

Los Angeles City College
Comprehensive Program Review 2008

Nursing Department

XII. EPC Validation Review

I. Department Mission

Does the department's mission statement reflect the goals and activities of the department? Is it aligned with the college mission? Explain.

The department's Mission statement is aligned with the college's mission of providing an associate degree and/or certificate leading directly to entrance into the work force.

The mission reflects the department's goals and activities.

The departmental philosophy provides valuable insight into the department's perspective. The description in the program review document is lengthy and reducing the length may provide important readability.

II. Department Overview

Does the department's analysis of trends in enrollment and achievement accurately reflect the data? Have any issues been identified? Explain.

The pass rate of the licensing exam NCLEX-RN is very good at (75-91%) and the departments success rate of 95% is well above the college's success rate of approximately 57%. The retention rate of 86% is aligned with the overall college retention rate. Commendations.

The department identified the following concerns:

A decline in retention of first semester students and stated that students entering the Associate Degree of Registered Nurses (ADRN) program are underprepared.

Inadequate fulltime faculty.

The faculty/student ratio of LACC nursing faculty was compared to other nursing programs in the district to show need for more faculty. Other data would be helpful including accreditation requirements in order to understand why 50% cut in program may be necessary. We recommend further explanation of why the program must be reduced and additional explanation of the data.

III. Vocational Programs

Does the department's analysis of labor market demand, advisory board activities and accreditation status (if applicable) reflect the data? Have any issues been identified and are they adequately addressed with appropriate action plans? Explain.

The department uses data from the 2007 California Labor and economic Analysis to support the need for additional nurses in California. (Nursing included in 100 top-growth skilled occupations.) 11,000 annual openings and 6,100 nursing graduates.

100% of the first LACC graduating class (2004) are currently employed as registered nurses.

Advisory committee outcomes. The advisory committee have outlined the need to improve the quality of students admitted to the program. The department has responded to the advisory by focusing on more stringent admissions standards (overall GPA of 2.5 with 2.0 in core courses. Outcomes need further explanation to address other concerns in addition to the one concern listed in the review.

Advisory meeting. The department lists only on advisory meeting. We recommend regular and frequent meetings. Recommend that the department review the accreditation requirements for advisory meetings and ensure that the department adheres to the requirements.

We recommend listing the pass rate for each of the graduating classes since 2004.

We recommend completing the employee satisfaction survey and attempting dissemination of the survey to employers.

IV. Curriculum

Does the department's analysis of enrollment trends accurately reflect the data? Has adequate progress been made in developing and assessing student learning outcomes at the course and program level? Are Title 5 course outline updates current? Has adequate analysis of course scheduling been provided? Explain.

Data Analysis. Fuller explanation of enrollment trends data is needed to understand the need for more faculty.

Schedule. The departments states in this review that course scheduling is based on schedule of clinical rotation and that clinical rotation is based on faculty availability. We recommend the course scheduling process be redesigned to include ensure maximum efficiency.

Title V updates. Title V updates for course outlines are current.

SLOs completion rate is low; only 3 of 16 have been completed. This report indicates that only one faculty member has completed the SLO workshop and training. We recommend more SLO training for faculty in the department which will lead to more faculty participation in SLO updates. The department should begin work on SLO assessments and program outcomes.

V. Departmental Engagement

Has the department provided a full description of departmental engagement? Explain.

The department is to be commended in the area of departmental engagement. The department is represented on campus committees, and faculty members work closely with community partners including Children's Hospital of Los Angeles and Hollywood Chamber of Commerce

VI. Professional Development

Has the department provided a full description of professional development? Explain.

The faculty members have been engaged in extensive professional development and should be commended in this area.

The department identified a concern regarding the need for professional development for clinical faculty and indicated that adequate funds are not available. We recommend that the department explore and utilize available options for funding including Faculty Professional Growth and the LACC Foundation.

VII. Support and Activities

Has the department provided a full description of support needs of the department? Explain.

