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Nursing Alumni Surveys: 2021 Graduates
Report Number 339

College of the Canyons

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Introduction

The Institutional Research, Planning, and Institutional Effectiveness Office conducted surveys of College of the Canyons' (COC) Registered Nursing (RN) alumni who graduated in the Spring 2021 and Fall 2021 semesters. The purpose of these surveys was to assess graduates' satisfaction with the preparation and training they received through the nursing program at COC.

An employer survey is typically sent to local hospitals to assess the competency of the nursing alumni in various areas within the nursing position they were employed. However, in 2020/21 the Nursing department was in the process of meeting with their advisory committee to determine ways to increase the response rate from previous years. Therefore, the employer survey was not sent to the employers of the 2021 Spring/Fall graduates.

Methods

The Nursing Program Director, with assistance from the Institutional Research, Planning, and Institutional Effectiveness Office, developed questionnaires that contained open-ended and closed-ended questions intended to assess Nursing alumni satisfaction with the preparation and training they received through the nursing program at College of the Canyons.

Procedures & Subjects

The survey was distributed to nursing alumni six months after their graduation from the program. Surveys were distributed through Survey Monkey in December 2021 to Nursing alumni identified by the Nursing department as graduates in Spring 2021 and in July 2022 to Nursing alumni identified as graduates in Fall 2021. Of the 41 graduates from Spring 2021, 15 surveys were completed resulting in a 37% response rate. Of the 36 graduates from Fall 2021, 11 surveys were completed resulting in a 31% response rate. Cumulatively, of the 77 surveys distributed to College of the Canyons' Nursing alumni, 26 surveys were completed, resulting in a 34% response rate.

Instruments

The survey sent to Spring 2021 Nursing graduates was the same instrument used the previous year (2020) with a total of 33 questions. It included 22 closed-ended questions which assessed satisfaction with various components of the Nursing program, competency with various aspects of the Nursing program, use of the knowledge/skills learned in specific classes, content usefulness, professional development

pursuits, higher education pursuits, and employment status. The survey also included 11 open-ended questions intended to allow respondents to reply in a manner less structured than the Likert-type questions in an effort to assess barriers, factors that help performance, and provide an opportunity for respondents to provide additional comments. Where comparisons are made between 2021 and 2020, the 2020 respondents include both combined responses from fall and spring graduates in the prior year (2020).

After distribution to Spring 2021 graduates, the survey instrument was re-evaluated and re-designed for distribution to Fall 2021 Nursing graduates. This survey consisted of a total of 20 questions, including 16 closed-ended questions and 4 open-ended questions. The questions were intended to assess how well students believed the COC Nursing program prepared them for the profession, their higher education pursuits, and their employment status.

Completed questionnaires were coded and tabulated using Excel (2019) and SurveyMonkey. Separate results memos were drafted for each survey prior to the combined narrative of the results presented in this report.

Results

As a result of the change in survey instrument, few of the same questions were asked on both surveys; therefore, an evaluation of the cumulative responses is not possible except in the employment status questions, which remained the same in both surveys. The titles of the following results sections will indicate which survey or surveys had questions in each assessment category (Spring 2021 and/or Fall 2021). Caution should be used when interpreting comparison of groups with small sizes.

Competency with Various Aspects of the Nursing Program – Spring 2021

As indicated in Table 1, all of the respondents indicated that they are “very competent” or “somewhat competent” in various aspects of the Nursing program. As compared to the Nursing Alumni Survey of 2020 Graduates, the differences in the percentage of respondents indicating that they are “very competent” were not statistically significant.

Table 1. Level of Competency Respondents Indicated they have for Various Aspects of the Nursing Program

