

Santa Rosa Junior College

Program Resource Planning Process

Nursing RN 2024

1.1a Mission

The mission of the Santa Rosa Junior College Associate Degree Nursing Program is to educate registered nursing students for safe nursing practice, demonstrating attributes that are culturally sensitive, competent, and professional. Graduates are prepared to work in a variety of health care settings and to be effective leaders.

In order to fulfill this mission, the Santa Rosa Junior College ADN faculty strives to:

1. Recruit well-qualified students with diverse socio-cultural backgrounds.
2. Provide a variety of learning opportunities and clinical settings to apply theoretical knowledge, demonstrate patient centered care, safe practice, critical thinking, and problem solving skills.
3. Use Evidence Based Practice research and principles to promote student learning, growth, and development in nursing practice.
4. Role model professionalism, patient centered care, safe and competent nursing practice, ethical behavior, multiculturalism, and nursing leadership.

Approved October, 2011

1.1b Mission Alignment

The Santa Rosa Junior College mission::

SRJC passionately cultivates learning through the creative, intellectual, physical, social, emotional, aesthetic and ethical development of our diverse community.

- We focus on student learning by preparing students for transfer; by providing responsive career and technical education; and by improving students' foundational skills.
- We provide a comprehensive range nursing-specific of student development programs and services that support student success and enrich student lives.
- We support the economic vitality, social equity and environmental stewardship of our region.
- We promote personal and professional growth and cultivate joy at work and in lifelong learning.
- We foster critical and reflective civic engagement and thoughtful participation in diverse local and global communities.
- We regularly assess, self-reflect, adapt, and continuously improve.

The ADN program mission statement aligns with all levels of the SRJC mission. Although our program provides career training that allows students to immediately enter the nursing workforce once they receive state licensure, the ADN program also prepares students for transfer to obtain a bachelors degree in nursing, which provides our students long-term career viability. ADN faculty regularly assess our curriculum performance by evaluating current nursing research for evidence based best practices, monitoring NCLEX pass rates, assessing student learning outcomes, and seeking information from our community partners about the efficacy of the program and quality of our graduates.

The ADN program is aligned with each of the Santa Rosa Junior College strategic planning goals 1 through 4. First, the nursing program focuses on graduating well- prepared, safety-oriented practitioners of nursing care through quality coursework and professional development. Faculty in the ADN program provide effective and relevant education based on a core value of excellence in teaching, learning, and nursing. Second, the program is committed to student success and creates opportunities for students to achieve both academic and personal growth. The nursing program has consistently maintained a very high retention and completion rate, which is facilitated by the use of a case managers for at risk students and dedicated nursing tutoring. The case managers are knowledgeable about resources available on campus to support students and address barriers to success. Third, the nursing facilitates community healthcare needs. The preponderance of our licensed graduates will be employed in local acute care settings, and will ameliorate the shortage of nurses in Sonoma County. Fourth and finally, the program serves our diverse community by

admitting and retaining students from diverse socioeconomic, ethnic, cultural, and religious backgrounds. Cultural competency, respect for others, and compassionate care are embedded throughout the nursing curriculum.

1.1c Description

The Associate Degree Nursing program is a rigorous, full-time four semester 38-semester unit program composed of 19 units of theory and 19 units of lab practice which take place on campus and in clinical settings. Students are also required to complete 32 units of nursing prerequisite courses and associate degree general education courses. The ADN program is a feeder program for English, Nutrition, and Sciences at SRJC. The ADN program is one of the five largest public nursing programs out of 96 such programs in the state of California, and is the largest in Northern California. Our student body capacity is 240 students, moving sequentially through six nursing courses while also fulfilling their degree core requirements. We graduate approximately 110-115 prelicensure students each academic year.

Historically, the SRJC ADN program has been educating registered nurses who practice primarily in Sonoma County for over 80 years. Despite the challenges of several environmental disasters (beginning in 2017) and a worldwide pandemic which began in 2020, the program has been able to continue, without interruption, to graduate up to our capacity of 120 nursing students prepared for state licensure, each academic year. **Please note this important potential change in capacity: Due to the extreme nursing shortage in California, the Chancellor's Office has requested that we seriously investigate the immediate expansion of the ADN program, initially by increasing by one cohort of 8 students each semester beginning in the 2023-2024 academic year. This would increase the new admissions from 120 to 136 students for the 2023-2024 academic year. They have tied these goals to the Enrollment and Student Success Grant. The feasibility of this increased enrollment on budget and logistics has not been determined and will require serious discussion with faculty, department and college administration.**

The VN to ADN program is a three semester program that includes one "bridge course" that address professional nursing practice (NR74.A). The bridge courses are a total of 5.5 units. Students that complete the bridge courses enter the ADN program in the second year and complete an additional 28 units of theory and lab/clinical practice. Admission to this program is on a space available basis. Due to the impacted status of the generic prelicensure program and faculty load restrictions, we have not been able to offer this option in 2020-2023.

Both programs are approved by the California Board of Registered Nursing requirements for basic entry to nursing and all graduates are qualified to sit for the national licensure examination (NCLEX-RN) to become a registered nurse.

1.1d Hours of Office Operation and Service by Location

All ADN program curricula takes place either on the Santa Rosa campus or in local clinical sites. Each of the six ADN program courses have three main components: didactic theory lectures, nursing skills/simulation labs instruction, and direct patient care clinical practicum:

- Lectures take place on campus, primarily on Mondays, Thursdays, and Fridays and are scheduled during regular working hours 8:00am through 5:00pm.
- Skills/simulation labs also take place on campus in our Race Building laboratory on various days/times, Monday through Friday, 7:30 am to 6:00 pm.
- Direct patient care clinical practicum takes place off campus at our clinical partner agencies per contractual agreement. All agencies are local (within Sonoma county) and are comprised of eight skilled nursing facilities, two sites of Providence Healthcare Systems(Santa Rosa Memorial Hospital and Petaluma Valley Hospital), Sutter Santa Rosa, and Kaiser Santa Rosa campuses. Clinical courses may be on Mondays/Tuesdays/ Wednesdays, or Saturdays. Students can be scheduled to fulfill their clinical hour requirements using either 8-hour shifts (from 6:30 am to 3:00 pm or 1pm to 10:00 pm), or 12-hour shifts (from 6:30am to 6:30pm).
- The health sciences and nursing administrative office is open Monday through Friday, 8:30 am to 5:00 pm.

1.2 Program/Unit Context and Environmental Scan

Current Program Data

The ADN program at SRJC is one of the most sought after degrees on campus. In the 2022-2023 application period, there were 441 applications for admission to the ADN program, with 362 applicants qualified for the random lottery selection process to fill 120 students spaces. For the AS degrees awarded by program, we have been in the top five on campus for several years. Our program attracts students from all over California with many applicants who have already achieved baccalaureate degrees from the CSU and UC systems. In 2018 we were recognized as a Gold Star program by the California Community Colleges Chancellor's Office

for our high employment rates and retention. We maintained that standing until the Star program was discontinued. Additionally, the ADN program is a highly effective program that consistently graduates students who find immediate, meaningful employment. As a community college, our students come from complex or difficult backgrounds, and are committed to achieving a stable socioeconomic status. When they graduate as nurses they are able to join the middle income members of our community who have economic stability and are able to serve their community as healthcare providers.

Our program has a very low attrition rate (consistently less than 10% and less than 5% for permanent withdrawal) and solid national first time nursing boards pass rate (NCLEX-RN) average over 5 years of 95% (State average attrition rate is 15.6% for all program types and 13% for ADN programs; NCLEX-RN first time pass rate average for ADN programs was 84% statewide). The ADN program was commended by the Board of Registered Nurses for being an exemplary program with no areas of non-compliance or recommendations during our last site visit in 2020. A full copy of the prelicensure nursing program report from the Board of Registered Nurses is available upon request.

Nursing is a high demand career. Nurses have consistently been in the top of the list for workforce demand and our students are all getting employed with annual salaries up to \$115,000 upon graduation. Students seeking admission to our program take a wide variety of general education and science courses that support other campus departments as well. Our successful degree completion rate coupled with the large numbers of students support the mission of the college to provide quality education. This is one of the most popular and successful programs on this campus.

