Santa Rosa Junior College

Program Resource Planning Process

Nursing Vocational 2018

1.1a Mission

The mission of the Vocational Nursing Program is to prepare nurses for entry to practice as professional vocational nurses. The standard of nursing care provided by our graduates will be characterized by application of theoretical knowledge for patients of all ages and in multiple settings. Our graduates will demonstrate caring, cultural sensitivity, and acceptance of ethnic, race, religious, gender, age, and lifestyle differences in their practice. They will be self-directed, responsible, resourceful, and resilient professional nurses.

To fulfill this mission, the progam strives to provide students with access to current technology and equipment necessary for employment in health care. VN faculty strives to create a welcoming and open learning environment that supports student retention and provides professional role models.

Approved by BVNPT February, 2012

1.1b Mission Alignment

The Santa Rosa Junior College mission begins by stating: SRJC passionately cultivates learning through the creative, intellectual, physical, social, emotional, aesthetic and ethical development of our diverse community.

The VN program aligns with the District's mission and goals, including:

Student Learning. We prepare students for entry level practice as professional vocational nurses thus supporting economic growth and advancement.

Foster Learning and Academic Excellence. We provide students the opportunity to excel by providing a variety of approaches to learning including technology-based testing and adaptive

learning. Close monitoring of student progress allows early interventions to be introduced when needed.

Serve our Diverse Communities. The program continues to provide graduates with meaningful employment and meet the needs of the local community. Historically, the program attracts students from over 15 different countries. The rich diversity provides opportunity to incorporate concepts of caring, cultural sensitivity, and acceptance of ethnic, race, religious, gender, age, and lifestyle differences.

Establishing Strong Culture of Sustainability. The program maintains partnerships with local health care agencies. Partnership endeavors include student participation in health outreach projects. The program continues to 'be green' by using digital and learning management systems throughout the program while ensuring that they are student-friendly.

1.1c Description

The Vocational Nursing program is a three semester program requiring a total of 68 units.

18 units of pre-requisite courses.
        Anatomy 1 or 58: 3 units
        Physiology 1 or 58: 3 units
        FDNT 62 Nutrition or FDNT 10 AND FDNT 162: 3 units
        Psych 4: 3 units
        3 units of either, Psych 1A or Psych 5 or Psych 7 or Psych 56
        3 units of either, d 5 or 7 or 66 or Speech 1A or Speech 6
        Eligibility for English 1A
        Eligibility for Math 150 A

50 units of VN courses.
        26 units of theory
        2.5 units of skills lab
        18.5 units of clinical
        3 units of pharmacology (255 and 256.1)

The program meets the California State Board of Vocational Nursing and Psychiatric Technicians (BVNPT) requirements for basic level entry for the vocational nurse. Graduates are qualified to sit for the NCLEX-PN, the national licensure examination to become licensed as a vocational nurse.

The program is accredited by the BVNPT through February 2016. The next accreditation self-study must be completed and submitted by fall 2015.

1.1d Hours of Office Operation and Service by Location

Lecture and Lab. Monday & Tuesday, 8am to 4pm in Race Building, Santa Rosa campus. First semester includes a 6-week intensive skills lab Monday through Friday 8am – 3pm.

Clinical. 18 hours each week. Clinical days and shifts vary and may include Wednesday, Thursday, Friday, Saturday &/or Sunday; shifts vary and may include day and evening shifts.

Preceptorship. 120 - 140 hours in a clinical agency with a nurse preceptor. The preceptorship is the last 5-6 weeks of the VN program prior to graduation.

Health Science Office. Open from 8:00 am to 5 pm Monday through Friday.

1.2 Program/Unit Context and Environmental Scan

The program has a long history of high pass rates on the NCLEX-PN (National Council Licensure Examination). The NCLEX-PN exam was revised in 2014 resulting in many VN programs experiencing a significant drop in pass rates; the SRJC VN program was able to maintain a high pass rate. The most recent NCLEX-PN statistics for the first quarter of 2015:

- National pass rate 69% (all categories)
- National pass rate 81% (first-time test takers)
- SRJC VN pass rate 100%

The changes in the new test plan included increasing the number of alternative-type questions to evaluate critical thinking and safety. The new test uses more technology, videos, audio-clips, and interpretation of case studies. In order to maintain the high pass rates, the program used enhanced testing technology to emulate the new test plan and did intensive question updates and analysis. It is essential that the technological advances are available so that we can continue to prepare our students to the highest standards.

Every four years the program is required to develop a self-study plan and submit extensive documentation to apply for continued accreditation. The accreditation process must be completed and submitted by the fall of 2015.

Employment opportunities continue to expand for VNs. SRJC VN graduates quickly obtain employment in the local community within days of receiving NCLEX results, often with multiple job offers. Current employment is reported in areas such as home health, skilled nursing, rehabilitation (physical and substance), sub-acute hospital units, ambulatory clinics (pediatric, family medicine, urology, and other specialty areas), school health, psychiatric in-patient and out-patient, correctional facilities, and long-term residential care.

Data from the US Bureau of Labor Statisics projections include:

Projected growth for nursing professions through 2020.
       25% Vocational Nurses
       19% for Registered Nurses
http://www.bls.gov/news.release/ecopro.t05.htm

Employment settings for Vocational Nurses.

