

## Radiologic Technology Advisory Committee Meeting

January 26, 2018

### Attendees:

Rendy Petrin, Systems Director, Lee Health  
Jim Mayhew, Program Director  
Coleen Kubetschek, Clinical Coordinator  
Nancy Costello, Clinical Coordinator  
Jennifer Ledet, Director, Radiology Regional Centers  
Margaret Santos, Supervisor, Cape Coral Hospital  
Gail Hopkin, Community Representative  
Tiffany Schell, Supervisor, Radiology Regional Centers  
Jeremiah Johnson, Director, Lehigh Medical Center  
Victoria Johnson, First-year Student Representative  
Sara Cardenas, Second-year Student Representative  
Melanie Ingram, Clinical Instructor, Lee Memorial Hospital  
Kristen Hickey, Director, HealthPark Medical Center  
Addie Long, Supervisor, NCH Health Systems

Rendy called the meeting to order at 1:10 pm.

### Mission and Goals

- Jim reviewed the program mission and goals. He asked the attendees to review the mission and provide their approval or suggestions. All attendees approved of the mission as it is currently stated.
- The program lost the record for 100% pass rate this year due to one student failing the board exam on her first attempt.
- The program graduated 22 students and 21 passed the board exam in 2017.
- The program has an average of 96% employment rate. Employment for the class of 2017 was 100%.
- We receive job openings once every couple weeks and post them on our program Facebook page for the students to review.
- Jim stated that we looked into changing the graduation date for the program, but it is not feasible. It is difficult to put 1<sup>st</sup> year students in their first clinical rotation during season.
- Jim asked the attendees, who represent the clinical agencies, when would be the opportune time for our students to graduate. Annette stated that she graduated in August and it was beneficial for her employment in October. December would be difficult month to graduate students.
- Many of our students took PRN positions in the past, but currently they are offered full time positions.
- Kristen asked if we could offer a paid internship. Jim mentioned how the nursing program ends with a year internship at the hospital after graduation. The problem is covering students as a paid internship under licensure since they have not completed the program or sat for the board exam.

## Attrition Rate

- Jim stated that the attrition rate has increased when compared to the norms. The JCERT has created a draft to increase their minimum retention rate to 80% from 75% for their next policy update.
- Rendy asked if there are consequences for not meeting the 80% retention rate goal. He stated that we will need to create an action plan to resolve the issues.
- Jim stated that the lab has proved its value in reducing the attrition rate in the last couple years. The program has student volunteer tutors, Dylan and Sara, and they have a good system for helping others through their coursework.
- Rendy inquired on what JCERT's thought process is on changing the minimum to 80%. Jim stated that some programs bring in 60+ students, the curriculum does not meet the learning needs, and they do not do well in the program or in the workforce after graduating.
- According to the JCERT policy draft, the students who leave on their own accord will not be considered in the calculations for attrition. The number of people who drop the program due to failure is different than the number of those who drop for personal reasons.
- Most students fail in the first semester, but there is not a single course in which that occurs.
- Kristen asked about job shadowing to increase awareness of the rigor in the profession. Jim stated that the hospitals have too many requirements (background checks, immunizations, etc.), therefore we have eliminated it from our application process.
- Jim explained the admission process including the phases and responsibilities of the staff and students.
- Jim stated that we utilize the interview to obtain the students prior knowledge of the field.
- Kristen inquired if we consider life experience in the admission process. Jim stated that we give extra points in the interview for life experience.
- The applicant pool has gotten smaller when it is compared to the pool in the first few years of the program. The application pool has increased in the last year due to the change to an online application. This is due to the simplicity of the application and less is required from the applicant in that first phase.
- Rendy suggested that **JCERT should only use attrition data after the first semester and that Jim should mention it at the site visit.**
- Kristin asked if we replace students in the first semester. Jim informed her that the alternate students do not have everything completed to attend clinical and we cannot have more students in the classroom than at clinical sites.

## Evaluation of Assessment Plan

- It is more difficult to find different exams to assess students on at the clinical sites due to the elimination of exams that are no longer needed or have been replaced.
- The ARRT makes adjustments to their assessment requirements after they perform a needs assessment.

