Academic Program Review Recommendations:

2025-26 Annual Progress Report

The purpose of the Annual Progress Report is to facilitate the tracking of progress made on program recommendations/goals and to identify and explain the addition of any new program goals not listed in the most recent Review.

1. Name of Program: Nursing /Nursing Assistant

2023 Nursing Program Review
2023 Nursing Assistant Program Review
2023-24 Nursing/Nursing Assistant Update
2024-25 Nursing/Nursing Assistant Update

2. List goals from most recent Program Review and report on progress for each goal. For goals that have not yet been met, please describe your department's plans for moving those goals towards completion. (Label each goal as Completed, Ongoing, Cancelled, or Postponed [include anticipated term/year for resuming activity]):

2023 -2024

Nursing:

1. Continue to offer up-to-date Nursing content and simulation experiences that meets OSBN standards and community needs.

   2023-24 Update - Curriculum provided the students with knowledge and experience needed to practice as entry level nurses and pass the national exam, pass rate for 2023 was 100%.

   Goal Met: ongoing - to ensure that the nursing program stays up-to-date with the constantly evolving nature of nursing practice, patient interventions, and treatments. The program must continuously adapt its curriculum and student experiences to provide relevant and current information, equipping students with the necessary knowledge to enter the workforce and deliver appropriate care.

   2024-2025 Update - Curriculum provided the students with knowledge and experience needed to practice as entry level nurses and pass the national exam, pass rate for 2024 was 100%.

   Goal Met: ongoing - To remain current with advances in nursing practice, patient care, and treatments, the program continuously updates its curriculum and learning experiences to prepare students with the knowledge and skills needed for safe, effective practice.

   2025-26 Update –

   The Oregon Consortium for Nursing Education (OCNE), of which CGCC is a member, is reviewing and updating its nursing curriculum to align with the American Association of Colleges of Nursing (AACN) Essentials. In May 2026, a committee representing all participating OCNE programs met to work on this alignment. Three representatives from CGCC attended.

Descriptions and objectives for all nursing courses were revised and distributed to OCNE programs for review and feedback. The project coordinators incorporated that feedback, made additional revisions, and circulated the updated documents for another review. The goal is to reach consensus so that participating programs can submit the proposed revisions to their respective curriculum committees for approval. Implementation is anticipated for fall 2027.

Goal: Pending - to update curriculum to meet AACN educational standards is in process.

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2. Continued Approval for the program, OSBN survey visit, and review is scheduled for November 2023.

2023-24 Update - OSBN reviewed the program survey report and visited the program, interviewed college administrators; reviewed budget reports, curriculum, simulation activities and lab structure, clinical sites, faculty clarification, student support services and visited with students and faculty and surveyed learning environment and available technology and support. Visit was Nov 6,7 and 8 2023. OSBN approved the program for 8 years.

Goal Met: completed - Next OSBN survey will be in November 2031.

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3. Collaborate with the Outreach and Recruitment departments to develop strategies for recruiting students through outreach activities, high school career fairs, student engagement in healthcare activities and community awareness. Hold frequent information sessions.
2023-24 Update - Provided several department tours and discussions for students from local high schools and middle schools. Participated in Hood River community health fair and shared program information over local radio interview.
Goal Met: ongoing - continue to be available to tour students, share program activities and updates as requested by the outreach staff. Meet with PR person to create attractive posters displaying Nursing and the program at CGCC and informational brochures regarding the nursing program. These should be placed throughout the campus as well as throughout the local community. To be completed by winter term 2025.
2024-2025 update
Poster and brochures were not completed, emphasis was placed on revising the application packet for the program and worked with admission to get the application for the program into an online application process easily accessible for those students interested in applying for the program. The application was completed and revised and the process went from paper application to online which made the program more visible to students, increasing the easy for application.
Goal Met:
2025-26 Update – (if applicable)

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4. Hire a part time lab assistant, who will assist the simulation lab instructor with non-nursing tasks.
2023-24 Update - Discussion for this position was conducted with the VP instruction but no agreement was reached.
Goal not met: ongoing - will work to get a job description for this position and use part-time faculty funds to cover the expenses. Post the position by March 2025. **

2024-2025 update:
Due to budget constraints and lack of interest in position, efforts were not completed.
Goal not met- cancelled

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5. Investigate starting a part time nursing program with the OSBN for approval and how to support and sustain the cost of additional program. Discuss this with the Nursing program advisory board.

2023-24 Update - Due to budget restrictions and faculty workload, no work was done toward this goal.

Goal cancelled: due to difficulty of finding qualified nursing faculty and a nursing program director replacement

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6. Increase the program by two students for advance entry LPN-RN.

