

# Collaborating for the Future of Nursing

Sharing Resources for Nursing Education  
Hospital and College Partnerships

Hosted by:



Health Workforce Initiative



POWERED BY

California Community Colleges

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# Why are we here?

- Many California Community College Registered Nursing Programs are threatened due to a shortage of qualified applicants for the faculty that are needed per college and BRN standards 
- The BRN recognizes this need and has created a joint appointment policy which is being implemented by many colleges statewide - [rn.ca.gov/pdfs/education/edp-i-32.pdf](http://rn.ca.gov/pdfs/education/edp-i-32.pdf) 
- Nursing programs have a need for qualified clinical and instructional talent
- Without a sustainable pool of faculty/leadership, fewer RNs will be available to meet workforce demand
- Nursing programs also have resources that hospitals utilize to train their staff

# Objectives

- Inform you of statewide nursing program challenges
- Review the required skills and qualifications of Nursing faculty
- Share best practices for rural hospitals partnering with academic organizations
- Establish a plan for working together to fill open nursing faculty positions in the future

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# Overview of March meeting

- Academic Take Away

- Provide bonuses to staff that fill faculty
- If candidate doesn't meet all qualification can remediate – standardized remediation plan for all positions
- Development of promotional recruitment video would be helpful to hospital leadership in recruiting for new positions
- Hospital need for RNs to have nurse specialty training (OB, peds, psych....)

- Hospital Take Away

- Hospitals are very interested in learning how they can help find more nurse educators
- Hospitals are a wealth of ideas for identifying educators
- There is great interest in making sure the supply of nurses continues, as every hospital is experiencing shortages
- There are many questions about who could qualify to be a nurse educator





## PARTNERING FOR SUCCESS

Mendocino College Nursing Program

## PARTNERSHIPS ARE WITH...

- Mendocino College Foundation
- Adventist Health
  - Ukiah Valley
  - Howard Memorial (Willits)
  - Howard Foundation
- Sutter—Lakeport Sutter Hospital

## SUPPORT WE HAVE RECEIVED

100% support for one full-time faculty position supported by three hospitals

100% for one year of an Interim Executive Dean/Nursing Director position funded by Adventist and Frank Howard Foundation

NCLEX exams for Nursing students funded by Mendocino College Foundation

Release time for a nurse to teach in program from Adventist Ukiah Valley



This year, 24 students will graduate from the MC Nursing Program. In order to begin putting their skills to work, they need to take and pass the NCLEX State Board Exam.