Skilled Nursing	13%
Acute care	2%
Clinics	4%
Homes setting	6%
Residential care	6%

http://www.bls.gov/oes/current/oes292061.htm#%281%29

In July, 2008 the VN Extended (part time) program was inactivated. The program provided a valuable opportunity for medical assistants or certified nursing assistants wanting to advance up the career ladder while still working to support families.

VN graduates also hope to advance up the career ladder by having opportuities to enter a VN-RN bridge program at SRJC.

Challenges and Barriers

Program. Despite being a relatively small program, a cohort of 30 students admitted every 18 months, the program is highly demanding of its faculty and students. The intensity of the program is influenced by many factors including:

- Maintaining compliance with the stringent regulations mandated by the Board of Vocational Nursing and Psychiatric Technicians (BVNPT);
- Meeting the requirements, of 40 plus clinical agencies;
- Developing new partnerships with clinical agencies that employ VNs;
- Developing new strategies to support success of students carrying 15-17 units per semester;
- Keeping current with new technological requirements inherent in today's nursing, e.g. electronic medical charting;
- Developing tests using technology that emulates the NCLEX exam and better prepares students for success;
- Exploring funding sources to support the intensive requirements of our student population (see student description below)

Students. The SRJC VN program is fortunate to have a diverse student population. Diversity that is not limited to the cultural richness of the program (10-15 countries represented) but also includes over 50% of students presenting with ESL or DRD challenges. The fact that the program maintains a 100% pass rate with the NCLEX-PN exam reflects the hard work and dedication of students and faculty.

Faculty. Faculty consists of three males and seven females reflecting the gender demographics of the student cohort. Culturally, faculty is less representative of the student cohort; the majority of faculty were born in the US and educated at the SRJC; two faculty represent other countries.

Recruitment. Several faculty are at retirement age. Recruiting faculty to work with the VN program has proven difficult. Teaching in the VN program requires understanding and respect of the VN role. Many potential educators are focused on the RN program and have little to no understanding of the VN scope of practice. More outreach and education is needed.

Sustainability and Funding. The program is highly demanding. Funding sources have been limited. With increased release time, the program coordinator would be more able to research the possibility of growth opportunities and funding sources.

2.1a Budget Needs

Overall Budget Summary. The VN program has used available funds effectively but had inadequate funds in the 4000s budget category.

Administrative Release Time. Program Accreditation for the BVNPT occurs every 4 years. This 2000+ page report is mandated by regulation and requires a minimum of 160 hours of release for the director. The next accreditation cycle is due Fall 2019. This work must be completed during the summer of 2019. It is not possible for the director to complete this mandated regulatory task during the teaching semester. Additionally, the total release time for the Director and Asst. Director is 30% (12 hours per week). Due to the heavy regulatory requirements for this program, the release time should be increased to 40%.

Activity Code 5000s: The Director and Asst. Director of the VN program must attend annual education and BVNPT meetings twice per year. Additional funding is needed to pay for travel expenses.

Nursing Vocational - FY 2016-17

2.1 Fiscal Year Expenditures

Santa Rosa Campus

Expenditure Category	Unrestricted Funds	Change from 2015-16	Restricted Funds	Change from 2015-16	Total	Change from 2015-16
Faculty payroll	$224,243.81	39.09%	$0.00	0.00%	$224,243.81	39.09%
Adjunct payroll	$137,056.79	15.36%	$9,356.01	81.59%	$146,412.80	18.12%
Classified payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
STNC payroll	$0.00	-100.00%	$4,392.50	807.54%	$4,392.50	632.01%

Student payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Management payroll (and Dept Chairs)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Benefits (3000's)	$82,474.18	40.65%	$1,817.94	253.23%	$84,292.12	42.50%
Supplies (4000's)	$703.74	-2.40%	$0.00	0.00%	$703.74	-2.40%
Services (5000's)	$519.77	-56.92%	$0.00	0.00%	$519.77	-56.92%
Equipment (6000's)	$0.00	-100.00%	$0.00	-100.00%	$0.00	-100.00%
Total Expenditures	**$444,998.29**	**30.60%**	**$15,566.45**	**-5.82%**	**$460,564.74**	**28.91%**

Expenditure Totals

Expenditure Category	Amount	Change from 2015-16	District Total	% of District Total
Total Expenditures	$460,564.74	28.91%	$149,725,018.78	0.31%
Total Faculty Payroll	$370,656.61	29.97%	$47,889,987.40	0.77%
Total Classified Payroll	$0.00	0.00%	$23,022,361.43	0.00%
Total Management Payroll	$0.00	0.00%	$9,924,644.22	0.00%
Total Salary/Benefits Costs	$459,341.23	33.17%	$106,740,760.16	0.43%
Total Non-Personnel Costs	$1,223.51	-90.09%	$16,678,764.69	0.01%

2.1b Budget Requests

Rank	Location	SP	M	Amount	Brief Rationale
0001	ALL	08	01	$1,000.00	Increase budget in 5000s to $1,000 to support travel to BVNPT meetings

2.2a Current Classifed Positions

Position	Hr/Wk	Mo/Yr	Job Duties
None	0.00	0.00	

2.2b Current Management/Confidential Positions

Position	Hr/Wk	Mo/Yr	Job Duties
none	0.00	0.00	

2.2c Current STNC/Student Worker Positions

Position	Hr/Wk	Mo/Yr	Job Duties
STNC	0.00	0.00	None

2.2d Adequacy and Effectiveness of Staffing

Section 2530 of the BVNPT Regulations states: "The program shall have sufficient resources, faculty, staff and support services, physical space, skills laboratory and equipment to achieve program's objectives."

