



DATE	January 26, 2026
TO	Board Members
REVIEWED BY	Judith D. McLeod DNP, CPNP, RN Supervising Nursing Education Consultant (SNEC)
PREPARED BY	Jessica Gomez MBA/HCM, MSN, RN Nursing Education Consultant (NEC)
SUBJECT	Request to Admit Students
PROGRAM	Unitek College, San Jose, Vocational Nursing Program (Program) (Program Director: Sindhu Sebastian, San Jose, Santa Clara County, Private.)

Please note: Board Nursing Education Consultants make recommendations. The recommendations are forwarded to the Education and Practice Committee for review and recommendation or to the Executive Officer or full Board for action.

PROGRAM REQUEST:

Admit a full-time day class of 36 students to commence on February 16, 2026, with a graduation date of February 5, 2027, to replace the class that graduated on January 16, 2026.

Admit a full-time day class of 36 students to commence on March 30, 2026, with a graduation date of March 19, 2027, to replace the class that graduates on March 20, 2026.

Admit a full-time day class of 36 students to commence on April 27, 2026, with a graduation date of April 16, 2027, to replace the class that graduates on April 17, 2026.

BACKGROUND:

At the November 6, 2025, Board meeting, the Program was placed on provisional approval due to high faculty turnover for a two-year period.

On December 1, 2025, the Program submitted a request to admit three classes of students to replace graduating classes, with supporting documentation.

On December 4, 2025, the Program submitted a faculty retention plan (see attachment B).

STAFF ANALYSIS:

The NEC reviewed and analyzed the documents provided by the Program Director to verify adequate resources including clinical facilities and classrooms to accommodate the students' learning needs and ability to meet the Program's approved objectives.

Submitted documentation by the Program Director substantiates adequate resources including faculty and facilities for students to achieve programmatic learning objectives.

Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

STAFF RECOMMENDATIONS:

1. Approve the Program's request to admit a full-time day class of 36 students to commence on February 16, 2026, with a graduation date of February 5, 2027, to replace the class that graduated on January 16, 2026.
2. Approve the Program's request to admit a full-time day class of 36 students to commence on March 30, 2026, with a graduation date of March 19, 2027, to replace the class that graduates on March 20, 2026.
3. Approve the Program's request to admit a full-time day class of 36 students to commence on April 27, 2026, with a graduation date of April 16, 2027, to replace the class that graduates on April 17, 2026.
4. Require the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Notify the NEC in the event a current class is displaced from clinical sites.
2. Continue the root cause analysis of faculty turnover and the actions and results of the implementation process of the submitted plan to increase faculty retention and submit results by the tenth of each month.
3. Require the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(I).

4. Comply with all of the approval standards set forth in Article 4 of the Vocational Nursing Practice Act, commencing with California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
5. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
6. Any material changes in circumstances affecting any information contained in the documents submitted by the Program to the Board, require the Program to notify the NEC immediately, in writing, per California Code of Regulations, Title 16, Section 2526(g).

RELEVANT PROGRAM ELEMENTS

Enrollment

California Code of Regulations, Title 16. Section 2530(k) states:

The program shall have prior Board approval to increase the number of students per class and/or increase the frequency of admission of classes. Criteria to evaluate a school's request to increase the number of students per class and/or increase the frequency of class admissions include but are not limited to: (1) Sufficient program resources as specified in Section 2530(a). (2) Adequacy of clinical experience as specified in Section 2534. (3) Licensure examination pass rates as specified in Section 2530(l).

The Program is approved to offer 45-week full-time day classes, 58-week full-time evening classes, and 71-week part-time evening/weekend classes. The Program is required to request BVNPT approval to admit students to each class.

The following table represents current and projected student enrollment based on current and proposed class starts and completion dates. The table indicates a maximum enrollment of 374 students for the period November 2024 through April 2026.

ENROLLMENT DATA TABLE

Class Start Dates	Class Completion Dates	Number of Students Admitted	Number of Students Current	Number of Graduated	Total Enrolled
11/24 PT Eve *(6/26)		32	27		27
1/25 PT Eve *(7/26)		25	19		27 + 19 = 46
1/25 FT Day *(1/26)		36	35		46 + 35 = 81
3/25 FT Day *(3/26)		36	34		81 + 34 = 115
4/25 FT Day *(4/26)		25	24		115 + 24 = 139
6/25 FT Day *(6/26)		36	34		139 + 34 = 173
6/25 PT Eve *(12/26)		36	36		173 + 36 = 209
7/25 FT Day *(7/26)		23	23		209 + 23 = 232
9/23 PT Eve *(3/27)		34	33		232 + 33 = 265
9/25 FT Day *(9/26)		36	33		265 + 33 = 298
10/25 FT Day *(10/26)		29	29		298 + 29 = 327
10/25 PT Eve *(2/27)		33	32		327 + 32 = 359
	1/26 (1/25)			-35	359 - 35 = 324
2/26 FT Day *(2/27) Proposed		36			324 + 36 = 360
	3/26 (3/25)			-34	360 - 34 = -326
3/26 FT Day *(3/27) Proposed		36			326 + 36 = 362
	4/26 (4/25)			-24	362 - 24 = 338
4/26 FT Day *(4/27) Proposed		36			338 + 36 = 374

*Indicates projected graduation date

Licensing Examination Statistics

California Code of Regulations, Title 16, Section 2530(l) states:

The program shall maintain a yearly average minimum pass rate on the licensure examination that does not fall below 10 percentage points of the state average pass rate for first time candidates of approved vocational nursing schools for the same period.

The following statistics, furnished by Pearson Vue and published by the National Council of State Boards of Nursing as "Jurisdictional Summary of All First-Time Candidates Educated in Member Board Jurisdiction," for the period January 2024 through December 2025, specify the pass percentage rate for graduates of the Program on the National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN®) and the variance from the state average annual pass rates.

NCLEX-PN® LICENSURE EXAMINATION DATA

Quarterly Statistics					Annual Statistics		
Quarter	# Candidates in Quarter	# Passed in Quarter	% Passed in Quarter	State Quarterly Pass Rate	Program Average Annual Pass Rate	State Average Annual Pass Rate	Variance from State Average Annual Pass Rate
Jan – Mar 2024	60	44	73%	87%	83%	86%	-3
Apr – Jun 2024	68	56	82%	85%	78%	85%	-7
Jul – Sep 2024	80	64	80%	83%	81%	85%	-4
Oct - Dec 2024	67	51	76%	81%	78%	84%	-6
Jan – Mar 2025	66	53	80%	82%	80%	83%	-3
Apr – Jun 2025	61	53	87%	81%	81%	82%	-1
Jul – Sep 2025	77	62	81%	81%	81%	81%	0
Oct – Dec 2025	94	75	80%	80%	82%	81%	+1

*The Annual Pass Rate changes every quarter. It is calculated by dividing the number of candidates who passed during the current and previous three quarters by the number of candidates who tested during the same period. If no data is available for the relevant period, the statistic is carried over from the last quarter for which data is available.

