



# PRAC NURSING PRESENTATION

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MARCH 14, 2023

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OF NURSING, COLLEGE OF MARIN

## PROGRAM OVERVIEW

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- The College of Marin Registered Nursing program continues to provide high-quality entry level nursing education to a diverse group of students.
  - 95-100% program completion rates
  - 95% First-time NCLEX Pass rates
    - Maintained throughout the pandemic shutdown
    - Norm for CC's is 78%
  - 100% post-graduation employment rate (including 1 full-time student)
  - 37% are concurrently enrolled for BSN or MSN
- Changes to our Multicriteria Admissions in 2023 process may increase diversity
  - 10% of nursing students possess only a high school diploma
  - 52% of nursing students already possess a BS/BA or Master's in another field

# E2C: Certified Nursing Assistant/Certified Home Health Aid

In Development



## Certified Nursing Assistant and Certified Home Health Aid (CNA/CHHA)

- Partnership with Canal Alliance, By the Bay Health, and COM Nursing Faculty
- Broad access entry point to healthcare; stackable pathway certificate model
- Asset-based community centered model
- Begin in community education, transition to credit/non credit fall 2023



## CERTIFIED NURSING ASSISTANT / HOME HEALTH AID

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- Collaborative effort between Workforce Development, Community Ed and Nursing
- Our application has gained approval by the Board of Health
- Plan to admit 15-20 per cohort ASAP
- First 2-3 cohorts to be offered through Community Education
- Hope to offer it as for-credit/not for credit
  - Six units over a six- or eight week period
- Housed at IVC
- Collaboration with Canal Alliance and others
- Seen as a pathway into health care professions including nursing

## BUDGET OVERVIEW



District Funds: \$1,533,784.00

Non-Discretionary \$1,514,179.00

- Discretionary \$19,605.00
- “Materials Fees”\$19,045
- Chancellor’s Enrollment Grant: \$114,368
  - Faculty tutors
  - Student Success Coordinator
  - Mentoring for all our new faculty
  - Participation in COADN/OADN
  - *Two supplemental faculty for OB and Peds*



# PROGRAM OVERVIEW

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Instructional Units

Full time faculty positions: 8

Open positions as of June: 3

- Currently four strong candidates

Part time faculty: 21 active Temp Pool members

Total Part-time teaching units:

- Spring '23 = 63.73
- Fall '23 = 73.48

## PROGRAM OVERVIEW

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Noninstructional and staff

### **Non-instructional units**

- Chair = 3 per semester
- Assistant Director/Clinical Placement Coordinator = 3 per semester
- Simulation Coordinator= 15 per semester

### **Staff:**

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



# SIMULATION UPDATE

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*Simulation, leveled and integrated throughout the program, has been key to maintaining high NCLEX pass rates as well as our reputation for practice-ready graduates.*

*Our Simulation Coordinator is now a permanent member of our faculty.*

*Thank you!*

Manikins are complex, computer-connected “patients” and need maintenance and warranties

\$15,000 per year





# IMPACT ON COVID-19 ON NURSING PROGRAMS IN THE BAY AREA

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2020-2021 Pre-Licensure Nursing Program  
Annual School Report: Data Summary and  
Historical Trend Analysis:

<https://rn.ca.gov/pdfs/education/prelicensure20-21.pdf>

BRN School Survey Interactive Dashboard:

<https://www.rn.ca.gov/forms/rnsurvey201718.shtml>

McKinsey Report: Effect of Covid-19 on the  
Healthcare Workforce

<https://www.mckinsey.com/industries/healthcare/our-insights/assessing-the-lingering-impact-of-covid-19-on-the-nursing-workforce>

- The nursing profession is experiencing an exodus of both veteran and new nurses.
- ADN programs (public and private combined) reported declines in enrollment of 10% and 27% in 2019-20 and 2020-2021, respectively, translating to a combined loss of 391 students.
  - # of applications to nursing school is up
- This represents a *loss in admission capacity* due to lack of clinical placements and/or lack of nurse educators/clinical faculty
- Private BSN programs are adding positions
  - (and sometimes paying for clinical placements)

# COVID 19: EFFECT ON THE NURSING WORKFORCE (AND OUR CLINICAL PARTNERS)

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- Significant shortage will be worse by 2025
- Many nurses who remain are burned out, short staffing makes this more likely
- Job change is rampant
- Many facilities are struggling to orient new staff and new graduates
- Bandwidth for students is limited BUT
- *Facilities know they need the new grads that we will provide*

# AMAZINGLY...

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- Preceptorship placements (good ones!) were obtained earlier than ever
- We are having to turn down clinical placements
- Our temp pool has grown significantly and we have more applications to process
- We have several strong candidates for full-time faculty positions



## CLINICAL CLASS SIZE

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Historically, College of Marin nursing clinical class sizes have been capped at 11. This is no longer tenable.

- MarinHealth Maternal-Infant unit allows only six at a time.
- Kaiser Terra Linda just increased the limit to six from four.
- Kentfield Hospital accepts 11 but is increasingly unviable
- All clinicals utilize out-rotations in order to meet BRN requirements for hours
  - This increases faculty workload

# RESOURCE REQUEST



- The Ask:
  - Split Peds clinical
  - Split OB clinical
  - Split Med Surg 2 clinical
  - Fund Simulation Manikin Warrantees

Course	Class size 2023	Sections 2023 (per semester)	Teaching Units 2023	Class size 2024	Sections 2024 (per semester)	Teaching Units 2024	Change in TU (per semester)
<b>NE283BL Peds Clinical</b>	10-11	2	4	5-6	4	8	+4
<b>NE283AL OB Clinical</b>	10-11	2	8	5-6	4	16	+8
<b>NE280L Med Surg 2 Clinical</b>	10-11	2	10	5-6	4	20	+10
						Total	+22 per semester



- The Ask **per school year:**
  - Split Peds clinical **8 TU's**
  - Split OB clinical. **16 TU's**
  - Split Med Surg 2 clinical **20 TU's**
  - Fund Simulation Manikin Warrantees **\$15,000**
- The Give (if necessary)

## RESOURCE REQUESTS



- Recombine Pharm 2
  - from 2 sections of 22 each to 1 section of 43
  - Saves 1 unit per semester (taught every semester)
- Recombine Med Surg 3
  - from 2 sections of 22 to one section of 43 (taught once a year)
  - Saves 2.5 units per year
- Doubles the size of theory classes which limits some teaching/learning strategies

# QUESTIONS/DISCUSSION

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Thank you for your support for nursing education!