

HIGHLIGHTS

2010

Carolinas College of Health Sciences

Annual Highlights Report

Updated March 2011



The Rankin Education Center

1200 Blythe Boulevard

P.O. Box 32861

Charlotte, NC 28232

(704) 355-5043

www.CarolinasCollege.edu

2010 HIGHLIGHTS

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CCHS AT-A-GLANCE

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:

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

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

A BRIEF HISTORY: Carolinas College of Health Science's roots date back to the early 1940's when hospital-based education was offered at Charlotte Memorial Hospital. In the early 1990's, the college was incorporated as an owned subsidiary of the Charlotte Memorial Hospital Authority, a quasi-public entity. Today it operates as a multi-program, regionally accredited college supporting the nursing and allied health workforce needs of the greater Charlotte-Mecklenburg area.

Carolinas College of Health Sciences is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award the associate of applied science degree. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Carolinas College of Health Sciences.

ACADEMIC PROGRAMS:

- Associate of Applied Science degree in Nursing and Radiologic Technology
- Diplomas in Radiation Therapy and Surgical Technology
- Certificates in Medical Laboratory Science and Pre-Nursing
- Single course offerings in general and continuing education
- Certificate in Advanced Patient Transport, Phlebotomy and Nurse Aide I and II
- Basic and Advanced life support training

PROGRAM- AND DEPARTMENT-SPECIFIC ACCREDITATION:

- 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 (NAACLS)
- National League for Nursing Accrediting Commission (NLNAC)
- American College of Surgeons (ACS)
- Society for Simulation in Healthcare (SSH)



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2010 COLLEGE QUICK FACTS

ENROLLMENT (as of Fall 2010):

- Total Headcount Enrollment: **430**
- Total Full-time equivalent (FTE) Enrollment: **327.5**
- Total number of individuals completing continuing education courses: **1566**
- Average age of students: **28**
- Percent of new students who were NC residents: **90%**
- Percent of new students who were ethnic minorities: **21%**
- Percent of new students who were men: **17%**
- Percent of students who were enrolled part time: **80%**

PERSONNEL (as of Fall 2010):

- Total employees (Full time + Part time + PRN): **89**
 - Full time: **54**
 - Part Time: **23**
 - PRN: **12**
 - Federal Work Study: **2**
- Total faculty: **54**
 - Full time: **23**
 - Part Time: **14**
 - PRN: **6**
 - Adjunct: **11**
- Percent of employees who were ethnic minorities: **15.7%**
- Percent of employees who were men: **8%**

COSTS AND STUDENT FINANCIAL RESOURCES:

- Tuition (per credit hour) for Degree and Diploma programs: **\$235.00**
- Activity fees (per semester): **\$25.00**
- Technology fee (per semester): **\$100.00** for health care students and general education and pre-nursing students with 6 or more hours per semester. **\$35.00** for students with fewer than 6 hours per semester:
- Over **\$2,000,000** was awarded in financial aid in the form of grants, loans, scholarships, and work study opportunities

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COLLEGE-WIDE KEY SUCCESS INDICATORS

College Goal	Objective	Criteria for Success	2009 Outcome	2010 Outcome
I	A financially sound organization is operated	A 1:1 ratio of revenue to expenses is maintained		
I	The number of faculty meets the needs of the College to fulfill its mission	Faculty to student FTE ratios within accrediting body parameters		
I	Personnel indicate satisfaction with the work environment	Personnel ratings of overall satisfaction with the work environment receives average rating of 4.0 or higher		
II	The College provides an effective placement service to graduating students	6-month placement report indicates at least 95% of graduates are employed in field of training		
II	The College provides an effective placement service for graduating students and to Carolinas Medical Center facilities	6-month placement report indicates at least 85% of graduates are employed in a Carolinas Medical Center facility		
III	Student learning outcomes for all educational programs reflect the standards of their respective accrediting bodies	First-time licensure/certification pass rates for all programs combined is at or above 90%.		
III	Students indicate satisfaction with the overall quality of instruction at CCHS	Student assessment of the overall quality of instruction at CCHS receives an average rating of 4.0 or higher.		
III	A College structure is in place that ensures successful program completion	Graduation rate of 75% of students completing their respective programs within 150% of normal program length		
III	Employers indicate that quality education is provided to students to enable them to perform entry-level expectations within 6 months of graduation	The ability of graduates to perform entry-level expectations within 6 months of graduation, in comparison with all other new graduates, receives an average rating of 4.0 or higher		

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DEPARTMENT/PROGRAM HIGHLIGHTS

Academic Affairs: All healthcare programmatic accreditations were maintained through 2010, as well as college-wide SACS-COC accreditation. The SACS-COC on-site visit resulted in no recommendations or suggestions. Therefore, the reaccreditation review report reflected that the College was in full compliance with all requirements and standards. The College received notification of reaffirmation in December 2010.