The department needs to clearly articulate the need for additional support in all areas indicated including secretarial counseling support. The department indicates that they have received counseling support; however, the committee recognizes that counseling support was temporary and there is a need for a permanent dedicated counselor in this program.

VIII. Resources: Personnel, Equipment and Facilities

Has the department provided a full description of resource needs of the department? Explain.

As stated above, the department reports a need for secretarial and counseling support. A more complete explanation of personnel needs in those two areas is recommended.

The committee recognizes the need for additional faculty as described in the report (because of requirements for limited student to faculty ratio). Distinct specialties within the department require special competency and BRN approval.

The report states that some of the computers are more than six years old and that the copy machine is often in need of repair. Additional information, including the exact figures of old and newer equipment would be helpful in identifying a more precise need. The reports states that when the Nursing Department moves to the new Science and Technology Building in 2009, additional equipment will be needed. More explanation is needed to understand why the move will impact equipment needs.

The report describes a number of issues with inadequate facilities. The new Science and Technology Building should help to resolve these issues.

IX. Planning and Budget

Do the planning goals and action plans reflect the issues raised in the self study? Are they aligned with the Educational Master Plan and the College Strategic Plan? Explain.

The report indicates that additional grant support is necessary and that Program 10100 funding is decreasing. The department recommends that the college hire a grant writer. The Review Committee concurs with that recommendation.

The expected demand for registered nurses is stated in the report and backed with Labor Market data and analysis and validates the importance of expanding the nursing program.

The report indicates that curriculum will change in 2009 throughout the District. More information about the expected changes would be helpful in understanding the needs of the department.

The trend toward the use of Human Patient Simulators (HPS) and anticipated technological should be included in resource needs (VIII) as well as planning and budget.

X. Final Summary by Discipline

Are all items identified as a Major Concern addressed with a goal and action plan? Explain.

The report describes four major concerns addressed partially by five goals for 2008-2014.

(Concern 1 Need for financial support) Goal 5 addresses this concern--to increase external funding that result in increased grant awards. An additional item under the Action Plan that includes a plan to work with a grant writer should be included to address Goal 5.

(Concern 2 The need to hire additional Faculty) Goals 1 adequately addresses this concern; however, the activities for Goal 2 are not clear (i.e. Will a certification program be developed or will faculty attend an existing program?).

(Concern 3 Need to recruit and retain qualified students) Has been adequately addressed.

(Concern 4: Need to better articulate with four-year colleges) Goal 4 action plans and activities have not been developed.

XI. Department Strengths and Weaknesses

Has the department provided an adequate analysis of departmental strengths and weaknesses? Explain.

The report outlines the strengths of the department including responding to the needs of the nursing profession and the strong job demand in that area. Strengths include student success in completing the program, passing the licensing exam, and securing employment.

An analysis of weaknesses have been outlined in the report and include funding, faculty support, and articulation with four-year colleges.

XII. Recommendations/Commendations

What recommendations based on your comments do you have for this department? What commendations do you have for this department? Explain.

Commendations:

Pass rate of the licensing exam NCLEX-RN is very good at (75-91%)

Success rate of 95% is well above the college's success rate of approximately 57%.

Department Engagement. The department is represented on campus committees, and faculty members work closely with community partners including Children's Hospital of Los Angeles and Hollywood Chamber of Commerce

Recommendations:

We recommend further explanation of why the program must be reduced and additional explanation of the data. We recommend listing the pass rate for each of the graduating classes since 2004.

We recommend completing the employee satisfaction survey and attempting dissemination of the survey to employers.

This report indicates that only one faculty member has completed the SLO workshop and training. We recommend more SLO training for faculty in the department which will lead to more faculty participation in SLO updates. SLOs completion rate is low; only 3 of 16 have been completed.

We recommend that the department begin work on SLO assessments and program outcomes.

More information regarding equipment needs is necessary in order to understand the status of department computer and printer equipment.

The Review Committee concurs with the department's recommendation to hire a grant writer.