

**Nursing Advisory Committee Meeting**  
**Monday, September 19, 2022, 1000-1230**

Zoom | Meeting ID: 994 5525 3208 Meeting Link: <https://glendale-edu.zoom.us/j/99455253208>

<b>Attendees:</b>	<p><b>Adventist Health Glendale</b></p> <ul style="list-style-type: none"><li>▪ Maria Payumo, Manager for Clinical Practice &amp; Education</li></ul> <p><b>Azusa Pacific University</b></p> <ul style="list-style-type: none"><li>▪ Lori Silao, Associate Dean, Undergraduate Division</li></ul> <p><b>Barlow Respiratory Hospital</b></p> <ul style="list-style-type: none"><li>▪ Julia Robinson Shimizu, Director Public Relations</li></ul> <p><b>Brad Pollak Company</b></p> <ul style="list-style-type: none"><li>▪ Brad Pollak</li></ul> <p><b>CSU Dominguez Hills</b></p> <ul style="list-style-type: none"><li>▪ Cathryn Andrade, DNP, RN, BSN Coordinator, Summer Fast-Track Coordinator</li></ul> <p><b>CSU Fullerton School of Nursing</b></p> <ul style="list-style-type: none"><li>▪ Neftali Mezton, Pre-Enrollment Advisor</li></ul> <p><b>CSU Los Angeles - ADN-BSN Collaborative Program</b></p> <ul style="list-style-type: none"><li>▪ Brittany Brooks, Administrative Support Coordinator</li><li>▪ Joseph Kastely ADN-BSN Collaborative Faculty Coordinator CSULA</li><li>▪ Lorie H. Judson, Rn, PhD, NP Executive Director</li></ul> <p><b>Glendale Community College</b></p> <ul style="list-style-type: none"><li>▪ Emelyn Judge, Associate Dean of Health Sciences &amp; Nursing Program Director</li><li>▪ Frezoli Gille, Nursing Program Specialist</li><li>▪ Ethel Gabagat, Administrative Assistant</li><li>▪ Andrea Terry, RN MSN/ED Adjunct Nursing Faculty, Glendale Community college</li><li>▪ Dafna Brook, Adjunct Counselor</li><li>▪ Angelo Tolentino, Nursing Resource Lab Assistant</li><li>▪ Dr. Rose Onyekwe, Nursing Faculty</li><li>▪ Dr. Catherine Dudley Linares, Nursing Faculty</li><li>▪ Jing Xu Johnson, Nursing Faculty</li><li>▪ Karima Esmail, Nursing Faculty</li><li>▪ Marilyn Getz, Nursing Faculty</li><li>▪ Meg Chil-Gevorkyan, Associate Dean, Career Education &amp; Workforce Development</li><li>▪ Michelle Ramirez Saelak, Nursing Faculty &amp; Nursing Program Assistant Director</li><li>▪ Thye Peng Ngo, Nursing Faculty</li><li>▪ Vadym Mykhaylov, Nursing Faculty</li></ul> <p><b>Grand Canyon University</b></p> <ul style="list-style-type: none"><li>▪ Billy Harris, University Development Counselor</li><li>▪ Raul Ernesto Garcia, University Development Manager</li></ul>
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<b>Attendees:</b> <i>continued</i>	<p><b>Huntington Memorial Hospital</b></p> <ul style="list-style-type: none"> <li>▪ Lynette Dahlman, Director of Clinical Education &amp; Academic Partnerships</li> </ul> <p><b>Los Angeles Center of Excellence for Labor Market Research</b></p> <ul style="list-style-type: none"> <li>▪ Luke Meyer, Director</li> </ul> <p><b>Los Angeles City College</b></p> <ul style="list-style-type: none"> <li>▪ Lisa Nashua, Ph.D. Executive Direct LA City College Foundation</li> <li>▪ Christiana Baskaran, Director of Nursing</li> <li>▪ Pornsakdi Thammaraks,</li> </ul> <p><b>Los Angeles Unified School District</b></p> <ul style="list-style-type: none"> <li>▪ Donna Horowitz, Administrative Coordinator, Nursing Services</li> <li>▪ Sosse Bedrossian, District Director, Nursing Services</li> </ul> <p><b>National University</b></p> <ul style="list-style-type: none"> <li>▪ Monir Masoud, Manager of Community College Pathways</li> </ul> <p><b>Rio Hondo College</b></p> <ul style="list-style-type: none"> <li>▪ Catherine Page, Dean Health Science and Nursing</li> <li>▪ Lisa Lewenberg, Career Pathways Specialist Project manager</li> </ul> <p><b>TELACU Nursing Scholarship Program</b></p> <ul style="list-style-type: none"> <li>▪ Monique Heredia, Program Coordinator</li> </ul> <p><b>Valley's Best Hospice</b></p> <ul style="list-style-type: none"> <li>▪ Jaimie Cheung, Director of Patient Care Services</li> </ul> <p><b>USC-Verdugo Hills Hospital</b></p> <ul style="list-style-type: none"> <li>▪ Leah Korkis, Director of Clinical Education and Nursing Excellence</li> <li>▪ Jessica Thomas, Associate Administrator, Nursing Administration</li> </ul> <p><b>University of Phoenix</b></p> <ul style="list-style-type: none"> <li>▪ Tricia Penner, Community College Strategy Manager</li> </ul>
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**I. Call to order**