Competencies	2020 Very Competent	2020 Somewhat Competent	2021 Very Competent	2021 Somewhat Competent
Communicate effectively with patients, families, and the healthcare team utilizing multiple communication methods including personal interactions and information technology	82% (n=23)	18% (n=5)	87% (n=13)	13% (n=2)
Knowledge and ability to care for older adults	79% (n=22)	21% (n=6)	80% (n=12)	20% (n=3)
Apply the steps of the nursing process integrating critical thinking strategies necessary to provide patient centered care to diverse populations	71% (n=20)	29% (n=8)	80% (n=12)	20% (n=3)
Integrate the professional, legal, and ethical components of nursing in clinical practice while demonstrating accountability and self-direction	75% (n=21)	25% (n=7)	73% (n=11)	27% (n=4)
Utilize knowledge, skills, and attitudes, from the physical and behavioral sciences, the humanities, and nursing sciences to provide safe and effective care applying evidence-based practice	75% (n=21)	25% (n=7)	73% (n=11)	27% (n=4)
Ability to function in the roles of provider of care, manager of care, and member of the nursing profession	68% (n=19)	32% (n=9)	60% (n=9)	40% (n=6)
Demonstrate leadership by safely coordinating the care of multiple patients, while delegating to and collaborating with the healthcare team, patient, and family to provide the highest quality of care	71% (n=20)	29% (n=8)	60% (n=9)	40% (n=6)

Use of Knowledge/Skills Learned in Various Courses – Spring 2021

Figure 1 and Table 2 illustrate the frequency with which respondents indicated that they use the knowledge and/or skills from each of the required nursing courses listed.

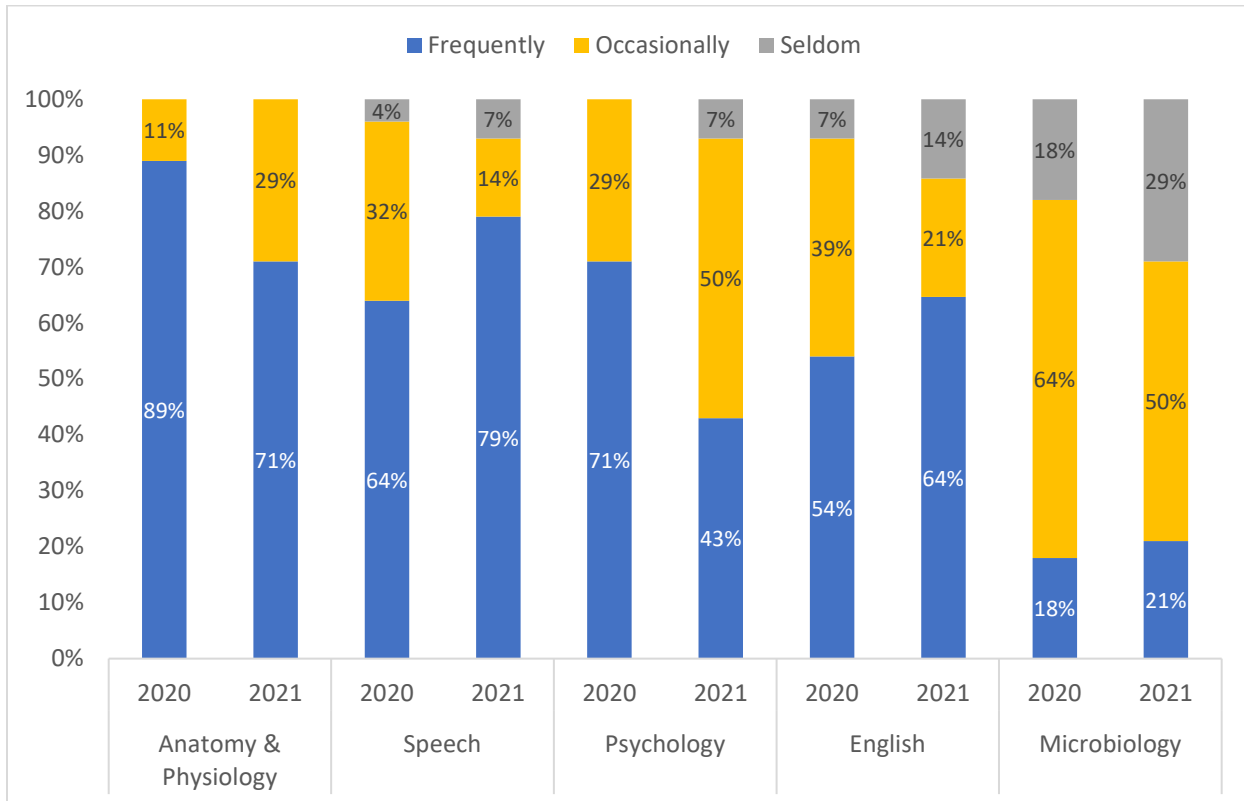
As compared to the Nursing Alumni Survey of 2020 Graduates, the percentage of respondents indicating that they “frequently” use the knowledge and/or skills from the following classes increased by 10 or more percentage points in 2021:

