

Actual Outcomes & Implications

Nursing/Allied Health Division

The mission of the Nursing/Allied Health (NAH) division is to prepare graduates to be safe competent health care practitioners in their chosen field. The faculty and staff are committed to providing comprehensive educational programs to yield graduates with the knowledge, skills, confidence and professional integrity to become outstanding practitioners who will be an asset to their profession. The NAH division will promote partnering with local health care providers for external learning experiences to provide close linkages with the community in order to meet the unique needs of a multi-cultural environment.

Intended Outcome:

- 01 NAH division will improve access by improving curriculum offerings and managing program expansion to increase enrollment levels in NAH programs through cooperative efforts of faculty, administration, and community.

Performance Indicator:

- 01A NAH programs will admit maximum class sizes in all special admission and open enrollment programs.

Performance Standard:

1. NAH special admissions programs will admit students from their qualified applicant pool to at least the 95% level of program capacity by the third class day of fall semester.
2. NAH open enrollment programs will admit maximum class sizes to their introductory courses each semester.

Actual Outcome:

1. Met performance standard for program admissions: program admission capacity for fall 2000 was 228 students for 5 special admission programs. Admitted a total of 223 (98%). RADT program admitted 13 of 15 (87%) because of small qualified applicant pool. VN program admitted 93 of 96 (97%) because three accepted students declined admissions after registration concluded.
2. Performance standard met for 3 out of 4 open enrollment programs. EMT introductory courses for basic and intermediate program achieved 95% capacity; EMT-Paramedic (canceled due to low enrollment). HITT introductory course achieved 90% capacity. HUCP introductory course was cancelled in both fall and spring semester due to lack of enrollment (only 4 declared majors identified for spring semester). PTCA introductory course achieved 80% capacity for both fall and spring.

Implication for Next Year:

1. Continue to advertise and recruit qualified applicants to all NAH programs.
 2. Deactivate HUCP for fall 2001 due to lack of enrollment and declared majors.
- See items 1A & C in 2001-2002 IE Plan.

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Performance Indicator:

01B NAH division will develop additional concurrent and contract enrollment agreements with ISDs and new articulation agreements with 4-yr institutions.

Performance Standard:

1. Develop at least 1 new ISD concurrent and contract enrollment agreement for implementation in fall 2001. 2. Develop at least 1 program articulation agreement with a 4-yr institution.

Actual Outcome:

Met both performance standard by:

1. Developing 2 new ISD concurrent/contract enrollment agreements for fall 2001. 1 class of EMT-Basic will be offered at Rio Grande City High School. PTCA will offer 3 sections of Long Term Care for fall 2001. 2. Completed ADN-BSN articulation agreement with University of Texas- Pan American.

Implication for Next Year:

1. Closely monitor and oversee implementation of new concurrent/contract enrollment with RGHS and La Joya to ensure maximum success and student completion. 2. Attempt to expand concurrent/contract enrollment by one additional program and/or high school during 2001-2002.
See item 1B in 2001-2002 IE Plan.

Performance Indicator:

01C NAH program course offerings will be sufficient in number for students to achieve objectives suggested by degree plan sequence and class size will be maximized.

Performance Standard:

Spring 2001 and Summer 2002 schedules will be developed to maximize enrollment and minimize section cancellations. Improved access will be defined as successful if there is a "20% reduction in section cancellations and a 10% increase in average class size from fall to spring semesters.

Actual Outcome:

1. Did not meet performance standard for class cancellations: Class section cancellations were constant at 35.2 percent for both fall and spring semester. Class cancellations were the result of initial scheduling errors for fall in changing to WECM courses. Spring cancellations were due to fall to spring attrition with averaged about 30% for special selection programs. We had planned for 100% of students to progress and only 70% were successful.
2. Average class size declined from 16.33 in fall to 15.2 in spring. This was caused by smaller clinical groups to remain within accreditation guidelines. The number of students passing fall classes was not a perfect match for the maximum clinical size groups.

