TO: The Academic Senate
FROM: The Committee on Academic Planning Review (CAPR)
SUBJECT: 18-19 CAPR 13: CAPR analysis of Nursing 5-year program review

PURPOSE: For Action by the Academic Senate

ACTION REQUESTED: Acceptance of the Five-Year Program Review of the Department of Nursing; it is recommended that the program continues without modification.

BACKGROUND:
At its meeting on February 21, 2019, CAPR members unanimously approved the Nursing Program 5-year program review. This approval was based on conversations with the lead writer of the report, Dr. Lynn Van Hofwegen and with the CAPR liaison. The summary document provided was reviewed and approved by the Dr. Van Hofwegen and her peers.
The summary of the five-year review is attached to this memo. It is recommended that the program continues without modification.

Following approval of this memo by the Senate, the Provost will review the summary and meet with members of the Department of Nursing and the CAPR chair at a time mutually agreeable during the Spring 2019 term to devise a clear 5-year plan moving forward. The Provost will then create a Memorandum of Understanding (MOU) with the Department of Nursing and return that MOU to the Senate as an information item as soon as possible (completion of a MOU may require extension into the following Fall semester given scheduling timelines).
1.0: Background

Briefly describe the program(s), number of students served, faculty and refer to five-year reports for additional information. Can be copied and inserted from the 5-year review.

The Nursing department is located within the College of Science. Six tenured faculty, five tenure track faculty and three full time lecturers in addition to several adjunct faculty teach in the program. In the 2012-17 five-year review period, the Nursing Program has continued to provide Baccalaureate nursing education for pre-licensure students and post-licensure RN students. The nursing pre-licensure program continues to be an impacted program experiencing high demand with more than 900 applicants for 126 seats each year. The Nursing Program offers the full curriculum on both the Hayward Campus and the Concord Campus. The Nursing Program continues to be the only Baccalaureate nursing program in Contra Costa County and one of two offered in Alameda County. The Nursing Program has an established Collaborative Partnership with six community college Associate Degree Nursing Programs (ADN), to provide a seamless path from the Associate Degree in Nursing (ADN) to the Baccalaureate in Science Degree, through the CSUEB Nursing post-licensure concentration.

The Nursing Program has maintained full accreditation from the Commission of Collegiate Nursing Education (CCNE) with the most recent accreditation approval in 2016 granting 10 years of approval. The Nursing Program has maintained the mandated approval by the California Board of Registered Nursing, receiving five-year approval in 2016, and an additional approve for a major curriculum change in Fall 2017 for the semester curriculum change.

2.0: Checklist of documents submitted with the 5-year review – are all of these present? Note where items are forthcoming and a date by which these will be completed. Links to these documents or references to the pages on which these exist in the 5-year review will suffice.

- Self Study-yes
- Five-year plan-yes
- External reviewer’s report-yes
- Program response to the external reviewer’s report-yes
- Accreditation documents (if applicable)- letter of program accreditation available

3.0: CAPR Analysis

An executive summary and recommendation for program continuation is proposed. It should be no more than 1-2 pages and should be written by the CAPR liaison in partnership with the department/program chair.

Proposed parts:

- Discuss the strengths and assets of the program with respect to faculty, student success, curriculum, program enhancement, assessment plans as well as notable accomplishments.

The Nursing Program has maintained the mandated approval by the California Board of Registered Nursing, receiving five-year approval in 2016, and an additional approve for a major curriculum change in Fall 2017 for the semester curriculum change. The professional standards
of both CCNE at the national level and the BRN at the state level are stringent and require
continual assessment, review and improvement. The current review of CCNE found the CSU
East Bay nursing program to meet all standards of review fully, with no areas of concern.
Likewise, the BRN found the nursing program to be fully compliant with all BRN Nursing
Program requirements.

- Describe the key issues and/or concerns that were central to the five-year year
  review process and how the department/program plans to address them.