- Speech (increased 15 percentage points in Spring 2021)
- English (increased 10 percentage points in Spring 2021)

The percentage of respondents indicating that they “frequently” use the knowledge and/or skills from the following classes decreased 10 or more percentage points in 2021 vs. 2020:

- Psychology (decreased 28 percentage points in Spring 2021)
- Anatomy and Physiology (decreased 18 percentage points in Spring 2021)

Figure 1. Frequency with which Respondents indicated that they use Knowledge and/or Skills from Required Nursing Courses, comparing 2020 respondents (N=28) and Spring 2021 respondents (N=14)



The majority of respondents in Spring 2021 indicated that they use the knowledge/skills from the following courses in their current positions either “frequently” or “occasionally”:

- Anatomy & Physiology (100%)
- Speech (93%)
- Psychology (93%)
- English - writing skills or English composition and literature (86%)
- Microbiology (71%)

Table 2. Frequency that Respondents Indicated They Use Skills/Knowledge from Courses for Their Current Position

Subject	2020 Frequently	2020 Occasionally	2020 Seldom	2021 Frequently	2021 Occasionally	2021 Seldom
Speech	64% (n=18)	32% (n=9)	4% (n=1)	79% (n=11)	14% (n=2)	7% (n=1)
Anatomy & Physiology	89% (n=25)	11% (n=3)	0% (n=0)	71% (n=10)	29% (n=4)	0% (n=0)
English	54% (n=15)	39% (n=11)	7% (n=2)	64% (n=9)	21% (n=3)	14% (n=2)
Psychology	71% (n=20)	29% (n=8)	0% (n=0)	43% (n=6)	50% (n=7)	7% (n=1)
Microbiology	18% (n=5)	64% (n=18)	18% (n=5)	21% (n=3)	50% (n=7)	29% (n=4)

RN Program Content Usefulness in Current Position – Spring 2021

Overall, 100% of the respondents indicated that the content of the RN program is reflective of what happens on the job. Specifically, 85% (11 respondents) indicated the content is “very reflective” and 15% (2 respondents) indicated that the content is “somewhat reflective” of what happens on the job. The “very reflective” frequency reflects a 13% increase when compared to the 2020 Nursing alumni.

Satisfaction with RN Program – Fall 2021

The Fall 2021 survey asked alumni how well they believed the RN program prepared them for various activities and situations. Eleven respondents indicated their levels of satisfaction on a scale from “strongly disagree” to “strongly agree,” as detailed in Table 3. The majority of respondents selected “agree” or “strongly agree” for all items except for the following:

- I am satisfied with the resources and materials offered by Kaplan during the Nursing program at COC. (45% agree/strongly agree)
- The Kaplan resources helped me prepare for the NCLEX after I graduated from the COC Nursing program. (36% agree/strongly agree)

Table 3. Level of Satisfaction with the RN Program

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am prepared to make decisions using critical thinking skills and to utilize knowledge from the science, humanities, and nursing science.	27% (n=3)	64% (n=7)	9% (n=1)	0% (n=0)	0% (n=0)
I am prepared to use a consistent process in creating plans of care that incorporate the patient's goals, multifaceted needs, and environmental stressors.	27% (n=3)	64% (n=7)	9% (n=1)	0% (n=0)	0% (n=0)
I am prepared to provide safe care to individuals in the health care system.	45% (n=5)	45% (n=5)	9% (n=1)	0% (n=0)	0% (n=0)
I am prepared to communicate with patients, families, and the health care team.	27% (n=3)	36% (n=4)	27% (n=3)	9% (n=1)	0% (n=0)
I am prepared to manage patient care tasks and assignments.	18% (n=2)	55% (n=6)	27% (n=3)	0% (n=0)	0% (n=0)
I am prepared to collaborate with the health team.	27% (n=3)	36% (n=4)	27% (n=3)	9% (n=1)	0% (n=0)
I am self-directed and am prepared to base my professional nursing practice on legal and ethical standards.	36% (n=4)	55% (n=6)	9% (n=1)	0% (n=0)	0% (n=0)
I frequently use information from my prerequisite courses.	18% (n=2)	45% (n=5)	27% (n=3)	9% (n=1)	0% (n=0)
I am satisfied with the resources and materials offered by Kaplan during the Nursing program at COC.	9% (n=1)	36% (n=4)	36% (n=4)	9% (n=1)	9% (n=1)
The Kaplan resources helped me prepare for the NCLEX after I graduated from the COC Nursing program.	9% (n=1)	27% (n=3)	36% (n=4)	18% (n=2)	9% (n=1)