Based on the most current data available (October– December 2025), the Program's average annual pass rate is 82 percent. The California average annual pass rate for graduates from approved vocational nursing programs who took the NCLEX-PN® for the first time during the same period is 81 percent. The average annual pass rate for the Program is one percentage point above the state average annual pass rate.

Faculty and Facilities

California Code of Regulations, Title 16, Section 2534(d) states:

For supervision of clinical experience, there shall be a maximum of 15 students for each instructor.

The current number of approved faculty totals 40, including the Program Director. The Program Director has 100 percent administrative duties. Of the total faculty, 38 are designated to teach clinical. Based upon a maximum proposed enrollment of 374 students, 32 instructors are required for clinical supervision. The utilization of faculty at clinical facilities is such that clinical instruction is covered adequately.

California Code of Regulations, Title 16, Section 2534(b) states:

Schools shall have clinical facilities adequate as to number, type, and variety of patients treated, to provide clinical experience for all students in the areas specified by Section 2533. There must be available for student assignment, an adequate daily census of patients to afford a variety of clinical experiences consistent with competency-based objectives and theory being taught. Clinical objectives which students are expected to master shall be posted on patient care units utilized for clinical experience.

Submitted documentation indicates the Program has sufficient clinical facilities to afford the number, type and variety of patients that will provide clinical experience consistent with approved competency-based objectives and theory being taught for current and proposed student enrollment.

Faculty Retention Plan

The Program completed a root cause analysis regarding faculty turnover. Faculty interviews and surveys identified job satisfaction, workload, support, compensation, burnout, communication, resources, and career growth as issues. Student interviews regarding current faculty identified student perception of faculty stress, low faculty morale, and course disruptions.

The program submitted the Unitek College San Jose VN Program Faculty Plan on December 4, 2025, identifying recommended Program actions.

Short-term

- Conduct workload audit.
- Strengthen communication and feedback channels.
- Launch faculty recognition initiatives.

Medium-term

- Adjust compensation to market benchmarks.
- Expand mentorship and professional development support.
- Improve onboarding and retention processes.

Long-Term

- Create clear promotion and career pathways.
- Elevate resources.
- Develop a collaborative, inclusive institutional culture.

On December 4, 2025, the Unitek's National and Regional Dean met with the NEC providing the Program's Faculty Retention Plan. The dean's requested monthly meetings with the NEC starting January 2026, to provide feedback regarding the effectiveness of the Program's action plan to retain faculty.

ATTACHMENTS:

Attachment A: Program History

Attachment B. Unitek College San Jose VN Program Faculty Plan

Attachment A

UNITEK COLLEGE, SAN JOSE, VOCATIONAL NURSING PROGRAM

Program History

- On February 4, 2005, the Board approved the Unitek College, Santa Clara's request to begin a vocational nursing program with an initial full-time class of 36 students commencing February 14, 2005, with a projected graduation date of December 23, 2005, only; and approved the Program curriculum for 1569 hours, including 603 theory, and 966 clinical hours.
- On November 17, 2005, the Executive Officer approved initial accreditation for the Unitek College, Santa Clara, Vocational Nursing Program for the period November 17, 2005, through November 16, 2009, and issued a certificate accordingly. Additionally, the following Program requests were approved.
 1. Approved the admission of 36 full-time students starting February 14, 2005, only, replacing students that graduate December 23, 2005.
 2. Approved the admission of 36 students into a second full-time class starting on June 5, 2006, only, with a graduation of April 20, 2007.
- On October 22, 2009, the Board received the Program's, Program Record Survey.
- On November 4, 2009, the Executive Officer approved continued accreditation for the Unitek College, Santa Clara, Vocational Nursing Program for a four-year period from November 17, 2009, through November 16, 2013, and issued a certificate accordingly. Additionally, the following Program requests were approved:
 1. Admit a full-time class of 36 students commencing January 25, 2010, and graduating December 22, 2010, to replace students scheduled to graduate December 4, 2009.
 2. Admit a full-time class of 36 students commencing June 28, 2010, and graduating May 27, 2010, to replace students scheduled to graduate May 21, 2010.
- On November 19, 2010, the Program Director notified the Board that the start date for the June 28, 2010, class that was approved on November 4, 2009, had been delayed to August 16, 2010, and is expected to graduate July 22, 2011.
- On December 21, 2010, the Executive Officer rendered the following decisions:

- 1- Approved the Program's request to admit a full-time class of 36 students commencing January 31, 2011, and graduating January 27, 2012, to replace students who graduated December 3, 2010.
- 2- Approved the Program's request to admit a full-time class of 36 students commencing August 22, 2011, and graduating July 27, 2012, to replace students who graduated July 22, 2011.
- 3- Approved the Program's request for a pattern of admission to replace graduating classes only, with the following stipulations:
 - a. No additional classes are added to the Program's current pattern of admission without prior Board approval. The Program's current pattern of admission includes admission of one class of 36 full-time students two times per year, to replace graduating classes only.
 - b. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.

- On June 7, 2012, the Executive Officer rendered the following decisions:
 - 1- Approved the Program's request to increase its frequency of the pattern of admission to include four classes of 36 students each year to replace graduating classes only, with the following stipulations:
 - a. No additional classes are added to the Program's current pattern of admission without prior Board approval. The Program's current pattern of admission includes four classes of 36 students per year (February, June, September, and November).
 - b. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. The Program's average annual pass rates remain no more than ten percentage points below the state average annual pass rate.
- On September 20, 2012, the Board was notified that the Program would be moving in October 2012 from Santa Clara to San Jose.
- On December 6, 2013, the Executive Officer rendered the following decisions:
 1. Continued full approval for the Unitek College, San Jose, Vocational Nursing Program for a four-year period from November 16, 2013, through November 15, 2017, and issued a certificate accordingly.
 2. Continued approval of the Program's pattern of admission to replace graduating classes, only, with the following stipulations:
 - a. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's current pattern of admission includes four classes of 36 students per year.
 - b. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.

