



NC North Central  
State College

Baccalaureate Proposal

BSN@  
NCSC

for the Ohio Department  
of Higher Education

BACHELOR OF SCIENCE IN NURSING



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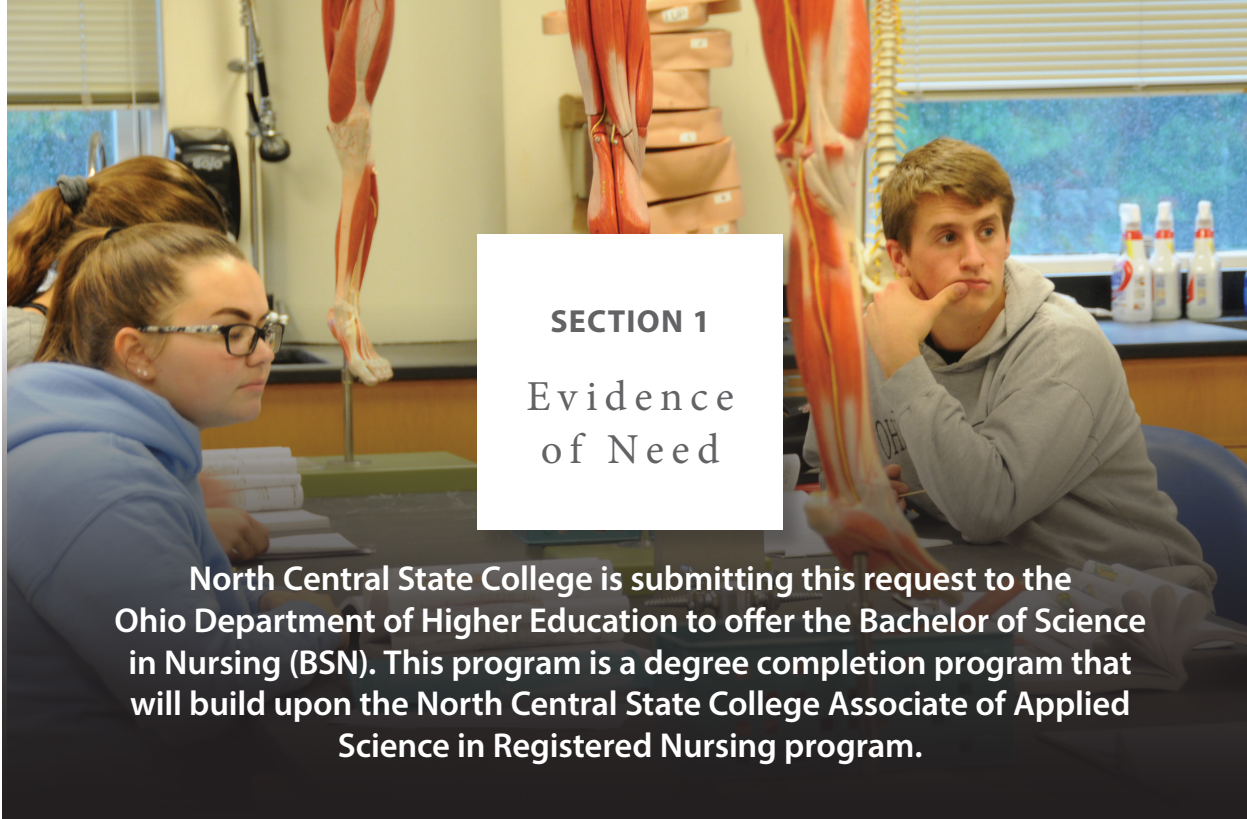
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## SECTION 1

### Evidence of Need

**North Central State College is submitting this request to the Ohio Department of Higher Education to offer the Bachelor of Science in Nursing (BSN). This program is a degree completion program that will build upon the North Central State College Associate of Applied Science in Registered Nursing program.**

- The North Central State College Bachelor of Science in Nursing (BSN) program proposal is for an RN to BSN completion program which builds upon coursework of students having achieved Registered Nursing licensure following completion of an Associate Degree or Diploma program. The course format is an 8-week online course format with synchronous weekly course options for all nursing coursework. One course, RNUR 4040 Leadership in Nursing, will be offered in a hybrid format with online lecture and seminar and face to face clinical practicum experience.
- There have been a number of studies to support the increased success outcomes of students who spend more time engaging with each other as well as their faculty. One study in particular has resonated with our own experience in relation to our male nursing students. The study by Sax (2005) *The Differential Effects of Student-Faculty Interaction on College Outcomes for Women and Men*, sought to measure the context, quality and frequency of faculty interaction and the effect on students of each gender. It was found that male students benefited significantly from increased faculty interaction. Specifically, increased faculty interaction with male students positively affected these students understanding of the world around them, and increased their “cultural awareness,” and fostered “stronger commitments to promoting racial understanding” (2005, p.19).

In 2017 our own institution grappled with the importance of faculty interaction for our male nursing students. Our analysis of outcomes informed the decision to hire additional faculty, specifically gender role models for our male students. What we saw confirmed the importance of significant, contextualized faculty/student interaction.

As the college continues to support and encourage our current nursing students to pursue a baccalaureate degree, we will build upon these prior relationships.

Our baccalaureate program would serve a large percent of the current associate degree nursing students. Without this option, our students would be forced into an asynchronous environment that would provide them with the academic rigor, but would be lacking in the essential components of faculty interaction that so distinguishes our associate degree level students.

Sax, L. J. (2005). The Differential Effects of Student-Faculty Interaction on College Outcomes for Women and Men. *Journal of College Student Development*, 46, 642-657.



## 1.1 PROGRAM INFORMATION

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### Provide the name of the proposed program:

Bachelor of Science, Nursing (BSN)

### Provide the six-digit CIP code of the proposed program:

**CIP CODE: 51.3801**

**Definition:** A program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, infirmed, or other individuals or groups. Includes instruction in the administration of medication and treatments, assisting a physician during treatments and examinations, Referring patients to physicians and other health care specialists, and planning education for health maintenance.

#### Related SOC codes our BSN graduates would be prepared for:

- 25-1072.00** Nursing Instructors and Teachers, Postsecondary
- 29-1141.00** Registered Nurses
- 29-1141.01** Acute Care Nurses
- 29-1141.03** Critical Care Nurses

According to the U.S. Department of Labor all of these SOC code occupations meet the criteria for a designation of "Bright Outlook." This is defined as occupations that meet at least one of the following criteria:

- Projected to grow faster than average (employment increase of 5% or more) over the period 2019-2029 for the US nationwide
- Projected to have 100,000 or more job openings over the period 2019-2029 for the US nationwide.

Furthermore, the “Governor’s Top Jobs” data site, an interactive tableau database provided by the Governor’s Office of Workforce Transformation, has consistently shown throughout 2021, nursing professions with bachelor’s degrees at the top of the intersection of careers defined as both in-demand and of critical need for the state. The graduates could see a median salary of \$66,000.00 per year, with current openings throughout the state of 8,848. See Figure 1.

Figure 1 – Week of October 4th, Governor’s Top Jobs requiring a bachelor’s degree, designated as ‘in demand & critical’. STATE OF OHIO

Title	Median Salary		Growth			Employment				Openings		
	\$0K	\$50K	0	1,000	2,000	0K	50K	100K	150K	0	5,000	10,000
Registered Nurses		\$66K			1,839				129,954			8,848
Child, Family, and School Social Workers		\$44K			167				9,767			1,222
Training and Development Specialists		\$58K			83				9,314			1,007
Social and Community Service Managers		\$70K			80				4,594			505
Compl. Off., ex. Agric, Con, Hlth/Safety, & Trans.		\$64K			54				7,270			645
Substance Abuse & Behavioral Dis. Counselors		\$43K			51				3,109			395
Education Admin., Pre & Child Care Center/Prog.		\$45K			46				2,648			258



When examined from a regional perspective, the Central Region, which is within the North Central State College service area, the median income is \$64,000. with current openings in the central region of 1999. See Figure 2.

Figure 2 – Week of October 4th, Governor’s Top Jobs; requiring a Bachelor’s Degree, Designated as ‘in demand & critical’. CENTRAL REGION

Title	Median Salary			Growth			Employment				Openings				
	\$0K	\$50K	\$100K	0	200	400	600	0K	10K	20K	30K	0	1,000	2,000	
Registered Nurses		\$64K					626							24,132	1,999
Child, Family, and School Social Workers		\$42K					53							1,797	258
Training and Development Specialists		\$54K					35							2,702	308
Social and Community Service Managers		\$84K					27							1,277	147
Compliance Officers		\$70K					20							2,022	186
Substance Abuse and Behavioral Disorder Counselors		\$43K					10							525	68

**Provide the names of the ATS, AAB, and/or AAS programs at your college upon which the proposed program is intended to build.**

Associate of Applied Science in Registered Nursing Program

## 1.2 WORKFORCE NEED AND WORKFORCE GAP NOT BEING MET BY EXISTING PROGRAMS

Describe the workforce needs and required skills of a regional business or industry and indicate how the proposed program is particularly suited for preparing graduates for careers in that regional business or industry. To substantiate that the need is in an in-demand field with long-term sustainability, submit regional data from the Governor's Office of Workforce Transformation In-Demand Jobs List ([topjobs.ohio.gov](http://topjobs.ohio.gov)) and the regional or local workforce board data as an appendix item.



The Bachelor of Science in Nursing Program at North Central State College was developed with input from our regional educational, community non-profit, and business partners. The impetus for the development of the program came from a consistent, longstanding, request/urging from the health industry, hospitals, extended care facilities, and the business and community advisory committees serving for the Nursing Programs (RN and LPN) at North Central State. This has been further exacerbated by the recent pandemic, the statewide and national shortage of nurses, which caused many hospitals to shed additional expenses to hire traveling nurses at much higher salaries and benefits, not to mention the early retirement of many experienced health professional caused by the pandemic. Another reason for the demand of bachelor of science in nursing is the need at hospitals pursuing higher standards of Magnet Status.

The key component setting our program apart from other local programs is the synchronous availability of faculty on a regular basis, and the leadership practicum experience. While the state of Ohio does have a multiplicity of online BSN programs to offer students, NCSC is in a unique position to swiftly adapt to market needs, and offer not only a high quality online BSN program, but one that has the local advantage to deliver significant synchronous faculty/student interaction. ***Employers are demanding stronger relationships and soft skills beyond the technical skills in graduates in order to serve their patients/customers. In addition, the program has a strong value of quality to cost ratio that is not available and as affordable locally to serve especially the underserved in our region and our state in order to raise educational attainment, and improve quality of life and the standard of living.***

The North Central State College Nursing program has earned a reputation for strong ties with the community and local businesses. Additionally, the program is known by its graduates. These graduates excel in technical proficiency as healthcare workers, with the added character development of the more intangible soft-skills needed by individuals in the health care profession, and the ability to be job-ready due to their clinical experience prior to graduation. Health-care programs that do not place a strong emphasis on empathy and compassionate communication may produce a few graduates who excel in this area, but the program will not be known for producing graduates with these attributes. This is something for which we are well-known.

Two more schools of higher education with BSN degrees serve the region within a 45-minute driving radius of North Central State College, in Mansfield, Ohio. These are Mt. Vernon Nazarene College and Ashland University. However, the combined contribution of these two providers to the regional workforce during the most recent graduation year (see Figure 3) does not close the skills gap needed for our region.



*Appendix A1, EMSI BSN Job Posting Analytics, identifies 382 unique postings for the region surrounding North Central State College, demonstrating the need beyond the graduation rate of current offerings.*



Please note also that *Appendix A2* shows that 52% of nurses indicated not obtaining a BSN was due to “Age or Stage in Career” and Plan to leave nursing; retired ...” further strengthening the need to replace the anticipated losses. Registered nursing remains as the top job listing in Ohio, *Appendix A3*, and growth is expected to continue.

The annual cost for tuition and fees of a BSN completion degree at North Central State College will be the lowest cost option for students within a 45-mile radius (see below).

**Figure 3- 2020 BSN Graduate Information**

Institution	2020 BSN Degree Completion	Year over Year Growth 2019-2020	Tuition per Credit Hour
Ashland University	209	39%	\$250
Mt. Vernon Nazarene	41	20%	\$398
North Central State College	N/A	N/A	Projected Approximate Cost-\$181.60*

\* NC State BSN tuition is considerably less than the cost to attend the nearest private institutions. This serves both students and employers by achieving a BSN in a more efficient use of resources to meet the needs of advancing the educational attainment of the nursing workforce.

Prior to submission, this proposal must be discussed at a meeting of the community college’s regional educational providers. Discussions among institutional members should address regional workforce needs, benefits to the region, concerns about potential duplication and program overlaps, and options for articulated pathways (2+2 or 3+1), as appropriate. Attach a fact-based summary of the discussion and related documentation (including comments both in favor of and opposed to the program) as well as supportive employers’ data on the collective employment needs as an appendix item.

North Central State College -Thursday September 16, 2021

RN-BSN DISCUSSION SYNOPSIS

Moderator: Dr. Kelly Gray, DNP,MSN, RN, FAADN | Vice President Academic Services | Chief Academic Officer

Organization	Representative	Title	Contact Information
North Central State College	Melinda Roepke	Dean, DON	mroepke@ncstatecollege.edu
Avita Health Systems	Kathy Durflinger	CNO	kdurflinger@avitahs.org
Avita Health Systems	Courtney Dill	DON OB	cdill@avitahs.org
Avita Health Systems	Ann Dickman	DON Bucyrus	
Mansfield Senior	Nikia Fletcher	CTE Director	
Madison Adult Education	Sonja Pluck	Adult Education Dir.	spluck@madisonrams.net
Madison Career Center	Stacey Wampler	Instructor	swampler@madisonrams.net

## SYNOPSIS

Dr. Gray began the discussion by advising members of the Ohio Department of Higher Education’s intention to expand the potential for community colleges to apply for the RN to BSN program. She also emphasized this is not another pre-licensure program for NCSC. This meeting will be to discuss the potential views for this to happen at North Central State College.

Dr. Gray reviewed that within the college’s service region the goal is to provide the Registered Nursing workforce for what healthcare agency needs are beyond the current situation with the pandemic. Providing another opportunity for the NCSC graduate, especially one at their alma mater, can expedite the BSN pathway in this region and increase BSN numbers locally.

Dr. Gray stated that all of the agencies have worked with the college regarding the STNA to LPN pathway and the LPN to RN articulation pathway. She also reiterated the college’s appreciation for the work we do together for the students.

Stacey Wampler, Kathy Durflinger, Sonja Pluck and Courtney Dill expressed excitement over the potential for the RN to BSN post licensure to be offered at NCSC. They stated this would be one more option for Nurses in our region to obtain their bachelor’s degree and were all very pleased we are pursuing this.

Dr. Gray answered most of the questions and Melinda Roepke provided input as well. The meeting content was met with positivity and there were no negative connotations regarding the BSN post licensure degree potential at NCSC.

### Questions asked by the participants were:

- When would this be a viable program? (Courtney Dill)
- Does it have to be accredited prior to beginning? (Sonja Pluck)
- Is there a financial benefit for students to go from their associate degree to their bachelor’s degree at NCSC? (Courtney Dill).



Organization	Representative	Title	Contact Information
Ashland University	Carrie Keib	Dean	ckeib@ashland.edu
Ohio State University	Amy Jauch	Director: RN/BSN Program	jauch.ll@osu.edu
Ohio State University	Wendy Bowles	Assistant Dean Baccalaureate Programs	bowles.107@osu.edu
Mt. Vernon Nazarene	Carol Dorough	Dean	carol.dorough@mvnu.edu
Ohio Health	Marsha Hoover	Magnet Director	marsha.hoover@ohiohealth.com

**SYNOPSIS**

Wendy Bowles from OSU could not attend the meeting but sent an email and two attachments related to Articulation and RN to BSN programs. She suggested it would be important to look at a feasibility assessment for the BSN expansion related to faculty development, change in administrative structure and accreditation factors. She expressed concerns about duplication and program overlap in the entire state of Ohio, not just in the NCSC service region, stating she believes the market is saturated already. Her email included the articles related to the already established teams in specific regions of Ohio by the Ohio Action Coalition for RN to BSN pathways and a second article discussing the regional approach for nursing education progression.

For the meeting Melinda Roepke moderated the discussion with the three educational partners and one agency partner. She summarized again what NCSC is applying for, regional need and what this meeting was for. Amy Jauch agreed with some students staying at NCSC, but the potential for others to go elsewhere could jeopardize one more RN to BSN program from being successful if there weren't enough students. She stated what Wendy had emailed regarding already established pathways in Ohio, the problem with not enough faculty, and the potential for any RN to BSN program to not have enough students to remain in business. She asked the question how do we meet the needs for all of these programs in Ohio and have qualified faculty, especially with nurses leaving the profession.

Marsha Hoover, from Ohio Health, stated this would be a great option for this region. This would provide the local nurse, who graduates in this region a path to return to a familiar school and obtain their BSN while still working in the community and potentially giving back to the school in the future. Several items were discussed related to benefits Ohio Health provides for tuition reimbursement and the workplace culture for going on for advanced degrees.

Questions were asked regarding costs, online versus in person class time, and what practicums there would be related to the curriculum. Carol Dorough asked about any conversation with current students or recent graduates for this potential degree at NCSC while Carrie Keib from Ashland University asked about the curriculum plan and total credits to be taken as well as those to accept. All three, Carol, Carrie and Amy stated and agreed that there are more slots for the RN to BSN in the state of Ohio than there seems to be students.

Amy also brought up the other RN to BSN programs from out-of-state that are fully online and that there would be more of the RN to BSN degree programs than traditional four year degree programs. She also asked about Nursing education itself and expressed concern for the potential to change the face of Nursing education. Melinda thanked everyone again for attending and providing their insight into the process.



*Please see Appendix C1 for separate letters of support from these industry Partners. Appendix C2 has letters of support from our Associate Degree Nursing Graduates.*

**Describe the specific workforce need and skills gap that is not being met by existing college or university programs (public or private) in your region. List similar bachelor's degrees at public and private colleges and universities in your region and identify, in detail with specific program examples, how they do not meet the regional business and industry needs.**

There are a number of reasons why this region could support more than two providers of a BSN degree completion program; first, a public college could offer a savings for students/employers in comparison to our private counterparts. Second, the region has seen an increase in Health Care Agencies of 45% in the last decade. Finally, as the demands on health care agencies have increased due to an aging population and the current health care crisis related to COVID-19, we are seeing a reflection of the aging population serving within the health care industry. Given current conditions we know that these older workers will retire at a faster rate than we can currently provide new employees.

The two closest providers at this time are private colleges; thus they cost significantly more than public colleges. Additionally the demand is increasing faster than these providers can graduate BSN credentialed nurses to meet the need. Finally, as mentioned above related to technical proficiency and the complementary soft-skills of empathy and compassionate communication, we are known for the quality of Associate Degree Nursing (ADN) graduates we provide for this region.



The EMSI BSN Job Posting Analytics (Appendix A1), identifies 382 unique postings for the region surrounding North Central State College, demonstrating the need beyond the graduation rate of current offerings by the local BSN providers. The Ashland University RN to BSN completion program is a fully asynchronous online program. Our employers have asked for a high touch model allowing current nurses to develop at a more advanced level for leadership and management roles. Support letters from our employers identify the need “there is a constant and critical need in our area for the expertise of a bachelor’s prepared registered nurse”- Kathy Durflinger, AVITA Health Systems (Appendix C1). Lisa Bushong, UH Samaritan stated such a program will “increase professional development in practice. . . assist in transformational leadership goals at the workplace” (Appendix C1).

NC State remains a trusted educational institution which has provided consistent numbers of qualified, well-prepared professionals to local healthcare providers for more than 50 years. Our graduates become leaders. However, when they complete their BSN degrees outside of our region, they too often remain outside our region. We hope to retain talented young professionals and prepare them to lead our local providers, offering them advancement opportunities through a cost-effective RN to BSN completion degree -- from an Institution they know and trust.

**“ there is a constant and critical need in our area for the expertise of a bachelor’s prepared registered nurse”**

**“ increase professional development in practice...assist in transformational leadership goals at the workplace”**



The region has seen an increase in Health Care Agencies of 45% in the last decade.



**SECTION 2**  
**Industry Partnership**

**To be approved to offer an applied bachelor’s degree, the college must enter into at least one agreement with a regional business or industry to train students in an in-demand field and to employ students upon successful completion of a program.**

**2.1 General Partnership Information**

**Provide the name(s) of the regional business/industry partner for the proposed program.**



- Avita
- University Hospitals
- Ohio Health
- Fisher-Titus Medical Center
- Good Shepherd
- JAG Healthcare



**Submit a copy of the partnership agreement(s) as an appendix item.**  
*Please see Appendix D listed below as Clinical Agency Agreements*

**Describe current and future employment opportunities with the business/industry partner(s) and within the region. Include the data points that will be collected to track employment outcomes.**

The largest clinical placement partners have committed to employment of our graduates as indicated by the employment commitment letters and MOUs (Appendix C1 and Appendix E ). Graduate surveys will track student employment, and employer surveys will be used to assess feedback on graduate outcomes.

ENROLLMENT, RETENTION, GRADUATION DATA			
Grad Year	Cohort Enrollment	Graduates	Retention %
2022	95	63*	66% *
2021	94	55	58%
2020	99	61	62%
2019	92	70	76%
2018	83	62	75%
2017	92	70	76%
2016	83	62	75%
2015	113	80	71%
2014	110	73	67%

*\*projected*

Although there is a concerning decline in the number of associate degrees conferred in nursing in Ohio since 2015, our graduate numbers continue to show a stable completion rate from 2016 to current. The decline in Associate Degree Nursing graduates could be attributed to the push of major hospitals to require BSN completion at hire or within 5 years of employment. In our local region, Ohio Health requires BSN completion within 5 years of hire. Wooster Community Hospital requires BSN for initial employment unless the graduate is a current employee at the time of completion of an Associate Degree. There is still a public misconception of the difference between the Associate Degree and BSN graduate and the ability to be licensed as a Registered Nurse. Our program is targeted as an RN to BSN completion degree and should not impact the enrollment of our Associate Degree Nursing (ADN) program. **The addition of a BSN program at North Central State College will actually increase our enrollment pool for our ADN curriculum. Those whose primary desire is to complete a BSN would be likely to enroll knowing completion of two years will provide the ability to sit for licensure and find gainful employment with the ability to continue in the RN to BSN with a school they have built a firm relationship with. This could impact local employers with a RN workforce more rapidly than a traditional BSN Program.**

## 2.2 WORKPLACE-BASED LEARNING EXPERIENCE

Submit letters of support from specific business/industry partners indicating their commitment to train students in an in-demand field and to employ students upon their successful completion of the program as an appendix item. Support letters are expected to detail the partner's current and future employment needs and to specifically describe the partner's level of involvement with the proposed program (e.g., participation in curriculum development, participation in program advisory boards, and commitment to providing work-based learning opportunities for students).



Please see Appendix C1- Listed below as Industry (Workplace Based Learning) WBL and Employment Commitment Letters.

**Describe the workforce-based learning experience(s) embedded in the program. Include commitments from business and industry partner(s) as an appendix item.**

Many of North Central State's practicum and clinical partners in the current allied health and nursing programs have expressed enthusiastic interest in continued partnership with the college through the BSN program.

The RN to BSN completion proposal will not compete with existing clinical partnerships. The program includes a practicum experience to allow students to learn and apply leadership concepts at the upper level of the program. All partners have identified this will be in addition to offerings currently in place and will not distract from current agreements with schools of nursing. The RN to BSN program builds on current skills and knowledge of licensed nurses, and the practicum will be an experience that traditionally does not exist in pre-licensure programs. Our employers have asked for a high touch model allowing current nurses to develop at a more advanced level for leadership and management roles.

In the second year of the BSN degree completion students will enroll in RNUR 4010 Evidence Based Nursing Practice. This course, which is a 3 credit hour lecture course, will prepare students for the RNUR 4040 Leadership in Nursing Practicum Course. This practicum course synthesizes what students learn throughout the first year (3000

level courses), combines the research based practices of the RNUR 4010 course, and allows students to apply this knowledge in a clinical setting with one of our identified partners. The students will be awarded one credit hour for every 14 physical hours they will spend over the course of the 8 week compressed semester for these courses.

Additionally, RNUR 4040 has a mandatory 2 hour per week seminar where students will discuss and analyze their clinical experiences while they overlap the Nursing theory taught in 3010, research skills and drawing inferences for good decision making, taught in 3040, systems thinking taught in 4020, and the cultural issues that surface during the clinical informed by what has been taught in 4030.

Consequently our partners who have our students in clinical will benefit from the scaffolded curriculum students enroll in before their clinical, and our students will benefit by the reinforcement of how to apply the theory in the real world.



Please see Appendix E- Listed below as Industry MOU from the following partners:

- Avita
- Ohio Health
- Good Shepherd

**Describe the relationship of the individuals working with students in the workplace-based learning experience to those in the on-campus program (e.g., are they members of the on-campus faculty who also participate in the off-campus experience, or are they individuals employed by the off-campus facility who agree to supervise/mentor students)?**

While the individual supervisors for each of the clinical sites are not on-campus faculty, most teach part-time for the college in the Licensed Practical Nursing (LPN), or Associate Degree Nursing (ADN) Programs.

Additionally, every student has an on-campus faculty member who coordinates and works with the clinical supervisor to identify any strengths to be developed, and any opportunities for the student to improve his or her nursing practice.



*Please see Appendix F- Listed below as Nursing Clinical Liaison Job Description*

**Provide a description of the mechanisms used to measure the success of the workplace-based learning experience. Indicate how faculty members on the main campus are involved in monitoring and improving the experience.**

Measuring success of the workplace-based learning experience is a two-fold process. NCSC faculty and deans have the primary responsibility to:

1. Hold students accountable for their attendance, behavior, and professionalism both on campus and during their practicum rotation.
2. Vet and select partners that will offer our students the safest, most learning rich environment specific to each student's goals and interest.

To assess the success of this two way level or responsibility both student and practicum instructors/facilities have a standardized mid term and end of term evaluation form to complete.



Additionally, all have the ability to contact the Dean/Director of Nursing to address any urgent issues. Finally, in terms of learning outcome assessment, students are evaluated at least two times within a practicum rotation to assess their achievement of the professional nursing knowledge, skills, and behaviors appropriate to a baccalaureate degree trained nurse. These elements include but are not limited to evaluations of: Professionalism, safety practices, the commitment to professional currency in the field, communication, and teamwork.



**SECTION 3**  
**Institutional  
Capacity**

**Describe the faculty capacity for the proposed program. Include numbers for existing faculty, and faculty that will be hired.**

The nursing program currently employs 8 full time nursing faculty and 20 part-time clinical faculty, specifically in the technical courses for the program. Additionally, the college employs 10 other faculty in the support areas of the program. These would be courses in Biology, Chemistry, Math, the Social Sciences etc.

Qualified faculty for the BSN proposal include adjunct and FT faculty who are currently employed by North Central State College, or are graduates who have expressed interest based on their advanced degree and practice specialty which matches the needs of a BSN curriculum. These potential faculty are not currently employed by any other nursing program.



*Please see Appendix G for the Faculty Hiring Process Map, the Faculty Credential and Course Load Grid, and the companion Faculty CVs for those faculty currently identified to teach within the BSN completion program.*

**Describe the financial capacity for the proposed program.**

The BSN program is a degree completion program that is offered to licensed RNs. Consequently much of the financial burden related to nursing programs is borne in the RN program (for our students) and nonexistent for NCSC for students matriculating into the BSN program. Consequently this frees the college to offer the BSN at a more reasonable price than our competitors, even with our Baccalaureate fee differential. NCSC can also run classes with lower enrollments if needed to support intensive faculty/student interaction.

**Describe the facilities and equipment capacity for the proposed program.**

The college currently has the clinical partners, classroom capacity and needed equipment for this program to be successful without the expenditure of any significant new funds. Additionally, a number of community partners are enthusiastic about this proposal and are willing to not only help with extra equipment if needed, but also contribute to the college's foundation to offer scholarships for students who fall into economically disadvantaged categories.

**In addition to allowable tuition, will additional program fees be required for students in the proposed program? If so, please describe.**

Each student will have software pass-through fees of \$138. for the entire BSN program, so that on-campus faculty and clinical supervisors can share assessment software for each of the students’ clinical experiences.

**Provide a budget that addresses the up-front investment required to establish the proposed program.**

The college will see a start-up cost of approximately \$120,000.00. The initial budget will be used for instructional faculty, a Director of Nursing (cost shared with the college’s RN and LPN programs), along with the development of the curriculum, and the submission of all documentation needed to obtain institutional as well as program accreditation. As an insight into North Central State College’s commitment to curricular integrity, please see the attached excel sheet which displays the budget allotted for accreditation and curriculum, vis a vis what the college is allocating for the marketing of this program.

This budget displays not only our commitment to the quality of our product, but the assurance we have of the demand for our graduates and the need for this program. This supports what was stated in the main narrative: “The impetus for the development of the program came from a consistent, longstanding, request/urging of the Business and Community advisory committees serving for the Nursing Programs (RN and LPN) at North Central State”.

<b>Start Up Cost Projection BSN</b>	
HLC Program Approval	\$10,000
Curriculum Development	22,067
Accreditation	13,321
Director of Nursing BSN Portion	37,000
Marketing	15,000
Faculty	19,220
<b>Total</b>	<b>\$116,608</b>

<b>Ongoing Yearly Cost Projection</b>	
Accreditation	\$2,875
Faculty	22,067
Director of Nursing	37,000
<b>Total</b>	<b>\$61,942</b>

<b>Breakeven Projection</b>				
<b>Fiscal Year</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Entering Cohort	15	15	15	15
Year Two		12	12	12
Total # of Students	15	27	27	27
Income	\$85,050	\$95,130	\$95,130	\$95,130
<b>Profit</b>	<b>\$23,108</b>	<b>\$33,188</b>	<b>\$33,188</b>	<b>\$33,188</b>

## Fiscal Impact Statement for New Degree Programs (BSN)

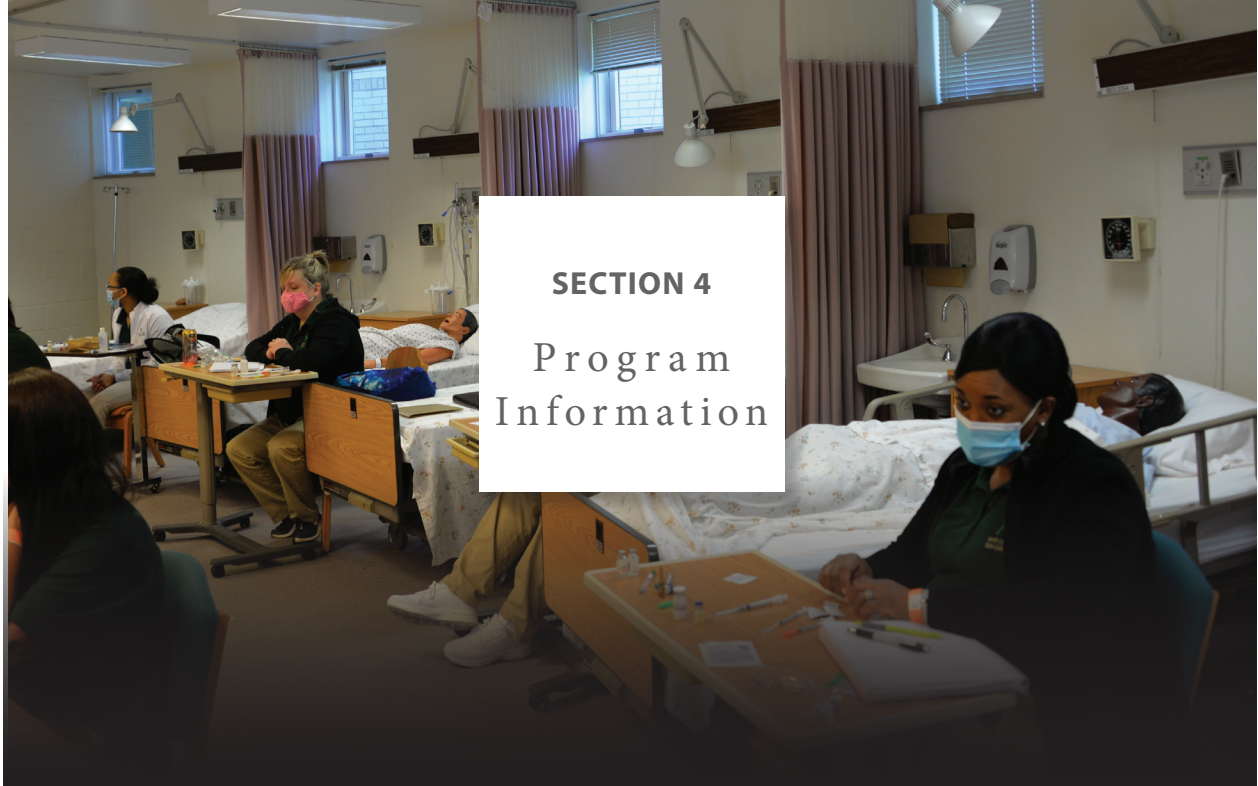
	Year 1	Year 2	Year 3	Year 4
<b>I. PROJECTED ENROLLMENT</b>				
Head-count full time	15	27	27	27
Head-count part time- <b>this is a full time cohort program</b>	N/A	N/A	N/A	N/A
Full Time Equivalent (FTE) enrollment				
<b>II. PROJECTED PROGRAM INCOME</b>				
Tuition (paid by student or sponsor)				
Expected state subsidy	N/A	N/A	N/A	N/A
Externally funded stipends, as applicable	N/A	N/A	N/A	N/A
Other income (if applicable, describe in narrative section below)	N/A	N/A	N/A	N/A
Tuition (paid by student or sponsor)	\$85,050	\$95,130	\$95,130	\$95,130
<b>III. PROGRAM EXPENSES</b>				
New Personnel				
• Instruction (technical, professional and general education)				
Full 1				
Part Time 3				
• Non-Instruction (indicate role(s) in narrative section below)				
Full 1				
Part Time 1	\$61,000	\$61,000	\$61,000	\$61,000
New facilities/building/space renovation (if applicable, describe in narrative section below)	N/A	N/A	N/A	N/A
Scholarship/stipend support (if applicable, describe in narrative section below)	N/A	N/A	N/A	N/A
Additional library resources (if applicable, describe in narrative section below)	N/A	N/A	N/A	N/A
Additional technology or equipment needs (if applicable, describe in narrative section below)	N/A	N/A	N/A	N/A
Other expenses (if applicable, describe in narrative section below)	N/A	N/A	N/A	N/A

**Please provide revenue and expense information that tracks how many years it will take for revenue derived from the program to exceed program expenses.**



*Budget projections in Appendix H* demonstrate revenue will be expected to exceed program start up and annual expenses by year four. Program start up costs are identified as \$116,608. Yearly projected profit with an initial enrollment of 15 students in the first year and anticipated 12 students continuing into year two is \$23,108 in year one and \$33,188 each year following. This would result in all start up costs being recovered as of year four and a gain that same year.





## SECTION 4

### Program Information

**Provide the learning outcomes of the program. Note: if existing bachelor's degree programs might appear to be duplicative, please list those programs and describe how the learning outcomes of the proposed program differ from the learning outcomes of existing program(s).**

1. Students will demonstrate competencies based on professional standards to assume the role of professional nurse as well as prepare for career advancement to include (if applicable) graduate studies.
2. Students will apply the nursing process in providing evidence-based, culturally sensitive care to promote health and adaptation of individuals, families, groups and communities.
3. Students will demonstrate clinical reasoning skills using the nursing process to engage in safe and professional nursing practices.
4. Students will employ effective communication skills when interacting with patients, families, members of the community, and members of the interdisciplinary healthcare team.

#### **College Wide Outcome and Professional Skills Synopsis**

The Associate Degree Nursing Program attainment of the college wide outcomes for Critical Thinking, Information Literacy, Oral Communication, Quantitative Literacy, and Written Communication are assessed from first semester to the last semester in specific courses for the Nursing program based on assessment measures for each course.

Data included in the appendix is for the 2018-2019 academic year and the 2019-2020 academic year. Nursing students versus the program are compared in the analysis. Student data are increasing in all college wide outcomes as nursing faculty have included specific assessments and content per the

National Council of State Boards of Nursing, the Ohio Board of Nursing and/or the accreditation body recommendations for Nursing knowledge for safe practice. Changes in the licensure exam, known as the NCLEX (National Council Licensure Exam) RN exam, also add to the assessment changes related to the college wide outcomes and the Professional Skills in each nursing course. The expectation is to see an increase in the scores for each outcome from the first semester to the final semester as the student's body of knowledge grows and application of the knowledge is put into practice. The expectation for the program, as well, is to either increase or maintain from the

previous year in each category. For the 2018-2020 years the associate degree program has either increased or decreased slightly in each category. Critical thinking and judgment is the college wide outcome that needs improvement based on the Summer 2020 score for the students. Covid-19 is potentially one factor affecting this, but we need to ensure that students are understanding and

ready for the practice of nursing. For Professional Skills Assessment, the one category that continues to require more time from each faculty member is Retention. Again, COVID-19, as well as personal life issues, have been a roadblock for student persistence from term to term and year to year retention.



*Please see attached- the program learning outcomes for the Associate Degree Nursing Program and 2018-2020 assessment results for college wide, program, and professional soft skills within the program. Appendices I1, I2 and I3.*

### Provide the proposed course sequence and course descriptions.



*Please see curriculum worksheet in Appendix J for the appropriate sequence of courses.*

At a minimum, students need to have completed an RN program and the following Pre- BSN Basic Requirements prior to entering NCSC's BSN completion program:

### Pre- BSN- Basic Requirement Course descriptions:

**BIOL 2751                      Human Anatomy & Physiology I                      8 weeks                      4 credit hours**

This course is an in-depth study of the principles of human anatomy and physiology. It includes the study of structure and function of the body as a whole and study of cell biology, histology, the integumentary, skeletal, muscular, endocrine, and nervous systems plus the special senses. Laboratory exercises are designed to supplement lecture topics and include microscopy, the study of models, cat and specimen dissection, cadaver study, and physiological experiments.

**BIOL 2752                      Human Anatomy & Physiology II                      8 weeks                      4 credit hours**

This course is a continuation of BIOL2751. It includes the study of structure and function of blood and the cardiovascular, lymphatic/immunity, digestive, respiratory, urinary, and reproductive systems. Laboratory exercises are designed to supplement lecture topics and include microscopy, the study of models, cat and specimen dissection, cadaver study, and physiological experiments.

**BIOL 1101                      Nutrition                      8 weeks                      2 credit hours**

This is an introductory course to the principles of nutrition and its relationship to health. Included are practical applications in daily life as well as nutritional assessments of individuals. Emphasis is on essential nutrients, their supply and function, as related to an individual's well-being. Health promotion and chronic disease are explored in relation to today's society.

**BIOL 1550                      Microbiology for Health Professionals                      8 weeks                      3 credit hours**

This course is designed for allied health and nursing majors. It explores the major groups of microorganisms and the role they play in the environment and in disease. The host-parasite relationship, human immunity to disease, epidemiology, and the control of microorganisms are also addressed. Laboratory exercises provide the student with the basic techniques of microbial identification, microscopy, sterile technique, and basic infection control.

**STAT 1010                      Probability and Statistics                      8 weeks                      3 credit hours**

This course provides the student with an overview of probability and statistics. Probability terminology, concepts and rules are emphasized in solving probability problems. Descriptive statistics, including measures of central tendency and dispersion, charts, tables and diagrams are used to summarize data. The student is introduced to the binomial, Poisson, hyper-geometric, normal and t-distributions. Confidence intervals, hypothesis testing, correlation, and linear regression are used to make conclusions concerning population parameters from sample data.

**ENGL 1010                      English Composition I                      8 weeks                      3 credit hours**

This is a basic course in expository writing and critical reading. Students read a variety of nonfiction works and write summaries, analyses, and essays in response to their reading. Students learn to read actively and accurately and to organize, develop, and revise coherent papers appropriate for a college-educated audience.

**CHEM 1030                      Chemistry                      8 weeks                      3 credit hours**

This course is designed for allied health and nursing majors. It explores the major groups of microorganisms and the role they play in the environment and in disease. The host-parasite relationship, human immunity to disease, epidemiology, and the control of microorganisms are also addressed. Laboratory exercises provide the student with the basic techniques of microbial identification, microscopy, sterile technique, and basic infection control.

**PSYC 1010                      Introduction to Psychology                      8 weeks                      3 credit hours**

This is an introductory level course and is a study of the basic human behavior. Topics include the history of psychology, scientific methods, biological processes, cognitive processes, sensation and perception, consciousness, learning, intelligence, human development, personality theory, psychopathology and treatment, stress and health, and social psychology.

**PSYC 2010                      Human Growth and Development                      8 weeks                      3 credit hours**

This course presents an overview of the total life span of human growth and development from conception through old age. It begins with a study of the major theories of human development and includes an examination of the dynamics of human growth in five areas: physical, intellectual, personality, social and moral. The developmental tasks and behavioral characteristics of eight stages of human growth are examined, ending with a brief treatment of death and dying.

**BSN- Nursing Core Course descriptions:**

**RNUR 3010                      Professional Nursing Practice                      8 weeks                      3 credit hours**

The course introduces the student to the theoretical framework of the NCSC BSN program, which focuses on servant leadership and interpersonal connectedness in the changing healthcare landscape. The course integrates the practice of empathetic communication while exploring the transition and role of the professional nurse, addressing theory and standards of professional practice, contemporary issues in nursing, and legal and ethical considerations for the registered nurse in healthcare practice.

**RNUR 3020                      Health Assessment and Promotion                      8 weeks                      4 credit hours**

This course reviews and further develops the fundamental skills for meaningful communication and assessment skills needed to draw inferences from collected data and identify health promotion interventions for health issues. Specific skills for the nurse to communicate attention to the 'whole' patient and conveying a sense of true caring will be discussed, practiced, and evaluated.

**RNUR 3030                      Healthcare Informatics                      8 weeks                      4 credit hours**

An examination of the information technology applications to support nursing practice and the clinical information systems utilized in health care. The focus will include how these processes impact patient safety and healthcare outcomes. The course will also examine how to bridge the disconnection caused by computer charting during patient interaction.

**RNUR 3040                      Community Health Nursing                      8 weeks                      4 credit hours**

A focus on nursing practice as it applies to systems within a community; addressing health promotion, injury and disease prevention, and mass casualty disaster's impact on populations.

Additionally, this course requires students to examine, analyze, and offer reflection on the nurse's leadership role in the community in light of changing dynamics in health care.

**RNUR 4010                      Evidence-Based Nursing Practice                      8 weeks                      4 credit hours**

A study of the concepts of evidence based practice which include client collaboration, integration of qualitative and quantitative research, and the evaluation of findings to improve health outcomes. Students will apply published research to an identified practice issue.

**RNUR 4020                      Interprofessional Concepts                      8 weeks                      4 credit hours**

An exploration of the interprofessional collaboration in healthcare systems, including creating a culture of safety to improve client outcomes. Skills for openness of communication, conflict resolution, leadership and management as well as self reflection will be further practiced.

**RNUR 4030                      Diversity in Nursing and Healthcare                      8 weeks                      4 credit hours**

This course explores the concepts and techniques for providing culturally sensitive nursing care. Examines the perceptions of health and illness and the impact of these for members of differing sociocultural populations. Specific skills and techniques used to communicate openness, curiosity, respect, and affirmation of differences will be taught, practiced, and subject to self reflection.

**RNUR 4040                      Leadership in Nursing                      8 weeks                      4 credit hours**

An exploration and application of the knowledge, skills, and attitudes of leadership and management principles as applied to nursing practice and in healthcare organizations. This course includes 'real world' practice of leadership in a clinical setting, as well as weekly analysis and reflection of challenges, conflicts, and successes in leadership and team dynamics.

#### **Additional general education baccalaureate completion hours-**

### **BSN- Required General Education Baccalaureate Course descriptions:**

**ENGL 1030                      English Composition II                      8 weeks                      3 credit hours**

This is a course in argument and research writing. Students read issue-based works and write summaries, responses, and an argument and research paper. Students learn to organize research projects, find and evaluate sources, incorporate ideas and quotations from sources, document their sources in APA style, analyze and use argumentative strategies and persuasive appeals, and prepare and revise effective, coherent papers.



	<b>NORTH CENTRAL</b>	<b>MT. VERNON</b>	<b>ASHLAND UNIVERSITY</b>
<b>Professional Nursing</b>	<p><b>RNUR 3010 PROFESSIONAL NURSING PRACTICE</b></p> <p>The course introduces the student to the theoretical framework of the NCSC BSN program, which focuses on servant leadership and interpersonal connectedness in the changing healthcare landscape. The course integrates the practice of empathetic communication while exploring the transition and role of the professional nurse, addressing theory and standards of professional practice, contemporary issues in nursing, and legal and ethical considerations for the registered nurse in healthcare practice.</p> <p>3</p>	<p><b>NUR 3343 TRANSITIONS TO PROFESSIONAL NURSING</b></p> <p>Transitions from technical to professional nursing will be explored. This course seeks to assist students in developing a vision for professional nursing practice within the context of MVNU's philosophy and conceptual framework. Note: This is the entry level course for the degree completion nursing program and must be taken first for that program.</p> <p>3</p> <p><b>NURS-4353 THEORETICAL PERSPECTIVES FOR RNS</b></p> <p>Students explore nursing knowledge development through the use of grand, mid-range, and practice level theory. A critical analysis of the metaparadigm of concern for nurses is completed.</p> <p>3</p>	<p><b>NUR 302 THEORETICAL BASES</b></p> <p>This course identifies factors influencing the RN student's acculturation into baccalaureate nursing as presented at Ashland University. Students are assisted to integrate their existing roles, philosophies, and expectations with those of the nursing program (e.g., nursing metaparadigm and ICARE nursing values). The focus for study is selected middle-range and practice level theories that support the nursing process with serves as the mechanism for implementation of theory and research-based nursing interventions. Curriculum concepts emphasized are communication, critical thinking, therapeutic nursing interventions, and values/valuing.</p> <p>3</p>
<b>Assessment</b>	<p><b>RNUR 3020 HEALTH ASSESSMENT AND PROMOTION</b></p> <p>This course reviews and further develops the fundamental skills for meaningful communication and assessment skills needed to draw inferences from collected data and identify health promotion interventions for health issues. Specific skills for the nurse to communicate attention to the 'whole' patient and conveying a sense of true caring will be discussed, practiced, and evaluated.</p> <p>4</p>	<p><b>NURS 3323 COMPREHENSIVE HEALTH ASSESSMENT</b></p> <p>This course builds upon basic knowledge of holistic health assessment across the lifespan with a focus on advanced assessment techniques. Focused gerontological aspects are explicated.</p> <p>3</p>	<p><b>NUR 303 INDIVIDUAL HEALTH</b></p> <p>The course focuses on the nursing process as a tool to facilitate nursing practice with individual clients. For BSN completion students, the course will enhance the RN student's established assessment and diagnostic skills/competencies and facilitate development of new psychomotor, cognitive, and affective skills needed for comprehensive health care plans. Communication and assessment skills are utilized to establish a database for analysis. Health strengths and needs across the lifespan are determined through the individual analysis and synthesis of assessment data. Planning nursing care and implementing teaching for the purpose of health care promotion is emphasized.</p> <p>3</p>

continued next page

	<b>NORTH CENTRAL</b>	<b>MT. VERNON</b>	<b>ASHLAND UNIVERSITY</b>
<b>Informatics</b>	<p><b>RNUR 3030 HEALTH CARE INFORMATICS</b></p> <p>An examination of the information technology applications to support nursing practice and the clinical information systems utilized in health care. The focus will include how these processes impact patient safety and healthcare outcomes. The course will also examine how to bridge the disconnection caused by computer charting during patient interaction.</p> <p>4</p>	<p><b>NURS 3352 NURSING INFORMATICS</b></p> <p>This course will discuss the influence of health care informatics on current and future nursing practice. The role of the nurse will be explored in relation to using technology and informatics to promote the reduction of errors in the clinical setting and to enhance the exchange of health information.</p> <p>2</p>	<p><b>NUR 325 INTRODUCTION TO INFORMATICS IN HEALTHCARE</b></p> <p>The course will introduce the student to healthcare informatics. The course will provide an introductory foundation in the history of healthcare informatics and the impact healthcare informatics has on the current and future healthcare landscape. Content will include technical aspects of healthcare information technology (HIT) and clinical processes and workflows to make a positive impact on patient safety and quality.</p> <p>3</p>
<b>Community Health</b>	<p><b>RNUR 3040 COMMUNITY HEALTH NURSING</b></p> <p>A focus on nursing practice as it applies to systems within a community; addressing health promotion, injury and disease prevention, and mass casualty disaster's impact on populations. Additionally, this course requires students to examine, analyze, and offer reflection on the nurse's leadership role in the community in light of changing dynamics in health care. .</p> <p>4</p>	<p><b>NURS 4315 POPULATION HEALTH PERSPECTIVES</b></p> <p>A study of the principles of health promotion within a framework of epidemiology. Primary, secondary, and tertiary care based on the healthy people's identified target areas is emphasized. The role of the nurse in advocating for healthy communities is included. Community resources for older adults are emphasized.</p> <p>5</p>	<p><b>NUR 414 COMMUNITY AND PUBLIC HEALTH</b></p> <p>This course applies the nursing process to care of individuals, families, groups, communities, or populations with a strong focus on health promotion and disease prevention. In addition, public health nursing practice and United States public health organization/system will be addressed. Students will complete observation and a simulated clinical experience designed to familiarize them with nursing roles and decision-making related to public health.</p> <p>3</p>
<b>Evidence Based</b>	<p><b>RNUR 4010 EVIDENCE BASED NURSING</b></p> <p>A study of the concepts of evidence based practice which include client collaboration, integration of qualitative and quantitative research, and the evaluation of findings to improve health outcomes. Students will apply published research to an identified practice issue.</p> <p>4</p>	<p><b>NURS 3313 EVIDENCE FOR NURSING PRACTICE</b></p> <p>The purpose of this course is to explore nursing knowledge development through empirical testing, personal, ethical, and aesthetic knowledge. The role of the baccalaureate prepared nurse in research and knowledge development is explored.</p> <p>3</p>	<p><b>NUR 362 NURSING RESEARCH AND EVIDENCE-BASED PRACTICE</b></p> <p>This course focuses on the contribution of theory and research to professional practice. The student is assisted in the development of skills for critical appraisal of research reports to determine scientific merit and clinical relevance. The emphasis is on the application of established findings of research to practice. Each student will identify a researchable problem and complete a literature search. Role of members of the research team will be explored.</p> <p>3</p>

	<b>NORTH CENTRAL</b>	<b>MT. VERNON</b>	<b>ASHLAND UNIVERSITY</b>
<b>Inter-professional</b>	<p><b>RNUR 4020 INTERPROFESSIONAL CONCEPTS</b></p> <p>An exploration of the interprofessional collaboration in healthcare systems, including creating a culture of safety to improve client outcomes. Skills for openness of communication, conflict resolution, leadership and management as well as self reflection will be further practiced.</p> <p>4</p>		
<b>Diversity</b>	<p><b>RNUR 4030 DIVERSITY IN NURSING</b></p> <p>This course explores the concepts and techniques for providing culturally sensitive nursing care. Examines the perceptions of health and illness and the impact of these for members of differing sociocultural populations. Specific skills and techniques used to communicate openness, curiosity, respect, and affirmation of differences will be taught, practiced, and subject to self reflection.</p> <p>4</p>	<p><b>NURS 4363 CULTURAL RESPONSIVENESS IN HEALTHCARE</b></p> <p>The course is intended to increase student sensitivity to various cultural views about health and healthcare issues. Application of several cultural assessment models will be explored. The student will be given opportunity to learn and use a tool for self-reflection, enhancing sensitivity toward differences between self and others. This course is an introduction to the lifelong process of becoming culturally competent care givers.</p> <p>3</p>	<p><b>NUR 309 INTERNATIONAL AND TRANSCULTURAL PERSPECTIVES</b></p> <p>The focus of this course is to gain an international perspective of health care issues. Through small group work, students will compare health related values, beliefs, and practices in selected countries outside the United States with health-related values, beliefs, and practices within the United States. Incorporating this knowledge, students will then develop appropriate professional interventions for a specific sub-cultural group.</p> <p>3</p>

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**Leadership**

**RNUR 4040 LEADERSHIP IN NURSING**

An exploration and application of the knowledge, skills, and attitudes of leadership and management principles as applied to nursing practice and in healthcare organizations. This course includes 'real world' practice of leadership in a clinical setting, as well as weekly analysis and reflection of challenges, conflicts, and successes in leadership and team dynamics.

4

**NURS 4325 NURSING LEADERSHIP AND MANAGEMENT**

This course prepares nurses to utilize leadership and advanced communication skills in dealing with personnel, fiscal, patient, cultural, and policy situations in healthcare. Organizational behavior and leadership theories, leadership styles, and best available evidence are incorporated in the design, implementation, and evaluation of a project. The project includes leadership of an interdisciplinary healthcare team.

5

**NUR 405 HEALTH CARE SYSTEMS**

This course expands the utilization of the nursing process to health care delivery systems. The focus of the course is the professional nurse's leadership and management role in working effectively within various types of organizational systems. The course emphasizes a systems theory approach to the management of organizations. The management process is related to the nursing process in the context of planning, change, and evaluation. Organizational behavior, the change process and the management of the health care delivery, and the nursing care within organizations are components of this course. Professionalism, leadership-management concepts, and teaching-learning strategies are integrated with the nurse manager role to prepare the student to function as a change agent for health promotion, maintenance, and restoration in organized health care delivery systems. Clinical practice experiences focus on the application of relevant theory and research as a basis for critical thinking and decision making.

3

**Genetics**

N/A

**INURS-4303 GENOMIC NURSING**

This course gives students information needed to deliver competent genetic care to clients across the lifespan. Students learn the impact of genomics on planning interventions, health screening, diagnostics, and monitoring of treatment effectiveness. Students discuss ethical issues that affect genomic care.

3

**NUR 336 GENETICS IN NURSING AND HEALTH CARE**

This course will provide the student with the foundational information necessary to facilitate multidisciplinary care for patients from a genetic perspective. Professional nursing standards for genetics and genomics will guide the structure of the course presentation. Genetic concepts of health, illness, and wellness as they relate to patient care will be emphasized.

3

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	NORTH CENTRAL	MT. VERNON	ASHLAND UNIVERSITY
Legal and Ethics	IN OUR ASSOCIATE DEGREE NURSING PROGRAM		NUR 408 LEGAL, ETHICAL AND POLITICAL PERSPECTIVES: D11  This course concentrates on the professional role of the nurse as change agent for the profession and society. Present and future nursing roles related to public policy formation are identified while exploring their ethical, legal and political dimensions. Selected field experiences are an integral part of the courses. Emphasis is placed on strategies to influence public policy decisions that will promote ethical health care delivery.
		<i>Mt Vernon has an additional 4 hr Gerontological Nursing course which does not appear to align with the coursework of other programs.</i>	3
	31 HOURS	34 HOURS	27 HOURS



The green highlighting displays where we believe our courses reflect a unique concentration on servant leadership, integrated analysis of the clinical setting, and/or significant self-reflection as well as a focus on emotional intelligence in comparison to our competitors.



## Appendices

List the appendix items that are included with the request, in the order of which they are in the proposal. Appendix items should be clearly labeled and submitted electronically as PDF or Microsoft Office documents.

