

# Collaboration Through The Pandemic



**2021**  
**Annual Report**

  
**NIGHTINGALE**  
COLLEGE

# 2021

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## Message from the President

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All of us who work at Nightingale College – faculty, administration, and staff – come to work every day committed to helping the College’s learners achieve their goals. Through facilitating innovative learning and professional growth, we are developing the next generations of well-educated, competent, confident, and compassionate registered nurses who, in turn, will improve the health and quality of life of individuals, families, and communities and contribute to the necessary reshaping of health care across our nation.

The nursing profession is one of the most noble and rewarding, with a foundation of unwavering dedication, personal sacrifice, and all-embracing empathy across history. We believe that though the educational journey can be difficult, our graduates can reap the fulfillment that improving and saving lives will bring. As an RN myself, I can personally attest to this.

We continuously invest in our faculty’s professional development, so they may bring the latest evidence-based knowledge and practices into the classroom. Our pioneering blended distance education modalities allow for focused engagement in learning and greater flexibility in managing life outside of the College. The College’s acclaimed wrap-around Learner Success Program prepares our learners for the NCLEX-RN® licensure exam from the first nursing course and culminates in a comprehensive live review prior to graduation.

Just as Florence Nightingale’s lamp brought light to suffering patients, the Cradling Flame™ of the College’s Seal illuminates the journey to graduation for our dedicated learners.

Flame Forward!

Mikhail Shneyder



# Mission, Vision & Core Values

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## Mission

With the primary focus on higher learning in health care professions, Nightingale College contributes to elevating education, health, and employment systems through facilitation of academic achievement, personal growth, and professional development of its learners, alumni, and collaborators, while serving diverse communities.

## Vision

Better Health & Better Humanity for a Better World

## Values

All learners, faculty and staff are expected to align with the College's **EVOLVITUDE™** statement:

### **EMBODY**

Deliberate evolvment, grounded in love, trust, forgiveness, courage, kindness, humility, gratitude, and lightheartedness.

### **STRIVE**

For self-governing, self-actualizing, and self-transcending.

### **ACT**

With growth mindset, transparency, and responsibility, while building community.

# Strengthening our Mission and Core Values

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## Annual Planning Process

In 2021, the College refined its annual planning process, referred to as the Mission Atlas. The Mission Atlas is a document that brings together various elements of mission execution.

- The Mission Statement itself is reviewed annually to ensure its focus and representative value
- Next, the College's Leadership Council reviews and updates the Mission Execution Themes which broadly move our ambition mission forward
- In collaboration with all Functional Leadership, the College will conduct an annual SWOT analysis
- Additionally, the College will review our overall performance from the prior year from the perspectives of both results (Mission Fulfillment Measures) and budget (Financial Plan)
- These inputs produce the College's Tactical Plan for the following year, which is comprised of large goals supported by smaller deliverables, costs, and semesterly updates. The Tactical Plan also aligns each goal to one or more of the items from the Mission Execution Themes, SWOT, or Mission Fulfillment Measures.

On a semesterly basis, College leadership reviews the most current:

- Mission Fulfillment Measures (MFMs)
- Tactical plan updates
- Budget

The Mission Atlas guides the College's planning for a rolling five-year period, representing the prior year, current year, and three future years. The tactical plan focuses on initiatives in the current year.

## Elevating the College's Act Values

In 2021, the College brought further life to its "Act Values." The Act Values are one of three elements in the Evolvitude™ statement, which serves as the North Star for our collective aspirations in creating the environment in which collaborators wish to work. Practically, the Act Values function as our "permission to play" behaviors and attitudes.

Collaborators at every level are interviewed, coached, and assessed against them. As such, the updated Act Values are written in simple language with an emphasis on observable behavior and provide examples of skilled use, less skilled use, and overuse to ensure shared understanding.



# Strengthening Accreditation Relations

## Institutional Accreditors

Nightingale College is institutionally accredited by the Accrediting Bureau of Health Education Schools (ABHES) and appreciates the ongoing partnership in transforming nursing education.

To further fulfill the mission of the College of facilitating academic achievement and professional development of its learners and alumni, the College hosted an initial site visit with Northwest Commission on Colleges and Universities (NWCCU). This institutional accreditor is fully aligned to the current plans of increasing access and improving health equity to communities throughout the United States.

The College has been granted Candidate for Accreditation status, an affiliate pre-accreditation status indicating that an institution meets the Commission's Eligibility Requirements and is progressing toward accreditation. The next site visit, performed virtually, is scheduled for April 2022.



