



Department of Higher Education

Mike DeWine, Governor
Randy Gardner, Chancellor

PROPOSAL FOR AN APPLIED BACHELOR'S DEGREE PROGRAM

Revised 9/17/2020

Ohio Revised Code (ORC) 3333.051, enacted pursuant to Amended Substitute House Bill 49 of the 132nd General Assembly, directs the chancellor of higher education to establish a program under which community colleges, state community colleges, and technical colleges may apply to offer applied bachelor's degrees.

This document will begin the Chancellor's review process. The ODHE staff will review all submissions for compliance with specifications identified in ORC 3333.051 and for the college's capacity to offer the proposed program. Before approving programs, the chancellor will consult with the Governor's Office of Workforce Transformation, the Inter-University Council of Ohio, the Ohio Association of Community Colleges, and the Association of Independent Colleges and Universities of Ohio.

If your institution is proposing more than one applied bachelor's degree, please use a separate form for each program.

Proposals will be accepted beginning September 17, 2020

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Marion Technical College – RN-to-BSN Proposal

SECTION 1: EVIDENCE OF NEED

1.1 Program Information

- *Provide the name of the proposed program:*
Marion Technical College's RN-to-BSN Completion Program

Provide the six-digit CIP code (format: XX.XXXX) of the proposed program, if known:

2010 CIP code – 51.1601 Nursing/Registered Nurse (RN, ASN, BSN, MSN)

2020 CIP code – 51.3801 Nursing/Registered Nurse (RN, ASN, BSN, MSN)

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

The proposed RN-to-BSN program will build on Marion Technical College's existing AAS Nursing (ADN) 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) and the regional or local workforce board data **as an appendix item**.*

Job demand reports are included in the appendix (page 90). A summary of the reports, and additional data on local workforce need, follows:

Marion Tech serves a seven-county market area with a population of approximately 465,000 residents: Crawford, Delaware, Hardin, Marion, Morrow, Union, and Wyandot counties. According to topjobs.ohio.gov, there are 25,925 registered nursing positions in the central Ohio region (a portion of the College's service area). Expected growth is 398 positions, and there are 1,736 job openings. The median salary is \$66K per year, and the typical education required is a bachelor's degree. This data is based on an access date of January 14th. Marion Tech is in the central region, which includes Franklin County and other areas outside of Marion Tech's market area. Marion Tech uses EMSI data to analyze job data for the seven-county region it serves. The expected growth for registered nurses in Marion Tech's seven-county market area is 6.7% through 2026, equivalent to an additional 181 additional positions. This is in addition to anticipated openings due to retirements and resignations. Most of the BSN/RN jobs are in hospitals and physicians' offices. There were 671 unique job postings for registered nurses in October 2021, and 20% of the postings listed a requirement or desire for a BSN-prepared employee. Included in the appendix (pages 90 and 113) are EMSI labor market projection reports that provide additional details regarding the need for BSNs in Marion Tech's service area. Most importantly, the survey results and conversations with local providers strongly support the need for additional BSNs in the region.

Marion Technical College – RN-to-BSN Proposal

Since May 2016, 334 students have graduated from Marion Tech with an associate degree in Nursing. As of December 2021, 68 of these students had earned a BSN, 69 are enrolled in a BSN program, and 197 have not enrolled and have not earned a BSN. The Marion Tech 2016-2021 Nursing Graduate summary report is included in the appendix (page 130).

Marion Tech is not seeking a pre-licensure BSN degree; we are only seeking to establish an RN-to-BSN completion program. We will maintain our existing ADN/RN program for our pre-licensure students, and create a pathway for those interested in continuing on to their BSN after graduation and passage of the NCLEX, or transfer-in for working RNs who completed their ADN elsewhere. The focus of the program is to offer a pathway for working RNs or recent RN graduates to complete their BSN in a flexible and personal pathway, in keeping with Marion Tech's mission.

As requested and located in the appendix (page 134), Marion Tech completed ODHE's RN and BSN enrollment, retention, and graduate survey. Marion Tech's RN applications, admissions, and graduate output from its ADN/pre-licensure program remain steady over the past several years, as demonstrated in the completed survey. Marion Tech recently moved from a single cohort of 90 ADN students (fall entry) to two entering cohorts of 45 ADN students (fall and spring entry). This change focuses on improving student success, persistence, and completion efforts, and supporting Marion Tech's strong ADN program success. We anticipate our BSN students will be working as RNs while completing the RN-to-BSN program, or coming directly to Marion Tech through local health systems and employer continuing education programs.

Regarding a clarification requested by ODHE, the median salary (\$102,700) on page 92 of this proposal was seemingly high in comparison to other figures ODHE had come across. For clarification, the salary reported by EMSI on page 92 of the application was the median advertised wage for the period of May 2021 to October 2021. We expect this wage was higher due to the difficulty hospitals were having finding qualified applicants at the time as a result of the COVID-19 pandemic. The current median advertised wage, as of March 9th, per EMSI between the period of September 2021 and January 2022 is \$68,400 (report is available upon request). The figure provided on page 117 of the application is what EMSI shows wages paid for registered nurses in Marion Tech's region, which aligns with ODHE's data findings that wages were around \$70,000.

The College uses EMSI analytics to analyze job postings. During the time period between September 2021 and January 2022, there were 216 unique job postings for registered nurses in Marion, Morrow, Union, Wyandot, Hardin, and Crawford counties. Thirty-nine of these postings specifically mentioned a bachelor's degree requirement. However, OhioHealth and other systems require registered nurses to attain a bachelor's degree within five years of employment, so health care providers often hire registered nurses without a bachelor's degree and require attaining a BSN within a specified time frame (typically 5 years) as a condition of employment. Marion Tech's RN-to-BSN completion program is designed to fill the BSN completion need for working professionals.

- *Prior to submission, this proposal must be discussed at a meeting of the community college's regional educational providers. Discussions among institutional*

Marion Technical College – RN-to-BSN Proposal

*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**.*

COVID restrictions have prevented us from holding a single meeting of all area stakeholders. However, we have held meetings individually with regional educational institutions and health care providers; a fact-based summary of our conversations with Ohio State University, Ohio Northern University, and Ohio University is included in the appendix (page 71), as is detailed information (page 65) and commitment and support letters (pages 138-152) from our workforce partners.

- *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.*

Marion Technical College's proposal is for a primarily online RN-to-BSN completion program. However, Marion Tech is able and prepared to offer in-person instruction for cohorts at hospitals as requested; there is an expressed interest in this option by OhioHealth Marion General. Marion Tech will also offer in-person workshops for students to receive assistance from program faculty. Students also have the option to complete general education courses required for the program through in-person or online sections as desired.

The specific workforce need not being met by existing programs is a need for BSN-prepared nurses. The only other higher education provider in Marion Tech's market area that offers a BSN is Ohio Northern University (ONU) at the western side of Hardin County. ONU produced 29 Nursing graduates in 2020, and their target market is traditional college-age students who enroll after high school graduation, complete a BSN in four years, and then enter the workforce. Marion Tech's RN-to-BSN program will focus on working adults who are currently employed as RNs. Marion Tech met with ONU staff to discuss the College's proposal, and both parties determined student populations being served by each program are vastly different. More information of this conversation can be found in the appendix (page 71). Marion Tech has RN-to-BSN transfer agreements with several universities, including Ohio State University, but for the most part these programs are designed for full-time students and not adults working as nurses.

As detailed in the appendix (page 71), OSU, ONU, and OU's programs have established maximum enrollments for their BSN programs and it does not appear this will change. It is beyond the scope of Marion Tech to comment about the potential for any other institution to expand its maximum BSN capacity. Marion Tech's RN-to-BSN program is designed to serve students who are unlikely to enroll in a program like OSU or OU. The ONU program is not designed for RNs who are currently working. We believe Marion Tech's program will expand the much-needed overall number of BSNs in the area, as opposed to simply enrolling RNs who would otherwise enroll in an existing program.

Marion Technical College – RN-to-BSN Proposal

Between May 2016 and May 2021, 334 nurses have graduated from the Marion Tech ADN program. Based on data from the National Student Clearinghouse as of December 2021, over 67% of Marion Tech nursing graduates since 2016 have not completed or started a BSN program. Sixty-eight students in this population have obtained a BSN degree and 69 others are enrolled in a program presently. Marion Tech understands that students have a variety of online options to pursue, including many from institutions outside of Ohio. We believe that the nearly 200 recent Marion Tech RN graduates who have not obtained a BSN or enrolled in a BSN program will feel more comfortable and are more likely to enroll in Marion Tech's RN-to-BSN program because they are familiar with the College's instructors, processes, and local in-person support. Both Marion Tech graduates and practicing RNs in Marion and surrounding communities will also find benefit attending an institution close to home that offers the following in-person services:

- Advising
- In-person option for general education courses needed for the RN-to-BSN program
- Access to Business Office, IT Support, Financial Aid Departments
- Tutoring
- Mentorship and coursework assistance from program faculty through workshops held at employer sites and at Marion Tech.

There are several online options for RN-to-BSN completion, but there is a demand for an in-person and/or hybrid program. Over 60% of respondents surveyed by the College (page 77) expressed a desire for some element of in-person instruction. Marion Tech's health care partners expressed a strong opinion that existing programs are not meeting their workforce needs. Marion Tech will meet the needs of online and in-person students. In-person and online advising will be built into the program. Weekly workshops will be held onsite, online, and potentially at partnership facilities. The workshops will offer support to students seeking face-to-face assistance meeting the demands of local hospitals and students. Marion Tech will also provide online support for students looking for a complete online option. The availability of workshops and built-in advising will help Marion Tech stand out from other programs and serve a unique population of students.

With a focus on Marion Tech RN graduates and practicing RNs in the area, Marion Tech will tailor our program based on their formative assessment feedback, as well as respond directly to our local health care systems and providers to establish a program that is responsive to workforce needs. Marion Tech does not seek to be the only name in BSN instruction, but rather to provide a cost-effective, personal, and flexible education option for working nurses close-to-home.

SECTION 2: INDUSTRY PARTNERSHIP

2.1 General Partnership Information

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.

Marion Technical College – RN-to-BSN Proposal

- *Provide the name(s) of the regional business/industry partner for the proposed program.*
We have firm commitment letters from OhioHealth Marion General and Wyandot Memorial, and have also secured additional letters from JAG Healthcare, Marion Public Health, and Marion County JFS (education expense assistance); these are provided in the appendix (pages 138-142). Further details about the support from local health care providers and employers can be found in the appendix (page 65), broken down by sector. We have had conversations with other providers in the area, primarily Avita, which operates hospitals in Galion, Ontario, and Bucyrus. Additional letters of support are also included in the appendix (pages 143-152).
- *Submit a copy of the partnership agreement(s) as an appendix item.*
As described above, we have commitment letters but until we have an approved program our health care partners are reluctant to create a formal partnership agreement. We have existing clinical site agreements with multiple partners and can provide those on request. Current support letters are from facilities that work with our ADN program and are interested in seeing a BSN program offered locally. Marion Tech will continue and expand conversations with these facilities upon program approval.
- *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.*
Marion Tech collects employment outcomes for graduates using a wage-matching process through an arrangement with the Ohio Department of Job and Family Services. The most recent data show that 334 students have earned a Nursing degree from Marion Tech since 2016 and 296 of those graduates (88%) are working at 105 different Ohio employers. Marion Tech performs the wage match at least once each year. A copy of the December 2021 report is included in the appendix (page 90). The report lists the number of graduates each year since 2016, the number working for an Ohio employer as of the third quarter of 2021, and the employer names and counties. We have been using the wage-match system for five years and plan to continue this method of data tracking as long as the ODJFS wage match process continues.

According to our RN-to-BSN program survey, **94.79%** of respondents stated a need for BSN prepared nurses. Comments included statements that their facilities require a BSN degree. A copy of the survey and responses is included in the appendix (page 77).

- *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).*

We have included several support letters from industry partners as well as meeting minutes in the appendix (page 61). OhioHealth Marion General and Wyandot have provided support letters with specific hiring numbers. These facilities expressed a desire

Marion Technical College – RN-to-BSN Proposal

to expand a partnership into potential bridge programs between STNA-LPN transfer-RN-BSN. Additionally, the RN-to-BSN survey shows comments from respondents on how the BSN program can support them, what types of programs respondents are looking for, interest in the program, and what respondents would like to see in content.

2.2 Workplace-Based Learning Experience

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

The proposed program is an RN-to-BSN completion program, and the target market is practicing registered nurses who have earned an ADN degree. This will provide natural, but informal, workforce-based learning experiences for all students in the program. As our proposal is for an RN-to-BSN completion program, the typical clinical instruction included in a 2-year ADN program or 4-year BSN entry program does not apply. Marion Tech's RN-to-BSN students will have already met clinical experience requirements during their pre-licensure program prior to sitting for the NCLEX. Students will not have set hours inside a hospital. Students who have earned an associate degree and are RNs have already completed the formal clinical coursework experiences required for RNs in pre-licensure programs. Clinical hours are instead seen as activities related to course outcomes. These activities can be seen with the RN's experience, interviewing a manager or leader for the leadership course, shadowing, observations, or completing a windshield survey in the community health course. The program will have embedded content on leadership, management, community and public health, evidence-based practice, legal and ethical practices, and global health. The program will follow competencies and skills presented in the New BSN Essentials (American Association of Colleges of Nursing). Additionally, the Accreditation Commission for Education in Nursing (ACEN) states in standard 4.9, "Student clinical experiences and practice learning environments are evidence based; reflect contemporary practice and nationally established patient health and safety goals; and support the achievement of the end-of-program student learning outcomes. It is important to note that Marion Tech's ADN program does not have difficulty placing its pre-licensure students in clinical experiences and has established an adequate number of affiliation agreements with health care site partners.

- *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)?*

Marion Tech's full-time and qualified adjunct faculty will participate in workplace-based learning experiences where possible. Industry partners and students have expressed a desire for an in-person instructional component, and industry partners have committed to providing classroom space if needed. Marion Tech can also provide this in-person instructional component at Marion Tech's main campus, using existing classrooms and

Marion Technical College – RN-to-BSN Proposal

labs. Marion Tech will work with providers to establish onsite, cohort instruction based on the individual provider's needs.

- *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.*

Marion Tech will leverage existing relationships with care sites, established through positive clinical experience relationships, to implement appropriate workplace-based learning experiences. Marion Tech's full-time and adjunct faculty will be directly involved in monitoring this experience.

SECTION 3: INSTITUTIONAL CAPACITY

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

Marion Tech has hired a full-time director for the RN-to-BSN program, who will be responsible for oversight of the program, student advising, and will carry a teaching load (as is common with most Marion Tech academic directors). The Director has been extensively involved in this application process and in overall program development. Initially, the program will be staffed using existing qualified faculty and adjuncts; the organizational chart for the Nursing Department (page 137) identified that 11 out of 12 nursing staff are currently qualified to teach at the BSN-level (not including qualified adjunct faculty). Additionally, six nursing instructors within the existing department have expressed strong interest in teaching BSN-level courses; all are appropriately qualified. An additional table is included (page 135) demonstrating those individuals' education level, relevant teaching experience, industry experience, and expected or desired coursework in the BSN program.

Marion Tech's proposed RN-to-BSN program is set for four course sections per semester in year one, and eight course sections per semester starting in year two (page 44). In years one and two, the College is confident in its ability to utilize existing, qualified faculty (full-time and adjunct) and the program director to cover the course load without an impact to their existing loads. In year three of the program, as show in the budget forecast (page 133), the College will hire a full-time faculty member dedicated solely to the BSN program. The planning for implementing Marion Tech's RN-to-BSN program shows sufficient budget to accommodate projected enrollment. The BSN Director, full-time existing nursing faculty who will teach overloads, and adjunct faculty are factored in to the RN-to-BSN budget forecast. Faculty credentialing in all programs follows the College's policy, which mirrors requirements from the Higher Learning Commission, the Ohio Board of Nursing, ACEN, and the Ohio Department of Higher Education. We do not anticipate any challenge in maintaining or recruiting qualified faculty.

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

Marion Technical College – RN-to-BSN Proposal

Marion Tech’s Board of Trustees approved allocating \$120,000 from reserves to start the program. Based on conservative projections, the program will be self-sustaining in three years with an annual enrollment of 25 new students (page 133 and table below).

- *Describe the facilities and equipment capacity for the proposed program.*
Marion Tech has existing capacity in facilities and equipment to provide the program. Marion Tech’s facilities include two simulation labs, two skills labs, classrooms, and a robust online learning management system.
- *In addition to allowable tuition, will additional program fees be required for students in the proposed program? If so, please describe.*
We do not anticipate any additional fees other than tuition and books. For reference, Marion Tech’s tuition rate as of March 9th is \$195 per credit hour; this rate will increase to \$200 per credit hour beginning fall 2022, as allowed by state law and approved by our Board of Trustees. Students in the BSN program will not see an increase in tuition rate, but rather will be charged the same tuition rate as students in any associate-level program. Currently, students at Marion Tech enrolled in 12 or fewer credit hours are charged the \$195 per credit hour rate, while students enrolled in 13-18 credit hours per term are charged a flat rate of \$2,535 (equivalent to 13 credit hours). Our tuition rate is affordable and accessible to many students. Students will also have the support of Marion Tech’s Financial Aid Department to assist in securing financial aid to support their continuing education. Our Financial Aid Department works efficiently to ensure students have the financial resources they need to succeed, while being conscious of managing student loan debt. This is evidenced by Marion Tech’s official FY18 Cohort Default Rate (CDR) of 10.5.
- *Provide a budget that addresses the up-front investment required to establish the proposed program.*

RN-> BSN Revenue and Expense Analysis								
	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29
Revenue	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Students	0	20	25	30	40	50	50	50
Nursing Course Credits	0	300	375	450	600	750	750	750
A&S Credits	0	200	250	300	400	500	500	500
Nursing Course Tuition	\$195	\$200	\$205	\$210	\$215	\$215	\$215	\$215
A&S tuition	\$195	\$200	\$205	\$210	\$215	\$215	\$215	\$215
Nursing Revenue	\$0	\$60,000	\$76,875	\$94,500	\$129,000	\$161,250	\$161,250	\$161,250
A&S revenue	\$0	\$40,000	\$51,250	\$63,000	\$86,000	\$107,500	\$107,500	\$107,500
Additional State Subsidy - Nursing		\$0	\$26,730	\$67,838	\$121,500	\$162,000	\$202,500	\$202,500

Marion Technical College – RN-to-BSN Proposal

RN-> BSN Revenue and Expense Analysis								
	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29
Additional State Subsidy - A&S		\$0	\$11,220	\$28,475	\$51,000	\$68,000	\$85,000	\$85,000
Total Revenue	\$0	\$100,000	\$166,075	\$253,813	\$387,500	\$498,750	\$556,250	\$556,250
Expense								
Director (w/benefits)	\$120,000	\$122,400	\$124,848	\$127,345	\$129,892	\$132,490	\$135,139	\$137,842
Additional FT Faculty w/ benefits		\$0	\$0	\$90,000	\$91,800	\$93,636	\$95,509	\$97,419
Additional Adjunct			\$10,000	\$3,000	\$3,060	\$3,121	\$3,184	\$3,247
Additional support costs		\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Accreditation	\$5,000							
Other (start-up, PD, etc.)	\$5,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Total Expense	\$130,000	\$130,400	\$142,848	\$228,345	\$232,752	\$237,247	\$241,832	\$246,508
Net	-\$130,000	-\$30,400	\$23,227	\$25,468	\$154,748	\$261,503	\$314,418	\$309,742
Accumulated Net	-\$130,000	-\$160,400	-\$137,173	\$111,705	\$43,043	\$304,546	\$618,964	\$928,705

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).*

At the end of this program the students will be able to:

- Apply nursing knowledge and ways of knowing, to form the basis for clinical judgment and innovation in nursing practice.
- Integrate evidence-based practice and clinical judgement with an emphasis on diversity, equity, and inclusion to guide nursing practice in the delivery of patient-centered care across the lifespan.
- Identify health disparities in the healthcare delivery continuum (public health, acute care, ambulatory care, and long-term care) which impact population health globally and locally.
- Advance the scholarship of nursing through the integration of evidence-based practice into practice through synthesis, translation, application, and dissemination of nursing knowledge to improve health care.
- Apply established and emerging principles of safety and quality to enhance patient care at the system and patient-centered level.

Marion Technical College – RN-to-BSN Proposal

- Integrate their understanding of team dynamics to collaborate with care team members across professions and stakeholders (patients, families, communities) to optimize care and health outcomes.
 - Use systems-based practice to incorporate the use of evidence-based methodologies, to address complex health problems within different analytic frameworks to deliver quality care to diverse populations.
 - Use different healthcare informatics technology (information, communication and informative) processes to deliver care, gather data, and form information to drive decision making for the delivery of safe, high quality, and efficient healthcare.
 - Identify their professional identity to include accountability, and comportment that is reflective of nursing's characteristics.
 - Demonstrate a spirit of inquiry to foster life-long learning, self-reflection, and leadership skills to lead a practice change.
- *Provide the proposed course sequence and course descriptions.*
 Course descriptions are available in the appendix (page 52). Because this is an RN-to-BSN completion program, most students will have completed 60-65 hours before entering the program.

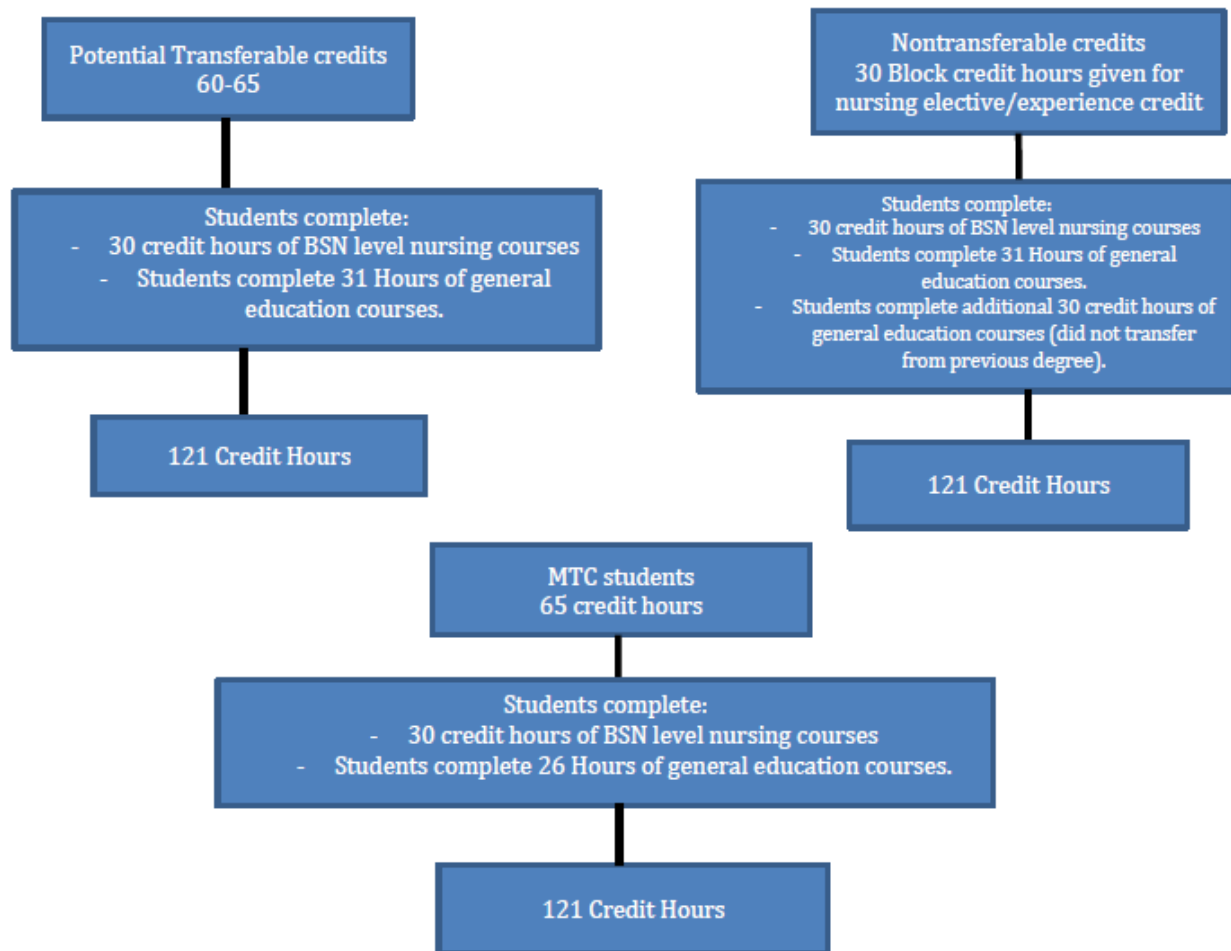
Course Category	Hours	Description
Nursing courses in Marion Tech's existing ADN program	35	Prelicensure courses that prepare students for NCLEX. Focuses on Foundations of care, alterations in care, OB, pediatrics, and mental health.
General Education courses in Marion Tech's existing ADN program	30	Psychology, Sociology, Statistics, English, Informatics, Anatomy and Physiology, Microbiology. Students can enroll in dual degree for nursing and associates of science.
Nursing Courses in the BSN program (new)	30	Listed below
Additional General Education and related courses required for the BSN program (existing)	26	Research Methods, Management, Leadership, Psychology, Sociology, Biology, English, Statistics.
Total Semester Credit Hours	121	

Marion Technical College – RN-to-BSN Proposal

BSN Nursing Courses (New)		
Course Number	Course Name	Credit Hours
NUR 3000	Quality Care & Patient Safety	3
NUR 3010	Legal, Ethical, & Political Perspectives	4
NUR 3020	Cultural Competency & Global Healthcare	4
NUR 4000	Lifespan Assessment	4
NUR 4010	Nursing Leadership & Management	4
NUR 4020	Community & Population Health	4
NUR 4030	Evidence-Based Practice in Nursing	4
NUR 4800	Nursing Capstone	3
	Total Semester Credit Hours	30

Marion Technical College – RN-to-BSN Proposal

The following process map illustrates how Marion Tech will award credit to students who enter the program. We anticipate most students in the program will have graduated from Marion Tech, but we are also planning for a way to accommodate students who graduated from another two-year college and students who graduate from Tri-Rivers Career Center (Marion), which offers an RN diploma program.



- *If students will earn industry-recognized credentials as a part of the program, please identify those credentials.*

RN-to-BSN graduates do not earn industry recognized credentials as a part of this program.

Is programmatic/specialized accreditation available for the program? If so, please indicate the accreditor and the time line for seeking accreditation.

The program will be accredited by the Accreditation Commission for Education in Nursing (ACEN), which also accredits the College's Associate Degree in Nursing (ADN). Applicant programs must provide evidence of current approval by the appropriate state regulatory agency for nursing, as well as the governing organization's accreditation/approval status

Marion Technical College – RN-to-BSN Proposal

(where appropriate). Upon receipt, the application is processed, and the applicant program is then notified regarding its eligibility to begin the candidacy process. The program will provide ACEN with a signed Authorization for Candidacy form. Once an applicant program and its governing organization are deemed eligible, the program will have up to one calendar year to begin the candidacy process, host a site visit, and complete steps required for accreditation. Upon approval from the Higher Learning Commission and the Ohio Department of Higher Education (ODHE), we will start the application process as listed above for ACEN. Final ACEN approval occurs after the program is underway. Upon ACEN approval, accreditation will be maintained with annual fees and scheduled accreditation visits.

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.*

Table of contents and appendix to follow.

Marion Technical College BSN Program Application Appendix Table of Contents	
Document	Page
Marion Technical College Board of Trustees Minutes – August 17, 2021	16
Marion Technical College Board of Trustees Resolution – August 17, 2021	22
Marion Technical College Board Report – Financial Condition *Approval of RN-to-BSN program and budget	23
Curriculum Committee Minutes – December 9, 2021	36
Bachelor of Science Nursing (BSN) Program Sheet	42
RN-to-BSN Sample Academic Plan	44
RN-to-BSN Course Descriptions and Learning Outcomes	52
RN-to-BSN Planning Meeting Minutes – November 5, 2021 *Additional minutes available upon request	61
Regional Workforce Needs and Employer Support	65
Conversations with Educational Providers	71
RN-to-BSN Program Community Survey	77
EMSI Job Posting Analytics – December 2021	90
EMSI Occupation Overview	113
Marion Technical College Nursing Graduates Data – 2016-2021	130
Revenue and Expense Analysis for RN-to-BSN Program	133
RN-to-BSN Enrollment Survey	134
Experience of Nursing Faculty Members	135
Nursing Organizational Chart	137
Letter of Commitment – OhioHealth Marion General Hospital	138
Letter of Commitment – Wyandot Memorial Hospital	139
Letter of Commitment – JAG Healthcare	140
Letter of Commitment – Marion Public Health	141
Letter of Commitment – Marion County Job and Family Services	142
Letter of Support – Galion Community Hospital	143
Letter of Support – Avita Health System	144
Letter of Support – Marion Public Health	145
Letter of Support – OhioHealth Learning	146
Letter of Support – OhioHealth Marion General Hospital	147
Letters of Support – Wyandot Memorial Hospital	148
Letter of Support – Wyandot County Board of Developmental Disabilities	150
Letter of Support – Wyandot County Public Health	151
Letter of Support – JAG Healthcare	152
Letter of Support – University of Phoenix	153
College Transfer Policy	154
College Prior Learning Assessment Policy	156

Marion Technical College
Board of Trustees
Board Meeting
Tuesday, August 17, 2021

Call to Order

Chair Anderson called the meeting to order at 5:32 p.m.

Roll Call

The Recording Secretary called the roll. Trustees present were Chair Tim Anderson, Vice Chair Roxane Somerlot, Ms. Jude Foulk, Mr. Greg Moon, and Mr. Don Plotts.

Mr. Kit Fogle and Dr. Justin Hamper were absent.

Introduction of Guests

Guests present included Dr. Ryan McCall, Dr. Bob Haas, Dr. Amy Adams, Ms. Rhonda Ward, Mr. Mike Stuckey, and Ms. Laura Woughter.

Major Discussion Topic

Dr. McCall noted the ability of two-year colleges to offer applied baccalaureate degree programs and now Bachelor of Science in Nursing (BSN) degrees, which was authorized in the state budget (H.B. 110, 134th General Assembly). While the College has not identified any applied baccalaureate programs to offer at this time, discussions have begun on offering a BSN program. Dr. McCall hopes that offering a BSN or other four-year degree would allow the institution to meet employer workforce needs, impact community perception as a higher education institution, and serve students at an affordable cost. The process would require internal Curriculum Committee, Ohio Department of Higher Education, third-party accrediting bodies, and Higher Learning Commission approval.

Ms. Somerlot asked what the impact to faculty would be, and Dr. McCall noted the Director would need to be separate from the Director of the existing Nursing Program and have a doctorate; two MTC faculty will have their DNP by the end of the calendar year. Additional faculty may be needed based on growth, however many existing faculty are credentialed to teach at the baccalaureate level. Mr. Plotts asked if Ohio State Marion (OSUM) would be willing to bring their RN – BSN program to campus, and Dr. McCall stated no, the program will continue to be available online or on main campus. Dr. McCall indicated the College is not interested in

offering competing degrees with OSUM, and keeping programs in line with the College's mission. Dr. McCall noted the most consternation about the ability to offer a baccalaureate degree was related to offering a BSN, and the angst came from private institutions during the legislative hearings. MTC won't increase the tuition from associate level programs, however revenue through subsidy is earned at a higher level. Ms. Foulk asked if Marion General Hospital is requiring all RNs to earn their BSN, and how long do they have. Dr. Haas stated it is required within several years, and MGH does pay for their employees for their BSN; currently, MGH encourages their RNs to go through Ohio University's online program. Vice Chair Somerlot noted Western Governors University is also a popular option, and Dr. McCall noted it is a more expensive option and MGH only covers up to \$5,500 per year. Vice Chair Somerlot and Mr. Plotts asked how this would impact the Tri-Rivers program and taking students from their RN program; Dr. McCall noted that Tri-Rivers students earn a diploma and not a degree, so there are some unknowns on transfer. Dr. McCall shared that most of MTC's RNs work within the College's three-county service area. Chair Anderson noted the projected return on investment in five years is admirable.

Consent Agenda

1. Approval of preceding meeting minutes
2. Resolution 2021-01 – Authority to Offer Four-Year Degrees
3. Proposed Rule on Freedom of Expression and Preventing Harassment

Mr. Plotts motioned to approve the consent agenda, and Ms. Foulk seconded the motion. By a unanimous vote, the consent agenda was approved.

President's Report

The College is requiring new student orientation for all new students, online or in-person, to better prepare students for entering college. Annually, the College now requires adjunct faculty to attend one faculty in-service (three available, in-person or online), which includes training to better orient all adjunct faculty with the College. The trainings are headed up by Ms. Christy Culver, a long-serving faculty member.

The College received a perfect score (106/106) on the Trio Educational Talent Search grant, however the College did not score high enough to be funded. The grant is awarded to institutions over 106 based on prior experience points for administering the grant. Additional funding may be available for institutions scoring between 105-106, and will be determined by the end of September. The grant would allow the College to interact with underserved students in the K-12 system and introduce them to higher education and beyond. Ms. Foulk asked for a reminder on the cost to contract with Columbus State Community College on grant writing services, and Dr.

McCall stated the annual cost is \$48,000, significantly lower than hiring one grant writer (~\$100,000 salary/benefits). The partnership allows for discussion between both institutions on potential grants, collaborative writing, and tapping the experience of CSCC's robust grant office. Other institutions, including Rhodes State and Washington State, are interested in partnering with CSCC for similar services. Dr. McCall and Dr. Haas will lead presentations at the Rural Community College Alliance and ACCT Leadership Congress on the partnership.

Dr. McCall was pleased to announce the College met 4 out of 5 criteria of ODHE's Changing Campus Culture initiative, which sets metrics to improve campus resources related to sexual assault. The improved standing was the result of a team of employees tasked with educating the campus and establishing partnerships.

The College is once again requiring all individuals to wear a mask while indoors due to surges in COVID-19 cases, until the CDC transmission map shows the county is below high spread. Online learning is still an option for many students. Dr. McCall noted many clinical sites are requiring students be vaccinated or tested regularly during clinical rotations, and shared that may cause concerns and careful handling.

Monitoring Reports

EL 4.1 – Communication and Counsel to the Board

Dr. McCall provided examples of communication to the Board outside of meeting materials, including emails with pertinent information. The policy was updated last year to ensure individual communication to Board members includes the Board Chair. Chair Anderson reminded the Board communication was a strength on Dr. McCall's most recent evaluation.

