If the full RN Program is to be offered then that necessitates cuts in the CNA courses and the continued closure of the Medical Assistant Program.

6. Based on your answers to questions 1 through 5 in the Reflection section above, what plans for improvement do you need to implement?

1. We need to evaluate NS 116 to be sure that it meets the learning needs of the students with regard to skills acquisition, skills practice and simulation.
2. We need to update the media lab to provide the latest teaching/learning DVDs. The DVDs are more than 5 years old having been purchased with grant money. Updated DVDs in basic nursing skills and specialty areas must be purchased for the lab. In addition, usage contract must be purchased so the DVDs can be put on multiple computers for ease and efficiency of student use.
3. We need to plan and implement and evaluate strategies for student retention that involve the whole faculty.
4. We will continue to update the Core Nursing Skills checklist and course clinical evolutions.
5. TEAS scores and basic skills need to be improved. There is a need for TEAS preparation and TEAS remediation. English and reading must be emphasized.

7. Will these planned changes necessitate a resource request? If yes, give a brief explanation.

1. We need to fund a full time or part time simulation lab coordinator to organize and oversee simulation experiences and manage the simulation lab with regard to machinery and software.
2. We need to fund a full time or part time student retention specialist work with at-risk students, continue to offer workshops that help increase student retention and work with faculty to coordinate student retention efforts.
3. We need to purchase updated teaching/learning DVDs and licenses for every 10 computers.
4. Work in collaboration with Learning Center to create TEAS preparation and remediation classes or workshops.

8. Please provide additional comments and suggestions for this document.

None at this time.

10/21/2011