**NWCCU**

Northwest Commission on Colleges and Universities

# Strengthening Accreditation Relations

## Programmatic Accreditors

The Commission on Collegiate Nursing Education (CCNE) is the programmatic accreditor for the Bachelor of Science in Nursing (BSN), Registered Nurse-to-Bachelor of Science in Nursing (RN-to-BSN) and Master of Science in Nursing Education (MSNEd).



The BSN program hosted a site visit in October to renew its programmatic accreditation. The process included a Self-Evaluation Report (SER) that allowed the functions of the organization to reflect on and evaluate their contributions to the learner's academic, personal, and professional success. The report was received by CCNE and reviewed during the site visit.

The visiting team approved the program's application for substantive change in the education delivery model, eliminating physical labs and simulation. The accreditation decision of renewal will be made by CCNE's board at its April meeting. The College looks forward to the response and is excited to continue its relationship with CCNE.

CCNE notified the MSN program in November that the College had received accreditation for three (3) years. CCNE requested follow-up documentation related to the clinical sites and how they are incorporated into the curriculum. The College has until December 1, 2022 to respond.





## Increasing Access to Underserved Communities

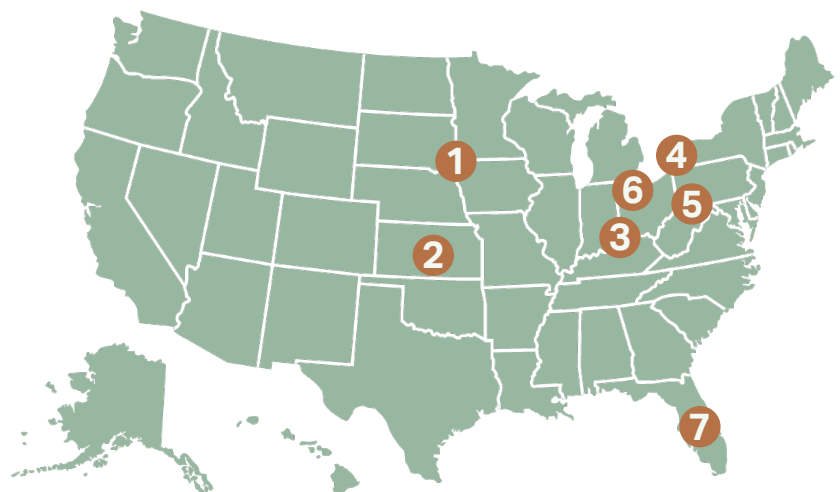
Increasing access to underserved and underrepresented populations is central to the College's mission. During 2021, the College expanded into seven (7) new regions across the United States.

The College selected Alaska to be part of a pilot program called the Nightingale Network. The Nightingale Network is comprised of local healthcare partners that work with the College to solve the nursing needs of the state. The network will focus on educating new nurses, reskilling and upskilling the current workforce, and together, meeting the community health needs.

The College has more than 100 nursing learners enrolled in the BSN program in the state and 8 healthcare facilities that have signed on as part of the Nightingale Network. The pilot program is set to proceed through 2022. When the pilot proves successful, the College will begin expanding the Nightingale Network and its offerings across the United States.