   2023-24 Update - Approval by the OSBN was given to increase our program from 30 students to 32 students in each cohort.

   Goal Met: completed - If we have a student who qualifies as an advanced entry applicant we could admit to the program.

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7. Develop a post graduate survey that adds questions regarding advanced education and place of work to be sent out one-year post graduation.

   2023-24 Update - Surveyed not created discussion with present students regarding their potential response to any type of survey was very negative and the program does not have access to all student personal email accounts.

   Goal not met: cancelled

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8. Update all classrooms with functioning teaching equipment and consistent Internet.

   2023-24 Update - The college has met our needs by moving several o9f our classes from building 1 to building 3 where the screens and podiums work. Over the summer the college worked to increase our internet access in building 1 so now we have good internet access in our nursing labs and classrooms however one of the dedicated nursing classrooms in building 1 still does not have a functioning podium so the classes for the second-year nursing students will be assigned to building 3. 302 to provide the students with a good learning environment.

   Goal partially met

   2024-2025 update: Second year students used the classroom in Building 2 for all their classes as building 1. 333 was never equipped with a workable podium for class lecture. Plan for 2025-2026 classroom in building one will be dismantled as the debriefing room for simulation with the completion of the new simulation/debriefing area in building 1. Classroom 1. 464 will become a fully functional lecture classroom with podium and seating to accommodate 30 student learning needs.
   Goal met

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9. Continue to recruit part time nursing faculty for lab and clinical.

   2023-24 Update - Successful, we have hired several excellent part-time faculty for clinical and retained our present sim lab part time faculty.

   Goal Met: ongoing - most part time nurses hold nursing positions at the local hospitals and clinics so their schedule cannot always meet our needs. Having a list of nurses interested in teaching allows for the program to have available qualified faculty to meet program needs so we can provide good learning experiences for the students. Keep the job opportunity posted on the CGCC web site

   2024-2025 ongoing – program hired 2 new part-time clinical faculty. Most part-time nursing faculty also work at local hospitals and clinics, which can make scheduling challenging. Maintaining a list of nurses interested in

teaching ensures the program has access to qualified faculty to meet instructional needs and provide quality learning experiences for students. The job posting should remain active on the CGCC website.

Goal met but ongoing

2025-26 Update -

The program hired one new full-time faculty member from its part-time clinical faculty group. A new part-time lab and clinical instructor was also hired, bringing recent hospital experience in cardiac and medical-surgical nursing, along with American Heart Association certification to teach BLS, PALS, and ACLS courses.

The program continues to recruit additional part-time clinical instructors to ensure adequate coverage as needs arise.

Goal: ongoing

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10. Investigate how transfer data can be gathered through the National Clearing House to give the program information on whether our students have transferred to a University for their BSN.

2023-24 Update - The information for individual students cannot be found through the National Clearing House. General data on the trends for students progressing to higher education throughout the nation is available but not specific information for individual programs.

Goal cancelled

Recommendations are taken from the OSBN survey visit from November 2023:

1. Provide adequate classroom space for students.

Actions taken: The day the OSBN surveyor visited the classroom the students had been moved from building 1.333 to building 3.302 due the lack of internet connection in building 1. which affected the faculty's ability to use the podium equipment to present her PowerPoints. The only available room at that time was Building 3.302 with seating for 28 students but it was rather tight. The issue was resolved, for the next class time students were moved to a larger classroom in building 3, which we used for the remainder of the term. The college has worked over the summer to add more bandwidth to the internet service across the campus however the classroom in building 1. 333 does not have a working podium so in fall 2024 the larger classroom in building 3.303 will continue to be used for the second-year nursing classes.

Goal Met: completed

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2. Issues with Financial aid late disbursement and lack of communication.

Actions taken: This was brought to the attention of student services and efforts were made to improve communication with the students so they would better understand the issues involving individual delays in student disbursement. Also, students were encouraged to contact student services personally if they did not understand the explanation for the delay.

Goal Met: completed

Additional Goals for 2023-2024

1. To revise the curriculum by aligning the nursing care concept and interventions in Nursing theory classes with the Pharmacology classes and Pathophysiology classes to enhance student learning and application.

   Actions taken: Curriculum was revised and approved by the curriculum committee for Pharmacology and Pathophysiology to be moved into the first 3 terms if the program with each class being 2 credits a term for 3 terms. No increase in total credits for the program, just changing the 12 credits to be distributed over the 3 term rather than 2.

   Goal Met: completed

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2. **Goal:** Select one publisher for the core Nursing books so the students only have one learning platform to work within the books for online work and references.