Currently, the program has 2 full time and 8 adjunct faculty. The program continues to seek adjunct faculty in order to replace faculty who will retire in the next year or two.

Administrative Release Time. See section 2.1a

Nursing Vocational - FY 2016-17

2.1 Fiscal Year Expenditures

Santa Rosa Campus

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STNC payroll	$0.00	-100.00%	$4,392.50	807.54%	$4,392.50	632.01%
Student payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
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Supplies (4000's)	$703.74	-2.40%	$0.00	0.00%	$703.74	-2.40%
Services (5000's)	$519.77	-56.92%	$0.00	0.00%	$519.77	-56.92%
Equipment (6000's)	$0.00	-100.00%	$0.00	-100.00%	$0.00	-100.00%
Total Expenditures	**$444,998.29**	**30.60%**	**$15,566.45**	**-5.82%**	**$460,564.74**	**28.91%**

Petaluma Campus (Includes Rohnert Park and Sonoma)

Expenditure Category	Unrestricted Funds	Change from 2015-16	Restricted Funds	Change from 2015-16	Total	Change from 2015-16
Faculty payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Adjunct payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Classified payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
STNC payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Student payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Management payroll (and Dept Chairs)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Benefits (3000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Supplies (4000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Services (5000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Equipment (6000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Total Expenditures	**$0.00**	**0.00%**	**$0.00**	**0.00%**	**$0.00**	**0.00%**

Other Locations (Includes the PSTC, Windsor, and other locations)

Expenditure Category	Unrestricted Funds	Change from 2015-16	Restricted Funds	Change from 2015-16	Total	Change from 2015-16
Faculty payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Adjunct payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Classified payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
STNC payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Student payroll	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Management payroll (and Dept Chairs)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Benefits (3000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Supplies (4000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Services (5000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Equipment (6000's)	$0.00	0.00%	$0.00	0.00%	$0.00	0.00%
Total Expenditures	**$0.00**	**0.00%**	**$0.00**	**0.00%**	**$0.00**	**0.00%**

Expenditure Totals

Expenditure Category	Amount	Change from 2015-16	District Total	% of District Total
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Total Faculty Payroll	$370,656.61	29.97%	$47,889,987.40	0.77%

Total Classified Payroll	$0.00	0.00%	$23,022,361.43	0.00%
Total Management Payroll	$0.00	0.00%	$9,924,644.22	0.00%
Total Salary/Benefits Costs	$459,341.23	33.17%	$106,740,760.16	0.43%
Total Non-Personnel Costs	$1,223.51	-90.09%	$16,678,764.69	0.01%

2.2e Classified, STNC, Management Staffing Requests

Rank	Location	SP	M	Current Title	Proposed Title	Type

2.3a Current Contract Faculty Positions

Position	Description
Director, VN Program	This is a BVNPT regulation # 2529 required position. The Director/Program Coordinator must have adequate release time to oversee all program needs. Currently the SRJC VN Director/Program Coordinator gets 23 % release time which is insufficient to meet program needs. In Fall 2010 we conducted a statewide survey of faculty and director release time. There were responses from over 25 colleges. Most VN programs in the State had 50-100% essential release time dedicated for the director of the program. Section 2530 (a) of the BVNPT regulations: " The program shall have sufficient resources, faculty, staff and support services, library, staff and support services, physical space, skills laboratory and equipment to achieve program objectives." The program continues to request an increase amount of release time for the program director.
Assitant Director, VN Program	This is a BVNPT regulation # 2529 required position. This position assists the VN Director to meet program needs.

2.3b Full-Time and Part-Time Ratios

Discipline	FTEF Reg	% Reg Load	FTEF Adj	% Adj Load	Description
Nursing Vocational	2.0000	100.0000	1.0000	419.3100	A FT/PT ratio of the VN Program based upon the schedule of classes would not accurately reflect the VN loads as many of the VN adjunct faculty are not listed in the schedule of classes but are listed on a PAF each semester which is non-conforming. The program has 2 regular (full-time) faculty and 8 adjunct faculty assigned to the VN Program. The VN program uses many adjunct faculty to fill the theory, clinical and skills lab teaching requirements. The program needs additional adjunct time for coordination of program, district and BVNPT requirements. The data presented for 2015/16 is inaccurate and includes load for Katherine Slusser (Lantz).She does not teach in Vocational Nursing.

2.3c Faculty Within Retirement Range

There are two full time positions that are vacant and in the process of being filled. It is vital that the program have at least 2 full time faculty for program compliance, growth, and to stay in compliance with the BVNPT regulations to maintain program accreditation.

2.3d Analysis of Faculty Staffing Needs and Rationale to Support Requests

The VN program currently needs qualified adjunct faculty to teach in the specialty area of psychiatric nursing. The VN program last interviewed fall 2017.

The Board of Vocational Nursing and Psychiatric Technicans (BVNPT) regulation 2530 states: "The program shall have sufficient resources, faculty, clinical facilities, library, staff and support services, physical space, skills laboratory and equipment to achieve the program's objectives."

