

## Nursing Department Tactical Planning, 2009-2012 (Update)

### I. Background:

#### a. Introduction:

The Nursing Department purpose is to prepare students for careers as nurses to meet workforce needs in the health care industry in Hawai'i.

#### History:

The Nursing Department initially began with the Practical Nursing Program more than 40 years ago. In response to community and industry need, the Department has developed various programs to meet workforce demands for various levels of nursing personnel. Major programs include the following: Associate in Science in Nursing, Practical Nursing, Nurse Aide, Surgical Technologist, and Adult Residential Care Home Operator. The Associate in Science in Nursing Program was transferred to Kapi'olani Community College from University of Hawai'i- Mānoa in 1988 when the University decided to have only the baccalaureate nursing program at the main campus. The AS Nursing Program graduated its first class of students in 1990. The AS Nursing Program received full re-accreditation for 8 years by the National League for Nursing Accrediting Commission (NLNAC) in 2005. The Practical Nursing Program is approved by the Hawai'i State Board of Nursing and leads to a Certificate of Achievement (CA) and prepares graduates to work in long term care facilities, home care, and clinics. The Nurse Aide Program is approved by the State of Hawai'i and consists of 150 hours; prepares graduates to work in long term care facilities providing personnel care to residents and clients. The non-credit Surgical Technology Program prepares graduates to work in operating rooms and is accredited by the Commission on Accreditation of Allied Health Education Programs.

#### b. Current situation:

X **Associate in Science in Nursing Program** has gained approval from ACCJC, Hawai'i State Board of Nursing, and National League of Nursing Accrediting Commission (NLNAC) to establish a satellite site at Leeward Community College. On June 14, 2010 the NLNAC accreditation visitor conducted a focus site visit of the nursing program at both KCC and LCC sites. Approval was awarded to KCC to offer the AS in Nursing Program at the LCC satellite site. The first cohort of students at the LCC satellite site entered in Spring 2010 and graduated in Fall 2011.

X The Associate in Science in Nursing Program curriculum is undergoing major revisions. KCC AS in Nursing Program will adopt the Hawai'i Statewide Nursing Consortium Curriculum (HSNCC). The HSNCC is currently being offered at UH-M, Maui College and Kaua'i Community College. Students will have to opportunity to enter into the UH-M baccalaureate program after completing their AS degree and the BSN pre-requisites. Currently, the curriculum proposals are going through the KCC curriculum approved process. Simultaneously, substantive change reports are being written to the Hawai'i State Board of Nursing, NLNAC national accreditation organization, and ACCJC for approval to adopt the new curriculum.

X **Practical Nursing Program** underwent a curriculum revision to improve its attrition rates, on time graduation rates, and to better prepare graduates for marketable employment in long term care. Additionally, a satellite site was established in Oct. 2009 at Windward Community College for the Practical Nursing Program. This satellite site was approved by the governing bodies such as ACCJC and Hawai'i State Board of Nursing. The KCC Practical Nursing Program continues to be the only program of its kind on O'ahu. Admission to the Diamond

Head campus is every summer and every fall at the Windward Community College satellite site. The first cohort of PN graduates of the revised curriculum passed the NCLEX-PN exam at 100%. The first cohort of PN students at WCC satellite site entered the program in Fall 2009 and graduated in Fall 2010. They had a 100% pass rate on the NLCEX-PN exam. The second cohort of PN students at WCC entered the program in Fall 2010 and graduated in Summer 2011 with an on-time graduation rate of 90%. The revised PN curriculum and WCC satellite site are well established.

- X Long Term Care Nurse Aide** continues to be popular because it is the first course in the Career Ladder of Nursing Education at KCC. Completion of a State of Hawai'i approved nurse aide program or nurse aide work experience is now required for the Practical Nursing Program and extra points are given to applicants of the AS in Nursing Program.
- X Surgical Technology Program** will now be offered every year as we have hired a full-time faculty to teach this program. Reaccreditation site visit is scheduled for 2012. Acute care hospitals continue to hire graduates on a regular basis.

**Mission Statement** — The Nursing Department aims to prepare students for careers as nurses to meet workforce needs in the health care industry in Hawai'i. The Nursing Department seeks to accomplish the College's mission of "Provides open access, and promote student progress, learning and success with low tuition and high quality instructional programs, student development, and support services, and selective areas of excellence and emphasis."

**External Environment:** High job demand for nurse aides, practical nurses and experienced registered nurses. Pay is above average. Nurse aide and practical nursing graduates find work in long term care and home care. Graduates of the AS Degree in Nursing (ADN) are having difficulty finding new graduate programs and positions in acute care. Hospitals prefer to hire experienced registered nurses. Hawai'i Center for Nursing will be developing a Residency Program to provide transition programs for nursing graduates to acute care settings for new RN's. Clinical facilities have created new and additional requirements for faculty and students. Planning for clinical placement must be completed early and all requirements must be met by faculty and students such as criminal background and urine drug screening, electronic medical record access, and health documents.

**Internal Environment:** Enrollment is high and meets 100% enrollment capacity for all nursing programs including Long Term Care Nurse Aide, Practical Nursing, AS Degree in Nursing, and Surgical Technology. Professional fees for all clinical nursing programs have subsidized the cost of operations for nursing laboratory centers at three satellite sites including Diamond Head (DH), Windward Community College (WCC), and Leeward Community College (LCC). Nursing faculty positions continue to have intermittent vacancies due to the competitive nature of hospital and MSN prepared nursing positions compared to nursing faculty salary.

