**Unit Strategic Plan**

**2019- 2021**

**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 didactic and 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 twelve 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 are 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. In 2014 the last goal was modified to reflect national standards of employment rates tracked on a twelve-month status not a six-month status.

**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 |
| 2013-2014 | 139 | 32 |
| 2014-2015 | 158 | 33 |
| 2015-16 | 129 | 31 |
| 2016-17 | 91 | 32 |
| 2017-18 | 124 | 34 |
| 2018-19 | 112 | 30 |
| 2019-20 | 104 | 35 |

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. The number of students admitted may not reflect the same number of students who began the program in the Program Effectiveness data. Difference accounted for are passing the background check and drug screen as well as personal reasons for students leaving prior to the first scheduled clinical rotation.

**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 98% for the past 5 years. 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** | **%** |
| 2014-2015 | 24 | 24 | 24 | 100 |
| 2015-2016 | 19 | 19 | 19 | 100 |
| 2016-17 | 19 | 19 | 19 | 100 |
| 2017-2018 | 17 | 17 | 17 | 100 |
| 2018-2019 | 27 | 24 | 24 | 100 |

**Job placement Rate is 100% for the past 5 years within 12 months of graduation with cohort 2011-2016.**

**Certification Pass Rates:**

**Radiologic Technology**

**1st time Certification Pass Rates**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year | # Completed Program | # Taken  Registry | # Pass  Registry | % |
| 2014-2015 | 24 | 24 | 23 | 95 |
| 2015-2016 | 19 | 19 | 19 | 100 |
| 2016-17 | 19 | 19 | 18 | 95 |
| 2017-18 | 17 | 17 | 15 | 88 |
| 2018-19 | 27 | 27 | 24 | 88 |

**Certification pass rates for the past 5 years is 93 %. The program performs well above the established Benchmark of 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** |
| 2019 | 2.8 | 3.0 | Benchmark met |
| 2018 | 2.8 | 3.0 | Benchmark met |
| 2017 | 3.0 | 3.0 | Benchmark met, continued monitoring of this item |
| 2016 | 3.0 | 3.0 | Benchmark met |
| 2015 | 3.0 | 3.0 | Benchmark met |
| 2014 | 2.8 | 2.6 | 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** |
| 2019 | 2.8 | 2.7 | Benchmark met |
| 2018 | 2.47 | 2.7 | Benchmark not quite met for overall program satisfaction. Student comments will be addressed in the next assessment cycle. |
| 2017 | 2.7 | 2.9 | Benchmark met |
| 2016 | 3.0 | 2.9 | Benchmark met |
| 2015 | 2.6 | 3.0 | Benchmark met |
| 2014 | 2.8 | 2.8 | Benchmarks met |

**Internal Conditions:**

1. **Technology**

Feedback from IT department indicated that program faculty need updated computers due to some malfunctions with current faculty.

**Laptop computers with docking stations: Estimated cost 4300.00**

1. **Budget**

The program is negotiating additional clinical sites. A time clock for additional sites will need to be purchased.

Additional accreditation cost associated with the addition of the clinical sites are as follows:

**Initial approval : $250 for each site.**

**Ongoing accreditation : An additional $680.00 annually**

A limited number of Patient Care lab supplies need to be purchased as well.

Estimated cost is:

**Time clocks: $560.00**

**Patient Care Supplies: $500.00**

**JRCERT Total Accreditation expenses: $2385.00**

1. **Staffing**

The current two full time faculty and one L-19 position are sufficient to meet the current teaching demands of the radiography curriculum however changing the L-19 position requirements from an AAS minimum to a BS minimum will allow the part-time faculty member to be a more productive staff member and assist the program with teaching responsibilities as needed.

L-19 support staff is being hired to assist the radiology and respiratory therapy programs. This should assist in meeting the needs of the program.

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**

If advanced certification programs are offered, training for program faculty may be required. Cost associated for faculty training would be considered.

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. Program faculty are seeking additional clinical facilities that would meet the increasing need for radiologic technologist. Increasing enrollment may require additional faculty to meet the needs of the student’s procedures lab requirement.

|  |  |  |
| --- | --- | --- |
| Year | # of Applicants | # Admitted |
| 2013-2014 | 158 | 32 |
| 2014-20105 | 158 | 33 |
| 2015-2016 | 129 | 31 |
| 2016-17 | 91 | 32 |
| 2017-18 | 112 | 30 |
| 2018-19 | 104 | 35 |

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.

