**Unit Strategic Plan**

**2017- 2019**

Every two years, during spring semester, programs/departments/service units are asked to develop Unit Strategic Plans. These plans need to be closely aligned with the Institutional Action Priorities, the College’s Long-Range Goals, and five year Strategic Plan. The Strategic Plans incorporate and reflect the operation of that unit at all campuses and instructional sites. Each unit’s budget needs to reflect the fiscal implications associated with the unit’s identified goals and objectives.

**Name of Program/Department:** Jefferson State Community College Nursing Education Program

**Mission Statement (for the program or department):**

The missions of the NEP at Jefferson State Community College is as follows:

* To prepare student to enter the nursing workforce with an entry level nursing degree.
* In keeping with the mission of the College, JSCC instructors strive to provide nursing students with quality academic education allowing the student to develop technical and critical thinking skills, develop self-understanding and self- growth, and heighten student awareness and participation in local and global communities.

**Summary of Access, Productivity and Effectiveness (Including, but not limited to, program load, success rate, retention rate, completion rate, employer surveys, student surveys):**

Nursing education continues to be high in demand as indicated by program and pre-program enrollment numbers. Enrollment numbers for the RN program were the second highest at 1,190 which is 13.3 % of the total enrollment (8,943) for JSCC. Shelby-Hoover Campus admits the largest nursing classes; having both a day and evening track. The St. Clair-Pell City and Chilton-Clanton campuses admits yearly in the fall and their enrollment is approximately 110 for 2016-2017.

NCLEX-RN pass rates have improved over the last two years. The NEP has adopted Kaplan for testing students during the program and during the review after the last semester. There have also been revisions to course syllabus, course exams, clinical evaluation tools, and resources made available through simulation. We believe that these changes along with dedication from the faculty has contributed to the improved NCLEX pass rates (79% in 2013-14 to 84.8% in 2015-16).

Students are surveyed in their final semester of the curriculum using the “Graduating Student Survey”. The survey revealed that over 95% of the respondents were satisfied with the nursing program and 0% were dissatisfied during the year 2016-2017.

**Applied Science Enrollment Academic Year by CIP Code by Degree**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **CIP Code** | **Year** | **Major Code** | **Major DESC** | **AAS** | **AS** | **NDS** | **TOTAL** |
|  | FA2015 | C162 | Nursing (RN) | 1,189 | 0 | 0 | 1,189 |
|  | SP2016 | C612 | Nursing (RN) | 1,095 | 0 | 0 | 1,095 |
|  | SU2016 | C162 | Nursing (RN) | 801 | 0 | 0 | 801 |
|  | FA2016 | C162 | Nursing (RN) | 1,190 | 0 | 0 | 1,190 |
|  | SP2017 | C162 | Nursing (RN) | 1,023 | 0 | 0 | 1,023 |
|  | SU2017 | C162 | Nursing (RN) | 694 | 0 | 0 | 694 |

**Nursing Program Admissions by Campus/Site/Program for 2015 – 2017**

|  |  |  |  |
| --- | --- | --- | --- |
| **Semester** | **Number of Applicants** | **Campus/Program** | **Number Accepted** |
| **Fall 2015** | 509 Applicants100 PT Complete297 FT Complete112 Incomplete | JeffersonShelbyClanton Pell CityNight Weekend **Total** | 4158353568**237** |
| **Spring 2016** | 216 Applicants43 Incomplete | JeffersonShelby**Total** | 3964**103** |
| **Summer 2016** | 95 Applicants13 Incomplete | JeffersonShelby**Total** | 3446**80** |
| **Yearly Totals** |  |  | **420** |
| **Fall 2016** | 473 Applicants281 FT Complete121 PT Complete71 Incomplete | JeffersonShelbyClantonPell CityNight Weekend**Total** | 4455263354**212** |
| **Spring 2017** | 271 Applicants55 Incomplete | JeffersonShelby**Total** | 4869**117** |
| **Summer 2017** | **No Admissions** |  | **0** |
| **Yearly Totals** |  |  | **329** |

