

## Actual Outcomes & Implications

### Nursing and Allied Health Division

The mission of the Nursing/Allied Health (NAH) division is to prepare graduates to be safe health care practitioners in their chosen field. The faculty and staff are committed to providing support to students pursuing comprehensive educational programs that will yield graduates with the knowledge, skills, confidence and professional integrity to become outstanding practitioners who will be an asset to their community and healthcare 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:

##### 1 Student Success

#### Performance Indicator:

##### 1A Course completion

#### Performance Standard:

NAH division fall to spring and annual completion rate average will exceed 90% and withdrawal rate will be 8% or less. Individual NAH programs will either increase completion rate by 5% if 2001-02 rate is under 90% or decrease withdrawal rate by 2% if 2001-02 rate is at/or under 10%.

#### Actual Outcome:

The NAH fall to spring completion rate and annual completion rate was 85% for 02-03; the withdrawal rate was 7% for fall 02 and 6% for spring 03.

#### Implication for Next Year:

The performance standard was not met. Continue monitoring and work with program faculty to identify factors affecting completion rate and identify teaching strategies to improve future rate.

---

#### Performance Indicator:

##### 1B Graduates

#### Performance Standard:

NAH division graduation rate will exceed previous year's rate.

#### Actual Outcome:

The number of graduates for 2002-03 was 299. This is an increase of 93 students (45%) increase.

#### Implication for Next Year:

Standard was met. Continue to monitor.

## Actual Outcomes & Implications

---

**Performance Indicator:**

1C Retention

**Performance Standard:**

Achieve at least 90% retention rate of full-time students in selection process programs (successfully completing the course of study from program admission to graduation).

**Actual Outcome:**

Data pending

**Implication for Next Year:**

---

**Performance Indicator:**

1D Graduate Placement

**Performance Standard:**

95% of graduates will be employed or pursuing additional education

**Actual Outcome:**

According to the CB 2003 Program Profiles 96% of NAH graduates were employed or pursuing additional education.

**Implication for Next Year:**

Performance standard met. Continue following student employment outcome.

---

**Performance Indicator:**

1E Graduate Satisfaction

**Performance Standard:**

90% of NAH program Graduate follow Up Survey respondents will rate their preparation in work related competencies as "good" or "excellent."

**Actual Outcome:**

Data pending

**Implication for Next Year:**

## Actual Outcomes & Implications

### Performance Indicator:

1F Employer satisfaction

**Performance Standard:**

90% of employers responding to the Employer Follow-up Survey will indicate complete satisfaction with employee's entry level skills and knowledge.

**Actual Outcome:**

Data pending

**Implication for Next Year:**

---

### Performance Indicator:

1G Licensure/certification pass rate

**Performance Standard:**

Licensure/certification pass rate for each NAH program will be 90% or exceed the state rate.

**Actual Outcome:**

Licensure/certification pass rate for NAH programs ranged from 87% to 100% with an overall division average of 93% for 2000-2001. The combined state average was 89%. Most programs exceeded the state average for their program area. Only the EMT program (87%) scored below the Carl Perkins rate (90%) and the state average (89%). However they met the CB standard of not less than 5%.

**Implication for Next Year:**

Standard met in all but one program. Continue to monitor. Will continue to research new and improved strategies to ensure continued student success on licensure/certification examinations.

### Intended Outcome:

2 Access & Equity

## Actual Outcomes & Implications

---

### Performance Indicator:

#### 2A Demographics

**Performance Standard:**

NAHD program graduates gender, ethnicity, and special populations demographics will be consistent with college and/or profession demographics. Accommodations will be made as appropriate. Non traditional/gender distribution will be 25% of graduates.

**Actual Outcome:**

NAHD program graduates are similar with college and/or profession as follows: NAH grads gender difference with college is 4% more female than college average; ethnicity difference of 31% more white than college average; special population groups are significantly different in that more academically and economically disadvantaged students, nontraditional majors, single parents, individuals with disabilities, and limited English Proficiency students graduate from NAHD programs when compared to the college.

**Implication for Next Year:**

Standard met. Continue to monitor student demongraphics for consistent patterns and development of potential problems in selective admissions programs.

---

### Performance Indicator:

#### 2B Access for High School Students

**Performance Standard:**

Add one new ISD agreement for concurrent or contract education with ISD's in Fall 2003

**Actual Outcome:**

No new ISD agreements were developed for concurrent and contract education for fall 2003. Number of student participants continues to remain stable or increase.

**Implication for Next Year:**

Standard not met. Numbers of ISD agreements appears to be stablizing. Change measure to tract student participation in the various ISDs would be a better measure of this indicator.