Administration: A main focus for Administration in 2010 was well-rounded excellence. The college achieved Tier I on the Employee Engagement Survey with no unit below Tier II status. Personnel Comprehensive Assessment results were excellent with only a few items scoring lower than 4.0 and average satisfaction with the college work environment of 4.54 (on a 5-point scale). Finally, the college was selected as the #3 two-year college in the nation based on student success (graduation rate) and student perception of academic rigor, and student and faculty engagement.

Business Office: The business office switched to using online bills in SonisWeb in 2010. This was a great success as students could regularly monitor their accounts as they registered and were billed for their courses. This contributed to over 96% of tuition being collected by the mid-point of the term.

Carolinas Simulation Center: The main focus for Carolinas Simulation Center in 2010 was to continue the growth in overall number of users and to continue recruiting new user groups to practice in a safe, risk free environment. Carolinas Simulation Center increased the number of learner encounters to almost 10,000 in 2010 for an increase of 46% over 2009. New user groups increased 75% in 2010 over 2009.

Continuing Education: In order to develop formal partnerships with other departments within Carolinas Healthcare System, four specific educational opportunities were developed or are in development: a certificate program in Pastoral Care, Heathy@Home/Home Care programs for nurses and therapists, basic phlebotomy skills workshops for the CPN/Urgent Care nurses and radiologic technologists, and a radiation therapy seminar for Charlotte and the surrounding region.

General Education: The SACS-COC reaccreditation review report reflected that the General Education department was in full compliance with all requirements and standards related to curriculum, credentials, and assessment. For the Fall 2010 Nursing 101 class, 31 of 61 were Pre-Nursing guaranteed admits. The pass rates (determined by completing the course with a "C" or better) for pre-nursing students was 94% and for non-pre-nursing students was 90%. Therefore, the pass rates in NUR 101 for former Pre-Nursing students exceed those from direct Nursing admits.

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DEPARTMENT/PROGRAM HIGHLIGHTS

School of Clinical Laboratory Sciences: Ninety-two percent (11 of 12) of the School of Clinical Laboratory Sciences 2010 graduates were employed in CMC laboratories within 6 months of graduation. 100% (11 of 11) of the graduates seeking positions at CMC were employed at CMC within 6 months of graduation. 100% (12 of 12) of the graduates were employed as Medical Laboratory Scientists within 6 months of graduation.

School of Nursing: After a site visit, the NLNAC recommendation from the site visitors was continuing accreditation with the next visit in 8 years. There were no recommendations or areas needing development. The reaccreditation of Carolinas College of Health Sciences School of Nursing for achievement of quality and excellence in nursing education was awarded for eight years or until Spring 2018.

School of Radiation Therapy: The Radiation Therapy Program graduated its first class of students in August, 2010. Seven out of eight graduates (87.5%) passed the registry exam on the first attempt.

School of Radiologic Technology: SORT focused on two areas in 2010. The first area concerned improvement in student satisfaction with one clinical site. With effective strategies developed and implemented by the SORT clinical coordinator, clinical faculty and clinical instructor at the site, this score improved to a 5.0 (on a 5-point scale). The second area of focus pertains to increasing the course satisfaction for RAD 112. Alterations in teaching assignments for this course were made in 2010 in preparation for the spring semester 2011. The end-of-course evaluations for RAD 112 will be available after completion of the 2011 spring semester to compare results with Spring 2010.

School of Surgical Technology: The School of Surgical Technology strives to provide students with the knowledge, skills and confidence to enter the workplace. 2010 Alumni survey data reflected 100% of graduates reported that they felt they were able to perform entry-level expectations upon graduation.

Student Services: In the 2010 spring semester, online registration for students was initiated, eliminating long lines and paper forms. 2010 surveys indicate that student satisfaction with the registration process increased from an average rating of 4.0 (on a 5-point scale) in 2009 to an average rating of 4.3 in 2010.