The meeting was called to order by E. Judge, Associate Dean of Health Sciences, Glendale Community College, at 1003.

**II. Welcome & Introductions**

This event is co-hosted by Glendale Community College, Los Angeles City College, Rio Hondo College, and Pasadena City College

**III. Approval of Minutes**

The 2021 LA Regional Advisory Committee minutes were shared via email. **SEE ATTACHMENT #1**



#### IV. Updates and Announcements

##### A. Meeting Objectives

The goal of this advisory is to review labor market information, share local college program information, and obtain input in local nursing program curriculum to ensure the following:

- Programs are current and meeting the industry's needs
- Program completers are obtaining jobs and meeting employers' expectations
- Each college should refer to their local advisory committee protocol to determine if this committee meeting meets qualification in accordance with Title 5, Ed Code, Perkins and accreditations standards:

[https://misweb.cccco.edu/perkins/Core\\_Indicator\\_Reports/Summ\\_coreIndi\\_TOPCode.aspx](https://misweb.cccco.edu/perkins/Core_Indicator_Reports/Summ_coreIndi_TOPCode.aspx)

- B. Meeting Minutes from 2021:** Since not all the attendees from the last advisory meeting were present in today's meeting, the minutes were shared (**SEE ATTACHMENT #2**) but not voted for approval. The minutes are there for information purposes. However, the nurse advisory meeting with the 3 community colleges present will be conducted annually.

##### C. Regional Nursing Curriculum Consortium (RNCC) Project ( SEE ATTACHMENT #3 PPT)

###### 1. About RNCC

The RNCC was founded in 2018 with the goal of meeting health care and industry's need to present more BSN prepared nurses. This involves creating an ADN-BSN concurrent enrollment pathway in the Los Angeles Region. This consortium is coordinated by S. Herzfeld and is powered by the 17 local community colleges in the Los Angeles County, the Health Workforce Initiative (HWI) and Unite-LA.

###### 2. Proposed Solutions

Studies show that 88% of new RN positions require or express preference in a BSN candidate. The RNCC continues to work on addressing these equity issues related to ADN students so that a higher degree is obtainable for them as well.

Some of the solutions include curriculum revisions to provide true concurrent enrollment, which would allow students to qualify for financial aid. Many of the colleges are also working on candidacy for National accreditation through the Accrediting Commission for Education in Nursing (ACEN).

###### 3. Vote

A vote was conducted in the chat and in Zoom regarding the continuation of the RNCC to develop the concurrent enrollment program. The clinical affiliates and collaborative partners were all in support of creating a concurrent Enrollment program.

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|-----------------------|-------------------------|------------------------|
| ▪ D. Brook (GCC)      | ▪ T. Penner (UOP)       | ▪ P. Thammaraks (LACC) |
| ▪ C. Page (RHC)       | ▪ M. Masoud (NU)        | ▪ L. Dahlman (HMH)     |
| ▪ C. Andrade (CSUDH)  | ▪ B. Brooks (CSULA)     | ▪ E. Judge (GCC)       |
| ▪ D. Horowitz (LAUSD) | ▪ M. Payumo (AHGL)      | ▪ N. Meztou (CSUF)     |
| ▪ J. Cheung (VBH)     | ▪ J. Kastely (CSULA)    | ▪ J. Shimizu (BRH)     |
| ▪ L. Korkis (USC-VHH) | ▪ S. Bedrossian (LAUSD) |                        |



#### **D. Program Data & Labor Market Information**

SEE ATTACHMENT #4 for data regarding occupational demand (by means of degrees/certificates) and educational supply (job openings) for RNs, LVN, CNAs presented by L. Meyer, Director, LA/OC Center of Excellence for Labor Market Research