Appendix A1	EMSI BSN Job Posting Analytics
Appendix A2	DLP, ADN, RN, BSN, MSN, Ohio Data
Appendix A3	BSN Governor's topjobs.ohio.gov
Appendix B	Regional Providers
Appendix C1	Partner Support Letters
Appendix C2	Student Support Letters
Appendix D	Clinical MOUs
Appendix E	BSN WBL and Employment Commitment Letters
Appendix F	Nursing Clinical Liaison-Interdisciplinary Simulation Coordinator 10-2-2020
Appendix G	Faculty Capacity
Appendix H	Financial Projections for BSN
Appendix I1	Assessment- 2 YEAR 2018-2020 RNXX.CWO
Appendix I2	Assessment
Appendix J	BSN 2022-2023 Curriculum Sheet
Appendix K	Syllabi

# Job Posting Analytics

Emsi Q3 2021 Data Set

September 2021

## North Central State College



2441 Kenwood Circle  
Mansfield, Ohio 44906  
1.888.755.4899

## Parameters

**Regions:**

11 items selected. See Appendix A for details.

**Occupations:**

Results should include

Code	Description
29-1141	Registered Nurses

Minimum Experience Required: Any

Education Level:

Description
Bachelor's degree

Keyword Search:

Timeframe: Jan 2021 - Aug 2021

Posting Lifespan: Any Duration

## Job Postings Summary

<p><b>562</b> Unique Postings 2,912 Total Postings</p>	<p><b>5 : 1</b> Posting Intensity  Regional Average: 4 : 1</p>	<p><b>30 days</b> Median Posting Duration Regional Average: 25 days</p>
--	--	---

There were 2,912 total job postings for your selection from January 2021 to August 2021, of which 562 were unique. These numbers give us a Posting Intensity of 5-to-1, meaning that for every 5 postings there is 1 unique job posting.

This is higher than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may be trying harder to hire for this position.

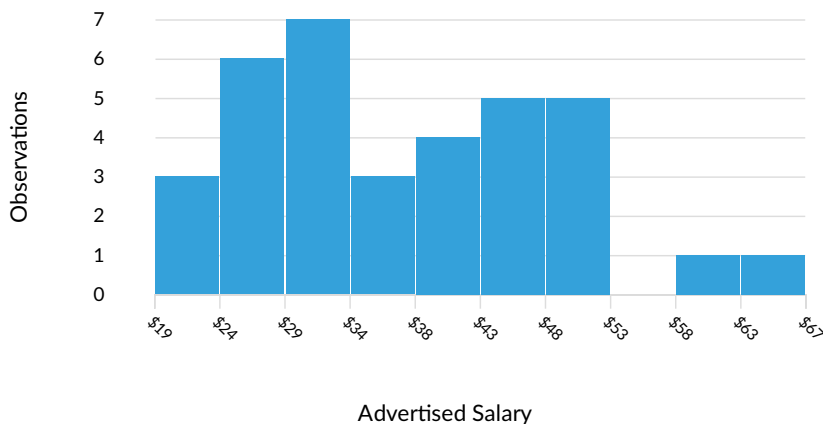
## Advertised Salary

There are 37 advertised salary observations (7% of the 562 matching postings).

**\$34.58/hr**

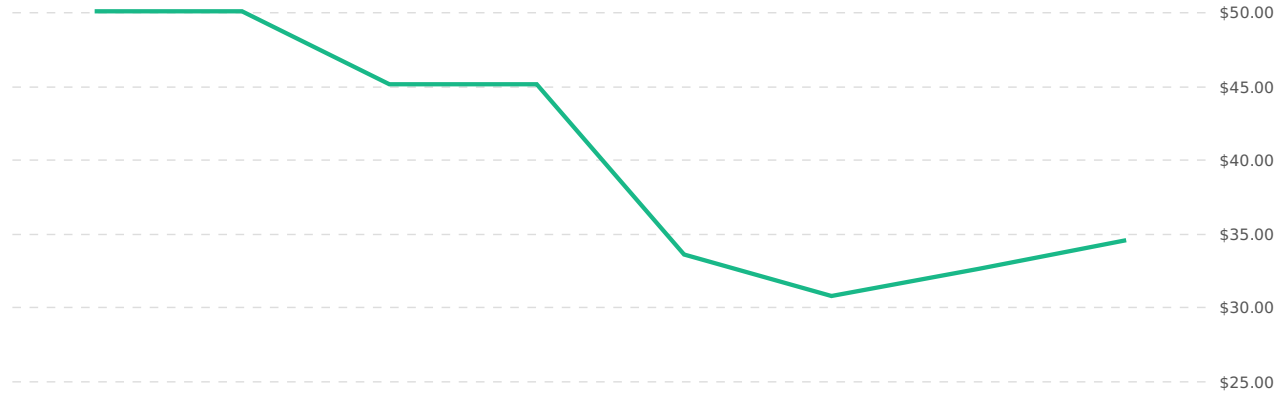
Median Advertised Salary

This is \$3.19/hr above the government recorded median salary for Registered Nurses in your region.

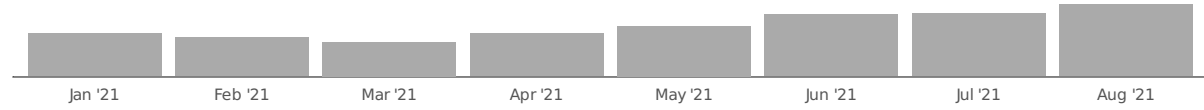


### Advertised Wage Trend

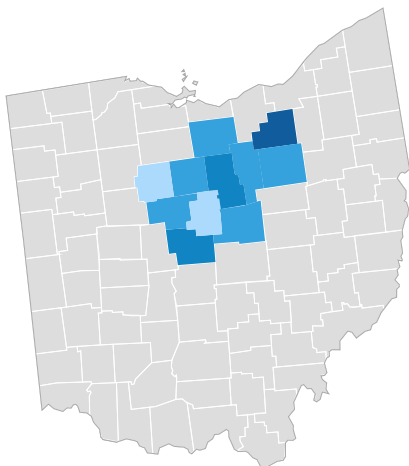
▼ **31.0%** Jan 2021 - Aug 2021  
\$34.58 Median



562 Job Postings



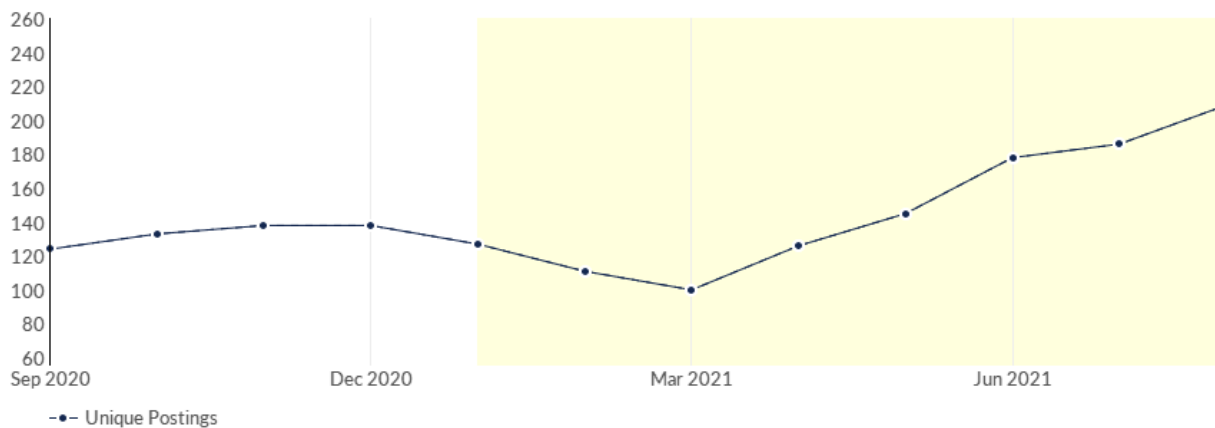
### Job Postings Regional Breakdown



County	Unique Postings (Jan 2021 - Aug 2021)
Medina County, OH	117
Richland County, OH	89
Delaware County, OH	72
Huron County, OH	52
Knox County, OH	52



### Unique Postings Trend













Month	Unique Postings	Posting Intensity
Aug 2021	209	6 : 1
Jul 2021	186	6 : 1
Jun 2021	178	6 : 1
May 2021	145	6 : 1
Apr 2021	126	6 : 1
Mar 2021	100	7 : 1
Feb 2021	111	8 : 1
Jan 2021	127	8 : 1
Dec 2020	138	7 : 1
Nov 2020	138	8 : 1
Oct 2020	133	8 : 1
Sep 2020	124	8 : 1











### Education & Experience Breakdown

Education Level	Unique Postings	% of Total	Minimum Experience	Unique Postings	% of Total
No Education Listed	0	0%	No Experience Listed	174	31%
High school or GED	10	2%	0 - 1 Years	183	33%
Associate's degree	274	49%	2 - 3 Years	186	33%
Bachelor's degree	562	100%	4 - 6 Years	17	3%
Master's degree	34	6%	7 - 9 Years	2	0%
Ph.D. or professional degree	73	13%	10+ Years	0	0%


### Top Companies Posting

	Total/Unique (Jan 2021 - Aug 2021)	Posting Intensity	Median Posting Duration
Cleveland Clinic	474 / 109	4 : 1 	17 days
R N Network Inc	268 / 38	7 : 1 	63 days
Focus Staff Services LP	136 / 31	4 : 1 	32 days
Core Medical Group	93 / 24	4 : 1 	26 days
Kindred At Home	172 / 22	8 : 1 	65 days
Avita Health System	60 / 22	3 : 1 	25 days
Ohiohealth Corporation	59 / 14	4 : 1 	30 days
Davita Inc.	176 / 13	14 : 1 	51 days
Fresenius Medical Care	181 / 12	15 : 1 	51 days
Greeley Publishing Co	54 / 12	5 : 1 	30 days











## Top Cities Posting

City	Total/Unique (Jan 2021 - Aug 2021)	Posting Intensity	Median Posting Duration
Mansfield, OH	355 / 59	6 : 1 	32 days
Mount Vernon, OH	274 / 51	5 : 1 	41 days
Marion, OH	139 / 40	3 : 1 	37 days
Ashland, OH	320 / 35	9 : 1 	46 days
Norwalk, OH	160 / 32	5 : 1 	38 days
Galion, OH	130 / 29	4 : 1 	25 days
Medina, OH	282 / 29	10 : 1 	47 days
Delaware, OH	64 / 25	3 : 1 	14 days
Ontario, OH	130 / 25	5 : 1 	27 days
Hinckley, OH	136 / 24	6 : 1 	22 days











## Top Posted Occupations

	Total/Unique (Jan 2021 - Aug 2021)	Posting Intensity	Median Posting Duration
Registered Nurses	2,912 / 562	5 : 1 	30 days

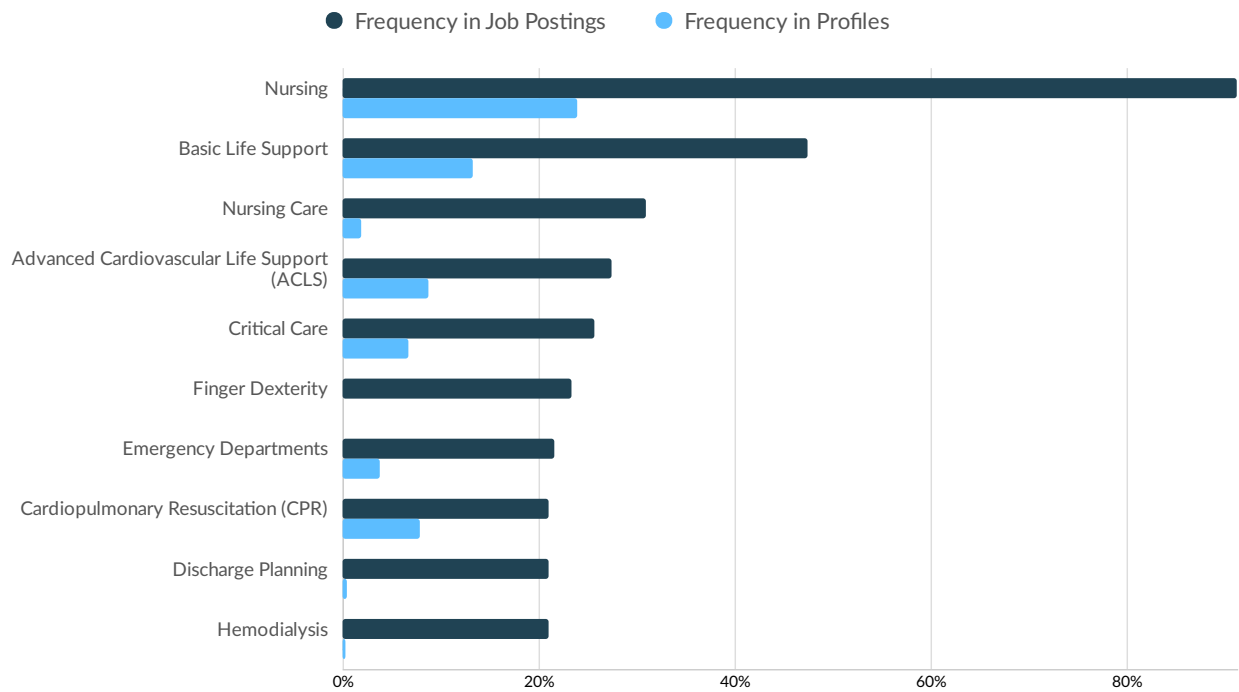
## Top Posted Job Titles

	Total/Unique (Jan 2021 - Aug 2021)	Posting Intensity	Median Posting Duration
Registered Nurses	566 / 89	6 : 1 	35 days
Home Health Registered Nurses	164 / 25	7 : 1 	65 days
Medical Surgical Registered Nurses	165 / 18	9 : 1 	41 days
Medical Surgical Travel Registered Nurses	75 / 13	6 : 1 	44 days
Emergency Department Registered Nurses	45 / 12	4 : 1 	8 days
ICU Travel Registered Nurses	97 / 11	9 : 1 	75 days
Registered Nurses Unit Manager	16 / 11	1 : 1 	6 days
Outpatient Registered Nurses	78 / 10	8 : 1 	30 days
Emergency Registered Nurses	26 / 9	3 : 1 	12 days
ICU Registered Nurses	109 / 9	12 : 1 	35 days

## Top Industries

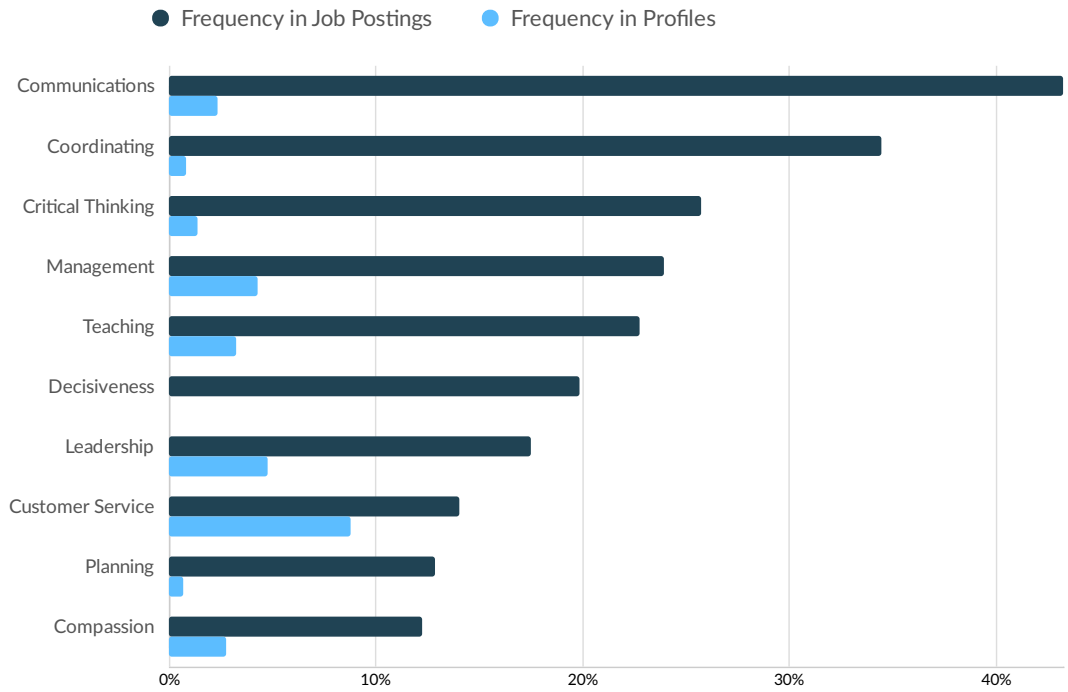
	Total/Unique (Jan 2021 - Aug 2021)	Posting Intensity	Median Posting Duration
Health Care and Social Assistance	1,808 / 305	6 : 1 	30 days
Administrative and Support and Waste Management and Remediation Services	579 / 123	5 : 1 	38 days
Information	67 / 14	5 : 1 	33 days
Finance and Insurance	55 / 12	5 : 1 	10 days
Professional, Scientific, and Technical Services	58 / 12	5 : 1 	28 days
Public Administration	47 / 10	5 : 1 	22 days
Other Services (except Public Administration)	10 / 8	1 : 1 	5 days
Retail Trade	20 / 6	3 : 1 	17 days
Construction	18 / 5	4 : 1 	74 days
Manufacturing	7 / 4	2 : 1 	14 days

### Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	156	91%	1,156	24%
Basic Life Support	81	47%	643	13%
Nursing Care	53	31%	95	2%
Advanced Cardiovascular Life Support (ACLS)	47	27%	423	9%
Critical Care	44	26%	327	7%
Finger Dexterity	40	23%	0	0%
Emergency Departments	37	22%	186	4%
Cardiopulmonary Resuscitation (CPR)	36	21%	381	8%
Discharge Planning	36	21%	19	0%
Hemodialysis	36	21%	17	0%

### Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	74	43%	114	2%
Coordinating	59	35%	39	1%
Critical Thinking	44	26%	68	1%
Management	41	24%	208	4%
Teaching	39	23%	157	3%
Decisiveness	34	20%	0	0%
Leadership	30	18%	232	5%
Customer Service	24	14%	424	9%
Planning	22	13%	34	1%
Compassion	21	12%	133	3%

## Top Qualifications

	Postings with Qualification
Associate Degree In Nursing	43
Bachelor Of Science in Nursing (BSN)	244
Certified Registered Nurse Infusion	86
Emergency Nurse Pediatric Course (ENPC)	76
Licensed Practical Nurse	55
Licensed Vocational Nurses	18
Master Of Science in Nursing (MSN)	17
Nurse Practitioner	19
Registered Dietitian (RD/RDN)	13
Trauma Nurse Core Course (TNCC)	80

## Appendix A - Regions

Code	Description	Code	Description
39005	Ashland County, OH	39103	Medina County, OH
39033	Crawford County, OH	39117	Morrow County, OH
39041	Delaware County, OH	39139	Richland County, OH
39077	Huron County, OH	39169	Wayne County, OH
39083	Knox County, OH	39175	Wyandot County, OH
39101	Marion County, OH		



## Appendix B

### Top Posting Sources

Website	Postings on Website (Jan 2021 - Aug 2021)
Careerboard.com	143
Dejobs.org	86
Nursingjobcafe.com	82
Entrylevelcrossing.com	80
Physicaltherapycrossing.com	76
Worksourcewa.com	54
Jobs.net	50
Bebee.com	47
Glassdoor.com	44
Nexxt.com	41
Employmentcrossing.com	40
Usacares.org	36
Monster.com	34
Snagajob.com	34
Travelnursesource.com	33
Careerbuilder.com	25
Focus-staff.com	24
Whatjobs.com	22
Careerarc.com	21
Careerjet.com	18
Localjobs.com	18
Jofdav.com	17
Disabledperson.com	16
Gentiva.com	16
Jobserve.com	16

## Appendix C


### Sample Postings

We found 959 jobs for registered nurses advertised within 15 miles of 44903 on one jobs site.

Jobs2Careers®

Exact Match: Off  All Levels

959 Registered Nurse Jobs In 44903

- 

**Registered Nurse - RN Needed** ♥

ATC Healthcare Services ⊘

Mansfield, OH


**NEW** Posted 21 hours ago

**URGENTLY HIRING**

**FLEXIBLE SCHEDULE**

**\$52-\$54/HR**

**HEALTH INSURANCE**

**RETIREMENT BENEFIT**
- 

**Step Down RN - \$74/hr (Mansfield, OH)** ♥


Planet Healthcare ⊘

Mansfield, OH

**NEW** Posted 1 day ago

**\$74/HR**

**HEALTH INSURANCE**


**RETIREMENT BENEFIT**
- 

**Registered Nurse (RN) - Obstetrics (OB)** ♥

Avita Health System ⊘

Mansfield, OH

**NEW** Posted 11 hours ago

**URGENTLY HIRING**
- 

**ER RN - \$66/hr (Ontario, OH)** ♥

Planet Healthcare ⊘

Ontario, OH

**NEW** Posted 1 day ago

**\$66/HR**

**HEALTH INSURANCE**

**RETIREMENT BENEFIT**

Home Health Registered Nurses – Kindred At Home in Ashland, OH (Jun 2021 - Act..

<b>Registered Nurse Home Health Full Time - SIGN ON BONUS AVAILABLE</b>	
Link to Live Job Posting: <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	
Location: Ashland, OH	O*NET: 29-1141.00
Company: Kindred At Home	Job Title: Home Health Registered Nurses

Job Information Kindred at Home Registered Nurse Home Health Full Time

- SIGN ON BONUS AVAILABLE  
in Ashland, Ohio Registered Nurse Home Health Full Time
- SIGN ON BONUS AVAILABLE  
Registered Nurse Ashland, OH

ID:  
72483

- Full-Time/Regular Our Care Matters.

When you join the Kindred at Home team, you become part of something bigger. We are the nation's leading provider of comprehensive home health, hospice, and non-medical home care services. Our team delivers compassionate, high-quality care to patients in their homes or places of residence, including non-medical personal assistance, skilled nursing, rehabilitation, hospice and palliative care. Now more than ever, people in your community need in-home healthcare. Our team helps to keep them safely at home, during moments that matter most to them. Our caregivers focus on each unique patient to deliver the appropriate care and emotional support to our patients and their families. Our Employees Matter. We believe a world-class patient experience is enabled by an exceptional employee experience. And, committed to fostering an amazing employee experience at Kindred at Home. Our people are our greatest resource and asset, and we are committed to helping our employees thrive and fulfill their personal and professional goals.

We offer:

- Competitive pay and 401k
- Healthy Steps Wellness
- Healthcare Plans
- Employee Assistance Program
- Centers of Excellence Program
- Educational Assistance
- Clinical ladder for professional credentialing and advancement
- Leadership development
- Talent focused Framework
- Targeted personal and career development planning As a Home Health Registered Nurse , you will: Sign on bonus available
- \$2500
- NO

HOME HEALTH EXPERIENCE

\$5000

﷐﷑﷒﷓

- WITH

#### HOME HEALTH EXPERIENCE

- Provide admission, case management, and follow-up skilled nursing visits for home health patients.
- Administer on-going care and case management for each patient, provide necessary follow-up as directed by the Clinical Manager.
- Confer with physician in developing the initial plan of treatment based on physician's orders and initial patient assessment.

Provide hands-on care, management and evaluation of the care plan and teaching of the patient in accordance with physician orders, under Clinical Manager's supervision. Revise plan in consultation with physician based on ongoing assessments and as required by policy/regulation.

- Coordinate appropriate care, encompassing various healthcare personnel (such as Physical Therapists, Occupational Therapists, Home Health Aides and external providers).
- Report patient care/condition/progress to patient's physician and Clinical Manager on a continuous basis.
- Implement patient care plan in conjunction with patient and family to assist them in achieving optimal resolution of needs/problems.
- Coordinate/oversee/supervise the work of Home Health Aides, Certified Home Health Aides and Personal Care Workers and provides written personal care instructions/care plan that reflect current plan of care. Monitor the appropriate completion of documentation by home health aides/personal care workers as part of the supervisory/leadership responsibility.
- Discharge patients after consultation with the physician and Clinical Manager, preparing and completing needed clinical documentation.
- Prepare appropriate medical documentation on all patients, including any case conferences, patient contacts, medication order changes, re-certifications, progress updates, and care plan changes. Prepare visit/shift reports, updates/summarizes patient records, and confers with other health care disciplines in providing optimum patient care. Required Skills
- Diploma, Associate or Bachelor Degree in Nursing
- Minimum of one year nursing experience preferred
- Strong med surg, ICU, ER, acute experience
- Home Health experience a plus
- Current and unrestricted Registered Nurse licensure
- Current CPR certification
- Strong organizational and communication skills Required Experience Join Our Team! Check out our video to get a glimpse of a day in the life of our Home Health team
- Home Health To learn more, please contact your local recruiter at (toll free) 855-KND-AT-HOME or apply online.

Our Recruiters are ready to help you start a new and rewarding career with Kindred at Home. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin. This position is located at 2281 Village Mall Drive, Ashland, OH. View the Google Map in full screen.

#### Job Category:

Registered Nurse Apply Now

## Endoscopy Registered Nurses – Cleveland Clinic in Hinckley, OH (Aug 2021 - Sep 2...

**Experienced RN PRN - Endoscopy**

Link to Live Job Posting: Posting is no longer active

Location: Hinckley, OH

O\*NET: 29-1141.00

Company: Cleveland Clinic

Job Title: Endoscopy Registered Nurses

Hinckley, OH Full Time Posted by:

Cleveland Clinic Posted:

Sunday, 15 August 2021 Apply See more jobs like this

**Responsibilities:**

Provides direct nursing care in accordance with established policies, procedures and protocols of the healthcare organization. Implements and monitors patient care plans. Monitors, records and communicates patient condition as appropriate. Serves as a primary coordinator of all disciplines for well-coordinated patient care. Notes and carries out physician and nursing orders. Assesses and coordinates patient's discharge planning needs with members of the healthcare team. Maintains professional growth and development through ongoing formal and informal education and clinical nursing study. Other duties as assigned.

**Education:**

Graduate from an accredited school of professional nursing. BSN preferred.

**Certifications:**

Current state licensure as Registered Nurse (RN). Proof of Basic Life Support (BLS) through American Heart Association (AHA) must be presented upon hire. If in a Critical Care area an Advanced Cardiac Life Support (ACLS) through American Heart Association (AHA) Certification must be presented upon hire or within first year of employment. Within one year of hire RNs in Children's Hospital and Children's Hospital for Rehabilitation will achieve and maintain Pediatric Advanced Life Support (PALS) through American Heart Association (AHA) with the exception of the Neonatal Intensive Care Unit RNs who must achieve and maintain Neonatal Resuscitation Program (NRP) through American Heart Association (AHA) provider status and RNs in the Special Delivery Unit, who must achieve and maintain Advanced Cardiac Life Support (ACLS) through American Heart Association (AHA). (ONS) Chemo/Bio course complete within 2 years of employment if employed on units inpatient and/or outpatient where chemo is administered. If in an Adult/Combined EDs, Advanced Cardiac Life Support (ACLS) through American Heart Association (AHA). upon hire or within one year of beginning work in the Emergency Department. If in an ED, Pediatric Advanced Life Support (PALS) through American Heart Association (AHA) upon hire or within one year of beginning work in the Emergency Department. In Dedicated Trauma Centers, Trauma Nursing Core Course (TNCC - adult) or Emergency Nurse Pediatric Course (ENPC - pediatric) upon hire or within 24 months of beginning work in the Emergency Department. Vascular Access Registered Nurse (VARN) program attendance required and obtains either a Certified Registered Nurse Infusion (CRNI) or Vascular Access Board Certified (VA-BC) certification upon hire or within a year of hire in Peripherally Inserted Central Catheter (PICC) areas.

**Complexity of Work:**

Requires critical thinking skills, decisive judgment and the ability to work with minimal supervision. Must be able to work in a stressful environment and take appropriate action.

**Work Experience:**

**WORK EXPERIENCE:**

External applicants must have two years recent related nursing experience. Internal applicants with less than two years? experience but post orientation/90 day probationary period could be considered with Chief Nursing Officer level review and approval. Successfully pass all prescreen competency assessments required. Will consider licensed military RN experience.

**Physical Requirements:**

Requires full range of body motion including handling and lifting patient, manual and finger dexterity, and eye-hand coordination. Requires standing and walking for extended periods of time. Requires corrected vision and hearing to normal range. Requires working under stressful conditions and irregular hours. Exposure to communicable diseases and/or body fluids. Medium Work - Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Light Work.

**Personal Protective Equipment:**

Follows standard precautions using personal protective equipment as required.

**Schedule:**

Part Time \_\_\_\_\_ Location Hinckley, OH, United States of America Industry Healthcare Category Graduate Employment Agency Cleveland Clinic Contact Click apply Reference JS11536\_1716340593 Posted Date 8/15/2021 8:54:57 AM Permalink <http://www.careerboard.com/MOGLI> Apply

Patient Safety Coordinators – Cleveland Clinic in Brunswick, OH (Aug 2021 - Aug 2...

**Quality Coordinator ? Accreditation & Patient Safety**

Link to Live Job Posting: Posting is no longer active

Location: Brunswick, OH

O\*NET: 29-1141.00

Company: Cleveland Clinic

Job Title: Patient Safety Coordinators

Brunswick, OH Full Time Posted by:

Cleveland Clinic Posted:

Friday, 6 August 2021 Apply See more jobs like this

**Responsibilities:**

- Develops, manages and maintains programs designed to ensure Cleveland Clinic compliance with accreditation and regulatory standards, including those of: The Joint Commission (TJC), Ohio Department of Health (ODH) and Center for Medicare and Medicaid Services (CMS).
- Acts as the primary resource for staff to facilitate overall operations of programs.
- Acts as a consultant to departments/institutes for all aspects of TJC and other regulatory agencies.
- Educates and disseminates accurate information to clinical and nonclinical departments pertaining to certifications and standard interpretations.
- Participates in preparation and support of onsite survey activities.
- Collaborates with all departments within the Quality and Patient Safety Institute to ensure safe high quality care.
- Develops and manages varied projects. Participates in committees and meetings. Demonstrates and meets regulatory/accreditation requirements.
- Coordinates all patient safety projects.
- Develops and supports the non-punitive Culture of Safety, to mitigate patient safety errors and the factors that contribute to unintended adverse patient outcomes.
- Oversees the creation, review and refinement of the scope of the Patient Safety Program within the facility on an annual basis.
- Coordinates the activities of the Patient Safety Committee including public reportable clinical data sets.
- Reports medical errors and near misses, as well as corrective actions taken.
- Oversees the management and use of medical error information.
- Reviews internal error reports and utilizes information from external reporting programs to achieve internal outcomes.
- Investigates (along with Risk Management) patient safety issues within the facility.
- In collaboration with Quality/Risk Management, identifies, manages, and participates in the review of adverse events that may have or have resulted in patient harm.
- Participates in sentinel event process.
- Develops action plans identified through root cause analysis
- Other duties as assigned.

**Education:**

- Bachelor's Degree in Nursing, Healthcare Administration, Business, Engineering or related field required.
- Masters preferred

Certifications:

**Certifications:**

- Healthcare Accreditation Certification Program (HACP) or Certified Joint Commission Professional (CJCP) certifications will be required within 2 years of hire.
- Certified Professional in Patient Safety (CPPS) preferred

**Complexity of Work:**

- Requires critical thinking skills, decisive judgment and the ability to work with minimal supervision.
- Must be able to work in a stressful environment and take appropriate action.
- Demonstrated knowledge in principles of risk management, quality and performance improvement methods.

**Work Experience:**

- Previous experience in working with Joint Commission, HFAP, CMS surveys process preferably in a leadership/coordination role

**Physical Requirements:**

- Ability to walk extensively, ability to lift up to 25 pounds, and the ability to wear protective equipment such as respirators, boots, gloves and protective eye gear.
- Position requires visual acuity with the ability to smell, taste and hear.

**Personal Protective Equipment:**

- Follows standard precautions using personal protective equipment as required.

**Schedule:**

Full Time \_\_\_\_\_ Location Brunswick, OH, United States of America Industry Healthcare  
Company Cleveland Clinic Contact Click apply Reference

NT1096461824

Posted Date 8/6/2021 4:59:51 PM Permalink <http://www.careerboard.com/MsANN> Apply



## Inpatient Coordinators – Avita Health System in Galion, OH (Jul 2021 - Jul 2021)

**Inpatient Rehab & Swing Clinical Coordinator**

Link to Live Job Posting: Posting is no longer active

Location: Galion, OH

O\*NET: 29-1141.04

Company: Avita Health System

Job Title: Inpatient Coordinators

Inpatient Rehab & Swing Clinical Coordinator Inpatient Rehab & Swing Clinical Coordinator Galion, OH, US 2021-07-01 2021-08-01 Avita Health System FULL\_TIME FULL\_TIME Avita Health System currently operates three hospitals and numerous clinic locations throughout Richland and Crawford counties. Over the last few years, the system has tripled in size serving multiple communities throughout the region. There are over 1,900 employees and over 160 employed physicians and advanced practitioners that provide high-quality healthcare to the surrounding communities. As Avita Health System continues to grow, we have various open positions across North Central Ohio. We are currently accepting resumes & applications for the following position, floating between our Galion and Bucyrus, Ohio location:

**JOB SUMMARY**

At the direction of the Nurse Manager coordinates care for patients admitted to Galion Inpatient Rehab Unit and Bucyrus Swing Unit. Acts as a resource for Inpatient Rehab and Swing Unit staff, assists with assessing staff competencies, and supporting Nurse Manager with staff and program development. Assists the Inpatient Rehab & Swing Nurse Manager as needed.

**JOB REQUIREMENTS**

- Current licensure as a Registered Nurse (RN) in the State of Ohio.
- Current Basic Cardiac Life Support (BLS) certification within 30 days of hire date.
- Advanced Cardiac Life Support (ACLS) within six (6) months of hire date.

**PREFERRED**

- Bachelor's Degree in Nursing.
- Two (2) or more years of previous rehab or supervisory experience.
- Previous educational experience.

#2911 Avita Health System is an Equal Opportunity Employer. 8:00 AM to 4:00 PM. Monday, Wednesday, Thursday and Friday. Some Weekends Requested.

Full-Time:

72 Hours Bi-Weekly

## Emergency Department Registered Nurses – Cleveland Clinic in Hinckley, OH (May ...

**RN PRN- Ed**

Link to Live Job Posting: Posting is no longer active

Location: Hinckley, OH

O\*NET: 29-1141.00

Company: Cleveland Clinic

Job Title: Emergency Department Registered Nurses

Hinckley, OH Full Time Posted by:

Cleveland Clinic Posted:

Friday, 28 May 2021 Apply See more jobs like this

**Responsibilities:**

- Provides direct nursing care in accordance with established policies, procedures and protocols of the healthcare organization.
- Implements and monitors patient care plans. Monitors, records and communicates patient condition as appropriate.
- Serves as a primary coordinator of all disciplines for well-coordinated patient care.
- Notes and carries out physician and nursing orders.
- Assesses and coordinates patient's discharge planning needs with members of the healthcare team.
- Maintains professional growth and development through ongoing formal and informal education and clinical nursing study.
- Other duties as assigned.

**Education:**

- Graduate from an accredited school of professional nursing.
- BSN preferred.

**Certifications:**

- Current state licensure as Registered Nurse (RN).
- Proof of Basic Life Support (BLS) through American Heart Association (AHA) must be presented upon hire.
- If in a Critical Care area an Advanced Cardiac Life Support (ACLS) through American Heart Association (AHA) Certification must be presented upon hire or within first year of employment.
- Within one year of hire RNs in Children's Hospital and Children's Hospital for Rehabilitation will achieve and maintain Pediatric Advanced Life Support (PALS) through American Heart Association (AHA) with the exception of the Neonatal Intensive Care Unit RNs who must achieve and maintain Neonatal Resuscitation Program (NRP) through American Heart Association (AHA) provider status and RNs in the Special Delivery Unit, who must achieve and maintain Advanced Cardiac Life Support (ACLS) through American Heart Association (AHA).
- (ONS) Chemo/Bio course complete within 2 years of employment if employed on units inpatient and/or outpatient where chemo is administered.
- If in an Adult/Combined EDs, Advanced Cardiac Life Support (ACLS) through American Heart Association (AHA). upon hire or within one year of beginning work in the Emergency Department.
- If in an ED, Pediatric Advanced Life Support (PALS) through American Heart Association (AHA) upon hire or within one year of beginning work in the Emergency Department.
- In Dedicated Trauma Centers, Trauma Nursing Core Course (TNCC - adult) or Emergency Nurse Pediatric Course (ENPC - pediatric) upon hire or within 24 months of beginning work in the Emergency Department.

- Vascular Access Registered Nurse (VARN) program attendance required and obtains either a Certified Registered Nurse Infusion (CRNI) or Vascular Access Board Certified (VA-BC) certification upon hire or within a year of hire in Peripherally Inserted Central Catheter (PICC) areas.
- Complexity of Work:
  - Requires critical thinking skills, decisive judgment and the ability to work with minimal supervision.
  - Must be able to work in a stressful environment and take appropriate action.

**Work Experience:**

- External applicants must have two years recent related nursing experience.
- Internal applicants with less than two years? experience but post orientation/90 day probationary period could be considered with Chief Nursing Officer level review and approval.
- Successfully pass all prescreen competency assessments required.
- Will consider licensed military RN experience.

**Physical Requirements:**

- Requires full range of body motion including handling and lifting patient, manual and finger dexterity, and eye-hand coordination.
- Requires standing and walking for extended periods of time.
- Requires corrected vision and hearing to normal range.
- Requires working under stressful conditions and irregular hours.
- Exposure to communicable diseases and/or body fluids.
- Medium Work - Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects.
- Physical Demand requirements are in excess of those for Light Work.

**Personal Protective Equipment:**

- Follows standard precautions using personal protective equipment as required.

----- Location Hinckley, OH, United States of America Industry Healthcare Category Graduate  
Company Cleveland Clinic Contact Click apply Reference

NT942126007

Posted Date 5/28/2021 4:59:42 AM Permalink <http://www.careerboard.com/LitOI Apply>

## Appendix D - Data Sources and Calculations

### Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

### Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

### State Data Sources

This report uses state data from the following agencies: Ohio Department of Job and Family Services

- Requires full range of body motion including handling and lifting patient, manual and finger dexterity, and eye-hand coordination.
- Requires standing and walking for extended periods of time.
- Requires corrected vision and hearing to normal range.
- Requires working under stressful conditions and irregular hours.
- Exposure to communicable diseases and/or body fluids.
- Medium Work - Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects.
- Physical Demand requirements are in excess of those for Light Work.

#### Personal Protective Equipment:

- Follows standard precautions using personal protective equipment as required.

----- Location Hinckley, OH, United States of America Industry Healthcare Category Graduate  
Company Cleveland Clinic Contact Click apply Reference

NT942126007

Posted Date 5/28/2021 4:59:42 AM Permalink <http://www.careerboard.com/LitOI Apply>



**2019 REGISTERED NURSE**

**OHIO WORKFORCE DATA SUMMARY REPORT**

Ohio Board of Nursing  
17 S. High Street, Suite 660  
Columbus, Ohio 43215-3466

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## 2019 REGISTERED NURSE OHIO WORKFORCE DATA SUMMARY REPORT

### Introduction

The mission of the Ohio Board of Nursing is to actively safeguard the health of the public through the effective regulation of nursing care. The Board's top priorities are to efficiently license the nursing workforce and remove dangerous practitioners from practice in a timely manner to protect Ohio patients. The Board regulates over 300,000 licenses and certificates, an increase from 223,000 in 2009.

### Background

The Institute of Medicine (IOM) report, "The Future of Nursing: Leading Change, Advancing Health," identifies data collection as a vital component for health care planning and policymaking. The Board is pleased that this data is used for health care planning and to grow Ohio's health care workforce.

### Data Collection and Reporting

The data questions are based on the nursing Minimum Data Set (Colleagues in Caring Project), core data questions developed by the HRSA National Center for Health Workforce Analysis, and the joint surveys conducted by the National Forum of State Nursing Workforce Centers and the National Council of State Boards of Nursing (NCSBN).

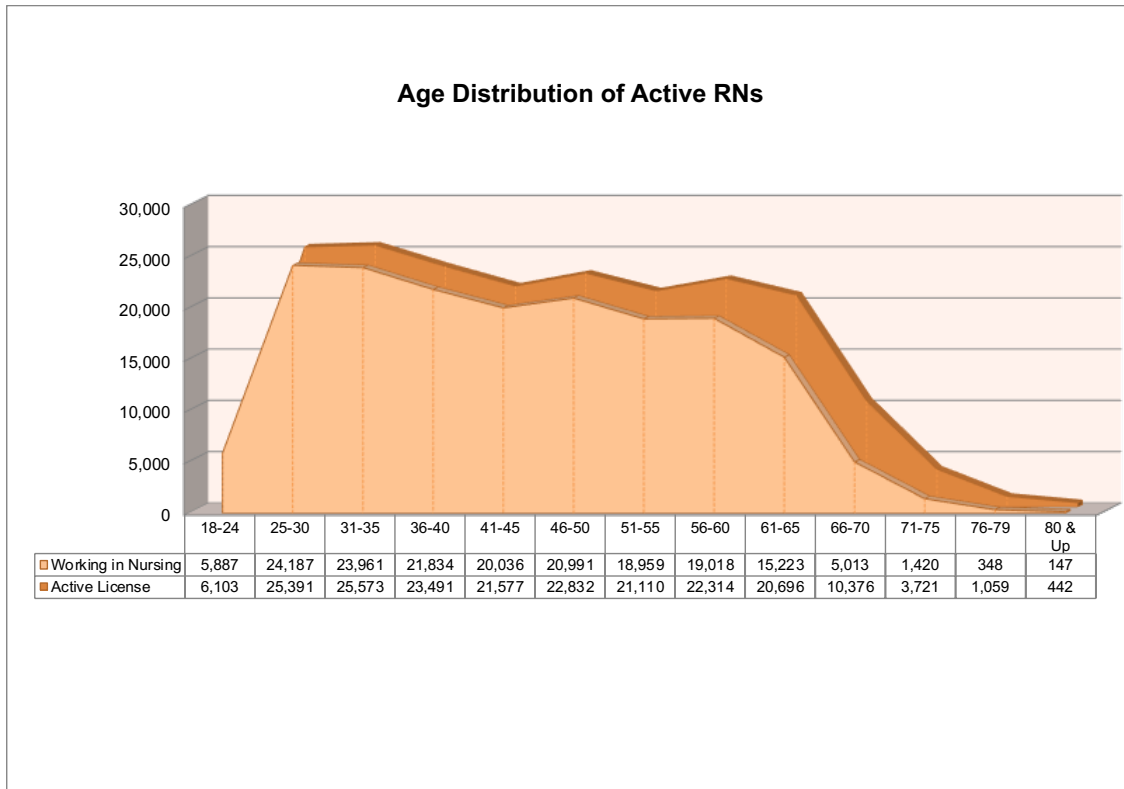
This report provides a general summary of the RN data collected by the Board during the 2019 RN renewal period. Because APRNs must be licensed as RNs, this report includes data reported by those RNs who are also certified as APRNs. There is a separate summary report that provides the same data for APRNs only.

- ❖ RN workforce data collected from July to October 31, 2019
- ❖ 204,685 RNs completed the workforce questions, and have an active license

The Board is pleased to provide this report and make the raw data available to all interested parties to assist with the workforce planning initiatives of government and private industry.

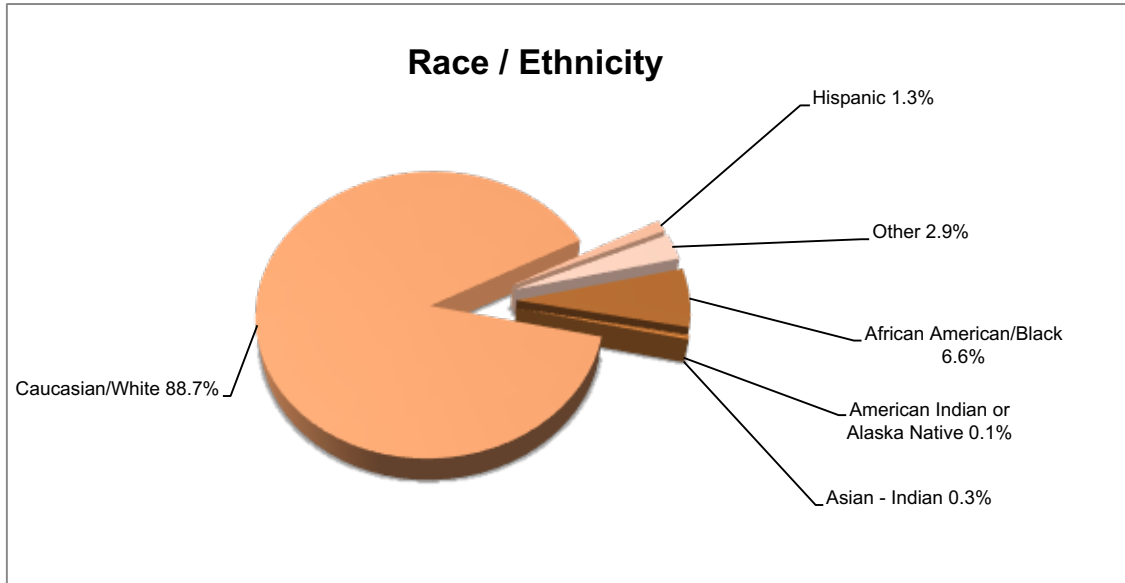
**DEMOGRAPHIC INFORMATION**

**Age Distribution of Active RNs**

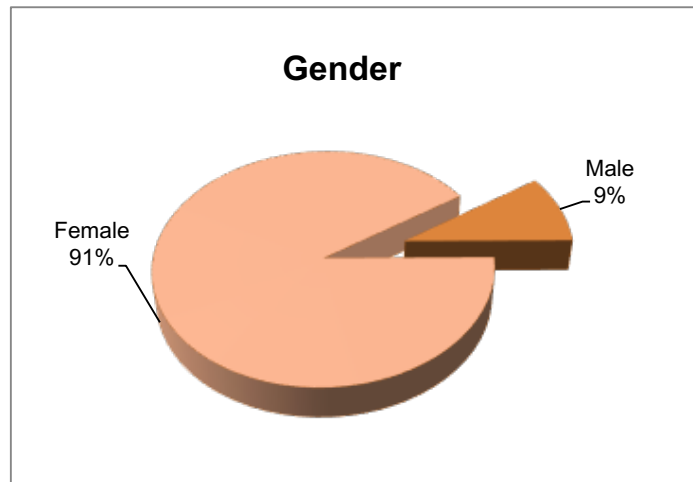


- 71% (146,077) of RNs with an active license are between the ages of 18 and 55 years
  - 93% (135,855) of these RNs identified that they are currently employed in nursing
  
- 29% (58,608) of RNs with an active license are over age 55
  - 70% (41,169) of these RNs identified that they are currently employed in nursing

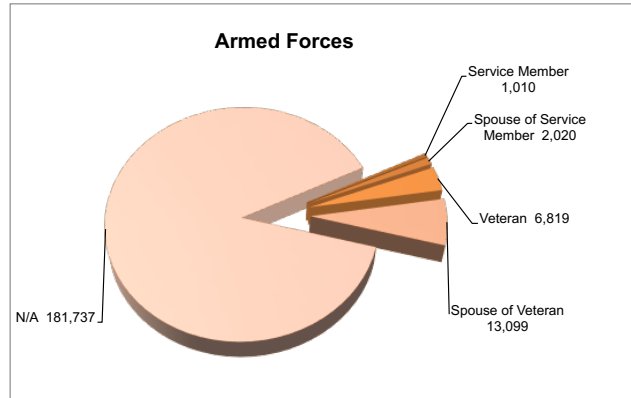




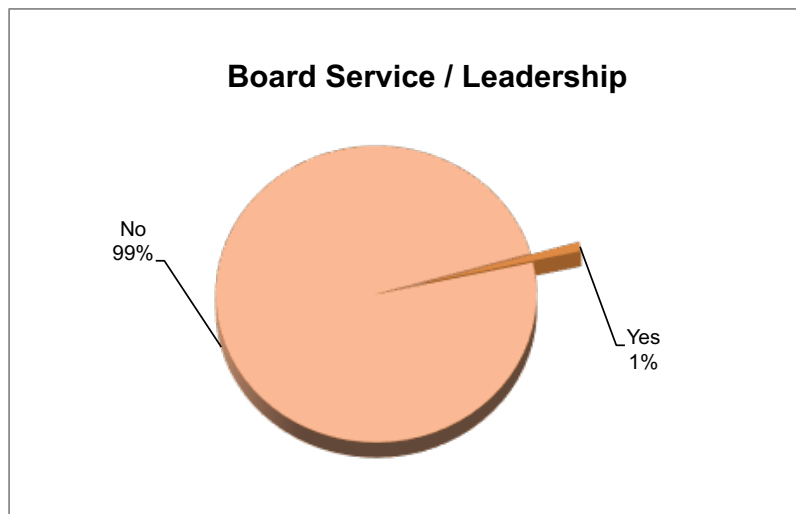
- 88.7% reported their race/ethnicity as White/Caucasian; the next highest percentage was 6.6% who reported their race/ethnicity as African American/Black
- 91% (185,588) are female; 9% (19,097) are male



Female	185,588
Male	19,097
	204,685

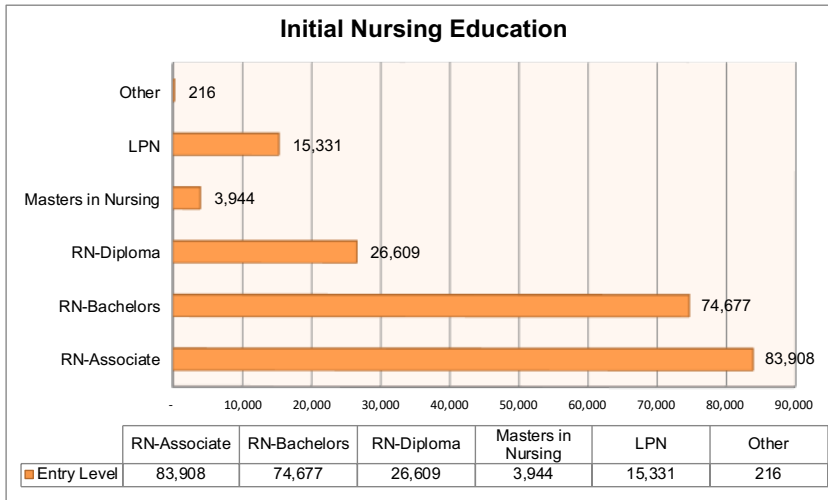


- 11% (22,948) reported an association with U.S. Armed Forces
  - 87% (19,918) of this group are either veterans or spouses of veterans

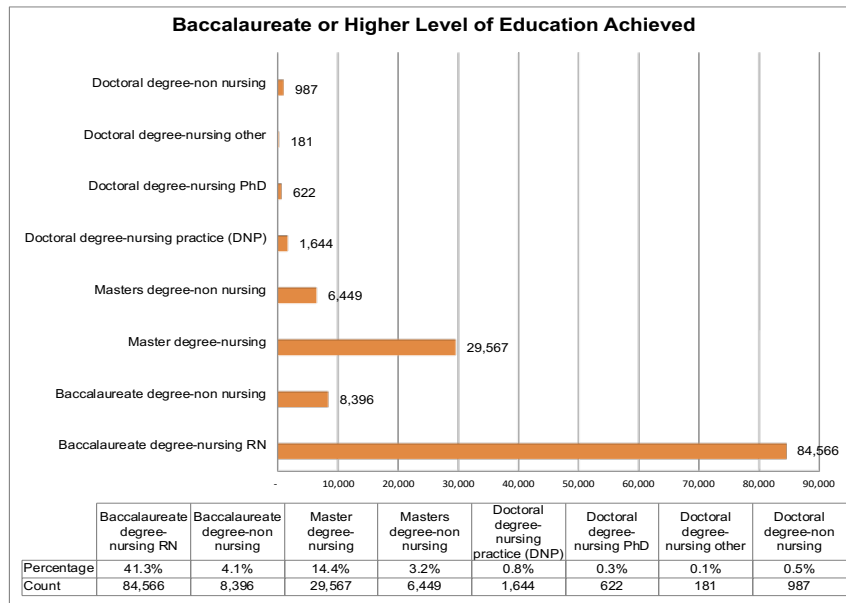


- Approximately 1% (2,030) indicated that they serve on a board that influences health care policy

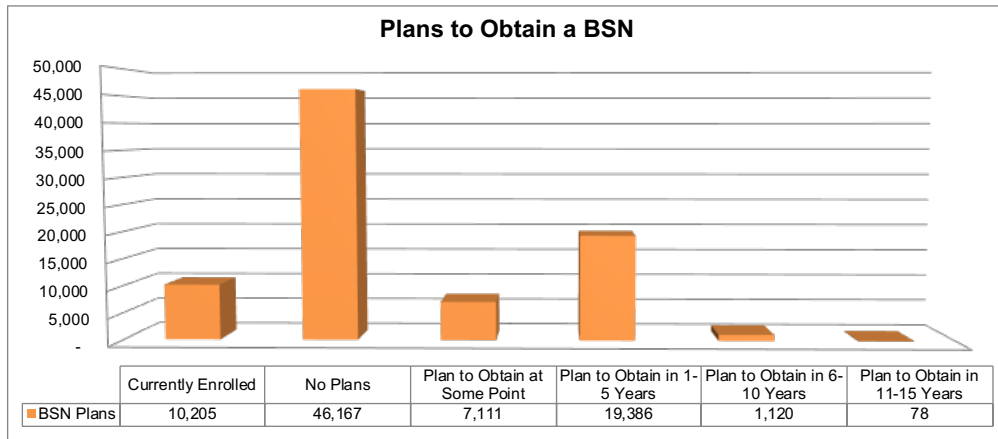
**NURSING EDUCATION**



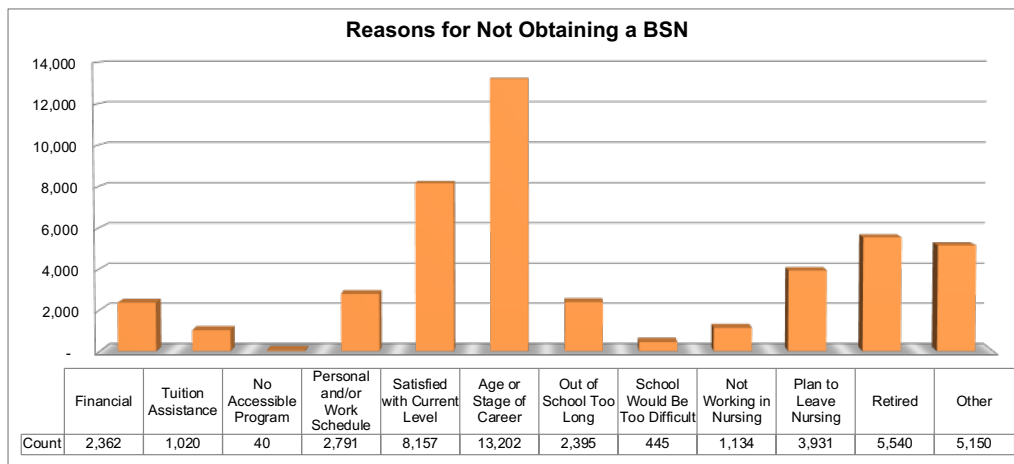
- Associate degree in nursing – 41% (83,908)
- Baccalaureate degree in nursing – 37% (74,677)
- Master’s in Nursing degree – 2% (3,944)
- Diploma program in nursing – 13% (26,609)
- Practical nursing education program – 7% (15,331)



- Baccalaureate or higher degree in nursing or non-nursing – 65% (132,412)
- Higher levels of nursing education breakdown
  - 64% (84,566) - Baccalaureate degree in nursing
  - 22% (29,567) - Master’s degree in nursing
  - 2% (2,447) - PhD, DNP, or other Doctoral degree in nursing

