**Unit Strategic Plan**

**2015- 2017**

**Name of Program/Department: Radiologic Technology – Shelby Campus**

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

The mission of the Radiologic Technology Program at Jefferson State Community College is to prepare graduates for entry-level employment as a radiologic technologist in the healthcare community.

This program mission is consistent with the colleges Statement of Philosophy and Purpose in the Jefferson State Community College Catalog and Student Handbook.

Program Goals:

The program mission can be met by the achievement of the following goals:

**1. Students will demonstrate clinical competence.**

Student Learning Outcomes: \*Students will apply positioning skills.

 \*Student will select appropriate technical factors.

 \*Students will practice radiation protection.

**2. Students will effectively communicate**.

 Student Learning Outcomes: \*Students will use effective oral communication skills.

 \*Students will practice written communication skills.

**3. Students will utilize critical thinking skills.**

Student Learning Outcomes: \*Students will manipulate technical factors for non- routine examinations.

 \*Students will adapt positioning for trauma patients.

**4. Students will evaluate the importance of professionalism.**

Student Learning Outcomes: \*Students will develop a professional resume.

\*Students will exhibit professional behaviors such as punctuality in the clinical setting.

**5. Provide qualified radiographers to meet the health care needs of the community.**

Student Learning Outcomes: \*Students will pass the ARRT national certification on the first attempt.

\*Students will complete the program according to program guidelines.

\*Students will be satisfied with their education.

\*Employers will be satisfied with the graduate’s performance.

\*Of those pursuing employment, students will be gainfully employed within six months post-graduation.

The radiologic technology program evaluates its Mission and Goals annually with the advisory committee meeting and revises as needed. The Mission and Goals were revised in 2010 to include the Student Learning Outcomes. Each Student Learning Outcome is evaluated on the annual RAD Outcomes Assessment Plan. The RAD Outcomes Assessment Plan follows cohorts of students from admission to completion.

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

**RAD Program Admission Statistics**

|  |  |  |
| --- | --- | --- |
| Year | # of Applicants | # Admitted |
| 2011-12 | 159 | 33 |
| 2012-13 | 162 | 35 |
| 2013-2014 | 139 | 32 |
| 2014-2015 | 158 | 33 |
| 2015-16 | 129 | 31 |

Enrollment for the radiologic technology program remains consistent due to the restricted enrollment and available clinical slots. There are far more qualified applicants than clinical availability. As clinical availability and job placement indicates, additional admits would be possible provided a number adequate faculty members also be provided.

**Job Placement Rates**

The radiologic technology program at Jefferson State has an excellent reputation in the greater Birmingham area for providing excellent radiologic technologist. Graduate surveys show a job placement rate of 95% for the past 5 years. For the lasted cohort of students 100% of the graduates had obtained employment within 2 months of graduation. Employers from the greater Birmingham area call the program on a regular basis searching for qualified candidates for employment.

**Radiologic Technology Job placement rates**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **# Completed Program** | **Actively Seeking****Employment** | **#Employed in Related Occupations** | **%** |
| 2010-2011 | 27 | 25 | 23 | 88 |
| 2011-2012 | 28 | 27 | 25 | 96 |
| 2012-2013 | 30 | 26 | 24 | 92 |
| 2013-2014 | 22 | 22 | 22 | 100 |
| 2014-2015 | 24 | 24 | 24 | 100 |

**NOTE:** Job placement rates changed from reflecting 6months from graduation to 1 year from graduation in 2014 due to the JRCERT recommendations however the program currently has job placement with 3 months or less from the graduation date.

**Job placement Rate is 95% for the past 5 years within 12 months of graduation.**

**Certification Pass Rates:**

**Radiologic Technology**

**1st time Certification Pass Rates**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year | # Completed Program | # Taken Registry | # Pass Registry | % |
| 2009-2010 | 22 | 22 | 19 | 86 |
| 2010-2011 | 28 | 28 | 28 | 100 |
| 2011-2012 | 28 | 27 | 27 | 100 |
| 2012-2013 | 30 | 29 | 28 | 97 |
| 2013-2014 | 22 | 22 | 22 | 100 |
| 2014-2015 | 24 | 24 | 23 | 95 |

**Certification pass rates for the past 5 years are 98 %. The Benchmark established is a 75% average of the last 5 years.**

**Employer Surveys:**

Employer Surveys show and overall satisfaction with the preparation and professional demeanor of graduates who are currently employed.

