Introduction

SectionOne

Where We Are: A Summary and Analysis of the Current Year 2014-15

SectionTwo

Where We Are Going: Planning for the Next Three Years, 2015-16, 2016-17, 2017-18

SectionThree

Recommendations for Improving the Planning Process

NOTE: This PIE Form is optimized to be used in Acrobat or Adobe Reader 10 or later.

unitPIE

Planning for Institutional Effectiveness

Introduction

UNIT	Nursing Program	Current Year	YEAR 1	YEAR 2	YEAR 3
Contact Person	Sarah Plesetz/ Michelle Boyer	2014-15	2015-16	2016-17	2017-18
E-mail / Extension	splesetz@mtsac.edu/4801 & mboyer@mtsac.edu/5169	✓ Summary	✓ Planning	✓ Planning	✓ Planning

Your Unit Program Review will be recorded on this form summarizing the current year and documenting planning for the next three-year cycle.
Please remember *that all outcomes assessment work should be recorded in TracDat (http://tracdat.mtsac.edu/tracdat) in order for your assessment work to best contribute to institutional reports. Outcomes assessment work may include courses, programs, direct and indirect services, organizational structure, structural elements, and institutional outcomes. Respond to only the outcomes categories or types that apply to your unit.*

Institutional Planning Framework

The college is unified through its demonstrated connection to the mission. Driven by the California Master Plan for Higher Education, revised by the President's Advisory Council, and approved by the Board of Trustees, it informs all planning and assessment.

Institutional Mission

The mission of Mt. San Antonio College is to support students in achieving their full educational potential in an environment of academic excellence.

Unit Mission

Enter your Unit mission statement here if applicable

College Themes and Goals

College themes and goals allow the campus to focus on critical issues. Articulated by the President's Advisory Council and approved by the Board of Trustees, they guide institutional planning and assessment processes.

Theme A: To Advance Academic Excellence and Student Achievement

College Goal #1   The college will prepare students for success through the development and support of exemplary programs and services.

College Goal #2   The college will improve career/vocational training opportunities to help students maintain professional currency and achieve individual goals.

College Goal #3   The college will utilize student learning outcome and placement assessment data to guide planning, curriculum design, pedagogy, and/or decision-making at the department/unit and institutional levels.

Theme B: To Support Student Access and Success

College Goal #4   The college will increase access for students by strengthening recruitment opportunities for full participation in college programs and services.

College Goal #5   Students entering credit programs of study will be ready for college level academic achievement.

College Goal #6   The college will ensure that curricular, articulation, and counseling efforts are aligned to maximize students' successful university transfer.

Theme C: To Secure Human, Technological, and Financial Resources to Enhance Learning and Student Achievement

College Goal #7   The college will secure funding that supports exemplary programs and services.

College Goal #8   The college will utilize technology to improve operational efficiency and effectiveness and maintain state-of-the-art technology in instructional and support programs.

College Goal #9   The college will provide opportunities for increased diversity and equity for all across campus.

College Goal #10   The college will encourage and support participation in professional development to strengthen programs and services.

College Goal #11   The college will provide facilities and infrastructure that support exemplary programs and the health and safety of the campus community.

College Goal #12   The college will utilize existing resources and improve operational processes to maximize efficiency of existing resources and to maintain necessary services and programs.

Theme D: To Foster an Atmosphere of Cooperation and Collaboration

College Goal #13   The college will improve the quality of its partnerships with business and industry, the community, and other educational institutions.

College Goal #14   The college will improve effectiveness and consistency of dialogue between and among departments, committees, teams, and employee groups across the campus.

SectionOne

I. Summary Context - Unit Goals for: Nursing Program

Identify the goals that guided your Unit's work for the 2014-15 year (from your 2013-14 PIE form) in the following table and connect those goals to the College Themes. *Add rows (+) as needed. Delete rows (X).*