**Five — Year Curriculum Review:** Completed for Long Term Care Nurse Aide, Practical Nursing, and AS Degree in Nursing Programs.

**Focus:** Recruitment of experienced nurses to become nursing faculty is the most critical focus for the Department. The Academy for Nursing Faculty must continue in order to mentor and support new nursing faculty to become successful in the classroom and clinical settings. HSNCC will be adopted by Fall 2012. Curriculum revision and application are current foci. Substantive Change Reports to regulatory organizations are current foci such as to the Hawai'i State Board of Nursing (BON) and National League for Nursing Accrediting Commission (NLNAC). In addition, NLNAC re-accreditation of the ADN Program is scheduled for Fall 2013 for DH and LCC satellite sites.

## **II. Strategic Outcomes:**

- (1) Increase the educational capital of the state by increasing the participation and degree completion of students, particularly from underserved regions (Strategic Outcome B: Hawai'i's Educational Capital).
- (2) Address critical workforce shortages and prepare students for effective engagement and leadership in a global environment (Strategic Outcome D: Globally Competitive and Collaborative Workforce).
- (3) Recognize and invest in faculty and staff resources and develop innovative and inspiring learning environments in which to work (Strategic Outcome E: Resources and Stewardship).

## **III. Performance Measures**

### **Program Goals:**

1. Meet total student enrollment objective at each satellite site: Windward Community College for the Practical Nursing Program and Leeward Community College for the AS in Nursing Program. Establish satellite site for Practical Nursing Program at Wai'anae Health Academy. (Performance Measure B5)
2. Completion of certificate or degree for 85% of each program's student cohort.(Performance Measure B4)
3. Increase by three percent per year the number of students who successfully progress onto the Nursing Career Ladder: students in the Nurse Aide, Practical Nursing, and AS in Nursing Programs. (Performance Measure B 4)
4. Meet community workforce requirement of nursing shortage positions (Performance Measure D1)
5. Strengthen faculty and staff development to increase number of nursing courses that can be completed by students in underserved regions via distance and on-site learning. (Performance E2)

**IV. Strategies**

**Program Goal #1: Meet total student enrollment objective at each satellite site: 20 students Windward Community College for the Practical Nursing Program and 20 students at Leeward Community College for the AS in Nursing Program. (Performance Measure B5)**

	<p>1) Meet total student enrollment objective at each satellite site: 20 students at Windward Community College for the Practical Nursing Program and 20 students at Leeward Community College for the AS in Nursing Program.</p> <ol style="list-style-type: none"> <li>1. Offer on-site advising by Nursing Department staff and counselors to assist students to continue on the career ladder pathway of Nurse Aide, Practical Nursing, AS Nursing, and BSN.</li> <li>2. Collaborate with on site general counselors to offer correct and adequate information to prospective students.</li> <li>3. Provide orientation to in-coming students on site to prepare students for success.</li> <li>4. Offer community and high school information sessions about nursing programs.</li> <li>5. Develop publicity plan to inform communities of nursing programs at satellite sites.</li> <li>6. Advise prospective students at the satellite site locations.</li> </ol>
<p><b>Means of Assessment – Student Database for each Program and Site for 2012 – 2015</b></p>	<ol style="list-style-type: none"> <li>1) Number of interested applicants.</li> <li>2) Number of qualified applicant.</li> <li>3) Number of students enrolled</li> </ol>
<p><b>Position(s) Responsible</b></p>	<p>X Crystalyn Hottenstein 9 month faculty/counselor: Need to increase work assignment from 9 months to 11 months in order to cover 11 month work. Three campuses are offering nursing programs &amp; processing applications in the summer, fall, and spring. 11 month Nursing Department Counselor required to execute plan throughout the entire year. Manager database for evidence-based assessment. As of January 5, 2012, Crystalyn Hottenstein is 11 month faculty/counselor.</p>

<p><b>Synergies with other programs, units, emphases and initiatives</b></p>	<p>All instructional, student support, and grant programs and projects. Business Office, Human Resources Office</p>
<p><b>Key Community Partners (if any)</b></p>	<p>Student Support Services Staff Administrators at WCC and LCC Scholarships Wai'anae Coast Comprehensive Health Center LCC WCC</p>
<p><b>Resources (human, physical, fiscal, technology) required to implement strategies.</b></p> <p>Please check appropriate <b>funding sources</b></p> <p>: General (existing)</p> <p>: Special (existing)</p> <p><input type="checkbox"/> Grants</p> <p><input type="checkbox"/> Biennium and/or supplemental budget request</p> <p><input type="checkbox"/> Others (Please list)</p>	<p>General Funds for faculty, counselors Tuition and Fees for Student Assistants Professional Fees to purchase furniture and supplies, maintain nursing laboratory site and library at Wai'anae Health Academy</p>

