ANNUAL
REPORT OF PROGRAM DATA

2022

UNIVERSITY of HAWAI'I
KAUA'I
COMMUNITY COLLEGE

Nursing

1. Program or Unit Description

Program Mission Statement:
The Kaua`i Community College Career Ladder Nursing Program provides access for the people of Kaua`i to quality nursing education within a caring environment. Our goal is to prepare nurses who, with **clinical judgment**, can successfully practice in a 21ˢᵗ Century health care environment, and are prepared to progress upward through the career ladder.

Who is the target student or service population?

All individuals interested in the Nursing Profession, including LPN's, recent high school graduates and those seeking career changes.

2. Analysis of the Program/Unit

Demand for the Nursing program remains **Healthy**. The number of replacement positions county prorated was 34 and with 12 graduates, only 35% of the workforce needs have been met. It is surprising that the positions reported were low considering the call by healthcare providers looking for licensed nurses has been high. According to the workforce analysis tab, the projection for replacement positions will be greater than 7900 positions through 2028. Post pandemic has changed the face of the workforce and most health care professionals do not want to work as was previously demanded in the profession, more people are looking for work-life balance and this philosophy will continue to impact workforce needs. The way our program is structured, students take all the general education classes prior to admission to the nursing program so they can focus on the nursing courses. 4 out of 5 semesters in our program have credits less than 12 credits, hence why our part time numbers are at 100% in the Fall. In the spring semester of the first semester, the numbers split from full time to part time due to the number of credits the students are taking, and our combined percentage (full and part-time) remains at a total of 100%.

Efficiency Indicators remain at **Progressing**. Our fill rate decreased to 71% with a decrease of 2 students from the previous year. The two students withdrew because religious exemptions from Covid vaccination were not approved by the clinical sites. We had one 9-month faculty retire at the start of the Fall 2021 semester and an 11-month Faculty quit unexpectedly at the start of the Fall semester. We hired two very part-time clinical lecturers to help us maintain safe student-instructor ratios and meet clinical restrictions (number of students on the nursing units) and not cut enrollment in the first year. The Division Chair and Program Coordinator worked overload to keep the program rolling. Low enrolled classes were canceled (NURS 100 and 100L). We hired a 11-month faculty in the Spring 2022 semester but remain 2 faculty positions short in order to return back to the larger class sizes that would help fulfill our community's needs. The advertising and interviewing process happened through the spring semester, and hired two 9 month faculty in Fall 2022.

Effectiveness indicators are **Progressing**. Successful completion is about the same. Persistence from Fall to Spring and Fall to Fall decreased from the prior year. Several factors impacted that. Covid vaccination requirements were objected to by two students and were not allowed to

participate in clinical activities. Many students have to work while in school to maintain their health insurance and that impacts their ability to study and maintain test averages above 70%. At midterm, students with no chance to improve their test averages are encouraged to withdraw, decelerate and focus on one class rather than 2 to preserve their GPAs and eligibility to re-enter the program (the maximum number of courses that a student can fail in the program is two). Students are provided test reviews, remediation and faculty assistance to help. Unfortunately, despite all attempts, students are not successful in the end resulting in academic failures. Other situations with students failing are their non-clinical readiness to consistently provide safe competent care for the course level they are in. We continue to maintain our professional standards of nursing to provide competent nurses to our community and unfortunately have to fail students who are not at the clinical readiness their peers are at. We did have a large group of students who continued on for their BSN's in 2021.

Distance Indicators: Our nursing program only has two classes that are distance education and are co-requisites, hence their successful completion rates, if they don't pass they can not progress to the next semester or graduate. They are both delivered in the Spring semester, therefore affecting the Fall to Spring persistence rate.

Perkins indicators: 1P1 and 2P1 both met the goals this year.

Performance Indicators show 58% of the graduates were Pell grant recipients, demonstrating the financial needs of our students to be able to afford school and why most students continue to work to sustain food, shelter and health benefits for their families.

Our NCLEX RN licensure pass rate has continued to be 100% despite covid impacts.