Labor Market Information (LMI)- Data/Trends <http://www.coecc.net/>

#### **V. Industry Input and Updates**

##### **A. Hospital Partner Updates**

###### **1. Barlow Respiratory Hospital**

J. Shimizu, Director Public Relations, shared information regarding their Nursing Hiring Day. More information can be found in the following link:

[https://www.barlowhospital.org/documents/RN-Hiring-Day-Sept-29-2022-Barlow-Respiratory-Hospital\[1\].pdf](https://www.barlowhospital.org/documents/RN-Hiring-Day-Sept-29-2022-Barlow-Respiratory-Hospital[1].pdf)

###### **2. Huntington Memorial Hospital (HMH)**

L. Dahlman, Director of Clinical Education & Academic Partnerships, expressed excitement to have students back on site. They increased the number of new grad programs, which has led to hiring over 100 people so far. They had 4 this year and plan to have 3 every subsequent year.

Huntington Memorial Hospital is now an affiliate of the Cedars-Sinai health system. They will be adopting the CS Epic electronic health records in November, and shortly after will provide training to staff and students.

###### **3. USC Verdugo Hills (USC-VHH)**

L. Korkis, Director of Clinical Education and Nursing Excellence, shared that they are increasing their nurse residency program. They will be increasing from one to 2 every year. The sizes of the cohorts have increased as well. They have expanded their program to provide more options for students, such as the Care Extender Program.

Upon reviewing their Nurse Assistant position, the requirements and job title were modified to what is currently a "Care Partner" position. Rather than requiring this position to have a CNA license, nursing students who have successfully completed the Fundamentals course and are actively in an RN program can work as a Care Partner in the capacity of a CNA. L. Korkis advises faculty and administrators present to recommend this to their nursing students.

###### **4. Valley Best Hospice**

J. Cheung, Director of Patient Care Services, shared that students have been successful at shadowing their RNs. Those who are interested in employment at their facility are required to have one year of experience in the acute care setting.

###### **5. Adventist Health Glendale (AHGL)**

M. Payumo, Manager for Clinical Practice & Education, shared that they are increasing the size of their new grad residency. They are also actively recruiting new grads who are transitioning or taking their NCLEX by October. AHGL is submitting their application for magnet status.



They have created a Transitioning Practice Program designed for experienced nurses who want to transfer or work in a specialized area. The specialties would be in the Operating Room, Labor and Delivery, Critical Care, and Emergency Department.

## **B. School Partner Updates**

### **1. CSU Los Angeles (CSULA)**

J. Kastely, ADN-BSN Collaborative Faculty Coordinator CSULA, updates that they are partnered with 13 colleges in the region and are currently in their tenth cohort. They are excited about prospect of concurrent enrollment that the RNCC is working on.

### **2. Chin Family Institute for Nursing**

L. Judson was previously at CSULA, but is now executive director of the Chin Family Institute for Nursing. This is the result of a philanthropic gift from Drs. Patricia and William Chin. They are currently planning partnership with Riverside City College, San Bernardino Valley College, and Fullerton College.

### **3. Azusa Pacific University (APU)**

L. Silao, Associate Dean, Undergraduate Division, reports that they are currently in a full concurrent program with Pasadena City College. They just received a \$2M HRSA grant for BSN students. This will allow them to have micro-loan funding with a low payback. After a large turnover in leadership, they are scheduling meetings to set up information and pathways.

### **4. National University (NU)**

M. Masoud, Manager of Community College Pathways, shares what NU offers with local ADN programs. Upon completion, students can transfer to NU and will be awarded 31.5 quarter units of upper-division credit once they take NCLEX and receive RN licensure. The units awarded to them will provide an affordable and shorter option to receive their BSN. NU has tailored their program style to the adult learner so that they can work while completing courses and receive their BSN approximately 11 months after licensure.

### **5. CSU Fullerton (CSUF)**

N. Mezton, Pre-Enrollment Advisor, expresses joy in working on ways to continue to work together to be more affordable and accessible to students to meet the demand of more BSN graduates.

### **6. CSU Dominguez Hills (CSUDH)**

C. Andrade, BSN Coordinator, Summer Fast-Track Coordinator, reports that their program is currently fully online and not impacted. They are currently able to admit students as long as they have met admission criteria. In order to be eligible, they must have completed their ADN program and be licensed before the first clinical rotation. Last summer, they accepted over 230 students and ran 9 sections of every class. Their program has almost tripled in growth since they first started in 2016 with 89 students.



