

**UHCC December 2009 Coversheet –
Annual Report Program Data**

College: Hawai'i Community College

Program: Associate of Science in Nursing (RN)

Check All Credentials Offered	AA	AS	ATS	AAS	CA	CC	COM	ASC	APC
		x							

Introduction: Brief description of the program and program mission.

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.

The A.S. Nursing program was approved by the Board of Regents in 1971. The first class was accepted in 1974, approved by the Hawaii Board of Nursing in 1977 and maintained continuous approval since then. The program achieved external accreditation via the National League for Nursing Accrediting Commission (NLNAC) in 1998 and again in 2003. The program will go through the process of reaccreditation with a NLNAC site visit during spring 2011.

Part I.

Quantitative Indicators (Reported on 2009 Summary Report Program Data excel sheet --includes health calls based on system scoring rubric).

**Annual Report of Program Data for Nursing: Associate Degree
Hawaii Community College Program Major(s): NURS**

Overall Program Health				Cautionary	
Demand Indicators		Academic Year			Demand Health Unhealthy
		Fall 06	Fall 07	08-09	
1	New & Replacement Positions (State)	606	427	316	
2	New & Replacement Positions (County Prorated)	54	40	31	
3	Number of Majors	260	287	358	
4	SSH Program Majors in Program Classes	550	619	1,551	
5	SSH Non-Majors in Program Classes	24	16	18	
6	SSH in All Program Classes	574	635	1,569	
7	FTE Enrollment in Program Classes	38	42	52	
8	Total Number of Classes Taught	6	7	13	
Efficiency Indicators		Academic Year			Efficiency Health Healthy
		Fall 06	Fall 07	08-09	
9	Average Class Size	25.5	24.7	29.2	
10	Fill Rate	103%	165%	97%	
11	FTE BOR Appointed Faculty	7.0	7.0	10.0	
12	Majors to FTE BOR Appointed Faculty	37.1	41.0	35.8	
13	Majors to Analytic FTE Faculty	169.9	179.4	205.4	
13a	Analytic FTE Faculty	n/a	n/a	1.7	
13b	Majors to Analytic FTE Faculty @12cr.	136.8	145.3	164.3	
13c	Analytic FTE Faculty @12cr.	1.9	2.0	2.2	
14	Overall Program Budget Allocation @12cr. F07, 0809	\$113,532	\$112,577	\$145,121	
14a	General Funded Budget Allocation	n/a	n/a	\$140,071	
14b	Special/Federal Budget Allocation	n/a	n/a	\$5,050	
15	Cost per SSH @12cr. F07, 0809	\$197.79	\$177.29	\$92.49	
16	Number of Low-Enrolled (<10) Classes	0	0	0	
Effectiveness Indicators		Academic Year			
		2006	2007	08-09	
17	Successful Completion (Equivalent C or Higher)	n/a	n/a	91%	
18	Withdrawals (Grade = W)	n/a	n/a	15	
19	Persistence (Fall to Spring)	70%	74%	77%	
20	Unduplicated Degrees/Certificates Awarded	n/a	n/a	17	
20a	Number of Degrees Awarded	14	22	17	
20b	Certificates of Achievement Awarded	0	0	0	
20c	Academic Subject Certificates Awarded	n/a	n/a	0	
20d	Other Certificates Awarded	n/a	n/a	0	
21	Transfers to UH 4-yr	13	14	10	
21a	Transfers with degree from program	n/a	n/a	1	
21b	Transfers without degree from program	n/a	n/a	9	