EL 4.3 – Organizational Structure

Dr. McCall provided an updated organizational chart to the Board. He shared the intent is to balance the workload amongst functional areas as best as possible, and better align areas for efficiency. The chart was updated to address the retirement of Deb Stark, Dean of Technical & Professional Programs. She was replaced by three interim associate deans; those deans and two new directors in Arts & Sciences report to Dr. Haas, VP of Academic Affairs & Student Services.

EL 4.5 – Financial Condition

Chief Financial Officer Rhonda Ward presented the finance report as of July 31, 2021, as evidence of compliance with EL Policy 4.5 - Financial Conditions. She provided an overview of

revenues and expenses, cash position, and also referred the Board to the following items in her written report.

- CARES funds recording is arbitrarily increasing revenue and expenses, but is in accordance with auditor recommendations.
- August enrollment revenue is not captured in this report, so the increase will be notable in the next report in September.
- Related to the proposal to offer a BSN degree, Ms. Ward shared the investment and projected ROI over the first seven years. The College is requesting to use \$120,000 from cash reserves to pay for upfront costs for the program, largely for the salary and benefits to hire the Director (required to be hired before program is established). The College is required to hold four months of subsidy in reserve, approximately \$2.6 million. The current reserve balance is \$7.9 million. The trustees asked questions related to the projection model, revenue expectations, and approval timelines.
- The College is working to finalize the campus cost-share agreement with OSUM. A \$1 million payment to OSUM was made at the end of June 2021.
- As a result of the audit, the College is being very intentional about ensuring purchase order dates do not fall after invoice; often this happens with multi-year agreements and blanket purchase orders. Chair Anderson asked if emergency requests are an exemption, and Ms. Ward agreed that would be permissible.

Dr. McCall complimented Ms. Ward and her staff for their work in diligently tracking normal operations and federal stimulus funds equating half of the annual budget.

EL 4.11 – Presidential Vacancy

The presidential vacancy plan includes the Executive Leadership Team, and then the College Leadership Council, led by the Director of the MTC Foundation (Mr. Mike Stuckey has been with Marion Technical College for more than 20 years), and in consultation with the Board to lead when the President is unavailable.

Vice Chair Somerlot motioned to approve the monitoring reports, and Mr. Plotts seconded the motion. By a unanimous vote, the motion carried.

Mr. Moon motioned to approve the request to approve the release/use of \$120,000 from cash reserves to pay upfront costs for the College's anticipated BSN degree program, and Ms. Foulk seconded the motion. By a unanimous vote, the motion carried.

Policy Review/Governance Issues

EL 4.10 – Treatment of Staff

Dr. McCall provided a revised policy to the Board in relation to conversations at the June Board meeting. The trustees agreed to incorporate the changes.

EL 4.2 – Strategic Planning

Ms. Foulk reviewed the policy with the Board and highlight the relevant discussions within the meeting as evidence showing compliance with the policy. Dr. McCall asked if the policy should reflect the sunseting of an existing plan with plans to adopt a new plan, noting that three years is required for look ahead. Dr. McCall and Ms. Foulk both emphasized the need for a living strategic plan, to allow for incorporation of new goals and initiatives. The group agreed to revise the policy to incorporate a rolling strategic plan.

EL 4.12 – Conflict of Interest

Chair Anderson reviewed the policy with the Board and shared thoughts on the College's ethics policy and alignment with Ohio ethics law, noting that employees are required to review and acknowledge receipt of the College's policy. Chair Anderson felt no changes were necessary.

Informational Items

The OACC Annual Conference, originally planned for September at North Central State College, has been postponed due to COVID-19.

The September Board meeting will be held in Bryson Hall, and will include a tour of renovated spaces, including the Surgical Technology classroom and lab, NSF Smart Manufacturing lab, Esports Arena, and Connections Center.

The October Board meeting will be held in Columbus at OACC, and will feature a retreat prior to the meeting. A formal agenda will be shared later.

Executive Session

Mr. Moon motioned to convene to executive session at 6:54 p.m. to discuss the appointment, employment, dismissal, discipline, demotion or compensation of a public employee or official, or the investigation of charges or complaints against a public employee, official, licensee, or regulated individual. Ms. Foulk seconded the motion. Chair Anderson – aye, Vice Chair Somerlot – aye, Ms. Foulk – aye, Mr. Moon – aye, Mr. Plotts – aye.

Mr. Plotts motioned to return to open session and Vice Chair Somerlot seconded the motion. The Board reconvened in open session at 7:13 p.m.

Adjournment

There being no further business to come before the Board, Chair Anderson adjourned the Board at 7:14 p.m.

Marion

Technical College

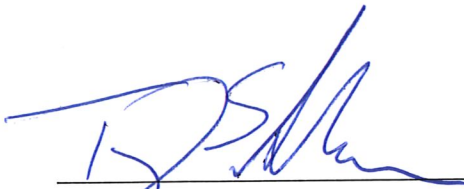
Resolution 2021-01 – Authority to Offer Four-Year Degrees

WHEREAS, the State of Ohio has authorized¹ community colleges, technical colleges, and state community colleges to offer applied baccalaureate degrees and nursing baccalaureate degrees, subject to the approval of the Board of Trustees, the Ohio Department of Higher Education, the Higher Learning Commission, and third party accreditors.

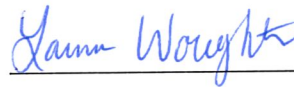
BE IT RESOLVED by the Board of Trustees that Marion Technical College is authorized to establish applied baccalaureate degrees and or a nursing baccalaureate degree, provided the establishment of such a degree, or degrees, supports the College's mission and follows appropriate guidelines required by the Curriculum Committee, the Ohio Department of Higher Education, the Higher Learning Commission, and third party accreditors.

FURTHER RESOLVED the President of Marion Technical College is responsible for the administration of establishing any four-year degree.

Date: August 17, 2021



Board Chair



Recording Secretary

¹ Ohio Revised Code 3333.051



**Board of Trustees
Financial Update
July 31, 2021**

August 12, 2021

Marion Technical College Board of Trustees

FINANCIAL UPDATE

Attached are the unaudited financial reports for FY21 and FY22.

Reports Included

- Income Statement - provides a summary of all revenue sources for the college and expenditures by natural class
- Revenue Detail - provides a report of tuition by enrollment category and details of major revenue sources for the college
- Statement of Functional Expenses - provides expenses by operational area
- Expenditures by Department - provides expenses by department
- Cash Position and Capital Reserve - provides cash and receivables details and summary capital reserve spending

FY22

Revenue

Revenues on the financial statements reflect activity through July 31. Below is a snapshot of fall enrollment. The college budgeted to be 4% down in general enrollment, 1% up in CCP enrollment plus an estimated 500 new students for Pickerington, and flat for the prison.

As of 08/12/21

Credit Hours	Final	Final	12-Aug	Compared
Fall	2019	2020	2021	to Final
				% change
CCP	5,741	5,183	5,952	14.8%
General	11,780	10,316	9,692	-6.0%
Prison	1,784	794	585	-26.3%
Total	19,305	16,293	16,229	-0.4%

Expenses

Expenses through July 31, 2021 are \$1.1 million and just slightly ahead of FY20. Expenses are 6.4% of budget, and we are 8.3% through the fiscal year. Excluding grants, expenses are tracking at 6.7% of budget.

FY21

Revenue

Revenues for FY21 are nearly final. Final enrollment hours for summer 2021 are reflected below. The College budgeted to be down 10% in General and CCP, and the overall FY revenue budget for the Prison was reduced by \$125,000 during the year.

As of 08/12/21

Summer Credit Hours	Final 2019	Final 2020	6/14/2021 2021	Compared to Final % change
CCP	243	335	235	-29.9%
General	2,684	3,012	2,521	-16.3%
Prison	932	-	1,084	
Total	3,859	3,347	3,840	14.7%

Year-end Projection

The year-end projection for FY21 is included on the Income Statement and Revenue Detail reports in the Board packet. Below is a condensed summary of projected revenues and expenses including explanations of items that will impact the projection as we continue to close the year:

Marion Technical College as of July 31, 2021	FY 2022 Budget	FY 2022 YTD Actual	Actual to Budget %	FY2021 YE Projection	FY 2020 YTD 06/30/20
Revenue					
Total Tuition	5,800,753	2,123,098	36.6%	6,298,751	6,104,792
Student Fees	750,413	292,513	39.0%	711,344	765,328
State Subsidy	7,991,045	648,005	8.1%	8,087,351	7,829,877
Federal CARES	1,284,515	0	0.0%	1,284,879	97,257
Grants	1,751,151	42,229	2.4%	644,242	473,275
Other Income	382,001	62,507	16.4%	302,791	526,837
Unallocated Operating Budget Changes	100,000	0	0.0%		0
Total Revenue	18,059,878	3,168,352	17.5%	17,329,358	15,797,365
Expenditures					
Unallocated	420,000	0	0.0%	0	0
Salary and Wages	9,197,635	658,150	7.2%	8,927,197	9,048,391
Benefits	3,403,765	284,328	8.4%	3,270,182	3,022,939
Supplies, Misc., Comm., Prof. Svc.	2,227,837	38,949	1.7%	1,933,899	1,618,713
Maintenance	1,472,714	107,000	7.3%	1,423,043	820,325
Service Contracts and Small Equipment	1,337,927	60,733	4.5%	850,215	393,273
Total Expenditures	18,059,878	1,149,160	6.4%	16,404,536	14,903,641
Net Operating Surplus (Deficit)	(\$0)	\$2,019,192		\$924,822	\$893,724

Adjustments not included in the projection:

- Approximately \$615,000 of depreciation expense; will reduce net operating surplus
- Capitalize approximately \$250,000 in equipment currently in expense; will increase net operating surplus
- Impact of College's proportionate share of pension & OPEB liability; surplus impact is unknown
- Reconciliation of cost-share agreement with OSU Marion; will likely increase net operating surplus
- Potential adjustments to receivables and liabilities as audit work is completed; surplus impact is unknown

Cash and Capital Reserves

The cash position is up in FY21 at 6/30/21 due to the timing of the spring financial aid drawdown. The draw was processed prior to year-end in FY21 but after in FY20. A payment of \$1,000,000 for the OSU cost share agreement was made June 2021. The remaining Capital Reserve at the end of this period is \$174,623. FY20 expenditures finalized in FY21 from Capital Reserve total \$10,112, of which, \$2,013 is for capital equipment and \$8,607 relates to facility improvements. The additional \$25,000 spending is for leasehold improvements at the downtown location.

RN to BSN Business Plan

The passage of HB 110, the state budget bill FY22-FY23, included the expansion of existing bachelor's degree authority to allow for approval of nursing bachelor's degree programs at community colleges to meet workforce demands.

The College seeks approval to pursue a RN to BSN program. Below is a business plan outlining the projected revenues and expenses associated with startup and operation of the program. The College requests approval for the use of reserves in the amount of \$120,000 to fund the program in FY22.

Marion Technical College RN-> BSN Revenue and Expense Analysis

	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29
	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Revenue								
Students	0	20	25	30	40	50	50	50
Tuition Revenue	\$0	\$100,000	\$128,125	\$157,500	\$215,000	\$268,750	\$268,750	\$268,750
Subsidy	\$0	\$8,625	\$28,750	\$86,250	\$143,750	\$182,083	\$230,000	\$268,333
Total Revenue	\$0	\$108,625	\$156,875	\$243,750	\$358,750	\$450,833	\$498,750	\$537,083
Expense								
Wages & Benefits	\$90,000	\$130,000	\$142,400	\$217,848	\$222,205	\$226,649	\$231,182	\$235,806
Additional support costs	\$10,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Accreditation	\$5,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other (start-up, PD, etc.)	\$5,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Total Expense	\$110,000	\$138,000	\$150,400	\$225,848	\$230,205	\$234,649	\$239,182	\$243,806
Annual Revenue less Expenses	-\$110,000	-\$29,375	\$6,475	\$17,902	\$128,545	\$216,184	\$259,568	\$293,278
Accumulated Net Revenue	-\$110,000	-\$139,375	-\$132,900	-\$114,998	\$13,547	\$229,731	\$489,299	\$782,577

Assumptions

- 1 No tuition rate increase after FY26
- 2 Subsidy calculated on 3 year lookback, prorated in FY23 and FY24 at 75% of receipt, recognized fully in FY26
- 3 The program will begin to show positive net revenue in FY24, and the initial reserve investment will be fully recovered by FY26
- 4 Students need 30 Nursing credits, 20 extra A&S credits to complete the BSN
- 5 No need for additional A& S Sections; students will occupy existing empty seats
- 6 20 student cap on nursing course sections
- 7 8 week nursing course sections; students will take one course per 8 week term; average of 5 courses per year
- 8 3 credit hours per course
- 9 Marketing costs from existing budget

CARES Funds

Below is a summary of CARES funds awarded to Marion Technical College. The college is working to continue aligning and planning for expenditures with allowed uses as dictated by each award. Please refer to the Expenditures by Department report for actual spending by fund in departments 5011-5019, highlighted in green for convenience (also included below through 7/31/21).

Approximately, 99% of awards paid directly to students designated in HEERF I and II have been disbursed, and disbursements started summer 2021 for HEERF III. The current planned uses for HEERF II CRRSAA and HEERF III ARP Institutional funds include the recovery of lost revenue, payroll expenses resulting from or in support of the pandemic, IT infrastructure upgrades, and expenditures related to the pandemic and remote learning.

The College is pursuing approval to request a one-year extension on HEERF II and HEERF III funds extending the use by date into FY23.

CARES Funds Summary		Award	Expended	Fully		
Type of Funds	GAN	Amount	Amount 07.21	Use by Date	Expended	Planned Uses
CARES Act - HEERF I - Student Funds	P425E200711	\$476,938	\$476,938	4/20/2021	Yes	Direct payments to students
CARES Act - HEERF II - CRRSAA - Student Funds	P425E200711	\$476,938	\$465,200	5/12/2022	No	Direct payments to students
CARES Act - HEERF III - ARP - Student Funds	P425E200711	\$1,876,160	\$240,750	5/12/2022	No	Direct payments to students
CARES Act - HEERF I - Institutional Funds	P425F201454	\$476,937	\$476,937	5/22/02021	Yes	Payroll and benefits related to remote instruction and reduced revenue; parking/lab fee/late payment refunds to students; software; overhead at 10%
CARES Act - HEERF II - CRRSAA - Institutional Funds	P425F201454	\$1,591,959	\$579,918	5/15/2022	No	Lost revenue, expenses already incurred, technology for transition, EE training, payroll, indirect, additional grants to students, direct administrative
CARES Act - HEERF III - ARP - Institutional Funds	P425F201454	\$1,784,233	\$1,255	5/15/2022	No	Lost revenue, expenses already incurred, technology for transition, EE training, payroll, indirect, additional grants to students
CARES Act - HEERF I - Strengthening Institutions Funds	P425M200687	\$47,746	\$47,746	6/8/2021	Yes	Lost prison revenue
CARES Act - HEERF II - CRRSAA - Strengthening Institutions Funds	P425M200687	\$86,604		8/3/2022	No	Lost revenue, expenses already incurred, technology for transition, EE training, payroll, indirect, additional grants to students, direct administrative
CARES Act - HEERF II - CRRSAA - Strengthening Institutions Funds	P425M200687-20C	\$160,425		8/3/2022	No	Lost revenue, expenses already incurred, technology for transition, EE training, payroll, indirect, additional grants to students, direct administrative
CARES Act - CRF - Governor's Round 1		\$232,716	\$232,716	12/30/2020	Yes	PPE; return to campus expenses; software to facilitate labs; hardware and applications to facilitate remote work and instruction, payroll COVID specific work
CARES Act - CRF - Governor's Round 2		\$116,358	\$116,358	12/30/2020	Yes	Hardware, software, PPE, remote work support
CARES Act - CRF - Governor's Mental Health		\$10,240	\$10,049	12/30/2020	No	Additional support services for students
CARES Act - CRF - Governor's Mental Health Mini-Grant		\$3,139		11/12/2021	No	Additional support services for students
Governor's Emergency Education Relief (GEER) Funds - Mental Health		\$17,409	\$12,070	9/30/2022	No	Additional support services for students
Governor's Emergency Education Relief (GEER) Funds - FASFA 21 Funding Opportunity		\$35,000	\$1,237	4/5/21-8/31/21	No	FASFA completion activities
Total		\$7,392,802	\$2,661,174			

Then and Now Certificates over \$3,000

Ohio Revised Code Section 5705.41(D) states in part that no subdivision shall make any contract or give any order involving the expenditure of money unless there is attached thereto a certificate by the Treasurer.

The business office performed a comparison of PO dates versus invoice dates to assure compliance. The list provided represents items where the PO date was older than the invoice date necessitating a need for Board approval of the expenditure. Many of the items on the listing relate to a contractual arrangement that repeats annually. In FY22, the business office is working with departments to prepare blanket purchase orders at the beginning of the fiscal year to account for such items.

Marion Technical College Approval of Fiscal Consent Items Then & Now Certificates over \$3,000 from 7/1/2020 – 6/30/2021

Summary:

Ohio Revised Code Section 5705.41(D) states in part that no subdivision shall make any contract or give any order involving the expenditure of money unless there is attached thereto a certificate by the Treasurer. Then and Now Certificates by the Treasurer issued over \$3,000 must be authorized by the Board of Trustees.

Recommendation:

The Treasurer recommends the Board of Trustees authorize the payments over \$3,000 requiring a Then and Now Certificate as listed below.

Vendor Name	PO Date	PO Amount	Invoice Date	Invoice Amount	Description
107 LLC	4/30/2021	5,159.86	4/26/2021	5,159.86	Flooring MTC downtown
BLACKBOARD INC	4/5/2021	13,000.00	3/28/2021	13,000.00	Software for digital course content accessibility
COLLEGE BOARD, THE	7/23/2020	20,182.02	6/24/2020	20,182.02	Financial Aid software annual maintenance
COMEVO INC	5/24/2021	7,000.00	4/2/2021	7,000.00	Software online orientation
COMPSYCH EMPLOYEE ASSISTANCE PROGRAMS	3/11/2021	11,880.00	2/3/2021	5,940.00	Student assistance program
COMPSYCH EMPLOYEE ASSISTANCE PROGRAMS	3/11/2021	11,880.00	3/1/2021	5,940.00	Student assistance program
EMSI	12/23/2020	5,000.00	8/21/2020	5,000.00	Software labor & economic market analysis
EVALUATIONKIT, LLC	5/6/2021	5,513.00	4/19/2021	5,513.00	Software academic catalog
EVERFI, INC	9/11/2020	7,875.00	7/5/2020	7,875.00	Software online training
EXAMSOFT WORLDWIDE INC	1/7/2021	7,012.50	12/28/2020	7,012.50	Software academic
GRAINGER	12/23/2020	3,873.60	12/22/2020	4,923.80	PPE supplies
HUNTINGTON MASTERCARD	3/9/2021	5,925.00	3/4/2021	5,675.00	Academic exam costs
INTEGRA CINCINNATI COLUMBUS INC	4/21/2021	3,500.00	3/19/2021	3,500.00	Appraisal services
JOHNNY APPLESEED BROADCASTING CO, INC	4/19/2021	4,900.00	4/11/2021	4,900.00	Livestream graduation
MATHEWS FORD MARION INC	6/16/2021	3,442.15	5/25/2021	3,442.15	Accident repair transit vehicle
MCKESSON MEDICAL SURGICAL	6/7/2021	6,501.03	6/1/2021	6,501.03	Lab supplies
MEYER DISTRIBUTING COMPANY	6/16/2021	3,745.00	6/14/2021	3,745.00	Lab supplies
OHIO STATE UNIVERSITY, THE	6/28/2021	1,000,000.00	6/28/2021	1,000,000.00	Cost share payment
OHIO STATE UNIVERSITY, THE	5/24/2021	125,000.00	2/24/2021	125,000.00	MTC share of generator replacement
PEARSON VUE	11/12/2020	3,018.00	11/3/2020	2,472.00	Testing
PEARSON VUE	11/12/2020	3,018.00	11/3/2020	546.00	Testing
SAMUEL D. KOON & ASSOCIATES	4/27/2021	3,500.00	3/11/2021	3,500.00	Appraisal services
SPGB Architects, LLC	7/30/2020	8,607.00	3/29/2019	8,607.00	Design work
US DEPARTMENT OF VETERANS AFFAIRS	11/10/2020	5,402.00	10/9/2020	5,430.80	VA refunds

Respectfully Submitted,

Rhonda Ward, CFO and Treasurer

Marion Technical College
Income Statement
As of July 31, 2021

	FY 2022 Budget	FY 2022 YTD Actual	Actual to Budget %	FY 2021 YTD Actual	FY2021 YE Projection
Revenue					
Tuition - General Enrollment	\$4,338,673	\$1,656,607	38.2%	\$1,860,645	\$4,918,874
Tuition - College Credit Plus	1,284,203	444,538	34.6%	406,062	1,151,723
Tuition - Prison (MCI and NCCI)	177,877	21,953	12.3%	0	228,154
Total Tuition	5,800,753	2,123,098	36.6%	2,266,707	6,298,751
Student Fees	750,413	292,513	39.0%	318,521	711,344
State Subsidy	7,991,045	648,005	8.1%	632,140	8,087,351
Federal CARES	1,284,515	0	0.0%	0	1,284,879
Grants	1,751,151	42,229	2.4%	-75,581	644,242
Other Income	382,001	62,507	16.4%	60,803	302,791
Unallocated Operating Budget Changes	100,000	0	0.0%	0	
Total Revenue	18,059,878	3,168,352	17.5%	3,202,589	17,329,358
Expenditures					
Unallocated Operating Budget Changes	100,000	0	0.0%	0	0
Contingency	120,000	0	0.0%	0	0
Unallocated Grants	200,000	0	0.0%	0	0
Salary and Wages	9,197,635	658,150	7.2%	525,661	8,927,197
Benefits	3,403,765	284,328	8.4%	249,685	3,270,182
Supplies	383,226	3,122	0.8%	9,678	196,895
Miscellaneous Expense	657,614	30,155	4.6%	13,104	1,032,880
Communications/Advertising	399,958	3,874	1.0%	20,184	191,084
Maintenance	1,472,714	107,000	7.3%	103,115	1,423,043
Professional Services	787,038	1,796	0.2%	31,667	513,039
Service Contracts and Small Equipment	1,337,928	60,733	4.5%	58,143	850,215
Total Expenditures	18,059,878	1,149,160	6.4%	1,011,236	16,404,536
Net Operating Surplus (Deficit)	(\$0)	\$2,019,192		\$2,191,353	\$924,822

**Marion Technical College
Revenue Detail
As of July 31, 2021**

	FY 2022 Budget	FY 2022 YTD Actual	Actual to Budget %	FY 2021 YTD Actual	FY2021 YE Projection
Revenue					
<u>Tuition - General Enrollment</u>					
Tuition - Fall	\$1,838,410	\$1,656,607	90.1%	\$1,860,645	\$1,915,010
Tuition - Spring	1,989,017	-	0.0%	-	2,053,547
Tuition - Summer	511,246	-	0.0%	-	520,147
CARES - HEERF Lost Revenue	-	-		-	430,170
Total Tuition - General Enrollment	4,338,673	1,656,607	38.2%	1,860,645	4,918,874
<u>Tuition - College Credit Plus</u>					
Tuition - Taught at HS by HS	640,383	173,379	27.1%	192,199	661,432
Tuition - Taught at HS by MTC	516,839	155,484	30.1%	148,238	263,248
Tuition - Taught at MTC by MTC	126,981	115,676	91.1%	65,625	116,614
CARES - HEERF Lost Revenue	-	-		-	110,429
Net Tuition - College Credit Plus	1,284,203	444,538	34.6%	406,062	1,151,723
<u>Tuition - Prison (MCI and NCCI)</u>					
Tuition - Prison (MCI and NCCI)	177,877	21,953	12.3%	0	156,098
CARES - HEERF Lost Revenue	-	-		-	72,056
Net Tuition - Prison	177,877	21,953		0	228,154
Total Tuition	5,800,753	2,123,098	36.6%	2,266,707	6,298,751
<u>Student Fees</u>					
Lab Fees	356,022	160,936	45.2%	155,219	286,743
Student Fees	394,391	131,577	33.4%	163,302	402,075
CARES - HEERF Lost Rev Parking & Car Svc	-	-		-	22,526
<u>Federal Subsidy</u>					
CARES - Funds	1,284,515	0	0.0%	0	1,284,879
<u>State Subsidy</u>					
State Subsidy - Tuition	7,900,445	648,005	8.2%	632,140	7,996,750
Capital Component	90,600	0	0.0%	0	90,601
<u>Grants</u>					
College Work Study Program	35,000	0	0.0%	0	35,000
State and Community Grants	983,188	42,229	4.3%	(75,581)	177,529
Federal Grants	732,963	0	58.9%	0	431,713
<u>Other Income</u>					
Continuing Education	135,000	4,617	3.4%	4,205	81,298
Department Revenues	100,000	0	0.0%	0	69,312
Contributions	0	56,046		54,906	-
Investment Income	17,000	0	0.0%	0	15,000
Unallocated Operating Budget Changes	100,000	0	0.0%	0	-
Misc Income	130,001	1,844	1.4%	1,692	137,181
Total Revenue	\$ 18,059,878	\$ 3,168,352	17.5%	\$ 3,202,589	\$ 17,329,358

Marion Technical College
Statement of Functional Expenses
As of July 31, 2021

ACCOUNT DESCRIPTION	FY 2022 Budget	FY 2022 YTD Actual	Actual to Budget %	FY 2021 YTD Actual	FY 2021 YTD 06/30/20
Total Academic Services	7,354,671	492,325	6.7%	382,383	7,173,561
Total Academic Affairs and Student Services	954,630	64,966	6.8%	51,295	627,990
Total Advancement and Planning	2,218,695	155,863	7.0%	149,116	2,010,241
Total President's Office	812,036	61,112	7.5%	60,368	739,153
Total Institutional Effectiveness	827,967	54,169	6.5%	48,325	821,705
Total Administrative Services	2,896,440	163,911	5.7%	191,874	3,142,667
Total Plant Operations and Maintenance	1,279,287	106,371	8.3%	106,268	1,258,031
Total Expense Before Grants	16,343,725	1,098,716	6.7%	989,629	15,773,347
Total Grants	1,716,153	50,444	2.9%	21,607	631,189
Total Expenditures	\$18,059,878	\$1,149,160	6.4%	\$1,011,236	\$16,404,536

Marion Technical College
Expenditures by Department
As of July 31, 2021

DEPT CODE	ACCOUNT DESCRIPTION	FY 2022 Budget	FY 2022 YTD Actual	Actual to Budget %	FY 2021 YTD Actual	FY2021 YE Projection
ACADEMIC SERVICES						
1000	ARTS & SCIENCES	1,686,382	112,855	6.7%	79,400	1,613,596
1010	HUMAN & SOCIAL SERVICES	278,705	19,974	7.2%	19,436	266,559
1020	US	-	-		-	47
1100	BUSINESS GENERAL	230,885	18,479	8.0%	16,502	198,722
1110	BUSINESS MANAGEMENT	665,421	42,573	6.4%	41,581	782,190
1120	INFORMATION PROCESSING	372,825	25,311	6.8%	8,001	311,793
1140	CRIMINAL JUSTICE	281,466	18,191	6.5%	10,464	299,846
1150	NCCI	124,164	7,087	5.7%	15,225	78,743
1151	MCI	143,695	9,310	6.5%	5,586	56,032
1200	ENGINEERING	474,956	19,192	4.0%	4,398	514,967
1300	NURSING	1,216,474	93,764	7.7%	34,512	1,148,115
1320	SURGICAL TECHNOLOGY	129,219	7,690	6.0%	7,648	122,933
1400	MED SCIENCES GENERAL	179,175	11,842	6.6%	21,650	253,111
1410	MED LAB TECHNOLOGY	263,239	19,204	7.3%	16,320	251,793
1420	MEDICAL ASSISTING	153,657	10,023	6.5%	9,584	141,653
1430	HEALTH CREDENTIALS	-	-		-	-
1500	PHYSICAL THERAPY	284,596	19,195	6.7%	22,503	277,048
1510	OCCUPATIONAL THERAPY	242,135	17,068	7.0%	21,202	223,707
1520	HEALTH INFO MGMT	186,288	12,653	6.8%	9,049	145,711
1600	RAD. TECH.	239,835	14,677	6.1%	15,319	229,505
1650	SONOGRAPHY	201,555	13,239	6.6%	13,517	192,774
1800	DEVELOPMENTAL EDUCATION	-	-		10,487	64,719
1999	OVERHEAD REALLOCATION - INSTRUCTIONAL	-	-		-	-
	TOTAL ACADEMIC SERVICES	7,354,671	492,325	6.7%	382,383	7,173,561
ACADEMIC AFFAIRS AND STUDENT SERVICES						
2000	VP -PROVOST	205,209	15,062	7.3%	7,310	73,237
2010	PHI THETA KAPPA	10,282	58	0.6%	-	5,240
2300	LIBRARY	10,406	85	0.8%	-	7,700
2999	OVERHEAD REALLOCATION - ACADEMIC SERVICES	-	-		-	-
3020	NSLS	8,433	53	0.6%	-	4,710
3300	STUDENTS ACTIVITIES	11,203	-	0.0%	-	1,218
3400	ADVISING	349,743	26,608	7.6%	24,102	315,671
3410	DISABILITY SERVICES	177,925	8,763	4.9%	10,990	133,020
3420	TUTORING	94,485	7,798	8.3%	6,844	81,900
3800	ESPORTS	86,943	6,538	7.5%	2,049	5,294
3999	OVERHEAD REALLOCATION - STUDENT SERVICES	-	-		-	-
	TOTAL ACAD AFFAIRS AND STUDENT SERVICES	954,630	64,966	6.8%	51,295	627,990
ADVANCEMENT AND PLANNING						
3000	VP ADVANCEMENT AND PLANNING	194,095	15,331	7.9%	14,866	183,769
3010	SCHOLARSHIP	175,408	433	0.2%	4,773	123,532
3100	ADMISSIONS	381,601	31,767	8.3%	25,986	364,156
3600	FINANCIAL AID	402,473	30,697	7.6%	31,020	408,991
3700	HARDING HOME	-	-		-	-
3701	HARDING HOME CARRYOVER FUND	-	-		-	-
4200	MARKETING/COMMUNICATIONS	490,123	39,304	8.0%	35,351	526,203
4201	MARION MADE	136,381	6,283	4.6%	-	3,044
4300	COLLEGE ADVANCEMENT	147,971	10,348	7.0%	10,065	129,139
5600	OFFICE OF STUDENTS RECORDS	290,643	21,701	7.5%	27,055	271,406
	TOTAL ADVANCEMENT AND PLANNING	2,218,695	155,863	7.0%	149,116	2,010,241
PRESIDENT'S OFFICE						
4100	PRESIDENTS OFFICE	431,264	32,533	7.5%	29,864	388,578
3200	RECEPTION	-	-		-	300
5500	HUMAN RESOURCES	380,772	28,579	7.5%	30,504	350,275
	TOTAL PRESIDENT'S OFFICE	812,036	61,112	7.5%	60,368	739,153

Marion Technical College
Expenditures by Department
As of July 31, 2021

DEPT CODE	ACCOUNT DESCRIPTION	FY 2022 Budget	FY 2022 YTD Actual	Actual to Budget %	FY 2021 YTD Actual	FY2021 YE Projection
INSTITUTIONAL EFFECTIVENESS						
4400	INSTITUTIONAL EFFECTIVENESS	64,300	-	0.0%	14,114	231,848
1021	COLLEGE CREDIT PLUS	344,973	23,959	6.9%	17,198	284,513
1700	CENTER FOR WORKFORCE DEVELOPMENT	127,312	9,740	7.7%	10,466	167,946
1720	NON-CREDIT	44,147	1,964	4.4%	-	20,401
1730	DOWNTOWN	129,622	8,255	6.4%	-	26,085
3500	CAREER SERVICES	117,613	10,251	8.7%	6,548	90,912
	TOTAL INSTITUTIONAL EFFECTIVENESS	827,967	54,169	6.5%	48,325	821,705
ADMINISTRATIVE SERVICES						
5000	VP ADMINISTRATIVE SERVICES	234,659	19,244	8.2%	18,487	189,435
2100	COMPUTER CENTER ACADEMIC	-	-		1,402	13,811
5010	GENERAL	361,459	14,326	4.0%	35,590	345,824
5011	CARES - OH GOV ROUND 1	-	-		-	162,136
5012	CARES - OH GOV ROUND 2	-	-		-	116,333
5013	CARES HEERF I - INSTITUTIONAL	-	-		-	457,988
5014	CARES OH GOV MENTAL HEALTH	-	-		-	10,858
5015	CARES OH GOV MNTL HEALTH GEERS	-	-		-	20,405
5016	CARES - HEERF II CRRSSA - INSTITUTIONAL	650,000	1,833	0.3%	-	574,418
5017	CARES OH FAFSA GEERS	-	-		-	-
5018	CARES STRENGTH INSTITUTIONS	-	-		-	47,746
5019	CARES HEERF III ARP	150,000	-	0.0%	-	-
5020	MIS PROJECT	-	-		-	-
5120	MAILROOM	-	-		-	-
5200	COMPUTER CENTER	895,814	102,637	11.5%	109,301	830,839
5400	FINANCIAL SRVCS	384,508	25,869	6.7%	27,093	372,874
5900	UNALLOCATED OPERATING CHANGES	100,000	-	0.0%	-	-
5900	UNALLOCATED GAP FILLERS	120,000	-	0.0%	-	-
5999	OVERHEAD REALLOC - INSTITUTIONAL SUPPORT	-	-		-	-
	TOTAL ADMINISTRATIVE SERVICES	2,896,440	163,911	5.7%	191,874	3,142,667
PLANT OPERATIONS AND MAINTENANCE						
5700	FACILITIES	79,287	6,371	8.0%	6,268	58,031
	POM - COST SHARE	1,200,000	100,000	8.3%	100,000	1,200,000
	TOTAL PLANT OPERATIONS AND MAINTENANCE	1,279,287	106,371	8.3%	106,268	1,258,031
	TOTAL EXPENSE BEFORE GRANTS	16,343,725	1,098,716	6.7%	989,629	15,773,347
GRANTS						
5900	UNALLOCATED	200,000	-	0.0%	-	-
8019	GRANTS - ASPIRE	85,300	6,291	7.4%	5,173	60,404
8020	PERKINS	101,030	4,184	4.1%	4,619	85,846
8021	TECH PREP SPECIAL OPERATING	-	-		-	-
8024	TECH PREP CENTRAL REGION	106,462	8,138	7.6%	8,135	99,640
8025	TP Central Region Special	-	-		-	(1,745)
8051	ODHE INNOVATION GRANT 2017	-	-		13	-
8054	UNION COUNTY IMPROVEMENT CORP	155,873	1,759	1.1%	-	2,920
8055	CCMEP	-	-		-	-
8057	APPRENTICESHIP	52,076	-	0.0%	-	-
8058	STATE ST CERT PRG	-	1,500		3,668	17,229
8059	OMIC4	56,990	124	0.2%	-	15,284
8061	TP MINIGRANT	21,362	-	0.0%	-	-
8062	OER	-	-		-	-
8063	OATYC CONFERENCE	-	-		-	-
8064	STRONG START TO FINISH	21,957	-	0.0%	-	20,149
8065	NSF IT INTERNSHIP	21,189	1,266	6.0%	-	709
8066	AMERICAS WC	53,750	2,400	4.5%	-	-
8067	NSF ENGINEERING	103,977	4,943	4.8%	-	193,784
8068	MARION COMMUNITY FOUNDATION	-	-		-	25,500