BVNPT regulation 2529 - Faculty Qualifications state that there must be a Director and Assistant Director. The BVNPT stipulates that "Each vocational nursing program shall have one faculty member, designated as director, who meets the requirements of subsection (c)(1) herein, who shall actively administer the program. The director is responsible for compliance with all regulations in Chapter 1, Article 5 (commencing with Section 2525 et seq.)." The BVNPT expects the program to have sufficient release time for the Director. Most programs in the state provide 60 - 80% release time to VN Directors. The VN program director at SRJC currently receives 23% release time; increasing the release time to 40% will help ensure compliance with the increasingly stringent BVNPT regulations that must be met for continued program accreditation and will also support possible expansion of the VN program.

The data below is not accurate. Katherine Lantz, Rich Lehrer, Jennifer Richardson, and Vincent Sassone do not teach in Vocational nursing.

Nursing Vocational - FY 2016-17

2.3a Contract Faculty Positions Employees paid from a Contract Faculty OBJECT code

Name Last	First	Position	Hours	HR FTE	DM FTE
Lantz	Katherine	Faculty	0.00	0.6557	0.0000
Meehl	Scott	Faculty	0.00	1.0000	0.0000
Wolfe	Maureen	Faculty	0.00	1.0000	0.0000
Totals			**0.00**	**2.6557**	**0.0000**

2.3b Adjunct Faculty Positions Employees paid from an Adjunct Faculty OBJECT code

Name Last	First	Position	Hours	FTE
Colthurst	Rita		299.50	0.0000
Grodrian	Glenn		387.00	0.0000
Hanson	Laura		214.00	0.0000
Kiernan	Lizabeth		336.88	0.0000
Lane	Kathleen		5.50	0.0000
Lehrer	Richard		5.50	0.0000
McDowell	Tracy		56.00	0.0000
McKenney	Aimee		204.00	0.0000
Meehl	Scott		8.00	0.0000
Montosa	Catherine		279.42	0.0000
Richardson	Jennifer		5.00	0.0000
Sassone	Vincent		187.00	0.0000
Wolfe	Maureen		98.50	1.0000
Totals			**2086.30**	**1.0000**

Name Last	First	Position	Hours	FTE

2.3e Faculty Staffing Requests

Rank	Location	SP	M	Discipline	SLO Assessment Rationale
0001	Santa Rosa	02	01	Vocational Nursing	This position supports student success with continuity in the theory and application of clinical vocational nursing.

2.4b Rationale for Instructional and Non-Instructional Equipment, Technology, and Software

Equipment and supplies for Vocational Nursing are currently up to date and in good working order.

2.4c Instructional Equipment Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
0001	ALL	02	01	white board 4 x '8'	1	$625.00	$625.00	Chigazola	Race 4061	chigazola
0001	ALL	00	01	white board 4'x 12'	1	$850.00	$850.00	Chigazola	Race 4077	Chigazola

2.4d Non-Instructional Equipment and Technology Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact

2.5a Minor Facilities Requests

Rank	Location	SP	M	Time Frame	Building	Room Number	Est. Cost	Description
0000	ALL	00	00	1 Year			$0.00	

2.5b Analysis of Existing Facilities

Skills Lab
The skills lab in the Race building is inadequate to meet the needs of the VN program. Attempting to accommodate 30 students, 3-4 faculty, skills lab equipment, beds, wheelchairs and desks & chairs into these small skills lab rooms is not conducive to student learning and success. A plan is in place using SWF funds to develop an ambulatory skills lab. The completion of this project will help to alleviate space concerns in the lab.

Computer Lab
The existing computer lab (HLRC) is adequate for VN testing. However, there are times when the lab is not available because of competing needs of other programs, i.e. the lab is in use by another program. There is an increased number of students who require DRD accomodations for testing, which had resulted in the need for additonal computer testing space on campus.

Note: Additional information about space limitations are described in the PRPP submitted by the RN program and are not repeated here.

3.1 Develop Financial Resources

Historically, there has been paucity of available funding for VN programs. VN program coordinators will be attending a grant writing workshop in June, 2015 with the hopes of finding possible grants funding.

3.2 Serve our Diverse Communities

The SRJC VN program is culturally diverse. Currently about 50% of our students are from about 15 different counties.

Faculty consists of three males and seven females reflecting the gender demographics of the student cohort. Culturally, faculty is less representative of the student cohort; the majority of faculty were born in the US and educated at the SRJC; two faculty represent other countries. The program is fortunate to be able to provide culturally diverse preceptors and mentor nurses in preceptorship and clinical rotations.

3.3 Cultivate a Healthy Organization

The VN program offers faculty the opportunity to attend trainings and conferences during the academic year. This last year, topics included:

- Use of simulation manikins in skills lab;
- Development of electronic health records for students;
- Item test writing for the new NCLEX-PN;
- Moodle training specific to VN testing development;
- California Vocational Nurse Educator conference (funding via CTEA).

Monthly faculty meetings provide an opportunity for faculty to discuss and provide feedback on the program's development.

3.4 Safety and Emergency Preparedness

VN faculty are required to maintain currency with BLS certification, immunizations and screenings.

Injury and safety updates are conducted at faculty meetings.

