

**HEALTH SCIENCES, University of Alaska Southeast**  
**2007-08 Annual Report on Assessment of Student Learning Outcomes**  
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**May 2009**

**Mission Statement**

Health Sciences at UAS provides students with knowledge, skills, and learning opportunities in supportive environments where students can acquire course work, specific job related skills and professional direction towards careers in the health care industry. Health Sciences offers quality learning opportunities by providing small class size, individualized advisement and experienced instructors ..... Specifically, Health Sciences at UAS is intended to:

- Provide students considering health care related careers the advisement, knowledge and clinical opportunities that enable students to attain entry level employment and to develop professional goals;
- Provide students desiring careers in health professions such as nursing and allied health all of the pre and co-requisite courses needed for successful application to professional schools.
- Meet the diverse needs of students preparing to enter a variety of health care related professions.

**Program-Level Student Learning Outcomes and Assessment Methods**

<b>Learning Outcomes:</b>	<b>Assessment Method(s):</b> Describe how student outcomes are assessed per plan
<b>State Certifications:</b>	
• Personal Care Attendant (PCA)	<b># pass on state exam, # employed as PCAs &amp;/or in pre-nursing education program</b>
• Certified Nurse Aide Training (CNA)	<b># pass on state exam, # working as CNAs &amp;/or in pre-health care education programs</b>
• Emergency Medical Technician (EMT)	<b># pass on state exam; # employed as EMTs &amp;/or in pre-health education program</b>
• Community Wellness Advocate, Core (CWA)	<b># graduates; # employed in field</b>

<b>Learning Outcomes:</b>	<b>Assessment Methods:</b>
<b>UAS preparatory certifications for application to Nursing and Imaging Technology programs</b>	
• Certificate of Pre-Nursing Qualifications (CPNQ)	<b># graduates, #admitted to nursing schools</b>
• Certificate of Pre-Radiologic Technician Qualifications (CPRTQ)	<b># graduates, #admitted to schools of Allied Health</b>
<b>UAS certificate for advancement within a field</b>	
• Community Wellness Advocate Certificate (CWA)	<b># graduates; # working in field &amp;/or continuing education</b>
<b>UAS Associate of Applied Science in Health Sciences degree (AAS)</b>	<b># enrolled; # admitted to professional schools; # of graduates</b>
<b>Partnered UAA Outreach Nursing Program readiness</b>	<b>Nurse Entrance Test (NET) scores for applicants</b>

## Data Collection and Analysis

### 1. STATE CERTIFICATIONS                      Fall '07 Spring '08

<u>JUNEAU on-site programs</u>	<u>completers/state certified</u>	<u>employed/ in school</u>
Certified Nurse Aide Training	20/20	14 employed/8 in school
Personal Care Attendant	0/0	on hold
Emergency Medical Technician	17/15	12 in school/3 in fire fighter program

#### SITKA on-site program

Certified Nurse Aide Training	25/25	14 employed/9 in school
Personal Care Assistants	0/0	on hold
Emergency Medical Technician	7/7	unknown

#### KETCHIKAN on-site program

Certified Nurse Aide Training		unknown
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**Discussion:** The demand for **CNA** training did not let up in '07-'08. Because of the loss of a second faculty position, the Juneau campus was restricted to offering one 10 student course each semester. These were taught by adjuncts from Bartlett Regional Hospital. Sitka program expansion of the distance delivered program was restricted to distance delivering the didactic part of the course and having students come into Sitka for labs and clinical. Those students were counted as Sitka students; none were counted as distance students. Ketchikan continued to offer 1 course each semester taught by adjuncts.

The **PCA** program which began in 2004 with good strength of enrollment and industry support is still on hold until the Alaska Commission on Aging reverses their decision regarding hours of training and increases the required hours to 80. This is being studied.

A **PCA to CNA** bridge course requiring that PCAs have 4 credit hours of UA training before enrolling is still on the books. This past year, there were no qualified applicants despite industry interest in the course. An evaluation has begun to consider increasing the number of credit hours for this bridge course from 4 to 6. Industry trained PCAs would then qualify. There is a demand for a bridge offering which would be less expensive and time consuming than the full 9 credit CNA course.

Beginning summer of 2007 Bartlett Regional Hospital in Juneau implemented a program whereby **student nurses** could work summer internships as **CNAs**. Nursing students are able to sit for the state CNA exam after the first semester of nursing training. Because of the advantage this training gives new nursing students, all future nursing applicants will be very strongly encouraged to have completed their certifications before applying to the nursing program. The CNA credential plus work experience gives an extra point on the nursing application ranking sheet however is not required by UAA School of Nursing.

The **EMT** program continues regionally with no changes. It is tightly bound to the fire department in Ketchikan, being offered on demand through credit processing. Sitka pays an adjunct from the fire department and offers a course 3 out of 4 semesters if numbers indicate a need. Juneau has decreased EMT course offerings to 3 out of 4 semesters. There are few paying positions for EMTs. Students sometimes continue in a fire fighter course offered by the Juneau fire department.