Marion Technical College
Expenditures by Department
As of July 31, 2021

DEPT CODE	ACCOUNT DESCRIPTION	FY 2022 Budget	FY 2022 YTD Actual	Actual to Budget %	FY 2021 YTD Actual	FY2021 YE Projection
8069	CHOOSE OHIO FIRST	-	-		-	-
8070	TECH CREDIT	14,725	-	0.0%	-	5,755
8071	ST CERT FOSTER CARE	20,263	-	0.0%	-	-
8072	STEM P3	72,212	385	0.5%	-	14,037
8073	RAPIDS 2020	-	-		-	-
8074	TITLE III	628,987	19,455	3.1%	-	91,679
	TOTAL GRANTS	1,716,153	50,444	2.9%	21,607	631,189
	TOTAL EXPENDITURES	18,059,878	1,149,160	6.4%	1,011,236	16,404,536

*The grants above highlighted in gray are either partially or fully funded from reserves

MARION TECHNICAL COLLEGE
CASH POSITION & CAPITAL RESERVE AS OF JULY 31, 2021

<u>CASH AND NET ACCOUNTS RECEIVABLE</u>		
	FY 2021 <u>AS OF 7/31/21</u>	FY 2020 <u>AS OF 7/31/20</u>
CURRENT ASSETS		
CASH - GENERAL	\$6,571,325	\$5,251,236
CASH - OTHER	\$ 755,359	\$ 969,012
CASH AND CASH EQUIVALENTS	\$7,326,684	\$6,220,248
INVESTMENTS	\$1,610,497	\$1,608,093
TOTAL CASH AND INVESTMENTS	\$8,937,181	\$7,828,341
CASH (GENERAL) + INVESTMENTS	\$8,181,822	\$6,859,329
ACCOUNTS RECEIVABLE, NET		
STUDENT ACCOUNTS RECEIVABLE, NET		
STUDENT PC	\$2,830,124	\$2,653,398
SCHOLARSHIP FUND	(\$43,989)	\$32,469
DIRECT LOANS	\$152,447	\$591,296
DIRECT PARENT	\$6,765	\$0
PELL GRANTS	\$380,329	\$739,929
OTHER RECEIVABLES, NET	\$ 1,841,371	\$ 941,217
TOTAL ACCOUNTS RECEIVABLE, NET	\$5,167,047	\$4,958,309
TOTAL CURRENT ASSETS	\$14,104,227	\$12,786,650

<u>CAPITAL FUNDING RESERVE</u>		
AVAILABLE CAPITAL RESERVE FOR FY 2020		\$574,061
FY 2020 EXPENDITURES	(\$363,819)	
CAPITAL RESERVE BALANCE AS OF JUNE 30, 2020		\$210,242
FY 2020 CAPITAL RESERVE BOARD DESIGNATION		\$0
AVAILABLE CAPITAL RESERVE FOR FY 2021		\$210,242
FY 2021 EXPENDITURES		
A/E, CONSTRUCTION, FF&E	\$33,607	
EQUIPMENT > \$2,500	\$2,013	
TOTAL EXPENDITURES AS OF MAY 31, 2021	\$35,620	
CURRENT CAPITAL RESERVE BALANCE		\$174,623
<p>Note: Capital Funding Reserve expenditures are charged to the Capital Reserve line and Capital Equipment lines. Capitalized assets include land improvements, buildings and improvements, machinery, and equipment that exceed \$2,500 and have an estimated useful life greater than one year. Any asset purchased using Capital Funding Reserve funds that cannot be capitalized will be reclassified as an operating expense in the year it is purchased. The expenses shown for FY21 are FY20 expenses finalized in FY21 with the exception of \$25,000 allocated for paint and flooring for the Downtown location.</p>		

Marion Technical College

Curriculum Committee Minutes

Thursday, December 9, 2021 – Microsoft Teams

Minutes recorded by Chelsea Glezen

Attendance		
Non-Voting Members Present: <input checked="" type="checkbox"/> Ryan Chan, Coordinator/Chair <input checked="" type="checkbox"/> Amy Stahl, Co-chair/TRT Chair <input checked="" type="checkbox"/> Peggy Smith, Academic Program Director <input type="checkbox"/> Bob Haas, TRT/CAO <input checked="" type="checkbox"/> Chelsea Glezen, Curriculum Coordinator Designee Guests Speakers Present: Ks Ku, Elizabeth Azhikannickal, Trish Frazzini, Sandy Vent, Stacie Campbell, Lillie Kirsch		Voting Members Present: <input checked="" type="checkbox"/> Lindsey Knapp <input type="checkbox"/> Jason Tingler <input checked="" type="checkbox"/> Marcia Young <input checked="" type="checkbox"/> Scott Hughes <input type="checkbox"/> Chris Leimbach <input checked="" type="checkbox"/> Duane Gerstenberger <input checked="" type="checkbox"/> Stacie Campbell <input checked="" type="checkbox"/> Joan Smalley <input checked="" type="checkbox"/> Sandy Allen <input type="checkbox"/> Bob Chidester
Recorded time meeting begins: 3:34 PM		
<p style="text-align: center;">Old Business</p> <p>Approval of minutes for meeting held on October 28, 2021. Discussion: No discussion. Motion to approve: Stacie Campbell Motion to correct: Click or tap here to enter text. Seconded the motion: Joan Smalley</p> <p style="text-align: center;">New Business</p> <p>We will be meeting in the Spring, but not as frequently (four meetings total next semester). Try to submit curriculum changes before we meet. OTM deadlines are in March, so try to submit your curriculum changes earlier so we can take a look at them. Most deadlines are in the Fall but it is helpful if you start submitting curriculum changes earlier.</p>		
Curriculum Changes, Voting, and Discussion		
Course/Program, Submitter	Discussion	Motions/Result
CIT Cyber Security and Networking [NEW PROGRAM] Ks Ku	(KS) We have a new Cyber Security and Networking degree. (AMY) We were waiting on ODHE paperwork and that has come through.	Results: Approved Motion: Stacie Campbell Second: Marcia Young

<p>Associate of Applied Science Mechanical Engineering [New Program]</p> <p>Associate of Applied Science Electrical Engineering Smart Manufacturing [New Program]</p> <p><i>Elizabeth Azhikannickal</i></p>	<p>(AMY) We already discussed this at length. The problem was the Technical Math and whether it would count in the initial 30 hours of coursework. The answer is yes.</p>	<p>Results: Approved</p> <p>Motion: Stacie Campbell</p> <p>Second: Joan Smalley</p>
<p>SWA 1100 Trauma and Resiliency [NEW COURSE] <i>Trish Frazzini</i></p>	<p>(TRISH) This is a new course that is going to address various aspects of personal, collective, intergenerational, and societal trauma, and how this impacts individuals, families, and societies. This is recognized as a cause for many of the social ills like addiction and mental health issues. (LILLIE) This is also a course that is going to be part of a stackable certificate. It is a huge issue in our field, mental health and behavioral health, it is extremely needed and in all areas of health fields. It is a hot topic, getting a lot of press, and a lot of money is going into training. (TRISH) It is also relevant in places like criminal justice, and other professions that are experiencing or witnessing trauma. (LILLIE) It is also a course in the long run that will be offered for a human resources program.</p>	<p>Results: Approved</p> <p>Motion: Stacie Campbell</p> <p>Second: Duane Gerstenberger</p>
<p>SWA 2022 Multicultural Perspectives [CHANGE COURSE] <i>Trish Frazzini</i></p>	<p>(TRISH) We actually proposed the changes for this course last year and they were approved by Bob but for some reason they didn't get forwarded. We made the course description more succinct, and we added a learning objective that is relevant to the aging and gerontology area and what aspects will be addressed as far as diversity goes. (AMY) We did look at this class since the title of it is Multicultural, versus the Sociology course. The learning objectives are considerably different between the two courses so we are not replicating another course that is being offered in another area. (TRISH) Those objectives we developed that is now SOC 2020 did come directly from TAG. Those objectives are still being met, but we added to this course quite a bit so that we did</p>	<p>Results: Click or tap here to enter text.</p> <p>Motion: Stacie Campbell</p> <p>Second: Scott Hughes</p>

	<p>make it more broad in terms of the skills that would be needed, and we did incorporate some specific trauma related issues as it relates to racial trauma and the trauma of oppression.</p> <p>(RYAN) Are you planning on look at the course later for TAG/CTAG/OTM?</p> <p>(LILLIE) This may work as a Sociology TAG, which would then transfer as a number of different disciplines including Sociology. This course includes the applied learning with the theories. Most Arts and Sciences courses don't have the applied aspect, but this is a combination.</p>	
<p>SWA 2030 Introduction to Case Management [CHANGE COURSE] <i>Sandy Vent</i></p>	<p>(Sandy Vent) Align with addiction licensure requirements and respond to current requests of area stakeholders for expectations for students entering the workforce.</p>	<p>Results: Approved</p> <p>Motion: Stacie Campbell Second: Duane Gerstenberger</p>
<p>GER 1000 Introduction to Gerontology [NEW COURSE] <i>Sandy Vent</i></p>	<p>(Sandy Vent) A revision from the SWA 2620 Aging course. We made some updates to reflect the most current language for gerontology so it would be consistent for our plan for the certificate program. We clarified some of the learning objectives to sharpen those and have those be ready based on the information we received from our stakeholders.</p> <p>(Lillie Kirsch) Other students in the health sciences may take this course as needed in those areas. It is also open to all students in the college. This course was changed from SWA 2620.</p> <p>(Amy Stahl) If this is taking the place of SWA 2620, once this gets approved, you'll need to send in a deactivation form for the old course.</p>	<p>Results: Approved</p> <p>Motion: Stacie Campbell Second: Marcia Young</p>
<p>GER 1010 Biopsychosocial Aspects of Aging [NEW COURSE] <i>Sandy Vent</i></p>	<p>(SANDY) This is a new course to align with our gerontology certificate, and as a course that our stakeholders indicated was something that is important. Many students working in health sciences and addiction services need to learn more about this specific part of the aging process. This is an interdisciplinary course that will look at neurodegenerative disorders and aging.</p> <p>(SCOTT) Amy said the learning objectives were measurable, but when I looked at them I felt like you can meet one of them but not both. For example, learning objective number one should be two separate learning outcomes.</p>	<p>Results: Conditionally Approved</p> <p>Motion: Sandy Allen Second: Stacie Campbell</p>

	<p>(AMY) Some of these learning objectives are specific for their program regulations.</p> <p>(LILLIE) In social work, there are competencies that must be fulfilled for students who will transfer to bachelor degrees. We have to align language with that so there's no question about transferability of those courses. We are aligning them with the Council of Social Work standards. It wouldn't be a problem to separate the first learning objective into two, but we need to make sure we don't delete anything.</p> <p>(SANDY) That does make sense to have those as two separate learning objectives.</p> <p>(SCOTT) As a committee, I want us to move forward in being consistent with learning objectives. Each learning objective should be independent of others. It looks like there are some typos throughout the learning objectives.</p> <p>(LILLIE) We will look over them again for typos.</p> <p>(AMY) Each learning objective should go in as its own line in the Curriculum Management system. I think it's okay for us to approve pending these changes. #6 has learning objectives 7, 8, and 9 included by mistake.</p>	
<p>GER 1020 End of Life Care and Loss [NEW COURSE] <i>Sandy Vent</i></p>	<p>(LILLIE) This is the third of the series for the gerontology certificate. There was some discussion about the multicultural perspectives course (SWA 2022) being a pre-requisite. Having a cultural understanding in end of life work with clients is really important as it relates to culture, religion, and spiritual beliefs. But if a student has already taken SOC 2020, we would accept that as a substitute because it would meet roughly 75% of the learning objectives.</p> <p>(SANDY) This is a very important class, not just for gerontology, but for anyone working with people, especially for health and social services. We are hearing a lot about nursing students saying they haven't felt prepared to talk to people and be with them as they're dying, and to be able to help family as they are going through the dying process. This will help students understand and learn those skills to help people at the end of life, and to help their family members who are grieving to access resources.</p> <p>(AMY) The only thing we need to think about is the concept of potentially substituting SOC</p>	<p>Results: Approved</p> <p>Motion: Marcia Young</p> <p>Second: Joan Smalley</p>

	<p>2020. With your certificate, you'll have technical and non-technical courses. SWA 2022 would be a technical course and SOC 2020 is non-technical, so I don't know that you would be able to do any kind of substitution.</p> <p>(LILLIE) Our diversity course transferred as an Arts and Sciences course even though it came from a technical department. As long as it doesn't interfere with the number of A&S courses and technical courses for a program, certificates give a little more room in terms of the percentage as dictated by ODHE.</p> <p>(AMY) Have you talked to any of the other health sciences directors about SWA 2022 and possibly incorporating it into their degree if SOC 2020 isn't fulfilling what students need? Since Sandy said that students are not learning the skills they need.</p> <p>(LILLIE) We have not, we are building SWA 2022 so that students who have not yet taken it have it as a building block. This is a good point for us to explore.</p>	
<p>NUR 3000 Quality Care and Patient Safety in Nursing [NEW COURSE]</p> <p>NUR 3010 Legal, Ethical, and Political Perspectives [NEW COURSE]</p> <p>NUR 3020 Cultural Competency and Global Healthcare [NEW COURSE]</p> <p>NUR 4000 Lifespan Assessment [NEW COURSE]</p> <p>NUR 4010 Nursing Leadership and Management [NEW COURSE]</p> <p>NUR 4020 Community and Population Health</p>	<p>(STACIE) We got approval from our board to offer a BSN program. The next step is ODHE and HLC approval. Part of that approval is to submit the courses for approval through curriculum. Right now, we had to come up with the course numbers, titles, and learning objectives.</p> <p>(AMY) None of these classes have to be pre-requisites for each other, but all of them are pre-requisites for the Capstone?</p> <p>(STACIE) Yes.</p> <p>(AMY) We made the course requirements "program admission" so that advisors have to approve the students to take the courses.</p>	<p>Results: Approved</p> <p>Motion: Marcia Young</p> <p>Second: Duane Gerstenberger</p>

<p>[NEW COURSE]</p> <p>NUR 4030 Evidence-Based Practice in Nursing [NEW COURSE]</p> <p>NUR 4800 Nursing Capstone [NEW COURSE]</p> <p><i>Stacie Campbell</i></p>		
<p>OIS 1220 Healthcare and Nursing Informatics [DEACTIVATE COURSE] <i>Stacie Campbell</i></p>	<p>(STACIE) We replaced OIS 1220 with ALH 1000 which will begin Fall 2022, as approved by the curriculum committee.</p>	<p>Results: Approved</p> <p>Motion: Lindsey Knapp Second: Peggy Smith</p>
<p>Motion to adjourn: Joan Smalley Seconded the motion: Sandy Allen Recorded time meeting adjourned: 4:27 PM</p>		

Marion Technical College

Application Process (Limited Enrollment)

Admission to the RN to BSN Program is in accordance with current Nursing policies. Applicants must submit a completed RN to BSN Program application after the following items are received by MTC.

Application Steps:

1. Submit Final high school transcript (or GED results).
2. Submit official college transcripts from any colleges and/or vocational schools attended.
3. Complete MTC Application for Admission. (For returning MTC students a returning student and/or PDC form may need completed).
4. Validation of current RN licensure, currently enrolled in an RN licensure program, or graduate of an RN program eligible for the NCLEX-RN.
5. A 2.5 accumulative GPA is the minimum for acceptance.
6. Submit program checklist and application.

The Application deadline is:

- Oct 1st for Spring start date.
- March 1st for Summer start date.
- June 1st for Fall start date.

Acceptance is contingent upon enrollment, space, and instructor availability. Students will register for courses after all admission requirements are met, acceptance into the program, and attendance at the RN to BSN information session (online).

(Applying for) Accreditation

The MTC Nursing Program is accredited by the Accreditation Commission for Education in Nursing, Inc. (ACEN).

ACEN Telephone: 404.975.5000.

ACEN Website:

www.acenursing.org

ACEN Address: 3343 Peachtree Road NE, Suite 850, Atlanta, GA 30326

Degree Received: Bachelor of Science in Nursing (BSN)

The Program – RN to BSN

A Bachelor of Science in Nursing (BSN) degree prepares students with the knowledge, competencies, and integrity to meet the complex challenges in today's healthcare environment. The BSN program provides education that incorporates general education and nursing practice. Students will be prepared for roles in nursing leadership, management, research, and evidence-based practice, as well as preparing students for advanced practice nursing programs.

Admitted students have the opportunity for a review of previous transcripts and coursework for applicable transferable credits; this generates an individualized report of remaining courses needed to complete the BSN degree. Thirty credit hours of the 121 total, must be completed at Marion Technical College, referred to as residency hours, with nursing courses totaling 30 credits. Students can complete courses in as little as three semesters. Students will have five years to complete their degree from the time of acceptance.

Diploma prepared nurses will work with the program director to develop a plan for achieving an Associate of Science degree as a step to their BSN.

End of Program Student Learning Outcomes

Students will:

- Apply nursing knowledge and ways of knowing, to form the basis for clinical judgment and innovation in nursing practice.
- Integrate evidence-based practice and clinical judgement with an emphasis on diversity, equity, and inclusion to guide nursing practice in the delivery of patient-centered care across the lifespan.
- Identify health disparities in the healthcare delivery continuum (public health, acute care, ambulatory care, and long-term care) which impact population health globally and locally.
- Advance the scholarship of nursing through the integration of evidence-based practice into practice through synthesis, translation, application, dissemination of nursing knowledge to improve health care.
- Apply established and emerging principles of safety and quality to enhance patient care at the system and patient-centered level.
- Integrate their understanding of team dynamics to collaborate with care team members across professions and stakeholders (patients, families, communities) to optimize care and health outcomes.
- Use systems-based practice to incorporate the use of evidence-based methodologies, to address complex health problems within different analytic frameworks to deliver quality care to diverse populations.
- Use different healthcare informatics technology (information, communication and informative) processes to deliver care, gather data, and form information to drive decision making for the delivery of safe, high quality, and efficient healthcare.
- Identify their professional identity to include accountability, and comportment that is reflective of nursing's characteristics.
- Demonstrate a spirit of inquiry to foster life-long learning, self-reflection, and leadership skills to lead a practice change.

Nursing Program Mission Statement

Prepare students to be professional, caring Bachelor of Science in Nursing who promote optimal levels of wellness for individuals, families, and communities.

The BSN program will prepare caring nurses to meet their full potential to succeed as leaders within the changing healthcare environment. The BSN program promotes excellence in the profession through care that is evidence-based, patient-centered, quality and safe, and through fostering critical thinking and scholarship. Graduates will apply skills and competencies learned to provide care to diverse populations across the lifespan.

For more information visit: www.mtc.edu

MTC ADN students Dual Degree

One pathway to achieve the BSN is to declare a dual degree at Marion Technical College. The dual degree would be an Associate of Applied Science in Nursing and an Associate of Science. An advantage of the dual degree would be that the MTC student can take additional courses that are transferrable to the BSN.

Articulation

Marion Technical College has articulation agreements in which graduates from the ADN program can seamlessly transfer into BSN (Bachelor of Science in Nursing).

** For the current curriculum and approved electives, please view the Nursing RN to BSN Fact Sheet.*

Note: Nursing is a regulated profession. The training, licensure, and practice of nursing are subject to federal and state statutes, rules, and regulations. In addition, each clinical agency will have rules or policies that will be followed. A student's eligibility for admission or continuation in MTC's BSN program is subject to the requirements of, and compliance with, all applicable statutes, rules, regulations, or policies. Prior to or during acceptance into the BSN program, each student will be subject to a background check including, but not limited to, an analysis of fingerprints and review of prior criminal records. The submission of any false information to MTC or any federal/state agency shall be cause for immediate dismissal from the BSN program.

Sample Curriculum

Students will need their transcripts evaluated to complete the RN to BSN program. In addition to your RN degree (approximately 60-65 credit hours) students will need an additional 31 hours of approved general education credits, and 30 credits hours of BSN nursing courses. 30 of the nursing credit hours must be taken at Marion Technical College. For a total of 121 credit hours. Diploma prepared nurses will work with the program director to develop a plan for achieving an Associate of Science degree as a step to their BSN.

General Education Courses (31 credit hours)

Students will complete approved courses in:

- 6 credit hours in English
- 6 credit hours in Arts and Humanities
- 6 credit hours in Social and Behavioral Sciences
- 3 credit hours in Math
- 1 course in Natural Sciences
- 6 credit hours in electives

Nursing Courses (Required 30 credit hours)

- NUR 3000 Quality Care & Patient Safety
- NUR 3010 Legal, Ethical, & Political Perspectives
- NUR 3020 Cultural Competency & Global Healthcare
- NUR 4000 Lifespan Assessment
- NUR 4010 Nursing Leadership & Management
- NUR 4020 Community and Population Health
- NUR 4030 Evidence-Based Practice in Nursing
- NUR 4800 Nursing Capstone

Sample Curriculum Plans

[\[Insert Link\] for Fulltime with General Education Credits and Nursing](#)

[\[Insert Link\] for Fulltime with just Nursing](#)

[\[Insert Link\] for part time with General Education Credits and Nursing](#)

[\[Insert Link\] for part time and just Nursing](#)

General Education Courses					
English	Arts and Humanities	Social and Behavioral Sciences	Math	Natural Sciences	Electives
Choose 6 credit hours	Choose 6 Credit Hours	Choose 6 Credit hours	Choose 3 Credit Hours	Choose 4 credit hours	Choose 6 Credit Hours
(3CH) COM 1400 Oral Communications	(3CH) ENG2000 Early American Literature	(3CH) RSM 2000 Introduction to Research	(3CH) MTH 1240 Statistics	(4CH) SCI 2000-Advanced Human Physiology	(3CH) ALH 1000 Nursing Informatics
(3CH) ENG 1100 ENG Comp II	(3CH) ENG 2100 Modern American Literature	(3CH) SOC 1200 Sociology	MTH Statistics II (Proposing addition of course to MTC).	(4CH) BIO 1200 Human Biology	(4CH) BIO 1200 Human Biology
	(3CH) HST 1700 Western Civilization I	(3CH) SOC 1400 Personal and Family Relations			(3CH) ECN 2100 Macroeconomics
	(3CH) HST 2000 Holocaust & Mod Genocide	(3CH) Soc 2020 Cultural and Ethnic Diversity			(3CH) ENG2000 Early American Literature
	(3CH) HST 1800 Western Civilization II	(3CH) SOC 2200 Social Problems			(3CH) ENG 2100 Modern American Literature
	(3CH) PHI 1000 Critical Thinking	(3CH) Soc 2400 Gender Studies			(3CH) HST 1700 Western Civilization I
	(3CH) PHI 1030 Introduction to Ethics	(3CH) PSY 1200 Abnormal Psychology			(3CH) HST 1800 Western Civilization II
		(3CH) PSY 1500 Social Psychology			(3CH) HST 2000 Holocaust & Mod Genocide
		(3CH) PSY 2150 Child and Adolescent Development			(3CH) MTH 1240 Statistics
		(3CH) PSY 2175 Adult and Aging			(3CH) MGT 1400 Intro to Management
		(3CH) PSY 2200 Psychology of Personality			(3CH) MGT 2540 Leadership

					(3CH) NTR 1100 Nutrition
					(3CH) POL1000 American Government
					(3CH) RSM 2000 Introduction to Research
					(4CH) SCI 2000- Advanced Human Physiology
					(3CH) SOC 1200 Sociology
					(3CH) SOC 1400 Personal and Family Relations
					(3CH) Soc 2020 Cultural and Ethnic Diversity
					(3CH) SOC 2200 Social Problems
					(3CH) Soc 2400 Gender Studies
					(3CH) PHI 1000 Critical Thinking
					(3CH) PHI 1030 Introduction to Ethics
					(3CH) PSY 1200 Abnormal Psychology
					(3CH) PSY 1500 Social Psychology
					(3CH) PSY 2150 Child and

					Adolescent Development
					(3CH) PSY 2175 Adult and Aging
					(3CH) PSY 2200 Psychology of Personality
6	6	6	3	4	31 Total CH

Nursing Courses

Course Number	Course Name	Credit hours	Course Description	Learning Objectives/ Outcomes	Competencies Addressed The New BSN Essentials	CIP
NUR 3000	Quality Care & Patient Safety	3	Pre- req: Director Permission or Program admission	See Below	I, V, VI, VIII, X	51.3801
NUR 3010	Legal, Ethical, & Political Perspectives	4	Pre- req: Director Permission or Program admission		I, II, IV, VII, X	51.3801
NUR 3020	Cultural Competency & Global Healthcare	4	Pre- req: Director Permission or Program admission		II, III, VI, VII, VIII, X	51.3801
NUR 4000	Lifespan Assessment	4			I, II, III, V, VII, IX, X	51.3801
NUR 4010	Nursing Leadership & Management	4			I, IV, V, IX, X	51.3801
NUR 4020	Community and Population Health	4			III, VII, VIII, X	51.3811
NUR 4030	Evidence- Based Practice in Nursing	4			I, IV, VII, VIII, X	51.3801
NUR 4800	Nursing Capstone	3	Pre- req: Students required to complete all other NUR BSN course before taking.		I, II, III, IV, V, VI VII, VIII, IX, X	51.3801
		30 CH			I, II, III, IV, V, VI VII, VIII, IX, X	51.3801- RN

						51.3811- Community Nursing
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Sample Strategy to Implementation

Term 1: Fall 2022	Term 2: Spring 2023	Term 3: Summer 2023 and onward
First 8 weeks	First 8 weeks	First 8 weeks
NUR 3000 Quality Care & Patient Safety 3CH	NUR 3000 Quality Care & Patient Safety 3CH	NUR 3000 Quality Care & Patient Safety 3CH
NUR 3010 Legal, Ethical, & Political Perspectives 4CH	NUR 3010 Legal, Ethical, & Political Perspectives 4CH	NUR 3010 Legal, Ethical, & Political Perspectives 4CH
	➤ NUR 4010 Nursing Leadership & Management 4CH	NUR 4010 Nursing Leadership & Management 4CH
		➤ NUR 4030 Evidence- Based Practice 4CH
Total: 7CH	Total: 11CH	Total: 15 CH
Second 8 weeks		
NUR 3020 Cultural Competency & Global Healthcare 4 CH	NUR 3020 Cultural Competency & Global Healthcare 4 CH	NUR 3020 Cultural Competency & Global Healthcare 4 CH
NUR 4000 Lifespan Assessment 4CH	NUR 4000 Lifespan Assessment 4CH	NUR 4000 Lifespan Assessment 4CH
	➤ NUR4020 Community and Population Health 4 CH	NUR4020 Community and Population Health 4 CH
		➤ NUR 4800 Capstone 3
Total 8 CH	Total: 12 CH	Total: 15 CH
Total for Term: 15 CH	Total for term: 23 CH	Total for Term: 30 CH
Number of students: 15 Admit 15 students	Number of students: 30 Admit 15 students	Number of students: 45 Admit 15 students

For students that need their general education and nursing courses. Here is a sample curriculum plan for full and part-time students.

Year 1- Full- Time	Term 1	Term 2	Term 3	Term 4	Term 5
General Education 16 weeks	Arts & Humanities (3) Elective (3)	Arts & Humanities (3) ENG (3)	ENG (3) Elective (3)	Social & Behavioral Sciences (3) Math (3)	Social & Behavioral Sciences (3) Natural Science (4)
Nursing 8 Weeks	NUR 3000 (3) NUR 3010 (4)	NUR 3020 (4) NUR 4030 (4)	NUR 4000 (4) NUR 4010 (4)	NUR 4020 (4)	NUR 4800 (3)
(Credit Hours)	13 CH	14 CH	14 CH	10 CH	10 CH
					Total Credits: 61 CH (General Education 31 CH + Nursing 30 CH)

Year 1- Part- Time	Term 1	Term 2	Term 3	Term 4
General Education 16 weeks	Arts & Humanities (3) Elective (3)	Arts & Humanities (3)	ENG (3) Elective (3)	ENG (3)
Nursing 8 Weeks	NUR 3000 (3)	NUR 3010 (4)	NUR 3020 (4)	NUR 4030 (4)
(Credit Hours)	9 CH	7 CH	10CH	7 CH
Year 2- Part- Time	Term 5	Term 6	Term 7	Term 8
General Education 16 weeks	Social & Behavioral Sciences (3)	Social & Behavioral Sciences (3)	Math (3)	Natural Science (4)
Nursing 8 Weeks	NUR 4000 (4)	NUR 4010 (4)	NUR 4020 (4)	NUR 4800 (3)
(Credit Hours)	7 CH	7 CH	7 CH	7 CH
				Total Credits: 61 CH (General Education 31 CH + Nursing 30 CH)

For students that need just their nursing courses. Here is a sample curriculum plan for full and part-time students.

Year 1- Full- Time With General Education courses completed	Term 1	Term 2	Term 3	
Nursing First 8 Weeks	NUR 3000 (3)	NUR 4000 (4)	NUR 4030 (4)	
Nursing Second 8 Weeks	NUR 3010 (4) NUR 3020 (4)	NUR 4010 (4) NUR 4020 (4)	NUR 4800 (3)	
(Credit Hours)	11 CH	12 CH	7 CH	Total Credits: 61 CH (General Education 31 CH + Nursing 30 CH)

Year 1- Part- Time With General Education courses completed	Term 1	Term 2	Term 3	Term 4
Nursing First 8 Weeks				
Nursing Second 8 Weeks	NUR 3000 (3) NUR 3010 (4)	NUR 3020 (4) NUR 4000 (4)	NUR 4010 (4) NUR 4020 (4)	NUR 4030 (4) NUR 4800 (3)
(Credit Hours)	7 CH	8 CH	8 CH	7 CH
				Total Credits: 61 CH (General Education 31 CH + Nursing 30 CH)

Course Description And Learning Outcomes

Course title: NUR 3000

Course Number: Quality Care & Patient Safety in Nursing

Credit hours: 3

CIP Code- 51.3801

Course Description:

This course will provide a foundation in quality improvement and patient safety in healthcare. The goal is to provide a broad overview of the principles and tools of quality improvement and patient safety by focusing on the knowledge, skills, and attitudes as defined by the Quality and Safety Education for Nurses (QSEN) guidelines. Analysis from foundational concepts in patient safety are utilized in developing strategies to enhance safe systems. A deeper understanding of quality measurement, tracking, and improvements in healthcare will be gained.

Course Learning Outcomes:

Upon completion of this course, the learner will:

1. Compare Institute of Medicine (IOM) competencies and Quality and Safety Education for Nurses (QSEN) competencies in improving the quality of health care in the twenty-first century
2. Analyze quality initiatives to improve health outcomes in healthcare settings
3. Investigate systems-based quality improvements across various healthcare settings
4. Analyze integrated healthcare systems and processes to mitigate risks and advocate for a culture of safety
5. Integrate health care services to improve patient outcomes through improving the safety and quality of care.
6. Discuss the professional nurse's role in promoting patient safety

AACN Competencies for Nursing Education addressed in this course:

- Knowledge for Nursing Practice
- Quality and Safety
- Interprofessional Partnerships
- Informatics and Healthcare Technologies
- Personal, Professional, and Leadership Development

Course title: Legal, Ethical, & Political Perspectives

Course Number: NUR 3010

Credit hours: 4

CIP Code- 51.3801

Course Description: NUR 3010

This course explores the legal, ethical, and political environments that affect professional nursing practice today. Learners have an opportunity to examine legal and ethical issues in view of their own belief systems and their role as practicing nurses. Current and emerging legal and ethical issues in health care are highlighted. Concepts of negligence and malpractice in nursing and common issues in health care litigation are examined. Nurses as advocates and political activists are considered. Contemporary political issues are reviewed, including access to health care, allocation of health care resources, and current health policy issues.

Course Learning Outcomes:

Upon completion of this course, the learner will:

1. Identify categories of law upon which nursing practice is established and governed.
2. Describe elements of a claim of negligence or malpractice.
3. Discuss fundamental laws and statutory regulations that establish the patient's right to autonomy, self-determination and informed decision-making in the health care setting.
4. Integrate ethical and bioethical issues with one's own belief systems.
5. Analyze sources of moral distress in nursing practice.
6. Reference current health policy issues and their impact on nursing practice.
7. Describe health policies that have influenced professional nursing practice.

AACN Competencies for Nursing Education addressed in this course:

- Knowledge for nursing practice
- Person-centered care
- Scholarship for the nursing discipline
- Informatics and healthcare technologies
- Personal, professional, and leadership development

Course title: Cultural Competency & Global Healthcare

Course Number: NUR 3020

Credit hours: 4

CIP Code- 51.3801

Course Description:

This course prepares baccalaureate nursing students for the care of a globally diverse society. This course addresses cultural influences on global health and illness, describes the position of providing culturally competent nursing care to diverse populations, and identifies current evidence-based practice guidelines for culturally competent care. This course will add to the nurse's foundation for understanding global health issues and their effects on different cultures is addressed.

Course Learning Outcomes:

Upon completion of this course, the learner will:

1. Describe cultural influences on health and illness.
2. Describe the theories of providing culturally competent patient care.
3. Identify current evidence-based practice resources for culturally competent care.
4. Describe culturally appropriate care to a diverse population.
5. Compare global healthcare systems.
6. Discuss culturally appropriate communication.
7. Use the nursing process to develop individualized, culturally appropriate care.