Trends Impacting the Program

There are three main trends impacting nursing which translates to challenges for prelicensure nursing programs:

1. **Registered Nursing Shortage.** According to the United States Department of Health and Human Services (2020), if the current level of nursing program admissions and retirements are maintained there will be a shortage of nurses in California of 44,500 FTEs by 2030. This is due to retirements (the median age of nurses in practice is 52 years) and resignations from the nursing profession outpacing entrants into the nursing profession. Compensation is not a core issue in California, the pivotal issue in maintaining nurses in practice is the volatility of the work environment and lack of administrative support from healthcare systems leadership.
2. **Nursing Education Impediments.**

- Nurse Educator Shortage. The shortage of qualified nurse educators exceeds the shortage of nurses in direct care practice. According to a Special Survey on Vacant Faculty Positions released by AACN in October 2022, a total of 2,166 full-time faculty vacancies were identified in a survey of 909 nursing schools with baccalaureate and/or graduate programs across the country (84.4% response rate). Besides the vacancies, schools cited the need to create an additional 128 faculty positions to accommodate student demand. The data show a national nurse faculty vacancy rate of 8.8%. Most of the vacancies (84.9%) were faculty positions requiring or preferring a doctoral degree. Compensation disparity is particularly significant in California where there is as much as a 50% difference in yearly salary between Master's prepared nurse educators and nurses providing direct patient care (\$85,000 vs. \$160,000 per annum average disparity). Imminent retirements among nurse educators is another critical factor, as the average age of faculty in nursing education is 55 years of age. Further, Master's and doctoral programs in nursing are not producing a large enough pool of potential nurse educators to meet the demand. In April 2022, AACN reported that for the first time since 2001, enrollment in master's programs decreased by 3.8%, which translates to 5,766 fewer students enrolled in 2021 than in 2020. (AACN, 2022)
- Program Expansion. Santa Rosa Junior College is not able at present to expand enrollment in the ADN program due to limited class and clinical space availability; however, maintaining our enrollment is critical in order to ensure there are adequate numbers of nurses available to meet the health care demands in our county. In the last application cycle, we turned away 242 qualified applicants due to student space constraints. According to AACN's report on 2021-2022 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, U.S. nursing schools turned away 91,938 qualified applications (not applicants) from nursing programs in 2021 due to the same factors which impact our program: insufficient number of faculty, clinical sites, classroom space, and clinical preceptors, as well as budget constraints.

3. Healthcare Policy.

- Healthcare Access Disparity. Health equity is achieved when everyone has a fair and just opportunity to be as healthy as possible. Nurses are well positioned to play a major role in addressing the underlying causes of poor health by understanding and recognizing the wide range of factors that influence how well and long people live. Nurses have the potential to reshape the landscape of health equity over the next decade by expanding their roles, working in new settings and in new ways, and markedly expanding efforts to partner with communities and other sectors. But for the United States to make substantial progress in achieving health equity, it will need to devote resources and attention to the

conditions that affect people's health and make expanded investments in building nurse capacity. And nursing programs will need to shift education, training, and mindsets to support nurses' new and expanded roles.

- Migration to Greater Community-Based Healthcare. One variable that impacts nursing education is the Affordable Care and Patient Protection Act. With the current health care reform there are changes that are expected to happen with the roles and responsibilities of nurses including a shift from inpatient nursing care to community based and preventative care. As the Board of Registered Nursing responds to these changes the program may have opportunities to provide more community based clinical experiences. This is further supported by a recent study conducted by Auerbach and colleagues (2015) that indicates a shift in practice settings for Associate Degree in Nursing graduates towards out of hospital settings. For more information please see:
<http://www.nursingeconomics.net/ce/2017/article33010835.pdf>

Environmental Scan

The Institute of Medicine released a report in 2010 called *The Future of Nursing: Leading Change, Advancing Health* which is available in full at:

<http://www.nap.edu/catalog/12956.htm>. One key message from the IOM report was a call for transformation of nursing education. Nursing education is to provide better understanding of and experience in care management, quality improvement methods, systems-level change management, and reconceptualization of roles of nurses in a reformed health care system. Additionally, there is a major move in nursing education to incorporate the Quality and Safety Education for Nursing (QSEN) competencies into curriculum, which has necessitated a major curriculum revision in the ADN program that was implemented in fall 2015. The Board of Registered Nurses has used our curriculum as an exemplar for other programs in California. One of the priority recommendations in the IOM report is to increase the number of baccalaureate-prepared nurses in the workforce to 80% and doubling the number of nurses with a doctoral degree. This is necessary to prepare registered nurses for an evolving health care system that is focused on safe, quality, and cost-effective care. To increase opportunities for our students to continue on for BSN degree we have partnered with four universities for concurrent enrollment: Sonoma State, University of Phoenix, Grand Canyon, and Ohio State University. These universities were vetted by faculty and approved for concurrent enrollment based on three program selected requirements;

1. National accreditation in nursing
2. Total cost for enrollment to BSN less than \$15,000

3. BSN graduation within 12 months from ADN program completion.

Currently, about half of the ADN students are actively engaged in a concurrent BSN program. This is important because of changes happening within the service industry (hospitals, clinics, etc.). Current trends for placement indicate that health care agencies are prioritizing clinical placement for students who are enrolled in an accredited nursing program that leads to a BSN. Our concurrently enrolled students meet this criteria. In Sonoma County our students are easily placed in clinical, but that is likely to change with time. It is important that we maintain concurrent enrollment options and seek national nursing accreditation. The goal of the ADN program is to partner with Sonoma State and other universities to provide dual enrollment opportunities. The current trend in California is for ADN programs to decrease nursing units to 36 units and replace sequential dual enrollment with concurrent dual enrollment where students take 9 units at the community college and 3 units at the university. This goal was the impetus for the program unit reduction to 38 semester units (from 48 units) which was implemented in Fall 2020.

ADN Program Overall Environmental Assessment

Strength and Opportunities

- excellent reputation in the community and state for exemplary nursing education and graduates
- graduates are employed in and thrive in our community
- stable, highly qualified and competent faculty
- strong relationships for concurrent enrollment
- current enrollment is projected to meet market demands between now and 2030
- quality improvement mindset among staff and faculty that allows us to be ready for changes in healthcare
- current curriculum that is well aligned with market expectations of registered nurses
- risk of clinical placement issues in the future if we do not pursue accreditation (currently this is not an issue, but needs to be prepared for so we are in a strong position)
- abundance of applicants and students in the pipeline
- high retention, graduation and employment rates
- ongoing grant funding to support current enrollment

Weaknesses and Threats

- current budget issues with the district that could impact the strength of the program and enrollment
- risk of clinical placement issues in the future if we do not pursue accreditation (currently this is not an issue, but needs to be prepared for so we are in a strong position)

- limited teaching technologies and faculty training/support to facilitate e-learning and online testing (new testing center may help with this issue)
- Need to renovate simulation and skills lab space
- limited space for large lecture classes (limits ability for growth of our program)
- insufficient funding for technology needs to ensure currency with market demands in nursing
- high adjunct to full time faculty ratio
- recruiting qualified full-time in response to anticipated retirements

2.1a Budget Needs

The Nursing-RN budget is used effectively as possible and with great sensitivity to budget constraints. Maintaining adequate District funding is essential, however, ongoing funding via the Chancellor's Nursing Growth Enrollment Grant Funding is critical to maintaining our program's student size, ability to achieve SLO's, and meet our regulatory obligations for state licensure. The grant funding is primarily been allocated for (1) faculty salaries for nursing-specific instructional support and part-time administrative/lab assistant staff salaries (2) benefits related to increased student enrollment (which is likely to be required to increase further) and (3) ongoing supply and equipment purchases and maintenance, which due to both the requirements of our approved Board of Registered Nursing curriculum, and the daily usage of essential equipment requires constant monitoring for safety and efficacy. Our budget requests are specific to addressing these ongoing budgetary deficits and creating a realistic and accurate budget for the Nursing-RN program.

This PRPP will address the immediate budget needs for the ADN program for the next budgetary period:

1. We request two minor facilities renovations detailed in 2.5a-b:
 - a. Reconfiguration of the second floor Race Building Simulation Labs
 - b. Renovation of the former Student Health Services space on the first floor of the Race Building to a large capacity lecture room.
2. The 4000 budget will continue to need to be increased to support ongoing supply needs, primarily in the skills and simulation labs. Skills and simulation labs are essential to

completion of the required nursing curriculum for graduation and licensure. The skills labs are in daily use by nursing students, as well as several other health sciences programs. Sufficient supplies are required to keep the labs clean, safe, and functional (linen services, soap for infection control) and consumable medical supplies for demonstration and practice of nursing skills for clinical practicum (IV tubing, faux blood products, needles and syringes, gauze, etc.). 3. The ADN program needs additional support is in the 5000s. We continue to require maintenance for our smart IV infusion pumps, simulation manikins, vital signs machines, and training equipment. This maintenance is critical to meeting SLOs in all of the Health Sciences programs- ADN, nursing assistant, medical assistant and radiology technician programs - as this equipment is often shared for skills instruction. The approximate yearly costs for maintenance exceed \$8000/year.