Nine of eleven respondents (82%) indicated that the COC Nursing Program prepared them for maintaining their well-being in a stressful/challenging work environment.

Additional Credentials Obtained Since Completing the Nursing Program – Spring 2021

Nine of fifteen respondents indicated that they have obtained nineteen additional credentials since graduating from COC; specifically:

- Advanced Cardiac Life Support (ACLS) – 8 respondents

- National Institutes of Health Stroke Scale (NIHSS) – 3 respondents
- Basic Life Support (BLS) – 2 respondents
- Pediatric Advanced Life Support (PALS) – 2 respondents
- Advanced Life Support (ALS) – 1 respondent
- Certified Emergency Nursing (CEN) – 1 respondent
- Crisis Prevention Intervention (CPI) – 1 respondent
- Electrocardiogram (EKG) – 1 respondent

Professional Organization Membership – Spring 2021

None of the fifteen respondents indicated that they are members of professional organizations.

Public/Community Service – Spring 2021

None of the fifteen respondents indicated that they are involved with public or community services.

Scholarly Activities – Spring 2021

One of the fifteen respondents indicated that they have been involved with the scholarly activity of RN Care Extender.

Professional-Oriented Educational Programs – Spring 2021

Four of thirteen respondents (31%) indicated that they have taken professionally-oriented educational programs since graduating from the nursing program at COC.

Those that indicated that they have taken professionally-oriented educational programs since graduating from the nursing program at COC specified that they have taken the following:

- Classes leading to an advanced degree outside the field of nursing (Bachelor's, Master's, Ph.D., other) – 2 respondents
- Classes leading towards an advanced nursing degree (AVN, other) – 1 respondent
- Continuing Education Units (CEU's) – 1 respondent
- In-Service programs at place of employment – 1 respondent

Pursuit of Higher Education – Spring and Fall 2021

Students were asked the same or similar questions about pursuing higher education in both the Spring 2021 and the Fall 2021 surveys. In the Spring survey, students were asked if they plan to pursue a higher

degree while in the Fall survey students were asked more specifically if they plan to pursue a higher degree in Nursing. Thirteen of the thirteen Spring respondents (100%) indicated that they plan to pursue a higher degree, and nine of the eleven Fall respondents (82%) indicated that they plan to pursue a higher degree in Nursing.

Both surveys asked students when they plan to begin classes for the higher degree, and collectively, the twenty-two respondents indicated the following times:

- Currently Enrolled – 10 respondents (45%)
- Next year – 8 respondents (36%)
- Two to three years – 4 respondents (18%)
- More than three years – 0 respondents (0%)

Only Spring respondents were asked whether they plan to attend full-time or part-time, and five of thirteen respondents (38%) indicated they plan to attend full-time while eight respondents (62%) indicated they plan to attend part-time.

Both surveys asked students what the highest degree they eventually plan to pursue is. Half (50%, n=11) of the 22 respondents indicated that they plan to pursue a MS/Nurse Practitioner degree, while 32% (n=7) plan to pursue a Bachelor’s degree, and 18% (n=4) indicated that they plan to pursue a Doctorate degree.

Employment – Spring and Fall 2021

Employment questions were asked in both the Spring and Fall surveys with one question modification and one question omission in the Fall survey. The modification in the Fall survey added the qualifier “as an RN” to the employment status question, “Please indicate your current employment status as an RN.” Table 4 details students’ responses to the question in both the Spring survey and the Fall survey, and it includes a column calculating combined responses from both surveys.

