**Program Efficacy Evaluation and Recommendation**

**Spring 2012**

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| **Program: Nursing** |
| **Reviewers: Celia Huston, David Smith, Melissa Heredia** |
| **Overall Recommendation with Rationale: Continuation**  Nursing is a strong, high-demand program that is current in the areas of SLOs, curriculum and articulation. Program should be commended for their ongoing assessment and evaluation of SLOs. Student success and retention are stable and are higher than the campus averages. Additionally, Nursing tracks student pass rates for the NCLEX Exams and those pass rates are consistently in the low 80s. Nursing has accepted 50 new nursing students a semester since 08/09, but reduced this year to 35 new nursing students a semester. Although this reduction will be reflected in their future productivity and graduation statistics they will undoubtedly continue to have high success and retention rates. |

**Part I: Access**

| **Strategic Initiative** | **Institutional Expectations** | |
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| **Does Not Meet** | **Meets** |
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| Demographics | The program does not provide an appropriate analysis regarding identified differences in the program’s population compared to that of the general population | The program provides an analysis of the demographic data and provides an interpretation in response to any identified variance.  If warranted, discuss the plans or activities that are in place to recruit and retain underserved populations. |
| Pattern of Service | The program’s pattern of service is not related to the needs of students. | The program provides evidence that the pattern of service or instruction meets student needs.  If warranted, plans or activities are in place to meet a broader range of needs. |
| **Demographics: X****Meets or** **Does Not Meet  Reviewer Feedback:**  Nursing has clearly done a thorough analysis of the demographic data for their program. They have addressed differences including under representation of males, African American and Hispanic students. The program includes data from reliable sources that supports their explanations for these variances and had plans to recruit underserved gender/ethnicity  **Patterns of Service: XMeets or Does Not Meet  Reviewer Feedback:**  Patterns of service meet the needs of the program. They have limited flexibility due to the number of hours required for clinical experience and the hours that medical facilities have available to accept students. | | |

**Part II: Student Success**

| **Strategic Initiative** | **Institutional Expectations** | |
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| **Does Not Meet** | **Meets** |
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| Data demonstrating achievement of instructional or service success | Program does not provide an adequate *analysis* of the data provided with respect to relevant program data. | Program provides an analysis of the data which indicates progress on departmental goals.  If applicable, supplemental data is analyzed. |
| Student Learning Outcomes and/or Student Achievement Outcomes | | Program has not completed the first three-year SLO/SAO cycle. | Program has completed the first three-year SLO/SAO cycle. Discusses how SLOs were evaluated and has plans to continue SLO process. | | --- | --- | | |
| **Student Success: XMeets or Does Not Meet  Reviewer Feedback:**  Analysis is present and data supports that Nursing is a successful program. Success and retention numbers are stable with the exception of 08/09 when success was significantly lower. The success rate returned to normal level (mid 90’s) the following year and continues to stay in that range. Program does an excellent job of tracking NCLEX pass rates internally and provides good supporting data.  **SLOs: XMeets or Does Not Meet  Reviewer Feedback:**  Nursing is to be commended for collecting SLO outcome data for each class, every semester  Program is preparing to assess programmatic outcomes  Program engages in ongoing dialogue with FT and Adjunct Faculty | | |

**Part III: Institutional Effectiveness**

| **Strategic Initiative** | **Institutional Expectations** | |
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| **Does Not Meet** | **Meets** |
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| Mission and Purpose | The program does not have a mission, or it does not clearly link with the institutional mission. | The program has a mission, and it links clearly with the institutional mission. |
| Productivity | The data does not show an acceptable level of productivity for the program, or the issue of productivity is not adequately addressed. | The data shows the program is productive at an acceptable level. |
| Relevance, Currency, Articulation | The program does not provide evidence that it is relevant, current, and that courses articulate with CSU/UC, if appropriate. | The program provides evidence that the curriculum review process is up to date. Courses are relevant and current to the mission of the program.  Appropriate courses have been articulated or transfer with UC/CSU or plans are in place to articulate appropriate courses. |
| **Mission and Purpose: XMeets or Does Not Meet  Reviewer Feedback: Mission of** Nursing Program linked to the campus missions  **Productivity: XMeets or Does Not Meet  Reviewer Feedback:**  Program is stable and productive. 1:10 ratio in clinicals accounts for low efficiency in WSCH per FTEF  It is unfortunate that in order to accommodate budgetary needs on campus the program has reduced enrollment from 50 students per semester to 35 students per semester; this planned drop in FTES will appear in future statistics.  **Relevance, Currency and Articulation:X Meets or Does Not Meet  Reviewer Feedback:**  Nursing curriculum is current and all applicable classes articulate. | | |

**Part IV. Planning**

| **Strategic Initiative** | **Institutional Expectations** | |
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| **Does Not Meet** | **Meets** |
| **Part IV: Planning - Rubric** | | |
| Trends | The program does not identify major trends, or the plans are not supported by the data and information provided. | The program ~~identifies~~ and describes major trends in the field. Program addresses how trends will affect enrollment and planning. Provide data or research from the field for support. |
| Accomplishments | The program does not incorporate accomplishments and strengths into planning. | The program incorporates substantial accomplishments and strengths into planning. |
| Challenges | The program does not incorporate weaknesses and challenges into planning. | The program incorporates weaknesses and challenges into planning. |
| **Trends: Meets or XDoes Not Meet  Reviewer Feedback:**  The first two trends given; large waitlist and sufficient clinical space not clearly defined as trends in the field of nursing and may have been more appropriate as local challenges. There no planning attached to these trends. The third trend of simulation being used for teaching is clearly a trend in the field and program references the Board of Registered Nursing to support it. Program has plans and goals to increase simulated teaching up to the allowed 25%  **Accomplishments: XMeets or Does Not Meet  Reviewer Feedback:**  **Weak Meets**  Program has numerous strengths including, student success and retention, student pass rates on NCLEX, recruitment activities, ongoing accreditation of the program from the National League of Nursing and California Board of Registered Nursing and will strive to maintain current levels. Program has local partnerships at a variety of medical facilities and is currently working to develop more partnerships within the region.  **Challenges:X Meets or Does Not Meet  Reviewer Feedback:**  Program is aware of the challenges they face. The wait list is identified as a local challenge that the program successfully addresses planning to alleviate the program. They are in the process of implementing a points system to alleviate wait list issues. Other challenges included increasing NCLEX pass rates and encouraging students to take courses beyond the program prerequisites in order to enhance their math and communication skills. | | |

| **Part V: Technology, Partnerships & Campus Climate** | | |
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|  | **Does Not Meet** | **Meets** |
| Technology, Partnerships & Campus Climate | Program does not demonstrate that it incorporates the strategic initiatives of Technology, Partnerships or Campus Climate.  Program does not have plans to implement the strategic initiatives of Technology, Partnerships or Campus Climate | Program demonstrates that it incorporates the strategic initiatives of Technology, Partnerships and/or Campus Climate.  Program has plans to further implement the strategic initiatives of Technology, Partnerships and/or Campus Climate. |
| **Technology, Partnerships & Campus Climate: XMeets or Does Not Meet  Reviewer Feedback:**  Program utilizes technology in a variety of ways, has many partnerships in the in the Inland Empire and a solid reputation in the health community.  Program has plans to further implement technology with the use of computerized Human Patient Simulators. | | |