DOUGLAS COLLEGE

Self-Evaluation Report: Phase II

Prepared for the College of Registered Nurses of British Columbia
Education Program Review Committee

Douglas College
Bachelor of Science in Nursing Program

Submitted: February 13, 2015

The following pages have been excerpted from the full Self-Evaluation Report (February 2015), pp. 88 – 93

SUMMARY AND OVERALL CONCLUSIONS

For the new program, Douglas College has met the standard on curriculum; partially met the standard on students and has not met the standard on graduates. The action plan presented in table 13 identifies a clear and comprehensive plan to ensure that further development of the curriculum will result in graduates successfully achieving the competencies and Standards of Practice. For references see Appendix 60 and for the bibliography see Appendix 61.

Phasing out of Current Program

CRNBC reviewed Douglas College's discontinuing report in May 2013 and extended the program's recognition until Fall 2016. Two semesters will remain by Fall 2015: semester VII and semester VIII. Students in the current program have previously received written notification that the program is being phased out. Additional information about the phasing out process and transition planning includes:

- re-entry plan to add another nursing practice course and/or courses for those students who are unable to finish the program by April 2016 (e.g. for health reasons, extenuating circumstances) *at this time there are no re-entry students
- consistent faculty have been assigned to teach in the current program; ie: experienced faculty who have taught these courses/nursing practice have remained teaching the same courses until this program is completed
- faculty in both programs share resources and other than separate semester teams, all faculty are involved with decisions related to both programs

- responsibility and accountability for the current program is the same as for the new program: e.g., Director of Nursing, BSN coordinators, and committees provide support to students and faculty in the current program. As each semester is phased out a new semester begins therefore there is a not an increase in semesters or numbers of students
- evaluation processes continue such as course evaluations which have resulted in minor curriculum changes such as the revisions of learning activities and assignments
- summative evaluation processes such as graduate follow-up, workplace questionnaires will continue with the addition of an analysis of NCLEX results
- practice placements have been the same with the exception of Winter 2015 in Consolidated Practice Experience IV (CPE IV) where all students received Home Health placements whereas usually half the students receive Prevention (Public Health) experiences and half the students receive Home Health; this was due to a lack of acceptance from Prevention agencies and also the new semester IV community semester was offered at the same time

  *Note: students in the current program have received a community semester previously to CPE IV
- preceptorship requests for the last offering of practicum will occur Winter 2016 and occur at the same time as the first offering of practicum for the new program; usually Douglas College requests a maximum of **128** preceptors (practicum and CPE III) for the Winter semesters. The total number of preceptor requests for Winter 2016 will be less at **111** preceptors (56 students from new program + 55 students from the current program).

This will be a one-time only occurrence [14] and as in the past Douglas College will use Collaborative Learning/Teaching Units (CTUs).

- students in the current program are actively engaged with the development and informal evaluation of the new program, e.g. participate on curriculum and other committees; participate in the peer mentorship program; health sciences speaker series
- financial resources to support students to attend conferences always include students in the current program e.g. Canadian Nursing Students' Association conference; Education without Borders
- at the end of each academic year faculty celebrate the addition of a new semester and recognize the past work (say good-bye) of each semester that has been phased out
- there are initial plans to have a celebration at the end of the program for students, faculty, college employees, agency, program advisory committee members and others