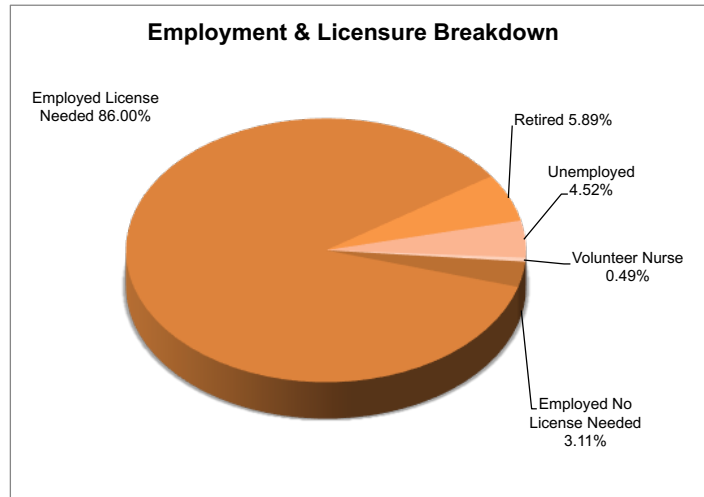


- For this question, 84,067 responded as follows
  - Currently enrolled to obtain a BSN – 12% (10,205)
  - Plan to obtain a BSN or higher degree in nursing – 33% (27,695)
  - No plans to obtain a BSN or higher nursing degree – 55% (46,167)

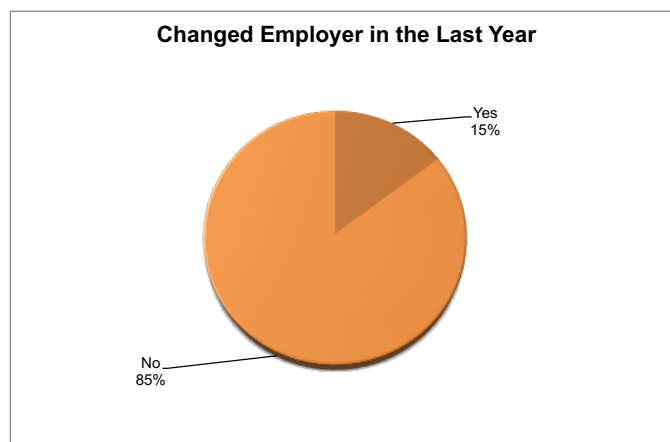


- For this question, 46,167 provided the following reasons for not obtaining a BSN
  - Age or Stage in Career – 29% (13,202)
  - Satisfied with current level of practice – 18% (8,157)
  - Financial barriers / tuition assistance – 7% (3,382)
  - Personal and/or work schedules – 6% (2,791)
  - Plan to leave nursing; retired; not working in nursing – 23% (10,605)
  - Out of school too long; too difficult – 6% (2,840)
  - Other, and no accessible program – 11% (5,190)

## NURSING EMPLOYMENT

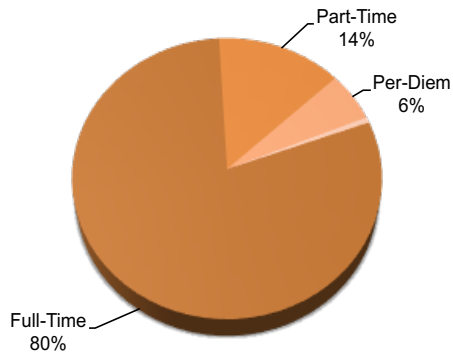


- 86% (176,025) are employed in a position where a nursing license is required
  - 80% work full-time; 14% work part-time; 6% work on a per-diem basis
  - 89% work in one position; 9% work in two positions; and 2% work in three or more positions
  - 5% work 31-35 hours per week; 64% work 36-40 hours per week; 10% work 41-50 hours per week; 10% work 21-30 hours per week
  - 68% worked 50-52 weeks last year; 16% worked 43-49 weeks last year; 16% worked less than 43 weeks last year



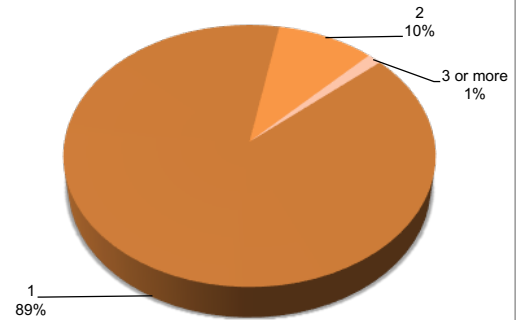
- 15% indicated that they had changed employers in the past year

**Nursing Employment Type**



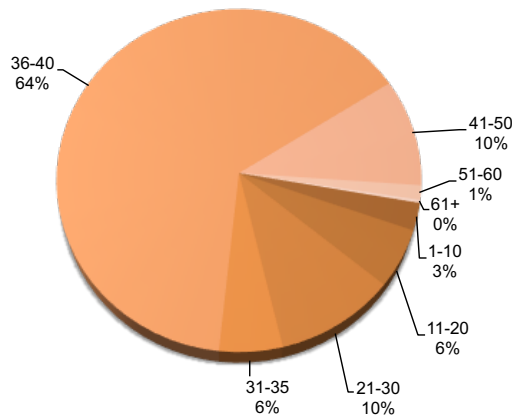
Full-Time	141,046
Part-Time	24,689
Per-Diem	10,162
Other	128
	<u>176,025</u>

**Concurrent Paid Nursing Positions**



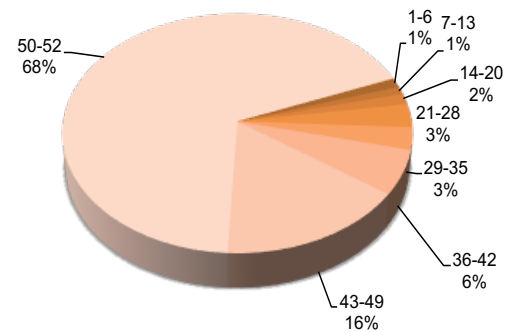
1	157,112
2	16,509
3 or more	2,404
	<u>176,025</u>

**Hours Worked Per Week**

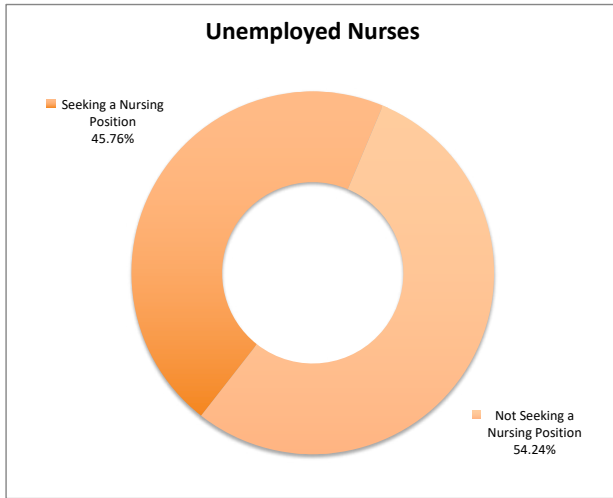


1-10	4,547
11-20	9,802
21-30	18,249
31-35	9,486
36-40	113,160
41-50	17,881
51-60	2,397
61+	503
	<u>176,025</u>

**Nursing Weeks Worked Last Year**

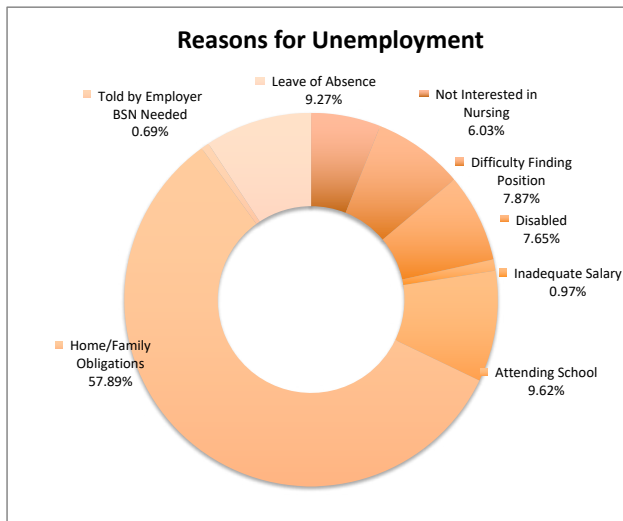


1-6	2,197
7-13	1,785
14-20	2,559
21-28	5,596
29-35	5,308
36-42	10,619
43-49	28,136
50-52	119,825
	<u>176,025</u>



Seeking a Nursing Position	4,229
Not Seeking a Nursing Position	5,012
	<hr/> 9,241

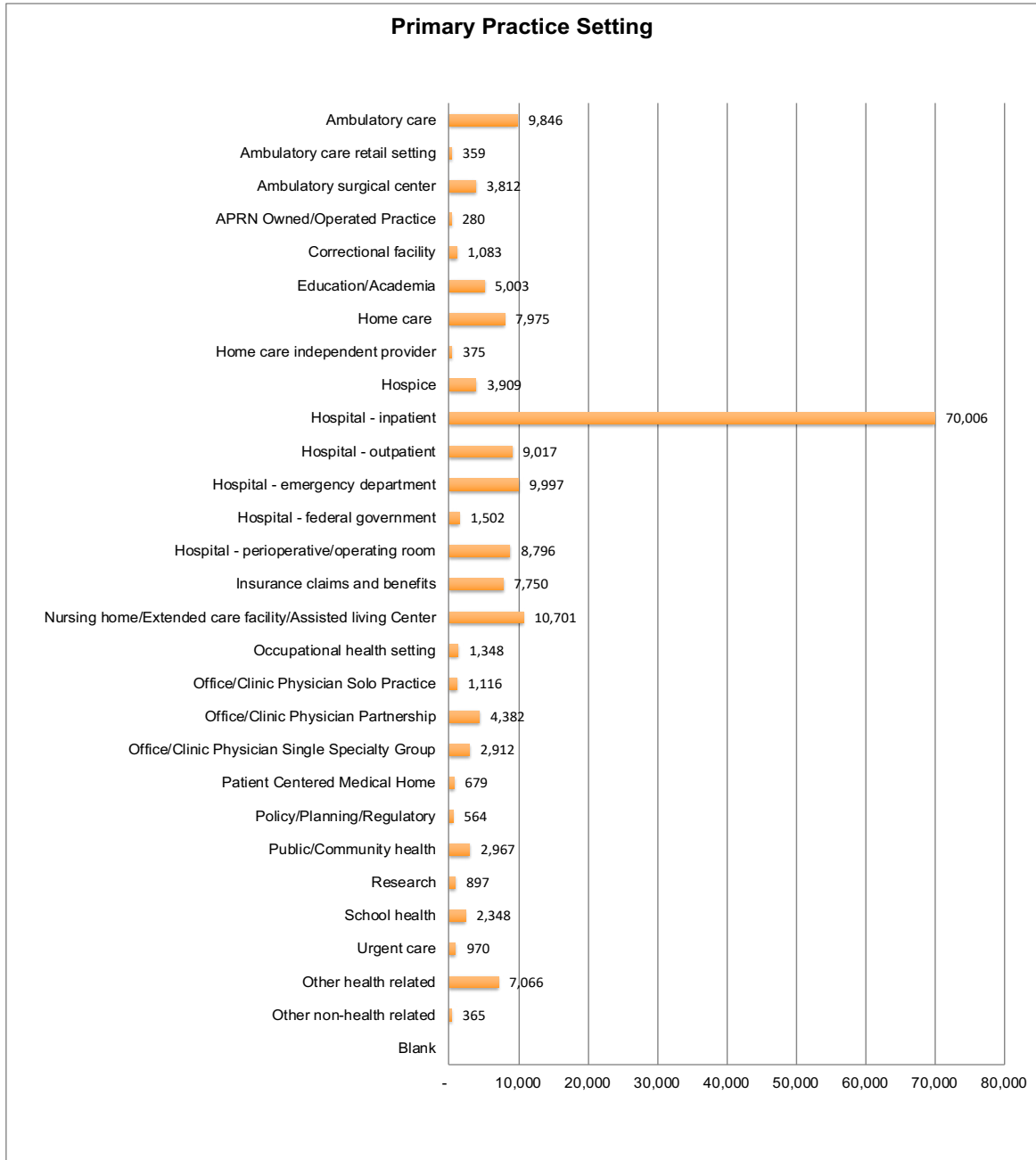
➤ Of the 9,241 RNs who are unemployed, 46% (4,229) are seeking nursing employment



Not Interested in Nursing	557
Difficulty Finding Position	727
Disabled	707
Inadequate Salary	90
Leave of Absence	857
Attending School	889
Home/Family Obligations	5,350
Told by Employer BSN Needed	64
	<hr/> 9,241

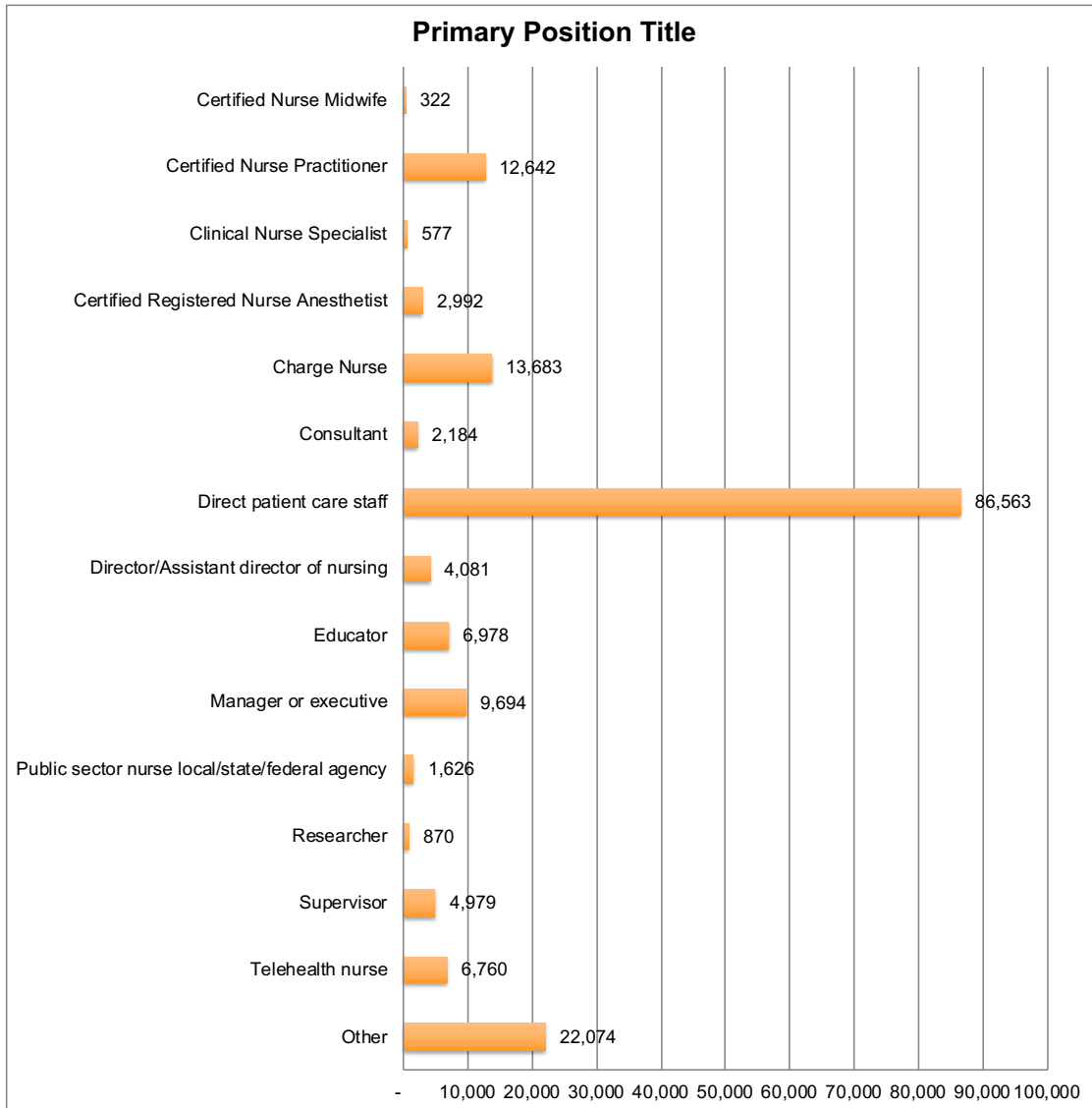
- Primary reasons reported for unemployment
  - Home and family obligations – 58% (5,350)
  - Difficulty finding a position – 8% (727)
  - Not interested in a nursing position – 6% (557)
  - Attending School – 10% (889)

**PRACTICE SETTING, POSITION TITLE, PRACTICE AREA**

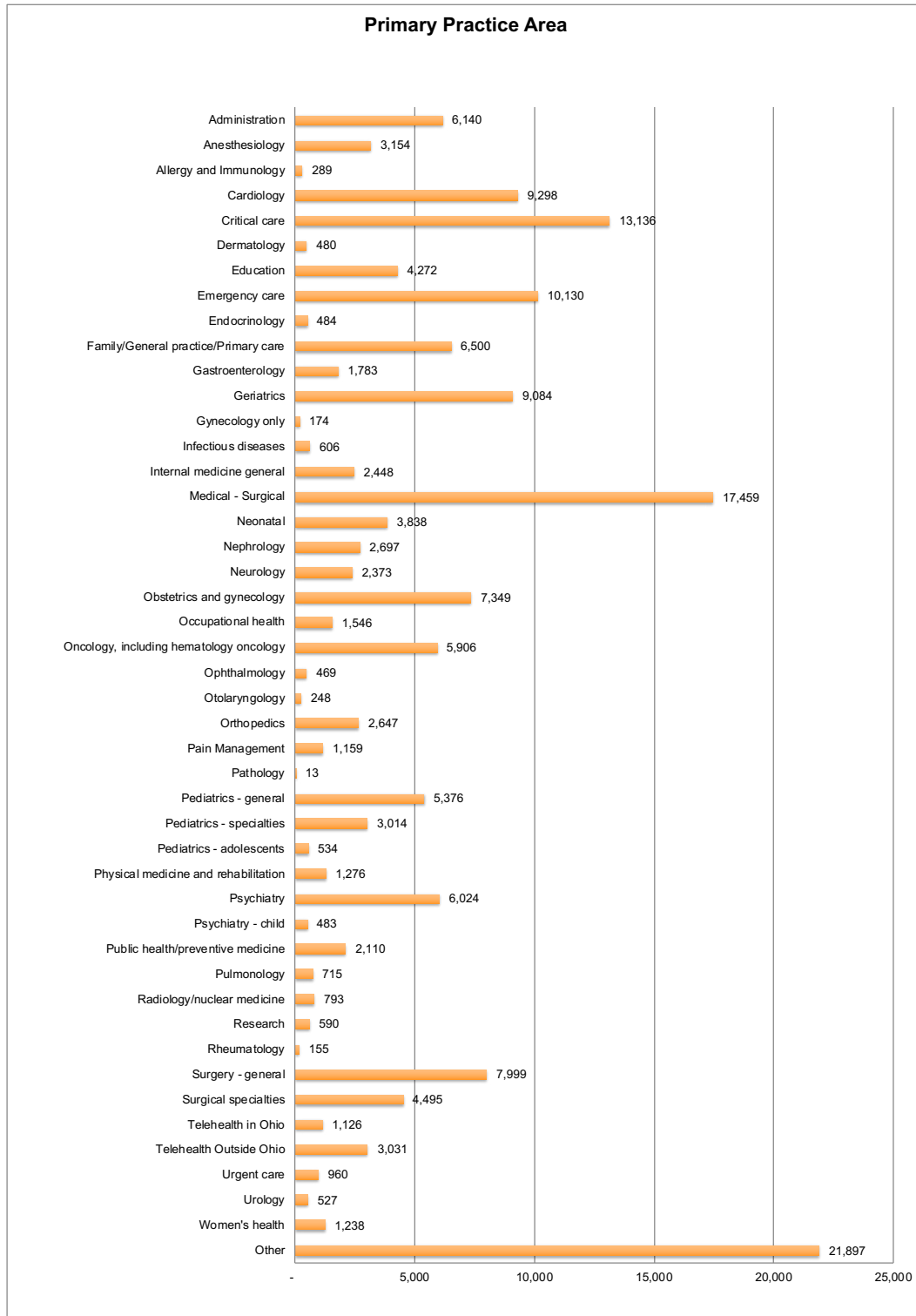


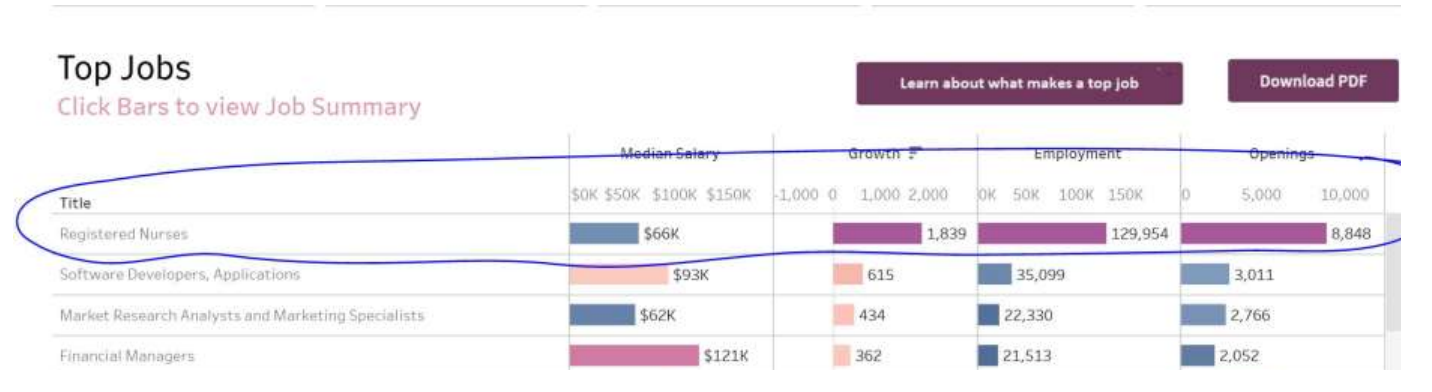
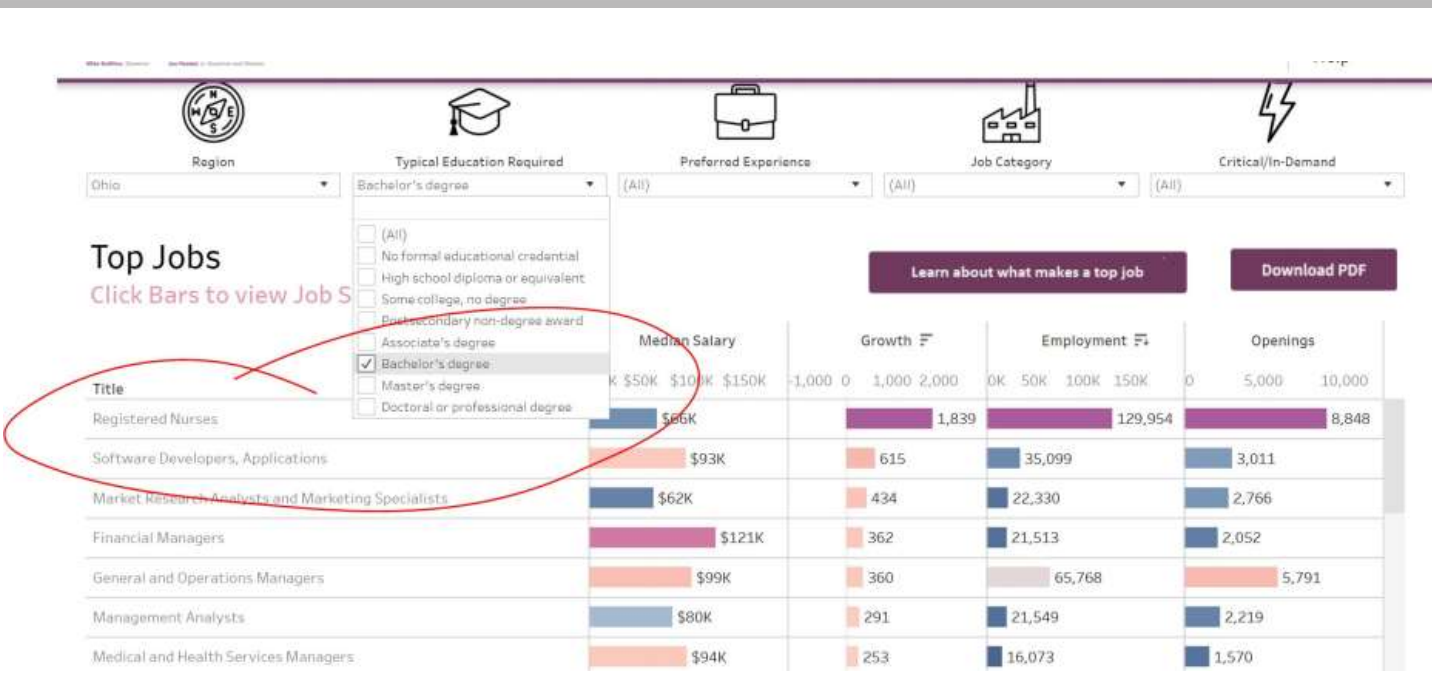
➤ Of the 176,025 who reported working in nursing, 56% (99,318) work in the hospital setting





- Of the 176,025 who reported working in nursing, 49% (86,563) work as direct patient care staff
- Those selecting advanced practice registered nursing as their primary position were
  - Certified Nurse Midwives - < 1% (322)
  - Certified Nurse Practitioners - 7% (12,642)
  - Clinical Nurse Specialists - < 1% (577)
  - Certified Registered Nurse Anesthetists - 2% (2,992)





## NORTH CENTRAL STATE COLLEGE

THURSDAY SEPTEMBER 16, 2021

## RN-BSN DISCUSSION SYNOPSIS

Moderator: Dr. Kelly Gray, DNP, MSN, RN, FAADN

Vice President Academic Services

Chief Academic Officer

North Central State College

September 16, 2021	ATTENDEE		
North Central State College	Melinda Roepke	Dean, DON	<a href="mailto:mroepke@ncstatecollege.edu">mroepke@ncstatecollege.edu</a>
Avita Health Systems	Kathy Durflinger	CNO	<a href="mailto:kdurflinger@avitahs.org">kdurflinger@avitahs.org</a>
	Courtney Dill	DON 0B	<a href="mailto:cdill@avitahs.org">cdill@avitahs.org</a>
	Ann Dickman	DON Bucy	<a href="mailto:adickman@avitahs.org">adickman@avitahs.org</a>
Mansfield Senior	Nikia Fletcher	CTE Dir	<a href="mailto:fletcher.nikia@mansfieldschools.org">fletcher.nikia@mansfieldschools.org</a>
Madison Adult Education	Sonja Pluck	Adult Ed Dir	<a href="mailto:spluck@madisonrams.net">spluck@madisonrams.net</a>
Madison Career Center	Stacey Wampler	Instructor	<a href="mailto:swampler@madisonrams.net">swampler@madisonrams.net</a>

## SYNOPSIS

Dr. Gray began with the Ohio Department of Higher Education opening up the potential for community colleges to apply for the RN to BSN program. She stated this is not another pre-licensure program for NCSC. This meeting is to discuss the potential views for this to happen at NCSC.

Dr. Gray reviewed that within the college's service region the goal is to provide the Registered Nursing workforce for what healthcare agency needs are beyond the current situation with the pandemic.

Providing another opportunity for the NCSC graduate, especially one at their alma mater, can expedite the BSN pathway in this region and increase BSN numbers locally. She stated that all of the agencies have worked with the college regarding the STNA to LPN pathway and the LPN to RN articulation pathway. She reiterated the college's appreciation for the work we do together for the students.

Questions asked by the participants were When would this be a viable program (Courtney Dill), Does it have to be accredited prior to beginning (Sonja Pluck), and Is there a financial benefit for students to go from their associate degree to their bachelor's degree at NCSC (Courtney Dill). Stacey Wampler, Kathy Durflinger, Sonja Pluck and Courtney Dill expressed excitement over the potential for the RN to BSN post licensure to be offered at NCSC. They stated this would be one more option for Nurses in our region to obtain their bachelor's degree and were all very pleased we are pursuing this.

Dr. Gray answered most of the questions with Melinda Roepke answering some as well. The meeting had no negative comments regarding the BSN post licensure degree potential and was over after twenty minutes.

NORTH CENTRAL STATE COLLEGE  
 FRIDAY SEPTEMBER 17, 2021  
 RN - BSN DISCUSSION for ODHE PROPOSAL  
 Moderator: Melinda Roepke, MSN, RN  
 North Central State College  
 Dean Health Science, Director of Nursing Programs

September 17, 2021	ATTENDEE		
Ashland University	Carrie Keib	Dean	<a href="mailto:ckeib@ashland.edu">ckeib@ashland.edu</a>
Ohio State University	Amy Jauch	Dir. RNBSN	<a href="mailto:jauch.ll@osu.edu">jauch.ll@osu.edu</a>
	Wendy Bowles	Assist. Dean Baccalaureate Programs	<a href="mailto:Bowles.107@osu.edu">Bowles.107@osu.edu</a>
Mt. Vernon Nazarene	Carol Dorough	Dean	<a href="mailto:carol.dorough@mvnu.edu">carol.dorough@mvnu.edu</a>
Ohio Health	Marsha Hoover	Magnet Dir.	<a href="mailto:marsha.hoover@ohiohealth.com">marsha.hoover@ohiohealth.com</a>

Wendy Bowles from OSU could not attend the meeting but sent an email and two attachments related to Articulation and RN to BSN programs. She suggested it would be important to look at a feasibility assessment for the BSN expansion related to faculty development, change in administrative structure and accreditation factors. She expressed concerns about duplication and program overlap in the entire state of Ohio, not just in the NCSC service region, stating she believes the market is saturated already. Her email included the articles related to the already established teams in specific regions of Ohio by the Ohio Action Coalition for RN to BSN pathways and a second article discussing the regional approach for nursing education progression.

For the meeting Melinda Roepke moderated the discussion with the three educational partners and one agency partner. She summarized again what NCSC is applying for, regional need and what this meeting was for. Amy Jauch agreed with some students staying at NCSC, but the potential for others to go elsewhere could jeopardize one more RN to BSN program from being successful if there weren't enough students. She stated what Wendy had emailed regarding already established pathways in Ohio, the problem with not enough faculty, and the potential for any RN to BSN program to not have enough students to remain in business. She asked the question how do we meet the needs for all of these programs in Ohio and have qualified faculty, especially with nurses leaving the profession.

Marsha Hoover, from Ohio Health, stated this would be a great option for this region. This would provide

the local nurse, who graduates in this region, to return to a familiar school and obtain their BSN while still working in the community and potentially giving back to the school in the future. Several items were discussed related to benefits Ohio Health provides for tuition reimbursement and the workplace culture for going on for advanced degrees.

Questions were asked regarding costs, online versus in person class time, and what practicums there would be related to the curriculum. Carol Dorough asked about any conversation with current students or recent graduates for this potential degree at NCSC while Carrie Keib from Ashland University asked about the curriculum plan and total credits to be taken as well as those to accept. All three, Carol, Carrie and Amy stated and agreed that there are more slots for the RN to BSN in the state of Ohio than there seems to be students.

Amy also brought up the other RN to BSN programs from out-of-state that are fully online and that there would be more of the RN to BSN degree programs than traditional four year degree programs. She also asked about Nursing education itself and expressed concern for the potential to change the face of Nursing education.

The meeting wrapped up after 28 minutes. Melinda thanked everyone again for attending and providing their insight into the process.

**FW: RN to BSN Conversation**

Melinda S. Roepke <MRoepke@ncstatecollege.edu>

Mon 9/20/2021 3:56 PM

To: Kelly Gray <KGray@ncstatecollege.edu>; Gina Kamwithi <GKamwithi@ncstatecollege.edu>

📎 2 attachments (268 KB)

Beyond Articulation NEP 2020.pdf; Pathways\_to\_BSN\_Education\_\_Teamwork\_in\_Ohio.6-2 copy.pdf;

Here is Wendy's email. I did not know how you wanted it in the packet.  
Wendy could not attend either meeting.

---

**From:** Bowles, Wendy S. <bowles.107@osu.edu>

**Sent:** Friday, September 10, 2021 7:23 AM

**To:** Melinda S. Roepke <MRoepke@ncstatecollege.edu>; Jauch, Amy S. <jauch.11@osu.edu>

**Subject:** Re: RN to BSN Conversation

Thanks so much Melinda! Amy - I found variable data on numbers of how many BSN or RN to BSN programs were in Ohio so maybe you have that?

Here are my responses:

**Regional workforce needs** - I do not know specifics in your area, but in general all hospitals need to have BSN prepared nurses.

**Benefits to the region** - The benefits include BSN preparation and better associated outcomes. I have attached our 2 articles if that help support the outcomes associated with BSN preparation and data specific to Ohio. Data supports that Ohio has made a difference for increasing the # of students with a BSN due to the seamless progression efforts. This is not a problem in Ohio and the articles demonstrate the data differences compared to the rest of the nation. We have collectively made a big difference in Ohio through our efforts, which includes the strong work of our Central Ohio Team partnerships!

**Concerns about duplication and program overlaps and potential for articulated pathways** - I have serious concerns about duplication and program overlap. We do not need more BSN educational opportunities as the market is saturated. The AACN reports there are 777 RN to BSN programs across the nation (AACN, 2019) <https://www.aacnnursing.org/News-Information/Fact-Sheets/Degree-Completion-Programs> to include this statement on the fact sheet "*Concerns about the limited availability of RN to BSN programs are unfounded. In fact, there are more RN to BSN programs available than four-year nursing programs or accelerated baccalaureate programs for non-nursing college graduates. Access to RN to BSN programs is further enhanced since many programs are offered completely online or on-site at various healthcare facilities.*"

In addition, Ohio data does not support a lack of access to RN to BSN programs. We have made a tremendous difference in Ohio through BSN completion as evident in the articles attached. Within the State of Ohio, workforce data (2019), there is data about why a nurse does not want obtain a BSN:

For this question, 46,167 provided the following reasons for not obtaining a BSN

- Age or Stage in Career – 29% (13,202)
- Satisfied with current level of practice – 18% (8,157)
- Financial barriers / tuition assistance – 7% (3,382)
- Personal and/or work schedules – 6% (2,791)
- Plan to leave nursing; retired; not working in nursing – 23% (10,605)
  
- Out of school too long; too difficult – 6% (2,840)
- Other, and no accessible program – 11% (5,190)

<https://nursing.ohio.gov/wp-content/uploads/2020/02/RN-Workforce-2019-Final.pdf>

As noted, it says "other, and no accessible program at 11%" - this data does not support "no access" to a program as it also includes "other" nor does it provide the reason for "no accessible program". Students all over the state of Ohio are going to programs that are out of state such as Western Governors, when we have numerous opportunities within our state. If the problem is accessibility, we need to ask the students why they think there is a lack of accessibility and determine barriers associated with that access issue if that was the problem for completing the BSN, but that is clearly not the problem. There are numerous low cost, easy access programs both within the state of Ohio and other states, access is not the problem and AACN statement above also supports that. I have knowledge of many programs in Ohio who tried to start RN to BSN programs and are either struggling with low enrollment or had to close the program due to lack of interest. Students have so many options to complete the BSN.

In general, examining the purpose of a BSN expansion would be important to include the feasibility assessment of such an endeavor. Faculty development, change in administrative structures, and accreditation factors will all need to be considered in addition to a viable and reasonable enrollment of students with this expansion effort.

Thanks so much for asking for input!  
Wendy



**Wendy Bowles PhD, APRN-CNP, CNE**

Assistant Professor of Clinical Nursing  
Assistant Dean for Baccalaureate Programs  
Pediatric Nurse Practitioner

**College of Nursing**

364 Newton Hall, 1585 Neil Ave., Columbus, OH 43210

614-292-4928 Office

[bowles.107@osu.edu](mailto:bowles.107@osu.edu)

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**From:** Melinda S. Roepke <[MRoepke@ncstatecollege.edu](mailto:MRoepke@ncstatecollege.edu)>

**Sent:** Thursday, September 9, 2021 1:46 PM

**To:** Bowles, Wendy S. <[bowles.107@osu.edu](mailto:bowles.107@osu.edu)>; Jauch, Amy S. <[jauch.11@osu.edu](mailto:jauch.11@osu.edu)>

**Subject:** FW: RN to BSN Conversation



Wendy and Amy,

The meetings will be the 16<sup>th</sup> at 1030am and the 17<sup>th</sup> at 11am. Zoom links are coming out tomorrow. This is not an Applied degree, even though that is what ODHE has in the title.

Wendy, I have highlighted what will be discussed if you want to email me your thoughts on this.

I appreciate you both, thank you so much!

Melinda

Melinda S. Roepke, MSN, RN  
Dean Health Science  
Director Nursing Programs  
North Central State College

***Achieving the Dream Leader College of Distinction***

2441 Kenwood Circle

Mansfield OH 44906

[mroepke@ncstatecollege.edu](mailto:mroepke@ncstatecollege.edu)

O) 419-755-4848

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**From:** Melinda S. Roepke

**Sent:** Friday, September 3, 2021 7:37 AM

**To:** Price, Barbara <[price.77@osu.edu](mailto:price.77@osu.edu)>; Joia Crago <[jcrago@avitahs.org](mailto:jcrago@avitahs.org)>; Kathy Durlfingler <[kdurlfingler@avitahs.org](mailto:kdurlfingler@avitahs.org)>; Felicia Adams <[fadams@avitahs.org](mailto:fadams@avitahs.org)>; Bushong, Lisa A <[Lisa.Bushong@UHhospitals.org](mailto:Lisa.Bushong@UHhospitals.org)>; [Kelly.Vierling@ohiohealth.com](mailto:Kelly.Vierling@ohiohealth.com); Hoover, Marsha L. <[Marsha.Hoover@ohiohealth.com](mailto:Marsha.Hoover@ohiohealth.com)>; [ckeib@ashland.edu](mailto:ckeib@ashland.edu)

**Cc:** Kelly Gray <[KGray@ncstatecollege.edu](mailto:KGray@ncstatecollege.edu)>

**Subject:** RN to BSN Conversation

**Importance:** High

Good Morning,

I would like to invite you to a brief conversation for your input into the RN to BSN Applied Degree program that North Central State College is applying for through the Ohio Department of Higher Education.

Dr. Kelly Gray will be leading this discussion. We will be discussing regional workforce needs, benefits to the region, concerns about duplication and program overlaps and potential for articulated pathways.

I realize all of you are extremely busy and we appreciate your time to attend this discussion. We will keep this to no more than 45 minutes if possible.

Dates are Thursday September 16<sup>th</sup> or Friday September 17<sup>th</sup>.

Times to choose from 10am, 11am or 12pm .

Please let me know by Friday September 10<sup>th</sup> so I can send all of you the Zoom invite to the meeting.

Again, we appreciate your time in this and your input you will be bringing to the discussion.

Hoping you are able to have a restful Holiday Weekend!

Melinda

Melinda S. Roepke, MSN, RN  
Dean Health Science  
Director Nursing Programs  
North Central State College

***Achieving the Dream Leader College of Distinction***

2441 Kenwood Circle

## Beyond Articulation Agreements: Expanding the Pipeline for Baccalaureate Nursing in Ohio

Wendy S. Bowles, Patricia Sharpnack, Carol Drennen, Martha Sexton, Connie Bowler, Kathleen Mitchell, and Jane Mahowald

### Abstract

**AIM** This article discusses a regionally located approach to seamless nursing education progression in Ohio. The Ohio Action Coalition supported nursing programs in creating educational pathways involving cooperative efforts of academia and clinical practice to provide access for students to achieve a baccalaureate degree.

**BACKGROUND** The Ohio Action Coalition was formed in 2011 and received its first State Implementation Program grant in 2013, with a major focus on promoting seamless academic progression models.

**METHOD** The seamless academic progression models have been fully implemented, demonstrating positive results for the progression of baccalaureate-prepared nurses in Ohio.

**RESULTS** The efforts in Ohio have demonstrated over a 10 percent increase in baccalaureate-prepared nurses.

**CONCLUSION** Ohio is moving the needle for higher education of nurses at a faster rate than average across the nation.

**KEY WORDS** Academic-Practice Partnerships – Articulation Agreement – BSN Completion – RN to BSN – Seamless Academic Progression

The landmark *Future of Nursing* report published by the Institute of Medicine in 2011 spearheaded a series of initiatives aimed to increase the number of baccalaureate-prepared nurses to 80 percent by 2020. The Robert Wood Johnson Foundation, the AARP, and the AARP Foundation launched the Future of Nursing: Campaign for Action in response to this report, resulting in the formation of nursing action coalitions in all 50 states and the District of Columbia. In the State of Ohio, the Ohio Nursing Articulation Model (ONAM; Ohio League for Nursing [OLN], 2003) had already existed. In 2011, the Ohio Action Coalition (OAC) was formed out of this initiative to increase BSN-prepared nurses in the Ohio workforce.

Ohio received its first State Implementation Program (SIP) grant through the Future of Nursing: Campaign for Action initiative in 2013. This SIP grant supported the development of three regional teams located in the northeast, northwest, and central Ohio regions

**About the Authors** *Wendy S. Bowles, PhD, RN, APRN-CNP, CNE, is assistant dean for baccalaureate programs, The Ohio State University College of Nursing, Columbus, Ohio. Patricia Sharpnack, DNP, RN, CNE, NEA-BC, ANEF, FAAN, is dean and strawbridge professor, Ursuline College, Pepper Pike, Ohio. Carol Drennen, MSN, MS, RN, is a consultant, Ohio Action Coalition, Rocky River, Ohio. Martha Sexton, PhD, RN, is associate dean of academic affairs, University of Toledo, Toledo, Ohio. Connie Bowler, DNP, RN, is program director and assistant professor, Lakeland Community College, Kirtland, Ohio. Kathleen Mitchell, DNP, APRN-CNS, is assistant dean of student services, University of Toledo. Jane Mahowald, MA, RN, ANEF, is executive director, Ohio League for Nursing, Cleveland, Ohio, and co-lead, Ohio Action Coalition. For more information, contact Dr. Bowles at bowles.107@osu.edu.*

*The authors have declared no conflict of interest.*

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doi: 10.1097/01.NEP.0000000000000713

(Sharpnack et al., 2017). The aim of the regional teams was to develop and promote seamless progression models that reduced barriers for RNs prepared at the associate degree or diploma level to complete the BSN degree, thereby increasing the baccalaureate-prepared workforce. The models provided a framework, while the pathways provided specific educational plans for BSN degree completion.

### EVIDENCE FOR BACCALAUREATE PREPARATION

The association between the level of education of a nurse and patient outcomes has been researched and published over the past decade. Greater numbers of BSN-prepared nurses in the workforce correlate with lower mortality rates and decreased odds of failure to rescue as documented in the literature and summarized by the American Association of Colleges of Nursing (AACN, 2019a). Research conducted by Aiken et al. (2014) recognized that employing a higher percentage of nurses with BSN degrees resulted in 30 percent lower probability of mortality in hospitals. In addition, improved patient outcomes in surgery and fewer adverse events were noted with increased ratio of BSN-prepared nurses (AACN, 2019a).

Growth in the pipeline of nursing students with baccalaureate preparation is vital to meet the needs of health care providers and consumers. Hospitals are heeding the call for higher levels of education based on this evidence. Employer preference for BSN-prepared nurses increased from 79.6 percent to 82.1 percent between 2014 and 2019 (AACN, 2014, 2019b). The number of BSN-prepared nurses in the workforce increased following the Institute of Medicine (2011) report, from 49 percent in 2010 to 56 percent in 2017 (Center to Champion Nursing [CCNA], 2019).

Health care reform has been a driver of this preference. Greater emphasis is being placed on population health initiatives and chronic disease management to include improved health care delivery in a value-based system centering on health promotion interventions that

require high levels of clinical judgment (Buerhaus et al., 2017). Nurses can facilitate these initiatives by operating at the top of their licensure within the interprofessional team. Top-of-licensure practices include professional nursing care, critical thinking, interprofessional communication, and patient education with careful attention to delegation of nonnursing care tasks (Buck et al., 2018). These types of practices are expected in RNs with either ADN or BSN degree preparation. However, a qualitative study by Loversidge et al. (2018) exploring differences between how ADN- and BSN-prepared RNs approached top-of-licensure practices suggested that certain practices that can influence patient outcomes were affected by level of education. In an effort to promote value-based initiatives, nurses can be leaders in the transformation of the health care system through top-of-licensure practices fostered by increasing the level of nursing education.

Between 2016 and 2026, more than 200,000 nurses will be needed to meet the health care needs of the country (Torpey, 2018). The shortage of faculty, clinical sites, and space has led to the inability to accept all applicants into baccalaureate nursing education programs (AACN, 2019c). Enrollment in programs to complete the BSN degree will help increase the number of BSN-prepared nurses who can operate at top-of-licensure. The creation of more seamless academic progression opportunities for prelicensure students based on established models can help facilitate baccalaureate entry-level goals.

Successful models for seamless academic progression have been established since the initiation of the Future of Nursing: Campaign for Action (Gorski & Polansky, 2019; Sharpnack et al., 2017). These models have moved beyond articulation agreements to include streamlined course pathways, enhanced advising, and higher levels of collaboration between ADN and BSN degree programs (Gorski & Polansky, 2019; Sharpnack et al., 2017). Current data projections suggest a modest increase of BSN-prepared nurses to 63.8 percent by 2025 (Gorski & Polansky, 2019). However, if additional academic institutions implement new models of seamless progression, that rate can potentially increase to 83.9 percent (Gorski & Polansky, 2019). More work is needed across the nation to address the reduction of barriers for the use of seamless academic progression models.

#### ACADEMIC PATHWAYS BEYOND ARTICULATION

The regionally located programs in Ohio responded to the national call to increase the number of baccalaureate-prepared nurses (Sharpnack et al., 2017). The OAC called for proposals from all nursing programs and practice sites in Ohio to develop seamless academic progression models. Three regionally located areas of the state responded to the call: the Central Ohio team (COT) in Columbus, the Northeast Ohio (NEO) team in Cleveland, and the Northwest Ohio (NWO) team in Toledo. Although the southern areas of the state did not originally submit proposals to formally participate in the process, representatives from that area later joined the COT effort. The teams collaborated statewide and created the required toolkit for the SIP grant deliverable (OAC, 2015). The toolkit, *OPENing Doors: Ohio Pathways for Education in Nursing*, outlines the process of developing seamless academic progression models through partnerships based on the Ohio Nurse Competency Model and gap analyses within each region (OAC, 2015).

After completing the toolkit, each team created initiatives specific to regional needs to progress seamlessly from associate (ADN) to baccalaureate (BSN) degree programs. These pathways included 2 + 2 (two years ADN, two years BSN), 3 + 1 (three years ADN, one

year BSN), and 1 + 2 + 1 (one year BSN, two years ADN, one year BSN). Each team developed unique partnerships to increase the number of BSN-prepared nurses (Sharpnack et al., 2017). These models, as well as the specific pathways to program completion, have been individualized to the needs of the particular region with a goal to move the needle beyond articulation agreements; this is further described in Table 1.

#### The COT

The partnerships and pathways created by the COT, described in Table 1, are collectively known as Path2BSN. All students in Path2BSN are provided intense advisement that differs from traditional advisement. Students are counseled about how to progress seamlessly through both programs without taking excess credits with the goal of degree completion in four years or less. Advisors are trained in degree auditing, and nurse educators provide assistance in career development.

Students are provided with an individualized approach that includes assistance with a seamless progression pathway, financial aid, housing, and guidance on the importance of BSN degree completion. The individualized plan addresses the student's needs, regardless of when the student enters a pathway, whether the student is dually enrolled in both an ADN and BSN program, applying for admission to an ADN program, or about to graduate from the ADN program and enter the BSN program. Although a traditional audit may identify specific classes students need to complete, the Path2BSN intense advising moves well beyond a checklist and focuses on individual student needs.

#### The NEO Team

The NEO team partnerships represent urban, suburban, and rural regions across four northeast Ohio counties. The practice partner represents the largest health care system in the region, and the educational institutions include three ADN, one diploma, and two BSN programs (one private faith-based, one public).

For students who enroll in the ADN or diploma and BSN programs simultaneously using the NEO team pathway, a course audit includes the following: general education courses taken in Year 1 of the ADN or diploma program nursing program courses at the ADN/diploma program; an evidence-based nursing course offered at the BSN program after first-semester ADN/diploma nursing courses are completed; a standardized health assessment competency evaluation in the final year of the ADN/diploma program that permits the student to waive a required health assessment course; and BSN general education and nonclinical nursing courses taken at the BSN program throughout the ADN/diploma preparation until all requirements are completed. Students can obtain RN licensure once they complete the ADN/diploma preparation. Shared academic advising between the ADN program and BSN program supports completion of the BSN in as little as 6 to 12 months.

The faith-based BSN program implemented the seamless dual enrollment progression model more quickly than the state university due to its size, commitment of the nursing faculty, and hierarchical structure. This has resulted in the admission of students dually enrolled in one ADN program and the faith-based BSN program simultaneously. The college's reduced RN to BSN tuition is applied to all dually enrolled ADN students, allowing students to take advantage of receiving private school education at a reduced cost. Furthermore, each student is provided with personalized online and face-to-face

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**Table 1:** Three Teams in Ohio

Ohio Teams	Partnerships	Models
<b>COT</b>	7 ADN, 2 BSN (1 private, 1 public university), 1 practice partner	Three pathways (1 + 2 + 1, 2 + 2, 3 + 1) for each ADN and BSN program individualized to each institution. The unique pathway (1 + 2 + 1) was created for those students who completed the first year at BSN, transfer to ADN, and last year at BSN. Date to degree of all pathways is 4 years or less with intense advisement as a part of this model. This team has received funding from the Ohio Board of Nursing, Nurse Educator Grant Program (2015–2021).
<b>NEO</b>	3 ADNEPN, 1 diploma, 2 BSN (1 private faith-based and 1 public), 1 practice partner	3 + 1 pathway and a course audit for the pathway that reviews: 1) general education credits; 2) nursing program and clinical courses from ADN or diploma program; 3) evidence-based nursing course in first semester of BSN; 4) health assessment competency; 5) BSN courses. Pathways, if followed, can result in the ADN graduate earning the BSN in as little as 6 months.
<b>NWO</b>	1 ADN (2 branches), 1 BSN (1 private faith-based, 1 public), 1 practice partner	3 + 1 pathway with prerequisite and general education courses taken at either community college or university. Upon completion of the ADN program and successful completion of the NCLEX-RN, students can seamlessly progress to the university for completion of their BSN degree. An online or competency-based education option is offered. This team has received funding from the Ohio Board of Nursing, Nurse Educator Grant Program (2019–2021).

Note. COT = Central Ohio team; NEO = Northeast Ohio team; NWO = Northwest Ohio team.

advisement for both institutions, a detailed and individualized plan that prevents progression delays, and mentoring opportunities. This high-touch approach to advising provided by the coordinator of the faith-based BSN program and the director of the ADN program has resulted in good student retention. An unanticipated outcome is that dually enrolled RN to BSN students have taken part in the undergraduate honors program, with an opportunity to present at national conferences with a faculty member. The advising and mentoring offered by the small faith-based college is noted as a strength of the model because of this holistic approach. Participating students completed end-of-program surveys providing a feedback loop for future improvement. Students who completed the program found the seamless progression pathway to the BSN degree had fewer barriers, provided for a network of academic mentor connections, and added significant value to their preparation for practice.

Within the partnership, only the faith-based BSN program used the seamless progression template because of its ability to make rapid changes in curricular audits. The public university partner recently initiated efforts to use this model to facilitate dual enrollment but has not fundamentally altered its original progression pathway.

#### The NWO Team

The seamless academic pathway created by the NWO team is a 3 + 1 model. Composition of the team originally consisted of a public ADN program, a regional practice partner, and two BSN programs (one private faith-based, one public), but team participation has changed over time. The public BSN and ADN programs are actively securing an agreement wherein students will be dually enrolled in the community college and the university, which will allow core education courses to be taken at either institution. Upon completion of

the ADN program and successful completion of the NCLEX-RN, students can seamlessly progress to the university for completion of the BSN degree.

Benefits for students include lower tuition costs offered by the community college and removal of the obstacle of applying to the university after completing the associate program. Barriers to BSN completion in the area include lack of pay differential and lack of hiring preferences for BSN-prepared nurses, which is a difference from other parts of the state. A commitment to educating practice partners on the importance of a BSN education for nurses is ongoing. The dual enrollment agreement is one step that moves beyond articulation agreements and effectively addresses the practice partners' commitment to baccalaureate preparation.

#### Statewide LPN to RN Transition Team

To further move beyond articulation agreements in Ohio, the OLN created a statewide initiative to address transitions between LPN to RN programs. The ONAM for LPN to RN transitions needed updating to narrow the gap between education and practice, thus enhancing seamless academic progression. The OAC received feedback from nurse educators across the state about revisions identified for the ONAM document in relation to the LPN to RN transition curriculum.

Nurse educators formed an LPN to RN task force, composed of representatives from diploma, ADN, and BSN programs representing all regions of the state. The task force developed a clear mission: to revise the current content of the LPN to RN transition curriculum to reflect higher order thinking, narrow or eliminate disparities from the gap analysis, and enhance the education of LPN to RN students in the state. The new model, entitled Advanced Placement for LPN to RN, was finalized in February 2018 (OLN, 2018). This model uses a concept-based approach, expands the curriculum, and elevates

the taxonomy and expectations within program objectives. It is adaptable for all LPN to RN programs and moves beyond articulation agreements between programs, representing seamless academic progression from a statewide perspective beginning at the LPN level. The OLN has posted the model on its website (OLN, 2018), and has shared it with other educators at statewide meetings.

### OUTCOMES

All Ohio teams have demonstrated progression toward positive outcomes since the initiation of the OAC project. The State of Ohio data, documenting the increase in baccalaureate-prepared nurses, are a powerful outcome, validating a 30 percent increase in BSN-prepared nurses from 2013 to 2017 (2013, 34 percent,  $n = 56,737$ ; 2015, 35 percent,  $n = 65,589$ ; 2017, 64 percent,  $n = 77,150$ ) (Ohio Board of Nursing, 2013, 2015, 2017).

The state-level data may also be compared to national data from the Campaign for Action (CCNA, 2019). The national data focused on the number of RNs with a BSN or higher rather than on the number of BSN-prepared nurses. For the period 2010 to 2015, Ohio showed a statistically significant 10.4 percent increase ( $p < .001$ ) in BSN-prepared nurses (2010, 41.8 percent; 2015, 52.2 percent) in contrast to a national increase of 7.1 percent (2010, 48.8 percent; 2015, 55.9 percent). The growth in Ohio was greater in comparison to more than 70 percent of other states (CCNA, 2019). Ohio is moving the needle for higher education of nurses at a faster rate than the average across the nation.

### The COT

The COT team demonstrated a steady increase in enrollment through Path2BSN from the ADN partner schools, with increases of 32 percent (2016–2018) and 38 percent (2017–2019). Several factors contributed to the increase in enrollment. One regional consideration was that many employers in the region required BSN preparation within a designated time period after being hired. Intense marketing and simplified advising plans have also significantly contributed to the outcomes, with the Path2BSN including financial aid coordination and seamless transferability of credits between programs.

Enrollment capacity obstacles have evolved since the establishment of the COT. Originally, the focus was on pathway implementation and recruitment; the focus has shifted to more intensive advisement, an increase in faculty reflective of increased enrollment, and admission criteria encompassing a seamless process. A more holistic approach to admission is part of the 2019–2021 phase, along with advisement, both before and during the program. A dedicated nurse educator provides students with career guidance and webinars for academic advancement and career option guidance.

