

CALIFORNIA STATE UNIVERSITY, HAYWARD

DESIGNATION CODE: 99-00 CAPR 12

DATE SUBMITTED: May 11, 2000

TO: The Academic Senate

FROM: The Committee on Academic Planning and Resources

SUBJECT: Five-year Program Review for the Department of Nursing

ACTION
REQUESTED: That the Academic Senate approve the CAPR Program Review for the Department of Nursing

BACKGROUND INFORMATION:

On Thursday, May 4, 2000, Dr. Brenda J. Bailey, Chair of the Department of Nursing and Health Sciences, met with CAPR to discuss the Five-Year Program Review of the Bachelor of Science degree in Nursing. The Department submitted a Consultant Approval Report, in lieu of a report from an Outside Reviewer, and the 275-page self-study prepared for the accreditation visit by the Board of Registered Nursing (BRN), and a proposed Five-Year Plan.

BRN Nursing Education Consultants Louise Bailey and Grace Arndt conducted the site visit October 19-21, 1999. The Nursing program was found to be in compliance with all State regulations. The Consultants made five recommendations that will be addressed below.

It is important to note that since the report was written, California Governor Davis has signed the Scott Bill (AB 655) instructing the CSU (among others) to develop a plan that would significantly increase the number of students graduating from nursing programs. California currently ranks 50th in Registered Nurses per capita and the nursing workforce is aging. Half of California's practicing RNs are expected to retire by 2003. Half of current RNs in the state have been educated in other states or other countries (primarily the Philippines). Employers have indicated a need for more nurses educated at the B.S. and M.S. levels in the next decade, but today, 73% of the state's nursing students are enrolled in Community College Associate Degree programs. The department currently has eight faculty: 1 ½ are on leave to the president, 2 are FERPing, and 3 are looking toward retirement. There are only 1.3 faculty actively involved in teaching. The department needs three new tenure track positions and the state of California needs more B.S. nurses.

PROGRAM REVIEW:

Although the Nursing Program continues to be an impacted program, evidence is presented demonstrating the desire to strengthen and further improve the quality of the program. The faculty of the nursing program has added references to the American Nurses Association Standards of Clinical Practice and Professional Performance to the program's Mission Statement and the statement on Characteristics of the Graduate effective 2000-2001. The program will be requiring the NLN Pre-Admission Examination of prospective students which will be useful in student advisement and referrals to appropriate resources upon entry into the program. New progression policies will require students to successfully complete Level II core theory courses before continuing in Level II and Level III courses. Extensive articulation agreements with community colleges and universities in the extended Bay Area provide for ease of credit transfer and student entry into the nursing major.

Resources continue to be a problem. The program was awarded University funds to purchase four hospital beds for the Nursing Learning Center in 1998-99, but the proportioning of assigned time among faculty to accommodate department business is less than sufficient. If the department is to grow, both more faculty and more release time are needed. Clinical facilities for practical experience for the nursing students are becoming more problematic yearly because of the closing of Naval Regional Medical Center Oakland (Oaknoll Hospital) hospital and competition from Bay Area institutions offering the nursing degree.

The BRN made several recommendations to which the Nursing Program has responded.

(1) Regarding the program's high attrition rate, the Nursing Program sees that 67% of failures occur in Level I and 61% of these failures are students for whom English is a second language. In order to allow earlier, more effective intervention, the department has petitioned to make mandatory the taking of the RN Pre-Admission Test by the National League for Nursing by new students. A second aggressive attempt to curtail attrition is the offering of a course in health care communication, an observable weakness in Level I students. It will cover oral, written and electronic communication so assignments from the clinical theory and laboratory courses can also be used as learning activities.

(2) The Department is currently consulting with Dean Leung to construct a proposal for a tenure-track position.

(3) With the assistance of Jennifer Laherty, library liaison, library holdings are being reviewed for relevance and suitability for the program.

(4) Upon being asked to evaluate Level I courses to assure continuity and consistency in the delivery of program objectives, the Level I teaching team began immediately to require a significant proportion of each weekly team meeting be devoted to interpretation

of the curriculum given in the week's learning activities. The cataloging of learning aids devised by various members can now be examined for consistency and/or broader use among team members.

(5) Lastly, the faculty, following the recommendation of BRN, has decided to include the venipuncture content in the Level II skills course, NURS 3003. The revised course will be offered in Spring, 2001, for the first time.

In summation, CAPR believes the Nursing Program to be aggressive in maintaining the quality and integrity of the program and recommends it be continued without modification.