Cerritos College Associate Degree Nursing Program

The California Board of Registered Nursing 2010-2011 Annual School Report reflected that 61% of nursing programs in California are Associate Degree programs. Cerritos College is one of 42 pre-licensure nursing programs in the Los Angeles area. Additionally, 65.5% of nursing graduates in the Los Angeles area are prepared at the community college level.

The Cerritos College Associate Degree Nursing Program (ADN) began in the 1964-1965 academic school year with the admission of 17 students. The current program admits 100 entry level students per year and a variable number of transfer, LVN and BRN referrals based on space available. There are approximately 200 students progressing through the program. All enrolled students are full-time as, the ADN program has no part-time option. The faculty cohort is comprised of 12 full-time and 16 part-time members. The nursing program is solely located on the Cerritos College campus. The program maintains full approval status by the California Board of Registered Nursing. The program was granted initial accreditation by the National League for Nursing Accrediting Commission, Inc. in June 1990 and continues to the present. Our last accreditation visit was in June, 2005.

The nursing student population reflects students of varying ages who are ethnically, culturally and socio-economically diverse and who mirror the communities from which they are drawn. The majority of nursing students are less than 25 years of age and Asian or Hispanic. The program varies from the college in that it has a greater percentage of Asian/Filipino/Pacific Islanders and females. The college student demographics and the demographics of new students entering the program are displayed in Table A.
Table A  Student Demographic Data for Cerritos College and Students Entering the Nursing Program

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Ethnic Background</td>
<td>College</td>
<td>Nursing</td>
<td>College</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>0.4%</td>
<td>0%</td>
<td>3%</td>
</tr>
<tr>
<td>Asian/ Pacific Islander/Filipino</td>
<td>9.7%</td>
<td>38%</td>
<td>10.9%</td>
</tr>
<tr>
<td>African American</td>
<td>5.6%</td>
<td>3%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>44.7%</td>
<td>35%</td>
<td>54.7%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>10.7%</td>
<td>16%</td>
<td>11.7%</td>
</tr>
<tr>
<td>Other / Unknown</td>
<td>28.8%</td>
<td>16%</td>
<td>14.2%</td>
</tr>
<tr>
<td>2 or more races</td>
<td>0.2%</td>
<td>NA</td>
<td>0.9%</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>44.3%</td>
<td>16%</td>
<td>44%</td>
</tr>
<tr>
<td>Female</td>
<td>53.2%</td>
<td>84%</td>
<td>53.7%</td>
</tr>
<tr>
<td>Unknown</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; 25</td>
<td>57.9%</td>
<td>38%</td>
<td>58.8%</td>
</tr>
<tr>
<td>26-30</td>
<td>13.8%</td>
<td>20%</td>
<td>13.7%</td>
</tr>
<tr>
<td>31-40</td>
<td>12%</td>
<td>18%</td>
<td>11.8%</td>
</tr>
<tr>
<td>41-50</td>
<td>7.1%</td>
<td>4%</td>
<td>6.8%</td>
</tr>
<tr>
<td>51-or older</td>
<td>9%</td>
<td>1%</td>
<td>8.9%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0.3%</td>
<td>19%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Total Number</td>
<td>30,850</td>
<td>128</td>
<td>30,856</td>
</tr>
</tbody>
</table>

The nursing program consists of sequenced courses over a four semester period. Four prerequisite courses must be completed prior to entry and additional general education courses are required for completion of the Associate in Arts Degree in Nursing. The total number of units to complete the ADN Degree is 74.5. The nursing program supports the college by contributing
to the student enrollment of courses across campus as they complete their general education and science requirements. The program also attracts students from across the community who seek entrance into the nursing program. The program has over 400 applicants per year for 100 spaces.

The Los Angeles area has a culturally diverse population of approximately 10 million people. The Cerritos College Nursing Mission is to prepare nurses to meet the needs of diverse populations in an ever changing healthcare environment. Graduates of the nursing program are well-respected for their clinical competence and commitment to nursing practice. They provide a distinguished service to the community, as well as to the State of California.

