

LOS ANGELES COUNTY COLLEGE OF NURSING AND ALLIED HEALTH  
BOARD OF TRUSTEES  
**MEETING MINUTES**

DATE: May 26, 2006  
TIME: 08:00 – 10:00  
PLACE: Tower Hall, Room 115

PRESENT:	Pete Delgado Rosa Maria Hernandez, Ed.D. Elizabeth Jones, RN Nancy Miller, RN, Ed.D. Ernest Moreno Irene Recendez, RN Joseph Van Der Muelen, MD	President   Secretary  Vice President
GUESTS:	Maria Caballero, RN  Doris DeHart, RN  Gloria Zappaterreno, CLS, Ed.D.	Dean, Administrative and Student Services  Director, Financial Aid & Affiliate Faculty; Assistant Director of Continuing Education Dean, Allied Health & Director, College Research
EXCUSED/ ABSENT:	Thomas Berne, MD Vivien Branchick, RN Maria Torres Flores	

TOPIC: **ANNOUNCEMENTS**

DISCUSSION: P. Delgado commended the College faculty and staff for yesterday's excellent graduation ceremony. He particularly complimented Grace Escudero for her strong, clear, coordination of the students.  
P. Delgado congratulated Gloria Zappaterreno for successfully completing her dissertation and earning a doctoral degree in education from the University of Southern California.

**ACTION:** Information.

TOPIC: **MINUTES OF FEBRUARY 17, 2006**

**ACTION:** Approved as written.

TOPIC: **MINUTES OF FEBRUARY 17, 2006 – FOLLOW UP**

DISCUSSION: **2006 Meeting Schedule** – Revised schedule distributed. Thank you to the members for accommodating the new meeting times.  
**Member Contact Information** – Updated list distributed.  
**College Mission, Vision, Values and Strategic Plan** – Final, Board approved version distributed.

**NCLEX Pass Rate** – Updated SON pass rate statistics by graduating class distributed. First time pass rate for eight most recent graduating classes is 86%. Average pass rate for repeat attempts is 98%.

**Alumni Representative** – Both previously recommended candidates are no longer available. N. Miller e-mailed several Alumni Association Board members asking that they include this topic on their next meeting agenda. She requested recommended names and CVs before the August Board of Trustees' meeting if possible.

**ACTION:** N. Miller will follow up with the Alumni Association regarding membership representation

**TOPIC:** **MEXICAN CONSULATE COLLABORATIVE PROJECT**

**DISCUSSION:** **Faculty Visit** – I. Recendez reported that five faculty members from the University of Michoacan de San Nicolas de Hidalgo (UMSNH) visited the College and the Healthcare Network this month. (Visit schedule and competency assessment plan distributed) The UMSNH and SON faculty spent a day comparing and contrasting curriculum content. In addition, UMSNH faculty toured the College and the Medical Center clinical sites. They met with Dr. Chernoff, V. Branchick, G. Molina, and the Hispanic Nurses' Association. G. Molina was very supportive of the project and is recommending an INS contact to assist in resolving the Visa/immigration issues. R. Hernandez suggested contacting the Los Angeles School District to determine how they have handled similar programs. The UMSNH faculty provided funding for the visit. UMSNH would like to develop an international exchange program, which would include a 4<sup>th</sup> year "study abroad" program for the nursing program students. Many Mexican university professional programs, such as medicine, nursing, and teaching, require a 5<sup>th</sup> year of community service. The UMSNH nursing program dean is exploring the possibility of fulfilling that requirement in the LAC+USC Healthcare Network.

Board members again expressed concern about the potential of "brain drain". I. Recendez and P. Delgado reiterated that many of UMSNH graduate nurses are unable to find employment in local hospitals. As a result, they work in clinics for lower salaries. The University of Michoacan administration and faculty supports developing an employment "pipeline" between the university and the Healthcare Network.

**Licensure Examination Guidelines for International Graduates:**

**Summary of BRN Requirements** – Distributed and reviewed.

Application requirements include:

- Educational program must meet all California requirements
  - Requirements that are lacking must be successfully completed through an approved course prior to taking the NCLEX

- Copy of license or diploma that allows practice of professional nursing in county where educated
    - A written explanation is required if applicant does not hold a license
  - Proof of passage of an English comprehensive examination. BRN Total Curriculum Plan evaluation form and BRN-approved College curriculum plan distributed as demonstration of content and components evaluated.
- M. Caballero has contacted the California BRN Foreign Graduate Licensing manager regarding the UMSNH program approval status. She has not yet received a response.
- I. Recendez reported that NCLEX pass rate for foreign graduates overall is approximately 40-50% whereas the pass rate for nurses from Mexico is approximately 28%. UMSNH is addressing this issue by adding English courses throughout the curriculum and providing online NCLEX review programs.

**ACTION:** P. Delgado reported that he will continue to pursue grant funding for the educational component of the project. M. Caballero will contact the BRN again regarding the UMSNH nursing program approval status.

**TOPIC: ALLIED HEALTH**

**DISCUSSION:** **Grant Funding Sources** – G. Zappaterreno reported that the two grant applications for the Radiology and MRI Programs are still pending. One was submitted through LA Care and another through the Health Research Association. P. Delgado stated that the business case demonstrating reduced registry costs is strong. He also pointed out that the radiology students provided through the clinical affiliation agreements have helped with the workload. Members again agreed that a College program would provide both student support during their training and potential future employees. The obstacles continue to be the financing and approval process.

