

Introduction – Version 3 – 5-14-2014**Introduction to KPSAHS Self Evaluation Review (SER) for Candidacy: EER****KPSAHS History**

2014 marks a quarter century in education for the Kaiser Permanente School of Allied Health Sciences (KPSAHS). KPSAHS is part of the larger Kaiser Permanente, which is comprised of three corporate elements integrated to deliver health care. Although the three components are integrated each entity has a different role in the total health care delivery, specifically:

- Kaiser Foundation Hospitals (KFH) is a nonprofit, public benefit corporation that owns and operates community hospitals in California, Oregon, and Hawaii. The corporation owns outpatient facilities in several states, and provides or arranges hospital services, while sponsoring charitable, educational, and research activities.
- Kaiser Foundation Health Plans (KFHP) are nonprofit, public benefit corporations that contract with Kaiser Foundation Hospitals and medical groups to provide services.
- (The) Permanente Medical Groups (TPMG) are partnerships or professional corporations of physicians, represented nationally by The Permanente Federation, which contract exclusively with the Kaiser Foundation Health Plans to provide or arrange medical services for members and patients. TPMG is a for-profit entity.

These three components of the Kaiser Permanente structure share a mission, vision, strategy, and priorities that are in alignment with the mission and vision of Kaiser Permanente School of Allied Health Science (KPSAHS).

KPSAHS was initially established under the auspices of The Permanente Medical Group (TPMG) in 1989 as a hospital-based, for-profit, School of Radiology, accredited by the Joint Committee on Education in Radiologic Technology (JRCERT). For this reason, the School assumes the same for-profit corporate designation as its parent entity. It is important to note that KPSAHS has not operated as the traditional for-profit institution, accountable for bringing in the number of students for profit rather than through workforce planning, nor with a tuition/fee structure that covers the cost of operation and makes a profit. Instead, the TPMG “parent” has supported the School from its inception through the present time, and has signed a commitment of support through 2016, ensuring the School – while electing to qualify for regional accreditation with WASC – is not dependent on securing Title IV funds, a primary reason for many for-profit institutions to seek this recognition.

Initially, the benefit of supporting an institution that would prepare appropriately qualified graduated students to enter the much needed work-force, was to insure the quality of operation and the sufficiency of skilled allied health professionals in the field of study; this successful symbiotic relationship allowed TPMG to meet a portion of its elected commitment to improve the health of members and the community being served. This relationship contributes to the quality of the curriculum and instruction through oversight direction from member physicians in the fields of study.

Through this relationship with TPMG, the School benefits from multiple resources that include: Medical Director and Assistant Medical Director oversight and direction; facilities and the professional expertise of preceptors to address the clinical components of the curricula and medical centers clinical sites in which students can acquire and demonstrate the clinical skills required in their profession(s); coordination and qualification for programmatic accreditation with each of the three core programs (Sonography, Radiography, Nuclear Medicine) at the degree level; and the fiscal, physical and human resources as recognized under the WASC Related Entity Policy.

The first campus was located at 1025 MacDonald Avenue in Richmond, CA; in 2003 the School relocated to its present location at 938 Marina Way South in Richmond, CA to accommodate further student enrollment growth. In the same year, KPSAHS was granted approval to operate as a vocational school by the California Bureau of Private Post-Secondary and Vocational Education (BPPVE).

Following recognition as a private postsecondary institution in California, the School was granted temporary approval as a degree-granting institution by the Bureau for Private Postsecondary Education (BPPE) in 2007. In April 2011 the School received formal recognition for this status, effective through March 6, 2016.

The School began enrollment in degree programs in January 2012, with the Bachelor of Science programs in Sonography and Radiology, followed by Nuclear Medicine. KPSAHS also established a branch location in Stockton at 612 East Magnolia Street, Stockton, CA 95202.

Degree Level History

Through February 2011, KPSAHS operated only with programs in the field of Allied Health Sciences at the levels of certificates and short-term instruction, although the School has had state regulatory agency approval to offer degrees since 2007. The Bureau for Private Postsecondary Education (BPPE) approval status changed from “Temporary” to “Approval to Grant” through the expiration date of March 2016.

The School Leadership Team decision was made to phase-in the degree programs, at the level of the Bachelor of Science completion programs in the core subject areas of Sonography, Radiography, and Nuclear Medicine, as this soon as the degree-level was granted recognition by the relevant programmatic accreditors.