The demand for a more highly educated workforce continues to grow. To meet the recommendations put forth in the Institutes of Medicine Report on the Future of Nursing for 80% of RNs to be prepared at the BSN or higher level by 2020, the Cerritos College ADN program has formed a partnership with the California State University of Los Angeles. With an Academic Progression in Nursing grant from the Robert Woods Johnson Foundation, the nursing program is on track to implement an accelerated ADN-BSN program in the summer of 2013.

SUMMARY OF NATIONAL LEAGUE FOR NURSING ACCREDITING COMMISION (NLNAC) SELF-STUDY STANDARDS AND CRITERIA

STANDARD 1: Mission and Administrative Capacity
The nursing education unit’s mission reflects the governing organization’s core values and is congruent with its strategic goals and objectives. The governing organization and program have administrative capacity resulting in effective delivery of the nursing program and achievement of identified outcomes.

The nursing program mission, philosophy, and outcomes of the ADN program are congruent with the mission, vision, and educational philosophy of the College. Cerritos College is a shared governance institution of higher learning. Faculty and students have the ability to participate in college governance activities and in the governance of the nursing program. The
nursing program has strong partnerships with communities of interest and partnerships that promote excellence in nursing, enhance the profession and benefit the community. Faculty, students and community partners have input into program processes and decision making.

The director of the nursing program is academically and experientially qualified and has the authority and responsibility for the development and administration of the program. The director is afforded the time and resources necessary to fulfill the job responsibilities. Budgetary responsibilities are shared with the Instructional Dean of Health Occupations Division and funds are equitably distributed.

Policies of the nursing program are congruent with those of the college unless justified by the goals and outcomes of the nursing program. College policies are consistent for all employees. Policies are comprehensive and provide for the welfare of faculty and staff. The nursing program and the college have a process for program grievances that provides students due process.

**STANDARD 2: Faculty and Staff**

Qualified faculty and staff provide leadership and support necessary to attain the goals and outcomes of the nursing unit.

Faculty are academically and experientially qualified for their teaching position. Faculty are appropriately assigned according to their area of expertise. The program has 12 full-time and 16 part-time faculty. All full-time faculty hold a master’s degree in nursing and meet the minimum qualifications stipulated by the California Board of Registered Nursing, NLNAC and those set forth by the California Community College Chancellor’s Office. Of the part-time faculty, 44% (7) hold a master’s of nursing degree and 56% (9) hold a baccalaureate of nursing degree. The number of faculty are sufficient to meet the needs of the nursing program and are sufficient to achieve program goals and outcomes. All faculty members are engaged in activities that maintain their educational and clinical expertise.

New full-time faculty members are oriented by the director of the nursing program as well as the lead instructor and assigned a mentor. The college also requires a series of college
orientation sessions for new full-time faculty. Part-time faculty are oriented by the director and the lead instructor of the course in which they are assigned. The lead instructor of the course is assigned as mentor for new part-time faculty and serves as a resource for all other assigned part-time faculty. Part-time faculty are primarily used as clinical instructors. The college also provides orientation for new part-time faculty.

The process and criteria for faculty evaluation is established by the college and the faculty union bargaining unit and is uniformly applied. The nursing program is 100% compliant with the Cerritos College evaluation process. The evaluation process involves direct observation in the classroom and clinical practice areas and interviews with students.

STANDARD 3: Students
Student policies, development, and services support the goals and outcomes of the nursing education unit.

Policies of the nursing unit are congruent with the policies of the college except those that are governed by the policies of affiliating health care agencies. The differences are justified by the nature of the profession and to maintain compliance with the health and safety requirements of the clinical agencies. College policies are publicly available, non-discriminatory and consistently applied. Policy changes are communicated to students by email, classroom announcements and in writing.

There is an abundance of support services available to students, both on campus and in the nursing program. Students have access to support services that are administered by qualified individuals. Student services are commensurate with the needs of students pursuing and completing the ADN program.