Degree audit tracking throughout the programs helps students avoid excessive credit hours, which is also recognized as a concern nationally (Giddens & Meyer, 2016). At the state level, utilization of the Ohio Transfer Module has provided a way to streamline transferability of credits between public programs in the state. The advisor works between programs to provide a distinct path for students and to track student progression. Curriculum plans change frequently when working with seven schools, and the advisor needs to stay abreast of all changes.

A future challenge relates to the restructuring of the general education requirement at the larger public university. The entire general education requirement is being revised, which will entail an intense level of adjustments to the pathways to ensure acceptance of

applicable credits between the ADN programs and the university. Advisors will be available to assist students as they adapt to these changes.

Future direction of the COT will include the work of nurse educators for pathway refinement, curricular gaps, and the facilitation of communication to students. The COT will continue to address housing challenges associated with attending college or leaving the university and going to an ADN program, as in the 1 + 2 + 1 pathway. The strong collaboration and ongoing communication among the nurse educators on the team have helped overcome challenges; each member of COT is deeply committed to the Path2BSN pathway refinement. The university maintains the infrastructure; the funding obtained from the Ohio Board of Nursing Nurse Educator Grant Program has provided support to continue this work.

### The NEO Team

The NEO team created seamless progression plans for dual enrollment that can be readily transferable to programs throughout the state. This transferability is one distinguishing factor for the NEO team and an important component to the goal of improving the time frame for baccalaureate completion. Plans are made available through the OAC website.

Since implementation, the NEO region has seen an increase in students dually enrolled in ADN and BSN programs. The RN to BSN coordinator meets with students prior to enrollment in the ADN program. Open access to the community colleges promotes seamless progression, avoids delays due to inappropriate advising, and connects students to the four-year institution at the onset of their nursing education journey. Students dually enrolled do not take clinical courses at the BSN degree-granting college until they become licensed RNs, but they do participate in dialogue with students in the RN to BSN program, whether pre- or postlicensure.

As the major health care systems in this region require completion of the BSN within two to five years of hire, the dual enrollment framework allows for baccalaureate completion in as little as six months after passing the NCLEX-RN. Thirty-one students have entered the dual enrollment program at the faith-based college; two dually enrolled students who graduated from the partner community college were able to complete the baccalaureate degree in six months, with another two students scheduled to graduate in 2020. The remaining students are actively taking courses in both programs.

Currently, more students are enrolled in preclicensure dual enrollment than in the postlicensure portion of the program. The online delivery format, reduced tuition cost, the ability to maintain the autonomy of the community colleges, and the college's reputation and high-touch, small-program appeal have resulted in several programs across the state expressing interest in using this model.

Engagement in designing strategies to reduce the gap between education and transition to practice caused the NEO team to explore the competency of graduates from the ADN programs in health assessment skills. The purpose was to identify ways to measure competency that would allow for transfer of course credit into the BSN program. A subcommittee developed competency assessments that allowed RN to BSN students from across ADN programs with integrated health assessment content to receive credit in the RN to BSN progression plan, thereby reducing barriers to earning the baccalaureate.

Finally, the NEO team continues to meet consistently to further develop competency testing in other areas identified in the gap

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analysis. Broader academic and practice partner outreach is taking place as many of the leaders who were influential in the region have changed since 2015. The team continues to emphasize ways to close the gap between the new nurses' competency levels and expectations of the practice community. Ongoing efforts to assess clinical judgment skills through testing strategies continue, and results are shared with the broader academic community. The NEO team has disseminated its work at national and international conferences to assist other academic and practice partners in reproducing the outcomes for use in other institutions.

Challenges to the team's work include significant changes in executive leadership in both the academic and practice organizations external to the NEO team partnership. In addition, while the seamless progression model was posted on the OAC site for use by all programs, there are a few schools in Ohio that have not utilized this resource, resulting in disconnected progression between the community colleges and baccalaureate programs. Finally, because of lack of funding, the infrastructure for ongoing recruitment and support does not exist in this region. Plans for the future are to increase support through grant funding to jointly support the academic programs that use this model.

#### The NWO Team

An outcome for the NWO team was the implementation in fall 2019 of a competency-based education (CBE) option for students completing their BSN degree. The CBE RN to BSN program option at the University of Toledo (UToledo) is the first among Ohio institutions. This program option allows students to finish in as few as two semesters, is entirely online, and is self-paced by the student. According to the National Survey of Postsecondary Competency-Based Education, the CBE option is ideal for nontraditional learners because it measures student learning through competencies as opposed to traditional credit hours and grades (Mason & Parsons, 2019).

Program advisors work closely with students who apply for RN to BSN admission to evaluate their potential for success in the CBE option. In addition to an academic advisor, students are assigned a mentor who monitors student engagement and communicates with both the faculty and student. To be successful in a CBE curriculum, students need to be self-motivated, familiar with online learning, and be independent learners (Mason & Parsons, 2019). At UToledo, the CBE option allows students to begin a course within the first nine weeks of any semester; however, they must complete the course by the end of the traditional 15-week semester. Students can move quickly through a course by passing the required competencies at their own pace. If students require more time to master the required competencies, they can take the full 15 weeks. This nontraditional, student-centered approach is ideal for working nurses. Preliminary data indicate that once students are given the option of the CBE program versus the traditional online option, the majority choose the CBE option. In fall 2019, 15 students chose the CBE enrollment option and 15 chose the traditional option. In spring 2020, 23 students selected the CBE option, and only one selected the traditional option.

A major barrier unique to NWO is that there is little incentive from practice partners to encourage earning the BSN degree. To combat this issue, the NWO team partnered with the OAC to develop an online educational tool to educate the community on the advantages of increasing the number of BSNs in the region. Upon partnering with the Center for Creative Instruction at UToledo, the project transformed into a virtual gaming experience in which potential nursing

students can create an avatar inclusive of their personal attributes, academic strengths/weaknesses, and financial situations to help them predict which nursing career pathway option will best facilitate their success. A prototype and a business model were developed and tested internally; however, the team ran short of funding to move to production. The team is continuing to search for funding to make this innovative educational tool a reality.

#### DISCUSSION

The data and regional efforts presented demonstrate the tremendous efforts and positive outcomes related to baccalaureate preparation in the State of Ohio. The regionally located teams have responded enthusiastically since the initiation of the SIP grant over five years ago. The teams were efficient and prompt in their response to the needs of their communities and continue to address challenges and barriers throughout the state. Implementation issues have included challenges with advising, practice site requirements for the baccalaureate degree, and lack of funding to continue with initiatives. The teams have collectively addressed these barriers and are moving forward with strategies to increase the number of nurses prepared at the baccalaureate level.

The seamless progression models created by each team are a reflection of the initial gap analysis and provide a way to foster seamless progression from the ADN to the BSN degree. The teams demonstrated a significant commitment to the aim of improving the student experience and partnering to meet the regional needs for nurses to complete the baccalaureate degree. The focus of the models has evolved over time, but the primary framework and composition are still intact. Each team has either strengthened the original models and/or developed variations to meet the site-specific needs of the programs, students, and practice sites. In addition to the models developed within the teams, the statewide Advanced Placement LPN to RN Transition Model was created to further seamless progression efforts in Ohio. All of this collectively has contributed to the positive outcomes across the state.

#### CONCLUSION

With health care systems becoming increasingly complex, it is vital that nursing education keep up with the rapid changes experienced across the nation. The role of the nurse is shifting, and BSN preparation is fundamental to meet the needs in the workplace environment for operating at top-of-license practice. Consistency of educational programs for baccalaureate completion and continued momentum toward this initiative are a priority at this time. A wide amount of variability in educational preparation exists between basic licensure education as an RN and baccalaureate preparation. National accreditation standards for ADN and BSN completion help maintain stability and credibility of programs across the nation.

Seamless academic progression models should further delineate the competencies and curriculum integration between ADN and BSN programs. As discussed, teams in Ohio performed a gap analysis involving partner schools that helped inform the streamlining of educational competencies between associate and baccalaureate partner schools. Further analysis of the outcomes related to the seamless academic progression pathways will allow nurse educators to provide educational experiences unique to both ADN and BSN programs.

In addition to the demands of the nurse in the hospital setting, the need is extending well beyond the acute care environment to outpatient and primary care settings. Nurses can effectively address

population health initiatives, chronic disease management, and disease prevention in an autonomous manner through these community settings. Nurses need to be an integral part of transforming health care. Baccalaureate preparation allows for enhancement of the ability to operate at the top of license in any health care setting.

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Gallion Hospital  
Bucyrus Hospital  
Avita Ontario

Dr. Kelly Gray  
Vice President Academic Services  
North Central State College  
2441 Kenwood Circle  
Mansfield, OH 44906

Dear Dr. Gray,

I am delighted to submit this letter of partnership with North Central State College as part of its application to the Ohio Department of Higher Education for the opportunity to provide a Bachelor's Degree Program in Nursing. The ultimate goal for this degree is further educate Registered Nurses through North Central State College and place them at area agencies and companies. There is a constant and critical need in our area for the expertise of a Bachelor's prepared Registered Nurse.

Avita Health System will partner with North Central State College by collaborating in a variety of ways for this proposal, to include:

- Adding the Bachelor's Degree Program at North Central State College on the list of eligible bachelor's programs available to employees.
- Identifying and referring current eligible employees and potential employees based on individual degree status for the Bachelor's Degree in Nursing Program.
- Provide support services to employees enrolled.
- Provide practicum spaces for Leadership & Management in Nursing for students enrolled in the Bachelor's Degree Program.
- Hire graduates of the Bachelor's Degree Program

This degree will provide a Registered Nurse the opportunity to increase their professional development in practice, assist in transformational leadership goals at the workplace, and demonstrate a high standard of excellence in Nursing.

I am happy to provide this letter in support of partnership between Avita Health System and North Central State College Bachelor's Degree in Nursing as it will be a positive benefit to our company and our region.

Sincerely,

A handwritten signature in black ink that reads "Kathy Durlinger".

Kathy Durlinger, MBA, RN  
Chief Nursing Officer/ Vice President  
Avita Health System

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Phone: 419-468-4841  
Fax: 419-468-2381

[www.avitahealth.org](http://www.avitahealth.org)



09/22/2021 WED 17:20 FAX

002/003

Dr. Kelly Gray  
Vice President Academic Services  
North Central State College  
2441 Kenwood Circle  
Mansfield, OH 44906



Dear Dr. Gray,

I am delighted to submit this letter of partnership with North Central State College as part of its application to the Ohio Department of Higher Education for the opportunity to provide a Bachelor's Degree Program in Nursing. The ultimate goal for this degree is further educate Registered Nurses through North Central State College and place them at area agencies and companies. There is a constant and critical need in our area for the expertise of a Bachelor's prepared Registered Nurse.

LSS The Good Shepherd will partner with North Central State College by collaborating in a variety of ways for this proposal, to include:

- Adding the Bachelor's Degree Program at North Central State College on the list of eligible bachelor's programs available to employees.
- Identifying and referring current eligible employees and potential employees based on individual degree status for the Bachelor's Degree in Nursing Program.
- Provide support services to employees enrolled.
- Provide practicum spaces for Leadership & Management in Nursing for students enrolled in the Bachelor's Degree Program.
- Hire graduates of the Bachelor's Degree Program

This degree will provide a Registered Nurse the opportunity to increase their professional development in practice, assist in transformational leadership goals at the workplace, and demonstrate a high standard of excellence in Nursing.

I am happy to provide this letter in support of partnership for the North Central State College Bachelor's Degree in Nursing as it will be a positive benefit to our company and our region.

Sincerely,

Sarah Kerr BSN, RN, CDP  
Director of Nursing  
LSS The Good Shepherd

The Good Shepherd  
622 Center Street  
Ashland, Ohio 44805

Phone: 419-289-3523  
Admissions Fax: 419-281-7169  
Business office Fax: 419-281-0656  
Stratford Fax: 419-289-8462  
Windsor Fax: 419-289-7366  
Westminster & West Hall Fax:  
419-281-0328  
[www.lssnetworkofhope.org](http://www.lssnetworkofhope.org)



**Dr. Kelly Gray**  
Vice President Academic Services  
North Central State College  
2441 Kenwood Circle  
Mansfield, OH 44906

**OhioHealth**  
**Mansfield Hospital**  
335 Glessner Avenue  
Mansfield, Ohio 44903  
(419) 526.8000

[ohiohealth.com](http://ohiohealth.com)

Dear Dr. Gray,

I am delighted to submit this letter of partnership with North Central State College as part of its application to the Ohio Department of Higher Education for the opportunity to provide a Bachelor's Degree Program in Nursing. The ultimate goal for this degree is further educate Registered Nurses through North Central State College and place them at area agencies and companies. There is a constant and critical need in our area for the expertise of a Bachelor's prepared Registered Nurse.

Ohio Health Mansfield/ Shelby will partner with North Central State College by collaborating in a variety of ways for this proposal, to include:

- Adding the Bachelor's Degree Program at North Central State College on the list of eligible bachelor's programs available to employees.
- Identifying and referring current eligible employees and potential employees based on individual degree status for the Bachelor's Degree in Nursing Program.
- Provide support services to employees enrolled.
- Provide practicum spaces for Leadership & Management in Nursing for students enrolled in the Bachelor's Degree Program.
- Hire graduates of the Bachelor's Degree Program

This degree will provide a Registered Nurse the opportunity to increase their professional development in practice, assist in transformational leadership goals at the workplace, and demonstrate a high standard of excellence in Nursing.

I am happy to provide this letter in support of partnership for the North Central State College Bachelor's Degree In Nursing as it will be a positive benefit to our company and our region.

Sincerely,

A handwritten signature in black ink that reads "Kelly Vierling CNO". The signature is written in a cursive, flowing style.

**Kelly Vierling, MSN, RN, NE-BC, ACC**  
Chief Nursing Officer/ Vice President Patient Care  
Ohio Health Mansfield & Shelby



Ohio Department of Higher Education  
26 S. Front Street  
Columbus, Ohio 43215

To whom it may concern;

I am writing in support of the RN to BSN program for North Central State College. There has never been a more important time to promote higher education to the communities nursing force. This past year has seen record numbers of nursing personnel leave the field creating a nursing shortage like we have not experienced before. The college's role in providing the education and critical thinking skills to prepare nurses to fill those spots in every setting where nurses are serving is critical.

As the demands of the nursing role become greater and greater, and the nurses available are fewer, the BSN prepared nurse brings the leadership skills that will help navigate work teams throughout the continuum of care.

We have always supported the RN program by providing clinical opportunities and participating on the advisory board, and we would treat this new program the same. We have always found the students to be well prepared and eager to learn in the clinical setting. I would expect the same out of the BSN students.

We look forward to having newly licensed BSN nurses available for work in our facility. This degree will help these new nurses retain employment in a variety of settings and will set them apart as future leaders in all areas of nursing.

Again, we support the application for the RN to BSN program at North Central State College.

Sincerely,

Barbara Bull, RN BSN

Director of Nursing

**University Hospitals***The Science of Health. The Art of Compassion.*

Dr. Kelly Gray  
Vice President Academic Services  
North Central State College  
2441 Kenwood Circle  
Mansfield, OH 44906

Dear Dr. Gray,

I am delighted to submit this letter of partnership with North Central State College as part of its application to the Ohio Department of Higher Education for the opportunity to provide a Bachelor's Degree Program in Nursing. The ultimate goal for this degree is further educate Registered Nurses through North Central State College and place them at area agencies and companies. There is a constant and critical need in our area for the expertise of a Bachelor's prepared Registered Nurse.

University Hospitals Samaritan Medical Center will partner with North Central State College by collaborating in a variety of ways for this proposal, to include:

- Adding the Bachelor's Degree Program at North Central State College on the list of eligible bachelor's programs available to employees.
- Identifying and referring current eligible employees and potential employees based on individual degree status for the Bachelor's Degree in Nursing Program.
- Provide support services to employees enrolled.
- Provide practicum spaces for Leadership & Management in Nursing for students enrolled in the Bachelor's Degree Program.
- Hire graduates of the Bachelor's Degree Program

This degree will provide a Registered Nurse the opportunity to increase their professional development in practice, assist in transformational leadership goals at the workplace, and demonstrate a high standard of excellence in Nursing.

I am happy to provide this letter in support of partnership for the North Central State College Bachelor's Degree in Nursing as it will be a positive benefit to our company and our region.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lisa Bushong'.

Lisa Bushong, MSN, RN  
Chief Nursing Officer/ Vice President Patient Care  
University Hospitals Samaritan Medical Center

UH Samaritan Medical Center 1025 Center Street Ashland OH 44805 419-281-0491



December 7, 2021

Dr. Kelly Gray  
Vice President Academic Services  
North Central State College  
2441 Kenwood Circle  
Mansfield, OH 44906

**OhioHealth**  
**Mansfield Hospital**  
335 Glessner Avenue  
Mansfield, Ohio 44903  
(419) 526.8000

[ohiohealth.com](http://ohiohealth.com)

Dear Dr. Gray,

In response to your follow-up request on December 6<sup>th</sup> requesting additional information for the RN to BSN program at NCSC, I offer the following in answer to your questions.

To summarize the extent to which clinical placements and preceptorships can be arranged to support the Bachelor of Science in Nursing program, if approved, without negatively impacting the number of clinical placements and preceptorships available to already approved programs, the focus of OhioHealth is on leadership and students will be placed with management associates and would not impact the current clinical placements and preceptorships as those are primarily our frontline team. As part of their leadership, they will be working with Administrative Nurse Managers and Clinical Nurse Managers and Directors to develop their leadership skills and business acumen. This ties in closely with OhioHealth leadership development core skills and leadership competencies. They will be observing relationship management, teambuilding and teamwork, planning, decision-making and execution, communication skills, and professional presence.

To clarify whether the clinical placements for the proposed program are in addition to the number of placements already provide or if they are a reallocation of the existing number of placements, this would be in addition to the placements we already provide.

Regarding the tuition remission we offer to our employees whether full time or part time, OhioHealth has a very generous tuition reimbursement program. Associates working 64-80 hours/pay receive \$5,250 annually and those working 32-63 hours/pay receive \$3,000 annually. In addition, annual nursing scholarship awards are offered to all associates.

Our workforce needs data from all employers on the current % of nurses with BSNs, and how many RNs the business would expect to send each year shows our BSN rate for 2021 was 68% and all new RN associates are to complete their BSN within 5 years of their hire date. We have a strong partnership with NCSC and value their students. They come to us well prepared and many of them will be working here while completing their BSNs. This provides a great opportunity for them to stay local, in a familiar environment, to complete their required BSN. Many of the RN students at NCSC are working parents, and/or second career students who are motivated to complete the program and find value in being able to continue their education by completing their BSN locally. This is an advantage for us as well, as stated with the BSN requirement within 5 years of hire.

I am happy to provide this letter in support of partnership for the North Central State College Bachelor's Degree in Nursing as it will be a positive benefit to our company and our region.

Sincerely,

A handwritten signature in black ink that reads "Elizabeth Daniels".

Elizabeth Daniels, Director of Nursing  
MEd., BSN, RN, CENP

ED/mst



Melinda S. Roepke, MSN, RN  
Dean of Health Science  
Director of Nursing Programs  
North Central State College  
2441 Kenwood Circle  
Mansfield, Ohio 44906

Dear Mrs. Roepke,

Here is the additional information that you have requested regarding your ODE application for the RN to BSN program.

Currently, our facility works with 4 schools to provide clinical opportunities for students specific to addressing client needs with a diagnosis of chronic mental illness. We have both LPN and RN (ADN) students. We always welcome more clinical opportunities and do not feel that any of our current groups would be negatively impacted by adding BSN student rotations here. The students that come now are focusing on therapeutic communication and learning how to manage the behaviors of the residents. BSN students would be welcomed for general clinical experiences, or leadership clinicals. We can provide opportunities for them to spend time with the Charge nurse, the MDS coordinator and the Director of Nursing so they can see the different types of roles that nurses play in the facility. The BSN clinicals would be in addition to the clinicals that we are currently providing to other schools.

JAG Healthcare does not offer tuition reimbursement at this time. However, North Central State does offer tuition vouchers to hosting facilities that they can use for their employees. We have taken advantage of this in the past for our employees who are also students at NCSC.

Currently, we employ 6 RNs and two have their BSN. One, is the MDS Coordinator and one is the Director of Nursing. It is unclear how many nurses we may send to the program in a year's time, however I can tell you that North Central State College is always a first recommendation for their current programs, based on their proximity to our facility and their economical tuition. I don't see that this would be different with the BSN program. The other local BSN option has considerably higher tuition rates. I feel like the largest draw for students to the BSN program would come from the alumni who have an established relationship with the school. They have been afforded the educational and clinical opportunities and have experienced the support of a dedicated faculty. That familiarity and comfort with their primary degree program will be a huge incentive for them to continue their nursing education with North Central State College.

Sincerely,

Barbara S. Bull RN, BSN

Director of Nursing



**FISHER | TITUS**  
MEDICAL CENTER

Simply Smarter Care

272 Benedict Avenue  
Norwalk, OH 44857

419-668-8101 • 800-589-3862

December 16, 2021

Fisher-Titus Medical Center  
Stacy N. Daniel, Director of Clinical Programs  
272 Benedict Avenue  
Norwalk, Ohio 44857

Re: North Central State College BSN Program

Fisher-Titus Medical Center is pleased to offer our support to North Central State College in their pursuit of a Bachelor of Science in Nursing (BSN) degree program. Our facility has a long history of supporting the current Associate Degree Program with clinical opportunities as well as hiring program graduates.

Many of the nurses hired into our organization have graduated from an Associate Degree program and then choose to pursue their BSN degree through an online program. In 2021, Fisher-Titus hired 55 nurses. We currently have 60 open nursing positions and anticipate we could hire several graduates of North Central State College's BSN program annually. We currently offer a tuition recruitment repayment program to our nursing staff, as well as an opportunity for educational assistance.

We would continue our current relationship with North Central State College and would commit to precepting students during their leadership course capstone each year, as well as hiring graduates of the program.

We believe such a program would provide the opportunity for students to build on the local commitment to our communities that other programs do not offer. Offering local support and practicum experiences will provide the strong core skills and personal interaction that is needed for our nurses. We look forward to an additional educational option for those in our community interested in elevating their nursing education.

Thank you,

Stacy N. Daniel, Director of Clinical Programs

**Melinda S. Roepke**

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**From:** julie Steensland <villagegirl777@gmail.com>  
**Sent:** Wednesday, September 22, 2021 2:02 AM  
**To:** Melinda S. Roepke

To Whom it May Concern,

My name is Julie Steensland, and I'm a 2017 graduate of North Central State College (NCSC). If there was a Bachelor of Science in Nursing program offered to us at NCSC, I would have been able to apply to that program to be able to move forward with my degree that is required for my job as a nurse. It would have been an easy transition for my next step towards obtaining my degree.

Thank you,

Julie Steensland



**Melinda S. Roepke**

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**From:** Dulcey Wagner <dulceyrn@gmail.com>  
**Sent:** Wednesday, September 22, 2021 2:15 AM  
**To:** Melinda S. Roepke

To Whom it May Concern,

My name is Dulcey Wagner, and I'm a 2014 graduate of North Central State College (NCSC). If there was a Bachelor of Science in Nursing (BSN) program offered to us at NCSC, I would have moved right into that program after graduating with my Associate of Applied Science in Registered Nursing. I would have been able to apply to that program to be able to move forward with my degree that is required for my job as a nurse. It would have been an easier transition for my next step towards obtaining my BSN, rather than searching multiple locations to figure out where I should go for my required bachelors degree.

Thank you,  
Dulcey Wagner MSN, BSN, RN

**Melinda S. Roepke**

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**From:** Brown, Ashley N. <Ashley.Brown@ohiohealth.com>  
**Sent:** Wednesday, September 22, 2021 5:51 AM  
**To:** Melinda S. Roepke

To Whom it May Concern,

My name is Ashley Brown and I'm a 2006 graduate of North Central State College (NCSC). If there was a Bachelor of Science in Nursing program offered to us at NCSC, I would have been able to apply to that program to be able to move forward with my degree that is required for my job as a nurse. It would have been an easy transition for my next step towards obtaining my degree.

Thank you,

Ashley Brown

Ashley Brown, RN, BSN  
Staff Nurse Emergency Department  
Ohiohealth Mansfield Hospital  
335 Glessner Ave.  
Mansfield, Ohio 44903  
419-526-8100  
[Ashley.Brown@OhioHealth.com](mailto:Ashley.Brown@OhioHealth.com)

**Melinda S. Roepke**

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**From:** Dustin Swartz <dustin.swartz15@gmail.com>  
**Sent:** Saturday, September 25, 2021 6:41 AM  
**To:** Melinda S. Roepke  
**Subject:** BSN Program

To Whom it May Concern,

My name is Dustin Swartz, and I am a 2018 graduate of North Central State College. If there was a Bachelor of Science in Nursing program offered to me at NCSC, I would have applied to that program to further my education as required by my employer. This would have been a much simpler option for me as opposed to attempting to find another institution to attend.

Thank you,  
Dustin Swartz, RN

**Melinda S. Roepke**

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**From:** Abby Einselen <aleinselen@gmail.com>  
**Sent:** Sunday, September 26, 2021 5:36 PM  
**To:** Melinda S. Roepke  
**Subject:** BSN Program

To Whom it May Concern,

My name is Abigail (Abby) Einselen and I am a 2012 graduate of the Associates of Applied Science in Nursing (ADN) program at North Central State College (NCSC). To further my career as a Registered Nurse (RN), I had to continue my education elsewhere for a Bachelor's degree in Nursing (BSN). If NCSC would have had a BSN program, I would have been able to apply to that and more swiftly and easily furthered my career in nursing without hindrance. I would have benefited greatly from a BSN program at NCSC, rather than just the ADN program, as it would have been an easy and logical progression of my education at my home college.

Thank you.

Sincerely,

Abby Einselen, RN, BSN

**Melinda S. Roepke**

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**From:** Renee Barnett <rccc71@yahoo.com>  
**Sent:** Monday, September 27, 2021 6:39 PM  
**To:** Melinda S. Roepke  
**Subject:** BSN PROGRAM

I am excited to hear about the possibility of North Central State College having a BSN program!! I graduated with my LPN in 1994 and my RN in 2017.. I knew I would go on for my BSN and would have loved to have been able to receive my bachelors locally and from such an amazing school.. I know for a fact many if not all students would take advantage of furthering there education locally and I hope that this possibility becomes a reality!!!

Sincerely,  
Renee Pomposelli BSN RN WTA-C

Sent from Yahoo Mail for iPhone

**Melinda S. Roepke**

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**From:** Toby Loy <toby\_loy@yahoo.com>  
**Sent:** Monday, September 27, 2021 6:46 PM  
**To:** Melinda S. Roepke  
**Subject:** RN to BSN at NCSC

Dear Ohio Dept. of Education,

As a graduate of the RN program at NCSC I would have benefited greatly from the opportunity to complete my education via an RN to BSN program at North Central State College. Completing my BSN at NCSC would have been more convenient and much more accessible to me as an adult graduate with a family, who was newly licensed and eager to enter the work force, and is most definitely an option I would have loved to have had as a graduate from the RN program.

Kindest regards,  
Toby Loy RN-BSN

**Melinda S. Roepke**

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**From:** kelly grimes <grimes.kelly@outlook.com>  
**Sent:** Monday, September 27, 2021 6:47 PM  
**To:** Melinda S. Roepke  
**Subject:** BSN

Melinda,

I would have loved to have had the option to obtain my BSN from North Central State College. The ability to be able to go to a local college that is affordable would have been greatly appreciated. I would have also had less general education classes to take because my previous classes would have all counted towards those requirements.

Kelly Grimes, BSN, RN

**Melinda S. Roepke**

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**From:** Melissa Williamson <vincemelissa4@gmail.com>  
**Sent:** Monday, September 27, 2021 7:19 PM  
**To:** Melinda S. Roepke  
**Subject:** BSN degree from NCSC

Mrs. Roepke,

Hello! My name is Melissa Williamson. I received my LPN certificate from North Central in 1996. I then furthered my education twenty years later at North Central State College and received my Associates degree as a Registered Nurse in May of 2016. After graduation, I have been employed at a wound center as a Case Manager. While working, I went on to further my education in nursing at Ohio University. I graduated with my BSN in nursing in May of 2018. I feel that it would highly benefit the students at North Central State College if the bachelor degree in nursing was offered there. The benefit would be a continuity of education with no gaps or wait times to continue. The program would be more cost effective and students could complete their degree in a more timely manner to achieve their goals. A lot of hospitals are requiring their RN's to have a BSN for employment. The hospital where I work is an example of this requirement.

North Central State College has a great nursing program, but how much better would it be if they could offer their nursing graduates a BSN degree. I would have loved to obtain my BSN from North Central State College where it all began for me. I hope this will be considered for your future students. Thank you, Sincerely,

Melissa Williamson BSN, RN  
419-908-3078

Sent from my iPad



CLINICAL AFFILIATION AGREEMENT  
BETWEEN NORTH CENTRAL STATE COLLEGE AND  
AVITAHEALTHSYSTEM

This Affiliation Agreement is made and entered into by and between North Central State College (hereinafter "College"), an Ohio public higher education institution with its principal place of business at 2441 Kenwood Circle, Mansfield, Ohio 44906, and Avita Health System (hereinafter "Affiliate") with its principal place of business at 269 Portland Way South, Galion, OH 44833.

WHEREAS, College has established approved and/or accredited programs (hereafter "Program"), described in Exhibit A, attached hereto and incorporated herein by reference;

WHEREAS, Affiliate is willing to furnish students with rotation through certain clinical services of Affiliate in order to further the clinical enrichment educational experiences of students currently enrolled and in good standing in the Program at the College; and

WHEREAS, it is the mutual desire of College and Affiliate to have teaching programs that are in the public interest and benefit public health and welfare; and

WHEREAS, it is the mutual desire of the parties to affiliate pursuant to this Agreement in order to provide health care education to the College's Program students at Affiliate (hereinafter referred to as "clinical practice program");

NOW, THEREFORE, in consideration of the above premises and the mutual promises and agreements hereinafter set forth, and the performances of them, the parties do hereby mutually promise and agree as follows:

I. Term and Termination

The initial term of this Agreement shall begin on the date this Agreement is fully executed by authorized representatives of the parties and shall remain in effect for a term of one year. Thereafter, this Agreement shall automatically renew for three successive one year terms unless terminated by either party.

Either party may terminate this Agreement by giving the other party a ninety (90) day written notice of termination, provided, however, that the parties will use their best efforts to ensure that students then participating in the clinical practice program are able to complete their clinical practice program. In such event, all applicable provisions of this Agreement shall remain in force during the extension period from the effective date of termination until the end of the clinical practice program in which the affected students are enrolled.

II. College Responsibilities

The College agrees to the following:

- A. To be responsible for establishing objectives for planning, implementing, and evaluating the clinical practice program.
- B. To schedule students for the clinical practice program in collaboration with Affiliate and consistent with applicable non-discriminatory practices. The number of students assigned

will be subject to the availability of College's personnel for teaching and supervision and other resources as well as subject to the availability of students.

- C. To submit to Affiliate before the students start their clinical practice program, the curriculum, the affiliation syllabus with course objectives and necessary evaluation forms to be completed for each student.
- D. To ensure to the satisfaction of Affiliate that: (1) the student, who will participate in the clinical practice program contemplated by this Agreement, is qualified for such participation by having successfully completed all prerequisite didactic and clinical course materials required by the College in the Program; (2) the student who will participate in the clinical practice program will provide documentation of immunization or be timely tested for Hepatitis B, Rubella, Rubeola, Mumps, Varicella, Tetanus, Pertussis, and Tuberculosis, and has received all appropriate immunizations that Affiliate has notified the College in advance are required (Hepatitis B immunizations are not required if the student has signed and submitted a declination form to the College and Affiliate); and, 3) a timely criminal background check and drug testing consistent with the testing standards that Affiliate requires of all employees prior to hire and with results acceptable to Affiliate in order for the student to participate in the clinical practice program on Affiliate's premises. Positive screens are subject to confirmatory testing.
- E. To provide faculty who shall be qualified to teach in the Program.
- F. If the parties agree that College faculty will be utilized to train the College's students at Affiliate (referred to as "On-Site Faculty"), the College shall identify the On-Site Faculty members and provide their respective qualifications to Affiliate prior to the commencement of the clinical practice program. On-Site Faculty, in communication and coordination with Affiliate staff, may oversee the experience and activities of the College's students during the clinical practice program.
- G. To select appropriate Program students for the clinical practice program at Affiliate. All student assignments to the clinical practice program at Affiliate will be subject to the approval of Affiliate.
- H. To notify Affiliate of any changes in student assignments because of academic or clinical performance and/or medical or personal emergencies.
- I. To inform College's students and On-Site Faculty that:
  - i. Affiliate is committed to providing a drug-free work environment. Accordingly, Affiliate will not tolerate the unlawful or unauthorized use, manufacture, possession, sale or transfer of illegal or controlled substances of abuse or unauthorized use of alcohol on or around Affiliate property. Further, College shall inform College's students and On-Site Faculty that Affiliate maintains a smoke-free environment at its facilities and that smoking is prohibited on all Affiliate premises.
  - ii. College's students and On-Site Faculty must abide by the applicable policies, procedures, rules and regulations of Affiliate at which they may be training and follow all directives of its staff.

- iii. Except as otherwise stated in this Agreement, College's students and On-Site Faculty are not considered employees, trainees or agents of Affiliate for any purpose and they shall not be entitled to any salary or employment-based benefits.
  - iv. College's students and On-Site Faculty are responsible for transportation costs to and from Affiliate.
  - v. College's students are expected, but not required, to have health insurance. College and Affiliate are not responsible for medical expenses related to disease or injury incurred during the clinical practice program. College's students are responsible for any medical expenses incurred during the clinical practice program.
  - vi. College's students and On-Site Faculty--shall handle all Affiliate confidential and protected health information in a professional manner in accordance with all federal, state, and local laws, including but not limited to the privacy and security regulations of the Health Insurance Portability and Accountability Act (HIPAA), as applied through Affiliate's HIPAA policies and procedures. Under no circumstances will a student or On-Site Faculty discuss patient information with anyone or otherwise use or disclose protected health information ("PHI"), except when required, and only to the minimum extent necessary, for on-site training and patient care. Students and On-Site Faculty shall not transfer, retain or remove PHI outside of Affiliate, whether by oral, written, or electronic means. Students and On-Site Faculty shall not use or disclose any PHI for any purpose outside of the immediate training and patient care setting at Affiliate including but not limited to, disclosure for educational purposes (e.g., summaries, evaluations, consultations, lectures, meetings, presentations, emails, correspondence, or reports regarding this educational experience) without obtaining a written authorization from the patients involved.
- J. The College and Affiliate may establish and utilize preceptors for the purpose of supervising, mentoring, and evaluating students (hereafter referred to as "Preceptorship"). The Preceptorship is an individualized experience where the student defines and implements a healthcare worker role with a qualified role model.
- i. College Responsibilities
    - a. The College shall provide an orientation for the Preceptorship and preceptor role to all qualified preceptors;
    - b. The College shall submit to Affiliate and preceptors a schedule of the proposed student/preceptor pairs which is to include rotation dates, days of week preferred, course title and objectives, names of the College instructor and telephone numbers where the instructor can be immediately reached;
    - c. The College instructor will frequently communicate with the assigned preceptor and student to determine the student's progress; and
    - d. The College accepts full responsibility for the Preceptorship and for the evaluation of the student's clinical practice while at clinical practice site, with input from the student and the assigned preceptor.

11. Affiliate Responsibilities
  - a. Affiliate will provide preceptors for a mutually agreed upon number of students enrolled at the College in the Preceptorship course.
    - i. For students enrolled in the Nmsing or allied health programs, the College's Program Chair, Clinical Coordinator, or designee may contact the Affiliate's Clinical Education Coordinator regarding placement of unlicensed students with preceptors. The College's Program Chair, Clinical Coordinator, or designee may negotiate with the Affiliate's Clinical Education Coordinator regarding placement of students enrolled in Nursing or allied health programs.
    - ii. The College faculty will provide preceptors with course material and assessment/evaluation forms, information regarding level of ability of the student and expectations of performance, communicate assignments and monitor student progress, evaluate performance, and communicate with each preceptor during the clinical experience.
    - iii. Affiliate preceptors will discuss student learning needs with faculty, provide ongoing supervision of students at the direction of the faculty, and provide feedback regarding student performance. The preceptor will assist students in professional development by providing supervision to ensure delivery of safe and appropriate practice to individuals or groups of individuals pursuant to applicable Ohio laws or other applicable governing bodies' rules and regulations.
  - b. Affiliate will submit a list of qualified employees interested in serving as preceptors to the College each semester and which Affiliate chooses to participate.
  - c. Affiliate will provide necessary supervision of students assigned to the site to ensure safe, effective patient care and will report student progress to College instructor.
  - d. Affiliate understands that it may generate or become in possession of confidential education records regarding students, and that these records are protected by federal law including, inter alia, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A § 1232g. Affiliate understands and agrees that it may not disclose these education records to any party other than the College, without both the College's and student's written consent.
111. Joint Responsibilities
  - a. The assigned preceptor shall be: (1) in good standing; (2) will provide educational preparation at or above the level for which the student is preparing; (3) will have professional experience commensurate with accrediting, licensing, or other approval entities; (4) will have a philosophy congruent with that of the College's Program; (5) will have current knowledge; and (6) meets other requirements set forth in Ohio law regarding preceptors.

- b. Affiliate and the assigned preceptor retain the right to withdraw from the Preceptorship at any time. In the event Affiliate or the assigned preceptor resigns, Affiliate will use its best efforts to assist the College in locating another affiliate and/or preceptor to allow the impacted student to complete the preceptorship.
- K. The College is a public entity entitled to governmental immunity protections under applicable state law. The College shall provide occurrence-based liability coverage in accordance with any limitations associated with applicable law; but the College shall provide such insurance with limits of at least \$1,000,000.00 per occurrence and \$3,000,000.00 aggregate in the event governmental immunity protections are determined by a court of competent jurisdiction to not apply. If requested by Affiliate, the College shall provide Affiliate with proof of insurance demonstrating coverage for each student prior to that student beginning the clinical practice program at Affiliate.

### III. Affiliate Responsibilities

Affiliate agrees to the following:

- A. To provide the physical facilities, personnel and equipment, as Affiliate deems necessary to conduct the portions of the clinical practice program taking place on Affiliate's premises.
- B. To maintain ultimate responsibility and authority regarding patient care and shall be responsible for its patients at all times. Affiliate shall not rely on students in any way to provide required care to patients. Students will not give service to patients at Affiliate apart from that rendered as part of the clinical practice program and will follow directives of Affiliate in regard to patient care.
- C. To comply with applicable state and federal workplace safety laws and regulations. In the event a student is exposed to an infectious or environmental hazard or other occupational injury (i.e., needle stick) while at Affiliate, the Affiliate, upon notice of such incident from the student, will provide such emergency care as is provided to its employees, including, where applicable: examination and evaluation by Affiliate's emergency department or other appropriate facility as soon as possible after the injury; emergency medical care immediately following the injury as necessary. Furthermore, Affiliate will provide emergency care, at the student's expense, for any other College student's accident, injury, or illness that occurs on Affiliate's premises. The responsibility for follow up care remains the responsibility of the student.
- D. To orient students and On-Site Faculty to Affiliate. Affiliate agrees to provide a copy of appropriate Affiliate policies and procedures to students and On-Site Faculty.
- E. To permit the College and the College's accreditation agencies, at reasonable times and with reasonable advance notice, the inspection of Affiliate, the services available for the clinical experiences and other items pertaining to the clinical practice program.
- F. To allow the College's students and On-Site Faculty access to Affiliate's library facilities and cafeteria, and parking in Affiliate's lots on the same basis as it provides parking to employees of Affiliate, space permitting.

- G. To use its reasonable efforts to incorporate the College's curriculum into the clinical practice program.
- H. To provide a Clinical Education Coordinator who will serve as a liaison between Affiliate and the College. Affiliate agrees to provide the Clinical Education Coordinator with time to plan and implement the clinical practice program as deemed reasonable by Affiliate including, when feasible, time to attend relevant meetings and conferences.
- I. To secure and maintain professional and general liability insurance in minimum amounts of one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) annual aggregate for its employees, directors, and officers. Affiliate shall provide College with proof of insurance prior to students beginning the clinical practice program at Affiliate.
- J. To make staff and management available to College faculty and administration to clarify policies, procedures and guidelines pertaining to the patients who are receiving care by the College's Program students.
- K. The clinical practice program is educational in nature. The College's students will not substitute or replace Affiliate personnel.
- L. To obtain the informed consent of each patient to the participation of the College's Program students in the clinical practice program in clinical activities involving the patient. In the event any patient does not consent to the participation of a student(s) in clinical activities involving that patient, Affiliate reserves the right to exclude students from clinical activities involving that patient.

**N. Joint Responsibilities**

- A. Affiliate reserves the right to restrict the clinical practice program activities of students who evidence symptoms of communicable infections until such time as the symptoms abate or the student is determined by Affiliate not to be infectious.
- B. Affiliate reserves the right to restrict student involvement in procedures, tasks and/or care and treatment of patients, as deemed necessary by the Clinical Education Coordinator or other Affiliate staff.
- C. Affiliate reserves the right to immediately terminate the placement of a student at Affiliate's location if Affiliate reasonably believes that the student is disruptive to Affiliate, poses a threat to the safety and well-being of Affiliate's patients and/or employees, does not meet Affiliate's standards and policies for good patient care, health, safety, dress, appearance or ethical behavior, or patient privacy. To the extent possible, as determined by Affiliate, such action will not be taken until the grievance against the student has been discussed with an appropriate and authorized representative of the College. However, if the student's behavior poses an immediate threat to the effective delivery of health care services to patients of Affiliate, Affiliate may take such action immediately and without consultation of the College's representative. The College acknowledges, and will inform its students, that such a decision is solely for Affiliate to make and that a student subject to this provision may not be entitled to any due process rights prior to such a decision.
- D. Each party agrees to be responsible for any personal injury, property damage, or other liability caused by the negligent acts or negligent omissions by or through itself or its agents,

employees, and contracted servants and each party further agrees to defend and be solely responsible for itself and its agents, employees, and contracted servants and pay any judgments and costs arising out of such negligent acts or negligent omissions, and nothing in this Agreement shall impute or transfer any such responsibility from one party to the other party. In no event shall either party be liable hereunder (whether in an action in negligence, contract or tort or based on a warranty or otherwise) for any indirect, incidental, special or consequential damages incurred by the other party or any third party, even if the party has been advised of the possibility of such damages.

- E. Neither party shall use discriminatory practices in assignment, acceptance, or evaluation of students. Students shall have equal opportunity to participate in the clinical practice program with respect to race, color, religion, national origin, sex, age, disability, ancestry, military status, or any other characteristic protected by state or federal law.
- F. Both parties agree that there will be no financial compensation for the services provided during the term of this Agreement whether to students, the other party, or otherwise.
- G. Both parties expressly acknowledge that students are not employees of Affiliate or the College, and that Affiliate and the College are not the employer of any student for the purposes of this Agreement. However, solely for the purpose of defining their role in relation to the use and disclosure of Affiliate's protected health information, such students are defined as members of the Affiliate's workforce, as that term is defined by 45 CFR 160.103, when engaged in activities pursuant to this Agreement.
- H Each party acknowledges that information (if any) received from the College regarding its students may be protected by the Family Educational Rights and Privacy Act ("FERPA"), and agrees to use such information only for the purpose for which it was disclosed and not to make it available to any third party without first obtaining the student's written consent.
- I. Compliance with Law. The parties specifically intend to comply with all applicable laws, rules and regulations as they may be amended from time to time. If any part of this Agreement is determined to violate federal, state, or local laws, rules, or regulations, the parties agree to negotiate in good faith revisions to aily such provisions. If the parties fail to agree within a reasonable time to revisions required to bring the entire Agreement into compliance, either party may terminate this Agreement upon ninety (90) days prior written notice to the other party. Affiliate further affirms that it has all of the approvals, licenses, or other qualifications needed to conduct business in Ohio and that all are current. If at any time during the term of this Agreement Affiliate, for any reason, becomes disqualified from conducting business in the State of Ohio, Affiliate will immediately notify the College in writing.
- J. Compliance with Federal Programs. Affiliate hereby represents and warrants that it has not been debarred, suspended, excluded or otherwise determined to be ineligible to participate in federal healthcare programs (collectively, "Debarred") and acknowledges that College shall have the right to terminate this Agreement immediately in the event that Affiliate is Debarred. Accordingly, Affiliate shall provide College with immediate notice if Affiliate (i) receives notice of action or threat of action with respect to its Debarment during the term of this Agreement; or (ii) becomes Debarred.
- K. Rights in Data. The College shall have the unrestricted authority to reproduce, distribute and use (in whole or in part) any reports, data, or materials prepared by Affiliate pursuant to this

to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

- I
- F. **Enforcement.** Notwithstanding termination of this Agreement as provided in paragraph I ("Tenn and Termination") hereof, this Agreement shall survive for the purpose of enforcing any remaining obligation of the respective parties subsequent to termination.
- G. **Entirety of Agreement.** This Agreement contains the entire agreement between the parties and supersedes any and all previous written or oral statements, understandings and agreements.
- H. **Amendment.** No amendment to this Agreement shall be of any force or affect whatsoever unless it is in writing, dated and signed by both parties.
- I. **Governing Law.** This Agreement shall be governed by the laws of the State of Ohio.
- J. **Forum Selection.** Any lawsuit based upon any matter or cause arising directly or indirectly, out of this Agreement or any act performed pursuant to it shall be instituted, maintained and maintainable only in Richland County, Ohio.
- K. **Severability.** If any position of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the parties.
- L. **No Third Party Beneficiaries.** This Agreement is intended for the benefit of the parties only. There are no intended third party beneficiaries.
- M. **Use of Name.** Neither party shall use the name, logo, likeness, trademarks, image or other intellectual property of the other party for any advertising, marketing, endorsement or any other purposes without the specific prior written consent of an authorized representative of the other party as to each such use. College may refer to the affiliation with Affiliate in the College catalog and in other public information materials regarding the relevant College programs.
- N. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and all of which shall constitute but one and the same instrument.

*(signature page follows immediately)*



**INTENDING TO BE LEGALLY BOUND**, by signing below, each Party acknowledges its agreement with the terms and conditions of this Agreement and each signatory represents and warrants that he/she is authorized to sign on behalf of and to bind his/her Party to all of the terms and conditions of this Agreement.

Affiliate

Central State College

signature *Jt. p. O. y. )*

Printed Name *Kathy Durlinger*

Title *Vice President/ CMO*

Date *9-1-18*

signature *Kofi Akpan*

Printed Name *Kofi Akpan, Ph.D.*  
Vice President for Business and Student Services

Date *12/15/18*

## EXHIBIT A

Program	Department Contact Information
Occupational Therapy Assistant	Cindy Cornell, OTR/L Practicum Coordinator Ninth Central State College 2441 Kenwood Circle Mansfield, OH 44906 ccornell(@)ncstatecollege.edu
Physical Therapist Assistant	Leesa Cox, P.T.A. Practicum Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 lcox(a).ncstatecollege.edu
Associate Degree Nursing	Melinda Roepke, MSN Assistant Dean of Health North Central State College 2441 Kenwood Circle Mansfield, OH 44906 mroepke@ncstatecollege.edu
Practical Nursing Program	Melinda Roepke, MSN Assistant Dean of Health North Central State College 2441 Kenwood Circle Mansfield, OH 44906 mroepke@ncstatecollege.edu
Radiological Sciences	Dorie Ford Practicum Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 dfor(a).ncstatecollege.edu
Respiratory Care	Sharon Conley Clinical Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 sconley(a).ncstatecollege.edu

**CLINICAL AFFILIATION AGREEMENT**  
**BETWEEN NORTH CENTRAL STATE COLLEGE AND**  
**GOOD SHEPHERD HOME**

This Affiliation Agreement is made and entered into by and between North Central State College (hereinafter "College"), an Ohio public higher education institution with its principal place of business at 2441 Kenwood Circle, Mansfield, Ohio 44906, and Good Shepherd Home (hereinafter "Affiliate") with its principal place of business at 622 Center Street, Ashland OH 44805.

WHEREAS, College has established approved and/or accredited programs (hereafter "Program"), described in Exhibit A, attached hereto and incorporated herein by reference;

WHEREAS, Affiliate is willing to furnish students with rotation through certain clinical services of Affiliate in order to further the clinical enrichment educational experiences of students currently enrolled and in good standing in the Program at the College; and

WHEREAS, it is the mutual desire of College and Affiliate to have teaching programs that are in the public interest and benefit public health and welfare; and

WHEREAS, it is the mutual desire of the parties to affiliate pursuant to this Agreement in order to provide health care education to the College's Program students at Affiliate (hereinafter referred to as "clinical practice program");

NOW, THEREFORE, in consideration of the above premises and the mutual promises and agreements hereinafter set forth, and the performances of them, the parties do hereby mutually promise and agree as follows:

**I. Term and Termination**

The initial term of this Agreement shall begin on the date this Agreement is fully executed by authorized representatives of the parties and shall remain in effect for a term of one year. Thereafter, this Agreement shall automatically renew for three successive one year terms unless terminated by either party.

Either party may terminate this Agreement by giving the other party a ninety (90) day written notice of termination, provided, however, that the parties will use their best efforts to ensure that students then participating in the clinical practice program are able to complete their clinical practice program. In such event, all applicable provisions of this Agreement shall remain in force during the extension period from the effective date of termination until the end of the clinical practice program in which the affected students are enrolled.

**II. College Responsibilities**

The College agrees to the following:

- A. To be responsible for establishing objectives for planning, implementing, and evaluating the clinical practice program.
- B. To schedule students for the clinical practice program in collaboration with Affiliate and consistent with applicable non-discriminatory practices. The number of students assigned

will be subject to the availability of College's personnel for teaching and supervision and other resources as well as subject to the availability of students.

- C. To submit to Affiliate before the students start their clinical practice program, the curriculum, the affiliation syllabus with course objectives and necessary evaluation forms to be completed for each student.
- D. To ensure to the satisfaction of Affiliate that: (1) the student, who will participate in the clinical practice program contemplated by this Agreement, is qualified for such participation by having successfully completed all prerequisite didactic and clinical course materials required by the College in the Program; (2) the student who will participate in the clinical practice program will provide documentation of immunization or be timely tested for Hepatitis B, Rubella, Rubeola, Mumps, Varicella, Tetanus, Pertussis, and Tuberculosis, and has received all appropriate immunizations that Affiliate has notified the College in advance are required (Hepatitis B immunizations are not required if the student has signed and submitted a declination form to the College and Affiliate); and, 3) a timely criminal background check and drug testing consistent with the testing standards that Affiliate requires of all employees prior to hire and with results acceptable to Affiliate in order for the student to participate in the clinical practice program on Affiliate's premises. Positive screens are subject to confirmatory testing.
- E. To provide faculty who shall be qualified to teach in the Program.
- F. If the parties agree that College faculty will be utilized to train the College's students at Affiliate (referred to as "On-Site Faculty"), the College shall identify the On-Site Faculty members and provide their respective qualifications to Affiliate prior to the commencement of the clinical practice program. On-Site Faculty, in communication and coordination with Affiliate staff, may oversee the experience and activities of the College's students during the clinical practice program.
- G. To select appropriate Program students for the clinical practice program at Affiliate. All student assignments to the clinical practice program at Affiliate will be subject to the approval of Affiliate.
- H. To notify Affiliate of any changes in student assignments because of academic or clinical performance and/or medical or personal emergencies.
- I. To inform College's students and On-Site Faculty that:
  - i. Affiliate is committed to providing a drug-free work environment. Accordingly, Affiliate will not tolerate the unlawful or unauthorized use, manufacture, possession, sale or transfer of illegal or controlled substances of abuse or unauthorized use of alcohol on or around Affiliate property. Further, College shall inform College's students and On-Site Faculty that Affiliate maintains a smoke-free environment at its facilities and that smoking is prohibited on all Affiliate premises.
  - ii. College's students and On-Site Faculty must abide by the applicable policies, procedures, rules and regulations of Affiliate at which they may be training and follow all directives of its staff.

- iii. Except as otherwise stated in this Agreement, College's students and On-Site Faculty are not considered employees, trainees or agents of Affiliate for any purpose and they shall not be entitled to any salary or employment-based benefits.
  - iv. College's students and On-Site Faculty are responsible for transportation costs to and from Affiliate.
  - v. College's students are expected, but not required, to have health insurance. College and Affiliate are not responsible for medical expenses related to disease or injury incurred during the clinical practice program. College's students are responsible for any medical expenses incurred during the clinical practice program.
  - vi. College's students and On-Site Faculty shall handle all Affiliate confidential and protected health information in a professional manner in accordance with all federal, state, and local laws, including but not limited to the privacy and security regulations of the Health Insurance Portability and Accountability Act (HIPAA), as applied through Affiliate's HIPAA policies and procedures. Under no circumstances will a student or On-Site Faculty discuss patient information with anyone or otherwise use or disclose protected health information ("PHI"), except when required, and only to the minimum extent necessary, for on-site training and patient care. Students and On-Site Faculty shall not transfer, retain or remove PHI outside of Affiliate, whether by oral, written, or electronic means. Students and On-Site Faculty shall not use or disclose any PHI for any purpose outside of the immediate training and patient care setting at Affiliate including but not limited to, disclosure for educational purposes (e.g., summaries, evaluations, consultations, lectures, meetings, presentations, emails, correspondence, or reports regarding this educational experience) without obtaining a written authorization from the patients involved.
- J. The College and Affiliate may establish and utilize preceptors for the purpose of supervising, mentoring, and evaluating students (hereafter referred to as "Preceptorship"). The Preceptorship is an individualized experience where the student defines and implements a healthcare worker role with a qualified role model.
- i. College Responsibilities
    - a. The College shall provide an orientation for the Preceptorship and preceptor role to all qualified preceptors;
    - b. The College shall submit to Affiliate and preceptors a schedule of the proposed student/preceptor pairs which is to include rotation dates, days of week preferred, course title and objectives, names of the College instructor and telephone numbers where the instructor can be immediately reached;
    - c. The College instructor will frequently communicate with the assigned preceptor and student to determine the student's progress; and
    - d. The College accepts full responsibility for the Preceptorship and for the evaluation of the student's clinical practice while at clinical practice site, with input from the student and the assigned preceptor.

- ii. Affiliate Responsibilities
  - a. Affiliate will provide preceptors for a mutually agreed upon number of students enrolled at the College in the Preceptorship course.
    - i. For students enrolled in the Nursing or allied health programs, the College's Program Chair, Clinical Coordinator, or designee may contact the Affiliate's Clinical Education Coordinator regarding placement of unlicensed students with preceptors. The College's Program Chair, Clinical Coordinator, or designee may negotiate with the Affiliate's Clinical Education Coordinator regarding placement of students enrolled in Nursing or allied health programs.
    - ii. The College faculty will provide preceptors with course material and assessment/evaluation forms, information regarding level of ability of the student and expectations of performance, communicate assignments and monitor student progress, evaluate performance, and communicate with each preceptor during the clinical experience.
    - iii. Affiliate preceptors will discuss student learning needs with faculty, provide ongoing supervision of students at the direction of the faculty, and provide feedback regarding student performance. The preceptor will assist students in professional development by providing supervision to ensure delivery of safe and appropriate practice to individuals or groups of individuals pursuant to applicable Ohio laws or other applicable governing bodies' rules and regulations.
  - b. Affiliate will submit a list of qualified employees interested in serving as preceptors to the College each semester and which Affiliate chooses to participate.
  - c. Affiliate will provide necessary supervision of students assigned to the site to ensure safe, effective patient care and will report student progress to College instructor.
  - d. Affiliate understands that it may generate or become in possession of confidential education records regarding students, and that these records are protected by federal law including, inter alia, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A § 1232g. Affiliate understands and agrees that it may not disclose these education records to any party other than the College, without both the College's and student's written consent.
- iii. Joint Responsibilities
  - a. The assigned preceptor shall be: (1) in good standing; (2) will provide educational preparation at or above the level for which the student is preparing; (3) will have professional experience commensurate with accrediting, licensing, or other approval entities; (4) will have a philosophy congruent with that of the College's Program; (5) will have current knowledge; and (6) meets other requirements set forth in Ohio law regarding preceptors.

