A huge accomplishment this last academic year was guaranteeing all students in our Associate Degree Nursing (ADN), LVN-ADN, Vocational Nursing (VN), Nurse Assistant, Health Information Technology, and Radiologic Technology Programs were able to complete their courses and/or programs despite clinical displacements created by the pandemic. Through preplanning, innovativeness, maximizing simulated learning experiences (SLEs), and collaboration with our community partners there was no disruption in students entering the workforce. Overwhelmingly our employers are highly satisfied with our graduates from all programs.

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<tr>
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</thead>
<tbody>
<tr>
<td>RN (includes generic and LVN-ADN)</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>98</td>
</tr>
<tr>
<td>VN</td>
<td>100</td>
<td>100</td>
<td>96</td>
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<tr>
<td>Radiology Technology</td>
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<td>100</td>
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<td>Health Information Technology</td>
<td>*</td>
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</table>

*Not Available

On-time completion (OTC) rates did not meet our benchmark of 85%. This is an area for improvement that we anticipate with meet the benchmark due to the implementation of the multi-criteria point allocation. Program exit interviews uncover the majority of students who did not complete on-time were in one of four categories, including personal reasons and academic or clinical failure.

| On-Time Completion Rates – Generic ADN and LVN - ADN |
|-------------|---------|---------|---------|---------|---------|
| Generic ADN | 78%     | 78.8%   | 77%     | 73%     | 83%     |
| LVN-ADN     | 72.2%   | 66.6%   | 72.7%   | 40%     | 60%     |
| VN          | 75%     | 67%     | 70%     | 64%     | Pending |
| RAD TECH    | 92%     | 75%     | 83.33%  | 87.5%   | 82.64%  |

ATRITION RATES
The attrition rate for the Generic ADN program last five years has remained well below 25%. Attrition rates are now fairly consistent compared to previous years. This stability is directly correlated to high touch practices of Faculty, the Success Coach, Peer Mentors, Tutors, and other student support services. Also, there seems to be a high correlation with the expansion and integration of SLEs throughout the nursing programs.

LVN to RN Students attrition rates remain high. Working with Institutional Research Team in reviewing the last five years of data, there were no clear correlations of success or failure in the program and no academic predictors that were statistically significant.

| Attrition Rates – Generic ADN and LVN - ADN |
|-------------|---------|---------|---------|---------|---------|
| Attrition Rate ADN % | 11.9%   | 12.5%   | 8.6%    | 7.0%    | 10.2    |
| LVN-ADN     | 18%     | 9%      | 17%     | 10%     | Pending |
| RAD TECH    | *       | 12.5%   | 25%     | *       | *       |

*Not available.
TRANSFER RATES TO CSUB
Transfer rates to CSUB have held the highest seats among other transfer colleges, and maintain a range of transfer students between 45% to 67%. The decline in the transfer numbers for the current year is most likely attributed our partnership with Grand Canyon University.

<table>
<thead>
<tr>
<th>Year</th>
<th># of Students Applied</th>
<th># of Students Admitted</th>
<th>% of Acceptance</th>
<th>% of Local Students Admitted (Kern County Only)</th>
<th>% by Schools Admitted</th>
<th>Average GPA for Admitted Students</th>
<th>% of Recent Grads Admitted within one year of applying</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2017</td>
<td>56</td>
<td>48</td>
<td>86%</td>
<td>44%</td>
<td>AVC: 12%</td>
<td>BC: 67%</td>
<td>Kern County Only: 6%</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>COS: 6%</td>
<td>OTHER: 15%</td>
<td>3.2</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>67%</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>65</td>
<td>49</td>
<td>75%</td>
<td>41%</td>
<td>AVC: 45%</td>
<td>BC: 33%</td>
<td>Kern County Only: 10%</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>COS: 10%</td>
<td>OTHER: 12%</td>
<td>69%</td>
</tr>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Fall 2019</td>
<td>67</td>
<td>50</td>
<td>75%</td>
<td>62%</td>
<td>AVC: 24%</td>
<td>BC: 58%</td>
<td>Kern County Only: 8%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>COS: 8%</td>
<td>OTHER: 10%</td>
<td>74%</td>
</tr>
</tbody>
</table>

