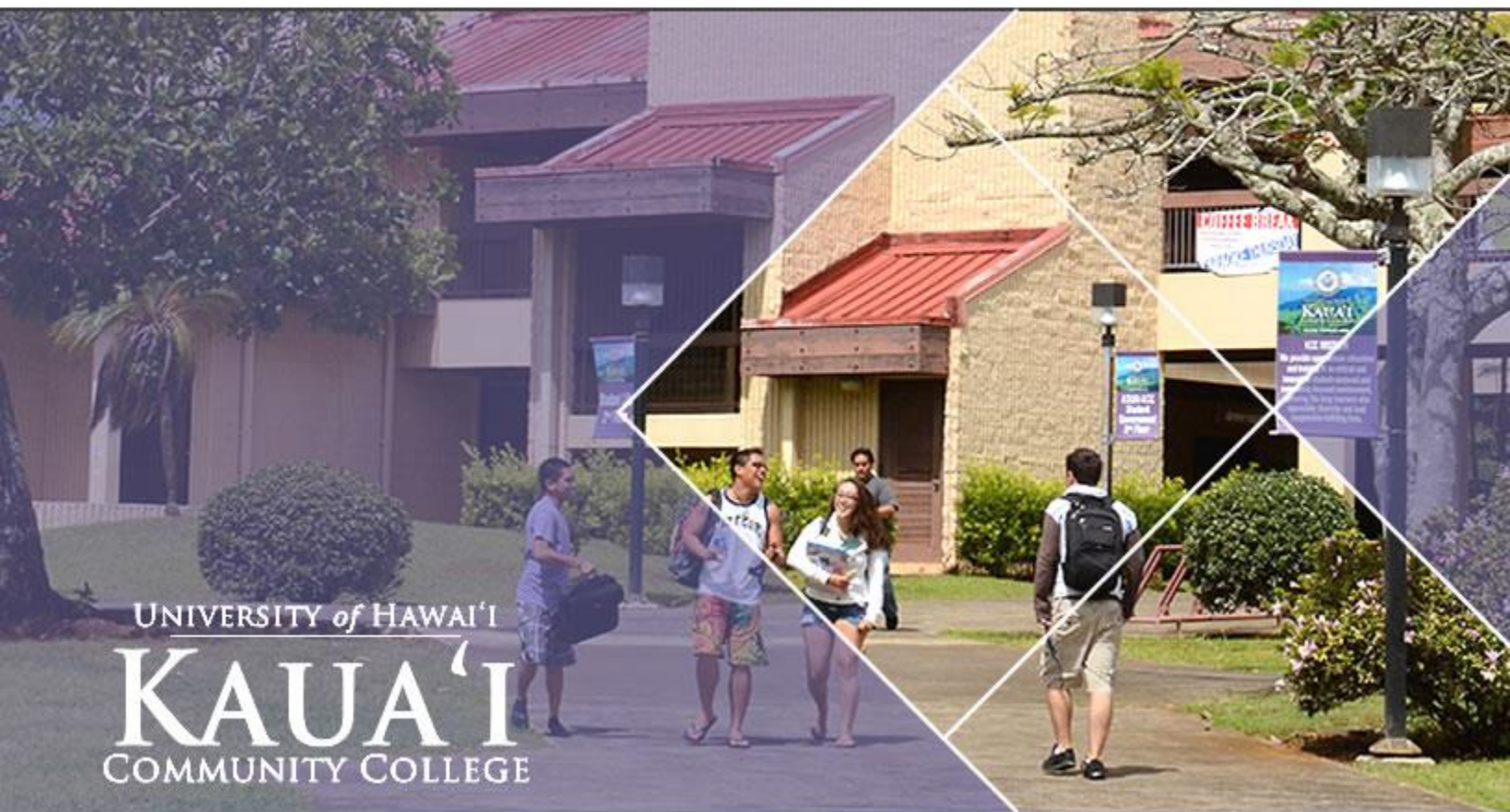


ANNUAL
REPORT OF PROGRAM DATA
2023



UNIVERSITY of HAWAII'I
KAUA'I
COMMUNITY COLLEGE



2023 Annual Report of Program Data

Nursing Program

1. Program or Unit Mission

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.

Our program meets the College mission statement by providing a program that inspires, engages and empowers students to enrich our community and world by learning to become safe, competent Nurses to care for our community and world!

2. 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.
2. A competent nurse develops insight through reflective practice, self-analysis, and self-care.
3. A competent nurse engages in ongoing self-directed learning and provides care based on evidence supported by research.
4. A competent nurse demonstrates leadership in nursing and health care.
5. A competent nurse collaborates as part of a healthcare team.
6. A competent nurse practices within, utilizes, and contributes to the broader health care system (including the Global Community).
7. A competent nurse practices client-centered care.
8. A competent nurse communicates and uses communication technology effectively.
9. A competent nurse demonstrates clinical judgment / critical thinking in the delivery of care of clients while maintaining safety.