Unit Goal Name	Unit Goal	College Theme
Grant Funding	1. The Nursing Department continues to have the FY 14-15 Enrollment Growth grant from the California Community College Chancellor's Office to support the program expansion. 2. Continue with the Song Brown grant. This award recognizes the program's exemplary efforts to increase the success rates of its diverse population.	C: Secure Resources
Student Success	1. Provided an important six hour workshop especially designed for new nursing students. The workshop covered topics of Understanding your Learning Style, Test Taking Techniques and Strategies, Note Taking, Math Anxiety, Time Management, Stress Reduction, and Developing Effective Study Habits to enhance their success in the program. 2. New student orientation with information related to financial aid, DSPS services, Learning Assistance Center, Language Lab, Library Services, and Scholarship information. 3. Provide tutoring to assist and enhance learning. 4. The Health Careers Resource/Simulation Center is utilized to maximize learning and assist student success. Through simulation the student is able to apply theoretical concepts, resulting in increased knowledge and improved psycho-motor skills.	A: Academic Excellence
Partnership Developments	1. A college and job fair was provided to students during the National Nurses Week. Representatives from many colleges provided the students with information regarding BSN, MSN, DNP, and PhD information. Community leaders from our affiliate colleges were also invited. 2. Advisory Committee Meeting is conducted every year to network with the community leaders from academia and the clinical facilities. 3. Partnerships maintained with the CSUF Jump-Start program (ADN to BSN).	D: Cooperation/Collaboration
Technology Support	1. The ADN Program utilizes on-line technology to enhance student learning. Examples of these are the T-3 Medcom Trainex videos and the Kaplan on-line Learning Resources. 2. The program purchased Med-Calc/interactive training CDs to assist with the student's learning. 3. The program purchased an electronic charting program, which includes interactive learning. The goal is that it will increase student's ability to apply the critical-thinking situations to the clinical site and also reinforce learned material for theory.	C: Secure Resources

Student Access	1. The Nursing Department participated in the campus Senior's Day and High School Counselors' Conference, by giving a presentation regarding the nursing program to high school students and high school counselors. 2. Developed an on-line application program and database for multi-criteria screening admission process. 3. Provided monthly Nursing Program Admission Information sessions to the community. 4. Updated the nursing website page to improve navigating through the information for the nursing program.	B: Access and Success
Professional Development	1. Faculty is required to complete CEs to renew RN license. These CEs are to be completed in the area of specialty of the faculty. 2. Program provided an Adjunct Workshop. 3. Director and Assistant Director attended COADN conferences and Health Workforce Initiative (HWI) meeting. All faculty encouraged to attend the HWI meetings.	C: Secure Resources
Cooperation/Collaboration ⊞	1. Information is disseminated between departments through faculty representatives on campus committees such as FAC, AS, and Department Chair meetings.	D: Cooperation/Collaboration
Student Retention	1. To facilitate term-to-term enrollment and decrease attrition rate, faculty practice early identification of student learning needs. Remediation plans are developed to identify areas of weakness and learning needs. Special Project Coordinator is available to facilitate student referrals for campus and program support services, including but not limited to tutoring, the Health Career Resource Center, Learning Assistance Center, Language Learning Center, etc.	B: Access and Success
Student Transfers/Success	1. A curricular articulation agreement regarding ADN to BSN university transfer from CalState Fullerton has been completed. 2. An Advisor from the Counseling Department is dedicated to the Nursing Program and is available to assist students regarding questions pertaining to transfer to universities.	B: Access and Success
Assessment Data	1. Validate student success from collecting data from the implemented the standardized assessment/readiness test to all incoming nursing students, which monitored each student's basic skills. A personalized remediation plan was developed which includes referrals for strengthening of basic skills, such as attending needed classes and tutoring for students who did not meet the requirement to ensure their success in the program in the future. 2. Standardized specialty examination is utilized of the at the end of each nursing course to assess students competency level by comparing to the national norm in order to ensure program quality to promote student success and success on the NCLEX-RN. 3. SLOs were developed, implemented, and evaluated for each course.	A: Academic Excellence

II. Notable Achievements for: Nursing Program

Enter your Unit's successes for the 2014-15 year in the table below. This provides opportunity for closing the loop on your Unit's activities completed this year. *Text boxes will expand as needed. Add rows (+), delete rows (X).*

Priority for Manager Summary	Unit Achievements for the 2014-15 Year	Connected Unit Goal/ College Theme
High	Nursing Director and Associate Dean successfully completed a collaboration agreement with Mt. Saint Mary's University to establish a University Center here at Mt. San Antonio College.	Unit: Student Transfers/Success
		B. Access and Success
High	The Nursing Program graduate continue to exhibit above average NCLEX passing scores. The last 3 quarter results average at 89.3%.	Unit: Assessment Data
		A. Academic Excellence
Med	Successful implementation of the on-line Multi-screening Criteria Application Process. The first student group started in Fall 2014.	Unit: Student Access
		B. Access and Success

III. External/Internal Conditions, Trends, Impacts, Retention & Success, Critical Decisions and Outcomes Assessment

The following table is intended to track conditions that influence planning over a multi-year period beginning with the 2014-15 year. Please include data. The "Link to Data Sources and Support Options" button will open a Mt. SAC webpage that offers suggestions and links for possible data sources for your Unit. Text boxes will expand. *Add (+) rows, delete (X) rows as needed.*

