

# 2008

## Carolinas College of Health Sciences

### Annual Highlights Report



*Uncompromising excellence. Commitment to Care.*



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# 2008 Annual Report

## MISSION, VISION, AND CORE VALUES

### Mission Statement

The mission of Carolinas College of Health Sciences is to educate future healthcare providers by integrating theoretical concepts with clinical experiences. In partnership with Carolinas Medical Center, the College focuses on preparing individuals for employment in general and specialized healthcare fields for the Charlotte metropolitan area. The College is committed to:

- maintaining a structure that supports the college's mission, guides future development, provides resources, and integrates the college into the community
- providing resources and services to promote a learning environment that facilitates student success
- striving for excellence in educating entry-level and specialized practitioners to be competent in providing healthcare services in a variety of settings.

### Vision

Our vision is to be the educational institution of choice for Charlotte metropolitan area students preparing for entry-level and specialized healthcare careers.

### Core Values

Our core values, first adopted by the college in 2003, are:

1. Caring
2. Commitment
3. Integrity
4. Teamwork



Class of 2008 NUR 202 Orientation

## CCHS AT-A-GLANCE

### Students

Enrollment Spring	465
Enrollment Summer	366
Enrollment Fall	528
Average Age	26
Gender	87% Female/13% Male
Ethnicity	80% White/10% Black 2% Hispanic/8% Other
Average SAT	1022
With Prior College	81%

### Faculty/Staff

Executive/Managerial	10
Faculty	64
Professional Staff	5
Support Staff	11
PRN	7
Federal Work Study	<u>4</u>
Total Faculty & Staff	101
Gender	89% Female/11% Male
Ethnicity	84% White/14% Black 2% Asian/Pacific Island

### Academic Programs

- Associate of Applied Science degree in Nursing
- Associate of Applied Science degree in Radiologic Technology
- Diploma in Surgical Technology and Pre-Nursing
- Diploma in Paramedic Certificate in Emergency Medical Services-Basic
- Certificate in Medical Technology
- Single course offerings in General Education

### Non-Credit Continuing Education:

- Certificate in Advanced Patient Transport, Phlebotomy and Nurse Aide I and II
- Basic and Advanced Life Support Training
- Infusion Therapy
- Phlebotomy Skills Update

### Accreditations

- Commission on Colleges of the Southern Association of Colleges and Schools (SACS)
- Commission on Accreditation of Allied Health Education Programs (CAAHEP)
- Joint Review Committee on Education in Radiologic Technology (JRCERT)
- National Accrediting Agency for Clinical Laboratory Sciences and Phlebotomy program (NAACLS)
- National League for Nursing Accrediting Commission (NLNAC)
- North Carolinas Board of Nursing

### Tuition and Scholarships

\$210 per credit hour for Degree/Diploma programs  
Awarded \$102,675.00 in scholarships

# 2008 Annual Highlights Report

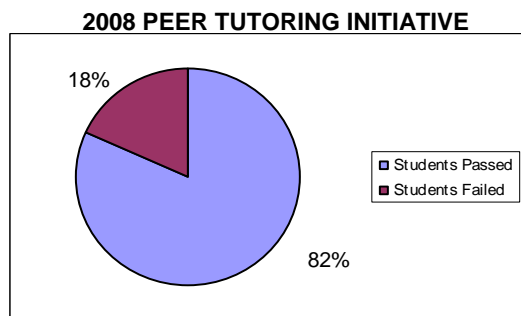
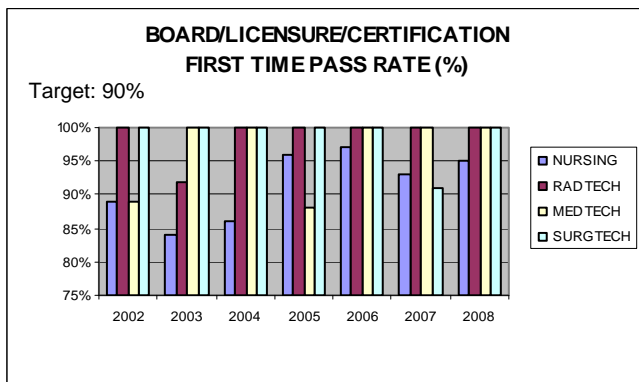
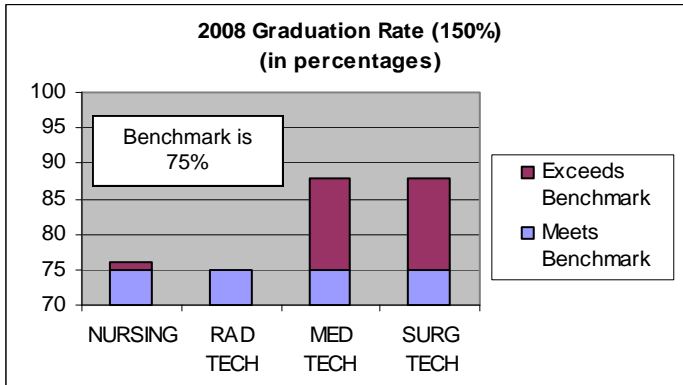
## STRATEGIC DIRECTION 1: STUDENT SUCCESS