### New 2021 Supervised On-ground Field Experience Regions

1. Sioux Falls, SD
2. Wichita, KS
3. Cincinnati, OH
4. Erie, PA
5. Pittsburgh, PA
6. Toledo, OH
7. Orlando, FL







## Meet the Board

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**Charles Cook**  
Chairman



**Mary Bittner**



**Charles Restivo**



**Michael DakDuk**

# Meet the Board

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**Jeffrey Romney**



**Mikhail Shneyder**



**Gideon Esuzor**



**Christina Dempsey**



**Jason Woody**

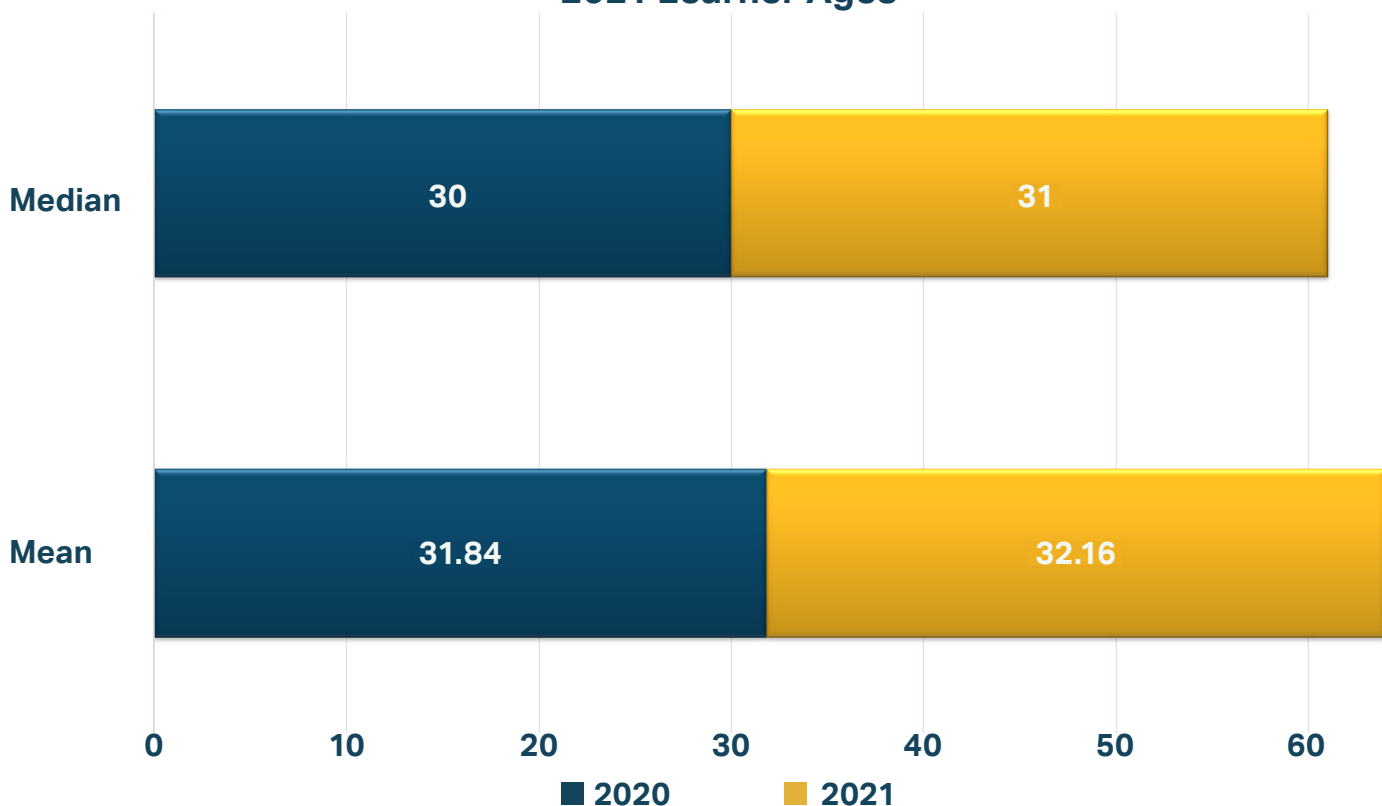


**Mary-Anne D. Ponti**



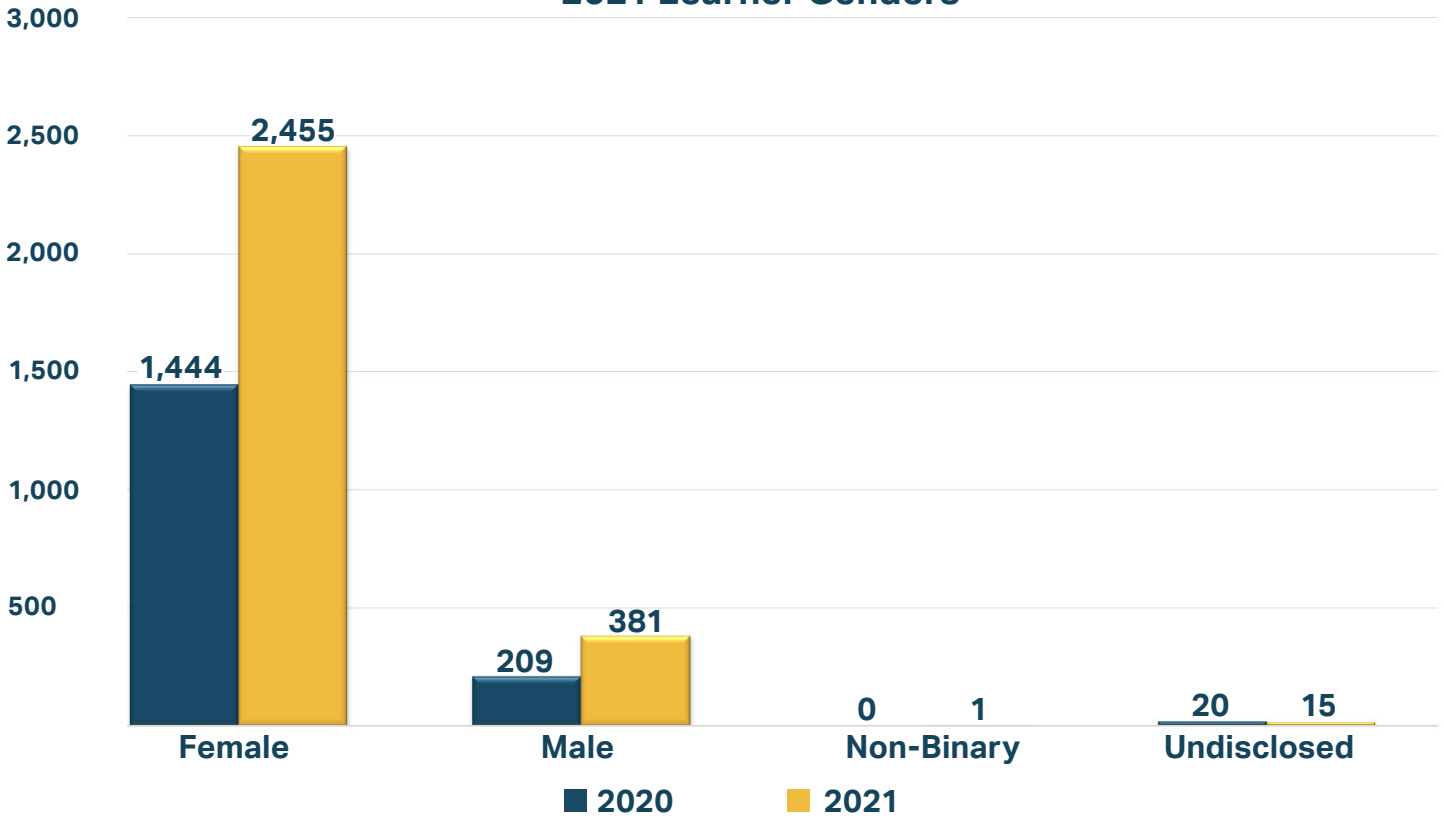
## Synthesizing 2021's Learner Demographics Data