- c. The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530 (l).
- October 24, 2014, the Executive Officer approved the following recommendations:
 1. Approved the Unitek College, San Jose, Vocational Nursing Program to admit a class of 36 evening students on October 27, 2014, only, graduating March 18, 2016, to meet community needs.
 2. Continued approval of the Program's pattern of admission to replace graduating classes, only, with the following stipulations:
 - a. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's current pattern of admission includes four classes of 36 students per year.
 - b. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530 (l).
- On July 30, 2015, the Acting Executive Officer approved the following recommendations:
 1. Approved the Unitek College, San Jose, Vocational Nursing Program's request to admit a class of 36-day students on August 24, 2015, only, graduating July 29, 2016.
 2. Continued approval of the Program's pattern of admission to replace graduating classes, only, with the following stipulations:
 - a. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's current pattern of admission includes four classes of 36 students per year.
 - b. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530 (l).
- On January 14, 2016, the acting Executive Officer:
 1. Approved the Unitek College, San Jose, Vocational Nursing Program's request to increase the pattern of admission to five full-time day classes per year, 36 students per class, and one full-time evening class of 36 students every 66 weeks to replace graduating students only. The additional class would be scheduled to commence in August 2016 to replace the class graduating in August 2016.
 2. Continued approval of the Program's pattern of admission to replace graduating classes, only, with the following stipulations:

- a. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of one full-time class of 36 students five times per year in, only; and one part – time evening class of 36 students every 66 weeks, to replace student only.
 - b. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530 (l).
- On March 24, 2017, a new Program Director was approved.
- On March 30, 2017, the Interim Executive Officer rendered for following decisions:
 1. Approved the Unitek College, San Jose, Vocational Nursing Program's request to admit a class of 36 students to a three-day Friday-Saturday-Sunday class commencing on May 30, 2017, scheduled to graduate on January 26, 2019.
 2. Approved the Program to increase the pattern of admission to five full-time day classes per year, 36 students per class, one full-time evening class of 36 students every 66 weeks, and one three day a week, Friday-Saturday-Sunday class of 36 students, to replace graduating students only, with the following stipulations:
 - a. No additional classes are added to the Program's pattern of admission without prior Board approval.
 - b. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530 (l).
- On November 6, 2017, the Executive Officer rendered the following decisions:
 1. Continued full approval of the Unitek College, San Jose, Vocational Nursing Program for the period of November 15, 2017, through November 14, 2021, and issued a certificate accordingly.
 2. Continued approval of the Program's pattern of admission to include:
 - a. Five full-time day classes per year, of 36 students per class, to replace students only.
 - b. One full-time evening class of 36 students every 66 weeks, to replace students only.
 - c. One part-time three day/evening a week, class of 36 students, to replace graduating students only, with the following stipulations:
 - 1) No additional classes are added to the Program's pattern of admission without prior Board approval.
 - 2) The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - 3) The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530 (l).

- On November 22, 2107, the Interim Executive officer rendered the following decisions:
 1. Approved the Unitek College, San Jose, Vocational Nursing Program, request to admit a part-time three evenings per week, 84-week class of 36 students to commence on December 11, 2017, with the projected graduation date of August 9, 2019.
 2. Approved the Program's request to increase the pattern of admission to five full-time day classes per year, 36 students per class; one full-time evening class of 36 students every 66 weeks, to replace graduating students only; and two part-time three evenings/week, 84-week classes to replace graduating students only.
 3. Continued approval of the Program's pattern of admission to replace graduating classes, only, with the following stipulations:
 - a. No additional classes are added to the Program's pattern of admission-without prior Board approval.
 - b. The Program is approved for pattern of admission to replace graduating classes only. The current pattern of admission includes:
 1. Five full-time day classes per year, 36 students per class.
 2. One full-time evening class of 36 students every 66 weeks; and
 3. Two part-time, 84-week class of 36 students (conducted three evenings/week).
 - c. No additional classes are added to the Program's pattern of admission without prior Board approval.
 - d. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - e. The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530 (l).
- On March 27, 2018, the Executive Officer rendered the following decision:
 1. Approved the major curriculum revision with 1620 total Program hours, to include 660 theory and 960 clinical hours. The clinical hours include 88 simulation hours.
- On February 6, 2020, the Executive Officer rendered the following decisions:
 1. Approved the Programs request to admit a class of 36 full-time students to commence on March 16, 2020, and scheduled to graduate on February 26, 2021.
 2. Increased the pattern of admission to include the one full-time day class. The total number of enrolled classes is not to exceed eight at any one time.
 3. Approved the Program's request to increase the pattern of admission to replace graduating classes only, with the following stipulations:
 - a. No additional classes are added to the Program's pattern of admission without prior Board approval.

- b. The Program is approved for a pattern of admission to replace graduating classes only. The current pattern of admission pattern will include:
 - 1) Six full-time 46-week day classes per year, 36 students per class.
 - 2) One full-time evening class of 36 students every 66 weeks to replace graduates only.
 - 3) One part-time 84-week day or evening class of 36 students to replace graduates only.
 - 4) Not to exceed eight classes at a time.
 - c. No additional classes are added to the Program's pattern of admission without prior Board approval.
 - d. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - e. The Program maintains an average annual pass rate that is compliant with California Code of Regulations Title 16, Section 2530(l).
- On November 10, 2020, the Executive Officer rendered the following decisions:
 1. Approved the request to admit a class of 36 students to a full-time, 84-week evening class starting on December 14, 2020, and graduating on July 2, 2022.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Continued to approve the Program's pattern of admission.
2. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.
 - b. One full-time 66- week, evening class of 36 students to replace graduates only.
 - c. One part-time 84-week day and evening classes of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time.
3. The Program Director documents that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
4. Notify the NEC in the event a current class is displaced from clinical sites.
5. Board staff will continue to monitor the Program by tracking its licensure examination pass rate each quarter, the number of graduates taking the licensure examination, reviewing Annual Reports submitted by the Program Director, and conducting Continuing Approval Surveys.
6. Continued to require the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16 commencing at Section 2525.

- On January 27, 2021, a new Program Director was approved.

- On March 30, 2021, a new Program Director was approved.
- On November 16, 2021, the Executive Officer rendered the following decisions:
 1. Granted continued full approval for the Unitek College, San Jose, Vocational Nursing Program for a four-year period beginning November 16, 2021, and issue a certificate accordingly.
 2. Approved the full-time evening and weekend class of 36 students to start on November 22, 2021, with a graduation date of June 12, 2023. This is not a replacement class or to be added to the pattern of admission at this time.
 3. Continued the Programs established pattern of admission. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Notify the NEC in the event a current class is displaced from clinical sites.
2. Pattern of admission to include:
 - a. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - 1) Six full-time 46-week day classes per year, 36 students per class,
 - 2) One full-time 66- week, evening class of 36 students to replace graduates only, and
 - 3) One part-time 84-week day and evening classes of 36 students to replace graduates only,
 - 4) Not to exceed eight classes at a time.
3. During the COVID-19 pandemic, continued to require the Program, two months prior to admitting a class to the pattern of admission to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Section 2530(l).
4. Notify the NEC in the event a current class of students are displaced from clinical sites.
5. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing at Section 2525.

