

Associate in Science Degree in Nursing (AS-NURS)



2019

ANNUAL REPORT OF PROGRAM DATA



UNIVERSITY of HAWAII®
HAWAII
COMMUNITY COLLEGE

1. Program Description

Statement and brief description of the program including a listing of the program level Student Learning Outcomes (SLOs).

This program prepares students to take the National Council Licensure Exam for Registered Nursing (NCLEX-RN). Graduates are qualified to work in hospitals, long-term care facilities, and community-based settings. The Associate of Science Degree program requires four semesters of course work in nursing (42 credits) and 30 credits of non-nursing prerequisite and co-requisite courses for a total of 72 credits.

Program Learning Outcomes (PLOs) [Revised PLOs become effective 2020 APR]

PLO 1: Retrieve, integrate and apply relevant and reliable information, concepts from multiple disciplines and standards of nursing as the basis for evidenced based nursing care.

PLO 2: Utilize the nursing process as an ongoing framework for critical thinking to assess, plan, prioritize, implement and evaluate safe and effective nursing care for healthy individuals and individuals with complex disorders who need the expert care of a professional nurse.

PLO 3: Demonstrate compassion and caring by developing and maintaining therapeutic relationships based upon mutuality and respect for the health and healing practices, beliefs and values of the individual and community.

PLO 4: Demonstrate the ability to function and communicate in a collaborative manner as a member of a multidisciplinary health care team to effectively manage care for individuals, families, and groups of individuals in a variety of settings.

PLO 5: Demonstrate the ability to plan and deliver effective health education as an integral part of promotion, maintenance and restoration of health, management of chronic conditions, and end of life care.

PLO 6: Demonstrate professional behaviors and practice within the legal and ethical framework of professional nursing.

PLO 7: Utilize self-reflection to analyze personal practice and experiences for ongoing learning and professional growth.

2. Analysis of the Program

Strengths and weaknesses in terms of demand, efficiency, and effectiveness based on an analysis of the Quantitative Indicators. CTE programs must include an analysis of Perkins Core indicators for which the program did not meet the performance level. Include Significant Program Actions (new certificates, stop outs, gain/loss of positions, results of prior year's action plan).

The APRD data for AS-NURS is not correct and does not identify true strengths and weaknesses of the program. We assess our PLOs every year in accordance with the standards and criteria for our accreditation. That data is included in #3 below and assesses the strengths and weaknesses in terms of efficiency and effectiveness. As for Perkins Core indicators, we always fall short with 5P1/5P2. For nursing, nontraditional participation refers to men in nursing. Our number of men applying to the nursing program varies year to year. The Perkins Core indicator of technical skills attainment was reported as “unmet.” I believe this to be in error.

2018 APR AS-NURS Action Plan-Results

<p>Action Item 1: Get redesigned AS-NURS curriculum through the approval process for implementation Fall 2019. This action will lead to improvement in student learning by creating more meaningful PLOs and appropriate methods of evaluating student attainment of PLOs. The new curriculum sequence is designed to better support student learning and progression in the program. Redesigned curriculum approved and began implementation Fall 2019. First cohort graduation date May 2021, will do systematic plan of evaluation in May 2021.</p>
<p>Action Item 2: Successfully prepare and host our ACEN site visitors in March. Earn continuing accreditation without conditions. Preparation of the self-study for ACEN continuing accreditation provided faculty with the opportunity evaluate the program as a whole in more detail, and what we learn from our peer evaluators will help make this program even better. Successful continuing accreditation visit (Spring 2019) with continuing accreditation without conditions granted.</p>
<p>Action Item 3: Recruit and hire for one vacant FT faculty position. This position was vacated in August 2018 and has yet to be posted to start the recruiting process. The loss of this faculty was especially difficult because she taught the psych/mental health content for our program. It is very hard to find RN specialists in this area who want to teach. It has been a great hardship to the program and students that this position has not been expeditiously recruited for. Successful recruitment. Hired FT faculty who started Fall 2019.</p>

3. Program Student Learning Outcomes

- a) *List of the Program Student Learning Outcomes*
- b) *Program Student Learning Outcomes that have been assessed in the year of the Annual Review of Program Data.*
- c) *Assessment Results*
- d) *Changes that have been made as a result of the assessments.*

a) Program Learning Outcomes

PLO 1: Retrieve, integrate and apply relevant and reliable information, concepts from multiple disciplines and standards of nursing as the basis for evidenced based nursing care.

PLO 2: Utilize the nursing process as an ongoing framework for critical thinking to assess, plan, prioritize, implement and evaluate safe and effective nursing care for healthy individuals and individuals with complex disorders who need the expert care of a professional nurse.