*Provide an environment to challenge and nurture student learning and development*

**Goals\*:**

- Provide effective and efficient graduate job placement
- Develop a comprehensive student retention program
- Enhance student education and personal growth experiences

\*Supported by Institutional Effectiveness Plan objectives that are linked to College Goal #2



## STRATEGIC DIRECTION 2: WORK ENVIRONMENT

*Attract, develop and retain excellent faculty and staff*

**Goals\*:**

- Recruit and retain high quality faculty and staff
- Create an environment that values faculty and staff
- Faculty and staff participate in professional development activities

\*Supported by Institutional Effectiveness Plan objectives that are linked to College Goals #1 and #3.

**2008 EMPLOYEE TURNOVER**

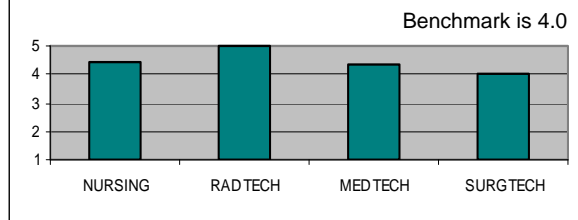
Benchmark is 10.0%	FTE	Head Count
a. Number of employees at start of year (Spring Semester)	67.4	101
b. Number of employees at end of year (Fall Semester)	68.05	101
c. Average number of employees	67.73	101
d. Turnover (number of employees)	7.75	11
e. % turnover (d/c = % turnover)	11.4%	10.9%
f. % turnover in 2007		14.6%

Sara Masters, RN, MSN  
2008 Outstanding Educator  
School of Nursing



**2008 EMPLOYER SURVEYS**

Graduate ability to perform at entry-level as compared to graduates from other schools



NOTE: DATA WERE AVERAGED FOR PROGRAMS WITH MORE THAN ONE SURVEY DURING YEAR

## STRATEGIC DIRECTION 3: FACILITIES

*Efficiently utilize facilities to support the education and work environment*

Goals\*:

- Maximize current classrooms for teaching and learning effectiveness
- Maximize use of office, classroom, student and storage space

\*Supported by Institutional Effectiveness Plan objectives that are linked to College Goal #1



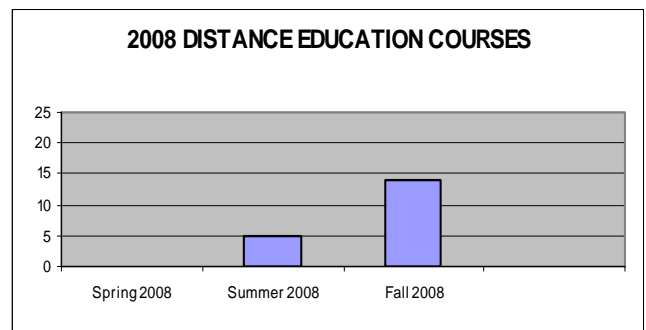
## STRATEGIC DIRECTION 4: TECHNOLOGY

*Leverage up-to-date technology to maximize learning outcomes and enhance satisfaction*

Goals\*:

- Provide all faculty, staff, and students with up-to-date work-place and teaching and learning technologies
- Provide all faculty, staff, and students with necessary training to demonstrate effective use of technology
- Provide effective technology infrastructure that meets the needs of faculty, staff and students

\*Supported by Institutional Effectiveness Plan objectives that are linked to College Goal #3



Simulation Center

## STRATEGIC DIRECTION 5: GROWTH

**Assist in meeting workforce needs of Carolinas Medical Center**

Goals\*:

- Achieve State of North Carolina approval for college baccalaureate degree status by December 2008.
- Achieve SACS approval as a Level III baccalaureate degree-granting institution by 2010.
- Develop a formal continuing education unit to expand and coordinate continuing education programs to meet workforce needs
- Identify and access additional funding sources for ongoing technological needs, continuing education, scholarships and baccalaureate degree completion related to workforce training
- Expand and extend the use of the CCHS Simulation Lab to Medical Education and CMC for workforce training.
- Develop formal and efficient synergy among CCHS,