- On January 28, 2022, the Program submitted a plan to increase the NCLEX pass rates.
- On April 29, 2022, the Program submitted the response to the Notice of Violations.

- On June 14, 2022, the Executive Officer rendered the following decisions:
 1. Approved the Program's request of a part-time evening weekend class of 36 students to commence on July 25, 2022, with a graduation date of February 17, 2024, to replace the part-time evening class that graduates July 16, 2022. This class is not part of the Programs approved pattern of admission.
 2. Continued the Program's approved pattern of admission.
 3. Required the Program to comply with all Program requirements listed below.

PROGRAM REQUIREMENTS:

1. Notify the NEC in the event a current class is displaced from clinical sites.
2. The Program must submit evidence of student make-up of all 120 missed clinical hours by July 30, 2022, to correct the outstanding violation.
3. No additional classes are added to the Program's pattern of admission without prior BVNPT approval. The Program's approved pattern of admission will include admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.
 - b. One full-time 66- week, evening weekend class of 36 students to replace graduates only.
 - c. One part-time 84-week day and evening class of 36 students to replace graduates only.
4. During the COVID-19 pandemic, continued to require the Program, two months prior to admitting a class to the Program's approved pattern of admission to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).
5. Notify the NEC in the event a current class of students are displaced from clinical sites.
6. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing at Section 2525.

- On September 18, 2022, a new Program Director was approved.
- On January 9, 2023, a new Program Director was approved.
- On June 6, 2023, the Executive Officer approved the following recommendations:
 1. Approved the Program's request to admit a part-time evening class of students to commence on June 19, 2023, with a graduation date of December 19, 2024. This is not part of the approved pattern of admission.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

- 1. Notify the NEC in the event a current class is displaced from clinical sites.
- 2. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.
 - b. One full-time 66- week, evening class of 36 students to replace graduates only.
 - c. One part-time 84-week day or evening class of 36 students to replace graduates only. Not to exceed eight classes at a time.
- 3. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing at Section 2525.
- 4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On January 11, 2024, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to admit a part-time, 84-week evening class of 36 students to commence on February 26, 2024, with a graduation date of September 6, 2025. This class is not part of the pattern of admission.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Notify the NEC in the event a current class is displaced from clinical sites.
2. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.
 - b. One full-time 62- week, evening class of 36 students to replace graduates only.
 - c. One part-time 84-week day or evening class of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time.
3. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and Article 5 of the California Code of Regulations, Title 16, commencing at Section 2525.
4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On June 5, 2024, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to change the curriculum from a full-time curriculum of 46 weeks to a revised full-time curriculum of 45 weeks, effective May 28, 2024. The proposed curriculum consists of 576 theory hours and 954 clinical hours totaling 1530 hours.
 2. Approved the Program's request to change the curriculum from a full-time evening curriculum of 62 weeks to a revised full-time evening curriculum of 58 weeks, effective May 28, 2024. The proposed curriculum consists of 576 theory hours and 954 clinical hours totaling 1530 hours.
 3. Approved the Program's request to change the curriculum from a part-time evening curriculum of 75 weeks to a revised part-time evening curriculum of 71 weeks, effective May 28, 2024. The proposed curriculum consists of 576 theory hours and 954 clinical hours totaling 1530 hours.
 4. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Required to Program Director to notify the NEC in the event a current class is displaced from clinical sites.
2. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - a. Six full-time 45-week day classes per year, 36 students per class.
 - b. One part-time 58- week, evening class of 36 students to replace graduates only.
 - c. One part-time 71-week day and evening classes of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time.
3. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On July 19, 2024, a new Program Director was approved.
- On September 17, 2024, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to change the curriculum from a full-time curriculum of 45 weeks to a revised full-time curriculum of 46 weeks, effective September 17, 2024. The proposed curriculum consists of 660 theory hours and 960 clinical hours totaling 1620 hours.
 2. Approved the program's request to change the curriculum from a full-time evening curriculum of 58 weeks to a revised full-time evening curriculum of 62 weeks, effective September 17, 2024. The proposed curriculum consists of 660 theory hours and 960 clinical hours totaling 1620 hours.
 3. Approved the program's request to change the curriculum from a part-time evening curriculum of 71 weeks to a revised part-time evening curriculum of 75 weeks, effective September 17, 2024. The proposed curriculum consists of 660 theory hours and 960 clinical hours totaling 1620 hours.
 4. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Required the Program Director to notify the NEC in the event a current class is displaced from clinical sites.
2. No additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class. One part-time 62- week, evening class of 36 students to replace graduates only.
 - b. One part-time 75-week day and evening classes of 36 students to replace graduates only.
 - c. Not to exceed eight classes at a time. The Program is required to request the three currently approved additional classes of students for replacement.
3. Required the Program Director to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On October 1, 2024, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to admit a part-time evening class of 36 students to start on November 12, 2024, with a graduation date of May 30, 2026. This is not a replacement class.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Continued to require the Program Director to notify the NEC in the event a current class is displaced from clinical sites.
2. Continued to require no additional classes added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.

- b. One part-time 62- week, evening class of 36 students to replace graduates only.
 - c. One part-time 75-week day and evening classes of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time without approval from the Board.
- 3. Required the Program Director to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
- 4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On December 10, 2024, the Executive Officer rendered the following decisions:
 - 1. Approved the Program's request to admit a part-time evening class of 36 students to start on January 22, 2025, with a graduation date of July 25, 2026. This is not a replacement class.
 - 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

- 1. Required the Program Director to notify the NEC in the event a current class is displaced from clinical sites.
- 2. Required that the Program admit no additional classes to the Program's pattern of admission without prior Board approval. The Program's pattern of admission will include admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.
 - b. One part-time 62- week, evening class of 36 students to replace graduates only.
 - c. One part-time 75-week day and evening classes of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time without approval from the Board.
- 3. Required the Program Director to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and

Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.

4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
- On May 27, 2025, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to admit a full-time day class of 36 students to start on July 28, 2025, with a graduation date of July 24, 2026. This is a one time class.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Required the Program Director to notify the NEC in the event a current class is displaced from clinical sites.
2. Required that the Program admit no additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission includes admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.
 - b. One part-time 62- week, evening class of 36 students to replace graduates only.
 - c. One part-time 75-week day and evening classes of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time without approval from the Board.
3. Comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On June 1, 2025, a new Program Director was approved.