3.5 Establish a Culture of Sustainability

The VN program contributes to sustainability by the following:

100% of student testing is online;
100% of syllabi and class schedules are online;
100% of written assignments are submitted online;
100% of communication is conducted via Moodle;
E-book options for all texts used (currently 80% of students select this option)

Areas for future sustainability include:
- Developing an online application;
- Exploring secure and acceptable electronic signatures for required program consents;
- Storing all grading records in electronic form to reduce reliance on paper copies;
- Developing student files as an online database to replace paper files.

4.1a Course Student Learning Outcomes Assessment

The VN program has all course and program SLO's listed in the course outlines on Title V and listed in all program syllabi. The 6 year plan is posted.

Course	SLO	Year 1 F	Year 1 S	Year 2 F	Year 2 S	Year 3 F	Year 3 S	Year 4 F	Year 4 S	Year 5 F	Year 5 S	Year 6 F	Year 6 S
NRV 51	1. Assess the normal anatomical and physiologic function of the body, health maintenance, nutritional needs, and beginning nursing care needs of an adult client with common alterations in anatomical, physiological, physical, psycho -social, spiritual, and cultural function.			X			X			X			X
	2. Analyze, compare and contrast the care of adult medical/surgical client in acute versus rehabilitation settings.			X			X			X			X
	3. Formulate a plan of care consistent with practice guidelines for common diseases in the care of the gerontological client.			X			X			X			X
	4. Apply theoretical concepts to the practice of beginning nursing care of the adult client.			X			X			X			X
NRV 51L	1. Apply theoretical knowledge base, including physiological, pathophysiological, spiritual, psycho/social and cultural concepts to provide care to beginning level adult/Gerontological medical surgical clients in medical surgical and rehab settings.			X			X			X			X
	2. Provide a safe and effective client care environment at a fundamental nursing level which incorporates culturally sensitive care.			X			X			X			X
	3. Communicate effectively both verbally and in writing to clients, (including those with psychological disorders), physicians and staff.			X			X			X			X
NRV 52.1	1. Apply theoretical concepts in adult and pediatric medical	X			X			X			X		

Course	Outcome											
	surgical and mental health clients.	X										
	2. Analyze, compare, and contrast theories of growth and development at the intermediate level of nursing care.	X		X			X		X			
	3. In collaboration with a Registered Nurse, formulate a plan of care consistent with practice guidelines for more complex diseases.	X		X			X		X			
	4. Apply theory to practice in working with adult and pediatric medical/surgical/mental health clients with more complex diseases at the intermediate level of nursing care.	X		X			X		X			
NRV 52.1L	1. Apply theoretical knowledge at an intermediate level to nursing care of the adult/geriatric, mental health and pediatric client.	X		X			X		X			
	2. Perform culturally sensitive nursing care at an intermediate level as a member of the multidisciplinary team for the adult/geriatric, mental health and pediatric client.	X		X			X		X			
	3. Communicate effectively, both verbally and in writing at an intermediate level with clients and staff in the adult/geriatric, medical surgical, mental health, and pediatric settings.	X		X			X		X			
NRV 52.2	1. Use previously learned concepts in NRV 51 to the nursing care of the normal and at risk maternal child client.	X		X			X		X			
	2. Analyze, compare and contrast the perinatal process to identify abnormal signs and symptoms involving each perinatal stage of development.	X		X			X		X			
	3. Formulate a plan of care consistent with practice guidelines for a maternal child client including more complex disease states (in collaboration with a Registered Nurse).	X		X			X		X			
	4. Apply theory to practice to describe and assess for potential complications of the prenatal, intrapartal and postpartal periods with appropriate nursing interventions for each.	X		X			X		X			
NRV 52.2L	1. Use the nursing process at a higher intermediate level for the	X		X			X		X			

Course	Outcome								
	maternal/child client in the hospital setting in Labor and Delivery, Newborn, Neonatal Intensive Care Unit (NICU), and Postpartum.								
	2. Perform nursing care at an increasingly independent level with moderate supervision as a member of the multidisciplinary team in Maternal Child Health.	X		X		X		X	
	3. Communicate effectively and incorporate client teaching skills at an increasingly independent level with moderate supervision, both verbally and in writing, appropriate to the clients (including those with psychological disorders) and staff in the maternal child setting.	X		X		X		X	
NRV 53	1. Use previously learned concepts and apply to the analysis of the needs of clients with unstable acute illness, severe chronic illness and mental health issues.	X		X		X		X	
	2. Analyze, compare and contrast, advanced clinical syndromes, in adult medical surgical and mental health clients.	X		X		X		X	
	3. In collaboration with the RN, formulate a plan and demonstrate skills related to leadership, delegation, critical thinking, problem solving and decision making in community health and in working with a group of clients in team leading in skilled nursing.	X		X		X		X	
	4. Apply theory to practice in working with adult clients with unstable acute illness and severe chronic illness and mental health clients in need of higher level nursing care.	X		X		X		X	
NRV 53L	1. Apply theoretical knowledge at an advanced level to nursing care of the adult/geriatric, mental health and pediatric client.	X		X		X		X	
	2. Perform culturally sensitive nursing care at an advanced level as a member of the multidisciplinary team for the adult/geriatric, mental health and pediatric client.	X		X		X		X	

