

OFFICE OF PROFESSIONAL LICENSURE AND CERTIFICATION

STATE OF NEW HAMPSHIRE

DIVISION OF HEALTH PROFESSIONS

121 South Fruit Street, Suite 102

Concord, N.H. 03301-2412

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Executive Director

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www.oplc.nh.gov/nursing



**NEW HAMPSHIRE BOARD OF NURSING PROGRAM ANNUAL REPORT: 2019**  
**School Year August 2018 to August 2019**

**DIRECTIONS:**

Please complete and return this form to the Board office on or before October 1st, 2019.  
College Webs ite: <https://www.nashuacc.edu/>  
Please include a copy of the most recent audited financial rep01i and the current approved nursing program budget.

**I. PROGRAM DEMOGRAPHICS**

<b>PROGRAM:</b>	Nashua Community College
<b>ADDRESS:</b>	505 Amherst St Nashua, NH 03063
<b>PROGRAM DIRECTOR/CHAIR:</b>	Theresa Williams MS, RN (Interim Chair 2/4/19; Chair 5/19)
<b>TYPE OF PROGRAM:</b>	<input type="radio"/> DEMN <input type="radio"/> LPN to Registered Nurse <input type="checkbox"/> Baccalaureate Associate:                      Registered Nurse <input type="radio"/> Diploma: <input type="checkbox"/> Practical Nurse
<b>TELEPHONE NUMBER:</b>	603-578-8909
<b>FAX NUMBER:</b>	603-882-8690
<b>E-MAIL ADDRESS:</b>	twilliams@ccsnh.edu

## II. APPROVAL AND ACCREDITATION

AGENCY/ORGANIZATION	LAST REVIEW DATE	NEX17 REVIEW DATE	APPROVAL STATUS (DATES)			DENIED
			Initial	Full	Conditional	
NH BOARD OF NURSING	May 2011	March 2020		May 15, 2008		
NEW ENGLAND ASSOCIATION OF SCHOOLS & COLLEGES, INC.	April 2008	March 2018		1973		
ACCREDITATION COMMISSION FOR EDUCATION IN NURSING (formerly NLNAC)	Spring 2012	March 2020	2007	Spring 2012	October 2014 follow up report accepted on March 12, 2015	
NEW ENGLAND ASSOCIATION OF SCHOOLS & COLLEGES: HIGHER EDUCATION COMMISSION (now NECHE)	March 2018	Spring 2028		March 2018		
COLLEGIATE COMMISSION ON NURSING EDUCATION	NIA	NIA	NIA	NIA	NIA	NIA
OTHER: (Specify)	NIA	NIA	NIA	NIA	NIA	NIA

	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>Current Year to Date Data from June 2019 Published Report</b>
<b>Program NCLEX Scores</b>	80.95%	87.50%	100%	<b>80%</b>
<b>National NCLEX Bench Mark</b>	84.56%	87.11%	89.54%	<b>89.58%</b>

### III. APPLICANT/STUDENT DATA

PROGRAM PERFORMANCE DATA	GRADUATING CLASS(S) OF	GRADUATING CLASS (S) OF	GRADUATING CLASS (S) OF	GRADUATING CLASS (S) OF	GRADUATING CLASS (S) OF
	2019	2020	2021	2022	2023
<b>A: TOTAL NUMBER OF APPLICATIONS RECEIVED</b>	128	158	85		
<b>B: TOTAL NUMBER OF QUALIFIED APPLICATIONS RECEIVED</b>	26	52	32		
<b>C: TOTAL NUMBER OF QUALIFIED APPLICANTS NOT ADMITTED</b>	11	38	2		
<b>D: TOTAL NUMBER ADMITTED TO FIRST YEAR CLASS</b>	14	15	29 offered admission for 24 spots		
<b>E: NUMBER ENROLLED AND IN ATTENDANCE THE FIRST DAY OF NURSING PROGRAM</b>	14	15	21		
<b>F: NUMBER OF STUDENTS GRADUATING FROM CATEGORY "E" WITH ON-TIME GRADUATION</b>	11				
<b>G: RETENTION RATE OF ORIGINAL COHORT** Numbers and Percentages</b>	11/14 = 78.57%				
<b>H: NUMBER OF STUDENTS NOT IDENTIFIED IN "E" WHO GRADUATE</b>	1				
<b>I: NUMBER OF TOTAL PROGRAM GRADUATES</b>	11				
<b>J: NUMBER OF STUDENTS THAT WITHDREW FROM PROGRAM</b>	1				
<b>K: NUMBER OF STUDENTS FAILED PROGRAM- PROVIDE WHICH CLASS FAILED</b>	3 fails 140 : 1 student 220 : 2 students				

