

College of San Mateo

Nursing Advisory Committee Meeting
Monday, 04/20/26 from 0830-1000

Zoom: <https://smccd.zoom.us/j/6476692113?omn=82907720799>
Meeting ID: 647 669 2113

Please complete the [Nursing Advisory Committee Meeting RSVP](#) by Friday, 4/17/26.

Present: Present: M. Nguyen, J. Tohmc, N. Waechtler, S. Spring, M. Hollandsworth, J. Cheung, C. Rosenbaum, M. Paraz-Lee, I. Simon, S. Buckley, E. Musselman (Director of Nursing, SFSU), C. Middleden (SFSU Nursing), L. Cortez (Stanford Health - Nurse Residency Program), J. Johnson (Stanford Health - Director, Center for Education, Research and Professional Development), R. Dodd (Ohio University), J. Wisherop (CSM - Former Director of Nursing Program), E. Barrick (CSM - Director of Wellness Center),

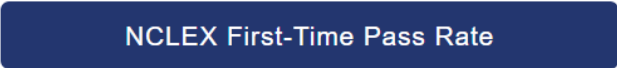
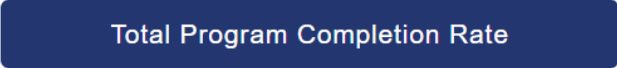
1. Opening Procedures (2 minutes)

	Item / Point	Details & Discussion
1.1	Welcome Nguyen 5 min	Welcome, and thank you for joining us today. What is your name? What is your role?
1.1	Adoption of agenda Nguyen 1 min	Move to approve: Spring Second to approve: Wisherop Approved: All Denied:
1.2	Adoption of minutes from	Nursing Advisory Committee Meeting on Monday, 04/21/25 from 0830-1000 Minutes Move to approve: Spring

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	last meeting Nguyen 5 min	Second to approve: Tohmc Approved: yes Denied:
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2. Reports from the CSM nursing team

	Item / Point	Details
2.1	Student Learning Outcomes Rosenbaum/ Tohmc	ACEN Criterion 5.1f: The systematic plan for evaluation describes the process for regular summative nursing program-level assessment of student learning outcome achievement. The faculty will share the analysis of the end-of-program student learning outcome data with communities of interest. New evaluation tool  NURS222CLINICAL-EVALUATION-TOOL - Tohmc Elsevier Adaptive Quizzing (EAQ) tool to measure clinical reasoning- Tohmc New student survey- Rosenbaum
2.2	Program Completion Rates Rosenbaum	ACEN Criterion 5.2f: The written systematic plan for evaluation describes the process for annual assessment of the nursing program completion rate. The faculty will share the analysis of the program completion rate data with communities of interest. Details can be found at https://www.collegeofsanmateo.edu/nursing/   

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2.3	NCLEX Pass Rates Rosenbaum	ACEN Criterion 5.3e: The written systematic plan for evaluation describes the process for annual assessment of the licensure and/or certification examination pass rate (when required for practice). Faculty will share the analysis of the licensure and/or certification examination pass rate data with communities of interest. Details can be found at https://www.collegeofsanmateo.edu/nursing/ NCLEX First-Time Pass Rate Total Program Completion Rate
2.4	Job Placement Rosenbaum	ACEN Criterion 5.4g: The written systematic plan for evaluation describes the process for annual assessment of the job placement rate. The faculty will share the analysis of the job placement rate data with the communities of interest. The program will send the Class of 2025 alum survey during Summer 2026.
2.5	What else is happening at CSM? Nguyen	1. Full-time faculty: Assistant Professor Marivic Paraz-Lee 2. Community liaison: Director Emeritus Janis Wisherop 3. The CSM Nursing Program is now ACEN Accredited!!! 4. RNI grant funding awards will be finalized in May for spending in AY 26/27 and 27/28. 5. SWP and Perkins funding came through to cover skill lab supplies and a Health and Wellness Event on 4/18/26 6. New at CSM Nursing: Clinical mentors for first-year students, wall grid for hallway, pyxis machine, exclusive open house, JUHSD, new website

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3. Reports from clinical partners

	Item / Point	Details & Discussion
Here are some sample questions to consider. 1. How is your new grad program going? 2. How are the nurses doing in your area? 3. What trends are you noticing? 4. How is the relationship with CSM nursing going? What's going well and how can we improve? 5. Is there anything else you'd like to share with us?		
3.1	L. Cortez, Stanford	The job market is very competitive currently. New graduates are not prepared for what happens during a new grad residency. Residencies are additional education that needs to be prioritized. New graduates who are young are not prepared for the professional environment. Most new grads who are hired are from local colleges, fewer from out of state. Most new grads from recent cohort are local. 8 of 38 are from outside of the local area. <6 months full-time is required to apply to Stanford's new grad program. Students should consider this when seeking to apply to a new grad residency program. Transition from long-term care or non-acute areas can be difficult (ex. Psych outpatient or LTC), but having a plan and speaking to that plan when interviewing goes a long way.
3.2	E. Musselman, SFSU	Positive feedback from instructors of CSM-SFSU students. Some students drop out once they obtain a new grad position, but then return to complete the SFSU program the following year.
3.3	R. Dodd, Ohio	CSM-Ohio students are successful and report enjoying the program. The program complements CSM's program.