Table 4. Student Employment Status indicated in the Spring and Fall surveys.

Employment Status	Spring 2021 “Please indicate your current employment status.” (N=13)	Fall 2021 “Please indicate your current employment status as an RN.” (N=11)	Spring and Fall 2021 Combined (N=24)
Employed full-time	77% (n=10)	91% (n=10)	83% (n=20)
Employed part-time	15% (n=2)	0% (n=0)	8% (n=2)

Employment Status	Spring 2021 “Please indicate your current employment status.” (N=13)	Fall 2021 “Please indicate your current employment status as an RN.” (N=11)	Spring and Fall 2021 Combined (N=24)
Still looking for a job in Nursing	8% (n=1)	9% (n=1)	8% (n=2)
Not looking, continuing my education	0% (n=0)	0% (n=0)	0% (n=0)
Do not intend to pursue a career as an RN	0% (n=0)	0% (n=0)	0% (n=0)

The employment status of the 2021 Nursing graduates varied from the employment status of the 2020 Nursing graduates (Table 5). Specifically, the percentage of respondents indicating that they are “employed full-time” increased 11 percentage points in 2021 and the percentage of respondents indicating that they are “not looking, continuing my education” decreased 8 percentage points in 2021.

Table 5. Comparing Employment Status Six Months after Graduation of 2020 and 2021 Graduates.

Employment Status	2020 Graduates (N=25)	2021 Graduates (n=24)
Employed full-time	72% (n=18)	83% (n=20)
Employed part-time	8% (n=2)	8% (n=2)
Still looking for a job in Nursing	12% (n=3)	8% (n=2)
Not looking, continuing my education	8% (n=2)	0% (n=0)
Do not intend to pursue a career as an RN	0% (n=0)	0% (n=0)

In both surveys, respondents indicating that they are currently employed were asked to indicate how soon they obtained their first job in nursing after completing the COC Nursing program. Twenty-one respondents indicated that they obtained their first job in nursing:

- Prior to leaving COC – 0 respondents (0%)
- One month or less after completing the program – 2 respondents (10%)
- Two to three months after completing the program – 10 respondents (48%)
- Four to six months after completing the program – 8 respondents (38%)
- Other – 1 respondent (5%)

- “Not hospital job”

Both surveys asked students to indicate the name and address of the hospital or clinic they are currently employed at. Twenty-one respondents indicated that they are currently employed by:

- Providence Holy Cross (Mission Hills, CA) – 6 respondents
- Dignity Health Northridge Hospital Medical Center (Northridge, CA) – 2 respondents
- Adventist Health Simi Valley (Simi Valley, CA) – 1 respondent
- Antelope Valley Medical Center (Lancaster, CA) – 1 respondent
- BrightStar Care (Ventura, CA) – 1 respondent
- Dignity Health California Hospital Medical Center (Los Angeles, CA) – 1 respondent
- Ellison John TCC (Lancaster, CA) – 1 respondent
- Good Samaritan Medical Center (Broomfield, CO) – 1 respondent
- Henry Mayo Newhall Memorial Hospital (Valencia, CA) – 1 respondent
- Hoag Hospital (Newport Beach, CA) – 1 respondent
- Hollywood Presbyterian Medical Center (Los Angeles, CA) – 1 respondent
- Infiniti Health (Van Nuys, CA) – 1 respondent
- Prolase Laser Clinic (Glendale, CA) – 1 respondent
- Providence Cedars-Sinai (Tarzana, CA) – 1 respondent
- West Hills Hospital (West Hills, CA) – 1 respondent

In both surveys, respondents were asked to provide the title of the position in which they are currently employed. Twenty-one respondents provided their current position. Results were as follows:

- Registered Nurse (no specialization indicated) – 15 respondents
- Clinical Nurse I – 1 respondent
- Registered Nursing Supervisor – 1 respondent
- RN Care Extender – 1 respondent
- RN – Cardiac CATH Lab – 1 respondent
- RN – NICU – 1 respondent
- RN – Quality Control – 1 respondent

In both surveys, respondents were asked to indicate in which type of unit they are currently employed. Eighteen respondents indicated that they are employed in the following types of units:

