

**Minutes of the Study Session of the Board of Trustees  
San Mateo County Community College District  
April 14, 2010  
San Mateo, CA**

**The meeting was called to order at 6:05 p.m.**

**Board Members Present:** President Patricia Miljanich, Vice President-Clerk Dave Mandelkern, Trustees Helen Hausman, Richard Holober and Karen Schwarz, and Student Trustee Virginia Medrano Rosales

**Others Present:** Chancellor Ron Galatolo, Executive Vice Chancellor Jim Keller, Skyline College Vice President of Student Services Lori Adrian, College of San Mateo President Michael Claire, Cañada College President Tom Mohr and District Academic Senate President Patty Dilko

**Pledge of Allegiance**

**DISCUSSION OF THE ORDER OF THE AGENDA**

None

**MINUTES**

It was moved by Trustee Hausman and seconded by Trustee Schwarz to approve the minutes of the March 24, 2010 meeting of the Board. The motion carried, all members voting "Aye."

**STATEMENTS FROM THE PUBLIC ON NON-AGENDA ITEMS**

None

**NEW BUSINESS**

**APPROVAL OF PERSONNEL ACTIONS: CHANGES IN ASSIGNMENT, COMPENSATION, PLACEMENT, LEAVES, STAFF ALLOCATIONS AND CLASSIFICATION OF ACADEMIC AND CLASSIFIED PERSONNEL (10-4-1A)**

It was moved by Trustee Holober and seconded by Trustee Schwarz to approve the actions in Board Report No. 10-4-1A. The motion carried, all members voting "Aye."

**APPROVAL OF CONSENT AGENDA**

President Miljanich said the Consent Agenda consists of item 10-4-1CA, Denial of the Application to Present a Late Claim against the District by Rhina Zapeda. It was moved by Trustee Hausman and seconded by Trustee Holober to approve the Consent Agenda. The motion carried, all members voting "Aye."

**INFORMATION REPORTS**

**UPDATE ON NURSING PROGRAMS AT CAÑADA COLLEGE AND COLLEGE OF SAN MATEO (10-4-1C)**

Vice Chancellor Jing Luan introduced the presenters: for the program at Cañada College – Vice President of Instruction Sarah Perkins, Dr. Shirley Girouard, Director of the San Francisco State University School of Nursing, and Lee Michelson, CEO of the Sequoia Healthcare District; for the program at College of San Mateo – Jane McAteer, Director of Nursing.

Mr. Michelson said the Sequoia Healthcare District (SHD) is primarily a funding organization. Funds come from property tax dollars and are distributed to the community for health care issues that affect a seven-city area from Menlo Park to Belmont. The SHD is in its sixth year of funding the nursing program in conjunction with San

Francisco State University (SFSU) and Cañada College. SHD provided a ten-year commitment to fund the program at \$1 million per year, of which Cañada receives approximately \$145,000 for program support.

Vice President Perkins said SFSU offers the third and fourth years of study for the baccalaureate degree at the University Center at Cañada College. The program is a partnership among four parties, each with specific goals and tasks related to their individual functions; the SHD provides funding, SFSU provides the educational infrastructure and oversight along with the accredited Bachelor of Science in Nursing program, Sequoia Hospital provides clinical sites and post-graduation employment, and Cañada provides facilities, services and the mechanism to transition from the community college to SFSU.

Some goals of the program were to address the nursing shortage in the SHD by graduating 300 students in ten years, achieve a NCLEX pass rate of 85%, and have 60% of the graduates work in Sequoia Hospital and Clinics. The program is accelerated, with students graduating after five semesters. It was designed to enroll cohorts of 40 students per year, with preference for students who live and work within the SHD. To be eligible for the program, a student must have a minimum of 60 transferable semester units, be a California resident and have a minimum cumulative GPA of 3.0. In addition, students are given “bonus points” if they work or volunteer in a health care setting; live or work in the SHD; come from a multicultural community or life experience; and have taken the majority of prerequisite courses within SMCCCD.

