



# Nursing Faculty Recruitment Kit

The much discussed nursing shortage has reached a critical point in California. One contributing factor is that the community colleges do not have the capacity to educate the number of qualified students to meet the industry needs. Recruitment and retention strategies and program expansion efforts are underway in many community colleges as a result of the recent Governor's Nursing Education grants. However, another issue affecting the ability

of nursing programs to expand is a lack of qualified faculty. To assist in the recruitment efforts for nursing faculty, the Regional Health Occupations Resource Center (RHORC) Region 8 in collaboration with California State University, Dominguez Hills and several community colleges in the state have developed a 2-CD Faculty Recruitment Kit. The Recruitment Video CD highlights the benefits of becoming a nurse educator with motivational interviews with current faculty and nursing students. The kit will be distributed through the RHORCs and industry partners to talented neophytes and experienced nurses to persuade them to seek out more information regarding various nurse educator opportu-

nities and/or encourage them to seek additional education to qualify as full-time faculty. The second CD contains several resources to assist in efforts of recruitment, orientation, and retention of nurse educators. Content includes information regarding the BRN requirements, faculty job descriptions including the clinical assistant role, job shadowing, recruitment strategies, benefits of the nurse educator role, partnership strategies, a model faculty orientation, faculty teaching resources, retention strategies, education funding sources, and a mentoring strategy. For information on obtaining the Faculty Recruitment Kit, contact Mary O Connor at Golden West College. 714-895-8975

**The National League for Nursing strongly advocates that CAREERS IN NURSING EDUCATION be promoted vigorously to talented neophytes and experienced nurses who have already demonstrated nurse educator skills. This crisis must be used as AN OPPORTUNITY TO RECRUIT QUALIFIED INDIVIDUALS to the educator role, to ensure that these individuals are appropriately prepared for the responsibilities they will assume AS FACULTY AND STAFF DEVELOPMENT EDUCATORS, and to implement strategies that will serve to retain a qualified nurse educator workforce.**

NLN Position Statement Regarding the Preparation of Nurse Educators  
<http://www.nln.org/aboutnln/PositionStatements/prepofnursed02.htm>

# Regional Health Occupations Resource Centers

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**California Community Colleges  
Economic & Workforce Development**