**Credit Hour Production Report Fall 2015-2016**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  | **Employment Status of Primary Instructor** |
| **Division** | **Dept.** | **Discipline** | **Campus** | **Full-Time** | **Part-Time** | **Total #** |
| NUR | NUR | NUR | Chilton Clanton | 1072 | 100% | 0 | 0 | 1072 |
|  |  |  | Jefferson | 3449 | 100% | 0 | 0 | 3449 |
|  |  |  | Shelby-Hoover | 6312 | 100% | 0 | 0 | 6312 |
|  |  |  | St. Clair-Pell City | 802 | 100% | 0 | 0 | 802 |

**Credit Hour Production report – Fall 2016-2017**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  | **Employment Status of Primary Instructor** |
| **Division** | **Dept.** | **Discipline** | **Campus** | **Full-time** | **Part-Time** | **Total #** |
| NUR | NUR | NUR | Chilton Clanton | 902 | 100% | 0 | 0 | 902 |
|  |  |  | Jefferson | 3.081 | 100% | 0 | 0 | 3,081 |
|  |  |  | Shelby-Hoover | 5,156 | 100% | 0 | 0 | 5,126 |
|  |  |  | St. Clair-Pell City | 768 | 100% | 0 | 0 | 768 |

**Award Sought Headcount by Program CIP code**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **51.3801 Registered Nursing** | **Year** | **AAS** | **NDS** | **Total** |
|  | Fall 2015 | 1,189 | 0 | 1,189 |
|  | Spring 2016 | 1,095 | 0 | 1,095 |
|  | Summer 2016 | 801 | 0 | 801 |
|  | **2015-16 Total** | **3085** |  |  |
|  | Fall 2016 | 1,190 | 0 | 1,190 |
|  | Spring 2017 | 1,023 | 0 | 1,023 |
|  | Summer 2017 | 694 | 0 | 694 |
|  | **2016-17 Total** | **2907** |  |  |

**Number of Awards/Degrees Conferred: IPEDS Year**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CIP Program** | **Summer2014 – Spring 2015** | **Summer 2015 – Spring 2016** | **Summer 2016 – Spring 2017** | **Three Year Average** |
| 51.3801 Associate Degree Nursing | Cer | Degree | Total | Cer | Degree | Total | Cer | Degree | Total |  |
|  |  | **244** | **244** |  | **249** | **249** |  | **209** | **209** | **234** |

**NCLEX\_RN Performance by Cohorts per semester and yearly: 2015-2017**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Semester** | **Cohorts** | **# Tested** | **# Passed** | **% Pass Rate** |
| **Fall 2015** | Jefferson | 15 | 15 | 100 |
|  | Shelby | 26 | 18 | 69 |
|  | Night-weekend | 43 | 33 | 76.7 |
| **Total** |  |  |  |  |
| **Spring 2016** | Jefferson | 25 | 24 | 96 |
|  | Shelby | 15 | 15 | 100 |
|  | Clanton | 29 | 21 | 72.4 |
|  | Pell City | 10 | 10 | 100 |
| **Total** |  |  |  |  |
| **Summer 2016** | Jefferson | 22 | 20 | 95 |
|  | Shelby | 35 | 32 | 97 |
| **Total** |  |  |  |  |
| **Fall 2016** | Jefferson | 17 | 17 | 100 |
|  | Shelby | 37 | 33 | 89 |
|  | Night-Weekend | 39 | 36 | 92 |
| **Total** |  |  |  |  |
| **Spring 2017** | Jefferson | 14 | 13 | 92.8 |
|  | Shelby | 32 | 29 | 90.6 |
|  | Clanton | 16 | 13 | 81 |
|  | Pell City | 8 | 8 | 100 |
| **Total** |  |  |  |  |
| **Summer 2017** | Jefferson | TBA |  |  |
|  | Shelby | TBA |  |  |
| **Total** |  |  |  |  |