- Telemetry – 4 respondents
- Emergency Department – 2 respondents

- Labor and Delivery – 2 respondents
- Cardiac CATH Lab – 1 respondent
- COVID testing – 1 respondent
- Float pool – 1 respondent
- Med-Surg/Telemetry – 1 respondent
- Neuro Sub-ICU/Telemetry/Med-Surg – 1 respondent
- NICU – 1 respondent
- Outpatient – 1 respondent
- Step Down Unit – 1 respondent
- Step Down Unit ICU – 1 respondent
- Step Down Unit PCU – 1 respondent

Only the Spring 2021 survey asked students about their current annual salary income. As indicated in Table 6, over half of respondents (58%) indicated that their annual salary is \$70,000 or more.

Table 6. Respondents' Annual Salary/Income

Annual Salary/Income	Employed Full-Time (N=12)
Less than \$40,000	0% (n=0)
\$40,000 to \$49,999	8% (n=1)
\$50,000 to \$59,999	17% (n=2)
\$60,000 to \$69,999	8% (n=1)
\$70,000 to \$79,999	17% (n=2)
\$80,000 or more	42% (n=5)
Decline to state	8% (n=1)

Barriers Preventing Excellence in Performance as an RN – Spring 2021

Five respondents provided comments reflecting barriers they feel have prevented them from excelling in their performance as an RN; specifically:

- Unable to get a nursing job – 1 respondent
- Difficult transition from school to finding a nursing job – 1 respondent
- Lack of preceptorship – 1 respondent
- Needing more information on drug side effects – 1 respondent

Factors Helping Performance as an RN – Spring 2021

Nine respondents provided comments reflecting factors that have helped them with their performance as an RN; specifically:

- RN Program (overall) – 4 respondents
- Clinical experience – 2 respondents
- CNA – 2 respondents
- ADN – 1 respondent
- On-the-job training – 1 respondent
- Pathophysiology – 1 respondent
- Prior experience – 1 respondent
- Working at COC – 1 respondent

Older Adult Information – Spring 2021

Three respondents provided comments regarding things they found particularly effective that they learned about caring for adults through the COC Nursing program; specifically:

- Compassionate care – 1 respondent
- Performing physical assessment – 1 respondent
- Respect for older adults – 1 respondent
- Support from clinical instructors – 1 respondent

Additional Comments – Spring and Fall 2021

Eight respondents provided additional comments regarding the COC Nursing program; specifically:

Positive comments (4 comments)

- “Great program”
- “...[Faculty members] are the best! All the professors were great, but [they] are exceptional. All their students are lucky to learn from them.”

- “I loved the program and it prepared me well with clinical reasoning and critical thinking.”
- “I still consider CoC one of the top RN programs”

“Other” comments or suggestions (6 comments)

- “I feel that the care plans and how much those were stressed was unrealistic.”
- “I had no idea that the COC program’s accreditation wasn’t universally accepted...It would’ve been good to learn that via COC before moving out of state.”
- “[Faculty member] should not be an instructor. [They do] not care about [their] students and seem to always be looking for reasons to fail people...”
- “However, I don’t think I was prepared well to manage 4-5 patients in clinical practice. I feel we should’ve been given more chances to pass medications with our nurses rather than only with professors. In addition, I would’ve benefitted more from just working with my nurse all day rather than spending a lot of time on the computer getting information for the FOCs.”
- “Some of the professors bring their personal opinions into their classroom and create uncomfortable environments. Patient centered care is too emphasized and technicalities that are necessary to perform care including oxygen delivery devices, nasogastric tube insertion and osteomy care are brushed over and left to the student to figure out.”
- “Too much emphasis on med surg. Could widen the scope.”