Course	Outcome								
	3. Communicate effectively, both verbally and in writing at an advanced level with clients and staff in the team leading, adult/geriatric, medical-surgical, mental health, and pediatric settings.	X		X		X		X	
NRV 58A	1. Incorporate theoretical principles from nursing fundamentals course, NRV 51, to demonstrate the planning and implementation of fundamental and basic medical surgical nursing skills for adult and gerontological clients.		X		X		X		X
	2. Apply infection control principles and standard precautions to the implementation of fundamental and basic medical surgical nursing skills.		X		X		X		X
	3. Demonstrate psychomotor competency in the performance of select fundamental and basic medical surgical nursing skills for the adult, mental health, pediatric and maternal child client.		X		X		X		X
NRV 58B	1. Incorporate the theoretical principles from intermediate med-surg and maternal-child nursing courses: NRV 51, NRV 52.1 and NRV 52.2 to demonstrate the planning and implementation of intermediate skills for adult/gerontological, pediatric and maternal-child clients.	X		X		X		X	
	2. Apply infection control principles and standard precautions to the implementation of intermediate nursing skills for the adult, gerontological, pediatric, and maternal-child client.	X		X		X		X	
	3. Demonstrate psychomotor competency of select intermediate and more complex nursing skills, including that of mental health, for the adult/gerontolgical, pediatric and maternal child client.	X		X		X		X	
NRV 58C	1. Incorporate theoretical principles from advanced medical surgical nursing and concepts related to mental health in NRV 53 as well as concepts learned from NRV 51,	X		X		X		X	

	NRV 52.1 and NRV 52.2 to demonstrate the planning and implementation of more advanced medical surgical, community-based healthcare and team-leading skills for the adult/geriatric and mental health client.						
	2. Perform skills using team approach with professional behavior and accountability.	X		X	X		X
	3. Apply infection control principles and standard precautions in the implementation of advanced nursing skills for the adult/geriatric and mental health client.	X		X	X		X
	4. Demonstrate psychomotor competency with more advanced complex nursing skills for the adult/geriatric and mental health client.	X		X	X		X

4.1b Program Student Learning Outcomes Assessment

The VN program has completed SLOs assessment and will continue to assess on a 6 year cycle.

4.1c Student Learning Outcomes Reporting

Type	Name	Student Assessment Implemented	Assessment Results Analyzed	Change Implemented
Course	NRV 51 Fundamentals of Nursing	Summer 2016	Spring 2011	Fall 2009
Course	NRV 51L	Fall 2010	Spring 2011	Fall 2009
Course	NRV 58A	Fall 2010	Spring 2011	Fall 2009
Course	NRV 52.1	Fall 2010	Spring 2011	Fall 2009
Course	NRV 52.1L	Fall 2011	Spring 2011	Fall 2009
Course	NRV 52.2	Fall 2010	Spring 2011	Fall 2009
Course	NRV 52.2L	Fall 2010	Spring 2011	Fall 2009
Course	NRV 58B	Fall 2010	Spring 2011	Fall 2009
Course	NRV 53	Fall 2010	Spring 2011	Fall 2009
Course	NRV 53L	Fall 2010	Spring 2011	Fall 2009
Course	NRV 58C	Fall 2010	Spring 2011	Fall 2009

4.2a Key Courses or Services that address Institutional Outcomes

Course/Service	1a	1b	1c	2a	2b	2c	2d	3a	3b	4a	4b	5	6a	6b	6c	7
VN Program all courses	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

4.2b Narrative (Optional)

5.0 Performance Measures

Statistcs from BVNPT: http://www.bvnpt.ca.gov/education/vn_stats.shtml

2006		2007		2008		2009		
# Tested	% Pass	# Tested	% Pass	# Tested	% Pass	# Tested	% Pass	
45	91%	22	100%	18	100%	30	60%	

2010		2011		2013		2014		
# Tested	% Pass	# Tested	% Pass	# Tested	% Pass	# Tested	% Pass	# Tested
23	100	23	100%	22/1 repeat	96% after repeat 100%	15	100%	

5.1 Effective Class Schedule: Course Offerings, Times, Locations, and Delivery Modes (annual)

The VN program has an effective class schedule.

Our students have classes on Monday 8-4 and Tuesday 8-12, skills lab on Tuesdays from 1-4 and 18 hours of clinical per week on Wed, Thursday, Friday, Saturday or Sunday, day or evening shifts. All students have the opportunity to work weekends or evenings in the program to better prepare them for reality in the work world. Classes are all taught on the Santa Rosa Campus.

In July 2008 our part time VN program was cancelled due to lack of funding, budget and staffing. 4 cohorts of classes benefitted from the part time/extended schedule. These students are now all competing for the full time program which has 30 openings.

The full-time program admits only once every 3 semesters. There are generally 3-4 applicants for each available seat and selection is made from the pool of qualified applicants who meet minimum requirements from a randomized number assigned by our institutional research department. The part time program is in inactive status. With funding and staffing, this program can be restarted in the future.

All students completing the SRJC VN program are finding gainful employment in Sonoma County and beyond. Salaries range is $40,000-$60,000/year; employment is found in skilled nursing facilities, MD offices, home health, correctional institutions and other health care agencies. Local employers have stated: "We favor VNs from the SRJC VN Program because they consistently demonstrate excellent clinical and critical thinking skills."