**TBA – Collection of data for summer 2017 is incomplete – students have not tested.**

**Alabama Board of Nursing (October to September cycle)**

|  |  |
| --- | --- |
| **Year** | **Program Pass rate%** |
| **2013 -2014** | **79.0%** |
| **2014 -2015** | **82.5%** |
| **2015-2016** | **84.8%** |
| **2016-2017** | **TBA** |

**Employment within (1) year of Graduation – RN**

**The return rate of graduate and employer surveys is very low. With the implementation of a survey being developed and implemented through Class Climate, we are hopeful that the return rates will increase in the future.**

**Program Satisfaction 2016 -2017**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Cohort /Semester** | **Highly Satisfied** | **Satisfied** | **Somewhat Satisfied** | **Dissatisfied** |
| **Fall 2016** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Jefferson | **10** | **66.7** | **5** | **33.3** | **0** | **0** | **0** | **0** |
| Shelby | **17** | **56.7** | **12** | **40.0** | **1** | **3.3** | **0** | **0** |
| N/W | **10** | **25** | **25** | **62.5** | **5** | **12.5** | **0** | **0** |
| **Total** | **37** |  | **42** |  | **6** |  | **0** |  |
| **Spring 2017** |  |  |  |  |  |  |  |  |
| Jefferson | **7** | **53.8** | **5** | **38.5** | **1** | **7.7** | **0** | **0** |
| Shelby | **15** | **48.4** | **11** | **35.5** | **1** | **3.2** | **0** | **0** |
| Clanton | **10** | **66.7** | **5** | **33.3** | **0** | **0** | **0** | **0** |
| Pell City | **5** | **71.4** | **2** | **28.6** | **0** | **0** | **0** | **0** |
| **Total** | **37** |  | **23** |  | **2** |  | **0** |  |
| **Summer 2017** |  |  |  |  |  |  |  |  |
| Jefferson | **18** | **100** | **0** | **0** | **0** | **0** | **0** | **0** |
| Shelby | **12** | **42.9** | **15** | **53.6** | **1** | **3.6** | **0** | **0** |
| **Total** | **30** |  | **15** |  | **1** |  | **0** |  |

**Internal Conditions:**

1. **Technology**

Lecture classrooms on all four campuses are being equipped with desktop and/or laptop computers and overhead projectors. The classrooms computers and faculty office computers on Jefferson and Shelby Campuses need upgrading. Jefferson classrooms (162 and 164) still need new ceiling projectors mounted. Classrooms on Jefferson and Shelby still need lecterns. Secretarial support on Jefferson and Shelby need updated computers. Printer for use in the associate dean’s office is needed.

1. **Budget**

The budget for classroom and office supplies is currently sufficient. Additional funding from VocEd and Workforce Development grants have greatly assisted the NEP with purchases of simulation equipment and program expansions. Continued funding will be needed for maintenance of manikins, maintenance of supplies and equipment in the simulation and skill labs. Office furniture is needed on all campuses. Increased funding will be needed to replace retiring faculty.

Shelby needs additional lab supplies to support the large class admissions for the day program and the Evening track. Most renovations have been completed in George Layton Nursing Education Building but additional funding is needed to complete the renovations. In the George Layton Building, all nursing faculty’s offices had carpet replaced and the solar shades were hung in GLB 134, 140, and 148. Carpet from all center classrooms (GLB 162, 163,164,165) should be replaced with solid surfaces such as vinyl.

Additional funding will be needed for furniture in faculty and secretary offices (lateral cabinets) on the Shelby campus.

1. **Staffing**

The NEP currently has twenty -three full-time faculty, including the Associate Dean of Nursing. We are in the process of filling a temporary full-time position on the Shelby campus and replacing a faculty on Pell City campus that was the result of a faculty transferring. Shelby day program will be staffed with (9) fulltime faculty because of their larger admissions numbers. Jefferson is staffed with (8) fulltime faculty; Evening has (4) fulltime faculty; Clanton has (3) fulltime faculty and Pell City has (2) fulltime faculty. We are in the process of hiring a third faculty member for the Pell City campus. We are considering the development of two positions that will assist in the Simulation labs and with the varied and increased number of clinicals in the program. Additional faculty will provide for more consistency for admission numbers on all campuses.

