

**XCSS LOC...**

- RIV
- MOV
- NOR
- (blank)

**XCSS DEPT D...**

- Nursing
- Applied Technolo...
- Art
- Arts, Hum, & Wo...
- Behavioral Scien...

**XCSS SUBJ...**

- HET
- NNA
- NRN
- NVN
- NXN

**Data to use for when developing the faculty request justification**

Academic Year	FTEs	Overload FTEF	PT FTEF	Lg Lec FTEF	SUM FTEF	FT FTEF /Total FTEF	FT+ Overload FTEF / Total FTEF	PT FTEF/ Total FTEF	Total Students (Census)	Waitlist (as of Census)	# Sections	Total WSCH	WSCH/ FTEF
2020-2021	23.57	0.60	1.65		5.07	0.56	0.67	0.33	272	1	14	753.12	148.44
<b>Grand Total</b>	<b>23.57</b>	<b>0.60</b>	<b>1.65</b>		<b>5.07</b>	<b>0.56</b>	<b>0.67</b>	<b>0.33</b>	<b>272</b>	<b>1</b>	<b>14</b>	<b>753.12</b>	<b>148.44</b>

EMD Current as of Aug 9, 2021 -- Partial Year Data for 2020-2021

Using the data provided by the Office of Institutional Effectiveness, please provide a brief narrative to contextualize your request

Using the ratio of full-time to part-time faculty (FT FTEF / PT FTEF), please give a little more information about the need for the increase in full-time faculty.

A FT faculty position is needed to be able to significant expand the Certified Nursing Assistant (CNA) Program as requested by a number of local high schools and to meet the needs of our community agency healthcare partners. CNAs are desperately needed in the Inland Empire. The CNA program is a one-semester program that allows individuals to enter the workforce at a living wage (\$24.00-27.00/hr [without shift differential pay]) while also providing a clear career advancement pathway to the VN and RN programs. The three FT program faculty function at full TA capacity by admitting 90 students/semester. The program also offers 2 stackable certificates during the intersession which are of great interest to local employer partners. Program graduates are highly sought after by local employers who would like to hire more. Expansion of this pathway is needed as it provides upward mobility for highly diverse student groups to higher degrees in nursing. The School of Nursing has been asked by local high schools to offer the CNA course for their students, however, it is very difficult given the limitations on FT faculty. Additionally, the California Department of Public Health which governs CNA programs requires highly specialized faculty to fill FT positions. A FT faculty position will allow us to increase our enrollment numbers into a program that allows students to advance their education and enter the workforce in one semester. Having the ability to increase enrollment will also allow the School of Nursing to participate in apprenticeship programs which we are limited in doing at our current capacity. Increasing the number of graduates in a short period of time will also positively contribute to the healthcare needs of our community and serve the needs of our partnering clinical agencies.

Using the waitlist per section report (additional tab), please discuss the number of courses ranking high on the college's waitlist per section report. Please also note which CSU General Education requirements these course fulfill.

The VN program does not use waitlists.

Using the efficiency metric based on WSCH/FTEF, discuss the discipline efficiency. How has the efficiency changed over the past few years? What is your discipline doing to increase efficiency? Have you changed course delivery methods (online to face-to-face, evening offerings, etc.) to try and improve efficiency?

Due to clinical agency requirements, faculty-to-student ratios must be 1:15 or less which prohibits overall program efficiency. We have increased efficiency by increasing the faculty-to-student ratios for on-campus lab offerings, when possible.

Please discuss any faculty trends (historical and recent changes) which have helped you identify this need.

Due to the pandemic, the State of California is experiencing a severe healthcare worker shortage which is predicted to worsen with the vaccine mandates. This faculty position request is a proactive attempt to increase enrollment/graduate numbers in order to meet the healthcare needs of our community. All community college nursing programs in the area have either decreased enrollment numbers or temporarily halted their programs. The School of Nursing is trying to grow all of our programs but is limited to due to number of FT faculty.

Please discuss any specific activities your discipline has participated in with a focus on reducing the student equity gap. This could include serving on the student equity committee, holding office hours in engagement centers, or faculty participating in Champions for Change equity training, attending an equity summit, or attending Center for Urban Excellence training.

The School of Nursing faculty have been actively focusing on reducing student equity gaps. Our current demographics for the School of Nursing reflect that 80% of our students identify as belonging to an underserved group. In 2020, the department established a Social Justice Committee with representatives from all program faculties, students and classified

professional staff. From that committee, the Student Nurse Organization has adopted local chapters of professional nursing organizations that focus on topics unique to particular cultural groups in an effort to decrease healthcare disparities within the communities we serve and provide professional development and networking opportunities for our students and graduates. Additionally, a grant funding was used to establish a Nursing Outreach Coordinator whose efforts target recruitment and retention efforts for students from underserved groups. The coordinator works closely with high schools and cultural engagement centers on campus. In Spring 2022, the first cohort of Umoja students will enter the RN program. The faculty have participated in a variety of equity training through professional development activities offered by the college, department grant offerings and through the Health Workforce Initiative. Two of the faculty actively participate in Champions for Change and share insights with their colleagues.

Please discuss how your discipline is working to ensure your course offerings align with college strategic goals included Guided Pathways, HS/CSU/UC partnerships, accelerated courses, support courses, contextualized education, integrated academic support, etc. Has your discipline developed a Pathways Map? If not, why not?

All nursing pathways have all been designed to allow students multiple entry points into the field of nursing and are designed to offer students a true career pathway model. RCC nursing courses are contextualized with on-campus simulation experiences as well as the student's experiences in a variety of local healthcare agencies. The Health-Related Science Engagement Center and Coordinator have provided students with integrated academic support services and directed them to on-campus resources.

Have members of your discipline participated in faculty training including 3CSN, AB 705, AVID, CUE, or other training? How is the information learned being implemented within your discipline?

A number of faculty have attended training on both the AB 705 initiative and AVID pedagogies. AB 705 has allowed students to complete necessary prerequisites in a more timely manner which allows them to apply earlier to the programs and enter the workforce. Because of the need to foster high-level clinical reasoning and judgment skills in nursing students, incorporating active learning strategies, such as those used in the AVID training, is crucial in the nursing classroom. Faculty use many of the strategies discussed in the AVID training in both lecture and on-campus lab courses.

Please discuss your faculty's roles on Leadership Councils, committees, or academic senate.

All FT nursing faculty serve on at least one college-wide committee, as well as departmental committees required by approval and accrediting agencies. The Nursing Department has a representative on the academic senate, each leadership council, and one faculty who serves as Treasurer of CTA.

Please discuss your discipline's assessment activities in the last 2 years. How many SLO's were assessed? What percentage of the scheduled SLO's were assessed? How many PLO's were assessed? Is a faculty from your discipline active on the Assessment Committee?

There is a long-standing and active nursing faculty member who serves the department on the Assessment Committee. Course and program SLOs are assessed at the end of each semester. The data is aggregated/disaggregated (depending on the cohort) and the results are evaluated by faculty, who also develop a plan for continuous course/program improvement based on the results of student/graduate data.

Please include any other additional factors which the Leadership Councils should know about (pending accreditation needs, significant curriculum changes, grant funding for the position, specialized faculty expertise needed, etc.)

This position is needed to fulfill expand the program and participate in future grant activities and apprenticeship opportunities with our community agency partners. The position will contribute to increasing the enrollment and graduate numbers not only in the CNA program, but graduates will contribute to increasing the number of students/graduates in the VN and RN programs.