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COMMITTEE/STUDENT ORGANIZATION HIGHLIGHTS

- Academic Team:** New policies for academic integrity, use of copyrighted materials, and plagiarism detection and prevention were developed, reviewed and approved.
- Admission, Progression, and Graduation:** Revised policies related to dismissal, readmission and the honor code to allow for voice recording student interviews in order to enhance the integrity of the review process.
- CPA—Accreditation:** SACS-COC review resulted in no recommendations for compliance with standards or QEP - QUEST plan. SACS-COC final approval of 10-year reaffirmation occurred in December 2010.
- CPA—Quality Improvement:** Recommendation to adjust Strategic Plan design and time period to integrate and coincide with Institutional Effectiveness plan was approved.
- CPA—Strategic Planning:** Through the third year of the 5-year strategic plan, 90% of the strategic initiatives have been completed.
- Community Involvement:** CCHS was actively involved in a number of community events, including several local food drives, as well as collecting donations and volunteering for the Help Kids Succeed, Heart of a Champion and Holiday Cheer campaigns. The Green Team Subcommittee has been very active, including acquiring a Coca-Cola recycling bin for CCHS.
- Development and Scholarship:** The 2010 Carolinas College of Health Sciences Annual Alumni Phone-a-thon was a wonderful success. Total pledges for the College Development Fund were \$15,125. This surpassed the 2010 goal of \$14,000. The Development and Scholarship Committee could not have accomplished this without the help of our 82 student volunteers. Numerous faculty supported the event by recruiting the student volunteers and faculty, staff and alumni who helped in many areas each evening. Contributions in 2010 to the CCHS Endowment and Advancement funds increased by 404% over 2009 to \$121,129.
- Employee Retention:** Special recognition weeks and days continued to be recognized throughout the year. A special breakfast, lunch or dessert event occurred each month in conjunction with each special recognition. The employee retention committee also added special events in conjunction with Live Well Carolina including a walk to Freedom Park in the Fall and a walk of the New Greenway in late winter.
- Learning Resources:** The main focus of the LRC in 2010 was to ensure learning resources were adequate to meet the needs of the college. All of the computers in the student computer lab were reimaged and a student profile was created, which allowed for a more secure technology environment as well as making each computer identical. Usage of the AHEC library showed an increase for 9 of the 12 months when compared to 2009. Approximately \$8000.00 was spent on learning resources in 2010. Purchases included updating the dissecting tools in the labs, 2 colorful skulls and a larynx model, APA handbooks for each program and the library, books and supplies to get the radiation therapy program started, infant mannequins, a venipuncture arm, parasite slides, and replacement of outdated VHS tapes with DVD's.

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COMMITTEE/STUDENT ORGANIZATION HIGHLIGHTS

Nursing Curriculum: On course evaluations, end of program evaluations, as well as employee and alumni evaluations, the extent to which nursing courses contributed to students meeting learning outcomes was rated 4.0 or greater (on a 5-point scale), exceeding the college benchmark for success.

Quality Enhancement Plan: The QEP was approved by SACS-COC with no recommendations. Implementation of the QEP is now in progress: faculty development workshops have been presented, the QUEST test has been implemented with all incoming students, and the information literacy rubric has been piloted, revised with faculty input, and is being re-piloted this semester. All programs have completed curriculum mapping for information literacy and are updating the maps each semester. Tutorials and resources for each Information Literacy goal have been provided on the Information Portal.

Safety: The College completed 99% of the required ACE Modules.

Service Excellence: The Service Excellence Committee focused on recognition of faculty and staff. Employees were recognized for consistent outstanding service, dedication and support of the CCHS mission and core values with the establishment of an Employee of the Quarter award. A total of 14 nominations were submitted by college employees in 2010 for Employee of the Quarter consideration. All nominations were acknowledged and three recipients were recognized and presented the Employee of the Quarter award at the quarterly faculty/staff meeting (beginning in the 2nd quarter) which was 100% of our goal.

Student Life: During Fall Festival, the Student Life Committee utilized the portable grill recently purchased by the college and the class of 2010. By bringing the grill out to the front parking lot and cooking the food there, a more festive atmosphere was created which generated more interest. In fact, more food was served this past October than in past fall festivals or spring flings.