We have one remediation instructor for all four locations. We have two simulation supervisors that services all four campuses. There have been L-19 faculty hired to assist in the operation of the simulation lab at Shelby because of the large numbers between evening track, day nursing and EMS. Part-time faculty are utilized in the simulation and skill labs at Jefferson, Pell City and Clanton campuses.

We continue to hire and utilize part-time faculty to provide laboratory and clinical experiences. Currently, we average 50-60 part-time faculty assisting in clinicals and laboratory experiences on all four campuses each semester. In accordance with ACEN, (60) percent of the part-time faculty has a master’s or higher degree in nursing. With the incentive raise from ACCS, the part-time faculty hourly rates have gone from $32.10/hour to $33.38/hour. We have very qualified nurses applying to work with the NEP each semester.

1. **Resources**

Fiscal resources allocated to the nursing program are sufficient to meet the needs of the nursing program. VocEd and Workforce grants have been very generous in providing equipment, and supplies for the skill and simulation labs. Funding needs still exist for replacing retiring faculty but otherwise funding is sufficient.

Funding is needed for physical resources such as furniture for classrooms and faculty offices on the Pell City Campus. Physical renovations (replace flooring) are still needed on the Jefferson campus (GLB 162,163,164,165). Lateral cabinets needed on the Shelby campus for new faculty offices. Faculty office furniture (chairs, cabinets, book cases) needs to be updated on all campuses.

1. **Enrollment**

There has been a slight decline in enrollment from 2016 to 2017. This is secondary to the implementation of the new concept-based curriculum in fall 2017. There was no admission for summer 2017 to the nursing program to allow faculty more time to prepare for the implementation of the new curriculum. Admission of applicants dropped from 395 to 324 (18%) but our NCLEX scores have increased from 79% to 84.8%. The Night-Weekend Track and the Day Nursing program on Shelby campus continues to be in highest demand. Admissions numbers for Clanton and Pell City average between 26 and 35 each fall; with a 28% increase in the admissions to Clanton. The attrition continues to be the greatest in the 2nd and the 3rd semesters. However, the NEP will continue to monitor attrition on all four campuses.

1. **Facilities**

Facilities are sufficient to meet the needs of the program. All program locations have equipped campus practice laboratories and simulation labs. Renovations have been completed at the Jefferson campus. With an increase in admission numbers and utilization by community and allied health programs, all locations may need more space for fully functional simulation labs. Jefferson and Shelby campuses need nursing computer labs that will seat 50 plus students. The students are required to complete more online testing and the faculty is adding more online testing for evaluation.

1. **Equipment**

Copiers, updated computers for faculty, more comfortable ergonomic office chairs are needed in faculty and staff office space. Manikins and simulation equipment are being purchased through Workforce development grants.

**External Conditions (such as state funding, accrediting agencies, advisory committees, postsecondary policy changes):**

* **ACEN Self Study Visit - October 2016:** Recommendation for Accreditation Status: Continuing accreditation with conditions as the program is in the non-compliance with Standard 6 Outcomes. Follow-up report due Spring 2019.
* **New Concept-based Curriculum Substantive Change report –approved August 2017**
* **Revised Nursing Program Admission criteria 2016 (ACCS**)
	+ Minimum score of 18 on ACT
	+ 2.5 minimum GPA for nursing required academic courses
	+ 2.5 minimum GPA cumulative high school GPA for student without prior college courses
	+ points for grades in ENG 101, MTH 100, BIO 201 and BIO 202
	+ additional 10 points may be determined by the individual college policy and procedure.
	+ Total admission points 58
* **Revised Nursing Program Progression Policy 2016 (ACCS)**
* **Program Outcomes:** ABN rule change 610-X-3-.05(2)-Outcome Standard states: Beginning on January 1, 2018, the pass rate shall be calculated on a calendar year basis (January 1 to December 31). Programs approved prior to January 1, 2018 will continue in their existing review cycle with said cycle converting to calendar year.