<p><b>i) Summary of data collected (actual)</b></p>	<p><b>(To be filled in at the end of the academic year)</b></p> <p><b>WCC for Practical Nursing Program</b></p> <p><b>Fall 2009</b></p> <ol style="list-style-type: none"> <li>1) Number of interested applicants = 39</li> <li>2) Number of qualified applicants = 29</li> <li>3) Number of students enrolled = 20</li> </ol> <p><b>WCC for Practical Nursing Program</b></p> <p><b>Fall 2010</b></p> <ol style="list-style-type: none"> <li>1) Number of interested applicants = 48</li> <li>2) Number of qualified applicants = 42</li> <li>3) Number of students enrolled = 20</li> </ol> <p><b>WCC for Practical Nursing Program</b></p> <p><b>Fall 2011</b></p> <ol style="list-style-type: none"> <li>1) Number of interested applicants = 71</li> <li>2) Number of qualified applicants = 57</li> <li>3) Number of students enrolled = 20</li> </ol> <p><b>AS Degree Program for Fall 2009</b></p> <ol style="list-style-type: none"> <li>1) Number of interested applicants = 191</li> <li>2) Number of qualified applicants = 178</li> <li>3) Number of students enrolled = 30</li> </ol> <p><b>AS Degree Program for Combined LCC and DH sites for Spring 2010</b></p> <ol style="list-style-type: none"> <li>1) Number of interested applicants = 187</li> <li>2) Number of qualified applicants = 175</li> <li>3) Number of students enrolled = 40 (20 students at Diamond Head campus and 20 students at LCC satellite site)</li> </ol> <p><b>AS Degree Program for Combined LCC and DH sites for Fall 2010</b></p> <ol style="list-style-type: none"> <li>4) Number of interested applicants = 214</li> </ol>
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	<p>5) Number of qualified applicants = 199  6) Number of students enrolled = 40 (20 students at Diamond Head campus and 20 students at LCC satellite site)</p> <p><b>AS Degree Program for Combined LCC and DH sites for Fall 2011</b></p> <p>1) Number of interested applicants = 176  2) Number of qualified applicants = 129  3) Number of students enrolled = 37 (20 students at Diamond Head campus and 17 students at LCC satellite site)</p>
<p><b>j) Use of Results</b></p>	<p><b>(To be completed at the end of the academic year and used for planning for next academic year of the Tactical Plan)</b></p> <p><b>Met Program Goal 1:</b>  <b>ARPD data show both the ADN and PN programs to be HEALTHY.</b>  Met total student enrollment objective at each satellite site: Windward Community College for the Practical Nursing Program. (See previous page). Continue strategies.</p> <p>Consider the feasibility of offering the PN Program at Wai’anae Health Academy. This will increase the numbers of students being prepared in under-served regions. This effort will also increase the number of qualified students being prepared to enter the ADN Program at LCC satellite site.</p> <p>Met total student enrollment objective (20) for the AS Degree in Nursing Program at LCC satellite site for 2009 and 2010. Continue strategies for AS Degree Program.</p> <p>There were only 17 qualified applicants requesting classes at LCC nursing satellite site (3 short of 20). The NLN-RN composite score was raised from 95 to 115. Economical difficulties may have contributed to lower application and qualified numbers. UH Mānoa Nursing Program accepted several more qualified students than in past semesters.</p> <p><b>Strategic Plan</b>  To address the LCC concerns, the Nursing Department Counselors will hold monthly walk-in advising (not done previously) and information sessions at LCC satellite site for prospective and current students</p>

	<p>living in the Leeward area. They will provide more in-depth curriculum and financial aid advising as needed.</p> <p>Additionally, the Department has satisfied strategy #6 (page 4) by recruiting and preparing students living on the Leeward Coast will attract higher numbers of Native Hawaiian residents. Although increasing the number of Native Hawaiians in nursing programs is not a program goal for this current tactical plan, providing outreach to Leeward areas will promote the achievement of the College's Strategic Outcome A: Native Hawaiian Educational Attainment.</p> <p>Counselors have implemented strategies # 1, 2, 3, 4. This will continue as part of the counselors' regular workload.</p> <p>Strategy #5 was successful, information sessions were held at LCC and Waianae Health Academy. There was also an open house held at LCC to which the community was invited. Information also appears on the KCC Web site.</p> <p>Satellite site for Practical Nursing Program at Wai'anae Health Academy was not established, this is an ongoing goal.</p>
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#### IV. Strategies

##### **Program Goal #2: Completion of certificate or degree for 85% of each program's student cohort. (Performance Measure B2)**