#### KEY

<i>CLASS:</i>	Those students grouped by a specific designated year of graduation/program completion.
<i>A.APPLICATION:</i>	Total number of applications received
<i>B.QUALIFIED</i>	Meeting the proper standards and requirements for admission to the program.
<i>E.ENROLLED</i>	Registered students and in attendance on the first day of the nursing program.
<i>G.RETENTION:**</i>	Those students, grouped by class year, who have successfully completed the academic program within the time prescribed by the nursing program 's curriculum design (" F" divided by "E" = G) = 100% on time graduation rate.
<i>H. STUDENTS NOT IDENTIFIED IN "E" WHO GRADUATE:</i>	Any student who joins the existing class: re-admit/s/ repeaters, transfers (from outside of academic institution), LPN-RN Advancement
<i>I. Total program graduates:</i>	Row "F" & " H" = " I"

**IV.**

**NURSING FACULTY DATA FACULTY RESPONSIBILITIES**

(LIST AVERAGE WEEKLY ACTIVITIES, IN PERCENTAGES, FOR A FULL TIME FACULTY MEMBER)

ACAA::DEMIC YEAR: August 2018 to August 2019 (A:CTUA,II.) FIO:II, 'FIME F A:G)UI} t:Y €EXIC:t.l::JDINGPROGRAM AD.MINISTRA,I'ORI			
	FALL	SPRING	SUMMER
ADVISING	5%	5%	NIA
CLASSROOM	28%	28%	NIA
NURSING COMMITTEES	10%	10%	NIA
NON-NURSING COMMITTEES	2%	2%	NIA
LABORATORY / CLINICAL	50%	50%	NIA
OTHER DUTIES	5%	5%	NIA

FACULTY LISTING TOTAL NUMBER OF FULL TIME: <u>5</u> TOTAL NUMBER OF PART TIME /ADJUNCT: <u>1</u> /semester <u>1</u>						
NAME	RANK AND TITLE	HIGHEST DEGREE	SPECIALTY AREA/FOCUS	EMPLOYMENT STATUS	Workload in terms of hours and weeks	BOARD APPROVAL STATUS
Carole Boutin DNP MS RN CNE (retired 8/19)	Chair and Professor of Nursing (Dept Chair from 8/2018 - 2/2019)	DNP	Fundamentals Nursing Education Operating Room Med Surg I	181 FULL-TIME PART TIME <input type="checkbox"/> ADJUNCT	15-18 contact hrs/week/31 weeks (37.5 hours)	<input type="checkbox"/> FULL TEMP
Theresa Williams	Professor of Nursing Interim Chair 2/2019; Chair 5/2019	MS	Adult Primary Health Care Simulation	181 FULL-TIME PART TIME <input type="checkbox"/> ADJUNCT	15-18 contact hrs/week/31 weeks (37.5 hours)	<input type="checkbox"/> FULL TEMP
Tyler Waite	Professor of Nursing	MS	Pediatrics	181 FULL-TIME PART TIME <input type="checkbox"/> ADJUNCT	15-18 contact hrs/week/31 weeks (37.5 hours)  3 contact hrs/week x12 weeks (summer)	181 <input type="checkbox"/> FULL TEMP
Mary Heinz (end date 5/19)	Professor of Nursing	MS	Maternal-Child	181 FULL-TIME PART TIME <input type="checkbox"/> ADJUNCT	15-18 contact hrs/week/31 weeks (37.5 hours)	<input type="checkbox"/> FULL TEMP
Lisa Gray	Professor of Nursing	MSN	Maternal-Child Med Surg	181 FULL-TIME PART TIME <input type="checkbox"/> ADJUNCT	15-18 contact hrs/week/31 weeks (37.5 hours)	181 <input type="checkbox"/> FULL TEMP

Mary K. Calvo (From 1/2019 - 5/2019)	Adjunct Faculty	MSN	Med Surg	<input type="checkbox"/> FULL -TIME <input checked="" type="checkbox"/> PART TIME <input type="checkbox"/> ADJUNCT	12 contact hrs/week x 15 weeks	<input type="checkbox"/> FULL <input type="checkbox"/> TEMP
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<b>FACULTY LISTING</b>						
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NAME	RANK AND TITLE	HIGHEST DEGREE	SPECIALTY AREA/FOCUS	EMPLOYMENT STATUS	Workload in terms of hours and weeks	BOARD APPROVAL STATUS
Eli zabeth Bouley (from 8/2018-12/2018)	Adjunct Faculty	MS	Adult	<input type="checkbox"/> FULL -TIME <input checked="" type="checkbox"/> PART TIME <input type="checkbox"/> ADJUNCT	12 contact hrs/week x 16 weeks	181 <input type="checkbox"/> FULL <input type="checkbox"/> TEMP
				<input type="checkbox"/> FULL -TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> ADJUNCT		<input type="checkbox"/> FULL <input type="checkbox"/> TEMP
				<input type="checkbox"/> FULL-TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> ADJUNCT		<input type="checkbox"/> FULL <input type="checkbox"/> TEMP
				<input type="checkbox"/> FULL-TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> ADJUNCT		<input type="checkbox"/> FULL <input type="checkbox"/> TEMP

BUDGETED FULL TIME FACULTY POSITIONS: 5 including administrator

NUMBER OF UNFILLED BUDGETED FULL TIME POSITIONS: 0

RATIO OF FULL TIME TO PART TIME/ADJUNCT FACULTY: 5:1\*

\*When incumbent Department Chair went out on FMLA, the appointed Interim Department Chair was also a full time professor. This temporarily brought the ratio of full time to part time down to 4:1. Incumbent did not return from FMLA and retired in August of 2019. New faculty were hired August 2019. Ratio is 5:1 FT to adjunct faculty.

