

**RICHMOND COMMUNITY COLLEGE
NURSING SERVICES
ADVISORY COMMITTEE MEETING AGENDA**

Monday, November 10, 2014/6:00 p.m./Cole Auditorium

Welcome

Dr. Dale McInnis
Kevin Parsons

Introduction of Faculty/Committee Members

Carole Gibson, RN, MSN
Nursing Department Chair

What's New with You/Organization?

Departmental Reports

1. Nursing: Carole Gibson

- A. Measures of Program Outcomes
 - 1. Enrollment Management/Retention
 - 2. Admissions
 - 3. NCLEX
 - 4. Employment
 - 5. Policy Revisions
 - 6. Quality Improvement
 - a. Nursing Improvement Plan
 - b. Curriculum Revisions for PN
- B. Partnerships with Universities: Opportunities for BSN
 - 1. RN to BSN
 - 2. RIBN
- C. Nursing Faculty
- D. Bachelors in Applied Science
- E. Preceptorship 2015
- F. Information from Employers: Expected New Hires
- G. Pinning Dates for 2015
 - 1. ADN: Thursday, May 14, 2015
 - 2. PN: Tuesday, July 21, 2015

2. Nursing Assistant: Shelia Adams

- A. Passage Rates/NC State Passage Rate
- B. Retention Rates: Fall 2013—Spring 2014
- C. Employer Surveys
- D. New Clinical Sites
- E. New Nurse Aide Curriculum Outline
- F. Introduction to Therapeutics & Diagnostic Services Nurse Assistant Diploma Program
- G. Semester Schedule of Course Rotations

**RICHMOND COMMUNITY COLLEGE
NURSING ADVISORY COMMITTEE MEETING
Monday, November 10, 2014/6:00 p.m./Cole Auditorium**

ATTENDANCE SHEET

MEMBERS		ATTENDANCE
Allison	Duckworth	Present
John	Jackson	
Nancy	Caulder	
Brenda	Ewing	
Deana	Kearns	Present
Lisa	Dial Hunt	
Rachel	Lampley	Present
Dr. Cherry	Beasley	
Julie	Woody	
Paula	Blackburn	
Melissa	Reaves	
Camille	Utter	
Tiz	Garner	Present
Sadie	Cassidy	
Sharon	Goodman	Present
Tina	Nielsen	
Lauren	Burris	Present
GUESTS		ATTENDANCE
Jan	Scholl	(*Guest of Allison Duckworth)
RCC FACULTY		ATTENDANCE
Shelia	Adams	Present
Emily	Aycock	Present
Heather	Cox	Present
Carole	Gibson	Present
Crystal	Greene	Present
Brenda	Huffman	In Clinicals
Linda	King	Present
Kay	Privette	Present
Janet	Sims	Present
Sharonda	Sturm	Present
Judith	Thompson	Present
Ronnie	Tunstall	Present
Sue	Wagner	Medical Leave

TOTAL: 31

IN ATTENDANCE: 17

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Heather	Cox	<i>Heather Cox</i>
Carole	Gibson	<i>Carole Gibson</i>
Crystal	Greene	<i>Crystal Greene</i>
Brenda	Huffman	
Linda	King	<i>Linda King</i>
Kay	Privette	<i>Kay Privette</i>
Janet	Sims	<i>Janet Sims</i>
Sharonda	Sturm	<i>Sharonda Sturm</i>
Judith	Thompson	<i>Judith Thompson</i>
Ronnie	Tunstall	<i>Ronnie Tunstall</i>
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TOTAL: 31

IN ATTENDANCE: _____

**RICHMOND COMMUNITY COLLEGE
NURSING SERVICES
ADVISORY COMMITTEE MEETING MINUTES**

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Introduction of Faculty/Committee Members

Carole Gibson, RN, MSN
Nursing Department Chair

What's New with You/Organization?

