



BACCALAUREATE PROPOSAL

for the Ohio Department of Higher Education

Bachelor of Science in Nursing

TABLE OF CONTENTS

Section 1: Evidence of Need

1.1 Program Information	5
1.2 Workforce Need and Workforce Gap	7

Section 2: Industry Partnership

2.1 General Partnership Information.....	13
2.2 Work-Based Learning Experiences	16

Section 3: Institutional Capacity..... 21

Section 4: Program Information27

Appendices

Appendix A - Regional Workforce Data.....	38
Appendix B - Town Hall Discussion	40
Appendix C - Partnership Agreements	42
Appendix D - Letters Of Support.....	74
Appendix E - Faculty Credentials.....	94
Appendix F - Fiscal Impact.....	186
Appendix G - Detailed Course Descriptions	188
Appendix H - NSG Clinical Affiliations by Setting Type.....	189

Cynthia E. Spiers, Ph.D.

President

Rhodes State College

419.995.8200

spiers.c@rhodesstate.edu

SECTION 1: EVIDENCE OF NEED

Western and Northwestern Ohio, like all of Ohio, suffers from a chronic and alarming nursing shortage. The Governor's Office of Workforce Transformation lists nurses as the number one in-demand job needing a bachelor's degree for both regions, with more than 1,500 job openings currently, along with growth of more than 200 openings projected for next year.

But hospitals in our ten-county service territory (hereinafter, the "Region") have told us that they believe the shortage is going to get even worse in the near future, as COVID-exacerbated stress and overwork lead to greater-than-expected retirements among experienced nurses. In addition, several hospitals are seeking to increase dramatically the proportion of Bachelor of Science (BSN) prepared nurses in their workforce from the present 40%-50% towards a goal of 80%. Thus, it is reasonable to conclude that the true shortage is likely greater.¹

What is very clear from the data is that existing bachelor's degree nursing programs in the Region are not sufficient to meet our workforce needs. As discussed later in this proposal, the five existing university BSN programs (three pre-licensure, two RN to BSN completion) can be expected to produce at most sixty graduates per year, and a significant number of those will not remain in the Region for employment.

Even stronger and more direct confirmation of our Region's workforce need can be found in the partnership agreements accompanying this proposal. Between all of these agreements combined, our industry partners (which include every hospital in the Region) have committed to hiring annually a total of at least 57 new pre-licensure BSN graduates from Rhodes State, and to placing annually a total of at least 61 associate degree nurses in their current employ into Rhodes State's RN to BSN program option. This documented demand for new BSN nurses from our Region's hospitals outstrips the projected capacity of Rhodes State's proposed program. Justification for the BSN program options is reiterated in the letter of support from Mercy Health St. Rita's:

Offering these programs at Rhodes State would create a steady stream of potential employees that could benefit organizations like ours in Northwest Ohio. These degrees would be offered on the Rhodes State campus, which makes earning the bachelor's degree convenient. Offering them at the Rhodes State tuition rate makes them affordable. Further, offering these degrees on our student-centered campus makes them achievable. All of this adds up to an exciting opportunity for our entire region.

¹ While there was a time when an Associate degree was sufficient for most nursing positions, those days are behind us. According to the American Nurses Association (ANA), a baccalaureate degree is the preferred level of education for entry-level registered nurses.

A variety of factors are influencing this movement, particularly evidence related to better patient outcomes, the ability for hospitals to obtain Magnet Recognition from the ANA, the ability to care for more complex patients, and to establish a leadership pipeline for the future. All of those factors have been cited by our Region's hospitals.

<http://ojin.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/Vol-21-2016/No3-Sept-2016/Registered-Nurses-as-Professionals.html>



It has been suggested that existing BSN programs outside the Region that have fully online formats negate the statutory requirement of an “absence of a bachelor’s degree program that meets the workforce need addressed by the proposed program.” The problem with the suggestion is that it focuses on the first half of the statutory requirement, the “absence of a bachelor’s degree program.” Respectfully, the true focus should be on the second half—that these existing programs “meet[s] the workforce need addressed by the proposed program.”² But the statewide shortage of nurses with a BSN degree—more than 8,300 at last count—continues to grow, despite the best efforts of these existing programs. Ohio needs all of these programs and much more. Rhodes State’s proposed program is intended to supplement, not supplant.