**Pursuant to Nur 602.04 (e):**

[8J Attach: Current catalogue and program policies that accurately depict the nursing programs actually offered during the program year

[8iThe name and address of the sponsoring institution official:

**Lucille Jordan, President**

**505 Amherst St.**

**Nashua, NH 03063**

[8J Attach: The program director's responsibilities in terms of teaching, administration and student guidance.

<b>ACADEMIC YEAR: <u>August 2018</u> to <u>August 2019</u> (AC'liJAL)</b>			
<b>Chair/Divector Responsibilities</b>			
	<b>FALL*</b>	<b>SPRING**</b>	<b>SUMMER**</b>
ADVISING	5%	5%	10%
CLASSROOM	20%	0%	0%
NURSING COMMITTEES	20%	5%	0%
NON-NURSING COMMITTEES	10%	5%	0%
LABORATORY/CLINICAL	5%	25% (lab)	0%
OTHER DUTIES	40%	60%	90%

\*Carole Boutin

\*\*Theresa Williams

Attach: Current curricular plan and anticipated curricular or program changes (**See attached NCC ADN program curriculum. There are no anticipated curricular or program changes**)

Attach: Current clinical practicum hours by type of hours: hands on clinical; simulation/lab; observational/experiential; preceptorship (see below).

Clinical Practicum Hours by Type

Course	Hands on Clinical	Simulation/ Lab	Observation/ experiential	Preceptorship
NURS125N	96	84	0	0
NURS140N	120	36	24	0
NURS220N	165	30	30	0
NURS240N	157.5	22.5	45	0

Provide: The number of applications, enrollments, transfers, dismissals, failures, and graduates, by year for the previous 5 years.

	2018	2017	2016	2015	2014
Applications	155	179	173	178	172
Enrollments	20	22	23	20	23
Transfers	3	1	4	3	3
Dismissals	1	1	0	0	1
Failures	3	6	7	5	2

Attach: Program budget data along with a copy of:

- a. The sponsoring institution's most recent fiscal audit of receipts and expenditures relating to the program,
- b. Opinion letters of the auditors; and
- c. Management's response to audit findings

*The fiscal audit for FY19 will not be complete until the end of November, 2019. It will be forwarded to you once it is available.*

## V. PROGRAM OVERVIEW

1. Briefly summarize activities and achievements, to date, 9/1/19 relating to the program.

Activities and Achievements

### ANNUAL GOALS

(Describe concrete items, time framed, with measurable outcomes)

1. **GOAL:** Improve nursing graduate performance on the National Council Licensure Examination for Registered Nurses (NCLEX) examination (maintain 80% or higher NCLEX pass rate).

The graduating class of 2019 had 11 students. NCLEX pass rate for class of 2019 was 80% (June 2019). NCLEX pass rate for class of 2018 was 100%; NCLEX pass rate for class of 2017 was 87.5% and the class of 2016 had an NCLEX pass rate of 80.95%.

There were two students who failed the exam in 2019. These students communicated they felt they may have taken the exam too soon. One student is self-reported to have test anxiety. It is of note that neither student took a formal NCLEX exam review. Because there is such a small sample size, it is difficult to assess actual factors that led to the lower than expected pass rate.

Students take the ATI comprehensive predictor exam in March and then re-take it again in May. The adjusted group score in March for the class of 2019 was 69.3%. The adjusted group score for this class in May was 72.4%. Although the scores improved, the benchmark of 85% of students will achieve a 91% or better chance of passing NCLEX was not achieved. Faculty ATI champion will continue to review ATI comprehensive predictor results for missed concepts. Results will be shared at August (start of academic year) department meeting and analyzed for placement in curriculum. Will consider Mountain Measurement report once it is available for this cohort for specific areas to focus on.