	<p>Completion of certificate or degree for 85% of each program's student cohort. Completion rate is 1.5 semesters past graduation semester. Programs include Practical Nursing and AS in Nursing. (Performance Measure B2)</p> <ol style="list-style-type: none"> <li>1. Offer academic advising by Nursing Department staff and counselors.</li> <li>2. Provide orientation to in-coming students on site to prepare students for success.</li> <li>3. Offer referral to appropriate social and financial services to support students.</li> <li>4. Support nursing students with writing, reading, math, and science tutors. Inform students of availability of "Smart-Thinking" free on-line tutoring.</li> <li>5. Offer support to all nursing students in theory, math, clinical areas through Laboratory Resource Center, Laboratory Instructor at satellite sites.</li> <li>6. Support nursing students with immediate assistance and remediation services for students in danger of failing from the Laboratory Resource Center, Laboratory Instructor at satellite sites.</li> </ol>
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	7. In order to improve past completion rates for AS Degree in Nursing Program, a number of changes were adopted to improve student preparedness for success. Changes in AS pre-requisites included giving additional consideration for patient care experience; increasing NLN-RN composite score from 95 to 115.
<b>Means of Assessment — Database of Student Completion</b>	<ul style="list-style-type: none"> <li>1) Number of students enrolled</li> <li>2) Number of students completing program</li> <li>3) Number of students completing program on time</li> </ul>
<b>Position(s) Responsible</b>	<ul style="list-style-type: none"> <li>X Crystalyn Hottenstein 9 month faculty/counselor is now 11 month as of January 5, 2012. Nursing Department Counselor to develop plan to collect, evaluate, and distribute results of data from three sites for Nurse Aide, Practical Nurse, AS in Nursing Programs.</li> <li>X Nursing Faculty: 3 Laboratory Resource Instructors for DH, WCC, and LCC.</li> <li>X Student Assistant: Student assistants to assist main campus and satellite sites to provide on-site data collection and clerical support. Total of 60 hours of student assistant work.</li> </ul>
<b>Synergies with other programs, units, emphases and initiatives</b>	All instructional, student support, and grant programs and projects. Business Office, Human Resources Office

<b>Key Community Partners (if any)</b>	Scholarships Social Services in Community
<b>Resources (human, physical, fiscal, technology) required to implement strategies.</b>  Please check appropriate <b>funding sources</b>  : General (existing) : Special (existing) <input type="checkbox"/> Grants <input type="checkbox"/> Biennium and/or supplemental budget request <input type="checkbox"/> Others (Please list)	General Funds for faculty and counselors Tuition and Fees for Student Assistants Professional Fees
<b>i) Summary of data collected (actual)</b>	<b>(To be filled in at the end of the academic year)</b>  <b>Program Goal 2:</b>  <b>Practical Nursing  Fall 2009 at WCC</b> Entered = 20 Completion rate = 16 (80%)

**Summer 2010 at DH**

Entered = 20

Completion rate = 18 (90%)

**Fall 2010 at WCC**

Entered = 20

Completion rate = 18 (90%)

**Summer 2011 at DH**

Entered = 20

Completion rate = In Progress to May 2012

**Fall 2011 at WCC**

Entered = 20

Completion rate = In Progress to August 2012

**AS Program**

**Fall 2009**

Entered = 30 Completion = 18 (60%) in Spring 2011

**Spring 2010**

Entered = 40

Completion = 31 (78%) in Fall 2011

**Fall 2010**

Entered = 40

Completed = In Progress (scheduled to graduate in Spring 2012)

**Spring 2011**

Entered = 30

Completed = In Progress (scheduled to graduate in Fall 2012)

	<p><b>Fall 2011</b>  Entered = 37  Completed = In Progress (scheduled to graduate in Spring 2013)</p> <p><b>Spring 2012</b>  Entered = 30  Completion = In Progress (scheduled to graduate in Summer 2013)</p>
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<p><b>j. Use of Results</b></p>	<p><b>(To be completed at the end of the academic year and used for planning for next academic year of the Tactical Plan)</b></p> <p><b>Met Program Goal #2 for PN Program.</b>  <b>ARPD data show effectiveness indicators of both ADN and PN programs to be HEALTHY.</b>  Continue strategies for improvement in ADN Program (2009 60%, 2010 78%).  Strategies #1, #2, #3 have been fully implemented as the Nursing Department staff and counselors offer academic advising to all students through the Nursing Information Sessions, walk-in advising, Transfer Workshops, New Student Orientations and by individual appointments. The counselors also offer these services at the satellite site campuses.  Nursing Department staff and counselors offer academic advising to all students through the Nursing Information Sessions, walk-in advising, Transfer Workshops, New Student Orientations and by individual appointments. The counselors also offer these services at the satellite site campuses.  New student orientations are given to each new nursing cohort before they begin in order to prepare them for the rigors of the nursing program. The orientation includes an overview of the program, introduction to the beginning courses, clinical/career expectations, a review of the Nursing Student Handbook, health requirements, registration process, etc. The students at the satellite site will also have an additional orientation that introduces them to that particular campus, including the support services and resources that will be available to them.   The counselors will offer appropriate referrals to students that need social or financial support. These financial referrals may be to the financial aid office, the TRIO program, the Native</p>
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Hawaiian Center, online scholarships, or to community-based agencies such as Alu Like or the Hawai'i Community Foundation. Additional referrals may be to the Mental Health Counselor, the Crisis Referral Group (CRG), or to other community-based agencies that offer support.

Strategies #4 and #5 have been implemented. Students who are struggling or want additional support in writing, reading, math and science are given appropriate referrals for tutoring. They may be referred to the Nursing Resource Lab, Secrets of Success Workshops, Math Brush-Up Sessions, SmartThinking Online Tutoring, other online resources, or to an individual instructor.

Continue strategies, but include Lab Resource services before and after each class in order to enable students to review current material. This will offer students another opportunity to enhance success. All students in theory, math, and clinical jeopardy are given mandatory referrals to Lab Resource Center and Nursing Department Counselor for support and assistance. Faculty agreed to accept additional duties of providing Lab Resource services before and after each class. Nursing Department Counselor visits WCC/LCC satellite site monthly to offer support and assistance. Adjustments and revisions to courses included adding interactive exercises in class; adding other evaluation methods to the grading criteria besides exams i.e. student projects; and improving faculty test development by having a reference citation for each test item to show best practice in the field of nursing.

