

**UNIVERSITY OF HAWAI'I COMMUNITY COLLEGES
ANNUAL INSTRUCTIONAL PROGRAM REVIEW
PROCEDURES, COMPONENTS, AND MEASURES**

Associate of Science in Nursing (RN)

Introduction: The mission of the Associate of Science in Nursing is to provide a continuous and adequate supply of registered nurses for employment in the health care delivery system of Hawaii County, the State of Hawaii, the Pacific Basin and the nation.

Program Outcomes

1. The graduate will be prepared to take and pass the national licensing exam at the RN level.
2. The graduate will be prepared for employment with the skills, knowledge and behaviors essential for practice as a registered nurse.
3. The graduate will utilize the nursing process as an organizing framework for critical thinking to plan and deliver safe and effective nursing care for individuals and families in all stages of the life cycle.
4. The graduate will utilize concepts of physiological, psycho-social, socio-cultural and developmental functioning of individuals and families in planning and delivering evidenced based nursing care.
5. The graduate will develop and maintain therapeutic relationships that are based upon mutuality and respect taking into consideration the individual's, family's, and community's health and healing practices, beliefs and values.
6. The graduate's practice of nursing will demonstrate caring and compassionate professionalism.
7. The graduate's practice of nursing will demonstrate the importance of promotion, maintenance, and restoration or health, management of chronic conditions and the dying process.
8. The graduate will demonstrate the ability to plan and deliver effective health education.
9. The graduate will demonstrate the ability to work with clients, families, and health care team members to ensure continuity of care.
10. The graduate will demonstrate the ability to manage care for individuals, families and groups of individuals in hospitals, long-term care and community-based settings where policies and procedures are specified and guidance is available.

11. The graduate will function in a collaborative manner as a member of a multi-disciplinary health care team in the provision of cost-effective health care.
12. The graduate will demonstrate the ability to use technology in the provision of effective nursing care.
13. The graduate will practice within the legal and ethical framework of nursing.
14. The graduate will assume responsibility for ongoing professional growth and life-long learning.

Part I. Quantitative Indicators for Program Review

NURS	AY 04-05	AY 05-06	AY 06-07
1. Annual new and replacement positions in the State	11901	11901	11901
2. Annual new and replacement positions in the County	322	322	322
3. Number of majors	277	269	260
4. Student Semester Hours for program majors in all program classes	498	471	550
5. Student Semester Hours for Non-program majors in all program classes	28	33	24
6. Student Semester Hours all program classes	526	504	574
7. FTE Program enrollment	35.07	33.6	38.27
8. Number of classes taught	11	6	6
9. Determination of program's health based on demand (Health, Cautionary, or Unhealthy)	Healthy	Healthy	Healthy
10. Average Class Size	17.18	24	25.5
11. Class fill rate	81.47%	109.09%	103.38%
12. FTE of BOR appointed program faculty	7	7	7
13. Student/Faculty ratio	39.57:1	38.43:1	37.14:1
14. Number of Majors per FTE faculty	92.33	175.82	169.93
15. Program Budget Allocation (Personnel, supplies and services, equipment)	\$150,710.00	\$82,096.90	\$81,666.90
16. Cost Per Student Semester Hour	\$286.52	\$162.89	\$142.28
17. Number of classes that enroll less than ten students	3	0	0
18. Determination of program's health based on Efficiency (Healthy, Cautionary, or Unhealthy)	Healthy	Healthy	Healthy
19. Persistence of majors fall to spring	72.2%	73.21%	69.62%
20. Number of degrees earned (annual)	22	14	22
21. Number of certificates earned (annual)	0	0	0
22. Number of students transferred (enrolled) to a four-year institution in UH	13	2	2
23. Perkins core indicator: Academic Attainment(1P1)	87.80%	93.22%	96.30%
24. Perkins core indicator: Technical Skill Attainment (1P2)	93.18%	91.94%	96.30%
25. Perkins core indicator: Completion Rate (2P1)	50.00%	35.48%	44.44%
26. Perkins core indicator: Placement in Employment Education, and Military (3P1)	77.27%	72.73%	63.64%
27. Perkins core indicator: Retention in Employment (3P2)	100.00%	100.00%	100.00%

