



GUAMCOMMUNITYCOLLEGE

# **PROGRAM REVIEW REPORT**

Nursing (ADN) RN Program AS

## General

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### Completion Status

In Progress

### Submitter

Dorothy-Lou Duenas

## I. Program Description

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### Catalog Program Description

The mission of the Nursing and Allied Health Department is to generate locally educated and licensed nurses to work in the various health care provider agencies on Guam and the Pacific region. The Guam Community College Nursing Program is committed to providing career guidance and education in nursing to those students from Guam and the Pacific region who desire to become Practical Nurses. Upon completion of program requirements, students will earn an Associate's Degree in Nursing (ADN) and will be eligible to apply and take the National Council Licensure Examination for Registered Nurses (NCLEXRN). Licensure is granted through the Guam Board of Nurse Examiners.

### Related GCC Institutional Strategic Master Plan Goals

GOAL 1: Advancing Workforce Development and Training

## II. Program Effectiveness

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### Course Data and Analysis

### Program Data and Analysis

#### Demographics

It is anticipated that the first ADN cohort will be comprised of licensed GCC LPN graduates. The Guam Board of Nursing has conditionally approved for the program to begin with 15 students. Therefore, based on the data from the last three graduated cohorts from 2020 - 2023 there was a grand total of 49 Associate of Science LPN graduates.

Breakdown of the LPN graduates interested in pursuing their degree for the ADN:

Gender: 40 females, 9 males

Age : 26 graduates are between the ages of 21-25 years

13 who are between the ages of 26 - 31 years

8 who are between the ages of 32 - 41 years

2 who are between the ages of 42 - 54 years old

Ethnicity: 8 CHamoru

36 Filipino

2 Korean

1 Other

2 White

Applicants for the ADN NU cohort will follow the application process which includes a GPA of 2.5 or higher, completion of general education requirements, the National League of Nursing Nursing Entrance Exam (NEX), and essay entitled "Why I want to be a nurse," and participation in the interview process with the ADN Interview Panel.

#### Persistence Rates

It is anticipated that the students will continuously enroll from term to term because the program runs as a cohort and the students enrolled must take the courses in sequence.

#### Stop-outs

NA

#### CTE Data: Advisory Committee Meeting Dates

March 14, 2024

10/2/2024

## Nursing (ADN) RN Program AS: Program Review

### CTE Data: Advisory Committee Meeting Agendas & Minutes

[ADN Advisory Minutes Program Proposal \(3\).pdf](#)

### Overall Observation of Data on Program

The US Bureau of Labor Statistics projects more than 275,000 nurses will be needed from 2020 to 2030. In contrast, the National Council of State Boards of Nursing reported that 100,000 registered nurses have left the profession since 2020 due to the pandemic, and one-fifth of the workforce intends to leave by 2027. Locally, the Health Professional Licensing Office reported on August 9, 2023 that a loss of 148 registered nurses was documented (See Appendix A: "CNL Meeting for Governor"). This number was derived from nurses who did not renew their licenses for that year. Additionally, in the same report various healthcare agencies expressed a need for more than 140 nurses and it is anticipated that this number will continue to rise. Many countries are reporting an experienced loss of many "baby boomer" nurses settling into the age of retirement and choosing not to pick up a second job in the healthcare industry. Unfortunately, this is also the reality seen on Guam as evidenced by the August 9, 2023 report by the Guam Commission of Nurse Leaders. Therefore, the growing demand for nurses reported locally and nationwide has generated an increased motivation by the College to develop an Associate Degree in Nursing RN Program (ADN). GCC's Associates Degree Program builds upon the foundation of the Associate of Science in Practical Nursing Program and will serve as a bridge to allow our LPN graduates and other interested students to enhance their degree and qualify for licensure equivalent for a registered nurse (RN). The curriculum will prepare students with the knowledge, values, and skills that upon graduation will provide them with the necessary proficiency sets required for entry level nursing practice as a RN. Furthermore, the nature of this work requires a curriculum built upon a strong foundation of science courses incorporated into its technical requirements, an increased focus on assessment, communication, delegation, ethics, and the nursing process. Overall, the implementation of the program will provide students with a degree recognizing the amount of work, educational hours, and clinical experience that is expected of an Associate Degree registered nurse today. The expected impact of this proposal for the Associates Degree in Nursing Program at Guam Community College is intended to enhance workforce development, address workforce needs, and provide future opportunities for program growth.

### Faculty/Program Staff Data and Analysis

#### Faculty Professional Development (Lite Rich Text)

Currently, the ADN program has one full time masters prepared faculty member, Barbara Mafnas and TPS Associate Dean, Dorothy-Lou M. Duenas will also serve a faculty member for the program. She currently possesses a Masters in Nursing which is a requirement of the Guam Board of Nurse Examiners for faculty of the ADN program.

### SWOT Analysis

## III. Program Goals

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### GOAL 1

#### Goal 1

Successfully recruit additional masters prepared faculty to teach and meet program outcomes and needs.

#### Goal 1 Alignment to GCC Strategic Plan

GOAL 1: Advancing Workforce Development and Training, GOAL 3: Leveraging Transformational Engagement and Governance

#### Goal 1 Actions & Tasks

Network with healthcare agencies and nurses who may be interested in teaching. Advertise for faculty. Reach out to the Commission of Nurse Leaders and Guam Nurses Association for recruitment support.

### GOAL 2

#### Goal 2

Recruit and retain students in the ADN program.

#### Goal 2 Alignment to GCC Strategic Plan

GOAL 2: Fostering 100% Student-Centered Success

## **Nursing (ADN) RN Program AS: Program Review**

### **Goal 2 Actions & Tasks**

Provide frequent advisement, ensure students are linked with resources educational success ie: tutors, online resources, faculty advisement, and monitor for student weakness regarding achievement of learning outcomes.

### **GOAL 3**

#### **Goal 3**

The first cohort of completers will pass the NCLEX-RN on their first try.

#### **Goal 3 Alignment to GCC Strategic Plan**

GOAL 2: Fostering 100% Student-Centered Success, GOAL 1: Advancing Workforce Development and Training

#### **Goal 3 Actions & Tasks**

Frequent advisement throughout the program will be conducted, an integration of online resources to enhance NCLEX-RN preparations and success, and collaborate with stakeholders for clinical and resource support.

## **Supporting Documents**

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### **Supporting Documents**

[New Program Proposal\\_Associate of Science in Nursing\\_RN.pdf](#)