Our workforce partners would also beg to differ with the argument that program slots are fungible between programs. In working with the College to develop this proposal, they identified several characteristics of a BSN program that would meet their workforce needs:

- To ensure quality, a program affiliated with a local ADN program whose graduates have a strong workforce track record for these employers;
- To maximize the number of graduates who remain in the Region for employment and to enhance employment stability in the local hospitals, a program that would attract students who have family and economic ties to the region at an institution whose graduates have a demonstrated propensity to remain in the Region for employment.
- To build personal and employment connections between pre-licensure students and potential local employers, a local program that offers clinical placements and preceptorships with the Region’s hospitals;
- To prepare graduates for work in critical care and step-down units, a program that features a high-end simulation and multi-disciplinary education.
- To adapt to the diverse learning styles of students already in the workforce, a program that provides for in-person, online, and hybrid learning formats.
- To ensure that hospitals can afford to subsidize or underwrite tuition for their employees, a RN to BSN program with a low tuition cost that can be completed in one year; and
- To attract non-traditional students who may already be in the workforce, a program with both a low tuition cost and a shorter time frame to graduation.

²The Ohio Department of Higher Education has previously taken the position that in interpreting Sec. 3333.051(A)(4), not only is a program’s physical location relevant but also whether it is capable of meeting the workforce need. See email from then-ODHE Chief of Staff Matt Whatley to Tom Walsh of the OACC, June 2, 2017 at 10:16 am.

All of these characteristics combine to make Rhodes State the ideal partner for our Region’s employers—and help to explain why generic program slots in another part of the State, even if fully online, would not fill the workforce need in our Region:

- Our ADN students have a first-time passage rate that is significantly better than the State average, and enjoy a good reputation among our Region’s hospitals (see page 21);
- Most of our students come from the Region or have family and economic ties here, and our graduates have demonstrated a strong propensity to remain in the Region for employment (see page 10);
- Every hospital in the Region has committed to provide clinical placements and preceptorships for our pre-licensure BSN and RN to BSN students (see pages 13-14, 42-83);
- Our new, state-of-the-art Borra Center for Health Sciences, gives Rhodes State the unmatched ability to provide high-end simulation and multi-disciplinary education, with advanced training in critical care simulators through the Center’s four simulation suites (medical, ICU, obstetrical, and surgical) (see page 12); and
- Finally, Rhodes State’s proposed program options offer both a very low tuition cost and the shortest practicable time frame to degree attainment.³

Each of these characteristics will be discussed later in this proposal.

³ While tuition cost is not by itself a factor in degree approval by the Department, it is an important consideration for students, especially those who might not traditionally be expected to seek a four-year degree. Lower tuition and a shorter time frame allow prospective students who are already in the workforce a pathway to completion with less employment disruption and/or a reasonable path to degree attainment as a part-time student. In turn, lower tuition expenses and less time away from the working world helps our nursing students create and keep better ties to our region and its employers and removes a non-insignificant debt-based incentive for many local college graduates to leave the Region after graduation to seek higher remuneration in a more metropolitan area. Finally, a lower tuition cost makes it eminently more affordable for healthcare employers in the Region to consider underwriting tuition for their ADN nurse employees who seek a BSN.

1.1 Program Information

In partnership with all of our Region’s hospitals, the College has developed a two-pronged strategy to address their workforce needs:

1. **A RN to BSN degree completion option for board-licensed, associate degree nurses to complete their bachelor’s degree.**

Our industry partners have identified a ready source of potential BSN candidates within their existing workforce: licensed nurses holding only an associate degree. These partners are all willing, even eager, to encourage and find ways to support their employees who pursue the BSN—and in many cases will underwrite at least part of their employees’ tuition cost.

2. **A pre-licensure BSN degree option for nursing students seeking a bachelor’s degree.**

Unfortunately, the Region’s shortage of BSN-degree nurses is too large and chronic to be erased simply by associate degree nurses completing a BSN, even were every such nurse to do so. More pre-licensure BSN degrees must be granted to students who will remain in the Region.

- ***Provide the Name of the proposed Program:***

- Bachelor of Science in Nursing (BSN), with two program options:
 - Pre-licensure BSN
 - RN to BSN completion

- ***Provide the six-digit CIP Code of the proposed program:***

The primary six-digit CIP Code is 51.3801 “Registered Nursing/Registered Nurse.”