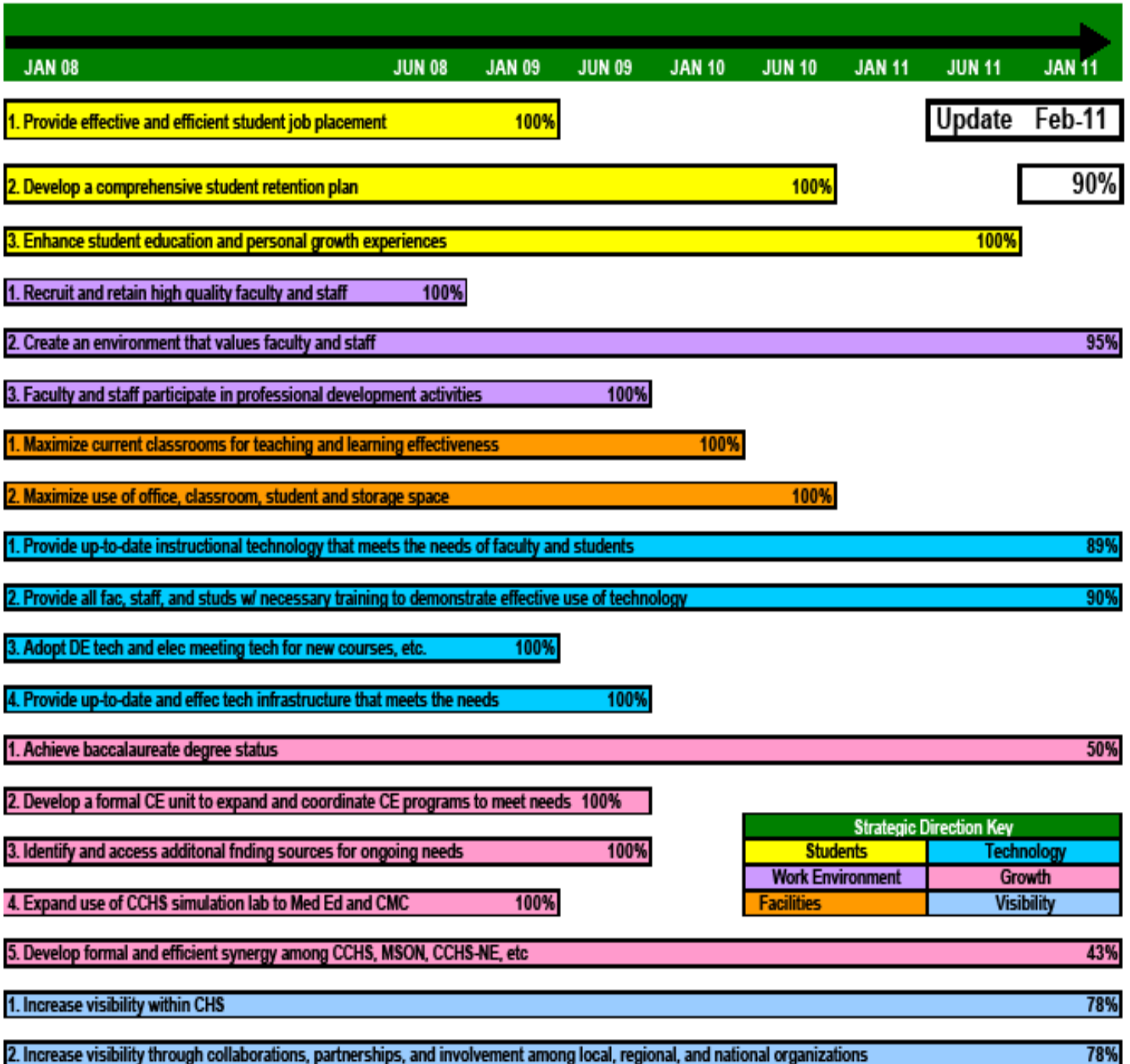
Phi Theta Kappa: Phi Theta Kappa increased membership 63% from 2009 to 2010. This earned our chapter five (the highest number possible) Pinnacle Scholarship Awards. This will allow us to pay \$45 of the \$55 membership fee for 5 eligible students. The Pinnacle Program recognizes Phi Theta Kappa chapters for improving their recruiting, as measured by the number of new members who accept membership through headquarters each year. The Pinnacle Program will also help students receive information on all the benefits that membership in PTK has to offer.