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2.1 Fiscal Year Expenditures

Santa Rosa Campus

Expenditure Category	Unrestricted Funds	Change from 2021-22	Restricted Funds	Change from 2021-22	Total	Change from 2021-22
Faculty payroll	\$1,226,707.06	22.74%	\$0.00	0.00%	\$1,226,707.06	22.74%
Adjunct payroll	\$855,849.60	-11.17%	\$0.00	0.00%	\$855,849.60	-11.17%
Classified payroll	\$201,430.49	5.10%	\$0.00	0.00%	\$201,430.49	5.10%
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)	\$177,957.36	3.86%	\$0.00	0.00%	\$177,957.36	3.86%
Benefits (3000's)	\$744,975.05	17.28%	\$0.00	0.00%	\$744,975.05	17.28%
Supplies (4000's)	\$2,788.25	-22.33%	\$0.00	0.00%	\$2,788.25	-22.33%
Services (5000's)	\$1,367.42	15.84%	\$4,651.39	0.00%	\$6,018.81	409.90%
Equipment (6000's)	\$0.00	0.00%	\$170,585.08	186.76%	\$170,585.08	186.76%
Total Expenditures	\$3,211,075.23	8.27%	\$175,236.47	194.58%	\$3,386,311.70	11.93%

Petaluma Campus (Includes Rohnert Park and Sonoma)

Expenditure Category	Unrestricted Funds	Change from 2021-22	Restricted Funds	Change from 2021-22	Total	Change from 2021-22
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 2021-22	Restricted Funds	Change from 2021-22	Total	Change from 2021-22
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 2021-22	District Total	% of District Total
Total Expenditures	\$3,386,311.70	11.93%	\$185,168,453.34	1.83%
Total Faculty Payroll	\$2,082,556.66	6.09%	\$53,655,688.06	3.88%
Total Classified Payroll	\$201,430.49	5.10%	\$22,828,190.99	0.88%
Total Management Payroll	\$177,957.36	3.86%	\$10,715,894.50	1.66%
Total Salary/Benefits Costs	\$3,206,919.56	8.30%	\$122,097,731.52	2.63%
Total Non-Personnel Costs	\$179,392.14	179.18%	\$21,838,250.05	0.82%

2.1b Budget Requests

Rank	Location	SP	M	Amount	Brief Rationale
0002	Santa Rosa	02	02	\$75,000.00	Estimated cost to reconfigure 2nd floor Race Building simulation lab spaces, anticipating increased ADN enrollment
0003	Santa Rosa	02	05	\$700,000.00	Estimated cost of renovating 1st floor Race Building former SHS space for large capacity lecture hall - response to Chancellor's request for ADN program expansion.
0005	Santa Rosa	02	02	\$8,000.00	Estimated budgetary needs for equipment maintenance and repairs (5000 category)

2.2a Current Classified Positions

Position	Hr/Wk	Mo/Yr	Job Duties
Lab Assistant I (Vacant)	20.00	12.00	Manages the daily flow of the skills and simulation labs. Ensures that the facilities and equipment are maintained and that infection control processes are followed. Responsible for lab safety, set up of supplies, clean up, inventory and ordering of supplies and equipment. This position is paid out of the ADN budget using CCCCO grant funds.
Nursing Admissions and Records Specialist III	40.00	12.00	Reviews, screens, and manages admission applications for ADN program (502 this application cycle); oversees all admissions of 120 students per year per BRN requirements, assists with orientation; manages all student and faculty health compliance issues and records; assists the Director with data collection for two major CCCCO and California Board of Registered Nursing regulatory reports on an annual basis.
Administrative Assistant II	20.00	12.00	Assists with the significant ADN administrative requirements (college and BRN reporting); department meeting management; administers PAFs, collects/organizes/audits timesheets and processes ADN payroll for approx 50 full-time and associate faculty. This position is paid out of the ADN budget using CCCCO grant funds.

2.2b Current Management/Confidential Positions

Position	Hr/Wk	Mo/Yr	Job Duties
Director of ADN program	40.00	12.00	Responsible for elements of the ADN program curriculum, student and faculty supervision, and contracting and interactions with clinical agencies. Manages, supervises scheduling and staffing for 56 faculty assignments and 240 students for ADN program. Manages ADN program budget, grant funds, curriculum requirements and activities. Responsible for continued BRN accreditation and all reporting, ensuring compliance with both college and BRN requirements. Oversees the operations of the HS skills lab.

2.2c Current STNC/Student Worker Positions

Position	Hr/Wk	Mo/Yr	Job Duties
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2.2d Adequacy and Effectiveness of Staffing

The Nursing-RN program has two major responsibilities to our students: we must not only satisfy the college requirements for curriculum delivery and graduation requisites compliance but we must also meet the regulatory requirements mandated by the California Board of Registered Nursing (BRN) to fully educate candidates for registered nursing licensure. Further, maintaining qualified nursing instructional staff is a real and ongoing challenges related to (1) recruiting the specific qualifications required for ADN instructors to meet the approved BRN curriculum and college SLOs ,(2) that college institution compensation ranges for nursing instructors cannot compete with the average compensation for acute care nursing in hospitals, and (3) the nationally recognized aging of nurses in practice and nursing leaving the profession due to retirement or resignation. At present, our nursing faculty and staff are effectively meeting our program responsibilities, however, the ADN full-time faculty and administration is accomplishing this with workloads which still exceeds their published loads/weekly position hours. This is related to ADN required faculty-student ratios and nursing specific support required by our nursing students. Nine of the 13 faculty are fully tenured, one will be in first year, one each in second year, third, and fourth year of the tenure process. This level of experienced faculty is at the core of our effective and successful student outcomes in the ADN program. Our program curriculum is extremely rigorous however, our average

retention/completion rate for the past 5 years is extremely high at 95%. Our current NCLEX (state test for RN licensure) pass rate is 100%, despite six consecutive years of course interruptions due to fires, campus closures, and the COVID-19 pandemic. ADN faculty is highly committed and engaged in promoting robust curriculum, while providing significant, one-on-one support for student success. All 13 FTEF have additional course/program coordinatorships, assistant director assignments, or program committee membership in addition to their college service and tenure requirements, and RN licensure continuing education mandates. All ADN full-time faculty participate in curriculum design and revision as Curriculum Committee members.

Please note: The data in these tables is inaccurate. Data for nursing does not accurately reflect current staffing. Note the errors in the district totals and total FTEF. This is concerning because budget decisions may be based on inaccurate data, which may disproportionately impact ADN required staffing. I have noted discrepancies with an asterisk*.

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2.2 Fiscal Year Employee Data and Calculations

Employee Head Counts - head count is correct

Employee Category	Count	Change from 2021-22	District Total	% of District Total
Contract Faculty	13	8.33%	311	4.18%
Adjunct Faculty	49	-5.77%	1025	4.78%
Classified Staff	3	-25.00%	432	0.69%
STNC Workers	0	0.00%	558	0.00%
Student Workers	0	0.00%	251	0.00%
Mgmt/Admin/Dept Chair	1	0.00%	158	0.63%

Employee FTE Totals *FTE-AF total seems too low; FTE-C Classified is 2.00; Nursing does not have FTE-SS

FTE Category	FTE	Change from 2021-22	District Total	% of District Total
FTE-F - Faculty	15.0000	25.00%	3418.1867	0.44%
FTE-CF - Contract Faculty	13.0000	18.18%	3088.8330	0.42%
FTE-AF - Adjunct Faculty*	2.0000	100.00%	329.3537	0.61%
FTE-C - Classified*	2.5000	-16.67%	381.3904	0.66%
FTE-ST - STNC	0.0000	0.00%	83.1336	0.00%
FTE-SS - Support Staff*	2.5000	-16.67%	543.0698	0.46%
FTE-SW - Student Workers	0.0000	0.00%	78.5458	0.00%
FTE-M - Management	1.0000	0.00%	103.3772	0.97%
FTE-DC - Department Chairs	0.0000	0.00%	0.0000	0.00%

Student Data

Data Element	Value	Change from 2021-22	District Total	% of District Total
FTES-NC - Non-Credit	0.0000	0.00%	2155.0610	0.00%
FTES - combined	239.8952	-1.94%	12590.4484	1.91%
Students Enrolled/Served	647	12.13%	30000	2.16%

Calculations

Data Element	Value	Change from 2021-22	District Total	% of District Total
FTE-S : FTE-F	15.9930	-21.55%	3.6834	434.20%
FTE-AF : FTE-CF	0.1538	69.23%	0.1066	144.28%
FTE-F : FTE-SS	6.0000	50.00%	6.2942	95.33%
FTE-F : FTE-M	15.0000	25.00%	33.0652	45.36%
FTE-SS : FTE-M	2.5000	-16.67%	5.2533	47.59%
FTE-ST : FTE-C	0.0000	0.00%	0.2180	0.00%
Average Faculty Salary per FTE-F	\$138,837.11	-15.12%	\$15,697.12	884.48%
Average Classified Salary per FTE-C	\$80,572.20	26.12%	\$59,855.18	134.61%
Average Management Salary per FTE-M	\$177,957.36	3.86%	\$103,658.20	171.68%
Salary/Benefit costs as a % of total budget	94.70%	-3.24%	65.94%	143.62%
Non-Personnel \$ as a % of total budget	5.30%	149.42%	11.79%	44.92%
Restricted Funds as a % of total budget	5.17%	163.18%	22.27%	23.24%
Total Unit Cost per FTE-F	\$225,754.11	-10.46%	\$54,171.54	416.74%
Total Unit Cost per FTE-C	\$1,354,524.68	34.32%	\$485,508.95	278.99%
Total Unit Cost per FTE-M	\$3,386,311.70	11.93%	\$1,791,192.38	189.05%
Total Unit Cost per FTE-S	\$14,115.79	14.15%	\$14,707.06	95.98%
Total Unit Cost per student served/enrolled	\$5,233.87	-0.18%	\$6,172.28	84.80%

2.2a Classified Positions Employees paid from a Classified OBJECT code ***NOTE: Kennedy retired 12/31/23 - this position replacement (currently vacant) has been approved as 0.5 part time; Pasquini resigned 5.23 and has been replaced by Raymond, Claire as a 0.5 part time position. Total should be 2.0 for 2024-2025.**

