

Allied Health Department
Annual Unit Plan for Academic Year 2016-2017
November 2015

Describe Department/Unit

Mission/Connection to College Mission

The mission of the Allied Health Department is to develop and provide quality programs in various aspects of healthcare. The programs encourage education in a variety of health career areas, including Certified Nurse's Aide, Home Health Aide, Vocational Nursing, Medical Assisting, Emergency Medical Technician, and Human Services. Numerous other courses such as Medical Terminology, Nutrition, Nutrition and Diet Therapy, Pharmacology, Cultural Diversity, Intravenous Therapy, Ethics for the Healthcare Provider and Cardiac Arrhythmia are taught as separate courses but highly augment all of the Allied Health Programs and serve as required prerequisites for several programs including Vocational Nursing, Medical Assisting, and Emergency Medical Technician.

All of our Programs support the College mission by providing vocational education for students in all of our operational areas, in addition to expanded opportunities to continue in a variety of career fields. The end product of these programs results in increased student success, FTES, and attainment of employment within our communities.

Allied Health programs support enrollment in academic programs within the college for degree and certificate completion, and job entry.

Report on Improvements Made and Gaps Identified in the Prior Year

Student Equity

Low enrollment of this age group.

Population:

Age: 19 or younger

Analysis and Plan:

Students entering the VN program must complete prerequisites, the application process, in addition to the medical screening mandated for patient care instruction. This limits the number of direct enrollments the department may achieve and the data represented for the department. C.N.A. and EMT students are able to enroll and complete the program with the limitation of being able to meet the minimum age for certification of 18 by the end of the courses.

Increasing the outreach at middle and high schools for these and other programs in medical assisting, human services, and liberal arts will be used to encourage awareness of the programs, the requirements and concurrent/dual enrollment opportunities to complete prerequisite courses while in high school.

Outcomes Assessment: Overall Report

Faculty have mentored adjunct faculty in online courses to improve instructor engagement, interaction, and content of relevant assignments linking to the course objectives. The goal was to achieve increased retention and students success. Although to early to effectively evaluate, student feedback to instructors has been positive.

Outcomes Assessment: Gaps Identified in Prior Year's Assessments

Type:

SLO

Target Missed/Gap Detected:

Type of Gap:

Analysis and Plan:

Progress Made on Program Review

Emergency Medical Technician Job Skill Certificate

Year of Last Program Review:

This is the first.

Progress in the last year on two-year strategies:

The EMT job skills certificate was completed in Fall 2015 and with evaluation of strategy progress at the end of spring 2016.

Increasing females in the program is promoted by recruiting students from local high school health careers programs, college faculty participation as class guest speakers and high school preview days.

Students enrolled in this program are actively encouraged to consider continuing their education and personal growth by enrolling in other programs at our college and universities.

Progress in the last year on five-year strategies:

Emergency Medical Technician Job Skill Certificate

Year of Last Program Review:

This is the first.

Progress in the last year on two-year strategies:

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Students enrolled in this program are actively encouraged to consider continuing their education and personal growth by enrolling in other programs at our college and universities.

Progress in the last year on five-year strategies:

Human Services

Year of Last Program Review:

Spring 2014

Progress in the last year on two-year strategies:

Outreach to middle and high school students, businesses, and communities was start using advisory members, faculty, and past students to promote awareness within the communities. Discussion have begun with businesses to promote internship opportunities for student growth, and provide participation in area advisory committees.

Progress in the last year on five-year strategies:

Outreach to middle and high school students, businesses, and communities targeting under enrolled populations (men, under age 19) was started using advisory members, faculty, and past students to promote awareness within the communities. Discussion have begun with businesses to promote internship opportunities for student growth, and provide participation in area advisory committees.

Progress Made on Prior Year Initiatives

Respond to community needs as indicated through Advisory Boards and improve student access, retention and success in all Health Career Program. We are currently looking at a new program (Physical Therapy Aid) that has been identified as a need for several

The simulation labs are being updated to meet the needs of the programs. Currently, the lab in IWV has been out fitted with two laps for simulated charting, birthing manikin, and replacement EKG equipment.

The computers, manikin, and EKG equipment are portable so they may be used at other sites as needed. This provides access to these specialty items without increasing unnecessary costs.

The Vocational Nursing Program has had two complete cohorts. There were 62 students admitted to the program with 52 students successfully completing the program for a 84% completion rate. There is a current cohort for 2015, which started with 17 students, one students was admitted to the program in second semester. There were three students who dropped for various reasons including financial, family issues, and health issues. There are currently 15 students prepared to graduate in December.

