



**COMPREHENSIVE ACADEMIC AFFAIRS PROGRAM REVIEW
EXECUTIVE SUMMARY
2023-2024**

Program Title: Nursing AS	
Program Director/Coordinator: Nancy Perry	
Division: Allied Health	Division Chair: Nancy Perry
Type of Program	
Transfer Degree: <input type="radio"/> Associate of Arts (A.A.) <input type="radio"/> Associate of Arts in Teaching (A.A.T.) <input type="radio"/> Associate of Fine Arts (A.F.A.) <input checked="" type="checkbox"/> Associate of Science (A.S.) <input type="radio"/> Associate of Science in Engineering (A.S.E.)	Terminal Degree: <input type="radio"/> Associate of Applied Science (A.A.S.) Certificate: <input type="radio"/> Directed Technology Certificate <input type="radio"/> New Certificate Program within an Existing Degree Area <input type="radio"/> New Stand-Alone Certificate

1. Synopses of the significant findings from the program review. Include the results from the annual assessments of student learning goals.

Nursing as a profession has changed dramatically in the past five years. The effect of COVID and the subsequent pandemic modified the way nurses perform daily tasks, staffing at healthcare facilities, and salary. Consequently, nursing education was also affected, including the Associate of Science in Nursing program at Carroll Community College.

Enrollment has dropped, but transfer and transition student enrollment has remained consistent. The curriculum is ever evolving, but changes are based on evidence from Program Goal data and anecdotal observations from faculty. The program is reviewed annually using the Systematic Program of Evaluation tool. Faculty has generally remained consistent except for retirements of two long-term faculty members, both who were Psychiatric-Mental Health providers. Recruitment for that specific position has been difficult, based on the salary. The program remains in good standing with the regulatory agencies.

2. Strengths of the program.

- Good standing with the Maryland Board of Nursing and National League for Nursing Commission on Nursing Education Accreditation (NLN-CNEA)
- Strong relationship between CCC and the Nursing program mission/vision
- Two pathways to complete the RN degree (generic and transition)
- Clear progression of Course objectives to Program Goals
- Advisory board members representing employers of graduates and graduates
- Increased enrollment in ATB programs
- Faculty
- Curriculum
- Student success on the NCLEX-RN licensure examination
- Employment Rate

3. Weaknesses of the program.

- Graduate and Employer response rates on surveys
- Small number of students identifying as male
- Small number of students identifying as nonwhite
- Faculty turnover
- Poor program completion with students who identify as male and nonwhite
- Lack of large classroom
- Concerns with simulation space

4. Threats to the program.

- Part-time credit load during the program affects financial aid
- Decrease in enrollment
- Struggle to find preceptors for NURS 242
- Salary for nursing faculty that inhibits hiring and retaining full time and adjunct faculty
- Retirement of Program Director
- Addition of the nursing program at McDaniel College

5. Plans for Improvement including timeline.

- Increase enrollment to 80 students each fall-by-fall 2025
- Implement alternative enrollment option by fall 2026
- Establish ATB program with McDaniel College by fall 2025 or sooner
- Increase number of faculty with CNE credential by 20% by fall 2024
- Establish American Association for Men in Nursing chapter by fall 2025

6. Identification of weaknesses or deficiencies from the previous review and the status of improvements implemented or accomplished.

The prior review identified the following as weaknesses: Graduate and Employer response rates, Novice faculty, Clinical and practicum placements, Faculty, and student satisfaction surveys.

Status:

Graduate and employer response rates have been a challenge. The program has offered incentives, invited them on campus to discuss issues (with food), have an online and paper-pencil tool, and have told soon-to-be graduates to answer the questionnaire. Gift cards are presented to two graduates who have completed the graduate survey. Retention of faculty members is a challenge based on their salaries. Nurses with master's degrees can obtain employment at facilities with the same amount of flexibility as the college offers, but a significantly higher wage. Clinical and practicum placements have stabilized. Faculty and student satisfaction surveys are conducted annually.

7. Budget/position requests (list the items and the costs).

- Modification of space for simulation - \$250,000 (facilities request submitted)
- Faculty salaries - \$10,000 per faculty = \$120,000

Signatures

Nancy Perry, DNP, RN, CNE
Program Director/Coordinator
Nancy Perry, DNP, RN, CNE
Division Chair

September 4, 2024

Date

September 4, 2024

Date

Sharon Brunner
Dean, Curriculum and Assessment

July 18, 2024
Date