Name Last	First	Position	Hours	FTE
Green	Donna	Admissions & Records Evaluation Specialist II	0.00	1.0000
Kennedy*	Mary	Laboratory Assistant/Senior, Health Sciences	0.00	1.0000
Pasquini*	Jodi	Administrative Assistant II	0.00	0.5000
Totals			0.00	2.5000

2.2b Management/Confidential Positions Employees paid from a Management/Confidential OBJECT code

Name Last	First	Position	Hours	FTE
Magee	Katherine	Director, Associate Degree Nursing Program	0.00	1.0000
Totals			0.00	1.0000

2.2c STNC Workers Employees paid from an STNC OBJECT code

Name Last	First	Position	Hours	FTE
<< No Employees >>				

2.2d Student Employees Employees paid from a Student Employee OBJECT code

Name Last	First	Position	Hours	FTE
<< No Employees >>				

2.2e Classified, STNC, Management Staffing Requests

Rank	Location	SP	M	Current Title	Proposed Title	Type
0001	Santa Rosa	02	01	Laboratory Assistant - fulltime 40 hrs/week	Laboratory Assistant - parttime 20 hrs/week	Classified

2.3a Current Contract Faculty Positions

Position	Description
Contract Faculty	Med/Surg/Gerontology Instructor. NR75.2A Course Coordinator. Chair of the Scholarship Committee. Teaches theory, skills and clinical practicum. (Jennifer Richardson)
Contract Faculty	Med/Surg. NR75.1B Course Coordinator. Teaches theory, skills and clinical practicum. (Jean Farnham). Retirement date submitted as of 12/31/2024.
Contract Faculty	Med/Surg/PMH Instructor. NR75.2B Course Coordinator. Assistant Director, oversees pinning ceremony planning. Teaches theory, skills and clinical practicum. (Melissa Gory)
Contract Faculty	Med-Surg instructor. NR75.1C Course Coordinator. Curriculum Committee Chair - responsible for technology and informatics training in ADN program. Clinical Onboarding Coordinator. Teaches theory, skills and clinical practicum. (Dianne Donnelly)
Contract Faculty	Med/Surg/MCN Instructor. NR75.2C Course Coordinator. Student Success Coordinator. Teaches theory, skills, simulation, and clinical practicum. (Anita MacInnis)
Contract Faculty	Med/Surg/PMH Instructor. NR75.1D Course Coordinator. Assistant Director duties. Faculty chair of SRJC Student Nursing Association. Teaches theory, skills and clinical practicum. (Scott Meehl)
Contract Faculty	Med/Surg/Gerontology Instructor. Simulation Lab Coordinator and facilitator for all courses. Teaches Fundamentals theory, skills and clinical practicum. (Leslie Crane) On approved sabbatical Fall 2024.
Contract Faculty	Med/Surg Instructor. Preceptorship Coordinator. Student Success Skills Tutor. Teaches NR75.1D theory, skills and clinical practicum. (Jennifer Castello)
Contract Faculty	Med/Surg Instructor. Teaches theory, skills and clinical practicum. Readmission Committee member. (Lillian Rankins)
Contract Faculty	Med/Surg Instructor. Teaches theory, skills and clinical practicum. Curriculum Committee member. Student success/tutoring. (Carolyn Petterson)
Contract Faculty	Med/Surg Instructor. Teaches theory, skills and clinical practicum. Readmission Committee member. (Jake Samson)
Contract Faculty	Med/Surg/PMH Instructor position, teaches theory and clinical practicum. Curriculum Committee member Student success/tutoring. (Natalie Beary)
Contract Faculty	Med/Surg/Gerontology Instructor position, teaches theory and clinical practicum. Curriculum Committee member. Will be NR75.1B Course Coordinator in Spring 2025 to replace retiring faculty Farnham. (Cathy Downs-Phoenix)
Contract Faculty	Med/Surg/MCN Instructor. Teaches theory, skills and clinical simulation. Recruitment complete, offer tendered. Onboarding for August 2024 start date. Approved 11/23 to replace retiring faculty Farnham.

2.3b Full-Time and Part-Time Ratios

Discipline	FTEF Reg	% Reg Load	FTEF Adj	% Adj Load	Description
Nursing (RN)	13.0000	100.0000	45.0000	45.0000	The percentages listed in the table are SRJC total and do not accurately reflect the staffing levels in the ADN program. The average associate total loads for our program is 45%. The ADN program only employs associate instructors with nursing specialty knowledge, and due to nursing work schedules, some associates may only work a few hours per semester. Approximately 20 out of 43 currently assigned adjuncts work at or close to a 60- 67% total load.

2.3c Faculty Within Retirement Range

Faculty retirements remain a significant concern to the adequacy of faculty staffing in the ADN program. Although the median age range in the ADN program decreased with recent new hires, our program still has three of our thirteen faculty that are at, within, or exceed retirement age. Retirement notification for one tenured full-time contract faculty has been submitted to HR, effective date 12/31/2024. Recruitment position was approved 11/23, and one qualified applicant will be offered the replacement position to start August 2024.

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

Contract Faculty Requirements

The table 2.3a below has been corrected to depict the accurate full time contract faculty for the 2023-2024 academic year. Nursing program SLOs are most effectively met with sufficient full-time faculty and we have a state mandated regulatory obligation to satisfy ratios of full-time faculty to students which are mandated by the BRN. The required ratios vary from 1:8 to 1:10 in which 1/2 must be FTEF. For our program calculation we use an average of 1:9 which equals 13 FTEF for ADN to be fully staffed. Achieving and maintaining full faculty status is essential as the state is still experiencing a significant nursing faculty shortage in recruitment of qualified candidates both locally and regionally.

Associate Faculty Requirements

The ADN program relies upon associate faculty to fulfill the staffing needs required to achieve our SLOs. Due to the large size of our program we will continue to utilize adjunct faculty significantly (45) to fill the required instructional shifts in skills lab and clinical rotations in order to maintain our mandated ratios of faculty to student.

Nursing RN - FY 2022-2023

2.2a Contract Faculty Positions

Employees paid from a Contract Faculty OBJECT code

Name Last	First	Position	Hours	HR FTE	DM FTE
Beary	Natalie	Faculty	0.00	1.0000	0.0000
Castello	Jennifer	Faculty	0.00	1.0000	0.0000
Crane	Leslie	Faculty	0.00	1.0000	0.0000
Donnelly	Diane	Faculty	0.00	1.0000	0.0000
Farnham	Jean	Faculty	0.00	1.0000	0.0000
Gory	Melissa	Faculty	0.00	1.0000	0.0000
MacInnis	Anita	Faculty	0.00	1.0000	0.0000
Meehl	Scott	Faculty	0.00	1.0000	0.0000
Downs-Phoenix	Sally Cathy	Faculty	0.00	1.0000	0.0000
Pettersen	Carolyn	Faculty	0.00	1.0000	0.0000
Rankins	Lillian	Faculty	0.00	1.0000	0.0000
Richardson	Jennifer	Faculty	0.00	1.0000	0.0000

Samson	Jacob	Faculty	0.00	1.0000	0.0000
Totals			0.00	13.0000	0.0000

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

Name Last	First	Position	Hours	FTE
Alli	Funmilola		397.50	0.0000
Armstrong	Julie		16.00	0.0000
Arnold	Jason		449.00	0.0000
Baland	Pamela		306.00	0.0000
Bartlett	Deambra		299.00	0.0000
Bayless	Rebecca		381.00	0.0000
Benton	Katherine		47.00	0.0000
Black	Alice		186.50	0.0000
Buckley	Sharon		6.00	0.0000
Campos	Katherine		7.00	0.0000
Carlassare	Isabelle		117.25	0.0000
Cates	Kimberly		68.00	0.0000
Dempel	Debbie		22.00	0.0000
Dobbelman	Robin		123.00	0.0000
Downs-Phoenix	Sally		280.00	0.0000
Dutcher	Barbara		132.00	0.0000
Estep	Daniel		312.00	0.0000
Fedorka	Magi		418.00	0.0000
Gardner	Grey		115.00	0.0000
Gill	Dorella		396.35	0.0000
Goebel	Peggy		160.38	0.0000
Gory	Melissa		90.50	1.0000
Grodrian	Glenn		218.75	0.0000
Hakola	Gloria		189.00	0.0000
Hanson	Laura		222.00	0.0000
Heinly-Uricoechea	Jennifer		88.00	0.0000
Hutchins	Stephanie		396.50	0.0000
Jacobsen	Maria		364.00	0.0000
Johnstone	Kaitlyn		29.75	0.0000
Kee	Melodie		279.50	0.0000
Klich-Heartt	Eira		18.00	0.0000
Lane	Kathleen		36.50	0.0000
McDowell	Tracy		116.00	0.0000
Meehl	Scott		6.00	1.0000
Montosa	Catherine		420.00	0.0000
Mwikisa-Kelly	Tabo		53.00	0.0000
Ono	Diane		272.00	0.0000
Pah	Lois		313.00	0.0000
Peterson-Cercley	Vicki		31.00	0.0000
Rankins	Lillian		157.00	0.0000
Rapaport	Sarah		583.50	0.0000
Reed	Jamie		83.00	0.0000
Robertshaw	Carrie		80.75	0.0000
Sampson	Jan		15.25	0.0000
Saunders	Suzanne		85.00	0.0000
Shields	Matthew		366.50	0.0000
Sobecki-Engle	Lilia		151.00	0.0000
Sparks	Michelle		18.00	0.0000
Woodcock	Sarah		115.00	0.0000
Totals			9037.48	2.0000

2.3e Faculty Staffing Requests

Rank	Location	SP	M	Discipline	SLO Assessment Rationale
0001	ALL	00	00		

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

For this PRPP period our highest priority need is renovation and reconfiguration of two Race Building spaces. We have received bids for the approximate costs of these renovations, as shown in 2.1b. We have been very fortunate to receive grant funding to replace equipment and simulation technology that was indicated in the last PRPP cycle.