- The ARRT provides 5 elective categories of exams, but the students are only required to complete at least one of them.
- The students also need to complete 8 simulations, but the clinical sites are not getting enough exams to meet that requirement.
- Nancy states that some hospitals put in a DR room and took out two CR rooms.
- Rendy suggested that students should rotate before their second year in the program, after completing 6 months of the 1<sup>st</sup> year.
- Tory, the 1<sup>st</sup> year student, states that it takes time to learn the equipment at each site and does not want to rotate too soon.
- Margaret is happy that students learn the same methods of completing an exam from CJ and Nadia. She also agreed that rotating in the summer would be a good idea.
- Jennifer asked if outpatient centers could be added to the rotation. Jim stated that he is unable to reach Mark that oversees the outpatient centers. Coleen stated that The Commons would be a good site and stated that we recently lost a site in Collier.
- Annette added that it is difficult to rotate students, but it is worth it for the students.
- Nancy had an idea to place all of the students in outpatient centers during the summer.
- Radiology Regional in Naples is open for students
- Jim went over the goals and asked for suggestions and received the following:
  - **Need to add “perform radiologic procedures appropriately” to goal 1**
  - **Add “while” and remove “and” to goal 2**
  - **Add “patients, staff, and general public” to goal**
  - To complete goal 4 on life experiences, he requires the students to complete a paper
  - Kristen suggested that mentioning diversity within goal 3 would better fulfill its requirement. Jim stated that he prefers to wait to see where the JCERT stands on the subject before incorporating it into the goals.
- Jim went over the Effectiveness Goals and the following points were made:
  - Jim pointed out that bullet point 4 refers to the current retention rate of 70% until it is changed in the new policy
  - While referring to bullet point 5, Kristen stated that employer surveys should be done annually. Jim was concerned about the bad outcome from a site with only one student. Rendy stated that those results occur everywhere, but the surveys still need to be completed.
  - While referring to bullet point 6, Kristen stated that competency should be evaluated by the employers, not the student.

### Employment Outlook

- Margaret had to hire technicians from out of the area since they lost a whole shift of PRNs to full time jobs.
- Rendy stated that if we can get more spots at the clinical sites, we can have more students in the program.
- This year we only have 19 graduates
- Jim stated that every company in the area has openings all year round.
- Gail stated that the hiring pattern has been the same for the past 35 years.

- Jennifer stated that we have opening at Radiology Regional that we cannot fill.
- Jennifer asked the students what they are looking for in an employer. Tory stated that she prefers employers that have patience and a steady flow of patients to examine. Sara stated that she is looking for full time, benefits, and a day shift. She also stated that she is looking for good pay only after she was specifically asked about pay.
- Entry level pay is around \$20 - \$21 and has not changed in the past twenty years.
- Radiology Regional puts in cross training as a benefit for all employees
- It is difficult to hire in Naples due to the cost of living there.
- Rendy states that the system at Lee Health looks at the market for southwest Florida each year to determine the wages.
- JJ in Lehigh Regional states that they are up with the rest of the state in pay.
- Gail stated that urgent cares are hurting the hospitals by taking the business.

### **CT Program**

- We graduated the 2<sup>nd</sup> class of 4 students in December 2017.
- Kristen stated that they hired one of the students
- Jim states that there is a concern about the need for the program and there are issues with the requirements of the hospitals for just one semester of clinical.
- Rendy requested that Jim meets with the site leaders to explain how the CT program operates.
- Jennifer stated that she would sponsor her employees at Radiology Regional to do CT as cross training.
- The two didactic courses are approved by ARRT and more than meets the 16-hour requirement.
- The certificates will be sent out in February and students can print out transcripts for proof of earning the certificate.
- Kristen states that we should track student employment and pass rate on the CT exam.

### **Site Visit**

- The site team is arriving on March 28<sup>th</sup> and departing mid-day on the 30<sup>th</sup>.
- On March 29<sup>th</sup>, they will meet with the students, clinical instructors, graduates, and program staff. They will also tour two hospitals (Lee Memorial and Gulf Coast Hospital) and meet the department directors. Jim suggested that Marcel and Lori would be the best to represent the department at the hospital.
- On March 30<sup>th</sup>, they will finish their review of program documentation and depart around noon.
- Mel stated that the site visitors are the most concerned about student documents sitting out on the desk when they should be locked up in a cabinet or drawer.
- Sara stated that it would be easier if the documentation was electronic when traveling from one location to another.
- Nancy stated that she will be moving grade summary sheets to Trajecsys.

### **Pinning Ceremony**

- It will be held on June 15<sup>th</sup> at 6:30 pm in building U, room 102
- There will be 19 graduates this year

**Portable X-Ray**

- We received a \$142,000 portable x-ray machine.
- The money was donated by the SWFL Children's Charities.
- Dean Collins started the process by putting it on the top of the wish list for the school.
- It is currently in the classroom and may also be used in the OR Sim room.

Meeting Adjourned at 2:57.