

2024 Annual Report of Program Data

Nursing



1. Program or Unit Mission

Program Mission Statement

The Kaua'i Community College Career Ladder Nursing Program provides access for the people of Kaua'i to quality nursing education within a caring environment. The goal is to prepare nurses who, with **clinical judgment**, can successfully practice in a 21st Century health care environment, and are prepared to progress upward through the career ladder.

College Mission Alignment

The Nursing program meets the College mission by providing a program that inspires, engages, and empowers students to enrich our community and world. This is achieved by training students to become safe, competent nurses to care for our community and world.

2. Program Student Learning Outcomes or Unit/Service Outcomes

1. A competent nurse's professional actions are based on core nursing values, professional standards of practice, and the law.
2. A competent nurse develops insight through reflective practice, self-analysis, and self-care.
3. A competent nurse engages in ongoing self-directed learning and provides care based on evidence supported by research.
4. A competent nurse demonstrates leadership in nursing and health care.
5. A competent nurse collaborates as part of a healthcare team.
6. A competent nurse practices within, utilizes, and contributes to the broader health care system (including the Global Community).
7. A competent nurse practices client-centered care.
8. A competent nurse communicates and uses communication technology effectively.
9. A competent nurse demonstrates clinical judgment / critical thinking in the delivery of care of clients while maintaining safety.

All PSLO's are assessed annually and results are presented in the following table:

PSLO	RESULTS	BENCHMARK	CHANGES
PSLO #1	99%	75% or >	No changes
PSLO #2	99%	Score depends on semester	No changes; continue to monitor
PSLO #3	98%	75% or >	No changes
PSLO #4	100%	75% or >	No changes
PSLO #5	100%	75% or >	No changes
PSLO #6	98%	75% or >	No changes
PSLO #7	61%	Score depends on semester	Benchmark reevaluated per semester and CJ Tool has been revised/ refined; continuous instruction with students
PSLO #8	100%	Score depends on semester	
PSLO #9 A/B	100% / 95%	P/F and 70% or >	Continue to monitor; remediate with students.

3. Analysis of the Program/Unit

<https://uhcc.hawaii.edu/varpd/index.php?y=2024&c=KAU&t=CTE&p=3069>

Demand indicators

The number of replacement positions county prorated was 35 and with 17 graduates in spring 2024, the workforce needs far exceed what we graduate. According to the workforce analysis tab, the projection for replacement positions will be greater than 8,277 positions through 2028.

Post-pandemic impacts have changed the face of the workforce and most health care professionals do not want to work as was previously demanded in the profession, more people are looking for work-life balance and this philosophy will continue to impact workforce needs. The program is structured for students to take all general education classes prior to admission so that upon admission, students focus only on the core nursing courses. Four out of five semesters in the program have less than 12 credits, hence part-time numbers are at 100% in the fall. In the first spring semester, the numbers split from full-time to part-time due to the number of credits the students are taking, and the combined percentage (full and part-time) remains at a total of 100%. Worrisome is that the overall SSH in all program classes declined over the past five years. With demand for nurses anticipated to rise over the next five years, it is probable that this healthcare demand will go woefully unmet.

Efficiency Indicators

Due to faculty turnover and shortage, the program has limited the class size to 18 per cohort in order to meet clinical agency restrictions and ensure quality student education. The fill rate of 68.8 % is based on the seats available in banner of 24, which gives the false impression of low fill rates.

In fall 2023, the program hired two, 11-month faculty members (one late start in mid September); after two weeks one faculty resigned. In spring 2024, the program hired an acting instructor but also experienced another 9-month faculty member resignation. Continuous hiring, onboarding, and turnover is tiring; workload is greater than new hire anticipation. To compete with private sector salaries, program expenditures will need to increase (approximating or matching industry salaries), otherwise recruiting and retaining nurses will continue to prove challenging.

Effectiveness Indicators

The completion rate is 89% and the number of withdrawals is declining. Persistence from fall to spring remains high (97%) and the fall to fall persistence is improving (72%). Many factors lead to the students withdrawing or not persisting to the following fall semester. Many students must work while in school to maintain their health insurance and that impacts their ability to study and maintain test averages above 70%. At midterm, students with no chance to improve their test averages are encouraged to withdraw, decelerate, and focus on one class rather than two, to preserve their GPAs and eligibility to re-enter the program (the maximum number of courses that a student can fail in the program is two). Students are provided test reviews, remediation and faculty assistance to help. Unfortunately, despite all attempts, some students are not successful in the end resulting in academic failures. Other situations with students failing can be their non-clinical readiness to consistently provide safe, competent care for the course level expectations. The program continues to maintain professional standards of nursing to provide competent nurses to the community. Unfortunately students who are not at the clinical readiness of their peers do fail.

