



Nursing Advisory Committee

April 9, 2021

9:00am – 11:00am

Agenda/ Speaker	Notes/ Summary	Action/ Goals
<p>Welcome and Introductions</p>	<p>Welcome by Nursing Chairs/Directors and introductions were given by all facilities, instructors, staff and students present.</p>	
<p>Program/Department Updates: Moorpark College-</p>	<p>Admitted 32 students in Fall 2020 and 32 in Spring 2021. Their program usually admits between 42-44 students per semester, but they decreased the program by 20% because of limited clinical space due to COVID.</p> <p>There has been an increase in applications by 20%. They have received up to 400 applications each semester.</p> <p>Regarding demographics, the number of white students is close to even with non-white students.</p> <p>The program is being supported by grants: The State Chancellor’s Office Nursing Program Support Grant and the Strong Workforce Grant.</p> <p>The retention rate reported for the 19-20 year was 82%, higher than their 80% benchmark. After this academic year, this benchmark will be lowered to 70% over six semesters. The reason for the lowering of the benchmark is because their retention rates tend to stay around the 80% mark as well as the decrease in cohort sizes due to COVID.</p> <p>There are 69 potential graduates for this academic year; 33 projected for spring 2021.</p> <p>Their strategy for retention is based on their remediation and retention plan. Part of this plan includes students attending an optional Nursing Boot Camp prior to beginning their first semester.</p> <p>The NCLEX pass rate for the 19-20 year was 100%. Results for the 20-21 year are still pending.</p>	<p>The goals for 2021-2022 are:</p> <ul style="list-style-type: none"> -To restore the number of admissions and maintain a retention of more than 70%. -Maintain their NCLEX pass rate of greater than 90%. -Maintain their graduate employment rate of greater than 80%. -Continue to collaborate with health care partners and universities.



	<p>ATI product integration in the program is helping to prepare students for the NCLEX. Every 8-weeks students are tested and remediated using ATI.</p> <p>Graduate employment is exceeding their benchmark. This had previously been measured at 6 months but now is measured at 12 months. Currently they are seeing over 90% of students employed as a RN.</p> <p>A previous benchmark for students who pursue a BSN was set at 30% but because such a large number of students who are furthering their education, this benchmark was increased to 50%. For Fall 2019 68% of students were enrolled in a BSN program.</p>	
Ventura College-	<p>47 students are set to graduate this spring and 38 graduated in December.</p> <p>For the 2019-20 academic year they had an NCLEX pass rate of 100%. Current year rates are still pending due to late testing dates.</p> <p>The benchmark for graduate employment is set at 75% for their program. For spring 2020 85% of students were employed in 6 months to 1 year.</p> <p>Students pursuing an advanced degree within one year of graduating remains consistent each year around 50%.</p> <p>The demographics for this program are around 45% Hispanic, 36% Caucasian, 9% Asian Filipino, 5% other, 3% African American, and 2% Asian.</p> <p>Retention rate for the 19-20 year was around 90% for generic students and 100% for LVN-RN students.</p> <p>End of Program Student Learning Outcomes are as follows: -Provide patient-centered care. -Communication. -Leadership. Legal and Ethical practice.</p> <p>ATI products are integrated throughout the program to prepare students for the NCLEX. Based on their entrance and exit exams, students in Spring 2021 did not increase their critical thinking skills. For the cohorts Fall 2019 through Fall 2020 there was growth</p>	