**7. University of Phoenix (UOP)**

T. Penner, Community College Strategy Manager, reports that effective October 1<sup>st</sup>, the number of BSN credits will be reduced from 33 to 30. Cohorts begin every Winter and Summer and will need to complete 10 classes in 5 weeks, so students can receive their BSN in 50 weeks if they start after licensure. T. Penner also mentions the 5+1 tuition benefit where they take 5 courses and get 1 free, which would be a savings of approximately \$1050.00.

**8. Los Angeles Unified School District (LAUSD)**

D. Horowitz, Administrative Coordinator, Nursing Services, and S. Bedrosian, District Director, Nursing Services, announce that they are actively hiring nurses with a Bachelor's Degree. The degree does not have to be in Nursing. There are over 300 openings for school nurses every week.

**9. Grand Canyon University (GCU)**

B. Harris, University Development Counselor, reminds their school partners about the complimentary resources they offer such as professional development, scholarships, as well as an NCLEX prep team.

**VI. Nursing Program Hosts Curriculum Discussion**

**A. Los Angeles City College (LACC)**

**1. Curriculum Updates**

C. Baskaran, Director of Nursing, says they reduced their program's unit total to 36 units, with each semester being 9 units. They separated their theory and clinical courses, however this posed a challenge when a student passed the clinical portion but not theory. They confirmed with the BRN that both must be repeated as courses must be successfully completed concurrently.

**2. Program Changes**

Their class size was reduced due to COVID. In Fall 2020 and Spring 2021, they reduced the class sized to 20, however they returned to their full load of 40 students in Fall 2021.

**3. Program Outcomes (POs) and End Program Student Learning Outcomes (EPSLOs)**

The program has 4 main POs:

- Utilize the nursing process as a basis for physicians in the past and implementation for Nursing across the lifespan to a diverse population
- Critical thinking to make decisions and provide safe patient care
- Demonstrate effective communication skills in the provision of care across the lifespan
- Function within the scope of practice and standards of care of the CA BRN & Nurse Practice Act.

**4. RN-BSN Collaboratives and Partnerships**

LACC has partnered with the following institutions:

- University of Phoenix
- Arizona State University
- Grand Canyon University



- CSU Fullerton
- CSU Dominguez Hills
- CSU Northridge
- CSU Los Angeles
- Ohio University

Out of the 40 incoming students, 22 are enrolled in a BSN.

**5. ACEN Accreditation Update**

They have just started writing their ACEN standards. E. Judge has taken the lead in assisting them.

**6. Other**

Their NCLEX pass rate for the 2020-21 academic year was 91.5%. However, the most recent cohort did not do as well. This may be due to being the first cohort impacted by COVID.

Their selection process continues to be lottery based on those who meet the eligibility criteria of an 80% Chancellor's Formula score and 62% overall TEAS score.

**B. Rio Hondo College (RHC)**

C. Page, Dean of Health Science and Nursing, reports that Rio Hondo College not only has an Associate's Degree in Nursing (ADN) program, they also have Licensed Vocational Nurse (LVN), Certified Nursing Assistant (CNA), Home Health Aid (HHA), and Acute Care Aid programs. They are working on increasing spaces within their programs but are limited by clinical sites.

**1. Curriculum Updates**

Rio Hondo College continues to update their curriculum as part of the RNCC. They currently have 5 semesters in their RN program with Fundamentals being its own semester, totaling 43 units for the entire program. The curriculum changes brought by the RNCC will reduce their units to bring them into a range of 37 total units.

**2. Program Changes**

They are currently working on accreditation approval with the BRN for all changes.

**3. Program Outcomes (POs) and End Program Student Learning Outcomes (EPSLOs)**

Their expected outcomes are for their graduates to successfully be present in the role of an RN. They have a graduating cohort once a year. The most recent cohort graduated with 54 students, 53 of them passed the NCLEX on the first attempt giving them a 98% pass rate.

**4. RN-BSN Collaboratives and Partnerships**

C. Page expresses their appreciation to the clinical sites for allowing their students to resume their experience in person.

RHC continues to increase their opportunities to create BSN partnerships. They are currently in touch with Charles Drew University and Grand Canyon University.



## C. Glendale Community College (GCC)

### 1. Curriculum Updates

M. Getz, Nursing Faculty, reports that GCC's pass rate in 2021 was 98.9%. Based on this data as well as pass rates from previous years, the faculty decided to increase their expected level of achievement (ELA) from 80 to 85% to keep a close eye on pass rate, monitoring this annually.