- b. Affiliate and the assigned preceptor retain the right to withdraw from the Preceptorship at any time. In the event Affiliate or the assigned preceptor resigns, Affiliate will use its best efforts to assist the College in locating another affiliate and/or preceptor to allow the impacted student to complete the preceptorship.
- K. The College is a public entity entitled to governmental immunity protections under applicable state law. The College shall provide occurrence-based liability coverage in accordance with any limitations associated with applicable law; but the College shall provide such insurance with limits of at least \$1,000,000.00 per occurrence and \$3,000,000.00 aggregate in the event governmental immunity protections are determined by a court of competent jurisdiction to not apply. If requested by Affiliate, the College shall provide Affiliate with proof of insurance demonstrating coverage for each student prior to that student beginning the clinical practice program at Affiliate.

### III. **Affiliate Responsibilities**

Affiliate agrees to the following:

- A. To provide the physical facilities, personnel and equipment, as Affiliate deems necessary to conduct the portions of the clinical practice program taking place on Affiliate's premises.
- B. To maintain ultimate responsibility and authority regarding patient care and shall be responsible for its patients at all times. Affiliate shall not rely on students in any way to provide required care to patients. Students will not give service to patients at Affiliate apart from that rendered as part of the clinical practice program and will follow directives of Affiliate in regard to patient care.
- C. To comply with applicable state and federal workplace safety laws and regulations. In the event a student is exposed to an infectious or environmental hazard or other occupational injury (i.e., needle stick) while at Affiliate, the Affiliate, upon notice of such incident from the student, will provide such emergency care as is provided to its employees, including, where applicable: examination and evaluation by Affiliate's emergency department or other appropriate facility as soon as possible after the injury; emergency medical care immediately following the injury as necessary. Furthermore, Affiliate will provide emergency care, at the student's expense, for any other College student's accident, injury, or illness that occurs on Affiliate's premises. The responsibility for follow up care remains the responsibility of the student.
- D. To orient students and On-Site Faculty to Affiliate. Affiliate agrees to provide a copy of appropriate Affiliate policies and procedures to students and On-Site Faculty.
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- F. To allow the College's students and On-Site Faculty access to Affiliate's library facilities and cafeteria, and parking in Affiliate's lots on the same basis as it provides parking to employees of Affiliate, space permitting.

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- H. To provide a Clinical Education Coordinator who will serve as a liaison between Affiliate and the College. Affiliate agrees to provide the Clinical Education Coordinator with time to plan and implement the clinical practice program as deemed reasonable by Affiliate including, when feasible, time to attend relevant meetings and conferences.
- I. To secure and maintain professional and general liability insurance in minimum amounts of one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) annual aggregate for its employees, directors, and officers. Affiliate shall provide College with proof of insurance prior to students beginning the clinical practice program at Affiliate.
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- K. The clinical practice program is educational in nature. The College's students will not substitute or replace Affiliate personnel.
- L. To obtain the informed consent of each patient to the participation of the College's Program students in the clinical practice program in clinical activities involving the patient. In the event any patient does not consent to the participation of a student(s) in clinical activities involving that patient, Affiliate reserves the right to exclude students from clinical activities involving that patient.

#### IV. Joint Responsibilities

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- B. Affiliate reserves the right to restrict student involvement in procedures, tasks and/or care and treatment of patients, as deemed necessary by the Clinical Education Coordinator or other Affiliate staff.
- C. Affiliate reserves the right to immediately terminate the placement of a student at Affiliate's location if Affiliate reasonably believes that the student is disruptive to Affiliate, poses a threat to the safety and well-being of Affiliate's patients and/or employees, does not meet Affiliate's standards and policies for good patient care, health, safety, dress, appearance or ethical behavior, or patient privacy. To the extent possible, as determined by Affiliate, such action will not be taken until the grievance against the student has been discussed with an appropriate and authorized representative of the College. However, if the student's behavior poses an immediate threat to the effective delivery of health care services to patients of Affiliate, Affiliate may take such action immediately and without consultation of the College's representative. The College acknowledges, and will inform its students, that such a decision is solely for Affiliate to make and that a student subject to this provision may not be entitled to any due process rights prior to such a decision.
- D. Each party agrees to be responsible for any personal injury, property damage, or other liability caused by the negligent acts or negligent omissions by or through itself or its agents,



employees, and contracted servants and each party further agrees to defend and be solely responsible for itself and its agents, employees, and contracted servants and pay any judgments and costs arising out of such negligent acts or negligent omissions, and nothing in this Agreement shall impute or transfer any such responsibility from one party to the other party. In no event shall either party be liable hereunder (whether in an action in negligence, contract or tort or based on a warranty or otherwise) for any indirect, incidental, special or consequential damages incurred by the other party or any third party, even if the party has been advised of the possibility of such damages.

- E. Neither party shall use discriminatory practices in assignment, acceptance, or evaluation of students. Students shall have equal opportunity to participate in the clinical practice program with respect to race, color, religion, national origin, sex, age, disability, ancestry, military status, or any other characteristic protected by state or federal law.
- F. Both parties agree that there will be no financial compensation for the services provided during the term of this Agreement whether to students, the other party, or otherwise.
- G. Both parties expressly acknowledge that students are not employees of Affiliate or the College, and that Affiliate and the College are not the employer of any student for the purposes of this Agreement. However, solely for the purpose of defining their role in relation to the use and disclosure of Affiliate's protected health information, such students are defined as members of the Affiliate's workforce, as that term is defined by 45 CFR 160.103, when engaged in activities pursuant to this Agreement.
- H. Each party acknowledges that information (if any) received from the College regarding its students may be protected by the Family Educational Rights and Privacy Act ("FERPA"), and agrees to use such information only for the purpose for which it was disclosed and not to make it available to any third party without first obtaining the student's written consent.
- I. **Compliance with Law.** The parties specifically intend to comply with all applicable laws, rules and regulations as they may be amended from time to time. If any part of this Agreement is determined to violate federal, state, or local laws, rules, or regulations, the parties agree to negotiate in good faith revisions to any such provisions. If the parties fail to agree within a reasonable time to revisions required to bring the entire Agreement into compliance, either party may terminate this Agreement upon ninety (90) days prior written notice to the other party. Affiliate further affirms that it has all of the approvals, licenses, or other qualifications needed to conduct business in Ohio and that all are current. If at any time during the term of this Agreement Affiliate, for any reason, becomes disqualified from conducting business in the State of Ohio, Affiliate will immediately notify the College in writing.
- J. **Compliance with Federal Programs.** Affiliate hereby represents and warrants that it has not been debarred, suspended, excluded or otherwise determined to be ineligible to participate in federal healthcare programs (collectively, "Debarred") and acknowledges that College shall have the right to terminate this Agreement immediately in the event that Affiliate is Debarred. Accordingly, Affiliate shall provide College with immediate notice if Affiliate (i) receives notice of action or threat of action with respect to its Debarment during the term of this Agreement; or (ii) becomes Debarred.
- K. **Rights in Data.** The College shall have the unrestricted authority to reproduce, distribute and use (in whole or in part) any reports, data, or materials prepared by Affiliate pursuant to this

Agreement. If Affiliate has reason to believe that use of a specified item is subject to patent or copyright protection, Affiliate shall immediately notify the College.

V. **Miscellaneous**

A. **Independent Contractors.** College and Affiliate, respectively, are independent contractors and neither, by virtue of this Agreement or any act performed pursuant to it, shall be or become the agent of the other nor shall either of them be or become subject to control or right by the other in the performance of any act done pursuant to this Agreement. Students are not considered employees of Affiliate or College and they shall not be entitled to any salary or employment based benefits.

B. **Governmental Immunity.** It is specifically understood and agreed that nothing contained in this paragraph or elsewhere in this Agreement will be construed as: an express or implied waiver by the College of its governmental immunity or of its state governmental immunity; an express or implied acceptance by College of liabilities arising as a result of actions which lie in tort or could lie in tort in excess of the liabilities allowable under the applicable governmental immunity laws; or, a pledge of the full faith and credit of a debtor contract; or, as the assumption by the College of a debt, contract, or liability of the Affiliate.

C. **Notice.** Any written notice required by this Agreement shall be mailed to the respective parties at the following addresses:

College:        Dean, Division of Health Sciences  
                    North Central State College  
                    2441 Kenwood Circle  
                    Mansfield, OH 44906

With a copy to:

Ohio Attorney General  
Education Section  
c/o North Central State College AAG  
30 E. Broad St., 16<sup>th</sup> Floor  
Columbus, OH 43215

Mr. Joe Abraham, Administrator  
Good Shepherd Home  
622 Center Street  
Ashland, OH 44805

D. **Assignment.** Neither this Agreement nor any rights, duties, or obligations hereunder may be assigned or transferred in whole or in part by Affiliate without the prior written consent of the College.

E. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent

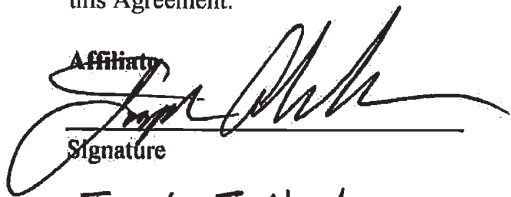
to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

- F. **Enforcement.** Notwithstanding termination of this Agreement as provided in paragraph I (“Term and Termination”) hereof, this Agreement shall survive for the purpose of enforcing any remaining obligation of the respective parties subsequent to termination.
- G. **Entirety of Agreement.** This Agreement contains the entire agreement between the parties and supersedes any and all previous written or oral statements, understandings and agreements.
- H. **Amendment.** No amendment to this Agreement shall be of any force or affect whatsoever unless it is in writing, dated and signed by both parties.
- I. **Governing Law.** This Agreement shall be governed by the laws of the State of Ohio.
- J. **Forum Selection.** Any lawsuit based upon any matter or cause arising directly or indirectly, out of this Agreement or any act performed pursuant to it shall be instituted, maintained and maintainable only in Richland County, Ohio.
- K. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the parties.
- L. **No Third Party Beneficiaries.** This Agreement is intended for the benefit of the parties only. There are no intended third party beneficiaries.
- M. **Use of Name.** Neither party shall use the name, logo, likeness, trademarks, image or other intellectual property of the other party for any advertising, marketing, endorsement or any other purposes without the specific prior written consent of an authorized representative of the other party as to each such use. College may refer to the affiliation with Affiliate in the College catalog and in other public information materials regarding the relevant College programs.
- N. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and all of which shall constitute but one and the same instrument.

*(signature page follows immediately)*

**INTENDING TO BE LEGALLY BOUND**, by signing below, each Party acknowledges its agreement with the terms and conditions of this Agreement and each signatory represents and warrants that he/she is authorized to sign on behalf of and to bind his/her Party to all of the terms and conditions of this Agreement.

**Affiliate**

  
 \_\_\_\_\_  
 Signature

Joseph F. Abraham  
 Printed Name

Administrator  
 Title

11-20-19  
 Date

**North Central State College**

  
 \_\_\_\_\_

Lori McKee  
 Vice President for Business Services/CFO

11/24/2019  
 Date

EXHIBIT A

Program	Department Contact Information
RN and PN Programs	Melinda Roepke, MSN, RN Clinical Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 mroepke@ncstatecollege.edu

## AFFILIATION AGREEMENT

THIS AGREEMENT is effective as of the latest date set forth on the signatures below (“Effective Date”), between OhioHealth Corporation, an Ohio not-for-profit corporation, on behalf of its subsidiaries and affiliates (the “Facility”), and North Central State College (the “Academic Institution”).

### Background Information

A. The Academic Institution offers educational programs listed on Exhibit A of this Affiliation Agreement (the “Program(s)”), and in connection therewith, requires the use of clinical facilities.

B. The Facility desires to make available its clinical resources to qualified students of the Academic Institution for clinical experiences upon the terms and conditions set forth in the Agreement.

C. The Facility and the Academic Institution mutually desire to promote excellence in the provision of professional services, health education and research, and to contribute to the professional growth and competence of students in educational programs.

In consideration of the foregoing premises and the mutual agreements and conditions set forth in the Agreement, the parties agree as follows:

§1. Clinical Experience. The Academic Institution shall plan and administer the Program(s) to satisfy the requirements of all applicable laws, regulations and licensing or supervisory agencies. The Facility shall provide the appropriate use of its facilities by students participating in the Program(s).

§2. Supervision. The Academic Institution shall supervise all students enrolled in the Program(s) in accordance with the pertinent laws.

During clinical education experiences, the students shall be permitted to participate in professional services at the Facility under the supervision of the appropriate professional staff of the Facility and/or the Academic Institution. The scope of the students’ participation will be determined by the applicable Facility policies and to the extent permitted by law.

Facility shall treat and/or refer any participating student of the Academic Institution, as they would their own employees, in case of illness or accident that occurs during clinical/practicum practice time. All treatment shall be provided at the student’s expense.

In the event of an emergency, or when required by Facility in its discretion, the Facility shall have the right to temporarily relieve or remove a student from a specific assignment.

§3. Student Assignment. The Academic Institution shall assign such students to the Facility as the parties shall mutually agree.

The Academic Institution shall screen its students for training, background and experience and shall recommend for placement in the Program(s) at the Facility only those students who meet the requirements for participation established by the Academic Institution and the Facility.

The students shall comply with the Policies, procedures, Bylaws and Rules and Regulations of the Facility at all times.

Disciplinary proceedings against students shall be conducted by the Academic Institution in accordance with its policies and procedures. The Facility shall have the right to request the removal of any student from the Program(s) for cause upon verbal and written notification to the Academic Institution, such notification shall set forth the basis for the request. The Academic Institution shall comply immediately with the request for removal.

All Academic Institution employees and students shall document appropriate training concerning applicable OSHA requirements, including without limitation, blood borne pathogens, and shall have received such immunizations as the Facility requires of its employees prior to being assigned to the Facility.

Academic Institution shall notify the Facility at least seven (7) days prior to establishing a clinical experience for the students at the Facility, and shall again notify the Facility the day the clinical experience commences.

§4. Insurance. The Academic Institution shall not assign any students to the Facility until the students can demonstrate professional liability insurance coverage with policy limits of \$1,000,000 per occurrence and \$3,000,000 aggregate per year.

The Academic Institution shall advise students of their responsibility to obtain health insurance coverage for the entire term of the Program(s). Neither the Academic Institution nor the Facility is obligated to furnish students with such coverage or provide services.

§5. HIPAA Requirements. Solely for the purpose of HIPAA requirements that relate to the use and disclosure of Facility's protected health information, students are defined as members of Facility's workforce, as that term is defined by 45 CFR 160.103, for activities conducted pursuant to this Agreement. Students participating in the Program(s) are not employees or agents of Facility.

§6. Records. The Academic Institution shall maintain all educational records and reports relating to the Program(s) completed by the students at the Facility. The Facility shall have custody and control of all medical records and charts contained in patient files and neither the Academic Institution nor the students may remove or copy such records except pursuant to a specific request in writing with respect to and from a patient or his/her legal representative, or patients to whom such records pertain or with written permission of the Facility.

The identity of patients, the nature of procedures or services provided to patients and information included in the patients' medical records shall be confidential and shall not be disclosed by the Academic Institution students other than for use in direct patient care by authorized personnel during the current or future Facility admissions, pursuant to written authorization from the patient or his/her legal representative, or as necessary to determine and fulfill the obligations of the parties to this Agreement, or as may be required by law.

In the event that it is determined that section 952 of the Omnibus Reconciliation Act of 1980 (P.L. 964-99), and regulations adopted pursuant thereto, apply to this contract, the Academic Institution agrees, for a period of four (4) years after performance to make available to the Secretary of Health and Human Services or the Comptroller General of the United States, or any of their duly authorized representatives, upon written request therefore, this contract, and their books, documents and records necessary to certify the nature and extent of the costs thereof.

§7. Professional Liability. The Academic Institution agrees to notify the Facility's Risk Management Department of all actual, potential, and/or alleged claims regarding the student's participation in the Program(s). The Academic Institution will collaborate and assist the Facility's Risk Management Department in claims management, which includes but is not limited to risk identification, claims investigation and control process.

§8. Legal Status. It is understood and agreed that the students are enrolled in various professional education programs offered by the Academic Institution. It is understood and agreed that the students may participate in clinical educational experiences at the Facility under appropriate supervision by the Academic Institution and the Facility. The students shall not be deemed or considered to be employees of the Facility for any purpose as a result of their participation in the Program(s) and shall remain at all times students of the Academic Institution. Nothing in this Agreement is intended or shall be deemed or construed to create any relationship between the parties other than that of educational affiliation.

Each party agrees to be responsible for any personal injury or property damage caused solely by its negligent acts or omissions as determined by a court of competent jurisdiction or as the parties may otherwise mutually agree.

§9. Term and Termination. Provided this Agreement has been properly executed on behalf of the Facility and the Academic Institution by their respective duly authorized representatives, this Agreement shall commence on the Effective Date, and shall terminate on the one year anniversary of the Effective Date. After the expiration of the initial term, this Agreement shall automatically renew for additional one (1) year terms each year thereafter unless notice of termination is given as described below by either party. Facility or Academic Institution may terminate a Program from participating in this Agreement upon thirty (30) days prior written notice.

This Agreement may be terminated upon the happening of any of the following events:

- a. By any party in the event that another party shall default in the performance of its obligations under this Agreement or shall breach any provision of this Agreement,



provided that the defaulting party shall fail to cure its default within thirty (30) days after receiving written notice of default from the terminating party;

- b. At any time, with or without cause, by any party upon ninety (90) days written notice.

§10. Miscellaneous. This Agreement shall not be assigned by either party without the prior written consent of the other party. This Agreement may be amended at any time and from time to time by written instrument executed by all parties. Notwithstanding termination of this Agreement as provided at Paragraph 9 herein, this Agreement shall survive for the purpose of enforcing any remaining duties and obligations of the respective parties subsequent to such termination. This Agreement shall be binding upon, and the benefits inure to the parties and their respective successors and permitted assigns. This Agreement shall be construed and enforced in accordance with the laws of the State of Ohio. This Agreement constitutes the entire Agreement between the parties and supersedes any and all prior written or oral statements, understanding or agreements. Prior Agreements relating to the Programs are hereby terminated.

§11. Nondiscrimination Clause. No student shall, on the grounds of race, color, sex, sexual orientation, sexual expression or identity, creed, religion, age, marital status, familial status, veteran status, military status, or national origin or ancestry be denied the benefits of, or be subject to discrimination, under any provision of this Agreement. Regarding any position for which a student is qualified, the Facility shall not discriminate against any student because of physical or mental handicap. The Facility agrees to treat qualified handicapped students without discrimination based upon their physical or mental handicap in all clinical activities associated with this Agreement, and to afford such individuals reasonable accommodations at the expense of the Academic Institution.


§12. Limitation on Redislosure of Student Records Protected by FERPA. The Facility agrees and understands that information received from the Academic Institution may include student records protected by the Family Educational Rights and Privacy Act ("FERPA"). To the extent such records must be disclosed by Academic Institution in relation to this educational affiliation, the Facility agrees to use the records consistent with that purpose, to protect the privacy and confidentiality of such records, and not to redisclose such records without the prior written consent of the student except as permitted or required by applicable law.

*[Signature Page Follows]*

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their authorized representatives.

OHIOHEALTH CORPORATION

NORTH CENTRAL STATE COLLEGE

  
Signature

  
Signature

Bruce T. Vanderhoff, MD  
Printed Name

Koffi Akakpo, Ph.D.  
Printed Name

Senior Vice President & Chief Medical Officer  
Title

Vice President for Business & Student Services  
Title

7-5-18  
Date

7/19/18  
Date

## EXHIBIT A

Program	Department Contact Information	Campus
Nursing	Melinda Roepke, MSN, RN North Central State College 2441 Kenwood Circle Mansfield, OH 44906 419-755-4848	OhioHealth Mansfield Hospital OhioHealth Shelby Hospital
Occupational Therapy Assistant	Cindy Cornell, O.T.R./L., B.S. North Central State College 2441 Kenwood Circle Mansfield, OH 44906 419-755-9006	Grant Medical Center Marion General Hospital OhioHealth Mansfield Hospital OhioHealth Shelby Hospital Riverside Methodist Hospital
Physical Therapy Assistant	Leesa Cox, P.T.A. North Central State College 2441 Kenwood Circle Mansfield, OH 44906 419-755-5624	Grady Memorial Hospital Grant Medical Center Marion General Hospital Morrow County Hospital OhioHealth Mansfield Hospital OhioHealth Physician Group OhioHealth Shelby Hospital Riverside Methodist Hospital
Radiological Sciences	Dorie Ford, R.T. (R) (M) North Central State College 2441 Kenwood Circle Mansfield, OH 44906 419-755-4886	OhioHealth Mansfield Hospital OhioHealth Physician Group OhioHealth Shelby Hospital
Respiratory Care	Tricia Winters, RRT, B.S. North Central State College 2441 Kenwood Circle Mansfield, OH 44906 419-755-4849	Grady Memorial Hospital Grant Medical Center Marion General Hospital OhioHealth Mansfield Hospital Riverside Methodist Hospital



## AAMC UNIFORM CLINICAL TRAINING AFFILIATION AGREEMENT IMPLEMENTATION LETTER

The purpose of this letter (the “Implementation Letter”) is to provide a record of the clinical training affiliation agreement between North Central State College (“the SCHOOL”) and University Hospitals Health System, Inc. dba University Hospitals (“the HOST AGENCY”) with respect to a clinical training experience for the SCHOOL’S registered students, and the agreement of the parties to abide by all terms and conditions of the AAMC Uniform Clinical Training Affiliation Agreement (dated June 4, 2015), which is hereby incorporated by reference, without modification or exception except as specified below.

This Implementation Letter included the following program(s): Nursing /Allied Health

For purposes of the Agreement, references to HOST AGENCY also apply to the following facilities (each and all of these shall be referred to as “Facility” or “Facilities” hereinafter): University Hospitals Accountable Care Organization, Inc. (“ACO”), University Hospitals Ahuja Medical Center (“Ahuja”), UH Regional Hospitals (“UHRH”), University Hospitals Conneaut Medical Center (“Conneaut”), University Hospitals Elyria Medical Center (“Elyria”), University Hospitals Geauga Medical Center (“Gauga”), University Hospitals Geneva Medical Center (“Geneva”), University Hospitals Cleveland Medical Center (“UHCMC”), University Hospitals Home Care Services (“Home Care”), University Hospitals Parma Medical Center (“Parma”), University Hospitals Portage Medical Center (“Portage”) d/b/a Robinson Health System, Inc., Samaritan Regional Health System d/b/a University Hospitals Samaritan Medical Center (“Samaritan”), and University Hospitals St. John Medical Center (“SJMC”), each of which is a nonprofit organization; University Hospitals Medical Group (“UHMG”) for its physicians and physician practice sites; and University Primary Care Practices, Inc. dba University Hospitals Medical Practices (“UHMP”) for its Primary and Specialty Care Practices.

### A. GENERAL INFORMATION

1. Chief Nursing Officer, Director of Clinical Operations, or other designated professional at the Facility or his/her designee (the “Facility Director”) shall be responsible for the performance of the terms of this Agreement on behalf of the Facility and shall cooperate with the individual designated by the school to oversee this relationship with Host Agency (the “School Director”) to implement and manage each program according to the terms of this Implementation Letter.
2. Upon reasonable request by Facility, School will withdraw any faculty from the Facility, who, in the discretion of Host Agency or Facility, fails to cooperate with Facility personnel or conducts himself/herself in an inappropriate manner, whose performance is unsatisfactory, or who is a detriment to the operation of a or any clinical site. Faculty who violate federal, state or local laws or the Host Agency policies, including but not limited to those related to patient privacy, may be deemed to have conducted themselves in an inappropriate manner.
3. School may refer to the affiliation with Host Agency in the School course catalog and in other public information materials upon the prior written approval of the authorized representative of Host Agency or his or her designee. Host Agency may refer to the affiliation with School in Host Agency brochures and other public information materials describing clinical education programs upon the prior approval of School.
4. Host Agency has no responsibility to accept any students pursuant to this Implementation Letter, if a Facility Director determines that it cannot accommodate the students at the time the School wishes to schedule them, whether or not the School has complied with all other terms of this Implementation Letter.

Corresponds to LCME Standards

AAMC Publication Date (June 4, 2015)



School is not required to schedule any students at a Host Agency and no Host Agency Facility is required to accept any of School's students.

5. This Implementation Letter covers students enrolled at any level in any current or future program at the School, and at any of the School's campuses. It is the responsibility of the School Director and the Facility Director to determine which program(s) can be accommodated at a specific Facility.

**B. RESPONSIBILITIES OF SCHOOL**

1. School's Director shall select and schedule students for clinical training/internship at Facility, according to program guidelines and subject to the approval of the Facility Director, whom School believes are adequately prepared to engage in this experience, with or without accommodation.
2. School will notify Facility at least four (4) weeks prior to the beginning of a clinical rotation of the number of students selected and scheduled for clinical instruction during the ensuing semester and will coordinate with the Clinical Site Director to designate clinical supervisors and preceptors to facilitate clinical training.
3. School will provide an appropriate number of faculty members where, for purposes of licensing or other certification, faculty presence is required at the clinical site. In the event there are not enough clinical faculty for a given student experience, the School Director, or designee, shall contact the Facility Director to determine how to address the matter.
4. School will ensure that students and faculty are informed that under the terms of this Implementation Letter:
  - a. Students are responsible for transportation costs to and from the clinical site;
  - b. Each student, while at a clinical site shall wear the appropriate regulation student uniform and identifying identification badge as required by Facility;
  - c. Students scheduled for clinical training through Home Care will be in a patient setting over which Host Agency has no control or responsibility relative to safety at the site; a student's exposure to any unsafe condition at the site will be similar to that of the professional who is supervising the student;
  - d. Students must at all times during the term of this Implementation Letter accept and maintain financial responsibility for health insurance coverage and that such student must agree that Host Agency shall not arrange, provide or pay for any such coverage, and that Facility may require proof of such coverage from the student at any time.
5. Prior to the beginning of a clinical rotation, School will:
  - a. Instruct each student and faculty member to provide Facility a written waiver, in the form attached to this Implementation Letter as Exhibit A, relative to injury or illness that could occur at the clinical site.
  - b. Ensure that any student or faculty who will be involved with direct patient care or patient access comply with the Host Agency's Patient Safety Requirements, attached hereto as Exhibit B; and incorporated herein. All Patient Safety Requirements are subject to change at Host Agency's sole discretion. School shall contact Host Agency prior to commencement of a specific training experience to verify the current list of health screening requirements. Host Agency reserves the right to prevent a student from beginning a training experience until all then current health screening requirements are met.

**C. INSURANCE AND INDEMNIFICATION RESPONSIBILITIES OF THE SCHOOL**

1. Evidence of INSURANCE coverages shall be attached to this Implementation Letter as Exhibit C. School shall provide notice to Host Agency of any updates to any insurance coverages required by this letter.

**D. NOTICES.**

1. Any notice required or permitted by this Agreement shall be sent by certified or registered mail, signature required and return receipt requested, and shall be deemed given upon receipt thereof.

- a. Notices to Host Agency or Facility shall be addressed as follows:

- i. For notices regarding **insurance**:

Manager of Insurance Services  
University Hospitals Health System  
UH Management Services Center  
3605 Warrensville Center Road  
Shaker Heights, Ohio 44122-5203

- ii. For notices to the respective Host Agency or Facility, notices shall be addressed to the respective contact listed on Attachment 1 to this Implementation Letter.

- iii. For notices to either a. or b., a copy shall be sent to:

Chief Legal Officer  
University Hospitals Health System  
3605 Warrensville Center Road  
Shaker Heights, Ohio 44122-5203

- b. Notices to the School shall be addressed as follows:

North Central State College  
Dr. Kelly Gray, Dean of Health Sciences  
2441 Kenwood Circle  
Mansfield, OH 44906

**E. TERM AND TERMINATION.**

1. Either party may terminate this Agreement by providing thirty (30) days prior written notice to the other party. However, both parties may mutually agree to terminate this Agreement at any time. Where the program at the School has a credentialing or certification requirement that requires that students currently enrolled be provided the opportunity to complete the clinical component of the program, those students will be permitted to complete their clinical programs then in progress at clinical site.

**F. MISCELLANEOUS TERMS.**

1. Governing Law. This Agreement shall be interpreted and governed by the laws of the State of Ohio, and all disputes arising therefrom shall be subject to the sole jurisdiction of the courts of the State of Ohio.
2. Non-Exclusive. This Agreement is non-exclusive and both parties have the right to enter into similar agreements with other institutions.
3. Amendments. Amendments to this Agreement, including modifications of any of the terms and conditions herein, shall be effective only upon written consent signed respectively by an authorized representative of School, who shall be a individual designated by the School as having the authority to bind the School in contract, and the Host Agency Facilities, who shall be at least a Senior Vice President.



AAMC Uniform Clinical Training Affiliation Agreement

No amendment or modification to this Agreement shall be binding upon Host Agency unless such amendment is also executed as "Approved as to Form" by a Host Agency Law Department attorney.

4. Entire Agreement. This Agreement (and any appendices, exhibits or attachments hereto, as amended from time to time in accordance with this Agreement) contains the entire agreement of the parties and supersedes all prior agreements, Affiliation Agreements for Students, contracts and understandings, whether written or otherwise, between Host Agency or any one or more of the Facilities and the School relating to the subject matter hereof. No representations, inducements, promises or agreements, oral or otherwise, which are not contained herein, shall be of any force or effect. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.
5. Conflicts. In the event of any conflicts between the terms of this Implementation Letter and the Uniform Clinical Training Agreement the terms of the Implementation Letter shall control.

This IMPLEMENTATION LETTER is effective when signed by all parties. The individuals executing this IMPLEMENTATION LETTER are authorized to sign on behalf of their institutions and certify that their institutions have accepted the terms of the Uniform Clinical Training Agreement and further agree to comply with its terms except as noted above.

**HOST AGENCY**

By: William W. Brien, M.D. 6/24/2021  
 William W. Brien, M.D. Date  
 Chief Medical Officer

**SCHOOL:** North Central State College

By: Lori McKee 6/23/2021  
 Mrs. Lori McKee Date  
 Vice President for Business Services/CFO

Russell Horn  
 Approved as to form.  
 2021.05.27 11:15:44 -04'00'

Corresponds to LCME Standards  
 AAMC Publication Date (June 4, 2015)

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AAMC Uniform Clinical Training Affiliation Agreement

### EXHIBIT A

#### STUDENT OR FACULTY WAIVER

Clinical training in a health care setting assumes certain risks, including the possibility of exposure to an infectious disease, environmental hazard, injury from equipment or medical materials, and illness or injury to oneself, employees, patients or visitors. I understand that University Hospitals Health System and the Clinical Site where I am assigned for my student clinical experience (together or separately, "UH"), and their affiliates do not provide any accident, malpractice, health, medical, or workers' compensation insurance coverage for any illness or injury I may acquire or cause at UH. I understand and agree that I waive, for myself or any heirs and/or assigns, any and all claims which I might have against UH, or its agents or representatives, in any way resulting from personal injuries, illness, or property damage sustained by me and arising out of participation in the Program at UH, except for claims arising out of the gross negligence or reckless or willful misconduct of UH or its employees.

In the event I am exposed to a contagious or infectious disease or a patient who is, in the judgment of UH, at risk of carrying a contagious or infectious disease, UH shall, if indicated and with my consent, either administer immediate precautionary treatment consistent with current medical practice or, depending on the circumstances, refer me to an emergency or urgent care facility, for immediate precautionary treatment. I shall pay for the initial screening tests or prophylactic medical treatments. UH shall have no responsibility for any further diagnosis, medication or treatment and I acknowledge and assume the risk of working with patients at risk of carrying a contagious or infectious disease, except for the risk of gross negligence or willful or reckless misconduct on the part of UH, its trustees, officers, agents, and employees.

#### CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT

It is understood that in the performance of my duties, I may obtain confidential information about or from UH ("Confidential Information"). Confidential Information includes, but is not limited to, financial or proprietary data about UH, information about UH's business and employees, patient information, methods of operating, development plans, programs, documentation, techniques, trade secrets, systems, know-how, policy statements and other confidential data. I will not disclose Confidential Information (including, but not limited to, protected health information ("PHI")) to anyone, including my family and friends, under any circumstances. I agree to maintain in strict confidence all Confidential Information and will not, unless otherwise required by law, disclose such Confidential Information to any third party without UH's prior written consent. Prior to discussion of or writing about any UH patient in an academic context relative to my program of study, all individually identifiable information will be removed.

I agree to maintain patient confidentiality in both written and verbal communication with other students, instructors, any other individuals, in clinical rounds or class discussion, as well as in any published materials. I understand that patient confidentiality is of such great importance that PHI is NEVER to be shared with anyone even if it is years after I participate in the Program.

"PHI" is defined as individually identifiable health information, which is health information created, received or used by UH relating to (a) the past, present or future physical or mental health or condition of a patient, or (b) payment for the provision of healthcare to a patient. PHI contains identifiers that identify a patient or for which there is a reasonable basis to believe the information can be used to identify a patient. Examples of individual identifiers include, but are not limited to, patient name, complete addresses, social security number, date of birth, medical record number and dates of treatment. PHI may include any or all of these individual identifiers coupled with a patient's health information, examples of which are a social security number and diagnosis, date of birth and past medical history, or dates of treatment and symptoms present at the time of treatment.

I understand and agree that this signed Exhibit A shall remain effective for the duration of my student clinical rotations (or faculty duties) at UH.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

School: \_\_\_\_\_

[Printed Name of Student or Faculty Member]

HIPAA training completed \_\_\_\_\_ and verified by \_\_\_\_\_  
 [Date] [Signature of UH Employee]

**CLINICAL SITE TO RETAIN THIS SIGNED EXHIBIT FOR AT LEAST SIX YEARS PER UH P&P GM-1**

Corresponds to LCME Standards  
 AAMC Publication Date (June 4, 2015)

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AAMC Uniform Clinical Training Affiliation Agreement

**EXHIBIT B**

**UNIVERSITY HOSPITALS PATIENT SAFETY REQUIREMENTS - STUDENTS AND FACULTY**  
**(Backgrounds, Health Screening and Compliance)**  
**CURRENT UH EMPLOYEES ARE EXEMPT FROM THESE REQUIREMENTS THESE REQUIREMENTS**

	DIRECT PATIENT CARE	PATIENT ACCESS
<b>Definition</b>	Requires the student/faculty to have direct interactions with a UH patient, which at times may be unobserved.	Requires the student/faculty to have routine presence in a patient care area  <b>AND</b> <b>Type 1:</b> Does NOT involve direct patient interactions, but the student/faculty will be unobserved  <b>OR</b> <b>Type 2:</b> DOES involve direct patient interactions, but the student/faculty will <u>always</u> be observed by UH personnel
<b>Criminal Background Check Requirement</b>	<b>Live in Ohio for 5 years:</b> 1. Ohio Fingerprints (BCII Check) <b>AND</b> 2. FCRA-Compliant* National Database Criminal background check <b>OR</b> <b>Live in Ohio &lt; 5 years:</b> Ohio BCII and FBI fingerprint check  <i>*FCRA Compliant equates to a consumer reporting agency researching all hits from the database at the originating court.</i> <i>* All fingerprints must be FCRA compliant.</i>	<ul style="list-style-type: none"> <li><b>Option 1-</b> FCRA-Compliant National Database Criminal background check</li> <li><b>Option 2-</b> FBI fingerprint check (National Coverage, must be FCRA Compliant*)</li> </ul> <i>*FCRA Compliant equates to a consumer reporting agency researching all hits from the database at the originating court.</i>
<b>Health Screening Requirement</b>	<b>Utilization of a certified laboratory to perform health screening process with proof of:</b> <ul style="list-style-type: none"> <li>Negative two-step Tuberculosis skin test (or IGRA blood assay) within the previous 6 months of first clinical and then one-step or IGRA blood assay for subsequent years after that with appropriate follow-up for positive tests.</li> <li>Appropriate fully completed vaccine series immunizations for measles (Rubeola), German measles (Rubella), mumps, chicken pox (varicella) and Hepatitis B <b>OR</b> documented positive titers; ( no titer required if proof of a fully completed Hepatitis B vaccination series has been documented. <b>2 or 3</b> series is acceptable).</li> <li>Immunizations for above, required Hepatitis B accept/decline statement.</li> <li>Health status that qualifies person to work directly with patients.</li> <li>T-Dap vaccination (Tetanus, diphtheria, acellular Pertussis) required.</li> <li>Annual Influenza Vaccination during Influenza Season (<b>October through April</b>)</li> </ul>	Utilization of a certified laboratory to perform health screening process: <ul style="list-style-type: none"> <li>TB test and, if positive, further assessment in Corporate Health</li> </ul>
<b>Compliance Training Requirement</b>	<ul style="list-style-type: none"> <li>Student/faculty must complete general compliance training prior to arriving at UH.</li> </ul>	<ul style="list-style-type: none"> <li>If providing patient care items or services, general compliance training must be completed prior to arriving at UH.</li> </ul>

Corresponds to LCME Standards  
 AAMC Publication Date (June 4, 2015)

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AAMC Uniform Clinical Training Affiliation Agreement

**EXHIBIT C**

If SCHOOL provides coverage pursuant to Section C.1. of the Agreement, this page must be replaced with a Certificate of Insurance acceptable to the HOST AGENCY, specifically evidencing the coverage below, or if self-insured, SCHOOL must provide other acceptable evidence of such self-insurance program coverage.

MARSH INC.		<b>CERTIFICATE OF INSURANCE</b>			ISSUE DATE	
COMPANY MANAGER		CURRENT DATE				
PRODUCER'S NAME AND ADDRESS		THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW				
INSURED  NAME & ADDRESS OF THE AFFILIATING SCHOOL		<b>COMPANIES AFFORDING COVERAGE</b>				
		A Western Reserve Assurance Co., Ltd., SPC <i>For and on behalf of University Hospitals Health System Segregated Portfolio</i>				
		B				
		C				
		D				
E						
<b>COVERAGES</b>						
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS						
COV LTR	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YYYY)	POLICY EXPIRATION DATE (MM/DD/YYYY)	LIMITS	
<input checked="" type="checkbox"/>	<b>GENERAL LIABILITY</b>	ENTER POLICY NUMBER	EFFECTIVE DATE	EXPIRATION DATE	GENERAL AGGREGATE	\$ 5,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY CLAIMS MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY    PROJECT    LOC				PRODUCTS - COMP/OP AGG PERSONAL & ADV. INJURY EACH OCCURRENCE FIRE DAMAGE (Any one fire) MED. EXPENSE (Any one person)	\$ \$ \$ 5,000,000 \$
<b>AUTOMOBILE LIABILITY</b>					COMBINED SINGLE LIMIT	
ANY AUTO					BODILY INJURY (Per person)	
ALL OWNED AUTOS					\$	
SCHEDULED AUTOS					BODILY INJURY (Per accident)	
HIRED AUTOS					\$	
NON-OWNED AUTOS					PROPERTY DAMAGE	
GARAGE LIABILITY					\$	
<b>EXCESS LIABILITY</b>					EACH OCCURRENCE	
UMBRELLA FORM					\$	
OTHER THAN UMBRELLA FORM					AGGREGATE	
					\$	
<b>WORKER'S COMPENSATION AND EMPLOYER'S LIABILITY</b>					STATUTORY LIMITS	
					EACH ACCIDENT	
					\$	
					DISEASE-POLICY LIMIT	
					\$	
					DISEASE-EACH EMPLOYEE	
					\$	
<b>A PROFESSIONAL LIABILITY</b>						
<input checked="" type="checkbox"/>		ENTER POLICY NUMBER	EFFECTIVE DATE	EXPIRATION DATE	GENERAL AGGREGATE	\$ 3,000,000
CLAIMS MADE					EACH OCCURRENCE	\$ 1,000,000
DESCRIPTIONS OF OPERATIONS/LOCATIONS/VEHICLES/SPECIAL ITEMS						
Coverage is extended to (ENTER INSURED'S NAME) _____, including their students and faculty while acting within the course and scope of the Student Affiliation Agreement. (ENTER HOSPITAL'S NAME) _____ is named as an additional insured under the policy number referenced on this certificate.						
<b>CERTIFICATE HOLDER</b>				<b>CANCELLATION</b>		
The named University Hospitals entity and address that is party to the agreement, e.g., University Hospitals University Hospitals Case Medical Center University Hospitals Extended Care Campus University Hospitals Home Care University Hospitals Medical Practices University Hospitals Bedford Medical Center				FAILURE TO MAIL NOTICE OF CANCELLATION SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE COMPANY, ITS AGENTS OR REPRESENTATIVES		
				AUTHORIZED REPRESENTATIVE		REPRESENTATIVE'S SIGNATURE

Corresponds to LCME Standards  
 AAMC Publication Date (June 4, 2015)

4552060 v1  
 0026251



AAMC Uniform Clinical Training Affiliation Agreement

**ATTACHMENT 1**

**NOTICE ADDRESSES FOR SPECIFIC UNIVERSITY HOSPITALS CONTACTS**

\*\*\*Please contact Beth Wolf at (216) 844-0505 for other rotation questions\*\*\*

<p><b>University Hospitals Accountable Care Organization, Inc.</b> 3605 Warrensville Center Road Shaker Heights, Ohio 44122 Attn: Kelly Butterfield 216-844-3323</p>	<p><b>University Hospitals Ahuja Medical Center</b> 1400 Richmond Road Beachwood, Ohio 44122 Attn: Wilma Rodriguez 216-593-5511</p>
<p><b>University Hospitals Cleveland Medical Center</b> 11100 Euclid Avenue Mail Stop: MPV 5033 Cleveland, Ohio 44106 Attn: Beth Wolf 216-844-0505</p>	<p><b>University Hospitals Conneaut Medical Center</b> 158 W. Main Road Conneaut, Ohio 44030 Attn: JoAnne Surbella 440-735-3510</p>
<p><b>University Hospitals Geauga Medical Center</b> 13207 Ravenna Road Chardon, Ohio 44024 Attn: Agnes Lane 440-285-6210</p>	<p><b>University Hospitals Geneva Medical Center</b> 870 West Main Street Geneva, Ohio 44041 Attn: Maritza Osborne 440-415-0245</p>
<p><b>University Hospitals Home Care Services</b> 4901 Galaxy Parkway Warrensville Heights, Ohio 44128 Attn: Donna Schott 216-360-7251</p>	<p><b>University Hospitals Medical Group</b> 11100 Euclid Avenue Cleveland, Ohio 44106 Attn: Nancy Stall 216-844-3558</p>
<p><b>University Hospitals Medical Practices</b> 24701 Euclid Avenue, Third Floor Euclid, Ohio 44117-1714 Attn: Corinne Hurley 216-844-3820</p>	<p><b>University Hospitals Parma Medical Center</b> 7007 Powers Boulevard Parma, Ohio 44129 Attn: Laurie Melvin 440-743-4296</p>
<p><b>University Hospitals Portage Medical Center</b> 6847 North Chestnut Street Ravenna, Ohio 44266 Attn: Jami Englehart 330-297-2540</p>	<p><b>UH Regional Hospitals – Bedford Campus</b> 44 Blain Ave. Bedford, Ohio 44146 Attn: President 440-585-6500</p>
<p><b>UH Regional Hospitals - Richmond Campus</b> 27100 Chardon Road Richmond Heights, Ohio 44143 Attn: President 440-585-6500</p>	<p><b>University Hospitals St. John Medical Center</b> 29000 Center Ridge Road Westlake, Ohio 44145 Attn: Pamela Billick 440-827-5576</p>
<p><b>University Hospitals Samaritan Medical Center</b> 1025 Center Street Ashland, Ohio 44805 Attn: Shawn French Wise, SPHR, MBA, SHRM-SCP 419-207-2608</p>	<p><b>University Hospitals Elyria Medical Center</b> 630 East River Street Elyria, Ohio 44035 Attention: Barbara Baraona, MSN, RN-BC 440-329-7338</p>

Corresponds to LCME Standards

AAMC Publication Date (June 4, 2015)

4552060 v1  
0026251

## FISHER TITUS MEDICAL CENTER EDUCATION AFFILIATION AGREEMENT

This Agreement is made this 13<sup>th</sup> day of *April, 2016*, by and between Fisher Titus Medical Center (hereinafter referred to as “Hospital”) and *North Central State College (the “Affiliate”)*.

### Recitals

Hospital and Affiliate wish to form a relationship to provide educational experiences in the areas of *Nursing, Physical Therapy Assistant, Radiology, Respiratory Therapy and Occupational Therapy Assistant* for one or more students enrolled at Affiliate in a health or health-related program (hereinafter “Students”), with the objective of producing competent graduates upon degree completion. Hospital is willing to allow Students access to its premises for such education in Hospital’s *Nursing, Rehab, Radiology and Cardio Pulmonary* departments under the terms and conditions referred to herein. It is agreed by the aforesaid parties to be of mutual interest and advantage for selected Students to be provided quality educational experiences at Hospital.

NOW THEREFORE, in consideration of the mutual promises and covenants hereinafter set forth, it is mutually understood and agreed upon by the parties hereto, as follows:

### A. TERM AND TERMINATION

1. The term of this Agreement shall begin on *August 22, 2016*.
2. This Agreement may be terminated by either party, with or without cause, by giving thirty (30) days written notice to the other, provided that Students who are currently in a rotation at Hospital shall be allowed to complete that rotation without interruption. Nothing in this provision shall permit a Student to remain at Hospital in contravention of Section C(8).

### B. OBLIGATIONS AND RIGHTS OF AFFILIATE

1. Affiliate represents that, at all times under the term of this Agreement, Affiliate shall maintain accreditation as an institution providing education to Students for the purpose of achieving licensure or certification in a recognized health care service under Ohio law or for the purpose of becoming qualified to provide health care services otherwise recognized under Ohio law. Affiliate agrees to immediately notify Hospital if at any point Affiliate’s accreditation status changes.
2. Prior to any rotation or time period for Students to be placed at Hospital, Affiliate will provide written requests to assign Students to Hospital. The number of Students assigned will be subject to the availability of Hospital’s personnel for teaching and supervision and other resources as well as subject to the availability of Students. Affiliate recognizes that in order to for Hospital to be properly prepared for Students’ arrival, Hospital needs time to process Student identification paperwork and grant

security access. Affiliate shall ordinarily provide Hospital with the names of Students and dates of educational experiences at least thirty (30) days prior to Students' arrival. The written request to assign Students should be submitted to the Human Resources office.

3. Affiliate and Hospital shall not permit Students to participate in activities at Hospital unless Students are under the supervision of an instructor who is physically present on Hospital campus, unless both parties hereto agree in writing that, due to unique circumstances, such physical presence is not required for a course of instruction in question. Hospital and Affiliate shall mutually agree on the number of instructors needed for Students at Hospital.
4. Affiliate shall have the right to revoke any assignment prior to Students' entry into the educational rotation at Hospital or to withdraw Students from the assigned educational experience, when in Affiliate's judgment, the educational experience no longer meets the needs of Students.
5. For each Student involved in an educational experience on Hospital premises, Affiliate shall maintain professional liability insurance or shall require each Student to maintain an individual professional liability policy with limits of at least one million dollars (\$1,000,000.00) per occurrence and three million dollars (\$3,000,000.00) annual aggregate covering services provided pursuant to this Agreement. A Certificate of Insurance showing such coverage shall be provided to Hospital prior to the commencement of each educational experience.
6. Affiliate shall ensure that each Student meets satisfactory health status as determined by the standards of the Ohio Department of Health, Communicable Disease Division, and the requirements of Hospital attached as Exhibit A, as amended from time to time, and Affiliate shall submit evidence of such to Hospital upon request. Affiliate will provide to Hospital upon request a copy of Students' health physical, PPD (annual), and immunizations which shall include Hepatitis B and MMR.
7. Affiliate represents that it has informed each Student assigned to Hospital that the Student will be accountable for payment of personal medical expenses as a result of illness or injury during the course of the educational experience.
8. Affiliate shall ensure Students assigned to Hospital have undergone a drug screening and a criminal background check with results acceptable to Hospital in order to participate in an educational experience on Hospital premises.
9. Students assigned to Hospital shall have completed the appropriate academic prerequisites. Additionally, prior to clinical experiences at Hospital, Students shall complete training as required by Exhibit B, as amended from time to time. Such training shall be provided to Students by Affiliate instructors who have previously attended a Hospital educational session on the corresponding topic.

10. Students shall adhere to all rules, policies, and procedures of Hospital and of any department or service to which they are assigned. Affiliate shall apprise Students of this requirement.
11. Affiliate shall be responsible for obtaining each participating Student's signature on the Student Acknowledgment Form (Exhibit C, attached hereto and incorporated herein by reference). Affiliate shall provide one copy of the signed form to Hospital prior to each Student's beginning assignment at Hospital.
12. Affiliate shall inform Students that they shall receive no compensation or benefits of any nature directly from Hospital activities conducted pursuant to this Agreement.
13. In preparation for an educational experience at Hospital, Affiliate has provided to Students training on protected health information so that Students are educated to handle all confidential information in a professional manner and in accordance with HIPAA. Under no circumstances will a Student discuss patient information with anyone other than the appropriate Hospital staff in a manner which would identify the patient. **Students shall not disclose any patient information, including but not limited to disclosures for educational purposes (e.g., reports regarding this educational experience) without receiving written permission from Hospital prior to the disclosure.** Such permission will not be granted if Hospital believes the disclosure violates any federal or state law. Affiliate must submit all student prepared course work related to experiences at Hospital upon request of Hospital.
14. Students shall wear, at all times when at Hospital, a proper identification badge provided by the Affiliate. Students shall present themselves professionally and meet the apparel and appearance standards of Hospital.
15. Students shall be responsible for costs associated with traveling to and from Hospital and meals while at Hospital.

### **C. OBLIGATIONS AND RIGHTS OF HOSPITAL**

1. So long as Affiliate and Students fulfill each of the obligations contained herein, Hospital shall allow Students access to its premises for the purposes of participating in this Agreement.
2. To the extent possible, Hospital shall exert its best efforts to maximize the quality of the educational experience of all Students. Hospital shall at all times retain the right to determine the nature of the activities engaged in by Students.
3. Hospital shall schedule adequate staff to provide the necessary level of care for its patients and shall not rely upon Student participation in determining staffing levels.

4. Hospital shall maintain ultimate responsibility and authority regarding patient care.
5. Hospital shall provide Students with access to first aid, emergency care, and medical assessment for illness, accidents, or incidents that occur on Hospital property and that require immediate attention. Students shall be responsible for the cost of any such care. Hospital agrees to notify Affiliate and, if appropriate, Student's parents, guardian, or next of kin, in case of an emergency medical situation.
6. Hospital will provide the physical facilities and learning opportunities necessary for the educational experience and will provide Affiliate with non-confidential facility information as required by Affiliate to maintain program accreditation.
7. Hospital will assure that each Student receives an orientation at the beginning of each educational rotation.
8. Hospital will inform Affiliate immediately when a Student is not performing satisfactorily or is demonstrating behavior that is disruptive or detrimental to Hospital. If Hospital, in its sole discretion, determines that the continued presence of any Student poses a threat to the welfare of any patient, employee or other person at Hospital, or is detrimental or disruptive to the performance of Hospital's activities, said Student's privileges of participating in this program at Hospital shall be immediately suspended, and Student shall be immediately removed from assignment at Hospital. Affiliate and Students acknowledge that such a decision is solely for Hospital and that a Student subject to this provision is not entitled to any due process rights prior to such decision.
9. Hospital shall maintain professional and general liability insurance in minimum amounts of one million dollars (\$1,000,000.00) per occurrence and three million dollars (\$3,000,000.00) for its employees, directors, or officers.

#### **D. MUTUAL OBLIGATIONS**

1. Hospital and Affiliate agree to establish cooperatively the learning objectives for the educational experience, devise methods for their implementation, and evaluate the effectiveness of the educational experience.
2. Each party agrees to be responsible for any negligent acts or omissions by or through itself or its employees and contracted servants, and each party further agrees to defend itself and themselves and pay any judgments and costs arising out of such negligent acts or omissions, and nothing in this Agreement shall impute or transfer any such responsibility from one party to the other.
3. Neither party shall use discriminatory practices in assignment, acceptance, or evaluation of Students. Students shall have equal opportunity with respect to race, color, creed, religion, national origin, gender, age, disability, and marital status.

4. Both parties shall maintain the confidentiality of Student records and performance as well as all patient information.
5. Both parties expressly acknowledge that Students are not employees of Hospital, and that Hospital is not the employer of any Student for the purposes of this Agreement.
6. This Agreement and any written modifications hereto contains the entire agreement between the parties and supersedes all prior agreements whether written or oral. This Agreement may be modified in writing signed by both parties.
7. This Agreement shall be governed by and construed in accordance with the laws of the State of Ohio.
8. The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.
9. All notices, requests, demands, approvals, and other communications required or permitted by this Agreement shall be in writing and sent certified mail or by personal delivery. Such notice shall be deemed given on any date of delivery by the United States Postal Service. Any notice shall be sent to the addresses listed below or to such other addresses as the parties may designate in writing from time to time:

**If to Hospital:**

*Assistant VP,  
Human Resources*  
**Attention: Leslie Oppen**  
~~VP Organizational Development~~  
**Fisher Titus Medical Center**  
**272 Benedict Avenue**  
**Norwalk, OH 44857**

**If to Affiliate:**

**Attention: James Hull**  
**Title: Dean Health Sciences**  
**North Central State College**  
**2441 Kenwood Circle**  
**Mansfield, Ohio 44901**



IN WITNESS WHEREOF, the parties hereto hereby set their hand below.

NORTH CENTRAL STATE COLLEGE

FISHER TITUS MEDICAL CENTER

Signature *J. Hull*  
 Printed Name James L. Hull  
 Title Dean of Health Sciences  
 Date 6-1-16

Signature *Duane Woods Jr*  
 Printed Name Duane Woods Jr  
 Title Senior VP Finance  
 Date 5-25-16

**Exhibit A  
Hospital Requirements**

**Healthcare Requirements prior to student assignment:**

- Mantoux testing (step 1 and step 2 testing)
- Hepatitis B Titer (proof of Hep B series or declination form)
- Tetanus
- CPR certification
- Health History/Physical Exam
- Titers for rubella, measles, varicella, chicken pox and mumps

**Non-Medical:**

- Drug screening

**For assignments in ACM, Pharmacy and Surgery students also required to have had:**

- Chem profile
- CBC
- Urinalysis

### Exhibit B Required Training

- Organizational Policies & Procedures
- Joint Commission Initiatives
  - National Patient Safety Goals
  - Environment of Care
- HIPAA
  - Protected Health Information
- Medication Management
  - Pyxis
  - Medication Administration
- Electronic Documentation
- Quality Improvement Projects
- Review of agreement obligations

ADDENDUM TO  
NORTH CENTRAL STATE COLLEGE  
ASSOCIATE DEGREE RADIOLOGICAL SCIENCES  
AGENCY AGREEMENT

## FISHER TITUS MEDICAL CENTER

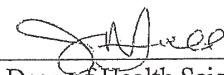
The following clinical site is available to be utilized by Radiological Sciences students from North Central State College for the duration of the original contract.

Fisher Titus Medical Center  
272 Benedict Avenue  
Norwalk, OH 44857

IN WITNESS WHEREOF, the parties hereto hereby set their hand below.