5.2a Enrollment Efficiency

The VN program has 100% enrollment efficiency. We admit 30 students. Qualified applicants on the alternate list are admitted, if slots become available, until the first day of class. There is a mandatory orientation during finals week the semester previous to entry. The current cohort has a low attrition rate in this first semester; 30 students were admitted and 29 remain. There has been a higher attrition rate in past cohorts in part because of transfers to the RN program.

Nursing Vocational - FY 2014-15 (plus current FY Summer and Fall)

5.1 Student Headcounts The number of students enrolled in each Discipline at first census (duplicated headcount).

Santa Rosa Campus

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0	75	46	0	52	69	0	44	

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0	0	0	0	0	0	0	0	

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0	50	23	0	26	46	0	22	

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0	125	69	0	78	115	0	66	

5.2a Enrollment Efficiency The percentage of seats filled in each Discipline at first census based on class limit (not room size).

Santa Rosa Campus

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	82.4%	71.9%	0.0%	85.2%	75.8%	0.0%	72.1%	98.4

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	82.0%	71.9%	0.0%	86.7%	75.4%	0.0%	73.3%	100.0

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	82.2%	71.9%	0.0%	85.7%	75.7%	0.0%	72.5%	98.5

5.2b Average Class Size

The VN program admits 30 students every third semester.

Nursing Vocational - FY 2014-15 (plus current FY Summer and Fall)

5.2b Average Class Size The average class size in each Discipline at first census (excludes cancelled classes).

Santa Rosa Campus

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0	25.0	23.0	0.0	26.0	23.0	0.0	22.0	3(

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	(

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0	25.0	23.0	0.0	26.0	23.0	0.0	22.0	3(

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0	25.0	23.0	0.0	26.0	23.0	0.0	22.0	3(

5.3 Instructional Productivity

The VN program has 2 full time faculty and 8-10 adjunct faculty. All faculty work varied hours based on clinical assignments and outside clinical committments. It continues to be challenging to recruit qualified instructors. Nurses who work in the community setting earn far greater salaries than the district can provide.

Nursing Vocational - FY 2014-15 (plus current FY Summer and Fall)

5.3 Instructional Productivity The ratio of Full-Time Equivalent Students (FTES) to Full-Time Equivalent Faculty (FTEF) in each Discipline at first census.

Santa Rosa Campus

Nursing - Vocational		X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
	FTES	0.00	10.83	7.32	0.00	9.53	9.97	0.00	6.87	11.0
	FTEF	0.00	0.61	0.46	0.00	0.50	0.84	0.00	0.66	1.6
	Ratio	0.00	17.71	15.94	0.00	18.96	11.89	0.00	10.43	6.8

Petaluma Campus (Includes Rohnert Park and Sonoma)

Nursing - Vocational		X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
	FTES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0
	FTEF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0
	Ratio	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0

Other Locations (Includes the PSTC, Windsor, and other locations)

Nursing - Vocational		X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
	FTES	0.00	15.00	14.18	0.00	15.60	13.80	0.00	13.18	17.1
	FTEF	0.00	1.43	1.48	0.00	1.43	2.94	0.00	3.15	3.0
	Ratio	0.00	10.52	9.62	0.00	10.89	4.69	0.00	4.18	5.6

ALL Locations (Combined totals from ALL locations in the District)

Nursing - Vocational		X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
	FTES	0.00	25.83	21.50	0.00	25.13	23.77	0.00	20.05	28.1
	FTEF	0.00	2.04	1.93	0.00	1.94	3.78	0.00	3.81	4.6
	Ratio	0.00	12.68	11.12	0.00	12.99	6.29	0.00	5.26	6.0

5.4 Curriculum Currency

The VN curriculum was reviewed and approved in Spring 2011. There are plans to do another comprehensive review in 2016/2017.

5.5 Successful Program Completion

VN students completing the required 3-semester course continue on to take the NCLEX-PN examination. The current cohort completes the program May 2016 - 30 students were admitted and 29 will graduate.

Nursing Vocational - FY 2014-15 (plus current FY Summer and Fall)

5.6b Successful Course Completion The percentage of students receiving a grade of A,B,C, or CR in each Discipline (duplicated headcount).

Santa Rosa Campus

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	96.0%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	100.0%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	97.6%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

5.6 Student Success

Students in the VN program must maintain a average of 75% or above to remain in the program.

Nursing Vocational - FY 2014-15 (plus current FY Summer and Fall)

5.6a Retention The percentage of students receiving a grade of A,B,C,D,CR, or I in each Discipline (duplicated headcount).

Santa Rosa Campus

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	98.7%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	100.0%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	99.2%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

5.6b Successful Course Completion The percentage of students receiving a grade of A,B,C, or CR in each Discipline (duplicated headcount).

Santa Rosa Campus

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	96.0%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	100.0%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.0%	97.6%	100.0%	0.0%	88.5%	95.7%	0.0%	100.0%	96.

5.6c Grade Point Average The average GPA in each Discipline (UnitsTotal / GradePoints).

Santa Rosa Campus

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.00	2.57	3.31	0.00	2.35	2.69	0.00	2.48	2.

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2012	F2012	S2013	X2013	F2013	S2014	X2014	F2014	S2015
Nursing - Vocational	0.00	1.66	1.88	0.00	1.41	1.74	0.00	1.41	1.