- On July 8, 2025, the Executive Officer rendered the following decisions:
 1. Approved the Program's request to admit a part-time evening class of 36 students to start on September 29, 2025, with a graduation date of March 27, 2027, to replace the class that graduates on August 23, 2025.
 2. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

1. Required the Program Director to notify the NEC in the event a current class is displaced from clinical sites.
2. Required that the Program admit no additional classes are added to the Program's pattern of admission without prior Board approval. The Program's pattern of admission includes admission of:
 - a. Six full-time 46-week day classes per year, 36 students per class.
 - b. One part-time 62- week, evening class of 36 students to replace graduates only.
 - c. One part-time 75-week day and evening classes of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time without approval from the Board.
3. Required the Program to comply with all approval standards in Article 4 of the Vocational Nursing Practice Act, commencing at California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
4. Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.

- On August 12, 2025, a new Program Director was approved.
- On November 18. 2025 the Board rendered the following revised recommendation:
 1. Placed the Unitek College, San Jose Vocational Nursing Program on Provisional Approval for a period of two years commencing on November 18, 2025.
 2. Rescinded the Programs pattern of admission which includes:
 - a. Six full-time 46-week day classes per year, 36 students per class,
 - b. One part-time 62- week, evening class of 36 students to replace graduates only.
 - c. One part-time 75-week day and evening classes of 36 students to replace graduates only.
 - d. Not to exceed eight classes at a time without approval from the Board.

3. Required the Program to comply with all requirements listed below.

PROGRAM REQUIREMENTS:

- 1- Required the Program Director to notify the NEC in the event a current class is displaced from clinical sites.
- 2- Required the Program, when requesting approval to admit students, to:
 - a. Submit all documentation in final form, using forms provided by the BVNPT, no later than two months prior to the requested start date for the class.
 - b. Provide documentation that adequate resources, i.e., faculty and facilities, are available to support each admitted class of students.
 - c. Maintain an average annual pass rate that is compliant with California Code of Regulations, Title 16, Section 2530(l).
- 3- Comply with all of the approval standards set forth in Article 4 of the Vocational Nursing Practice Act, commencing with California Business and Professions Code Section 2880, and in Article 5 of the California Code of Regulations, Title 16, commencing with Section 2525.
- 4- Board staff will continue to monitor the Program's effectiveness by tracking class admissions, the effectiveness of employed interventions, and the Program's licensure examination pass rates each quarter.
- 5- Any material changes in circumstances affecting any information contained in the documents submitted by the Program to the Board, require the Program to notify the NEC immediately, in writing, per California Code of Regulations, Title 16, Section 2526(g).

Unitek College San Jose VN Program Faculty Plan

December 4, 2025

Plan Table of Content

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4. Faculty Retention Action Plan – slide 14 to 16

Approved VN Faculty List- San Jose



Board of Vocational Nursing & Psychiatric Technicians Program Faculty																			
Program (Include campus)			Unitek College, San Jose Campus												Date Revised November 21, 2025				
	Date of Board Approval	Date(s) Updated	Type of License			Degree				Position					Teaching Assignment				
			RN	VN	PT	A	B	M	D	D	AD	I	TA	AF	FT	PT	(T)	(C)	Both
Abejuela, Kathleen	3/10/2022			X			X				X			X			X	N/A	Current
Amarao, Neil	12/20/2023		X		X						X			X			X	N/A	Current
Amparo, Victoria	12/9/2024	X				X					X			X			X	N/A	Current
Aviles, George	1/21/2025	X									X			X			X	N/A	Current
Browning, Melanie M.	11/17/2025	X				X					X			X			X	N/A	Current
Cadiz, Mariano	7/9/2015	X				X					X			X			X	N/A	Current
Colby, Travis	10/1/2021, 1/21/2025, 6/1/2025, 8/12/25	X				X					X			X			X	N/A	Current
Devencenzi, Rebecca Evon	11/11/2024		X			X					X			X			X	N/A	Current
Dhaliwal, Vipindeep	10/3/2022	X				X					X			X			X	N/A	Current
Dundon, Jennifer Louise Russel	10/2/2024	X		X							X			X			X	N/A	Current
Finck, Victoria	3/3/2017	X					X				X			X			X	N/A	Current
Gold, Kenneth	7/17/2019		X			X					X			X			X	N/A	Current
Ho, Laura	11/7/2024	X				X					X			X			X	N/A	Current
Hollist, Lauri	4/15/2022	X				X					X			X			X	N/A	Current
Jain, Vibha	7/1/2022	X				X					X			X			X	N/A	Current
Jean Young, Loffer	9/5/2023	X				X					X			X			X	N/A	Current
Kaur, Gurpreet	5/21/2025	X					X				X			X			X	N/A	Current
Kaur, Navdeep	3/20/2025	X				X					X			X			X	N/A	Current
Le, Duc Thanh	9/14/2023	X				X					X			X			X	N/A	Current
Liu, Lijing	10/29/2021	X				X					X			X			X	N/A	Current
Livingstone, Elizabeth Ann	11/12/2025	X					X				X			X			X	N/A	Current
Mistry, Mita	10/15/2024		X			X					X			X			X	N/A	Current
Mohammed, Martha	5/24/2023	X				X					X			X			X	N/A	Current
Muresan, Sabina	3/28/2023	X				X					X			X			X	N/A	Current
Nguyen, James	7/25/2024						X					X	X	X				N/A	Current
Nguyen, Peter Hieu	10/31/2025		X			X					X			X			X	N/A	Current
Perez, Brittany	1/23/2025	X					X				X			X			X	N/A	Current
Pratt, Marguerite	11/7/2016	X				X					X			X			X	N/A	Current
Rai, Gurpreet Kaur	9/25/2024	X				X					X			X			X	N/A	Current
Relos, Josephine	4/21/2016		X			X					X			X			X	N/A	Current
Remo, Heinz Denielle	9/25/2023	X				X					X			X			X	N/A	Current
Sanders, Jacqueline	7/26/2021		X			X					X			X			X	N/A	Current
Savella, Rosalie	4/15/2019	X		X							X			X			X	N/A	Current
Sebastian, Sindhu	8/12/25, 7/19/24, 3/23/18	X					X		X					X			X	N/A	Current
Silva, Amanda	3/6/2023		X								X			X			X	N/A	Current
Squires, Catherine Johanna	1/6/2025		X			X					X			X			X	N/A	Current
Villanueva, Liezel	10/25/2021	X				X					X			X			X	N/A	Current
Washington, Tunisha Kwamai	8/29/2024		X			X					X			X			X	N/A	Current
Wong Hausner, Coryne	4/15/2022, 9/25/2023	X				X					X			X			X	N/A	Current
Xu, Ming	4/26/2017, 12/20/2024	X				X					X			X			X	N/A	Current