All PSLO's are assessed annually, results as seen in the table on the next page:

PSLO	Results	Benchmark	Changes
------	---------	-----------	---------

PSLO #1	99.5%	Grade =/ > 75%	
PSLO #2	99.6%	Reflection score (score depends on the semester)	
PSLO #3	99.3%	Grade =/ > 75%	
PSLO #4	96.1%	Grade =/ > 75%	
PSLO #5	96.6%	Grade =/ > 75%	
PSLO #6	99.75%	Grade =/ > 75%	
PSLO #7	80.8%	Clinical Judgment Tool score (score depends on the semester)	Benchmark reevaluated per semester and CJ Tool has been revised/ refined; continuous instruction with students
PSLO #8	100%	Grade =/ > 75%	
PSLO #9 A/B/C	96.2/ 90.6/ 100%	Clinical eval/ Test avg/ ATI	

3. Analysis of the Program/Unit

Demand Indicators

The number of replacement positions county prorated was 34 and with 12 graduates in Spring 2023, 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 9748 positions through 2028. Post-pandemic impacts have 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 core nursing courses. Four out of five semesters in our program have 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%. What is concerning is the overall SSH in all Program Classes continues to decline over the past five years. With the increased need for nurses over the next five years, the outlook on health care is worrisome.

Efficiency Indicators

Due to faculty shortage, we have limited our class size to 18 per cohort to meet our clinical restrictions. Our fill rate of 64% is based on the seats available in banner of 24, which give the false impression of low fill rates. We leave the seats available at 24 just in case we can find faculty to hire. In Fall 2022, we hired two 9-month faculty and had an unexpected 11-month resignation within the first month of the semester. By the end of the Fall semester, we lost another 11-month faculty due to family needs. We hired a lecturer to help us with the summer semester in which the Division Chair and Program Coordinator worked overload to keep the program flowing. To

compete with the private sector salary wise, our expenditures will continue to increase otherwise we cannot recruit nurses to leave their high paying jobs and take significant salary cuts to come to academia.

Effectiveness Indicators

Our completion rate is 87% and the number of withdrawals is declining. Our persistence from Fall to Spring remains high (91%) but the Fall to Fall persistence remains at 57%. Many factors lead to the students withdrawing or not persisting to the following Fall semester. 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. Currently our **NCLEX- RN Licensure pass rate remains at 100% on first attempt (2020 – 2023)**

Distance Indicators

We continue to have only 2 Distance Education classes that are co-requisites and only offered in the Spring semester. Fill rate is falsely low and the completion rate is 97%.

Perkins Indicators: Not applicable this year

Performance Indicators

Unfortunately, we did not have any students in this cohort transfer to UHNAWSON because 58% of the students entered into a New Graduate program and students wanted to work, not return to school at this time. We do work closely with UHNAWSON to strategize ways to increase transfer to school but due to the pandemic effects, many need to return to the working world to help their families.

4. Action Plan

Overall, our program continues to do well. Students are achieving our PSLO's and passing the national licensure exam on the first attempt. New graduates are obtaining jobs.

Action Plan:

Faculty Replacement

Faculty shortage and concern that 4/7 current faculty are planning on retiring in the next two years, hopefully, after our next accreditation visit in Spring 2025. Onboarding new faculty into the world of academia from the practice world is not a quick transition and takes a lot of time on the Program Coordinator. We are in the process of writing the next accreditation document that will need to be

submitted in late December / early January of 2025. We need a succession plan in order to maintain the Nursing Program and meet our community's need for nurses. When the clinical partners hear that more than half of the current faculty are planning to retire, that brings them great concern about their future workforce. Here is the latest Hawaii State Center for Nursing (HSCN) data tables on workforce needs in the state: [Hawaii Center for Nursing data tables](#). (Kauai CC Goal 1,2,3,4)
Request 2 additional Faculty positions to start the onboarding and succession plan

Scholarship

The Program coordinator continues to look for scholarships and tuition assistance for students to keep them focused on school and not working while in school. (Kauai CC Goal 1, 2, 4)

Transfer to a 4 -year program

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 11/21/23. (Kauai CC Goal 2,4)

2022 Action Plan

Hired two FT faculty. To help with the transition to academia, we sent 3 FT faculty and 1 Lecturer to a Clinical Mentoring Program offered by HSCN over the course of the 2022- 2023 academic year. (partially met, ongoing)

Tuition assistance: Fall 2023 Program Coordinator was able to qualify all nursing students for Good Jobs. We will continue to work with the program. (met, ongoing)

Increase Enrollment: this action plan was not accomplished due to not enough time to outreach, sustaining the program is the focus. (Not met, until more faculty available, on hold)

Increase Transfer to UHM: School of nursing representatives met with students. 3 students applied to transfer. (partially met, ongoing)

. Resource Implications

We are not looking to utilize Perkins funding at this time.

We will be requesting 2 additional faculty positions 11 months to fill the succession plan for the Nursing program and allow the Division Chair and Program Coordinator have all accreditation documentation ready for Spring 2025.

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