2013-2014

Nursing Departmental Plan
Academic Year 2013-2014

Each department will establish measurable objectives that best suit their individual department mission and priorities; therefore, Jubilee Plan 2013-2017 Goals & Objectives may not be addressed. The department will develop objectives in collaboration with the Academic Division Dean/Director and department members. These will be reflected in individual objectives.

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<th>Origination Date:</th>
<th>Sept. 4, 2013</th>
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<td>Revision date if applicable:</td>
<td>Jan. 21, 2014</td>
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<td>Mid Year Date:</td>
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<td>Annual Report Date:</td>
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Submit electronically to Academic Division Dean or Director.

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<td>I. Inspire Student Success</td>
<td>1.1 Maximize learning-centered environments and successful student outcomes by ensuring alignment of curriculum, programs, services and co-curricular activities.</td>
<td>• Revise the program philosophy and learning outcomes</td>
<td>• Curriculum revision meetings have been ongoing. Faculty participated in NJ Action Coalition and Concept based curriculum conferences. Program designation change to AA discussed and forwarded to</td>
<td>• Faculty revised the nursing program mission, philosophy, program outcomes and student learning outcomes. Course learning outcomes and program progression development is ongoing</td>
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<td>Implementation of the “Gatherings” project to support first semester nursing students as part of the retention program</td>
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<td>Identify obstacles to student success and completion. Evaluate current retention strategies. Create a retention plan based on current data and nursing education evidence based practices</td>
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<td>Continue the work of the interdisciplinary retention committee to implement remediation</td>
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<td>Gatherings have met throughout the semester for day, evening and online sessions. NURS 160 students were invited to attend workshops on study techniques. 40% of students in NURS 160 attended at least one Gathering. Retention rate Fall 2013 for those who attended the Gatherings was 92%. Students learned test taking strategies, meet students for peer tutoring and learned about support resources available at BCC.</td>
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<td>Gatherings have met throughout the semester for day, evening and online sessions. NURS 160 students were invited to attend. NURS 161, 162 and 261 faculty plan to conduct at least 1 gathering in FA14. NURS 261 faculty will focus their gathering on students who participated in the Advanced Placement challenge and test into NURS 261 in order to support their transition into the nursing program</td>
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<td>Strategies</td>
<td>Faculty reviewed data: program course evaluations SOR’s. Current retention strategies not effective. DON interviewed students who were program failures most of whom said they had not participated in exam reviews or had contact with faculty.</td>
<td>Students were invited to content specific review sessions with faculty. Outcome 161-improved grades for students who attended. Test taking strategies session implemented by 161 faculty. Better communication with high risk students needed. Many did not attend and failed the</td>
<td>DON will meet with all students who were not successful in SP14 and are eligible to return to the program. Each student will develop their own plan for success</td>
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<td>• Explore high impact practices to promote student success.</td>
<td>• Evaluate standardized testing for course final exams and changes in grading policies.</td>
<td>• Faculty reviewed data: program course evaluations SOR’s. Current retention strategies not effective. DON interviewed students who were program failures most of whom said they had not participated in exam reviews or had contact with faculty.</td>
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<td>• Explore faculty practices for success.</td>
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<td>• DON will meet with all students who were not successful in SP14 and are eligible to return to the program. Each student will develop their own plan for success</td>
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| 1.2 Anticipate the changing needs of students through comprehensive faculty development to increase effective teaching and academic excellence. | • Evaluate completion rates for each track | course.  
• S14: students have access to PREP-U and NCLEX 10.000, reviewed in orientation. Evaluate at end of semester.  
• Grading criteria changed for NURS 160, 161, 261 for Fall 2014 with decreased emphasis on the final exam  

Fa13 completion rates:  
NURS 160 – 86.73%  
NURS 161 – 67%  
NURS 162 – 84.27%  
NURS 261 – 93.06%  
NURS 262 – 81.82%  
NURS 263 – 100%  

Sp14 completion rates:  
NURS 160 – 90.5%  
NURS 161 – 68.6%  
NURS 162 – 75%  
NURS 261 – 96.1%  
NURS 262 – 85.5%  
NURS 263 – 100%  