The BSN has multiple industry applications and may include the following CIP codes:

51.3813: Clinical Nurse Specialist

Definition: A program that prepares registered nurses to deliver direct patient and client care in clinical settings. Includes instruction in clinical pharmacotherapeutics, advanced clinical practice, holistic nursing, nursing practice and health care policy, administration and consultation services, health assessment, patient stabilization and care, and patient education.

51.3814: Critical Care Nursing

Definition: A program that prepares registered nurses to provide specialized care to patients with life-threatening problems, including those in intensive care facilities and on life support. Includes instruction in adult, neonatal, and pediatric critical care; technical skills; patient monitoring and assessment; normal and abnormal readings; and troubleshooting.

51.3820 Clinical Nurse Leader

Definition: A program that prepares registered nurses for careers as clinical nurse leaders in which they work as part of an interdisciplinary team that provides direct medical care for patients based on evidence-based practice and research. Includes instruction in pharmacology, pathophysiology, epidemiology, research in nursing methods, advanced health assessment, statistics, and clinical practice management.

- ***Provide the names of the AAS program at your college upon which the proposed program is intended to build:***

Rhodes State College's BSN program options are built upon the College's Associate Degree Nursing Program, approved by the Ohio Board of Nursing (OBN) and accredited by the Accreditation Commission for Education in Nursing (ACEN). The College proposes to offer both the pre-licensure BSN program and the RN to BSN completion program.

Upon authorization from the Ohio Department of Higher Education (ODHE) and the Higher Learning Commission (HLC) to offer the BSN degree, Rhodes State College will seek OBN approval and ACEN accreditation. The College will pursue articulation pathways from regional associate degree registered nursing programs as needed. Additional pathways will also be built in conjunction with College Credit Plus (CCP), vocational schools, and nursing pre-apprentice programs that have been established with existing high school partners.

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.***

According to the [Governor’s Office of Workforce Transformation](#), Ohio has a chronic shortage of nurses, with registered nurses listed as having the highest annual growth among jobs that require a bachelor’s degree. Currently, as of January 4, 2022, Ohio has 8,357 job openings and annual growth of 1,225 positions for nurses. Western and Northwest Ohio showed 1,526 openings and annual growth of 204, both of which far exceed the existing Regional educational capacity. (Refer to [Appendix A](#)). As Lima Memorial Health System (LMHS) noted in its letter of support for Rhodes State’s program, LMHS has “a greater need for BSN graduate nurses than can be met through currently available nursing programs.”

It’s important to note, however, that the true need for BSN-degree nurses is greater than the number of job positions open. LMHS, for example, has noted that only half their need for BSN-degree nurses over the next decade can be filled through new hires. An equal number of their existing ADN-degree nursing workforce also would need to complete their BSN.

Today, the overall BSN rate at LMHS is 54% with only a 40% BSN rate for frontline/direct care staff. This falls short of the Institute of Medicine’s goal by 2020 of 80%. With 500 nurses employed by LMHS, and 25% over the age of 50 and likely to exit the workforce in the next five to ten years, LMHS will likely need to hire more than [one] hundred nurses over the next decade. Even if all of them were to hold a BSN degree, that would still leave us with a need for an additional one hundred or more of our existing nursing staff to complete their BSN. (Refer to [Appendix D](#) for entire letter of support).

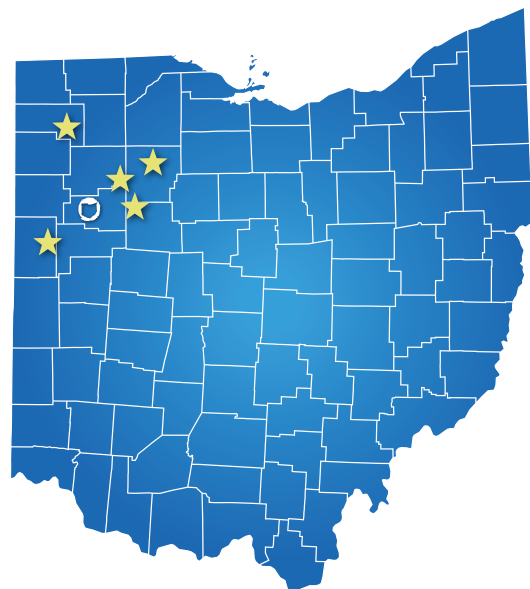
- ***Prior to submission, this proposal must be discussed at a meeting of the community college’s regional educational providers. Discussions among institutional members should address regional workforce needs, benefits to the region, concerns about potential duplication and program overlaps, and options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