2. **GOAL:** Increase student recruitment to fill the 24 seats in program. Maintain retention rate at or above 70%. Number of applicants for fall of 2018 was decreased from prior years. Smaller program size results in a decrease in percentage of program completion rates if even one student leaves the program. There are supports in place to assist in student retention. Students are encouraged to attend open lab sessions to practice skills they feel weak in, additionally, if the clinical faculty identify students in need of more support with clinical skills, they are encouraged to provide the student with a lab prescription to assist with learning and confidence building. The lab prescription requires the student to work with a faculty member to remediate skills. The NCC Academic Success Center offers additional support with math and writing tutoring. Students are encouraged by faculty/advisors to utilize this service for extra support as needed. Nursing Information sessions are hosted by the admission department are held twice per month on campus. They are held in the simulation lab if the lab is not in use by students. The department chair or her designee attend these nursing information sessions in an effort to share program information directly from a faculty member and demonstrate the commitment and personalization of the small program. The department chair/faculty role in these sessions is to provide an overview of the didactic and clinical components to the attendees and additionally to be available to answer questions or provide further information as needed. The nursing faculty and department chair will continue to represent the department at college open houses as scheduled (2x/semester). Discussions of collaborating with admissions department to improve recruitment and to possibly facilitate more outreach to high schools (August 17, 2018 & September 10, 2018 meeting minutes).



NCC Career Discovery Day was held on April 5, 2018. The NCC Nursing department hosted three 50 minute sessions in the nursing arts lab with assistance of current NCC nursing students and alumni. Goal is to also bring recruitment and retention issues to the advisory board for guidance. Next meeting with Advisory Board is November 4, 2019.

3. **GOAL:** Recruit and retain qualified Nurse-Educators (Nur602.07) to sufficiently support the student census (no more than 8 students/1 faculty in clinical area (Nur602.09(a))  
With the retirement of the former department chair, the simulation lab professor was appointed as the new department chair, leaving a vacancy in the simulation lab position. There was also a need to fill an adjunct position and a FT faculty position. This fall the department has hired two new fulltime faculty and one new adjunct faculty. New faculty are being oriented by veteran faculty in collaboration with the department chair. The department chair has received mentoring, support and orientation to this new role in numerous ways. These include site visits and frequent communication with the nursing program director from Great Bay Community College, Dr. Dulcinea Kaufman DNP, RN. On June 12, 2019, Ms. Williams attended a Community College System of New Hampshire (CCSNH) system wide "Department Chair Institute" which included agenda items such as: Motivational Coaching, Performance Management and Faculty Recruitment and Retention. Ms. Williams also attended a new director of nursing program information session on June 18, 2019 with Ms. Crumley Aybar, NH BON Program Specialist IV, to review Board of Nursing information. The Vice President of Academic Affairs (VPAA) of Nashua Community College (NCC), Ms. Robyn Griswold, has supported and mentored Ms. Williams via frequent meetings and communication. Ms. Williams has additionally received support and guidance from NCC department chairs regarding internal processes and procedures. Furthermore, NCC has supported Ms. Williams in her role by contracting an RN consultant from Great Bay Community College who was the lead faculty for curriculum and their successful ACEN and NH BON site visit.
  
4. **GOAL:** Successful ACEN Accreditation Visit and NHBON Reapproval Visit: The department chair has been working with the consultant from Great Bay Community College throughout the summer and on an ongoing basis to prepare for the ACEN Accreditation visit and NH BON Reapproval visit. This fall, weekly meetings are held with faculty to introduce the process to new faculty and to continue the preparatory work with existing faculty members. Site visit scheduled for March 2020.

2. Indicate programmatic and curricular changes that may potentially increase or decrease student and/or faculty populations. *Include any current or planned nursing program, distance education options (instruction offered by any means where the student and/acuity are in separate physical locations).*

There are no program or curricular changes that may potentially increase or decrease student and/or faculty populations at this time.

## VI. RESOURCES

1. Indicate adequacy of physical, fiscal, and human resources to meet program goals and student learning outcomes. (NUR 602.03)

2 Do you use another state for pre-licensure clinical experiences? No \_\_\_\_\_ X \_\_\_\_\_  
If Yes: please list in which states they are located.

Physical, fiscal and human resources are adequate to meet program goals and student learning outcomes at this time.

### COOPERATING AGENCIES

AGENCY	LOCATION	CONTENT AREA(S)	TYPE OF CLINICAL EXPERIENCE (MARK ALL THAT APPLY)
Hillsborough County Nursing Home	0 <input type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Fundamentals	0 <input type="checkbox"/> Approved Innovation 0 <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
Bedford Nursing and Rehab	0 <input type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Fundamentals	0 <input type="checkbox"/> Approved Innovation 0 <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
Southern New Hampshire Medical Center	0 <input type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Mental Health Med Surg Pedi/OB	0 <input type="checkbox"/> Approved Innovation 0 <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
New Hampshire Hospital	0 <input type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Mental Health	0 <input type="checkbox"/> Approved Innovation 0 <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
Northeast Rehab - Nashua and Salem	0 <input type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Rehab	0 <input type="checkbox"/> Approved Innovation 0 <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
Bell Tower Home Health Care LLC	0 <input type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Community Health	0 <input type="checkbox"/> Approved Innovation 0 <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship

Raymond High School	<input checked="" type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Pediatrics	<input checked="" type="checkbox"/> Approved Innovation <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
Bedford Falls	<input checked="" type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Geriatrics	<input checked="" type="checkbox"/> Approved Innovation <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
Davita Dialysis Facility	<input checked="" type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE	Dialysis	<input checked="" type="checkbox"/> Approved Innovation <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship
	<input type="checkbox"/> IN STATE <input type="checkbox"/> OUT OF STATE		<input type="checkbox"/> Approved Innovation <input type="checkbox"/> Clinical Observation <input type="checkbox"/> Preceptorship

**VII. VERIFICATION OF CONTINUED COMPLIANCE**

**Note:** The endorsement of the content of this Report and confirmation of continued compliance with the current Administrative Rules is documented by the Verifying Signature/ noted below.

**VIII. VERIFYING SIGNATURE**

PROGRAM DIRECTOR/CHAIR: \_\_\_\_\_ L) u.e . (45,

TITLE: (2, Stf<sup>00</sup> :ff\+ ) : Q

DATE: t.e-;J S:-- 11

FY 19 Nursing Budget Nashua Community College

Payroll Account	Description	FY19 Actuals
6118	Full Time Permanent IExp (Obj 0100)	\$391,535.61
6122	Medical Buyout Program	\$ 3,446.24
6123	Per Diem	\$ 9,399.24
6202	Adjunct Personnel Exp (Object 0104)	\$ 27,972.95
6301	Overtime (Object 0106)	\$ 140.56
6601	Fica Permanent Exp (Object 0601}	\$ 26,375A4
6602	Health Insurance(Object 0602)	\$83,214.00
6603	Life Insurance (Object 0603}	\$ 578.92
6604	Retirement Permanent Exp (Obj 0604)	\$44,396.78
6605	Dental Insurance (Object 0605)	\$ 5,964.68
6608	Medicare Permanent Exp (Obj 0631}	\$ 6,168.57
6616	Long Term Disability	\$ 391.67
6617	ER Retirement Med Subsidy	\$ 4,287.13
6618	ERHRA	\$ 12,014.63
	FY19 Total Payroll	\$615,886.42

Expense Account	Description	FY19 Actuals
7101	Supplies Consumable	\$ 857.14
7102	Publications	\$ 335.33
7109	Transportation of Things	\$ 30.10
711Q	Printing	\$ 80.48
7121	Computer Software (AC)	\$ 1,274.85
7172	Laundry & Linen Services	\$ 26.11
7201	Food Expenses (0211)	\$ 614.05
7504	Software License Maintenance	\$ 10,710.00
7610	Membership Fees (Object code 0251)	\$ 750.00
7620	Accreditation Fee	\$ 3,875.00
7C40	General Consultant Non Benefit	\$ 501.50
7F37	Travel Other (Object Code 0716}	\$ 129.71
7F58	Online Webinars/Workshops	\$ 699.00
	FY19 Total Expenses	\$19,883.27

FY20 Nursing Budget Nashua Community College

Payroll Account	Description	FY20Budget
6118	Full Time Permanent Exp (Obj 0100)	\$374,048.29
6122	Medical Buyout Program	\$ 4,000.00
6123	Per Diem	\$ 9,400.00
6202	Adjunct Personnel Exp {Object 0104}	\$28,000.00
6301	Overtime (Object 0106)	\$ 150.00
6601	Fica Permanent Exp (Object 0601)	\$ 25,767.09
6602	Health Insurance{Object 0602}	\$ 83,214.00
6603	Life In surance (Object 0603)	\$ 600.00
6604	Retirement Permanent Exp (Obj 0604)	\$44,623.96
6605	Dental Insurance (Object 0605)	\$ 7,286.00
6608	Medicare Permanent Exp (Obj 0631)	\$ 6,026.18
6616	Long Term Disability	\$ 400.00
6617	ER Retirement Med Subsidy	\$ 3,927.51
6618	ERHRA	\$16,000.00
	FY20 Total Payroll	\$603,443.03

Expense Account	Description	FY20Budget
7101	Supplies Consumable	\$ 857.14
7102	Publicat ions	\$ 335.33
7109	Transportat ion of Things	\$ 30;10
711Q	Printing	\$ 80.48
7121	Comp ute r Software (AC)	\$ 1,274.85
7172	Laundry & Linen Services	\$ 26.11
7201	Food Expenses {0211}	\$ 614.05
75{)4	Software License M aint enance	\$ 10 ,710.00
7610	Membership Fees (Object code 0251)	\$ 2,800.00
7620	Accredita tion Fee	\$ 11,110.00
7C40	General Consultant Non Ben efit	\$ 501.50
7F37	Travel ot her (Object Code 0716}	\$ 129.71
7F58	Online Webinars/Workshops	\$ 699.00
	FY20 Total Expenses	\$ 29,168.27

# Associate in Science Degree in Nursing

## (Day Program)

The mission/goal of the Department of Nursing at Nashua Community College is to provide students the opportunity to earn an Associate in Science in Nursing, which prepares them to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN) to become Registered Nurses (RNs), for employment in entry-level positions in nursing, and for further education and professional development.