All student educational and financial records are in compliance with the governing organization, state and federal guidelines. The college utilizes secure systems to safeguard student information and records. Faculty adhere to FERPA guidelines regarding student information and protection of student privacy.
The college is in full compliance with the Higher Education Reauthorization Act Title IV and eligibility and certification is maintained. All students who apply for financial aid must sign a Financial Agreement which informs them of their ethical and legal responsibilities. An internal audit of the Financial Aid department is conducted annually and findings are reported to the Board of Trustees of the college.

Integrity and consistency exists for information intended to inform the public. Information is disseminated through the Nursing Homepage on the Cerritos College website, ADN Program Information packet and the Cerritos College Catalog.

**STANDARD 4: Curriculum**

The curriculum prepares students to achieve the outcomes of the nursing education unit, including safe practice in contemporary health care environments.

The curriculum prepares students to achieve the outcomes of the nursing program as evidenced by the program evaluation data. The curriculum reflects established professional standards and meets the California Board of Registered Nursing requirements.

The curriculum is developed by faculty and regularly reviewed. Program Student Learning Outcomes are reflected in Course Lecture/Clinical Learning Outcomes and are used to guide the delivery of instruction, direct learning activities and evaluate students. The program uses a number of evaluation methodologies to evaluate student learning.

The curriculum reflects educational theory, evidenced based practice, cultural awareness, interdisciplinary collaboration and technology. Faculty have observed that our current curricular framework/model is outdated and does not clearly articulate the future of nursing education and contemporary nursing concepts. A curriculum review and revision is scheduled to begin in the summer of 2013.

The nursing program is designed so entry-level students can complete the program within four semesters following the completion of prerequisite courses which generally take 2-3 semesters. The program is compliant with the Board of Registered Nursing, the California
Community College Chancellor’s Office and the college regarding program length and obtaining the Associate Degree in Nursing (ADN). The program has a total of 74.5 total units to complete the ADN.

All clinical practice environments are suitable for student learning and support the achievement of program outcomes. The program has long-standing affiliations with its clinical agencies. All clinical rotations reflect current best practices and national patient safety goals.

**STANDARD 5: Resources**

_Fiscal, physical, and learning resources promote the achievement of the goals and outcomes of the nursing education unit._

Fiscal resources are adequate to support faculty development, instruction and the program goals and outcomes. The nursing budget is equitable to other departments within the Health Occupations Division. Nursing faculty are involved in the planning, prioritization and spending of nursing program funds.

Physical resources are sufficient to ensure the achievement of program outcomes. All nursing classrooms are equipped with internet access, projectors and audiovisual equipment. Office space is adequate for full-time faculty and staff. The Health Occupations Skills Lab houses a state-of-the-art nursing laboratory, classrooms, computer lab and ample storage space. The college and nursing program has an abundance of resources to support student learning. Technological support for both faculty and students is readily available. Nursing program resources are selected by faculty and are comprehensive and current. On survey > 90% of nursing students rate that the resources afforded by the college and ADN program are sufficient to support their success in the program and achieve student learning outcomes.

**STANDARD 6: Outcomes**
Evaluation of student learning demonstrates that graduates have achieved identified competencies consistent with the institutional mission and professional standards and that the outcomes of the nursing education unit have been achieved.

The Cerritos College nursing program has a systematic plan to evaluate the extent to which the program has attained its program outcomes. Through the self-study, the program realized the need for increased faculty involvement in the assessment and evaluation of program standards and expected levels of achievement (ELA) throughout the academic year. To address this concern, a Systematic Program Evaluation (SPE) Academic Calendar was initiated in Fall 2012 that guides the agenda of faculty meetings, evaluation timelines and evaluation activities. In accordance to the SPE Academic Calendar, faculty collect and share data analysis in accordance with NLNAC standards to facilitate discussions for program improvement and ensure compliance with program evaluation standards and criteria.