Student Government Association: In 2010, SGA coordinated the “Tiny Readers make Big Leaders” book collection campaign. Over 300 books were collected and donated to United Way approved day care and after-school centers.

Student Nurses Association: A panel discussion was held for Nursing 202 students in Jan and October, 2010 on interviewing and transitioning into their first job as an RN. A panel discussion was held for Nursing 101 students in April 2010 to prepare them for the Intermediate Level in Nursing.

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STRATEGIC PLAN DASHBOARD



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INSTITUTIONAL EFFECTIVENESS DASHBOARD

GOAL I: Maintaining a structure that supports the College's mission, guides future development, provides resources, and integrates the College into the community					
	2009	2010		2009	2010
Maintain SACS accreditation	■	■	CCHS students are able to register online	■	■
Develop and implement long-term strategic plan	■	■	Availability/promptness of educational program data	■	■
Programs maintain appropriate accreditation compliance	■	■	Availability/promptness of administrative/support data	■	■
Faculty affirm mission, goals and learning outcomes	■	■	Annual Fact Book is produced	■	■
Retain members of presidents council and director of continuing education	■	■	Continuing education offerings meet workforce needs	■	■
Retain effective academic deans, directors, and staff members	■	■	Community Training Center incorporates simulation into classes	■	■
Full-time personnel participate in professional development	■	■	Provide ongoing coordination of academic and faculty initiatives	■	■
Part-time personnel participate in professional development	■	■	Academic policies, procedures, and program curricula are reviewed	■	■
Personnel credentials verify job qualifications	■	■	Coordinate planning, quality improvement and accreditation initiatives	■	■
Retain personnel to achieve mission of the college	■	■	Institutional Effectiveness (IE) plans are reviewed and approved	■	■
Faculty/staff satisfied with College work environment	■	■	Success of IE plans in using data in quality improvement is evaluated	■	■
Internal communication meets faculty/staff needs	■	■	Evaluative data used in IE Plan implementation	■	■
Faculty/staff have input into decisions that affect them	■	■	Input used in the review and revision of institutional research tools	■	■
Students have input into decisions that affect them	■	■	College engages in formal benchmarking activities for quality improvement	■	■
Enhance financial viability of the college	■	■	Curriculum changes consistent with College policies and accrediting/approval body criteria	■	■
Employees are recognized for personal and professional accomplishments	■	■	Faculty, staff and students supported in system-wide community projects	■	■
Provide opportunities for networking throughout the College	■	■	Community integration plan is developed	■	■
Personnel are successfully oriented to the College	■	■	Students are involved in community activities	■	■
Assess the nursing and allied health workforce needs	■	■	Increase alumni donations to the endowment fund	■	■
CCHS maximizes resources available to the college	■	■	Host a donor appreciation event	■	■
Board of Directors receive complete information for informed decision-making	■	■	Annual scholarship reception is attended by all award recipients	■	■
Effective financial management by leaders	■	■	Safe and secure educational environment (personnel)	■	■
A financially sound organization is operated	■	■	Safe and secure educational environment (students)	■	■
Annual budget is sufficient to achieve College goals	■	■	Personnel receive emergency training	■	■
Personnel have input into annual budget	■	■	Personnel complete safety education	■	■
Accurate financial accounting occurs	■	■	Personnel receive fire emergency training	■	■
Personnel receive resources within reasonable time	■	■	Promote awareness of CHS standards of excellence	■	■

GOAL I PERFORMANCE SUMMARY: 94% (51/54) OBJECTIVES MET

Performance Legend:

■ Outcome met □ Outcome *not* met; < 10% below criterion ■ Outcome *not* met; > 10% below criterion

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INSTITUTIONAL EFFECTIVENESS DASHBOARD

