



**COMPREHENSIVE ACADEMIC AFFAIRS PROGRAM REVIEW
EXECUTIVE SUMMARY
2023-2024**

Program Title: Practical Nursing	
Program Director/Coordinator: Nancy Perry	
Division: Allied Health	Division Chair: Nancy Perry
Type of Program	
Transfer Degree: o Associate of Arts (A.A.) o Associate of Arts in Teaching (A.A.T.) o Associate of Fine Arts (A.F.A.) o Associate of Science (A.S.) o Associate of Science in Engineering (A.S.E.)	Terminal Degree: o Associate of Applied Science (A.A.S.) Certificate: o Directed Technology Certificate <input checked="" type="checkbox"/> Certificate o New Certificate Program within an Existing Degree Area o New Stand-Alone Certificate

1. Synopses of the significant findings from the program review. Include the results from the annual assessments of student learning goals.

It is difficult to differentiate between the two programs (RN and PN). Any changes in the RN program affect the PN. There is much similarity in this Executive Summary.

Nursing as a profession has changed dramatically in the past five years. The effect of COVID and the subsequent pandemic modified the way nurses perform daily tasks, staffing at healthcare facilities, and salary. Consequently, nursing education was also affected.

Enrollment has dropped off for the RN program, but the Practical Nursing program enrollment has remained consistent. The curriculum is ever evolving, but changes are based on evidence from Program Goal data and anecdotal observations from faculty. The program is reviewed annually using the Systematic Program of Evaluation tool. Faculty has generally remained consistent except for retirements of two long-term faculty members, both who were Psychiatric-Mental Health providers. Recruitment for that specific position has been difficult, based on the salary. The program remains in good standing with the regulatory agencies.

2. Strengths of the program.

- Good standing with the Maryland Board of Nursing
- Strong relationship between CCC and the Nursing program mission/vision
- Clear progression of Course objectives to Program Goals
- Advisory board members representing employers of graduates and graduates
- Faculty
- Curriculum
- Student success on the NCLEX-PN licensure examination
- Employment Rate

3. Weaknesses of the program.

- Graduate and Employer response rates on surveys
- Small number of students identifying as male
- Small number of students identifying as nonwhite
- Faculty turnover
- Lack of large classroom
- Concerns with simulation space

4. Threats to the program.

- Part-time credit load during the program affects financial aid
- Salary for nursing faculty that inhibits hiring and retaining full time and adjunct faculty
- Retirement of Program Director

5. Plans for Improvement including timeline.

- Increase enrollment to 80 students each fall-by-fall 2025
- Implement alternative enrollment option by fall 2026
- Increase number of faculty with CNE credential by 20% by fall 2024

6. Identification of weaknesses or deficiencies from the previous review and the status of improvements implemented or accomplished. (Same as RN)

The prior review identified the following as weaknesses: Graduate and Employer response rates, Novice faculty, Clinical and practicum placements, Faculty, and student satisfaction surveys.

Status:

Graduate and employer response rates have been a challenge. The program has offered incentives, invited them on campus to discuss issues (with food), have an online and paper-pencil tool, and have told soon-to-be graduates to answer the questionnaire. Gift cards are presented to two graduates who have completed the graduate survey. Retention of faculty members is a challenge based on their salaries. Nurses with master's degrees can obtain employment at facilities with the same amount of flexibility as the college offers, but a significantly higher wage. Clinical and practicum placements have stabilized. Faculty and student satisfaction surveys are conducted annually.

7. Budget/position requests (list the items and the costs). (Same as RN)

- Modification of space for simulation - \$250,000 (facilities request submitted)
- Faculty salaries - \$10,000 per faculty = \$120,000

Signatures

<u>Naucy Perry, DNP, RN, CNE</u>	<u>September 4, 2024</u>
Program Director/Coordinator	Date
<u>Naucy Perry, DNP, RN, CNE</u>	<u>September 4, 2024</u>
Division Chair	Date
<u>Sharon Brunner</u>	<u>7/18/2024</u>
Dean, Curriculum and Assessment	Date