

Allied Health Division

➤ Instructor of Nursing Replacement Position Proposal

- Krista McCullough, MSN Ed, RN
- Sally Chaffee, MSN, RNC
Assistant Program Directors





**Our
Success**

Course success rates:

18-19 – 90%

19-20 – 89%

Retention rates:

18-19 – 94%

19-20 – 93%

- ▶ MJC ADN successrate 94%
- ▶ MJC graduates ranked 90% within CA
- ▶ MJC graduates ranked 82% when compared to similar ADN Programs in CA
- ▶ MJC graduates ranked 85% when compared nationally

National Council of State Boards of Nursing (NCSBN)

April 2020-
March 2021

Graduate's NCLEX Success

First time NCLEX:

- 2018-2019 = 96%
- 2019-2020 = 93%
- Overall pass rates for same period were greater than 95% for all graduates

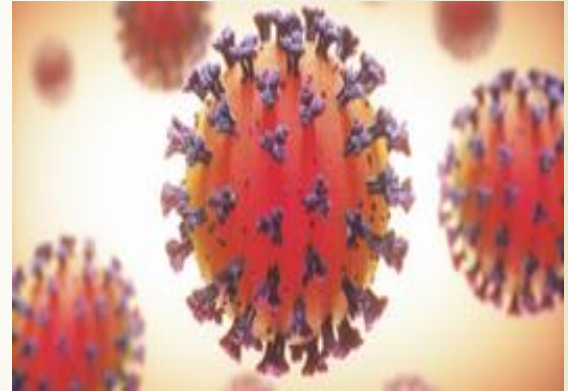


Community & Workforce

- ▶ In *California*, the number of Registered Nurses is expected to grow much faster than average growth rate for all occupations. Jobs for Registered Nurses are expected to increase by *16.7 percent*, or *53,400 jobs* between 2018 and 2028 (CA.gov 2021).
- ▶ In *Stanislaus County*, the number of Registered Nurses is expected to grow much faster than average growth rate for all occupations. Jobs for Registered Nurses are expected to increase by *21.6 percent*, or *1,000 jobs* between 2018 and 2028 (CA.gov 2021).
- ▶ 2019-2020 85%-95% of students were employed within one year of graduation
- ▶ Stanislaus County RNSA
- ▶ Telehealth opportunities in the community: Modesto Gospel Mission and Interfaith
- ▶ Covid vaccine clinics at Save Mart and Tuolumne County Public Health Department
- ▶ Flu clinic at Kaiser Modesto

COVID Pandemic changes...

- Decrease student enrollment due to displacement of clinical experiences and social distancing in the skills/classroom and simulation labs
- Remote zoom lectures
- Need for virtual clinical experiences
- Clinical sites removed to students
- Required vaccines/testing for clinical sites
- Take home skills kits for students to practice
- Even with Covid challenges, our students were able to continue with their education.



Challenges...

Limited clinical sites for our program

Clinical faculty to student ratio 1:10 students for patient safety

The African American, Asian, and Asian Indian ethnicities are consistently underrepresented in the ADN program

Two weeks prior to the start of fall 21 semester, *missing 5 faculty members*. ..clearance process for clinical, background check, physical exam, immunizations, and drug screen are required.

2022 tenured faculty retirements- total of 72 years experience at MJC

Justification for the replacement positions

**5 Full
Time Faculty
Positions
Need
Replacement**

**Program Director
Program Assistant Director
Every semester is affected including course coordinator
roles**

**Positions are
Vital to
Student
Success**

**Community needs quality RNs to address the Health
needs of the community
Holistic approach to healthcare
ADN consistently exceeds performance standards
Positions needed to maintain number of students
BRN: FT > PT**



Significance of the positions

- **First Semester**

Nurse 270 Nursing Process: Pharmacology

Nurse 271 Nursing Process: Nursing Fundamentals

- **Second Semester**

Nurse 272 Nursing Process: Geriatrics

Nurse 273 Nursing Process: Maternal-Child

- **Third Semester**

Nurse 274 Nursing Process: Mental Health

Nurse 275 Nursing Process: Medical-Surgical

- **Fourth Semester**

Nurse 278 Nursing Process: Advanced Medical-Surgical.

ADN Program Student Support

Faculty report ↑
Student's anxiety

- Students report ↑ anxiety during exit
- Faculty guide, support, and provide resources
- ↑ BIT reports



PR & Equity

- ▶ ↑ **Diversity in student applicant pool**
 - ▶ **Disproportionate impact:**
 - ▶ **African American, Asian, and Asian Indian ethnicities underrepresented in ADN program**
 - ▶ **2019-20 highest ethnic groups represented in nursing declarations: Hispanic – 50%, White, 33%, Asian 8%**

- ▶ ↑ **Creative experiential learning experiences focusing on equity, implicit bias and social determinants of health**

Program Outlook

- ▶ 2020-2021 113 AS Degree in Nursing
- ▶ ADN program's BRN Continuing Approval Visit in February 2020 – total program review for previous 5 years
- ▶ Goals:
 - ▶ Continue effort to reduce the percentage of disproportionate impact in identified ethnic groups who are accepted into the ADN program
 - ▶ Recruit and hire innovative and student-centered faculty
 - ▶ Accreditation Commission for Education in Nursing (ACEN) accreditation and concurrent enrollment collaboration with CSU Stanislaus



The image is a composite graphic. On the left, a photograph shows a hospital room with several beds, blue privacy curtains, and various medical machines like monitors and IV stands. On the right, a close-up photograph of a silver stethoscope is shown against a white background. A large, semi-transparent orange arrow points from the left towards the right, crossing over the stethoscope. The word "Questions?" is written in white, sans-serif font inside the orange arrow.

Questions?