Implication for Next Year:

Continue performance indicator. Refine class section scheduling to maximize class size, block schedule courses to attract students to campus on minimal days/week, schedule classes consistent with program degree plan, and coordinate core classes shared by different programs. Identify at-risk student problems and reduce attrition between fall and spring classes.
See item 2A in 2001-2002 IE Plan.

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Performance Indicator:

01D NAH division will develop additional certificate and degree program options for students interested in health occupations fields.

Performance Standard:

Develop at least 2 new certificate or degree options for implementation in fall 2001.

Actual Outcome:

Developed and submitted two program proposals--Medical Assisting Technology and Pharmacy Technology to be implemented fall 2001.

Implication for Next Year:

1. Admit one cohort group of students to each new program.
2. Assess community needs for future program development.
3. Add one new program certification options under an existing program.

See item 1D in 2001-2002 IE Plan.

Intended Outcome:

02 Students taking NAH courses/programs will be successful learners.

Performance Indicator:

02A Successful completion of courses in a NAH program sequence each semester is a good predictor of success in the next semester in the program sequence.

Performance Standard:

1. NAH division fall to spring completion rate will exceed 82%. NAH division's annual retention rate will be 80%. 2. NAH division fall withdrawal rate will be less than 10% and spring withdrawal rate will be less than 8%.

Actual Outcome:

The performance standard was met for Fall to spring completion rate (93%), division annual retention rate (82%), fall withdrawal rate (7%), and spring withdrawal rate (7%).

Implication for Next Year:

Maintain or improve performance standard rates for next plan. See item 2A in 2001-2002 IE Plan.

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Performance Indicator:

02B Students who complete all the course requirements in their specific NAH degree plan will graduate from a NAH certificate or degree program.

Performance Standard:

1. NAH division graduation rate will equal or exceed previous year's rate.

Actual Outcome:

Met performance standard. Graduation rate increased 41% from 202 (1999) to 285 (2000).

Implication for Next Year:

Continue monitoring performance indicator and performance standard. Work with program faculty to minimize failure to graduate. See item 2B in 2001-2002 IE Plan.

Performance Indicator:

02C NAH graduates will have appropriate skills and knowledge to be competent health care professionals.

Performance Standard:

1. 90% of NAH graduates responding on the Graduate Follow-up Survey 6 months after graduation will indicate having appropriate employment or continuing their education. 2. 90% of employers of NAH graduates responding on the Employer Follow-up Survey will indicate complete satisfaction with employee's entry level skills and knowledge. 3. NAH program licensure/certification examination pass rate will equal or exceed the state comparison rate ("Perkins Standard") of 90%.

Actual Outcome:

1. Did not meet institutional performance standard (employed in field of study): 85% of graduates indicated they were appropriately employed in their field of study or continuing education the 2001 Graduate Follow-up Survey. Met THECB standard (85%): 95% of graduates were employed (within and outside field) or continuing education according to THECB standard
2. 100% of employers responding on the 2001 Employer Follow-up Survey indicated they were satisfied or very satisfied with employee's overall job related skills and knowledge.
3. Met state average (82-87%) performance standard: 88% of 2000 NAH graduates passed licensure/certification examination.

Implication for Next Year:

1. Continue to monitor employment/education performance standard. Increase performance by assisting students to pass licensure/certification exam so they are eligible to work in their field of study. Modify performance standard to match THECB 85% success standard for employment/education.
2. Maintain employer satisfaction standard.
3. Implement test-taking strategy workshops for students and test-writing/construction professional development activities for faculty to promote students success on passing licensure/certification examinations at the Carl Perkins standard of 90%.

See items 2C, D, and E in 2001-2002 IE Plan.

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Intended Outcome:

03 Improve efficiency in NAH division operations.

Performance Indicator:

03A NAH staff will enhance efficiency of office operations

Performance Standard:

1. NAH staff meet all major project deadlines such as mail outs, submission of master syllabi, program handbooks, catalog revisions, semester schedules, and budgetary deadlines 95% of the time. 2. Program chairs and faculty will report on the annual inner office survey that their work requests were completed within requested timelines 95% of the time. 3. Program chairs and faculty will report that routine processes and procedures such as scheduling student advising appointments, copying class materials, answering telephones and relaying messages, maintaining office supplies, and managing mail service were managed competently and efficiently 95% of the time.