Anecdotal evidence from students indicates that they liked using Prep-U for review of content. SORs to be reviewed when tabulated. | • Participate in national, regional and local conferences  
• Collaborate with BSN and Practice partners in the NJ Action Coalition in a faculty development program of the Nurse of the Future  
• 6 faculty members attended the NLN summit in Sept. including one as presenter. Faculty brought back information on concept based curriculum models and  
• 10 faculty, the DON and the Dean of Science & Health Science attended the ADN Council workshop at Forsgate Country club on May 30. Topic: Active Learning Strategies
• DON attended the ACEN New Deans/Directors workshop to obtain information on maintaining accreditation.
• One faculty member presented at a simulation conference at Drexel University. The faculty obtained data on the design and implementation of simulation labs.
• 3 faculty and DON are members of the NJ Action Coalition; joint meeting held with Rutgers BSN completion faculty and BCC nursing faculty to develop models of seamless transition from RN to BSN.
• 2 faculty members attended the test writing workshop in PA on March 14, 2014.
• 13 faculty and the DON attended a workshop on DocuCare offered by LWW at BCC on April 15, 2014.
• One faculty member attended the COE workshop in June, 2014 in Washington, D.C.
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<th>1.3 Promote and share the exploration of new, effective pedagogy techniques.</th>
<th>One faculty member is enrolled in the NCSBN test item writing course to improve test development</th>
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| • Develop a Concept-based curriculum  
• Pilot the use of the Flipped Classroom  
• Expand options for Interprofessional Collaboration in Clinical Simulations | • Curriculum revisions are ongoing to incorporate QSEN competencies and nurse of the future competencies into the curriculum  
• Simulation held with radiologic technology and respiratory care students focused on SBAR communication techniques. Students indicated increased confidence in using this communication technique  
• After review of the Student Program Evaluations data, interdisciplinary communication, EHR (DocuCare) and standardized simulations will be incorporated into the new curriculum. Students request increase use of simulations as clinical  
• ACES simulation piloted in NURS 161 and will be included in the Advanced Placement Challenge course for LPNs during Summer I |
| 1.4 Improve academic advisement, and | • Maintain NJCU collaborative relationship  
• NJCU presentation to NURS 263, 261 |
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<td>1.5 Increase the use of new and existing analytical data to increase support for student and lifelong learners.</td>
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<td>- Utilize college resources to improve data collection and analysis</td>
<td>- Increase collaboration with Rutgers College of Nursing</td>
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<td>- P&amp;A – review data collection and analysis</td>
<td>- Maintain an interdisciplinary retention committee</td>
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<td>- Attend Accreditation workshop to prepare for standards changes</td>
<td>- Foster collaborative relationships with clinical agencies to facilitate career opportunities for graduates</td>
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**NURS 261 students**

- BSN completion programs advertised on the nursing dept. webpage
- Retention committee open to all members of the health science faculty

**students during Spring 2014 and presentations scheduled during Summer I and III for NURS 165**

- The DON and the Dean of Science & Health Science met with NJCU to update the articulation agreement for the RN to BSN completion program
- 2 faculty members volunteered to participate in the new college-wide intervention/retention committee

