



Unit Plan Annual Narrative

Directions: Use the "Unit Plan Narrative Guide Sheet" to complete this planning form. Be sure that under each section, you write a narrative which discusses all elements listed under each heading. If a particular element does not apply to your area, note that within your narrative. Again, this form should be completed as a narrative, not bulleted.

Department/Unit: Health Professions (DAT, EMT, LPN, RN, NAS/HHA)

Unit Administrator: Shelia P. Marable, DSN, RN
Associate Dean/Chair

Date: June 8, 2007

A. Unit Description: The Department of Health Professions consists of the Dental Assistant Technician (DAT) program, the Emergency Medical Technician (EMT) program, Registered Nursing (RN) program, Licensed Practical Nursing (LPN) program and the Nurse Assistant/ Home Health Aide (NAS/HHA) programs. The mission of the programs within this unit is to prepare individuals in the art of caring in a high touch and high technology learning environment to be come employed in the community as a DAT, EMT, RN, LPN, or NAS/HHA as selected. Students are facilitated in developing the knowledge, skills, and attitudes necessary for successful practice and are encouraged to pursue advanced education.

B. Unit Effectiveness

The RN program has 8 full-time instructors including the associate dean/chair who along with one other instructor hold a doctor of science in nursing degree and 13 part-time instructors are used. The PN program has 3 full-time instructors and 8 part-time instructors used. The DAT program has 1 full-time instructor and 2 part-time instructors. The EMT program has 1 part-time instructor/acting program director. The NAS program has 1 part-time instructor.

Despite our limited human resources this school year, the nursing programs have thrived and the students' success on licensure/certification examinations is above 87%. The DAT graduates are not required to write a certification exam for employment and rarely chose to do so. The EMT program pass rate is 0 % for this year and has not demonstrated improvement in the pass rate over the past few years. Retention rate for the LPN program is 55% and the RN program is 36%. Greater than 90% of students are retained in the remainder programs. Students are referred to Student Services and Developmental Education as needed.

There is a high demand for the health professions program. Plans have progressed to implement the evening RN program on the Bessemer campus Fall 2007. We expect to admit 24 students. Both the RN and PN programs have positive reputations in the community which enhances recruitment. A Spring radio broadcast elicited positive responses which attest to an excellent reputation.

C. Value Added

As a result of the curriculum requirements, the Health Professions division is a great support to the college transfer program offerings. While the health professions faculty is limited to a relatively small number of students in the clinical settings (as required by the ABN and the NLNAC) the general education courses that are required by the division enhances the enrollment of the college.

The nursing programs are recognized as successful programs within the community. Area hospitals provide lunch for the nursing programs as a recruitment effort. E-mails have been received by the RN program from the various agencies such as the Minority Access, Inc in cooperation with the U.S. Department of Health and Human Services. The University of Alabama invited the program and its graduates to enter into a partnership agreement for the RN to BSN/MSN Mobility program with the signing ceremony held in March 2006. Graduates are successful on licensure/certification examinations and employment rate is above 95 %. Faculty expertise is a major strength of the programs. Faculty credentials are represented for all required clinical areas. The associate dean/chair and a level II instructor hold a doctorate degree in nursing science. Two nursing faculty; one on each campus have been admitted to the doctoral program at UA Capstone.

The EMT program is an area in great need of improvement. A full-time program director is a must if the program is to survive. The college has advertised for the position and a grass root effort is underway as well. Increase in retention is a concern for all areas.

Needs for the Birmingham campus include: updating, audiovisuals and software as needed; updating computer laboratory. Replace and /or repair mannequin and beds.

Needs for the Bessemer campus include: Fully equipped computerized testing laboratory to accommodate 30 students testing at once. Updating of audiovisuals materials. The LPN program needs to be physically centralized with classroom and offices located in one area on the campus.

D. Projections

Both campuses have more qualified applicants than faculty to serve them. The Bessemer campus is in dire need of full-time faculty. A minimum of three faculty members are needed to consistently manage the evening program. Two will be used to implement the program in Fall 2007 but will need a third faculty member by next Fall or we will be forced to admit to the evening program every 2 years. We interviewed to hire two LPN faculty; only one was qualified and hired.

Need to replace the NAS instructor who was hired as a full-time nursing instructor after completing the MSN degree.

EMT program director and part-time instructors are needed. We were unable to offer the EMS courses due to low student enrollment. The department needs additional computers, software and audiovisuals to enhance instruction. Professional development for Tegrity/ Blackboard expanded use.

The Home Health Aide program must be promoted. There is a great need to train caregivers. Consider hiring a full-time instructor to facilitate day and evening offerings of the NAS/HHA courses and increasing the frequency of offering. More patients are being discharged home earlier with high acuity levels requiring more healthcare at home.

Institutional Effectiveness Unit Plan

Directions: Use 9 point font when completing this form. First, complete columns A-D. Make sure your Unit Outcomes are targeted, essential and measurable. Columns E & F (which serve to assess whether your goals were reached and how you intend to use the results) will *not* be completed until the end of the cycle in the spring.