   Actions taken: Selected Lippincott publishers Course Point nursing program for the core books. Both faculty and students will be able to use one platform to do assignments, research and track progress.

   Goal Met: completed

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3. **Goal :**Recruit New qualified full-time faculty to replace 2 retiring faculty.

   2024-2025: Action Taken: one new full-time faculty was hired to start fall 2024. Will replace faculty for first year as the previous first year faculty moves to cover the second year faculty who left. Still will need an additional faculty;

   Goal partially met: Continue recruiting efforts.

   2025-26 Update -

   The program hired one new full-time faculty member from its part-time clinical faculty group. A new part-time lab and clinical instructor was also hired, bringing recent hospital experience in cardiac and medical-surgical nursing, along with American Heart Association certification to teach BLS, PALS, and ACLS courses.

   Goal: Met-Completed

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   4. Goal Recruit Replacement for the retiring Director of Nursing and Health Occupations, The Nursing program is regulated by the OSBN which requires all nursing program to be directed by a Master prepared Nurse with 5 years of nursing experience and familiar with Nursing curriculum design. .

   2024-2025 update: the college changed the position title from director of the Nursing and health Occupations program to Dean and recruited through a national employment search organization focusing on professional education.

   Goal not met: Ongoing - High priority Continue recruiting efforts.

   2025-26 Update -

   In August 2025 the program was successful in their efforts to recruit a new Dean of Nursing and Health Occupations. Dr Holston was hired and he assumed the position on January 3, 2026. Goal Met completed

5. New goal and rationale: Revise the scheduling of class time and test time to be consistent with the scheduled time in the course schedule. Organize the class time to provide the student with the credit hours each class and lab is assigned, avoid over scheduling hours.

Actions taken: Credit hours 1:1 for lecture component and Lab and clinical 1:3 was explained to faculty and revisions were made in the course planning and schedule to be sure the hours were consistent and followed the published course schedule.

Goal Met: completed - Both students and faculty found that following the recommended allotted hours for each course component made the workload more reasonable and student were able to plan their week hours better. Very positive outcome.

Goals for 2024-25

1. **Goal and rationale:** Complete the New Simulation lab construction and introduce the faculty and students to the new simulation, environment, equipment and activities

   2024-2025 update
   The construction work on the new sim lab was completed in June 2025. Total simulation equipment is still arriving and yet in place so the new lab could not be used for the 2024-2025 school year.
   Goal not met

   2025-26 Update –
   All equipment in place and simulation activities was carried out in the new simulation lab and debriefing room.
   Goal: Met completed

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2. **Goal and rationale: Evaluate** the student response and effectiveness to the change in the Pharmacology and Pathophysiology series over 3 terms rather than 2 terms and integration of content and application.

   2024-2025 update:
   Student response to change in Pathophysiology and Pharmacology to 2 credits for the first 3 terms was positive;
   Goal Met-completed

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3. **Goal and rationale:** Improve the safety in the skills lab store rooms by disposing of unnecessary materials and medications, and reorganizing for the shelving to be stabilized.

   2024-2025 update: Completed removal of old and outdated equipment and materials from the lab storage . All materials on the upper-top shelves were removed for safety reasons and better access for faculty;

   Goal Met-completed

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4. **Goal and rationale:** Evaluate student and faculty response and the use of the Lippincott Course Point all digital online books and tacking system.

   2024-2025 update: Lippincott course point and text was introduced to the used by the first year students in fall 2024. Outcome was positive response by both students and faculty. Will evaluate by survey at the end of the second year the student and faculty use the learning/ text Lippincott system.

Goal: ongoing

2025-26 Update –

In spring 2026, second-year faculty identified concerns about the publisher's eBook update process and its impact on student learning and course preparation. Students who had purchased the eBooks the previous year had to become familiar with revised page numbers and chapter layouts. Faculty also had to revise reading assignments and learning activities developed using the 2024 editions. These changes created additional work because faculty had prepared fall course materials in early summer and did not learn of the updates until fall term.

Goal: partially met: ongoing (will re-evaluate ebooks and the Course Point platform at the end of winter term 2027.)

New Goals for 2025-2026

1. Goal: The new sim lab will be fully functional by the start of fall term 2025. All equipment will be in place and operational.

2025-26 Update –

The simulation lab and the equipment installation is complete. Starting fall term 2026 all simulation activities are being held in the new sim lab, however, the sound equipment and Sim-capture is not operating at full capacity. Work is being coordinated between the nursing simulation coordinator, IT and Laerdal company to correct the issues.