Last year, **Mendocino College Nursing Graduates** had a

**100% PASS RATE**

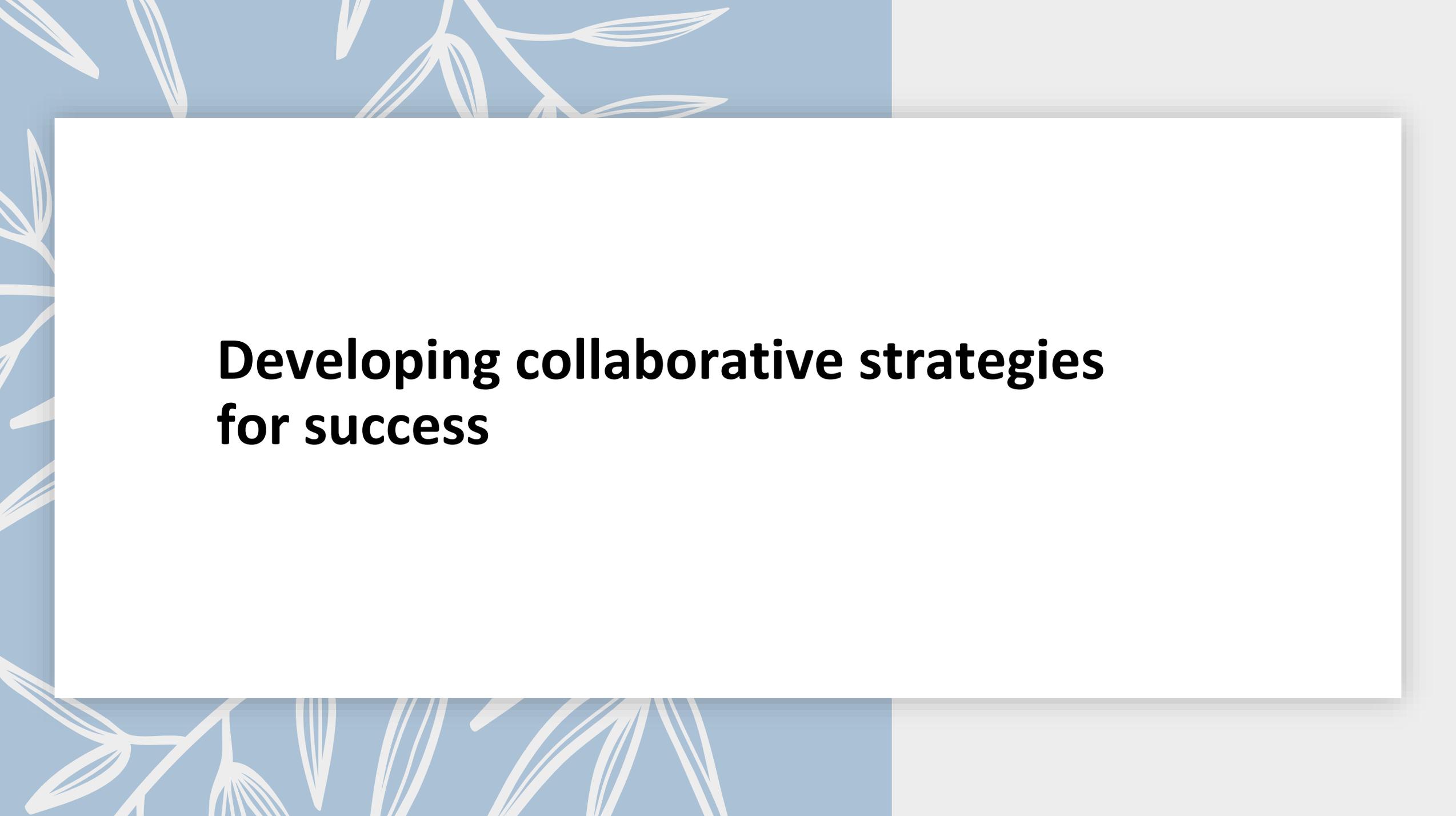
*How does our 100% pass rate compare?*

The CA statewide average = 82%

- Strong link between Mendocino College Foundation and Hospitals/Medical Community
- Our students stay and work locally
- Much love for the Nursing Program
- Nursing Program facilities for Hospital training
- Persistence and creative thinking



HOW DO THE  
PARTNERSHIPS  
WORK



# **Developing collaborative strategies for success**



Next steps for  
ongoing  
recruitment  
collaboration

Importance of the Academic  
and Practice relationship:

- Nursing Programs to submit recruitment plan/partnership requests to service area hospitals
  - Clinical agencies work with health systems to put partnership requests/agreements into place
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# Background Materials

# Collaborating for the Future of Nursing

**Nursing Education  
Recruiting Resources**

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# Statewide Nursing Program Challenges

Nationally, universities and colleges have not been able to keep up with enrollment needs to train future nurses. This has been long standing pre-COVID. Nursing instructors are leaving in droves. Nearly one-third of California nursing schools surveyed have lost faculty members since March 2020.

# Statewide Nursing Program Challenges

Factors that influence the difficulty in recruiting and retaining qualified faculty are the rigorous credentialing and experience required by the BRN to be approved as a faculty member and the faculty salary is not competitive with Registered Nurse salaries in other areas of practice.

The average salary of a California faculty nurse is \$60,000.  
The average salary of a California nurse in other practice areas is \$113,000.

