



PRAC NURSING PRESENTATION

APRIL 15, 2022

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PROGRAM OVERVIEW

- The College of Marin Registered Nursing program continues to provide entry level nursing education to a diverse group of students.
 - 95-100% completion rates
 - 95-100% NCLEX Pass rates
 - Very high employment rates
 - Around 25% of these students are concurrently enrolled in baccalaureate programs
 - We are working to increase that number.

PROGRAM OVERVIEW

The true measure of our success will be the number of people touched and transformed by our success.

--Angela Ahrendts

Full time faculty positions: 7

Open positions as of June: 2

- Currently one or two applicants

Part time faculty: 15 (just hired six!)

Total Part-time teaching units:

- Spring '22 = 67.485
- Fall '22 = 24.475
- Spring '23 = 37.485 (assuming the full-time positions are filled)
- Grant funding for a 2nd Maternal-Child section dues to severe restriction on numbers of students
- Also added a fifth section for Med Surg I and 3 for the same reason

Non-instructional units

- Chair = 3 per semester
- Assistant Director/Program Coordinator = 3 per semester

PROGRAM OVERVIEW

(Continued)

Staff:

- One full-time Administrative Assistant III
- One part time lab-tech (15 hrs/wk)
- One grant-funded Simulation Coordinator

BUDGET OVERVIEW

Leadership is the art of accomplishing more than the science of management says is possible.

--Colin Powell

District Funds: \$1,510,765

- Non-Discretionary \$1,491,576
- Discretionary \$19,189

Chancellor's Enrollment Grant: \$114,368

- Faculty tutors
- Student Success Coordinator
- Mentoring for all our new faculty
- Our Simulation Coordinator \$55,000
 - This position has been “temporary” for almost six years years.

ENVIRONMENT OVERVIEW

- Ongoing nursing shortage exacerbated by pandemic fatigue and burnout
- Ongoing faculty shortage
- Financial and logistical pressure on health care facilities resulting in decreased capacity for students
 - Many new graduate hires requiring extensive orientation
 - Kaiser Terra Linda only accepting 4 students at a time for the next two years
 - Marin Health Maternal-Child unit only accepting 6 students at a time
 - Pediatric inpatient almost unavailable
 - Has been completely unavailable during the past two years

CERTIFIED NURSING ASSISTANT



- Our application is currently under consideration by the Board of Health
- Plan to admit 16-20 per cohort
- First 2-3 cohorts to be offered through Community Education in Fall 2022
- Hope to offer it as for-credit/not for credit
- Six units over a six-week period

RECOMMENDATIONS FROM THE BOARD OF REGISTERED NURSING INCLUDE:

- A full-time simulation faculty position
 - Our simulation faculty has been a “temporary coordinator” position for almost six years
 - This would stabilize and strengthen this vital resource
- Hiring more specialty instructors

Cutting clinical section size

- Would ease the challenge of finding clinical placements
- Would likely improve faculty retention
- Would provide BRN recommended redundancy in the specialties
- Would provide for succession



SIMULATION

Simulation is mission critical. Over the past decade, high fidelity simulation has become an integral part of nursing education

Simulation allows students to practice situated clinical decision-making, which will be the emphasis on the NCLEX as of April 2023

Simulation allows students to confront and manage clinical situations that they may not see as a student but will be expected to manage effectively as a graduate nurse, such as emergency situations

Teaching through simulation is a specialty with standards and best practices, along with associated professional skill development



SIMULATION REFERENCES

- INASCL Standards Committee [https://www.nursingsimulation.org/article/S1876-1399\(21\)00099-2/fulltext](https://www.nursingsimulation.org/article/S1876-1399(21)00099-2/fulltext)
- Chan, G.K. et al. (2021) *The Importance and impact of Nurse Leader Engagement with State Nursing Workforce Centers: Lessons from the COVID-19 Pandemic*
- National academies of Sciences, Engineering and Medicine, (2021) *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*
- Werberg, D. (2021), *Disrupting Nursing Education in Light of COVID-19*
<https://ojin.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/Vol-26-2021/No1-Jan-2021/Disrupting-Nursing-Education-in-Light-of-COVID-19.html>

CLINICAL CLASS SIZE

Classes have been capped at 11. This is no longer tenable.

- Marin Health Maternal-Infant unit allows only six at a time.
- Kaiser Terra Linda allows only four at a time.
 - We are working on an alternative placement
- All clinicals utilize out-rotations in order to meet BRN requirements for hours
 - This increases faculty workload
- Clinical classes would ideally be capped at 8 or 6 for specialties such as Maternal-Child

It may be possible to obtain grant funding for extra sections.

Finding sites and faculty is the next challenge.



Current total number of teaching units per semester

- Fall = 141.78
- Spring = 154.49
- The Ask:
 - 15 units per semester for a full-time simulation faculty
 - Fall = additional sections of Med Surg I (6 units) and Skills Lab (1.25 units)
 - Spring = Additional sections of Med Surg 3 (7.5 units) and Skills Lab (1.25 units)

This would total

- Fall: = 164.03
- Spring = 178.24

RESOURCE REQUESTS



RESOURCE REQUESTS



\$21,000 annually- warranties for manikins

- We have six new manikins with a variety of skin colors
- The current warranty will run out in June
- They regularly need repairs and software updates which are covered by the warranties

QUESTIONS/DISCUSSION

Thank you for your support for nursing education!