Distance Education Completely On-line Classes		Academic Year		
		Fall 06	Fall 07	08-09
22	Number of Distance Education Classes Taught	n/a	n/a	6
23	Enrollment Distance Education Classes	n/a	n/a	134
24	Fill Rate	n/a	n/a	99%
25	Successful Completion (Equivalent C or Higher)	n/a	n/a	97%
26	Withdrawals (Grade = W)	n/a	n/a	1
27	Persistence (Fall to Spring Not Limited to Distance Education)	n/a	n/a	100%
Perkins IV Core Indicators				
Perkins IV Measures 2007-2008		Goal	Actual	Met
28	1P1 Technical Skills Attainment	90.00	100.00	Met
29	2P1 Completion	44.00	56.25	Met
30	3P1 Student Retention or Transfer	55.00	85.29	Met
31	4P1 Student Placement	50.00	77.27	Met
32	5P1 Nontraditional Participation	25.00	15.45	Did Not
33	5P2 Nontraditional Completion	25.00	15.79	Did Not

Part II. Analysis of the Program

According to the method of calculating the health of programs the program's overall health is cautionary. The nursing faculty strongly disagrees with this rating and the methodology used to calculate health of the A.S. nursing program. The statistics used are faulty in the following ways:

1. The statistic used as program majors includes all the students identified as ANURS majors. However, only a small portion of those majors are actually enrolled in the nursing courses. Therefore ANURS majors include what are actually "pre-nursing" majors enrolled in the prerequisite courses as well as students enrolled in the nursing courses. To determine that the demand for registered nurses is unhealthy based upon this faulty statistic as well as the small number of new positions indicated for the County is ludicrous! The demand for registered nurses, although somewhat diminished at this time due to the economy, is large and will continue to be so into the future. Additionally, the mission of the A.S. Nursing program is **not** limited to the County but includes the State, Nation and Pacific Basin. The program graduates professionals with the ability to become employed on a global basis.
2. The statistics used to compute the first effectiveness rate again uses the number of majors in relation to degrees earned and is therefore faulty since only those students enrolled in the nursing courses can attain the degree, not students in pre-nursing. The program has increased enrollment in order to accommodate the increased need and interest. However, the program faculty face a dilemma in that potential employment as registered nurses is strong, student interest is also strong but the capacity of the program is limited. Clinical sites are limited and shared with UHH BSN students and

faculty, the faculty to student ratio for clinical instruction is a maximum of 1:10, and qualified nursing faculty are difficult to recruit and retain.

Regarding Perkins IV Core Indicators, the class admitted in fall 2006 that graduated in spring 2008 started with 26 new students, 7 of whom were males for a nontraditional participation rate of 29.92%. Of the 7 males, 3 graduated on time and one more graduated within 150% of the time (NLNAC formula for program completion rate) for a nontraditional program completion rate of 57.14%. This exceeds the goal of 25% for the college. The program completion rate for males and females for the class of 2008 was 69.23% (18 of 26 students). This rate is lower than the national average of about 75%.

The NCLEX-RN first time pass rate for the class of 2008 is 94%. This exceeds the typical national average usually in the 80-90 percentiles. The employment rate for the class was less than previously due to the nationwide recession and struggling health care facilities. As of this date 13 of the 17 graduates are known to be employed as R.N.s for a rate of 76.5%.

Information related to the class of 2008 employer and graduate satisfaction was, as always, difficult to obtain. A paper and pencil survey was mailed to graduates during summer 2009. Responses were received from 6 graduates. Fifteen surveys were mailed to graduates with known addresses and 6 responses were obtained for a 40% return rate. All the respondents strongly agreed that they were satisfied with the education they received in the nursing program. Feedback received from graduates via email and in person has also supported the idea that the program prepared them to function as entry level registered nurses. In an attempt to gather feedback regarding employer satisfaction, an employer survey packet was mailed to graduates along with the graduate survey. Graduates were asked to forward the employer packet, containing a survey and self addressed stamped envelope to their employer. Three employer surveys were returned. One employer indicated that the graduate was not involved in clinical practice. The other two employers indicated that they agreed or strongly agreed that graduates met the program learning outcomes and were satisfied with the graduate's overall performance.

