

**UHCC December 2007 Coversheet –  
Annual Instructional Program Review**

***College: Hawaii Community College***

***Program: Practical Nursing (PRACN)***

<b>Check All Credentials Offered</b>	<b>AA</b>	<b>AS</b>	<b>ATS</b>	<b>AAS</b>	<b>CA</b>	<b>CC</b>	<b>COM</b>	<b>ASC</b>	
					<b>x</b>				

<b><i>College Mission Statement (or provide link)</i></b> <a href="http://hawaii.hawaii.edu/abouthawcc/">http://hawaii.hawaii.edu/abouthawcc/</a>
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<b><i>Program Mission Statement (or provide link)</i></b> The purpose of the Certificate of Achievement in Practical Nursing Program is to provide a continuous and adequate supply of licensed practical nurses for employment in the health care delivery system of Hawai'i County and the State of Hawai'i.
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<b><i>OVERALL PROGRAM HEALTH (Check one)</i></b>		
<b><i>Healthy</i></b>	<b><i>Cautionary</i></b>	<b><i>Unhealthy</i></b>
X		

<p><b>Part II. Analysis of the Program (strengths and weaknesses in terms of demand, efficiency, and effectiveness based on an analysis of the data)</b></p> <p>According to the data, the interest in licensed practical nurses is not increasing. Students are not as interested in the Practical Nursing program as the A.S. Nursing program leading to registered nursing. Some of the students who enter the PN program actually have becoming an RN as their goal. After completing the PN program they immediately enter the RN program and may not even take the NCLEX-PN licensure exam. This decreases the number of graduates actually entering the workforce as licensed practical nurses.</p> <p>The agency demand for licensed practical nurses is small but steady. Long term care, home care, clinics and medical offices continue to use LPNs. Acute health care facilities do not. Informal agency requests for LPNs coming through the Nursing and Allied Health Division seem to have increased during 2007 indicating that there are more positions open for LPN's than previously. In addition, outlying areas of the island have requested an onsite PN program. The demand for LPNs it is not well understood. The Hawaii Center for Nursing is reportedly gathering workforce data regarding L.P.N.s that may clarify the future need for LPNs and provide direction for planning for the future of the program.</p> <p>Ten students were admitted in fall 2004 and 2005. A faculty was hired into the empty PN</p>
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position for fall 2006 and twenty students were admitted. With a class size of ten only one faculty is assigned to the program. The full time PN faculty are assisted by faculty assigned to the RN program. During the summer the program is taught by two 11 month faculty assigned to the RN program during the rest of the year. Workload for nursing faculty is not based on credit hours but contact hours. In addition to theory hours each class has clinical hours. One clinical/lab credit equals 3 clinical contact hours. Per Board of Nursing rules and regulations the maximum faculty to student ratio is 1:10 with 1:8 preferred. It is difficult to extract anything meaningful from the workload data provided in the Quantitative Indicators for Program Review. However, the program is labor intensive. According to that data provided cost per student semester hour decreased with the increase in the size of the class. The efficiency of the program is healthy especially when 20 students are admitted.

Most students who enter the PN program graduate on time. The average on time graduation rate for graduates of 2003-2005 was 87%. In addition, students who fail or withdraw from a course are allowed to repeat the course once and may proceed on to graduation which increases the overall graduation rate. The average NCLEX-PN pass rate for graduates of 2004-2006 was 92%. Therefore, the effectiveness of the program is healthy.

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

The number of Practical Nursing students admitted in fall 2007 was decreased to 10. One faculty continued to teach the PN courses. The other PN faculty was reassigned to teach the non-credit Nurses' Aide course and the ARCH courses. The great community demand for Nurses' Aides dictated this action.

A survey was developed and mailed to graduates during summer 2007 that attempted to measure satisfaction with the program and employment patterns. The average return rate on the surveys sent to the graduates of Summer 2005 and 2006 was 44%. The results revealed that the respondents were employed and working in non acute care settings. The satisfaction with the program was high.

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***Part III. Action Plan***

1. Hire a replacement for the PN faculty who was hired in August 2006 and will not be returning for Fall 2008. Continue to utilize the other PN faculty to teach and coordinate the non credit Nurses' Aide and ARCH courses.
2. Continue to admit 10 students for the 2008-2009 AY.
3. Continue to survey graduates regarding employment and program satisfaction and work with the institutional researcher to improve the process.
4. Utilize workforce data gathered by the Hawaii Center for Nursing to determine the future need for licensed practical nurses on the island of Hawaii and whether any modifications in the offering of the program need to be made.
5. Meet with health agency representative regarding requests for onsite PN programs in outlying communities of the island.
6. With the addition of new modular facilities on the Manono campus for a High Tech Simulation Center and Clinical Nursing Learning Lab scheduled to be ready fall 2008, the current Nursing Learning Resource Center on the upper campus will be converted into a facility devoted to the Practical Nursing program, Nurses' Aide training and new Medical Office Receptionist program. Planning for staffing of all three facilities will need to occur.

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

1. Funding for recruitment and hiring of a new PN faculty will need to continue. Increased time and energy of the faculty and Division Chair will need to be devoted to the hiring and orientation of a new faculty.
2. Time to improve and administer the graduate survey will need to be devoted by the Division Chair and institutional researcher.
3. Time to analyze workforce data and plan for the future of the PN program will need to be devoted by the faculty, Chair and Nursing and Allied Health Advisory Council.
4. Time to meet with agency representatives and determine the viability of their requests will need to be devoted by the faculty and Chair.
5. Additional time will be needed to convert the current NLRC into a facility devoted to the purposes listed in # 6 above will be needed. Reallocation of current funding, revision of the NLRC Instructor/Coordinator job description and/or additional funding will need to occur to insure staffing of all three facilities.

*Posted to College website at:*  
[AY 2007 Completed Reviews](#)