GOAL II: Providing resources and services to promote a learning environment that facilitates student success					
	2009	2010		2009	2010
Students receive financial aid counseling	■	■	College policies are reviewed on a biannual basis	■	■
Students informed about tuition and fees	■	■	Timely and efficient registration process	■	■
Students advised about student loan repayment	■	■	Effective scheduling process	■	■
Timely collection of tuition and fees	■	■	Necessary academic support is available to students	■	■
Honors admit students receive merit scholarships	■	■	Unsuccessful students referred for support services	■	■
Online bookstore is accessible and easy to use	■	■	Students utilizing support services show improvement	■	■
Students satisfied with classroom technology used to support learning	■	■	Graduate placement services are effective	■	■
Students satisfied with Computer Lab resource to support learning	■	■	Placement assistance is available and helpful (students)	■	■
Provide all faculty and staff with necessary training to demonstrate effective use of technology	■	■	Placement assistance is available and helpful (alumni)	■	■
Accurate recruitment literature is published	■	■	Student satisfaction with Class/Lab/Clinical experiences	■	■
Students receive admissions assistance	■	■	Clinical sites support course objectives	■	■
CCHS is the first or second choice for accepted students	■	■	Increase number of simulation user groups/hourly utilization	■	■
Applicants receive timely notification of receipt of application	■	■	Simulation is effective educational method (faculty)	■	■
The College receives a stable number of applications from year to year	■	■	Simulation is effective educational method (students)	■	■
Increase admissions yield	■	■	Successful completion of continuing education courses	■	■
Students successfully oriented to College	■	■	Simulation training adds value to ACLS and PALS courses	■	■
Faculty advisors are knowledgeable and helpful	■	■	Graduation audits ensure students meet requirements	■	■
Faculty advisor workshop is effective	■	■	Qualified applicants are admitted into each credit program	■	■
Student Success Center provides current information	■	■	Student activities are organized each year	■	■
College policies are consistently applied	■	■	Leadership opportunities are provided to students	■	■
College policies are non-discriminatory	■	■	Promote scholarship and fellowship within student organization	■	■
College policies are publicly accessible	■	■		■	■

GOAL II PERFORMANCE SUMMARY: 88% (36/41) OBJECTIVES MET

Performance Legend:

■ Outcome met ■ Outcome *not* met; < 10% below criterion ■ Outcome *not* met; > 10% below criterion

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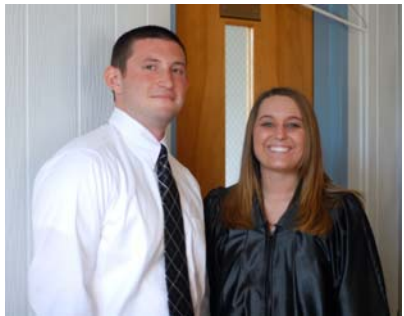
INSTITUTIONAL EFFECTIVENESS DASHBOARD

GOAL III: Striving for excellence in educating entry-level and specialized practitioners to be competent in providing healthcare services in a variety of settings					
	2009	2010		2009	2010
Develop and maintain high-quality academic programs	■	■	Pre-nursing guaranteed admits are prepared for successful program completion	■	■
Student learning outcomes meet accrediting standards	■	■	Curriculum meets appropriate accreditation compliance	■	■
Student learning outcomes for General Education are attained	■	■	Provide high quality continuing education content to meet learner needs	■	■
Employers of CCHS graduates are satisfied with entry-level performance	■	■	AHEC library accessibility	■	■
Students are satisfied with the quality of their academic program	■	■	AHEC library provides adequate resources (faculty)	■	■
Alumni are satisfied with the quality of their academic program	■	■	AHEC library provides adequate resources (students)	■	■
Technology sufficient to perform work.	■	■	Faculty have input into recommending changes in AHEC library services and resources	■	■
Classroom technology is available	■	■	Effective orientation to AHEC library (faculty)	■	■
Technical support is available to faculty	■	■	Effective orientation to AHEC library (students)	■	■
Technical training opportunities are available	■	■	AHEC library training sessions meet established learning outcomes	■	■
Satisfaction with General Education courses (students)	■	■	Utilization of AHEC digital library resources by faculty and students	■	■
Satisfaction with General Education courses (alumni)	■	■	Develop and implement goals and procedures for distance learning at CCHS	■	■
Pre-nursing guaranteed admits are prepared to enter Nursing	■	■	Acquire/delete resources that support instructional technology	■	■
Pre-nursing guaranteed admits are prepared to succeed in Nursing Fundamentals (NUR 101)	■	■			

GOAL III PERFORMANCE SUMMARY: 100% (27/27) OBJECTIVES MET

Performance Legend:

■ Outcome met □ Outcome *not* met; < 10% below criterion ■ Outcome *not* met; > 10% below criterion



Uncompromising excellence. Commitment to Care.