### Fall 2019 Admission Requirements for the Associate in Science in Nursing Program (ASN)

In an effort to provide you with the most current and comprehensive information about our program, prospective nursing students must attend a Nursing Information session prior to submitting an application. Dates and times for info sessions can be found online at [www.nashuacc.edu/admissions/information/information-sessions](http://www.nashuacc.edu/admissions/information/information-sessions). ASN applications must be completed by December 28, 2018 to be considered for acceptance in the fall 2019 class. A completed application is the responsibility of the nursing candidate. Incomplete applications will not be considered.

Candidates must complete the college admission requirements, the nursing department admission requirements and provide documentation of the following criteria for admission consideration

- Attendance at a nursing information session.
- Completed application for the program.
- Proof of satisfactory completion of high school or college Algebra, Biology, Chemistry, and English with a grade of C or better. • There is a challenge exam available for Biology and Chemistry for those students who have taken either high school or college level Biology or Chemistry but who did not receive a grade of a "C" or better. Please contact Debra Costa-Nino, Program Coordinator, Biological Sciences and Chemistry, at 603-578-8955 or [dcosta-nino@ccsnh.edu](mailto:dcosta-nino@ccsnh.edu) for more information.
- Completion of A&P I and Intro to Psychology with a 8- or higher within 5 years of the first nursing course or by December 28, 2018.
- Two **professional confidential** references, work or education - related. (Forms provided by college) References must be submitted in a sealed envelope.
- Pre-admission examination: the Test of Essential Academic Skills (TEAS) by Assessment Technologies Institute (ATI) with an adjusted individual score in the following categories Reading - 74.50% or better, Math - 68.80% or better, Science 55.3% or better and English 66.7% or better.
- The TEAS test evaluates the academic ability of prospective RN students. See [www.atitesting.com](http://www.atitesting.com) for more information about preparing for the test and to register for the TEAS.
- The TEAS must be taken within 2 years of the first nursing course.
- Ability to meet the Health, Character, and Technical Standards for the ASN program (please see below).
- Applicants demonstrating the above requirements may be invited for an interview.

### Selection Criteria

Selection is determined by a cumulative point system that is based on applicable courses and grades, the interview, Teas scores, and references. Applications will be reviewed and admission decisions will be made by the Vice President of Student and Community Affairs, and the Chair of the Department of Nursing.

Preference will be given to applicants who:

- Are New Hampshire residents.
- Higher grades for A&P I and II relative to the applicant pool
- Higher scores on the interview relative to the applicant pool
- Have completed a greater number of nursing related general education courses relative to the applicant pool.
- Have a history of academic success.

Qualified students who are not accepted in the initial selection process may be assigned to a prioritized waiting list based on the above criteria. They may be subsequently admitted if an opening becomes available. The waiting list will be discarded once classes begin. Applicants still desiring admission must then reapply.

### Advanced Placement for Licensed Practical Nurses

Licensed practical nurses may have the opportunity to transfer into the ASN program with advanced standing in the spring semester of the first year on a space available basis. Applicants must have an active LPN license in New Hampshire and successfully complete the National League for Nursing (NLN) Nursing Acceleration Challenge Exam (NACE) with a required overall percent score of 74% or better. Applicants who successfully complete the NLN NACE exam and are accepted into the program will be awarded 8 credits in place of NURS 125N, Fundamental Concepts and Skills for Nursing Practice. The deadline for LPN advanced placement applications is November 1st.

### Transfer Students

Students who have been enrolled in a nursing program within the past five years may have the opportunity to transfer into the ASN program at NCC on a space available basis. Nursing credits must be no more than five years old from the start of the first nursing course with a minimum grade of 8-. Science credits must be no more than five years old from the start of the first nursing course with a minimum grade of 8-. Intro to Psychology and Human Growth and Development must be no more than five years old from the start of the first nursing course with a minimum grade of 8-. Applicants must also submit a letter of reference on school letterhead from the director of the nursing program at the previous school. Transfer students must also complete the appropriate NACE exam with the required pass rate. Transcripts of previous college credits may be submitted and will be evaluated for transferability..

### Time Allotment for Program Completion

All nursing courses must be completed within (5) five years of the date of entry into the first nursing course. Students must follow the program of study requirements as published in the College Catalog

# Associate in Science Degree in Nursing

## (Day Program)

in the academic year of their acceptance into the AD Nursing Program. In the event of a curriculum change prior to completion and phasing out of previous courses, the student may be required to repeat one or more courses for placement in the new curriculum.