**2015-2016 Accomplishments:**

* **NCLEX – RN pass rate – 85.2% (According to NEP tracking from October 2015 to September 2016)**
* **232 graduates tested between April 2015 – March 2016 (NCLEX Program Report)**
* **Maintained MSN part-time faculty at 50% or greater**
* **100% of nurse faculty engaged in professional development**
* **Temporary FT faculty moved to permanent FT positions (Ladetris Ferguson, Rebecca Willis, Amanda Cabaniss)**
* **Spring 2016 hired L-!9 secretary for 3rd floor nursing suite on the Shelby campus (Kandice Smith, start date April 11, 2016)**
* **The Nursing Advisory Committee met on the Shelby campus in March 2016 with 30 members in attendance.**

**2016-2017 Accomplishments:**

* **NCLEX – RN pass rate – 92.35% (According to NEP tracking from October 2016 thru August 2017)**
* **224 graduates tested between April 2016 – March 2017 (NCLEX Program Report)**
* **Maintained MSN part-time faculty at 50% or greater**
* **The Nursing Advisory Committee met on the Shelby campus in April 2017 with 24 members in attendance.**
* **New tables and chairs for classrooms on the Jefferson campus (GLB 148, 134, 162, 163, 164, 165).**
* **Published Student Achievement Outcome Data according to ACEN Policy #29 - Advertising and Recruitment of Students requires that student achievement outcome data are made publicly accessible (October 2016)**
* **Received and implemented Workforce Development Grant, ARC grant for Pell City**
* **Renovations for faculty offices completed on the Jefferson campus**
* **100% of nurse faculty engaged in professional development**
* **ACEN Self Study visit complete in October 2016; NEP status – Continuing accreditation with conditions as the program is in non-compliance with Standard 6 Outcomes**
* **Scheduled for Follow-up Report/Visit in Spring 2019.**
* **Substantive Change Report for the New Concept-based Curriculum sent to ACEN and was approved August 2017.**
* **New Concept-based Curriculum implement this fall 2017 with new admission criteria**
* **Scheduled for a Focused visit in spring 2018**

**Unit Goals for 2017-2018**

|  |  |  |  |
| --- | --- | --- | --- |
| **Outcome (Goals)** | **Objectives** | **Method of Assessment** | **Additional funding Requests** |
| 1. Attract, recruit, and retain quality full-time and part-time faculty for all tracks to meet the needs of the program. | Hire Replacement FT faculty as needed.Replace Evening Chairperson with internal FT faculty. Hire credentialed and experienced qualified PT faculty and maintain 50% MSN prepared PT faculty to meet ACEN standards. Develop positions “Clinical Placement Coordinator” vs “Nursing Lab/Clinical Instructor”. | Student course and graduating student surveys indicate student satisfaction with instruction from PT and FT nurse facultyPilot positions with PT faculty | 1. Salary for FT faculty with a minimum of MSN degree $51,826 to $101,3792. Salary for FT faculty with minimum of MSN degree to replace Evening chairperson $51,826 to $101,379 plus $400 monthly.3. Pay rate for PT faculty increased to $33.38 per hour. |
| 2. Faculty and students will have access to technology and resources sufficient to achieve course and program outcomes. | Purchase the following equipment for**Jefferson:*** 2 ceiling mount projectors (GLB 162and 164)
* 2 laptops for classroom
* 10 (updated) desk top computers for faculty offices.
* Manikin warranty and maintenance renewal (5)
* 2 Headphones with microphones for Tegrity recordings.
* Laptop computers for computerized testing (45)
* Electrical placement for computer access in GLB 134/148
* Par Score Scantron Extended Software Assurance

**Shelby:*** Three (3) lateral cabinets (HSB 330,333, 325)
* Microphone system for classroom for day and evening use
* Copier with stapler/scanner for 3rd floor nursing suite
* Four (4) updated desk top computers for faculty offices in 3rd floor nursing suite
* Two (2) desktop computers to be utilized by ADA students
* Laptop computers for computerized testing (60)
* 10 (updated desk top computers for faculty offices in 1st floor nursing suite
* Smartboard for classroom use and utilized during the Kaplan Nursing Review
* Manikin warranty and maintenance renewal (4)
* PAR Score Scantron Extended Software Assurance

