

NORTHLAND PIONEER COLLEGE
 NURSING PROGRAMS
 Nursing Advisory Board
 September 7, 2007

Present: Deb McGinty, NPC Dean of Nursing and Allied Health; Fredda Kermes, SHRMC Staff Development; Dianne Anderson, SHRMC Educator; Dr. Wade Kartchner, Navajo County Health Dept.; Dan Roper of Navajo County Bioterrorism, Michelle Witt, Pineview Program Director; Audrey Wilson, Bannan Springs Assisted Living Healthcare Director; Nursing students: Jennifer Hanson—LCC, Kacie Spear—WMC and James Parker—WMC. Ex-officio: Ruth Zimmerman, NPC NUR Faculty; Orina Hodgson, NPC Nursing Faculty; Dianne Samarin, NPC NAT Coordinator; Stephanie Creighton, NPC Nursing Adjunct Faculty; Ron Squires, NPC Carl Perkins Grant Specialist; Janet Critser, NPC Academic Advisor; Marilyn Page, NPC Pre-nursing Advisor.

ITEM:	DISCUSSION:	DECISION:
<p>I. Introductions</p> <p>II. Review of June 2007 Minutes</p>	<p>Everyone introduced themselves.</p> <p>Those present at the previous meeting reviewed the minutes. Michelle Witt made a correction to the minutes. The Community Counseling Center has three out patient clinics and and two contracted clinics Little Colorado Behavioral in Springerville and one in St. Johns.</p>	<p>Minutes were approved as corrected.</p>
<p>III. Post Secondary Performance Measures</p>	<p>The performance objectives are supported by Carl Perkins in terms of career technology and vocation. Ron Squires explained that they are indicators of program success. If they are not being met then an improvement plan needs to be written addressing the weaknesses. The measures are strictly data driven.</p> <p>The Carl Perkins Grant is an important source of monetary support to the nursing program. Over the years we have purchased simulations, videos, equipment, etc. and this last year we received Smart Boards. This year the grant funds are being used for Allied Health Medical Assistant Program.</p>	

ITEM:	DISCUSSION:	DECISION:
	<p>Ron Squires said that \$48,000 has been written into the grant this year for professional development. Individual faculty applying must meet the criteria set in place. The development must be on-going not just a one time conference and must be sustainable over time. Go to a conference, report what was learned, apply it and go to another conference continuing the process</p> <p>Debra had the committee look at the Post Secondary Performance Measures as she explained the data for both 1st year and second year students.</p> <ul style="list-style-type: none"> • 3 students left the program with their LPN licenses and a Certificate of Applied Science. • 2 students decided to change vocations to EMT. • 2 students had severe family pressures. • 7 of the 9 1st year students leaving the program experienced poor academic performance. • 37 students continued to 3rd semester. • 27 are LPNs. <p>It may be that the admission criteria is not stringent enough. Most of those admitted had an over all score of 70% or more. Of these, most scored 70% or higher on the HESI Admission Test and had a 3.0 GPA in the prerequisites. There were only a few exceptions. The students scoring close to 70% are having great difficulty and need the help of student support services we have in place which is grant funded.</p>	<p>Steps to apply for the professional development funds—starts with your Dean then go to the Professional Development Committee.</p>

ITEM:	DISCUSSION:	DECISION:
	<p>Of the 37 second year students 4 exited and 2 of the 4 have returned to the program this fall.</p> <ul style="list-style-type: none"> • 3 students experienced poor academic performance but have obtained their LPN and CAS level. • 1 student made the personal choice to stay home with her children and did not take the LPN exam or receive her CAS. • 33 graduated in spring of 2007 • 30 graduates have taken the NCLEX • 27 of the 30 have passed the NCLEX • 2 of the remaining students are scheduled to take the NCLEX. One could not be reached. <p>The NCLEX-RN pass rate is in the low 90s. Quite an improvement over last year's 68%.</p> <p>15 of the graduates are working at Summit Healthcare Regional Medical Center.</p> <p>Dan Roper would like to see more students involved in public health. There is an agreement in place between the college and the Navajo County agency. They offer shot clinics, etc. and have RNs available.</p> <p>Fredda Kermes found it heartening that passing rates have increased. She asked if the college had a retention plan in place and if our goal was 100%? Debra agreed that our ideal goal is 100% retention of students that are admitted to the program.</p> <p>Orina told the group that those that left the program had very good</p>	<p>Ruth Zimmerman will contact the PHN Director to identify times/places/activities for student participation.</p>