---

## Actual Outcomes & Implications

---

### Performance Indicator:

#### 2C Access to Courses

##### Performance Standard:

- 1) NAH course enrollment will achieve 90% of course contact hour targets with minimal section cancellations each semester.
- 2) Course offerings will increase by 1 section per semester for each open enrollment discipline until room utilization is maximized.

##### Actual Outcome:

Division achieved 102% of its fall target and 111% of the spring target for contact hours which demonstrates the course offerings continue to increase. Some programs were above target and some below due to program variances in admissions and progression of students. Overall, division exceeded its goal of 90%.

##### Implication for Next Year:

Standard met. Continue to monitor and strive for increases in contact hours to meet student demand.

---

### Performance Indicator:

#### 2D Access to New Programs

##### Performance Standard:

Identify one new allied health program & present program brief to PDC for review and approval.

##### Actual Outcome:

There are four programs identified as needed in the future. Future development of these programs will be dependent on fiscal resources and availability of facilities and faculty.

##### Implication for Next Year:

Standard met. Not likely to see much change in this area as the division is stabilizing in meeting health occupation program needs in the community. Anticipated that expansion of existing programs will be a greater priority than developing new programs. Consider discontinuing this indicator.

## Actual Outcomes & Implications

### Performance Indicator:

2E Access to NAH Program Specialty Labs and Computer Labs

#### Performance Standard:

- 1) Nursing lab open use will show average use of 4 hours per week.
- 2) 20% increase in student usage of established speciality labs and computer lab over previous year.

#### Actual Outcome:

No data collected

#### Implication for Next Year:

Standard not met. Lack of full time lab assistants or supervisors makes collection of this data difficult as students are not reliable record keepers and fail to self report their lab activities on a consistent basis. Plan to explore funding sources to hire full time lab assistants who can monitor student use of speciality labs.

---

### Performance Indicator:

2F Professional development/in-service activities

#### Performance Standard:

100% of faculty and staff will engage in all necessary training sessions on college systems & professional development activities related to job functions & roles.

#### Actual Outcome:

100% of faculty and staff participated in required training sessions on college systems.

90% of faculty and staff participated in optional professional development activities in their field and consistent with their job responsibilities.

#### Implication for Next Year:

Standard met for required college training sessions. Optional professional development activities goal was partially met. Continue to monitor and encourage faculty and staff to participate in all required training. Provide professional development funding in program budgets to support faculty in speciality professional development activities.

### Intended Outcome:

3 Community Service

## Actual Outcomes & Implications

---

### Performance Indicator:

#### 3A Internal Community

**Performance Standard:**

90% satisfaction rating by program chairs and staff

**Actual Outcome:**

100% of program chairs reported satisfaction with internal support and functioning of the departments and division as a whole. Made suggestions for improvement of processes in department and division procedures.

**Implication for Next Year:**

Standard met. Will continue to monitor and improve functioning of internal community for all existing and new initiatives within the division.

---

### Performance Indicator:

#### 3B Professional Community

**Performance Standard:**

NAH programs will sponsor 5 continuing education/inservice programs for area health care practitioners, clinical affiliation sponsors, clinical/practicum/preceptor providers.

**Actual Outcome:**

RADT, OTA, PTA and HITT programs sponsored one CE program each for area care practitioners. The ADN program provided 15 preceptor inservice programs to clinical affiliation sponsors each semester.

**Implication for Next Year:**

Standard met. Continue next year and increase as needed by professional community. Work with college CE department to establish regular schedule of CE courses for health care providers.

---

### Performance Indicator:

#### 3C Internal College Publications

**Performance Standard:**

100% of NAH programs will contribute at least 1 program success story article to Staying Connected publication per year

**Actual Outcome:**

All NAH programs contributed 1-2 articles for the "Staying Connected publication" during the past year.

**Implication for Next Year:**

Standard met. Continue efforts to keep community informed of division activities and successes.

---

## Actual Outcomes & Implications

### Performance Indicator:

#### 3D College Service Activity

**Performance Standard:**

100% of NAH faculty will participate in college service activities (5 hours per week/75 hours per semester).

**Actual Outcome:**

100% of NAH faculty participated in college service activities per semester as reported on their self-evaluation. Many activities reported were related to working with students directly to improve success-- tutoring, mentoring, etc. Also, faculty assisted students with club and student organization activities

**Implication for Next Year:**

Standard met. Continue to monitor annually.

---

### Performance Indicator:

#### 3E Clinical Affiliations

**Performance Standard:**

Increase current clinical affiliation contracts by 5% and renew and/or maintain at least 90% of existing agreements

**Actual Outcome:**

Renewed 154 existing affiliation agreements. Discontinued 3 affiliations due to business closure. Added 8 new clinical affiliations for Pharmacy Technology and 6 Medical Assisting programs to accommodate program growth..