Strategy #6 successful as there is regularly scheduled student skill development time spent in the Nursing Resource Lab at the Diamond Head campus, as well as at WCC and LCC. If the satellite labs are not open, students are encouraged to attend resource lab on the KCC campus. There was a total of approximately 40hrs/month of regular scheduled time on the KCC campus in which a Lab Instructor was available to help students with nursing skills, math skills, and test-taking skills. There were approximately 114hrs of regular scheduled time at LCC per semester in which a Lab Instructor was available to help students, and 14hrs per semester at WCC. Students are either referred by instructors, or they can go on their own to practice.

Strategy #7 is on-going as the Nursing Department continues to develop and use Simulation which has been added as another laboratory learning strategy for Adult Health III and Pediatrics. More courses will adopt Simulation exercises. A new Simulation Manikin was purchased for the LCC satellite site. Increasing the NLN-RN composite score from 95 to 115 has been successful in that

	<p>students are better prepared in English, Math, and Science. This should contribute to student success. As this is a recent change assessment is ongoing.</p>
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**IV. Strategies**

**Program Goal #3: Increase by three (3) percent per year the number of students who successfully progress onto the Nursing Career Ladder: students in the Nurse Aide, Practical Nursing, and AS in Nursing Programs. (Performance Measure B 4)**

	<p>Increase by three percent per year the number of students who successfully progress onto the nursing career ladder: students in the Nurse Aide, Practical Nursing, and AS in Nursing Programs.</p> <ol style="list-style-type: none"> <li>1. Offer on-site advising by Nursing Department staff and counselors through monthly visits and by appointments in order to assist students in continuing on the career ladder pathway of Nurse Aide, Practical Nursing, AS Nursing, and BSN.</li> <li>2. Collaborate each semester with on-site general counselors at LCC, WCC, HCC and UH Mānoa to offer academic advising information to prospective students.</li> <li>3. Provide new student orientation for each cohort of nursing students on site to prepare students for success and orient them to the resources and support services at the satellite site.</li> <li>4. Offer community and high school information sessions about nursing career ladder through high school career and college fairs and through KCC campus tours.</li> <li>5. Nursing Information Sessions and Transfer Workshops will be held to inform prospective students, current students and communities of nursing career ladder programs at main campus and satellite sites. This information will also be posted on the website along with the schedule of in-person sessions.</li> <li>6. Continue transfer workshops at the satellite sites and Honolulu CC and Windward CC each semester for pre-nursing students.</li> <li>7. The Nursing Department Counselors are working in collaboration with faculty advisors within the BSN programs at UH-Hilo and UH- Mānoa to offer advising sessions for last-semester ADN students and the ADN graduates to facilitate their application to the BSN programs.</li> <li>8. Full-time APT position to be filled to conduct orientation, advising, and transfer workshops</li> <li>9. Adopt Hawai'i Statewide Nursing Consortium Curriculum</li> </ol>
<p><b>Means of Assessment — Student Database</b></p>	<ol style="list-style-type: none"> <li>1) Number students enrolled in Nurse Aide, Practical Nursing, AS Degree in Nursing</li> <li>2) Number of students completing programs: Nurse Aide, Practical Nursing, AS Degree in Nursing</li> <li>3) Number of students continuing on career ladder from program to program</li> </ol>
<p><b>Position(s) Responsible</b></p>	<ul style="list-style-type: none"> <li>• Crystalyn Hottenstein 9 month faculty/counselor has been converted to 11-month</li> </ul>

	<p>faculty/counselor to cover 11 month work. Three campuses are offering nursing programs in the summer, fall, and spring. 11 month Nursing Department Counselor required to advise students regarding career ladder programs throughout the entire year.</p> <p>X Additional full-time APT to conduct orientation, advising, and transfer workshops and assistance.</p> <p>X Nursing faculty to revise AS in Nursing Program curriculum, write curriculum proposals and manage proposals through entire curriculum process.</p> <p>X Student Assistant: One student assistant to provide clerical support for curriculum revision.</p>
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<p><b>Synergies with other programs, units, emphases and initiatives</b></p>	<p>All instructional, student support, and grant programs and projects. Business Office, Human Resources Office, Faculty Senate, Curriculum Committee, UH-System Nursing Consortium</p>
<p><b>Key Community Partners (if any)</b></p>	<p>Scholarships High School Counselors Counselors and Student Support Services Staff at satellite sites: WCC and LCC University of Hawai'i Consortium UH-Hilo Nursing Program</p>
<p><b>Resources (human, physical, fiscal, technology) required to implement strategies.</b></p> <p>Please check appropriate <b>funding sources</b></p> <p>: General (existing)</p> <p>: Special (existing)</p>	<p>General Funds: Faculty and Counselors Tuition and Fees : Student Assistants Professional Fees</p>