**Employer Survey Results for RAD**

|  |  |  |  |
| --- | --- | --- | --- |
| **Employer Surveys** | **Scores on overall program satisfaction** | **Scores on Professional Demeanor** | **Benchmark is 2.5 on a 3.0 scale** |
| 2015 | In progress | In progress | In progress |
| 2014 | 2.8 | 2.6 | Benchmarks met |
| 2013 | 1.75 | 2.75 | For the Benchmark that was not met, comments on the survey revealed that it was because the employed graduates had not performed the clinical rotations at the site. |
| 2012 | 2.6 | 2.8 | Benchmarks met |
| 2011 | 2.8 | 2.8 | Benchmarks met |

**Graduate Surveys:**

Graduate Surveys show an overall satisfaction in the program.

**Graduate Survey Results for RAD**

|  |  |  |  |
| --- | --- | --- | --- |
| **Graduate Surveys** | **Scores on overall program satisfaction** | **Scores on Professional Demeanor** | **Benchmark is 2.5 on a 3.0 scale** |
| 2015 | In progress | In progress | In progress |
| 2014 | 2.8 | 2.8 | Benchmarks met |
| 2013 | 2.5 | 2.6 | Benchmarks met |
| 2012 | 2.8 | 2.6 | Benchmarks met |
| 2011 | 2.7 | 2.5 | Benchmarks met |

**CIP and IPEDS Completion Report**

The number of degrees awarded remains constant over the past 3 years due to the restricted enrollment. The number of applicants for program admission is far greater than the number of students who are admitted.

**Headcount Enrollment by Current Umbrella CIP program and Award Sought show the following:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 51.0911 Radiologic Technology51.09097 Medical Radiologic Technology | **Year** | **AAS** | **CER** | **NDS** | **Total** |
| 2013 | 209 |  |  | 209 |
| 2014 | 86 |  |  | 86 |
| 20015 | 84 |  |  | 84 |
|  |  |  |  |  |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
| **CIP Program** | **Summer 2012 –****Spring 2013** | **Summer 2013 –****Spring 2014** | **Summer 2014 –****Spring 2015** |
|  | **Cer** | **Degree** | **Total** | **Cer** | **Degree** | **Total** | **Cer** | **Degree** | **Total** |
| 51.0911 Radiologic Technology51.09097 Medical Radiologic Technology |  | 30 | 30 |  | 22 | 22 |  | 24 | 24 |
|  |  |  |  |  |  |  |  |  |  |

**Internal Conditions:**

1. **Technology**

The anthropomorphic phantom and radiographic portable have been purchased and will be utilized in the RAD procedures lab for the first time in the Fall 2015-16 semester. Student feedback will be obtained at the end of the semester. The computers for the radiology learning lab have been replaced and software updated. They are being used for program remediation as well as student testing. The collimator has been replaced on the analog equipment and is working well. The flash card has been replaced but additional problems have occurred and will need to be replaced again. The digital lab is scheduled to be installed in September 2015.

With the updates in the equipment, come additional items that need to be purchased for the procedures lab. They are as follows:

 **Lead Apron for the operator - estimated cost of $300**

**Lead Half Apron –estimated cost of $120**

**Protective cover for digital panel – estimated cost of $1,000**

**Grid cover for digital panel – estimated cost of $1,800**

The analog equipment is having some issues with its Flash card which needs to be replaced or further software updates need to be performed.

**Flash Card - $1,600**

**Equipment updates – estimates have not been given by the vendor to date.**

1. **Budget**

The support staff as well as all of the equipment that was in the office suite of the RAD/NUR suite was moved when the Nursing department moved its location leaving the RAD program without support staff or support items such as Fax, Copier, and Scanner. The program would like to request all of these items. Costs of these items vary according to the vendor which is currently under college contract.

**Fax/scanner**

**Shredder**

Also needed in the office suite are additional lateral file cabinets. Two file cabinets should meet the immediate demand of the records maintenance for the RAD program.