2.4c Instructional Equipment Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.4d Non-Instructional Equipment and Technology Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.4f Instructional/Non-Instructional Software Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.5a Minor Facilities Requests

Rank	Location	SP	M	Time Frame	Building	Room Number	Est. Cost	Description
0001	Santa Rosa	02	02	Urgent	Race Building	2nd floor, Skills/Sim Lab	\$75,000.00	The current Skills lab office and two adjacent rooms to be combined into a simulation lab and control room
0001	Santa Rosa	02	05	Urgent	Race Building	1st floor former SHS space	\$700,000.00	The former SHS space to be converted into a large capacity lecture room (capacity 75 students)

2.5b Analysis of Existing Facilities

There are two areas of improvement are urgently needed to update our on-campus instructional facilities in the Race Building, especially in light of the recent request by the CCCCCO to expand our registered nursing program as soon as possible to maintain our grant funding. The current floorplan lends itself to these purposes with relatively minor alterations.

1. Large Capacity Lecture Room

We are in great need of a large capacity classroom that can seat up to 75 students. There are no viable options for a room of this size on campus that will allow nursing students to achieve the objectives of our rigorous, high stakes didactic theory content delivery. This large lecture room will also allow expansion of our other high completion rate Health Sciences programs. The vacancy left by the movement of SHS on the 1st floor of the Race Building provides a low cost solution for this need. With minimal construction, this space can be renovated into the lecture room that is requested.

2. Reconfiguration of the Nursing Simulation Labs

Our second immediate need is the reconfiguration of the nursing simulation labs. Currently we are using four small rooms for all of our human simulation labs. These spaces were carved out of the skills lab and they are inadequate to the optimal delivery of the nursing simulation pedagogy. At present we do not utilize simulation to the potential for student learning outcomes suggested by the nursing research, and this is directly related to the space configurations we have available to conduct simulations. Many nursing programs in the country of our size and reputation have dedicated mock hospital units for simulation education. We are requesting to reconfigure three spaces on the 2nd floor adjacent to the skills lab into two dedicated simulation rooms for Medical Surgical human simulation lab with separate control room areas. This will allow our specialty nursing areas in Maternal Child Nursing and Psychiatric Nursing to be reallocated into the existing simulation rooms, and allow greater simulation opportunities in these specialty areas where clinical direct care placements are scarce.

3.1 Academic Quality

The ADN program has applied for grant funding that were awarded in the 2022/2023 academic year.

Current Grants

Name	Source	Lead	Target Population	Amount	Match	
Enrollment Growth for ADN programs	California Community College Chancellors Office	Katherine Magee	ADN students	\$263,097	No	Ye all cr ch de fo
ILEM Grant	Block Grant	Katherine Magee	ADN Students	\$55,99.25	No	No
Strong Workforce Program	CTEA Perkins Funding	Katherine Magee	ADN students	\$107,849.15	No	No

3.2 Student Success and Support

The ADN program is dedicated to the success of our students in achieving their academic and professional goals, and are in documented alignment with College-wide goals and the Strategic Plan. Our NLCEX-RN pass rate, high retention and low attrition rates attest to this commitment. In addition to college-wide resources, we offer over 140 hours of nursing specific student success support in the form of counseling and tutoring by ADN faculty. This support is due to grant funding from the California Community College Chancellor's Office.

Nursing is a profession that has made significant progress in diversity, inclusion, and equity (DEI) and this is reflected in the demographics of our faculty and our students. This is the result of actively working in the community to increase the diversity of our program. Currently, more than 35% of our students are persons of color, which is not only much higher than the national average but also conforms with our Sonoma county population demographics. We also have about 15% male students, which is also above the 13% nationwide average. When faculty positions become available we actively recruit candidates who are diverse in gender, culture, and ethnicity. Last year we added recruitment advertisements in online sources that specifically target minority and male nurses. We require all faculty applicants to provide a statement regarding their commitment to and previous experiences of working with diverse populations; and strategies they have used in those experiences which align DEI programmatic goals; these statements are considered when interviewing and selecting the candidates and enables us to evaluate the person's sensitivity to cultural differences and past experience working with diverse populations. Current state legislation requires all accredited nursing programs to provide a minimum one hour of documented Implicit Bias training for both students and

faculty, and this mandate has been implemented as of January 1, 2022 with five hours of implicit bias and transcultural nursing content threaded within our approved curriculum.

3.3 Responsiveness to Our Community

The ADN program actively seeks community feedback and is responsive to community healthcare needs. This is accomplished primarily through our twice yearly Nursing Advisory meetings with our academic, clinical, and community partners and our outreach to local high schools. We have recently partnered with the SRJC World Languages department to create two Spanish for Healthcare Providers courses, so that our student have the opportunity to improve their nursing care outcomes for our Spanish speaking population. Further, the ADN program offers ongoing professional development specifically for nursing faculty at least one time per semester. One condition of our enrollment grant is to fund faculty development activities so grant and foundation funding has been used to support faculty attendance in state ADN nursing faculty conferences and specialized nursing conferences. Additionally, all faculty must complete 30 hours of continuing education every 2 years by the state for registered nursing license renewal. We have a well qualified and diligent faculty who are committed to professional development, who routinely exceed professional development expectations for faculty in the district. Classified staff attend on-campus training programs when new processes/ procedures are developed and for personal development of skills. All classified staff attend PDA days.

3.4 Campus Climate and Culture

Injury and Illness Prevention Program:

Policy 6.8.2 and 6.8.2P is reviewed on an annual basis to identify specific training needs in the ADN program. As training needs are identified they will be integrated into faculty professional development sessions.

Safety Trainings:

ADN faculty are required to maintain an active BLS certification card, and many faculty hold the advanced ACLS certification. Additionally, they are required to remain current knowledge in infection control concepts including blood borne pathogen exposure procedures. This is accomplished through teaching this material and in clinical orientation at clinical sites. All associate faculty also complete this training as a part of their regular employment with health care agencies in the community. ADN faculty are also required to complete an annual influenza vaccination unless they have medical contraindications. Seasonal illnesses and strategies for preventing illness are discussed in faculty meetings. COVID-19 vaccination is a requirement for campus and clinical instruction, so all ADN faculty is fully vaccinated and boosted.

Building and Area Safety Coordinators:

The building and area safety coordinators have recently been established for the RACE building. The ADN program is responsible for the second floor skills lab. The ASC for that area is Mary Kennedy. She has attended district training for BSC and ASCs. Additionally, COVID-19 protocols have been implemented in response to the pandemic and will be continued until safety of the community is stabilized.

BUILDING AND AREA SAFETY COORDINATORS						
Bldg	BSC Area	ASC Area	Administrative Support	Department	Name	Responsible Area
DAY						
RACE	2nd Flr	2nd Flr	Katherine Magee	ADN	Mary Kennedy	2nd Floor

3.5 Establish a Culture of Sustainability

The ADN program has integrated sustainable practices into our program by converting to all web based testing beginning fall 2013. Currently 100% of our testing is paperless. We also no longer print syllabi. All learning materials are housed on Canvas sites for the course. Students are encouraged not to print documents. Many faculty also encourage students to submit assignments electronically.

In fall 2012, we began making eBooks available to our students for all required texts that had this resource available. Approximately 60% of our first year students are primarily using eBooks as of Fall 2018, and this practice has continued to increase. We have a publisher representative come to orientation to discuss how to use eBooks and the advantages to using them.