# Faculty Requirements – RN Theory Instruction

From California Board of Registered Nursing Faculty Qualifications and Changes Explanation of CCR 1425:

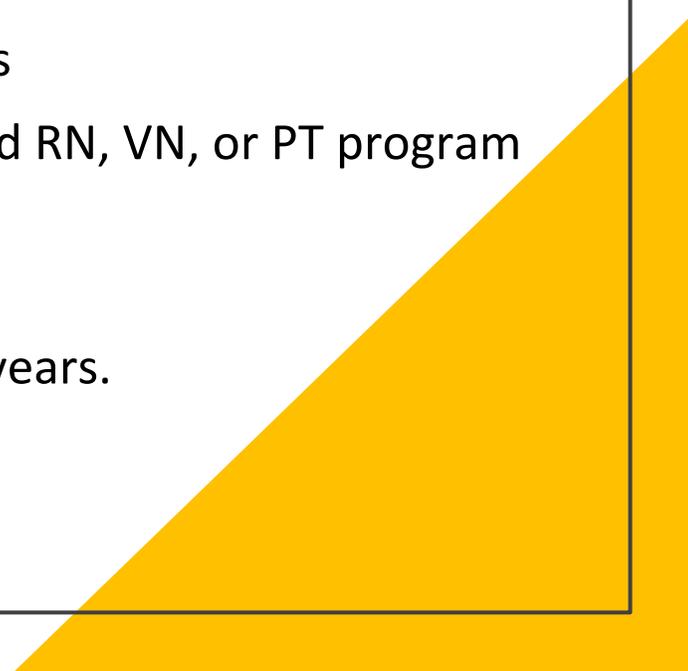
- Must possess and **retain a current, clear and active license** issued by the California Board of Registered Nursing.
- **Master's or higher degree** from an accredited college or university which includes course work in nursing, education, or administration.
- **Direct patient care experience within the previous five years** in the nursing area to which they are assigned, which can be met by:
  - One year's continuous, full-time or its equivalent experience providing direct patient care as a registered nurse in the designated area; or
  - One academic year of registered nurse level clinical teaching experience in the designated nursing area (in one of the five areas of nursing required by the BRN; Medical/surgical, Maternal/Child, Pediatric, Geriatric or Mental Health) or its equivalent that demonstrates clinical competency; and
  - One-year continuous, full time experience teaching courses related to registered nursing or completion of post-baccalaureate course which includes practice in teaching registered nursing
  - Each faculty member shall be clinically competent in the nursing area in which he or she teaches – Section 1425.1(d)

# Faculty Requirements – RN Clinical Instruction

- **Baccalaureate degree** from accredited college which shall have courses in nursing, or in natural, behavioral or social sciences relevant to nursing practice; **and**
  - **One year's continuous, full-time** or its equivalent experience providing **direct patient care as a registered nurse in the designated area** in one of the five areas of nursing required by the BRN; Medical/Surgical, Obstetrics, Pediatric, Geriatric or Mental Health; **or**
  - **One academic year of registered nurse level clinical teaching experience** in the designated nursing area or its equivalent that demonstrates clinical competency.
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# Faculty Requirements - Vocational Nurse Instructor

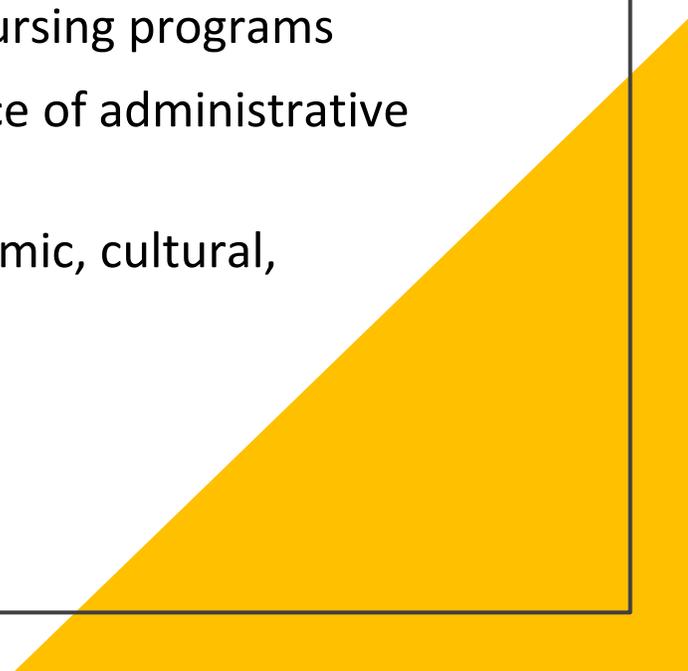
## Minimum Qualifications in Community College