Cerritos College graduates are meeting the expected levels of achievement in Program Satisfaction and in NCLEX Pass Rates. However, due to the current economic climate graduates are finding employment at slower rates. Although the program attrition rates have shown improvement over the last five years, the program continues to implement student success strategies to reduce the attrition rate to less than 15%, according to the expected level of achievement. Program outcome information is shared with program communities of interest through the Advisory Committee meetings biannually.
ANALYSIS AND SUMMARY OF PROGRAM STRENGTHS AND AREAS NEEDING IMPROVEMENT

The process of writing the NLNAC self-study helped the faculty to identify several areas of strength and several areas needing improvement.

Program Strengths

- Faculty have a strong commitment to student success
- Strong curriculum
- Increased diversity of faculty
- Recent hiring of two full-time faculty
- Division and College support
- Outstanding skills lab facilities and support staff
- Simulation across the curriculum
- Part-time faculty expertise
- Counseling services support
- Student support services
- Partnerships with other nursing programs and advisory members
- ADN-BSN Collaborative with California State University, Los Angeles

The success of the Cerritos College ADN program is largely attributable to the tremendous support the program receives from the college administration, college support services, Instructional Dean of Health Occupation, advisory partners and the nursing faculty. The program also has a multitude of available college and program resources to support student success.
Faculty are continually seeking to evaluate and make changes to support and promote student success. The faculty are committed to student learning and incorporating innovative teaching strategies across the curriculum in support of student learning and program outcomes. The program will continue to seek out and provide faculty development opportunities for both full and part-time faculty.

Another strength is the increasing diversity of our faculty. While the majority of faculty remain Caucasian, the program has been able to recruit and hire a more diverse workforce in recent years. This provides a very positive role model for our diverse student population.

In the summer of 2013 the program plans to admit the first cohort into an accelerated ADN-BSN program in collaboration with California State University, Los Angeles. Cerritos is proud to be a part of this collaborative with our community college and university partners.

**Areas Needing Improvement**

- Implementation of a Systematic Program Evaluation Calendar
- Improve documentation of compliance with the NLNAC program evaluation plan
- Inconsistent collection of data regarding faculty and student satisfaction with the program, resources and facilities
- Increase student participation in the program processes and decisions
- Revise curriculum to more clearly articulate contemporary education models, i.e. QSEN, IOM Future of Nursing, NLN Core Competencies 2010
- Increase feedback and input into the program from graduates and employers
- Increase alumni participation on the Advisory Committee
- Increase number of master’s prepared part-time faculty

An area of needed improvement is in the implementation of our program evaluation. To improve in this area, the program has developed a Systematic Program Evaluation (SPE) Academic Calendar to guide the process. The SPE calendar includes specific timelines to ensure consistent and continuous assessment, evaluation and discussion of all program standards and expected levels of achievement (ELA) throughout the academic year. The faculty meeting
agenda and documentation has been revised to more clearly articulate and document the program evaluation plan.

Input from faculty and students regarding the college and program facilities, services and resources were inconsistent or lacking. To address this, the program conducted a Faculty and Student Satisfaction Survey in Fall 2012 which evaluated college and program resources, facilities and services. The program will evaluate faculty and student satisfaction every fall.

Another area of needed improvement was the lack of student attendance and participation in faculty meetings. The program has had success in attracting students to meetings over the last year and will continue to reach out and stress the importance and value of their input and feedback.

The program recognizes the need to revise our mission, philosophy and curriculum to reflect contemporary education models, i.e. QSEN, IOM Future of Nursing, NLN Core Competencies 2010. Additionally, the program will revise the course student learning outcomes to reflect the new curriculum.

Attendance of alumni at Advisory meetings has been lacking. The program is reaching out to alumni and to encourage and increase their participation. Additionally, the program will continue to seek ways to increase graduate survey and employee survey returns. The program plans to continue the Alumni Fair and email graduates of up-coming events and meetings.

The program will continue to recruit and hire master’s prepared part-time faculty in order to meet the NLNAC requirement that the majority of part-time faculty have a master’s degree in nursing. The program currently has 3 BSN prepared part-time faculty pursuing their master’s in nursing degree.