Significant Program Actions

The two positions open for 1/1/09 were filled with qualified faculty. An additional position was filled by a faculty with a BSN and hired as an acting instructor for 8/1/09. As of fall 2009 the program was fully staffed. However, two faculty resigned near the end of fall 2009, one due to illness and the other due to dissatisfaction with the salary and anticipated salary reduction due to the state's budget deficit. Two positions are currently in recruitment for a 1/1/10 start date.

Fall 2009, 20 new students and 2 returning students were admitted in Hilo. Ten new students were admitted in Kona. Due to spring 2009 attrition, 9 students will be returning to first year classes in Hilo spring 2010. Twenty-three students are anticipated to graduate at the end of spring 2010 (16 in Hilo and 7 in Kona). Increased admissions levels are being maintained.

The first year of the HRSA project was completed with 4 of the 6 students participating in the project completing the first year and enrolling in the second year of the program. Seventeen first year students are currently participating in the project. The project

provides student stipends and equipment, scholarships and funds for supplies as well as a part time student tutor. The use of the ATI Comprehensive Assessment and Review Program (CARP) was also instituted fall 2009. This program provides testing and remediation for students each semester and predicts NCLEX readiness.

The new nursing NLRC's in Hilo has recently moved ahead and is anticipated to be in use by the end of spring 2010. The new nursing NLRC in Kona is progressing with indefinite timelines. The faculty have been involved in planning for the design of the interim nursing facilities in the first phase of the Hawaii Community College Palamanui campus in Kona as well.

A meeting was held among UHH, Kapiolani CC and Hawaii CC nursing chairpersons during summer 2009 to discuss possible models for a UHH ASN to BSN curriculum. Since that time UHH has become involved in planning for a doctorate in nursing in conjunction with the UHH School of Pharmacy. Resumption of planning for the ASN to BSN is scheduled to resume spring 2010. Involvement in the UHSNC is ongoing.

Participation in health promotion activities and health services planning to serve the Hawaii Island community is ongoing with students and faculty continuing to provide blood pressure and blood glucose screening as well as flu shot administration as requested. Faculty continue to serve on community health organization boards and have been involved in County health care planning initiatives.

Faculty are in the process of conducting a self study of the program and drafting the NLNAC Self-Study document.

Part III. Action Plan

1. Maintain current enrollment levels in Hilo and Kona.
2. Recruit, hire, mentor and retain MSN prepared faculty to fill vacant positions.
3. Continue to participate in HRSA project aimed at increasing program completion rates including males, Native Hawaiians and otherwise disadvantaged students.
4. Use the ATI CARP program to test and remediate students and promote first time passage of the NCLEX-RN
5. Equip, prepare and move into the new modular NLRC facilities on the Manono Campus in Hilo and potentially the new modular NLRC facilities on the Kona Community Hospital complex in Kona.
6. Continue to work collaboratively with UHH nursing and Kapiolani CC nursing on an ASN to BSN program.
7. Continue to participate in the activities of the UHSNC as pertinent.
8. Continue to participate in community health promotion activities and County health services planning.
9. Mitigate the impact of support staff furloughs, Campus closures, potential budget decreases and potential faculty salary losses and health insurance increases.
10. Complete NLNAC Self-Study document for submission December 2010.

Part IV. Resource Implications

1. All faculty positions will need to be filled in order to maintain current levels of enrollment.
2. Experienced faculty will need time to mentor new faculty.
3. Additional funding (or continued Perkins funding) will be needed in order to continue to fund ATI CARP (\$9000/yr)
4. Additional funds will be needed to equip both new NLRC's if current funding is not maintained.
5. Travel money will need to be maintained in order to attend UHSNC meetings, faculty development activities, and Hawaii County health services events.
6. Funding may be necessary for purchase blood glucose testing supplies and equipment if facilities cease to supply it.
7. The cost of the NLNAC site visit will need to be funded.

Annual Report Program Data and analysis located on college website at:

[AY 2009 Completed Annual Program-Unit Reviews](#)