<ul style="list-style-type: none"><li><input type="checkbox"/> Grants</li><li><input type="checkbox"/> Biennium and/or supplemental budget request</li><li><input type="checkbox"/> Others (Please list)</li></ul>	
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<p><b>i) Summary of data collected (actual)</b></p>	<p><b>(To be filled in at the end of the academic year)</b></p> <p><b>Program Goal 3</b>  <b>Increase by three percent per year the number of students who successfully progress onto the Nursing Career Ladder</b></p> <p><b>Goal Not Met for Nurse Aide</b>  In Fall 2009 7 Nurse Aide graduates entered the PN Program, and 5 entered the AS Program. In Spring 2010 5 Nurse Aide graduates entered the PN Program and 3 entered the AS Program. No Nurse Aide graduates continued in Summer of 2010. In Fall 2010 3 Nurse Aide graduates entered the PN and 3 entered the AS Programs. In Spring 2011 2 entered PN and 4 entered AS Programs. In Summer 2011 1 Nurse Aide graduate entered the PN Program.</p> <p>Fall 2009  Completed = 34  Progress Nursing Career Ladder = 7 PN + 5 AS = 12 (35%)</p> <p>Spring 2010  Completed = 34  Progress Nursing Career Ladder = 5 PN + 3 AS = 8 (24%)</p> <p>Summer 2010  Completed = 7  Progress Nursing Career Ladder = 0 (0%)</p> <p>Fall 2010  Completed = 34  Progress Nursing Career Ladder = 3 PN + 3 AS = 6 (18%)</p> <p>Spring 2011  Completed = 37  Progress Nursing Career Ladder = 2 PN + 4 AS = 6 (16%)</p>
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Summer 2011  
Completed = 17  
Progress Nursing Career Ladder = 1 PN + 0 AS = 1 (6%)

Fall 2011  
Completed = 25  
Progress Nursing Career Ladder = 1 PN + 1 AS = 2 (8%)

Spring 2012  
Completed = In progress (scheduled to graduate in May 2012)  
Progress Nursing Career Ladder = In progress (scheduled to graduate in May 2012)

**Goal Not Met for Practical Nursing Program**

Spring 2009 Cohort at DH = 14 graduated in Summer 2010 with 8 students (57%) obtaining entry into the LPN-RN Transition Program as noted below.

- a. 2 students entered Transition Program in Fall 2010;
- b. 6 students entered Transition Program in Spring 2011;
- c. No students entered Transition Program in Fall 2011;
- d. No students entered Transition Program in Spring 2012 (due to program cancellation);
- e. Admissions decision pending for Transition Program in Fall 2012.

Fall 2009 Cohort at WCC = 16 graduated in Fall 2010 with 6 students (37%) obtaining entry into the LPN-RN Transition Program as noted below.

- a. No students entered Transition in Spring 2011;
- b. 6 students entered Transition Program in Fall 2011;
- c. No students entered in Transition Program in Spring 2012 (due to program cancellation);
- d. Admissions decision pending for Transition Program in Fall 2012.

Summer 2010 Cohort at DH = 18 graduated in Spring 2011; results pending, since none of the graduates entered LPN-RN Transition Program in Fall 2011, Spring 2012 (due to program's cancellation) and Fall 2012 (since program admissions pending).

Fall 2010 Cohort at WCC – 20 graduated in Summer 2011; results pending, since none of the

	<p>graduates entered LPN-RN Transition Program in Fall 2011, Spring 2012 (due to program's cancellation) and Fall 2012 (since program admissions pending).</p> <p>Summer 2011 Cohort at DH = In Progress (scheduled to graduate in Spring 2012)</p> <p>Fall 2011 Cohort at WCC = In Progress (scheduled to graduate in Summer 2012)</p> <p>Summer 2012 Cohort at DH = Start date postponed to August 2012 with cohort to be combined with Fall 2012 Cohort at WCC.</p> <p><b>Goal Not Met for AS in Nursing Program</b></p> <p>Fall 2009 Cohort = Graduated in Spring 2011 with one student accepted into UH- Mānoa BSN Program in Fall 2012 and two students accepted into UH-Hilo BSN Program in Fall 2012.</p> <p>Spring 2010 Cohort = Graduated in Fall 2011 with two students accepted into UH-Hilo BSN Program in Fall 2012.</p> <p>Fall 2010 = In Progress (scheduled to graduate in Spring 2012)</p> <p>Spring 2011 = In Progress (scheduled to graduate in Fall 2012)</p>
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<p><b>j) Use of Results</b></p>	<p><b>(To be completed at the end of the academic year and used for planning for next academic year of the Tactical Plan)</b></p> <p>Strategies #1 through #6 have been successful (<b>See Use of Results, Goal #2</b>)</p> <p>Strategy #7 has been fully implimented, the Nursing Department Counselors are working in collaboration with faculty advisors within the BSN programs at UH-Hilo and UH-Manoa to offer advising sessions for last semester.</p> <p>Strategy # 8 is on-going, the APT position has not been filled.</p> <p>Strategy # 9 was successful, the Nursing Department received approval from the Curriculum</p>
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	<p>Committee as well as the Hawaii State Board of Nursing. The Department is currently developing NURS 210, 211, and 212 which will be offered for the first time in Fall, 2012. Students are progressing in the Nursing Career Ladder but not at a 3% increase each year. Therefore the goal needs to be reassessed as unrealistic for the Program.</p> <p>Nurse Aide – Nurse Aide did not increase by 3% each year.</p> <p>Practical Nursing – Continue strategies</p> <p>AS Degree students have 2 pathway options to earn BSN: UH-Hilo and UH- Mānoa. UH-Hilo will accept KCC AS students starting in Spring 2012. Awaiting UH- Mānoa implementation of a Transitional course for KCC AS graduates.</p>
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**IV. Strategies**