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3.4	J. Johnson, Stanford	Happy to work towards collaboration with CSM. Managers are excited to be opening the door to ADN programs. Right now is a tough time for new grads in the inpatient space. New grads may need to think more broadly about the work environment, cannot hire all new grads into inpatient spaces, and should consider outpatient care areas. Find support systems, mentors, and organizations to make connections.
3.5	E. Barrick, CSM Wellness Center	CSM Wellness Center helps with student onboarding requirements. CSM Wellness Center loves partnering with students for campus health fairs.

4. Community input into the nursing program process

ACEN Criterion 1.3: Communities of interest have opportunities to provide input into nursing program processes and/or decision-making.

	Item / Point	Details & Discussion
4.1	Mission, vision, values, and philosophy Nguyen	Our mission, vision, values, and philosophy were approved by the CA BRN: Appendix A Mission: The College of San Mateo Nursing Program exists to promote the professional growth of exceptional novice registered nurses in alignment with the San Mateo County Community College District Strategic Plan and the Vision, Mission & Values of College of San Mateo. What behaviors exemplify an exceptional new graduate in the workplace? 1. L. Cortez - successful new grads take every opportunity, improve upon challenges, take everything as an opportunity to learn and apply that to the next patient/situation. Growth mindset. New grad session on errors. Importance of accountability for mistakes, reporting, and learning from their mistakes or struggles. New grads continue to use reflective journals. Demonstrate and model grit and determination. Encouraged to be yourself during applications and interviews, tell me about yourself

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		and how you fit in. Share your story, explain how you stand out. 2. J. Johnson - Stay present during the interview process, stay confident, and try not to be intimidated by Stanford Healthcare. Demonstrate confidence, and try to stay out of your head during panel interviews. Share your personality (Kiara rhymes with tiara, example).
4.2	Academic and Industry Alignment Nguyen	A consideration is to align our nursing program's disciplinary action with that of our clinical partners. 1. How does your institution navigate the balance between just culture, professional improvement plans, and termination? 2. Please provide examples of the above. a. L. Cortez - Non-punitive reporting process for errors and incivility (can be anonymous report). Regular check-ins during the residency program. Create specific goals, add additional educational sessions/interventions to support residents and new grads. Work closely with unit educators. Very high retention rate, but when residents leave, it is usually a resignation in lieu of termination. b. J. Johnson - Many opportunities to check in with new grads, we want them to be successful, we invest a lot of resources in training them, and want to retain them. We try everything before we let them go, and we try our best to support new grads. Sometimes, high acuity units are difficult for new grads. We are transparent about how difficult the transition from student to practicing nurse is. Offer mentoring for new grads (connect new grads with experienced nurses). c. R. Dodd - Dismissal is unusual unless students do not meet the 3.0 GPA requirement (only upper division nursing courses). Ohio assists with job placement using an online program, resume skills, and interview skills. Students have academic advisors from the start of their program through graduation, library services dedicated to student nurses, tutoring, etc. All coursework is online, and clinical hours are after students become RNs. d. C. Midden - Dismissal is related to the CSM program; if dismissed from CSM, dismissed from SFSU. Many students (4-5) leave SFSU to take new grad jobs, but most return to complete the program the following year. Academic advisors and previous students are part of their support.
4.3	Anything else? Nguyen	

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Appendix A

College of San Mateo Nursing Program Mission, Vision, Values, and Philosophy

Mission: The College of San Mateo Nursing Program exists to promote the professional growth of exceptional novice registered nurses in alignment with the [San Mateo County Community College District Strategic Plan](#) and the [Vision, Mission & Values of College of San Mateo](#).

Vision: Our students practice safe, compassionate, flexible, and skillful nursing care. They will refine those skills as they progress to become a consummate nursing professional.

Values: We value excellence in professionalism, leadership, education, communication, and clinical reasoning.

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1. Professionalism	Adhere to professional, and ethical responsibilities during the totality of nursing school and will be expected to exhibit that high level of professionalism throughout their career as outlined by the ○ American Nurses Association (ANA), ○ Board of Registered Nursing (BRN) ○ agency policies & procedures and, ○ current CSM nursing student handbook. Professionalism Definitions
2. Leadership	Lead and manage client care and their support systems through the direction of the healthcare team. This is done through exceptional modeling, advocacy, cultural competence and interprofessional collaboration while adhering to the standards consistent with professional best practices. Leadership Definitions
3. Education	Assess the educational need(s) of the client and their support systems. Provide clients and their support systems with evidence-based healthcare information, while applying teaching and learning principles related to the particular situation and client's developmental level. Evaluate their teaching using an evidence-based method. Education Definitions

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4. Communication	Communicate with respect, kindness, care, and civility during all encounters. Provide accurate information effectively and efficiently, customized for each situation in a professional manner while adhering to healthcare standards during all encounters while working in interprofessional spaces. Communication Definitions
5. Clinical Reasoning	Apply clinical reasoning in line with all aspects of ○ the Clinical Judgment Measurement Model (NCJMM), ○ the four major client needs categories from the National Council of State Boards of Nursing (NCSBN) NCLEX-RN Test Plan, ○ evidence-based practice, ○ agency policy & procedures, and ○ their experiences to guide their nursing practice. Clinical Reasoning Definitions

Philosophy: The nursing faculty believes all of our students are unique in their cultural and ethnic background, learning styles, goals, and support systems. Faculty understand that teaching is a dynamic interactive process among the teacher, the learner and the environment to promote learning.