Departmental Reports

1. Nursing: Carole Gibson

A. Measures of Program Outcomes

1. **Enrollment Management/Retention:** Campus wide priority; many of the strategies implemented this past year have positively impacted retention. Fall 2014 ADN enrollment: 107, compared to 111 in Fall 2013. Of the 107, we still have 105 Fall '12 (85) to Fall '13 32) retention of 37.6%
Fall '13 (79) to Fall '14 (40) retention of 50.6%
2. **Admissions:** Fall 2014: ADN = 107/ 67 1st year, Average GPA: 3.3
40 2nd year
PN: 18, Average GPA: 3.38

Student Demographics: Fall Admissions 2013 and 2014: ADN & PN

<u>ADN</u>	<u>PN</u>
Caucasian: 58-67%	50-55%
African American: 12-20%	15-22%
American Indian: 10-15%	16-35%
Hispanic: 2%	0%
Other: 4-9%	0%

	<u>2014 ADN</u>	<u>2014 PN</u>
Scotland residence:	22%	33%
Richmond residence:	51%	50%
Robeson residence:	4%	0%
Moore residence	10%	5%
Other	9% Anson/Union 1% Cumberland 1% SC	5% Anson 5% SC

Age

ADN 2014: 60% less than 25 years old; 84% are less than 30

2013: 50% less than 25 72% less than 30

PN 2014: 3% less than 25 61% less than 30

2013: 2% less than 25 30% less than 30

Gender: 2014 ADN: 93% female (62); 7% males (5)

2013 ADN: 91% females (72/79) 9% males (7/79)

2013 and 2014 PN: 100% females

TEAS: Tested 71, 35 passed both sections, 3 passed 1 section

3. NCLEX: ADN 96% (24/25) PN 71% (not everyone has tested)

4. Employment: ADN: 100% of the 24 who passed boards are employed.

PN: 54% employed as of October 14

5. **Policy Revisions** implemented this fall: Minimum GPA, higher TEAS, added a math Minimum score of 55, readmits must score 10% higher on TEAS composite score And pass a competency test on concepts successfully completed. Readmits accounted For a large percentage of attrition and NCLEX failures. About 50% of readmit Applicants score the higher TEAS score and are eligible for readmission.

6. **Quality Improvement**

a. Nursing Improvement Plan

Objectives:

- 1) attract and admit academically prepared students (policy revisions)
 - 2) Provide academic support services to increase student success (Math tutoring/ need RN tutors)
 - 3) Offer student support services to increase student success (advising/counseling)
 - 4) Improve the nursing curriculum and pedagogy (team teaching/facilitated learning/remediation/simulation/capstone/NCLEX comprehensive predictor given twice, once before capstone, once after; individual student blueprint provided identifying weak areas or areas needing improvement, faculty initiated meeting one-on-one with students when grades began to dip/ incorporated NCLEX review within semester, e-books with instructor notes
 - 5) Enhance professional development of faculty; (generational leaning workshop, Conferences related to concept based teaching, workshop on use of available online resources,
- b. Curriculum Revisions for PN: plan is to implement concept based approach in the Fall of 2016
- c. QEP: focuses on better written and oral communication: Speaking to convey, writing to display. Student Learning Objectives address written and oral communication.

B. **Partnerships with Universities:** Opportunities for BSN

1. RN to BSN: Bridge program: Student completes RCC ADN program + can take Courses on our campus towards a BSN.
2. RIBN: Regionally Increasing Baccalaureate Nurses. Dual enrollment at RCC and UNC-P. 4 yr. program. 1st three years are on our campus + one course each semester At UNC-P. Complete ADN, pass NCLEX, 4th year is at UNC-P.
Currently RCC has 4 students in their first year.

C. **Nursing Faculty ADN:** 100% of fulltime faculty are prepared at the Master's level (two completed this year (Sharonda Sturm and Janet Sims)! PN: One Master's prepared and one currently enrolled in a MSN program.

D. **Bachelors in Applied Science:** Are agencies going to consider it the same as BSN?

Not the same as a BSN; it is a terminal degree, meaning if an BAS nurse decides down the road they want to get a MSN or doctorate, they will have to get a BSN first

E. **Preceptorship 2015 :** expecting to need slots for 39-40 students, faculty have already started looking at student requests and will get these to the facilities soon

F. **Information from Employers:** Expected New Hires?

G. **Pinning Dates for 2015**

1. ADN: Thursday, May 14, 2015

2. PN: Tuesday, July 21, 2015

H. Surveys were distributed to employers on May 2014 ADN graduates (attached to original minutes). None of the employers present had hired PN graduates.