**Upon Conditional Acceptance** It is understood that acceptance is conditional upon submission of satisfactory evidence in the form of the following documents:

- A transcript demonstrating the completion of BIOL 201N Anatomy and Physiology I with a minimum grade of 8- and PSYC 101N Introduction to Psychology (or equivalent transfer credits) with a minimum of a 8-.
- The nursing program utilizes CastleBranch for submission of required documents. All costs associated with Castlebranch and tests required are the responsibility of the student. Accepted students will be given specific information regarding accessing CastleBranch during orientation
- Documents that are required to be submitted include a report of a current (within 1 year prior to beginning the first Nursing course) physical examination on the school health form including all required health screening: Two step Mantoux testing to assess exposure to tuberculosis, titers for measles, mumps, rubella (MMR), varicella, hepatitis B, and immunization for tetanus, diphtheria and pertussis (Tdap). Flu immunization is required yearly between September 1 and October 1. Students are responsible for submitting updates to immunizations yearly i.e. flu and Tdap if needed.
- Possess and maintain personal health insurance. Students are responsible for providing documentation of insurance coverage yearly. If insurance information changes during the academic year, students must notify Castlebranch immediately.
- Possess and maintain professional liability insurance. This professional liability insurance coverage is included in the second semester tuition bill.
- Acquire and maintain certification in cardiopulmonary resuscitation (CPR) at the healthcare provider level (basic life support for healthcare providers from the AHA or Red Cross) that will be valid for the entire two years of the program through graduation
- Complete a criminal background check
- A drug test - must be done within two weeks prior to the first clinical day. The cost is to be incurred by the student.
- Individuals with a court record or a criminal conviction may wish to contact the Board(s) of Registration in Nursing in any state in which they plan to work for guidelines. The NH Board of Nursing can be reached at 603-271-2323. This will allow the individual to make an informed decision about choosing to pursue nursing education at this time.
- Students will repeat the criminal background check, TB and drug testing prior to their senior year.

**In addition:** Fees may include but are not limited to

- Clinical Fees
- Assessment Technologies Institute® (ATI) testing package,

V-Sim virtual patient software, DocuCare Electronic Medical Record (EMR) software.

- Uniform, stethoscope, penlight, watch with a second hand, textbooks, skills lab kit and supplies for lab practice, nursing pins, NCLEX preparation and licensure.

### **Please Note:**

Degree requirements must be completed within 5 years of the first nursing course. Completion of the program does not guarantee RN licensure.

### **Health, Character, and Technical Standards for the Associate in Science in Nursing Program**

Technical standards have been established to inform the student of minimum standards to satisfactorily function in the program and ultimately in the profession. Applicants who feel they may not be able to meet one or more of the technical standards listed below should contact the chair of the department of nursing to discuss individual cases. All academically qualified candidates will be considered for admission provided the technical standards for classroom and clinical experiences can be met with reasonable accommodations. The College must ensure that patients/clients of clinical affiliates are not placed in jeopardy by students during learning experiences. Therefore, students in service learning and clinical experiences must demonstrate sufficient emotional stability to withstand the stress, uncertainties, and rapidly changing circumstances that characterize the responsibilities of patient/client care. Furthermore, the student is expected to have the emotional stability required to exercise sound judgment, accept direction and guidance from a supervisor or faculty member, and establish rapport and maintain sensitive interpersonal relationships with patients, their families, agency staff, faculty, and classmates. Applicants must be in good physical and mental health to meet program objectives. Technical Standards information is also available in the Technical Standards section of this catalog.

1. Sufficient hearing to assess patient needs, physiological signs, understand instructions, identify emergency signals, assess body functions, and engage in telephone conversation.
2. Sufficient visual acuity to observe patients, manipulate equipment, interpret data, ensure a safe environment, identify color changes, read fine print/writing, and do fine calibrations.
3. Sufficient speech and language ability to express, comprehend, and exchange information and ideas in English verbally, nonverbally, and in writing, and to interact clearly and logically with patients, family members, physicians, nurses, faculty, peers, and other ancillary medical personnel.
4. Sufficient tactile ability to assess pressure, temperature, position, vibration, and movement.
5. Ability to work with frequent interruptions, to respond appropriately in emergencies or unexpected situations, and to cope with extreme variations in workload and stress levels.
6. Sufficient emotional intelligence to exhibit empathy and compassion, to maintain productive relationships in classroom and clinical settings, and to integrate direction, instruction, and criticism into behavioral changes.
7. Sufficient strength, endurance, and motor coordination to

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perform the following physical activities: participation in lengthy classroom activities; fine and gross motor skills to carry out procedures; ability to safely and frequently handle, lift, and/ or carry equipment and patients up to thirty pounds; stamina to complete an eight to twelve hour work shift; and ability to perform CPR.

8. Sufficient information technology access and skills to complete assignments according to program standards.
9. Applicants with latex allergies are advised to seek professional medical consultation.