The Medical Assistant program has transitioned to dual enrollment at Tehachapi High School. There is potential to have other courses at Burroughs High School starting Spring 2016.

Embed basic skills in the core courses of the programs and emphasis the competencies needed for successful employment in the healthcare field (soft skills) as this was a gap identified through Advisory Groups throughout all programs.

The Vocational Nursing (VN) Program has had two cohorts by BVNPT students must pass the course with a 78%. Each student must complete the course objectives and pass the course to go forward in the VN program; therefore, there is an embedded remediation plan approved by the BVNPT. Students who do not pass the exams are given one chance to improve their below 78% grade after remediation case studies and assignments. Basic skills such as math and English pro provided in both the VN and Medical Assistant programs.

Plan Initiatives for Next Year

Initiatives for Next Academic Year

Update and improve Vocational Nursing program application and admissions process

Action Plan:

The suggested program improvement projects are as follows:

1. Incorporate a new point based VN application and admission process with skill assessment test (National League of Nurses) starting for new cohort spring 2017.
2. Incorporate HESI NCLEX testing prep and assessments into curriculum.
3. Incorporate subject experts in the iTV classrooms.

Measure of Success:

Successful VN program application and admission process approved by the BVNPT.

Person Responsible:

Director of Nursing and Health Careers

Other

As a response to advisory members request to assure labor market ready students and to meet changing state application standards, this will address these and establish a standardized application and admissions process meeting state standards.

The program initiative will create an increase in budget approximately \$4,500 for the national skill assessment testing (NLN) for approximately 100 students every two year at \$45 per student as a part of the application process.

Testing once in the program would be approximately \$6,360 for approximately 60 students every two years at \$106 per student.

The Vocational Nursing (VN) Program has had two cohorts by BVNPT students must pass the course with a 78%. Each student must complete all of the program objectives with a 78%; therefore, there is an embedded remediation plan approved by the BVNPT. Students who do not pass the exams are given one chance to improve their grade below 78% after remediation case studies and assignments.

The past two cohorts 2013 and 2014 have had a total of 62 students admitted to the program. In that time, we have had 10 (84% completion rate) students drop for medical reasons, financial reasons, and family issues. No students has failed this course due to performance.

The program has a targeted success rate of first time pass rate of 80%. The current, first time pass rates for VN license by NCLEX-PN is 78.39%. The state average is 76% and the national rate is 81%.

In order to improve our success rates, the college is providing a live HESI NCLEX-PN review at the end of the 2015 cohort. The students will also receive a test preparation assessment plan with practice tests and modular study materials. Materials and live review was paid for by Allied Health grants. When the program provided this service in the past, the first time pass rates for the CCCC program was 98-100%.

The department is requesting HESI live review for each VN cohort to improve student success. The budget will be updated to reflect the need to have a live review for each student at the end of the VN program annually. The cost will include review materials and an assessment test. The cost is approximately \$106/ student.

In addition, the state is requiring subject experts in iTV classrooms. The cost for subject experts will be \$7500 per site (KRV and Bishop). Every other year.

AS-T Decree in Nutrition

Action Plan:

AS-T Transfer Degree :

An AS-T in Nutrition and Dietetics is being proposed, which will complement the department's other offerings in health careers. Although this is a transfer degree, all degrees should ultimately lead to employment, and it is relevant to mention that Nutrition and Dietetics is a growing field. Economic Modeling Specialists, Inc. projects 13% job growth in the State for individuals with a Bachelor's degree in Nutrition or Dietetics, many of whom continue on to obtain certification as a Registered Dietitian or pursue advanced degrees and certifications in nutrition. Cerro Coso already has all of the courses in the program in its inventory except for one course, Principles of Food Preparation. This course is currently undergoing curriculum approval and will first need to be published in the catalog before the AS-T undergoes its curriculum approval. It is projected that this degree will be available to students by Fall 2017. A tenured faculty member is currently obtaining an M.S. in Nutrition and will be qualified to teach nutrition courses in the program when it is offered.

Measure of Success:

This is a new proposed program and will be assessed after implementation.

Person Responsible:

Suzanne Ama

Other

This is a new program.