Action Plan

Action Areas for Development		Person/Committee Responsible	Time-Lines
Education Standard: Curriculum			
1.	Review & finalize philosophy	Faculty Curriculum Coordinator Curriculum Committee Department Committee	June 2015 May PD Workshop
2.	Strengthen curriculum conceptual framework (e.g., strengthen theoretical basis, clarify relation-ships among concepts, glossary etc.)	Faculty Curriculum Coordinator Curriculum Committee Department Committee	June 2015 May PD Workshop
3.	Review & finalize semester requirements and essential learning experiences	Faculty Curriculum Coordinator Curriculum Committee Department Committee	June 2015 May PD Workshop
4.	Finalize simulations in each semester; identify appropriate community simulations	Faculty Experiential Learning Coordinators Curriculum Coordinator Curriculum Committee	June 2015 May PD Workshop
5.	Review & finalize psychomotor skill & simulation levelling	Faculty Curriculum Coordinator Curriculum Committee Faculty teaching health assessment courses	June 2015 May PD Workshop
6.	Review & finalize clinical decision-making process & documents	Faculty Curriculum Coordinator Curriculum Committee Department Committee Decision	June 2015 May PD Workshop
7.	Review & finalize nursing practice appraisals (evaluation) for students & faculty (process, tools, instruction)	Faculty Curriculum Coordinator Curriculum Committee Department Committee Decision	June 2015 May PD Workshop
8.	Strengthen inter-professional collaboration activities	Faculty Curriculum Coordinator Curriculum Committee Semester Teams	June 2015 May PD Workshop
9.	Development of international elective and elective options	Curriculum Coordinator Curriculum Committee Coordinating Committee	June 2015 May PD Workshop
10.	Strengthen emphasis on globalization & social justice	Faculty Curriculum Coordinator Curriculum Committee	June 2015 May PD Workshop

	Action Areas for Development	Person/Committee Responsible	Time-Lines
Education Standard: Students			
11.	Develop semester V & practicum/preceptorship materials.	Faculty (Semester V & VI) Curriculum Coordinator Curriculum Committee	June 2015
12.	Review current evaluation process for fit with new curriculum & revise process as needed (e-files).	HS Quality & Strategy Coordinator Curriculum Coordinator Program Evaluation Committee	June 2015 May PD Workshop August 2015
13.	Discussion at Department Meetings about unusual incidents (adverse events, near misses, errors).	Director of Nursing Learning Community Coordinator Curriculum Coordinator Curriculum	Standing agenda item for department meetings
14.	Review system for collecting and analysing attrition data.	Director of Nursing Coordinating Committee Program Evaluation Committee	September 2015
15.	Identify ESN opportunities based on new curriculum.	Director of Nursing Coordinating Committee	September 2015
16.	Strengthen and support student engagement; collaborate with peer mentor coordinators to develop an action plan.	Learning Community Coordinator Coordinating Committee	June 2015 May PD Workshop
17.	Strengthen faculty mentoring and orientation.	Faculty Learning Community Coordinator Coordinating Committee	June 2015 May PD Workshop
18.	Strengthen consistency of faculty expectations of students.	Faculty Semester Teams Coordinating Committee Curriculum Committee Program Evaluation Committee	June 2015 May PD Workshop
19.	Review and strengthen evaluation process (formative and summative).	HS Quality & Strategy Coordinator Curriculum Coordinator Program Evaluation Committee	June 2015 May PD Workshop
20.	Review current tool (fluid survey) and develop other tools (workplace questionnaires).	HS Quality & Strategy Coordinator Curriculum Coordinator Program Evaluation Committee	June 2015 May PD Workshop
21.	Identify strategies to increase response rates (literature review, focus groups).	HS Quality & Strategy Coordinator Curriculum Coordinator Program Evaluation Committee	June 2015 May PD Workshop
22.	Review and assess ATI based on of NCLEX results.	HS Quality & Strategy Coordinator Curriculum Coordinator Program Evaluation Committee	June 2015 May PD Workshop

COLLEGE OF
REGISTERED NURSES
OF BRITISH COLUMBIA

2855 Arbutus Street
Vancouver, BC
Canada V6J 3Y8

Tel: 604.736.7331
1.800.565.6505 (CANADA)
Fax: 604.738.2272
www.crnbc.ca

CONFIDENTIAL

May 1, 2015

Dr. Kathy Denton
President
Douglas College
P O Box 2503
700 Royal Avenue
New Westminster, BC V3L 5B2

COPY

Dear Dr. Denton:

The College of Registered Nurses of British Columbia (CRNBC) Education Program Review Committee (EPRC) recently conducted a phase two review of the newly designed Baccalaureate Registered Nurse Program offered by Douglas College. I am pleased to advise you that, on behalf of the CRNBC Board, I have recognized this program until June 30, 2021. A phase three review with site visit is to be completed before June 30, 2021.