## 2. PROGRAM CERTIFICATIONS      Fall '07-Spring '08

<u>Juneau</u>	<u>graduates</u>	<u>program admissions</u>	
		<u>UAA</u>	<u>Other</u>
Certificate Pre-Nursing Qualifications (CPNQ)	3	10	
Certificate Pre-Rad. Tech Qualifications	1	2	
<b>Ketchikan</b>			
CPNQ	0	8	
CPRTQ	0	0	
<b>Sitka</b>			
CPNQ	0	off-cycle	
CPRTQ	0	n/a	
Community Wellness Advocacy	9	n/a	

**Discussion:** A high number of Juneau students enroll as *Certificate in Pre-Nursing Qualifications (CPNQ)* seeking, but their completion rates continue to lag far behind. Last year the certificate was trimmed to nearly the essentials of nursing pre and co requisites, eliminating unnecessary & unpopular courses such as HS 107. A chemistry course (CHEM104) was added because it is a pre-requisite the Bachelors of Science in Nursing. Certified Nurse Aide training (HS 105) or other skills options were kept in the certificate even though none are required by UAA School of Nursing. Skills plus experience are observed to give nursing students great advantage in their schooling. Unfortunately, costs and personal issues restrict many students to the bare essentials required for application to nursing programs.

While both UAA School of Nursing and UAA School of Allied Health have verbally supported the development of the certificates, they have not actually recognized the certificates in the application process. The School of Nursing will give an extra point in the ranking process for CNA or other certified training and experience, but none are requirements for admission to the program.

The *Certificate in Pre-radiologic Technology Qualifications (CPRTQ)* contains a group of three "limited radiographer" courses originally intended to qualify students for an anticipated state law requiring this entry level training for everyone working with x-rays. Students do not need these courses for successful application to the UAA Rad. Tech. program; nor do they currently need them to work with x-rays. As of spring '08, the state regulations have not been changed. The application process to UAA Medical Imaging program is based on GPA, an interview and number of GERs completed. This certificate needs to be overhauled to more directly enable Rad Tech applicants to be competitive.

There have been no graduates and few enrollees in either certificate from Ketchikan and Sitka. Ketchikan has no Health Sciences support personnel to direct, encourage and advise students. Sitka has not included the certificates into current student advisement protocols. With the direct feedback and communication between Sitka and Juneau advisors, this may change.

The *Community Wellness Advocacy* program is being affected by funding cuts. While enrollment is still good, it is anticipated that the current group of 6 may be the final cohort of students. Tuition and employment have been grant funded through tribal health organizations. Faculty members have also been funded by SEARHC. It is anticipated that this program will suffer enrollment and graduation losses in the future.

### 3. AAS IN HEALTH SCIENCES DEGREE

Fall '07-Spring '08

<u>campus</u>	<u>admitted - since '04</u>	<u>graduates</u>
Juneau	65	2
Ketchikan	18	0
Sitka	21	0

**Discussion:** *Associate of Applied Sciences in Health Sciences (AASHS)* degree enrollments exceed completers for the same reasons that are listed above. Enrolled students take only the courses needed for application to professional schools, or they transfer into other degree programs (Ketchikan has one HS enrollee who graduated with an AS degree), or they simply drop out because of the difficult math and science requirements. This degree is currently being re-worked to trim excess Health Sciences courses and integrate more General Education Requirements (GER). Specific tracks such as a pre-social work course of study have been fitted into the degree.

### 4. NURSING APPLICANTS – NURSE ENTRANCE TEST

The NET reflects basic academic preparation of students applying to the UAA Associate Degree in Nursing (ADN) program by testing reading comprehension and math skills. It is a national exam and the average composite scores of a cohort are predictive of program success and failure. Nationally for students in ADN programs, the average composite score predicting program completion is **>69**; the average score predicting failure is **<64**. The average percentile scores to some degree reflect preparedness and caliber of student. They also reflect the depth of the pre-nursing pool of students. Below are the scores from the first 3 cohorts of Juneau applicants.

<b>'04-'05 cohort 1: 78 percentile average of 19 applicants</b>	<b>81% - average of 10 admits</b>
<b>'06-'07 cohort 2: 70 percentile average of 22 applicants</b>	<b>81% - average of 10 admits</b>
<b>'08-'09 cohort 3: 74 percentile average of 25 applicants</b>	<b>84% - average of 10 admits</b>

Sitka had 25 students take the NET exam. Scores were unobtainable from the UAA School of Nursing.

#### Key Findings (2007-08):

- **State Certifications:**
  - The PCA course continues to be moribund until the state changes its training requirements.
  - There is an industry need for a bridge offering. The course would need to change to acknowledge the smaller number of industry PCA training hours.
  - The distance delivered CNA course was successfully piloted and has the support of the State Board of Nursing. The actual delivery of the program will begin in earnest in fall of '09. A new Health Sciences faculty member has been hired in Sitka.
  - Scrutiny of EMT attendance numbers in Juneau indicates that one offering in the fall semester may allow for a healthy cohort of students. There is the possibility that with the new fire department grant for fire fighter training the need for EMTs will increase. The fire department will be requiring that trainees be certified as EMTs.