The department anticipates some retirements and needs more tenure track faculty. Clinical
faculty with essential expertise are challenging to find and hire. The Nursing Program plans to
use the Master’s Degree program in Nursing Education to develop potential clinical faculty.
Increased numbers of tenure track faculty support the clinical faculty needs as well. Equipment
for simulation labs is needed.

- Note the program’s vision for the next five years and what the program hopes to
  accomplish.

The program provided nine goals.

Goal 1:
Continue to deliver the pre-licensure nursing program, and post-licensure program with
implementation of the semester curriculum maintaining current enrollment to attract, retain and
mentor students from underrepresented backgrounds.
Start Date: Fall 2018, End Date: Fall 2023

Goal 2:
Increase faculty by at least 2 tenure track positions in the next 2 years and more in the following
years.
Start Date: Fall 2018, End Date: Fall 2023

Goal 3:
Continue to develop and implement the Master’s of Science in Nursing program with two
concentrations: 1) Nursing Education and 2) Nursing Leadership and Administration.
Start Date: Fall 2018, End Date: Fall 2023

Goal 4:
Expand funding streams/resources through seeking and obtaining at least 2 new grants,
particularly related to nursing education and workforce.
Start Date: Fall 2018, End Date: Fall 2023

Goal 5:
Achieve designation as a School of Nursing and establish a School of Nursing Alumni
Start Date: Fall 2018, End Date: Fall 2023

Goal 6:
Enhance annual department faculty development opportunities to support faculty research and
the development of a department program of research in nursing education and support
dissemination of faculty and student scholarly activities.
Start Date: Fall 2018, End Date: Fall 2023

Goal 7:
Expand Clinical Learning Center faculties, specifically simulation space to include 3-4 stations
on both Hayward and Concord Campus to meet increased need, and develop outpatient
simulation station for use in community health and psychiatric mental health simulation.
Goal 8:
Continue to develop and support a short-term volunteer global/international learning experience for nursing students and expand scholarship-funding streams.

Start Date: Fall 2018, End Date: Fall 2023

Goal 9:
Continue to develop interdisciplinary learning and research opportunities for nursing students and faculty, including interdisciplinary simulations, interdisciplinary global engagement volunteer opportunities, and further engagement with other university departments

- Provide concrete steps on how the program plans to achieve its vision in the next five years.

See above

4.0: CAPR Recommendation(s) for Continuation of the Program – *please refer to the CAPR policy document as needed https://www.csueastbay.edu/faculty/senate/files/docs/policies/12-13-new-policy-page/capr-academic-program-review-16-17capr7-and-17-18capr5-prez-approved-5-9-18.pdf

*Choices and general rationale:
Based on an elaborate and thorough 5-year review submitted by the faculty representing the Nursing department, CAPR recommends this program continue without modification. This program has provided thorough evidence for the achievement of all components listed in the description of continuation without modification (see below)

- Continuation without modification (from page 4, of capr-academic-program-review-16-17)
  - responsive to previous five-year review, including progress towards goals identified in the previous plan and external reviewer recommendations;
  - a strategic plan for the next five years;
  - on-going and consistent assessment of program learning outcomes;
  - act on assessment results, i.e. has an iterative assessment process;
  - discusses data and its implications for the program;
  - closes the loop on assessment;
  - program is addressing any achievement gaps;
  - five-year reviews and annual reports are completed in a timely fashion;
  - program is effectively meeting demand for majors and providing service courses (where applicable);
  - program is maintaining an appropriate density of tenure-track faculty;
  - program is continuing to graduate students regularly.

5.0 Summary:
As part of the executive summary, the CAPR liaison should note the recommendation for continuation without modification.

As part of the executive summary for Spring 2019, the CAPR liaison, Dr. Nidhi Khosla, recommends the nursing program, for continuation without modification based on thorough evidence for all requirements of this recommendation.

This CAPR review was approved by: (Nursing department Chair, CAPR, February, 2019).
The next 5-year review for Nursing is due in the Spring of the 2022-23 academic year.