	<p>from the beginning of the program to the end in Critical Thinking skills. The assumed reason for the decline in Spring 2021 is because students were being tested every 4 weeks, so they may have been exhausted.</p> <p>The admission process for their program has moved entirely online.</p> <p>The number of students admitted into the program has been decreased by 50% from 60 students to 30 since Fall 2018.</p>	
<p>California State University Channel Islands-</p>	<p>67 students graduated in May 2020. Of those students 55 took the NCLEX. They received a 90.9% pass rate for these students. Students are having difficulty with testing dates due to COVID.</p> <p>68 students will be graduating from both our Goleta and Camarillo campuses.</p> <p>The Camarillo campus admits up to 48 students per fall semester while the Goleta campus admits 22 per Spring semester. These numbers have remained consistent through the years.</p> <p>Regarding demographics, roughly 55% are Hispanic and 40% are Caucasian. 20% of the student population is male.</p> <p>The retention rate is between 90-95% and has been consistent for years due to their remediation and coaching processes.</p> <p>To provide a holistic admission, they are looking at their admission criteria to increase diversity in the applicant pool. Part of this updated process has included required interviews of applicants.</p> <p>ATI is integrated into the program to prepare students for the NCLEX. This also shows the program areas of improvement within the curriculum.</p> <p>The employment rate for graduates within 6 months of graduating is 60% and within one year 100%. These numbers have remained consistent through the last four years.</p>	



For the RN to BSN program option there are guaranteed admission for students within the following partner schools who meet the minimum requirements:

- Allan Hancock College
- SBCC
- Ventura College
- Moorpark College
- LA Pierce College
- College of the Canyons

This program option admitted 40 students in 2020 and is preparing to admit 45 in 2021.

To be eligible for this program students need to be in good standing with their ADN program or hold a current RN license. Students would then take summer courses with the CSUCI program during the summers while enrolled in their ADN program then will complete one additional full year after completing their ADN to earn their BSN.

There are full-time and part-time options for RN to BSN students.

In December 2020 12 students graduated and in May 2021 18 are expected to graduate.

CSUCI has launched a new MSN program with two tracks:

- Family Nurse Practitioner
- Nurse Educator

In the first cohort admitted 28 students were enrolled in the FNP program and 2 were NE students.

There are post-master certificate options for both tracks. In the first cohort 6 were admitted into the post-master FNP option.

The MSN programs have full-time and part time options. The full-time option takes 2 years to complete while the part-time option takes 3 years.

The post-master FNP program is 1.5 years in duration. The post-master NE program take 1 year to complete.

The first cohort graduation will be held in May 2022.



	<p>CCNE Accreditation is upcoming for the MSN program and will require a site visit in September 2021. CCNE will want to talk to community members so CSUCI will be reaching out in August to schedule this with facilities.</p>	
<p>Facility Presentations:</p> <p>Adventist Health Simi Valley-</p>	<p>17 new graduate RNs were hired between August 2019 and December 2020.</p> <ul style="list-style-type: none"> • 5 grads hired from Moorpark College • 3 grads hired from Ventura College • 2 hired from unknown schools • 9 grads hired from other schools (Azusa Pacific, West Coast, Glendale Career College and College of the Canyons) <p>Some of the strengths of these new hires are that they are eager to learn, and they seek out tasks/opportunities.</p> <p>Some of the weaknesses include poor time management, prioritization, lack of self-confidence and they can be afraid to ask questions.</p> <p>AHSV does not hire a specific number of new grads annually.</p> <p>Nurse leaders hire both Associate and Bachelor degree graduates. Classes are offered monthly, have a rotating curriculum and a preceptor-based orientation.</p>	
<p>Cottage Health-</p>	<p>From August 2019 to December 2020 76 new grads were hired. The breakdown of graduate schools is noted below:</p> <ul style="list-style-type: none"> • 4 were hired from Ventura College • 22 were hired from CSUCI <p>Currently in the Spring 2021 program they have 28 new graduates in the following areas:</p> <ul style="list-style-type: none"> • Med-Surg • CC • OR • ED • Women's Services • Rehab 	