5.7 Student Access

The VN program continues to enjoy a richly diverse group of students. Past cohorts have represented 10 - 15 countries from around the world. Predominately female by history, our VN classes have had 3-5 male students or 10-15% which is very representative of nursing in general.

Nursing Vocational - FY 2014-15 (plus current FY Summer and Fall)

5.7a Students Served - by Ethnicity The number of students in each Discipline at first census broken down by ethnicity (duplicated headcount).

ALL Locations (Combined totals from ALL locations in the District)

Nursing - Vocational	Ethnicity	2012-13	Percent	2013-14	Percent	2014-15	Percent	
	White	61	31.4%	115	63.2%	75	49.0%	
	Asian	40	20.6%	16	8.8%	15	9.8%	
	Black	16	8.2%	0	0.0%	15	9.8%	
	Hispanic	53	27.3%	40	22.0%	36	23.5%	
	Native American	0	0.0%	0	0.0%	0	0.0%	
	Pacific Islander	0	0.0%	0	0.0%	0	0.0%	
	Filipino	16	8.2%	8	4.4%	9	5.9%	
	Other Non-White	0	0.0%	0	0.0%	3	2.0%	
	Decline to state	8	4.1%	3	1.6%	0	0.0%	
	ALL Ethnicities	**194**	**100.0%**	**182**	**100.0%**	**153**	**100.0%**	

5.7b Students Served - by Gender The number of students in each Discipline at first census broken down by gender (duplicated headcount).

ALL Locations (Combined totals from ALL locations in the District)

Nursing - Vocational	Gender	2012-13	Percent	2013-14	Percent	2014-15	Percent
	Male	37	19.1%	8	4.4%	12	7.8%
	Female	157	80.9%	174	95.6%	141	92.2%
	Unknown	0	0.0%	0	0.0%	0	0.0%
	ALL Genders	**194**	**100.0%**	**182**	**100.0%**	**153**	**100.0%**

5.7c Students Served - by Age The number of students in each Discipline at first census broken down by age (duplicated headcount).

ALL Locations (Combined totals from ALL locations in the District)

Nursing - Vocational	Age Range	2012-13	Percent	2013-14	Percent	2014-15	Percent
	0 thru 18	0	0.0%	0	0.0%	0	0.0%
	19 and 20	0	0.0%	0	0.0%	0	0.0%
	21 thru 25	8	4.1%	57	31.3%	39	25.5%
	26 thru 30	61	31.4%	58	31.9%	47	30.7%
	31 thru 35	43	22.2%	27	14.8%	25	16.3%
	36 thru 40	45	23.2%	16	8.8%	15	9.8%
	41 thru 45	21	10.8%	11	6.0%	9	5.9%
	46 thru 50	16	8.2%	5	2.7%	12	7.8%
	51 thru 60	0	0.0%	8	4.4%	6	3.9%
	61 plus	0	0.0%	0	0.0%	0	0.0%
	ALL Ages	**194**	**100.0%**	**182**	**100.0%**	**153**	**100.0%**

5.8 Curriculum Offered Within Reasonable Time Frame

Our VN program is a three semester full time program. Student enter with 18 units of pre-requisite courses and eligibility for English 1A and Math 150A which can be taken at the student's discretion. All students complete objectives and course requirements by the end of the 3rd semester and earn a certificate in vocational nursing. A major in vocational nursing with an AS is an option for our students who choose the AS degree.

5.9a Curriculum Responsiveness

Our VN curriculum strives to maintain currency and relevance in nursing and the health care community. We are continually updating class and teaching materials, up to date textbooks and online resources and community experiences. The latest curriculum revision added theory and clinical in psychiatric nursing to meet new BVNPT requirements.

5.9b Alignment with High Schools (Tech-Prep ONLY)

The average age of our student is about 30-35 years old. Most students enter our program as a second or re-entry career; very few students,if any, enter directly from high school.

5.10 Alignment with Transfer Institutions (Transfer Majors ONLY)

All current courses in the VN program are in alignment with transfer through the CSU system.

5.11a Labor Market Demand (Occupational Programs ONLY)

VNs are in high demand in an increasing number of health care settings, including: skilled nursing facilities, sub-acute units, doctors offices, home health agencies, correctional facilities, school systems, clinics specializing in pediatrics, family practice, urology, obstetrics, and other specialty clinics. The implementation of the Affordable Care Act has created a greater demand, and an increased range of job opportunities, for the VN.

5.11b Academic Standards

The VN program regularly engages in dialog about academic standards via meetings with VN faculty, VN Advisory Committee members, Board of Vocational and Psychiatric Technican advisories, and statewide VN educator conferences.

Students must pass all areas and coures in this program to graduate and earn the VN certificate or complete the VN major. All theory and skills lab courses must be passed with an overall minimum letter grade of 75% (C), and all clinical (lab) courses must be passed with Pass/No Pass to continue in the program.

6.1 Progress and Accomplishments Since Last Program/Unit Review

Rank	Location	SP	M	Goal	Objective	Time Frame	Progress to Date
0001	ALL	08	01	Revise the current curricilum to be a 12 month program	Complete analysis of BVNPT requirements for curriculum	1-2 years	

6.2b PRPP Editor Feedback - Optional

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6.3a Annual Unit Plan

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0000	ALL	08	01	Analyze the current curriculum	Evaluate the ability to reduce unit load and condense program	1-2 years	