**Program Goal #4: Meet community workforce requirement of nursing shortage positions (Performance Measure D1)**

	<p>Increase number of certificates awarded to nursing students in order to work in shortage positions.</p> <ol style="list-style-type: none"> <li>1. Convert Surgical Technology from Non-Credit to Credit Program. Revise Surgical Technology curriculum.</li> <li>2. Increase number (25%) of AS in Nursing students to earn license as Practical Nurse before graduating from AS in Nursing Program.</li> <li>3. Complete needs assessment of community nursing shortage positions.</li> <li>4. Design and offer post graduate courses (Bridge) as Non-Credit course offerings to prepare KCC nursing graduates to meet shortages in specialty and clinical positions.</li> <li>5. Obtain approval to award national Nursing Continuing Education Credit and Certificates to Bridge courses.</li> </ol>
<p><b>Means of Assessment – Establish baseline numbers in 2009-10 by June 30, 2010.</b></p>	<ol style="list-style-type: none"> <li>1. Number of students</li> <li>2. Number of students receiving advising</li> <li>3. Number of students successfully obtaining LPN license.</li> <li>4. Number of students completing Bridge courses.</li> </ol>

<p><b>Position(s) Responsible</b></p>	<p>X Crystalyn Hottenstein 9 month faculty/counselor to cover 11 month work that is needed to provide advisement and assist students to apply for NLCEX-PN licensure exam through the Hawai'i State Board of Nursing; process applications for Bridge courses.</p> <p>X Two nursing faculty to write curriculum proposals and manage proposals through entire curriculum process: Surgical Technology and Bridge courses</p> <p>X One nursing faculty member to write application document for KCC to become a national sponsor of Nursing Continuing Education Credit and certificates to Bridge courses and programs.</p>
<p><b>Synergies with other programs, units, emphases and initiatives</b></p>	<p>All instructional, student support, and grant programs and projects. Business Office, Human Resources Office, Faculty Senate, Curriculum Committee, UH-System Nursing Consortium</p>
<p><b>Key Community Partners (if any)</b></p>	<p>Scholarships Health Care Facilities Counselors and Student Support Services Staff Accreditation organization for Surgical Technology Program</p>
<p><b>Resources (human, physical, fiscal, technology) required to implement strategies.</b></p> <p>Please check appropriate <b>funding sources</b></p> <p>: General (existing)</p>	<p>General Funds: Faculty and Counselors Tuition and Fees : Student Assistants Professional Fees</p>

<p>: Special (existing)</p> <ul style="list-style-type: none"><li><input type="checkbox"/> Grants</li><li><input type="checkbox"/> Biennium and/or supplemental budget request</li><li><input type="checkbox"/> Others (Please list)</li></ul>	
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<p><b>i) Summary of data collected (actual)</b></p>	<p><b>(To be filled in at the end of the academic year)</b>  Plan is in place for revision of Surgical Technology Program. Crystalyn Hottenstein is now an 11 – month faculty (as of January 5, 2012). About 6 nursing faculty positions are vacant. All nursing faculty are teaching in regular Department programs. A needs assessment of community nursing shortage positions was completed in collaboration with State of Hawai’i Dept. of Labor, Workforce Development.</p>
<p><b>j) Use of Results</b></p>	<p><b>(To be completed at the end of the academic year and used for planning for next academic year of the Tactical Plan)</b></p> <p><b>Goal #4 Partially Met</b>  <b>Perkins 5 core indicators for the ADN program were all met and for the PN program 3 of 5 were met.</b></p> <p>Strategy #1 is on-going. Toni Choy, Surgical Technology Instructor, is required to attend an approved Surgical Technology Program in order to sit for the certification exam. She needs to take the certification exam to become a certified Surgical Technologist in order to meet accreditation requirements and continue teaching the Surgical Technology Program at Kapi’olani Community College. If she does not become a certified Surgical Technologist, she cannot continue to teach. We will hire a temporary certified Surgical Technologist to teach while she is doing the above. In addition, Toni Choy has to revise the Core Curriculum for the program because as of January, 2013, KCC Surgical Technology Program is not in compliance with the New Core Curriculum. The plan to convert the Surgical Technology Program to a Credit Program will be on-going.</p> <p>Strategy #2 was successful with 25% of ADN students taking the NCLEX-PN exam in Spring 2008 (35%), Fall 2008 (25%), Spring 2009 (25%). However in Fall 2009 only 13% took the exam, and in Spring 2010 20% took the exam. Students have different goals and not all want to take this exam. Many are focused on graduating from the ADN Program and view this extra step as unnecessary.</p> <p>Strategy # 3 was successful. A needs assessment of community nursing shortage positions was completed in collaboration with State of Hawaii Dept. of Labor, Workforce Development in January of 2011. This resulted in a dialogue between the community, industry and Nursing Schools. There continues to be a shortage of nurses for specialty areas. The creation of post graduate courses (Bridge) will be an on-going goal.</p> <p>The Annual Advisory Committee Meetings also provide input for community needs. Nursing shortages in</p>