Rhodes State College discussed their proposal to offer a BSN degree during a virtual town hall meeting on January 20, 2021. Five regional institutions offering either the pre-licensure BSN or RN to BSN completion were invited and attended the meeting, including: Defiance College (completion), Bluffton University (completion), the University of Findlay (pre-licensure), Wright State Lake Campus (pre-licensure), Ohio Northern University (pre-licensure). OSU-Lima was likewise invited and attended, because of an existing 3+1 MOU between Rhodes State and OSU-Columbus for the online delivery of OSU-Columbus' completion program. In addition, representatives of two BSN programs located outside of the Region also attended the meeting.

Attendees were informed that Rhodes State College had conducted a survey with nine of our local and regional hospitals (Mercy Health, Lima Memorial Health Systems, Blanchard Valley Hospital, Paulding County Hospital, Promedica, IOS, Van Wert Health, Mary Rutan and Ohio Health). In addition, multiple meetings were held with the two largest hospital employers in Allen County (Mercy Health St. Rita's, Lima Memorial Health Systems) concerning BSN education. Responses to the survey and information from discussions with health industry partners supported the need for local, affordable BSN degree options. A fact-based summary of the discussion and the survey can be found in [Appendix B](#).

- ***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.***

Nursing is the number-one baccalaureate-level need in both Western and Northwestern Ohio. Unfortunately, the Region's institutions of higher education have not been able to produce BSN graduates in sufficient numbers to erase the gap. Thus, more providers and more programs are needed—not to supplant, but to supplement the work being done in the five Regional nursing programs currently available for pre-licensure BSN or RN to BSN completion. Only one of the five is a public college: Wright State Lake Campus, located 35 miles southwest of Lima, which offers a pre-licensure BSN program. The other four are private: Ohio Northern University and the University of Findlay, located 15 miles east and 35 miles northeast of Lima, respectively, which also offer a pre-licensure BSN; and Defiance College, 50 miles to the north and Bluffton University, 20 miles to the northeast, which both offer an RN-to-BSN.



In the five most recent years for which there is ODHE data (2013 to 2017), Ohio Northern (170 degrees), Defiance College (23) and Wright State Lake Campus (1), collectively granted a total of 194 BSN degrees over that five-year period (see **Table 1: ODHE 5-Year BSN Graduates and Associated Number of Nursing Faculty**).

Table 1: ODHE 5-Year BSN Graduates and Associated Number of Nursing Faculty

Institution	Total # BSN Graduates Over 5 Years	Total # Core Nursing Faculty
Ohio Northern University	170	13
Defiance College	23	1
Wright State Lake	1	2
University of Findlay*	N/A	3
Bluffton University*	N/A	2

* Established after 2013 and would not have produced graduates within the 5-year time frame.

The more recent addition of the University of Findlay’s pre-licensure program (established 2014) and Bluffton University’s RN to BSN program (established 2021) will but slightly help to narrow the gap. The small number of core nursing faculty in each (three at Findlay and two at Bluffton) suggests that the program sizes and number of graduates would be more in line with Defiance College’s RN to BSN program (1 faculty, 23 BSN graduates over five years) and Wright State – Lake’s pre-licensure program (2 faculty, 1 BSN graduate over the five years) than Ohio Northern’s pre-licensure program (thirteen faculty). In any case, even if these two new entrants each were immediately to produce twice the number of annual BSN graduates as Defiance College, the five regional providers would still produce between fewer than 50 graduates per year, which is not anywhere near sufficient to meet our Region’s workforce needs.

What’s more, while our Region’s nursing shortage would remain acute even were all these graduates to remain in Northwest Ohio, it appears that many if not most of them leave the region after graduation to pursue employment opportunities elsewhere. Area hospitals have told us that they see very few graduates from these institutions among their applicant pool. Ohio’s—and in particular, rural Ohio’s and Western/ Northwest Ohio’s—brain drain is real and exacerbates the nursing shortage.

In contrast, Rhodes State’s graduates have consistently demonstrated a very different post-college trajectory, with 87% remaining in Northwest Ohio after graduation. Rhodes States’ more diverse student population includes a greater proportion of non-traditional college students, the vast majority of whom have family, economic, and situational ties to the Region. This “stickiness” of our graduates is one important way that Rhodes State College stands out from existing BSN providers, and was identified by hospitals in our Region as helping to meet their workforce need for graduates who will likely seek employment in the Region after graduation.

