

Nursing



2020

ANNUAL REVIEW OF PROGRAM DATA



UNIVERSITY of HAWAII®
KAUA'I
COMMUNITY COLLEGE

1. Program or Unit Description

Program or Unit Mission or Purpose 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, as critical-thinkers, can successfully practice in a 21st Century health care environment, and are prepared to progress upward through the career ladder.

What 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

Effectiveness based on an analysis of the program's Quantitative Indicators or comparable unit-developed measures or program-developed metrics. Include a discussion of relevant historical-trend data on key measures (i.e., last three years).

Nursing ARPD may be located at:

<https://uhcc.hawaii.edu/varpd/index.php?y=2020&c=KAU&t=CTE&p=2192>

Demand for the Nursing Program remains Healthy. Number of replacement positions was 51 and with 11 graduates, only 21% of the workforce needs have been met. As the current nursing workforce ages, the projection for the number of replacement positions will grow. Demand will remain high for Registered Nurses. Recruitment has not been an issue up to this point, if the demand increases, hiring qualified Nursing Faculty with necessary specialty experience will be needed to increase cohort enrollment.

Efficiency was Cautionary. Class average size and fill rate decreased to 72% due to an increase in students withdrawing, not meeting the course/ program requirements, and/or due to the economic state of our community. Numbers of students needing to work while in the program is increasing which is extremely challenging. With encouragement, number of students applying for scholarships has increased, but students continue to work to support their families or to sustain their position in the healthcare agency for potential future job opportunities. The Nursing program admits once a year in a cohort model. When students withdraw early in the program, it blocks replacements to those seats especially in the first semester. When eligible applicants are available, we will fill subsequent seat openings to fill the maximum cohort size.

The four classes that were under-enrolled were electives (NURS 100 and 100L) not required for the nursing degree. NURS 100L does have a maximum capacity in the lab section, so two of the reported four under filled classes were not able to be combined to one section due to clinical site restrictions. A lecturer taught those classes.

Effectiveness is Cautionary. Successful completion rates have persisted at 90% the past three academic years. Persistence from fall to spring decreased from 94% to 77% in 2019. Students' persistence rate to graduate is based on the student's ability to perform skills in a safe manner at the clinical site and complete assignments correctly. The exam average that they have to meet is 70%. We remediate any weakness in critical thinking for assignments, skills performance, and exams. We provide counseling for personal issues that may impact the student's success in the program. Despite these interventions, we lost students at the end of the fall 2019 semester. The clients' safety is paramount in determining if a student can succeed and advance in the program.

Unduplicated degrees/ certificates awarded decreased from the prior year (from 26 to 20). The 11 students that continued into the 2020 spring semester were successful, graduated and 10/11 have successfully passed their NCLEX-RN licensure exam. KCC Nursing is a career ladder program, so students stepping out after the first year of the program are eligible to take their NCLEX-PN exam and enter the workforce. NCLEX-RN licensure pass rates have continued to improve over the past three years (88 – 100%). NCLEX-PN licensure pass rates have sustained at 100%.

Perkins Indicators not met were as follows:

3P1 (Student Retention or Transfer): Student retention or transfer (85.19) was slightly below the goal (86). As discussed with persistence, the program had an unusual drop in enrollment in the fall 2019 semester due to students not meeting the CSLO's.

Additionally, not all students transfer to UHM but enroll in other on-line RN-BSN programs. This information has been shared with UHSON and they have collaborated with the CC's and revised their RN-BSN pathway.

5P1 (Nontraditional Participation), and 5P2 (Nontraditional Completion): Historically, nursing is a female profession and recruitment of nontraditional students remains a challenge; enrollment by male students fluctuates per cohort and this monitoring period had a smaller enrollment. We will survey male students to identify what are potential barriers to entering the profession. We will work with our marketing department to enhance recruitment of male students.

Significant Program Actions

At the end of the spring 2020 semester, unanticipated retirement of a Nursing faculty fueled by the pandemic effects occurred. This added to the previous two unfilled faculty positions that have been frozen and eliminated. Recruiting qualified Nursing faculty to Kauai is a big challenge due to the high cost of living and limited affordable housing options. These open positions impact the availability to aggressive market and outreach to the high schools for recruitment of nontraditional students.

Review of 2019-20 Action plans

Increase NCLEX- RN pass rate to 85% or above the national average.

Met. NCLEX- RN pass rate was 89% for 2019. Will continue in 2020-2021, goal to remain pass rate above 85%.

Increase fall to fall persistence to 75%.

Not met. Fall to fall persistence rate decreased to 55%. Will follow the indicator of fall to spring indicator next year.

Increase NCLEX-PN pass rate to 85% or above the national average.

Met. 100% NCLEX-PN pass rate. Will continue to monitor annually per accreditation requirements

Increase on time graduation rates to 100% time (at least 80%) and 150% time (at least 60%).

Met for 100% but unable to determine the 150% yet due to timeframe. 88% completed their Certificate of Achievement within 2 academic years. Unable to assess the 150% on time. Will continue to assess this annually for accreditation standard requirements.

Increase transfer to BSN to 25% or more enrolled within one year of graduation.

Met. 25% of graduating class that responded to post graduation survey reported enrolled in BSN program.

Increase Job placement to 50% will be employed as RN within one year.

Met. 93.8% of graduating class reported employment as RN.