Goal: partially met -ongoing

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2. Goal: Faculty will attend the 3 day orientation session for application of the Laerdal LLEAP system and connection with the new Laerdal high fidelity mannequins. Rationale: to provide the faculty with the opportunity to become familiar with the new simulation equipment and systems through a one-one practice session with a Laerdal simulation expert.

2025-26 Update -

All Nursing full time Nursing faculty, except Terri Tuthill attended a 3 day in house orientation session conduced Laerdal's simulation equipment specialist. Held September 16,17 and 18, 2025.

Goal: Met completed

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3. Goal: Enhance student learning through the use nationally developed, well-organized scenarios that provide clear expectations for student performance. Faculty will integrate the new Laerdal simulation scenarios into simulation lab experiences.

2025-26 Update -

The Laerdal simulation cases have been used by faculty as a base for simulation case development that is appropriate for level of the students in each term.

Goal Met: completed

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4. Goal: The transition and orientation of the new for Dean for the Nursing and Health Occupation programs, Dr Holston, will be completed by spring of 2026. Rationale: To provide the new dean with the information and expectations needed to function in the new role as a Dean of the programs here at CGCC.

2025-26 Update –

The new Dean 0f Nursing and Health Occupation was on -boarded January 2026. His orientation was completed by March 2026 and the past dean fully retired.

Goal: Met- complete

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5. Goal: Start the process for accreditation from the ACEN : Rationale- Accreditation by ACEN is now required by the OSBN for continued approval of the nursing program in Oregon.

2025-26 Update –

The Nursing Program submitted documentation supporting its eligibility for accreditation through the Accreditation Commission for Education in Nursing (ACEN) in January 2026. In February 2026, ACEN notified CGCC that the program had met the eligibility criteria and was approved to begin the accreditation application process.

Goal: met ; The first step in the process was completed.

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3. List any additional goals added since the most recent Program Review, include the rationale for each new goal, and describe any actions taken or planned to be taken in the pursuit of each new goal. (Label each goal as Completed, Ongoing, Cancelled, or Postponed [include anticipated term/year for resuming activity]):

2026-2027 New Goals:

Goal 1: Complete the next step in the ACEN accreditation: submit all documentation and evidence to required in the ACEN survey to apply for candidacy for accreditation. The survey report needs to be submitted to ACEN by late December 2026.

***Rationale*:** The Oregon State Board of Nursing (OSBN) requires all nursing programs in Oregon to achieve national accreditation by July 2029. The second step in the accreditation process is to obtain candidacy status. During candidacy, the program has up to two years to address identified areas for improvement and prepare for an accreditation site visit by three ACEN peer reviewers.

Goal 2: Recruit for and hire a new Dean of Nursing and Health Occupation.

Rationale: In September 2026, Dr Holston, resigned his position as Dean.

Goal 3: The revised nursing courses will be submitted to the CGCC Curriculum Committee for review and approval by January 2027.

Rationale: Completed in time to meet the submission deadline for inclusion in the 2027–2028 college catalog.

N/A see 2024-25 Update: Nursing Assistant

1. Revise the curriculum to meet the new requirements of the OSBN.

   2023-24 Update – The program has been reapproved by the OSBN. Due to lack of student interest the program was cancelled in fall 2023 and there is no plan to offer it 2024-25.

   Goal Met: Completed

2. Collaborate with academic advising and student recruitment to increase interest in the Nursing Assistant course thus increasing the number of students enrolling into the Nursing Assistant Course.

   2023-24 Update – The program was reapproved by the OSBN in 2023 but due to failure to hold classes in 2023 the OSBN placed the program in an inactive status and to reactivate all the curriculum and skills documents would have to be revised and resubmitted for approval before the program could be offered. Due to lack of student interest the program was cancelled in fall 2023 and there is no plan to offer it 2024-25.
   Goal Met: Completed

3. Submit the needed paperwork and revised curriculum to the OSBN for approval and re-activation of the course for the Nursing Assistants

   2023-24 Update – The program has been reapproved by the OSBN reapproved. Due to lack of student interest the program was cancelled in fall 2023 and there is no plan to offer it 2024-25.

   Goal Completed

4. Recruit a new director and faculty.

   2023-24 Update - Due to lack of student interest the program was cancelled in fall 2023 and there is no plan to offer it 2024-25.

   Goal: Met cancel the program

2024-2025 update: Due to lack of student enrollment , the college has not offered course for the Nursing Assistant program since 2021. As a result the OSBN has put the program as unapproved as of fall 2024. In order to offer the program the curriculum would have to be rewritten to meet new OSBN curriculum changes and requirements, the college has cancelled the program.

2025-2026 Note: **The nursing assistant Program is permanently closed**