AACN Competencies for Nursing Education addressed in this course:

- Person- Centered Care
- Population Health
- Interprofessional Partnerships
- Systems- Based Practice
- Informatics and Healthcare Technologies
- Professionalism
- Personal, professional, and leadership development

Course title: Lifespan Assessment

Course Number: NUR 4000

Credit hours: 4

CIP Code- 51.3801

Course Description:

Concepts and principles focus on the physical, psychosocial, and functional assessment of persons at various stages in lifespan development. The course emphasizes the nurse's role in building knowledge and skill in data acquisition, identifying and describing normal assessment, interviewing skills, health histories, and communication.

Course Learning Outcomes:

Upon completion of this course, the learner will:

1. Identify principles of history taking in the assessment process persons across the lifespan.
2. Conduct a health history that recognizes current and future health problems.
3. Demonstrate assessment skills including physical, behavioral, psychological, socioeconomic, and environmental assessments of health and illness parameters in persons across the lifespan.
4. Demonstrate assessment care that is developmentally and culturally appropriate.
5. Document problems and needs in individuals from data discovered during the health history and physical examination.
6. Compare the roles and responsibilities of the nurse in the process of health assessment and health promotion.
7. Utilize therapeutic communication techniques appropriate to developmental stage within the health assessment.
8. Evaluate the use of nursing interventions using the nursing process.

AACN Competencies for Nursing Education addressed in this course:

- Knowledge for Nursing Practice
- Person- Centered Care
- Population Health
- Quality and Safety
- System- Based Practice
- Professionalism
- Personal, professional, and leadership development

Course title: NUR 4010

Course Number: Nursing Leadership & Management

Credit hours: 4

CIP Code- 51.3801

Course Description:

Course Learning Outcomes:

This course focuses on leadership and management as essential roles in working within organizational and community arenas. Also focuses on determining individual leadership strengths and leadership style. Discusses nursing leadership and management by using a systems leadership approach. Describes leadership models, behaviors, and characteristics of authentic leadership.

Upon completion of this course, the learner will:

1. Distinguish the differences between management and leadership.
2. Discuss the behaviors that contribute to effective leadership and management.
3. Distinguish the different styles of leadership.
4. Identify effective team-building skills as an essential component of nursing practice.
5. Apply leadership concepts, skills, and decision making to provide high quality nursing care.
6. Develop insight into individual leadership strengths and weaknesses.
7. Discuss implications of leadership and management challenges of the twenty-first century.

AACN Competencies for Nursing Education addressed in this course:

- Knowledge for Nursing Practice
- Scholarship for the Nursing Discipline
- Quality and Safety
- Professionalism
- Personal, Professional, and Leadership Development

Course title: Community and Population Health

Course number: NUR 4020

Credit hours: 4

CIP: 51.3811

Course Description:

This course explores the evolution of public/community health in the United States during the 20th and 21st centuries. Similarities and differences between community health and public health are discussed. The impact of social and multiple determinants of health on individuals and communities is considered. Healthy People 2020 and Healthy People 2030 as frameworks for community and public health system development are analyzed. Emergency response and disaster preparedness in the community setting are examined.

Course Learning Outcomes:

Upon completion of this course the learner will:

1. Discuss the history of public health nursing in the United States and its impact on life expectancy.
2. Distinguish between community and population health approaches.
3. Identify concepts of multiple and social determinants of health.
4. Compare objectives of Healthy People 2020 and Healthy People 2030.
5. Define nurse leader competencies in public/community health.
6. Relate factors that impact public health in the 21st century.
7. List the components of an effective disaster preparedness plan.

AACN Competencies for Nursing Education addressed in this course:

- Population Health
- Systems-Based Practice
- Informatics and Healthcare Technologies
- Personal, professional, and leadership development

Course title: Evidence- Based Practice in Nursing

Course Number: NUR 4030

Credit hours: 4

CIP Code- 51.3801

Course Description:

The course will introduce skills to ask a research question, search evidence, and appraise nursing research for the basis of professional nursing practice.

Course Learning Outcomes:

Upon completion of this course, the learner will:

- Define Evidence- Based Practice, and the steps of the EBP process.
- Format an appropriate PICOT question for the purpose of research investigation.
- Differentiate between selected quantitative and qualitative approaches to research.
- Utilize literature searches to obtain the best evidence for practice.
- Appraise individual research studies as a foundation for applying evidence-based practice.
- Select strategies to disseminate evidence- based information.
- Investigate barriers to the adoption of evidence-based practice and strategies to overcome them.

AACN Competencies for Nursing Education addressed in this course:

- Knowledge for Nursing Practice
- Scholarship for the Nursing Discipline
- Systems- Based Practice
- Informatics and Healthcare Technology
- Personal, professional, and leadership development

Course title: Nursing Capstone

Course Number: NUR 4800

Credit hours: 3

CIP Code- 51.3801

Course Description:

Students will use competencies and knowledge presented in the BSN coursework to develop an evidence- based project using components of the RN- BSN curriculum.

Course Learning Outcomes:

Upon completion of this course, the learner will:

- Apply nursing knowledge and ways of knowing, to form the basis for clinical judgment and innovation in nursing practice.
- Integrate evidence- based practice and clinical judgement with an emphasis on diversity, equity, and inclusion to guide nursing practice in the delivery of patient-centered care across the lifespan.
- Identify health disparities in the healthcare delivery continuum (public health, acute care, ambulatory care, and long-term care) which impact population health globally and locally.
- Advance the scholarship of nursing through the integration of evidence- based practice into practice through synthesis, translation, application, dissemination of nursing knowledge to improve health care.
- Apply established and emerging principles of safety and quality to enhance patient care at the system and patient- centered level.
- Integrate their understanding of team dynamics to collaborate with care team members across professions and stakeholders (patients, families, communities) to optimize care and health outcomes.
- Use systems-based practice to incorporate the use of evidence-based methodologies, to address complex health problems within different analytic frameworks to deliver quality care to diverse populations.
- Use different healthcare informatics technology (information, communication and informative) processes to deliver care, gather data, and form information to drive decision making for the delivery of safe, high quality, and efficient healthcare.
- Identify their professional identity to include accountability, and comportment that is reflective of nursing's characteristics.
- Demonstrate a spirit of inquiry to foster life-long learning, self -reflection, and leadership skills to lead a practice change.

AACN Competencies for Nursing Education addressed in this course:

- Knowledge for Nursing Practice
- Person- Centered Care
- Population Health
- Scholarship for the Nursing Discipline
- Quality and Safety
- Interprofessional Partnerships
- Systems- Based Practice
- Informatics and Healthcare Technology
- Professionalism
- Personal, professional, and leadership development

**Marion Technical College
RN to BSN Meeting
Friday 11.5.2021 9a-11a**

Topics	Notes
Team members/ Timeline	<p>Stacie Campbell Cathy Crum Cindy Hartman Cristine Heilman</p> <p>Send time cards to Bob Haas</p>
<p>Discuss CBE (check this site... https://www.cbenetwork.org/)</p> <p>https://www.waldenu.edu/programs/nursing/resource/five-reasons-to-choose-a-competency-based-nursing-degree-program</p> <p>https://www.phoenix.edu/degrees/competency-based-education.html</p> <p>https://nepincollaborative.org/programs/models/competency-based-education/</p> <p>https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf</p> <p>Competency- based vs. guided framework.</p>	<p>We are going to look at using the framework of:</p> <ul style="list-style-type: none"> - ACEN for accreditation standards - For framework we are going to compare the New Essentials of BSN and the Future Nurse Framework
Review, research, and discuss 30 credit hours of general education courses. See attachment for comparison to other schools	

	Faculty reviewed other RN to BSN programs. General education credits were reviewed, researched and discussed. See below for courses.
Review, research, and discuss 30 credit hours of nursing courses. See attachment for comparison to other schools	Faculty reviewed other RN to BSN programs. General education credits were reviewed, researched and discussed. See below for courses.
<p>Divide NUR courses among team members to create:</p> <ul style="list-style-type: none"> -30 credit hours of nursing courses (approx. 9 courses) - Title of each course - Course number (Kristy Taylor would give us this) - Course Credit Hours - Course Descriptions - 6 to 7 Learning Outcomes 	<p>Faculty assigned two courses to create Course Descriptions, and Learning outcomes.</p> <p>Stacie:</p> <ul style="list-style-type: none"> -Lifespan Assessment -Cultural Competency and Global Healthcare Perspectives <p>Cathy:</p> <ul style="list-style-type: none"> -Leadership and Management -Improving quality care and patient safety <p>Cindy:</p> <ul style="list-style-type: none"> -Legal, Ethical, and Political Perspectives -Community and Population Health <p>Chris:</p> <ul style="list-style-type: none"> -Evidence- based practice

	-Capstone
Letters of support:	Will need further discussed with Bob.
Other discussions:	<ul style="list-style-type: none"> -Students have five years to complete program - Need to develop a LOA policy and procedure -BSN Faculty Pay -Program pre-req courses <u>Pre-req</u> English 1 A&P 1 and 2 General Psy
Questions: <ul style="list-style-type: none"> -Can a course count for an ADN program and BSN degree? (Example: ENG two for ADN elective and for BSN curriculum). -Marketing, fin aid., faculty pay, advising, administrative assistant, IT support, Library and Writing center, Turinitin and Grammarly - Discuss offering elective courses more than once a semester - Time limits on MTH, ENG, SCI should not apply to BSN -Course numbers with Kristy -No placement tset -Min and max number of students in a course -Fin aid question if a student take a LOA. -What is revenue of student to faculty pay? 	
	BSN Workshop via zoom 11/5/21 1p-2p 11/19/21 1p-2p

Upcoming Meetings:	<p>Monday Nov 8 1p-3p</p> <p>-Will continue to work on above items. Plus, any additional topics.</p> <p>-Work on course descriptions, objectives</p> <p>-Develop program sequence</p> <p>- Entrance into program</p> <p>- Do we want to add any other electives from ADN program list?</p>
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Regional Workforce Needs and Employer Support

Responding to workforce and employer needs is a crucial aspect of Marion Tech's planned RN-to-BSN program. As such, Marion Tech has been engaged with hospital systems, public health entities, and other health care providers to understand their specific needs for BSN-prepared employees. A variety of these partners have expressed strong support for the College's proposal. More information is included below:

Conversations with all partners yielded strong verbal support and excitement for the proposal. We continue to include these partners in conversations about the program and their needs. We understand not every health care provider or system may be able to commit to a set number of graduates to hire, but we project that the desire for BSN-prepared nurses will only continue to grow, compounded by a national nurse shortage, pandemic-related fatigue, and a retiring nurse workforce.

Since May 2016, Marion Tech has graduated 334 ADN students. Of the students reporting, 118 have been hired at OhioHealth and Wyandot Memorial; both provided support letters committing to hiring specific numbers of BSN graduates from our program, and those letters were included with the College's proposal (pages 138-152). Since our initial application, additional hiring commitments and/or commitments to assist with tuition costs have come in from JAG Healthcare, Marion County Job and Family Services, and Marion Public Health.

Hiring commitments from our partners now exceed the amount of graduates we anticipated in our budget forecast (page 133) and in our enrollment survey (page 134). Additional details on employer support is found below, broken down by sector:

Hospitals

1. OhioHealth is a large health system in central Ohio, is a fixture within our service area, and is the leading employer of the College's nursing graduates. Marion General, Riverside, and Grant, hospitals within the OhioHealth system, require all RNs to complete their BSN within five years of their hire date. This requirement is still prevalent during the COVID-19 pandemic, and OhioHealth has indicated they will not relax their requirements. Hiring of graduates of Marion Tech's prospective program and/or establishing a cohort of current RN employees to enroll in the program are both likely pathways for OhioHealth to fulfill their need for BSNs. Additionally, Riverside and Grant are Magnet Hospitals, establishing further quality standards and requiring that the facilities show progress toward achieving 80% of nurses holding a BSN degree (Nationwide Children's Hospital, where all Marion Tech ADN students attend a clinical placement, is also a Magnet Hospital). Marion General reported only 30% of its nursing staff currently hold a BSN, and wants to increase this percentage through staff education and BSN preferential hiring; OhioHealth does provide financial assistance for continuing education. Included in the appendix (pages 138, 146, and 147) are letters of support from OhioHealth Marion General expressing support for the program, as well as a commitment to hire ten additional BSN-prepared nurses annually over the next ten years. OhioHealth provides an internship experience for Marion Tech ADN graduates before completion of the NCLEX in four of its hospitals. It is clear the need for BSN-prepared nurses will continue to grow. Marion Tech's RN-to-BSN program will help meet the workforce demand of our partners. Additionally, we have received letters of support from individual hospitals within the system, such as our local Marion General, which currently has openings for 90 RN and BSN positions.

- a. OhioHealth has 12 hospitals across Ohio, hiring over 500 new graduate ADN and BSN-prepared nurses into fellowship programs annually. As the demand for newly graduated nurses continues to rise, OhioHealth's hiring goals are set to meet the demand. To align with nursing excellence and quality goals, OhioHealth requires all RNs to have their BSN within five years of hire. Supporting Marion Tech's RN-to-BSN program aligns with these goals.
 - b. OhioHealth stated (page 138), "At this time, our (local Marion General) facility can consider hiring 10 BSN prepared nurses every year for 10 years. These numbers can fluctuate based on the circumstances of the community, hospital, and criteria of the applicants. Right now, we are seeing continual job posting for registered nurses. OhioHealth has a BSN preferential policy, attempting to meet the IOM goal of 80% staff to hold a BSN degree. Our facilities such as Riverside and Grant hold Magnet status and must meet these numbers. OhioHealth Marion General has received Pathway to Excellence, with a goal to work on employee education. Our facilities require a BSN within 5 years of hiring. Currently, Marion General has about 30% of nursing staff with a BSN, we would like to see these numbers increase."
2. Wyandot Memorial, a smaller, critical access hospital located in Wyandot County, has also expressed interest in hiring five to seven BSNs annually over the next three years. Wyandot Memorial has concerns about nursing staff shortages impacting their hospital. We have been in conversation with the hospital about potentially establishing an education pathway for their employees, creating a pathway from licensed practical nurse (LPN) to registered nurse (RN) to BSN. This is something we will explore with individual providers as needs arise, and allows our program to work closely with existing employers to meet their workforce needs. Further, current Marion Tech ADN students attend clinicals five days of the week at Wyandot Memorial. Two letters of support were given from different levels within the hospital, which included the intent to hire Marion Tech RN-to-BSN graduates. This hospital currently employs Marion Tech RN graduates and offers financial support to employees for continuing education.
3. Avita Health System initially provided letters of support for the program from both Galion Community Hospital and the Avita Health System Chief Nursing Officer. Avita hosts our ADN students for clinicals at two of their hospitals, several days per week. Marion Tech reached out again on February 24th to inquire if the system was able to provide specific numbers of BSN prepared graduates they could commit to hire. As of March 4th, Avita has responded via email, and they are writing an additional letter of support that provides hiring numbers for RN-to-BSN nurses. The nursing and HR staff are meeting to determine a number that will work for their hospital system, however due to leadership changes and pandemic challenges, their response has been delayed. We are still hopeful for a written commitment.

Public and Community Health Letters

RN-to-BSN programs provide a curriculum that is largely based on leadership and community health. Although public health agencies hire a limited number of nurses, they oversee a significant number of nurses in the community. Examples can be seen in schools, clinics, home health, and palliative care. We have communication from four public health and social service agencies offering support and stating a need for nurses in the community. They cannot offer a firm estimate of hiring needs, aside from their agency because they function as an oversight agency responsible for public health; they do see the value of BSN-prepared nurses working in their communities. They offered strong support for Marion Tech's RN-to-BSN program. One unique position they discussed was that of school nurse; a school nurse is required to have a BSN degree. These positions are supported by the public health facilities posted

below. “A school nurse is a bachelor’s degree-prepared Registered Nurse (RN) with additional education leading to an Ohio Department of Education pupil services license, specifically, the one-year temporary school nurse license, five-year professional school nurse license, or school nurse wellness coordinator endorsement.”

1. Marion Public Health provided a letter of support for Marion Tech’s RN-to-BSN proposal. [Job descriptions](#) at Marion Public Health demonstrate the facility requires a BSN-prepared nurse in public health nursing, with positions open now. Marion Public Health has followed up their support letter with an email committing to hiring specific numbers, “We do provide tuition assistance for MPH staff to seek higher education. I would say our budget would allow for 2-3 nurses to obtain a BSN. As for the second question, I would say we could anticipate hiring maybe an additional 1-2 nurses.”
2. Wyandot County Public Health, which also provided an initial letter of support, is currently hiring RNs, but also supports the hiring of BSN graduates to fill contracts across the county. Wyandot County Public Health currently holds the contract for nursing services for the Carey and Upper Sandusky public school systems, Our Lady of Consolidation Parochial School in Carey, St. Peter’s Parochial School in Upper Sandusky, and Angeline School of Opportunity in Upper Sandusky. School nursing services include, but are not limited to: screenings for kindergarten, screenings for vision, hearing, and scoliosis, monitoring immunization status and health records of all students, daily health issues, administration of medications, emergencies, and ensuring the general well-being of students and staff alike. Special presentations are held throughout the year as funding allows. Breast and testicular cancer awareness programs are presented to high school seniors with assistance from other service agencies. Growth and development classes are given to all 5th and 6th grade students. School nurses provide OSHA training annually to all school staff. As required by the State of Ohio beginning in 2011, school nurses provide medication administration training to designated school staff. The school nurses are active members of the school’s Wellness Committee, creating guidelines and recommendations for healthier, active students.
3. Wyandot County Board of Developmental Disabilities and the Angeline School, tasked with serving children and adults with developmental disabilities in Wyandot County, also provided a support letter, noting services are administered in the county for:
 - a. Angeline School
 - b. Angeline Industries
 - c. Family Support Services (FSS)
 - d. Service & Support Administration (SSA)
 - e. Residential/Home and Community Based Waiver ServicesThe Board recognizes the need to educate and advance nurses to BSN-level to provide high quality service to the clients they serve.
4. Ohio Department of Job and Family Services (Marion JFS) met with Marion Tech in a virtual meeting on March 7th. Marion JFS offered support for the RN-to-BSN program proposal. They stated there is a clear need in the community for BSN-prepared nurses. The representatives stated they would offer support in the form of recruiting, demonstrating need, and making education grants available for BSN students. Marion JFS is working on writing a support letter to submit to Marion Tech.

Extended and Skilled Nursing Care

1. We followed up with JAG Healthcare on February 24th, after an initial support letter, and the facility provided a written commitment via email stating, “We could support hiring at least 3 (BSN) nurses per year for the next 3-5 years. We hire nurses at contingent, part-time, and full-time status. We have long-term nurses in our facility who will be reaching retirement age over the course of the next five years. We would love to be able to hire new graduates who will have the ability learn from our seasoned nurses while building a solid foundation for when our tenured nurses retire.” Current job openings are posted on their website for RN and LPN nurses. RNs in extended care facilities hold supervisory roles, overseeing LPNs, nurse aids, and patient care. Aside from their supervisory role, RNs are also responsible for the total care of the residents by initiating treatment plans and administering medicine.
2. Presidential Post Acute, a skilled nursing facility in Marion, has indicated it can commit to hiring one to two BSN-prepared nurses annually over ten years, based on the current environment. At this time, the facility does not require a BSN degree, but is supportive of the program and understands the broader need in the community.

Hiring commitments from the partners listed above exceed the expected output from the program as outlined in the program budget forecast (page 133). The College forecasted conservatively in order to ensure the program proposal was thoughtful, thorough, and realistic.

Marion Technical College is appreciative that ODHE will conduct its own research of the needs of healthcare systems to fill local workforce gaps. To support ODHE’s work, Marion Tech has already notified our supporting partners of this possibility, and they are aware they may be contacted by ODHE for verification of information. Contact information for our partners is provided below:

1. OhioHealth Marion General Hospital
Joy Bischoff
Chief Nursing Officer
joy.bischoff@ohiohealth.com
(740) 383-8493

Sarah Nagy
Manger of Nursing Excellence
sarah.nagy@ohiohealth.com
(740) 375-6054
2. Wyandot Memorial Hospital
Matt Mercer
Chief Financial Officer and Chief Nursing Officer
mmercercer@wyandotmemorial.org
(419) 294-4991 ext. 2295

Angela Harr
Senior Director of Nursing
aharr@wyandotmemorial.org
(419) 294-4991 ext. 2204
3. Galion Community Hospital
Molly Kern

Director of Nursing
(419) 468-4841

4. Avita Health System
Kathy Durflinger
Chief Nursing Officer
(419) 468-4841
5. Marion Public Health
Erin Creeden
Health Policy Specialist
ecreeden@marionpublichealth.org
(740) 692-9128
6. OhioHealth Learning
Patricia Wilson
Project Manager – Academic Partnerships
patti.wilson@ohiohealth.com
(614) 316-8472
7. Wyandot County Board of Developmental Disabilities/Angeline School
Todd Dilley
Superintendent
admin@angeline.com
(419) 294-4901
8. Wyandot County Public Health
Jamie Crawford
Director of Nursing
jcrawford@co.wyandot.oh.us
(419) 294-3852
9. JAG Healthcare
Amanda McAdow
JAG Healthcare Marion Pointe Administrator
(740) 383-2126

Dixie Waite
JAG Healthcare Harding Pointe Administrator
(740) 382-9500
10. Jason Lambert
Ohio Department of Job and Family Services (Marion JFS)
Jason.Lambert@jfs.ohio.gov

Ronald Meade
Ohio Department of Job and Family Services (Marion JFS)
Ronald.Meade@jfs.ohio.gov

11. Hillary Suter
Presidential Post-Acute
hillary.suter@presidential-pa.com
(740) 389-6306

Conversations with Educational Providers

Marion Technical College contacted three regional educational providers about the College's RN-to-BSN proposal; information on the institutions, the conversations, and the fact-based summaries of our discussions can be found below:

Marion Tech requested meetings with three educational institutions near our official service region (Marion, Morrow, and Wyandot counties), however, none officially reside in our service area. We contacted the following institutions on February 24th to request discussion of workforce needs, regional benefits, duplication or overlap concerns, and partnership opportunities in a virtual format: Ohio State University – Dr. Amy Jauch and Dr. Wendy Bowles; Ohio Northern University – Dr. Kami Fox; and Ohio University – Dr. Patricia Snider and Dr. Pamela Sealover. We indicated the meeting request was to discuss the Marion Tech RN-to-BSN proposal.

Ohio Northern University

Ohio Northern University (ONU) is a private, liberal arts four-year university with a pre-licensure BSN program focusing on traditional college students, as opposed to Marion Tech's focus on adults already working as RNs. Admission into ONU's BSN program requires a cumulative high school GPA of 3.30 on a 4.00 scale, as well as an ACT minimum score of 23 or a composite SAT score of 1130. Students without an ACT or SAT score must instead have a cumulative high school GPA of 3.60 and a GPA of 3.30 in math and science courses. Marion Tech met with ONU via Zoom meeting on March 2nd; the discussion is summarized below:

ONU previously offered an RN-to-BSN program but stated that they could not compete with other programs. ONU dropped its RN-to-BSN program in favor of its traditional, four-year pre-licensure program. Dr. Fox questioned whether ONU's program was not effectively meeting the needs of students and the community through their pre-licensure program, and stated they do not have a waiting list for student applications. However, Dr. Fox was not concerned about a Marion Tech RN-to-BSN program impacting ONU's enrollment, as both programs serve distinctly different populations and goals. ONU's program serves traditional students, and Dr. Fox noted many compete in college athletics, are involved in university extracurriculars, and are seeking the traditional university experience. Marion Tech's proposed program is seeking instead to serve adult students already working as RNs, many of whom will seek out a pathway that is flexible with their busy schedules. When asked what concerns ONU might have about Marion Tech establishing an RN-to-BSN program, Dr. Fox did not express a concern about the program, but rather concerns on a statewide level that ODHE might also be aware of:

1. Dr. Fox shared concerns about securing enough clinical placements for ONU's pre-licensure students; their program actively seeks placements in the Lima and Findlay areas. Neither Lima or Findlay are within Marion Tech's service area, and we do not seek out placement sites for our ADN program students in either city. Marion Tech's RN-to-BSN program, as shared elsewhere in this proposal, will not complete traditional clinical placements, as those experiences would be satisfied prior to starting the program during a student's pre-licensure (ADN) program.
2. Dr. Fox was also concerned about qualified faculty shortages in their area and statewide. We did share with Dr. Fox that Marion Tech has a number of already qualified faculty able to teach in the RN-to-BSN program, in addition to the program director. Per our proposed budget, found on

page 133, and noted elsewhere in this proposal, Marion Tech plans to hire one dedicated BSN program faculty member in year three. We do not anticipate any challenge in hiring qualified faculty.

3. Dr. Fox's final concern is the impact to universities with existing transfer agreements with community colleges, which can serve as a pipeline funneling RN graduates to their program. Marion Tech does not have a transfer agreement with ONU.
4. When discussing potential collaboration opportunities, both Marion Tech and ONU agreed collaboration is not possible at this time as both programs are serving very distinct and unique populations and goals.

An additional note following the conversation with ONU, by creating pathways for RNs to achieve their BSN degree, we are preparing nurses that will then be qualified to teach different levels of nursing and/or advance to graduate school. This could assist in the nursing faculty hiring concerns presented by Dr. Fox.

Ohio State University

Ohio State University (OSU), which has a branch campus in Marion co-located with Marion Tech, offers both a traditional pre-licensure BSN program and an RN-to-BSN completion program. However, it is important to note that OSU does not offer any nursing courses at its Marion branch. Admission into OSU's pre-licensure BSN program requires a 3.20 cumulative college GPA, while the RN-to-BSN completion program requires a 2.00 cumulative GPA on a 4.00 scale. Per OSU's admissions website, their traditional BSN program accepts students once per year in the fall. For Autumn 2021, 337 applications that qualified were reviewed and of those, 49% of the students (166 students) were admitted; it is not indicated how many total applications were received. The program [site](#) also states, "The application process for the Bachelor of Science in Nursing is highly selective and involves a comprehensive evaluation of all eligible and complete applications. Our goal is to build a class that exemplifies the values of our college and the university. We receive far more applicants than we can accommodate in our program and are in a position to deny qualified applicants." While these figures are specific to OSU's traditional four-year program, the number of students interested in nursing being turned away further emphasizes the need for other options to address nursing workforce shortages across the state.

Dr. Bowles from Ohio State University responded to our February 24th request and asked that our questions be submitted via email. She indicated they had questions about what would happen to the Path2BSN pathway that Marion Tech and OSU have established. We have responded to their questions to provide additional details on the pathway and concerns they might have. Marion Tech places a high value on the Path2BSN pathway, and all articulation agreements, as opportunities for our students. However, only 3 Marion Tech RN graduates have utilized the Path2BSN pathway since it was established in 2015. Anecdotal evidence from Marion Tech students suggests cost is a partial factor, along with a desire for a personal connection with faculty. Regardless, we plan to keep the Path2BSN with OSU as an option for students in addition to creating the RN-to-BSN program at Marion Tech. When Marion Tech's RN-to-BSN program is approved, we plan to discuss a potential BSN-to-MSN pathway with OSU. Following an email conversation with Dr. Bowles, she shared the following concerns; our response to those concerns is also provided below.

1. OSU Concern: OSU does not support an additional RN-to-BSN program, citing the saturation of the market in the state and nation for completion programs. Rather, a shortage of RNs in their larger concern and the addition of another RN-to-BSN completion program does not address the shortage of students seeking licensure.
 - a. Marion Tech Response: As previously indicated in our proposal, Marion Tech is not seeking to compete on the state or national level, or even with larger systems in Ohio, to provide an RN-to-BSN program. Our request for an RN-to-BSN program is fully-aligned with the College's mission: To provide the region's most accessible, supportive, and personal pathway to career success. For Marion Tech, providing an avenue for working RNs to earn a BSN in our community that is flexible, affordable, and personal is wholly consistent with our mission as an open access institution. Our local health care partners do not agree that the market is saturated.
2. OSU Concern: The need for qualified faculty to support their nursing program.
 - a. Marion Tech Response: Marion Tech is able to hire qualified faculty for its ADN program. Eleven out of 12 of our existing faculty are master's degree credentialed or higher and are qualified to instruct at the BSN-level; six faculty members have expressed an interest in teaching in the RN-to-BSN program (their qualifications can be found on page 135). Additionally, Marion Tech employs a number of qualified adjunct faculty who are interested in teaching in the College's RN-to-BSN program. There is a demonstrated need for qualified BSN graduates in the Marion Tech service area to address workforce shortages expressed by our providers. The OhioHealth system, as shared throughout this proposal, requires all nurses to hold a BSN degree within five years of employment. We do not anticipate OhioHealth will reduce these requirements; they indicated they dismissed a considerable number of nurses that did not meet this requirement during the pandemic. This is in addition to requirements for OhioHealth's two magnet hospitals that have higher standards for their nursing staff. OhioHealth is the largest employer of Marion Tech's nursing students.
3. OSU Concern: OSU discussed the ranking of their Path2BSN program (RN-to-BSN completion program) as top five (2022) for online baccalaureate programs according to US News and World Reports. Dr. Bowles stated, "Despite this designation, we have only seen a modest increase of students in our program since 2015. The opportunities for students to complete a BSN are endless and another RN to BSN program does not have viability in this area. We do have the BSN to MS option for students and are open to other opportunities to partner for sure."
 - a. Marion Tech Response: As indicated above, since establishing an articulation agreement with OSU in 2015, only 3 Marion Tech RN graduates have pursued the Path2BSN pathway. No doubt OSU offers a quality program. However, the OSU program does not seem to be meeting the needs for BSNs in the Marion Tech service area or for recent Marion Tech RN graduates. Marion Tech RN graduates and nurses working in our local hospitals are familiar with Marion Tech and its ADN program, whether through previous attendance or assisting with clinical placements. Working RNs desire a close-to-home program that is affordable and personal, where students are able to visit campus for advising, to pay a bill or fill out a FAFSA, and to receive in-person assistance from nursing faculty.
4. OSU Concern: OSU indicated they are happy to partner with Marion Tech on future endeavors, in addition to the established Path2BSN partnership.

- a. Marion Tech Response: As noted previously, since the Path2BSN's creation in 2015, only 3 Marion Tech RN graduates have pursued this pathway. We plan to continue to promote this as an option to Marion Tech RN graduates and explore opportunities for a BSN-to-MSN program.
- 5. OSU Concern: OSU indicated that a workforce survey provided by the Ohio Board of Nursing (compiled in 2019) shows that existing nursing staff do not want to obtain a BSN degree (55% of total respondents, 46,147 unique individuals) for the following reasons: age or stage in career (29%), satisfied with current level (18%), financial barriers/need for tuition assistance (7%), personal and/or work schedules (6%), planning to leave field/retirement or not working in nursing (23%), too difficult (6%), and other (includes no accessible program) (11%).
 - a. Marion Tech Response: Marion Tech certainly respects any survey the Ohio Board of Nursing conducts. However, it is possible a survey conducted in 2019 (pre-COVID-19) might not be as relevant today. A survey Marion Tech conducted in preparation for this application (which can be found on page 77) showed a high percentage of RNs would be interested in pursuing an RN-to-BSN degree through Marion Tech. Marion Tech is requesting approval for a program that will fill a local need in the College's three-county service area and surrounding market area. Additionally, our thoughts on the statistics listed above are as follows:
 - i. The largest two sections of the survey, age or stage in career and planning to leave field/retirement or not working in nursing (totaling 52%), highlight the expectation that an aging workforce will only exacerbate an existing national nursing shortage. As a younger generation of nurses joins the field, and hospitals hold fast to their educational-attainment requirements, there will be a growth in the number of RN-level nurses seeking to advance their career by attaining a BSN. By creating a variety of pathways that cater to the differing needs of students, Ohio can commit to focusing on the output of successful BSN graduates, as opposed to which institution can enroll the most students.
 - ii. Seven percent of respondents (3,382) indicated that enrolling in a BSN program is a financial burden to them and they would need tuition assistance. It is possible the interest and desire may exist, but the ability to cover the costs of the program are a limiting factor to potential students. Marion Tech students enrolling in the RN-to-BSN program will pay the same tuition as any student enrolling in an associate level program. Our tuition rate is affordable for many students, as later discussed in this proposal. Additionally, students would have in-person access to the College's Financial Aid department for support in securing financial assistance.
 - iii. Six percent of respondents (2,791) in 2019 indicated that their personal and/or work schedules do not allow for enrolling in any existing BSN program. It has been indicated by other existing programs across Ohio that market saturation of fully online RN-to-BSN programs meets the needs of all students seeking a BSN, and no further programs are necessary. Students, especially student who are members of an underserved population, living in rural areas, and/or have limited family support, face many obstacles in prioritizing their education. As a community college in a rural community, we see first hand the barriers that our students face: housing instability, food insecurity, lack of transportation, limited access to reliable childcare, etc. Those barriers are significant and directly

impact a student's ability to persist to graduation. In 2021, Marion Tech established the Connections Center, a one-stop for basic needs assistance. The Connections Center hosts a Student Resource Navigator charged with connecting students to the non-cognitive supports they need in order for them to succeed at the College. Additionally, it is not uncommon for first-generation college students to seek out a community college education and the hands-on approach to meet their needs, as a four-year university can feel daunting; it is not unlikely that graduates of a two-year college would see the value of continuing their education in the same flexible and familiar setting. We see Marion Tech's RN-to-BSN proposal as a pathway that can provide the flexibility and supports that working RNs in our area need to be successful, as opposed to a one-size fits all online program that recruits students statewide or across the nation.

- iv. The data for this report was collected over one quarter in 2019 (July-October), and may not adequately capture Ohio's nursing landscape at this time in 2022, over two years into a global pandemic that has drastically impacted the nursing field.
- b. Marion Tech Response: Marion Tech completed a 2021 study of the local need in Marion and surrounding counties before submitting the RN-to-BSN proposal to ODHE in January 2022. Over 200 recent graduates of Marion Tech's RN program (2016-2021) have not completed and are not currently enrolled in a BSN program. This does not account for RNs working in the community who graduated from another institution. The analysis of this survey can be found on page 130 of the College's proposal.

By establishing an RN-to-BSN program, Marion Tech will be able to cater to the unique needs of local students seeking a close-to-home, personal, flexible, and affordable RN-to-BSN program, and help satisfy the workforce needs of our local hospitals and health systems.

Ohio University

Ohio University (OU) offers a fully online RN-to-BSN completion program, with a required 2.00 cumulative GPA for admission. All of OU's offerings, including student support services, are provided virtually; we have included their program in our consideration even though they do not have a physical presence in our service area.