**ACTION:** G. Zappaterreno will continue to follow up and report on the grant funding status.

**TOPIC: RECRUITMENT STATUS**

**DISCUSSION:** M. Caballero reported that acceptance letters for 70 slots and 9 alternates for the Fall 2006 basic RN program were mailed this week. Ten of the slots are for students who complete the majority of their clinical experience at the Olive View Medical Center. The alternate category was added because of the decline in acceptance rate related to students applying to and being accepted by more than one school.

In addition, M. Caballero reported that 61 LVNs have been admitted to the advanced-placement basic RN program. Thirty-one of these

are Los Angeles County employees enrolled through the Workforce Development Program.

P. Delgado expressed concern over the current DHS hiring rate of SON graduates. He would like to explore the possibility of giving priority admission status to qualified applicants who state that they intend to work for DHS. D. DeHart stated that 99% of the students who enrolled with the new tuition requirements, signed the Tuition Agreement Contract (TAC), which commits them to work in the DHS for three years after graduation. The first class of these students will graduate in May 2007. Members discussed the advantage of the TAC, which is a loan document versus a service commitment, which is viewed by the court as indentured servitude. Several members pointed out that graduates are attracted by the higher salaries and bonuses offered by private hospitals. E. Moreno suggested exploring methods for developing loyalty, esprit de corps, and connection to the Medical Center, which existed in the past when the nursing students lived on campus.

**ACTION:** M. Caballero and G. Zappaterreno will continue to track and report.

**TOPIC: RETENTION STRATEGIES**

**DISCUSSION:** **School of Nursing Graduates' – DHS Employment Rate** – DHS employment rate statistics for the classes that graduated in Spring 2003 through Fall 2004, which were reviewed at the February meeting, were redistributed. G. Zappaterreno expects to have the hiring rates for the 2005 graduating classes by the August meeting. **Recruitment/Retention Survey** – Summary responses, which were reviewed at February meeting, were redistributed. Nineteen responses to question #12 about suggestions for improvement related to encouraging nursing staff to welcome/support nursing students. **Clinical Unit Evaluation Survey** – SON and affiliate nursing school students are surveyed at the completion of their clinical rotations. The purpose of the survey is to help identify potentially controllable hiring factors such as specific area environmental and/or nursing staff that need improvement and those areas/nurses that can be congratulated and used as role models. D. DeHart reviewed the summary findings and student comments by individual ward. I. Recendez presented the findings to the Network Nurse Managers in April and expects the Nurse Managers to follow up with individual employees as indicated.

**ACTION:** G. Zappaterreno will provide updated hiring statistics for the August meeting.

**TOPIC: COLLEGE INFORMATION SYSTEMS**

**DISCUSSION:** G. Zappaterreno reported on the very lengthy approval process. The Request for Information is currently with ISD. A prebidders conference will be scheduled. She is still optimistic that we will have a system by the end of the calendar year.  
G. Zappaterreno also reported that configuration is in process for the Learning Management System for tracking employee education.

**ACTION:** G. Zappaterreno will continue to report on status.

**TOPIC: SCHOOL OF NURSING EXPANSION**

**DISCUSSION:** **Basic RN Cohort** – Twenty-one (62%) of the original 34 students who entered the Workforce Development Program (WDP), basic RN program remain enrolled in the program and are beginning course work and clinical in semester two. The Workforce Development program is considering implementing acceptance criteria such as basic math and reading skills to improve the outcomes for future programs.  
**LVN to RN Cohort** – See M. Caballero Recruitment status report.  
**Song Brown Grant** – The College was awarded grant funds in collaboration with the WDP for NCLEX study materials, tutoring, and remediation. The WDP is in the process of writing the Board of Supervisors' approval letter.

**ACTION:** Information.

**NEW BUSINESS**

**TOPIC: WASC VISIT PLANNING**

**DISCUSSION:** **Visit Dates, Time Line, Member Resumes** – M Caballero reported that the accreditation visit is scheduled for March 13-25, 2007. The draft College Self Study will be sent to the Board members for review in September for approval at the November meeting. Resumes have been received from all but one Board member.  
**Policy and Budget Review** – N. Miller distributed a list of College policies and documents that the Board must review and approve. Approval status of all College and divisional policies also distributed. In addition, the Board must be apprised of the financial status of the College.

**ACTION:** N. Miller will distribute a package of updated policies and budget status information for review prior to the August meeting.

**TOPIC: PREDICTING NURSING STUDENT SUCCESS**

**DISCUSSION:** G. Zappaterreno distributed and reviewed excerpts from her dissertation: Predicting Nursing Student Success – A Study of Factors for One Nursing School in Southern California.

**ACTION:** G. Zappaterreno will present findings at SON Faculty Workshop.

**TOPIC: OFF AGENDA ITEMS**

**DISCUSSION:** **California Registered Nurse Regional Workforce Report Card** – Dr. Van Der Meulen presented the California Institute for Nursing and Health Care report, which quantifies and compares the RN workforce in different areas within California.  
**University Representative** – Dr. Van Der Meulen announced that he will officially retire from the University in July and will no longer be able to serve on the College Board. He is a founding member and he will be greatly missed.

**ACTION:** N. Miller will distribute the RN Workforce Report Card to members. P. Delgado will discuss possible replacement Board members with Dr. Van Der Meulen.

**TOPIC: NEXT MEETING**

**DISCUSSION:** DATE: August 25, 2006  
TIME: 08:00 – 10:00  
PLACE: Tower Hall, Room 105

**RECORDER:** N. Miller