



**2007-08 Individual Commitments to Action**

Name: Diane Helmer

Department: Division of Nursing and Allied Health

**Initiative**

**Area of Focus**

**Student Centered**

1. Access

2. Curriculum and Programs

3. Services

Area of Focus	Individual Commitments to Action	Metrics	Time Frame
1	Increase nursing student enrollment with implementation of new curriculum (Chancellor's Grant)	Annual Enrollment Increased (from 60 Students to 80 Students)	Fall 2007 - Spring 2009
1	Faculty, dean, staff, students participate in outreach events	5 Outreach Events Attended	Per Academic Year
1	Implement validation study to determine disproportionate impact of revised eligibility criteria per State Chancellor's Office	Study Completed with Disproportionate Impact (if any) Addressed	Spring 2008
2	Continue student success program (Chancellor's Grant)	Persistence Rate Increased by 15.0%;	Spring 2008
2	Continue implementation of WebCT platform for nursing and online examinations (Chancellor's Grant)/Implement Web CT for FCS Courses (Nutrition/Life Management/Child Development)	100.0% of Nursing Major Courses have WebCT Platform and at least 1 Online Exam/Develop Same For FCS	Spring 2009/Spring 2008
2	Participate in strategic exploration regarding expansion of allied health programs(e.g., Development of Dietetic Assistant Program)	e.g., Dietetic - Advisory Committee Formed; Senior Living Facilities Contacted; State Guidelines Met	Spring 2008 per Strategic Plan

2	Participate in college assessment of distance education learning program and assess appropriateness of offering 1 nursing online course (e.g., pathophysiology or pharmacology)	1 Online Stand Alone Nursing Course Offered (If Supported by Assessment Report)	Fall 2008
2	Maintain compliance with state and national accreditors (e.g., Submit report to NLNAC re: 2005 Self-Study Warning on Curriculum) (Note: interim state site visit fall 2008 and comprehensive self-study spring 2009)	National Warning Removed and Continued Approval Granted; Ongoing State Approval Obtained	Interim Report 11/07
2	Continue to meet grant obligations re: student success, capacity building and diagnostic assessment (State Chancellor's Office)	Contractual Obligations Met within Budget and Timeline	Ongoing
2	Update college catalog to include information on revised eligibility requirements and new curriculum	2007 - 2008 College Catalog Updated	Fall 2007
2	Conduct Program Review using data obtained from satisfaction surveys and program outcome measurement (~13 -15 measurement tools used)	Success Criteria Met per Total Evaluation Plan	Annual
3	Explore diffusion of innovation, e.g., Peer Led Team Learning Program, into college-wide services (e.g., proposed Comprehensive Learning Resource Center in Strategic Plan)	Meetings with Key Stakeholders Conducted as Appropriate per Strategic Plan	Spring 2008



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### Area of Focus

# Community Engagement

- |    |                                    |
|----|------------------------------------|
| 1. | Increase Visibility                |
| 2. | Develop Strategic Partnerships     |
| 3. | Bring the College to the Community |

Area of Focus	Individual Commitments to Action	Metrics	Time Frame
1	Participate in college-wide survey regarding division employees' participation in community events, meeting, boards, activities	90.0% Division Employees Complete Survey	Fall 2007
1	Dean meets with newly placed key stakeholders in local hospitals	5 Meetings Conducted	Per Academic Year
2	Conduct student survey regarding interest in the SJSU Bridge Program and a university transfer center for nursing	90.0% Entering and Graduating Students Complete Survey	Spring 2007; Fall 2007
3	Explore implementation, with ESL Faculty, of "ESL for Health Care Professionals" Course ensuring that course fits in with overall strategic plan for workforce development	Conduct Follow-Up Meeting of ESL and Nursing Faculty Attending February 2007 Workshop; Faculty, Deans and Vice President Approval Obtained before Proposal Submitted to ACCC	May-07
3	Update Nursing Program website (Accreditation Requirement)	Website Updated	Fall 2007
3	Explore implementation, with ESL Faculty, implementation of "Spanish for Healthcare Workers," ensuring that course fits in with overall strategic plan for workforce development	Faculty, Deans and Vice President Approval Obtained before Proposal Submitted to ACCC	Spring 2008



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### Area of Focus

# Organizational Transformation

- |    |                                |
|----|--------------------------------|
| 1. | Build Community                |
| 2. | Employee Development           |
| 3. | Transparency and Communication |

Area of Focus	Individual Commitments to Action	Metrics	Time Frame
1	Dean, faculty, staff implement DAC Guidelines by division, course, committee, meeting	Course Syllabi and Meeting Agendas/Minutes Reflect Implementation	Fall 2007
1	Faculty/staff attend college employee activity (social or professional)	75.0% of Faculty/Staff	Per Semester
1	Dean recognizes individual faculty accomplishments	Faculty Recognition on Agenda for All Division Meetings and Shared with Instructional Council	Per Division Meeting Schedule
2	Dean and faculty implement formal Faculty Conversations (e.g., meetings) on "Teaching as a Scholarly Activity"	Attendance Rate 90.0%	Spring 2007
2	Faculty/staff attend relevant clinical and/or educational development programs	Attendance Rate 90.0%	Ongoing
3	Faculty increase visibility of Nursing Program and support college business by participating in college-wide committees/meetings/activities	Each Faculty/Staff Serve on 1 College Committee	Per Semester
3	Program policies and procedures developed/revised/approved per shared governance process	90.0% of Faculty/Staff/Students Satisfied w/ Shared Governance Process	Annual

3	Dean participates in ongoing leadership development via annual performance goals/evaluation and training programs	Performance Behaviors Indicate Goals Met	Annual
3	Dean/faculty/staff participate in division team building	1 Exercise /90.0% Faculty/Staff Report Satisfaction with Division Team Work	Per Semester/Annual
3	Dean provices faculty/staff explicit opportunity to participate in annual budget development	90.0% Faculty/Staff Satisfied w/ Participation	Annual