CONCURRENT ENROLLMENT
Beginning in Fall 2019 BC Nursing partnered with Grand Canyon University to initiate our first concurrent enrollment cohort for ADN students to obtain a BSN simultaneously upon completion of their prelicensure program. (BSN to be earned 3-6 months upon completing ADN). Currently four students will be completing their ADN program on July 24, 2020, and graduate with their BSN in 3-6 months. In Spring 2020, another five students will complete their degrees. There are a 2nd and 3rd cohort in progress which started Spring 2020 and Fall 2020, respectively. Hopefully this will continue to grow and surpass the average of 10% of each cohort.

EXPANDED ENROLLMENT NUMBERS FOR MEN IN NURSING
Over the last 5 years we have increased the number of men in our ADN program we have increased the number of men in

ENTRANCE NUMBERS
The ADN Program was able to increase the enrollment numbers from 60 to 75 students per semester, and planned to continue the increase to maximum of 90 students. However, due to the pandemic, these numbers will not be realized. Plan for Fall 2020 is to admit 64 students.

PHLEBOTOMY PROGRAM
BC partnered with AUMT Phlebotomy in Summer 2019. A total of 3 cohorts have graduated, totaling 56 students. Of the 58 students, 95% students completed and earned their certificates. Ninety eight percent (98%) of the students who sat for their national exams and obtained their phlebotomy license.

NURSE ASSITANCE TRAINING PROGRAM (NATP)
Applied for, and was approved to operate 3 additional NATP allowing for the expansion in McFarland and opening a course in Wasco at the High School.

PERIOPERATIVE COURSE PREPARATION
Community Partners expressed severe shortage of RNs in the perioperative area. Ground work was laid to develop a perioperative program with a stackable certificated program. Targeted start Spring 2021.
SKILLS LAB USAGE/ SIMULATED LEARNING EXPERIENCE
In efforts to move to a fully accredited skills lab, we were able to staff the lab with Simulation Coordinator, Simulation Educator, and a clinical laboratory assistant. This serves over 500 program students per semester. In addition, we imbedded simulation into each of the nursing courses, expanding from 0-13% to a minimum of 25 in all courses. Due to COVID-19 we did have to increase the simulation to 50% in the Pediatrics and Maternal Newborn courses.

CORE INDICATORS REPORT
Met all targeted goals with exception of nontraditional students populations. However, this is notable growth in the men in nursing – increasing over the last 5 years from 7% up to 14% of each cohort.

PERKINS IV Core Indicators of Performance by 6-digit Vocational TOP Code
Summary Detail Report for 2019-2020 Fiscal Year Planning

BAKERSFIELD COLLEGE

<table>
<thead>
<tr>
<th>123010 Registered Nursing</th>
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</thead>
</table>

![Table of Core Indicators Data]

The DR notation indicates privacy requirements - EDD requires that counts less than six not be displayed.

Performance Rate Less Than Goal is Shaded

Core 2 - Completions, Certificates, Degrees and Transfer Ready: 89.00% Performance Goal - (2016-2017)
Core 3 - Persistence in Higher Education: 91.00% Performance Goal - (2016-2017)
Core 4 - Employment: 73.23% Performance Goal - (2016-2017)
Core 5 - Training Leading to Non-Traditional Employment: Greater than 21.85% Participation & 23.26% Completion - (2016-2017)
## Student Learning

**EXTERN PROGRAM**
Extern Program was initiated in Spring 2020 and will be continued to Summer and Fall 2020. This work experience course provided an avenue for students to complete their course of study while simultaneously earning wages. A total of 67 were obtained paid externships during their 4th semester.

**FACULTY PROFESSIONAL DEVELOPMENT**
Provided extensive faculty development opportunities, including: the Elsevier Faculty Development Conference, Nurse Tim’s Item Writing, Mountain Measurement and the NCLEX Blueprint Analysis Course, a Geriatric remediation course, and a 3-day Simulation Intensive and Debriefing course presented by Health Impact.