Another workforce need identified by our industry partners is a low tuition cost and a time frame to degree attainment that is as short as practicable. While of course tuition cost is not by itself a factor in degree approval by the ODHE, it is an important consideration for students, especially those who might not traditionally be expected to seek a four-year degree. Lower tuition makes a BSN degree affordable to a broader range of prospective students and, together with a shorter time frame, allows prospective students who are already in the workforce a pathway to completion with less employment disruption, as well as a reasonable path to degree attainment as a part-time student. In turn, lower tuition expenses and less time away from the working world helps our nursing students create and keep better ties to our region and its employers and removes a non-insignificant debt-based incentive for many local college graduates to leave the Region after graduation to seek higher remuneration in a more metropolitan area.

Finally, a lower tuition cost makes it eminently more affordable for healthcare employers in the Region to consider underwriting tuition for their ADN nurse employees who seek a BSN—which is itself a major workforce need for them.

As **Table 2** illustrates, Rhodes State College would be the most affordable institution in the Region for both the pre-licensure BSN program and RN to BSN completion program, even with average financial aid and external scholarships applied to reduce overall tuition costs. Rhodes State College has a robust scholarship program to assist current and future nursing students with financial assistance. The average financial aid package awarded to associate degree nursing students is \$1,749.00 per semester and a typical nursing scholarship from the Rhodes State College Foundation is approximately \$1,080.00 per year. From 2017-2021, 236 scholarships were awarded to 236 nursing students (general prep, LPN to ADN transition, and associate degree nursing) from 39 individual scholarship funds totaling \$246,223.49. This total also includes 10 Rhodes State College nursing alumni who were awarded scholarships to pursue their BSN. The College will continue to enhance financial assistance for the proposed pre-licensure BSN and RN to BSN completion programs.

Although not included in **Table 2**, Rhodes State College also compared tuition cost with Western Governors University’s and Ohio University’s online RN to BSN programs. The tuition cost of Rhodes State College’s RN to BSN completion program is more than \$4,000.00 dollars less than that of Western Governors (\$10,425.00) and more than \$1,800.00 dollars less than Ohio University (\$7,440).⁴

⁴Tuition cost from four of the five Regional programs was determined in conversations with the Director of Nursing or a nurse educator at each of the programs. Tuition cost from the remaining Regional program, as well two cited online programs, was determined by review of the respective institution’s website.

Table 2: Cost Comparison of Regional BSN Granting Institutions vs. Rhodes State’s Proposed BSN Program Options

Institution	Pre-licensure BSN (tuition only)	Pre-licensure BSN (tuition after average financial aid or external support)	RN to BSN Completion* (tuition only)	RN to BSN Completion (tuition after average financial aid or external support)
University of Findlay (Tuition information garnered from University webpage)	\$147,712.00	Financial aid and merit scholarships available	N/A	N/A
Ohio Northern University (Tuition verified with Director of Nursing)	\$148,015.00	\$42,415.00	N/A	N/A
Defiance College (Tuition verified with Director of Nursing)	N/A	N/A	\$7,500.00	Military & employer tuition reimbursement available
Bluffton University (Tuition verified with Director of Nursing)	N/A	N/A	\$25,575.00	\$11,794.00
Wright State Lake (Tuition verified with Clinical Instructor/Nursing Educator)	\$27,672.00	Financial aid and merit scholarships available	N/A	N/A
Rhodes State College	\$21,983.018	\$3,671.18	\$5,585.89	Financial aid and scholarships available

* This column assumes that the student has completed at least 90 credit hours before entering the core nursing curriculum (approximately 30 credit hours).

A third important factor that makes Rhodes State stand out from existing BSN providers is the new, state-of-the-art Borra Center for Health Sciences, through which Rhodes State has the ability to provide the high-end simulation and multi-disciplinary education necessary to prepare students for work in critical care and step-down units. Discussions with local hospitals in the Lima region have revealed that BSN graduates are often not prepared to enter acute-care nursing. Advanced training in critical care simulators through Borra Center’s four simulation suites (medical, ICU, obstetrical, and surgical) will create “acute-care and job ready” BSN nurses for our regional hospitals.