3. Program Student Learning Outcomes or Unit/Service Outcomes

- a) List of the Program Student Learning Outcomes or Unit/Service Outcomes
- b) Program or Unit/Service Outcomes that have been assessed in the year of this Annual Review.
- c) Assessment Results.
- d) Changes that have been made as a result of the assessment results.

a- d). NURSING Program Student Learning Outcomes (PSLOs)

1. A competent nurse's professional actions are based on core nursing values, professional standards of practice, and the law. (Not assessed)

2. A competent nurse develops insight through reflective practice, self-analysis, and self-care. (Not assessed)
3. A competent nurse engages in ongoing self-directed learning and provides care based on evidence supported by research. (Not assessed)
4. A competent nurse demonstrates leadership in nursing and health care. (Not assessed)
5. A competent nurse collaborates as part of a healthcare team. (Assessed. The benchmark is 70% or higher and outcome was 97%. Will continue to assess CSLO's annually, revise assignments as needed).
6. A competent nurse practices within, utilizes, and contributes to the broader health care system (including the Global Community). (Assessed. The benchmark is 70% or higher and outcome was 96.2%. Will continue to assess CSLO's annually, revise assignments as needed).
7. A competent nurse practices client-centered care. (Not assessed)
8. A competent nurse communicates and uses communication technology effectively. (Not assessed)
9. A competent nurse demonstrates clinical judgment / critical thinking in the delivery of care of clients while maintaining safety. (Not assessed)

4. Action Plan

The KCC Nursing program is accredited through the Accreditation Commission for Education in Nursing (ACEN) until 2025. As part of the accreditation requirements, the program is must assess the PSLOs/ CSLOs and the Program outcomes every semester and make changes annually as needed for improvement.

Program Outcomes are as follows:

1. The graduating class will reflect the multicultural mix of Kaua`i. Anticipate class to be compromised of 31% Asian, 29 % Caucasian, 9 % Native Hawaiian, 26% Two or more races students. This meets Kauai CC Strategic Priority 2, 5.
2. Eighty-five percent (85%) of graduating students will pass the NCLEX-RN on the first try. Anticipate outcome: 90%. This meets Kauai CC Strategic Priority 1, 8.

3. Eighty five percent (85%) of graduating students will pass the NCLEX-PN on the first try. Anticipate outcome: 90%. This meets Kauai CC Strategic Priority 8.
4. Fifty percent (50%) of the graduates desiring employment as an RN will be employed as an RN in various health care settings within one year of graduation. Anticipated outcome: 85%. This meets Kauai CC Strategic Priority 8. Strengthen transfer process to UHM, formalize student advising earlier to ensure required Gen Ed courses taken; continue to encourage higher education degrees to come back and teach
5. Twenty five percent (25%) of the graduates will be enrolled in a BSN program within one year of graduation. Anticipated outcome: 25%. This meets Kauai CC Strategic Priority 4.
6. The graduating class will be comprised of generic students and at least 10% returning LPN's. Anticipate outcome: 10%. This meets Kauai CC Strategic Priority 1, 7.
7. Eighty percent (80%) of students enrolled in NURS 210, within 15 days of the beginning of the semester, will complete the Certificate of Achievement as a Practical Nurse within 2 academic years. Anticipate outcome: 85%. This meets Kauai CC Strategic Priority 1, 7.
8. Sixty percent (60%) of students enrolled in Nursing 210, within 15 days of the beginning of the semester, will complete the Associate Degree within three academic (3) academic years. Anticipate outcome: 60%. This meets Kauai CC Strategic Priority 1, 7.

ARPD #10 Fill rate and ARPD #19 Persistence fall to spring. Anticipated outcome: 85%. Strengthen student remediation with faculty, test taking strategies seminar, mandatory test remediation, referral to student services, mental health care services; Develop a structured orientation program for returning students prior the semester starting; evaluate whether returning students should repeat the prior course upon exiting to strengthen their academic and clinical skills.; develop a LPN to RN orientation program versus re-enter/return to NURS 230 course to strengthen clinical skills, evidence base practice, critical thinking/ clinical judgment skills. This meets Kauai CC Strategic Priority 1, 5, 8

Perkins 3P1 Student retention and transfer: anticipated outcome 86, if we can fix our fill and persistence issues, this outcome will be met. Working on RN- BSN transfer pathway with UHM

Perkins 5P1 and Perkins 5P2 Nontraditional Participation and Completion: Work with marketing department to target potential male students; work with High School Health pathway's to promote entry to program; survey current male students to understand the motivation and potential barriers to entering the nursing profession

The next Comprehensive Program Review for Nursing will be conducted as the self-study for ACEN reaffirmation for accreditation in 2025.

5. Resource Implications

Due to the budget freeze, the program lost two full-time faculty positions. Currently the program has seven faculty in which two are currently teaching full time and also serve in administrative roles. Due to the Covid-19 Pandemic, all faculty are overloaded by working more clinical hours in compliance with clinical site restrictions and social distance rules. This current practice is not sustainable. One faculty retired at the end of spring 2020 (unplanned and influenced in large part by Pandemic-induced instructional changes). The staffing impact on our program is significant. Recruiting Nursing Faculty that meet the specialty requirements for the Hawaii State Board of Nursing rules and ACEN accreditation standards is challenging. Cost of living is high and affordable housing is impossible on Kauai. The Nursing Program faculty members are encouraging our graduates to continue in higher education, earn their Master's degree or higher, and come back to teach. To sustain a quality program that will meet the needs of our community, will be to hire locals that will remain on Kauai and understand the culture. Until help can be provided, it will be difficult to work on recruiting when we are doing our best to maintain our high quality standards.

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