Date 6-1-16

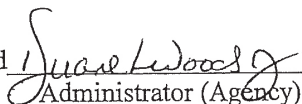
Signed



Dean of Health Sciences  
North Central State College

Date 5/25/16

Signed



Administrator (Agency)

## Preceptor Addendum

## Preceptors:

1. If preceptors are to be used, the parties agree that only qualified Agency nursing staff may act as preceptors.
2. The faculty of the School will primarily coordinate student learning experiences, provide direction for preceptors and students, and evaluate student achievement of course objectives. School faculty and Agency representatives will mutually decide upon use of preceptors for senior level students in compliance with Ohio Board of Nursing rules and regulations.
3. The School faculty coordinator or Director of Nursing Programs will be available by phone to Agency staff. Preceptors will be responsible for no more than two students at a time. Students will provide nursing care under the supervision of the preceptor.
4. All preceptors must meet the following minimum qualifications:
  - a. Completion of an approved professional nursing education program or approved practical nursing program.
  - b. At least 2 years' experience as an RN or LPN and current specialty certification **OR** demonstrated expertise in the area of practice where they will supervise a nursing student.
  - c. Current, active Ohio licensure as an RN or LPN.

**CLINICAL AFFILIATION AGREEMENT**  
**BETWEEN NORTH CENTRAL STATE COLLEGE AND**  
**JAG HEALTHCARE**

This Affiliation Agreement is made and entered into by and between North Central State College (hereinafter “College”), an Ohio public higher education institution with its principal place of business at 2441 Kenwood Circle, Mansfield, Ohio 44906, and JAG Healthcare (hereinafter “Affiliate”) with its principal place of business at 100 Rogers Lane, Shelby, OH 44875.

WHEREAS, College has established approved and/or accredited programs (hereafter “Program”), described in Exhibit A, attached hereto and incorporated herein by reference;

WHEREAS, Affiliate is willing to furnish students with rotation through certain clinical services of Affiliate in order to further the clinical enrichment educational experiences of students currently enrolled and in good standing in the Program at the College; and

WHEREAS, it is the mutual desire of College and Affiliate to have teaching programs that are in the public interest and benefit public health and welfare; and

WHEREAS, it is the mutual desire of the parties to affiliate pursuant to this Agreement in order to provide health care education to the College’s Program students at Affiliate (hereinafter referred to as “clinical practice program”);

NOW, THEREFORE, in consideration of the above premises and the mutual promises and agreements hereinafter set forth, and the performances of them, the parties do hereby mutually promise and agree as follows:

**I. Term and Termination**

The initial term of this Agreement shall begin on the date this Agreement is fully executed by authorized representatives of the parties and shall remain in effect for a term of one year. Thereafter, this Agreement shall automatically renew for three successive one year terms unless terminated by either party.

Either party may terminate this Agreement by giving the other party a ninety (90) day written notice of termination, provided, however, that the parties will use their best efforts to ensure that students then participating in the clinical practice program are able to complete their clinical practice program. In such event, all applicable provisions of this Agreement shall remain in force during the extension period from the effective date of termination until the end of the clinical practice program in which the affected students are enrolled.

**II. College Responsibilities**

The College agrees to the following:

- A. To be responsible for establishing objectives for planning, implementing, and evaluating the clinical practice program.
- B. To schedule students for the clinical practice program in collaboration with Affiliate and consistent with applicable non-discriminatory practices. The number of students assigned

will be subject to the availability of College’s personnel for teaching and supervision and other resources as well as subject to the availability of students.

- C. To submit to Affiliate before the students start their clinical practice program, the curriculum, the affiliation syllabus with course objectives and necessary evaluation forms to be completed for each student.
- D. To ensure to the satisfaction of Affiliate that: (1) the student, who will participate in the clinical practice program contemplated by this Agreement, is qualified for such participation by having successfully completed all prerequisite didactic and clinical course materials required by the College in the Program; (2) the student who will participate in the clinical practice program will provide documentation of immunization or be timely tested for Hepatitis B, Rubella, Rubeola, Mumps, Varicella, Tetanus, Pertussis, and Tuberculosis, and has received all appropriate immunizations that Affiliate has notified the College in advance are required (Hepatitis B immunizations are not required if the student has signed and submitted a declination form to the College and Affiliate); and, 3) a timely criminal background check and drug testing consistent with the testing standards that Affiliate requires of all employees prior to hire and with results acceptable to Affiliate in order for the student to participate in the clinical practice program on Affiliate’s premises. Positive screens are subject to confirmatory testing.
- E. To provide faculty who shall be qualified to teach in the Program.
- F. If the parties agree that College faculty will be utilized to train the College’s students at Affiliate (referred to as “On-Site Faculty”), the College shall identify the On-Site Faculty members and provide their respective qualifications to Affiliate prior to the commencement of the clinical practice program. On-Site Faculty, in communication and coordination with Affiliate staff, may oversee the experience and activities of the College’s students during the clinical practice program.
- G. To select appropriate Program students for the clinical practice program at Affiliate. All student assignments to the clinical practice program at Affiliate will be subject to the approval of Affiliate.
- H. To notify Affiliate of any changes in student assignments because of academic or clinical performance and/or medical or personal emergencies.
- I. To inform College’s students and On-Site Faculty that:
  - i. Affiliate is committed to providing a drug-free work environment. Accordingly, Affiliate will not tolerate the unlawful or unauthorized use, manufacture, possession, sale or transfer of illegal or controlled substances of abuse or unauthorized use of alcohol on or around Affiliate property. Further, College shall inform College’s students and On-Site Faculty that Affiliate maintains a smoke-free environment at its facilities and that smoking is prohibited on all Affiliate premises.
  - ii. College’s students and On-Site Faculty must abide by the applicable policies, procedures, rules and regulations of Affiliate at which they may be training and follow all directives of its staff.

- iii. Except as otherwise stated in this Agreement, College's students and On-Site Faculty are not considered employees, trainees or agents of Affiliate for any purpose and they shall not be entitled to any salary or employment-based benefits.
  - iv. College's students and On-Site Faculty are responsible for transportation costs to and from Affiliate.
  - v. College's students are expected, but not required, to have health insurance. College and Affiliate are not responsible for medical expenses related to disease or injury incurred during the clinical practice program. College's students are responsible for any medical expenses incurred during the clinical practice program.
  - vi. College's students and On-Site Faculty shall handle all Affiliate confidential and protected health information in a professional manner in accordance with all federal, state, and local laws, including but not limited to the privacy and security regulations of the Health Insurance Portability and Accountability Act (HIPAA), as applied through Affiliate's HIPAA policies and procedures. Under no circumstances will a student or On-Site Faculty discuss patient information with anyone or otherwise use or disclose protected health information ("PHI"), except when required, and only to the minimum extent necessary, for on-site training and patient care. Students and On-Site Faculty shall not transfer, retain or remove PHI outside of Affiliate, whether by oral, written, or electronic means. Students and On-Site Faculty shall not use or disclose any PHI for any purpose outside of the immediate training and patient care setting at Affiliate including but not limited to, disclosure for educational purposes (e.g., summaries, evaluations, consultations, lectures, meetings, presentations, emails, correspondence, or reports regarding this educational experience) without obtaining a written authorization from the patients involved.
- J. The College and Affiliate may establish and utilize preceptors for the purpose of supervising, mentoring, and evaluating students (hereafter referred to as "Preceptorship"). The Preceptorship is an individualized experience where the student defines and implements a healthcare worker role with a qualified role model.
- i. College Responsibilities
    - a. The College shall provide an orientation for the Preceptorship and preceptor role to all qualified preceptors;
    - b. The College shall submit to Affiliate and preceptors a schedule of the proposed student/preceptor pairs which is to include rotation dates, days of week preferred, course title and objectives, names of the College instructor and telephone numbers where the instructor can be immediately reached;
    - c. The College instructor will frequently communicate with the assigned preceptor and student to determine the student's progress; and
    - d. The College accepts full responsibility for the Preceptorship and for the evaluation of the student's clinical practice while at clinical practice site, with input from the student and the assigned preceptor.



- ii. Affiliate Responsibilities
  - a. Affiliate will provide preceptors for a mutually agreed upon number of students enrolled at the College in the Preceptorship course.
    - i. For students enrolled in the Nursing or allied health programs, the College's Program Chair, Clinical Coordinator, or designee may contact the Affiliate's Clinical Education Coordinator regarding placement of unlicensed students with preceptors. The College's Program Chair, Clinical Coordinator, or designee may negotiate with the Affiliate's Clinical Education Coordinator regarding placement of students enrolled in Nursing or allied health programs.
    - ii. The College faculty will provide preceptors with course material and assessment/evaluation forms, information regarding level of ability of the student and expectations of performance, communicate assignments and monitor student progress, evaluate performance, and communicate with each preceptor during the clinical experience.
    - iii. Affiliate preceptors will discuss student learning needs with faculty, provide ongoing supervision of students at the direction of the faculty, and provide feedback regarding student performance. The preceptor will assist students in professional development by providing supervision to ensure delivery of safe and appropriate practice to individuals or groups of individuals pursuant to applicable Ohio laws or other applicable governing bodies' rules and regulations.
  - b. Affiliate will submit a list of qualified employees interested in serving as preceptors to the College each semester and which Affiliate chooses to participate.
  - c. Affiliate will provide necessary supervision of students assigned to the site to ensure safe, effective patient care and will report student progress to College instructor.
  - d. Affiliate understands that it may generate or become in possession of confidential education records regarding students, and that these records are protected by federal law including, inter alia, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A § 1232g. Affiliate understands and agrees that it may not disclose these education records to any party other than the College, without both the College's and student's written consent.
- iii. Joint Responsibilities
  - a. The assigned preceptor shall be: (1) in good standing; (2) will provide educational preparation at or above the level for which the student is preparing; (3) will have professional experience commensurate with accrediting, licensing, or other approval entities; (4) will have a philosophy congruent with that of the College's Program; (5) will have current knowledge; and (6) meets other requirements set forth in Ohio law regarding preceptors.

- b. Affiliate and the assigned preceptor retain the right to withdraw from the Preceptorship at any time. In the event Affiliate or the assigned preceptor resigns, Affiliate will use its best efforts to assist the College in locating another affiliate and/or preceptor to allow the impacted student to complete the preceptorship.
- K. The College is a public entity entitled to governmental immunity protections under applicable state law. The College shall provide occurrence-based liability coverage in accordance with any limitations associated with applicable law; but the College shall provide such insurance with limits of at least \$1,000,000.00 per occurrence and \$3,000,000.00 aggregate in the event governmental immunity protections are determined by a court of competent jurisdiction to not apply. If requested by Affiliate, the College shall provide Affiliate with proof of insurance demonstrating coverage for each student prior to that student beginning the clinical practice program at Affiliate.

### III. Affiliate Responsibilities

Affiliate agrees to the following:

- A. To provide the physical facilities, personnel and equipment, as Affiliate deems necessary to conduct the portions of the clinical practice program taking place on Affiliate's premises.
- B. To maintain ultimate responsibility and authority regarding patient care and shall be responsible for its patients at all times. Affiliate shall not rely on students in any way to provide required care to patients. Students will not give service to patients at Affiliate apart from that rendered as part of the clinical practice program and will follow directives of Affiliate in regard to patient care.
- C. To comply with applicable state and federal workplace safety laws and regulations. In the event a student is exposed to an infectious or environmental hazard or other occupational injury (i.e., needle stick) while at Affiliate, the Affiliate, upon notice of such incident from the student, will provide such emergency care as is provided to its employees, including, where applicable: examination and evaluation by Affiliate's emergency department or other appropriate facility as soon as possible after the injury; emergency medical care immediately following the injury as necessary. Furthermore, Affiliate will provide emergency care, at the student's expense, for any other College student's accident, injury, or illness that occurs on Affiliate's premises. The responsibility for follow up care remains the responsibility of the student.
- D. To orient students and On-Site Faculty to Affiliate. Affiliate agrees to provide a copy of appropriate Affiliate policies and procedures to students and On-Site Faculty.
- E. To permit the College and the College's accreditation agencies, at reasonable times and with reasonable advance notice, the inspection of Affiliate, the services available for the clinical experiences and other items pertaining to the clinical practice program.
- F. To allow the College's students and On-Site Faculty access to Affiliate's library facilities and cafeteria, and parking in Affiliate's lots on the same basis as it provides parking to employees of Affiliate, space permitting.

- G. To use its reasonable efforts to incorporate the College's curriculum into the clinical practice program.
- H. To provide a Clinical Education Coordinator who will serve as a liaison between Affiliate and the College. Affiliate agrees to provide the Clinical Education Coordinator with time to plan and implement the clinical practice program as deemed reasonable by Affiliate including, when feasible, time to attend relevant meetings and conferences.
- I. To secure and maintain professional and general liability insurance in minimum amounts of one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) annual aggregate for its employees, directors, and officers. Affiliate shall provide College with proof of insurance prior to students beginning the clinical practice program at Affiliate.
- J. To make staff and management available to College faculty and administration to clarify policies, procedures and guidelines pertaining to the patients who are receiving care by the College's Program students.
- K. The clinical practice program is educational in nature. The College's students will not substitute or replace Affiliate personnel.
- L. To obtain the informed consent of each patient to the participation of the College's Program students in the clinical practice program in clinical activities involving the patient. In the event any patient does not consent to the participation of a student(s) in clinical activities involving that patient, Affiliate reserves the right to exclude students from clinical activities involving that patient.

#### IV. Joint Responsibilities

- A. Affiliate reserves the right to restrict the clinical practice program activities of students who evidence symptoms of communicable infections until such time as the symptoms abate or the student is determined by Affiliate not to be infectious.
- B. Affiliate reserves the right to restrict student involvement in procedures, tasks and/or care and treatment of patients, as deemed necessary by the Clinical Education Coordinator or other Affiliate staff.
- C. Affiliate reserves the right to immediately terminate the placement of a student at Affiliate's location if Affiliate reasonably believes that the student is disruptive to Affiliate, poses a threat to the safety and well-being of Affiliate's patients and/or employees, does not meet Affiliate's standards and policies for good patient care, health, safety, dress, appearance or ethical behavior, or patient privacy. To the extent possible, as determined by Affiliate, such action will not be taken until the grievance against the student has been discussed with an appropriate and authorized representative of the College. However, if the student's behavior poses an immediate threat to the effective delivery of health care services to patients of Affiliate, Affiliate may take such action immediately and without consultation of the College's representative. The College acknowledges, and will inform its students, that such a decision is solely for Affiliate to make and that a student subject to this provision may not be entitled to any due process rights prior to such a decision.
- D. Each party agrees to be responsible for any personal injury, property damage, or other liability caused by the negligent acts or negligent omissions by or through itself or its agents,

employees, and contracted servants and each party further agrees to defend and be solely responsible for itself and its agents, employees, and contracted servants and pay any judgments and costs arising out of such negligent acts or negligent omissions, and nothing in this Agreement shall impute or transfer any such responsibility from one party to the other party. In no event shall either party be liable hereunder (whether in an action in negligence, contract or tort or based on a warranty or otherwise) for any indirect, incidental, special or consequential damages incurred by the other party or any third party, even if the party has been advised of the possibility of such damages.

- E. Neither party shall use discriminatory practices in assignment, acceptance, or evaluation of students. Students shall have equal opportunity to participate in the clinical practice program with respect to race, color, religion, national origin, sex, age, disability, ancestry, military status, or any other characteristic protected by state or federal law.
- F. Both parties agree that there will be no financial compensation for the services provided during the term of this Agreement whether to students, the other party, or otherwise.
- G. Both parties expressly acknowledge that students are not employees of Affiliate or the College, and that Affiliate and the College are not the employer of any student for the purposes of this Agreement. However, solely for the purpose of defining their role in relation to the use and disclosure of Affiliate's protected health information, such students are defined as members of the Affiliate's workforce, as that term is defined by 45 CFR 160.103, when engaged in activities pursuant to this Agreement.
- H. Each party acknowledges that information (if any) received from the College regarding its students may be protected by the Family Educational Rights and Privacy Act ("FERPA"), and agrees to use such information only for the purpose for which it was disclosed and not to make it available to any third party without first obtaining the student's written consent.
- I. Compliance with Law. The parties specifically intend to comply with all applicable laws, rules and regulations as they may be amended from time to time. If any part of this Agreement is determined to violate federal, state, or local laws, rules, or regulations, the parties agree to negotiate in good faith revisions to any such provisions. If the parties fail to agree within a reasonable time to revisions required to bring the entire Agreement into compliance, either party may terminate this Agreement upon ninety (90) days prior written notice to the other party. Affiliate further affirms that it has all of the approvals, licenses, or other qualifications needed to conduct business in Ohio and that all are current. If at any time during the term of this Agreement Affiliate, for any reason, becomes disqualified from conducting business in the State of Ohio, Affiliate will immediately notify the College in writing.
- J. Compliance with Federal Programs. Affiliate hereby represents and warrants that it has not been debarred, suspended, excluded or otherwise determined to be ineligible to participate in federal healthcare programs (collectively, "Debarred") and acknowledges that College shall have the right to terminate this Agreement immediately in the event that Affiliate is Debarred. Accordingly, Affiliate shall provide College with immediate notice if Affiliate (i) receives notice of action or threat of action with respect to its Debarment during the term of this Agreement; or (ii) becomes Debarred.
- K. Rights in Data. The College shall have the unrestricted authority to reproduce, distribute and use (in whole or in part) any reports, data, or materials prepared by Affiliate pursuant to this

Agreement. If Affiliate has reason to believe that use of a specified item is subject to patent or copyright protection, Affiliate shall immediately notify the College.

V. **Miscellaneous**

A. **Independent Contractors.** College and Affiliate, respectively, are independent contractors and neither, by virtue of this Agreement or any act performed pursuant to it, shall be or become the agent of the other nor shall either of them be or become subject to control or right by the other in the performance of any act done pursuant to this Agreement. Students are not considered employees of Affiliate or College and they shall not be entitled to any salary or employment based benefits.

B. **Governmental Immunity.** It is specifically understood and agreed that nothing contained in this paragraph or elsewhere in this Agreement will be construed as: an express or implied waiver by the College of its governmental immunity or of its state governmental immunity; an express or implied acceptance by College of liabilities arising as a result of actions which lie in tort or could lie in tort in excess of the liabilities allowable under the applicable governmental immunity laws; or, a pledge of the full faith and credit of a debtor contract; or, as the assumption by the College of a debt, contract, or liability of the Affiliate.

C. **Notice.** Any written notice required by this Agreement shall be mailed to the respective parties at the following addresses:

College: Dean, Division of Health Sciences  
North Central State College  
2441 Kenwood Circle  
Mansfield, OH 44906

With a copy to:

Ohio Attorney General  
Education Section  
c/o North Central State College AAG  
30 E. Broad St., 16<sup>th</sup> Floor  
Columbus, OH 43215

Affiliate: JAG Healthcare  
ATTN: Donene Poffenbaugh, DON  
100 Rogers Lane  
Shelby, OH 44875  
419-347-1313

D. **Assignment.** Neither this Agreement nor any rights, duties, or obligations hereunder may be assigned or transferred in whole or in part by Affiliate without the prior written consent of the College.

E. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this

Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

- F. **Enforcement.** Notwithstanding termination of this Agreement as provided in paragraph I (“Term and Termination”) hereof, this Agreement shall survive for the purpose of enforcing any remaining obligation of the respective parties subsequent to termination.
- G. **Entirety of Agreement.** This Agreement contains the entire agreement between the parties and supersedes any and all previous written or oral statements, understandings and agreements.
- H. **Amendment.** No amendment to this Agreement shall be of any force or affect whatsoever unless it is in writing, dated and signed by both parties.
- I. **Governing Law.** This Agreement shall be governed by the laws of the State of Ohio.
- J. **Forum Selection.** Any lawsuit based upon any matter or cause arising directly or indirectly, out of this Agreement or any act performed pursuant to it shall be instituted, maintained and maintainable only in Richland County, Ohio.
- K. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the parties.
- L. **No Third Party Beneficiaries.** This Agreement is intended for the benefit of the parties only. There are no intended third party beneficiaries.
- M. **Use of Name.** Neither party shall use the name, logo, likeness, trademarks, image or other intellectual property of the other party for any advertising, marketing, endorsement or any other purposes without the specific prior written consent of an authorized representative of the other party as to each such use. College may refer to the affiliation with Affiliate in the College catalog and in other public information materials regarding the relevant College programs.
- N. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and all of which shall constitute but one and the same instrument.

*(signature page follows immediately)*

INTENDING TO BE LEGALLY BOUND, by signing below, each Party acknowledges its agreement with the terms and conditions of this Agreement and each signatory represents and warrants that he/she is authorized to sign on behalf of and to bind his/her Party to all of the terms and conditions of this Agreement.

Affiliate

North Central State College

Donene Poffenbaush  
Signature

Donene Poffenbaush  
Printed Name

Koffi Akpko  
Koffi Akpko, Ph.D.

Vice President for Business and Student Services

RN, Don  
Title

10/5/18  
Date

10/5/18  
Date

EXHIBIT A

Program	Department Contact Information	Agencies
Occupational Therapy Assistant	Cindy Cornell, OTR/L Practicum Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 ccornell@ncstatecollege.edu	Griffith's Healthcare 7661 Oakdale St., NW Massillon, OH 44646  Galion Pointe 925 Wagner Avenue Galion, OH 44833  Shelby Pointe 100 Rogers Lane Shelby, OH 44875
Physical Therapist Assistant	Leesa Cox, P.T.A. Practicum Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 lcox@ncstatecollege.edu	Griffith's Healthcare 7661 Oakdale St., NW Massillon, OH 44646  Galion Pointe 925 Wagner Avenue Galion, OH 44833  Shelby Pointe 100 Rogers Lane Shelby, OH 44875
Associate Degree and Practical Nursing	Melinda Roepke, MSN, RN Assistant Dean of Health/Director of Nursing Programs North Central State College 2441 Kenwood Circle Mansfield, OH 44906 mroepke@ncstatecollege.edu	Griffith's Healthcare 7661 Oakdale St., NW Massillon, OH 44646  Galion Pointe 925 Wagner Avenue Galion, OH 44833  Shelby Pointe 100 Rogers Lane Shelby, OH 44875

*Scenic Healthcare*



EXHIBIT A

Program	Department Contact Information	Agencies
Occupational Therapy Assistant	Cindy Cornell, OTR/L Practicum Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 ccornell@ncstatecollege.edu	<p>Griffith's Healthcare 7661 Oakdale St., NW Massillon, OH 44646</p> <p>Galion Pointe 925 Wagner Avenue Galion, OH 44833</p> <p>Shelby Pointe 100 Rogers Lane Shelby, OH 44875</p> <p>JAG Healthcare Wooster 2226 Wooster Road Rocky River, OH 44666</p> <p>Scenic Pointe Nursing &amp; Rehab. Center 8067 Township Road 334 Millersburg, OH 44654</p> <p>Country Pointe 3071 N Elyria Rd Wooster, OH 44691</p>
Physical Therapist Assistant	Leesa Cox, P.T.A. Practicum Coordinator North Central State College 2441 Kenwood Circle Mansfield, OH 44906 lcox@ncstatecollege.edu	<p>Griffith's Healthcare 7661 Oakdale St., NW Massillon, OH 44646</p> <p>Galion Pointe 925 Wagner Avenue Galion, OH 44833</p> <p>Shelby Pointe 100 Rogers Lane Shelby, OH 44875</p> <p>JAG Healthcare Wooster 2226 Wooster Road Rocky River, OH 44666</p> <p>Scenic Pointe Nursing &amp; Rehab. Center 8067 Township Road 334 Millersburg, OH 44654</p> <p>Country Pointe 3071 N Elyria Rd Wooster, OH 44691</p>

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NCSC Clinical Affiliation Agreement  
*Affiliate Name: JAG Healthcare*  
 Revised October 22, 2019

Program	Department Contact Information	Agencies
Associate Degree and Practical Nursing	Melinda Roepke, MSN, RN Assistant Dean of Health/Director of Nursing Programs North Central State College 2441 Kenwood Circle Mansfield, OH 44906 mroepke@ncstatecollege.edu	<p>Griffith's Healthcare 7661 Oakdale St., NW Massillon, OH 44646</p> <p>Galion Pointe 925 Wagner Avenue Galion, OH 44833</p> <p>Shelby Pointe 100 Rogers Lane Shelby, OH 44875</p> <p>JAG Healthcare Wooster 2226 Wooster Road Rocky River, OH 44666</p> <p>Scenic Pointe Nursing &amp; Rehab. Center 8067 Township Road 334 Millersburg, OH 44654</p> <p>Country Pointe 3071 N Elyria Rd Wooster, OH 44691</p>

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NCSC Clinical Affiliation Agreement  
*Affiliate Name: JAG Healthcare*  
*Revised October 22, 2019*



## North Central State College

### Memorandum of Understanding

Between

Avita Health Systems and North Central State College

This is an agreement between Avita Health Systems and North Central State College.

North Central State College is applying for the Bachelor Of Science in Nursing Degree Program from the Ohio Department of Higher Education to increase the number of Bachelor's degree prepared registered nurses in the industry region. Avita Health Systems has sufficient workplace-based learning opportunities for students enrolled in the RN to BSN program. Avita Health Systems will be able to provide up to five placements for the Leadership/Management practicum. Avita Health Systems has employment opportunities and guaranteed the hiring of the North Central State College BSN graduates. This application is for the October 1, 2021 Bachelor of Science in Nursing Degree Program.

Avita Health Systems agrees that they have sufficient clinical sites to accommodate the additional students as a partner to facilitate the implementation of this endeavor. An agency contract is currently in place between Avita Health Systems and North Central State College as Avita Health Systems is a valued and highly utilized clinical site for the North Central State College Nursing Students.

Kathy Durlinger, MBA, RN  
Chief Nursing Officer/  
Vice President  
Avita Health Systems

9-21-2021  
Date

Kelly Gray, DNP, RN, CNE, FAADN  
Vice President of Academic Affairs  
North Central State College

9/23/2021  
Date



## North Central State College

### Memorandum of Understanding

#### Between

Ohio Health Mansfield & Shelby and North Central State College

This is an agreement between Ohio Health Mansfield & Shelby and North Central State College.

North Central State College is applying for the Bachelor of Science in Nursing Degree Program from the Ohio Department of Higher Education to increase the number of Bachelor's degree prepared registered nurses in the industry region. Ohio Health Mansfield & Shelby has sufficient workplace-based learning opportunities for students enrolled in the RN to BSN program. Ohio Health Mansfield & Shelby will be able to provide up to five placements for the Leadership/Management practicum. Ohio Health Mansfield & Shelby has employment opportunities and guaranteed the hiring of the North Central State College BSN graduates. This application is for the October 1, 2021 Bachelor of Science in Nursing submission.

Ohio Health Mansfield & Shelby agrees that they have sufficient clinical sites to accommodate the additional students as a partner to facilitate the implementation of this endeavor. An agency contract is currently in place between Ohio Health Mansfield & Shelby and North Central State College as Ohio Health Mansfield & Shelby is a valued and highly utilized clinical site for the North Central State College Nursing Students.

*Kelly Vierling CNO*  
 Kelly Vierling, MSN, RN, NE-BC, ACC  
 Chief Nursing Officer/  
 Vice Pres. Of Patient Care  
 Ohio Health Mansfield & Shelby

9.15.21

Date

*Kelly Gray*  
 Kelly Gray, DNP, RN, CNE, FAADN  
 Vice President of Academic Affairs  
 North Central State College

9/23/2021

Date



North Central State College

Memorandum of Understanding

Between

LSS The Good Shepherd and North Central State College

This is an agreement between LSS The Good Shepherd and North Central State College.

North Central State College is applying for the Applied Bachelor's Degree Program from the Ohio Department of Higher Education to increase the number of Bachelor's degree prepared registered nurses in the industry region. LSS The Good Shepherd has sufficient workplace-based learning opportunities for students enrolled in the RN to BSN program. LSS The Good Shepherd will be able to provide up to three placements for the Leadership/Management practicum. LSS The Good Shepherd Medical Center has employment opportunities and guaranteed the hiring of the North Central State College BSN graduates. This application is for the October 1, 2021 Applied Bachelor's Degree Program in Nursing.

LSS The Good Shepherd agrees that they have sufficient clinical sites to accommodate the additional students as a partner to facilitate the implementation of this endeavor. An agency contract is currently in place between LSS The Good Shepherd and North Central State College as LSS The Good Shepherd is a valued and highly utilized clinical site for the North Central State College Nursing Students.

*Sarah Kerr, BSN, RN, CDP*

Sarah Kerr BSN, RN, CDP  
Director of Nursing  
LSS The Good Shepherd

9/22/2021  
Date

*Kelly Gray*

Kelly Gray, DNP, RN, CNE, FAADN  
Vice President of Academic Affairs  
North Central State College

9/23/2021  
Date

## *Nursing Clinical Liaison/Interdisciplinary Simulation Coordinator*

*Essential duties/responsibilities include but are not limited to the following:*

### Clinical Liaison

- Files clinical correspondence and other records for the nursing department required for clinicals to meet agency and accreditation regulations
- Works collaboratively with nursing faculty to identify and gather all student paperwork required by the clinical healthcare agencies
- Facilitates required orientation to the clinical agency for nursing faculty and students
- Schedules appointments for potential nursing adjunct with the Director of Nursing Programs as needed
- Secures clinical agencies for student placement
- Completes adjunct clinical faculty evaluations as needed
- Serves as a mentor and resource to nursing clinical adjuncts
- Develops and recommends the clinical course schedule to the Director of Nursing Programs
- Other duties as assigned

### Interdisciplinary Simulation Coordinator

- Facilitates discussion and planning of simulation experiences among health science programs
- Directs the development of interdisciplinary simulation experiences for health science program students
- Works collaboratively with full-time faculty to provide review of simulation experiences to enhance student learning and retention
- Provides opportunities for additional simulation experiences for nursing students to remediate skills and enhance understanding of nursing concepts
- Monitors simulation equipment for updates and maintenance needs with input from full-time faculty
- Other duties as assigned

### **Qualifications:**

**Education:** BSN **Experience:** Two years practice as a registered nurse, teaching experience preferred

*North Central State College is an Equal Employment Opportunity institution. We value campus diversity and demonstrate this in campus initiatives.*

*We particularly encourage members of historically under-represented groups to apply.*

### Process Map for Hiring Full-Time Faculty



- When a **need is established**, the Division Dean/Assistant Dean will request a position requisition from Human Resources, who will submit the established position **requisition form** to President's Staff for review/approval. The Dean reviews the job description, and credential requirements with Human Resources, and the position will be **posted**/advertised if/when approved by President's Staff.
- A search committee will be assembled by the Division Dean and/or Assistant Dean. At least three (3) full-time faculty shall be appointed by the Faculty Caucus, preferably from the affected program/department/division. Additional staff and/or administrators may be invited by the Dean and/or Assistant Dean to participate, with the total number of participants not to exceed six (6). The Human Resources representative may participate as a non-voting member.
- Applications will be reviewed by Human Resources and a designated faculty member of the search committee to determine if the applicants meet the required qualifications.
- Each internal candidate will be notified by Human Resources as to whether or not they meet the position qualifications. Non-qualified internal candidates will be advised of possible professional development opportunities to obtain required qualifications for future consideration. The applications of qualified candidates will be forwarded to the search committee for consideration.
- The search committee shall review applications of qualified candidates, determine a pool of qualified candidates to consider, interview candidates and make a recommendation to the Chief Academic Officer. If the candidate(s) is/are rejected, the committee may re-open the search process or recommend a previously interviewed candidate.
- Reference checks conducted.
- The Chief Academic Officer, President and Dean (if not part of the 1<sup>st</sup> interview) will participate in second interviews with the candidates identified to move forward by the search committee.
- All faculty hires will meet either Higher Learning Commission or Ohio Board of Regents, whichever is most stringent, or program-specific accreditation requirements. Any exception would require approval of the Chief Academic Officer and must be accompanied by a development plan attached to the probationary contract.
- **Hiring Decision**
- Position Requisition form is signed by all approving parties and kept in HR.
- Employment offer made
- Board approval and criminal background check
- All new faculty are enrolled in the **faculty mentoring program** and oversight of in-class activities, evaluations and educational plans is conducted by the division Assistant Dean.



Name of Instructor	Rank or Title	Full-Time or Part-Time	Degree Titles, Institution, Year (Include the Discipline /Field as Listed on Diploma)	Title of the Course(s) This Individual Will Teach in the Proposed Program Include the course prefix and number	Number of Courses this Individual will Teach Per Year (include onsite and distance education courses)
Shelby Stout	Instructor	FT	MSN Grand Canyon University, 2021 BSN Mount Vernon Nazarene University, 2015 ADN, North Central State College 2012	<p><b>RNUR 3020 Health Assessment and Promotion</b> Reviews and further develops the fundamental communication and assessment skills needed to draw inferences from collected data and identify health promotion interventions for health issues.</p> <p><b>RNUR 3040 Community Health Nursing</b> A focus on nursing practice as it applies to systems within a community; addressing health promotion, injury and disease</p>	2
Anna Plank	Instructor	PT	MSN Western Governor's University, 2021 BSN University of Toledo 2002	<p><b>RNUR 3020 Health Assessment and Promotion</b> Reviews and further develops the fundamental communication and assessment skills needed to draw inferences from collected data and identify health promotion interventions for health issues.</p> <p><b>RNUR 3040 Community Health Nursing</b> A focus on nursing practice as it applies to systems within a</p>	2

				community; addressing health promotion, injury and disease	
Kelly Cominsky	Instructor	PT	MSN Walden University, 2021 BSN Kent State University, 2012 ADN Kent State University, 2000	<p><b>RNUR 3010 Professional Nursing Practice</b> Explores the transition and role of the professional nurse addressing theory and standards of professional practice, contemporary issues in nursing, and legal and ethical considerations for the registered nurse in healthcare practice.</p> <p><b>RNUR 4010 Evidence-Based Nursing Practice</b> A study of the concepts of evidence based practice which include client collaboration, integration of qualitative and quantitative research, and the evaluation of findings to improve health outcomes. Students will apply published research to an identified practice issue.</p> <p><b>RNUR 4020 Interprofessional Concepts</b> An exploration of the interprofessional collaboration in healthcare systems, including creating a culture of safety to improve client outcomes.</p> <p><b>RNUR 4030 Diversity in Nursing and Healthcare</b> Explores the concepts and techniques for providing culturally sensitive nursing care. Examines the perceptions of health and illness and the impact of these for members of differing sociocultural populations.</p> <p><b>RNUR 4040 Leadership in Nursing</b> An exploration and application of the knowledge, skills, and attitudes of leadership and management principles</p>	3 to 4

				as applied to nursing practice and in healthcare organizations.	
Kelly Gray	Professor	FT	DNP Walsh University, 2015	<p><b>RNUR 4010 Evidence-Based Nursing Practice</b>                      A study of the concepts of evidence based practice which include client collaboration, integration of qualitative and quantitative research, and the evaluation of findings to improve health outcomes. Students will apply published research to an identified practice issue.</p> <p><b>RNUR 4020 Interprofessional Concepts</b>                      An exploration of the interprofessional collaboration in healthcare systems, including creating a culture of safety to improve client outcomes.</p> <p><b>RNUR 4030 Diversity in Nursing and Healthcare</b>                      Explores the concepts and techniques for providing culturally sensitive nursing care. Examines the perceptions of health and illness and the impact of these for members of differing sociocultural populations.</p> <p><b>RNUR 4040 Leadership in Nursing</b>                      An exploration and application of the knowledge, skills, and attitudes of leadership and management principles as applied to nursing practice and in healthcare organizations.</p>	1
FACULTY TBD				<p><b>RNUR 3030 Healthcare Informatics</b></p> <p>An examination of the information technology applications to support nursing practice and the clinical information systems utilized in health care. The focus will include how these processes impact patient safety and healthcare outcomes.</p> <p>Second Course to be taught TBD.</p>	2

## NORTH CENTRAL STATE COLLEGE

### BSN Completion Degree: 2022-2023

PRE-BSN Completion Program General Education Requirements or Transferred in Equivalencies			
Course Number	Course Title		
BIOL 2751	Human Anatomy & Physiology I		
BIOL 2752	Human Anatomy & Physiology II		
BIOL 1101	Nutrition		
BIOL 1550	Microbiology for Health Professionals		
STAT 1010	Probability and Statistics		
ENGL 1010	English Composition I		
CHEM 1030	Chemistry		
PSYC 1010	Introduction to Psychology		
PSYC 2010	Human Growth and Development		
Up to 35 hours of nursing course equivalency credits may be transferred for prior associate degree credits			

<b>FALL</b>				<b>YEAR ONE</b>
Term	Course Number	Course Title	Prerequisites	Credits
1 <sup>st</sup> 8 Wks	RNUR 3010	Professional Nursing Practice		3
1 <sup>st</sup> 8 Wks	RNUR 3020	Health Assessment and Promotion		4
1 <sup>st</sup> 8 Wks	SOCY 2010	Cultural Diversity and Racism		3
2 <sup>nd</sup> 8 Wks	RNUR3030	Health Informatics		4
2 <sup>nd</sup> 8 Wks	RNUR 3040	Community Health Nursing		4
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>18</b>

<b>SPRING</b>				<b>YEAR ONE</b>
Term	Course Number	Course Title	Prerequisites	Credits
1 <sup>st</sup> 8 Wks	RNUR 4010	Evidence-Based Nursing Practice	ENGL Comp II, STATS 1010	4
1 <sup>st</sup> 8 Wks	RNUR 4020	Interprofessional Concepts		4
2 <sup>nd</sup> 8 Wks	ENGL 1030	English Composition II	ENGL 1010	3
2 <sup>nd</sup> 8 Wks	RNUR 4030	Diversity in Nursing and Health Care		4
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>15</b>

c = Can be concurrent m = Must be concurrent

<b>SUMMER</b>				<b>YEAR ONE</b>
Term	Course Number	Course Title	Prerequisites	Credits
8 Wks	PSYC 2050	Abnormal Psychology		3
8 Wks	PHIL 1010	Western Philosophy		3
8 Wks	COMM 1010	Speech		3
8 Wks	RNUR 4040	Leadership in Nursing		4
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>13</b>

c = Can be concurrent m = Must be concurrent

<b>FALL</b>				<b>YEAR TWO</b>
Term	Course Number	Course Title	Prerequisites	Credits
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>15</b>
<b>TOTAL SEMESTER HOURS</b>				<b>61</b>

The BSN completion program is a four semester program with one clinical rotation course which combines work in an agency (your current agency if employed can be used) with online coursework and discussion about your work within the field.

Students may begin non BSN courses any semester. A minimum grade of 77% is required in BIOL1101, and BIOL1550 to meet prerequisite requirements. A minimum grade of 77% is required in all BSN- RNUR classes in order to meet prerequisite and graduation requirements.

\* Successful completion of a developmental English and mathematics prerequisite requires a grade of C- or above in the course. Developmental English and mathematics course prerequisites can also be attained through placement testing. See the [14-092 Standardized Testing Cutoff Scores](#) chart for specific tests and test scores.

\*\* Mandatory Math Placement - All incoming students will be required to provide ACT scores or take a placement test and based on their scores, students will be placed in appropriate mathematics courses. Successful completion (C- or better) of any math course is required in order to advance to the next higher-level math course.

The College strongly recommends that students be covered by hospitalization insurance, which can be purchased through a private carrier. To obtain a brochure regarding insurance, contact the Student Success Center. (Rm 103 Kee Hall) or call toll free 888-755-4899, ext. 4761 or locally 419-755-4761.

**BSN Nursing Core Credits- 31**  
**General Education Credits-30**



## KELLY COMINSKY, MSN RN

CLINICAL EDUCATION STAFF

### PROFILE

I am a registered nurse with many years of experience in the roles of providing patient care, managing a unit, supervising staff, and instructing RN students. I possess strong multi-tasking skills, with ability to simultaneously manage several projects and schedules. Teaching is my passion, with the insight to discover how my patients and/or students learn best. I love to learn new things and am goal and efficiency focused.

### CONTACT

kellycominsky@yahoo.com

(330-209-4302)

581 State Route 95

Loudonville, Ohio 44842

### ACTIVITIES AND INTERESTS

- Church • Family • Reading
- Hiking • Travel/Camping
- Volunteering to help with my children's activities/sports

## EXPERIENCE

### ADJUNCT CLINICAL INSTRUCTOR, NORTH CENTRAL STATE COLLEGE

JANUARY 2021 – PRESENT

- Instruct clinical in the med/surg setting.

### CHART AUDITOR, SHILOH MEDICAL SERVICES

OCTOBER 2020 – PRESENT

- Audit patient charts that have been seen in the emergency department at various hospitals around the country looking for 'potential misses' of patients that were discharged that met admission criteria.

### CLINICAL EDUCATION STAFF, ASHLAND UNIVERSITY

AUGUST 2015 - PRESENT

- Instructs labs and clinicals for junior and senior level courses for a BSN prepared nursing program.
- Courses include: 301 Health Assessment, 304 & 306 Foundations of Nursing, 311 & 312 Med/Surg Nursing, 410 Complex Health, 420 Community Health, & 435 Capstone.
- Clinicals instructed at Ohio Health Mansfield, Wooster Community Hospital, Cleveland Clinic Medina, and UH Samaritan hospitals.

### UNIT MANAGER, HENNIS CARE CENTRE OF DOVER

JANUARY 2013 - AUGUST 2015

- Unit manager for a 44-bed unit of skilled and long-term residents.
- House supervisor for the facility, including 4 units and 151 beds/residents.
- Scheduled all employees (RNs, LPNs, PCAs, housekeepers, etc.) for the facility.
- Infection control, fall logs, interviewing, wound documentation, employee evaluations, resident care conferences, computer software superuser, continuous quality improvement meetings, etc.

### ADJUNCT CLINICAL INSTRUCTOR, KENT STATE UNIVERSITY

AUGUST 2012 - DECEMBER 2012

- Instructed foundation level clinicals in an ADN nursing program.



## KELLY COMINSKY, MSN

### RN

CLINICAL EDUCATION STAFF

### TITUS 2:7 ESV

Show yourself in all respects to be a model of good works; and in your teaching show integrity and dignity.

### CONTACT

kellycominsky@yahoo.com

(330-209-4302)

581 State Route 95

Loudonville, Ohio 44842

### REFERENCES

Given upon request

## REGISTERED NURSE, GENERAL AND ORTHOPEDIC SURGERY DIVISION, MASSILLON COMMUNITY HOSPITAL

SEPTEMBER 2000 - APRIL 2004

- RN delivering patient care to pre and post-operative patients receiving general (abdominal) and orthopedic surgeries; as well as nonsurgical (medical) patients.
- Assessments, critical thinking, interpreting lab values, collaborating with physicians and the interdisciplinary team, IVs, medication administration, treatments, etc.

## EDUCATION

### MASTER IN NURSING EDUCATION

WALDEN UNIVERSITY, MINNEAPOLIS, MINNESOTA

FEBRUARY 2021

4.0 GPA

### BACHELOR IN SCIENCE OF NURSING

KENT STATE UNIVERSITY, KENT, OHIO

MAY 2012

CUM LAUDE

### ASSOCIATE IN SCIENCE OF NURSING

KENT STATE UNIVERSITY, KENT, OHIO

AUGUST 2000

## CONTINUING EDUCATION

- Annual simulation lab via AU CON – 2015 to present
- Annual clinical instructor training via AU CON – 2015 to present
- Annual Ohio law review – focusing specifically on for clinical instructors/student via AU CON – 2015 to present
- Annual clinical skills review via Ohio Health Mansfield and UH Samaritan (and also Cleveland Clinic when instructing at that location).
- BLS certified

## CIVIC/COMMUNITY

### **LOUDONVILLE SWIM TEAM**

AUGUST 2015-PRESENT

- Secretary/Board Member – 2019 to present
- Volunteer timer/stats runner – 2015 to present

## KEY SKILLS AND CHARACTERISTICS

Strong interpersonal & communication skills • MS Office Suite  
• Passion for teaching • Ability to work collaboratively as part of a team • Problem Solving • Leadership • Meticulous attention to detail • Excellent Organizational skills • Poised under pressure



**Anna M. Plank**

342 Buena Vista Ave  
Ashland, OH

Phone: 419.606.4015

E-mail: anna.plank1@gmail.com

**Work Experience**

**August 2021-present** Registered Nurse, MSN Assistant Professor of Nursing  
North Central State College- Health Sciences  
Mansfield, OH

Faculty for senior level Associate degree nursing students.

**August 2019-2021** Registered Nurse, BSN Adjunct Faculty  
North Central State College  
Mansfield, OH

Registered nurse in role of adjunct faculty at state university. Responsible for clinical experiences and evaluation for students pursuing Associate degree in Nursing.

**August 2018- 2021** Registered Nurse, BSN Clinical Education Staff  
Ashland University Dwight Schar College of Nursing  
Mansfield, OH

Registered nurse in role of clinical education staff at private university. Responsible for completing lab, clinical and simulation experiences for undergraduate nursing students pursuing Bachelor of Science in Nursing under the direction of lead faculty. Participated in CCNE accreditation process for Baccalaureate nursing program in 2020. Member of CARES team, providing support to students affected by Covid-19.

**2017- 2019** Registered Nurse, BSN University Hospitals Samaritan Medical Center  
Ashland, OH

Registered nurse in contingent capacity at community hospital emergency department.

- Utilize physical and behavioral assessment skills to facilitate care of patients.
- Provide education on health conditions and disease processes using interpersonal communication skills.
- Triage and prioritize in accordance with Emergency Severity Index tool.

Resume: Anna M. Plank

**2017- 2018 After Hours On-Call Registered Nurse, BSN  
Hospice of North Central Ohio Ashland,OH**

Registered nurse functioning as part of an interdisciplinary team to manage patients with limited life expectancy and terminal illness.

- *Utilization of extensive knowledge of disease processes to assist, identify, analyze and resolve changes/complications of disease progression.*
- *Work in partnership with clinicians, social workers as part of interdisciplinary team to develop plan of care and problem resolution*
- *Provide educational and emotional support for patients and families to ease transition of disease process through end of life.*

**March-June 2016 Travel Registered Nurse, BSN Onward Healthcare Orange Park, FL**

13-week emergency department assignment at Orange Park Medical Center which holds Level II Trauma Center status. Functioned in role as full-time registered nurse in 42 bed emergency department. Assignment took place during temporary leave from non-profit employer during period of decreased funding.

**2015-2017 Medical Clinic Coordinator, Registered Nurse, BSN Viola Startzman Clinic  
Wooster, OH**

Registered nurse in a free clinic setting providing medical care and assistance to low income residents of Wayne County. Direct nursing tasks including obtaining medical history, physical assessment, phlebotomy and assisting with medication assistance applications. Overseeing day to day operation of medical clinic and flow of patient appointments, as well as supervising nursing staff.

- *Implementation of QA/QI standards in compliance with Rural Health Clinic accreditation*
- *Coordinate resources to promote wellness and education in form of educational materials as well as monthly education sessions*
- *Organize inventory, documentation and disbursement of medications through the Ohio Drug Repository program in accordance with Karon's Law*
- *Coordinate with universities to observe, supervise and precept BSN students in clinic setting*

**2006 Nurse Educator, Wayne County Career Center Smithville,OH**

Licensed Technical Educator for LPN Nursing program

- *Providing education and practical knowledge application for adults pursuing a career in the nursing field*

Resume: Anna M. Plank

**2005-2015 Registered Nurse, BSN Wooster Community Hospital Wooster,OH**

Staff nurse in emergency room setting. Fulfill charge nurse role as needed, overseeing patient flow and coordinating resources to optimize efficiency in emergency department. Proficient physical and behavioral assessment skills while utilizing interpersonal communication and conflict resolution training. Educate patients and family members regarding health conditions, disease processes with emphasis on prevention and transmission, and coordination & accessibility of community health services. Implementation of privacy of health care information in accordance with HIPAA.

- *BLS, ACLS, PALS certifications for basic, adult, and pediatric CPR and advanced life support*
- *Orientation and preceptorship of new staff and paramedic/nursing students, as well as helping to coordinate educational resource materials*
- *Proper identification and utilization of the various types of standard and isolation precautions, blood borne pathogens and proper donning and doffing of personal protective equipment*
- *Participation in mass casualty and disaster training using the principals of the Incident Command System*

**2004-2005 Registered Nurse, BSN Samaritan Regional Health System Ashland,OH**

Staff nurse in Intensive Care Unit

- *Fulfillment of nursing duties in an intensive care setting*

**2002-2004 Registered Nurse, BSN Licking Memorial Hospital Newark,OH**

Staff nurse in emergency room department of community hospital.

- *Provided nursing care in an emergency room setting*
- *Completed critical care fellowship program*

**Community Involvement****2019-present Cub Scouts of America Den Leader****2016 – 2018 Ashland County Cancer Association Board Member**

- *2016 Secretary of Board*

**2007- present Technical Director for Musical Theater Ashland City Schools**

Technical director for Ashland High School's musical theater. Advise and oversee the design and construction for yearly musical theater performance occurring in February of each year. Supervising and interacting with over 100 high school students throughout several months of preparation, rehearsal and performances.

- *Recognized by Ashland High School Theater Hall of Fame in 2014 for years of service, dedication and commitment to students*

Resume: Anna M. Plank

## Education

### 2019-2021 Western Governor's University Salt Lake City, UT

- *Master of Science in Nursing-education*

### 1998 – 2002 University of Toledo/Medical College of Ohio Toledo,OH

- *Bachelor of Science in Nursing*
- *Graduated Magna Cum Laude*
- *University Representative for Student Nurse Association*

### 1994 – 1998 Ashland High School Ashland,OH

- *Graduated with honors*

## Certifications

- ACLS
- PALS
- BLS

## Professional Organizations

- Sigma Theta Tau- Zeta Theta Chapter at Large Toledo,OH
- Sigma Theta Tau-Psi Upsilon Chapter Western Governor's University

# SHELBY STOUT

1250 Oakridge Ct Mansfield, OH 44906 · 419-543-3115

[ShelbyStout@yahoo.com](mailto:ShelbyStout@yahoo.com)

A caring and dedicated Registered Nurse that recognizes the importance of thorough initial and ongoing nursing education.

## EXPERIENCE

### AUGUST 2021 – PRESENT

**PRACTICAL NURSING FACULTY**, NORTH CENTRAL STATE COLLEGE

PRACTICAL NURSING FACULTY IN CERTIFICATE PROGRAM INVOLVING DIDACTIC, LABORATORY AND CLINICAL INSTRUCTION.

### OCTOBER 2016-JULY 2021

**BSN, RN, MDS COORDINATOR**, LIBERTY NURSING CENTER OF MANSFIELD

COORDINATION RESIDENT ASSESSMENT (RAI) PROCESS FOR 90-BED SNF, INCLUDING CREATING AND MAINTAINING INDIVIDUALIZED CARE PLANS AND PROVIDING EDUCATION AND SUPPORT FOR NURSING DEPARTMENT.

### SEPTEMBER 2019 – CURRENT

**ADJUNCT CLINICAL INSTRUCTOR**, NORTH CENTRAL STATE COLLEGE

PROVIDING CLINICAL INSTRUCTION TO FIRST-YEAR RN STUDENTS IN THE SKILLED NURSING FACILITY AND ACUTE CARE SETTING.

### MAY 2020 – OCTOBER 2020

**CASE MANAGER**, ANTHEM, INC.

PROVIDING REMOTE COORDINATION AND EDUCATION TO MEMBERS ON BENEFITS, SERVICES, PREVENTION AND DISEASE MANAGEMENT

### OCTOBER 2007 – OCTOBER 2016

**MULTIPLE POSITIONS**, LEXINGTON COURT CARE CENTER

POSITIONS HELD INCLUDE BEGINNING AS DIETARY AIDE, PROGRESSING TO STNA, STAFF RN UPON GRADUATING WITH RN LICENSURE IN 2012, ADON, AND DIRECTOR OF NURSING

### MARCH 2015-MARCH 2016

**CASE MANAGER**, OHIO DISTRICT 5 AREA AGENCY ON AGING

PROVIDING CLINICAL INSTRUCTION TO PRIMARILY FIRST-YEAR RN STUDENTS IN THE SKILLED NURSING FACILITY AND THE MEDICAL-SURGICAL HOSPITAL SETTING.

**JAN 2014 – JULY 2014**

**STAFF RN**, MEDCENTRAL HEALTH SYSTEM

STAFF ED NURSE, PROVIDING ACUTE CARE TO ALL POPULATION GROUPS.

## EDUCATION

**JUNE 2021**

**MSN**, GRAND CANYON UNIVERSITY

MSN with an emphasis in Nursing Education – Completed 6/16/21

**MAY 2015**

**BSN**, MOUNT VERNON NAZARENE UNIVERSITY

Magna Cum Laude

**JUNE 2012**

**AAS, REGISTERED NURSING**, NORTH CENTRAL STATE COLLEGE

## LICENSURE

**REGISTERED NURSE**, OHIO BOARD OF NURSING

License # 382810, licensed 7/11/12

**REGISTERED NURSE**, CONNETICUT BOARD OF NURSING

License # 164182, licensed 9/4/19

**REGISTERED NURSE**, NEW JERSEY BOARD OF NURSING

License #26NR21351300, licensed 9/20/19

**REGISTERED NURSE**, VIRGINIA BOARD OF NURSING

License #0001290473, licensed 9/18/19

## CERTIFICATIONS

**BLS FOR HEALTHCARE PROVIDERS**, AMERICAN HEART ASSOCIATION

Expiration 07/2022

**ACLS**, AMERICAN HEART ASSOCIATION

Expiration 08/2022

# Crystal L. Scott

Case Management Manager

4065 State Route 98  
 Bucyrus, Ohio 44820  
 (419) 617-2379  
 crystal.scott1968@gmail.com

Nursing leader with extensive experience in organizing and directing multi-disciplinary personnel. Proven ability and comprehensive knowledge of healthcare operations, nursing administration, patient care delivery systems, budget development/implementation, human resource management including mentoring and role development. Highly motivated and organized to complete projects promptly and efficiently. Experienced with process improvement initiatives.

## EXPERIENCE

### Avita Health System - Case Management Manager

September 2020 - Present

Daily supervision of case managers, social workers, crisis intervention and discharge planning employees. Data extraction includes readmission and utilization review metrics and MCG reporting for clinical indications. Responsibilities include maintaining and reporting departmental metrics, maintaining departmental schedules and budget.

### North Central State College - Clinical Adjunct Faculty

January 2021- May 2021

Supported student learning, provided beneficial feedback, and clinical instruction to first year nursing students.

### Avita Health System, Galion — Patient Relations Manager

July 2019 - September 2020

Assist the Director of Risk Management/Patient relations with written and verbal follow up with patients, concerning grievances or complaints. Maintain process improvement data.

### OhioHealth, Marion — Clinical Outcomes Manager/STEMI Coordinator

May 2019 - July 2019

Managed the collection and analysis of clinical outcomes data in order to develop clinical process improvement initiatives for the cardiology service line and vascular service line. Collected and presented the STEMI patient data to the cardiology committee.

### OhioHealth, Hardin Memorial— Director of Nursing

January 2016 - May 2019

Responsible for all aspects of financial, human, quality functions ensuring an efficient and viable department in collaboration with the CNO, senior leadership and the medical staff. Departments include operating room, recovery room, department of outpatient surgery, endoscopy, medical-surgical, ICU, urgent care and emergency department.

## SKILLS

Time Management  
 Problem Solving  
 Customer Service  
 Leadership  
 Data Collection

## Certification

Nurse Executive Advanced  
 Board Certified -(NEA-BC)

AHA Advanced Cardiac Life  
 Support exp. 2021

AHA Basic Life Support  
 exp. 2021

Hospital Emergency Response  
 Training - NIMS IS-00700.a.  
 IS-00200.HCa. IS-00100.HCb

## AWARDS

OhioHealth Prism Nominee

Ross Heart Award

**OhioHealth, Mansfield Hospital - Nurse Manager**

September 2012-January 2016

Responsible for the overall daily planning, organization, direction and evaluation of clinical operations and clinical practice of the Endoscopy and Short ERm Care Departments. Managed operation budgets of each department totaling \$2,072,903. Facilitated quality care investigations, audits from end to end and collected data for reporting.