Estimated Cost

**2 Lateral File Cabinets 1100.00**

1. **Staffing**

The current two full time faculty and one L-19 positions are sufficient to meet the current teaching demands of the radiography curriculum. If the program is expanded with additional admits due to employment demand, additional faculty would be required.

Support staff that was shared by the Nursing program has moved to a different area of the college leaving the RAD program with no immediate support staff. The program is currently trying to do all the support staffs work with the faculty until all of the moving is completed and support staff may be assigned to their area. If support personnel for the third floor are not provided, a part-time or L-19 support staff will be requested.

1. **Resource**

Faculty attending workshops and seminars to keep up with current recommendations of the accrediting agency are requested. Conferences are also attended by faculty to stay current on regional and national trends in radiologic technology as well as improving faculty knowledge base for instruction. Attending programmatic curriculum meetings in Montgomery also allows faculty to keep up with the state level requirements of the program. Travel to clinical sites for program requirements is also required.

Out of state travel estimate **$4,500.00 annually**

In State Travel estimate **$200.00 annually**

Clinical Travel estimate **$1500.00 annually**

1. **Enrollment**

The enrollment is consistent with the clinical slots that are available and the job availability once students graduate. It has been suggested by Program Faculty and staff to increase the enrollment as long as clinical slots become available. Continued monitoring of employment trends will be utilized to determine if an increase in enrollment would be necessary. For the 2015 graduates, 100% were employed in the field within 2 months of graduation. Increased need for radiographers could mean an increased need for additional clinical slots and increasing enrollment. Increases in enrollment would mean a need for an additional faculty member.

|  |  |  |
| --- | --- | --- |
| Year | # of Applicants | # Admitted |
| 2011-12 | 159 | 33 |
| 2012-2013 | 162 | 35 |
| 2013-2014 | 158 | 32 |
| 2014-20105 | 158 | 33 |
| 2015-2016 | 129 | 31 |

1. **Facilities**

Facilities utilized by the RAD program are sufficient to meet the demands of the curriculum. The radiology program utilizes one classroom on a full-time basis and one classroom on a part-time basis. All classroom facilities are appropriate for instruction. Updates in the radiology procedures labs have made instruction more up to date with the current trends in medical imaging.

1. **Equipment**

The updates in the radiography procedures labs over the past two years have greatly increased the students learning ability in the field of medical imaging. The installation of a new digital lab will greatly assist in this matter. For the analog equipment, an assessment will be completed for updates and required maintenance. Currently the analog equipment needs a new Flash card to make if fully operational. Other items may need to be addressed once the assessment is completed.

**Flash Card - $1,600**

Additional items need to be purchased to further enhance the new additions to the procedures lab.

  **Lead Apron for the operator - estimated cost of $300**

**Lead Half Apron –estimated cost of $100**

**Protective cover for digital panel – estimated cost of $1,000**

**Grid cover for digital panel – estimated cost of $1,800**

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

**2013-2014 Accomplishments:**

1. There was a 100% pass rate on the ARRT certification exam for the 2014 graduates.
2. There was a 100% job placement rate for the 2014 graduates within 6 months of graduation.
3. The purchase of a full body anthropomorphic phantom to be utilized in the procedures lab.

**2014-2015 Accomplishments:**

1. There was a 100% job placement rate within 2 months of graduation for the 2015 graduating class.
2. There was a 98% pass rate for the 2015 graduating class far exceeding national standards.
3. The purchase and installation and utilization of a new radiographic portable unit.
4. The purchase and installation of a new digital radiographic procedures suite to be utilized in the procedures lab.