**2008 CONTINUING EDUCATION  
Average Completion Rate—98.4%**

Program	Completion Rate
Nurse Aide I	83.3%
Nurse Aide II	100.0%
Nurse Aide Mock Testing	100.0%
Phlebotomy	82.8%
IV Therapy	100.0%
Complementary Therapies	100.0%
Diabetes Self Management	100.0%
Phlebotomy Skills Update	100.0%
Intro to Health Care	100.0%
Cancer Massage	100.0%
CPR	100.0%

**Carolinas Simulation Center**

Accredited by the American College of Surgeons



## STRATEGIC DIRECTION 6: VISIBILITY

**Expand College visibility within the greater Charlotte area**

Goals\*:

- Increase visibility within Carolinas HealthCare System
- Increase visibility through strategic collaborations, effective partnerships, and community involvement among local, regional, and national organizations

\*Supported by Institutional Effectiveness Plan objectives that are linked to College Goal #1

**2008 PLACEMENT RATE**

Benchmark is 90%

Overall placement rate: 98%

Placement within a CHS facility: 91%



Phi Theta Kappa  
Honor Society  
Community Activity  
"Share Your Shoes"

**2008 OUTREACH AND COLLABORATIVE EFFORTS**

Supporting Organization	Community Initiatives
College-wide	Arts & Science Council
	Children's Miracle Network
	United Way
Community Involvement Committee	Help Kids Succeed
Student Government Association	Juvenile Diabetes Walk
	School Tools (Classroom Central)
	United Way Christmas Project
	Give a Kid a Book
	Reindeer Raiders
	Holiday Cheer
Student Nurses Association	Explorers Scout Troop
	Juvenile Diabetes Walk
	Women's Health Fair
Phi Theta Kappa	Blood Drives
	Emergency Winter Shelter
	Camp Care Holiday Party
	Community Clinic

## 2008 Institutional Effectiveness Plan Final Report

**GOAL 1: Maintaining a structure that supports the College's mission, guides future development, provides resources, and integrates the College into the community.**

1. Maintain SACS accreditation		31. Faculty sufficient to meet mission (faculty/staff)	F	S
2. Create and implement long-term strategic plan		32. Professional staff sufficient to meet mission (faculty/staff)	F	S
3. Adequate number of personnel recruited		33. Support staff sufficient to meet mission (faculty/staff)	F	S
4. Leadership positions are fully staffed		34. Facilities are conducive to learning (faculty)		
5. Turnover rates for college-wide personnel		35. Facilities are conducive to learning (students)		
6. Turnover rates for College leadership team		36. Facilities are conducive to work (personnel)		
7. Retention of program managers and staff		37. Safe/secure educational environment (personnel)		
8. Personnel are successfully oriented to the College		38. Safe and secure educational environment (students)		
9. Personnel credentials verify job qualifications		39. Personnel receive emergency training		
10. Effective financial management by leaders		40. Personnel complete safety education		
11. Performance appraisals "meet/exceed" expectations		41. Personnel receive fire emergency training		
12. Sufficient number of personnel participate in PCA		42. Annual budget is sufficient to achieve College goals		
13. Faculty affirm mission, goals, and learning outcomes		43. Annual budget is sufficient (personnel)		
14. CHS information and decisions are communicated		44. Accurate financial accounting occurs		
15. Internal communication meets faculty/staff needs		45. A financially sound organization is operated		
16. Faculty/staff /students participate in decision-making process through committees		46. Personnel have input into annual budget.		
17. Personnel satisfaction with workload		47. Personnel receive feedback on budget inputs		
18. Sufficient number of clinical faculty to meet needs		48. Personnel receive resources within reasonable time (faculty/staff)	F	S
19. Performance appraisals are completed on time		49. Community Integration Plan developed		
20. Institutional research data are reviewed for trends		50. Number of student applications is stable		
21. User suggestions drive changes in evaluation tools		51. Students are involved in community activities		
22. Evaluation tools are improved based on feedback		52. Lifelong learning is promoted in the community		
23. Data collection activities are completed on schedule		53. Continuing education meets workforce needs		
24. Evaluative data used in program decision-making		54. Collaboration with CHS foundation on funding		
25. Evaluative data used in administrative decision-making		55. Financial viability enhanced by CHS foundation		
26. Availability/promptness of administrative/support data		56. Board of Directors receive complete information for informed decision-making		
27. Availability/promptness of educational program data		57. Workforce needs analysis conducted every 5 years		
28. Annual Fact Book is produced		58. Graduate placement meets CHS workforce needs		
29. College-wide goals monitored by IE Plan		59. Placement data used to set enrollment targets		
30. Evaluative data used in IE Plan implementation				