Program NCLEX- RN Licensure pass rate remains at 100% on first attempt (2020-2024).

Distance Indicators

The program has only two distance education classes that are co-requisites and only offered in the spring semester. Fill rate is falsely low and the completion rate is 85%.

Perkins Indicators:

All Perkins indicators were met (1P1, 2P1, 3P1).

Performance Indicators

Although it is reported that zero students transferred to a 4-year program, the program knows one of the 12 graduates did transfer to UHSON. Due to economics, most students chose to move into the workforce due to family needs. The program works closely with UHNAWSON to strategize ways to increase transfer to school but due to the pandemic effects, many need to return to the working world to help their families. Pell recipients declined in this cohort despite encouragement of students to complete the UH Common and FASA applications.

4. Action Plan

Overall, the program continues to perform well. Students are achieving PSLO's and passing the national licensure exam on the first attempt. New graduates are obtaining jobs. The program continues to have interest and unmet demand. The program is anticipating an accreditation visit in March 2025 for quality assurance purposes.

Action Plan 2024

Faculty replacement

Succession planning needs to be implemented to maintain the program at the current enrollment or the program will again need to decrease class sizes. The current Program Coordinator will be retiring at the end of the AY and the program anticipates two additional retirements in the next two-three years. Recruiting new faculty is challenging due to the cost of living on Kaua'i (in addition to high industry wages previously discussed). The program is actively recruiting previous graduates to pursue their Master degrees and return as faculty members (Kaua'i CC Goal 1,2,3,4). *Request a 9-month faculty position to start AY 2024-25.*

Scholarship

The Program coordinator continues to look for scholarships and tuition assistance for students to keep them focused on school while minimizing the need for working while in school (Kaua'i CC Goal 1, 2, 4). *Seek more scholarship opportunities by participating in community activities and have nursing students participate.*

Transfer to a 4 -year program

Nursing Program Coordinator and Health Science Counselor will continue to work with UHSON to reduce barriers in transferring and promote the process of continuing ones education to earn a BSN degree. UH representatives scheduled to meet with students on 10/21/24 (Kaua'i CC Goal 2,4).

Promote Professional development / Curriculum

Seek funding to send faculty to ACEN conference annually to engage and educate faculty on accreditation standards; deepen understanding of the faculty member's role in accreditation; funding for Simulation education/ training to allow all faculty to run more simulations; more simulation integrated into the curriculum, to deepen students clinical judgment skills in a safe learning environment. Attend annual *American Nurses Organization Leaders Conference* in Oahu in November.

Action Plan 2023:

Faculty Replacement: Faculty shortage and concern that 4/7 current faculty are planning on retiring in the next two years. Onboarding new faculty into the world of academia from the practice world is not a quick transition and takes much guidance from the Program Coordinator. The program is in the process of writing the next accreditation document that will be submitted in December-January of 2025. The program will develop a succession plan to maintain the Nursing Program and meet the community's need for nurses. When the clinical partners hear that more than half of the current faculty are planning to retire, that brings concern for the future of the workforce. Herein are the

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latest Hawai'i State Center for Nursing (HSCN) data tables on workforce needs in the state: [Hawaii Center for Nursing data tables](#) (Kaua'i CC Goal 1,2,3,4). *Request two additional Faculty positions to start the onboarding and succession plan. **Outcomes:** Hired one acting instructor in spring 2024; Hired one 9-month faculty in fall 24.*

Scholarship: The Program coordinator continues to look for scholarships and tuition assistance for students to keep them focused on school and not working while in school (Kaua'i CC Goal 1, 2, 4). *Increase in students applying for scholarships within the UH Common app and with Community organizations.*

Transfer to a 4 -year program: Nursing Program Coordinator and Health Science Counselor will continue to work with UHNAWSON to reduce barriers in transferring and promote the process of continuing on for their BSN degree. UH representatives scheduled to meet with students on 11/21/23 (Kaua'i CC Goal 2,4). *Increase in RN- BSN transfers to UHMSON 12/ 17 graduates transferred in fall 2024*

5. Resource Implications

Replacement equipment request for SIMS media technology including a designated laptop for SIMS to project Zoom and for SIMs observations and recordings into the classroom. Cost estimate: \$5K

Professional Development

SUN SIMULATION User Network Conference (<https://laerdal.com/us/learn/sun/>)

Send 2 faculty each academic year. Estimated cost: \$6K

Annual Accreditation Conference from ACEN for new program coordinator and one faculty.

<https://www.acenursing.org/events/self-study-forum>. Estimated cost: \$5600

Annual *American Nurses Organization Leaders Conference* in O'ahu (November) for two faculty members. This quality local conference provides insights into Healthcare leadership and is essential for program nursing leaders to attend. Estimated cost: \$4200

I am NOT requesting additional resources for my program/unit.