Ohio University's Dr. Sealoover responded to an email request for a meeting stating that OU has their own RN-to-BSN program online, and asking how our program would be provided. We have responded to questions as requested and are awaiting any additional feedback. OU's main campus in Athens is a 2 hour and 36-minute drive from Marion Tech. For local students, clinical agencies, and potential employers, a program in Marion would offer the ability for face-to-face advising, in-person general education course work assistance, and potential on-site assistance at clinical agencies. No additional response has been received as of March 9th.

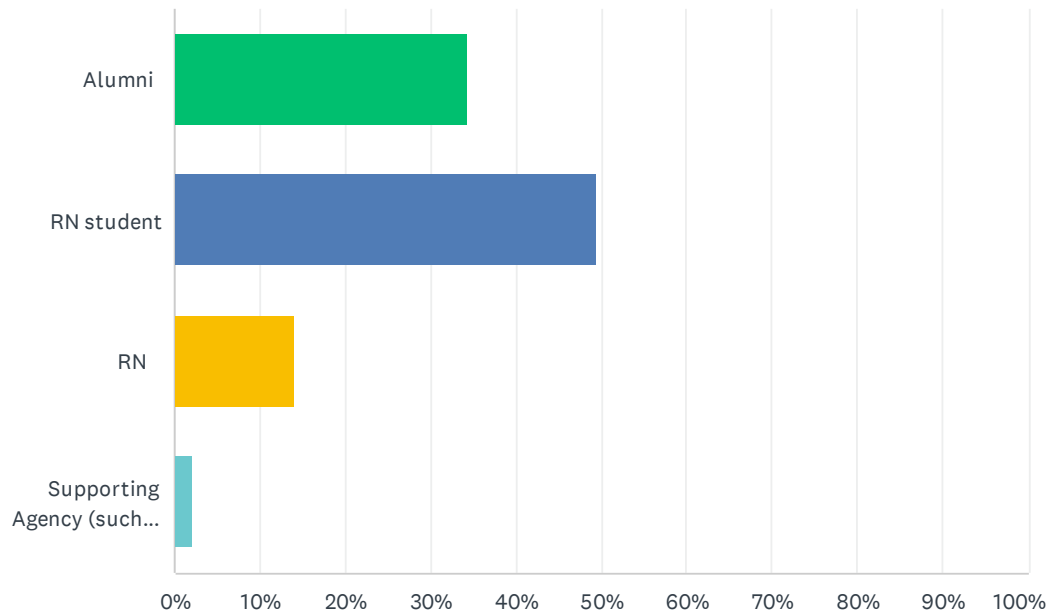
BSN-to-MSN Pathways

Marion Tech has also begun to explore a continuing education pathway for BSN graduates. Both the University of Phoenix and Western Governors University have expressed support for establishing BSN-

to-MSN pathways and agreements with institutions that can support our graduates in their education attainment goals, and will support them on their pathway to higher education.

Q1 What is your affiliation to Marion Technical College?

Answered: 93 Skipped: 4

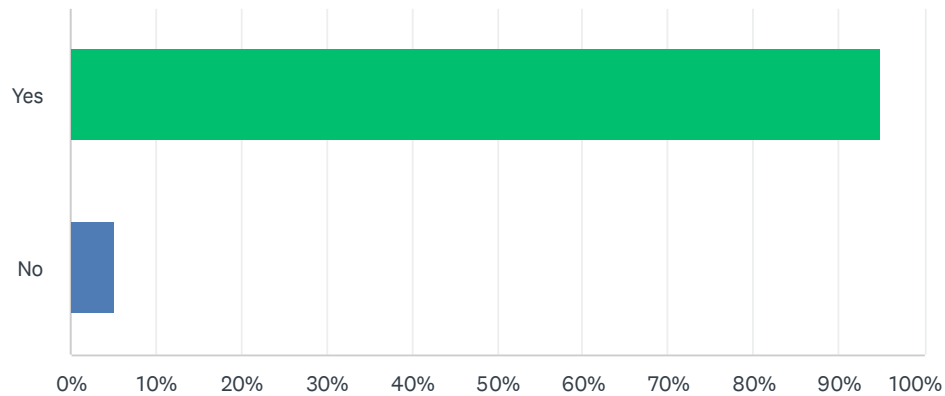


ANSWER CHOICES	RESPONSES	
Alumni	34.41%	32
RN student	49.46%	46
RN	13.98%	13
Supporting Agency (such as a clinical site)	2.15%	2
TOTAL		93

#	OTHER (PLEASE SPECIFY)	DATE
1	Retired Professor of Nursing at MTC	12/9/2021 8:04 PM
2	Instructor	12/6/2021 1:58 PM
3	Faculty	12/2/2021 11:21 AM
4	Also alumni	12/1/2021 11:55 PM
5	Spring 2022	12/1/2021 11:14 PM
6	I have none other than in would be interested in RN to BSN Program	12/1/2021 5:10 PM
7	Faculty	12/1/2021 5:20 AM
8	Friend of someone who works there	11/30/2021 4:06 PM
9	LPN to RN	11/30/2021 11:32 AM
10	Alumni and current staff	11/30/2021 11:26 AM
11	Starting nursing January 2022	11/30/2021 11:22 AM

Q2 Is there a need for BSN prepared nurses in your community?

Answered: 96 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	94.79%	91
No	5.21%	5
TOTAL		96

#	ADDITIONAL COMMENTS:	DATE
1	My current employer OhioHealth requires BSN within 5 years of employment as an RN.	12/1/2021 9:19 PM
2	I'm out of state though	11/30/2021 8:40 PM
3	Not mandatory at my facility	11/30/2021 7:53 PM
4	Required within a certain timeframe upon hire	11/30/2021 7:51 PM
5	Honestly, a need for RNs in general. Some hospitals require the BSN part	11/30/2021 4:19 PM
6	When I retired, the hospital was only hiring BSN	11/30/2021 4:06 PM
7	In my area, you are able to work without a BSN, and they do not require we get one either.	11/30/2021 2:32 PM
8	Most hospitals require that RN's have their BSN.	11/30/2021 12:26 PM
9	Most hospitals require it within 2 years of hire	11/30/2021 11:25 AM

Q3 What support can a RN to BSN program offer you?

Answered: 86 Skipped: 11

#	RESPONSES	DATE
1	Can help me to get my BSN	12/9/2021 10:58 PM
2	MTC graduates would be able to compete with other area graduates in employment.	12/9/2021 8:04 PM
3	No desire to go back	12/7/2021 10:35 PM
4	Mandated by OhioHealth within 5 years	12/7/2021 9:43 AM
5	More nurses	12/6/2021 1:58 PM
6	It will allow me to get my BSN from a school I am familiar with and close to home	12/4/2021 2:39 PM
7	Local resources that prepares nurses in the community they serve in	12/4/2021 1:39 PM
8	A program close to home	12/3/2021 8:12 PM
9	A place to refer students to. Some students have said there are 9 month RN to BSN programs. How long will this program run?	12/2/2021 11:21 AM
10	Easier to continue education	12/2/2021 8:42 AM
11	Higher level prepared nurses to take leadership, when the need for nurses is so high.	12/2/2021 8:39 AM
12	a closer to home option for RN to BSN	12/1/2021 11:55 PM
13	It would help further achieve my career goals	12/1/2021 11:14 PM
14	This would make the transition so much easier in the aspect of not having to transfer colleges. This would great addition to Marion Technical College!	12/1/2021 9:47 PM
15	career advancement	12/1/2021 9:19 PM
16	Flexible scheduling, affordable courses, reinforcement of nursing concepts	12/1/2021 7:18 PM
17	I can stay local, and I really like MTC and would like to stay at the college for my BSN	12/1/2021 7:09 PM
18	Continuing education locally	12/1/2021 6:48 PM
19	I would love to advance my career.	12/1/2021 5:10 PM
20	I always wished there was an RN to BSN program close to home. I completed my RN to BSN program at another college 2 hours from my home. They required some things that I had to drive 2 hours one way to complete. Not very ideal when working full time	12/1/2021 11:43 AM
21	Get a state job, good pay, and importantly more option for the future. ie become an educator or pursue a master's degree.	12/1/2021 10:14 AM
22	My job at OhioHealth requires a BSN degree within 5 years. This is something I plan to work on as soon as I graduate from the nursing program	12/1/2021 8:28 AM
23	Professional nurses in practice.	12/1/2021 5:20 AM
24	Offer an affordable option to nurses who have an associate degree who are required to have a bachelors degree	11/30/2021 10:24 PM
25	It would provide more support to the students allowing them to expand their education. It would also open more job opportunities. It would also allow for an easy transition to a BSN program as it would be at the same location as my RN.	11/30/2021 10:02 PM
26	Flexible scheduling options, including evening and blended classes	11/30/2021 9:13 PM
27	More affordable and closer to home with professors that are more easily accessible.	11/30/2021 8:42 PM

RN to BSN Program Survey

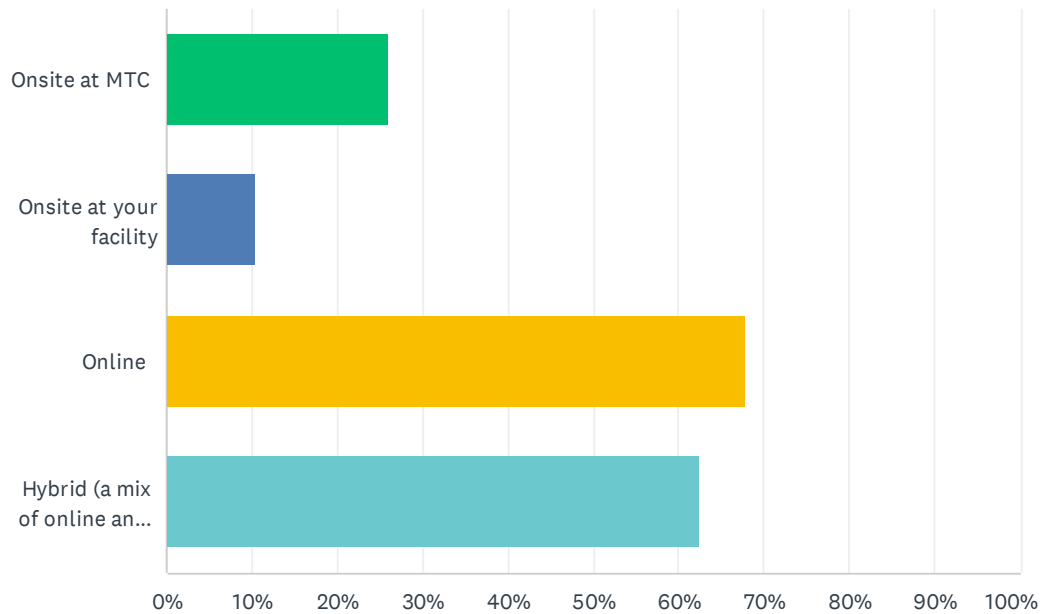
28	More education	11/30/2021 8:40 PM
29	Will allow me to continue my education without having to go through switching schools with higher tuition rates.	11/30/2021 8:32 PM
30	Affordable and local program. A smaller campus offers more one on one time with instructors and in person classes	11/30/2021 8:27 PM
31	Room for advancement, ability to leave the floor when 12 hrs shifts aren't feasible anymore	11/30/2021 8:09 PM
32	Prepare me for an advanced degree.	11/30/2021 8:03 PM
33	critical thinking	11/30/2021 7:59 PM
34	Online classes	11/30/2021 7:58 PM
35	Not much at this time	11/30/2021 7:53 PM
36	More nurses. I am already BSN prepared	11/30/2021 7:51 PM
37	My job	11/30/2021 7:25 PM
38	Pathway to NP	11/30/2021 6:20 PM
39	Being close for help. Being online. Advancement in career.	11/30/2021 6:02 PM
40	I will allow me to get my BSN without having to transfer to another program for it.	11/30/2021 4:42 PM
41	Additional knowledge	11/30/2021 4:26 PM
42	Local clinical placement, bridge to NP	11/30/2021 4:20 PM
43	A more overall general knowledge of nursing, EBP, and nursing leadership	11/30/2021 4:19 PM
44	Help to bring a better nursing procedure	11/30/2021 4:11 PM
45	Work towards my Masters degree	11/30/2021 4:08 PM
46	I am retired now.	11/30/2021 4:06 PM
47	Having a 100% online option	11/30/2021 4:05 PM
48	By telling others about the program	11/30/2021 3:59 PM
49	Local and inexpensive option for BSN	11/30/2021 3:37 PM
50	Close to home	11/30/2021 3:35 PM
51	It would be a good option for me to complete my BSN.	11/30/2021 3:25 PM
52	Additional job opportunities, continued education in the field, and opportunities to grow as a registered nurse	11/30/2021 3:18 PM
53	Most hospitals these days prefer you to have your BSN. It would be fantastic if Marion Offered it	11/30/2021 3:07 PM
54	Most hospitals require an RN to complete the BSN within so many years. This would allow me to chose a program that is the best fit for me.	11/30/2021 2:42 PM
55	More opportunities for work and higher education.	11/30/2021 2:32 PM
56	I want a BSN	11/30/2021 1:57 PM
57	The ability to receive my BSN locally and not through a complete online school out of state	11/30/2021 1:39 PM
58	Support? I don't know about support but continuity educational standard would be greatly appreciated. Offering evening and weekends classes would be beneficial.	11/30/2021 1:29 PM
59	Easy transition from the RN nursing program to continuing education.	11/30/2021 1:24 PM
60	It will allow me to stay at Marion tech after I graduate the rn program	11/30/2021 1:23 PM
61	It would be awesome to be able to do the RN to BSN program at MTC instead of having to transfer to a different school.	11/30/2021 1:22 PM

RN to BSN Program Survey

62	to be able to complete the program as quickly as possible and not have all of the "Fluff" classes just what is needed for the degree and that is it	11/30/2021 1:15 PM
63	more education, more job opportunities	11/30/2021 12:59 PM
64	More education to further my career in nursing	11/30/2021 12:51 PM
65	Opportunity for lower tuition. Familiarity with marion tech and staff	11/30/2021 12:49 PM
66	A pathway to a nurse practitioner program and job security now that most facilities require you to have one in x amount of time	11/30/2021 12:49 PM
67	Taking my education further	11/30/2021 12:49 PM
68	A chance at extending my education at an affordable cost	11/30/2021 12:49 PM
69	Ability to obtain my full degree in one college	11/30/2021 12:48 PM
70	No transferring to another school and can continue at MTC.	11/30/2021 12:47 PM
71	None at this time because I have my BSN.	11/30/2021 12:31 PM
72	Many of my fellow grads could definitely utilize an RN to BSN program! I would have done it myself if it existed already.	11/30/2021 12:29 PM
73	I would be able to transition into the RN to BSN much more smoothly since I am already a RN student at MTC.	11/30/2021 12:26 PM
74	Further education and easy transition into the medical field where most hospitals want a BSN within a few years.	11/30/2021 12:22 PM
75	Nothing at this tim	11/30/2021 12:10 PM
76	A local more affordable way to get my BSN. A way to continue my education to pursue my goals and dreams in a timely and affordable way. The instructors are great through the ADN program, and I would be more inclined to take classes with instructors I know and trust and who have helped me reach my current goal of an RN.	11/30/2021 11:55 AM
77	Alot	11/30/2021 11:42 AM
78	Readiness to further my education.	11/30/2021 11:42 AM
79	Advancing my career	11/30/2021 11:42 AM
80	Flexibility	11/30/2021 11:36 AM
81	my BSN degree to fulfill the requirement for where I wish to work post RN grad.	11/30/2021 11:35 AM
82	Online flexibility	11/30/2021 11:32 AM
83	Close to home education and cost efficient	11/30/2021 11:32 AM
84	Bringing a RN to BSN program to MTC provides students the opportunity to continue their education through MTC and help make them eligible for more positions within nursing	11/30/2021 11:26 AM
85	It can support my goal to gey my BSN	11/30/2021 11:25 AM
86	OhioHealth requires all RN's to get their BSN	11/30/2021 11:22 AM

Q4 What type of program would you like to see?

Answered: 96 Skipped: 1



ANSWER CHOICES	RESPONSES	
Onsite at MTC	26.04%	25
Onsite at your facility	10.42%	10
Online	67.71%	65
Hybrid (a mix of online and onsite)	62.50%	60
Total Respondents: 96		

#	ADDITIONAL COMMENTS:	DATE
1	I would like for it to be online or in person at MTC. Honestly whatever would make the program run the smoothest	11/30/2021 10:02 PM
2	I feel like for MTC to compete with other colleges have either all online or option for students to be a hybrid student. (Online is easier with work, kids, crazy life schedules)	11/30/2021 4:19 PM
3	I would prefer completely online with the option to come in to MTC for group work/study or tutoring if needed.	11/30/2021 3:25 PM
4	Options	11/30/2021 2:32 PM
5	Ohio Health Mansfield	11/30/2021 1:15 PM
6	Since most RN's will be working, online would be most convenient.	11/30/2021 12:26 PM
7	Most RN to BSN programs are online, this helps to facilitate students that are now working full time within nursing. The RN to BSN courses I took were online and they helped to give me the flexibility I needed to work full time and continue my education.	11/30/2021 11:26 AM

Q5 Are you interested, or do you know someone that may be interested, in attending MTC for a BSN degree?

Answered: 92 Skipped: 5

#	RESPONSES	DATE
1	I am interested	12/9/2021 10:58 PM
2	No	12/9/2021 8:04 PM
3	Nope	12/7/2021 10:35 PM
4	Yes	12/7/2021 9:43 AM
5	no	12/6/2021 1:58 PM
6	Yes	12/5/2021 8:23 AM
7	Yes I would be very interested	12/4/2021 2:39 PM
8	I am interested	12/4/2021 1:39 PM
9	Yes	12/3/2021 10:57 PM
10	I am interested	12/3/2021 8:12 PM
11	Yes. I am interested.	12/3/2021 11:06 AM
12	Students.	12/2/2021 11:21 AM
13	Yes	12/2/2021 8:42 AM
14	I know someone	12/2/2021 8:39 AM
15	I am interested	12/1/2021 11:55 PM
16	I'm interested and I know quite a few people	12/1/2021 11:14 PM
17	I am very interested in attending MTC for a BSN degree	12/1/2021 9:47 PM
18	Yes	12/1/2021 9:19 PM
19	Yes, I'm interested	12/1/2021 7:18 PM
20	I am interested.	12/1/2021 7:09 PM
21	Yes	12/1/2021 6:48 PM
22	I am very interested.	12/1/2021 5:10 PM
23	yes	12/1/2021 3:32 PM
24	Would recommend to new graduates	12/1/2021 11:43 AM
25	yes many of my classmates.	12/1/2021 10:14 AM
26	Yes	12/1/2021 8:28 AM
27	Not at this time	12/1/2021 5:20 AM
28	Yes	11/30/2021 10:24 PM
29	I would be interested in attending MTC for my BSN because I already plan on completing it and doing it at MTC would be an easy transition and close to home	11/30/2021 10:02 PM
30	Yes	11/30/2021 9:13 PM
31	Yes. I know people interested	11/30/2021 8:42 PM

RN to BSN Program Survey

32	Possibly	11/30/2021 8:40 PM
33	Yes; I am interested myself.	11/30/2021 8:32 PM
34	I would definitely attend MTC for my BSN and I know many other people who would as well	11/30/2021 8:27 PM
35	Yes	11/30/2021 8:09 PM
36	Yes	11/30/2021 8:03 PM
37	Yes	11/30/2021 8:01 PM
38	not at this time	11/30/2021 7:59 PM
39	Yes	11/30/2021 7:58 PM
40	I would attend MTC if I needed the degree for my job	11/30/2021 7:53 PM
41	Yes	11/30/2021 7:25 PM
42	Yes, I will be and all of my nursing classmates	11/30/2021 6:20 PM
43	possibly	11/30/2021 6:13 PM
44	I am interested	11/30/2021 6:02 PM
45	Yes	11/30/2021 4:42 PM
46	Yes	11/30/2021 4:26 PM
47	I am interested	11/30/2021 4:20 PM
48	I may know some RNs. Ive already completed my RN to BSN through Ohio state and loved their program	11/30/2021 4:19 PM
49	I am interested	11/30/2021 4:11 PM
50	Yes, myself	11/30/2021 4:08 PM
51	No	11/30/2021 4:06 PM
52	Yes myself and know many others	11/30/2021 4:05 PM
53	Not that I can think of	11/30/2021 3:59 PM
54	No	11/30/2021 3:37 PM
55	Yes	11/30/2021 3:35 PM
56	I am interested.	11/30/2021 3:25 PM
57	Yes	11/30/2021 3:18 PM
58	Yes I am and many others as well	11/30/2021 3:07 PM
59	I would be very interested.	11/30/2021 2:42 PM
60	I would be interested if it were offered.	11/30/2021 2:32 PM
61	Yea like 50 other people	11/30/2021 1:57 PM
62	yes	11/30/2021 1:41 PM
63	Me	11/30/2021 1:39 PM
64	Me!	11/30/2021 1:29 PM
65	Yes, I am interested. Many of my classmates would probably be interested as well!	11/30/2021 1:24 PM
66	Yes	11/30/2021 1:23 PM
67	I am interested.	11/30/2021 1:22 PM
68	Several people	11/30/2021 1:15 PM
69	attending my soon to be alum would be nice since i already know the faculty and their	11/30/2021 12:59 PM

RN to BSN Program Survey

	teachings. attending a new university/college again is nerve racking	
70	Yes	11/30/2021 12:51 PM
71	Yes	11/30/2021 12:49 PM
72	Yes I am interested and know people that would want this opportunity	11/30/2021 12:49 PM
73	Yes	11/30/2021 12:49 PM
74	Yes, me	11/30/2021 12:49 PM
75	I am interested	11/30/2021 12:48 PM
76	I am	11/30/2021 12:47 PM
77	I know people who would be interested.	11/30/2021 12:31 PM
78	Many of my former classmates	11/30/2021 12:29 PM
79	Yes I am interested.	11/30/2021 12:26 PM
80	Yes	11/30/2021 12:22 PM
81	My staff members	11/30/2021 12:10 PM
82	Yes, I would be very interested in returning for my BSN. Many coworkers I'm with talk about it as well but haven't decided where to go yet either	11/30/2021 11:55 AM
83	Me	11/30/2021 11:42 AM
84	I would be interested	11/30/2021 11:42 AM
85	Yes	11/30/2021 11:42 AM
86	Yes	11/30/2021 11:36 AM
87	Myself and at least 3 to 4 others	11/30/2021 11:35 AM
88	Yes	11/30/2021 11:32 AM
89	Yes I am personally	11/30/2021 11:32 AM
90	I know people that may be interested.	11/30/2021 11:26 AM
91	Yes	11/30/2021 11:25 AM
92	Yes	11/30/2021 11:22 AM

Q6 What content would you like to see in the BSN curriculum?

Answered: 78 Skipped: 19

#	RESPONSES	DATE
1	management	12/9/2021 10:58 PM
2	BSN curriculum including leadership and courses preparing the graduates for roles in upper management in healthcare settings.	12/9/2021 8:04 PM
3	Less papers	12/7/2021 10:35 PM
4	Not sure	12/7/2021 9:43 AM
5	advanced A&P, leadership, and management	12/6/2021 1:58 PM
6	Actually nursing related courses	12/5/2021 8:23 AM
7	Standard BSN curriculum	12/4/2021 2:39 PM
8	EBP	12/2/2021 11:21 AM
9	N/A	12/2/2021 8:42 AM
10	Pathophysiology and Pharmacology	12/2/2021 8:39 AM
11	stuff relevant to nursing not just writing papers	12/1/2021 11:55 PM
12	Anything to help make nurses better in the field and more understanding/compassionate, able to relate to patients. Maybe even other languages to help with communication in the field.	12/1/2021 9:47 PM
13	critical thinking	12/1/2021 9:19 PM
14	Community health nursing, cultural considerations, evidence-based practice	12/1/2021 7:18 PM
15	Acute care nursing	12/1/2021 7:09 PM
16	Prison rotation	12/1/2021 6:48 PM
17	Advanced care planning.	12/1/2021 5:10 PM
18	pathophysiology and pharmacy.	12/1/2021 10:14 AM
19	More in depth pathophysiology	12/1/2021 8:28 AM
20	Leadership and professionalism	12/1/2021 5:20 AM
21	Pharmacology	11/30/2021 10:24 PM
22	normal	11/30/2021 10:02 PM
23	Management preparation	11/30/2021 9:13 PM
24	Something that is not just discussion boards and papers	11/30/2021 8:42 PM
25	Proper education	11/30/2021 8:40 PM
26	The same as all other BSN curriculum.	11/30/2021 8:32 PM
27	Pharmacology and a more in depth emergency room rotation	11/30/2021 8:27 PM
28	Things actually applicable to my current practice	11/30/2021 8:09 PM
29	Community health	11/30/2021 8:03 PM
30	importance of basis nursing care, assessments, early detection of changes in patient	11/30/2021 7:59 PM
31	Unsure	11/30/2021 7:58 PM

RN to BSN Program Survey

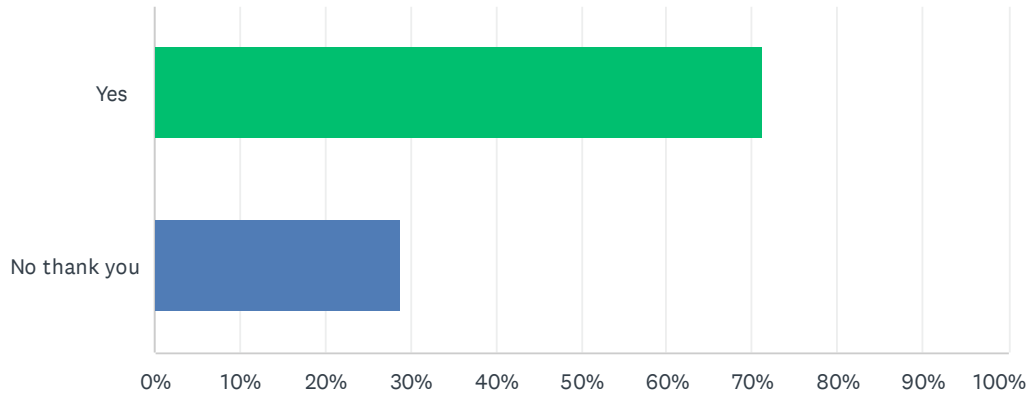
32	Don't know	11/30/2021 7:53 PM
33	Any	11/30/2021 6:20 PM
34	disease management, psychiatrics	11/30/2021 6:13 PM
35	Unsure	11/30/2021 6:02 PM
36	No clinical needed. All done online for more convenience.	11/30/2021 4:26 PM
37	Applicable skills and content. Applied nursing not paper writing.	11/30/2021 4:20 PM
38	Leadership, EBP, Health informatics, community	11/30/2021 4:19 PM
39	Advanced nursing	11/30/2021 4:11 PM
40	Unknown	11/30/2021 4:08 PM
41	Ethics	11/30/2021 4:06 PM
42	Not sure	11/30/2021 4:05 PM
43	I don't know	11/30/2021 3:59 PM
44	Psychology related subjects and anatomy	11/30/2021 3:37 PM
45	.	11/30/2021 3:35 PM
46	EBP, leadership skills, EKGs	11/30/2021 3:25 PM
47	More in depth courses related to the pathophysiology and management of specific disorders	11/30/2021 3:18 PM
48	Whatever is needed	11/30/2021 3:07 PM
49	Classes that challenged a person's current knowledge not just writing papers.	11/30/2021 2:42 PM
50	Just normal BSN curriculum material.	11/30/2021 2:32 PM
51	Who cares just want the degree	11/30/2021 1:57 PM
52	Continuing education	11/30/2021 1:39 PM
53	I don't really think that matters. Whatever the Board of Nursing requires would be fine.	11/30/2021 1:29 PM
54	I would like to see deeper focus on subjects critical care and maternal since we don't get a full class on those in the RN program.	11/30/2021 1:24 PM
55	Everything for a bsn	11/30/2021 1:23 PM
56	I would like to see primarily nursing classes in different specialties. Maybe some research-based classes.	11/30/2021 1:22 PM
57	Just the nuts and bolts required for the BSN. Quick and efficient as most of us are working full time	11/30/2021 1:15 PM
58	more hands-on learning	11/30/2021 12:59 PM
59	unknown	11/30/2021 12:51 PM
60	Specialties	11/30/2021 12:49 PM
61	Nothing specific	11/30/2021 12:49 PM
62	Everything you are able to teach, I want to be as prepared as possible	11/30/2021 12:49 PM
63	Everything that will get me prepared for my degree	11/30/2021 12:48 PM
64	Career development. Workplace violence. Horizontal harassment from peers.	11/30/2021 12:31 PM
65	Leadership and administration courses, community health classes, diversity and inclusion classes, delegation classes, and courses on de-escalation and nursing ethics/law.	11/30/2021 12:29 PM
66	Content that would help us with our RN career.	11/30/2021 12:26 PM
67	Topics that actually pertain to nursing and the care being given in real world practice.	11/30/2021 12:22 PM

RN to BSN Program Survey

68	Mixture	11/30/2021 12:10 PM
69	Education, administrative ultimately I would love to end with my masters so anything to help pursue that.	11/30/2021 11:55 AM
70	Daily practice enhancement	11/30/2021 11:42 AM
71	Relating to my degree in nursing	11/30/2021 11:42 AM
72	Leadership classes	11/30/2021 11:36 AM
73	unsure in total but more actual practice not just writing papers	11/30/2021 11:35 AM
74	Online	11/30/2021 11:32 AM
75	Unsure	11/30/2021 11:32 AM
76	Evidence Based practice project, community outreach projects, pharmacology.	11/30/2021 11:26 AM
77	I not sure what it entails as I am just beginning nursing school	11/30/2021 11:25 AM
78	advanced nursing curriculum	11/30/2021 11:22 AM

Q7 Do you want to be on a mailing/email list to be notified on the progress of the MTC BSN program?

Answered: 97 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	71.13%	69
No thank you	28.87%	28
TOTAL		97

Job Posting Analytics

Emsi Q4 2021 Data Set

December 2021

1467 Mt. Vernon Avenue
Marion, Ohio 43302
740-389-4636

Parameters

Regions:

Code	Description	Code	Description
39033	Crawford County, OH	39117	Morrow County, OH
39041	Delaware County, OH	39159	Union County, OH
39065	Hardin County, OH	39175	Wyandot County, OH
39101	Marion County, OH		

Occupations:

Results should include

Code	Description
29-1141	Registered Nurses

Minimum Experience Required: Any


Education Level: Any

Keyword Search:

Timeframe: Aug 2021 - Oct 2021

Posting Lifespan: Any Duration

Job Postings Summary

<div>1,194</div> <div>Unique Postings</div> <div>4,453 Total Postings</div>	<div>4 : 1</div> <div>Posting Intensity</div> <div></div> <div>Regional Average: 5 : 1</div>	<div>19 days</div> <div>Median Posting Duration</div> <div>Regional Average: 20 days</div>
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There were 4,453 total job postings for your selection from August 2021 to October 2021, of which 1,194 were unique. These numbers give us a Posting Intensity of 4-to-1, meaning that for every 4 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (5-to-1), indicating that they are putting average effort toward hiring for this position.

Advertised Salary

There are 144 advertised salary observations (12% of the 1,194 matching postings).

\$102.7K

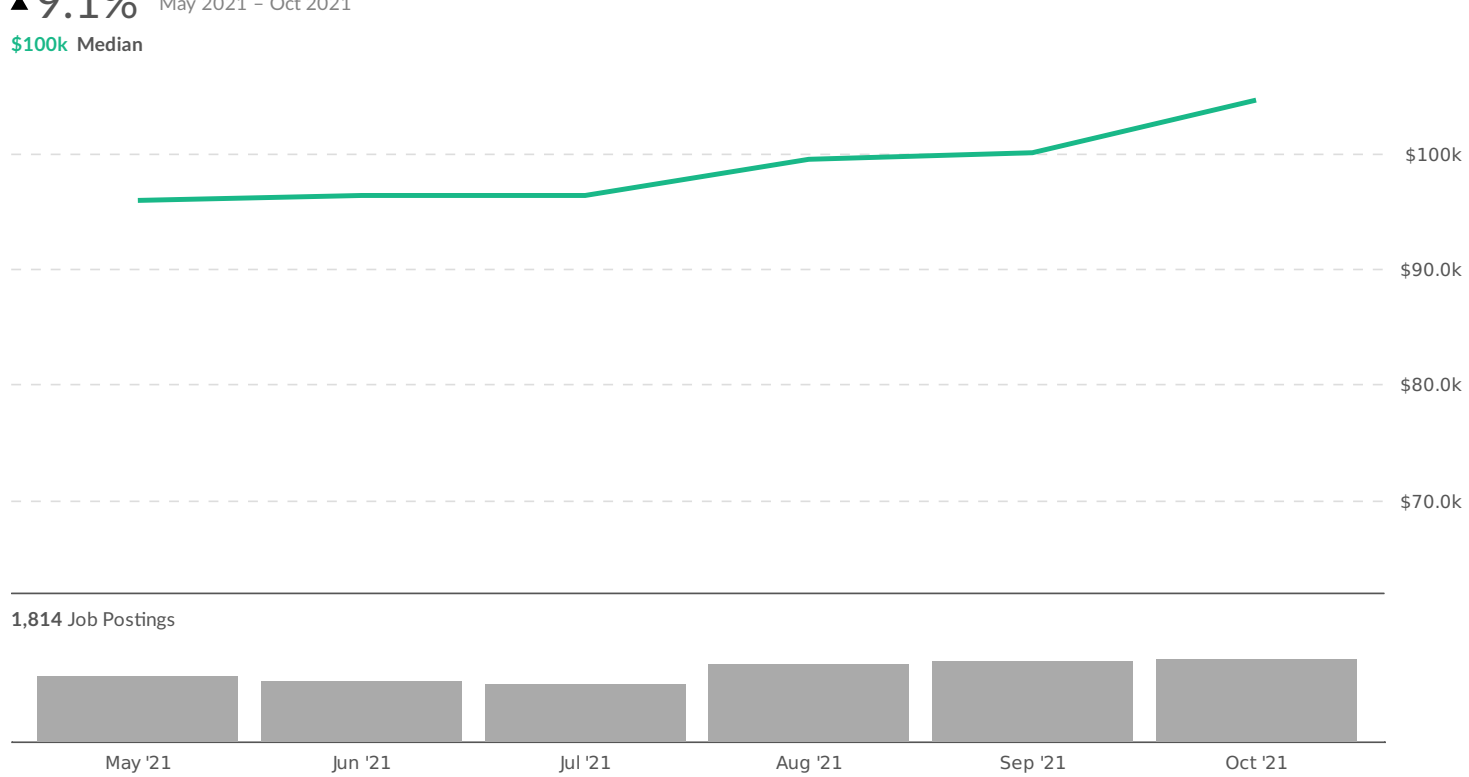
Median Advertised Salary

This is \$37.1K above the government recorded median salary for Registered Nurses in your region.