- Current California license as RN.
  - Minimum of 2 years experience RN or VN experience within the past 5 years.
  - Baccalaureate degree from accredited college; **or**
  - Valid teaching credential **or** approved course in Adult Learning Principles
  - One year full- time teaching experience in a state accredited or approved RN, VN, or PT program within the past 5 years; **or**
  - Meets CA Community College or state university teaching requirements
  - Minimum of two years clinical experience as RN or VN within the last 5 years.
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# Minimum and Required Qualifications

## Assistant Director

BRN education and experience requirements as set forth for Director requirements, or as determined by the BRN as equivalent.

- **Two years' experience teaching** in pre- or post-licensure registered nursing programs
  - **One year's experience as an administrator** with validated performance of administrative responsibilities consistent with section 1425 of the BRN regulations.
  - **Sensitivity to and understanding** of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.
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# Minimum and Preferred Qualifications

## Director

- **Must possess and retain a current, clear and active license** issued by the California Board of Registered Nursing.
- **Master's or higher degree** from an accredited college or university which includes course work in nursing, education, or administration.
- **One year experience as an administrator** with validated performance of administrative responsibilities consistent with section 1420(h)
- **2 years' experience teaching** in pre- or post-licensure registered nursing program; **and**
- **One year continuous, full-time** or its equivalent experience direct pt. care as a registered nurse; **or**
- Equivalent experience and/or education, as determined by the board



# Additional Skills and Knowledge

- Sensitivity to and understanding of the diverse academic, socioeconomic, cultural and ethnic backgrounds of community college students.
- Ability to teach nursing courses at the community college level.
- Commitment to community college education as demonstrated in personal and/or professional experience.
- Ability to work collaboratively with colleagues, students, other on-campus groups, off-campus community groups and educational partners.
- A strong commitment to remaining current in the discipline with evidence of professional development through continuing education
- Ability to communicate clearly with students and staff, both orally and in writing.
- Interest in and/or ability to use relevant and modern technology in the classroom, including videoconferencing and online instruction.

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Community colleges are committed to hiring a staff that is sensitive to and understanding of the diverse academic, socioeconomic, cultural and ethnic backgrounds of community college students.

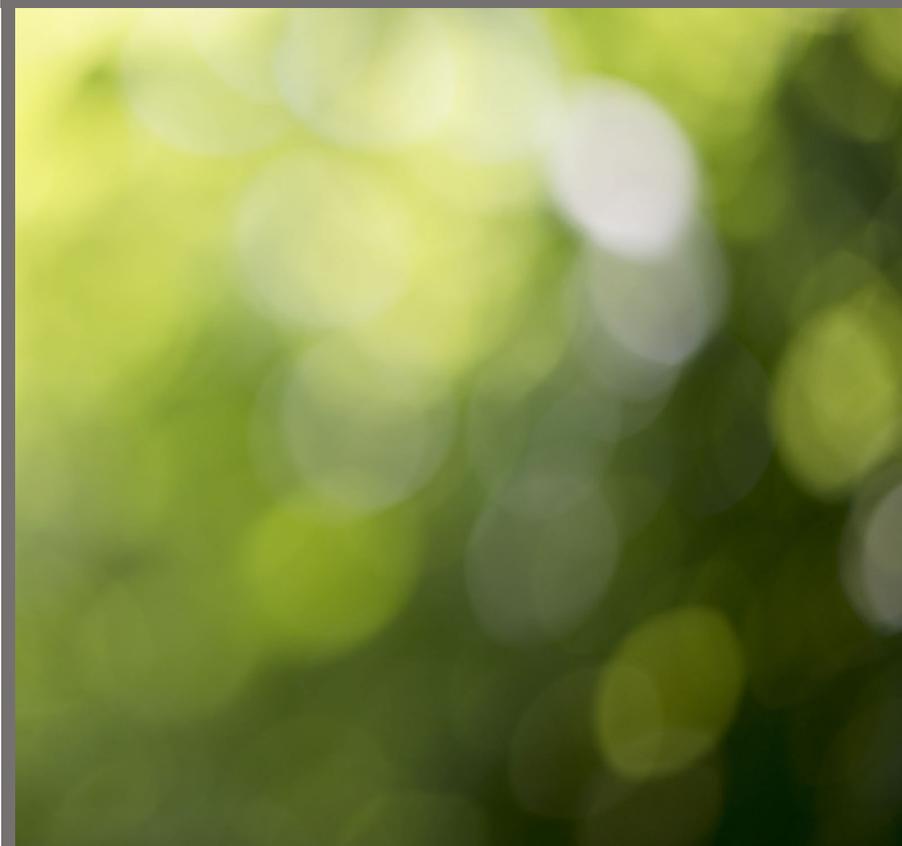
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Community colleges are Equal Opportunity Employer and encourages application from minorities, women, and disabled individuals