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

1. **Equipment**

Recent repair and replacement of the radiographic imaging suites have provided the much needed procedures lab space allowing the program to expand its lab offerings to meet the clinical requirements of the program.

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

**2017-2018 Accomplishments:**

1. There was a 100% job placement for the 2018 graduating class.
2. From the recommendation of the advisory committee, purchasing additional supplies and updating the analog lab has reinforce both didactic and clinical learning.

**2018-2019 Accomplishments:**

1. There was a 100% job placement for the 2019 graduating class.
2. There was a 93% pass rate for the 2019 graduating class.
3. Program completion rates increased from 63% in 2018 to 79% in 2019.

**Unit Goals for 2019-2020**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| **Goal 1:** Provide updated computers for all radiography faculty | The IT department has conveyed to program faculty that the laptop computers and desktop computers that are currently in use need to be updated. | Purchasing 3 new computers for all radiography faculty | Estimated cost **$4300.00** |
| **Goal 2**: Provide updated software to support increasing program retention rates as well as remediation and/or readmission.  **Program Goal #2 and SLO #1&2 for Program Goal #2**  Students will effectively communicate.  **SLO#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 retention rates for the program, several items have been put into place. One of the ways that retention has been addressed is mid-program assessment exams and remediation for readmission. The software currently utilized needs to be updated to current ARRT standards.  Program faculty also utilize computer software to assist in the readmission process.  Another method to increase program retention is offering an information session prior to program admission which provides prospective students with the information required to assist in making an informed decision on a program major selection. In addition, prospective students are given information regarding program admission so that all items required for admission are addressed. It provides a means of students to ask questions concerning admission and program requirements before applying to the program. | 1 For the past several years, the program has utilized a mid-program assessment exam in an effort to increase program retention. Other methods are being explored. Purchasing software that would meet those needs are being pursued.  1 B. ARRT certification scores  1 C. Retention rates | Additional/updated remediation software to be installed in the Radiology Learning Lab @ estimated cost of **$2,500**  A search for a good software fit for this need is ongoing and if not purchased in this budgeting period, will be continued in the next budgeting period. |
| **Goal 3**: 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 attempt  SLO#2: Students will complete the program according to program guidelines  SLO#3: Students will be satisfied with their education  SLO#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 examinees  At least 80% of the admitted students will graduate according to program guide lines  75% of graduates actively seeking employment will be employed within 6 months of graduation  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  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.  All SLO related with this goal deal with students ability to pass certification exams, be satisfied 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 accreditation  2. Program faculty to attend program related and curriculum meetings in order for the program to maintain the current standards within the Alabama Community College system,  3.Local Clinical Travel | Programmatic accreditation cycle and interim report.  College and/or program accreditation.  Program faculty qualified to meet the needs of program enrollment. | 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** annually  2. Travel funds for faculty to attend curriculum and program admission revision meetings in Montgomery @ estimated cost of $200 annually  3.Faculty clinical travel @ estimated cost of **$3000.00** |
| **Goal 4**: 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 skills  SLO#2: Student will select appropriate technical factors.  SLO#3: Students will practice radiation protection. | Enable the students to demonstrate in lab procedures required for clinical competency. | Student competencies of mobile studies in the patient care and procedures lab. | Purchase routine instructional and program supplies @ estimated cost of **$2,000.00** |
| **Goal 5: Comply with JRCERT/maintain program accreditation** | 1. Submit annual accreditation fees  2. Adding additional clinical sites will require additional fees both initially and annually.  3. All core faculty to be knowledgeable of JRCERT standards and any changes  4. Faculty to attend outcomes assessments workshops/seminars  5. Revise program curriculum and admissions/selection process as required  6 Purchase a service contract for the digital imaging equipment  7 Pay a stipend to clinical instructors each semester in order to retain clinical instructors for each clinical site. | 1 Pay annual accreditation fees  2 Pay fees associated with adding additional clinical sites  3. Faculty will review any changes to standards  4 & 5. Revise program as needed from both JRCERT requirements as well as state curriculum committee.  6. The service contract assist with keeping the digital imaging equipment in good operable condition as well as providing a discount on repairs as needed.  7. In the past clinical instructors were paid a salary adjustment for the added duties of clinical instructor. With the merger of many of the clinical sites that the program works with into large corporations, the corporate philosophy has become let the school resume the financial burden. | 1. A. Pay annual Radiologic Technology accreditation dues @ $**3000.00**   2 Each clinical site addition is $250.00   1. No cost   4&5. Faculty professional development/travel as noted in Goal 2.  6 estimated cost of the service contract is $**3000.00**  7 Suggested stipend of 200.00 per semester for 14 clinical instructors at each clinical site. Total cost annually $**8400.00.** |

