



**Nursing** (Established in 1954 with NURSE - AS)  
 Program Viability Measures Report 2009-10

➤ A.S. Degree: Nursing (R.N.)

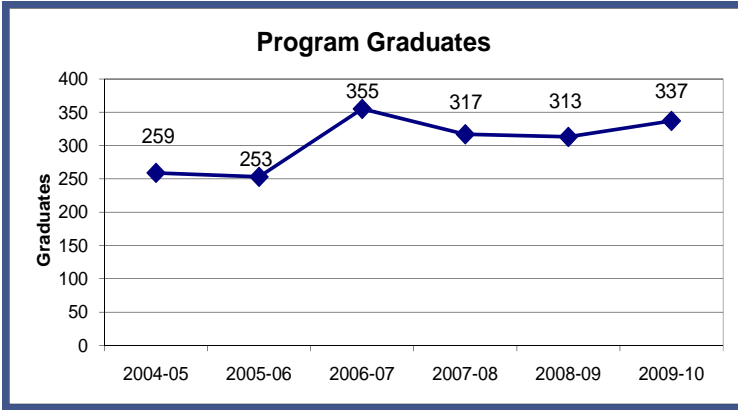


Figure 1: Program Graduates

Source: 2010-11 SPC Factbook, Table 31

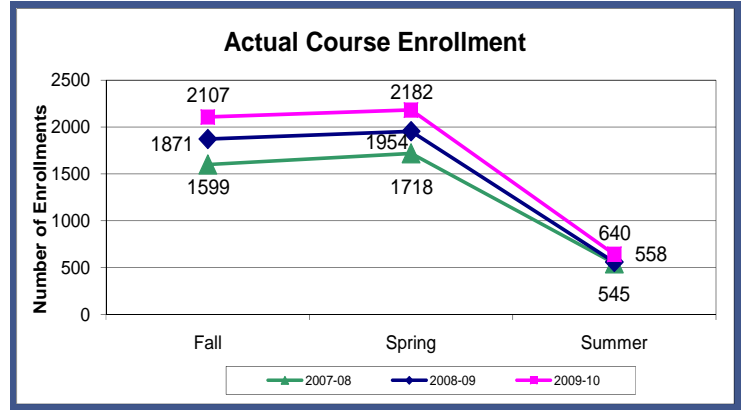


Figure 2: Actual Course Enrollments

Source: PeopleSoft Student Administration System: Course Management Summary Report (S\_CMSUMM)

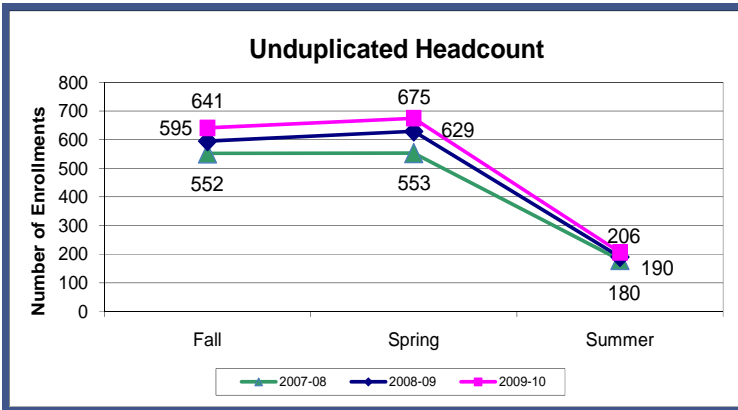


Figure 3: Unduplicated Headcount

Source: PeopleSoft Student Administration System

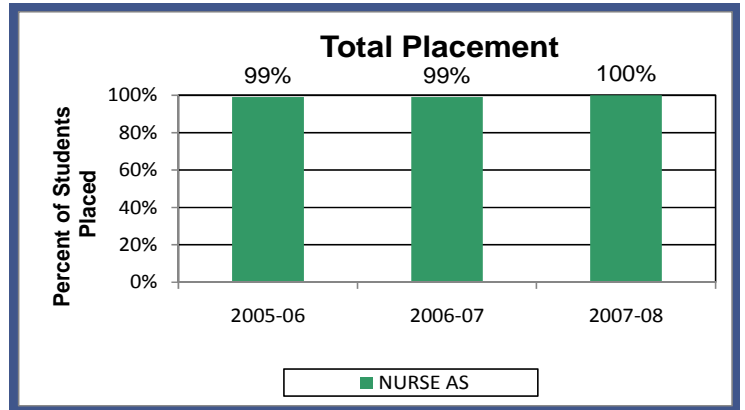


Figure 4: Total Placement

Source: 2010-11 SPC Factbook, Table 38

**Table 1**  
 National and State Trends

United States	Employment		Percent Change	Job Openings <sup>1</sup>
	2008	2018		
Registered nurses	2,618,700	3,200,200	+22%	103,900
Florida	Employment		Percent Change	Job Openings <sup>1</sup>
	2006	2016		
Registered nurses	148,390	190,020	+ 28 %	6,610

<sup>1</sup>Job Openings refers to the average annual job openings due to growth and net replacement.

