



## IEC PROGRAM REVIEW SUMMARY

Academic Year  
2011/2012

Name of Program:  
Date Reviewed:

Allied Health  
AY 11-12

### Major Program Goals:

- Reduce or eliminate the waiting list for 1<sup>st</sup> and 3<sup>rd</sup> year of the RN program.
- Meet or exceed the state or national standards on licensing exams.
- Increase simulation in each clinical course offering.
- Provide nursing skills lab hours for remediation.
- Maintain and upgrade technology and equipment to current industry standards.
- Continue to recruit and hire qualified faculty both full and part time.

### Concerns/Trends:

- Applicants exceed available admissions.
- Demand for pre-requisite courses exceeds available sections.
- Challenge in recruiting replacement and part time faculty.  
Lack of sufficient clinical placement sites.
- Increased costs of clinical instructional materials.
- Students' need for remediation of basic nursing skills.
- Grounds and facilities are not properly maintained.

### Plans for Addressing Concerns/Trends:

- Consider eliminating the waitlist for the RN program so that students only have to apply once at the LVN program entry and then transition directly into RN program.
- Mentor younger faculty so that they might fill full-time positions as they become available.
- Continue to upgrade technology and its use in instruction.

### IEC Recommendations:

- Continue collaboration with the Natural Sciences department and the Vice President of Instruction to insure student prerequisite are offered in adequate number and in proper sequence.
- Examine feasibility of eliminating the RN waiting list.
- Further the collaboration with Bachelor's of Science in Nursing programs at CSUs.



## PROGRAM EXECUTIVE SUMMARY

<b>Academic Year</b>	<b>Name of Program:</b>	<u>Allied Health</u>
<b>2011/2012</b>	<b>Date Reviewed:</b>	<u>AY 11-12</u>

### **Description of the program**

The Gavilan College Allied Health program includes Certified Nursing Assistant (CNA), Certified Medical Assistant (MA), Licensed Vocational Nursing (LVN), Registered Nursing (RN), and transferable general education courses. The Allied Health programs are fully accredited by the Department of Health Services, Board of Vocational Nursing and the Board of Registered Nursing. Gavilan offers a range of fully transferable courses that are comparable to Allied Health offerings at any of the area community colleges. Two of the prerequisite general education courses are now available online.

The Allied Health programs are accredited/approved by the Department of Health Services, Board of Vocational Nursing and the Board of Registered Nursing. The programs are in compliance with local, state and federal regulations. Pass rates on competency exams are above the state and national average.

This program is the only community college in the bay area which offers a career ladder allowing students to gain certification and job skills at each level.

### Medical Assistant Program

The medical assistant program is a two semester program that teaches medical procedures and treatments needed to work in a medical office setting. The second semester students complete a supervised internship in a medical office within the community.

### Certified Nursing Assistant Program

Due to state mandated class size limitations at clinical sites we are unable to accommodate all students wishing admission to the CNA course. Students may register either through Gavilan College or the Regional Occupation Program (ROP). For some students this course provides vocational training for a career, for others it is a prerequisite for the LVN and RN programs. In an attempt to accommodate the intense demand for the CNA course a summer session has been offered for the past 3 years.

### Licensed Vocational Nursing & Registered Nursing Programs

Students are required to complete a Certified Nursing Assistant course prior to application and entry into the four semester LVN program. Upon completion students are eligible to take the NCLEX-PN exam and apply for an IV therapy and blood withdrawal certificate.

Students who have completed an LVN program and all additional prerequisites are eligible to apply for the two semester RN program leading to the terminal degree: Associate of Science –

Registered Nursing. Students are eligible to take the NCLEX-RN exam upon completion of the program.

Due to state mandated class size limitations at clinical sites we currently have more applicants than there are spaces available for both the LVN and RN programs.

Applicants that meet all of the required admission criteria are selected for the LVN and RN programs by the following formula:

- Students on the waiting list (from the previous year) will be granted the first spaces
- Of the available spaces left:
  - o 50% are granted to students with the highest GPA in specified prerequisite courses
  - o 50% are granted by lottery (all eligible applicants not selected by GPA)
  - o All eligible applicants that are not admitted (due to lack of space) are placed on a waiting list and guaranteed admission the following academic year.