**Unit Goals for 2020-2021**

|  |  |  |  |
| --- | --- | --- | --- |
| **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, approximately **$400.**  It has been suggested by college administration that additional advisory committee meetings be held during the year so additional cost have been added to accommodate for the additional meeting.  1b. Funding for faculty travel to clinical sites $2500.00 . |
| **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 attempt  SLO#2: Students will complete the program according to program guidelines  SLO#3: Students will be satisfied with their education  SLO#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 examinees  At least 80% of the admitted students will graduate according to program guide lines  75% of graduates actively seeking employment will be employed within 6 months of graduation  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  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.  All SLO related with this goal deal with students ability to pass certification exams, be satisfied 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 accreditation  2. Program faculty to attend program related and curriculum meetings in order for the program to maintain the current standards within the Alabama Community College system.  3.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 @ $5000.00 annually. The program should complete its interim report during this assessment cycle.  2. Travel funds for faculty to attend curriculum and program admission revision meetings in Montgomery @ estimated cost of $200 annually  3.Faculty clinical travel @ estimated cost of $2500.00 |

|  |  |  |  |
| --- | --- | --- | --- |
| **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 skills  SLO#2: Student will select appropriate technical factors.  SLO#3: Students will practice radiation protection.  **Program Goal #1 and SLO #1,2,&3 for Program Goal #1**  Students will demonstrate clinical competence.  SLO #1: Student will apply positioning skills.  SLO #2: Student will select appropriate technical factors.  SLT #3: Student will practice radiation protection | 1.Update equipment and or teaching supplies as needed. | 1.Program faculty review of supplies and or other items needed to meet the needs of the program. | 1. Updates for patient care and procedures lab supplies are on an as needs basis.   **.** |
| **Goal 4: Comply with JRCERT/maintain program accreditation** | 1. Submit annual accreditation fees  2. All core faculty to be knowledgeable of JRCERT standards and any changes  3. Faculty to attend outcomes assessments workshops/seminars  4. Revise program curriculum and admissions/selection process as required  5. Gain knowledge for Faculty to review and provide feedback regarding program completion.    6 Complete a service preventative maintenance on the digital radiographic suite. | Faculty will review any changes to standards  Revise program as needed | 1A. Pay annual Radiologic Technology accreditation dues @$ 3000.00  2 Travel associated with accreditation and/or outcome assessment seminars  3 Faculty professional development/travel as noted in Goal 2.  4 Travel to Montgomery to revise the program curriculum as directed by ACCS.  5 Travel and or workshops for faculty to gain knowledge and apply the knowledge in program completion area. Estimated cost $200.00  6 Purchase service contract $3000. |
| **Goal 5**: Provide updated software to support increasing program retention rates as well as remediation and/or readmission.  **Program Goal #2 and SLO #1&2 for Program Goal #2**  Students will effectively communicate.  **SLO#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 retention rates for the program, several items have been put into place. The software currently utilized needs to be updated to current ARRT standards.  Program faculty also utilize computer software to assist in the readmission process.  Another method to increase program retention is offering an information session prior to program admission which provides prospective students with the information required to assist in making an informed decision on a program major selection. In addition, prospective students are given information regarding program admission so that all items required for admission are addressed. It provides a means of students to ask questions concerning admission and program requirements before applying to the program. | 1 ARRT certification scores  1 B. Retention rates | Additional/updated remediation software to be installed in the Radiology Learning Lab @ estimated cost of $2,500  A search for a good software fit for this need is ongoing and if not purchased in this budgeting period, will be continued in the next budgeting period. |

**Radiologic Technology**

**Program Mission:**

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 Outcomes:**

●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 guidelines.

●75% of graduates actively seeking employment will be employed within twelve months of graduation.

●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.

●Employers responding to the employer survey will indicate an average score of 2.5 or higher on a 3.0 scale for overall program satisfaction.

**Program Level Student Learning Outcomes:**

1. Students will apply positioning skills.

2. Student will select appropriate technical factors.

3. Students will practice radiation protection.

4. Students will use effective oral communication skills.

5. Students will practice written communication skills.

6. Students will manipulate technical factors for non-routine examinations

7. Students will adapt positioning for trauma patients

8. Students will develop a professional resume.

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