### Accreditation

Accreditation Commission for Education in Nursing (ACEN)  
3343 Peachtree Road, Suite 850  
Atlanta, GA 30326  
404-975-5000  
www.acenursing.org

Questions about the status of accreditation for the Nursing program should be addressed to the Accreditation Commission for Education in Nursing, Inc.

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The nursing program is also approved by the New Hampshire Board of Nursing (NHBON). Upon satisfactory completion of the program, the graduate is eligible to apply to the NHBON for the National Council Licensing Examination for Registered Nurses (NCLEX-RN). NCC's NCLEX pass rates can be viewed at [www.nh.gov/nursing](http://www.nh.gov/nursing). The NHBON's licensing regulations may restrict candidates who have been involved in civil or criminal legal proceedings. Questions about licensing restrictions should be addressed to the NH Board of Nursing, 121 South Fruit Street, Concord, NH 03301, (603) 271- 2323.

### Criteria for Progression in the Program

The curriculum includes a general education component that supports courses in nursing. Students must earn a minimum grade of B- in Anatomy and Physiology I and II, Microbiology, Intro to Psych, Human Growth and Development and in all nursing courses in order to progress in the program. Courses in nursing are taken sequentially and most of them include a clinical component. Students who do not meet criteria for progression may seek re-entry at the point of last success with approval from the chair of the department and on a space-available basis. Re-entry is not guaranteed. A student may be granted only one opportunity to re-enter the program.

### Continuing Education

Graduates of the program are encouraged to earn the Bachelor and/or Master of Science in Nursing. Articulation agreements are maintained with Franklin Pierce University, Granite State College,

Rivier University, and Southern NH University. Students may also identify other programs that meet their specific needs. Students planning to continue their education toward the Bachelor's or Master's of Science in Nursing should plan their program of study with an academic advisor from the Department of Nursing. Further information can be obtained from the respective programs or from the Chair of the Department of Nursing.

### Program Outcomes:

Upon completion of the degree in Nursing, graduates will be able to:

1. Plan and deliver safe individualized care to patients by integrating the nursing process and pertinent nursing knowledge, principles of teaching/learning, and preferences of patients or legal designees across the lifespan, diversity of culture, and the levels of prevention.
2. Practice collaboratively on the multi-professional health care team using principles of leadership across the disciplines and throughout the healthcare system to influence and facilitate conflict resolution and the establishment and achievement of shared goals.
3. Support a culture of continuous quality improvement by using data to monitor outcomes; identifying and reporting actual or potential problems; collaborating with the multi-professional team throughout the healthcare system; and developing evidence-based strategies for optimal practice.
4. Use health care system resources and technology, including information technology, time, policies and procedures, materials, and equipment, to coordinate and deliver individual and/or population-focused care that is effective and efficient.
5. Communicate clearly in goal-oriented, culturally sensitive, caring, concise, and timely way using written, verbal, nonverbal, and electronic modalities.
6. Demonstrate accountability for professional practice using legal, ethical, and regulatory guidelines and participate in activities that contribute to lifelong learning.

In addition, the graduate will be able to demonstrate competency in the general education outcomes.



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## NURSING: TWO YEAR CURRICULUM PLAN

The following courses must be completed with a B- by the due date for all application materials:

		CL	LAB	CR
BIOL20 1N	Anatomy & Physiology I	3	3	4
PSYC101N	Intro to Psychology	3	0	3
<b>Semester Credits: 7</b>				

### FIRST YEAR - FALL SEMESTER

		CL	LAB	CR
ENGL101N	College Composition I	4	0	4
BIOL202N	Anatomy & Physiology II	3	3	4
PSYC201N	Human Growth & Development	3	0	3
NURS125N	Fundamental Concepts and Skills for Nursing Practice **	4	12	8
<b>Semester Credits: 19</b>				

### FIRST YEAR - SPRING SEMESTER

		CL	LAB	CR
NURS140N	Nursing Care I: Concepts and Skills	4	12	8
BIOL210N	Medical Microbiology	3	3	4
General Education Core Requirement: Quantitative Literacy'				
		4	0	4
<b>Semester Credits: 16</b>				

### FIRST YEAR - SUMMER SEMESTER

		CL	LAB	CR
NURS230N	Pharmacology for Nursing Practice	3	0	3
<b>Semester Credits: 3</b>				

### SECOND YEAR - FALL SEMESTER

		CL	LAB	CR
NURS220N	Nursing Care II: Concepts and Skills	4	15	9
General Education Core Requirement: English / Communications				
		3	0	3
<b>Semester Credits: 12</b>				

### SECOND YEAR - SPRING SEMESTER

		CL	LAB	CR
NURS240N	Management of Nursing Care Across the Lifespan	4	15	9
General Education Core Requirement: Humanities/ Fine Arts or Global Awareness				
		3	0	3
<b>Semester Credits: 12</b>				

**Total 69 Credits**

\*MATH106N recommended

\*\*LPNs may challenge by exam