San Jose Campus

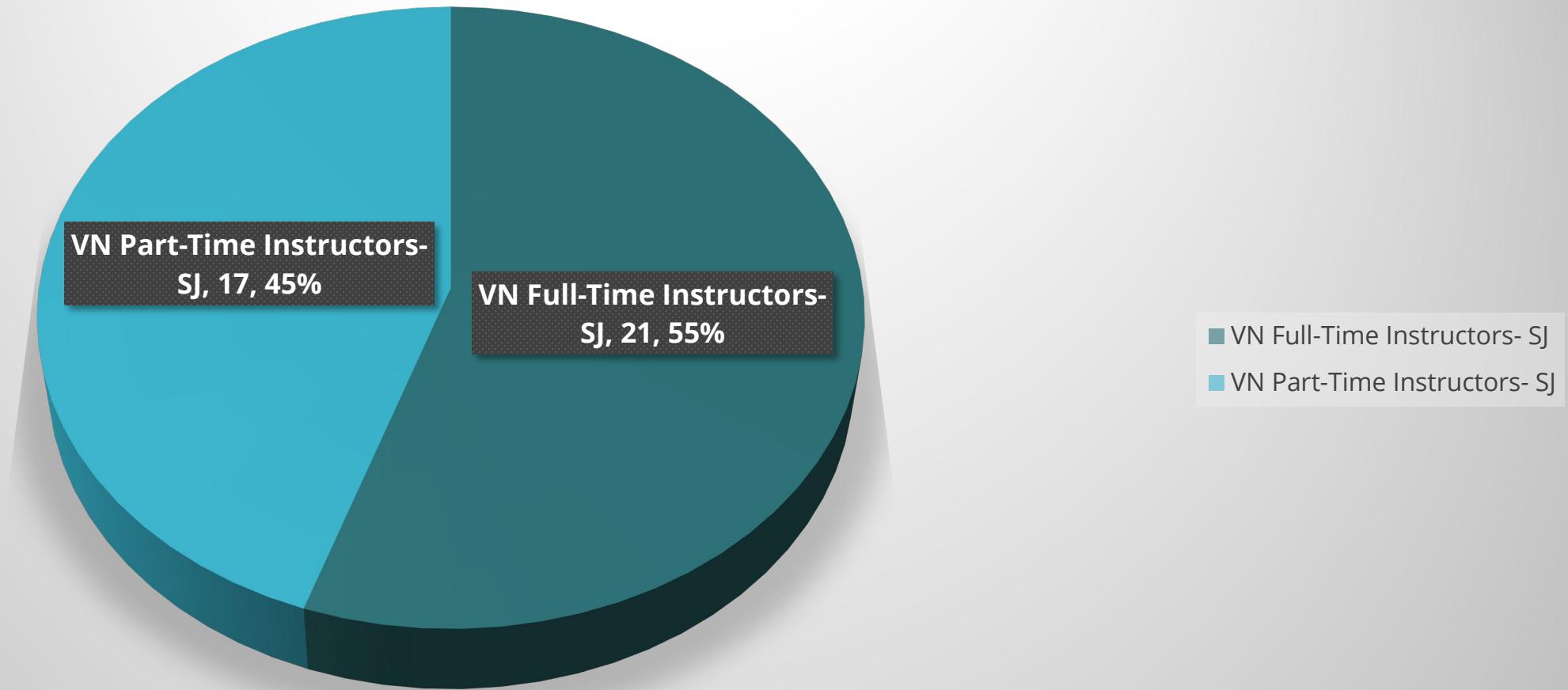
Based on Current Faculty Approvals, Unitek San Jose VN Program has Sufficient Faculty to support all cohorts:

- Full-time Instructors = 21 plus the Program Director and a General Science Instructor
- Part-time Instructors = 17
- RN licensed faculty = 22 plus the Program Director
- LVN licensed faculty = 16
- Total faculty = 38 FT plus the Program Director and a General Science Instructor
- Current student population = 361
- Faculty Apprentice = 0 FT LVN
- Clinical Coverage = Adequate Clinical Coverage (*38 (faculty)/3 (Needed faculty for clinical per cohort)*)