Rhodes State’s proposed BSN programs’ affiliation with our existing, strong associate degree nursing program; the fact that our student body is predominantly from the Region, and the propensity of most all our graduates/alumni to remain and work in the Region; our proposed program’s affordable tuition (lower than any existing BSN-degree program in our Region); and the Borra Center collectively make Rhodes State the ideal choice to help meet the workforce needs of our Region’s hospitals as well as an ideal supplement to the Region’s existing BSN programs.



SECTION 2: INDUSTRY PARTNERSHIP



2.1 General Partnership Information

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

Rhodes State's two BSN program options were developed in collaboration with our industry partners to meet the workforce needs of Northwest Ohio's healthcare employers. These partners include:

1. Blanchard Valley Health Systems
2. Joint Township District Memorial Hospital
3. Lima Memorial Health Systems
4. Mary Rutan Hospital
5. Mercer County Community Hospital
6. Mercy Health, St. Rita's
7. Ohio Health
8. Paulding County Hospital
9. Van Wert Hospital
10. Wilson Health

The partners listed above represent all of the hospitals located within our 10 county geographic service area. All of these partners and employers have made specific commitments in support of Rhodes State's BSN program options.

- ***Submit a copy of the partnership agreement(s) as an appendix item.***

The partnership agreements in [Appendix C](#) demonstrate not only a high demand for new BSN nurses in our region, but also the strong healthcare industry confidence in Rhodes State's nursing program. Each of the ten made commitments to participate in clinical placements and preceptorships. In addition, six made specific annual hiring commitments, as follows:

1. Lima Memorial Health Systems (hire 25 pre-licensure BSN graduates per year, and enroll 25 of their ADN nurse employees into the RN to BSN program option each year)
2. Joint Township District Memorial Hospital (10 pre-licensure BSN graduates per year, 20 RN to BSN)
3. Wilson Health (10 pre-licensure BSN graduates per year, 10 RN to BSN)
4. Blanchard Valley Health Systems (8 pre-licensure BSN graduates per year, 4 RN to BSN)

5. Paulding County Hospital (2 pre-licensure BSN graduates, 2 RN to BSN)
6. Mary Rutan Hospital (2 pre-licensure BSN graduates)

A seventh, Mercy Health, St. Rita's made a more general hiring commitment, stating in their partnership agreement that "The Hospital's need far exceeds the number this program will graduate on an annual basis, so strong consideration will be given to all nursing graduates of Rhodes State College."

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

The partnership agreements included in [Appendix C](#) identify the expected current and future employment opportunities from each partner. As detailed above, six out of the ten regional industry partners committed to employment of 57 pre-licensure BSN graduates per year. In addition, five partners committed to enroll 61 of their ADN staff members in Rhodes State's BSN completion option. Finally, all ten committed to providing BSN clinical placements in addition to their existing partnerships with regional institutions, therefore mitigating concern that additional programs will strain the availability of clinical placements. Rhodes State College intends to enroll a total of 20 students each year in the pre-licensure BSN program option which equates to approximately 2.5 clinical groups (8 students per clinical group) which can be easily managed across ten partner facilities.

Remarkably, our healthcare industry partners have committed to hire annually significantly more BSN graduates (57 per year) from Rhodes State than our program at full capacity is designed to produce (15-20 per year, depending on full/part-time status). At the same time, these partners have committed to put 62 of their existing RN workforce through the BSN completion option, which also far exceeds the projected full capacity of 15-20 annually.

Several things seem clear from these partnership agreements: (1) there is a large unmet workforce need in our Region; (2) our Region's hospitals view Rhodes State as able to help meet that need; and (3) our BSN program graduates will have a wealth of job opportunities in our Region in jobs that provide family-sustaining wages, with benefit packages and long-term employment stability.

To help ensure that our BSN programs are adequately meeting the needs of area employers, Rhodes State will annually track key performance indicators including graduation rates, employment rates, geographic displacement, salary ranges, and those students continuing their education. In addition, the College will work closely with local employers to gauge employer satisfaction with graduates through advisory committee groups and annual surveys, and will make program adjustments as needed.

- **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).**

In addition to our partnership agreements summarized above, Rhodes State has also received very positive letters of support from eight out of the ten regional health providers (see [Appendix D](#)). The two regional healthcare providers that did not submit letters of support did sign partnership agreements, and committed to hiring ten BSN graduates. These letters describe several common levels of involvement, including, but not limited to: curriculum advisement, preceptor and clinical placements and employment upon graduation. Both letters from Mercy Health (Mercy Health Defiance Clinic and Hospital (MHD); Mercy Health St. Rita’s (MHSR) Talent Acquisition Recruiter stated:

MMHD/MHSR would absolutely take a virtually unlimited number of preceptors and provide clinicals. The hospital will surely hire as many BSN prepared new graduates as can safely be accommodated.