	Link to Data Sources and Support Options	

Year	External Conditions, Trends, or Impacts	Data Sources
2015-16 Cont'd.	Hiring of new graduate Registered Nurses presents a challenge. (Some reasons: Facilities want to hire "experienced" RNs due to cost of New Grad Programs and due to the IOM "Future of Nursing" many hospitals are only hiring BSN graduates.)	Code 9 Agency Survey IOM report Grad student survey
2015-16 Cont'd.	Establishing and maintaining agreements with clinical sites remains highly competitive. Due to the IOM "Future of Nursing" many facilities are only renewing Agreements/Contract with BSN Schools.	IOM report & Advisory input
2015-16 New	Difficulty in finding clinical sites with specialty focus (e.g., psychiatric).	Agency input
2015-16 Cont'd.	Students passing the course and NCLEX are having difficulty finding employment due to job market and agencies hiring nurses with experience and BSN graduates.	New Grad Survey & Advisory input
Year	**Internal Conditions, Trends, or Impacts**	**Data Sources**
2015-16 Cont'd.	Due to the lack of full time faculty, multiple adjunct faculty are used to fill clinical rotations. Increase/encourage adjunct faculty member involvement in the development of policies and procedures, planning, organizing, implementing and evaluating all aspects of the program. This will increase cohesiveness of the program and improve student outcomes.	BRN Self Study Faculty Meeting Minutes
2015-16 Cont'd.	Current curriculum revision under consideration incorporating current trends, such as QSEN competencies throughout curriculum.	BRN Self Study
Year	**Retention and Success Data**	**Data Sources**
2015-16 Cont'd.	NCLEX pass rates increased last year from 82.89% in 2013/14, to 89.83% in the first 3 quarters of 2014/15. The Mt. SAC Nursing benchmark is 90%.	BRN
2015-16 Cont'd.	Tutoring increased student success in classroom. CTAs are utilized in the clinical setting to provide increased learning opportunities to students.	Advisory and Code 2/6 Survey/ Tutor evals
2015-16 New	Purchase of new equipment in the HCRC sim lab (e.g., Lucinda birthing simulator) will improve the learning experience of the students and offer more versatility and a wider range of scenarios.	Code 6
Year	**Critical Decisions**	**Data Sources**
2015-16 Cont'd.	Clinical rotations such as 12-hours shifts and weekend rotations have been increasingly implemented to accommodate program requirements and also facility requests.	Code 9 and Advisory
2015-16 Cont'd.	Evaluate and revise program curriculum in relation to sequencing of courses; maintaining simple to complex concepts and incorporating QSEN competencies. Assess the possibility of obtaining curriculum revision software to facilitate the RN Curriculum revision of the Nursing Program.	BRN Self Study
2015-16 New	Creation of a University Center BSN program in collaboration with Mt. Saint Mary's University.	IOM report
Year	**Progress on Outcomes Assessment**	**Data Sources**

| 2015-16 Cont'd. | The first group of students from the New Multi-screening criteria entered into the program in the Fall 2014 semester. We are continuing to collect data and follow their progress through the program. | (Pending) |

IV. Alignment and Progress on Unit and College Goals: Closing the Loop

This section serves as a "reporting" function. It shows how your Unit closes the loop and connects planning to budget allocation: How did the prioritized college resources connect to your Unit's outcomes? What progress has your Unit made with the resources provided? Include progress on plans that did not require new resources if applicable. You are also prioritizing your Unit's progress or outcome for inclusion in your manager's summary. The **Plan Status** drop-down offers a time-frame update on the progress of your plan.

Some information has been pre-loaded into this form by your manager. Add rows (+) as needed. Delete rows (X).

Priority for Manager Summary	Plan from Previous PIE (2013-14) and Resources Obtained *(if any)*		Resources Secured *(if any)*	Progress/Outcomes/Result/Impact (Resource requests should be based on outcomes assessment)	Connected Unit Goal/ College Theme
High	Replacements for open faculty positions resulting from retirements and/or reassigned time –		$ _____	One Full-time Faculty hired. Nursing still needs 2 Full-time faculty.	Unit: Professional Development
			Source 1		
	Plan Status	Select	Source 2		C. Secure Resources
Priority			$ _____		Select Unit Goal
			Source 1		
	Plan Status	Select	Source 2		Select College Theme