Source: Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections; Florida Agency for Workforce Innovation

Action Plan Follow-up and Evaluation Report for the 2008-09 Viability Report

Program: Nursing

Date Completed: October 2010

Prepared By: Dr. Jean Wortock, Mrs. Gail Burt, Dr. Janice Wittman

I. Action Plan Item Status

	Action Item	Measure Addressed (Value)	Completion Status/Date	Status Explanation
1	Explore the possibility of additional clinical rotation space that may become available through such things as hospital expansion and facilities not previously used.	Actual Course Enrollments	Completed October 2010	In general, hospital bed capacity has stayed the same except for All Childrens' Hospital and Bayfront "Baby Place", however the hospital staff have been unwilling to increase the number of SPC clinical groups that can be accommodated. There are an increasing number of private "for profit" nursing schools that have obtained affiliation agreements from the local hospitals further complicating the master rotation process and negatively impacting the number of SPC clinical groups that can be accommodated. There was one attempt to utilize Morton Plant Mease pediatric unit but this was unsuccessful due to the lack of patients and staff. During the Fall rotation Nursing III is very short of pediatric rotations and during the Spring rotation Nursing II is short of mother/baby (OB) rotations. Selective Nursing Home placements are being used at Nursing I along with one rehabilitation hospital. However there is no real bed capacity increase at this time for the acute care hospital placements.
2	Explore increasing the number of online/blended classes offered.	Fiscal Profitability Index	Completed October 2010	The number of online/blended courses has remained the same. There does not seem to be support from faculty to increase the number of blended courses at this time. Nursing II, Pharmacology and Psychosocial Nursing are currently blended.  Both students and faculty are in favor of

	Action Item	Measure Addressed (Value)	Completion Status/Date	Status Explanation
				keeping a higher amount of seat time due to the complexity of the nursing content and the need for more direction from faculty, so even with the selected sections of the blended courses (except for Psychosocial Nursing) there is a high amount of seat time. Every nursing course that is not blended is supported by the Angel Platform with additional learning activities provided for students.
3	Begin testing online which will reduce paper and printing costs, as well as shredding and personnel costs.	Fiscal Profitability Index	Completed October 2010	We have progressed from no or minimal online achievement testing to all sections in Nursing II, Nursing III, Pharmacology and Psychosocial Nursing testing on line. In addition, Nursing I has placed their quizzes online. This had reduced costs of paper and personnel time required to administer tests, and has increased the time required by Skills Lab Facilitators to schedule test administration, test reviews, and to assist with the setting up and breaking down of computers for testing.
4	Increase LPN-RN enrollment in the summer. Explore the possibility of an expansion group.	Actual Course Enrollments	Not Completed	LPN-RN Transitional group seems to be stabilized at approximately 36 (three groups). As of this time BayCare has not added an expansion LPN group. The resources for the expansion group were allocated to readmitting BayCare Nursing IV students, as it was felt it was more important to graduate them before bringing in new students. One group was admitted in the Spring, and one group was admitted in the Fall of 2010. If BayCare brings in an additional LPN-RN Transitional group, the students would be accommodated at St. Joseph's Hospital for pediatrics, and possibly for a medical surgical rotation as there are limits in Pinellas County for these rotations.

## II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Completion Plan
4	Increase LPN-RN enrollment in the summer. Explore the possibility of an expansion group.	Summer 2011	Resources will have to be dedicated by BayCare in terms of faculty and clinical space. This will be evaluated by BayCare to determine if implementation is desired.