**OhioHealth, Shelby Hospital - Staff Nurse**

October 2006 - September 2012

Circulated all OR procedures, scrub nurse for general, podiatry, endoscopic, gynecological and orthopedic procedures. Charge Nurse, Super User for OR charting system. Assisted management with daily financial billing responsibilities.

**OhioHealth, Mansfield Hospital - Staff Nurse**

April 2006 - October 2006

Provided direct care and recovery of the surgical cardiac patients.

**Trustaff - Travel RN**

June 2005 - April 2006

Provided care of the post open heart patient and post intensive care patient.

**Ohio State University Wexner Medical Campus - Staff Nurse**

August 2004 - February 2006

Provided direct care of the post open heart patient.

**EDUCATION****Akron University - Legal Nurse Consultant Certificate**

May 2020 - June 2020

**Franklin University, Columbus — Master of Healthcare Administration**

February 2014 - May 2015

**Ohio University, Athens — Bachelor of Science in Nursing**

September 2010 - June 2012.

**Ohio State University - CardioVascular Internship**

August 2004 - November 2004



**Marion Technical College, Marion - Applied Associates in Nursing**

September 2002 - June 2004

**PROJECTS**

**Hardin Urgent Care — Operational Owner**

Operational owner for implementing an in hospital urgent care.

**Lean Daily Management — Process Owner**

Process owner for implementing LEAN hospital wide and Key Process Indicator (KPI) boards in 8 departments.

**Pulmonary Telemedicine — Operational Owner**

Operational owner for implementation of pulmonary telemedicine appointments .

**Nursing Pharmacy Committee — Chair**

Chairperson for the nursing- pharmacy committee of 11 hospitals.

**Hardin Collaborative — Chair**

Chairperson for implementation of county wide collaboration of SNFs, Department of Health, Council on Aging, Home Health organizations to provide networking opportunities for those who provide care to the residents of Hardin County.

References available upon request

## Kelly Gray DNP, RN, CNE, FAADN

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### *Personal Data*

823 Ridge Bailey Lakes Road Ashland, Ohio 44805  
 Phone/Home: 419-908-4013  
 Phone/Work: 419-755-4823  
 Fax/Work: 419-755-5630  
 e-mail: [kgray@ncstatecollege.edu](mailto:kgray@ncstatecollege.edu)  
 Registered Nursing Licensure: Ohio (current)

### *Educational Degrees*

Doctor of Nursing Practice  
 Walsh University, North Canton, Ohio  
 Graduated: May 2015

Master of Science  
 Major: Nursing  
 Focus: Education  
 The Ohio State University, Columbus, Ohio  
 Graduated: June 1990

Bachelor of Science in Nursing  
 The Ohio State University, Columbus, Ohio  
 Graduated: June 1988

Nursing Diploma  
 Mansfield General Hospital School of Nursing, Mansfield, Ohio  
 Graduated: June 1984

### *Leadership Training*

Leadership Ashland Class of 2016  
 Utrecht University International Nursing Leadership Summer School 2014  
 National League for Nursing LEAD 2012

### *Clinical Experience*

March 1991- March 1997	Infection Control Practitioner Samaritan Hospital Ashland, Ohio
June 1985- March 1991	Operating Room Circulating Nurse/Nurse Educator Samaritan Hospital Ashland, Ohio
June 1984- June 1985	Medical -Surgical Staff Nurse Samaritan Hospital Ashland, Ohio

**Kelly Gray DNP, RN, CNE, FAADN**

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***Academic Experience***North Central State College  
Mansfield, Ohio

January 2021-present  
 January 2017-December 2020  
 July 2013-December 2016  
 June 2011-December 2016

Vice President for Academic Services  
 Dean Health Sciences  
 Assistant Dean Health Sciences  
 Director of Nursing Programs

January 2000- June 2011

Associate Professor of Nursing, Associate Degree  
 Nursing Program, Student Nurse Association  
 Advisor (2005-2011)

March 1997- December 2000

Associate Professor in Nursing, Practical Nursing  
 Program

June 1994- March 1997

Adjunct Faculty, Associate Degree Nursing  
 Program

Ashland University  
Ashland, Ohio

Fall 1996, Spring 1996, Spring 1993,  
 Fall 1992, Fall 1990

Adjunct Faculty Contracts

The Ohio State University  
Columbus, Ohio

September 1989- June 1990

Graduate Teaching Assistant

***Professional Experience***Professional Service

2016-Current  
 2014-Current  
 2011, 2012

Leadership Ashland Steering Committee  
 Franklin University Nursing Advisory Committee  
 Visiting Nurses Association  
 Distinguished Leaders in Healthcare Selection  
 Committee

2009-2016

Ashland County West Holmes Career Center  
 Health Technologies Advisory Committee

1994-1996

Ohio Rural Communities HIV Prevention Planning  
 Group, Ohio Department of Health

**Kelly Gray DNP, RN, CNE, FAADN**

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Presentations

Understanding Evidence Based Practice

Session 1: 1 CE hour

Session 2: 5 CE hours

Ohio Health Mansfield

Mansfield, Ohio

February 27 and March 13, 2015

“Nursing in Thailand”, Mohican District ONA, 1 CE hour

Mansfield, Ohio

May 3, 2011

Caring for the Congo, Mohican Community Nurses

Loudonville, Ohio

October 10, 2009

Medical Missions & Education: Experience in the Congo, Ohio Organization of Practical Nurse Educators

Columbus, Ohio

May 7, 2009

Caring for the Congo, Mohican District ONA, 1 CE hour

Mansfield, Ohio

May 5, 2009

“Class Acts: Application of Pediatric Growth and Development in the Classroom”, OCADNEA

Poster presentation, 3<sup>rd</sup> Place

April, 2008

Voluntary Protection Program: Hospital Involvement, JCAHO/OSHA Training

Oakbrook Terrace, Illinois

July, 1996

Employee Participation, Region V, VPPPA Chapter Conference

Lisle, Illinois

June, 1994

Blood borne Pathogens: Update, 9<sup>th</sup> Annual National VPPPA Conference

San Antonio, Texas

September, 1993

## Kelly Gray DNP, RN, CNE, FAADN

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### Publication Reviewer

Hill, S. and Howlett, H. (2005). Success in Practical/ Vocational Nursing, Fifth Ed.

Implementing a TB Prevention Program: A Compliance Guide for Healthcare Workers  
ECRI, 1994

### Certification

NLN Certified Nurse Educator  
October 2006-current

CIC, Certification Board of Infection Control  
1993-1999

### Awards

2016 Fellow Academy of Associate Degree Nursing  
2014 North Central State College Commitment to Excellence in Service to the College  
2009 North Central State College TWIN Faculty Award  
2007-2008 North Central State College Faculty Member of the Year  
2007-2008 Ohio Association of Two Year Colleges Outstanding Teacher Nominee

### Professional Organizations

National League of Nursing  
Organization for Associate Degree Nursing  
Ohio Council of Associate Degree Nursing Education Administrators, Chair 2018-2020  
Sigma Theta Tau, Rho Nu Chapter, Vice President (2002)  
Ashland University Nursing Honor Society, 1990-2002  
Association for Professionals in Infection Control and Epidemiology, 1991-1998  
American Association of Occupational Health Nurses, 1991-1997  
Ohio Association for Healthcare Quality, 1991-1997

### *Community Service*

Christ Community Church Youth Ministries Volunteer  
Crestview Schools Lice Check / Classroom Health Education Volunteer  
Crestview Schools Band Chaperone 2004-2009  
Ashland County Cancer Association Board member 2001-2005  
Little Brothers/Little Sisters of Ashland Past Volunteer

**Kelly Gray MS, RN, CNE, FAADN**

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*Nursing Service Trips*

Walsh University, Dr. Judy Kreye  
Nursing in Tanzania  
May 2013

Community of Blessing, Dr. Ken Filbeck  
Chiang Mai Thailand  
June 2010

EFCA Reach Global, Dr. Tom Cairns  
Tandala Medical Center  
Democratic Republic of Congo  
July 2008

Start Up Cost Projection BSN

HLC Program Approval	\$10,000	
Curriculum Development	\$22,067	
Accreditation	\$13,321	
Director of Nursing BSN Portion	\$37,000	
Marketing	\$15,000	
Faculty	\$19,220	
		116,608

Ongoing Yearly Cost Projection

Accreditation	\$2,875	
Faculty	\$22,067	
Director of Nursing	37,000	
		\$61,942

Breakeven Projection

Fiscal Year	2022	2023	2024	2025
Entering Cohort	15	15	15	15
Year 2		12	12	12
Total # of students	15	27	27	27
Income	\$85,050	\$95,130	\$95,130	\$95,130
Profit	\$23,108	\$33,188	\$33,188	\$33,188

## Fiscal Impact Statement for New Degree Programs (BSN)

	Year 1	Year 2	Year 3	Year 4
<b>I. Projected Enrollment</b>				
Head-count full time	15	27	27	27
Head-count part time- <b>this is a full time cohort program</b>	N/A	N/A	N/A	N/A
Full Time Equivalent (FTE) enrollment				
<b>II. Projected Program Income</b>				
Tuition (paid by student or sponsor)				
Expected state subsidy				
Externally funded stipends, as applicable				
Other income (if applicable, describe in narrative section below)				
Total Income	\$85,050	\$95,130	\$95,130	\$95,130
<b>Total Projected Program Income</b>				

**Budget Narrative:**

*(Use narrative to provide additional information as needed based on responses above.)*

The college will see a start-up cost of approximately \$120,000.00. The initial budget will be used for instructional faculty, a director of Nursing (cost shared with the college's RN and LPN programs). The development of the curriculum, and the submission of all documentation needed to obtain institutional as well as program accreditation. As an insight into North Central State College's commitment to curricular integrity, please see the attached excel sheet which displays the budget allotted for accreditation and curriculum, vis a vis what the college is allocating for the marketing of this program.

This budget displays not only our commitment to the quality of our product, but the assurance we have of the demand for our graduates and the need for this program. This supports what was stated in the main narrative under section 1.2 *"The impetus for the development of the program came from a consistent, longstanding, request/urging of the Business and Community advisory committees serving for the Nursing Programs (RN and LPN) at North Central State."*

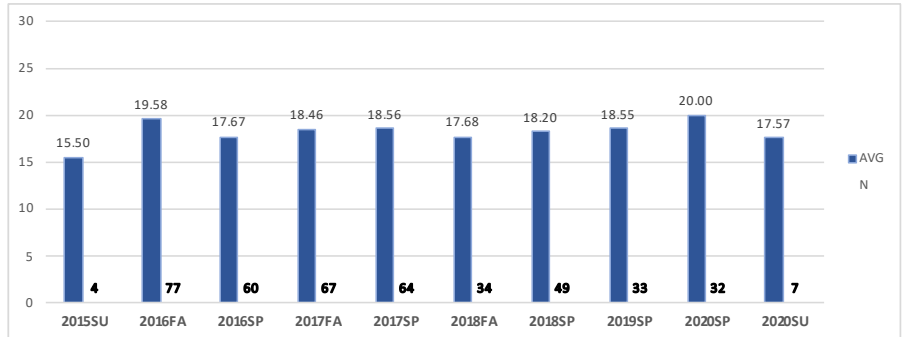


The annual cost of the program after the initial start up will be approximately \$60,000.00- \$65,000.00. These costs will be for the BSN portion of the Director of Nursing position, as well as the full and part time faculty positions that are shared between the LPN, AND, and BSN programs. We are quite confident of the need for this program and our college's ability to fill that need and expand our reach with technically proficient, and compassionate graduates, we will fold the marketing of the program into our overall marketing plan. Consequently, all of the ongoing budget will be focused on personnel and accreditation. Again, please see attached excel document Appendix G.

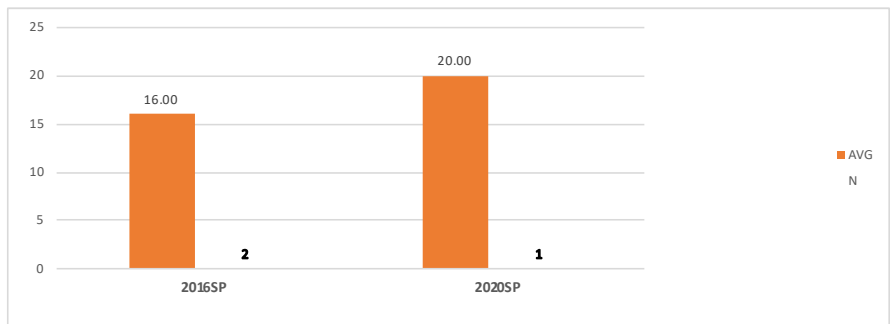
## Outcomes by Program Students

RN ONLY

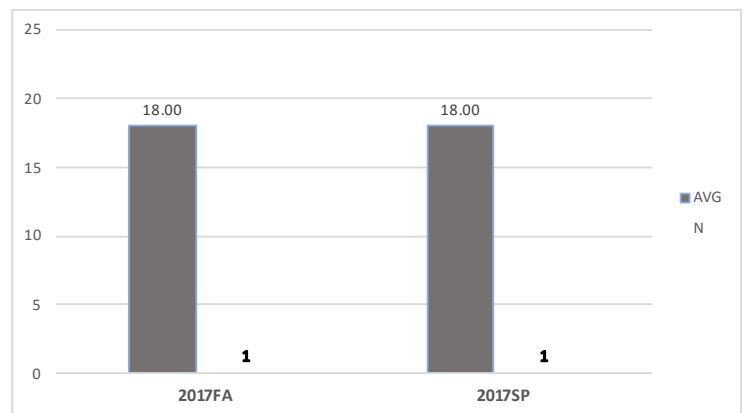
Program		RN.AAS	
Outcome Name		Critical Thinking	
Semester	AVG	N	
2015SU	15.50	4.00	
2016FA	19.58	77.00	
2016SP	17.67	60.00	
2017FA	18.46	67.00	
2017SP	18.56	64.00	
2018FA	17.68	34.00	
2018SP	18.20	49.00	
2019SP	18.55	33.00	
2020SP	20.00	32.00	
2020SU	17.57	7.00	
<b>Grand Total</b>	<b>18.56</b>	<b>427.00</b>	



Program		RN.AAS	
Outcome Name		Information Literacy	
Semester	AVG	N	
2016SP	16.00	2.00	
2020SP	20.00	1.00	
<b>Grand Total</b>	<b>17.33</b>	<b>3.00</b>	

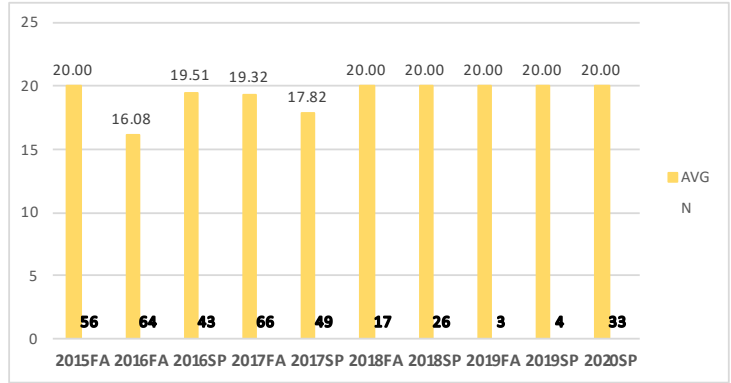


Program		RN.AAS	
Outcome Name		Intercultural Knowledge and Competence	
Semester	AVG	N	
2017FA	18.00	1.00	
2017SP	18.00	1.00	
<b>Grand Total</b>	<b>18.00</b>	<b>2.00</b>	

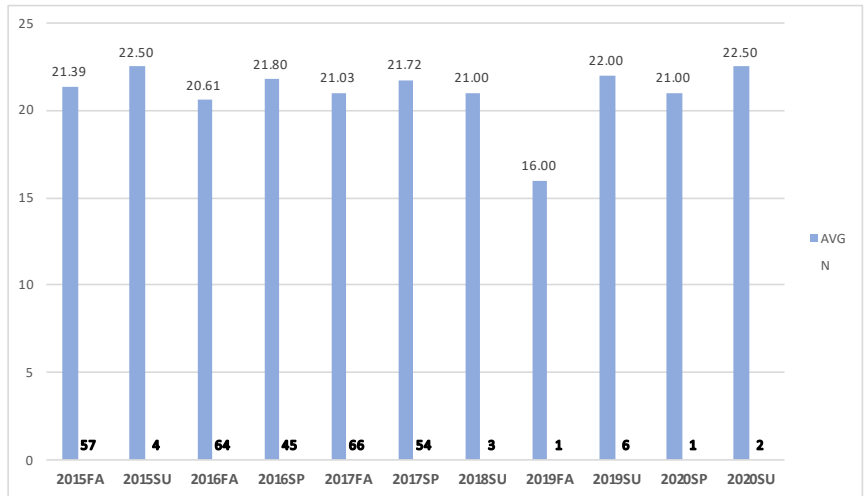


## Outcomes by Program Students

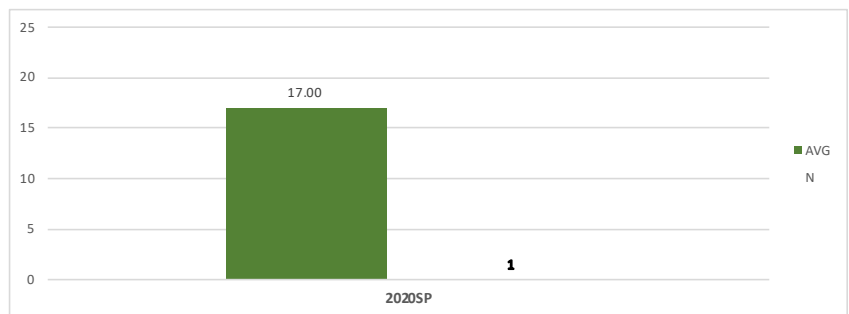
Program		RN.AAS	
Outcome Name		Oral Communication	
Semester	AVG	N	
2015FA	20.00	56	64.00
2016FA	16.08	43	43.00
2016SP	19.51	66	66.00
2017FA	19.32	49	49.00
2017SP	17.82	17	17.00
2018FA	20.00	26	26.00
2018SP	20.00	3	3.00
2019FA	20.00	4	4.00
2019SP	20.00	33	33.00
<b>2020SP</b>	<b>20.00</b>	<b>33</b>	<b>33.00</b>
<b>Grand Total</b>	<b>18.83</b>		<b>361.00</b>



Program		RN.AAS	
Outcome Name		Quantitative Literacy	
Semester	AVG	N	
2015FA	21.39	57	57.00
2015SU	22.50	4	4.00
2016FA	20.61	64	64.00
2016SP	21.80	45	45.00
2017FA	21.03	66	66.00
2017SP	21.72	54	54.00
2018SU	21.00	3	3.00
2019FA	16.00	1	1.00
2019SU	22.00	6	6.00
2020SP	21.00	1	1.00
<b>2020SU</b>	<b>22.50</b>	<b>2</b>	<b>2.00</b>
<b>Grand Total</b>	<b>21.28</b>		<b>303.00</b>

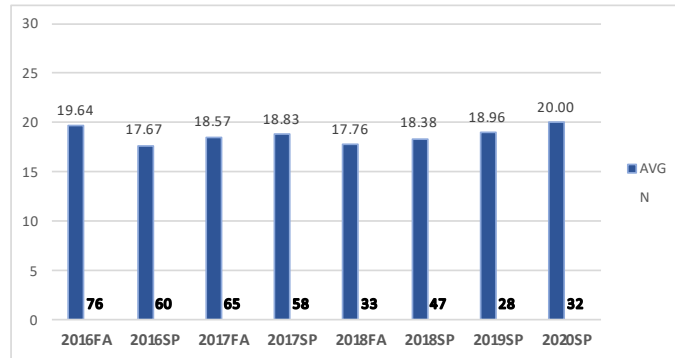


Program		RN.AAS	
Outcome Name		Written Communication	
Semester	AVG	N	
<b>2020SP</b>	<b>17.00</b>	<b>1</b>	<b>1.00</b>
<b>Grand Total</b>	<b>17.00</b>		<b>1.00</b>

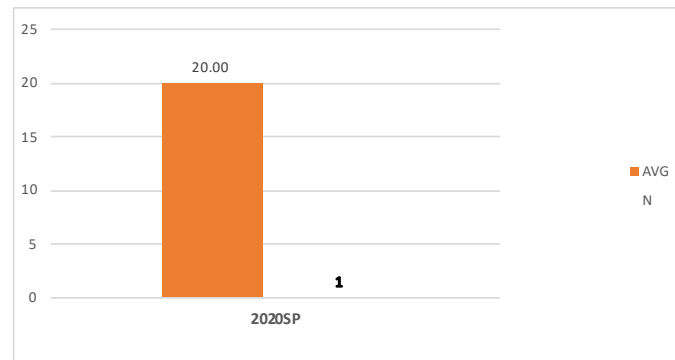


## Outcomes by Course/Department

Outcome Name		Critical Thinking	
account name		Registered Nursing	
Semester	AVG	N	
2016FA	19.64	76.00	
2016SP	17.67	60.00	
2017FA	18.57	65.00	
2017SP	18.83	58.00	
2018FA	17.76	33.00	
2018SP	18.38	47.00	
2019SP	18.96	28.00	
2020SP	20.00	32.00	
<b>Grand Total</b>	<b>18.73</b>	<b>399.00</b>	



Outcome Name		Information Literacy	
account name		Registered Nursing	
Semester	AVG	N	
2020SP	20.00	1.00	
<b>Grand Total</b>	<b>20.00</b>	<b>1.00</b>	

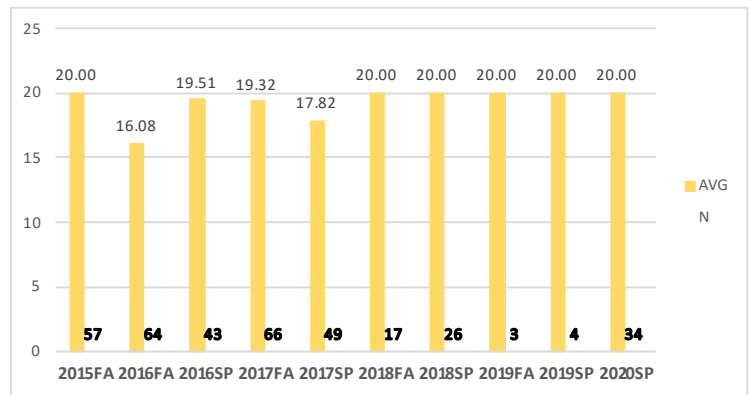


learning outcome		Intercultural Knowledge and Competence	
account name		Registered Nursing	
Semester	AVG	N	
<b>Grand Total</b>			

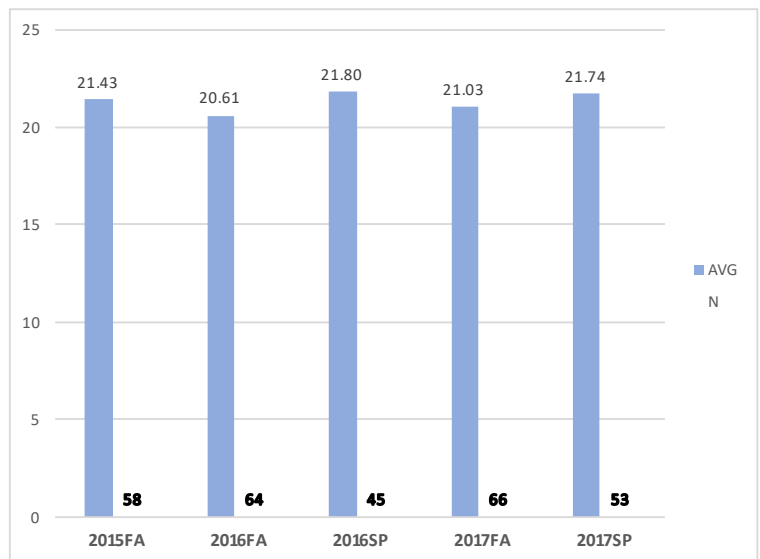


## Outcomes by Course/Department

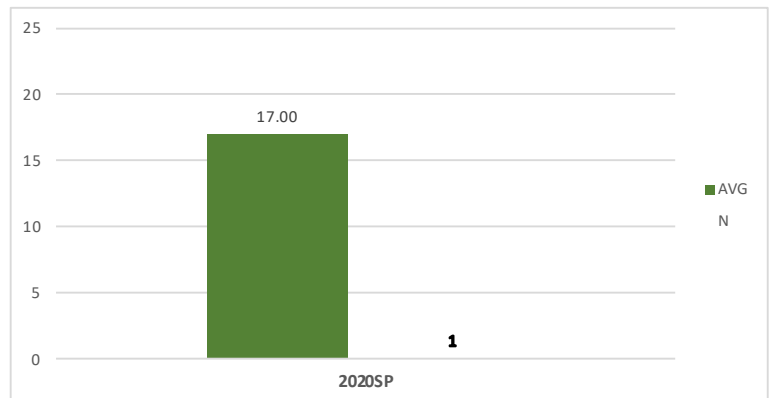
Outcome Name account name	Oral Communication Registered Nursing		
Semester	AVG	N	
2015FA	20.00	57.00	
2016FA	16.08	64.00	
2016SP	19.51	43.00	
2017FA	19.32	66.00	
2017SP	17.82	49.00	
2018FA	20.00	17.00	
2018SP	20.00	26.00	
2019FA	20.00	3.00	
2019SP	20.00	4.00	
2020SP	20.00	34.00	
<b>Grand Total</b>	<b>18.83</b>	<b>363.00</b>	



Outcome Name account name	Quantitative Literacy Registered Nursing		
Semester	AVG	N	
2015FA	21.43	58.00	
2016FA	20.61	64.00	
2016SP	21.80	45.00	
2017FA	21.03	66.00	
2017SP	21.74	53.00	
<b>Grand Total</b>	<b>21.27</b>	<b>286.00</b>	

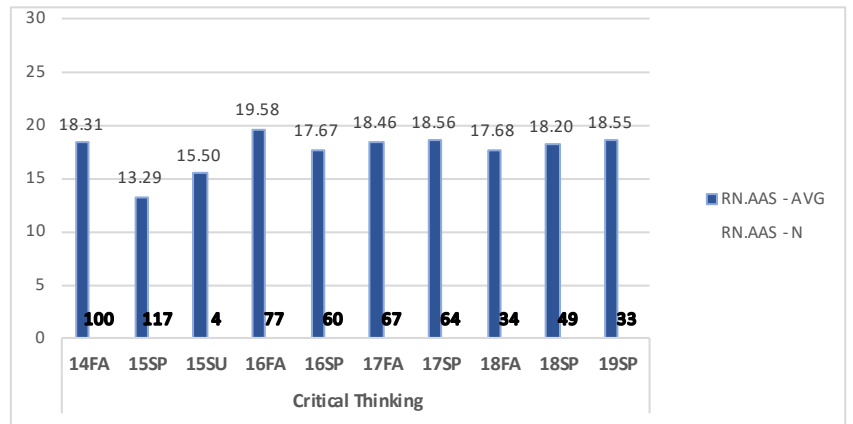


Outcome Name account name	Written Communication Registered Nursing		
Semester	AVG	N	
2020SP	17.00	1.00	
<b>Grand Total</b>	<b>17.00</b>	<b>1.00</b>	

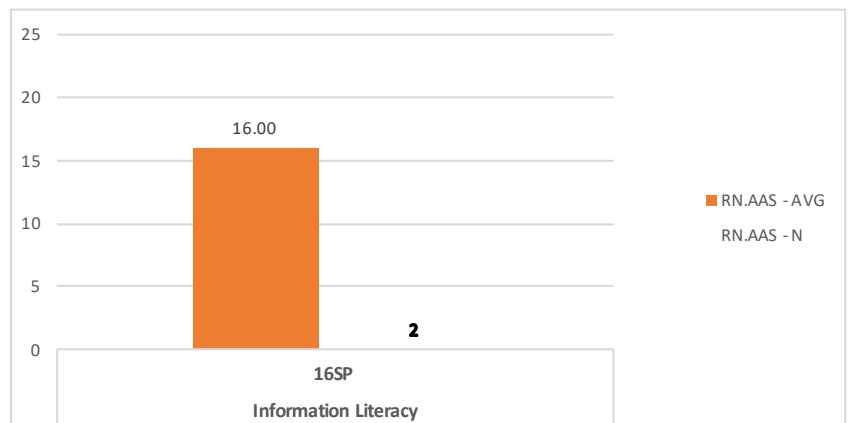


## Outcomes by Program Students

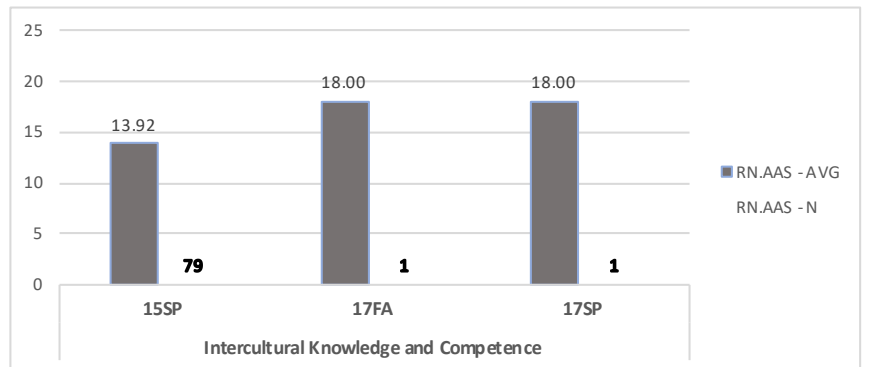
Semester	RN.AAS AVG	N
<b>Critical Thinking</b>	<b>17.43</b>	<b>605</b>
14FA	18.31	100
15SP	13.29	117
15SU	15.50	4
16FA	19.58	77
16SP	17.67	60
17FA	18.46	67
17SP	18.56	64
18FA	17.68	34
18SP	18.20	49
19SP	18.55	33



Semester	RN.AAS AVG	N
<b>Information Literacy</b>	<b>16.00</b>	<b>2</b>
16SP	16.00	2

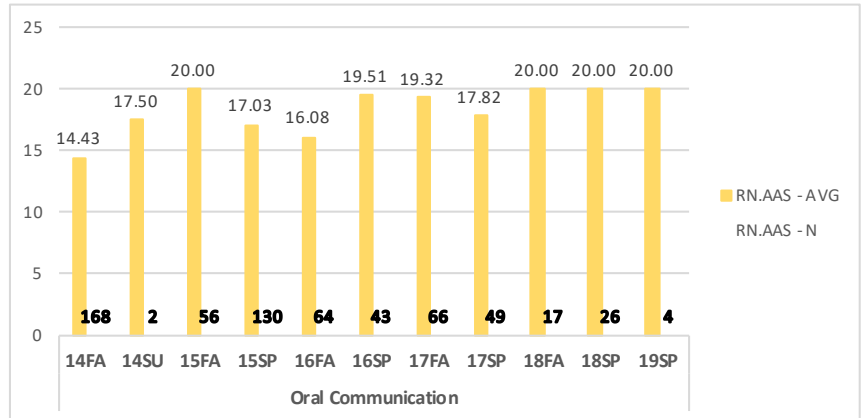


Semester	RN.AAS AVG	N
<b>Intercultural Knowledge and Competence</b>	<b>14.02</b>	<b>81</b>
15SP	13.92	79
17FA	18.00	1
17SP	18.00	1

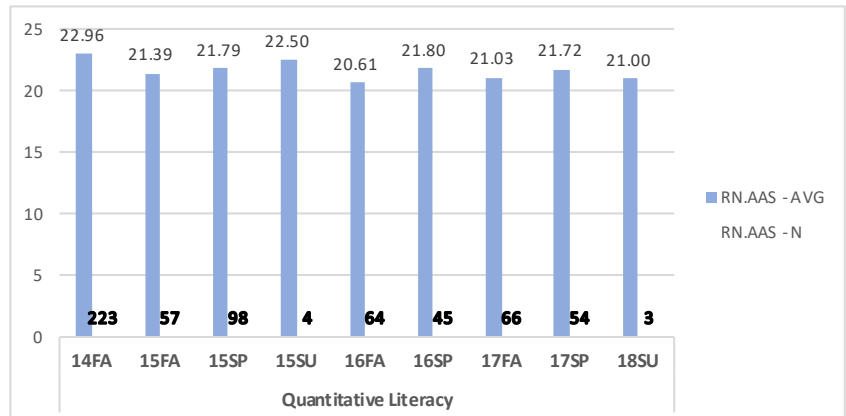


## Outcomes by Program Students

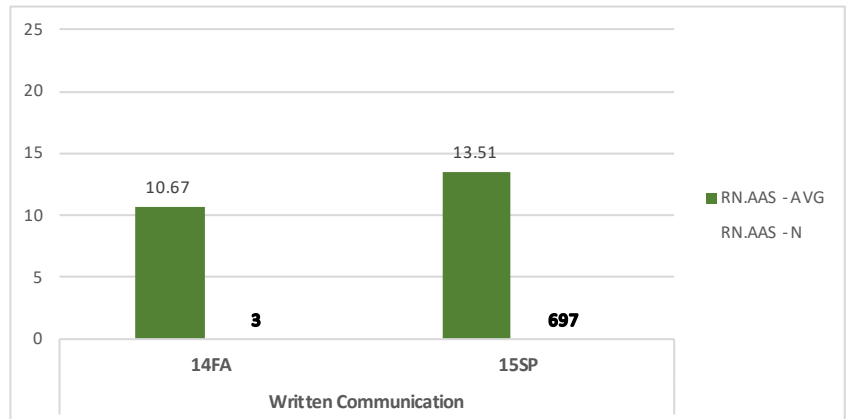
Semester	RN.AAS AVG	N
<b>Oral Communication</b>	<b>17.20</b>	<b>625</b>
14FA	14.43	168
14SU	17.50	2
15FA	20.00	56
15SP	17.03	130
16FA	16.08	64
16SP	19.51	43
17FA	19.32	66
17SP	17.82	49
18FA	20.00	17
18SP	20.00	26
19SP	20.00	4



Semester	RN.AAS AVG	N
<b>Quantitative Literacy</b>	<b>21.97</b>	<b>614</b>
14FA	22.96	223
15FA	21.39	57
15SP	21.79	98
15SU	22.50	4
16FA	20.61	64
16SP	21.80	45
17FA	21.03	66
17SP	21.72	54
18SU	21.00	3

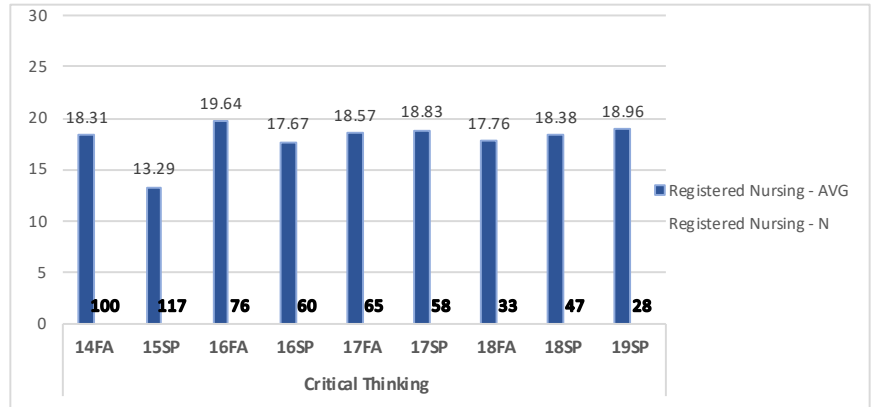


Semester	RN.AAS AVG	N
<b>Written Communication</b>	<b>13.49</b>	<b>700</b>
14FA	10.67	3
15SP	13.51	697

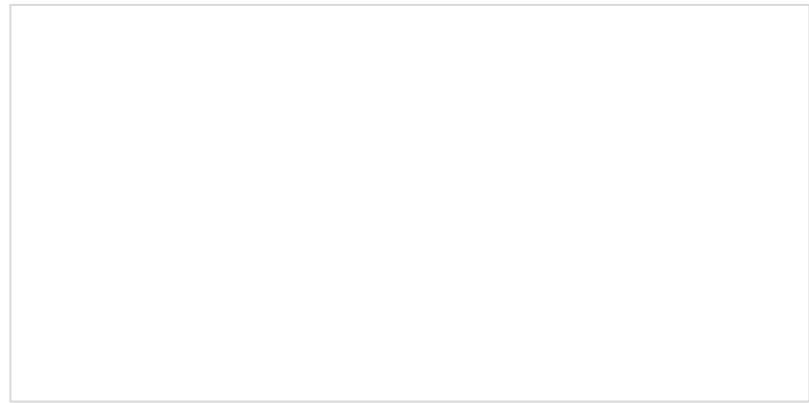


## Outcomes by Course/Department

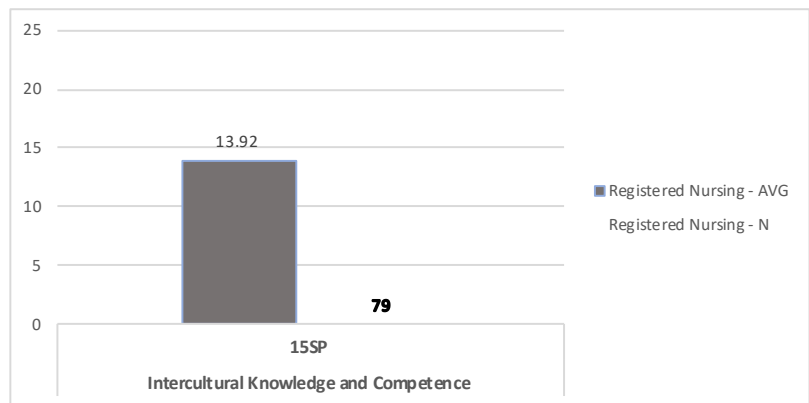
Semester	Registered Nursing AVG	N
<b>Critical Thinking</b>	<b>17.50</b>	<b>584</b>
14FA	18.31	100
15SP	13.29	117
16FA	19.64	76
16SP	17.67	60
17FA	18.57	65
17SP	18.83	58
18FA	17.76	33
18SP	18.38	47
19SP	18.96	28



Semester



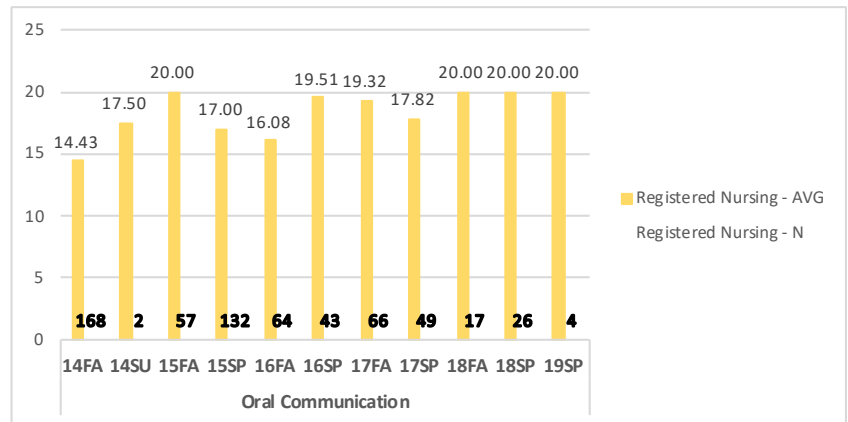
Row Labels	Registered Nursing AVG	N
<b>Intercultural</b>	<b>13.92</b>	<b>79</b>
15SP	13.92	79



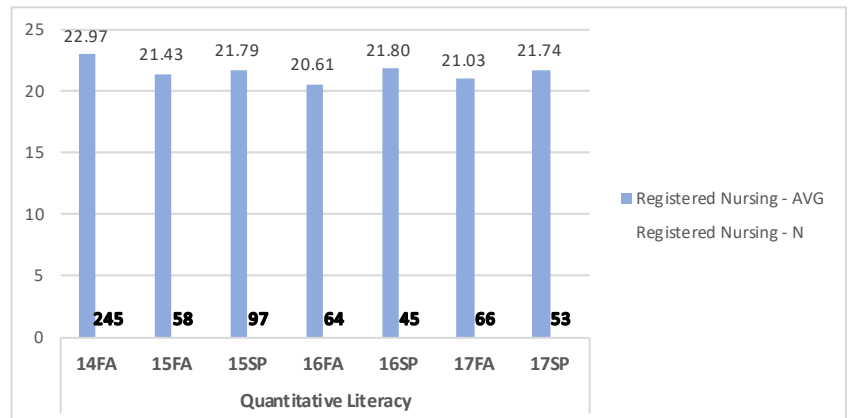


## Outcomes by Course/Department

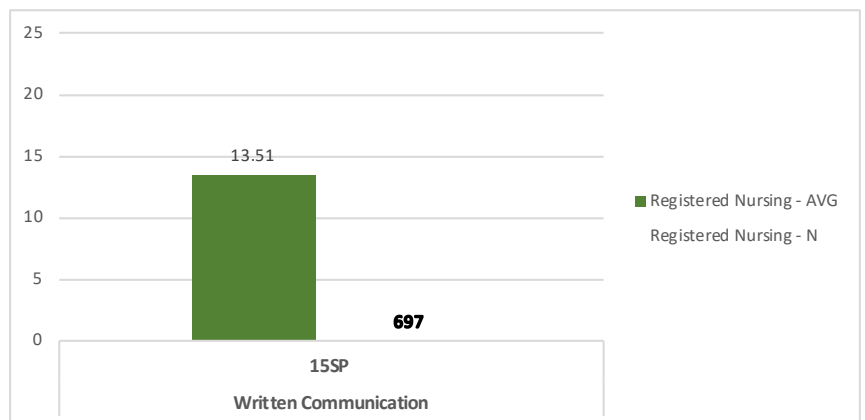
Semester	Registered Nursing AVG	N
<b>Oral Communication</b>	<b>17.20</b>	<b>628</b>
14FA	14.43	168
14SU	17.50	2
15FA	20.00	57
15SP	17.00	132
16FA	16.08	64
16SP	19.51	43
17FA	19.32	66
17SP	17.82	49
18FA	20.00	17
18SP	20.00	26
19SP	20.00	4



Semester	Registered Nursing AVG	N
<b>Quantitative Literacy</b>	<b>22.01</b>	<b>628</b>
14FA	22.97	245
15FA	21.43	58
15SP	21.79	97
16FA	20.61	64
16SP	21.80	45
17FA	21.03	66
17SP	21.74	53



Semester	Registered Nursing AVG	N
<b>Written Communication</b>	<b>13.51</b>	<b>697</b>
15SP	13.51	697



18/19 Program Assessment Report- Senior level								
COURSES:	I. Demonstrate critical thinking in the role of provider of care, manager of care and member of the discipline of nursing.	II. Integrates the nursing process to meet basic human needs of individuals or groups of individuals with common health problems in a variety of settings.	III. Safely performs technical procedures using judgment based on knowledge of bio-psychosocial principles.	IV. Establishes therapeutic relationships with clients and families as an integral part of nursing care.	V. Facilitates cooperative interpersonal relationships with co-workers as a member of the health care team.	VI. Assumes responsibility for self-direction in the on-going process of learning.	VII. Incorporate knowledge of ethical and legal responsibilities and individual limitations in nursing practice	Comments
RNUR2030 RNUR2050 RNUR2070								
Course: <b>RNUR2030/2050</b> Assessment: Final Exam Benchmark: earn at least 77% or higher Faculty: Music/Rose/Stanger /Stevick	RNUR 2030 <b>Fall 2018</b>  38/38 for 100%  <b>Spring 2019</b>  27/30 for 90%  RNUR2050 <b>Fall 2018</b> 21/31 for 68%  <b>Spring 2019</b> 30/38 for 78%							All students will take a comprehensive final at the end of the course.  Action: Students are given the opportunity to review their final exam. This would assist the student in meeting their end of program outcomes.
Course: <b>RNUR2030/2050</b> Assessment: Concept Map		RNUR2030 <b>Fall 2018</b>  57/76= 75%  <b>Spring 2019</b> 51/62= 82%						Two comprehensive map is completed in RNUR2030. One for pediatric and one for Med/Surg/peds. We have given examples of paper. Most students need to resubmit due to lack of following directions or lack of detail in paper.
Benchmark:90% will receive an S/U on the first attempt Faculty : Rose/Music Stanger/Stevick		RNUR2050 <b>Fall 2018</b>  25/31 for 81%  <b>Spring 2019</b> 31/38 for 81%						One comprehensive map is completed in RNUR2050. The S/U % represents the first time the student submits the concept map. Action: It is reviewed and suggestions are made on how to improve. The purpose is to show the student can correlate assessment data to actual or potential patient problems.
Course: <b>RNUR 2030/2050</b> Assessment: Clinical evaluation tool S/U Benchmark: 100 % will receive an S on the evaluation tool. Faculty: Music/Rose Stanger.Stevick			RNUR 2030 <b>Fall 2018</b> 38/38 for 100%  <b>Spring 2019</b> 31/31 for 100%  RNUR2050 <b>Fall 2018</b>  31/31 for 100%  <b>Spring 2019</b>  38/38 for 100%					Completed at the end of the clinical experience and must obtain all of the stated and 50% of unstarred objectives to receive a satisfactory clinically. This tool is subjective and has some limitations on accuracy. However, this tool has been utilized since the program start.  Action: This tool assist the student with keep the student on target for the end of course outcomes. If falling below satisfactory a plan is developed to assist the student to be successful.
Course: <b>RNUR2050</b> Assessment: Process Recording				<b>Fall 2018</b> 24/31 for 77%				This assignment is completed during a mental health rotation. The tool lets the professor and student evaluate their interactions during a 15-20 minute conversation with patients

Benchmark: 75% will obtain an S on the first attempt. Faculty: Rittenour, Parton & Harris				Spring 2019 29/38 for 76%			admitted to a psychiatric facility. The S/U % represents the first time submitted recording.  Action: Results are used to determine how therapeutic communication is developed throughout the program. If first time passes are below a 75%, discussion would take place between freshman and senior level nursing faculty on ways to improve communication skills.
Course: <b>RNUR2050</b> Assessment: Evaluation of Team Leader experience on the clinical unit. Benchmark; 100% will receive an S on this assignment. Faculty: Rose/Music					Fall 2018 31/31 for 100%  Spring 2019 38/38 for 100%		The team leader experience is done 1 time during the clinical rotation course. The S/U % represents their ability to make patient assignments, delegate tasks and evaluate team members. They also include a self-evaluation of their role as the team leader.
Course <b>RNUR2030</b> Health Promotion Teaching Activity Benchmark 77% Stanger./ Stevick					Fall 2018 38/38 for 100%  Spring 2019 31/31 for 100%		This assignment is completed as part of the students community /pediatric clinical The 77% represents the Final teaching plan/teaching project grade, which is graded on a rubric for the community health presentation. The Crestview
							health promotion presentation is satisfactory/ unsatisfactory. During students clinical at the Crestview school system the student develop and teach a health promotion topic presentation which is done during health class. The students also work in groups of 3-5 students to develop a community health Promotion presentation and the class has a health fair at a community site or at the college.
RNUR2070 Legal/ethical Quiz All students will take the Ethical & Legal Issues Quiz  Benchmark: Minimum 77% overall score w/ 100% passing  Adjunct Faculty: Z. Zwahari M. Kamenick						Spring 2018 *Section 901: Avg Score: 85% *Section 902: Avg Score: 83% *Section 903: Avg. Score: 89%  Total Avg: 86%  Spring 2019 Results: * Section: 901 Avg score: 91%  * Section 902 Avg Score 92%  Section 903 Avg Score: 89%  Total Average Score overall: 90.67%	2017-2018 Analysis: This assignment is one that prepares the graduating student for the transition to practice and the implications of potential issues in practice regarding the Law and licensure. <b>Analysis:</b> Average quiz scores have improved 5% from 2017. The quiz reinforces understanding limitations of practice and legal/ethical language. <b>Overall Observation:</b> The course has not been taken seriously by students in the past, believing a 1 hour credit course should not have any work involved. It must remain online to prep students for future work related online & BSN courses as well as maintaining the rigor & expectations required. <b>Action Item:</b> For Spring 2019 new faculty will be teaching the online course with some change in presentation, resources and support to students in an effort to

								<p>reinforce the importance of the course material.</p> <p><b>2018-2019 Analysis:</b>                  Course changes included: Replaced Midterm &amp; Final exam with an analysis paper related to course objectives. Overall score average increased by 7.4% on the quiz. Noted on the quiz that the specific question related to Autonomy, fidelity, Justice, Veracity, Beneficence and Advocacy there is an 85 to 100% pass rate on the question.                  The question regarding the Code of Ethics from the American Nurses Association has a pass rate of 40 to 100%.</p> <p><b>Action Item: Spring 2020</b>                  1. Review didactic materials related to both questions.                  2. Rewrite both questions to fully meet the course objectives as well as the NCLEX test plan related to a graduate nurse understanding legal/ethical obligations for Nursing practice.</p>
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**Reflection question to help you write your comment narrative and choose your benchmarks**

**BASIC PARAMETERS:**

- Your benchmarks should coincide with benchmarks for any external agency you need to report to. DO NOT do double work.
- This first year we are only using two variables- your benchmark and % of students that met the benchmark. If you prefer your benchmark as a number (74% or higher vs. C or higher) obviously you are free to do that. Again, ESPECIALLY if your external accreditor has that benchmark.
- Each faculty member should assess at least one program outcome.
- First year of this you can use 1 assignment in 1 class to measure the outcome if you are allowed to do that from your accrediting agency.
- Subsequent years you will want to use the same assignment across multiple sections to get your numbers up to a data reliable level.

**REFLECTION QUESTIONS: These are only given to help you to reflect, not for you to answer necessarily.**

1. Does my accreditor need different benchmark numbers? SEE parameters above ☺
2. Is there anything unusual about this batch of students I used for the assessment? Example given above \* for PSYC 2010 was actually experienced by a faculty member. Most of the students in a particular human growth and development section on quarters had taken the A & P sequence. It was a fluke; the success rates for the class were through the roof.
3. Do I see a trend on this particular outcome from the previous year? (This is assumed this form will be used in subsequent years)
4. In relation to question above - what did I do differently this year?
5. Is this an introduction class to our program- does that have any impact on success rates?
6. Was the sample size too small? Was it a bad night and all the good students stayed home? (Probably not, but this type of creative brainstorming actually helps us to see patterns that are right in front of our faces that we discount because of their simplicity.