# Getting It\* Done

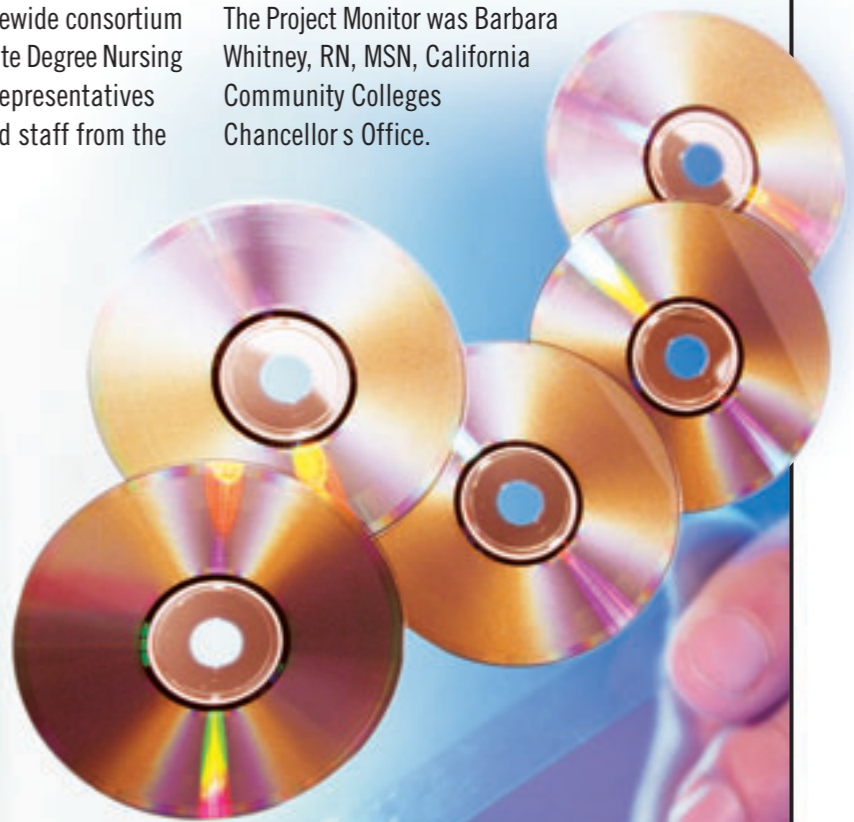
## With the Health Care Initiative

### Regional Health Occupations Resource Centers

**A.D. Nursing Curriculum Model**

The Associate Degree Nursing (RN) Curriculum Model was released through two statewide demonstration workshops March 3 and March 24 2006. This statewide curriculum model for associate degree nursing (RN) programs was developed as a result of a grant awarded to Butte College from the Chancellor's Office, California Community Colleges. The curriculum was developed with the expertise and advice from a statewide consortium of stakeholders including Associate Degree Nursing program directors and faculty, representatives from the healthcare industry and staff from the Board of Registered Nursing.

Linda L. Zorn, RD, MA Director of the Regional Health Occupations Resource Center, Butte College served as the Project Director. Project Coordinators were Bonnie Adams, RN, MSN, Ed.D., Health Education Training and Consulting and Professor Emeritus, Mount San Antonio College and Barbara B. Napper, RN, MSN, Ebony Hands and Professor Emeritus, Mount San Antonio College. The Project Monitor was Barbara Whitney, RN, MSN, California Community Colleges Chancellor's Office.



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Inside:

- Addressing the Healthcare Worker Shortage ..... 2
- RHORC Center Updates..... 3
- Nursing Faculty Recruitment Kit ..... 4
- List of Regional Health Occupations Resource Centers ..... 4

### \*Innovation, Income, and Opportunity

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Administrator, Kay Ferrier  
Dean, Economic Development  
State Chancellor's Office



## A Publication of the California Community Colleges Economic & Workforce Development

# Associate Degree Nursing Curriculum

Continued from Front.

The package will include the following resources for California Community College Associate Degree Nursing Programs:

### 1. Associate Degree Nursing (RN) Curriculum Model

- CD 1 Courses for Years One and Two
- CD 2 Out With the Old, In With the New: An Introduction to Concept Map Care Plans
- CD 3 Instructors Material

### 2. National Council Licensure Examination — RN Preparation Program (NCLEX)

- CD 4

### 3. Student Success Kit

- CD 5 Student Success Kit: Resources for Health Occupations Programs
- CD 6 Strategies for Student Success in Health Occupations: A Model Curriculum

### 4. Preceptor Curriculum

- CD 7

### 5. Strategies for Teaching Clinical Nursing

- CD 8

### 6. Faculty Recruitment Kit

- CD 9 Faculty Recruitment Resource
- CD 10 Faculty Recruitment Video

#### For copies contact:

Linda L. Zorn  
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Or your Regional RHORC at  
www.healthoccupations.org

The goal of this ADN curriculum development project was to develop an Associate Degree Nursing (ADN) Curriculum Model that will prepare students to meet the requirements for licensure as a Registered Nurse in California. The intent was to develop the curriculum for the two-year nursing portion of the program. This curriculum is available for voluntary use by any community college nursing program to adopt and modify to meet local skill requirements. The funding source was Carl D. Perkins Vocational and Technical Education Act of 1998 (VTEA), Title I, Part B.

An advisory committee was established with representatives from community college ADN programs, the healthcare industry and staff from the Board of Registered Nursing (BRN). The Mission, Philosophy, and Organizing Framework for this curriculum model were written and agreed upon by the advisory committee and the curriculum writers.

## Addressing the Healthcare Worker Shortage

The San Diego region is establishing a structure for addressing its healthcare workforce shortage. This effort has had a long gestation period, beginning with two healthcare labor market studies conducted by the San Diego Workforce Partnership (the region's workforce investment board) in 2000 and 2001, and an initial effort to draft a healthcare strategic workforce development plan, based on those studies, in 2002.

While that 2002 plan was not implemented, it attracted much attention. A coalition of community colleges together with the San Diego Workforce Partnership and the Healthcare Association of San Diego

### Three-Phases to Developing a Curriculum

The first phase of the project involved the review of the survey data (collected from the 70 California Community College ADN Program Directors) by a statewide Advisory Committee comprised of ADN Directors, health care industry representatives and a staff member from the BRN. A DACUM (Developing A Curriculum) Job Analysis was completed to identify duties and tasks of an entry level nurse.

# 1

# 2

The second phase of the project produced a theoretical framework on which to base the curriculum for ADN Programs.

# 3

The third phase of the project was the actual writing of the curriculum by teams representing Associate Degree Nursing Program Faculty throughout the state.

and Imperial Counties was formed to consider ways to move beyond the reports and into implementation.