4.1a Course Student Learning Outcomes Assessment

The ADN program has six core courses that are regularly offered as they are required for program completion of the ADN degree. We also have one elective that is rarely offered (NR98) and one bridge courses for students in the VN-ADN program that is offered as space becomes available in the program. These courses all have established student learning outcomes and all ADN courses/majors have been current in SLO assessments in the past six years, and are recent in response to the approval and implementation in Fall 2020 of a major curriculum program unit reduction. The Board of Registered Nursing (BRN) requires ongoing assessment of courses, graduates and employers as a requirement for state approval accreditation. Course SLOs have been sequenced throughout the program and are outlined in the program map (on file). Course SLO assessments are regularly discussed in team and

Faculty/Curriculum meetings. We have an evaluation schedule for assessing all courses, SLOs, and curriculum review. Below is a copy of our program assessment schedule:

Curriculum Review/Revision

Sources of Information Reporting

Faculty Assigned	Source of Information	Faculty Meeting Report in Rotation
Melissa	ANA Scope of Practice Updates	August 2024
Jake	Joint Commission Updates/Standards	September 2024
Jean	NCSBN Website/Resources/Tools/News	October 2024
Jenn	Nursing Education Research	November 2024
Jennifer/Anita	CDC Major Health Issues in the US	December 2024
Leslie	IOM Reports and Implementation	January 2025
Natalie/Lillian	Nursing Association Accreditation	February 2025
Cathy	HCHAPS	March 2025
Carolyn	QSEN	April 2025
Scott/Diane	NGN NCLEX and Kaplan Test Plans	May 2025

ADN SLO Evaluations

Course	Methodology Identified	Assessed	Results Analyzed	Change Implemented	Next Assessment Due
Program	Sept 2019	Sept 2019	Sept-Apr 2020	Aug 2020	Sept 2026
NR 98	Fall 2010	Spring 2018*	Spring 2018	None	Fall 2026
NR 74.1	Spring 2013	Fall 2013*	Spring 2014	None	Fall 2026
NR 74.2	Spring 2013	Fall 2013*	Spring 2014	None	Fall 2026
NR 75.2A	Sept 2019	Sept 2019	Sept-Apr 2020	Aug 2020	Sept 2026
NR 75.1B NR 75.2B	Sept 2019	Sept 2019	Sept-Apr 2020	Aug 2020	Sept 2026
NR 75.1C NR 75.2C	Sept 2019	Sept 2019	Sept-Apr 2020	Aug 2020	Sept 2026
NR 75.1D	Sept 2019	Sept 2019	Sept-Apr 2020	Aug 2020	Sept 2026

* Indicates all SLOs were assessed, course not offered due to impacted/space available

ADN Sexennial Curriculum Review

Course	Last Reviewed	Due
NR 98	Fall 2020	Spring 2026
NR 74.4	Fall 2020	Spring 2026
NR 75.2A	Fall 2020	Spring 2026
NR 75.1B/NR 75 2B	Fall 2020	Spring 2026
NR 75.1C/NR75.2C	Fall 2020	Spring 2026
NR 75.1D	Fall 2020	Spring 2026

4.1b Program Student Learning Outcomes Assessment

The ADN Program has a generic ADN program and the VN-ADN bridge program. The two programs have program student learning objectives developed by and approved by the nursing faculty. We are reviewed every five years by the State of California Board of Registered Nursing and evaluation and revisions based on those evaluations is a requirement of maintaining board approval. Our next approval visit is scheduled for spring 2025.

Course and program evaluations are conducted every semester based on our rotating evaluation plan. Every other year we conduct employer, preceptor, and graduate surveys to determine if our program is meeting the needs of employers and graduates.

ADN Course Evaluations

Course	Semester/Year Assessed	Semester/Year Reported
NR 74.4	Not Offered	
NR 75.2A	Fall 2024	Spring 2025
NR 75.1B/NR75.2B	Fall 2024	Spring 2025
NR 75.1C/NR75.2C	Fall 2024	Spring 2025
NR 75.1D	Fall 2024	Spring 2025
Employer survey	Fall 2024	Spring 2025
Graduate survey	Fall 2025	Spring 2025

These evaluations are reviewed at faculty meetings and decisions are made regarding the responses. Based on these evaluations, changes have been made in our program design and delivery. We have recently added online learning tools/technologies for our students to the curriculum in order to allow them to be better equipped to take the online national licensing exam. We have also implemented a major curriculum revision to integrate concepts from the Quality and Safety Education for Nurses into the program in the past few years. Examples of instructional areas that have been modified include Informatics, Evidence Based Practice, and Safety.

In addition to using direct feedback from our community health care partners, we use a top down approach for evaluating program learning outcomes. This is based on the outcomes of the NCLEX-RN examination, which is the national board examinations that all nursing students must take to become a registered nurse. We receive detailed reports regarding every nursing content area so we know how our students do as compared to other nursing students in California, other students in associate degree nursing programs and all nursing students in the United States. It should be noted that we review NCLEX-RN pass rates on a quarterly basis and content review on at least an annual basis. Our students consistently perform at or above other reference groups; however, we carefully consider outcome information and make changes to curriculum as needed.

4.1c Student Learning Outcomes Reporting

Type	Name	Student Assessment Implemented	Assessment Results Analyzed	Change Implemented
Course	NR 98	Fall 2012	Spring 2013	N/A
Course	NR 74	Fall 2013	Spring 2014	Spring 2014
Course	NR 74.1	Fall 2013	Spring 2014	N/A
Course	NR 74.2	Fall 2013	Spring 2014	N/A
Course	NR 75.1A	Fall 2013	Spring 2014	Fall 2014
Course	NR 75B	Fall 2013	Spring 2014	N/A
Course	NR 75C	Spring 2014	Spring 2014	Fall 2014
Course	NR 75D	Spring 2014	Spring 2014	N/A

4.2a Key Courses or Services that address Institutional Outcomes

[illegible]

4.2b Narrative (Optional)

In addition to the required SLO's and the California Board of Registered Nursing's required evaluation plan, the ADN program supports the college mission in a variety of ways. Students in every course in the ADN program are required to maintain math competency by performing dosage calculations prior to administration of medications. These tests must be passed at 95% in the classroom and 100% in the clinical setting. We require that students purchase the Kaplan Nursing product as a value-added support for academic performance diagnostics, testing and testing remediation, and virtual case studies. The 3-day Kaplan Review for the NCLEX-RN is included in the package.

Student learning outcomes for each course and the ADN program are completed on a 6 year evaluation cycle. Our students are intentionally instructed on IDEAAJ and critical thinking as this is content mandated by legislation and enforced by the California Board of Registered Nursing. Students in our program come from diverse backgrounds and they practice in hospital settings with highly diverse patient populations. They have significant responsibilities that require them to gather extensive data, synthesize the data and take actions based on their conclusions thereby putting critical thinking into practice. Although state law only requires one hour of Implicit Bias training to be offered in registered nursing programs, our program has over 5 hours of IDEAAJ and implicit bias content threaded throughout our six course curriculum. We are fully committed to the intentional individualized and culturally sensitive care that research suggests promotes positive patients treatment outcomes. Critical thinking, as the pathway to clinical judgment in practice is strongly integrated throughout our curriculum. Students are continuously guided in forming rationales for care based upon recognized research-based evidence-based nursing practice. Our students are proficient in the use of technology. They use complex technology in every clinical setting and at every level of the program.

5.0 Performance Measures

ADN program successful is measured by two main statistics, the NCLEX-RN pass rate (state licensure examination) and our program attrition rate (which reflects program completion). Both of these measures are followed by the Board of Registered Nursing (BRN) and the college as criteria for a successful nursing program.

Our graduates consistently have an NCLEX-RN pass rate that is at or above the state average. This indicates that most of our graduates can be confident that they will become registered nurses on their first attempt of taking the board examination. The first time pass rate for our program averages 95% for the past 5 years, which is much higher than the state and national averages of 84%.

The second measure of success is the program attrition rate. Associate degree nursing programs have a state wide average attrition rate of 15.6%. This is followed closely by legislators, the community college chancellor's office and the BRN. The SRJC ADN Program attrition rate is one of the lowest in the State at 5.01%.

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

The ADN program offers classes in a schedule that is based on hospital clinical site and on-campus classroom availability. The hours vary considerably depending on the course the student is in. Classes are all held on the Santa Rosa Campus with clinical placements at every hospital in Sonoma County. We have no alternative classes due to the nature of our program. Our attrition rate is very low, our program is in high demand with us admitting only about 30% of qualified applicants. We are unable at this time to expand further due to a deficit of clinical placements, available nurse educators, and on-campus instructional space.

The California Community College Chancellor's Office has designated the SRJC ADN program for potential growth in enrollment. If SRJC makes this commitment to expand the ADN program, It is essential that we would need to renovate and improve facilities to accommodate much larger nursing skills/simulation labs, lecture space, and recruit additional full time faculty.

Nursing RN - FY 2022-23 (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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0	276	328	0	0	295	0	283	

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0	0	0	0	0	0	0	0	

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0	0	0	0	314	0	0	0	

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0	276	328	0	314	295	0	283	

5.2a Enrollment Efficiency

The ADN program is restricted and only those students who have fulfilled all prerequisites and have been selected through our admission process receive add codes. For this reason, our enrollment efficiency is 100% which is not always reflected in SRJC data. If a student withdraws, we add another student to fill that space if it is early in the program. For later withdraws/failures, we add qualified advanced standing students such as VN-ADN or returning students to fill vacancies.

Nursing RN - FY 2022-23 (plus current FY Summer and Fall)

5.1a Enrollment Efficiency The percentage of seats filled in each Discipline at first census based on class limit (not room size).

Santa Rosa Campus

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0%	103.7%	92.2%	0.0%	0.0%	82.8%	0.0%	80.0%	8

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0%	0.0%	0.0%	0.0%	89.2%	0.0%	0.0%	0.0%	0

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0%	103.7%	92.2%	0.0%	89.2%	82.8%	0.0%	80.0%	8

5.2b Average Class Size

The ADN program is taught only in Fall and Spring semesters. Our nursing classes consistently larger than SRJC average class sizes in all of the six ADN courses. We have large size lectures that counteract the effect of the required small clinical group sizes.