<b>RN.AAS DEGREE PATH</b>	2018-2019 Academic Year	Each course has a specific Clinical Evaluation Tool (CET)				
	Course: RNUR1010 Assessment: CLINICAL Benchmark: 100% Faculty: Woodruff/ Koch/ Francis Semester:FA2018	Course: RNUR1050 Assessment: CLINICAL Benchmark: 100% Faculty: Huff/Koch/ Francis Semester:SP2019	Course: RNUR1070 Assessment: CLINICAL Benchmark: 100% Faculty: Woodruff Semester: SU2018	Course: RNUR2030 Assessment: CLINICAL Benchmark: 100% Faculty: STANGER/ STEVICK Semester: Fall/Spring	Course: RNUR2050 Assessment: CLINICAL Benchmark: 100% Faculty: MUSIC/ ROSE Semester: Fall/ Spring	<b>Comments/Analysis</b> The clinical evaluation tool in nursing directly correlates to the specific Course Outcomes and to the End of Program Student Learning Outcomes (EOPSLO). All student must achieve these outcomes or they do not receive a Satisfactory in Clinical, which means they do not pass the course. The Nursing Program Student Handbook is very clear about expectations for professionalism with stated outcomes if the student behavior does not meet the expectation.
	Please note the use of the Daily Clinical Progress Tool for the Five P's of Clinical: Professional Appearance, Professional Behavior, Preparedness, Punctuality, and Performance	Please note the use of the Daily Clinical Progress Tool for the Five P's of Clinical: Professional Appearance, Professional Behavior, Preparedness, Punctuality, and Performance				The Daily Clinical Progress Tool is used in the first two semesters of the RN.AAs program to incorporate the essential professional/soft skills required for Nursing. This is taught in the skills lab at the beginning of the RNUR1010 semester. This is reviewed with each student at Midterm and End of course and as needed if there are any issues. <b>Please see attached.</b>
<b>Self - Motivation</b>	CET 15.1 Accepts responsibility for clinical assignments	CET 15.1 Accepts responsibility for clinical assignments	CET 15.1 Accepts responsibility for clinical assignments	CET 12.1 Accepts responsibility for clinical assignments	CET 12.1 Accepts responsibility for clinical assignments	
<b>Timeliness</b>	CET 15.6 Reports for clinical experience on time and prepared	CET 15.6 Reports for clinical experience on time and prepared	CET 15.6 Reports for clinical experience on time and prepared	CET 12.4 Reports for clinical experience on time and prepared CET 12.5 Hands in	CET 12. 6 Reports for clinical experience on time and prepared. CET12.9 Reports to	
	CET 15.9 Hands in paperwork on time, thoroughly completed, using proper spelling and grammar	CET 15.9 Hands in paperwork on time, thoroughly completed, using proper spelling and grammar	CET 15.9 Hands in paperwork on time, thoroughly completed, using proper spelling and grammar	paperwork on time, thoroughly completed, using proper spelling and grammar	designated nurse and faculty when leaving the unit. CET 12. 8 Hands in paperwork on time thoroughly completed using proper spelling and grammar.	
<b>Professional Dress</b>	CET 15.4 Adheres to dress and personal attire requirements	CET 15.4 Adheres to dress and personal attire requirements	CET 15.4 Adheres to dress and personal attire requirements	CET 12.3 Adheres to dress and personal attire requirements.	CET 12.4 Adheres to dress and personal attire requirements.	
<b>Conflict Resolution</b>	CET15.12 Accepts guidance and offers suggestions	CET15.12 Accepts guidance and offers suggestions	CET15.12 Accepts guidance and offers suggestions	CET 12.7 Accepts guidance and offers suggestions	CET12.11 Accepts guidance and offers suggestions	
<b>Teamwork</b>	CET 15.11 Relates information to faculty and designated health team member	CET 15.11 Relates information to faculty and designated health team member	CET 15.11 Relates information to faculty and designated health team member	CET 12.6 Reports to designated nurse and faculty when leaving the unit. CET 12. 2 Works cooperatively with the instructor and other health team members	CET 12. 3 Works cooperatively with the instructor and other health team members	
<b>Integrity</b>	CET15.5 Safely performs nursing procedures and maintains competency of fundamental nursing skills throughout semester	CET15.5 Safely performs nursing procedures and maintains competency of fundamental nursing skills throughout semester	CET15.5 Safely performs nursing procedures and maintains competency of fundamental nursing skills throughout semester	CET 10.3 Safely performs nursing procedures according to criteria	CET 12.12 Practices respectable and professional behavior towards instructors, peers, staff, and patients	

<b>Persistence</b>	88 students accepted in Fall 2018 into RNUR1010 I interviewed all students withdrawing up through the middle of October and 100% of the issue or reason for withdraw was due to personal life issues.	RNUR1050 had an initial 63 students begin the term. Persistence from fall to spring = 71.5%	RNUR1070 had an initial 53 students begin the term. Persistence from Spring to summer = 84.1%	50 students persisted to Fall 2018 = 94% Fall 2018/ Spring2019: 69 students total with addition of articulation students.	All Senior students persisted from Fall 2018 to Spring 2019 with 2 not passing in the spring term. Persistence rate to graduation: 54.5%	Based on the definition in the Professor rubric this correlates to completion of the program degree or the ability to persist to the next term.
<b>Initiative</b>	CET 15.8: Completes required nursing care for minimum of two assigned clients	CET 15.8: Completes required nursing care for minimum of two assigned clients	CET 15.8: Completes required nursing care for minimum of two assigned clients	CET 9.2 Cares for more than one small group in a clinical setting CET 10.5 identifies and seeks appropriate assistance when necessary	CET 9.4 Completes client care assignments in an appropriate time.	All nursing students are expected to master Time Management in care of patients as well as performing duties of nursing. This requires skill practice and weekly opportunities for care of different patients to inspire the motivation to do better.
<b>Reliability</b>	See Timeliness and Integrity	See Timeliness and Integrity	See Timeliness and Integrity	See Timeliness and Integrity	See Timeliness and Integrity	
<b>Lifelong Learning</b>	CET 15.2 Actively assumes responsibility for own learning.	CET 15.2 Actively assumes responsibility for own learning.	CET 15.2 Actively assumes responsibility for own learning.	EOPSLO VI: Assumes responsibility for self-direction in the ongoing process of learning.	CET 12.2 Actively assumes responsibility for own learning EOPSLO VI: Assumes responsibility for self-direction in the ongoing process of learning.	
<b>Attitude</b>	CET 15.3 Works cooperatively with instructor and other health team members	CET 15.3 Works cooperatively with instructor and other health team members	CET 15.3 Works cooperatively with instructor and other health team members	CET 12.2 Works cooperatively with instructor and other health team members	CET 12.3 Works cooperatively with instructor and other health team members	All nursing students are expected to Comply with the ANA code for Nurses in the following: Respect Human Dignity Maintain Confidentiality Assumes responsibility and accountability Maintain Competence
						Exercise judgment in seeking consultation and delegating nursing activities to others.
<b>Reflective Listening</b>	CET 3.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology CET 15.7 Actively participates in pre and post conference discussions.	CET 3.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology CET 15.7 Actively participates in pre and post conference discussions.	CET 3.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology CET 15.7 Actively participates in pre and post conference discussions.	CET 2.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology	CET 2.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology	

<b>RN.AAS DEGREE PATH</b>	2018-2019 Academic Year	Each course has a specific Clinical Evaluation Tool (CET)				
	Course: RNUR1010 Assessment: CLINICAL Benchmark: 100% Faculty: Woodruff/ Koch/ Francis Semester:FA2018	Course: RNUR1050 Assessment: CLINICAL Benchmark: 100% Faculty: Huff/Koch/ Francis Semester:SP2019	Course: RNUR1070 Assessment: CLINICAL Benchmark: 100% Faculty: Woodruff Semester: SU2018	Course: RNUR2030 Assessment: CLINICAL Benchmark: 100% Faculty: STANGER/ STEVICK Semester: Fall/Spring	Course: RNUR2050 Assessment: CLINICAL Benchmark: 100% Faculty: MUSIC/ ROSE Semester: Fall/ Spring	<b>Comments/Analysis</b> The clinical evaluation tool in nursing directly correlates to the specific Course Outcomes and to the End of Program Student Learning Outcomes (EOPSLO). All student must achieve these outcomes or they do not receive a Satisfactory in Clinical, which means they do not pass the course. The Nursing Program Student Handbook is very clear about expectations for professionalism with stated outcomes if the student behavior does not meet the expectation.
	Please note the use of the Daily Clinical Progress Tool for the Five P's of Clinical: Professional Appearance, Professional Behavior, Preparedness, Punctuality, and Performance	Please note the use of the Daily Clinical Progress Tool for the Five P's of Clinical: Professional Appearance, Professional Behavior, Preparedness, Punctuality, and Performance				The Daily Clinical Progress Tool is used in the first two semesters of the RN.AAs program to incorporate the essential professional/soft skills required for Nursing. This is taught in the skills lab at the beginning of the RNUR1010 semester. This is reviewed with each student at Midterm and End of course and as needed if there are any issues. <b>Please see attached.</b>
<b>Self - Motivation</b>	CET 15.1 Accepts responsibility for clinical assignments	CET 15.1 Accepts responsibility for clinical assignments	CET 15.1 Accepts responsibility for clinical assignments	CET 12.1 Accepts responsibility for clinical assignments	CET 12.1 Accepts responsibility for clinical assignments	
<b>Timeliness</b>	CET 15.6 Reports for clinical experience on time and prepared	CET 15.6 Reports for clinical experience on time and prepared	CET 15.6 Reports for clinical experience on time and prepared	CET 12.4 Reports for clinical experience on time and prepared CET 12.5 Hands in	CET 12. 6 Reports for clinical experience on time and prepared. CET12.9 Reports to	
	CET 15.9 Hands in paperwork on time, thoroughly completed, using proper spelling and grammar	CET 15.9 Hands in paperwork on time, thoroughly completed, using proper spelling and grammar	CET 15.9 Hands in paperwork on time, thoroughly completed, using proper spelling and grammar	paperwork on time, thoroughly completed, using proper spelling and grammar	designated nurse and faculty when leaving the unit. CET 12. 8 Hands in paperwork on time thoroughly completed using proper spelling and grammar.	
<b>Professional Dress</b>	CET 15.4 Adheres to dress and personal attire requirements	CET 15.4 Adheres to dress and personal attire requirements	CET 15.4 Adheres to dress and personal attire requirements	CET 12.3 Adheres to dress and personal attire requirements.	CET 12.4 Adheres to dress and personal attire requirements.	
<b>Conflict Resolution</b>	CET15.12 Accepts guidance and offers suggestions	CET15.12 Accepts guidance and offers suggestions	CET15.12 Accepts guidance and offers suggestions	CET 12.7 Accepts guidance and offers suggestions	CET12.11 Accepts guidance and offers suggestions	
<b>Teamwork</b>	CET 15.11 Relates information to faculty and designated health team member	CET 15.11 Relates information to faculty and designated health team member	CET 15.11 Relates information to faculty and designated health team member	CET 12.6 Reports to designated nurse and faculty when leaving the unit. CET 12. 2 Works cooperatively with the instructor and other health team members	CET 12. 3 Works cooperatively with the instructor and other health team members	
<b>Integrity</b>	CET15.5 Safely performs nursing procedures and maintains competency of fundamental nursing skills throughout semester	CET15.5 Safely performs nursing procedures and maintains competency of fundamental nursing skills throughout semester	CET15.5 Safely performs nursing procedures and maintains competency of fundamental nursing skills throughout semester	CET 10.3 Safely performs nursing procedures according to criteria	CET 12.12 Practices respectable and professional behavior towards instructors, peers, staff, and patients	

<b>Persistence</b>	88 students accepted in Fall 2018 into RNUR1010 I interviewed all students withdrawing up through the middle of October and 100% of the issue or reason for withdraw was due to personal life issues.	RNUR1050 had an initial 63 students begin the term. Persistence from fall to spring = 71.5%	RNUR1070 had an initial 53 students begin the term. Persistence from Spring to summer = 84.1%	50 students persisted to Fall 2018 = 94% Fall 2018/ Spring2019: 69 students total with addition of articulation students.	All Senior students persisted from Fall 2018 to Spring 2019 with 2 not passing in the spring term. Persistence rate to graduation: 54.5%	Based on the definition in the Professor rubric this correlates to completion of the program degree or the ability to persist to the next term.
<b>Initiative</b>	CET 15.8: Completes required nursing care for minimum of two assigned clients	CET 15.8: Completes required nursing care for minimum of two assigned clients	CET 15.8: Completes required nursing care for minimum of two assigned clients	CET 9.2 Cares for more than one small group in a clinical setting CET 10.5 identifies and seeks appropriate assistance when necessary	CET 9.4 Completes client care assignments in an appropriate time.	All nursing students are expected to master Time Management in care of patients as well as performing duties of nursing. This requires skill practice and weekly opportunities for care of different patients to inspire the motivation to do better.
<b>Reliability</b>	See Timeliness and Integrity	See Timeliness and Integrity	See Timeliness and Integrity	See Timeliness and Integrity	See Timeliness and Integrity	
<b>Lifelong Learning</b>	CET 15.2 Actively assumes responsibility for own learning.	CET 15.2 Actively assumes responsibility for own learning.	CET 15.2 Actively assumes responsibility for own learning.	EOPSLO VI: Assumes responsibility for self-direction in the ongoing process of learning.	CET 12.2 Actively assumes responsibility for own learning EOPSLO VI: Assumes responsibility for self-direction in the ongoing process of learning.	
<b>Attitude</b>	CET 15.3 Works cooperatively with instructor and other health team members	CET 15.3 Works cooperatively with instructor and other health team members	CET 15.3 Works cooperatively with instructor and other health team members	CET 12.2 Works cooperatively with instructor and other health team members	CET 12.3 Works cooperatively with instructor and other health team members	All nursing students are expected to Comply with the ANA code for Nurses in the following: Respect Human Dignity Maintain Confidentiality Assumes responsibility and accountability Maintain Competence
						Exercise judgment in seeking consultation and delegating nursing activities to others.
<b>Reflective Listening</b>	CET 3.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology CET 15.7 Actively participates in pre and post conference discussions.	CET 3.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology CET 15.7 Actively participates in pre and post conference discussions.	CET 3.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology CET 15.7 Actively participates in pre and post conference discussions.	CET 2.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology	CET 2.1 Communicates in a clear and accurate manner, verbally and in writing, using appropriate terminology	



## NORTH CENTRAL STATE COLLEGE

### BSN Completion Degree: 2022-2023

PRE-BSN Completion Program General Education Requirements or Transferred in Equivalencies		
Course Number	Course Title	
BIOL 2751	Human Anatomy & Physiology I	
BIOL 2752	Human Anatomy & Physiology II	
BIOL 1101	Nutrition	
BIOL 1550	Microbiology for Health Professionals	
STAT 1010	Probability and Statistics	
ENGL 1010	English Composition I	
CHEM 1030	Chemistry	
PSYC 1010	Introduction to Psychology	
PSYC 2010	Human Growth and Development	
Up to 35 hours of nursing course equivalency credits may be transferred for prior associate degree credits		

<b>FALL</b>				<b>YEAR ONE</b>
Term	Course Number	Course Title	Prerequisites	Credits
1 <sup>st</sup> 8 Wks	RNUR 3010	Professional Nursing Practice		3
1 <sup>st</sup> 8 Wks	RNUR 3020	Health Assessment and Promotion		4
1 <sup>st</sup> 8 Wks	SOCY 2010	Cultural Diversity and Racism		3
2 <sup>nd</sup> 8 Wks	RNUR3030	Health Informatics		4
2 <sup>nd</sup> 8 Wks	RNUR 3040	Community Health Nursing		4
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>18</b>

<b>SPRING</b>				<b>YEAR ONE</b>
Term	Course Number	Course Title	Prerequisites	Credits
1 <sup>st</sup> 8 Wks	RNUR 4010	Evidence-Based Nursing Practice	ENGL Comp II, STATS 1010	4
1 <sup>st</sup> 8 Wks	RNUR 4020	Interprofessional Concepts		4
2 <sup>nd</sup> 8 Wks	ENGL 1030	English Composition II	ENGL 1010	3
2 <sup>nd</sup> 8 Wks	RNUR 4030	Diversity in Nursing and Health Care		4
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>15</b>

c = Can be concurrent    m = Must be concurrent

<b>SUMMER</b>				<b>YEAR ONE</b>
Term	Course Number	Course Title	Prerequisites	Credits
8 Wks	PSYC 2050	Abnormal Psychology		3
8 Wks	PHIL 1010	Western Philosophy		3
8 Wks	COMM 1010	Speech		3
8 Wks	RNUR 4040	Leadership in Nursing		4
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>13</b>

c = Can be concurrent    m = Must be concurrent

<b>FALL</b>				<b>YEAR TWO</b>
Term	Course Number	Course Title	Prerequisites	Credits
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	<sup>^</sup> Milestone course		<b>Semester Credit Hours</b>	<b>15</b>
<b>TOTAL SEMESTER HOURS</b>				<b>61</b>

The BSN completion program is a four semester program with one clinical rotation course which combines work in an agency (your current agency if employed can be used) with online coursework and discussion about your work within the field.

Students may begin non BSN courses any semester. A minimum grade of 77% is required in BIOL1101, and BIOL1550 to meet prerequisite requirements. A minimum grade of 77% is required in all BSN- RNUR classes in order to meet prerequisite and graduation requirements.

\* Successful completion of a developmental English and mathematics prerequisite requires a grade of C- or above in the course. Developmental English and mathematics course prerequisites can also be attained through placement testing. See the [14-092 Standardized Testing Cutoff Scores](#) chart for specific tests and test scores.

\*\* Mandatory Math Placement - All incoming students will be required to provide ACT scores or take a placement test and based on their scores, students will be placed in appropriate mathematics courses. Successful completion (C- or better) of any math course is required in order to advance to the next higher-level math course.

The College strongly recommends that students be covered by hospitalization insurance, which can be purchased through a private carrier. To obtain a brochure regarding insurance, contact the Student Success Center. (Rm 103 Kee Hall) or call toll free 888-755-4899, ext. 4761 or locally 419-755-4761.

**BSN Nursing Core Credits- 31**  
**General Education Credits-30**



**North Central State College**  
**MASTER SYLLABUS**  
**2022-2023**

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR3010 Professional Nursing Practice
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |                    |                           |                    |                           |
|--------------------|---------------------------|--------------------|---------------------------|
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |
| -----              |                           |                    |                           |
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |

- E. Credit Hours: 3
- F. Pre-requisite(s): Acceptance into the BSN program
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: The course introduces the student to the theoretical framework of the NCSC BSN program, which focuses on servant leadership and interpersonal connectedness in the changing healthcare landscape. The course integrates the practice of empathetic communication while exploring the transition and role of the professional nurse addressing theory and standards of professional practice, contemporary issues in nursing, and legal and ethical considerations for the registered nurse in healthcare practice.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	
Critical Thinking	
Information Literacy	
Quantitative Literacy	

L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Outline the current ethical dilemmas faced in health care and address the major theoretical ethical frameworks (Kohlberg, etc..) that guide health care professionals.	Exam one- this will be assessed by both multiple choice and open ended scenario questions on the exam as well as student's participation in group discussion.
Describe various approaches to professional team building.	Discussion board posting (Substantive engagement rubric used)
Analyze and describe biases brought to the nursing profession that may hinder professional growth.	DEI Discussion board posting (Substantive engagement rubric used)
Synthesize lecture/reading material related to legal precedent and the theoretical ethical frameworks already covered.	Reflection papers on the confluence of law and ethics in the health care field, and paraphrase papers describing several court decisions. Exam II
Create lesson plans to teach associate degree level nursing students the essential components of professional nursing practice.	Lesson plan design, presentation before peers of the lesson. Extra credit (guest lecture in a 1000 level nursing course)
Create mock clinical checklists to be used as a supervisor in the field to orient new nurses.	Group presentations on "new and improved" checklists.
Apply the characteristics of a profession to the discipline of nursing.	Discussion board postings (Substantive engagement rubric used). Final exam

M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

N. Course Assignments:

1. Discussion reflections
2. Exam I
3. Discussion Boards
4. Exam II
5. Final Exam

O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93-100	A	4.00	Superior

90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average
77–79	C+	2.33	Average
73–76	C	2.00	Average
70–72	C-	1.67	Below Average
67–69	D+	1.33	Below Average
63–66	D	1.00	Below Average
60–62	D-	0.67	Poor
00–59	F	0.00	Failure

P. Grading and Testing Guidelines:

1.

Q. Examination Policy:

1. The reasons for which a student will be excused from taking an examination at the appointed time are:
  - a. Hospitalization (with documented verification)
  - b. Death in the immediate family (with documented verification)
  - c. Personal illness or illness in immediate family – (doctor’s excuse required).
2. A student who misses an examination for any reason is responsible for notifying the instructor prior to the exam, if possible, and to make arrangements for making it up. The student will have five (5) calendar days from the date of the exam to schedule a make-up exam. The make-up test will cover the designated outcomes; however, it may consist of a different format and different questions. If the instructor is not notified regarding a missed exam within the allotted time the student will receive an automatic zero (0) on the exam. The test grade will be lowered nine (9) points if missed for reasons other than those above. For the reasons listed above, there will be no penalty for the first test make-up, but the nine (9) point penalty will hold for any following make-ups.

\* See student handbook for policy regarding personal rescheduling of final exam (test).

R. Class Attendance and Homework Make-Up Policy:

1. Class attendance is necessary to acquire the knowledge required to function properly and safely as a nurse. When class is missed, much important information is missed that cannot be obtained from other sources. As a result, the student suffers (less knowledge, lower test scores) and, ultimately, the patient suffers (as the nurse’s knowledge and skills are lessened.) In addition, future employers look with disfavor on those whose attendance is sporadic and/or unreliable. For these reasons, class attendance is important, necessary and will be taken at all classes.
2. All written assignments are to be submitted according to the following guidelines:

- a. Assignments must be written using proper paragraph and sentence construction, grammar, and spelling. If there are more than three errors, the assignment may be returned to the student to be corrected and turned in again before any grade is assigned.
- b. All written assignments are to be submitted on the designated date. Written assignments graded "S" or "U" must be turned in on time or will not be accepted and an automatic "U" will be given for the assignment. Any extension of time for assignments will be determined by the faculty in accordance to circumstances. (See Student Handbook for Written Assignment Policy.)

S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.
2. Students in **RNUR 3010** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the Practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. Students are advised to inform the course coordinator of any special conditions (physical, mental, or learning disability) that will require special accommodation on the first day of the quarter following class.
8. If students have any specific difficulties with the course, they are encouraged to contact the course faculty.
9. Faculty in consultation with the course coordinator have the prerogative to modify the course syllabus, if necessary.
10. Students are invited to attend faculty meetings on a space available basis. Students are not allowed to sit in on the closed sessions where confidential student information is discussed, but are encouraged to join faculty to look at specific program policies and the nursing curriculum. Faculty meetings are usually held every other Wednesday from 8:00 a.m. to 10:00 a.m. Students who wish to attend a meeting should notify the Director of Nursing Programs prior to the meeting.
11. Cell phones, pagers and other electronic devices are to be turned off during all classes. Cell phones, pagers, or any other electronic communication devices are not permitted at clinical sites or during any testing.
12. Student laptops and tablets may be used during class to assist with note taking and classroom work. Any other use is not permitted and will result in this permission being rescinded.
13. Hats/hoods are not permitted to be worn during any testing or at the clinical sites.
14. Classroom Conduct: all students are expected to demonstrate professional and respectful behavior and use language appropriate for the classroom learning experience.

T. College Procedures/Policies:

**Important information regarding College Procedures and Policies can be found on the [syllabus supplement](#) located at**

**<http://catalog.ncstatecollege.edu/mime/download.pdf?catoid=5&ftype=2&foid=3>**



North Central State College  
MASTER SYLLABUS  
2022-2023

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR3020 Health Assessment and Promotion
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |                    |                           |                    |                           |
|--------------------|---------------------------|--------------------|---------------------------|
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |
| -----              |                           |                    |                           |
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |

- E. Credit Hours: 4
- F. Pre-requisite(s): Acceptance into the BSN program
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: This course reviews and further develops the fundamental skills for meaningful communication and assessment skills needed to draw inferences from collected data and identify health promotion interventions for health issues. Specific skills for the nurse to communicate attention to the 'whole' patient and conveying a sense of true caring will be discussed, practiced, and evaluated.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	
Critical Thinking	
Information Literacy	
Quantitative Literacy	

L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Describe the components of a holistic approach to health assessment and promotion.	Discussion board.
Outline the barriers to patient acceptance of health promotion.	Health promotion change poster presentation.
Create a health promotion plan	Case study health assessment and promotion plan.
Identify your own baseline in terms of the areas of health assessment including comprehensive and focused physical, behavioral, psychological, spiritual, socioeconomic and environmental health and illness parameters.	Reflection journal.
Plan a health promotion plan for yourself.	Reflection journal.
Identify the historical changes in health care related to health assessment and promotion.	Discussion board, midterm exam.
Synthesize best practices in health promotion to target a specific health issue.	Health promotion change poster presentation, final exam.

M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

N. Course Assignments:

1. Discussion board
2. Poster presentation
3. Case study
4. Reflection journal
5. Midterm exam
6. Final exam

O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
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93–100	A	4.00	Superior
90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average
77–79	C+	2.33	Average
73–76	C	2.00	Average
70–72	C-	1.67	Below Average
67–69	D+	1.33	Below Average
63–66	D	1.00	Below Average
60–62	D-	0.67	Poor
00–59	F	0.00	Failure

P. Grading and Testing Guidelines:

1.

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1. The reasons for which a student will be excused from taking an examination at the appointed time are:
  - a. Hospitalization (with documented verification)
  - b. Death in the immediate family (with documented verification)
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S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.
2. Students in **RNUR 3020** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes, laboratory, and assigned clinical experiences.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. Students are advised to inform the course coordinator of any special conditions (physical, mental, or learning disability) that will require special accommodation on the first day of the quarter following class.
8. If students have any specific difficulties with the course, they are encouraged to contact the course faculty.
9. Faculty in consultation with the course coordinator have the prerogative to modify the course syllabus, if necessary.
10. Students are invited to attend faculty meetings on a space available basis. Students are not allowed to sit in on the closed sessions where confidential student information is discussed, but are encouraged to join faculty to look at specific program policies and the nursing curriculum. Faculty meetings are usually held every other Wednesday from 8:00 a.m. to 10:00 a.m. Students who wish to attend a meeting should coordinate this with the NC State Chapter of the National Student Nurse Association and should notify the Director of Nursing Programs prior to the meeting.
11. Cell phones, pagers and other electronic devices are to be turned off during all classes and labs. Cell phones, pagers, or any other electronic communication devices are not permitted at clinical sites (unless instructed by clinical faculty) or during any testing.
12. Student laptops and tablets may be used during class to assist with note taking and classroom work. Any other use is not permitted and will result in this permission being rescinded.
13. Hats/hoods are not permitted to be worn during any testing or at the clinical sites.
14. Classroom Conduct: all students are expected to demonstrate professional and respectful behavior and use language appropriate for the classroom learning experience.

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## NORTH CENTRAL STATE COLLEGE

## BSN Completion Degree: 2022-2023

PRE-BSN Completion Program General Education Requirements or Transferred in Equivalencies		
Course Number	Course Title	
BIOL 2751	Human Anatomy & Physiology I	
BIOL 2752	Human Anatomy & Physiology II	
BIOL 1101	Nutrition	
BIOL 1550	Microbiology for Health Professionals	
STAT 1010	Probability and Statistics	
ENGL 1010	English Composition I	
CHEM 1030	Chemistry	
PSYC 1010	Introduction to Psychology	
PSYC 2010	Human Growth and Development	
Up to 35 hours of nursing course equivalency credits may be transferred for prior associate degree credits		

FALL				YEAR ONE
Term	Course Number	Course Title	Prerequisites	Credits
1 <sup>st</sup> 8 Wks	RNUR 3010	Professional Nursing Practice		3
1 <sup>st</sup> 8 Wks	RNUR 3020	Health Assessment and Promotion		4
1 <sup>st</sup> 8 Wks	SOCY 2010	Cultural Diversity and Racism		3
2 <sup>nd</sup> 8 Wks	RNUR3030	Health Informatics		4
2 <sup>nd</sup> 8 Wks	RNUR 3040	Community Health Nursing		4
	<sup>^</sup> Milestone course			<b>Semester Credit Hours 18</b>

SPRING				YEAR ONE
Term	Course Number	Course Title	Prerequisites	Credits
1 <sup>st</sup> 8 Wks	RNUR 4010	Evidence-Based Nursing Practice	ENGL Comp II, STATS 1010	4
1 <sup>st</sup> 8 Wks	RNUR 4020	Interprofessional Concepts		4
2 <sup>nd</sup> 8 Wks	ENGL 1030	English Composition II	ENGL 1010	3
2 <sup>nd</sup> 8 Wks	RNUR 4030	Diversity in Nursing and Health Care		4
	<sup>^</sup> Milestone course			<b>Semester Credit Hours 15</b>

c = Can be concurrent m = Must be concurrent

SUMMER				YEAR ONE
Term	Course Number	Course Title	Prerequisites	Credits
8 Wks	PSYC 2050	Abnormal Psychology		3
8 Wks	PHIL 1010	Western Philosophy		3
8 Wks	COMM 1010	Speech		3
8 Wks	RNUR 4040	Leadership in Nursing		4
	<sup>^</sup> Milestone course			<b>Semester Credit Hours 13</b>

c = Can be concurrent m = Must be concurrent

FALL				YEAR TWO
Term	Course Number	Course Title	Prerequisites	Credits
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	Gen Ed Electives			3
	<sup>^</sup> Milestone course			<b>Semester Credit Hours 15</b>
				<b>TOTAL SEMESTER HOURS 61</b>

The BSN completion program is a four semester program with one clinical rotation course which combines work in an agency (your current agency if employed can be used) with online coursework and discussion about your work within the field.

Students may begin non BSN courses any semester. A minimum grade of 77% is required in BIOL1101, and BIOL1550 to meet prerequisite requirements. A minimum grade of 77% is required in all BSN- RNUR classes in order to meet prerequisite and graduation requirements.

\* Successful completion of a developmental English and mathematics prerequisite requires a grade of C- or above in the course. Developmental English and mathematics course prerequisites can also be attained through placement testing. See the [14-092 Standardized Testing Cutoff Scores](#) chart for specific tests and test scores.

\*\* Mandatory Math Placement - All incoming students will be required to provide ACT scores or take a placement test and based on their scores, students will be placed in appropriate mathematics courses. Successful completion (C- or better) of any math course is required in order to advance to the next higher-level math course.

The College strongly recommends that students be covered by hospitalization insurance, which can be purchased through a private carrier. To obtain a brochure regarding insurance, contact the Student Success Center. (Rm 103 Kee Hall) or call toll free 888-755-4899, ext. 4761 or locally 419-755-4761.

**BSN Nursing Core Credits- 31**  
**General Education Credits-30**



North Central State College  
MASTER SYLLABUS  
2022-2023

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR3030 Health Informatics
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Name:</li> <li>• Office Location:</li> <li>• Office Hours:</li> <li>• Phone Number:</li> <li>• E-Mail Address:</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>• Name:</li> <li>• Office Location:</li> <li>• Office Hours:</li> <li>• Phone Number:</li> <li>• E-Mail Address:</li> </ul> | <ul style="list-style-type: none"> <li>• Name:</li> <li>• Office Location:</li> <li>• Office Hours:</li> <li>• Phone Number:</li> <li>• E-Mail Address:</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>• Name:</li> <li>• Office Location:</li> <li>• Office Hours:</li> <li>• Phone Number:</li> <li>• E-Mail Address:</li> </ul> |
|--|--|

- E. Credit Hours: 4
- F. Pre-requisite(s): Acceptance into the BSN program
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: An examination of the information technology applications to support nursing practice and the clinical information systems utilized in health care. The focus will include how these processes impact patient safety and healthcare outcomes.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	
Critical Thinking	
Information Literacy	
Quantitative Literacy	

L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Define the impact of digital information management on the role of the nurse.	Discussion posts, midterm exam questions.
Apply technology and information management tools to support safe processes of care and evaluate impact on patient outcomes.	End of semester research paper, discussion posts.
Use and evaluate information management technologies for patient education.	Midterm presentation- mock patient education exercise.
Evaluate information and information sources critically while incorporating selected information into professional knowledge base.	End of semester research paper.
Display proficiency in the use of technology and information systems to communicate, manage knowledge, mitigate error, and support decision making for safe practice.	Reflection journal outlining system used in clinical site and possible flaws in the communication flow that might affect safety.
Extract digital resources from a variety of software, and integrate the information into professional knowledge base.	Discussion posts, final exam questions, reflection journal.

M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

N. Course Assignments:

1. Discussion board
2. Midterm exam
3. Reflection journal
4. Final paper
5. Presentation
6. Final exam

O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93–100	A	4.00	Superior

90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average
77–79	C+	2.33	Average
73–76	C	2.00	Average
70–72	C-	1.67	Below Average
67–69	D+	1.33	Below Average
63–66	D	1.00	Below Average
60–62	D-	0.67	Poor
00–59	F	0.00	Failure

P. Grading and Testing Guidelines:

1.

Q. Examination Policy:

1. The reasons for which a student will be excused from taking an examination at the appointed time are:
  - a. Hospitalization (with documented verification)
  - b. Death in the immediate family (with documented verification)
  - c. Personal illness or illness in immediate family – (doctor’s excuse required).
2. A student who misses an examination for any reason is responsible for notifying the instructor prior to the exam, if possible, and to make arrangements for making it up. The student will have five (5) calendar days from the date of the exam to schedule a make-up exam. The make-up test will cover the designated outcomes; however, it may consist of a different format and different questions. If the instructor is not notified regarding a missed exam within the allotted time the student will receive an automatic zero (0) on the exam. The test grade will be lowered nine (9) points if missed for reasons other than those above. For the reasons listed above, there will be no penalty for the first test make-up, but the nine (9) point penalty will hold for any following make-ups.

\* See student handbook for policy regarding personal rescheduling of final exam (test).

R. Class Attendance and Homework Make-Up Policy:

1. Class attendance is necessary to acquire the knowledge required to function properly and safely as a nurse. When class is missed, much important information is missed that cannot be obtained from other sources. As a result, the student suffers (less knowledge, lower test scores) and, ultimately, the patient suffers (as the nurse’s knowledge and skills are lessened.) In addition, future employers look with disfavor on those whose attendance is sporadic and/or unreliable. For these reasons, class attendance is important, necessary and will be taken at all classes.
2. All written assignments are to be submitted according to the following guidelines:
  - a. Assignments must be written using proper paragraph and sentence construction, grammar, and spelling. If there are more than three errors, the assignment may be returned to the student to be corrected and turned in again before any grade is assigned.

- b. All written assignments are to be submitted on the designated date. Written assignments graded "S" or "U" must be turned in on time or will not be accepted and an automatic "U" will be given for the assignment. Any extension of time for assignments will be determined by the faculty in accordance to circumstances. (See Student Handbook for Written Assignment Policy.)

S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.
2. Students in **RNUR 3030** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes, laboratory, and assigned clinical experiences.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. Students are advised to inform the course coordinator of any special conditions (physical, mental, or learning disability) that will require special accommodation on the first day of the quarter following class.
8. If students have any specific difficulties with the course, they are encouraged to contact the course faculty.
9. Faculty in consultation with the course coordinator have the prerogative to modify the course syllabus, if necessary.
10. Students are invited to attend faculty meetings on a space available basis. Students are not allowed to sit in on the closed sessions where confidential student information is discussed, but are encouraged to join faculty to look at specific program policies and the nursing curriculum. Faculty meetings are usually held every other Wednesday from 8:00 a.m. to 10:00 a.m. Students who wish to attend a meeting should coordinate this with the NC State Chapter of the National Student Nurse Association and should notify the Director of Nursing Programs prior to the meeting.
11. Cell phones, pagers and other electronic devices are to be turned off during all classes and labs. Cell phones, pagers, or any other electronic communication devices are not permitted at clinical sites (unless instructed by clinical faculty) or during any testing.
12. Student laptops and tablets may be used during class to assist with note taking and classroom work. Any other use is not permitted and will result in this permission being rescinded.
13. Hats/hoods are not permitted to be worn during any testing or at the clinical sites.
14. Classroom Conduct: all students are expected to demonstrate professional and respectful behavior and use language appropriate for the classroom learning experience.

T. College Procedures/Policies:

**Important information regarding College Procedures and Policies can be found on the [syllabus supplement](#) located at**

**<http://catalog.ncstatecollege.edu/mime/download.pdf?catoid=5&ftype=2&foid=3>**





**North Central State College**  
**MASTER SYLLABUS**  
**2022-2023**

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR3040 Community Health Nursing
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |                    |                           |                    |                           |
|--------------------|---------------------------|--------------------|---------------------------|
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |
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| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |

- E. Credit Hours: 4
- F. Pre-requisite(s): Acceptance into the BSN program
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: A focus on nursing practice as it applies to systems within a community; addressing health promotion, injury and disease prevention, and mass casualty disaster's impact on populations. Additionally, this course requires students to examine, analyze, and offer reflection on the nurse's leadership role in the community in light of changing dynamics in health care.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments -- How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	
Critical Thinking	
Information Literacy	

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Quantitative Literacy	

- L. Course Outcomes and Assessment Methods:  
Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Integrate principles of public health science at local, national, and global levels.	Discussion posts, poster presentation, midterm exam questions.
Synthesize research findings from multiple disciplines to facilitate and evaluate evidenced-based practice in the community.	Final Community Health Topic Research Paper
Discuss basic knowledge of healthcare policy, finance, and regulatory environments that affect the health of diverse populations.	Discussion posts, reflection journal entries, midterm exam questions.
Identify historical and ethical values of community health nursing.	Discussion posts, midterm exam questions, participation in the ethics exercise.
Differentiate levels of prevention to improve health outcomes of diverse populations.	Midterm exam questions, Final essay.
Plan comprehensive nursing care that reflects human caring for diverse populations through multidisciplinary collaborations.	Poster presentation, reflection journal entries.

- M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

- N. Course Assignments:

1. Discussion board
2. Presentations
3. Reflection journal
4. Ethics exercise
5. Midterm exam
6. Final Community Health Topic Research Paper

- O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93–100	A	4.00	Superior
90–92	A-	3.67	Superior

87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average
77–79	C+	2.33	Average
73–76	C	2.00	Average
70–72	C-	1.67	Below Average
67–69	D+	1.33	Below Average
63–66	D	1.00	Below Average
60–62	D-	0.67	Poor
00–59	F	0.00	Failure

P. Grading and Testing Guidelines:

1.

Q. Examination Policy:

1. The reasons for which a student will be excused from taking an examination at the appointed time are:
  - a. Hospitalization (with documented verification)
  - b. Death in the immediate family (with documented verification)
  - c. Personal illness or illness in immediate family – (doctor's excuse required).
2. A student who misses an examination for any reason is responsible for notifying the instructor prior to the exam, if possible, and to make arrangements for making it up. The student will have five (5) calendar days from the date of the exam to schedule a make-up exam. The make-up test will cover the designated outcomes; however, it may consist of a different format and different questions. If the instructor is not notified regarding a missed exam within the allotted time the student will receive an automatic zero (0) on the exam. The test grade will be lowered nine (9) points if missed for reasons other than those above. For the reasons listed above, there will be no penalty for the first test make-up, but the nine (9) point penalty will hold for any following make-ups.

\* See student handbook for policy regarding personal rescheduling of final exam (test).

R. Class Attendance and Homework Make-Up Policy:

1. All written assignments are to be submitted according to the following guidelines:
  - a. Assignments must be written using proper paragraph and sentence construction, grammar, and spelling. If there are more than three errors, the assignment may be returned to the student to be corrected and turned in again before any grade is assigned.
  - b. All written assignments are to be submitted on the designated date. Written assignments graded "S" or "U" must be turned in on time or will not be accepted and an automatic "U" will be given for the assignment. Any extension of time for assignments will be determined by the faculty in accordance to circumstances. (See Student Handbook for Written Assignment Policy.)

S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult

conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.

2. Students in **RNUR 3040** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the first Practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. If students have any specific difficulties with the course, they are encouraged to contact the course faculty.
8. Faculty in consultation with the course coordinator have the prerogative to modify the course syllabus, if necessary.
9. Students are invited to attend faculty meetings on a space available basis. Students are not allowed to sit in on the closed sessions where confidential student information is discussed, but are encouraged to join faculty to look at specific program policies and the nursing curriculum. Faculty meetings are usually held every other Wednesday from 8:00 a.m. to 10:00 a.m. Students who wish to attend a meeting should coordinate this with the NC State Chapter of the National Student Nurse Association and should notify the Director of Nursing Programs prior to the meeting.
10. Cell phones, pagers and other electronic devices are to be turned off during all classes and labs. Cell phones, pagers, or any other electronic communication devices are not permitted at clinical sites (unless instructed by clinical faculty) or during any testing.
11. Student laptops and tablets may be used during class to assist with note taking and classroom work. Any other use is not permitted and will result in this permission being rescinded.
12. Hats/hoods are not permitted to be worn during any testing or at the clinical sites.
13. Classroom Conduct: all students are expected to demonstrate professional and respectful behavior and use language appropriate for the classroom learning experience.

T. College Procedures/Policies:

**Important information regarding College Procedures and Policies can be found on the [syllabus supplement](#) located at**

**<http://catalog.ncstatecollege.edu/mime/download.pdf?catoid=5&ftype=2&foid=3>**



North Central State College  
MASTER SYLLABUS  
2022-2023

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR4010 Evidence-Based Nursing Practice
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |                    |                    |
|--------------------|--------------------|
| • Name:            | • Name:            |
| • Office Location: | • Office Location: |
| • Office Hours:    | • Office Hours:    |
| • Phone Number:    | • Phone Number:    |
| • E-Mail Address:  | • E-Mail Address:  |
| -----              |                    |
| • Name:            | • Name:            |
| • Office Location: | • Office Location: |
| • Office Hours:    | • Office Hours:    |
| • Phone Number:    | • Phone Number:    |
| • E-Mail Address:  | • E-Mail Address:  |

- E. Credit Hours: 4
- F. Pre-requisite(s): Acceptance into the BSN program, current Ohio Registered Nursing license
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: A study of the concepts of evidence based practice which include client collaboration, integration of qualitative and quantitative research, and the evaluation of findings to improve health outcomes. Students will apply published research to an identified practice issue.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Critical Thinking	
Information Literacy	
Quantitative Literacy	

L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Describe the concept of evidence-based practice (EBP), including the components of research evidence, clinical expertise, and patient/family values.	Discussion posts, Midterm exam.
Provide individualized care based on best current evidence, patient values, and clinical expertise.	Case study evaluations, midterm exam questions, discussion posts.
Display the ability to integrate new evidence into standards of practice, policies, and nursing practice guidelines.	Discussion posts, midterm exam questions, Final research paper.
Identify, integrate, and evaluate recent research findings with clinical expertise and a consideration of consumers' preferences, experience, and values to make practice decisions for quality outcomes.	Discussion posts, literature review, end of semester position paper, poster board presentation.
Contribute to evidence-based nursing practice by participating in improvement strategies/processes including the use of data to design, implement and evaluate outcomes to improve the quality and safety of healthcare systems	Participation in BSN annual research project. Topic selected by faculty annually.
Identify strengths and weaknesses inherent in quantitative, qualitative and mixed method designs.	Midterm exam questions, final exam essays.

M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

N. Course Assignments:

1. Discussion board
2. Midterm exam
3. Position paper
4. Annual BSN research project
5. Final Paper

O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93–100	A	4.00	Superior
90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average
77–79	C+	2.33	Average
73–76	C	2.00	Average
70-72	C-	1.67	Below Average
67–69	D+	1.33	Below Average
63-66	D	1.00	Below Average
60-62	D-	0.67	Poor
00-59	F	0.00	Failure

P. Grading and Testing Guidelines:

- 1.

Q. Examination Policy:

1. The reasons for which a student will be excused from taking an examination at the appointed time are:
  - a. Hospitalization (with documented verification)
  - b. Death in the immediate family (with documented verification)
  - c. Personal illness or illness in immediate family – (doctor’s excuse required).
2. A student who misses an examination for any reason is responsible for notifying the instructor prior to the exam, if possible, and to make arrangements for making it up. The student will have five (5) calendar days from the date of the exam to schedule a make-up exam. The make-up test will cover the designated outcomes; however, it may consist of a different format and different questions. If the instructor is not notified regarding a missed exam within the allotted time the student will receive an automatic zero (0) on the exam. The test grade will be lowered nine (9) points if missed for reasons other than those above. For the reasons listed above, there will be no penalty for the first test make-up, but the nine (9) point penalty will hold for any following make-ups.

\* See student handbook for policy regarding personal rescheduling of final exam (test).

R. Class Attendance and Homework Make-Up Policy:

1. All written assignments are to be submitted according to the following guidelines:

- a. Assignments must be written using proper paragraph and sentence construction, grammar, and spelling. If there are more than three errors, the assignment may be returned to the student to be corrected and turned in again before any grade is assigned.
- b. All written assignments are to be submitted on the designated date. Written assignments graded "S" or "U" must be turned in on time or will not be accepted and an automatic "U" will be given for the assignment. Any extension of time for assignments will be determined by the faculty in accordance to circumstances. (See Student Handbook for Written Assignment Policy.)

S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.
2. Students in **RNUR 4010** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes and assigned practicum experiences.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the first practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. Students are advised to inform the course coordinator of any special conditions (physical, mental, or learning disability) that will require special accommodation on the first day of the quarter following class.
8. If students have any specific difficulties with the course, they are encouraged to contact the course faculty.
9. Faculty in consultation with the course coordinator have the prerogative to modify the course syllabus, if necessary.
10. Students are invited to attend faculty meetings on a space available basis. Students are not allowed to sit in on the closed sessions where confidential student information is discussed, but are encouraged to join faculty to look at specific program policies and the nursing curriculum. Faculty meetings are usually held every other Wednesday from 8:00 a.m. to 10:00 a.m. Students who wish to attend a meeting should coordinate this with the Director of Nursing Programs prior to the meeting.
11. Cell phones, pagers and other electronic devices are to be turned off during all classes and labs. Cell phones, pagers, or any other electronic communication devices are not permitted at clinical sites (unless instructed by clinical faculty) or during any testing.
12. Student laptops and tablets may be used during class to assist with note taking and classroom work. Any other use is not permitted and will result in this permission being rescinded.
13. Hats/hoods are not permitted to be worn during any testing or at the clinical sites.
14. Classroom Conduct: all students are expected to demonstrate professional and respectful behavior and use language appropriate for the classroom learning experience.

T. College Procedures/Policies:

**Important information regarding College Procedures and Policies can be found on the [syllabus supplement](#) located at**

**<http://catalog.ncstatecollege.edu/mime/download.pdf?catoid=5&ftype=2&foid=3>**





North Central State College  
MASTER SYLLABUS  
2022-2023

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR4020 Interprofessional Concepts
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |                    |                           |                    |                           |
|--------------------|---------------------------|--------------------|---------------------------|
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |
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| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |

- E. Credit Hours: 4
- F. Pre-requisite(s):
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: An exploration of the interprofessional collaboration in healthcare systems, including creating a culture of safety to improve client outcomes. Skills for openness of communication, conflict resolution, leadership and management as well as self reflection will be further practiced.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Critical Thinking	
Information Literacy	
Quantitative Literacy	

L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Function competently within own scope of practice as a member of the health care team.	Team evaluation, discussion posts.
Display commitment to the creation of system-solutions in achieving quality of care outcomes.	Discussion posts, systems project.
Communicate the impact of effective team functioning on safety and quality of care.	Case study analysis, communication breakdown exercise.
Shift between the various communication styles among patients and families, nurses, and other members of the health team.	Presentation, discussion posts, case study analysis.

M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

N. Course Assignments:

1. Team project
2. Discussion board
3. Case study
4. Communication exercise
5. Team presentation

O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93–100	A	4.00	Superior
90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average

77-79	C+	2.33	Average
73-76	C	2.00	Average
70-72	C-	1.67	Below Average
67-69	D+	1.33	Below Average
63-66	D	1.00	Below Average
60-62	D-	0.67	Poor
00-59	F	0.00	Failure

P. Grading and Testing Guidelines:

1.

Q. Examination Policy:

R. Class Attendance and Homework Make-Up Policy:

1. Class attendance is necessary to acquire the knowledge required to function properly and safely as a nurse. When class is missed, much important information is missed that cannot be obtained from other sources. As a result, the student suffers (less knowledge, lower test scores) and, ultimately, the patient suffers (as the nurse's knowledge and skills are lessened.) In addition, future employers look with disfavor on those whose attendance is sporadic and/or unreliable. For these reasons, class attendance is important, necessary and will be taken at all classes.
2. All written assignments are to be submitted according to the following guidelines:
  - a. Assignments must be written using proper paragraph and sentence construction, grammar, and spelling. If there are more than three errors, the assignment may be returned to the student to be corrected and turned in again before any grade is assigned.
  - b. All written assignments are to be submitted on the designated date. Written assignments graded "S" or "U" must be turned in on time or will not be accepted and an automatic "U" will be given for the assignment. Any extension of time for assignments will be determined by the faculty in accordance to circumstances. (See Student Handbook for Written Assignment Policy.)

S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.
2. Students in **RNUR 4020** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes, laboratory, and assigned clinical experiences.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the first practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. Students are advised to inform the course coordinator of any special conditions (physical, mental, or learning disability) that will require special accommodation on the first day of the quarter following class.
8. If students have any specific difficulties with the course, they are encouraged to contact the course faculty.

9. Faculty in consultation with the course coordinator have the prerogative to modify the course syllabus, if necessary.
  10. Students are invited to attend faculty meetings on a space available basis. Students are not allowed to sit in on the closed sessions where confidential student information is discussed, but are encouraged to join faculty to look at specific program policies and the nursing curriculum. Faculty meetings are usually held every other Wednesday from 8:00 a.m. to 10:00 a.m. Students who wish to attend a meeting should notify the Director of Nursing Programs prior to the meeting.
  11. Cell phones, pagers and other electronic devices are to be turned off during all classes and labs. Cell phones, pagers, or any other electronic communication devices are not permitted at clinical sites (unless instructed by clinical faculty) or during any testing.
  12. Student laptops and tablets may be used during class to assist with note taking and classroom work. Any other use is not permitted and will result in this permission being rescinded.
  13. Hats/hoods are not permitted to be worn during any testing or at the clinical sites.
  14. Classroom Conduct: all students are expected to demonstrate professional and respectful behavior and use language appropriate for the classroom learning experience.
- T. College Procedures/Policies:

**Important information regarding College Procedures and Policies can be found on the [syllabus supplement](#) located at**

**<http://catalog.ncstatecollege.edu/mime/download.pdf?catoid=5&ftype=2&foid=3>**



**North Central State College**  
**MASTER SYLLABUS**  
**2022-2023**

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR4030 Diversity in Nursing and Health Care
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |                    |                           |                    |                           |
|--------------------|---------------------------|--------------------|---------------------------|
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |
| -----              |                           |                    |                           |
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |

- E. Credit Hours: 4
- F. Pre-requisite(s): Completion of the first year of the BSN program
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: This course explores the concepts and techniques for providing culturally sensitive nursing care. Examines the perceptions of health and illness and the impact of these for members of differing sociocultural populations. Specific skills and techniques used to communicate openness, curiosity, respect, and affirmation of differences will be taught, practiced, and subject to self reflection.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	
Critical Thinking	
Information Literacy	
Quantitative Literacy	

L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Respect and encourage individual expression of patient values, preferences, and needs	Case study evaluations, discussion posts, reflection journal.
Value the inherent worth and uniqueness of individuals and populations.	Diversity lesson plan design. Discussion board posts.
Describe own cultural background and recognize the impact of background on assessment of others.	Reflection journal. Culture presentation exercise.
Identify barriers to communication across cultures.	Case study evaluations, discussion posts, reflection journal.
Identify and describe neuro divergence and its impact on communication with patients.	Diversity lesson plan design. Mock patient education for neurodivergence exercise.
Identify and describe barriers to communication across the gender spectrum.	Discussion posts.
Outline the impact of race on health care support and feelings of trust.	Race and healthcare research paper.

M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

N. Course Assignments:

1. Lesson plan
2. Mock patient education design
3. Case study
4. Reflection journal
5. Discussion boards
6. Cultural presentation exercise
7. Race and healthcare research paper

O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93–100	A	4.00	Superior
90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average

83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average
77–79	C+	2.33	Average
73–76	C	2.00	Average
70-72	C-	1.67	Below Average
67–69	D+	1.33	Below Average
63-66	D	1.00	Below Average
60-62	D-	0.67	Poor
00-59	F	0.00	Failure

P. Grading and Testing Guidelines:

1.

Q. Examination Policy:

R. Class Attendance and Homework Make-Up Policy:

1. Class attendance is necessary to acquire the knowledge required to function properly and safely as a nurse. When class is missed, much important information is missed that cannot be obtained from other sources. As a result, the student suffers (less knowledge, lower test scores) and, ultimately, the patient suffers (as the nurse's knowledge and skills are lessened.) In addition, future employers look with disfavor on those whose attendance is sporadic and/or unreliable. For these reasons, class attendance is important, necessary and will be taken at all classes.
2. All written assignments are to be submitted according to the following guidelines:
  - a. Assignments must be written using proper paragraph and sentence construction, grammar, and spelling. If there are more than three errors, the assignment may be returned to the student to be corrected and turned in again before any grade is assigned.
  - b. All written assignments are to be submitted on the designated date. Written assignments graded "S" or "U" must be turned in on time or will not be accepted and an automatic "U" will be given for the assignment. Any extension of time for assignments will be determined by the faculty in accordance to circumstances. (See Student Handbook for Written Assignment Policy.)

S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.
2. Students in **RNUR 4030** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes and assigned practicum experiences.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the first practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. Students are advised to inform the course coordinator of any special conditions (physical, mental, or learning disability) that will require special accommodation on the first day of the quarter following class.

8. If students have any specific difficulties with the course, they are encouraged to contact the course faculty.
9. Faculty in consultation with the course coordinator have the prerogative to modify the course syllabus, if necessary.
10. Students are invited to attend faculty meetings on a space available basis. Students are not allowed to sit in on the closed sessions where confidential student information is discussed, but are encouraged to join faculty to look at specific program policies and the nursing curriculum. Faculty meetings are usually held every other Wednesday from 8:00 a.m. to 10:00 a.m. Students who wish to attend a meeting should coordinate this with the NC State Chapter of the National Student Nurse Association and should notify the Director of Nursing Programs prior to the meeting.
11. Cell phones, pagers and other electronic devices are to be turned off during all classes and labs. Cell phones, pagers, or any other electronic communication devices are not permitted at clinical sites (unless instructed by clinical faculty) or during any testing.
12. Student laptops and tablets may be used during class to assist with note taking and classroom work. Any other use is not permitted and will result in this permission being rescinded.
13. Hats/hoods are not permitted to be worn during any testing or at the clinical sites.
14. Classroom Conduct: all students are expected to demonstrate professional and respectful behavior and use language appropriate for the classroom learning experience.

T. College Procedures/Policies:

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North Central State College  
MASTER SYLLABUS  
2022-2023

- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR4040 Leadership in Nursing
- D. Course Coordinator:  
Assistant Dean: Leesa Cox, MBA, PTA

Instructor Information:

- |                    |                           |                    |                           |
|--------------------|---------------------------|--------------------|---------------------------|
| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |
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| • Name:            | Click here to enter text. | • Name:            | Click here to enter text. |
| • Office Location: | Click here to enter text. | • Office Location: | Click here to enter text. |
| • Office Hours:    | Click here to enter text. | • Office Hours:    | Click here to enter text. |
| • Phone Number:    | Click here to enter text. | • Phone Number:    | Click here to enter text. |
| • E-Mail Address:  | Click here to enter text. | • E-Mail Address:  | Click here to enter text. |

- E. Credit Hours: 4
- F. Pre-requisite(s): Completion of the first year of the BSN program, current Ohio Registered Nursing license
- G. Syllabus Effective Date: Fall, 2022
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: An exploration and application of the knowledge, skills, and attitudes of leadership and management principles as applied to nursing practice and in healthcare organizations. This course includes 'real world' practice of leadership in a clinical setting, as well as weekly analysis and reflection of challenges, conflicts, and successes in leadership and team dynamics.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	
Critical Thinking	
Information Literacy	
Quantitative Literacy	

L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
Explain the importance, necessity, and process of change.	Poster presentation, discussion posts (substantive discussion rubric used for scoring)
Demonstrate purposeful, informed, outcome-oriented thinking.	Discussion posts.
Model effective communication and promoting cooperative behaviors	Practicum supervisor final evaluation of mentoring project.
Demonstrate the principles of accountability and delegation.	Practicum supervisor evaluation.
Display effective communication when delegating tasks.	Practicum instructor skills checklist.
Design and implement a change to improve patient care.	Process intervention project.
Outline barriers to change and methods for overcoming those barriers.	Poster presentation, discussion posts.
Teach leadership and health change concepts.	RN team teaching project.

M. Topical Timeline (Subject to Change):

Weeks	Topics
1	
2	
3	
4	
5	
6	
7	
8	

N. Course Assignments:

1. Poster presentation
2. Supervisor evaluation
3. Process project
4. RN team teaching project
5. Discussion boards

O. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93–100	A	4.00	Superior
90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average

77-79	C+	2.33	Average
73-76	C	2.00	Average
70-72	C-	1.67	Below Average
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63-66	D	1.00	Below Average
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P. Grading and Testing Guidelines:

- 1.

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1. Class attendance is necessary to acquire the knowledge required to function properly and safely as a nurse. When class is missed, much important information is missed that cannot be obtained from other sources. As a result, the student suffers (less knowledge, lower test scores) and, ultimately, the patient suffers (as the nurse's knowledge and skills are lessened.) In addition, future employers look with disfavor on those whose attendance is sporadic and/or unreliable. For these reasons, class attendance is important, necessary and will be taken at all classes.
2. Students must call their clinical agency if they are going to be late to practicum for any reason, unless given other directions by the practicum supervisor.
3. Practicum Absence Policy

The reasons for which a student will be **excused** for missing clinical are:

1. Hospitalization (with documented verification),
  2. Death in the immediate family (with documented verification),
  3. Personal illness or illness in immediate family (doctor's excuse required).
4. All written assignments are to be submitted according to the following guidelines:
    - a. Assignments must be written using proper paragraph and sentence construction, grammar, and spelling. If there are more than three errors, the assignment may be returned to the student to be corrected and turned in again before any grade is assigned.
    - b. All written assignments are to be submitted on the designated date. Written assignments graded "S" or "U" must be turned in on time or will not be accepted and an automatic "U" will be given for the assignment. Any extension of time for assignments will be determined by the faculty in accordance to circumstances. (See Student Handbook for Written Assignment Policy.)

S. Classroom Expectations:

1. The student must be able to display a professional attitude and behavior: reliability, respect for and cooperation with colleagues, willingness to work calmly and courteously under difficult conditions, determination to achieve first class work while meeting deadlines, respect for equipment and systems, and constructive response to criticism.

2. Students in **RNUR 4040** are responsible for the mandatory course requirements listed in the student handbook.
3. See the BSN Student Handbook to note the specific nursing requirements for science courses.
4. Students will be expected to prepare for all classes and assigned Practicum experiences.
5. Each student will submit completed physical examination and x-ray forms, completed felony forms, completed student handbook forms, and current CPR certificates prior to the first practicum experience.
6. Students must have satisfactory achievement of all mandatory course outcomes.
7. Students are advised to inform the course coordinator of any special conditions (physical, mental, or learning disability) that will require special accommodation on the first day of the quarter following class.
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## Enrollment information on RN and BSN programs

Institution: North Central State College

Academic Year (fall to summer)	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
BSN admissions						15	15	15	15	15
Total BSN enrollment						15	27	27	27	27
BSN graduates							12	12	12	12
RN applications	101	114	100	116	91					
RN admissions	92	99	94	95	84					
RN waiting list	N/A	N/A	N/A	N/A	N/A					
RN graduates	62	70	61	55	63*					

\*Petitioned for Sp 22 graduation

Notes:

- **Information should be given as headcounts**
- **Columns on RN should be completed for 2017-2021**
- **Columns on BSN should be completed for 2022-2027**
- Year is the academic year: Fall semester-Summer semester
- BSN admissions is anticipated number admitted throughout the year
- Total BSN enrollment is an **estimate** of admissions + continuing students – graduates – stop outs. This will vary during the year with graduations and admissions. Give the maximum number of students that you estimate enrolled at any point in the year.
- BSN graduates is the anticipated number of graduates throughout the year.
- If you do not maintain an RN waiting list, use N/A instead.