Because Rhodes State wanted to clearly understand the employment needs and varied levels of support, we included the request for that information within the Partnership Agreements (Refer to [Appendix C](#)).

2.2 Work-Based Learning Experiences

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

Rhodes State's existing ADN and proposed BSN programs incorporate work-based experiences wherein small groups of eight students are supervised by faculty in local clinical settings (in compliance with OBN requirement 4723-5-20). Clinical experiences include a combination of long-term and acute care facilities and reflect contemporary practice and nationally established patient health and safety goals (ACEN Criterion 4.9). During the students' capstone course, they are placed one-on-one with a registered nurse preceptor, which allows the student nurse to carry out the nursing assignment while being supervised by the preceptor for a period of 72 hours.

Some concerns have been raised about whether there are sufficient clinical placements in the Region to absorb a new, full-capacity, pre-licensure BSN cohort of twenty students without either (1) taking placements away from existing (traditional four-year college) pre-licensure programs or (2) restricting the ability of our ADN program to provide the additional placements that would be needed were the ADN program demand to rise.

The answer to whether there are sufficient clinical placements is absolutely yes: With the approach taken by Rhodes State, our Region has a much greater capacity for clinical placements than is commonly recognized or appreciated.

Rhodes State takes better advantage of nursing's 24/7 work schedule and works with a broader spectrum of health care institutional providers.

From the perspective of a traditional, four-year college pre-licensure program, nearly all clinical placements need to be scheduled during traditional classroom hours. For example, many nursing students at the University of Findlay and Ohio Northern University, participate in sports or other extracurricular activities in late afternoons and evenings and so expect to be able to complete their coursework during the regular school day.

And in truth our Region's hospitals do give a preference for weekday, 8-to-5 daytime clinical placements to students in those pre-licensure programs over ADN students, for example. So it is perhaps understandable that four-year colleges might be concerned that any new pre-licensure program would compete for and take away some of those placements.

But that concern is misplaced. Rhodes State has never had an issue with placements, even when all nursing programs in the Region had higher enrollments. In fact, it's a misnomer to describe clinical placements as a "competition" at all: Our clinical instructors and staff work with our Region's hospitals to compromise,

accommodate, and work around the clinical placement needs of students at those universities. In addition, we can and do draw upon a large array of other, non-hospital health care clinical sites.

One way in which the College has accommodated the needs of other universities over the past several years (even prior to the pandemic), is by providing some clinical opportunities in evenings and on weekends. Adding evening and weekend placements has nearly *tripled* the potential hospital clinical placement times from five (M-F, 8-to-5 only) to 14 (M-Su, workday and evenings both).

After all, nursing is anything but a “9 to 5” profession, and Rhodes State students benefit from getting a more well-rounded look at the demands of the profession. In addition, because a large number of our students are older or part-time, may have young families, and/or are already in the workforce, they are more likely to value the flexibility of having an evening or weekend clinical placement that may allow them to work during the day and also can make it easier to find a family member who is able to care for their children while they are in an evening or weekend clinical placement.

Utilizing non-hospital clinical settings is another way that Rhodes State has expanded clinical placement opportunities. At orientation, our nursing students commit in writing to travelling as far as sixty miles for clinical opportunities. That larger radius greatly expands the pool of potential host healthcare institutions. In fact, while ten of our Region’s hospitals have committed to hiring our pre-licensure graduates, *sixteen* have signed affiliation agreements to provide clinical placements to students (both ADN and pre-licensure). What’s more, both ACEN and the Ohio Board of Nursing permit non-hospital placements for clinical courses related to specialties such as long-term care, behavioral health, and pediatrics. Rhodes State has clinical agreements with *forty* such non-hospital institutional health care providers. Finally, the College has not exhausted the available clinical facilities and we continue to add affiliation agreements as new facilities open in our Region.⁵ **Appendix H** contains a list of all 56 clinical placement partners that have signed affiliation agreements with Rhodes State specific to nursing student placements.

