



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: July 9, 2008

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.

Fall 2007, the evening RN program was implemented on the Bessemer campus. With 167 applicants, 87 students were qualified and 35 were admitted. There were 170 applicants with 102 qualified and 72 admitted in the day RN day program and 35 readmitted. Fall semester 2007, the day LPN program had 99 applicants, 37 qualified and accepted only 22 enrolled and the evening PN program had 80 applicants, 26 qualified and only 11 enrolled; spring day LPN program had 49 applicant, 26 qualified and 15 enrolled. The DAT enrolled 19 students, EMS enrolled 10 students fall and spring (5 each) and NAS admitted 14 fall term, 22 spring term and 9 summer term. Fall 2007, 50 RN students graduated and 18 PN students graduated. The LPN evening program is experiencing a significant drop in enrollment (11 enrolled and only 4 progressed to the final semester).

Spring 2008, day RN enrolled 21 new students (LPN to RN mobility program) with 69 applicants and the evening RN enrolled 15 new students in the LPN to RN mobility program. The LPN program had applicants; of those were qualified, were accepted and students enrolled.

There were 43 RN graduates and no graduates in spring for LPN.

B. Unit Effectiveness

The Birmingham had 8 full-time instructors including the associate dean/chair who along with one other instructor hold a doctor of science in nursing degree and 14 part-time instructors employed during the school year. Two full-time faculty members resigned; one at the end of the fall term and one at the completion of the spring term leaving 6 full-time faculty members. The Bessemer campus has 6 full-time instructors with 7 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. 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 90%. The DAT graduates are not required to write a certification exam for employment and rarely chose to. The EMT program pass rate is 50 % for this year which increased from 0 % over the past few years. The Birmingham campus nursing program experienced a 70 % retention rate and the Bessemer campus was 85% retention rate. Greater than 95% of students are retained in

the remaining programs.

C. Value Added

As a result of the curriculum requirements, the Department of Health Professions is a great support to the college. The general education courses that are required by the Health Professions programs enhance enrollment for the college in several areas. The nursing programs underwent a successful reaffirmation site visit in November 2007 and the Dental program is slated to undergo review in July 2008 by the Commission on Dental Accreditation.

The DAT program is also experiencing an increase in enrollment from 12 students (2006) to 19 students (2007)

The EMT program is growing in enrollment; however, it is in need of a program director to facilitate its endurance.

The NAS program has increased enrollment to 43 students for this school year.

D. Projections

Both campuses have more qualified applicants than faculty to serve them. The Birmingham campus experienced a loss of 2 full time faculty members and the Bessemer campus is in dire need of full-time faculty for the evening RN program. There is a tremendous interest in this program and more than 60 % of qualified applicants were denied acceptance due to limited space and instructors. The screening committee is formed and is in the process of interviewing for 2 nursing instructors to be shared between the two campuses for the 2008-2009 school year.

EMT program director and part-time instructors are needed in addition to software and audiovisuals.

Enhance professional development for Tegrity/ Blackboard; currently approximately 30% of instructors on both campuses are using Tegrity and 100% on both campuses are using Blackboard.

The Home Health Aide program has not had any inquiries nor has it been promoted. 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 health care at home.

A conscious decision was made to delay admission for the evening LPN program and to concentrate resources on the evening RN program.

The Bessemer campus clinical laboratory is in need of updating. New beds and other resources are needed for both nursing and dental.

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

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. 100% of graduates eligible for employment are employed as RNs. 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.