2021 Learner Ages

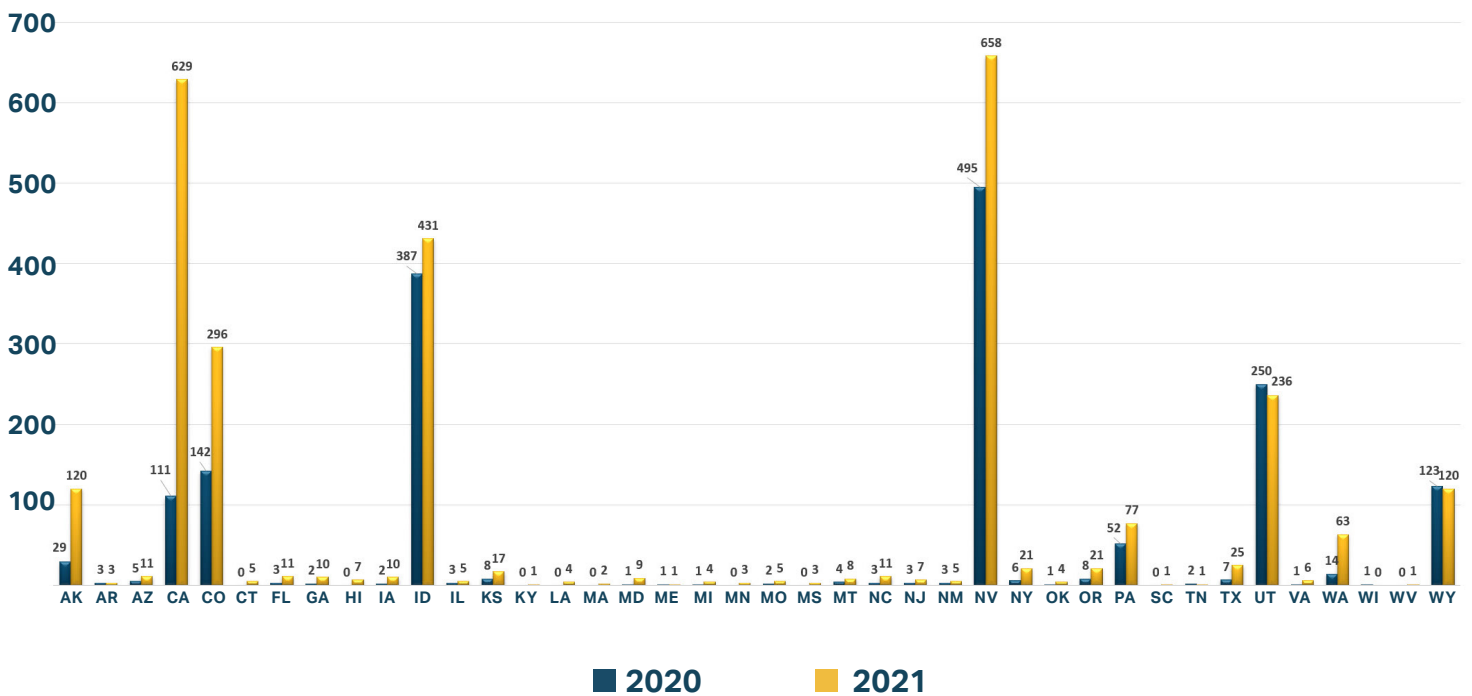


# Synthesizing 2021's Learner Demographics Data

## 2021 Learner Genders

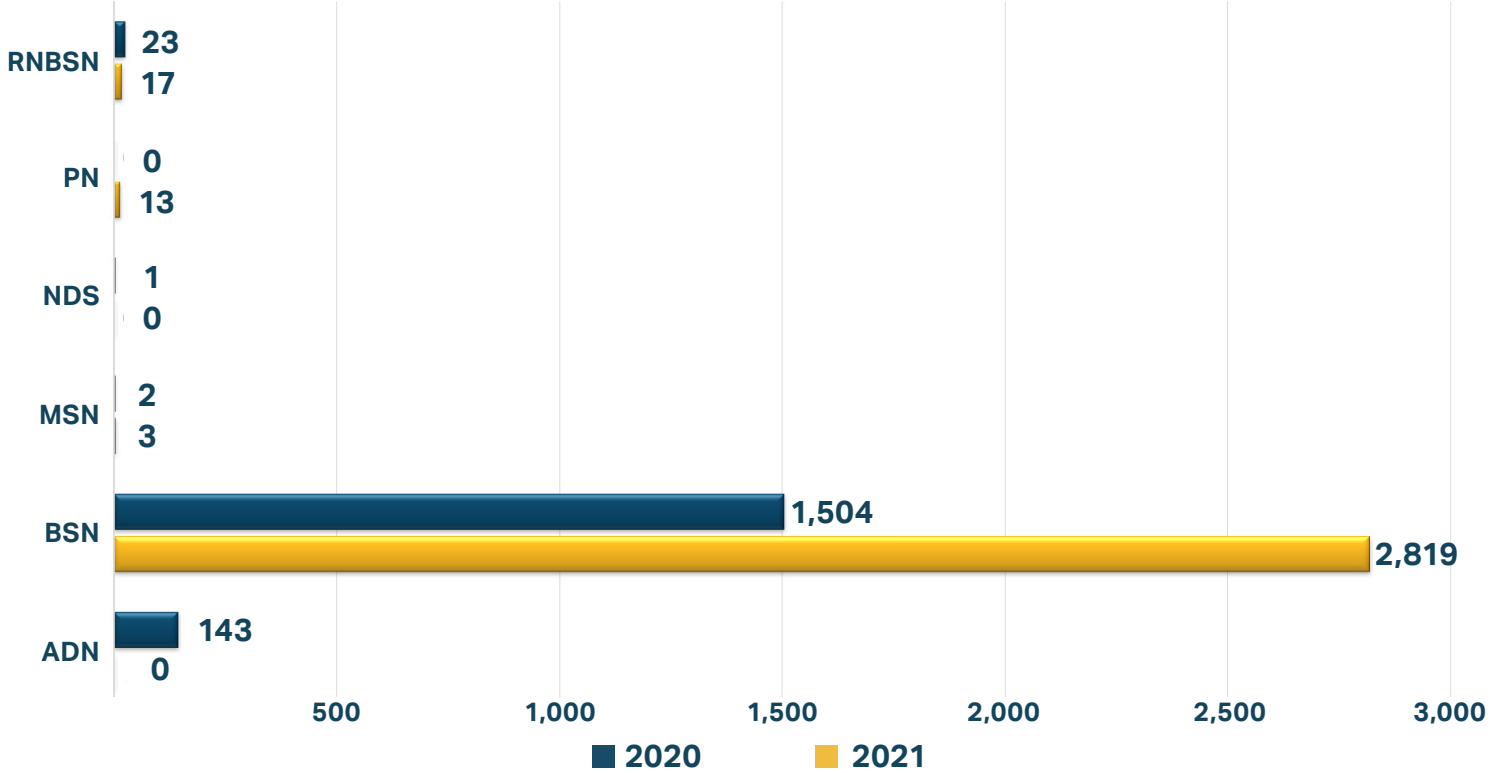


## 2021 Learner Locations

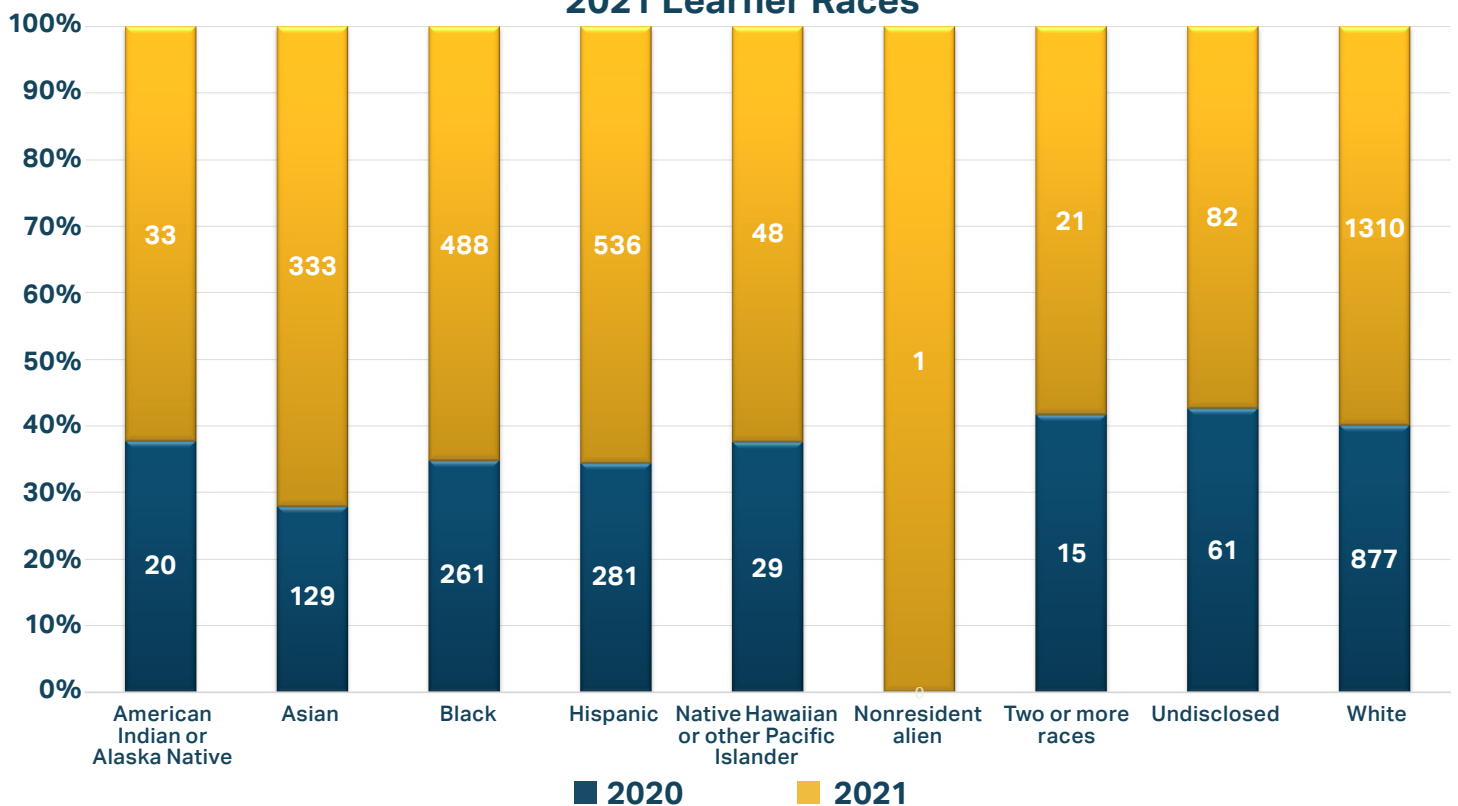


# Synthesizing 2021's Learner Demographics Data

## 2021 Learner Programs



## 2021 Learner Races





## Thriving During the Pandemic

With the clear objective of keeping our learners progressing in their Program Plans, the College continued to innovate and course correct during the ongoing COVID pandemic. The College instituted strict requirements for learners, collaborators, and faculty to receive and maintain vaccines, including booster shots when it became appropriate.

The College's collaborator experience (CX) team worked tirelessly to build a record-keeping system to track this important initiative, and reached 100% vaccination rates for both experiential learning faculty members and learners.

The College's education model and pioneering curriculum have been highly successful in maintaining learners' educations, with no drop-off in the numbers of graduates and matriculating learners.

With the ongoing mission to help solve the nursing shortage in the United States, the College's continuous innovation, including the use of AR/VR technologies, has kept the College in the forefront of nursing education.



# Virtual Graduation

Graduation is a time when the College celebrates our learner's many achievements with them. While the College has held in-person graduation ceremonies in the past, these events have not been possible due to the COVID-19 pandemic. The pandemic inspired Nightingale College to create and hold virtual graduations.