	<p>Some of the strengths of the new hires are that they have strong clinical skills with no preceptorship extensions. For a med-surg environment grads are usually paired with a preceptor for 10 weeks, the classroom portion extends longer and for critical care or ED it's 20 weeks, but the classroom portion extends longer.</p> <p>Some of the weaknesses are their accountability (monthly class attendance after the preceptorship completes) and their maturity level and professionalism.</p> <p>Over the last 4 years they had a retention rate of 96% but between Spring 2020 and Spring 2021 they did lose 5 new graduates for various reasons.</p> <p>Cottage is expanding their clinical capacity by opening new urgent care centers. 10 facilities are currently open between San Luis Obispo to Camarillo with 18 anticipated total.</p> <p>An Academic Clinical Coordinator was hired since they extended their clinical capacity and could not keep up with student onboarding.</p> <p>My Clinical Exchange is being used as their clinical rotation scheduling system to assist with student onboarding.</p> <p>Cottage tries to hire 60 new graduate nurses depending on department needs. This is usually split 30 in spring and 30 in fall.</p> <p>For the last 5 years they have offered an Acute Care Transition Program during the summer which typically hires 10 graduates.</p> <p>There has been an increase in need for nurse practitioners, especially in the urgent care setting. Cottage is in the early stages of a transition to practice program for Advance Practice and are hoping to hire 22 into this program.</p>	
Community Memorial Health System-	This facility is finally seeing things start to return to normal. They are now allowing patient visitors.	



Local nursing programs have offered their assistance with screeners and nurse extenders.

CMHS offers a Clinical Advancement Program (CAP).

There were two cohorts between August 2019 and December 2020 for the Nurse Residency Program.

- 11 were from Ventura College
- 2 from Moorpark College
- 13 from CSUCI
- 5 from other schools

31 total new grads were a part of these cohorts.

Between September 2017 to November 2020 they had 59 nurses in the program with an 88% retention rate.

Within the CMHS Specialty Training Programs:

- 1 graduate from Ventura College and 4 from other schools were in the Critical Care Program
- 2 graduates from Ventura College and 2 from other colleges were in the Surgical Services Program
- 2 graduates from Ventura College and 1 from CSUCI were in the L&D Program
- 2 BSN graduates were in the Mother Baby Program
- 2 BSN graduates were in the NICU Program
- 1 ADN and 1 BSN graduate were in the Pediatric Program

18 total new grads were in CMHS Specialty Training Programs.

Some strengths of the new grads are that they want professional collaboration between the different professions, they are looking toward the future to advance themselves in the profession, and they're open-minded.

Some weaknesses are their poor organizational skills, lack of self-confidence, prioritizing time off, and they are open to workarounds and old standards that diminish professional nursing practice.

The CMHS Nurse Residency Program beginning Fall 2021 will accept students 6 months or less from graduation (ADN or BSN) with no paid RN experience. This program will start at the end of September 2021, but this start date may be pushed back due to NCLEX scheduling conflicts. 12 candidates will be accepted for



	<p>Telemetry, Medical/Oncology, and Post-Surgical. Flyers will be sent out to schools next week for this.</p> <p>For 2021 there are currently the following programs:</p> <ul style="list-style-type: none"> • PeriOp- 2 nurses • Critical Care-ECCO Program- 2 nurses • Maternal Health <ul style="list-style-type: none"> ○ L&D- 5 nurses in spring, 2-4 nurses in fall ○ NICU- 2 nurses in spring, 2-4 nurses in fall 	
<p>HCA Los Robles & West Hills-</p>	<p>For Los Robles the following school's graduates were hired:</p> <ul style="list-style-type: none"> • 2 from Ventura College • 27 from Moorpark College • 4 from CSUCI <p>For West Hills the following school's graduates were hired:</p> <ul style="list-style-type: none"> • 4 from Moorpark College • 1 from CSUCI <p>Some strengths for new graduates are that they have strong work ethic, they are well prepared with clinical knowledge, and they have above average critical thinking skills.</p> <p>Some weaknesses are that due to COVID the nursing skill level has lowered significantly, poor time management, and they are not mentally prepared for the emotional aspect of nursing.</p> <p>Upcoming New Grad StaRN Programs are coming up for both Los Robles and West Hills this summer.</p> <ul style="list-style-type: none"> • In May applications will be available for the Combo/MST/ICU Program which starts 6/28/21. <ul style="list-style-type: none"> ○ Los Robles will select 12 ○ West Hills will select 10 • In July applications will be available for ED 4-9 which starts 8/30/21. <ul style="list-style-type: none"> ○ Los Robles will select 5 ○ West Hills will select 2 • In July applications will be available for the Combo/MST/ICU Program which starts 8/30/21. 	



