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Area: Program Manager - Nursing

**Vision for Success Goal #1:** Increase certificates and degrees by 20% the number of California Community College (CCC) students annually who acquire associates degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.

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<td><strong>Goal #1 Completion</strong></td>
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| Bakersfield College will increase the total number of annually completed associate degrees from 1,165 in 2016-2017 to 1,552 in 2021-22, an increase of 33 percent. | - Collaborate with Educational Advisors/Counselors to provide informational sessions every spring and fall to ensure students entering the path are taking appropriate prerequisite courses for their course of study.  
- Collaboration with Kern County RN explorer program and COPE Health Scholars Programs. |
| **Aligns with Strategic Direction #2** | **Entering the Path**  |
| Student Progression & Completion | - Support the administration and faculty to incrementally increase RN enrollment numbers with each coming semester until max of 90.  
- Collaborate with Associate Dean of Nursing to help provide alternative scheduling for the nursing students, such as evening courses/clinicals.  
- Collaborate with rural areas to provide certificate/license programs such nurse assistant and phlebotomy course offerings.  
- Increase the NATP in McFarland by 100%.  
- Assist the development of a Registered Nurse (RN) specialty certification.  
- Collaborate with high schools for dual enrollment course offerings for pre-requisites for nursing and AH programs.  
- Help Nursing to secure space and create state of art center to relieve clinical displacement  
- Manage concurrent enrollment programs with 4 year universities so that AS students will be able to simultaneously complete Bachelor’s Degree within 3-6 months of program. |
| **Staying on the Path** | **Clarifying the Path**  |
|  | - Assist the Associate Dean of Nursing to track and analyze the momentum points for each discipline in my area. Collaborate with Program Directors to identify specific data needed for their unique programs. Once these data are identified, collaborate with the HealthCare Careers Data Coach and the Institutional Research Team to provide these reports at regular intervals, including disaggregated data on the momentum points  
- Track, analyze and maintain first time pass rates greater than 90% for ADN and VN programs.  
- Help the Associate Dean to implement a multi-criteria selection requirement for the LVN to RN program. |
Maintain effective academic student support such as intrusive counseling, peer mentoring, embedded tutoring, nursing internships, supplemental student success courses.

- **Learning**
  - Regularly meet with advisory committees and industry and academic partnerships to discuss strengths and areas of growth our students possess or need to effectively transition into the workforce.
  - Collaborate with industry partners to create internships, externships, apprenticeships, and transition programs to strengthen knowledge, skills, and abilities of the student entering the workforce.
  - Assist department to increase on time completion rates to 87%

### Strategic Initiatives Supporting Goal

Assist department and Associate Dean of Nursing to:

- 1.1 Establish introductory pathways courses for the majority of the pathways
- 1.3 Increase Career Technical Education certificate/degree options by 3 new programs
- 1.4 Increase the number of programs that participate in placement of student interns by 3
- 1.5 Increase the number of approved work experience courses by 3 new programs
- 1.6 Establish at least five full certificate programs in rural communities.
- 1.7 Increase the number of apprenticeships.
- 2.14 Implement a process whereby students are automatically awarded certificates they have earned
- 2.15 Implement a process whereby students are automatically awarded degrees they have earned
- 2.16 Increase Baccalaureate of Science completions
- 3.2 Complete construction of a new Veterans Center to specifically support our veteran students on the main campus.

### Vision for Success Goal #2: Increase by 35% the number of CCC students transferring annually to a CSU and CU.

### Bakersfield College Goal

**Goal #2: Transfer**

Bakersfield College will increase the number of completed ADT degrees from 552 in 2016-2017 to 745 in 2021-22, an increase of 35% percent.

**Strategic Direction #1**

- Clarifying the Path
  - Collaborate with the Board of Registered Nursing and explore concurrent enrollment and transfers programs with 4 year universities.
  - Hold informational sessions for the program students to explore opportunities and feasibility to become a concurrently enrolled ADN-BSN student at various universities.
  - Embed informational sessions during pre-nursing seminars and program courses.
  - Provide a space in the nursing office so that the university counselors are available to answer questions to those students who wish to entertain or enroll in a concurrent program.