**P&A co-chairs and committee members** have worked with PAR, TLC, the assessment specialist from the Academic Affairs office and a trainer from HR to assess data analysis programs available at BCC
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<th>1.6 Implement short and long-term enrollment development plans focusing on defined markets and emerging populations.</th>
<th>Utilize college resources to increase recruitment to the nursing program</th>
<th>Participated in the Fall Open House. 50 prospective nursing students and families inquired about the program.</th>
<th>Participated in the Spring Open House and Adjunct Faculty Job fair. Promoted the Advanced Placement Challenge Program at the Pinelands School of Practical Nursing and the MCVSD.</th>
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<td>1.7 Promote diversity and inclusion with cultural initiatives to ensure Brookdale is a responsible, respectful and enlightened community.</td>
<td>Continue recruitment and retention initiatives promoting diversity in the nursing program</td>
<td>DON to schedule information sessions for pre-nursing students at the BCC higher education centers. Results of the male nursing student focus groups shared with adjunct faculty at the adjunct faculty</td>
<td>Students referred to prn pals tutoring initiative of the Student Nurse Association. Students referred to the learning assistant for nursing for remediation on skills, test taking strategies, pathophysiology.</td>
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| II. Maximize resources | 2.1 Expand the professional and personal potential of all staff to ensure a culture of high performance, collaboration and innovation. | • Encourage faculty and administrative participation in continuing education  
• Collaborate with NLN Sim Leadership project  
• Explore grant opportunities relative to departmental needs  
• Participate in Engineered leadership across the campus  
• Create a CANVAS based nursing faculty learning community  
• Maintain the successes of the Mentoring Committee  
• One faculty will participate in the competitive international Simulation Leadership program | • Two faculty member are completing doctoral programs; one faculty member is participating in the NLN Simulations Leaders program; other continuing education outlined above  
• Nursing Faculty Learning Community developed on CANVAS  
• Mentoring committee meets with all faculty in the tenure and promotion process | • Obtained a three month free trial of Nurse Tim training and support services in instructional design, pedagogy/andragogy, learner assessment, and faculty growth through evidence-based practice.  
• Faculty and DON participated in college-wide initiatives on Career Vita, 21st Century Workforce training, Portal Community, Council of Former Governance Chairs, Leadership Brookdale. |
| 2.2 Implement strategic media and technology solutions with a measureable impact on student learning and faculty/staff productivity. | - Implement Canvas as the learning management system for online and hybrid nursing courses and maximize use of CANVAS options for student success and productivity  
- Maintain the online nursing track  
- Select an EHR system that meets the learning needs of students and evidence based practice  
- Explore database software to monitor physicals and health screening requirements  
- Continue to develop high-fidelity and low-fidelity simulations  
- Develop nursing department portal page  
- Implement Outlook training and scheduling  
- Continue the use of TutorTrac for student | - All nursing courses are web enhanced on the CANVAS learning management system  
- CANVAS site developed for the nursing skills lab  
- DocuCare EHR was trialed by students in 3 courses in Fall 2013  
- ACES simulation implemented in NURS 161 in Fall 2013  
- Nursing department portal page developed with IT support to facilitate communication. | - Canvas work continued for full-time faculty. Faculty members imported content to their own Canvas courses for Spring 2014  
- Adjunct faculty offered Canvas training  
- An EHR (DocuCare) was implemented in NURS 161 and used in laboratory simulations  
- Nursing Portal page is updated with all course letters and medical clearance documentation  
- Several database software systems have been explored/Proposal being prepared for purchasing approval  
- SimPad training has been completed for |
| 2.4 Enhance internal communication to provide open, two-way information flows, and enhance and facilitate teamwork, cooperation and collaboration. | To become live in Sp14  
- Tutor Trac skills lab scheduling available on the nursing portal page  
- A simulation medication dispensing cart has been implemented for medication administration simulation training  
- TutorTrac icons have been placed on the Nursing Portal page for student access to scheduling lab test outs  
- All full-time faculty have received an iPad mini for use with DocuCare and Nursing Constellation Plus to improve clinical resources and documentation. | The nursing faculty learning community is available on CANVAS, utilized by FT and adjunct faculty.  
- Faculty had input into PJC report. DON and Dept. Chair have | The Adjunct Faculty workshop scheduled for Aug. 2014 will include communication strategies  
- Dr. Murphy met with the Science and Health Science division members to discuss the budget and concerns about |
participated in meetings with EVP that included budget discussions and budgetary input included in nursing dept. meetings