**Implication for Next Year:**

Standard met. Continue for next year

### Intended Outcome:

#### 4 Fiscal Responsibility

## Actual Outcomes & Implications

### Performance Indicator:

4A Accountable and effective use of financial resources

**Performance Standard:**

98% of departmental budget allocation will be spent by established deadlines

**Actual Outcome:**

Spent 99% of department budget allocation by established deadlines.

**Implication for Next Year:**

Standard met. Continue next year

### Performance Indicator:

4B Grant compliance

**Performance Standard:**

Use 100% of any grant unding awarded during FY03 in accordance with grant award criteria

**Actual Outcome:**

Used 100% of STBI grant for expansion of VN program for Starr Co. campus.

**Implication for Next Year:**

Standard met

---

### Performance Indicator:

4C State Contact Hour

**Performance Standard:**

Program contact hours will exceed 2001-2002 by 5%. Increases will be evident in open (noncapped) programs.

**Actual Outcome:**

2002-2003 NAH division state contact hours exceeded 2001-2002 by 36% . Selective admissions (capped) program increases ranged from 2% to 75%. Open until filled programs (noncapped) increases ranged from 7-213%. Only one program (EMT) showed a loss of 14%. This loss was due to high attrition in the first semester Basic program which prevented students from progressing to next level courses. The Pharmacy Technology program is the newest and showed the greatest increase as students have become aware of the opportunity. ADN and VN programs increased due to efforts at recruiting more faculty and implementation of flex scheduling to accommodate more students.

**Implication for Next Year:**

Standard met. Continue efforts to increase enrollment and look for strategies to improve retention.

## Actual Outcomes & Implications

### Intended Outcome:

#### 5 Compliance

##### Performance Indicator:

###### 5A Office Operations

**Performance Standard:**

Meet all deadlines and timelines 95% of time

**Actual Outcome:**

Standard met. Staff and faculty report that work deadlines and timelines are accomplished 95% of the time. Occasional delays occur during peak periods during beginning of semesters when many faculty need services simultaneously.

**Implication for Next Year:**

Maintain standard or improve if possible.

---

##### Performance Indicator:

###### 5B Record Maintenance

**Performance Standard:**

Electronic image storage system for NAH program and student files will be fully implemented and maintained.

**Actual Outcome:**

Standard not met. New different software and staffing orientation were needed to implement project. Unable to purchase until next budget cycle due to funding constraints encountered during the spring and summer months.

**Implication for Next Year:**

Implement imaging storage project upon training of staff when new software received.

---

##### Performance Indicator:

###### 5C STCC Policies and procedures

**Performance Standard:**

100% faculty compliance

**Actual Outcome:**

Standard met. No documentation or issues reported on noncompliance

**Implication for Next Year:**

Continue to monitor.

## Actual Outcomes & Implications

### Performance Indicator:

#### 5D Professional Standards

**Performance Standard:**

- 1) 100% of NAH faculty will maintain current licensure and certification requirements to teach and practice in their given profession.
- 2) 100% of NAH faculty will complete required CEU requirements as stipulated in their licensure requirements.

**Actual Outcome:**

Standard met. 100% of NAH faculty are in compliance with licensure and certification in their teaching and practice area.

**Implication for Next Year:**

Continue to monitor.

---

### Performance Indicator:

#### 5E Program accreditation

**Performance Standard:**

100% of NAH programs with mandatory state and/or national accreditation requirement will be in compliance with accreditation standards.

**Actual Outcome:**

Standard met. 100% of NAH programs were in compliance of state and/or national accreditation requirements as shown through annual reporting and self-study processes.

**Implication for Next Year:**

Continue to monitor.

---

### Performance Indicator:

#### 5F Growth and development of Nursing and Allied Health professions

**Performance Standard:**

90% of faculty are active contributors to their health care profession through research, professional membership, and/or community service involvement.

**Actual Outcome:**

100% of faculty are members of their health profession organization and 95% actively participate in organization and community activities.

**Implication for Next Year:**

Performance standard met. Continue to monitor.

## Actual Outcomes & Implications

### Performance Indicator:

5G STCC Policies and Procedures: Faculty Evaluations

#### Performance Standard:

- 1) 100% of program faculty will receive an overall annual rating of "3" or higher on the Faculty Evaluation Plan.
- 2) 100% of faculty will receive an overall rating of "Agree" or higher on the Student Evaluation of Faculty Performance form.

#### Actual Outcome:

100% of NAH faculty received an overall annual rating of "3" or higher on their faculty evaluation plan. Division average for student evaluation ratings was 3.8.

#### Implication for Next Year:

Performance standard met. Continue to monitor.

---