

AGREEMENT

between the

SEQUOIAS COMMUNITY COLLEGE DISTRICT (DISTRICT)

and the

COLLEGE OF THE SEQUOIAS TEACHERS' ASSOCIATION (COSTA)

regarding

SIM LAB FACULTY COORDINATOR


Facts

1. Sequoias Community College District ("District") and the College of the Sequoias Teachers' Association ("COSTA") are parties to a collective bargaining agreement defining the terms and conditions of employment relating to full-time faculty members.
2. COSTA Master Agreement §9.2.3 provides, in relevant part that "...A maximum amount of reassigned time for any one faculty member shall not exceed 60% per semester. Exceptions to this 60% limit may be made in unique and unusual circumstances, and only with the mutual concurrence between the Association and the District..."
3. During the spring semester of 2020, the District received grant funding from the "CARES Act" which would allow the District to employ full-time faculty member, Rob Morris (Nursing) as the District's "SIM Lab Faculty Coordinator" at the equivalent of 80% reassigned time for three semesters (fall 2020, spring 2021 and fall 2021). *(See attached for more information).*

Agreement

The District and COSTA agree that for three semesters (fall 2020, spring 2021 and fall 2021), Mr. Morris shall be allowed to exceed 60% reassigned time to serve as the District's SIM Lab Coordinator.

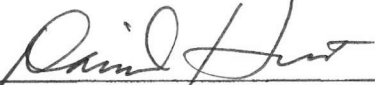
In conclusion, the parties further agree to meet as soon as possible if any dispute arises as a result of this Agreement.



John Bratsch
Dean, Human Resources/Legal Affairs

1-27-2021

Dated



David Hurst
COSTA President

1-27-2021

Dated

PROPOSAL FOR NEW TEMPORARY NURSING FACULTY POSITION: NURSING SIMULATION EDUCATOR: (*FACULTY COORDINATOR FOR SIMULATION CURRICULUM DESIGN, INTEGRATION ACROSS THE CURRICULUM, & FACULTY TRAINING*)

OVERVIEW

Our nursing program is preparing for a radical change in the way we teach our future registered nurses to keep up with the constant demands of our current healthcare system. Our traditional methods of utilizing local hospitals for clinical time has become difficult nationwide as increasing litigation fears lead to limited student involvement in patient care. This hinders students from meeting their Student Learning Outcomes/Program Learning Outcomes. Current nursing research demonstrates that an effective simulation program can help alleviate this problem. We have been utilizing a traditional nursing curriculum for the past 50 years, but as healthcare radically changes, so must our approach to nursing education. We are in the process of changing our curriculum from a traditional content-based to a conceptual-based approach. This will include creating new courses, redesigning our lesson plans to include contextualized, active learning strategies, learning new teaching pedagogies and developing a new simulation lab program that will be integrated throughout all 4 semesters of the program's curriculum. This change will not be easy, and will require full time effort during the 3 semester transition beginning Fall 2020 through Fall 2021 (3 semesters). A full-time faculty position designed to facilitate this transition would provide each semester team a valuable resource who will collaborate with each semester faculty in integrating simulation into their new courses. This faculty educator would follow the first cohort of students through their first 3 semesters, while helping the semester teams create, implement, and evaluate various simulations to be integrated in their theory and clinical courses. When the first cohort of students reach the 4th semester, this faculty will create and teach the capstone course, N175: Transition to Nursing Practice. This course will be taught in the Sim Lab, and will build on all of the previously created simulations, and will allow opportunity for students to meet their end of Program Learning Outcomes (PLOs). This course will replace our current "Leadership" course (N166). Once the first cohort graduates from our program, and simulation is successfully integrated into our new curriculum, this temporary Full-time position will end. At that point, consideration for a full time Simulation Coordinator faculty position may be appropriate.

*Red text indicates changes from initial proposal. Initially stated 4 semesters. Integration and development would be made during first 3 semesters. Creating/teaching N175 will happen during the 4th semester.

The Objective

- Need #1: Successfully build and manage the new Sim Lab program to INACSL's standards of best practice during the transition of implementing our new curriculum.
- Need #2: Successfully integrate simulation of all types into our new concept-based curriculum in collaboration with each semester team. This includes low and high-fidelity simulations, virtual simulations, case studies, role plays, Pyxis and Electronic Medical Records technology.
- Need #3: Follow the first cohort through the first 3 semesters of the new curriculum, then, during their 4th semester, create and teach the capstone course (N175), which will be taught in the newly created Simulation Lab. Building on previously created simulations.

CONCLUSION

This is a very exciting and challenging time for the COS RN Program. By radically changing our traditional approach to nursing education, we will be able to produce new graduates that are much better suited to provide the current level of nursing care that the community and healthcare system demands. In short, we will be teaching our learners to "Think Like a Nurse".

Building, maintaining, and integrating quality, gold standard simulations into our new curriculum will be a very time consuming and challenging endeavor; one that will not likely get done in faculty's "free time" after teaching a full load. This is well documented By INACLS's "*Standards for Best Practice: Simulation*" (2016). By providing a full-time opportunity for a Simulation Lab Faculty Educator, I am confident that we will meet the challenges ahead, and stand ready to create, integrate, manage, and facilitate learning in our newly created Sim Lab Center.

If you have any questions or concerns on this proposal, please feel free to contact me.

Thank you for your consideration.

Rob Morris RN, MSN