**Unit Goals for 2015-2016**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| **Goal 1:**  Maintain current curriculum to prepare student for employment and meet accreditation requirements.**Program Outcomes**Employers responding to the employer survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction.The Certification Exam rate will be at 80% or higher for first-time examinees.This Unit Goal supports the program’s mission statementto prepare graduates for entry-level employment as a radiologic technologist in the healthcare community.  | 1. Review student learning outcomes on an annual basis and revise as necessary based on input from faculty, graduates, employers and or advisory committee members. | 1. Annual programmatic review of the outcomes assessment plan which incorporates surveys of employers, graduates, advisory committee member as well as job placement rates, ARRT certification exam scores and program attrition | 1a. Funding to hold annual advisory committee meetings,@ est. cost of $2001b. Funding for faculty travel to clinical sites @ est. cost of $1500.00 |
| **Goal** 2: Repair analog radiographic unit**Program Goal #1 and SLO #1,2,&3 for Program Goal #1**Student will demonstrate clinical competence. SLO #1: Student will apply positioning skills.SLO #2: Student will select appropriate technical factors.SLO #3: Student will practice radiation protection | 2.Replacing the flash card and any other item to update the unit software | 2.Mission Statement: Preparing graduates for entry level employment | **2.** Flash card @ est. cost of $1,600.00Updates estimates to be provided at a later date by vendor |
| **Goal** 3: Faculty travel to attend accreditation workshops and/or outcomes assessment workshops**Program Goal #5** Provide qualified radiographers to meet the health care needs of the community.  | For the program faculty to maintain current standards regarding accreditation and/or outcomes assessment, workshops or seminars to increased knowledge must be attended.In order to meet this goal, the program needs to maintain programmatic accreditation. | 3. Programmatic accreditation cycle. | 3. Travel funds for faculty to attend an interim report, accreditation and/or outcomes assessment workshop sponsored by the Joint Review Committee on Radiologic Technology. Estimates for program faculty travel:Out of state travel estimate $4,500.00 annually |
| **Goal 4**: Provide safe, operable, and required technology and equipment for classroom and lab instruction**Program Goal #3 and SLO #1&2 for Program Goal #3**Student will demonstrate critical thinking skills.SLO #1: Students will manipulate technical factors for non-routine examinations.SLO#2: Students will adapt positioning for trauma patients.**Program Student Learning Outcome #1**Student will apply positioning skills**Program Outcome**Graduates responding to the graduate survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction. | 1. Safe operation for students in the radiographic procedures during mobile procedures. Purchasing a new radiographic portable unit has provided opportunities to teach mobile radiography in the program. The purchase of this unit requires the purchase of other items which will make it safe for the user to operate.2. Enabling the students to demonstrate in lab procedures on the full body phantom with the mobile unit, a radiographic cover with a grid for the image receptor of the new radiographic portable unit needs to be purchased so that images may be obtained of the full body phantom. Purchased last year. | Lab competencies for mobile radiography, Graduate surveys for mobile radiography, Employer surveys for mobile radiography. Student competencies of mobile studies in radiographic procedures lab. | 1. Additional items needed include:
2. Lead Apron @ $300.00
3. Half Apron @

 $120.001. Purchasean image receptor cover with a grid @ estimated cost of $1800.00
 |
| **Goal 5:** Provide appropriate office equipment, materials, furniture, and supplies needed for effective program operation **Program Goal #5 and SLO #1-5 for Program Goal #5**Provide qualified radiographers to meet the health care needs of the community.SLO #1: Students will pass theARRT national certification on the first attemptSLO#2: Students will complete the program according to program guidelinesSLO#3: Students will be satisfied with their educationSLO#4 Employers will be satisfied with the graduate’s performance.SLO#5: Of those pursuing employment, students will be gainfully employed within six months post-graduation. Program SLO 1-5 under this program goal addresses items which require record keeping in the program. | 1. The Radiologic Technology program maintains records according to accreditation and college guidelines. As such, the program needs additional filing space to maintain student records within the department. Two additional lateral filing cabinets are needed to meet immediate needs.2. When the nursing program moved from the 3rd floor office suites to the 1st floor office suites, they took all office related supplies with them. Currently the RAD program has been supplied with a copier that will make limited copies and scan. All bulk copies or any copies with staple work have to be sent to the 1st floor suites to be copied. The RAD program wishes to have a fax machine and shredder to maintain day to day program operation. | Joint Review Committee on Education in Radiologic Technology (JRCERT) and college requirements for maintaining student and graduate files.Annual program review and Joint Review Committee on Education in Radiologic Technology (JRCERT) accreditation. | 1. Purchase two lateral file cabinets @ estimated cost of $1,100.00
2. Purchase Fax Machine to replace fax machine resulting from the Nursing Department’s move to the first floor @ estimated cost of $400