### Work Plan
| Student Learning | - Hold a Summer Freshman Academy that is geared towards pre-nursing students who express interest in concurrent enrollment.  
  • **Entering the Path**  
  - Assist the Nursing program to provide Guided Pathways Concurrent Enrollment Preparation Roadmaps for Students to earn an ADN, BSN, or BSN for transfer to a Master’s program, either in nursing or nursing education, and is accepted by all CA CSUs and private not for profit universities.  
  - Provide affordable education with equitable access. Students to obtain a BSN for < 15k.  
  - Collaborate with CSUB to refine their transfer pathway so student simultaneously completes BSN within 3 -6 months after completing ADN program.  
  • **Staying on the Path**  
  - Help to manage and maintain effective academic student support such as intrusive counseling, peer mentoring, embedded tutoring, nursing internships, supplemental student success courses.  
  - Track and maintain quality of ADN program outcomes while concurrent students’ progress in their programs by tracking program metrics including, but not limited to grades, on time completion, attrition rates, first time NCLEX pass rates, and job placement rates.  
  Learning  
  • Track numbers of job placement rates of both ADN and BSN graduates.  
  • Work to contribute to the National Academies Health and Medicine Division’s goal of 80% of nurses to achieve a baccalaureate degree in nursing by 2020. |
|---|---|
| **Strategic Initiatives Supporting Goal** | Assist the Associate Dean to:  
  • 1.1 Establish introductory pathways courses for the majority of the pathways  
  • 1.3 Increase Career Technical Education (CTE) certificate/degree options by 3 new programs.  
  • 1.4 Increase the number of programs that participate in placement of student interns by 3.  
  • 1.5 Increase the number of approved work experience courses by 3 new programs.  
  • 1.12 Establish and expand student support services in rural communities.  
  • 2.16 Increase Baccalaureate of Science completions.  
  • 2.17 Develop MOU with transfer Partner CSUB to establish agreement for faculty at the two institutions to develop four year templates |

**Vision for Success Goal #3:** Decrease the average number of units accumulated by CCC students earning associate’s degrees, from approximately 87 total units (the most recent system wide average) to 79 total units, the average among the quintile of colleges showing the strongest performance on this measure.
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| **Goal #3: Unit Accumulation**  
Bakersfield College will decrease the average units earned per completed associate degree from 92 in 2016-2017 to 84 in 2021-22, a decrease of 9 percent. | • Clarifying the Path  
- Assist program to provide Guided Pathways Concurrent Enrollment Preparation Roadmaps for students to earn an ADN, BSN, or BSN for transfer to a Master’s program, either in nursing or nursing education.  
• Entering the Path  
- Assist in exploring, analyzing and evaluating all pre-requisite courses.  
• Staying on the Path  
- Maintain focus on supporting momentum points for students.  
- Ensure accurate data for tracking momentum point achievement |
| **Strategic Direction #2**  
*Student Progression and Completion*  
• Clarifying the Path  
- Assist the program to:  
  - Strengthen academic and practice partnerships.  
  - Develop a collaborative community alliance with the long-term facilities.  
• Learning |

**Vision for Success Goal #4:** Increase the percent of exiting CTE students who report being employed in their field of study, from the most recent statewide average of 60 percent to an improved rate of 69 percent, the average among the quintile of colleges showing the strongest performance on this measure.

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| **Goal #4: Workforce**  
Bakersfield College will increase the percent of exiting CTE students who report being employed in their field of study from 66% percent in 2014-2015 | • Clarifying the Path  
- Assist the program to:  
  - Strengthen academic and practice partnerships.  
  - Develop a collaborative community alliance with the long-term facilities.  
• Learning |
Strategic Direction #1
Student Learning

- Assist the program to:
  - Affect real change surrounding current issues (i.e. Clinical placement/displacement, vacancy rates, for profit schools.
  - Meet regional workforce demands shown by decreased vacancy rates.
  - Improve community wellness.

Strategic Initiatives
Supporting Goal

- Help the program to achieve:
  - 1.4 Increase the number of programs that participate in placement of student interns by 3
  - 1.5 Increase the number of approved work experience courses by 3 new programs
  - 1.7 Increase the number of apprenticeships
  - 2.16 Increase Baccalaureate of Science completions
  - 4.11 Increase job development services outside main campus.

Vision for Success Goal #5: Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps for good within 10 years.

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| **Goal #5: Equity**      | • Track College Core Indicator Information for Programs using 6 digit TOP codes. Specifically tracking Technical Skill attainment, completers and/or transfer ready, Persistence and transfer, employment, and Nontraditional participation and completers  
  • Establish a better tracking system of program students in cohorts to identify numbers of displaced homemaker, economically disadvantaged, limited English proficiency, single parents, and students with disabilities. |
| Goal 5.1 Completion for Disproportionately Impacted Groups  
Goal 5.2 Transfer for Disproportionately Impacted Groups | |
| **Strategic Direction #2** | **Student Progression and Completion** |
| **Strategic Initiatives** | **Supporting Goal** |
| Assist program to: | • 1.10 Increase entry level tech instruction for all students to help them navigate the landscape of tools on campus  
  • 1.11 Expand academic support services for inmate scholars  
  • 1.12 Establish and expand student support services in rural communities  
  • 1.13 Establish and expand support services in satellite sites  
  • 2.1 Expand dual enrollment in additional KHSD high schools  
  • 2.4 Increase the number of students participating in Summer Bridge by 15% |