## III. Evaluation of the Impact of Action Plans on Program Quality

Adequacy of quality clinical sites and experiences for students is a limiting factor on program growth and quality. Congestion in the health care agencies from the numerous schools in the area is putting stress on nursing staff, and faculty trying to correlate theoretical concepts being learned with the clinical experiences that are available. Nurses working 12 hour shifts may have one group of students from 7am to 3pm, and another group of students from 3pm to 7pm when they complete the shift, and another nurse assumes responsibility for the patient. Use of simulation is increasing in the nursing program, and the demand for Skills Lab Facilitator support is increasing, while at the same time the Skills Lab must provide coverage for absent faculty as well as assist with skills check offs, testing, and other responsibilities. In the Fall of 2010, an additional Skills Lab Facilitator was hired full time to provide additional support for simulation.

In relation to online/blended classes there seems to be a positive impact on quality, for classes that utilize the blended format with a significant amount of seat time. All faculty are using the Angel platform effectively in support of the nursing courses. Pharmacology has increased seat time, although it remains a blended course based upon student input. This semester the Pharmacology faculty are introducing two simulated experiences, so that students will work on concepts online, and apply them in a simulated environment.

Online testing is successful, and is positively received by students. There is a “wear and tear” factor on computers used for testing, an impact on space usage, and scheduling time required for testing and review of tests. A secure browser is required in order to administer nursing tests. Overall, computer testing should improve students’ comfort with online testing. Students do take a battery of standardized tests on line periodically throughout the program. Hopefully this will improve student performance on standardized testing in general, and specifically on the End of Program exit exam, and the NCLEX-RN licensure examination.

Expansion of the Nursing Program should only be considered if faculty and clinical resources can be provided by the partner with no impact on our existing students. It was decided by the Partner to delay admitting an LPN-RN transitional group until Nursing IV students who were not successful, were readmitted and graduated. The Spring semester Nursing IV BayCare students were successful, and we anticipate that will be the case for the Fall semester students readmitted into the BayCare rotation. If BayCare wishes to add an LPN-RN expansion group next semester, those student will have to be accommodated for mother/baby, pediatrics, and nursing

care management at St. Joseph's Hospital (BayCare in Tampa), as Pinellas County has no more room for expansion without negatively impacting the students in non-expansion groups. It should be noted that Morton Plant Earn as You Learn partnership has added a generic group. This did tax the pediatric clinical rotations, but they were able to negotiate limited space at St. Joseph's (they had hoped to place them at Morton Plant Pediatric unit but there were not enough patients, and there was no room at All Childrens' Hospital for an additional group).

## Program Action Plan

Program: Nursing

Date Completed: November 2010

Prepared By: Dr. Jean Wortock, Mrs. Gail Burt, Dr. Janice Wittman

### I. Action Plan Items

	Action Item	Measure Addressed (Value)	Completion Date	Responsible Party
1	Explore online testing for all levels in the Nursing Program.	Program Graduates, Retention	October 2011	Gail Burt, Janice Wittman
2	Review admission criteria, and continue to explore measures to support student retention.	Program Graduates, Retention	October 2011	Gail Burt, Janice Wittman
3	Prepare written NLNAC Self Study Report, and prepare for Site Visit Spring 2012.	Actual Course Enrollment, Program Graduates	October 2011	Gail Burt, Janice Wittman

### II. Special Resources Needed:

There is need for additional classroom space with expanded computer labs to support online testing, and better prepare students for success on NCLEX examination. More computers are needed to service almost 700 students who take achievement tests, and standardized tests that are a part of the Nursing curriculum. At this time, there is not enough space to test all students at multiple times throughout the semester. Computer testing requires additional staff time, as there must be added security and proctoring of nursing tests to ensure integrity of the process.

Additional resources need to be allocated for the actual writing of the NLNAC Self Study Report. A dedicated person is needed to develop a deliverable report using the data generated by the faculty and nursing administration.

III. Area(s) of Concern/Improvement:

Health programs are regulated by specialized accreditation which places limits on class size, student/faculty ratios, and enrollment. This has an impact on the relative fiscal profitability of these programs. Additional requirements are placed on attrition and graduation rates, and the health programs exceed all of these benchmarks.

The selection of qualified students who are likely to experience success within the Nursing Program, and on the NCLEX examination is of concern. The admission criteria may need to be expanded to include some additional measures, so that the students admitted will be retained, and will succeed on the NCLEX examination. Students must graduate from the program, and they must pass a licensure examination in order to function as registered nurses.

Gail R Burt  
Gail Burt, Program Director

1-6-11  
Date

Janice K. Wittman, Ph.D., RN  
Janice Wittman, Program Director

1/6/11  
Date

Jean M. Wortock, Ph.D., ARNP  
Jean Wortock, Dean

1/7/11  
Date

Phil Nicotera  
Phil Nicotera, Provost

1/10/11  
Date