2. **Nursing Assistant: Shelia Adams**

A. Passage Rates/NC State Passage Rate

- B. Retention Rates: Fall 2013—Spring 2014
 - 1. Committee members updated with Nurse Aide program pass rates/retention rates for Fall 2013 and Spring 2014 compared to statewide rates (handout attached to original minutes)
 - 2. Discussed importance of remaining an in-facility (INF) test site for current students
- C. Employer Surveys
 - 1. Surveys completed in Spring 2014 for student completers in Fall 2013
 - A. Results:
 - 1. Curriculum Students
 - a. 30/31 students contacted: 80% continuing education and attending RCC (includes 19 students enrolled in a nursing program at RCC); 40% are employed in healthcare
 - 2. Workforce and Economic Development (WED/formerly Continuing Education) Students
 - a. 22/37 students responded to survey: 60% continuing education and attending RCC (includes 8 students enrolled in a Nursing Program at RCC, 1 student enrolled in the Dialysis Technician Program, and 1 enrolled in the Early Childhood Program)
- D. New Clinical Sites
 - 1. Discussed expansion of clinical sites to assisted-living facilities in surrounding counties; still in need of long term care sites
- E. New Nurse Aide Curriculum Outline
 - 1. Updated members on the progress of the updated Nurse Aide I curriculum; handout given with outline of modules presented in the NA course per DHSR (attached to original minutes)
 - a. Critical thinking emphasized
 - b. Faculty are able to encourage students to become more familiar with technology in the workplace and other “soft” skills
 - c. Emphasized the importance of update to the curriculum; there has been no revision since 1997
- F. Introduction to Therapeutics & Diagnostic Services Nurse Assistant Diploma Program
 - 1. Informed members of the development of the Therapeutic and Diagnostic Services Diploma Program
 - a. Implementation Spring 2015
 - b. Three semesters: core courses include NAS 101 and NAS 102, other included courses are currently being taught at RCC with the exception of HSC 120 – CPR, faculty possibly to become certified instructors
 - c. Discussion of students moving in/out of program – possible area for students while waiting admission to ADN/LPN programs
 - d. Benefits of moving from certification program to diploma program discussed (attached to original minutes)
- G. Semester Schedule of Course Rotations (attached to original minutes)
 - 1. Schedules were distributed and discussed

Sharonda Sturm, ADN faculty, noted the following:

- *Linda King, ADN Lead Instructor, stated that 71 students have taken TEAS, but only 31 have met the requirements.
- *Deana Kearns stated there will be more opportunities for clinicals with the opening of the FirstHealth Hoke County site. She also informed everyone that a BA degree may be a “No No” when related to the Magnet certification (prefer BSN only). They will investigate this.

There being no further discussion, the meeting was adjourned at 7:45 p.m.

Recorders: Carole Gibson, Crystal Greene, and Sharonda Sturm

RICHMOND COMMUNITY COLLEGE
NURSING ADVISORY COMMITTEE
May 2014 ADN Graduate Survey

Please circle the response that most closely matches your response.

The May 2014 Associate Degree Nursing Graduates:

- 1) Demonstrate knowledge of nursing practice necessary for performance as a registered nurse in the provision of client-centered, culturally-competent care.

1 Disagree	3 Agree	5 Strongly Agree
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- 2) Demonstrate the ability to function in the various roles of the registered nurse and as a member of the interdisciplinary healthcare team.

1 Disagree	3 Agree	5 Strongly Agree
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- 3) Demonstrate critical-thinking skills and evidence-based practice in the utilization of the nursing process to meet the individualized needs of culturally-diverse clients.

1 Disagree	3 Agree	5 Strongly Agree
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- 4) Demonstrate the ability to practice in a variety of healthcare settings while coordinating and managing client care within the Scope of Practice for the registered nurse.

1 Disagree	3 Agree	5 Strongly Agree
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- 5) Participate in activities that support the value of life-long learning, including the use of current technology and research in the provision of quality client care.

1 Disagree	3 Agree	5 Strongly Agree
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- 6) Demonstrate proficiency in written and oral communications.

1 Disagree	3 Agree	5 Strongly Agree
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- 7) Use informatics to communicate, manage knowledge, mitigate error, and support decision making.

1 Disagree	3 Agree	5 Strongly Agree
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(Over)

- 8) Demonstrate knowledge of the value of quality improvement processes to measure client outcomes, identify hazards and errors, and develop changes in processes of client care.

1 3 5
Disagree Agree Strongly Agree

- 9) Number of Richmond Community College **2014 ADN** graduates hired by your facility:
-

- 10) In comparison to graduates of others programs, Richmond Community College **ADN** graduates demonstrate knowledge and skills that are:

1 3 5
Below Average Average Above Average

- 11) Does your facility offer a “post-graduate internship” for new graduates?