The enclosed EPRC report outlines the program review process and findings, including the EPRC recommendation for recognition. I will be reporting to the CRNBC Board at its June 19, 2015 meeting the action I have taken to recognize the program on its behalf as authorized by Board policy. I therefore request that public announcements you may wish to make about this decision be made after Board meeting on June 19, 2015.

I extend thanks for the participation of Douglas College administrators, nursing faculty, staff and students for their participation in the site visit and other aspects of the review process. The EPRC appreciated its discussion with Linda Pickthall, Director of Nursing, about the assessment and tentative recommendation at its meeting on April 24, 2015.

Follow-up consultation to discuss the report and future plans is available from Dr. Joyce Black, Senior Education Consultant at 604-739-5652. I wish you continued success implementing the newly designed program so that the first graduates in 2016 and thereafter are eligible to proceed in the CRNBC registration process.

Sincerely,

Cynthia Johansen, MAL, MSc
Registrar/Chief Executive Officer

cc: Dr. Pamela Cawley, Dean, Health Sciences
Linda Pickthall, Director of Nursing, Health Sciences.

Encl: One as above.

The following is excerpted from CRNBC Report of Phase II
Douglas College Bachelor of Science in Nursing
Self-Evaluation (February 2015)

College of Registered Nurses of British Columbia (CRNBC)
Education Program Review Committee (EPRC)
Report of the Phase Two Review of the Newly Designed Baccalaureate Registered Nurse Program offered by
Douglas College
April 2015

Program Characteristics:
Douglas College has offered entry-level registered nurse education since 1975 with the nature of its programs evolving over time from a diploma to a baccalaureate credential. From 2006 onwards, Douglas College has independently offered a four year baccalaureate registered nurse program based on the Curriculum Guide (with usual formative modifications) developed by the former Collaborative Nursing Program in BC (CNPBC) which dissolved in 2004.

As a result of a comprehensive review to the program completed by the nursing faculty in 2010, Douglas College decided to make substantial curriculum changes and redesign the program. The newly designed program has a one-plus three academic year structure. The first year, called the Academic Foundations in Nursing, consists of non-nursing courses for prospective students to gain a strong sciences and liberal arts knowledge base before their admission to nurse courses. Students who successfully complete the Academic Foundations in Nursing are eligible to proceed through the admission process to enter the second year of the program and begin courses in the discipline of nursing. The nursing courses are offered over three academic years of two semesters each.

The new program admits 64 students twice a year (September and January), and is located at the David Lam Campus in the Health Sciences Building. The program is delivered on campus, normally on a full-time basis, with selected courses offered in a blended or hybrid format using communications technology. The nursing courses are offered in the fall and winter semesters with no classes during May to August. There are initial plans to offer international nursing electives during the summer semesters. The first students were admitted to the second year nursing courses in September 2013 and will graduate in April 2016.

Previous CRNBC Reviews of the Program:

Date	*Type of Review*	*Outcome*
Prior to 2005	Regular review by RNABC	Program approval maintained
2006	Interim Report of Baccalaureate Registered Nurse Program	Accepted as having met the terms and conditions of recognition until June 30, 2008
2008	Phase Three Review Baccalaureate Registered Nurse Program	Recognition until June 30, 2013 without terms or conditions attached
2013	Discontinuing Program Review-transitioning to the newly designed program	Recognition until December 31, 2016 to allow enrolled students to graduate from a recognized program as it is phased out.
2013	Phase One Review of a Newly Designed Baccalaureate Registered Nurse Program	Recognition until June 30, 2015 without terms or conditions attached. A new program phase two review with site visit o be completed before June 30, 2015.