Chronology of this recognition process was as follows:

- October 2011, the Joint Review Committee on Diagnostic Medical Sonography (JRC-DMS/CAAHEP) confirmed programmatic accreditation recognition for the bachelor’s program. This was the first Bachelor of Science in Sonography recognized by this accreditor in the State of California.
- December 2011, following Faculty Senate review of the proposed process to begin Bachelor of Science program enrollment, to include development of the application, enrollment agreement, catalog copy detail, and an orientation and education to the process, the program was offered to currently enrolled students in the subject of Sonography.
- January 2012 Enrollment for the Bachelor of Science in Sonography began.
- July 2012 the program accreditor for Radiography, the Joint Review Committee on Education in Radiologic Technology (JRCERT), approved an Application for Substantive Change, opening the door for program enrollment to begin April 2013.
- July 2012, the program accreditor for Nuclear Medicine, JRCNMT, confirmed the School could enroll in the program, and would grant accreditation recognition to the Bachelor of Science when KPSAHS receives WASC candidacy.

KPSAHS anticipated significant enrollment in the degree programs, based on evidence of student interest, workforce projections, the fact that the majority of students seeking application to the Certificate-level programs in core subjects had already completed a bachelor’s level degree from a regionally accredited institution and had expressed interest in the Bachelor of Science level degree at KPSAHS.

Summation and Affirmation of Present and Future Status

KPSAHS submitted a WASC Application for Eligibility in February 2012, and hosted a call with the Eligibility Review Panel (ERP) in April 2012. The Panel deemed the School as Eligible, and identified eight areas to address in concert with its Self Study. The School had made major strides to move from a vocational institution of instruction to a degree-granting institution and demonstrated it had the capacity to maintain this momentum.

In February 2013, KPSAHS submitted the Self Study for the Capacity visit and hosted the WASC Team in April 2013, with Findings and Recommendations resulting in the School moving forward with Candidacy, and a date of June 16, 2014 established for submittal of the EER SER with a hosted visit date of September 8-10, 2014.

The WASC Team Report included a number of commendations:

- Connectivity between stakeholders in the health care community and KPSAHS community;
- Qualifications, commitment and dedication of the newly formed Board of Directors;
- Institution-wide consensus for the highest quality of program;
- Institutional development that exceeds mere compliance; and the

- Supportive nature of the corporate parent, TPMG, to the School.

Specific Findings and Recommendations for qualifying for Educational Effectiveness centered on:

1. Development of broader Board experience and oversight, especially in areas of finance and higher education;
2. Deepening of faculty culture that considers issues of faculty rank and promotion that rewards faculty scholarship, service and creative activity;
3. Design of a robust system of institutional research and data analysis that disaggregates data by certificate and degree program to allow faculty and administration to evaluate the degree-granting portion of their academic offerings; and
4. Putting into operation the well-conceived assessment plan to provide evidence of educational effectiveness and institutional improvement.

The School Response to these recommendations addressed the specific statements, but also expanded to all aspects addressed with the 2013 WASC Handbook, with specific Plans of Action to include activities, timelines and anticipated outcomes. This Response of the School, included as Attachment I.01, has been the framework around which KPSAHS has directed its attention for development of the SER for Educational Effectiveness.

The specific accomplishments to address recommendations are detailed in the body of the KPSAHS SER for Educational Effectiveness, that include addressing:

1. Addition to the Board of a professional with extensive experience in fiscal audit, who also comes from experience in higher education and the medical field;
2. Modifications to the faculty structure that introduce rank and promotion based on service and expertise, also responding to expectations of faculty scholarship of original research and creative activity;
3. Data analysis of program review disaggregated by field of study and enrollment objective; and
4. Assessment of outcomes resulting in improvement of curricula and supporting services.

While KPSAHS has generous resources in almost every respect, it had not previously had the need for specific, dedicated, and uniquely qualified individuals to address assessment, institutional research, and to populate the full complement of services needed for Student Services support; nor had it before directed concrete institutional and strategic planning to the School, operating as an institution of higher learning. Within the body of the Self Study Standards and Criteria, these evidences of growth and maturity of operation are addressed as is the validation of evidence of outcomes to support evidence of assessment and program review confirming educational effectiveness.

Attachment:

Attachment I.01 Response to WASC CPR Report