In order to ensure a high pass rate, the department reminds students not to delay taking the NCLEX. Additionally, they continue to implement the following:

- Identifying Student Needs

Identify any students who may need extra assistance such as those who have struggled with personal issues, those off track, require tutoring, need testing accommodations, etc. The faculty stay in close contact with their students to determine their needs and see how we can assist them. After students have graduated, faculty continue to keep in touch with students, especially those who did not pass NCLEX as they seek out how they can support them.

- Kaplan

GCC has integrated Kaplan into their curriculum, which provides vital resources such as prep courses, review courses, and assignments with NCLEX style questions. During the fourth semester, students take a comprehensive predictor test through Kaplan. Additionally, they provide NCLEX prep and review upon completion of the program.

- Tutoring

GCC historically provided paid peer tutoring, however funds were not available during COVID. Although there was no funding, tutoring continued as students volunteered their time to assist their peers.

- On-Campus Resources

As COVID restrictions began to lift, students were reminded of the resources available to them on campus. This included practicing their skills in the Nursing Resource Lab (NRL) where the staff provided support to the students, Food Pantry to provide food relief to those in need, referrals to the Disabled Student Program & Services (DSPS), and mental health counseling through our Health Center.

J. Johnson, Nursing Faculty, reports job placement data collected from March/April 2021 and August/September 2021 based on graduates from 2020. The overall data collected from 2021 (75 total graduates) shows that 80% (60 graduates) were employed as RNs within 8-10 months after graduation.

Additionally, these 2 graduate cohorts from 2020 show that 63% (47 graduates) are enrolled in an RN-BSN program. Based on this data, they have increased their expected level of achievement from 60% to 70% or greater that graduates would find employment as an RN 8-12 months after graduation. In order to receive more accurate responses the faculty delegated the lead 4<sup>th</sup> semester faculty to contact the



graduates 8-12 months after graduation to follow up on their employment statuses. Faculty and admin will continue to network with clinical affiliates by attending meetings and endorsing graduates.

## **2. Program Changes**

E. Judge reports that they reduced their class size to 33 students due to COVID. They are currently trying to increase their OB rotations so they can work back up to accepting 40-50 students again. The department has returned to fully in-person teaching as of Fall 2022.

## **3. Program Outcomes (POs) and End Program Student Learning Outcomes (EPSLOs)**

C. Dudley, Nursing Faculty, shares that the faculty have agreed to strengthen the cultural diversity component of their curriculum. In doing so, they will continue to teach cultural diversity in each course and will incorporate activity and engagement that emphasizes cultural diversity concepts in health care. Additionally, in line with integrating implicit bias, they will introduce activities that will allow students to reflect on their own cultures, examine their own biases, and identify their intersecting identities. This will also allow them to focus on the areas of conflict management that they may experience in the healthcare setting.

M. Ramirez, Nursing Faculty and Assistant Director, explains that the faculty set their own benchmark for conflict management to aim for student success. This involved revamping sections in first semester addressing intersectionality, implicit bias and conflict resolution along with therapeutic communication techniques while allowing a psychologically safe environment where they can bring these issues to light and rely on faculty for guidance on how to address topics they may have experienced in the class or clinical setting. The faculty continue to aim to provide a safe space for students to discuss this, beginning with their introductory Fundamentals course and continuing on into the following semesters where they continue to address conflict resolution that may come up within specialties (e.g. Psychiatric Nursing, Obstetric & Pediatric Nursing)

As the faculty reviewed their list of EPSLOs, they condensed and isolated objectives so that we can provide a safe and competent entry level RN. More information can be found in the following link: <https://www.glendale.edu/academics/academic-divisions/health-sciences-division/nursing/program-outcomes>

## **4. RN-BSN Collaboratives and Partnerships**

GCC has partnered with the following institutions:

- CSU Fullerton
- CSU Northridge
- CSU Los Angeles
- University of Phoenix
- Chamberlain College of Nursing
- Azusa Pacific University
- National University
- Ohio University



5. **Accreditation Update:** Judge reports that they completed their ACEN candidacy report. Their visit will take place in person from March 7-9, 2023.

VII. **Questions and Answers**

- A. Many clinical partners and RN-BSN collaborative programs expressed support and understand need
- B. Community Colleges were asked by CSULA if the Concurrent Enrollment Program (CEP) would take the place of the collaborative programs; GCC expressed that it would be good to keep both, if possible, so that students would have choices
- C. A copy of the LMI power point report by Luke Meyer will be sent out as requested.

VIII. **Adjourn**

- E. Judge adjourned the meeting at 1202.