To keep graduation equitable for all learners, Nightingale College has determined that graduation will remain a virtual-only celebration for the immediate future. With learners in nearly 40 U.S. states, it is clear that, no matter where the ceremony is held, a majority of the College's learners could not attend in person. Because every learner is equally valued at Nightingale College, everyone can share in a similar experience.

Virtual ceremonies offer unique benefits – for examples, many graduates have shared with us their appreciation that the virtual ceremony eliminated the need for travel so that their family and friends could attend the ceremony with them, no matter their location.

To make the ceremony more meaningful to the College's learners, the College implemented new elements, including shipping awards and pins to all graduates, adding graduates' photos to a video as their names are read so they can "walk," and incorporating congratulatory videos from graduates' friends and families into the graduation video.



# Curriculum Advancement

In response to the coronavirus (COVID-19) pandemic, the College prepared and executed a response plan to avoid disruptions to the academic progress of its learners, ensure continued institutional effectiveness, and protect the well-being of learners, collaborators, patients, health care partners, and the communities it serves.

In the spring 2020 and continuing into 2021, when the College's clinical partners prohibited our learners from attending in-person lab, simulations, and clinical, the curriculum team worked to convert the then blended curriculum to an entirely online format within a 96-hour window. This allowed our learners to continue to progress in their courses while other campuses were shutting down.



Nightingale College's curriculum team vetted each virtual laboratory activity to ensure that it aligned with the specific course maps and curricular concepts of each week, to make certain that stated learning outcomes will be achieved. The program's didactic instruction & case-based (on-ground simulation) experiential learning did not change.

Consistent with current programs' approval, the College substituted high-fidelity virtual simulation for up to 50% of the direct focused client care (clinical) experiential learning. Evaluation methods of all experiential activities have not changed from current programs' approval, and the College anticipates the new delivery will compare with previous modalities' rigor and effectiveness.





## Robust Wraparound Learner Services

### LEARNER, CAREER AND ALUMNI SERVICES (LCAS)

Nightingale College's Learner, Career and Alumni Services (LCAS) function offers placement assistance, career-focused professional development, graduation, transcript clearance process and other services, including:

- Placement assistance; individualized job search, employment opportunities
- Networking events for alumni, learners, community partners, etc.
- Collaboration with NCLEX coaching and preparation
- Commencement ceremony
- Professional development including interviewing skills, résumé building and networking strategies
- Community fellowship award and other learner & Alumni special awards and events.