VN Faculty Status, San Jose-2025



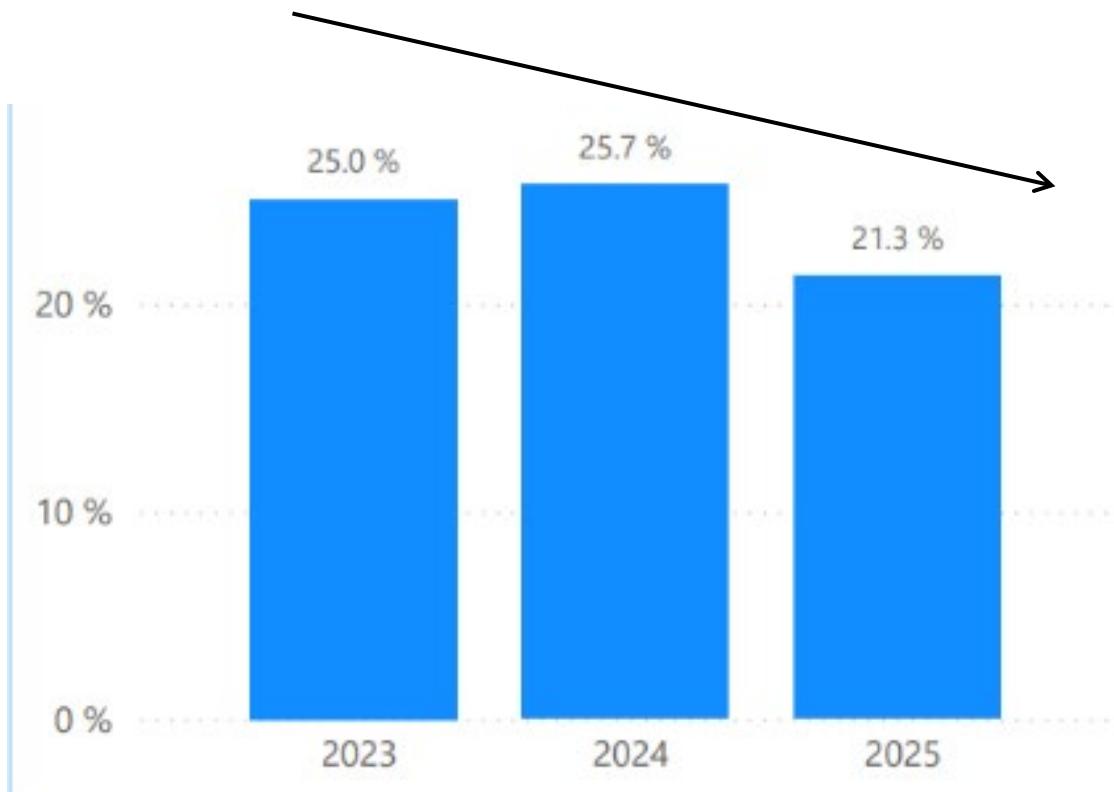
Current VN Faculty Status- SJ



San Jose VN Faculty Turnover 2023-2025



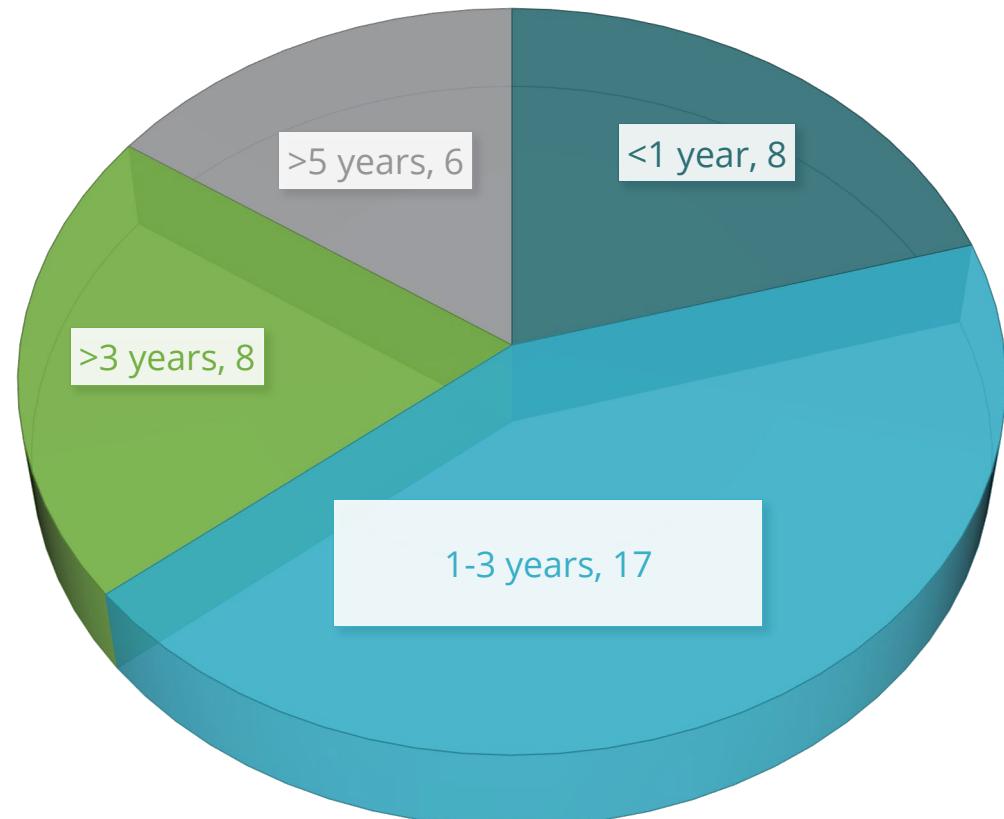
San Jose VN Faculty Turnover



- Turnover declined from 2024 to 2025. Our current PD started in 2024 which contributes to the decline in faculty attrition.
- Full Time Instructors shows stability with less turnover than part-time instructors- 6% of the faculty turnover were FT instructors.



VN Faculty Stability- San Jose



- The chart shows stability for the VN team at SJ (Instructors and Program Director).
- 36% of the VN team has been with the college for more than 3 years.

San Jose VN Faculty Placement



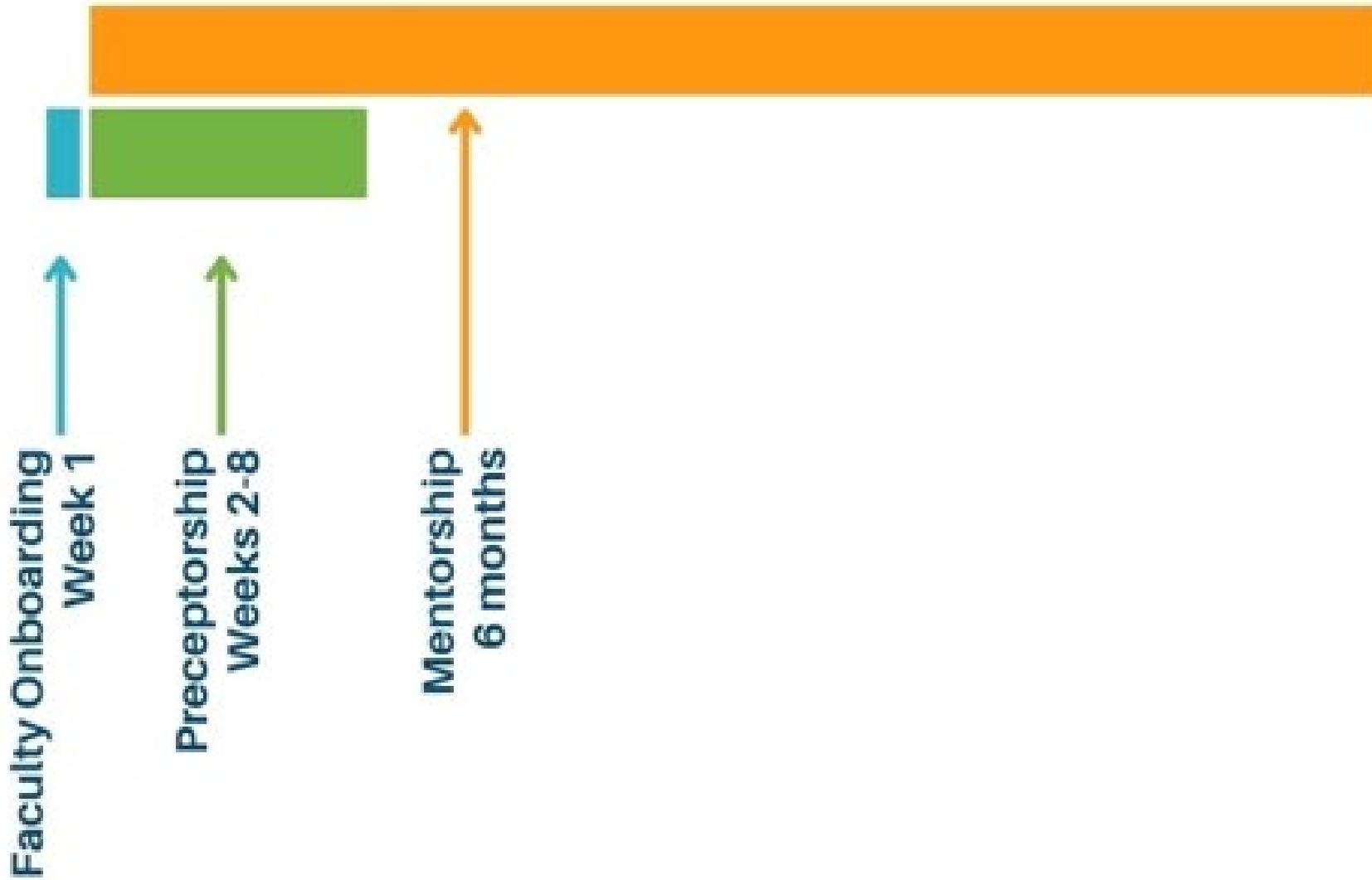
Cohort	No of students	Instructors	Placement	Clinical days	Notes
SJ1 2025(FTD) Term 3	35	Josephine Relos	Theory and Clinical	Monday Tuesday and Wednesday	
		George Aviles	Clinical		
		Neil Amorao	Clinical		
SJ2 2025(FTD) Term 1	29	Peter Nguyen	Clinical	Wednesday, Thursday	
		Rebecca Devencenzi	Theory and Clinical		
		Neil Amorao	Clinical		
SJ3 2025(FTD) Term 3	24	Vibha Jain	Theory and Clinical	Monday Tuesday and Wednesday	
		Laurie Hollist	Theory and Clinical		
SJ4 2025(FTD) Term 1	36	Victoria Amparo	Clinical		
		Catherine Squires	Theory and Clinical	Wednesday, Thursday	
		Travis Colby	Theory and Clinical		
SJ5 2025(FTE) Term 1	31	Mariano Cadiz	Theory and Clinical		
		Liezel Villanueva	Theory and Clinical	Monday and Tuesday	
		Neil Amorao	Clinical		
SJ6 2025(FTD) Term 2	34	Rosalie Savella	Theory and Clinical		
		Victoria Finck	Theory and Clinical		
		Vipindeep Dhaliwal	Clinical	Wednesday, Thursday	
SJ7 2025(PTE) Term 2	36	Victoria Finck	Clinical		
		Neil Amorao	Clinical	Saturday	
		Ms Relos	Clinical		
		Ming Xu / Lauri Hollist	Theory	Tuesday and Thursday	
SJ8 2025(FTD) Term 3	34	Melanie Browning	Theory and Clinical	Monday Tuesday and Wednesday	
		Marguerite Pratt	Clinical		
		Kathleen Abejuela	Theory and Clinical		
SJ9 2025(PTE) Term 1	33	Jacqueline Sanders -	Theory	Monday and Wednesday	
		Tunisia Wahington	Theory and Clinical	Saturday	
		Mita Mistry	Clinical		
SJ10 2025(PTE) Term 3	19	Laura Ho	Theory and Clinical	Saturday	
		Victoria Amparo	Clinical		
		Ken Gold	Theory	Monday and wednesday	
SJ11 2025(PTE) Term 3	27	Jennifer Russell	Theory and Clinical	Tuesday and Thursday	
		David Lee	Clinical	Saturday	
		George Aviles	Clinical		
SJ12 2025 Term 2	23	Britany Perez	Theory and clinical		
		Loffer Young	Clinical	Monday and Tuesday	
OB& Peds	Sabina Muresan				
OB& Peds	Coryne Wong				
A&P and Pharmacology	Dr James Nguyen				



