

# Program Review Year 2011 – 2012

## Name of Program:

Nursing Associate Degree (ADN) and  
Practical Nurse (PN) Options

### Program Review Team Members

#### Name

Francine Pappalardo  
Lisa Bass  
Sheila Kane  
Eva Beliveau  
Emily Valliere  
Donna Marquis  
Rick Lizotte  
Pat Conway  
Karen Warren  
Pat Demers  
Ellen Wentland

#### Title

Curriculum Coordinator  
Nursing Faculty  
Nursing Faculty  
Nursing Faculty  
Student Nurse  
Dental Assisting Faculty  
Faculty, Foundational Studies  
Director of Nursing, GLFHC  
Clinical Coordinator, CHFH  
Assistant Dean, Nursing Program Director  
Associate Dean of Academic and Institutional Effectiveness

DATE: February 2012

## SECTION SIX: SUMMARY

### I. CONCLUSIONS: PROGRAM STRENGTHS AND WEAKNESSES

A. List and describe the program's major strengths, based on information obtained in the Program Review. Cite evidence for each identified strength.

AREA OF STRENGTH	EVIDENCE
Each option in the Nursing Program has full approval/accreditation from either the Massachusetts Board of Registration in Nursing or the National League for Nursing Accrediting Commission	See Section ONE (1) A and B.
Seamless academic progress from PN to AND as a result of curricular alignment; and from ADN to BSN via articulated agreements	See Section ONE (D)
Collaborative relationships with constituencies within the Greater Merrimack Valley Area, which assist students with practical skills applications	See Section ONE (D)
Congruence with and support of NECC's Mission, Core Values, and Strategic Plan as well as the Health Professions Division Philosophy	See Section ONE (II and III)
Solid, engaging, learner-centered and competency-based curriculum	See Section ONE (III [ A]) and Section THREE
Retention rates which exceed thresholds for program	See Section ONE (III [ A])
Comprehensive policies, procedures, and materials designed to support student success, including mandatory information and orientation sessions for new students, stringent completion criteria (minimum grade of C), detailed Student Handbook, and intensive faculty advising.	See Section ONE, IV (C)

Steady and strong demand for program	See Section TWO (I [A])
Good program completion rates	See Section TWO (I [B])
Highly qualified and experienced faculty	See Section FOUR (I) and Attachment E`
Strong instructional technology laboratories, including simulation laboratories with computer access and electronic medical records software	See Section FOUR (III)
Strong and systematic program outcomes assessment plan	See Section FIVE and Appendix 3

**B. List and describe the program’s weaknesses or areas in which improvement is desirable, based on information obtained in the Program Review. Cite evidence for each identified weakness or area for improvement.**

<b>WEAKNESS OR AREA FOR IMPROVEMENT</b>	<b>EVIDENCE</b>
Lack of masters’ degrees in Nursing for all adjunct faculty	See Attachments A and C.
Ensure currency of library holdings	See Attachments A and C; Section FOUR(IV).
Need to expand description of Advanced Place Nursing Option on website	See Attachment A and C.
Lack of gender diversity in program	See Section TWO (I [C])
Lack of computer classrooms to adequately support standardized testing	See Section FOUR (II)
Inadequate attendance by some external members at Advisory Committee Meetings; need to diversity membership to include more community outpatient resources	See Section FOUR (VI [A, 4])

## II. ACTION PLAN

**For each identified weakness or area in which improvement is desirable, submit an Action Plan.** (When designing the Action Plan, a suggested plan would include the elements of Process Management using a Plan-Do-Study-Act (PDSA) cycle.) (Note: Add as many of the following tables as necessary.)

Problem	Improvement Activity	Person Responsible	Date of Activity	Findings
Lack of masters' degrees in Nursing for all adjunct faculty	Develop plans for educational advancement	Curriculum Coordinator or designee, adjunct faculty members	First semester of adjuncts' employment	In process

Problem	Improvement Activity	Person Responsible	Date of Activity	Findings
Ensure currency of library holdings	Onsite review of all holdings	Faculty sub-committee	Spring 2012	

Problem	Improvement Activity	Person Responsible	Date of Activity	Findings
Need to expand description of Advanced Place Nursing Option on website	Expand description on website	Assistant Dean and Curriculum Coordinator	April 2012	

Problem	Improvement Activity	Person Responsible	Date of Activity	Findings
Lack of gender diversity in program	TBD – Pending working with new recruitment director	TBD	TBD	

Problem	Improvement Activity	Person Responsible	Date of Activity	Findings
Inadequate attendance by some external members at Advisory Committee Meetings; need to diversity membership to include more community outpatient resources	Solicit new memberships to address resource need  Seek input from members on attendance improvement strategies	Faculty, Curriculum Coordinator  Advisory Committee members	Spring 2012  April 2012 meeting	