Summary of Findings

2021 Registered Nursing Alumni Survey

Competency with Various Aspects of Registered Nursing. All of the respondents (N = 15) indicated that they feel “very competent” or “somewhat competent” with the following aspects of the Nursing program:

- Ability to function in the roles of provider of care, manager of care, and member of the nursing profession
- Apply the steps of the nursing process integrating critical thinking strategies necessary to provide patient centered care to diverse populations
- Communicate effectively with patients, families, and the healthcare team utilizing multiple communication methods including personal interactions and information technology
- Demonstrate leadership by safely coordinating the care of multiple patients, while delegating to and collaborating with the healthcare team, patient, and family to provide the highest quality of care
- Integrate the professional, legal, and ethical components of nursing in clinical practice while demonstrating accountability and self-direction
- Knowledge and ability to care for older adults
- Utilize knowledge, skills, and attitudes, from the physical and behavioral sciences, the humanities, and nursing sciences to provide safe and effective care applying evidence-based practice

Use of Knowledge/Skills Learned in Various Courses. Respondents frequently use the skills/knowledge they learned from Anatomy & Physiology, English, and Speech. Over two-fifths of the respondents frequently use the knowledge/skills they learned in Psychology and half of the respondents occasionally use the knowledge/skills they learned in Microbiology.

RN Program Content Usefulness in Current Position. Respondents indicated that the content of the RN program is reflective of what happens on the job.

Satisfaction with RN Program. The majority of respondents agreed or strongly agreed that the RN program prepared them for maintaining their well-being in a stressful/challenging work environment, and for the following:

- I am prepared to make decisions using critical thinking skills and to utilize knowledge from the science, humanities, and nursing science.

- I am prepared to use a consistent process in creating plans of care that incorporate the patient's goals, multifaceted needs, and environmental stressors.
- I am prepared to provide safe care to individuals in the health care system.
- I am prepared to communicate with patients, families, and the health care team.
- I am prepared to manage patient care tasks and assignments.
- I am prepared to collaborate with the health team.
- I am self-directed and am prepared to base my professional nursing practice on legal and ethical standards.
- I frequently use information from my prerequisite courses.

Additional Credentials Obtained Since Completing the Nursing Program. Respondents indicated that many of them have obtained their Advanced Cardiac Life Support (ACLS) and/or National Institutes of Health Stroke Scale (NIHSS) credentials since graduating from COC.

Professional Organization Membership. No respondent indicated that they have obtained memberships in professional organizations.

Public/Community Service. No respondent indicated that they are involved in public or community services.

Scholarly Activities. One respondent indicated that they have been involved in scholarly activities.

Professionally-Oriented Educational Programs. About one-third of the respondents indicated that they have taken professionally-oriented educational programs since graduating from the nursing program at COC; half of those indicated they have taken classes leading towards an advanced degree outside the field of nursing.

Pursuit of Higher Education. Over 90% of respondents indicated that they plan to pursue a higher degree. Nearly half of those are currently enrolled and over one-third plan to enroll in the next year. Half of the respondents plan to eventually pursue a master's/Nurse Practitioner degree.

Employment. More than 80% of the respondents are employed full-time. The majority of the respondents took between two and six months after completing the program to obtain their first job in nursing.

Current Employer. Respondents indicated that they are currently employed by Providence Holy Cross and Dignity Health Northridge Hospital Medical Center.

Current Position. Over 70% of the respondents indicated that the title of the position in which they are currently employed is Registered Nurse.

Work Setting. Respondents indicated that they are employed in telemetry, emergency department, and labor and delivery.

Annual Salary. The majority of respondents surveyed indicated that they earn at least \$70,000 per year.

Recommendations

Upon review of the survey results the following recommendations should be taken into consideration for the nursing program at College of the Canyons:

- Consider ways to increase respondents' level of competency with the ability to function in the roles of provider of care, manager of care, and member of the nursing profession.
- Explore ways of improving response rates, such as phone interviews or modifying the survey procedures or instructions provided to alumni.
- Consider other suggestions made by respondents, such as:
 - Providing students more time working directly with nurses
 - Provide more opportunities for students to manage more patients in clinical practice

Implications

The Institutional Research, Planning and Institutional Effectiveness office collects information on how data and research conducted assist the campus community in making evidence-based decisions. In light of this, we ask that requestors, and/or members of any department/area that utilize the data, provide action implications for each report. Using the following [Action Implication Form](#), please report actions and/or decisions that emerge from the data and findings presented in this report.

Once completed, action implications will be made available upon request.

References

LeValley, A., Meuschke, D.M. & Saxena, P. (2022, July). Numbered Report 334. Nursing Alumni Surveys: 2020 Graduates. College of the Canyons: Santa Clarita, CA.