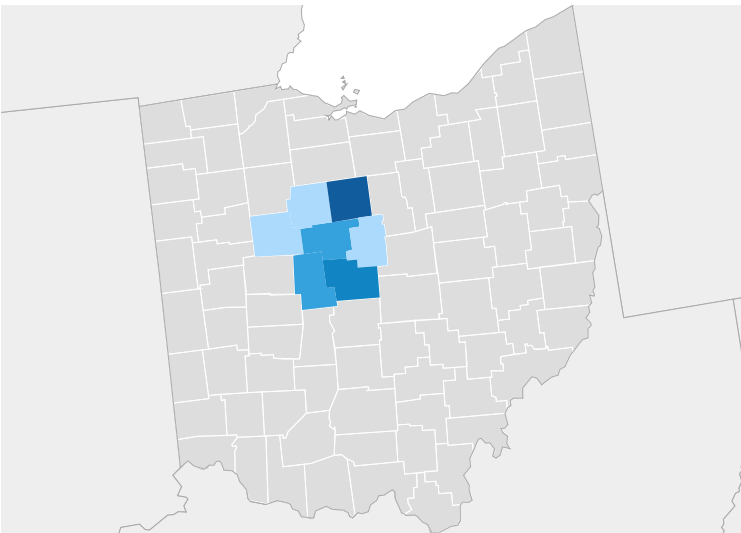


Advertised Wage Trend

▲ 9.1% May 2021 – Oct 2021
\$100k Median

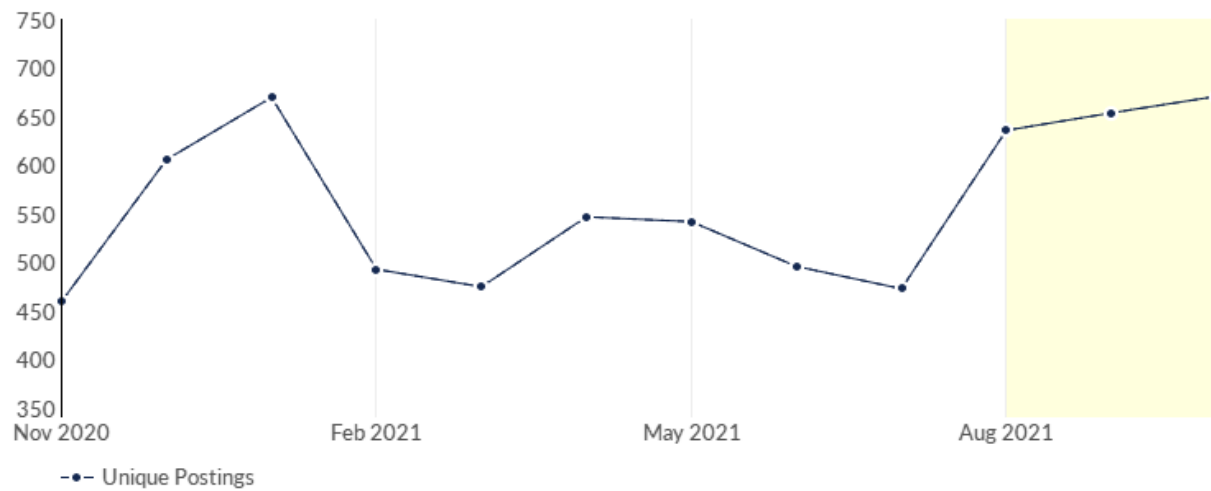


Job Postings Regional Breakdown



County	Unique Postings (Aug 2021 - Oct 2021)
Crawford County, OH	430
Delaware County, OH	320
Marion County, OH	220
Union County, OH	141
Hardin County, OH	56

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Oct 2021	671	4 : 1
Sep 2021	654	5 : 1
Aug 2021	636	4 : 1
Jul 2021	473	5 : 1
Jun 2021	496	5 : 1
May 2021	542	5 : 1
Apr 2021	547	5 : 1
Mar 2021	475	5 : 1
Feb 2021	493	5 : 1
Jan 2021	670	5 : 1
Dec 2020	606	6 : 1
Nov 2020	460	6 : 1

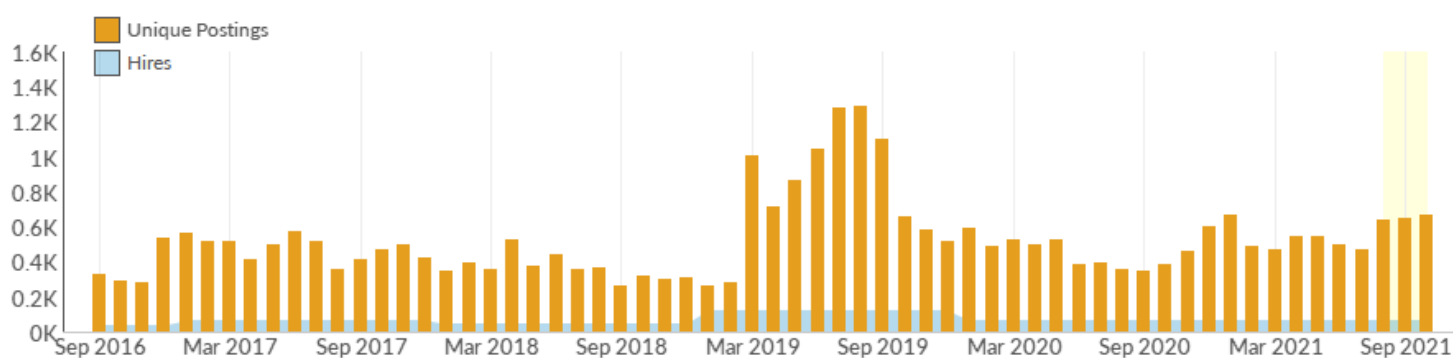
Education & Experience Breakdown

Education Level	Unique Postings	% of Total	Minimum Experience	Unique Postings	% of Total
No Education Listed	586	49%	No Experience Listed	709	59%
High school or GED	23	2%	0 - 1 Years	296	25%
Associate's degree	499	42%	2 - 3 Years	183	15%
Bachelor's degree	121	10%	4 - 6 Years	5	0%
Master's degree	24	2%	7 - 9 Years	0	0%
Ph.D. or professional degree	12	1%	10+ Years	1	0%

Job Postings vs. Hires











<p>654</p> <p>Avg. Monthly Postings (Aug 2021 - Oct 2021)</p>	<p>66</p> <p>Avg. Monthly Hires (Aug 2021 - Oct 2021)</p>
---	---

In an average month, there were 654 active job postings for *Registered Nurses*, and 66 actually hired. This means there was approximately 1 hire for every 10 unique job postings for *Registered Nurses*.













Occupation	Avg Monthly Postings (Aug 2021 - Oct 2021)	Avg Monthly Hires (Aug 2021 - Oct 2021)
Registered Nurses	654	66

Top Companies Posting

	Total/Unique (Aug 2021 - Oct 2021)	Posting Intensity	Median Posting Duration
Avita Health System	288 / 62	5 : 1 	14 days
TotalMed	95 / 35	3 : 1 	18 days
American Traveler	34 / 33	1 : 1 	5 days
Jackson Nurse Professionals	138 / 32	4 : 1 	20 days
LeaderStat	141 / 32	4 : 1 	45 days
OhioHealth	248 / 25	10 : 1 	36 days
Centra Healthcare	79 / 22	4 : 1 	20 days
truststaff	99 / 22	5 : 1 	44 days
Ohio Health	122 / 22	6 : 1 	44 days
CoreMedical Group	134 / 21	6 : 1 	43 days











Top Cities Posting

City	Total/Unique (Aug 2021 - Oct 2021)	Posting Intensity	Median Posting Duration
Galion, OH	920 / 238	4 : 1 	18 days
Marion, OH	779 / 207	4 : 1 	28 days
Bucyrus, OH	610 / 189	3 : 1 	17 days
Marysville, OH	332 / 108	3 : 1 	14 days
Delaware, OH	336 / 77	4 : 1 	22 days
Westerville, OH	297 / 72	4 : 1 	27 days
Columbus, OH	256 / 67	4 : 1 	29 days
Powell, OH	177 / 46	4 : 1 	29 days
Kenton, OH	99 / 45	2 : 1 	15 days
Lewis Center, OH	130 / 30	4 : 1 	31 days











Top Posted Occupations

	Total/Unique (Aug 2021 - Oct 2021)	Posting Intensity	Median Posting Duration
Registered Nurses	4,453 / 1,194	4 : 1 	19 days

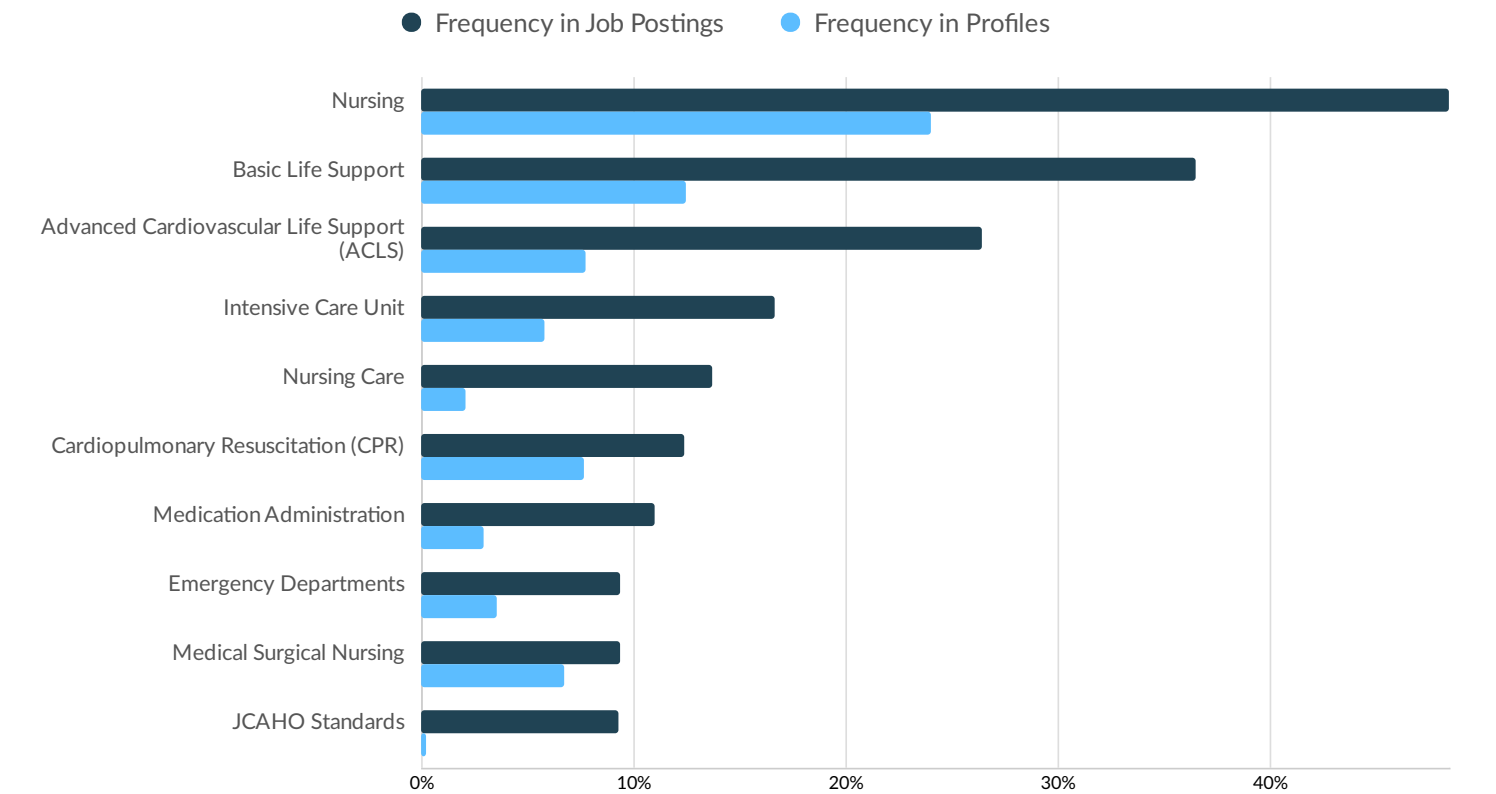
Top Posted Job Titles

	Total/Unique (Aug 2021 - Oct 2021)	Posting Intensity	Median Posting Duration
Registered Nurses	627 / 123	5 : 1 	22 days
ICU Registered Nurses	303 / 71	4 : 1 	19 days
Medical Surgical Registered Nurses	264 / 70	4 : 1 	19 days
Operating Room Registered Nurses	137 / 51	3 : 1 	18 days
Labor and Delivery Registered Nurses	206 / 50	4 : 1 	28 days
Medical Surgical Travel Registered Nurses	134 / 48	3 : 1 	15 days
Emergency Room Registered Nurses	132 / 34	4 : 1 	26 days
Travel Registered Nurses	48 / 28	2 : 1 	6 days
Emergency Department Registered Nurses	91 / 23	4 : 1 	14 days
Home Health Registered Nurses	89 / 23	4 : 1 	38 days

Top Industries

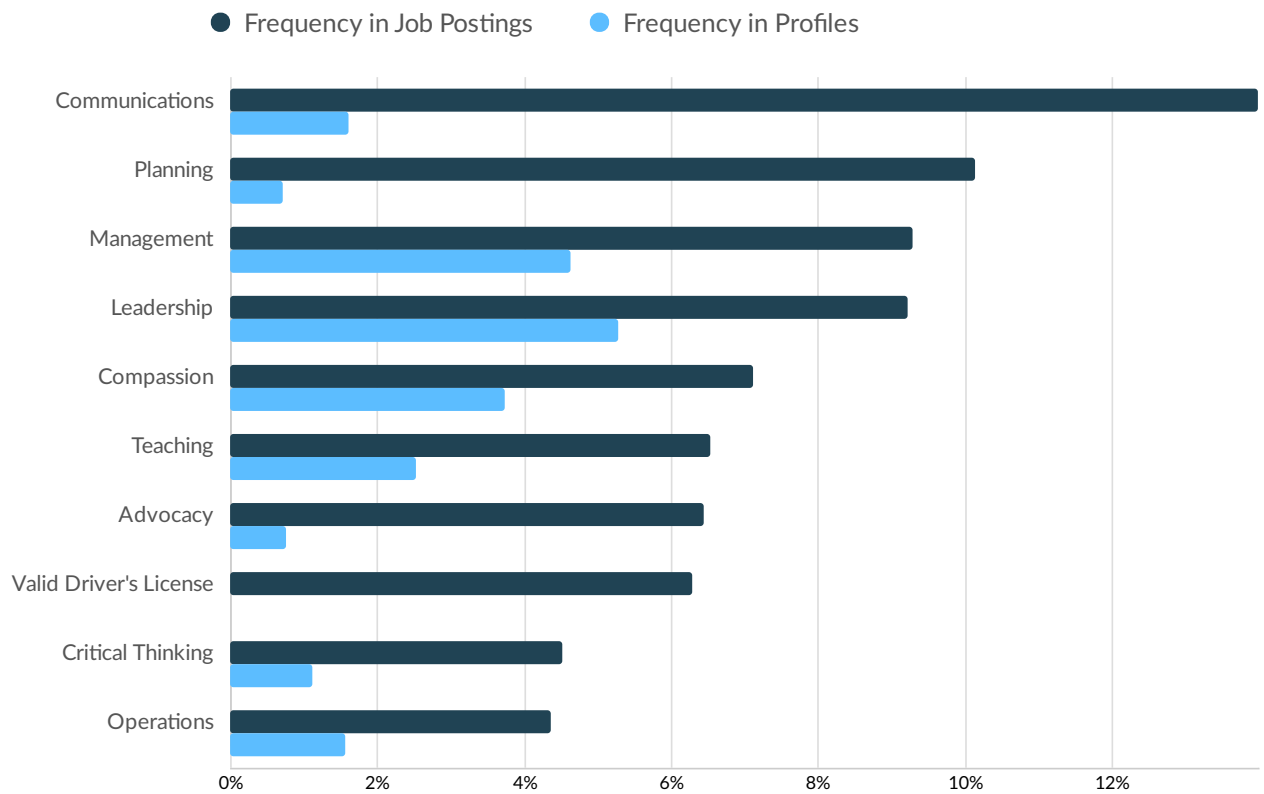
	Total/Unique (Aug 2021 - Oct 2021)	Posting Intensity	Median Posting Duration
Health Care and Social Assistance	1,320 / 288	5 : 1 	25 days
Administrative and Support and Waste Management and Remediation Services	984 / 286	3 : 1 	21 days
Professional, Scientific, and Technical Services	265 / 64	4 : 1 	43 days
Wholesale Trade	54 / 49	1 : 1 	5 days
Retail Trade	58 / 15	4 : 1 	7 days
Finance and Insurance	24 / 10	2 : 1 	22 days
Other Services (except Public Administration)	16 / 10	2 : 1 	9 days
Educational Services	18 / 8	2 : 1 	30 days
Public Administration	33 / 7	5 : 1 	7 days
Information	50 / 6	8 : 1 	51 days

Top Hard Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	578	48%	477	24%
Basic Life Support	436	37%	247	12%
Advanced Cardiovascular Life Support (ACLS)	315	26%	154	8%
Intensive Care Unit	199	17%	116	6%
Nursing Care	164	14%	41	2%
Cardiopulmonary Resuscitation (CPR)	148	12%	152	8%
Medication Administration	131	11%	59	3%
Emergency Departments	112	9%	70	4%
Medical Surgical Nursing	112	9%	133	7%
JCAHO Standards	111	9%	5	0%

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	167	14%	32	2%
Planning	121	10%	14	1%
Management	111	9%	92	5%
Leadership	110	9%	105	5%
Compassion	85	7%	74	4%
Teaching	78	7%	50	3%
Advocacy	77	6%	15	1%
Valid Driver's License	75	6%	0	0%
Critical Thinking	54	5%	22	1%
Operations	52	4%	31	2%

Top Qualifications

Postings with Qualification	
Associate Degree In Nursing	52
Bachelor Of Science in Nursing (BSN)	138
Certified Nursing Assistant	28
CNOR Certification	12
Critical Care Registered Nurse (CCRN)	23
Licensed Practical Nurse	107
Licensed Vocational Nurses	19
Master Of Science in Nursing (MSN)	15
Nurse Practitioner	14
Trauma Nurse Core Course (TNCC)	23

Appendix A

Top Posting Sources

Website	Postings on Website (Aug 2021 - Oct 2021)
Travelnursesource.com	126
Careerbuilder.com	122
Physicaltherapycrossing.com	111
Careerboard.com	106
Nexxt.com	103
Entrylevelcrossing.com	90
Glassdoor.com	78
Bebee.com	74
Employmentcrossing.com	69
Careerjet.com	67
Disabledperson.com	67
Disabilitycrossing.com	66
Vivian.com	64
Snagajob.com	58
Jofdav.com	54
Jobs.net	48
Retirementjobs.com	46
Nursingjobcafe.com	44
Careerarc.com	43
Americantraveler.com	33
Bluecollarcrossing.com	32
Totalmed.com	32
Whatjobs.com	32
Leaderstat.com	30
Nursefly.com	28

Appendix B

Sample Postings

Patient Care Advocates — Giant Eagle in Lewis Center, OH (Oct 2021 - Active)

Patient Care Advocate Clinical

Link to Live Job Posting: click.appcast.io

Location: Lewis Center, OH

O*NET: 29-1141.00

Company: Giant Eagle

Job Title: Patient Care Advocates

Patient Care Advocate Clinical Giant Eagle, Inc. Lewis Center, OH

Experience Required:

6 months to 1 year

Education Required:

High school diploma or equivalent

Travel Required:

None Job Responsibilities

- Execute Medication Therapy Management for the company through competency in MTM platforms.
- Follow established best practices as they relate to work flow and use of MTM platforms when contacting patients, scheduling appointments and/or follow-up calls, and performing data entry.
- Use the pharmacy computer to complete all actions necessary to provide optimal patient care.
- Properly schedule and perform follow-up adherence calls to ensure success and continued compliance with medication.
- Provide adequate notes and documentation within platform to ensure proper reimbursement, patient safety, and to provide a seamless management of patients amongst all staff.
- Demonstrate adherence to all company, state, and federal policies, laws, and regulations including HIPAA.
- Maintain a neat work environment to ensure all company, local, state, and federal requirements are met.
- Have knowledge of all appropriate service and business metrics and assist team on action plans to improve outcomes.
- Contact physician office if necessary.
- Report errors, omissions, and incidents to pharmacist.
- Act in a fiscally responsible manner with regards to our work processes and be held accountable to meeting our financial goals.
- Ensure exemplary customer service and satisfaction with knowledge and understanding to contact a Pharmacist when needed.

Central Pharmacy Service Centers:

Founded in 1931, Giant Eagle, Inc. has grown to be the number one supermarket retailer in the region with more than 410 stores throughout western Pennsylvania, north central Ohio, northern West Virginia, Maryland and Indiana. The Giant Eagle Pharmacy meets a variety of customer needs, from filling prescriptions and administering flu shots to conducting free health screenings and providing patient education serving over 1.8 million patients and dispensing roughly 25 million prescriptions annually. In addition to the 200+ retail pharmacy locations, Giant Eagle Pharmacy also has a Central Fill Facility located in Freedom, PA. The Central Fill Facility is a closed-door pharmacy operation supporting the retail pharmacies

ICU Registered Nurses — in Marysville, OH (Oct 2021 - Active)

RN - ICU	
Link to Live Job Posting: click.appcast.io	
Location: Marysville, OH	O*NET: 29-1141.03
Company: Unknown	Job Title: ICU Registered Nurses
<p>RN - ICU</p> <p>Memorial Hospital Union County Marysville, OH Uses the nursing process of assessment, diagnosing, planning, implementation, and evaluation to deliver patient care. Responsible for directing and coordinating all nursing care for his/her patients. Collaborates with other professional disciplines to ensure effective and efficient patient care delivery and the achievement of desired patient outcomes. Maintains accurate data collection for direct and indirect patient care. Documentation is reflective of care provided, on appropriate hospital forms, and within the established timeframes. Teaches patient/significant other appropriate health information in a timely manner and provides written informational material as evidenced by documentation. Requirements Graduate of an accredited school of registered nursing with current licensure in the State of Ohio. Licensed as an RN in the State of Ohio; completes twenty-four (24) contact hours of approved CE during each two (2) year licensure renewal period consistent with requirements of Ohio Board of Nursing; maintains continuous certification in American Heart Association's BLS; attains American Heart Association ACLS certification within six (6) months of employment and maintains bi-annual certification; obtains National Institutes of Health (NIH) Stroke Scale and Behavioral Health & De-Escalation training (BHDT) within six (6) months of hire and maintains certification annually. Shift 3rd with every other weekend Hours 48 per pay (every 2 weeks) Benefits</p> <ul style="list-style-type: none"> • Medical Insurance • Dental Insurance • Vision Insurance • Life Insurance • Flexible Spending Account Time Off • Vacation • Sick Leave • 10 Paid Holidays • Personal Day Retirement • Ohio Public Employee Retirement System • Deferred Compensation Other • Tuition Reimbursement • Kidzlink Daycare Center • Employee Recognition • Free Parking • Wellness Center • Competitive Salaries • Community/Family Atmosphere 	

Medical Surgical Registered Nurses — in Marysville, OH (Oct 2021 - Active)

RN - Med/Surg, Contingent	
Link to Live Job Posting: click.appcast.io	
Location: Marysville, OH	O*NET: 29-1141.00
Company: Unknown	Job Title: Medical Surgical Registered Nurses
<p>RN - Med/Surg, Contingent Memorial Hospital Union County Marysville, OH Provide direct patient care to medical, surgical & pediatric patients. Must work as a team player and provide excellent clinical & emotional care. Requirements ACLS and PALS certification is required within six months of hire. BLS is required. Shift 3rd Hours Contingent Other</p> <ul style="list-style-type: none">• Kidzlink Daycare Center• Employee Recognition• Free Parking• Wellness Center• Competitive Salaries• Community/Family Atmosphere	

Registered Nurses — RapidStaff in Powell, OH (Oct 2021 - Nov 2021)

Registered Nurse

Link to Live Job Posting: Posting is no longer active

Location: Powell, OH

O*NET: 29-1141.00

Company: RapidStaff

Job Title: Registered Nurses

C C C C Home

- business_center Jobs
- person_search Professionals
- group_work Groups
- rate_review Blogging
- tag Ideas add_circle_outline Recruiters Log In Register Registered Nurse Found in:

Fidanto US Premium Description:

REGISTERED

NURSE-Med Surg Tele

LOUISIANA

Pays Up To 6,650 per week Job Description Telemetry nurses are specialized nurses who monitor their patients via remote electronic signals and respond to any changes in cardiac rhythm. Their patients are typically those with preexisting heart conditions, elderly patients, obese patients, diabetics, and transfers from the ICU and ER. Pay Gross, wages only 48 hr 4,940 per week Gross, wages only 60 hr 6,650 per week PLUS weekly Meals and incidental stipend of 350 PLUS Housing at no cost or Housing Stipend PLUS Travel Reimbursement Details 2 or 4 wk contract, opportunity to extend, 48 hr guarantee, expect to work 60 hr. We also offer a weekly incidental stipend housing at no additional cost or housing stipend and a travel reimbursement Requirements License Requirements ANY active RN Nursing License Certification Required AHA BLS and ACLS 2 years recent experience in Med Surg Tele Nursing Experience with Cardizem drips Full RapidStaff profile Why RapidStaff Short term, crisis, and strike assignments Housing provided or stipend Weekly incidental stipends Travel reimbursement Competitive rates Resume building assignments Quick start dates Opportunity to make a difference calendar_today 2 days ago _____ location_on Powell, United States work

RapidStaff Apply:

I expressly authorise the Terms and Conditions Similar jobs

- Registered Nurse Evaluates assigned patients and plans, implements and documents nursing care. Assists physicians during examinations and ... Community Health System
- Powell
- Fidanto US Premium
- Registered Nurse Evaluates assigned patients and plans, implements and documents nursing care. Assists physicians during examinations and ... Community Health System
- Powell
- Fidanto US Premium
- Registered Nurse Critical Care

ICU PICU NICU

opening in Powell, Tennessee. This and other rn jobs brought to you by RNnetwork has an exc ... RNnetwork

- Powell
- Fidanto US Premium
- Registered Nurse Evaluates assigned patients and plans, implements and documents nursing care. Assists physicians during examinations and ... Community Health System
- Powell
- Fidanto US Premium
- Registered Nurse Evaluates assigned patients and plans, implements and documents nursing care. Assists physicians during examinations and ... Community Health System
- Powell

- **Fidanto US Premium Registered Nurse Apply:**

Continue with Google Continue with beBee Or I expressly authorise the Terms and Conditions Registered Nurse RapidStaff

- Powell, United States Name Email Phone Number upload_file Upload CV (10 Mb limit)

Home Care Registered Nurses — Trinity Health in Westerville, OH (Oct 2021 - Nov 2..

Home Care Registered Nurse (Flexible Afternoon Shift)

Link to Live Job Posting: Posting is no longer active

Location: Westerville, OH

O*NET: 29-1141.00

Company: Trinity Health

Job Title: Home Care Registered Nurses

Home Care Registered Nurse (Flexible Afternoon Shift) Home Care Registered Nurse (Flexible Afternoon Shift) Westerville, 43081, Ohio, USA 2021-10-28T00:00:00.000+0000 Trinity Health Full-Time Full-Time 40 hours per week

Employment Type:

Full time

Shift:

Evening Shift

Description:

•\$10,000 bonus •

Flexible Afternoon shift (11-7) (12-8) with no weekends and no holidays!

Provide one-to-one, compassionate care and love your job

Mount Carmel Home Care provides compassionate, exceptional care where people are most comfortable: at home. We are the area's most comprehensive home care provider with trusted quality of care. With new strategy, vision and technology, we are growing and shaping the future of healthcare!

We have a pioneering care model with Home Care Connect, our integrated virtual care program that helps patients avoid preventable ER visits and hospitalizations. It enhances our clinical excellence with advanced, easy-to-use remote monitoring technology and 24/7 access to our Virtual Care Center RNs.

Home Care RN position summary

Our home care RNs use cutting edge technology and clinical knowledge to provide exceptional care to patients who require one-to-one attention and monitoring in their home. Home care nurses are responsible for client assessment, care planning, intervention and overall supervision of patient care and outcomes.

Our nurses follow physician orders and act in compliance with the state's Nurse Practice Act, any applicable licensure/certification requirements and our policies and procedures.

Your opportunity

• Provide one-to-one care with your patients in their homes

- Provide one-to-one care with your patients in their homes
- Enjoy a truly patient-centered focus
- Excel with supportive, motivated colleagues in an inspiring environment
- Flexibility
- Competitive salary
- Career paths and professional development
- Learn the industry's best, easy-to-use, advanced technology

Other benefits

- Health, dental and vision insurance
- Short and long-term disability
- 403b retirement savings plan
- Generous paid time off
- Mileage reimbursement
- Comprehensive orientation

Minimum qualifications

- Graduate of an approved nursing education program
- Licensure as a Registered Nurse in the State of Ohio
- One (1) year experience as a professional care nurse;

About Mount Carmel Home Care

Mount Carmel Home Care is a member of Trinity Health At Home, a national home care, palliative care and hospice organization serving communities in twelve states. We are central Ohio's comprehensive, trusted provider of home care in the sacred place that people call home. A Catholic-based, non-profit organization, we serve patients and their loved ones with home care (skilled nursing, physical/occupational and speech therapy and medical social work) and other home health services. Our legacy continues with a pioneering, future-thinking care model. We blend clinical expertise with our exclusive Home Care Connect virtual care program to help patients achieve their health goals. We have energizing new vision and strategy. Join us and shape the future of healthcare!

Apply now!

Trinity Health's Commitment to Diversity and Inclusion Trinity Health employs about 133,000 colleagues at dozens of hospitals and hundreds of health centers in 22 states. Because we serve diverse populations, our colleagues are trained to recognize the cultural beliefs, values, traditions, language preferences, and health practices of the communities that we serve and to apply that knowledge to produce positive health outcomes. We also recognize that each of us has a different way of thinking and perceiving our world and that these differences often lead to innovative solutions. Trinity Health's dedication to diversity includes a unified workforce (through training and education, recruitment, retention and development), commitment and accountability, communication, community partnerships, and supplier diversity.

Appendix C - 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

A photograph of three healthcare professionals in a hospital hallway. On the left, a woman with dark hair in a ponytail, wearing a white lab coat over a dark polka-dot shirt, looks at a tablet. In the center, a man in blue scrubs with glasses in his pocket points at the tablet. On the right, a man in a white lab coat and glasses holds a blue folder. The background shows a typical hospital corridor with doors and lights.

Registered Nurses in 7 County Area

Contents

- What is Emsi Data? 1
- Report Parameters 2
- Executive Summary 3
- Jobs 4
- Compensation 6
- Job Posting Activity 7
- Demographics 11
- Occupational Programs 14
- Appendix A 15

What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

The logo for The Atlantic, featuring the word "The" in a small, italicized font above the word "Atlantic" in a larger, italicized serif font.The logo for Forbes, featuring the word "Forbes" in a bold, black, serif font.The logo for Harvard Business Review, featuring the words "Harvard Business Review" in a bold, black, sans-serif font, stacked vertically.The logo for The New York Times, featuring the words "The New York Times" in a black, serif font, stacked vertically.The logo for The Wall Street Journal, featuring the letters "WSJ" in a large, black, serif font.The logo for USA Today, featuring a solid black circle to the left of the words "USA TODAY" in a bold, black, sans-serif font.

Report Parameters

1 Occupation

29-1141	Registered Nurses
---------	-------------------

7 Counties

39033	Crawford County, OH
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39041	Delaware County, OH
-------	---------------------

39065	Hardin County, OH
-------	-------------------

39101	Marion County, OH
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39117	Morrow County, OH
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39159	Union County, OH
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39175	Wyandot County, OH
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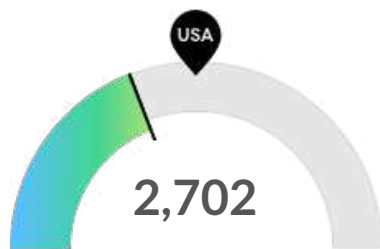
Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupation and geographical areas.

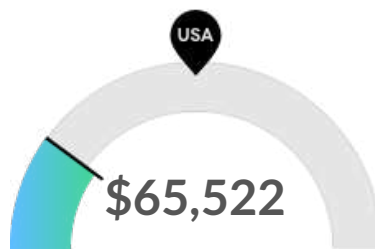
Executive Summary

Light Job Posting Demand Over a Thin Supply of Regional Jobs



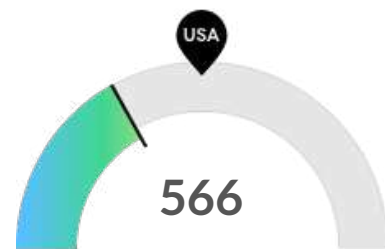
Jobs (2021)

Your area is not a hotspot for this kind of job. The national average for an area this size is 3,880* employees, while there are 2,702 here.



Compensation

Earnings are low in your area. The national median salary for Registered Nurses is \$75,278, compared to \$65,522 here.