Actual Outcome:

All of the following performance standards were met:

1. NAH staff met all project deadlines 98% of the time.
2. NAH program chairs reported that their work requests were completed within desired timelines 96% of the time.
3. Program chairs and faculty reported that routine processes and procedures were managed competently and efficiently 95% of the time.

Implication for Next Year:

Continue to monitor support service activities and revise and develop office procedures and policies that promote efficiency. See item 3A in 2001-2002 IE Plan.

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Performance Indicator:

03B Improve communication of NAH staff between all departments within the division and college and improve communication to students seeking enrollment and admission to NAH programs.

Performance Standard:

1. 90% of NAH faculty and program chairs will report on the annual NAH office survey that they were satisfied with: (a) the level of information communicated to them by division staff from students, faculty, community agencies, and other college departments, and, (b) 90% of NAH faculty and program chairs will report on the annual NAH office survey that they were satisfied with the efficiency of the division staff in managing requisitions, special requests, assisting students, assisting personnel in other departments in processing NAH requests. 2. Create advising handbook of all NAH programs for faculty, advising and outreach counselors to more effectively advise students for admission and enrollment in NAH courses and programs. 3. Implement NAH Information Orientation sessions for students interested in NAH programs.

Actual Outcome:

1. Met performance standard:

1a. On the annual office survey, 95% of faculty and program chairs reported they were satisfied or very satisfied with level of communication by staff.

1b. Met performance standard: On the annual office survey, 100% of faculty and program chairs reported they were satisfied or very satisfied with efficiency of staff in managing requests, assisting students and assisting other NAH departments.

2. Met performance standard: Updated advising handbook for all current and new programs and provided in-service to all counseling and advising staff during the summer session.

3. Met performance standard: Program chairs and faculty participated in information orientation sessions for students interested in health occupation programs during fall semester.

Implication for Next Year:

1. Continue performance standard for next plan year.

2. Provide program updates to handbook for each semester. Provide division wide in-service to advisors and counselors each semester. Invite on-site NAHC counselor/advisor to attend all program chair meetings to review student issues. Explore options to develop web-page program specific advising information.

See item 3B and 4A in 2001-2002 IE Plan.

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Performance Indicator:

03C Increase access and enhance efficiency of faculty and staff in use of office and college technology equipment and online services.

Performance Standard:

100% of NAH faculty and staff will report they attended identified in-service training on online services related to FRS and SIS.

Actual Outcome:

Met performance standard: 100% of faculty and staff reported attendance at all required in-service training related to FRS and SIS.

Implication for Next Year:

Continue performance standard. Schedule all faculty and staff to attend up-date training when scheduled. Schedule all new faculty and staff for FRS and/or SIS training.

See item 1 F in 2001-2002 IE Plan.

Performance Indicator:

03D Automate of NAH records storage and student application process.

Performance Standard:

1. 100% of NAH program application processes will be automated for spring application cycle. 2. Identify an electronic image storage system for NAH program and student files.

Actual Outcome:

1. Performance standard not met: Work with ITS department in-progress. Web-based application to be completed by September 2001.
2. Performance standard met: Electronic image storage system has been identified and process for ordering on FY02 budget initiated.

Implication for Next Year:

1. Implement use of web-based application fall 2001.
2. Implement electronic image storage system fall semester; train staff in use of system during spring semester; and begin use of system by summer session 2002.

See item 3B in 2001-2002 IE Plan.

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Performance Indicator:

03E Increase access to specialty and computer labs for supervised practice.

Performance Standard:

20% increase in available operational hours for NAH specialty labs and computer labs

Actual Outcome:

Performance standard met: NAH library computer lab open for student access every evening until 10 PM and 4 hours per day on Saturday and Sunday afternoon. NAH computer lab available weekdays from 8 to 7 PM.

Implication for Next Year:

Continue performance standard: Increase NAH computer lab open hours to 10 PM every evening and one weekend day following hiring of a second full-time lab assistant in September. See item 1E in 2001-2002 IE Plan.