	<p>specialty areas continue to be a community-wide need.</p> <p>Strategies #4 and #5 were not successful as there is an insufficient amount of experienced nursing faculty which would be needed to create post graduate courses (Bridge) as Non-Credit course offerings; write application to gain approval to award national Nursing Continuing Education Credit and Certificates to Bridge courses. Therefore, the Nursing Department has not been able to offer Bridge courses that prepare graduates for shortages in specialty and clinical positions.</p> <p>Continue to work with administration and OHR to advertise and recruit nursing faculty and meet personnel needs of the Department.</p>
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**IV. Strategies**

**Program Goal #5 Strengthen faculty and staff development to increase number of nursing courses that can be completed by students in underserved regions via distance and/or on-site learning. (Performance E2)**

	<ol style="list-style-type: none"> <li>1. All nursing faculty will develop individual professional development plan to increase number of nursing courses that can be completed by students in underserved regions via distance and on-site learning.</li> <li>2. All nursing faculty will participate in the development, revising, updating of courses in at least one nursing program through the Department Curriculum Committee.</li> <li>3. All nursing faculty will attend one national conference or class.</li> </ol>
<b>Means of Assessment — Establish baseline numbers in 2009-10 by June 30, 2010.</b>	<ol style="list-style-type: none"> <li>1. Number of faculty with completed professional plan</li> <li>2. Number of completed courses that are revised or updated.</li> <li>3. Number of faculty attending national conference/class.</li> </ol>
<b>Position(s) Responsible</b>	<ul style="list-style-type: none"> <li>X All nursing faculty</li> <li>X Director of Academy for Nursing Faculty</li> <li>X Nursing Department Chairperson</li> <li>X Dean of Academic Unit 3</li> </ul>
<b>Synergies with other programs, units, emphases and initiatives</b>	Business Office, Human Resources Office, Faculty Senate, Curriculum Committee, UH-System Nursing Consortium
<b>Key Community Partners (if any)</b>	<ul style="list-style-type: none"> <li>University of Hawai'i System Consortium</li> <li>Health Care Facilities</li> <li>Grants for Nursing Faculty Scholarships</li> </ul>

<p><b>Resources (human, physical, fiscal, technology) required to implement strategies.</b></p> <p>Please check appropriate <b>funding sources</b></p> <p>: General (existing)</p> <p>: Special (existing)</p> <p><input type="checkbox"/> Grants</p> <p><input type="checkbox"/> Biennium and/or supplemental budget request</p> <p><input type="checkbox"/> Others (Please list)</p>	<p>General Funds: Faculty and Counselors</p> <p>Professional Fees to fund faculty development plans. \$1500 per faculty for professional development. 39 faculty positions X \$1500 = \$58,500 total cost.</p> <p>This professional development cost from 2009 — 2012 is 10% of the total Professional Fee revenue that is collected by the Nursing Department.</p>
<p><b>i) Summary of data collected (actual)</b></p>	<p><b>(To be filled in at the end of the academic year)</b></p> <p><b>ARPD efficiency indicators are HEALTHY for both ADN and PN programs.</b></p> <p>To support student success, thirty percent of the nursing faculty have participated in teaching students in underserved regions, on-site learning at LCC and/or WCC satellite sites.</p> <p>All nursing faculty are participating in the development, revising, updating of courses in at least one nursing program through the Department Curriculum Committee and within each course group.</p> <p>Two ADN courses have been piloted as on-line hybrid courses. NURS 297, Leadership was an on-line course which ran only once in Spring 2011. It was an elective course. NURS 158, Issues and Trends I was started as a hybrid and is now offered on-line. NURS 258, Issues and Trends II has been offered as a hybrid since Fall 2010. Students and faculty report satisfaction with this strategy.</p> <p>Four faculty have attended national conferences in the past 3 years. Four tenured faculty attended the NLNAC Self-Study Forum in March, 2012 in preparation for the Nursing Department's Accreditation visit in Fall, 2013. Other faculty have been unable to attend a national conference due to high cost of air travel.</p>

<p><b>j) Use of Results</b></p>	<p><b>(To be completed at the end of the academic year and used for planning for next academic year of the Tactical Plan)</b></p> <p><b>Goal #5 Partially Met</b></p> <p>Strategy #1  Professional development fund prioritized for faculty who will be attending national conferences that directly promote accreditation, simulation or concept based curriculum. Faculty were encouraged to enroll in relevant courses through the University of Hawai'i System because tuition is waived. From 2009-2011, one nursing faculty earned a PhD in Nursing; and six faculty earned a MSN through the UH System. To support student success, thirty percent of the nursing faculty have participated in teaching students in underserved regions, on-site learning at LCC and/or WCC satellite sites.</p> <p>Strategy #2 was successful. All faculty are involved in the planning, development, and eventual delivery of nursing courses in the new curriculum.  NURS 158 and NURS 258 will continue to be offered on-line and as a hybrid, respectfully.</p> <p>Strategy #3 was partially successful as 8 faculty members attended national conferences. This will be an on-going plan depending upon availability of funds for travel.</p>
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**Addendum:**

The new UH Consortium Curriculum has been approved by Curriculum Central and Hawai'i State Board of Nursing. The first courses in the new curriculum will be offered in Fall, 2012 (NURS 210 Health Promotion Across the Lifespan, NURS 211 Professionalism, and NURS 212 Pathophysiology). Each semester there will be a continuing progression of course offerings in the new curriculum.`