	<ul style="list-style-type: none"> ○ Los Robles will select 8 ○ West Hills will select 7 <p>Competency-based Staged Orientation is a new process starting this month for all HCA facilities. New hires and StaRNs will have a health stream or learning management-based checklist and will have to go through stages based on the nursing process.</p> <ul style="list-style-type: none"> ● Zero is your environment ● Stage one is how to admit a patient into their system. This includes care plans, accessing medications as well as adds in their initiatives and core values, safety rounds, etc. <p>Stages 1-4 increase the capability of nurses in those areas. A new grad cannot move on to the next level until they complete the previous level.</p>	
<p>Ventura County Medical Center & Santa Paula Hospital-</p>	<p>22 new graduates were hired last year from Ventura County.</p> <p>Some strengths of new graduates are their willingness and eagerness to learn, their ease of using technology, they have a great attitude, they are mindful, intelligent and professional, and have good communication and organizational skills.</p> <p>Some weakness are that they are inexperienced and intimidated, lack of confidence, and lack of critical thinking skills and IV skills.</p> <p>For 2021 they will be hiring</p> <ul style="list-style-type: none"> ● 20-25 entry-level nurses with 6 months to a year of experience ● 5 Advanced Practice nurses 	
<p>Table Discussions:</p>	<p><u>Table Discussion Questions:</u></p> <ol style="list-style-type: none"> 1. Choose a competency to focus on, and provide feedback regarding needs for new grads: <ul style="list-style-type: none"> - Communication, teamwork, and collaboration - Safety and patient-centered care - Leadership and management - Legal and ethical nursing practice 	



	<p>2. During the hiring process at your health care agency, what evidence of the desired competencies above are you looking for from applicants?</p> <p>3. What initiatives and strategies do the schools need to be aware of so curriculum can be examined for meeting employer's needs?</p>	
<p>Group 1-</p>	<p>Communication was the focus of this group's discussion. It was found that hesitancy can be problematic with new grads. Information needs to be provided in a concise manner.</p> <p>To address this issue, Los robles requires new grads do a 15 SBar sheets prior to contacting a physician.</p> <p>It has been suggested that nursing programs simulate talking to physicians in order to learn this skill.</p> <p>Assertiveness was another concern addressed when dealing with workarounds.</p> <p>Competencies are also important with new grads. It is important for facilities to see what the new grads are bringing to the table and if they are demonstrating best practices and safe patient centered care.</p>	
<p>Group 2-</p>	<p>Communication and professionalism were addressed within this group. It was found that a lot of new grads are reluctant to speak and are intimidated.</p> <p>To address this issue, it was suggested to do role modeling, simulations, case studies and role playing.</p> <p>Another suggestion is to complete mock interviews to prepare students during class to work on their professional portfolios, resumes and cover letters.</p>	
<p>Group 3-</p>	<p>Patient-centered care and safety was the focus of this group's discussion.</p> <p>It was found that students need to display more confidence and willingness to speak up. When they don't, safety issues can be of concern.</p> <p>Students need to organize their thoughts more, especially when report giving.</p>	



	<p>It has been suggested that students have more practice with SBars. These could also be given during post-conference to help with the learning process for the students to have the ability to ask questions.</p> <p>Assertiveness is something that also needs to be promoted to students as well as the chain of command, proper procedure and protocol.</p>	
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