

POSITION REQUESTED: Nursing Instructor

New

Replacement: [list person(s) being replaced]

DIVISION: Health Careers

DIVISION CHAIR: Elizabeth Keele

YEAR DIVISION LAST HIRED A FULL-TIME FACULTY POSITION: 2022

GENERAL INFORMATION REGARDING POSITION REQUEST:

1. Which of the following areas of need will be addressed by this position? (check all that apply)
 - Transfer to 4-year colleges and universities
 - General Education
 - Basic Skills Instruction
 - Vocational instruction
 - Instructional Support Services
 - Student Support Services
2. Is this position addressed in the college's Educational Master Plan and/or the most recent Program Review for the area?
 - Yes (please cite below)
 - No (please explain why below)

Program Review 2020

Program Review Goal:

#13 Increase nursing program enrollment to start a new cohort every semester.

Progress on Goal: Faculty position request submitted and denied. Faculty determine the need for one additional nurse instructor to increase enrollment. Faculty are currently in multiple specialties.

Program Review Staffing Request: #5 Nursing Instructor:

Increasing the number of full-time RNs would increase nursing program enrollment from 40 to 80 nursing students, increase graduation rates from 20 to 40 per year, provide needed RN's for the community. Increasing the number of full-time RN from 4 to 5 would improve student success through consistent instruction by content experts

Mission Statement Alignment: #1, 3, 4 & 6

3. Identify any resources the hiring of this position will require. Do not include salary and benefits, but please list things such as a computer, office space, equipment, and other related resources the new faculty member would require.

Office space and computer

4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.

This person would be an approved instructor by the Board of Registered Nursing. Teaching assignments could include any theory and clinical courses, including NURS P100, P130, P131, P132, P133, P134, P135, P136, P137, P138, P139, and P171. This person would also be qualified to teach in the Psych Tech program.

PROGRAM REVIEW DATA-BASED JUSTIFICATION:

Provide the following data measures for the past 5 academic years in classes/subjects to be taught by the faculty (as applicable). Program review data can be obtained by subject from the Institutional Research web page below (include with supplemental materials any additional data or relevant past program review content). Faculty needing assistance with collecting relevant data are encourage to contact our Institutional Research Director, Michael Carley.

<https://www.kccd.edu/institutional-research/program-review-data>

		2017-18	2018-19	2019-20	2020-21	2021-22
Enrollment at Census		321	346	348	294	345
Average number of students per section		22.9	23.1	21.8	22.6	20.3
First Day Waitlist		32	8	27	21	0
FTEF	10.73	10.73	10.07	10.07	10.21	12.31
	8.70	8.76	8.23	7.00		
	0.57	0.65	0.20	0.70		
	1.467	0.667	1.664	2.485		
	-	-	-	-		
FTES		60.70	61.51	65.24	59.64	62.6
Degrees & Certificates		19	17	19	20	19

- The current number of Registered Nursing majors is 396.
- The current number of Biological Science majors is 760.
- Pre-nursing students are awarded 5 points for an Associate Degree towards the multi-criteria selection and ranking process.
- Pre-nursing students take courses across all disciplines to meet all graduation requirements.
- The nursing program averages 150 applicants a year and admits 20 students each fall.

OTHER JUSTIFICATION:

Provide here qualitative/narrative information that supports hiring this full-time position:

- Availability of part-time/overload faculty
 - It is challenging to recruit and retain part-time faculty who meet the BRN education and experience requirements to be an instructor (CCR Section 1425). The four full-time nursing instructors cannot realistically work enough overload to cover the increased FTEF. Increasing enrollment to twice a semester will increase FTEF from 10.2 to 18.66.
- Compliance with state regulations/accreditations:
 - CCR SECTION 1424(d) Administration/Organization – Sufficient Resources “The program shall have sufficient resources, including faculty...” The BRN will not approve increased enrollment without two additional full-time instructors.
- Maintaining “one-full-time-faculty” program:
 - Not-applicable

- Long-term community needs/support (Document with Advisory Committee, Program Review or other recommendations for increased staff):
 - At the most recent Health Careers Advisory meeting (2020), in discussing the current and future needs of the community, our prehospital and hospital partners ranked Paramedic Program #1 and Registered Nursing as #2 as most needed
 - California will face a significant shortfall of registered nurses over the next five years due to long-term trends that have been exacerbated by the COVID-19 pandemic (Sept 23, 2021, Wolfson, UCSF).
 - Porterville-Lindsay Area – high nursing shortage before the pandemic (June 2020, OSHPD)
 - San Joaquin Valley Faces Nurse Shortfall. Demand for RN's is projected to grow more than 35% by 2035. In the Central Valley, rapid population growth is outstripping RN education capacity – there are not enough nursing schools in the region to match current or future needs for nurses. (2018, Spetz. UCSF).
 - In the Visalia-Porterville area, Registered Nursing is one of the fastest growing occupations (24.9% by 2028) and has the most current job openings (2,010). (EDD, Labor Market Information, 2021)
 - May 2021 employment estimates are 2,800 for the Visalia-Porterville area (EDD, Labor Market Information, 2022 <https://www.labormarketinfo.edd.ca.gov/data/oes-employment-and-wages.html#Tool>)

- Maintaining certificate/degree/transfer program:
 - BRN required positions to expand the program.

- Courses are part of a core program and/or a graduation requirement (Identify program(s) and/or applicable graduation requirements):
 - All Registered Nursing courses are integral to the nursing program and are required for the Associate Science in Nursing degree.

- Potential for development in a related and/or emerging discipline (Identify source for growth potential):
 - Sufficient faculty resources would allow growth of the RN program from 40 students per year to 80 with 40 graduates per year.

- Potential for multi-discipline expertise (Cite discipline and justify need within each discipline):
 - All nursing faculty are qualified to teach in the Psych Tech program where there is frequently insufficient adjunct availability. Nurses with EMS experience qualify to teach in the EMT program where there is a frequent need for substitutes and skills lab instructors to increase enrollment.

- Potential for aiding the college’s goals of closing achievement gaps, aiding underserved populations, or other areas of the college’s mission that may have an impact beyond the program itself.
 - The nursing program provides training for our local underemployed population in jobs that are high paying and in high demand. Program review data demonstrate high retention and success rates for first-generation and for Latinx students. Our graduates make a positive impact as nurses caring for our medically underserved community.
 - The annual mean salary for an RN in the Visalia-Porterville area is \$106,013 (EDD, Labor Market Information, 2022)
- Other relevant areas not addressed in this list