Current Review (February 2015 – April 2015)

The College of Registered Nurses of British Columbia (CRNBC) reviewed the Baccalaureate Registered Nurse Program offered by Douglas College under the authority of the duties and objects of a college set out in the Health Professions Act (2010), Section 16 (2) (c) ….to establish the conditions or requirements for registration of a person as a member of the college. Section 19 (m) allows for the conditions or requirements for registration established by the college to include standards of academic or technical achievement, competencies or other qualifications, and requirements for providing evidence of good character. Section 19 (m.1) provides for the board of the college to specify academic or technical programs that are recognized by the college as meeting a standard established under 19 (m) (i). The recognition of registered nurse education programs in British Columbia is determined by program reviews conducted by the Education Program Review Committee (EPRC) established in Bylaw 1.21. The programs recognized by CRNBC are specified in Schedule C of the Bylaws.

The Bylaws of CRNBC approved by government establish the mandate and membership of the Education Program Review Committee (EPRC). For the purposes of this review the EPRC referred to Bylaw 1.21 (3) (b) which states: The education program review committee must: (b) review, to the extent the committee considers appropriate, new or changed nursing education programs and courses, in accordance with any applicable criteria established by the board, with a view to reporting to the board and making recommendations about whether the board should recognize those programs and courses, and any terms and conditions of recognition. The EPRC also referred to pertinent CRNBC Education Program and Course Review Policies.

Nursing Education Program Review Process

The EPRC conducted the review as set out in Education Program/Course Review Policy Section 8 and outlined below.

- On February 27, 2015 the EPRC conducted a preliminary review of the self-evaluation report submitted by Douglas College and instructed the site visit team retained by CRNBC. The site visitors, Kris Gustavson and Dr. June Anonson, attended by teleconference.
- The site visit was arranged and conducted on March 23rd and 24th, 2015 in accordance with Policy Section 9: The Site Visit Component of the Review Process. The site visit team submitted a written report to EPRC and a copy of this confidential report was sent to Douglas College at the same time it was sent to EPRC.
- The EPRC discussed the site visit report on April 24, 2015 with the site visitors. Kris Gustavson attended the meeting in person, and Dr. June Anonson attended by teleconference. After the site visitors left the meeting, the EPRC formulated the following tentative recommendation for discussion with representatives of the educational institution offering the program: Recognize the Baccalaureate Registered Nurse Program offered by Douglas College until June 30, 2021 without terms or conditions attached. A new program phase three review with site visit is to be completed before June 30, 2021.
- The EPRC then discussed its assessment and tentative recommendation with a representative from Douglas College who attended the EPRC meeting in person: Linda Pickthall, Director of Nursing.
- After the representative from the educational institution left the EPRC meeting, the EPRC considered the information obtained in discussion with her and decided upon its final report and recommendation to the CRNBC Board. There was no change in the tentative recommendation shared with the representative.

Final Deliberations:

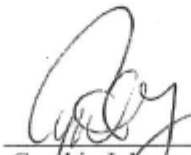
The CRNBC Education Program and Course Review Policies guided the program review and recommendation. The Committee evaluated all the nursing education standards and indicators as met to the extent required for a new program phase two review. The presentation style of the self-evaluation report submitted by Douglas College set out the evidence clearly and comprehensively. Hence, the EPRC easily found sound evidence for the foregoing assessment in the self-evaluation report together with the site visit report.

Policy Section 7.6 (d) limits the length of recognition as an outcome of a phased-in review of the newly designed program to less than seven years. The EPRC noted also that Policy section 7 about New or Substantially Changed Nursing Education Programs sets out the CRNBC expectation that educational institutions submit a letter of intent if substantial changes are made to nursing education programs during the recognition period. The EPRC decided unanimously on the recommendation below to the CRNBC Board.

Recommendation:

Recognize the Baccalaureate Registered Nurse Program offered by Douglas College until June 30, 2021 without terms or conditions attached. A phase three review with site visit is to be completed before June 30, 2021.

APPROVED ON BEHALF OF THE CRNBC BOARD



DATE May 1/15

Cynthia Johansen, MA, MSc
Registrar/Chief Executive Officer