The Healthcare Workforce Alliance was formed, including individuals representing key healthcare employers, educators, RHORC 10, and associations. This group requisitioned a more comprehensive labor market study identifying the key occupational shortages the region faced. While this research project was successful, it became clear that the only way the group would ever get beyond paper reports and to action was to fund an individual whose sole job was to oversee the development and implementation of a

workforce development strategy.

Now, with the publications from the research project imminent, it appears that there is finally the necessary will within the region to address the healthcare workforce crisis. A small, nucleus group is pursuing a number of potential funding sources for a dedicated staff person(s), and is designing a strategy to gain the broader buy-in that will be necessary for success. Early plans to create the San Diego Center for Collaborative Healthcare Planning are underway. A meeting with the California Endowment is scheduled to pursue funding.

...a more comprehensive labor market study identifying the key occupational shortages...

# RHORC Center Updates



**San Diego/Imperial RHORC**  
Robert Yarris, Director

RHORC 10 Center is working with the San Diego Workforce Partnership to finalize and disseminate a 7-year needs/capacity of healthcare workforce projections. A Regional Task Force will address the findings and consider creating a San Diego Center for Collaborative Healthcare Planning. Strategic planning is underway for an Academy for Careers in Health Sciences (ACHeS). Two grants totaling \$140,000 from the Grossmont Healthcare District and the Girard Foundation have been awarded to support this effort. Four colleges in the Region who are recipients of the Governor's Nursing Initiative Grant will provide additional training opportunities in the spring 2006. The 2nd Welcome Back Accelerated ARN Program has 29 students enrolled. A 3rd ARN cohort will commence summer '06. A Wellness Foundation grant has enabled the WB Program to expand its successful model into Imperial Valley. The WBC is now an official member of the Californian Rural Health Association. Successful NCLEX review courses continue to be offered. Discussions continue to explore Accelerated Dental Hygiene and Medical Lab Technology program implementation.



**Los Angeles County RHORC**  
Jesus Oliva, Director

The Los Angeles center RHORC will graduate the first fully funded contracted Associate Degree Nursing class this May 20th. This contract funded by both the industry partner and a private foundation covered all expenses for the 24 students. There are currently 18 of the original 24 graduating this spring. All 18 will have their preceptorship at the hospital of employment and will then begin working on the floors post licensure.

The Welcome Back Program has been approved for two additional years of service to the Internationally Trained Health Care Providers, with the focus on advocacy and policy change. Currently the Welcome Back and the UCLA Medical Residency Program have developed a memorandum to support 8 foreign trained medical professionals (FTMP) in a pilot project from USMLE preparation into residency application and acceptance. These FTMP will receive a stipend for 6 months with funds provided by The California Endowment and UCLA Medical Residency programs.



**Orange/Inland Empire RHORC**  
Mary O Connor, Director

RHORC Region 8 continues to support the efforts of the five ADN programs in Orange, Riverside and San

Bernardino Counties who were awarded the Governor's Nursing Education grants.

Region 8 is also coordinating the 10th Annual Health Occupations Educator Institute April 24-26, 2006 at the Embassy Suites in Santa Ana. The theme of the conference is Innovation, Creativity and Self-Care: Tools for the Health Occupations Educator. Registration information is available on the website, <http://healthoccupations.org>

Mary O Connor has also completed the 2-CD Faculty Recruitment Kit which will assist directors and deans with strategies for recruitment, retention, orientation and development of nursing faculty. See article in this current issue for more information.



**South Coast RHORC**  
Marsha Roberson, Director  
Governor's WIA Grant for South Coast Colleges Update:

NCLEX Success for Repeat Test-Takers courses are being offered in March at Santa Barbara and at Ventura in April. The project partners are collaborating with industry to expand existing preceptor courses to include the COCCC/RHORC Preceptor Model Curriculum. Moorpark College is offering an On-line preceptor course in March '06.

Additional cohorts of RN students have started at Cuesta (10), Hancock (5) and SBCC (11). Student success strategies are to be expanded to maximize student retention.

The first draft of edit changes for the Acute Care Nurse Assistant Model Curriculum has been completed with Orange County/Inland Empire RHORC (from Health Care Initiative VTEA funds).

RHORC is partnering with the SBCC School of Nursing and SBCC Continuing Education to offer a A Day on the Caring Model: Integrating Caring Theory into the Curriculum and Teaching workshop, 4/14/06.