ITEM:	DISCUSSION:	DECISION:
	<p>reasons for doing so. Several of her students had problems with child care.</p> <p>Debra told the group that they have a minimal childcare scholarship program in place. Transportation is also a constraint on the students. We now have 40 1st year students at WMC and 8 at LCC because of this situation. Most of our students come from this area.</p> <p>Some students only want to obtain their LPN and not continue on. We need to look at that as a successful exit from the program.</p> <p>There has been a ½ time position written into the Department of Commerce Grant for a retention specialist at LCC and a full-time instructional specialist position at WMC. These positions are in place to assess and support the students academically in areas they need help in at both campuses.</p> <p>Some of the things that are in place to help the students are</p> <ul style="list-style-type: none"> • Structured Learning plans • Comprehensive assessments • Clinical skills lab hours where students can sign up and get extra help with skills • Boot camp—grant funded. <p>James Parker gave a report on the Boot Camp held the Wednesday before the start of the fall semester. The material offered in the different workshops on what to expect, different study skills, testing skills, how to cope with time and stress management were</p>	

ITEM:	DISCUSSION:	DECISION:
	<p>very good introductions to helpful concepts--in other schools take time to learn. There was a lot of positive feedback on the boot camp. And now that the 4th week of classes has arrived many of the concepts are being applied by the students.</p> <p>Thursday was orientation where class materials, etc. were covered. The second year student presented scare tactics but the gist of the presentation is that you will survive.</p>	<p>The faculty will offer this Boot Camp again next summer.</p>
<p>VI. Registered Nurse 2007 Graduating Class performance Levels.</p>	<p>Ron Squire defined concentrators as a student who has taken at least 7 credit hours in the program and one math or communication class 100 or better scoring a “C” or better is a concentrator.</p> <p>Debra McGinty explained that all of our students meet this criterion because prerequisite as well as the nursing class credits are counted.</p> <ul style="list-style-type: none"> • Academic Attainment 89.19% • Technical Attainment 89.19% • Diploma or Credential 100% All of our nursing students have earned more than 18 credits within the program-- required for this category • Placement 85.52%. Four are unknown (25 of the 27 former student confirmed working as RNs. Two students are not able to be reached). • Retention will be determined 9 months after stopping participation in the program— February 2008. • Non-traditional participation 14.46% (non-traditional gender--male). • Non-traditional Completion 	

	15.15%	
--	--------	--

ITEM:	DISCUSSION:	DECISION:
	<p>To meet the non-traditional national goal of 21% the nursing program requires ideas on how to promote an increase in male nursing students. Suggestions:</p> <ul style="list-style-type: none"> • Job fairs—if companies are down sizing have career counselors meet with the employees. Many are looking at Nursing as a more stable career and the salaries have become equitable. The question is do we have companies down sizing in this rural area. • Flyers, brochures with male nurses pictured in them. • A series of articles written in the White Mountain Independent about male nurses. • Radio (Barbara Bruce) interviews with male nurses. • Appeal to EMTs and Fire fighters. • Reach the next generation of students who will be looking for careers with flexibility in work hours, working with gadgets, how to fit it into the life style they are looking for. • Non-traditional nursing careers—flight nurse, chemical dependency, public health, case manager, home health, etc. Educate the public in the diversity of available nursing career. • Returning Veterans—looking for reentry into the work force. Possible contacts: Elaine Sawyer formerly NRMC Dept Head of Social Services is now doing Veteran outreach for the VA. VA regional retraining director is in Flagstaff. 	<p>Marilyn Page will assess the availability of job fairs in local communities and make plans to attend as well as make contact with WIA and workforce development staff at DES.</p> <p>Deb commended Dan Roper on his recent award and publicity coverage in the local newspaper. Dianne Samarin will share her research on males in nursing.</p> <p>Marilyn Page is developing brochures with male nurse pictures, and has attended job fairs. She has received several enquiries from prospective male students most of which are straight out of high school.</p> <p>Will need to profile the next generation and get evidence of wants/needs to target our marketing efforts high lighting the opportunities.</p> <p>Deb will poll the faculty on the EMT to RN program.</p> <p>Marilyn Page will contact Elaine Sawyer and the VA regional training director in Flagstaff.</p>