Medical Coding and Billing Certificates**Action Plan:**

CTE Program Development – Allied Health National Medical Billing and National Coding Certificate

The National certificate for Medical Coding and Billing Provides an online option for students to find employment in the Cerro Coso Community College service area as an extension to the Administrative Medical Assistant. The hourly wage for a certified biller or coder is \$12-17/per hour. These certificates could assist students in pursuing an outside bachelor's degree in Health Information Management.

Measure of Success:

This is a new program being proposed. The assessment will be conducted after the program is approved and implemented. Target start date is Fall 2017.

Person Responsible:

Annette Hodigns

Other

Development of new CTE programs to meet the needs of service partners.

Evaluate Resource Needs

Facilities

Current facilities are restrictive due to construction of ALHD clinical labs, classrooms, storerooms, and faculty offices. Current storage of medical training supplies, mannequins, and required records creates conflicts with clinical space scheduling for classes that occur on the same days of the week.

Information Technology

Current needs are being met in this area.

Marketing

The variety of programs offered by the Allied Health department will require direct, informative marketing to specific groups that include focus on equity in each area. These groups include but are not limited to, extended communities, members of advisory group organizations, current correctional officers, middle and high school students, and military veterans.

Professional Development

All Nursing and EMT program faculty must maintain mandated licensing requirements, faculty professional development, and keep abreast of current research, changes in medical procedures/protocols, and updates to state regulatory changes. Faculty attend conferences related to their area of specialty and provide updates to adjuncts within the department. Continued funding is needed to support the in-state and out-of-state conference travel to maintain student and program success.

Staffing Requests

1000 Category - Certificated Positions

Nuring Faculty

Location:

College-wide

Justification:

Productivity has decreased over the last two year period with the loss of one full-time faculty. This increased the work-load of the remaining faculty in the department significantly. Although with the focus remaining on student success, the department has continued to retain students at an 86% average over the last five years, well above the college average of 83%. Student success has averaged 73% during the same period with the college average of 66%.

FTEF decreased to 9.5 or 31% of the workload excluding the additional summer FTEF of 6.2 or 20% of the workload during the 2014-15 academic year. In previous years the workload covered by full time faculty was 45% in 2012-13, 43% in 2013-14, and now 31% 2014-15.

Currently IWV offers the CNA, CMA, and LVN programs on site taught by FT and adjunct faculty in face-to-face, iTV and online formats. Nursing is facing a number of challenges stabilizing these HCRS programs for the following reasons:1) With current changes in the requirements for LVN iTV classes, a professional expert is required at all remote iTV sites; 2) Because many of the HCRS classes are high unit courses, it is difficult for one adjunct to teach multiple courses in a semester. Thus, IWV relies on many adjunct faculty to teach and support all of the HCRS programs; 3) All HCRS programs require clinical time and, thus, partnerships with local and outlying health care facilities. Developing and maintaining relationships, as well as oversight for clinical courses is difficult at a distance for FT HCRS faculty based in Ridgecrest after the loss of one FT faculty in nursing; 4) Coordination, scheduling and oversight of multiple adjunct faculty is also difficult at a distance for FT HCRS faculty based in Ridgecrest; 5) Offering LVN lectures is not ideal for students at distant sites but provides access that would not otherwise be available.

An additional FT HCRS faculty at IWV would have sufficient load to support the LVN program, CMA/AMA and CNA programs. A FT HCRS faculty could teach regularly within HCRS and prepare students for the LVN program. A FT HCRS faculty could support the relationships with the clinical sites, bring continuity to the CMA/AMA and CNA programs, generate additional resources, support and assist with scheduling within the department. Additionally, a FT HCRS faculty at IWV may help support the EMT program.

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2000 Category - Classified Staff

Clerical Support - part-time

Location:

Ridgecrest/IWV

Salary Grade:

Unknown

Number of Months:

10

Number of Hours per Week:

18

Salary Amount:

\$12/hour

Justification:

The current workload is being completed by full-time faculty within the department. Current full-time faculty are unable to meet all time constraints with the teaching load, facility contract support, student record management and reporting not typically required in non CTE disciplines. Additionally, support is needed in SLO entry, program reviews, state reporting and requests for approval for programs and staff, production of course completions and reports, records coordination for student reimbursement, outreach, and support of adjunct instructors.

The lack of additional support diminishes faculty effectiveness when having to complete support tasks that could effectively be completed by qualified clerical support. Although faculty are more than capable of performing the tasks, the effective use of time versus cost does not seem to balance.

Management of equipment, supplies, ordering and simulation mannequins is needed to minimize loss, increase availability and consistency of department ordering and budgeting.