**Pell City**:* Three (3) upgraded desktop computers for nursing offices
* Par Score v7.1 single Workstation License
* Rolling cart to move equipment

 * Manikin warranty and maintenance renewal (2)
* Med Dispenser for simulation lab

**Clanton:*** Three (3) upgraded computers for nursing offices
* Office armchairs (3) for faculty offices
* Manikin warranty and maintenance renewal (3)
 | 1) Student Evaluation of Student Services and Physical Facilities and 2) Faculty Evaluation of Physical, Facilities, Learning Resources, and Faculty Services, **80%** or more of faculty and students report satisfaction with available technology resources.Equipment and supplies are available for classrooms and labs. | **Projectors 2 (ceiling mounts) $4,260.****Laptops (2) $2882.40****Desktop computers- 10 @$1005.74 each =** **$ 10,057.40.****Warranty/Maintenance cost per year Total for 5 Manikins = $19, 839.16****Headphones with microphones – 2 @$36.00 each = $72.00****Laptop computer for computerized testing 45 = $64,854.****Estimate $11,500. By Marcus Service and Solutions****Extended Software Assurance x 1 year= $475****Lateral file cabinets (3) @ 539.98 each = $1,619.94****Multi-mike system (2) @$1156 = $2,312.00 microphone system** **Copier with Stapler Estimated cost = $800.****Desk-top computer (4) @ $1,005.74 = $4,022.96****Desk-top computers for ADA use (2) @ $1,005.74 = $2,011.48****Laptop computers for computerized testing (60) = $64,800.** **Desk-top computers for faculty offices (10) @ $1,005.74 Total cost = $10,057.40****Panasonic Standard Panaboard Slim + stand (1) each for a total =$1880.98****Warranty/Maintenance cost per year Total for 4 manikins =$14,897****Par Score Scantron Extended Software Assurance x 1 year = $475****Desk-top computers for faculty offices (3) @ $1,005.74 = $3,017.20****Par Score Scantron Workstation with (1) year Software Assurance = $2. 394.****Rolling cart cost = $171.90****Warranty/Maintenance cost per year Total for 2 manikins = $8,842.08****Medication Dispenser cost =$22,000.****Desktop computers for faculty offices (3) @ $1,005.74 = $3.017.20****Office chairs from Office Depot (3) @ $179.99 estimated cost = $539.97****Warranty/Maintenance cost per year Total for 3 manikins = $9,955**  |
| 3. Physical resources are sufficient to ensure the achievement of the nursing education unit outcomes, and meet the needs of the faculty, staff, and students. | Purchase the following for **Jefferson:*** Lecterns (GLB 148, 134, 163,165)
* Portable Whiteboards (3) GLB 148, 134, and 165.
* Renovation – remove chalkboards and replace with whiteboards in), GLB 140 (1), GLB 163 (2), GLB 164 (2), GLB 162 (2)
* Replace flooring in the classrooms on the Jefferson campus (GLB 162,163,164,165, 205 208)

**Pell City**:* Solar shades for new nursing wing @Pell City
* Copier/Scanner for use on the 3rd floor new nursing wing

**Shelby:*** Lecterns (HSB 305,307, 312)
* Upgrade laptop computers and projectors for HSB 305,307 312)
* Cameras for HSB 305 or 312