Job Posting Demand

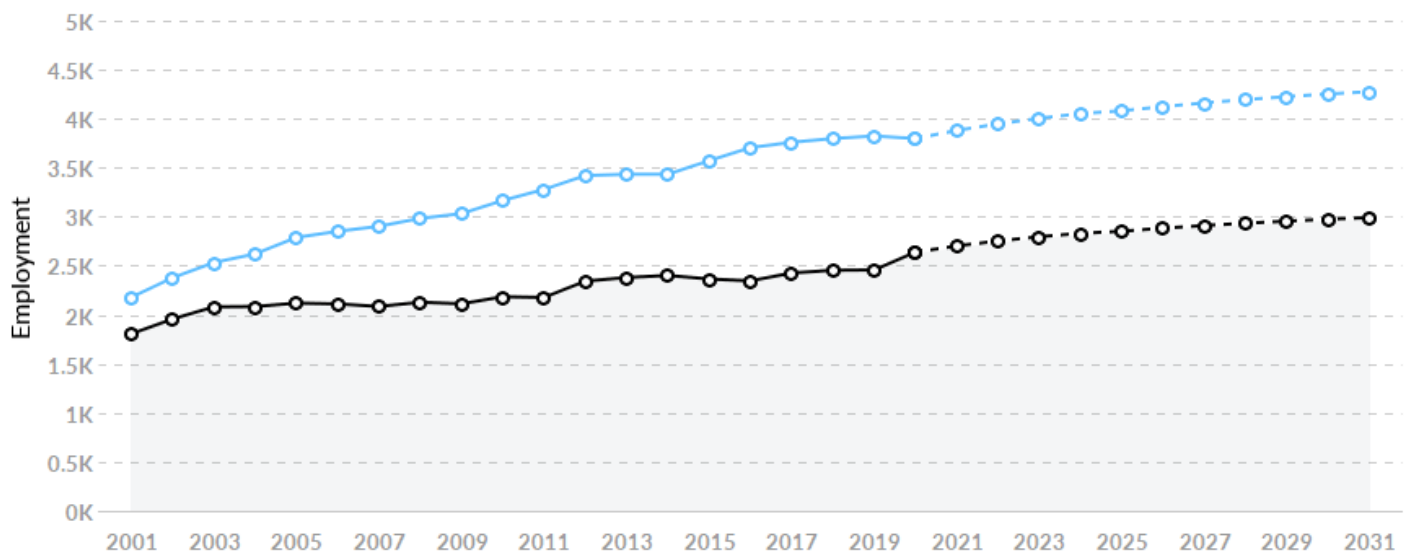
Job posting activity is low in your area. The national average for an area this size is 950* job postings/mo, while there are 566 here.

*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

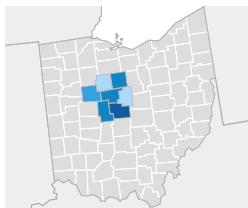
An average area of this size typically has 3,880* jobs, while there are 2,702 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



	Region	2021 Jobs	2026 Jobs	Change	% Change
●	7 County Area	2,702	2,883	181	6.7%
●	National Average	3,880	4,123	243	6.3%

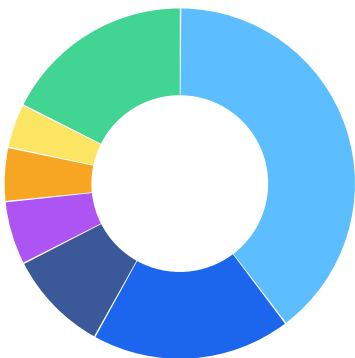
*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



County	2021 Jobs
Delaware County, OH	883
Marion County, OH	475
Crawford County, OH	448
Union County, OH	442
Hardin County, OH	210

Most Jobs are Found in the General Medical and Surgical Hospitals Industry Sector

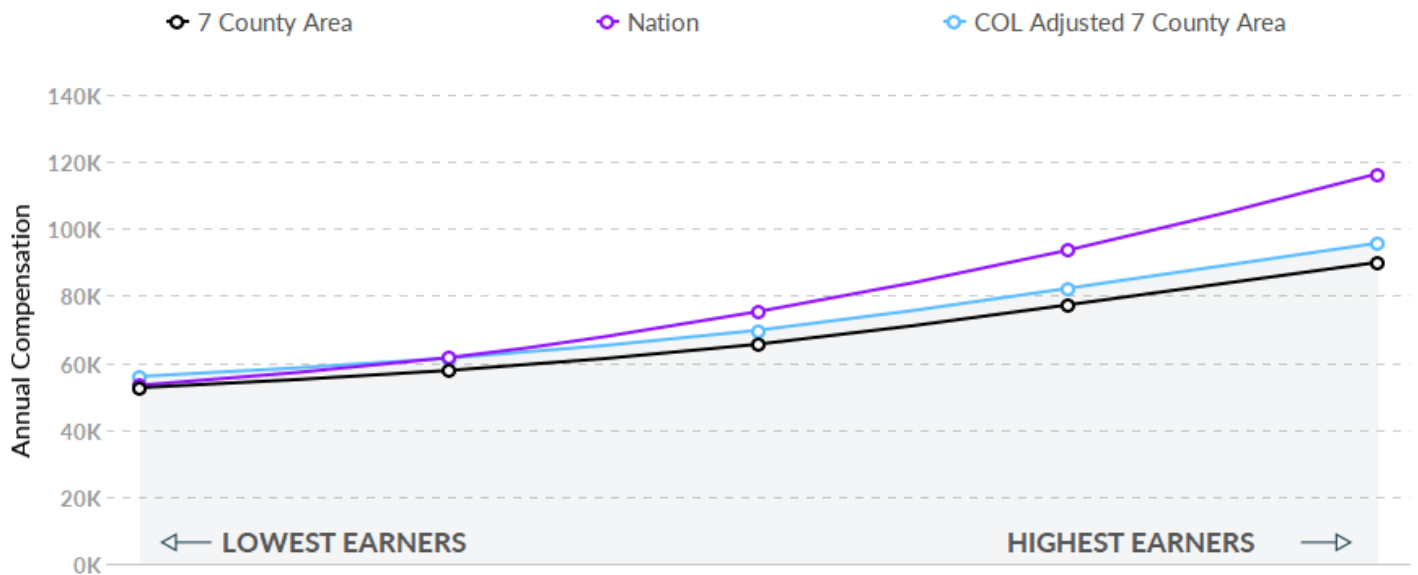


Industry	% of Occupation in Industry (2021)
General Medical and Surgical Hospitals	39.6%
Education and Hospitals (Local Government)	18.4%
Offices of Physicians	9.4%
Nursing Care Facilities (Skilled Nursing Facilities)	5.9%
Outpatient Care Centers	5.0%
Home Health Care Services	4.1%
Other	17.7%

Compensation

Regional Compensation Is 13% Lower Than National Compensation

For Registered Nurses, the 2020 median wage in your area is \$65,522, while the national median wage is \$75,278.



Job Posting Activity



2,804 Unique Job Postings

The number of unique postings for this job from Jan 2021 to Oct 2021.



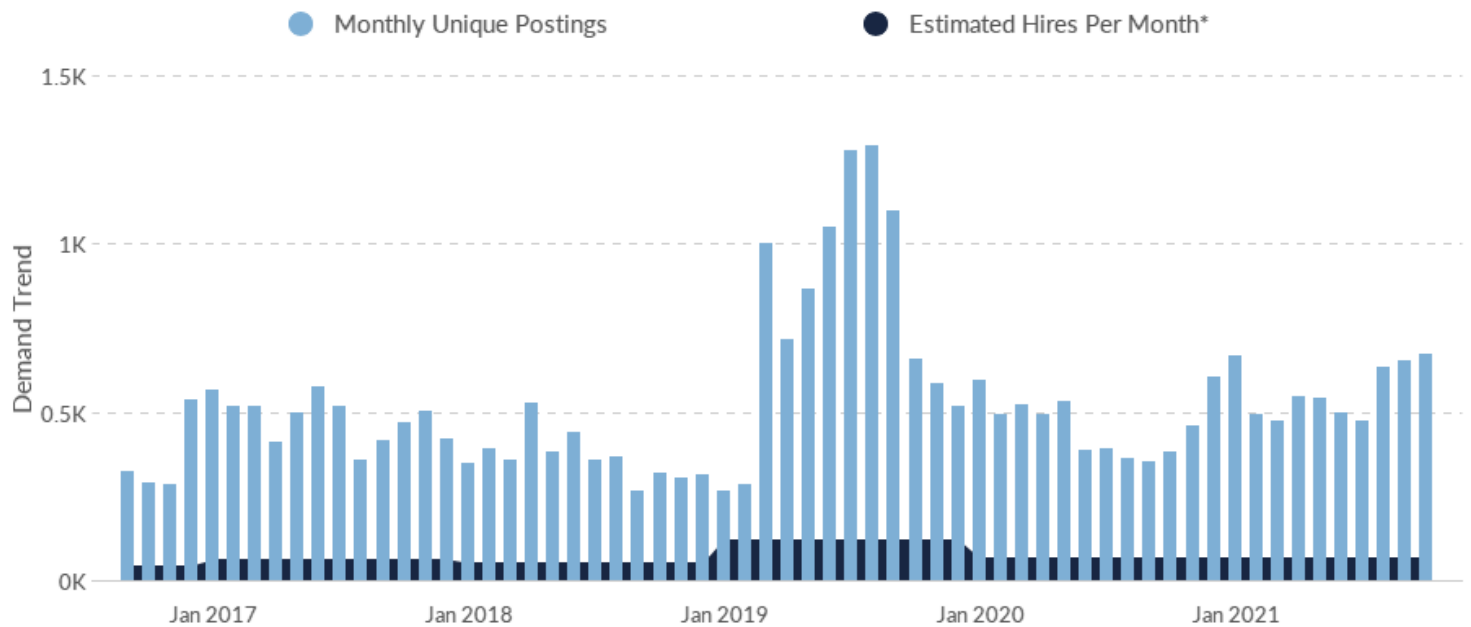
400 Employers Competing

All employers in the region who posted for this job from Jan 2021 to Oct 2021.



20 Day Median Duration

Posting duration is 2 days shorter than what's typical in the region.

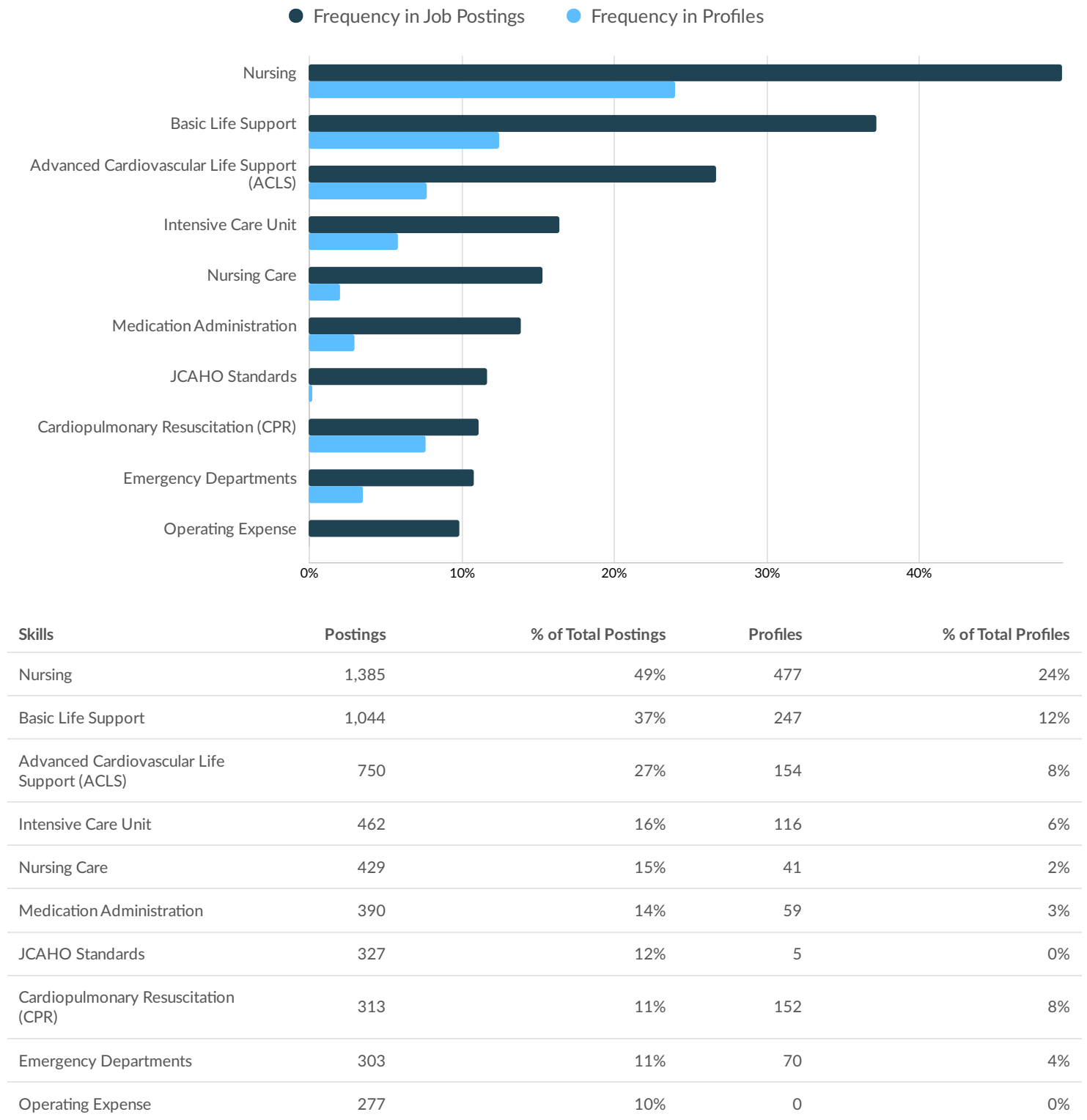


Occupation	Avg Monthly Postings (Jan 2021 - Oct 2021)	Avg Monthly Hires (Jan 2021 - Oct 2021)
Registered Nurses	566	66

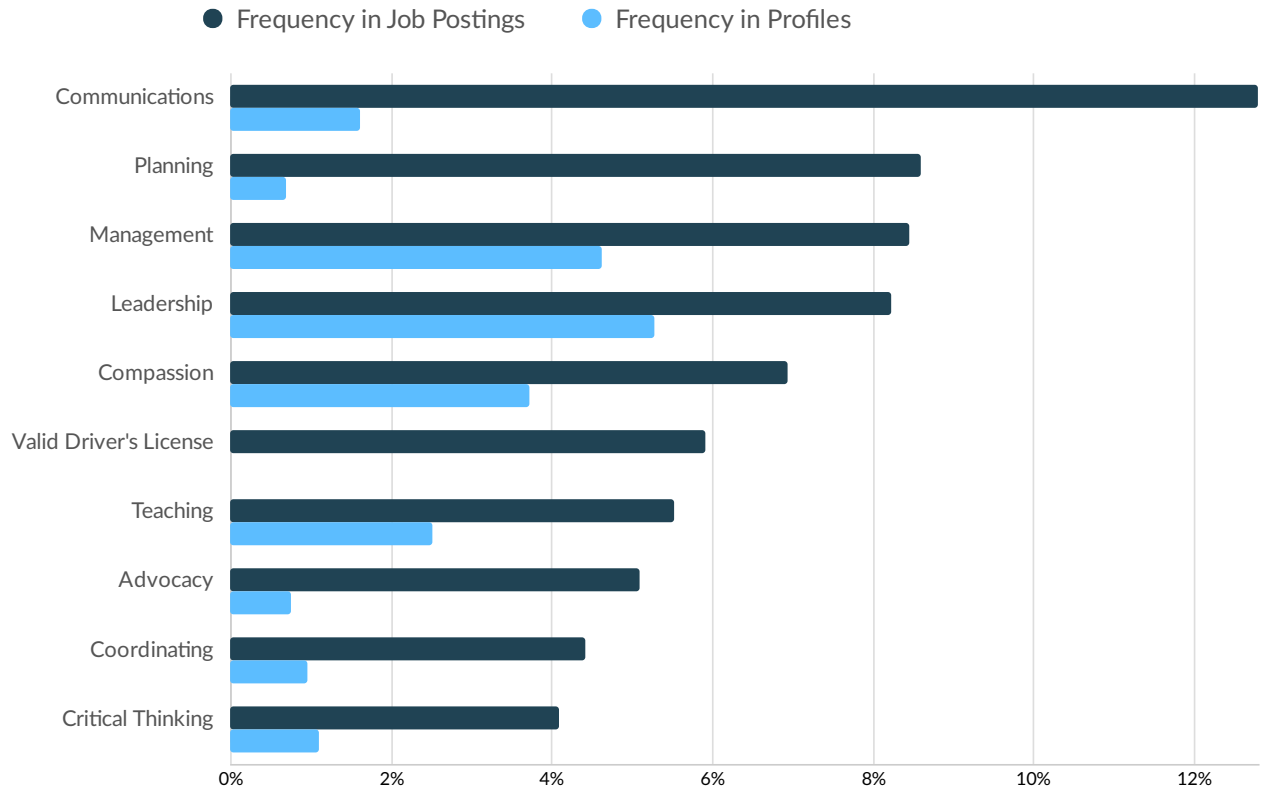
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings	Top Job Titles	Unique Postings
Avita Health System	131 <div></div>	Registered Nurses	341 <div></div>
American Traveler	72 <div></div>	Medical Surgical Registered Nur...	134 <div></div>
truststaff	72 <div></div>	ICU Registered Nurses	132 <div></div>
LeaderStat	68 <div></div>	Medical Surgical Travel Register...	122 <div></div>
ConnectRN	59 <div></div>	Labor and Delivery Registered N...	80 <div></div>
TotalMed	59 <div></div>	Operating Room Registered Nur...	76 <div></div>
HCR ManorCare	55 <div></div>	Emergency Room Registered Nu...	69 <div></div>
Jackson Nurse Professionals	54 <div></div>	Home Health Registered Nurses	58 <div></div>
OhioHealth	50 <div></div>	ICU Travel Registered Nurses	57 <div></div>
Next Travel Nursing	49 <div></div>	Emergency Department Registe...	52 <div></div>

Top Hard Skills



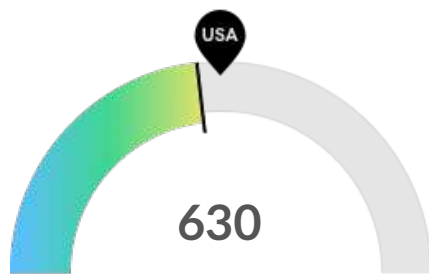
Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	359	13%	32	2%
Planning	241	9%	14	1%
Management	237	8%	92	5%
Leadership	231	8%	105	5%
Compassion	195	7%	74	4%
Valid Driver's License	166	6%	0	0%
Teaching	155	6%	50	3%
Advocacy	143	5%	15	1%
Coordinating	124	4%	19	1%
Critical Thinking	115	4%	22	1%

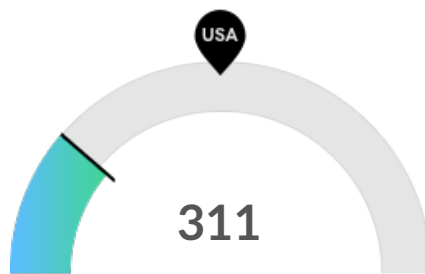
Demographics

Retirement Risk Is Low, While Overall Diversity Is Low



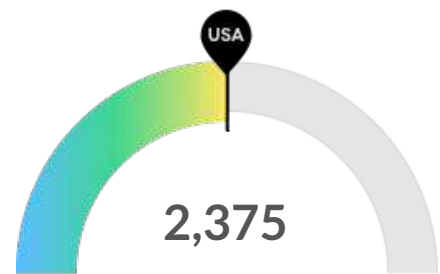
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 700* employees 55 or older, while there are 630 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 841* racially diverse employees, while there are 311 here.

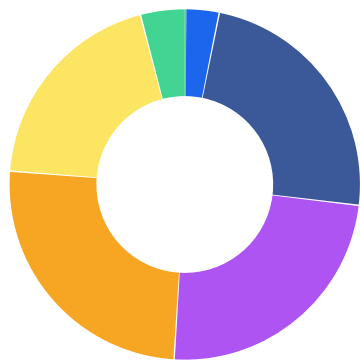


Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 2,366* female employees, while there are 2,375 here.

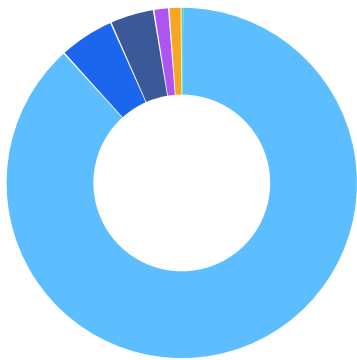
*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



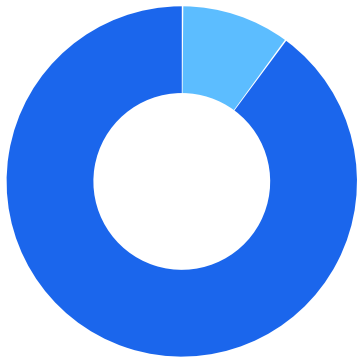
	% of Jobs	Jobs
14-18	0.0%	0
19-24	3.1%	81
25-34	23.7%	626
35-44	24.1%	635
45-54	25.2%	666
55-64	19.7%	520
65+	4.1%	109

Occupation Race/Ethnicity Breakdown



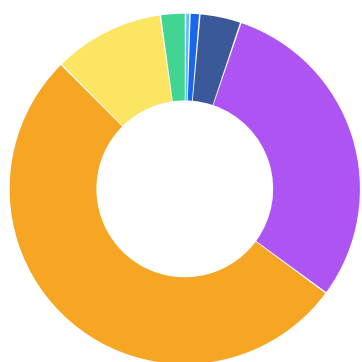
	% of Jobs	Jobs
White	88.2%	2,328
Black or African American	5.1%	135
Asian	4.1%	107
Hispanic or Latino	1.4%	37
Two or More Races	1.1%	30
American Indian or Alaska Native	0.1%	2
Native Hawaiian or Other Pacific Islander	0.0%	1








Occupation Gender Breakdown



	% of Jobs	Jobs
Males	10.0%	265
Females	90.0%	2,375

National Educational Attainment



	% of Jobs
 Less than high school diploma	0.4%
 High school diploma or equivalent	0.9%
 Some college, no degree	3.8%
 Associate's degree	29.9%
 Bachelor's degree	52.5%
 Master's degree	10.2%
 Doctoral or professional degree	2.3%

Occupational Programs



2 Programs

Of the programs that can train for this job, 2 have produced completions in the last 5 years.



93 Completions (2020)

The completions from all regional institutions for all degree types.



211 Openings (2020)

The average number of openings for an occupation in the region is 34.

CIP Code	Top Programs	Completions (2020)
51.3801	Registered Nursing/Registered Nurse	93 <div></div>

Top Schools	Completions (2020)
Marion Technical College	47 <div></div>
Ohio Northern University	29 <div></div>
Tri-Rivers Career Center	17 <div></div>

Appendix A

Registered Nurses (SOC 29-1141):

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).

Sample of Reported Job Titles:

Registered Nurse (RN)
Public Health Nurse (PHN)
Staff Nurse
Progressive Care Unit Registered Nurse
Psychiatric Mental Health Nurse (PMH Nurse)
Psychiatric Clinical Nurse Specialist
ICU Nurse (Intensive Care Unit Nurse)
Critical Care Registered Nurse (CCRN)
Clinical Nurse Specialist
Pediatric Clinical Nurse Specialist

Related O*NET Occupations:

Registered Nurses (29-1141.00)
Acute Care Nurses (29-1141.01)
Advanced Practice Psychiatric Nurses (29-1141.02)
Critical Care Nurses (29-1141.03)
Clinical Nurse Specialists (29-1141.04)

MTC 2016-2021 Nursing Graduates

Table 1 shows the post licensure degree attainment and attendance of MTC graduates since May 2016 (AY16). The results show clearly that most MTC Nursing graduates have not attained a BSN and are not currently enrolled in a BSN program.

Table 1: BSN Attainment of MTC Graduates	Graduation Academic Year						Total
	AY16	AY17	AY18	AY19	AY20	AY21	
Unique Graduates in the Academic Year	47	73	49	56	47	62	334
Earned BSN (NSC Data – December 2021)	22	25	7	6	7	1	68
Currently Enrolled in BSN Program at a 4 year (Fall 21-Spring 22)	5	13	14	14	15	8	69
Did not earn BSN, Not Enrolled	20	35	28	36	25	53	197
NSC Data Match as of December 20, 2021							

Table 2 shows the employment of MTC graduates at Ohio-based Health Care employers. Over 88% of MTC nursing graduates since May 2016 are working for an Ohio employer.

Table 2: Ohio Employers of MTC Nursing Graduates	Graduation Academic Year						Total
	AY16	AY17	AY18	AY19	AY20	AY21	
Unique MTC Graduates in the Academic Year	47	73	49	56	47	62	334
Total Working for Ohio Based Health-Care Employers	45	65	44	52	44	46	296
MARION GENERAL HOSPITAL INC.	10	22	10	17	8	3	70
OHIOHEALTH CORPORATION	6	12	12	7	5	2	44
MOUNT CARMEL HEALTH SYSTEM (I	2	3		2	5		12
NATIONWIDE CHILDREN'S HOSPITAL	2	1	2	1	1	3	10
BLANCHARD VALLEY REGIONAL HEAL	1	1	1	2	1	3	9
GALION COMMUNITY HOSPITAL INC	1	2		2	2	2	9
BUCYRUS COMMUNITY HOSPITAL LL		1	1	3	2		7
Avita Ontario Hospital LLC	1			1	2	2	6
BON SECOURS MERCY HEALTH INC.	1	2	1		1		5
BIO MEDICAL APPLICATIONS OF OH	2				1	1	4
DUBLIN SPRINGS LLC	1	1				2	4
THE OHIO STATE UNIVERSITY			2			2	4
WYANDOT MEMORIAL HOSPITAL	3				1		4
MORROW COUNTY HOSPITAL	2	1					3
KELLY SERVICES USA LLC				1	1	1	3
OAKLEY ET AL V OHIO STATE SETT		1	1			1	3
Country Club Retirement Center		2			1		3
WILLOW BROOK CHRISTIAN SERVICE					1	2	3
FIRELANDS REGIONAL MEDICAL CEN	1			1			2
BWW RESOURCES LLC						2	2
OHIO STATE UNIVERSITY PHYSICIA	1					1	2
Marysville Gardens Rehabilitat					2		2
MEMORIAL HOSPITAL OF UNION COU		1			1		2
TOTAL RENAL CARE INC.		1		1			2
COLUMBUS DEVELOPMENTAL CENTER		1					1
MARY RUTAN HOSPITAL (INC.)				1			1

Table 2: Ohio Employers of MTC Nursing Graduates	Graduation Academic Year						Total
	AY16	AY17	AY18	AY19	AY20	AY21	
LOVING CARE HOSPICE INC.			1				1
CORRECTIONAL RECEPTION CENTER	1						1
MERCY HEALTH-WILLARD HOSPITAL		1					1
BLOOM OF GRACE REHAB LLC			1				1
THE BELLEVUE HOSPITAL INC.				1			1
CREATIVE FOUNDATIONS INC.					1		1
MARION CARE LEASING LLC					1		1
CS MARION ENTERPRISES LLC						1	1
MedUS INC.			1				1
CSJI-TIFFIN INC.				1			1
Accel Schools SR LLC			1				1
DEARTH MANAGEMENT INC.					1		1
QUANTUM HEALTH INC.	1						1
DELAWARE AREA CAREER CENTER		1					1
LICKING MEMORIAL HOSPITAL (IN				1			1
DELAWARE COUNTY AUDITOR	1						1
Mansfield Opco LLC						1	1
DR. DENNIS L. JOHNSON				1			1
Marion Post Acute LLC					1		1
ASHLAND UNIVERSITY (INC.)	1						1
MAXIM HEALTHCARE STAFFING SERV			1				1
ELGIN LOCAL BOARD OF EDUCATION			1				1
MERCY HEALTH LORAIN LLC					1		1
EMBASSY WOODVIEW LLC			1				1
CAPITAL HOMECARE INC.				1			1
Encompass Health Rehabilitatio		1					1
COLUMBUS CITY BOARD OF EDUCATI	1						1
ENGINEERED WIRE PRODUCTS INC.		1					1
PINNACLE TREATMENT CENTERS OH-			1				1
ENHANCED HOME HEALTHCARE LLC			1				1
SUMMA HEALTH	1						1
FHS Old INC.						1	1
THE SUN HOME HEALTH CARE INC.						1	1
BLUE SHIELD HEALTH CARE SERVIC		1					1
Living Faith Home Health Care	1						1
FISHBURN SERVICES INC.						1	1
MACINTOSH MANAGEMENT COMPANY				1			1
FLETCH INC.						1	1
MARION AREA PHYSICIANS LLC					1		1
AUREUS NURSING LLC				1			1
AVI FOOD SYSTEMS INC.			1				1
GOMED HEALTHCARE LLC			1				1
MARION TECHNICAL COLLEGE			1				1
GRANT SCOPE CENTER LLC		1					1
BUCYRUS INTERNAL MEDICINE INC						1	1
HALES ALES & KITCHEN						1	1

Table 2: Ohio Employers of MTC Nursing Graduates	Graduation Academic Year						Total
	AY16	AY17	AY18	AY19	AY20	AY21	
Medical Solutions LLC	1						1
HCTN Local LLC		1					1
ALDI INC						1	1
HEARTLAND EMPLOYMENT SERVICES		1					1
MERCY HEALTH-TIFFIN HOSPITAL L						1	1
HINES LITTLE SMILES LLC		1					1
Milcrest Healthcare Inc.					1		1
WYANDOT COUNTY AUDITOR		1					1
MOUNT CARMEL HEALTH PROVIDERS	1						1
1 Amazing Home Health Care LLC						1	1
AYA HEALTHCARE SERVICES INC.	1						1
INFOCISION MANAGEMENT CORPORAT						1	1
OHIO GASTROENTEROLOGY INC.				1			1
INTERIM HEALTHCARE OF COLUMBUS				1			1
ADVANCED EYE CARE CENTER INC.		1					1
THIRD STREET COMMUNITY CLINIC						1	1
PRIME HOME CARE LLC				1			1
UNITED CHURCH HOMES INC.					1		1
Regency Hospital of Columbus						1	1
ALTERCARE OF BUCYRUS CENTER FO						1	1
SURGIS MANAGEMENT SERVICES IN		1					1
JPMORGAN CHASE BANK NATIONAL				1			1
BKD BALLWIN LLC						1	1
AMEA HEALTHCARE LLC						1	1
COMMUNITY AND RURAL HEALTH SER			1				1
KNOX COMMUNITY HOSPITAL (INC.		1					1
J. T. HOLLAND MANAGEMENT INC.	1						1
West Chester Medical Center (I			1				1
JAG HEALTHCARE INC.					1		1
BLANCHARD VALLEY CONTINUING CA						1	1
JCI LLC				1			1
HUMANA INSURANCE COMPANY (INC				1			1
I Love High LLC						1	1
<i>Based on Ohio Department of Job and Family Services Wage Match – November 2021</i> <i>Unique Records – Graduates working for more than one employer are only listed once</i> <i>105 Unique Employers</i>							

RN-> BSN Revenue and Expense Analysis								
	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29
Revenue	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Students	0	20	25	30	40	50	50	50
Nursing Course Credits	0	300	375	450	600	750	750	750
A&S Credits	0	200	250	300	400	500	500	500
Nursing Course Tuition	\$195	\$200	\$205	\$210	\$215	\$215	\$215	\$215
A&S tuition	\$195	\$200	\$205	\$210	\$215	\$215	\$215	\$215
Nursing Revenue	\$0	\$60,000	\$76,875	\$94,500	\$129,000	\$161,250	\$161,250	\$161,250
A&S revenue	\$0	\$40,000	\$51,250	\$63,000	\$86,000	\$107,500	\$107,500	\$107,500
Additional State Subsidy - Nursing		\$0	\$26,730	\$67,838	\$121,500	\$162,000	\$202,500	\$202,500
Additional State Subsidy - A&S		\$0	\$11,220	\$28,475	\$51,000	\$68,000	\$85,000	\$85,000
Total Revenue	\$0	\$100,000	\$166,075	\$253,813	\$387,500	\$498,750	\$556,250	\$556,250
Expense								
Director (w/benefits)	\$120,000	\$122,400	\$124,848	\$127,345	\$129,892	\$132,490	\$135,139	\$137,842
Additional FT Faculty w/ benefits		\$0	\$0	\$90,000	\$91,800	\$93,636	\$95,509	\$97,419
Additional Adjunct			\$10,000	\$3,000	\$3,060	\$3,121	\$3,184	\$3,247
Additional support costs		\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Accreditation	\$5,000							
Other (start-up, PD, etc.)	\$5,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Total Expense	\$130,000	\$130,400	\$142,848	\$228,345	\$232,752	\$237,247	\$241,832	\$246,508
Net	-\$130,000	-\$30,400	\$23,227	\$25,468	\$154,748	\$261,503	\$314,418	\$309,742
Accumulated Net	-\$130,000	-\$160,400	-\$137,173	-\$111,705	\$43,043	\$304,546	\$618,964	\$928,705

Change values in blue to analyze different scenarios

Assumptions

Students need 30 Nursing credits, 20 extra A&S credits to complete the BSN (some students will have excess A&S credits)

No need for additional A& S Sections; students will occupy existing empty seats

15 student cap on nursing course sections

8 week nursing course sections; students will take one course per 8 week term; average of 5 courses per year

3 credit hours per course

Marketing costs from existing budget

Need "after hours" IT support

Additional subsidy realized on a 3 year basis; fully in Year 4

270 Estimated subsidy - per nursing credit hour

170 Estimated subsidy - per A&S credit hour

15 Average nursing credit hours per student per year

10 Average A&S credit hours per student per year

Enrollment information on RN and BSN programs

Institution: Marion Technical College

Academic Year (fall to summer)	2017	2018	2019	2020	2021	2022*	2023*	2024*	2025*	2026*
BSN admissions						20	30	30	30	30
Total BSN enrollment						20	45	50	50	50
BSN graduates						0	18	25	25	25
RN applications	103	94	102	109	101	100	100	100	100	100
RN admissions	99	88	97	108	95	95	95	95	95	95
RN waiting list	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RN graduates	74	50	56	47	63	65	65	65	65	65
<i>*PROJECTED</i>										

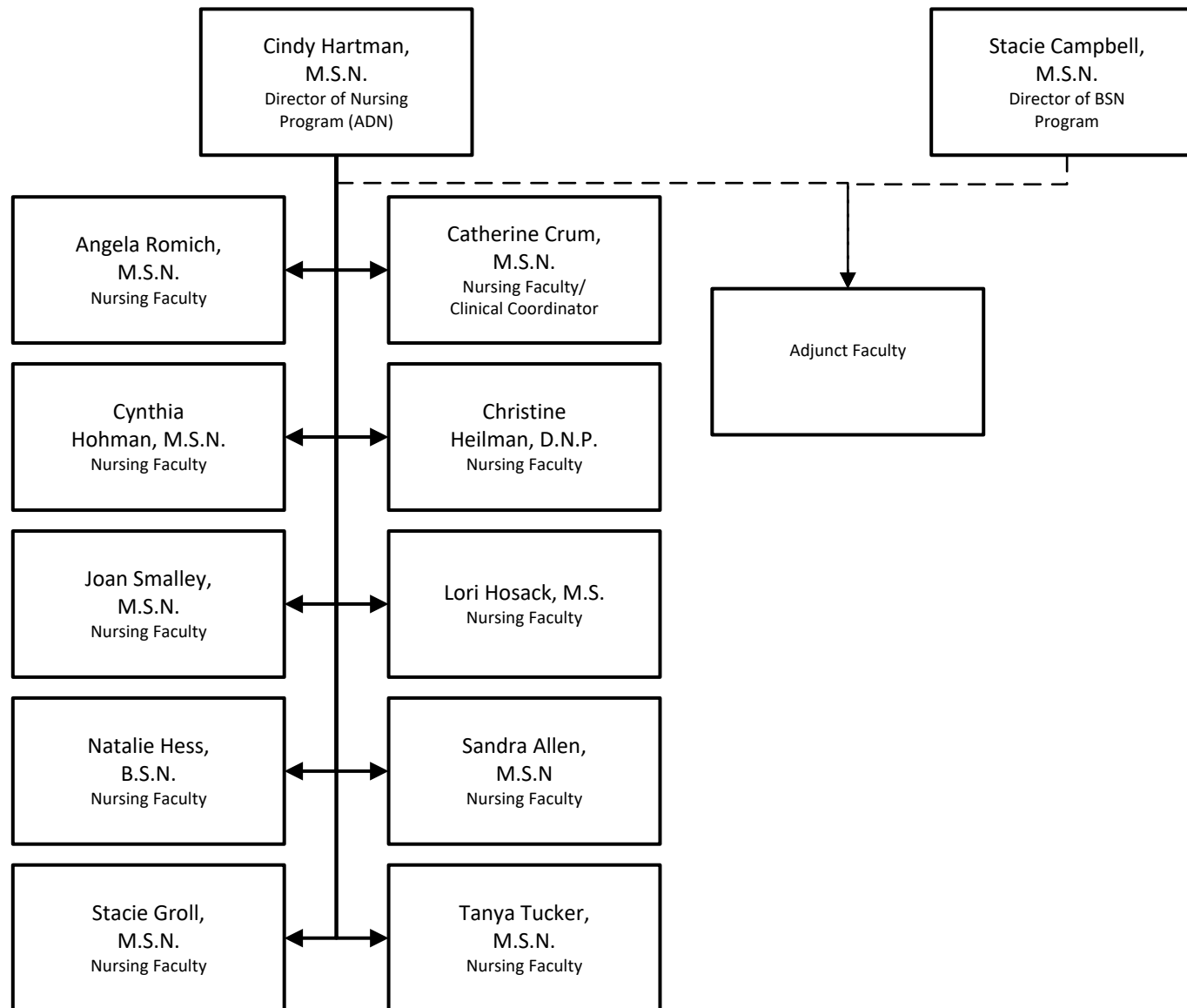
Notes:

- **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.