Educational Pathways transition to 6 months eligibility/entrance:

- Guided degree pathway that is 100% tuition-free
- 6-month program entry enables education to be used as a recruitment AND retention strategy
- Satisfactory performance in the classroom is a requirement for entry into the program, which promotes educational excellence
- Degree programs take a minimum of two years to complete
- Degree program serves as a ladder to future leadership opportunities for faculty

Onboarding Support for New VN Instructors



Faculty Shortage Initiatives Updates

Faculty Apprentice Program

- Immersive program
- Education coursework
- Classroom Observations
- Mentorship
- Attainment of Clear Credential

Faculty Preceptor

- Programmatic Training
- 1:1 guidance for educators
- Observations & feedback

Faculty Mentorship

- Trained Mentors work with faculty for six months
- Assist with questions
- Provide support for teaching
- Help resolve challenges

Educational Pathways

- LVN to RN
- Degree pathway to a Master's Degree
- Can begin after six months of employment
- Tuition-free

Caritas Programs

- Caritas Leadership Program
- Caritas Coach Program
- Six-month programs
- Opportunity to advance their career and/or support colleagues

Root Cause Analysis (RCA)- SJ Faculty Turnover

Data Sources

Faculty Interviews: Job satisfaction, workload, support, compensation, career growth.

Faculty/Staff Surveys: Burnout levels, communication, compensation, resources.

Student Interviews: Perceived faculty stress, course disruptions, morale

Root Cause Analysis (RCA)- SJ Faculty Turnover

- **Recommended Actions**

- **Short-Term**

- Conduct workload audit
- Strengthen communication and feedback channels.
- Launch faculty recognition initiatives.

- **Medium-Term**

- Adjust compensation to market benchmarks.
- Expand mentorship and professional development support.
- Improve onboarding and retention processes.

- **Long-Term**

- Create clear promotion and career pathways.
- Evaluate resources.
- Develop a collaborative, inclusive institutional culture.

Faculty Satisfaction and Retention Action Plan – San Jose

1. Program Director started meeting with all instructors individually monthly to have a one-on one discussion and listen to their feedback.
2. San Jose campus will initiate the Faculty Recognition board.
3. An additional faculty satisfaction survey for all current San Jose VN instructors will be launched by HR team on 12/5/2025. The survey results will be reviewed by the leadership team with the Program Director. Leadership will follow-up with an additional survey in 6 month from the date of launching.
4. Creating faculty pipeline – Recruitment team is working on that.
5. Exit Interview will be completed for all instructors. Interview summaries will be reviewed. PD will update the Retention Plan accordingly.

Faculty Satisfaction and Retention Action Plan – San Jose

6. PD will be retrained on the faculty interview process and applicant selection including screening resumes for 10 years.
7. Review the market for current salaries for the VN Instructors and compare to our college rates.
8. Conduct quarterly information sessions to the VN instructors regarding the initiatives that the college provide to support their educational growth and various support resources.
 - a. Licensure advancement option (LVN-RN)
 - b. Advanced degree options (BSN, Master's degree, DNP)- **one SJ instructor is in progress.**
 - c. CNE certification opportunity supported by Unitek- **two SJ instructors are in progress.**
 - d. Watson Caring Science Coach- **two SJ instructors are in progress**

Monitoring SJ Plan Progress

- Monthly meetings will be conducted with Ms. Jessica Gomez and the Academic Leadership team at Unitek to monitor progress and seek further guidance from the BVNPT.
- Proposed to start meetings in January, 2026.