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**DIVERSITY AND EQUITY QUALIFICATIONS:**  
Demonstrated understanding of and responsiveness to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds that characterize community college students in a manner specific to the position.

## Community College Hiring Practices



# Pre-Employment Requirements

- The successful applicant will be required to complete a medical history questionnaire and must agree to undergo and pass a pre-employment physical examination, based on the physical requirements of the position, prior to employment. The physician will be selected and paid for by the District. Disabilities not related to the essential physical job requirements will not preclude the applicant from being hired.
- Required fingerprinting and background check.
- Education Code § 87408.6 states that no person shall be initially employed by a community college district in an academic or classified position unless the person has submitted to an examination within the past sixty (60) days to determine that he or she is free of active tuberculosis.

# General Scope of Responsibilities



Excellence in teaching and instruction.



Maintenance of professional growth and academic currency.



Carrying out-of-area, departmental and/or program responsibilities.



Teaching and Instruction – common requirements at various times for full-time instructional positions.



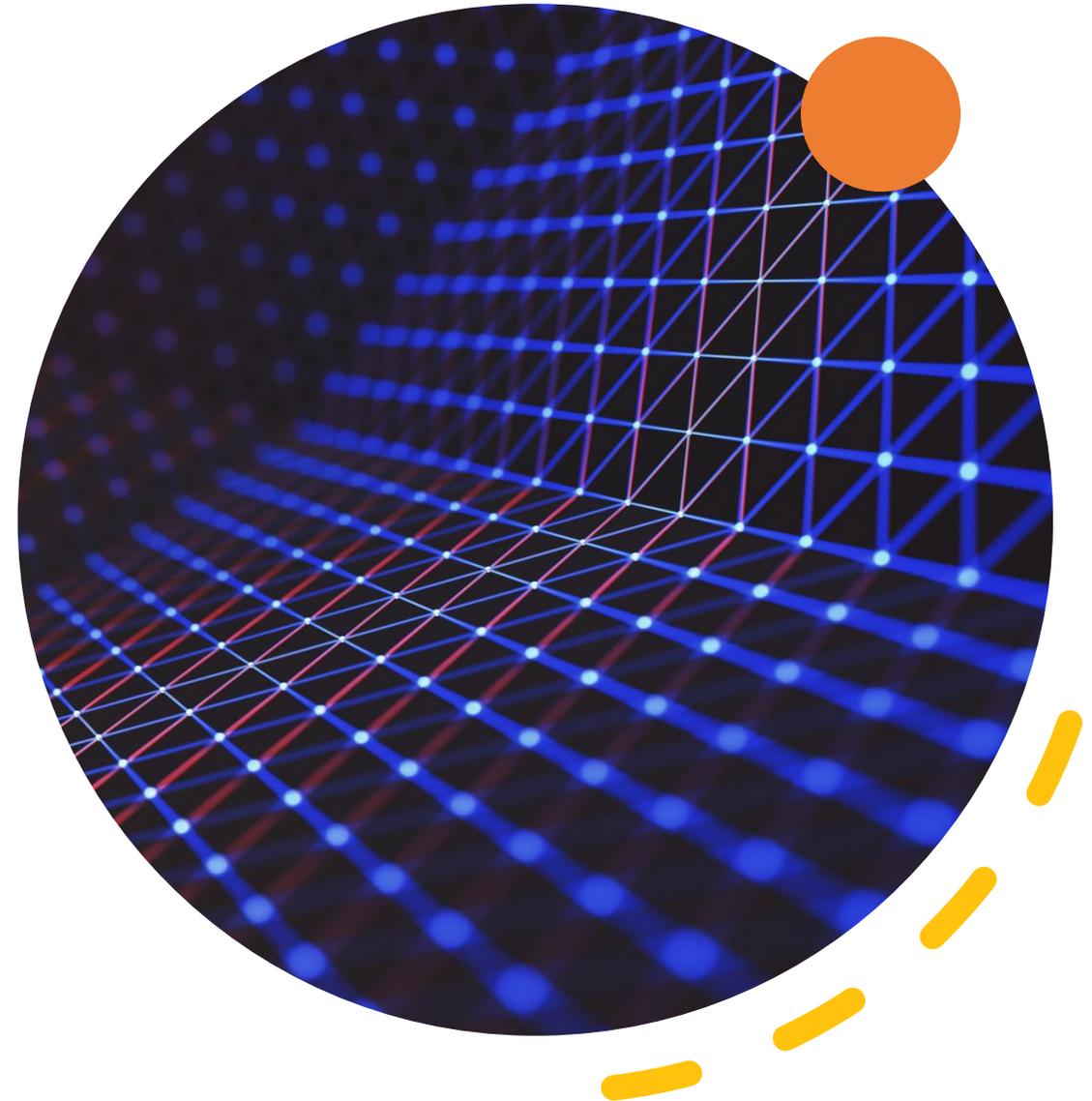
Plans for and is continually well prepared to teach.