### **Program Certifications:**

- CPNQ requires more courses than needed for the UAA ADN application and fewer than is needed for the BSN. Although the certificate has been refined more needs to be done. The HS Advisory Board has suggested that 2 certificates which address the BSN and the AND programs separately may be the answer.
- CPRTQ requires more courses than needed for a successful application. Because the number of applicants accepted is so small, students become readily discouraged and don't bother finishing. The certificate will be trimmed to its minimal requirements and the 3 rad tech courses which were to be delivered from Anchorage should be dropped from the requirements.
- The CWA core courses were given an Occupational Endorsement. Additionally they were tracked into the AAS degree. The future existence of the CWA program will depend on outside funding sources.

### **AAS Degree:**

- The advising sheet for the degree has been altered and simplified but still looks cluttered and confusing.
- The degree now has clear tracks of interest within the health care field. For example, the CWA track will give students the opportunity to move into a BS in Public Health, which is being developed by UAA; the social work track will allow students to transfer into the BS in Social Work out of UAF. (One AAS HS student has already entered that program.)
- Based on student feed-back, a flexible degree which fits into various BS degrees would be desirable. Since students choose to take only courses which are transferable into other degrees the degree should be fitted to meet student needs.

### **Partnered Nursing Program:**

- Pre-requisites for the nursing program are not fully synchronized with the UAS preparatory certificate (CPNQ) or with local hospital requirement that nursing student interns be CNAs.
- The UAA School of Nursing continues to be unwilling to share either the NET scores or the over all ranking scores for applicants with UAS. This inhibits program ability to adequately prepare students for the application process – a primary mission of the program.
- Ketchikan does not have strong local UAS support for UAA faculty. All outreach sites need to have staff support for the nursing and Rad Tech program administration and advisement.
- All 3 regional campuses are noticing that the supply of strong nursing applicants is beginning to dwindle.

## **Program Changes Based on Assessment Results**

### **State Certifications:**

- Expand the didactic part of the distance CNA offering to include Juneau and Ketchikan instructors and students. Possibly expand the program into the greater Anchorage area where there would be adequate clinical supervision but where there are not enough training programs..An expansion analysis of need and locales has been completed.
- Re-model the PCA-CNA bridge course to allow locally trained PCAs (who have fewer than 80 hours of training) to enroll. This would mean increasing the credit hours of the course from 4 to 6. Because the demand for the bridge course is industry driven, it is possible that a 6 credit course would be considered too expensive in both time and tuition..
- Offer one EMT course a year in Juneau – preferably in the FALL. This will ensure adequate numbers for a vibrant course.

**Program Certifications:**

- **CPNQ:** Develop 2 certificates:
  - 1. Trim the current program certificate down to the minimal 30 credits and require only the pre and co requisites courses needed to apply to the UAA ADN program.
  - 2, Bring GER and sciences requirements into alignment with the UAA BSN degree and market it as such, creating a separate certificate for the BSN program.
- **CPRTQ:** Delete HS 141, 150 & 151; Add GERs needed for successful application to the UAA program and market the certificate as such.
- **CWA:** no changes at this time

**AAS Degree:** Continue working to make the degree simpler, more flexible and transferable.

**Partnered Programs:**

- The Juneau, Ketchikan and Sitka learning/testing centers are having the NET test score copies sent to the Health Sciences department.
- Continue to lobby for the inclusion of CNA training as a pre-requisite for application to the nursing program. Continue to advise into the CNA program in Juneau. Increase communication with the Sitka and Ketchikan campuses so that advisement parity is obtained.
- Lobby to Install a UAA/UAS half time support staff position on each campus.

**Assessment Plan Changes Based on Assessment Results**

- **State Certifications:**
  - Evaluate success of a re-modeled PCA to CNA bridge offering (which accepts facility trained PCAs) by student P/F rates on state certification exams.
  - Track numbers and locations of distance CNA students; Assess P/F rates on state exam.
  - Assess EMT course numbers and P/F percentages for Juneau offering.
- **Department certifications:**
  - CPNQ: Continue to assess enrollment/completer ratios after changes have been in place for at least a year. Continue to get verbal feedback from students on value of courses.
  - CPRTQ: Continue to assess enrollment/completer ratios after changes have been in place for at least a year. Continue to get verbal feedback from students on value of courses.
  - CWA: Track completers after Occupational Endorsement in place.
- **AAS degree:**
  - Continue to assess enrollment/graduate ratios after changes have been in place for at least a year;
  - Continue to modify courses so that the degree is able to be obtained from all 3 regional campuses.
- **Partnered programs:**
  - Continue to track NET scores and look at employment data of UAA nursing program graduates especially in Sitka and Ketchikan;
  - Develop more consistent dialog with faculty and support staff in Ketchikan and Sitka.
  - Get student feed back on the pre-nursing course offerings which are most helpful to them during their professional education.