**South Bay Region RHORC**  
Matthew Grayson, Director

The South Bay RHORC hosted its first IV Therapy/Blood Withdrawal Course in January 2006. The course certifies Licensed Vocational Nurses (LVN) to work with IVs and perform blood withdrawals through 27 hours lecture, and 9 hours skills lab. Licensed Vocational Nurses can earn up to \$3.00 dollars more per hour with this certification. The course content is required by the Board of Vocational Nurses and Psychiatric Technicians (BVNPT). Ann Ealy, Mission College instructor is an approved provider to issue certificates. This one week class will be offered at the end of each semester. Next class dates are June 5-9, 2006 at Mission College.

The South Bay RHORC in collaboration with Packard Foundation, North Valley (NOVA) Workforce Board, Cabrillo College, and Mission College will be offering several NCLEX Preparatory Review Courses this spring and summer. One course is focused on retakers of the NCLEX-RN, which starts on April 17 at Mission College. This course is taught over 11 weeks at 150 hours total--100 hours lecture and 50 hours lab. Two more courses will be offered in June 2006 for recent graduates of registered nursing programs. One class will be held at Cabrillo College and the other will be held at Mission College. Both NCLEX-RN courses will be taught over two weeks for 40 hours lecture. The courses above were designed by LA County RHORC at Mt. San Antonio College. Finally, a NCLEX-PN Preparatory Review Course for recent graduates of vocational nursing programs will be offered in June 2006. This course is still being designed, but will reflect the philosophy of the NCLEX-RN recent graduate course.



**Interior Bay RHORC**  
Patty Perkins, Director

In early November 2005, through hospital partner funding, the Interior Bay Area RHORC co-sponsored the Radiologic Technologists of California (RTEC) annual educators training, providing a CEU offering to over 75 diagnostic imaging professionals from Northern California.

Two Interior Bay Area region community colleges were recipients of Governor's Nursing Grants.\* The award to CCSF augments Moore Foundation funding as a partner with Sutter affiliate California Pacific Medical Center.\* A second grant was awarded to a collaborative of Napa Valley College and Solano Community College.

In Autumn 2005, the Interior Bay Area RHORC Director presented the RHORC-developed *Student Success Kit* to a 75 member audience at the annual National Council on Workforce Education (NCWE) meeting in San Antonio, TX. In February 2006, the Interior Bay Area RHORC Director, along with Healthcare Initiative Director, Jim Comins offered half-day training on the Student Success Kit to nurse and other allied health faculty in rural Helena, Arkansas.\*



**Central RHORC**  
Kathleen Schrader, Director

On Friday, April 28, 2006, 8-4:00 p.m., Region 5 RHORC will host a one-day seminar, *Framework for Understanding Poverty*, by Dr. Sue Nelle De Hart at the National Steinbeck Center in Salinas, California. Based on the book, *A Framework for Understanding Poverty* by Ruby Payne

Ph.D., this seminar provides an in-depth study of information & issues that will increase the participants' knowledge & understanding of the poverty culture. For information / registration go to: <http://www.crcconsortium.com/> and click on Events and Registration or contact Region 5 RHORC at 831-755-6916.

**Emergency Nurse Training Program (ENTP)** Under the direction of Juliet Atkins RN, BSN, CEN the ENTP program has been implemented. The program began July 16, 2005 and is slated to finish June 30, 2006. To date fifty-six (56) participants from nine (9) hospitals have completed the program. Forty-five (45) participants are scheduled to take the fourth and final course beginning March 14, 2006. The project goal of educating 100 RNs or student nurses in emergency nursing in Region 5 will be exceeded upon completion of this final class. Along with 154 lecture hours in emergency nursing principles and practices, ENTP training also incorporates a four week Basic EKG online course for those participants with limited EKG interpretation skills. As an interactive online course, ENTP students can logon from work or home at the designated time to receive instruction and interact live with the instructor.



**North/Far North RHORC**  
Linda Zorn, Director

Linda Zorn, Director of the Butte College RHORC facilitated the Marriage and Family Therapist (Public or Community-Based Mental Health Services) DACUM job analysis in December 2005. A health care leadership seminar was held on February 3, 2006 in partnership with the Northern Sierra Hospital Consortium with over 70 participants.

The Butte College RHORC is providing assistance to the nursing departments at both Sierra and Butte College for the implementation and reporting for the IA/Chancellor's Office Nurse Education Initiative for Associate Degree Nursing (RN) Programs, Healthy Community Forum grant. The partnership with the Butte College Office of Contract Education continues with a new series for March — Medical Office Customer Service.