--	--	--

ITEM:	DISCUSSION:	DECISION:
	<ul style="list-style-type: none"> • Elementary school children touring facility—possibility the Hospital. • Posters with male nurses working in the different career area posted in the different schools through out NPC service area. • Inviting Native Americans to tour the nursing facilities or to a summer camp as U of A or ASU does. Grant money from the tribes was available for the students. The positive experience was shared with their tribes—creating good PR. <p>Marilyn Page told the group that she has participated in a fair at Dinnehotso 1st- 8th grade boarding school. NPC was the only non Native American presenter there. Reservation High Schools are also a good source for reaching Native Americans both male and female.</p>	<p>NPC will invite the Show Low grade school children to return for another career day.</p> <p>Page will design new posters for distribution to area schools.</p> <p>Michelle Hunt and Deb McGinty will network with Indian Health facilities in the area to invite more Native American students to our program.</p> <p>Page will continue to attend health and career fairs at reservation schools.</p>
<p>V. Program Assessment Guide for Arizona Career and Technical Education.</p>	<p>Debra McGinty referred the group to the Program Assessment Guide handout which is supported by the Arizona Department of Education.</p> <p>Performance Pillars are:</p> <ul style="list-style-type: none"> • Program Assessment, Information and Analysis • Strategic Planning • Staff Development • Contextual and Experiential Learning. • Rigorous vocational Technical Education and Academic Studies. <p><u>Pillar I</u> the Nursing Program does very well except—To what extent do we analyze our processes and capacity for quick and effective data analysis? NPC has a new</p>	

ITEM:	DISCUSSION:	DECISION:
	<p>Director of Institutional Research. She is in the process of finding out what types of data are required by each department and how the data will be used. So this area is currently being addressed.</p> <p>The nursing program examines outcomes in terms of student performance on the HESI, NCLEX, and exams month to month. Curricular adjustments are made to meet the needs of our students. Focusing on assessment makes our program more responsive. And we have increased our enrollment by 40% in the past two years.</p> <p><u>Pillar II</u> Strategic Planning. We do not have a written strategic plan in place for this program. Over the past year we have worked on aligning our mission, purpose, vision and objectives with the college as part of the NLN process. We could benefit from a clear and coherent plan in terms of where we are and where we need to go. With the increased enrollment we have exceeded our limits in terms of space at WMC. The faculty and students are there but the space to house the equipment and students for both the theory and clinical part of each course is limited.</p> <p>It was suggested that a separate committee develop the strategic plan for the nursing program.</p> <p><u>Pillar III</u> Staff Development The faculty is pursuing development in two different area: A. Nursing needs and development</p>	<p>Dan Roper volunteered to be on the committee. Debra McGinty will send out an invitation for volunteers be on this subcommittee to develop a nursing strategic plan.</p>

ITEM:	DISCUSSION:	DECISION:
	<p>--meeting students needs in terms of content such as more simulations, pharmacology, etc.</p> <p>B. Some faculty need educational background skills:</p> <ul style="list-style-type: none"> • Use of learning styles • Teaching strategies • Use of technology—SMART boards, etc. • New innovative ways of presenting information • Developing curriculum. <p>Ron Squires said both directions are valid and meet the needs for the staff development money written into the Carl Perkins Grant.</p> <p><u>Pillar VI</u> Contextual and Experiential Learning. We meet the criteria because the nursing program offers students clinical rotations each semester and capstone experiences prior to graduation.</p> <p><u>Pillar V</u> Rigorous CTE and Academic Studies. Need feedback on “To what extent are faculty supported with special materials and staff development assistance needed to increase their emphasis on academic skills?” The criteria in Pillar V is being met in all areas.</p> <p>Debra asked for closing comments.</p> <p>Janet Critser that a career in the medical field provides a variety of opportunities. The transferability of skills from other fields could pull in more students to the program.</p>	<p>Debra will track the professional development needs of the department and propose a plan of study to acquire Carl Perkins funds.</p> <p>Faculty will attend pedagogical training sessions to balance professional development opportunities.</p> <p>Contextual and experiential learning is abundant within the curriculum.</p> <p>The faculty are working together as a team to provide continuity for student learning.</p> <p>Advertising for the program will show nursing as the basic career boarding out into other fields such as counseling, judicial, investigative, etc</p>

ITEM:	DISCUSSION:	DECISION:
	There are a lot of opportunities open to nursing students.	Marilyn Page said that she had a brochure which stated 1 career and a 1000 opportunities. We are moving in this direction and need to continue expanding the ways to get the variety of information out to the public.
VI. Meeting Adjourned 1:00 pm	Debra thanked everyone for coming.	Next meeting June 2008