ADA-APRUTable Nursing Fall 2022.xlsx

3. Program Student Learning Outcomes or Unit/Service Outcomes

1. A competent nurse's professional actions are based on core nursing values, professional standards of practice, and the law. (Assessed Year 2021- 22)
2. A competent nurse develops insight through reflective practice, self-analysis, and self-care. (Assessed Year 2021- 22)
3. A competent nurse engages in ongoing self-directed learning and provides care based on evidence supported by research. (Next assessment AY 2022 - 23)
4. A competent nurse demonstrates leadership in nursing and health care. (Next assessment AY 2022- 23)
5. A competent nurse collaborates as part of a healthcare team. (Next assessment AY 2023 - 23)
6. A competent nurse practices within, utilizes, and contributes to the broader health care system (including the Global Community). (Next assessment AY 2023 - 24)
7. A competent nurse practices client-centered care. (Next assessment AY 2024 - 25)

8. A competent nurse communicates and uses communication technology effectively. (Next assessment AY 2024 - 25)
9. A competent nurse demonstrates clinical judgment / critical thinking in the delivery of care of clients while maintaining safety. (Next assessment AY 2024 - 25)

   For the 2020- 21 academic year we assessed PSLO #1 and #2. Results were as follows:
   PSLO #1 = 96% (Benchmark > 75%) was met in all nursing courses;
   PSLO #2 = 97% (Benchmark > avg score 2 or >) met in all nursing courses.
   All courses are assessed every semester for opportunities for improvement to accommodate the knowledge and skills required by nurses to be a safe, competent nurse. Our Nursing PSLO assessment plan is assessed over the course of four years.

4. Action Plan

In order to continue to meet the Kau CC strategic goals, we need to stabilize our program's faculty positions because if we don't hire more faculty it will be difficult to fulfill the communities needs. We need to have a succession plan since more than 47% of the current faculty are eligible for retirement. The transition from clinical practice to academia is overwhelming for most new hires and requires significant mentoring to the academic side. Send all new hires to the clinical mentoring program with Hawaii State Center for Nursing to transition nurses from practice to academia. This is scheduled for the Spring 2023 semester. (Kauai CC Goal 1,2,3,4)

We will continue to solicit funding opportunities for our students with new scholarships, encourage students to complete their FAFSA applications, and encourage assistance with the financial aid office to help with their applications. Financial aid office is invited to the N210 course every Fall semester. (Kauai CC Goal 1, 2, 4)

To increase student enrollment, we will partner with the island's high school health care pathway programs to streamline early college course completion so they can enter sooner and graduate sooner. First meeting with DOE/ KCC occurred in October 2022. Plan meetings with the 3 high schools in the Fall 2022 semester. (Kauai CC Goal 1, 2, 3, 4)

Nursing Program Coordinator and Health Science Counselor will continue to work with UHNAWSON to reduce barriers in transferring and promote the process of continuing on for their BSN degree. UH representatives scheduled to meet with students on 11/28/22. (Kauai CC Goal 2,4)

In review of 2021 Action Plan:

1. Hire more faculty: We hired 2- 9 month faculty to start August 2022 (KauCC goal #1, 2,3,4).
2. Financial aid help/ scholarships: Financial aid office came to class to discuss application paperwork; Nursing program coordinator secured Street Scholarship for all students. (KauCC goal #3)

3. Reduce barriers to transferring to UHM: meetings help with UHM-NAWSON leadership to identify barriers, how to provide more information sessions; curriculum barriers discussed; planned for more face to face information sessions and target both first and second level. (KauCC #4)
4. Perkins grant proposal: we revoked our proposal to focus on hiring faculty to plan for succession of leadership in the program.

5. Resource Implications

Detail any resource requests, including reallocation of existing resources (physical, human, financial). *Note that CTE programs seeking future funding via UHCC System Perkins proposals must reference their ARPD Section 4. Action Plan and this ARPD Section 5. Resource Implications to be eligible for funding.

x☐ I am NOT requesting additional resources for my program/unit.

6. Optional: Edits to Occupation List for Instructional Programs

Review the Standard Occupational Classification (SOC) codes listed for your Instructional Program and verify that the occupations listed align with the program learning outcomes. Program graduates should be prepared to enter the occupations listed upon program completion. Indicate in this section if the program is requesting removal or additions to the occupation list.

☐ I am requesting changes to the SOC codes/occupations listed for my program/unit.