28. Perkins core indicator: Non Traditional Participation (4P1)	11.01%	13.22%	11.38%
29. Perkins core indicator: Non Traditional Completion (4P2)	4.35%	20.83%	7.14%
30. Determination of program's health based on effectiveness (Healthy, Cautionary, Or Unhealthy)	Healthy	Healthy	Healthy
31. Determination of program's overall health (Healthy, Cautionary, or Unhealthy)	Healthy	Healthy	Healthy
32. Number of FTE Faculty	3	1.53	1.53

Part II. Analysis of the Program

The demand for registered nurses in health care facilities is high and will remain so for the foreseeable future. Interest exceeds the available seats in the program even with increased enrollment.

The program is efficient in that the faculty in Hilo and Kona rely on the clerical staff in Hilo and distance education is used to provide theoretical instruction for Kona. Classes are full and as of Fall 2007 have 35 in the HITS/online parts. No analysis of workload can be discussed based upon the data presented in Quantitative Indicators for Program Review since the data is not based on the reality of the nursing faculty workload.

The program is effective. The average on time graduation rate for classes graduating 2005-2007 was 66% with several students returning and graduating within 5 years of their start date. The average National Licensure Exam (NCLEX-RN) pass rate for the 2005-2007 was 95%. Employment rates are high with jobs available for any graduate who wants to work. More graduates are seeking employment on other islands and the mainland than previously. However, the majority of graduates remain on the island of Hawaii.

Significant Program Actions (new certificates, stop-out; gain/loss of positions, results of prior year's action plan)

Faculty have continued to maintain a quality nursing program and have begun preparations writing the NLNAC self-study document during 2009-2010 in anticipation of a site visit in spring 2011.

One new faculty was hired as of January 1, 2007. This faculty has been mentored but is an experienced faculty.

The Division Chair and faculty have worked with the Vice Chancellor of Administrative Affairs and newly head of Auxiliary Services to plan for the development of new modular High Tech Patient Simulation/Clinical Nursing Learning Labs in Hilo and Kona. A Sim Man high tech mannequin has been purchased for Hilo.

The Division Chair and faculty have worked with administration in Hilo and Kona to develop dedicated distance learning facilities. One nursing classroom in Hilo is now capable of videoconferencing. Kona does not have a dedicated videoconferencing classroom.

The faculty has not determined the feasibility of participating in a statewide common curriculum leading to a BSN. The Division Chair and two other faculty have been

involved in ongoing curriculum development. The faculty has determined that HawCC will not participate in the proposed start date of fall 2010, but may adopt the curriculum at a later date.

Part III. Action plan

1. Develop job descriptions, recruit, hire and mentor two new faculty based on new positions allocated to nursing for AY 2008-09. Re think staffing, based on the new nursing facilities planned for use in Fall 2008. Revise current job description for NLRC Instructor/Coordinator, now filled by a lecturer, with subsequent recruitment and hiring.
2. Increase enrollment in Kona by admitting 10 new students for Fall 2008.
3. Oversee the development of new nursing facilities in Hilo and Kona including the provision of technical needs, furnishings, supplies and equipment.
4. Seek private funding for purchase of a high tech Sim Man for Kona.
5. Continue to participate in the University of Hawaii Systemwide Nursing Consortium in planning for the future of nursing education.

Part IV. Resource Implications (physical, human, financial)

1. Faculty and Division Chair and secretarial staff time and energy will be needed to implement all of the items in the action plan.
2. Increased enrollment in Kona, new faculty and new facilities will require oversight and funding. In particular funding will be needed to furnish, and equip the new nursing facilities in Hilo and Kona.
3. Assistance in seeking funding for a Sim Man for Kona will be needed.