Unit : Associate Degree Nursing **Unit Administrator:** Shelia P. Marable, DSN, RN **School Year:** 2007-2008
Unit Mission: The mission of the nursing programs within the department of Health Professions is to prepare individuals in the art of caring in a high touch, high technology, learning environment to be employed in the community as registered nurses and licensed practical nurses. Students are facilitated in the development of knowledge, skills and attitudes necessary for successful practice and are encouraged to pursue advanced education.

Number each Outcome in each column	<p>A. Unit Outcomes (3-4) <i>no more</i></p> <p>Should be measurable. Use percentages where possible. <u>Be brief.</u></p>	<p>B. Outcomes Link to Institutional Goals & Strategic Indicators</p> <p>List the goal numbers and the corresponding Strategic Indicator letters (i.e., Goal 1; Indicators B & C; Goal 2; Indicators A-C, etc.)</p>	<p>C. Methods of Assessing the Outcome</p> <p>List what indirect methods you plan on using to measure each outcome (i.e., board exams, surveys, graduation results, retention results, etc.)</p>	<p>D. Budget Implications</p> <p>If your outcome has budget implications (costs that will exceed \$499), list them here.</p>
	<p>1. Students retention will increase by 5% in the ADN program annually.</p> <p>2. 80% of graduates will be successful on first writing of licensure/certification examination.</p> <p>3. 100 percent of the ADN faculty will incorporate The use of Blackboard and Tegrity in classroom instruction.</p> <p>4. 100% of faculty and staff will exemplify an informative, friendly, and supportive customer service environment.</p>	<p>1. Goal 2; Indicators B & F-G</p> <p>2. Goal 1; Indicators A - D</p> <p>3. Goal 3; Indicators A - D</p> <p>4. Goal 2; Indicators A - G</p>	<p>1. Student retention rates/ graduation rates</p> <p>2. Certification/Licensure pass rate</p> <p>3. Survey of instructional environment. Blackboard usage reports. Sample of Tegrity usage.</p> <p>4. Quantity of formal complaints; college surveys</p>	<p>1. None</p> <p>2. None</p> <p>3. Cost of maintenance of laptops, computer laboratory and needed software.</p> <p>4. None</p>

Unit Plan--Part II: Directions : As noted on page one of this plan, complete columns E & F at the end of the planning cycle in the spring. As you report under each column, be sure to carry over the numbers which represent each outcome you are addressing.

E. Actual Results Obtained—When you assessed and measured your stated outcomes, what results did you find? Be clear and concise in your reporting.

1. In summer 2006, 65 students were enrolled in NUR 102- Fundamentals of Nursing. In fall 2007, 50 students graduated. While these students were not from the same cohort, there was evidence of significant increase in the retention and graduation rate. Fall 2006, 72 students were enrolled in NUR 102 with 43 graduates two years later in May 2008. The fall graduates were the first December graduates (50) for the ADN program. In comparison of the 43 spring (May 2008) graduates and 26 spring (May 2007) graduates; there was a 165% increase in retention and graduation. Greatly exceeding the expected 5% increase.
2. The official report for the December and May graduated (2007 – 2008) will not be completed until after September 2008. The tentative result from the December 2007 graduates is well below the required 80%. The May 2007 graduates pass NCLEX-RN at 93% passing. Data collected from student surveys indicated that students thought that the audio visuals were old and that the computer laboratory and clinical laboratory need updating.
3. 100% of faculty uses Blackboard for instruction. As of summer 2008, 100% of faculty members (N=5) have embraced the use of Tegrity and are using Tegrity in the classroom.
4. The Department is exemplifying a friendly and positive environment. Total number of formal complaints is significantly down from 5 to 2. Written complaints have been handled fairly and supported with appropriate documentation. Student Satisfaction Survey was administered spring 2007 with results and recommendations identified. Four strategic areas of improvement were identified emerged from a meeting with Academic Affairs: (1) Interpersonal Relations (2) Instruction (3) Professionalism and (4) Assessment.

F. Use of Results—Now that you have your results, how do you intend to use these results or, if implemented early, how have you used these results to improve your overall unit for the upcoming academic year? **NOTE:** After you list how you intend to use these results, be sure to include such improvements in your new Unit Plan for the upcoming academic year.

1. Continue distributing study guides and conducting study sessions with the students prior to examinations. Employ the use of Tegrity by all faculty. Tegrity has been shown to be a good tool for students studying difficult content such as nursing. Continue to use Blackboard to provide students with power points and other resources for the course.
2. While we are delighted to have such a significant increase in retention, the initial correlation with NCLEX-RN results is disheartening. We plan to evaluate the level of difficulty on the current department examinations and ascertain that they are at the level expected on NCLEX-RN and follow the testing Blueprint. Evaluate the curriculum in relation to the NCLEX-RN Blueprint and make amendments as needed.
3. Encourage and maintain the use of Tegrity by all faculty especially on difficulty topics such as cardiovascular/respiratory and fluid and electrolytes./.
4. The department pledges to maintain an informative, courteous environment. When there is a complaint, we will continue to respond appropriately; listen to the concerns and be fair in the resolution of the concern. Meetings have been conducted to develop proposal to strengthen areas of improvements as identified in survey.