A 5<sup>th</sup> Year Evaluation Review of the program took place on April 9. Success indicators showed an average admission rate of 17%, average graduation rate of 95% and a NCLEX pass rate of 97%. The evaluation report shows that 85% of students in the program have taken prerequisites within SMCCCD and 55% of students live or work in the SHD. Post-graduation results showed a majority of program graduates have found work as nurses. Beginning with Cohort 4, graduates have had more difficulty finding work as nurses because of the downturn in the economy. For Cohort 7, entering in summer 2010, there were 145 qualified applicants for the 40 slots. Thirty-two of the applicants live or work in the SHD. Fifty-eight of the applicants took their prerequisites within SMCCCD.

The 5<sup>th</sup> Year Evaluation report included student assessment of the program. Students gave high marks to the quality of the educational elements, including the learning environment and facilities at Cañada and the clinical instruction. A majority of the respondents said the existence of the program was “important” or “very important” in their decision to enter nursing. Factors which were important in students’ decisions to enter the program included the attractiveness of the accelerated program, proximity to home or work and the opportunity to work at Sequoia Hospital.

In conclusion, Vice President Perkins said the evaluators considered the program successful, noting that it has enrolled more students than expected in the first five years and the completion and NCLEX pass rates are high.

Mr. Michelson said SHD’s purpose in supporting the program was to address the nursing shortage in the community through job training and job placement. He said that more than ninety percent of the 40 students going through the intensive, five-semester program stay with the program to the end and this speaks to the value of the program. Mr. Michelson said students are pleased with the cost of the program (\$20,000 for five intensive semesters). There are also many scholarships available.

Dr. Girouard said there has been publicity about nursing graduates not finding jobs. She said all indicators are that this is a temporary situation caused by the poor economy. She said this is a good time to have a dialog about where the needs of the community are and how to nurture students to meet those needs. She said there is a need to emphasize preparation for long term care, geriatric care and school nursing.

Vice President Mandelkern asked if there has been thought of targeting people who already work in the hospital, e.g. LVNs, to upgrade to RN in order to fulfill the needs of the hospital. Mr. Michelson said the need has not been great recently, in part because nurses have not retired as expected and some have actually picked up additional hours. Mr. Michelson said there is a high number of students who both live and work in the SHD and this was an original goal of the program. Vice President Perkins added that student assessments indicate that students prefer to stay and work in the SHD after getting their degrees.

Vice President Mandelkern asked if there is interest in adding advanced degrees, such as a nurse practitioner program, to the program at Cañada. Dr. Girouard said SFSU has a master's degree program on the Peninsula which prepares nurses for careers in administration and leadership roles in hospitals. The nurse practitioner program is small but as demand increases, there is capacity to expand. Dr. Girouard said the idea of providing a program at a community college is a good one. Mr. Michelson said it is an interesting concept which the SHD will discuss.

President Miljanich asked what the differences in roles are between nurses who graduate with bachelor's degrees v. those with associate degrees. Dr. Girouard said nurses with bachelor's degrees are prepared in community health, leadership, research and evidence-based practice as well as a higher complexity of care. Dr. Girouard said entry into RN nursing can be at the associate, baccalaureate, masters or doctoral degree level. All take the same exam to become an RN regardless of their educational level. The licensing exam guarantees only a minimum level of safety. Dr. Girouard said research shows that nurse providers with a higher level of education have better patient outcomes. President Miljanich asked if completion of clinical hours is required before sitting for the exam; Dr. Girouard said clinical hours are not required.

Dr. Girouard said there has been growth in for-profit nursing programs in California. Trustee Holober said the organization for which he works is sponsoring a bill to make sure that when for-profit programs advertise their job placement rates, the jobs must be actual nursing jobs as defined by the Board of Registered Nursing. The bill, AB 2393, was introduced by Assembly Member Ammiano.

On behalf of the Board, Trustee Holober thanked Dr. Girouard and Mr. Michelson for their presentation and for their continued support of the nursing program at Cañada.

Ms. McAteer said revenue coming into the CSM program through grants and FTES exceeded costs of the program for 2008-09. First year students in the class of 2011 are very diverse and many have previous degrees in other areas. Students have good success rates in the program as shown by data collected by the Research Unit. NCLEX data show an 83% pass rate for 2008-2009. Ms. McAteer said that although some graduates are having difficulty finding jobs, this situation is temporary and the nursing shortage is not over. Nursing positions will open up as the economy improves and nurses are able to retire and/or decrease hours. As the population ages, the demand for nurses will increase. Ms. McAteer said the program is involved in a collaborative partnership with SFSU, City College of San Francisco and a number of medical centers in San Francisco. The collaborative's goal is to provide a seamless transition for CSM graduates into the SFSU Bachelor of Science in Nursing program.