Marion Technical College – Nursing Faculty Members Bachelor of Science in Nursing Program						
Name	Title	Degree(s)	Relevant Teaching Experience	Relevant Industry Experience	Current Load	Expected Load within BSN Program
Sandra Allen	Faculty	M.S.N, B.S.Ed.	<ul style="list-style-type: none"> 18 years teaching experience at MTC. Teaches STNA course. Enrolled in ACUE Effective Teaching Practices course. 	<ul style="list-style-type: none"> 36 years as an RN, with 18 years providing direct patient care (both in- and out-patient). Experience in long-term care, chemical dependency, urgent care, and out-patient oncology settings. 	<ul style="list-style-type: none"> 15 contact hours 	Interest in online courses related to research, management, testing, and others.
Stacie Campbell	BSN Program Director	Ph.D. candidate (anticipated completion 2022), M.S.N., A.D.N.	<ul style="list-style-type: none"> 7 years teaching experience at MTC. Faculty coordinator for nursing informatics course. Advanced Standing Program Coordinator for 3 years. RN-to-BSN Program Director with expected teaching responsibility for BSN courses. 	<ul style="list-style-type: none"> 10 years as an RN, and 6 years as an STNA. Experience in extended care, memory care, and behaviors, medical-surgical settings. Experience in orientation of hospital staff and precepting students. 	<ul style="list-style-type: none"> Maintain role as Director of BSN Program. 15 contact hours 	RN-to-BSN Program Director, expected teaching responsibility for some BSN courses.
Catherine Crum	Faculty, Clinical Coordinator	M.S.N., B.S.N., A.D.N.	<ul style="list-style-type: none"> 20 years teaching at MTC. 12 years as Lab Coordinator. Teaches Medical Terminology (ALH1110) in high school, traditional, and online formats. Mental Health Coordinator and theory professor for 20 years. Teaching in all levels of nursing courses (NUR1400, NUR1410, NUR2400, NUR2410). 3 years teaching individual investigation course (NUR2990); online course with minimal in-person skill completion. 6 years co-teaching nursing senior capstone (NUR2040); course is half online. 		<ul style="list-style-type: none"> 15 contact hours 	Interest in teaching courses related to leadership, safety, global health, or community.
Cynthia Hartman	ADN Program Director	M.S.N., A.D.N., C.N.E.	<ul style="list-style-type: none"> 23 years in nursing education, with experience in traditional, hybrid, and online formats. 	<ul style="list-style-type: none"> 21 years in clinical practice. 	<ul style="list-style-type: none"> Maintain role as Director of ADN Program. 	Interest in teaching as adjunct in BSN courses, regardless of format.

			<ul style="list-style-type: none"> 6 years co-teaching nursing senior capstone (NUR2040); course is half online. 		<ul style="list-style-type: none"> 15 contact hours 	
Christine Heilman	Faculty	D.N.P., M.S.N.-Ed., B.S.N., A.D.N.	<ul style="list-style-type: none"> 8 years teaching at MTC. ACLS and BLS certified instructor. Enrolled in ACUE Effective Teaching Practices course. Member of Ohio Association of Community Colleges' Leadership Academy cohort. 	<ul style="list-style-type: none"> 27 years as a nurse, working mostly in critical care: <ul style="list-style-type: none"> surgical/trauma intensive care cardiac intensive care unit cardiovascular intensive care unit Cardiac Cath laboratory Certified in critical care (CCRN), ACLS, BLS 	<ul style="list-style-type: none"> NUR2400, NUR2410, ECG, Pharmacology, ACLS. 15 contact hours 	Interest in teaching evidence-based practice in nursing or capstone course.
Cynthia Hohman	Faculty	M.S.N., A.D.N.	<ul style="list-style-type: none"> Experience teaching since 2010. Completed ACUE Effective Teaching Practices course. Teaches lab, theory, and clinical for first and second year students. 	<ul style="list-style-type: none"> 20 years as a nurse, working mostly in emergency nursing. 	<ul style="list-style-type: none"> 15 contact hours 	Interest in teaching in the BSN program.

ADN and BSN Programs Organizational Structure



At this time, all but one existing nursing faculty, as well as both the ADN and BSN program directors, are qualified to teach at the baccalaureate level. Additional adjunct faculty may also be qualified to teach in the BSN program, and will be utilized as needed.

12/3/2021



January 10, 2022

OhioHealth Marion General Hospital
1000 McKinley Park Drive
Marion, OH 43302

Dear Mrs. Campbell or Dr. Bob Haas,

OhioHealth Marion General Hospital and Marion Technical College have continued conversations on how a BSN program at Marion Technical College would benefit the community, hospitals, and nurses. We are excited to work on building a partnership to benefit all. Benefits include assisting nurses on getting their BSN as a steppingstone to an MSN degree, furthering skills, and adding nurses to the workplace.

Right now, there is a critical nursing shortage. Hospitals, including ours, need healthcare workers at every degree level. At this time, our facility can consider hiring 10 BSN prepared nurses every year for 10 years. These numbers can fluctuate based on the circumstances of the community, hospital, and criteria of the applicants. Right now, we are seeing continual job posting for registered nurses.

OhioHealth has a BSN preferential policy, attempting to meet the IOM goal of 80% of staff to hold a BSN degree. Our facilities such as Riverside and Grant hold Magnet status and must meet these numbers. OhioHealth Marion General Hospital has received Pathway to Excellence, with a goal to work on employee education. Our facilities require a BSN within 5 years of hiring. Currently, Marion General Hospital has about 30% of nursing staff with a BSN, we would like to see these numbers increase.

Our facility offers tuition assistance to fulltime and part-time staff with the development of a BSN program we would like to remain in further conversations for program partnerships. We have a training center that can be used to promote onsite training. We have tuition reimbursement opportunities for employees to use at varying institutions. We would love to see potential for courses specific to OhioHealth, tuition reimbursement options, and an ease of courses for local opportunities.

Our facility plans to continue to meet the nursing demands of the community. We look forward to further conversations and partnerships. Please count on our commitment in providing our expertise and learning opportunities in meeting the needs of the BSN program.

Sincerely,

A handwritten signature in black ink that reads "Joy D. Bischoff MSN, RN, NE-BC".

Joy D. Bischoff, MSN, RN, NE-BC
President & CNO at OhioHealth Hardin Memorial Hospital
CNO at OhioHealth Marion General Hospital
Joy.bischoff@ohiohealth.com
740.383.8493

01-05-2022

Dear Mrs. Campbell or Dr. Bob Haas,

Wyandot Memorial Hospital and Marion Technical College have continued conversations on how a BSN program at Marion Technical College would benefit the community, hospitals, and nurses. We are excited to work on building a partnership to benefit all. Benefits include assisting nurses on getting their BSN as a stepping stone to an MSN degree, furthering skills, and adding nurses to the workplace.

Right now, there is a critical nursing shortage. Hospitals, including ours, need healthcare workers at every degree level. At this time, our facility can consider hiring five to seven BSN prepared nurses every year for three years. These numbers can fluctuate based on the circumstances of the community and criteria of the applicants. Right now, we are seeing continual job posting for registered nurses.

With the development of a BSN program we would like to remain in further conversations for program partnerships. We have a training center that can be used to promote onsite training. We have TechCred and tuition reimbursement opportunities for employees to use at varying institutions. We would love to see potential for bridge programs with the BSN and nursing programs. A later goal would be to continue partnerships into other fields that would benefit hospital employees of varying positions.

Our facility plans to continue to meet the nursing demands of the community. We look forward to further conversations and partnerships. Please count on our commitment in providing our expertise and learning opportunities in meeting the needs of the BSN program.

Sincerely,



Matt Mercer, RN, BSA, CSAF, SSBBP

mmercercer@wyandotmemorial.org

419-294-4991 ext. 2295

[Converted from email communication, facility notified 4.4.22]

Hi Stacie,

We do not provide financial support for nurses to obtain their BSN due to our industry not requiring this advanced degree.

We could support hiring at least 3 nurses per year for the next 3-5 years. We hire nurses at contingent, part-time, and full-time status. We have long-term nurses in our facility who will be reaching retirement age over the course of the next five years. We would love to be able to hire new graduates who will have the ability to learn from our seasoned nurses while building a solid foundation for when our tenured nurses retire.

Thanks,

Amanda

Amanda McAdow, LNHA
Administrator, JAG Healthcare
Marion Pointe & Harding Pointe
Cell: 740-262-3653

[Converted from email communication, facility notified 4.4.22]

Hi Stacie,

We do provide tuition assistance for MPH staff to seek higher education. I would say our budget would allow for 2-3 nurses to obtain BSN. As for the second question, I would say we could anticipate hiring maybe an additional 1-2 nurses. Please let me know if you have further questions. Thanks

Erin Creeden, RN
Marion Public Health
Health Policy Specialist
Creating Healthy Communities Coordinator
181 S Main St.
Marion, Ohio 43302
P: (740) 692-9128
F: (740) 383-2251
ecreeden@marionpublichealth.org
www.MarionPublicHealth.org





March 31, 2022

Ryan McCall, Ph.D.
President, Marion Technical College
1467 Mt. Vernon Avenue
Marion, OH 43302

On behalf of Marion County Job & Family Services and OhioMeansJobs-Marion County, I am pleased to offer this letter in support of Marion Technical College (MTC) to address the critical shortage of nurses with a Bachelor of Science in Nursing (BSN), by offering an RN to BSN program.

The Marion County Department of Job & Family Services supports the goals and objectives to provide a skilled and trained workforce to Marion County and the regional health care industry. We have a long history of partnership with Marion Technical College and have worked together to implement a variety of workforce development projects to address local skilled employment shortages.

OhioMeansJobs-Marion County receives numerous requests from area businesses for assistance in recruiting those with BSNs. The local BSN program will benefit our local businesses and job seekers from the Marion Community and the training will fill a much needed skills gap. Marion Technical College has the expertise and dedication to successfully assist the businesses and train the workforce necessary to fill these gaps, while also supporting the overall economic development in our service area.

As a partner, we will commit to the following activities to support this important effort:

- Engagement with our customers on the critical “In Demand Occupations” requiring a BSN.
- Utilize Workforce Innovation and Opportunity Act (WIOA) and Prevention, Retention and Contingency (PRC) funding where appropriate.

We offer this letter of support to indicate our confidence in Marion Technical College to meet the goals of our employers and those seeking a career requiring a BSN and we offer our partnership in supporting their efforts whenever possible.

Sincerely,

Roxane G. Somerlot
Roxane G. Somerlot, Director

[Date] 12/8/2021

Galion Community Hospital

269 Portland Way Galion Ohio

Dear Mrs. Campbell or Dr. Bob Haas,

Galion Community Hospital is pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program.

This program will have a great impact on the nursing industry with advancing the education of the nursing community, addressing nurse shortage issues, providing nurses with management and leadership skills, improving evidence-based practice, and recognizing critical needs in the healthcare setting. We recognize the need to educate and advance nurses to BSN levels.

Galion Hospital will support the Bachelor of Science in nursing program in the following ways:

- Offer internships to students in the program
- Provide observation and clinical opportunities
- Share expertise in creating the curriculum and learning outcomes
- Promote the program within our facility as a means of professional and career advancement
- Employee tuition reimbursement to the BSN program per Avita policy

With Marion Technical College's current Registered Nurse ADN program, Galion Hospital currently works with the ADN program for clinical, observation, and immersion programs. Our facility counts on students in the program to fill nursing positions and care for the community.

Our facility plans to continue to meet the nursing demands of the community. Please count on our commitment in providing our expertise and learning opportunities in meeting the needs of the BSN program.

Sincerely,

Molly Kern

Director of Nursing

Galion Avita Hospital.

December 8, 2021

Marion Technical College
Attn: Dr. Bob Haas & Stacie Campbell
1467 Mount Vernon Ave.
Marion, Ohio 43302

Dear Mrs. Campbell or Dr. Bob Haas,

Avita Health System is pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program.

This program will have a great impact on the nursing industry with advancing the education of the nursing community, addressing nurse shortage issues, providing nurses with management and leadership skills, improving evidence-based practice, and recognizing critical needs in the healthcare setting. We recognize the need to educate and advance nurses to BSN levels.

Avita Health System will support the Bachelor of Science in nursing program in the following ways:

- Offer Internships with students in the program
- Provide observation and clinical opportunities
- Promote the program within our facility as a means of professional and career advancement
- Employee tuition reimbursement to the BSN program for employees who qualify

With Marion Technical College's current Registered Nurse program, Avita Health System works in collaboration with the college to provide clinical opportunities for students.

Our facility plans to continue to meet the nursing demands of the community. Please count on our commitment in providing our expertise and learning opportunities in meeting the needs of the BSN program.

Sincerely,



Kathy Durringer, MBA, RN
Vice President/CNO



Healthy People, Healthy Places

PUBLIC HEALTH

181 S. Main St., Marion, OH 43302 | (740) 387-6520 | www.marionpublichealth.org

11/24/2021

Dear Mrs. Campbell or Dr. Bob Haas,

Marion Public Health is pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program.

This program will have a significant impact to us as an agency as we work collaboratively to improve the health of Marion residents.

Marion Public Health will support the Bachelor of Science in nursing program in the following ways:

- Offer internships to students in the program
- Provide observation and clinical opportunities
- Share expertise in creating the curriculum and learning outcomes
- Promote the program within our facility as a means of professional and career advancement

Marion Technical College and Marion Public Health have had a long standing relationship that include active participation on the MTC Nursing Advisory Committee, Marion Technical College Nursing Department serving on Creating Healthy Communities Collation and the opportunity to engage nursing students through various clinical, observation and volunteer opportunities. We recognize the value in creating these higher education opportunities and fully support the addition of such programming. We look forward to the continued partnership and wish you all the success in reaching your program goals.

Sincerely,

Erin Creeden RN

Marion Public Health

Creating Healthy Communities Coordinator



To whom it may concern

December 8, 2021

It is my pleasure to write this letter in support of the proposed RN-BSN degree program offered by Marion Technical College (MTC). The plans for this program are timely in helping OhioHealth meet our nursing workforce needs both now and in the future. The shortage of BSN prepared registered nurses is acute, making it increasingly difficult for us to achieve our mission and goals for healthcare. MTC offers plans to offer acute care and critical care training that aligns with OhioHealth's Acute Care and Advanced Care transition to practice fellowship programs.

OhioHealth and MTC have partnered in the past in support of their ADN programs to provide clinical education experiences in our facilities. The proposed RN-BSN program will provide our associates an affordable opportunity at a highly respected institution.

OhioHealth has 12 hospitals across Ohio, hiring over 500 new graduate ADN and BSN prepared nurses into fellowship programs annually. As the demand for new graduate nurses continues to rise, OhioHealth hiring goals are set to meet the demand. To align with our nursing excellence and quality goals, OhioHealth requires all RNs to have their BSN within 5 years of hire. Supporting Marion Technical College RN-BSN program aligns with those goals.

We are pleased to support new and creative solutions to meet the nursing workforce challenges that we face in our community and in our state. If you have any questions about our commitment to this endeavor, please do not hesitate to contact me.

Sincerely,

Patricia S. Wilson, MS

Patricia S. Wilson
OhioHealth Learning
Project manager Academic Partnerships
614-316-8472
Patti.Wilson@OhioHealth.com



11/29/2021

OhioHealth Marion General Hospital
1000 McKinley Park Dr.
Marion, OH 43302

Dear Mrs. Campbell and/or Dr. Bob Haas,

OhioHealth Marion General Hospital is pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program.

This program will have a great impact on the nursing industry with the advancement of education of the nursing community, address nursing shortage issues, provide nurses with management and leadership skills, improve evidence-based practice, and recognize critical needs in the healthcare setting. We support the need to educate and advance nurses to BSN levels to align with the IOM 80% BSN recommendation, as we require RNs to obtain their BSN within five years of hire. This program will give our nurses a local choice.

OhioHealth Marion General Hospital will support the Bachelor of Science in nursing program in the following ways:

- Offer internships to students in the program
- Provide observation and clinical opportunities
- Share expertise in creating the curriculum and learning outcomes
- Promote the program within our facility as a means of professional and career advancement
- Provide employee tuition reimbursement to the BSN program

With Marion Technical College's current Registered Nurse ADN program, OhioHealth Marion General Hospital presently works with the ADN program for clinical, observation, and immersion programs. Our facility counts on students in the program to fill nursing positions and care for the community.

Our facility plans to continue to meet the nursing demands of the community. Please count on our commitment in providing our expertise and learning opportunities to partner with MTC and meet the needs of the BSN program.

Sincerely,

Sarah E. Nagy, MSN, RN, NPD-BC, OCN
Manager of Nursing Excellence
OhioHealth Marion General Hospital
Sarah.nagy@ohiohealth.com
740-375-6054

November 23, 2020

Dear Mrs. Campbell,

Wyandot Memorial Hospital (WMH) is pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program.

Like other hospitals, Wyandot Memorial Hospital is finding it increasingly difficult recruit and retain talented nurses to care for our patients. Additionally, we are looking for opportunities to invest in our current staff. We feel an RN to BSN program is an excellent opportunity to combat nursing shortages and help our nurses advance their careers.

With Marion Technical College's existing associate degree nursing program, WMH has been proud to partner with clinicals, observation time, immersion programs, and other activities. In support of your BSN program, WMH would be willing to explore opportunities with internships, tuition discount and reimbursement, continual professional development programs, and other initiatives.

Please count on our continued support of your program and contact me if there are any specific way we can work together.

Sincerely,



Matt Mercer, RN, BSA, CSAF, SSBBP
Vice President Wyandot Memorial Hospital
Chief Nursing Officer
Chief Financial Officer

KEEPING OUR PROMISE TO BE YOUR HOSPITAL



November 21, 2021

Wyandot Memorial Hospital

885 N. Sandusky Ave.

Upper Sandusky, Ohio 43351

Dear Mrs. Campbell,

Wyandot Memorial Hospital is pleased to support Marion Technical College in its efforts to create a Bachelor's Degree of Science in Nursing (BSN) program.

This program will have a great impact on the nursing industry with advancing the education of the nursing community, addressing nurse shortage issues, providing nurses with management and leadership skills, improving evidence-based practice, and recognizing critical needs in the health care setting. We recognize the need to educate and advanced nurses to BSN levels.

Wyandot Memorial Hospital will support the Bachelor of Science in nursing program in the following ways:

- Offer internships to students in the program
- provide observation and clinical opportunities
- share expertise in creating the curriculum and learning outcomes
- promote the program within our facility as a means of professional and career advancement
- employee tuition reimbursement to the BSN program

With Marion Technical Colleges current registered nurse ADN program, Wyandot Memorial has and will continue to work with the current instructors and students in furthering their opportunities in the nursing field. We show this support by encouraging and supporting the student in the clinical and precepting phase of the program. By opening doors to multiple departments within the hospital to allow students the ability to see all aspects of nursing. Our facility counts on these students from the program to fill nursing positions and care for the community.

Our facility plans to continue to meet the nursing demands of the community. Please count on our commitment in providing our expertise and learning opportunities in meeting the needs of the BSN program.

Sincerely,

Angela M. Harr RN

Senior Director of Nursing, Wyandot Memorial Hospital Ext. 2204

KEEPING OUR PROMISE TO BE *YOUR* HOSPITAL





**WYANDOT COUNTY
DEVELOPMENTAL
DISABILITIES**

Learn. Earn. Live. Connect.

*SSA / Case Management
Family Support Services
Angeline School
Angeline Industries
Administration Services*

December 10, 2021

Marion Technical College
1467 Mt Vernon Avenue
Marion, OH 43302

Dear Mrs. Campbell or Dr. Bob Haas,

Wyandot County DD/Angeline School is pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program.

Such a program will likely have a positive impact on this community's current nurse shortage, as well as enhancing the training and skills of the nurses we do have. We recognize the need to educate and advance nurses to BSN levels.

Wyandot County DD/Angeline School would support the Bachelor of science in nursing program here locally by providing observation and clinical opportunities when possible. We recognize the benefit of nurses with experience observing and serving children and adults with intellectual/developmental disabilities.

Sincerely,

Todd Dilley
Superintendent

Wyandot County Board of Developmental Disabilities

11028 County Hwy. 44 • Upper Sandusky, OH 43351

Phone: (419) 294-4901 • **Fax:** (419) 294-2054 • **Email:** admin@angeline.com • **Web:** www.angeline.com

Equal Opportunity Employer and Service Provider



12/07/2021

Wyandot County Public Health
127-A S. Sandusky Ave.
Upper Sandusky, OH 43351

Dear Mrs. Campbell or Dr. Bob Haas,

Wyandot County Public Health is pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program.

This program will have a great impact on the nursing industry with advancing the education of the nursing community, addressing nurse shortage issues, providing nurses with management and leadership skills, improving evidence-based practice, and recognizing critical needs in the healthcare setting. We recognize the need to educate and advance nurses to BSN levels.

Wyandot County Public Health will support the Bachelor of science in nursing program in the following ways:

- Offer internships to students in the program
- Provide observation and clinical opportunities
- Share expertise in creating the curriculum and learning outcomes
- Promote the program within our facility as a means of professional and career advancement

With Marion Technical College's current Registered Nurse ADN program, Wyandot County Public Health currently works with the ADN program for observation programs. Our facility counts on students in the program to fill nursing positions and care for the community.

Our facility plans to continue to meet the nursing demands of the community. Please count on our commitment in providing our expertise and learning opportunities in meeting the needs of the BSN program.

Sincerely,

Jamie M. Crawford, RN

Jamie M. Crawford, RN, Director of Nursing

jcrawford@co.wyandot.oh.us



12/20/2021

JAG Healthcare Marion Pointe Skilled Nursing
409 Bellefontaine Avenue
Marion, OH 43302

JAG Healthcare Harding Pointe Skilled Nursing
340 Oak Street
Marion, OH 43302

Dear Mrs. Campbell or Dr. Bob Haas,

JAG Healthcare Marion Pointe and Harding Pointe are pleased to support Marion Technical College in its efforts to create a bachelor's degree of science in nursing (BSN) program. Marion Pointe is a 45-bed traditional nursing home offering rehabilitation services to Marion and surrounding counties. Harding Pointe is a 50-bed skilled nursing and rehab facility specializing in the care for those living with cognitive deficits.

This program will have a great impact on our facilities and on the local healthcare community as a whole. We recognize the need to educate and advance nurses to BSN levels and support this new opportunity.

JAG Healthcare would be honored to support the Bachelor of science in nursing program in the following ways:

- Offering internship opportunities to students in the program
- Offering volunteer opportunities
- Providing clinical sites for students so that they gain experience in not only traditional nursing home settings (Marion Pointe) but also in behavioral health (Harding Pointe).
- Share expertise in creating the curriculum and learning outcomes
- Providing ongoing feedback to the program for continued quality improvement
- Promoting the program within our facility as a means of professional and career advancement

With Marion Technical College's current Registered Nurse ADN program, JAG Healthcare Marion and Harding currently support the local nursing programs and would be eager to contract with MTC for clinical rounds and to offer future job opportunities for students. Our facility counts on students to keep the field of nursing strong to in turn meet the needs of our residents. Having a local nursing program makes our community stronger and prepared to handle healthcare demands for years to come.

Please count on our commitment in providing our expertise and learning opportunities in meeting the needs of the BSN program.

Sincerely,


Amanda McAdow, LNHA

JAG Healthcare Marion Pointe


Dixie Waite, LNHA

JAG Healthcare Harding Pointe

April 6, 2022

Stacie Campbell
LPN/Advanced Standing Coordinator
Marion Technical College

Stacie,

My name is Collene Bay Andersen and I am the Vice President of Corporate and Academic Alliances for University of Phoenix. On March 30th, 2022, Marion Technical College and University of Phoenix completed an articulation agreement between the two institutions that will benefit students interested in continuing their higher education opportunities.

We are excited that Marion Technical College is pursuing a Bachelor of Science in Nursing (BSN) program for their students and we would be interested in working to create a pathway from this BSN program into our Master of Science in Nursing program. We look forward to collaborating in the future.

Sincerely,

Collene Bay-Andersen, MBA Informatics
VP Corporate & Academic Alliances, Workforce Solutions

University of Phoenix

P: 916.580.7366 E: Collene.Bay-Andersen@Phoenix.edu
phoenix.edu | phoenix.edu/workforcesolutions
[LinkedIn](#)



CAREER WITH
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MARION TECHNICAL COLLEGE
ADMINISTRATIVE POLICY/PROCEDURES

AP 402 Admission: Transfer

**Established 9-28-99
Approved 5-22-18**

POLICY:

- (A) A student or prospective student who attended another higher education institution may apply for admission to Marion Technical College (MTC) as a transfer student. The student must complete the admission procedures outlined in the College's admission policy.
- (B) MTC adheres to the requirements and guidelines in the Ohio Articulation and Transfer Policy of the Ohio Department of Higher Education (ODHE), and in accordance with the Ohio General Assembly's directive for evaluating transfer credit.
- (C) Courses from institutions approved by recognized regional accrediting associations as listed in the Education Directory by the Department of Health, Education, and Welfare and the Guide to the Evaluation of Educational Experiences in the Armed Services shall be considered for applicable transfer credit. Credits from professional and specialized schools and programs may also be submitted for evaluation.
- (D) In order to transfer credit, the student or prospective student must submit an official transcript(s) from other higher education institution(s) from which they wish to transfer credit. All transcripts are submitted to the Office of Student Records for a preliminary evaluation. Results of the preliminary evaluation are forwarded to the academic dean or designee to complete the official evaluation.
- (E) There is no guarantee that all transfer credit is applicable toward degree or certificate requirements. Transfer courses are identified as "other" credit and appear on the student's official MTC transcript.
 - (1) Approval of applicable transfer credits shall be at the discretion of the academic dean.
 - (2) Transfer courses must be completed at the "D" level or above. Certain degree programs may require a minimum grade of "C" for transfer credit. Additionally, courses completed satisfactorily on a pass/fail or satisfactory/unsatisfactory basis shall be considered.
- (F) The minimum number of resident credit hours required for all associate degree and certificate programs is specified in College policy #580 – Graduation: Degrees and Certificates.
 - (1) Resident hours are defined as credit courses completed at MTC in which a grade of "A," "B," "C," "D," or "S" are earned. Other requirements for "D" grades remain in effect (e.g., those associated with prerequisite courses).

(G) Transfer Appeals Process.

- (1) If a student or prospective student is not satisfied with the transfer evaluation of credits, they may meet with the academic dean or designee to attempt to resolve the issue.
- (2) If the student is not satisfied with the transfer evaluation, the following appeals process shall be followed:
 - (a) The student shall submit to the academic dean in writing an official appeal for the credits not transferred.
 - (b) The academic dean will re-evaluate the transfer credits in dispute.
 - (c) The academic dean will then respond to the student or prospective student in writing to explain why the credits were not accepted.
- (3) The academic dean's decision regarding the appeal concludes the appeals process.

PRIOR APPROVAL DATES: 9-28-99; 11-16-04; 2-2-17

MARION TECHNICAL COLLEGE
ADMINISTRATIVE POLICY/PROCEDURES

AP 540 Prior Learning Assessment

Approved 3-28-2013

POLICY:

- (A) Earning credit through prior learning assessment is a process by which Marion Technical College (MTC) evaluates one or more demonstrations of a student's prior learning that is potentially worthy of college credit and for which credit is actually awarded. The assessment process identifies specific knowledge and competence acquired and documented by a student, and matches them with MTC credit courses within a program degree curriculum for the possible awarding of credit. Examples of prior learning experiences include, but are not limited to, those demonstrated through employment, skilled volunteer work, training, certification, licensure, College administered proficiency examination, third party administered examinations, ACE Guide recommendations, self-study, military experiences, apprenticeships, etc.
- (B) Credit hours awarded through this process may be used for elective requirements or serve as an equivalency of a specific course(s) in the student's curriculum if the prior learning experience is 70% equivalent to the course content/learning outcomes as stated in the course syllabus and other supporting curriculum documents.
- (C) MTC complies with all policy requirements for prior learning experiences promulgated through Ohio Board of Regents Ohio Articulation and Transfer Network processes or which otherwise bear statewide transfer guarantees.
- (D) The maximum credit hours that may be earned through the assessment of prior learning that may be applied toward an associate degree equals the total number of credit hours in the program less the College requirement for the number of credit hours that must be successfully completed by actual enrollment in MTC courses, sometimes called the "residency requirement", as set forth by College Policy #580 – Graduation: Degrees and Certificates.

PROCEDURES:

- (A) The student must submit official test scores or documents of prior learning; complete the form, if any, that is appropriate for the prior learning being assessed; and submit it along with the required documentation that provides evidence of learning to the department dean/director for each course for which credit is being requesting.
- (B) The student must pay the Business Office the published fee, if any, associate with the prior learning assessment process before his or her documentation will be evaluated.
- (C) If a student's request for prior learning credit is denied, the department dean/director shall notify the student accordingly in writing that includes a brief rationale for the decision.
- (D) The department dean/director shall forward all approved requests to the Office of Student Records.

- (E) The Office of Student Records shall post the credits to the student's transcript, notify the student of the posting of approved credits, and place the form and all documentation in the student's file
- (F) Credit by examinations (College-administered).
 - (1) A student may not take a credit by exam for a course in which he or she previously received a grade.
 - (2) A student may not take a credit by exam for a course in which he or she is currently enrolled. The student must drop the course before taking a credit by exam for that course.
 - (3) A credit by exam may be attempted only one time per course.
 - (4) A student who audits a course but later decides to seek full credit may take a credit by exam for that course.
 - (5) Successful completion of a credit by exam will be recorded on the student's academic transcript but a grade is not included in the accumulative grade point average calculation. Unsuccessful completion of a credit by exam is not recorded on the academic transcript.
 - (6) A non-refundable fee will be charged for each credit by exam attempted.
- (G) Advanced Placement (AP) examination.
 - (1) In accordance with Ohio Articulation and Transfer Policy, students obtaining an AP exam score of three or above will be awarded credit for the corresponding MTC course(s) or an elective, if the elective is applicable to a degree.
 - (2) If an equivalent course is not available for the AP exam area completed, elective or area credit will be awarded in the appropriate academic discipline and will be applied towards graduation where such elective credit options exist within the academic major.
 - (3) Additional courses or credits may be available when a score of four or five is obtained, which will vary depending on the academic discipline. For example, credit may be awarded for a language score of four or five to a humanities course.
 - (4) In academic disciplines containing highly dependent sequences (e.g., mathematics, sciences, etc.), students must confer with the department dean or director to ensure they have the appropriate foundation to be successful in advanced coursework within the sequence.
 - (5) MTC credit awarded for successfully completed AP exams shall be published in the College Catalog.

PRIOR APPROVAL DATES: 1-21-03; 9-18-07; 3-28-13
Minor formatting revisions made 2-2-15

Enrollment information on RN and BSN programs

Institution: Marion Technical College

Academic Year (fall to summer)	2017	2018	2019	2020	2021	2022*	2023*	2024*	2025*	2026*
BSN admissions						20	30	30	30	30
Total BSN enrollment						20	45	50	50	50
BSN graduates						0	18	25	25	25
RN applications	103	94	102	109	101	100	100	100	100	100
RN admissions	99	88	97	108	95	95	95	95	95	95
RN waiting list	4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RN graduates	74	50	56	47	63	65	65	65	65	65
<i>*PROJECTED</i>										

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.