**Performance Summary: 70% of objectives for Goal 1 met in 2008, a decrease of 4% from 2007 with 20 additional objectives .**

F = Faculty rating

S = Staff rating

Objective Met

Objective Not Met, less than 10% below criterion

Objective Not Met , greater than 10% below criterion

## 2008 Institutional Effectiveness Plan Final Report

### GOAL 2: Providing resources and services to promote a learning environment that facilitates student success

1. Students informed about financial aid		19. Student activities are organized each year	
2. Students receive financial aid counseling		20. Necessary academic support is available to students	
3. Students informed about tuition and fees		21. Extracurricular student activities are available	
4. Students advised about student loan repayment		22. Unsuccessful students referred for support services	
5. Timely collection of tuition and fees		23. Student utilizing support services show improvement	
6. Honors admit students receive merit scholarships		24. Helpfulness of student support services	NA
7. Online bookstore is accessible and easy-to-use		25. Student Success Center provides current information	
8. Accurate recruitment literature is provided		26. Retention plan is in place	
9. Students receive admissions assistance		27. Structure exists to ensure continuing education classes are completed	
10. Increase admissions yield		28. Graduation audits ensure students meet requirements	
11. Students successfully oriented to College		29. Graduate placement services are effective	
12. Timely and efficient registration process		30. Placement assistance is available and helpful (students)	
13. Effective scheduling process		31. Placement assistance is available and helpful (alumni)	
14. Faculty advisors make time for appointments		32. College policies are consistently applied.	
15. Faculty advisors are available during appointments		33. College policies are non-discriminatory	
16. Faculty advisors are knowledgeable and helpful		34. College policies are publicly accessible.	
17. Faculty advisor workshop is effective		35. College policies are reviewed on a biannual basis	
18. Faculty advisors have access to information		36. New students reflect the applicant demographic pool	NA

**Performance Summary:** 83% of objectives for Goal 2 met in 2008, an increase of 5% from 2007 with 6 additional objectives .

NA Data not available for this report

Objective Met
  Objective Not Met, less than 10% below criterion
  Objective Not Met, greater than 10% below criterion

## 2008 Institutional Effectiveness Plan Final Report

### GOAL 3: Striving for excellence in educating entry-level and specialized practitioners to be competent in providing health-care services in a variety of settings

1. FT Personnel participate in professional development		21. Satisfaction with General Education courses (alumni)	
2. PT Personnel participate in professional development		22. Students demonstrate general education learning outcomes	
3. Continuing education available to personnel		23. Pre-nursing guaranteed admits are prepared to enter Nursing	
4. Continuing education supported		24. Pre-nursing guaranteed admits are prepared to succeed in Nursing Fundamentals (NUR 101)	
5. Technology sufficient to perform work (faculty/staff)	F S	25. Pre-nursing guaranteed admits are prepared for successful program completion	
6. Classroom technology is available		26. Curriculum meets appropriate accreditation compliance	
7. Technical training opportunities are available		27. Programs maintain various accreditations	
8. Technical training is effective		28. Student learning outcomes meet accrediting standards	
9. Technical support is available to faculty		29. High-quality accredited programs are provided	
10. Technical support is available to personnel		30. College and programs maintain continuous approvals	
11. Timely technical support is provided		31. Faculty receive support for testing and grading	
12. Technical problems are monitored		32. Faculty satisfaction with curriculum management	NA
13. Effective student orientation to AHEC library/IRC		33. Student satisfaction with Class/Lab/Clinical experiences.	
14. Effective staff orientation to AHEC library/IRC		34. Clinical sites support course objectives	
15. AHEC library/IRC accessibility		35. Graduate ability to perform at entry-level (alumni)	
16. AHEC library/IRC provides adequate resources (students)		36. Graduate ability to perform at entry-level (employers)	
17. AHEC library/IRC provides adequate resources (faculty)		37. Student ability to demonstrate critical thinking	
18. Satisfaction with online resources from AHEC Digital library (students)		38. Student ability to demonstrate critical thinking (employers)	
19. Satisfaction with online resources from AHEC Digital library (faculty)			
20. Satisfaction with General Education courses (students)			

**Performance Summary:** 79% of objectives for Goal 3 met in 2008, a decrease of 1% from 2007 with 14 additional objectives .

F = Faculty rating

S = Staff rating

NA Data not available for this report

Objective Met

Objective Not Met, less than 10% below criterion

Objective Not Met , greater than 10% below criterion