PLO 3: Demonstrate compassion and caring by developing and maintaining therapeutic relationships based upon mutuality and respect for the health and healing practices, beliefs and values of the individual and community.

PLO 4: Demonstrate the ability to function and communicate in a collaborative manner as a member of a multidisciplinary health care team to effectively manage care for individuals, families, and groups of individuals in a variety of settings.

PLO 5: Demonstrate the ability to plan and deliver effective health education as an integral part of promotion, maintenance and restoration of health, management of chronic conditions, and end of life care.

PLO 6: Demonstrate professional behaviors and practice within the legal and ethical framework of professional nursing.

PLO 7: Utilize self-reflection to analyze personal practice and experiences for ongoing learning and professional growth.

b) PLOs assessed AY2018-19

All PLOs have been assessed through CLO-based initial course assessments done in 2017-18. All NURS courses required a CTL for 2018-19, most are completed.

PLO1: NURS 151, 153, 157, 158, 251, 257, 258, 260

PLO2: NURS 151, 153, 157, 158, 251, 257, 258, 260

PLO3: NURS 151, 153, 157, 158, 251, 257, 258, 260

PLO4: NURS 151, 153, 157, 158, 251, 257, 258, 260

PLO5: NURS 151, 153, 157, 158, 251, 257, 258, 260

PLO6: NURS 151, 153, 157, 158, 251, 257, 258, 260

PLO7: NURS 151, 153, 157, 158, 251, 257, 258, 260

c) Assessment Results

Assessment of PLOs is done annually according to the standards and criteria of the Accreditation Commission for Education in Nursing (ACEN). The artifacts used for assessment of PLOs are very different than what is used for course assessment. Our nursing courses are leveled, so the content grows in complexity as students' progress through the program. Using course assessments as a measure of PLOs for our program does not accurately describe how the students do at the end of the program. The following data is from Campus Labs course assessments.

PLO1: 58.69% of all students met or exceeded the expected level of achievement.

PLO2: 71.74% of all students met or exceeded the expected level of achievement.

PLO3: 71.74% of all students met or exceeded the expected level of achievement.

PLO4: 71.74% of all students met or exceeded the expected level of achievement.

PLO5: 62.85% of all students met or exceeded the expected level of achievement.

PLO6: 62.85% of all students met or exceeded the expected level of achievement.

PLO7: 72.72% of all students met or exceeded the expected level of achievement.

Our End-of-Program Student Learning Outcomes include first-time licensure (NCLEX-RN) pass rates, program completion (on-time), and employment rates.

- NCLEX-RN First-Time Pass Rates: Hilo-11/16=69%, Kona=8/8=100%, Aggregate-19/24=79%
- Program Completion (within 4-6 semesters): Hilo-16/20=80%, Kona-8/10=80%, Aggregate-24/30=80%
- Employment Rates: Hilo-13/16=81%, Kona-8/8=100%, Aggregate-21/24=88%

Our NCLEX first-time pass rates for the Hilo cohort are well below the expected level of achievement. Several of the graduates that failed, did not attend the NCLEX review that was provided on-site a few weeks after graduation. All that failed were identified early and offered assistance.

d) Changes made as a result of the assessments

The Campus Labs course data does not accurately indicate student attainment of PLOs. First, for most courses, we use standardized exams as artifacts. We use the standardized exams because they help prepare the student for NCLEX, however, they are not solely indicative of student attainment of CLOs. Secondly, the content in nursing programs is leveled, from simple to complex, thus we assess PLOs with artifacts from the end of program courses.

The curriculum redesign that began implementation Fall 2019 is intended to address this. The 2019 graduates were from the old curriculum, therefore future program review, after full implementation, will determine if the changes resulted in better outcomes. We will also be considering making the NCLEX review mandatory.

4. Action Plan

Include how the actions within the plan support the college's mission. In addition to the overall action plan for the program, include specific action plans for any Perkins Core Indicator for which the program did not meet the performance level.

The 2019 and 2020 cohorts are the last for which these PLOs will be assessed as the PLOs have been revised and the new curriculum for AS-NURS was implemented Fall 2019. All NURS courses were revised as well and new CLOs that will be assessed starting AY2019-20 (with first year courses).

Our program will continue to assess following the ACEN standards and criteria annually in May through a Systematic Plan of Evaluation (SPE).

5. Resource Implications

(physical, human, financial)

The division will continue to seek grant funding for various needs, including skills lab equipment, laptops, etc.

Currently, all FT faculty positions are filled, however, one is on extended medical leave and one will be retiring in July 2020.