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## **Program Review Report**

**Program:** AAS Allied Health  
**Department:** Nursing and Health Sciences (NHS)  
**Review Date:** February 4, 2022

### **Summary**

A program review for the Associate in Applied Science in Allied Health was presented to the Program Review Committee by Ms. Ellen Trabka, Chair of NHS.

The broad-based program's primary goal is to provide introductory courses designed for maximum transfer to satisfy the requirements for pre-professional allied health programs at four-year institutions and entry-level employment in the health care field for those who choose a career in the area of Nurse Aide.

The calculated three-year average of declared student enrollment in the program is 7.7 (headcounts) per year, and the three-year graduation average is 4.33 students per year. The one-year fall 2019-to-fall 2020 retention rate is 83.3%, while the Spring 2021 150%-time graduation rate is 33.33%. This is an area of concern.

According to the analysis done by Gray Associates' Program Demand software, the program has a strong student demand (at 97% of all programs offered by NNMC). It also shows a 91% percentile for employment and a 7% percentile for competition.

The program economics based on Gray Associates' software shows a contribution margin (including overhead) of \$45,434 for this program from AY 16-17 to AY 19-20. Moreover, the difference between gross revenue and instructional cost (after discounts) is approximately negative \$22.K for the same period. The ratio for the three-year average between gross revenue and the instructional cost is 1.38.

Finally, the program shows a strategic plan draft, but the tasks discussed are for one year instead of a five-year plan.

### **Recommendations**

The main concern for this program is the need for higher enrollment, and the following recommendations reflect this concern:

1. The program leadership needs to be more proactive in reaching out to students with a higher chance of not being ultimately accepted in the Associate of Nursing (ADN). By December 2022, the Department needs to develop an outreach plan that works with these students. One suggestion of the committee is to have all students initially declare Allied Health (and potentially ADN) as a degree program in hopes all students have a pathway to continue in Allied Health if they are not accepted into the ADN program.
2. Establish an orientation/workshop meeting for all declared nursing students to be aware of the Allied Health program. The department needs to follow up with students who do not get admitted to complete this program.
3. The program leadership must develop a proposal to implement a potential Phlebotomy Certificate. The recommendations must discuss the funding needed, curriculum changes, lab needs, faculty needs to implement such certificate, and how it benefits the Allied Health Program. Similarly, the program leadership must explore and report back the possibility of establishing other short credentials that are stackable and ultimately lead to the Allied Health Degree but could serve as a milestone for students. This task is due by August 31, 2022.
4. The program leadership needs to explore the root causes and develop an action plan to improve the student graduation rate in the program. The graduation study needs to be completed no later than June 2023.
5. Develop dual credit pathways by June 2022 that will be incorporated into the Strategic Enrollment Plan.
6. The program leadership needs to develop a plan to strengthen the relationships with employers for the placement of students.
7. The program leadership must present an interim report on enrollment data by June 2025.