Some students leave at completion of the LVN program to gain work experience or complete additional pre-requisites required for the RN program. Most students apply and hope to continue for their final year in the RN program without an interruption in their education. Eligible applicants who are not selected for admission are placed on the waiting list and are guaranteed admission the following year. Applicants that do not meet the minimum eligibility requirements are not placed on the waiting list and must re-apply to the program.

The units and clinical hours from the Certified Nursing Assistant program are applied to the hours required for the LVN program. Units and clinical hours required for the LVN program are applied to the hours required for completion of the RN program.

### **Unique characteristics of the program**

Gavilan College is the only community college in the bay area which offers a career ladder that allows students to gain certification and job skills at each level. Students who lack either the time or the academic ability to complete an RN degree can stop at multiple points with job ready skills – as a Certified Nursing Assistant or Licensed Vocational Nurse.

### **Significant accomplishments since the last review period**

- BRN continued accreditation with no deficiencies
- Collaborative agreement with CSUMB.
- One semester sabbatical leave for RN lead instructor to upgrade clinical and Spanish skills
- Significant staff development time with full time and adjunct faculty:
  - o Annual Asilomar Faculty Retreat
  - o Magic in Teaching
  - o Simulation Conferences
  - o QSEN Conference
  - o Sim-Chart (Electronic Health Record) Conference
- Director maintains currency & rapport with the Board of Registered Nursing, the Board of Vocational Nursing and other Directors of nursing programs
- Stable, experienced faculty

- Beginning to incorporate QSEN concepts into curriculum
- Server in Health Occupations Building with secure testing platform
- Wireless internet in building
- New computers in computer lab

**Your program's impact on supporting and improving student achievement and student learning outcomes**

- Purchase of computer software: PDS, Virtual excursions, Safe Math, Clinical Calculations Online
- Upgraded film library, 508 compliant
- Lab bags for LVN & RN students for clinical practice
- IV lab skills practice and tutoring when students requested
- Instructor tutoring for weak students
- Purchase of case studies and practice tests to improve NCLEX readiness
- REACH exam to determine readiness for NCLEX
- APA papers to encourage readiness for BSN programs
- Pre-clinical preparation required during RN year
- Competency testing of clinical skills at all levels
- Minimum passing score for Allied Health clinical courses was raised from 70% to 75%.

**Resource and staffing changes since the last review and their effect on the program.**

- Full time faculty were unchanged since the last review.
- Part time faculty are continually recruited to meet staffing needs created by attrition.

**Concerns or trends affecting the program**

- Kaiser-San Jose Hospital announced that they are no longer willing to take LVN students. Program is being changed to be a 3 year RN program.
- San Jose Hospital closed. Students now go to Santa Clara Valley Medical Center (VMC) both fall and spring semester. During the fall the only clinical placement available was a Sunday/Monday clinical.
- Both skilled nursing facilities utilized in the CNA program have at different times received licensing citations which then ban them from having nursing students for clinical rotations. This has further limited clinical site availability. Current students travel to an approved facility in Hollister.
- Students continue to be denied access to usernames and passwords for electronic health records, electronic medication dispensing systems, and secure supply rooms at VMC causing significant barriers to practicing realistically.
- Students can be placed on a one year waiting list prior to beginning the LVN program and then again prior to beginning the RN program.
- Clinical placement for psychiatric nursing is at VMC which serves a severely mentally ill population. Opportunities to observe major psychiatric disorders and behaviors is excellent, but the ability to interact with patients or observe improvement to a minimally functional level is rare. In the future, a more abbreviated clinical experience at VMC and time at an alternate agency with a more hopeful patient population would be beneficial.

- Outpatient services continue to increase and acute care inpatient beds continue to decrease causing clinical sites to become increasingly scarce, particularly in pediatrics. Continue to explore alternative clinical experiences and sites.
- Students that barely meet the minimum eligible GPA (2.5) to apply to the RN program continue to struggle with their academic coursework causing increased level of attrition. These students also have an increased risk of failing the NCLEX-RN exam. In 2010, the Board of Registered Nursing raised the minimum passing score required to pass the NCLEX-RN exam. This further increases the risk of the student not passing the NCLEX-RN exam. We have raised the minimum passing score for Allied Health clinical courses from 70% to 75%. We need to explore the need to increase the minimum GPA for entry to the LVN and RN programs.