Nursing RN - FY 2022-23 (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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0	31.1	33.2	0.0	0.0	29.8	0.0	28.8	

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0	0.0	0.0	0.0	32.1	0.0	0.0	0.0	

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0	31.1	33.2	0.0	32.1	29.8	0.0	28.8	

5.3 Instructional Productivity

Instructional productivity in the ADN program is difficult to compare with other traditional courses because our clinical instruction is limited to a teacher to student ration of 1:7-10 depending on clinical site contract requirements. This means that our productivity looks lower than many other courses. We are not able to adjust this because we must meet state legislated regulatory standards for clinical and theory instruction. While it may appear that we have a lot of teachers the reality is that only 30% of our teachers are full time.

Nursing RN - FY 2022-23 (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 - RN		X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
	FTEF	0.00	107.57	131.29	0.00	0.00	114.38	0.00	119.71	120.00
	FTEF	0.00	25.96	28.76	0.00	0.00	25.53	0.00	24.39	23.96
	Ratio	0.00	4.14	4.56	0.00	0.00	4.48	0.00	4.91	5.00

Petaluma Campus (Includes Rohnert Park and Sonoma)

Nursing - RN		X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
	FTEF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FTEF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Ratio	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Nursing - RN		X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
	FTEF	0.00	0.00	0.00	0.00	130.26	0.00	0.00	0.00	0.00
	FTEF	0.00	0.00	0.00	0.00	26.45	0.00	0.00	0.00	0.00
	Ratio	0.00	0.00	0.00	0.00	4.93	0.00	0.00	0.00	0.00

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

Nursing - RN		X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
	FTEF	0.00	107.57	131.29	0.00	130.26	114.38	0.00	119.71	120.00
	FTEF	0.00	25.96	28.76	0.00	26.45	25.53	0.00	24.39	23.96
	Ratio	0.00	4.14	4.56	0.00	4.93	4.48	0.00	4.91	5.00

5.4 Curriculum Currency

There are only six ADN courses that are taught on a regular basis. There are a total of nine NR courses; however, 3 are inactive due to program impaction. The ADN program implemented a major curriculum revision in Fall 2020 that reduced program our units from 48 to 38. This reduced student costs and improved access and matriculation to dual enrollment in ADN bridge to BSN programs.

5.5 Successful Program Completion

The ADN program admits students each semester and offers all sequenced courses every semester. The VN-ADN bridge courses are offered on an as needed basis to fill vacancies in the second semester of the program resulting from course attrition. There is considerable support offered to students to assist them with course and program completion. Grant funding is currently being used to fund 140 hours of academic and skills tutoring. The program also funds approximately 40 hours per semester for a Student Success Coordinator

position and to support and guide students that are at risk for failing. Our overall program completion is very high and consistently falls above state averages for retention and completion in prelicensure nursing programs. Data about retention rates and NCLEX-RN pass rates are available in section 5.0.

Employment is difficult to accurately track in the ADN program; however, anecdotal information suggests that approximately 90% of the 2021-2022 graduates are currently employed in nursing. Some graduates moved out of area to gain employment. About 45% of the enrolled students are also currently enrolled in a BSN or ADN to MSN program. Students are encouraged to obtain at least a BSN degree after completing the ADN program because this will strengthen the nursing workforce and improve employment options and career stability for our graduates.

Santa Rosa Junior College - Program Unit Review

Nursing RN - FY 2022-23 (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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0%	97.9%	98.8%	0.0%	0.0%	99.0%	0.0%	97.9%	9

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0%	0.0%	0.0%	0.0%	97.5%	0.0%	0.0%	0.0%	0

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.0%	97.9%	98.8%	0.0%	97.5%	99.0%	0.0%	97.9%	9

5.6 Student Success

Students in our program are highly successful as reflected in our low attrition rate, high GPA and high first time NCLEX-RN pass rates. Student retention and successful course completion, and GPAs in the ADN programs are well above district averages. Data about course completion and retention are available in 5.6a and 5.6b.

Santa Rosa Junior College - Program Unit Review

Nursing RN - FY 2022-23 (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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	0.0%	98.6%	98.8%	0.0%	0.0%	99.0%	0.0%	98.3%	99.0%

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	0.0%	0.0%	0.0%	0.0%	97.8%	0.0%	0.0%	0.0%	0.0%

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	0.0%	98.6%	98.8%	0.0%	97.8%	99.0%	0.0%	98.3%	99.0%

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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	0.0%	97.9%	98.8%	0.0%	0.0%	99.0%	0.0%	97.9%	99.0%

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	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	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	0.0%	0.0%	0.0%	0.0%	97.5%	0.0%	0.0%	0.0%	0.0%

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	0.0%	97.9%	98.8%	0.0%	97.5%	99.0%	0.0%	97.9%	99.0%

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

Santa Rosa Campus

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
Nursing - RN	0.00	3.47	3.36	0.00	0.00	3.26	0.00	3.21	3.26

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S2023
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Nursing - RN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.00	0.00	0.00	0.00	3.22	0.00	0.00	0.00	

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

Discipline	X2020	F2020	S2021	X2021	F2021	S2022	X2022	F2022	S
Nursing - RN	0.00	3.47	3.36	0.00	3.22	3.26	0.00	3.21	

5.7 Student Access

Note that the data in the charts below is not completely accurate because the student totals are higher than our actual enrollment capacity of 240 students per academic year. A review of admission data shows that the diversity of students who are enrolled in the ADN program is representative of the students that apply, which suggests application/admissions equity and accessibility. The demographics of the enrolled student body of the SRJC ADN program exceeds the demographics for Sonoma County for cultural and ethnic diversity, especially in the recruitment of Latinx students. To improve recruitment with Hispanic students the program works closely with community partners, including high schools, and participates in many educational forums that specifically target this population of students. The program consistently averages approximately 15% of enrolled male students, which is higher than state or national averages for male nursing students. This trend may be related to our admission selection process which gives a wide spectrum of academically qualified nursing applicants the opportunity for admission through a random lottery system, as well as the increased compensation for nurses practicing in California. Further our program is representative of very wide age group range; many of our students are working toward their second or third professional career.

Nursing RN - FY 2022-2023 (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 - RN	Ethnicity	2020-21	Percent	2021-22	Percent	2022-23	Percent
	White	279	46.2%	286	47.0%	273	47.3%
	Asian	24	4.0%	35	5.7%	27	4.7%
	Black	14	2.3%	27	4.4%	13	2.3%
	Hispanic	181	30.0%	194	31.9%	204	35.4%
	Native American	0	0.0%	0	0.0%	0	0.0%
	Pacific Islander	0	0.0%	0	0.0%	1	0.2%
	Filipino	21	3.5%	6	1.0%	4	0.7%
	Other Non-White	44	7.3%	28	4.6%	26	4.5%
	Decline to state	41	6.8%	33	5.4%	29	5.0%
	ALL Ethnicities	604	100.0%	609	100.0%	577	100.0%

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

Nursing - RN	Gender	2020-21	Percent	2021-22	Percent	2022-23	Percent
	Male	95	15.7%	55	9.0%	87	15.1%
	Female	500	82.8%	551	90.5%	489	84.7%
	Unknown	9	1.5%	3	0.5%	1	0.2%
	ALL Genders	604	100.0%	609	100.0%	577	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 - RN	Age Range	2020-21	Percent	2021-22	Percent	2022-23	Percent
	0 thru 18	0	0.0%	0	0.0%	0	0.0%
	19 and 20	0	0.0%	3	0.5%	6	1.0%
	21 thru 25	175	29.0%	164	26.9%	146	25.3%
	26 thru 30	160	26.5%	158	25.9%	133	23.1%
	31 thru 35	123	20.4%	122	20.0%	138	23.9%
	36 thru 40	75	12.4%	92	15.1%	60	10.4%
	41 thru 45	44	7.3%	42	6.9%	53	9.2%
	46 thru 50	13	2.2%	18	3.0%	23	4.0%
	51 thru 60	11	1.8%	3	0.5%	14	2.4%
	61 plus	3	0.5%	7	1.1%	4	0.7%
	ALL Ages	604	100.0%	609	100.0%	577	100.0%

5.8 Curriculum Offered Within Reasonable Time Frame

Every ADN course is offered every semester except the LVN to ADN bridge courses, which are only offered when space is available in the program.

5.9a Curriculum Responsiveness

The ADN program works closely with Sonoma State University to ensure that the learning needs of nursing students at all levels are being met in Sonoma County. Our philosophy is that our combined students are all students of nursing that it is important to avoid the duplication of education when possible. The ADN program works diligently to facilitate transfer of VN students into the program; however, space is a challenge and we are limited in the number of students that can be accommodated with current ADN enrollment sizes. We also have a collaborative nursing education agreement with Sonoma State University, University of Phoenix, Ohio State University, and Grand Canyon University to allow concurrent enrollment in the BSN program for ADN students. These innovative partnerships allow our students to obtain a BSN within one year of graduation at Santa Rosa Junior College.