Ms. McAteer said applications for the program in 2010 almost doubled from the prior year, due in part to legislation enacted two years ago which banned giving priority to County residents. Vice President Mandelkern asked what the rationale was behind this legislative change. Chancellor Galatolo said the State is attempting to make education fair and available to everyone. Vice President Mandelkern asked if the legislation applies to all programs. Chancellor Galatolo said it applies only to nursing and was enacted because of the high demand to get into nursing programs. Trustee Holober recalled that a few years ago, students were not able to get into nursing programs at certain community colleges and other, nearby community colleges would not open their doors to those students. Trustee Holober said it is his understanding that the District is an open admission institution throughout all program areas. President Miljanich agreed that there is no residency requirement.

Regarding academic qualifications, Chancellor Galatolo said the State wants to force a minimum qualification standard and a lottery system for admission to nursing programs. He said that students with straight A's and those with straight C's in their prerequisites are considered equal. However, there is evidence of a clear distinction between these students in completing a program, doing well and passing the exam. Chancellor Galatolo said this is taking away from excellence in the profession. Trustee Hausman said she finds the system very disturbing and believes that there should be different standards for professionals who deal with life and death situations. Ms. McAteer said that in the past two years, a subset GPA requirement in the three sciences (anatomy, physiology and microbiology) has been added to the minimum overall GPA requirement and students can have no more than one repetition. Assessment testing has also been instituted.

Ms. McAteer said the program has been the beneficiary of grant funds donated by the Peninsula Health Care District since 2001. However, the latest request for the class of 2010-2012 was not funded. CSM is able to maintain two full-time temporary nursing faculty through the 2010-2011 academic year, but these faculty members will not be renewed unless the program secures more funding. The program has submitted a proposal for continuing Enrollment Growth Funds for 2010-2012 from the State Chancellor's Office and anticipates that the program will be funded. Vice President Mandelkern asked if there are opportunities for cost and/or service sharing between the CSM and Cañada programs, e.g. sharing a faculty member. Dr. Girouard said this idea is on the table to discuss along with other options, such as engaging partners to work with the programs. President Claire said the primary cost is the student/teacher ratio which cannot be altered.

Vice President Mandelkern asked if anything is being done with San Mateo County Hospital. Ms. McAteer said County Hospital has been good about offering clinical placements and students enjoy being there. She said finding clinical placements, particularly in pediatrics, is the primary problem for the program.

Ms. McAteer said faculty, staff and students are extremely pleased with their space in the new Health and Wellness building. She said future instruction for nursing students will take place in an environment most conducive to the teaching and learning process. She thanked the taxpayers of San Mateo County and the Board for their support.

President Claire acknowledged the excellent work done by Ms. McAteer. He said that since the nursing program began at CSM in 1963, 1,853 nurses have graduated and many of them work as nurses in San Mateo County. President Claire invited Board members to attend the pinning ceremonies for graduating nurses. Trustee Hausman said she has attended many of these ceremonies through the years and finds them very inspirational.

President Mohr said Cañada's partnerships with SFSU and SHD have been splendid. Chancellor Galatolo said it is imperative that the partnership with SHD continue because the program would be in jeopardy without that funding.

#### **RECESS TO CLOSED SESSION**

President Miljanich said that during Closed Session, the Board will consider the personnel items listed as 1A and 1B on the printed agenda. The Board will also hold a conference with agency labor negotiator Harry Joel; the employee organizations are AFT, AFSCME and CSEA.

The Board recessed to Closed Session at 7:50 p.m.  
The Board reconvened to Open Session at 8:30 p.m.

#### **CLOSED SESSION ACTIONS TAKEN**

President Miljanich reported that at the Closed Session just concluded, the Board voted 5-0 to approve the items listed as 1A and 1B on the printed agenda.

#### **ADJOURNMENT**

It was moved by Vice President Mandelkern and seconded by Trustee Hausman to adjourn the meeting. The motion carried, all members voting "Aye." The meeting was adjourned at 8:40 p.m.

Submitted by

Ron Galatolo  
Secretary

Approved and entered into the proceedings of the April 28, 2010 meeting.

Dave Mandelkern