## Facilities & Technology

**NURSE ASSISTANT TRAINING PROGRAM EXPANSION**
Obtained a $90,000 grant to expand NATP into the rural communities, thereby promoting a career pathway in the rural areas of Wasco and McFarland. These areas would otherwise have limited access to training programs at Bakersfield College. With these grant funds an existing classroom at Wasco High School was converted to 3-bed skills lab completely outfitted with all the necessary laboratory equipment to conduct a high quality training program. The laboratories in McFarland and Bakersfield also received some new equipment to provide for program expansion. With these funds we were able to increase the number of courses offered from two to five.

**ELECTRONIC RECORD KEEPING**
Continued working on converting hard files to electronic filing system. Now all student files, with the exceptions of the applications are housed electronically for ease of use.

**CLINICAL LABORATORY AND COMPUTER LABORATORY EXPANSION**
Do to the growth of the programs and the mandatory hours students are required in the skills and computer laboratories, Math Science (MS) 54 and 165 were updated. MS 54 was converted to a flexible space to accommodate clinical skills and or group activities. MS 165 – the Computer Lab was rearranged and outfitted with new computers to accommodate 30 students, as opposed to 22 students. In addition, a big screen TV was added to serve as a flexible space for simulated learning activities such as live streaming, clinical scenarios, and virtual reality.

**CLASSROOM UPDATED – MS 156**
Math Science 156 was converted to classroom to accommodate the RAD TECH and phlebotomy programs. The storage units and supplies were relocated. The classroom was updated with new tables and chairs, as well as a short throw projector.

**TECHNOLOGY**
Updated 15 computers in the Computer cart in IT 201. Replace the computer cart and projector at the Weill in room 101A and added a share link.

## Leadership and Engagement

**ACCREDITATION AND CONTINUING APPROVALS**
- a. ADN Program – facilitated the successful completion of the requirements for continuing approval from the Board of Registered Nursing.
- b. VN Program – facilitated the successful completion of the requirements for a minor curriculum change from the Board of Vocational Nursing and Psychiatric Technicians.
- c. HIT Program – facilitated the HIT accreditation requirements for initial approval. Status/site visit pending.
- d. Provided leadership and guidance to facilitate student progression and completion in all programs using innovative community partnerships.
ADVISORY / COMMITTEES
a. Advisory Meetings – Co-lead bi-annual meetings with academic and industry partners.
b. RN, VN, and NATP – Lead Program meetings.
c. Screening / Hiring Committees – Served on four faculty committees
d. Participated in Rural Health Equity and Learning Initiative
e. Maintained partnerships with Grand Canyon University fostering concurrent enrollment.
f. Collaborated with Rural Health Initiatives to establish NATP in Wasco and increase enrollments in McFarland.
g. Began organization of a Long Term Care Advisory Committee
h. Served as Lead of Health Sciences Pathway. Facilitated a data coach, a data plan, and Introduction to Health Science course.
i. Active participant of College Wide and Program Committees including EAC, Admin Council, FCDC, and CTE
j. Collaborated with AUMT to bring Phlebotomy program to BC via contract education.
k. Facilitated organization of, and presented at Entrée to Employment for VN students.

FINANCIAL SUPPORT & GRANT MANAGEMENT
Wrote grant proposals, received funding, and managed grants for various programs, including:
1. ADN Enrollment Growth Grant – to increase RNs into the workforce by expanding enrollment.
2. Dorothy Rupe Grant – to expand NATPs in Rural Communities.
3. Nurse Assistant Growth Grant – a one year grant to increase the number the NATPs.
4. Grant for First Response Healthcare Student Support Fund (First Response Fund). – This fund’s purpose was to help students who are facing adverse financial impacts of COVID-19 with their ability to stay enrolled and complete their CCC education, while also helping address California’s pressing need to advance students in specific health care fields into its health care system. A total of 13 of our Nursing students from the RN and VN programs were awarded monies up to $500 per student.
5. Strong Workforce Projects – included regional and local projects to promote simulation education for faculty and students, improve simulation lab, develop a shared simulation repository with 4 other Community Colleges, and implement and uphold INASCL standards.
6. VTEA (Perkins Funding) – used for faculty professional development in simulation education, a requirement of INASCL standards.

NCLEX FIRST TIME PASS RATES
Maintained the NCLEX-RN and VN first-time pass rates greater than 95%.