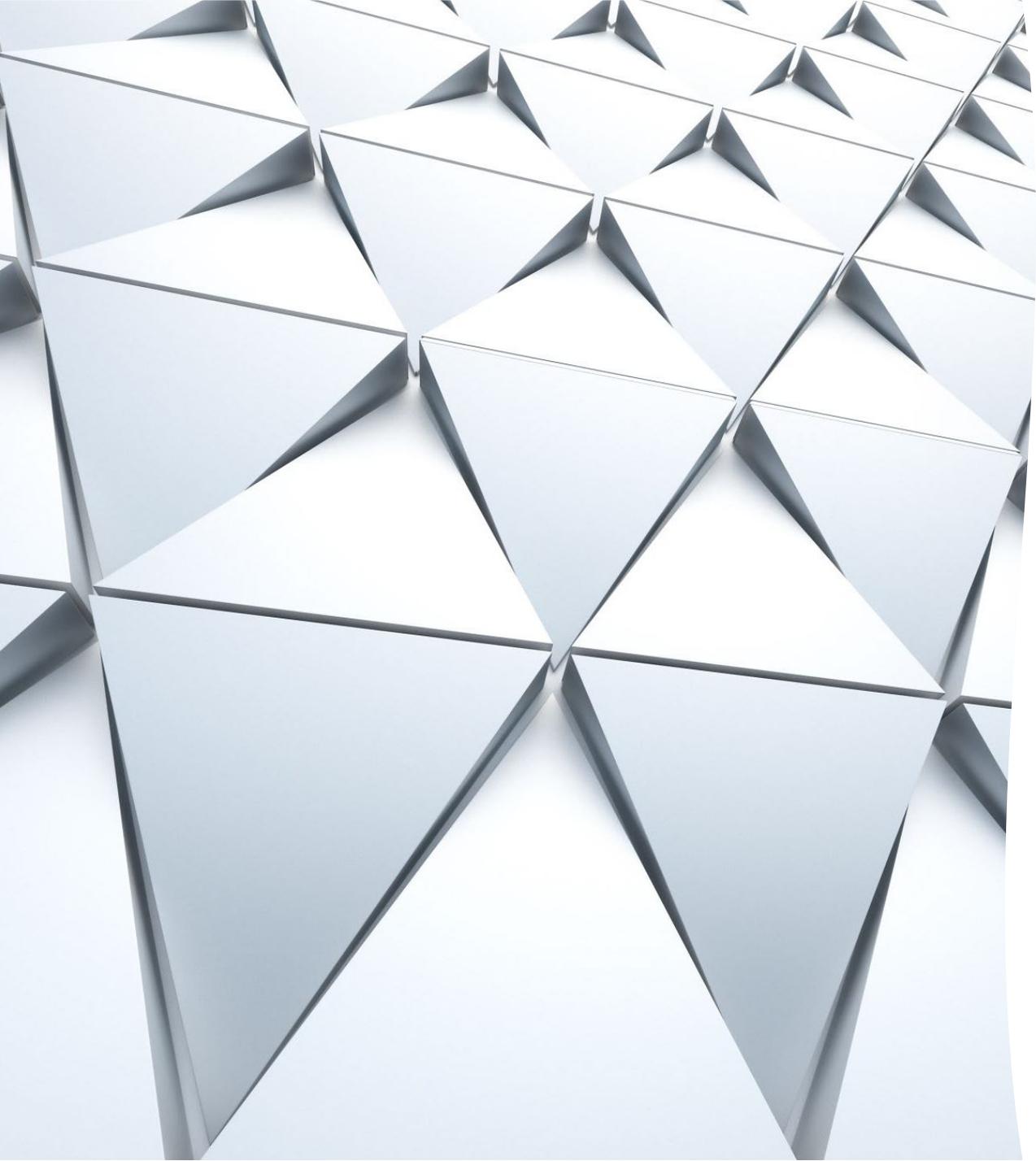


Provides organized delivery of instruction.



Is courteous to and approachable by students.





# General Scope of Responsibilities, cont.

Instruction is consistent with the stated and approved goals and content of the course.

Sticks to the subject matter of the course.

Inspires students to engage in subject matter.

Uses standards of student feedback that are clear, fair and followed consistently throughout the course.

Requires levels of instructor and student effort sufficient to the mastery of the subject or skills in the course.

Grades and returns student assignments and tests in a reasonable period of time.

Makes effective use of teaching aids and materials required of students (e.g., texts, manuals, etc.).

Prepares complete course outlines and syllabi.

Revisions to course content as needed for currency.

Coordinates with Department Chair to synchronize course contents and methods with other teachers in the program/discipline.

Meets and assists students during office hours or by appointment or at other reasonable times (optional).

# Northern Region Community Colleges

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- College of the Siskiyous

<https://siskiyous.hiretouch.com/>

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Primary Contact: Rhonda Brown -  
[rbrown4@siskiyous.edu](mailto:rbrown4@siskiyous.edu)

- Lassen Community College

