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RN



# Nursing



Ongoing Achievements in Student Success (EMP Goal 1)

Year	# admitted	# of Graduate s	Comple tion Rates	Attritio n	NCLEX Pass Rates
2023-2024	43	42	97.7	2.3% (1 student)	95%
2022 - 2023	43	41	95.3%	4.7% (2 students )	93.88%
2021 - 2022	41	41	100%	0	94.87%
2020 - 2021	43	42	97.7%	2.3% (1 student)	95.24%

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# Increased Diversity

- In 2021, the weighting on the multicriteria admissions was changed to increase nursing student diversity
- This took effect for Fall 2022 (Class of 2024)

Class of...	White Students	Students of Color	AA/AS	BS./BA or greater
2022	68.2%	31.7%	30%	44%
2023	65.12%	34.9%	21%	51.16%
2024	47.62%	52.38%	50%	40.48%
2025	44%	55.81%	42%	42%
2026	42%	58%	44%	37%

# Changing student population

- ▶ We are evaluating the effects of the change and assessing the need for additional changes.
- ▶ In addition to improved diversity, we have seen a drop in the number of students who come in with previous bachelor's or graduate education.
- ▶ The student body is less academically (over) prepared
- ▶ Students face greater economic challenges
  - ▶ Collaborating with the Foundation to provide
    - ▶ Book grants
    - ▶ Travel grants
    - ▶ Emergency assistance
    - ▶ ...in addition to COMCares referrals



# Program overview

- Full time faculty positions: 8
- Part time faculty: 24
  - Many are expedited hires
  - Need a hiring committee to convert them to permanent

## Non-instructional units

- Chair = 4 per semester
- Assistant Director/Program Coordinator = 3 per semester
- Simulation Coordinator= 15 per semester

## Staff:

- One full-time Administrative Assistant III
- One part time lab-tech (15 hrs/wk, 10 months per yr)



# Program Overview

- Only 3 tenured faculty out of 8
  - In 3 years:
    - Hired 5 new full-time faculty
      - 1 resigned
      - 1 retired
    - Hired 13 new part-time faculty
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# Program review Summary

- The nursing department conducts an annual program review
  - We conducted the last review on eLumen in Spring 2022.
    - We reviewed and updated the course SLO's and course descriptions in Fall 2024
    - New SLO's have been evaluated
  - Data from eLumen difficult to interpret
    - May include any student that declares nursing as their major
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# Annual Budget Overview

District Funds: \$2,312,227

Discretionary \$29,000

Non-Discretionary \$2,309,327

Chancellor's Enrollment Grant:  
\$98,128 (this is being phased  
out)



# Potential new funding

- Rebuilding Nursing Infrastructure Grant
- Applied for in February
- Announcement expected in April
- If obtained will fund
  - Additional administrative support
  - Continued student support
  - Updating the simulation lab
  - Faculty development

# Context

Last year, 17% of nursing programs decreased enrollment

Lack of clinical placements  
Lack of faculty

Agencies are restricting the size of groups allowed to onboard

Clinical agencies refuse groups larger than 8-9  
Some agencies will not take more than 5-6  
Some limit it to 3 (we don't use these sites)

Healthcare systems continue to be under pressure since the Covid 19 pandemic

Hospitals have higher occupancy rates  
Hospitals struggle to hire, orient, and retain sufficient staff  
High turnover

- Overwhelming units with orientation needs
- Absorbs available preceptors
- National preceptor shortage

## More Context

- Competition for clinical placements has increased over the past 5 years
  - The number of nursing programs has grown from 134 to 143
    - 3 fewer public RN programs
    - 14 more private RN programs
  - The number of nursing students in California has grown by 2,649 in three years (2023)
  - AB 1082 could bring thousands of additional nursing students from out-of-state, on-line programs into clinical facilities, displacing students from existing in-state programs
- Despite these trends **we have increased the number of discreet clinical placements by 40%** over three years

# Teaching units

- Fall 2024: 192.28
- Spring 2025: 195.26
- This is up from 126 in Fall 2020



# Instructional cost increases over the past four years

- Changes in 2021-2022
  - Number of clinical class groups increased
    - Covid clinical group size shrink began
    - Added 1 med surg 1 group (6 units) and 1 Med Surg 3 (7.5 units)
  - Per unit costs increased
    - 8 clinical courses went from 0.83 to 1:1 compensation Increased from a total of 180.57 units per year to 193.5 units per year
    - Additional 13.2 units
- Changes in 2022-2023
  - Unable to obtain placements for groups of 10-11
  - Divided specialty groups in half (5-6) using supplementary clinical faculty
- Changes in 2023-2024
  - Split specialty clinicals to facilitate placement

# Program Direction

- National Accreditation Fall 2026
- BRN Reapproval Fall 2026
- Curricular revision
- Increasing student support
- Asking for a part-time hiring committee in Fall 2025
  - Many expedited hires need to be converted

# Curricular revision

- Class size is dictated by curricular rotation
  - Theory and clinical must be concurrent
  - In semesters 2 and 3, the class of 43 is broken into four groups and rotates through the specialties
  - This mandates groups of 10-11
    - Too big for clinicals
    - Too small for lectures

# Curriculum revision

- Goals:
  - More efficient use of resources
    - Optimal lecture sizes
    - More flexibility in clinical group size
      - Some specialties could take 8 but not 10, others can take only 5-6
  - Update the curriculum
  - Create a more student-friendly curriculum
    - If a student must withdraw, they must wait a year for the course to be offered again
    - Failure results in disqualification
  - Consistent schedules for faculty





# Reorganization

- Nursing Director now reports to the Dean of Workforce Development and Career Education
  - This may provide the additional administrative support needed to support our
    - Increased number of clinical sites
    - Increased number of part-time faculty
    - Increased reporting of data involved in national accreditation
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# Accreditation Commission for Education in Nursing (ACEN)

- Previous accreditation lapsed in 2014
- Essential for our alumni
  - Military rank
  - Licensure in other states
  - Employment opportunities
- Improves access to clinical sites
- Will cost approximately \$14,000 (grant funded)
- Will support programmatic excellence
  - Will strengthen the program through a self reflection process that engages faculty
  - Strong support for program quality

# ACEN Accreditation (cont)

- Mini self-study submitted March 8<sup>th</sup> 2025
- We expect candidacy status by end of April
- Initial accreditation approval is anticipated in Fall 2026
- Now aligned with BRN reapproval visits (also Fall 2026)

Questions?