Yes _____ No _____

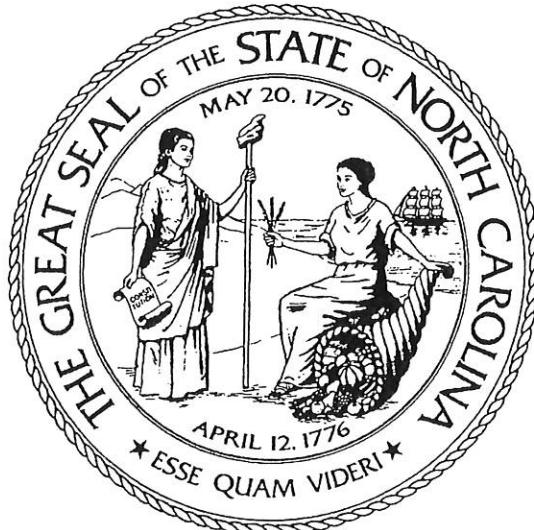
If you answered “1” to any of the above questions, please comment regarding knowledge and skills that need to be strengthened: _____

- 12) Facility represented: _____

Nurse Assistant Certification Passage Rates & Retention
(Includes Basic Skills, College & Career Promise, Curriculum)

Semester	Passage Rate Written	Passage Rate Skills	Retention Rate	Program
Fall 2013	100%	100%	74%	Nurse Assistant I
Spring 2014	100%	96%	84%	Nurse Assistant I

Semester	Registry on NCBON	Retention Rate	Program
Spring 2014 (Only offered in Spring)	8	100%	Nurse Assistant II



**State-approved Curriculum
NURSE AIDE I TRAINING PROGRAM
July 2013**



North Carolina Department of Health and Human Services
Division of Health Service Regulation
Health Care Personnel Registry Section
Center for Aide Regulation and Education
NC DHHS is an equal opportunity provider and employer.

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APPENDIX A – Instructional Objectives and Skill Performance Checklists Summary

RESOURCES

Therapeutics & Diagnostic Services Nurse Assistant
Diploma Program

To be implemented Spring Semester 2015

History: The Nurse Assistant (NAS) courses have not been revised since the summer of 1997. The Nursing Assistant Program Directors discussed the critical need for curriculum revisions. The NAS Curriculum Revision Project engaged 16 NAS Directors/Coordinators at NC community colleges to research, develop, and implement appropriate career pathways to support nursing programs in the state. In addition to the community college faculty, the revision project worked with the following agencies: NCBON, CARE Branch (Center for Aide Regulation & Education) of DHSR, NC Dept. of Public Instruction (NCDPI), career and technical education health consultants and employers in the healthcare system. The NAS curriculum standard and courses were revised to incorporate the new standards from CARE, bringing the content up to date with health care standards. These revisions were prompted by the 2010 Institute of Medicine's Future of Nursing Leading Change, Advancing Health summary report recommendation: "Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression."

Benefits of Therapeutic & Diagnostic Services Diploma Program:

1. Students can obtain a certification each semester
2. Allows for completion of courses required in ADN program
3. Students may be eligible for financial aide
4. Provides a seamless transition for academic progression into a Nursing Program

SEMESTER SCHEDULE
THERAPEUTIC & DIAGNOSTIC SERVICES NURSE ASSISTANT
(DIPLOMA)

			Class	Lab	Work/ Clinical Credit
Fall Semester					
BIO	165	Anatomy and Physiology I	3	3	0 4
CIS	110	Intro to Computers	2	2	0 3
NAS	101	Nursing Assistant I	3	4	3 6
PSY	150	General Psychology	3	0	0 3
ACA	122	College Transfer Success	0	2	0 1
			—	—	—
			11	11	3 17
Spring Semester					
BIO	166	Anatomy and Physiology II	3	3	0 4
ENG	111	Writing and Inquiry	3	0	0 3
NAS	102	Nursing Assistant II	3	2	6 6
MED	121	Medical Terminology I	3	0	0 3
			—	—	—
			12	5	6 16
Summer Semester					
HSC	120	CPR	1	0	0 1
MED	122	Medical Terminology II	3	0	0 3
			—	—	—
			4	0	0 4

Total Credit Hours

37