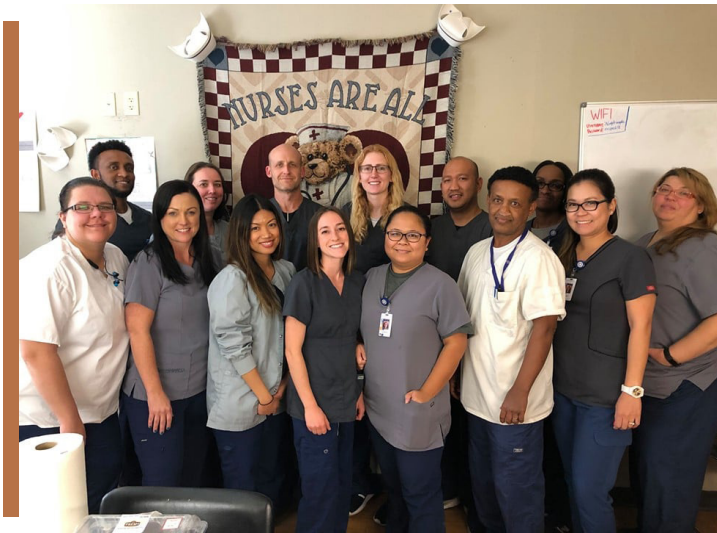
# Learner Support Services (LSS)

**Learner Support Services (LSS)** assists learners in their academic career and supports them through any barriers that may arise during the educational journey, including advising on:

- Academic Success Plans
- Navigating the College and its functions
- Study skills and academic resources
- Referral to tutoring and APA resources
- Time management and study schedules
- Status and enrollment changes
- Program plans and schedules
- Navigating life barriers.

**Learner Support Services (LSS)** also offers referrals to outside resources, including, but not limited to:

- Learner success: time management, study skills, course load, test anxiety, ADHD
- Housing: renting agencies, housing resources
- Commuter services: local transportation
- Childcare services: childcare centers, daycare
- Money management: personal finances, budgeting
- Veterans support services: military/veterans' resources
- Learner accessibility services: disability, equal opportunity
- Counseling and human development resources: mental health services, women's shelters, rehab centers
- LGBTQ resources
- Higher Ed Employee Assistance Program (EAP).





## Celebrating a Decade of Nursing Education

In April 2021, the College celebrated its 10th anniversary! It all began in 2011 when 17 courageous new learners started their nursing journey at the Ogden, Utah campus. The Associate Degree Nursing (ADN) Program offered two unique features when it began. First, the didactic portion occurred over the internet and second, licensed practical nurses (LPNs) were offered advance placement into the program. These two features were the first steps the College took to increasing access and providing flexible program options.

In 2014 the College piloted a new partnership-supported program to reach more underserved communities. Under this new distance education model, simulation labs were outfitted in donated space within our healthcare partner's facilities. The locally-hired faculty oversaw the simulation labs. This improvement gave the learners local opportunities to fulfill all program requirements within their community. The new outreach plan was known as the Dedicated Distance Cohort (DDC) model. The nursing program was still very small and had just over 100 enrolled learners.

By 2018, eleven areas were operating the DDC model and were so successful, the College fully transitioned away from its campus-based model. By 2019, the College had grown to twenty-one areas but would face unique challenges because of the COVID-19 pandemic.

In 2020, the nursing programs were exploring ways for virtual simulations to replace physical simulation labs. With more than 1,000 learners now enrolled across the country, this full-distance option would allow for enrolled learners to continue their educations without disruption. Learner outcomes improved under the new changes and furthered the College's reach to underserved communities throughout the United States.

Now in 2021 the College celebrates a decade of nursing education. It has grown its nursing college to include the BSN, RN-to-BSN, and MSNEd programs. In nearly 40 states from Alaska to Florida, the College has more than 2,100 learners and is leveraging new technology like Virtual Reality simulation to enhance the learner's experience.



## Looking Forward to the Future

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Nightingale College will continue to develop new and innovative ways to contribute to elevating education, health, and employment systems through facilitation of academic achievement, personal growth, and professional development of its learners, alumni, and collaborators, while serving diverse communities.

The fulfillment of this mission will come in many ways in the coming years. In 2022, the MSN program will announce the new Family Nurse Practitioner track. The program design has gone to great lengths to consider the need learners have for flexibility in completing their clinical rotations.

With nearly 500 healthcare partners across the United States that inform the College of current needs, new initiatives are underway to offer courses, continuing education units (CEUs), and licenses that will focus on reskilling and upskilling the nursing workforce. These courses will leverage the distance education advancements and virtual reality simulations the nursing programs have adopted as part of the curriculum.