transitions at the college
• Budgetary issues discussed at nursing faculty meetings
• The curriculum committee is reviewing student fees. To date fees have been decreased for the cost of the nursing kit, nursing constellation plus and textbooks
• B. Doherty, college librarian, presented review of database fees and needs of the nursing students. References, streaming video needs and journal needs were reviewed and updated
• Faculty submitted requests for Perkins funding for professional development for the fiscal year beginning July 1, 2014
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<th>III. Strengthen and expand Brookdale’s alliances and partnerships</th>
<th>3.1 Develop the Communiversity to become a self-sustaining, nationwide model.</th>
<th>• Promote the articulation of RN to BSN through our Communiversity partners</th>
<th>• Partner with RWJ Foundation to create a Nurse of the Future curriculum • Participate with Rutgers and practice agencies in a grant partnership for statewide academic program</th>
<th>• Dean Edman and DON met with representatives from NJCU to renew the dual enrollment agreement • Articulation agreement continues with Rutgers University faculty</th>
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<td>3.2 Develop educational partnerships in international and global initiatives.</td>
<td>• Promote global learning in healthcare (NURS 163/165 in London)</td>
<td>• Information sessions have been held to promote the NURS 163/165 session in London</td>
<td>• Nursing faculty participated in the development of a Short-term Study Abroad College Handbook • 11 students and two faculty participated in NURS 163/165 study abroad program in London</td>
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<td>3.3 Increase entrepreneurial partnerships with businesses, private foundations, federal and state organizations, private donors and local school districts, to ensure sustainability of</td>
<td>• Faculty participating in the NJ Action Coalition and working on a curriculum model for the Nurse of the Future</td>
<td>• Nursing honor society students performed a service learning project by assisting a Girl Scout troop earning their First Aid badge • The pediatric faculty specialist explored</td>
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<td>IV. Leverage Brookdale’s excellence.</td>
<td>4.1 Exceed the standards of all of the College’s accrediting agencies.</td>
<td>• Respond to recommendations from ACEN to maintain accreditation</td>
<td>• Draft of the follow up report sent to ACEN for review</td>
<td>• The DON attended the Evaluation Review Panel meeting in Atlanta. ACEN approved accreditation with the next site visit in 2019</td>
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<td>college plans and enhance stakeholder commitment.</td>
<td>• Promote the Concerned Black Nurses of Central Jersey scholarship</td>
<td>• Explore alternative sites for clinical</td>
<td>• Meet with clinical partners to strengthen partnerships</td>
<td>• Scholarship information promoted through the Student Nurse Association and the CANVAS course sites</td>
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| 4.2 Increase the College’s capacity to play a prominent role in local, regional and state plans for student success and economic growth. | • Participate in the initiatives of the NJ Action Coalition to promote nursing in the state  
• Work with graduate students to promote community college education  
• Continue faculty involvement in state and national committees | • Work with the NJ Action Coalition is ongoing  
• 3 graduate students scheduled to work with faculty in Spring 2014  
• DON is an active member of the ADN council of deans and directors | • Recent graduates of the nursing program participated in the Nurse Advisory Committee meeting in April  
• One faculty member is a member of the COE review committee of the National League for Nursing (NLN) |
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<td>4.3 Exceed the national means in our research studies (CCSSE; SSI; others)</td>
<td>• Participate as a pilot site for National League for Nursing (NLN) ACES research</td>
<td>• NURS 161 faculty/students participated in a pilot study with ACES simulation scenario.</td>
<td>• Participated in beta testing for the NLN End of Program exam</td>
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| 4.4 Aggressively communicate our successes and deal with our challenges. | • Recruitment/increase retention | • Students who scored less than 900 on the Exit HESI were asked to develop a success plan for the NCLEX exam  
• DON offered to meet with students who were program failures as exit interviews. | • After the Spring 2014 semester all students who were course failures but eligible to return to the program were required to complete a Return To Program Success Plan and meet with the DON to discuss the plan. |
| 4.6 Focus strategic marketing on Brookdale’s success in meeting the needs of our students and community. | • Market our nursing program emphasizing the COE and the economics of obtaining RN/BSN through BCC  
• BCD courses - continue to collaborate with BCD to support the success of the nursing program | • The Brookdale minute commercial on the nursing program runs on the college radio station  
• Boot camp for prospective health science students offered through BCD. One session held in Aug. Jan. class canceled due to low enrollment | • A faculty member coordinates the CHHA program offered through BCD  
• The Dean and DON collaborated with BCD on submitting a 50+ grant, ie, to assist people over the age of 50 to obtain a nursing degree with a focus of LPN to RN |
| 4.7 Develop centers of excellence that will attract students, funding, and research opportunities. | • Maintain our COE  
• Implement a local chapter of the national associate degree honor society with induction of the first cohort, spring 2014 | • First cohort of students was invited into the national associate degree honor society in Fall 2013 and are expected to graduate in Spring 2014. Service | • Four students were inducted into the Alpha Sigma chapter of Alpha Delta Nu, the nursing student honor society |

Meetings were not mandatory.  
Students may not register for the fall semester until after meeting with the DON.
project conducted by students in Jan. assisting Girl Scouts attain their First Aid badge.

Faculty Data Book Access:  www.brookdalecc.edu  ; select Administration Department from Quick Links; select Planning, Assessment and Research then BCCAIS on the left.  USERNAME: faculty (lowercase)  PASSWORD: databooks (lowercase)