Continue to provide resources to meet the needs of the studentsPurchase the following: Swing Panels which will provide space to hang graduate composite pictures because we are running out of wall space in the school of nursing area on both campuses (Jefferson and Shelby). | 1) Student Evaluation of Student Services and Physical Facilities and 2) Faculty Evaluation of Physical, Facilities, Learning Resources, and Faculty Services, **80%** or more of faculty and students report satisfaction with available technology resources. | **Wireless ready lecterns (4) @ $614.99 each = $2,459.96.****Portable whiteboards (3) @ $592.99 each = $1,778.97****Estimated Cost - whiteboards (6) 4X8 - $360 each = $2160****Estimate figures from 2015 (quote from Bill Mixon) = $35, 000** **(70) Manual shades with fascia and endcaps estimated @ $224.20 each cost = $16,954.00****Copier/Scanner estimated cost = $800 to $1,000.****Wireless ready lecterns # @ $614.99 each = $1,844.97****Laptop (3) @ $1.005.74 each = #3,017.22****Audio visual (Projector) per Greg McAllister proposal = $2,048.77****Surveillance cameras (CDW) cost = $1,438.13****JSCC purple table cloths (4) for Pinning Ceremony and Nursing Information Sessions (one table cloth for each campus) @ $400. each = $1600.****JSCC Nursing Graduate Composite Swing Panel with stand (2) @ $3000. each = total $6,000** |
| 4. Faculty incorporates and develops new pedagogies that create and sustain dynamic learning environments. | Financial support for faculty to learn creative teaching techniques and evaluation methods to achieve program outcomes. | Faculty evaluations report 80% or more satisfaction with available faculty development funding | **$**500 funding available for each nurse faculty (28)/year = $14,000.Funds available through Perkins $??Funding for Nursing Education Sessions which provides continuing education credits for nursing estimated cost = **$8900.****Over 50% of faculty dissatisfied with available funding for faculty development.** |
| 5. Student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress. | Review SLOs each semester and revise as necessary based upon input from faculty, graduates, employers, and advisory committee members. | 80% or more of students report satisfaction with the quality of education received from the NEP.Review course reports each semester to identify curriculum deficits and SLO achievements. | Funding for annual advisory meeting **$1200**.Attendance at ACAPNEP Meetings for (10) faculty members = **$1,000.**Attendance at ACCS Health Meetings for (10) faculty members = **$1,000.**Funding for **Focused Visit** from ACEN related to New Curriculum Spring 2018:Travel $200Supplies $250 Food $400**Total $850** |
| 6. Practice learning environments support the achievement of student learning outcomes and program outcomes. | Initiate affiliate contracts in surrounding areas of St. Clair, Chilton, Jefferson, and Shelby counties | Students and faculty report 80% or more satisfaction with clinical facilities. | No funding required |
| 7. Achieve program outcomes:Licensure pass rateProgram completionProgram satisfactionJob Placement | Evaluation findings are aggregated and trended by program option, location, and date of completion and are used to direct program decision-making for the maintenance and improvement of the student learning outcomes and the program outcomes. | **License Pass rate:**The licensure exam pass rate will be at or above the national mean for first-time writers.**Program completion:** At least 35% of the students admitted will graduate within 150% of the time of the stated program length beginning with the first required nursing course.**Program satisfaction**:at least 80% of graduates and their employers responding to the graduate/employer survey distributed within one year after graduation will indicate satisfaction with the program.**Job Placement**:90% of the graduates seeking employment will be employed one year after graduation in a position for which the program prepared them. | Continue to utilize Kaplan Integrative Testing Service and the students pay directly to Kaplan.The Remediation course is utilized to maximize student potential for success. Students pay $100. for the course.Employ qualified FT and PT faculty; funding as indicated in #1. Provide sufficient fiscal, physical, technological, and learning resources to meet the needs of the faculty & student; funding as indicated in #2 and #3.Assist graduates with job placement through recommendations and dissemination of employment opportunities. No funding required. |