Purchase a Shredder @ estimated cost of $300  |
|  |  |  |  |

**Unit Goals for 2016-2017**

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| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| **Goal 1**: Provide updated software to support remediation**Program Goal #2 and SLO #1&2 for Program Goal #2**Students will effectively communicateSLO#1: Students will use effective oral communication skills.SLO#2:Students will practice written communication skills.**Program Goal #5 and SLO #1 for Program Goal #5**Provide qualified radiographers to meet the health care needs of the community. SLO#1: Students will pass the ARRT national certification on the first attempt.**Program Outcome**The Certification exam pass rate will be at 80% or higher for first-time examinees.At least 80% of the admitted students will graduate according to program guide lines.**Program Student Learning Outcomes****#4.** Students will use effective oral communication skills**.****#5.** Students will practice written communication skills**.** | In an effort to increase the radiology certification scores, the RAD program established a mid-program assessment exam with remediation in needed areas. One of the ways remediation is given is with computer enhanced programs for remediation. The software currently utilized needs to be updated to current ARRT standards. | 1. A. Mid-program assessment exams 1 B. ARRT certification scores | Additional/updated remediation software to be installed in the Radiology Learning Lab @ estimated cost of $2,500 |
| **Goal 2**: Faculty Professional development and travel to related program meetings**Program Goal #5 and SLO #1-5 for Program Goal #5**Provide qualified radiographers to meet the health care needs of the community.SLO #1: Students will pass the ARRT national certification on the first attemptSLO#2: Students will complete the program according to program guidelinesSLO#3: Students will be satisfied with their educationSLO#4: Employers will be satisfied with the graduate’s performance.SLO#5: Of those pursuing employment, students will be gainfully employed within six months post-graduation. **Program Outcome**The Certification exam pass rate will be at 80% or higher for first-time examineesAt least 80% of the admitted students will graduate according to program guide lines75% of graduates actively seeking employment will be employed within 6 months of graduationGraduates responding to the graduate survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfactionEmployers responding to the employer survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction. All SLO related with this goal deal with students ability to pass certification exams, be satisified with their education and gain employment. Maintaining programmatic accreditation will assist with all of these items. | 1. Program faculty to attend accreditation workshops , conferences, and/or outcomes assessment workshops and seminars to maintain current standards regarding accreditation2. Program faculty to attend program related and curriculum meetings in order for the program to maintain the current standards within the Alabama Community College system1. Local Clinical Travel
 |  Programmatic accreditation cycle, interim report.College and/or program accreditation | 1. Travel funds for faculty to attend an interim report, accreditation and/or outcomes assessment workshop sponsored by the Joint Review Committee on Radiologic Technology (JRCERT). Professional development/travel estimated @ $4,500.00 annually2. Travel funds for faculty to attend curriculum and program admission revision meetings in Montgomery @ estimated cost of $200 annually3.Faculty clinical travel @ estimated cost of $3,000.00 |
| **Goal 3**: Provide safe, operable, and required technology and equipment for classroom and lab instruction **Program Goal #1 and SLO #1,2&3 for Program Goal #1**Students will demonstrate clinical competence.SLO#1: Students will apply positioning skillsSLO#2: Student will select appropriate technical factors.SLO#3: Students will practice radiation protection. | Enable the students to demonstrate in lab procedures on the full body phantom with the mobile unit. The cover will protect the expensive image receptor. A radiographic cover without a grid for the image receptor of the new radiographic portable unit needs to be purchased so that images may be obtained of the full body phantom that was purchased in 2015.  |  Student competencies of mobile studies in radiographic procedures lab. | Purchase an image receptor cover without a grid @ estimated cost of $1,000.00Purchase routine instructional and program supplies @ estimated cost of $3,000.00 |
| **Goal 4:** Comply with JRCERT/maintain program accreditation | 1. Submit annual accreditation fees2. All core faculty to be knowledgeable of JRCERT standards and any changes 3. Faculty to attend outcomes assessments workshops/seminars4. Revise program curriculum and admissions/selection process as required | All fees are paidFaculty will review any changes to standardsRevise program as needed | 1. Pay annual Radiologic Technology accreditation dues @ $1,890
2. No cost
3. Faculty professional development and travel as noted in Goal 2.
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