The SRJC nursing programs conduct an advisory meeting every semester in collaboration with Sonoma State University. We average 25 participants in attendance with about one half of the

attendees from health care facilities partnerships. During nursing advisory meetings we review the current status of potential employment, clinical placements, preparation of new graduates and program policies/curriculum at each meeting. The health care facilities provide little guidance to our curriculum due to the curriculum being a mandated program as per State of California Board of Registered Nursing regulations; however, they do provide valuable feedback on our program SLOs.

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

The ADN program has worked with the HOPE Center and the high school health careers program in the past and plan to continue to support efforts to recruit minority high school students to the health care fields. Additionally we participate in High School health prep courses and participate in educational forums for high school students. The ADN program regularly hosts high school students on tours of our facilities where we talk about health careers, specifically professional nursing.

5.10 Alignment with Transfer Institutions (Transfer Majors ONLY)

The ADN program is in a consortium with Sonoma State University and four other North Bay community colleges. A special program has been developed whereby SRJC ADN students can be accepted into the ADN-BSN program at SSU and take courses before graduation from the ADN program. This program facilitates transfer to the university, greatly reducing the number of additional units ADN students must take to achieve their BSN and MSN degrees. We work collaboratively with Sonoma State to facilitate enrollment of our students into this innovative program. There is an approved educational roadmap for this program including course articulation available at <https://www.sonoma.edu/nursing/bsn-post/cnecm.html>. We have also developed agreements with University of Phoenix, Grand Canyon University, and Ohio State to allow for sequential concurrent enrollment that mirrors the Sonoma State program. All ADN students have access to a concurrent BSN program that will cost less than \$15,000 and can be completed within one year of graduation. Making this happen has taken extensive work and negotiation. We are proud that our students are well positioned to continue their education without having a debt burden to overcome. The total cost of a BSN for our students including their ADN program is less than \$25,000.

5.11a Labor Market Demand (Occupational Programs ONLY)

While the ADN program is not a CTE program we are providing some basic labor market demand data. Registered Nurses continue to be in demand in California but currently most (approx 90%) of our graduates find employment in nursing within a few months of graduation, predominantly in Sonoma County. In 2018, we were recognized as a Gold Star program from the California Community College Chancellor's Office. This award was based on high completion and employment rates. The following labor Market Information Data is taken from the March 2024 COE report for SRJC.

Occupational Demand - North Bay Sub-region

Occupation	2021 Jobs Annual Openings	2026 Jobs 25% hourly earning	5-yr change Median hourly wage	5-yr % change	5-yr total
Registered Nurses 667	11,065 \$53	10,962 \$74	-103	-1%	3,334

Educational Supply - North Bay Sub-region

The SRJC ADN program is the only ADN program in Sonoma County. We produce up to our capacity of 120 registered nurses per year and Sonoma State University produces approximately 63 registered nurses per year, a total of 183 new registered nurses annually. Further, the admission supply of qualified applicants is readily available, each application cycle for the past 4 years has produced approximately 350 qualified candidates for SRJC's 120 student cohort seats.

The CCCCCO has initiated a proposal to expand nursing program capacity and has tied this goal to the annual Nursing Growth Enrollment Grant. However, there are several major obstacles to expansion of the SRJC ADN program:

- 1) Program expansion must be approved by the California Board of Registered Nursing, and is dependent on the following factors:
- 2) Sufficient physical campus capacity in the form of sufficient OSHA approved space for a large lecture hall and expanded skills laboratory and simulation rooms;
- 3) Confirmation of sufficient clinical placements to accommodate expansion of the direct care clinical practicum curriculum content;

4) Approval of additional nursing faculty recruitment to achievement required the required ADN full time faculty to nursing student ratio of 1:10, and recruitment of additional associate nursing faculty.

Market Gap Analysis - North Bay Sub-Region

The combined total graduates of the SRJC and SSU nursing programs represent the ability to fill about 75% of the projected demand for the county; it is clear that program expansion must be a serious consideration to supply future needs.

Student Outcomes - North Bay and SRJC

ADN students experience a significant positive change in socioeconomic status upon graduation and state licensure.

Four employment outcomes metrics for student who took registered nursing courses (TOP 1230.10):

Metric Outcomes	North Bay	SRJC
Students with a job closely related to their field	89%	100%
Median Annual Earnings	\$57,291	\$90,980
Median Change in Earnings	69%	151%
Students Who Attained a Living Wage	65%	86%

5.11b Academic Standards

Every five years we are required to have an onsite visit and review by the Board of Registered Nursing. Our curriculum, admission procedures, attrition, graduation rate, NCLEX-RN pass rate for first time takers, and adherence to BRN standards are evaluated. This intense scrutiny is preceded by the submission of an extensive self study. Our last visit occurred in 2020 and we were noted to have zero areas of non-compliance or recommendations. We were the only program in the state to have a "perfect" site visit and the BRN recognized our program for academic excellence. Additionally, students take the NCLEX-RN examination twice a year. From that examination, we receive an extensive evaluation from the National Council of State Boards of Nursing (NCSBN) comparing our graduates to all graduates of community colleges in the nation, all graduates from across the nation and all California graduates. These scores indicate the extent to which we meet the mean scores in all content areas as compared to these reference groups. ADN faculty meet monthly to discuss the progress of students and academic standards. NCLEX-RN pass rates and data are examined at least once per semester. Our current NCLEX first-time pass rate is currently 100% and it is one of the consistently highest in the state, including BSN and MSN university-based programs.

6.1 Progress and Accomplishments Since Last Program/Unit Review

Rank	Location	SP	M	Goal	Objective	Time Frame	Progress to Date
0001	Santa Rosa	01	01	Maintain and expand grant funding for the ADN program	Grant funding is integral to maintaining state-of-the-art resources available to graduate competent, quality nurses. New grant sources must be identified to create a diverse funding base for the future.	2023-2024	Awarded annual Nursing Enrollment Growth (\$220,633) and Strong Workforce (\$107,849) grant funds for student academic support and skills lab equipment purchases.
0002	Santa Rosa	01	01	Monitoring 38-Unit Curriculum Revision	Faculty will be involved in confirming the efficacy of the revised nursing curriculum and propose minor adjustments as needed.	2023-2024	Course testing achieved a 95% pass rate, attrition at 5%, NLCEX pass rate of 100%, and 90% graduate employment post-licensure.
0003	Santa Rosa	02	06	Increasing Faculty Professional Development	Achieve full faculty status and further develop professional nursing education career pathway for existing faculty. Begin succession planning for anticipated faculty retirements.	2023-2024	Approved to recruit for FT retirement in 12/24, recruitment complete and at offer stage, revisions of new faculty orientation/continuing professional development materials specific to nursing education completed. Working on viable cross-training in courses and BRN approvals for faculty to teach in multiple areas.
0004	Santa Rosa	01	01	Expand Nursing Simulation Pedagogy in ADN Curriculum	Increase use of high fidelity simulation in all areas of ADN curriculum to 25% of clinical hours.	2023-2024	Implemented additional faculty training in simulation pedagogy, access to simulation materials to increase library of scenarios, curriculum committee meetings to expand simulation into curriculum, Race space renovations to create dedicated sim labs.
0005	Santa Rosa	03	05	Investigate expansion potential of the ADN Program in response to nursing shortage in Sonoma County	Increase admission by one cohort group (n=8 students)	2023-2024	This plan is still in the feasibility design phase based upon overcoming challenges detailed in 5.11a.

6.2b PRPP Editor Feedback - Optional

Good job planning the SLO assessment in 4.1a, the dates have been added to 4.1d to start your rotation.

6.3a Annual Unit Plan

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	Santa Rosa	07	01	Maintain and expand grant funding for the ADN program	Grant funding is integral to maintaining state-of-the-art resources available to graduate competent, quality nurses. New grant sources must be identified to create a diverse funding base for the future.	2024-2025	Continue annual grant funding, continue Identification of new grant funding sources, investigate teaming with other HS programs for multiple program use grants.
0002	Santa Rosa	01	01	Monitoring 38-Unit Curriculum Revision	Faculty will be involved in confirming the efficacy of the revised nursing curriculum and propose minor adjustments as needed.	2024-2025	Outcomes to be tracked using high stakes test results in all courses, NCLEX pass rate for graduates, attrition rate, student end of course evaluations and graduate surveys.
0003	Santa Rosa	02	06	Increasing Faculty Professional Development	With full faculty status, objective is to further develop professional nursing education career pathway for existing faculty. Begin succession planning for anticipated faculty retirements in 2025-2026.	2024-2025	Creating recruiting ADN faculty mentors, devise more viable cross-training in courses and BRN approvals for faculty to teach in multiple areas.
0004	Santa Rosa	01	01	Nursing Skills Curriculum Audit	Ensure that all nursing skills lab curriculum reflect NCSBN/California Nurse Practice Act standards of current nursing practice	2024-2025	Curriculum Committee to evaluate skills rubrics for current evidence based practice standards and identify and implement revisions as needed.
0005	Santa Rosa	03	05	Investigate expansion potential of the ADN Program in response to nursing shortage in Sonoma County	Increase admission by one cohort group (n=8 students)	2024-2025	Resources identified and plan to facilitate expansion: increase in fulltime faculty, renovate space for large lecture room in Race Bldg, discern increase in clinical placements and feasibility for more students in skills and simulation labs as detailed in 5.11a.