SectionTwo

I. Planning Context - Unit Goals Assessed and Revised for: Nursing Program

This table contains your goals as noted in Section One for 2014-15. Review your Unit's goals and revise, add new goals or remove goals that are no longer relevant as appropriate for planning for 2015-16, 2016-17, and 2017-18. *Add rows (+) as needed. Delete rows (X).*

Unit Goal Name	Unit Goal	College Theme
Grant Funding	1. The Nursing Department continues to have the FY 14-15 Enrollment Growth grant from the California Community College Chancellor's Office to support the program expansion. 2. Continue with the Song Brown grant. This award recognizes the program's exemplary efforts to increase the success rates of its diverse population.	C: Secure Resources
Student Success	1. Provided an important six hour workshop especially designed for new nursing students. The workshop covered topics of Understanding your Learning Style, Test Taking Techniques and Strategies, Note Taking, Math Anxiety, Time Management, Stress Reduction, and Developing Effective Study Habits to enhance their success in the program. 2. New student orientation with information related to financial aid, DSPS services, Learning Assistance Center, Language Lab, Library Services, and Scholarship information. 3. Provide tutoring to assist and enhance learning. 4. The Health Careers Resource/Simulation Center is utilized to maximize learning and assist student success. Through simulation the student is able to apply theoretical concepts, resulting in increased knowledge and improved psycho-motor skills.	A: Academic Excellence
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Technology Support	1. The ADN Program utilizes on-line technology to enhance student learning. Examples of these are the T-3 Medcom Trainex videos and the Kaplan on-line Learning Resources. 2. The program purchased Med-Calc/interactive training CDs to assist with the student's learning. 3. The program purchased an electronic charting program, which includes interactive learning. The goal is that it will increase student's ability to apply the critical-thinking situations to the clinical site and also reinforce learned material for theory.	C: Secure Resources

Student Access	1. The Nursing Department participated in the campus Senior's Day and High School Counselors' Conference, by giving a presentation regarding the nursing program to high school students and high school counselors. 2. Developed an on-line application program and database for multi-criteria screening admission process. 3. Provided monthly Nursing Program Admission Information sessions to the community. 4. Updated the nursing website page to improve navigating through the information for the nursing program.	B: Access and Success
Professional Development	1. Faculty is required to complete CEs to renew RN license. These CEs are to be completed in the area of specialty of the faculty. 2. Program provided an Adjunct Workshop. 3. Director and Assistant Director attended COADN conferences and Health Workforce Initiative (HWI) meeting. All faculty encouraged to attend the HWI meetings.	C: Secure Resources
Cooperation/Collaboration	1. Information is disseminated between departments through faculty representatives on campus committees such as FAC, AS, and Department Chair meetings.	D: Cooperation/Collaboration
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II. Annual Implementation Plan for: Nursing Program

This section serves as a "planning" function. This is where you ask for resources and record new action plans, activities, or interventions necessary to achieve success. Use the Expected Outcomes section to describe how the plan and resources requested is supported by your Unit's to outcomes assessment plan. This section will also be used to record revisions to plans as needed across the three years of planning.
Add rows (+) as needed. Delete rows (X).

Priority for Manager Summary	Plans, Activities, or Interventions	Resources Needed *(if any)*	Expected Outcomes / Criteria for Success (Resource requests should be based on outcomes assessment)	Connected Unit Goal/ College Theme
Priority	Hire 2 Full-Time Faculty	$ [ ] Source 1	Ensure that there are adequate full-time faculty to meet the program's objectives. The program has 13 full-time faculty and 90 part-time faculty (including adjuncts and CTAs).	Unit: Professional Developmer
Status	Projected Completion Select	Source 2	Person Responsible [ ]	C. Secure Resources

III. Resources Identified in Relation to Planning

This section will serve the budget prioritization function in the Manager's PIE. Your manager will inform you when actual quotes are due.

Section Three

Recommendations for Improving the Planning Process

What additional information should the College provide to assist your Unit's planning?

Enter additional information suggestions here.

What suggestions do you have for improving the planning process for your Unit?

Enter your suggestions for improvement here.

Enter your name as contributing to and approving of this Unit PIE Plan below. *Add rows (+) as needed.*

Contributer		Contributer	
Sarah Plesetz	☑ Approve	Michelle Boyer	☑ Approve

Thank you for completing the Unit PIE form summarizing 2014-15, and initiating your Unit's planning for the 2015-16, 2016-17, and 2017-18 three-year cycle.

Please save this form and forward to your Unit's manager by 06/30/ 2015.
Questions regarding this form? Send an email to Don Sciore, Interim Associate Dean of Arts, member IEC, at dsciore@mtsac.edu