<http://www.lassencollege.edu/about/employment/Pages/default.aspx>

Primary Contact: Christi Myers  
[cmyers@lassencollege.edu](mailto:cmyers@lassencollege.edu)

- Mendocino

<https://www.mendocino.edu/employment>

Primary Contact: Heidi Crean -  
[hcrean@mendocino.edu](mailto:hcrean@mendocino.edu)

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# Northern Region Community Colleges

- College of the Redwoods

<https://www.redwoods.edu/hr>

Primary Contact: Director of Nursing, Roberta Farrar - [Roberta-Farrar@Redwoods.edu](mailto:Roberta-Farrar@Redwoods.edu)

- Feather River College

<https://www.frc.edu/humanresources/recruitment-hiring>

Primary Contacts: VP of Instruction, Derek Lerch, [dlersch@frc.edu](mailto:dlersch@frc.edu)

Allied Health Director, Darlene Oertle - [doertle@frc.edu](mailto:doertle@frc.edu)

- Butte College

<https://www.butte.edu/hr/>

Primary Contacts: Department Chair. Laurie Meyer - [MeyerLa@Butte.edu](mailto:MeyerLa@Butte.edu) ,  
Dean Denise Adams - [AdamsDe@Butte.edu](mailto:AdamsDe@Butte.edu)

- Shasta Community College

<https://www.shastacollege.edu/faculty-staff/human-resources/employment-opportunities/>

Primary Contacts: ADN Program Director, Linda Thomas - [LThomas@ShastaColleg.edu](mailto:LThomas@ShastaColleg.edu), Dean David Gatewood - [dgatewood@shastacollege.edu](mailto:dgatewood@shastacollege.edu)



THANK YOU!

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**QUESTIONS?**