**Unit Goals for 2018-2019**

|  |  |  |  |
| --- | --- | --- | --- |
| **Outcome (Goals)** | **Objectives** | **Method of Assessment** | **Additional funding Requests** |
| 1. Attract, recruit, and retain quality full-time and part-time faculty for all tracks to meet the needs of the program. | Hire Replacement FT faculty as needed.Hire credentialed and experienced qualified PT faculty and maintain 50% MSN prepared PT faculty to meet ACEN standards. Develop position “FT Nursing Lab Assistant” for Jefferson and Shelby campuses. | Student course and graduating student surveys indicate student satisfaction with instruction from PT and FT nurse facultyPilot positions with PT faculty | 1. Salary for FT faculty with a minimum of MSN degree $51,826 to $101,3792. Pay rate for PT faculty increased to $33.38 per hour. |
| 2. Faculty and students will have access to technology and resources sufficient to achieve course and program outcomes. | Purchase the following:Par Score Scantron Extended Software Assurance for Jefferson, Shelby and Pell City | 1) Student Evaluation of Student Services and Physical Facilities and 2) Faculty Evaluation of Physical, Facilities, Learning Resources, and Faculty Services, **80%** or more of faculty and students report satisfaction with available technology resources. | **Par Score Extended Assurance x (3) = $1,425** |
| 3. Physical resources are sufficient to ensure the achievement of the nursing education unit outcomes, and meet the needs of the faculty, staff, and students. | Purchase the following:**Jefferson:** Electrical renovation for the four (4) nurse classrooms GLB 162.163,164, and 165.Purchase the following: **Swing Panels** which will provide space to hang graduate composite pictures because we are running out of wall space in the school of nursing area on both campuses (Pell City, Clanton, Evening Track) | 1) Student Evaluation of Student Services and Physical Facilities and 2) Faculty Evaluation of Physical, Facilities, Learning Resources, and Faculty Services, **80%** or more of faculty and students report satisfaction with available technology resources. | **Estimated cost $12,250. by Marcus Service and Solutions.****JSCC Nursing Graduate Composite Swing Panel with stand (3) @ $3000. each = total $9,000** |
| 4. Faculty incorporates and develops new pedagogies that create and sustain dynamic learning environments. | Financial support for faculty to learn creative teaching techniques and evaluation methods to achieve program outcomes. | Faculty evaluations report 80% or more satisfaction with available faculty development funding | **$**500 funding available for each nurse faculty (28)/year = $14,000.Funds available through Perkins $??Funding for Nursing Education Sessions which provides continuing education credits for nursing estimated cost = **$8,900** |
| 5. Student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress. | Review SLOs each semester and revise as necessary based upon input from faculty, graduates, employers, and advisory committee members. | 80% or more of students report satisfaction with the quality of education received from the NEP.Review course reports each semester to identify curriculum deficits and SLO achievements. | Funding for annual advisory meeting **$1200**.Attendance at ACAPNEP Meetings for (8) faculty members = **$800.**Attendance at ACCS Health Meetings for (10) faculty members = **$1,000.**Funding for the **Self Study** **Follow-Up Visit** from ACEN Spring 2019:Travel $200Supplies $250 Food $400**Total $850** |
| 6. Practice learning environments support the achievement of student learning outcomes and program outcomes. | Initiate affiliate contracts in surrounding areas of St. Clair, Chilton, Jefferson, and Shelby counties | Students and faculty report 80% or more satisfaction with clinical facilities. | No funding needed |
| 7. Achieve program outcomes:Licensure pass rateProgram completionProgram satisfactionJob Placement | Evaluation findings are aggregated and trended by program option, location, and date of completion and are used to direct program decision-making for the maintenance and improvement of the student learning outcomes and the program outcomes. | **License Pass rate:**The licensure exam pass rate will be at or above the national mean for first-time writers.**Program completion:** At least 35% of the students admitted will graduate within 150% of the time of the stated program length beginning with the first required nursing course.**Program satisfaction**:at least 80% of graduates and their employers responding to the graduate/employer survey distributed within one year after graduation will indicate satisfaction with the program.**Job Placement**:90% of the graduates seeking employment will be employed one year after graduation in a position for which the program prepared them. | Continue to utilize Kaplan Integrative Testing Service and the students pay directly to Kaplan.The Remediation course is utilized to maximize student potential for success. Students pay $100. for the course.Employ qualified FT and PT faculty; funding as indicated in #1. Provide sufficient fiscal, physical, technological, and learning resources to meet the needs of the faculty & student; funding as indicated in #2 and #3.Assist graduates with job placement through recommendations and dissemination of employment opportunities. No funding required. |