Rhodes State has proven that it has clinical placement capacity more than sufficient for both current enrollments in the ADN program and the new pre-licensure program.

In the Fall of 2017, Rhodes State enrolled 105 new ADN students (just three short of the program’s enrollment cap) and provided the required 425 clinical placements for all ADN students enrolled in the program. As clinical placements are provided in groups of eight students and one clinical instructor, the College placed 53 clinical groups that semester. In contrast, current ADN enrollment numbers for the Spring of 2022 require 315 clinical placements (39 placement groups).

⁵While Rhodes State provides a wealth of nursing clinical placement opportunities within our Region, it is important to note that the College can and does place health sciences program students in experiences out side the region. For example, Respiratory Care and EMS students travel to Columbus (Nationwide Children’s Hospital) for pediatric experiences. Students know up front that they will likely have to travel for clinicals.

Since ADN students and pre-licensure students have exactly the same clinical requirements, it is appropriate to add them together when determining clinical placement needs. When the new pre-licensure program reached full enrollment, the College would need to place nine additional clinical groups per semester (fall and spring). Assuming ADN program enrollments were at the same level as in the current semester, the College would need to place a total of 48 clinical groups to cover both ADN and pre-licensure students—less than the 53 clinical groups that were placed in the Fall of 2017.

Even if RSC would return to maximal enrollment in the ADN program comparable to enrollment in the Fall of 2017, it would not be difficult to place the nine (9) additional clinical groups needed to accommodate the pre-licensure students.

Table 3 details the clinical placements utilized by the ADN program during the current semester. **Table 4** details the clinical placements utilized in Fall 2017, and explains how the College would provide placements for the additional twenty pre-licensure students in three clinical groups.

Table 3: Spring 2022 - 315 clinical placements (39 clinical groups)

Course	Number of Students	Number of Clinical Groups	Required Placement Type and Number of Hours	Sites Used During Spring 2022 to Accommodate Clinical Groups
NSG 1520	49	8	Long term 81 hours	St. Rita's LMH
NSG 1523	56	7	Acute (Hospital) 85.5 hours	St. Rita's Mary Rutan LMH
NSG 1524	58	8	OB: 1 day per week for a 5-week session. Three sessions per term. 41 hours	St. Rita's Wilson LMH
NSG 2521	36	5	Psych: 1 day per week for a 5-week session. Three sessions per term. 41 hours	St. Rita's
NSG 2522	55	8	Acute (Hospital) 110 hours	St. Rita's LMH
NSG 2525	61	8	Adult acute and pediatrics 80 hours	St. Rita's

Table 4: Fall 2017 - 425 placements (53 clinical groups) and plan for placing pre-licensure clinical groups

Course	Number of Students	Number of Clinical Groups	Required Placement Type and Number of Hours	Sites Used During Fall 2017 to Accommodate Clinical Groups	Where 3 additional clinical groups can be placed
NSG 1520	105	13	Long term 81 hours	1. Springview 2. Lima nursing and rehab 3. Meadows of Ottawa 4. Lima Convalescent 5. Cridersville 6. Liberty 7. Richland Manor	RSC has 12 other longterm care facilities to place 3 clinical groups.
NSG 1523	64	8	Acute (Hospital) 85.5 hours	1. St. Rita's 2. LMH 3. Mary Rutan 4. JTDMMH 5. Van Wert	RSC has 11 other hospitals to place 3 clinical groups.
NSG 1524	64	8	OB: 1 day per week for a 5-week session. Three sessions per term. 41 hours	1. St. Rita's 2. LMH 3. Wilson	St. Rita's, LMH and Wilson are primary providers of OB clinical rotations. To accommodate 20 additional students, it would require just one clinical instructor, one day a week for 15 weeks. Example: • Group 1 on Tuesday first 5 weeks. • Group 2 on Tuesday weeks 6-10 • Group 3 on Tuesday weeks 7-15
NSG 2521	48	6	Psych: 1 day per week for a 5-week session. Three sessions per term. 41 hours	1. St. Rita's 2. Coleman	We have traditionally relied on St. Rita's, but we have numerous affiliations for psych placements. • 3 other behavioral units • Any memory care unit within the 19 long term care facilities
NSG 2522	80	10	Acute (Hospital) 110 hours	1. St. Rita's (9 groups) 2. LMH (1 group)	We have traditionally relied on St. Rita's and LMH. LMH is willing to place more students. 14 other hospitals available for placements.
NSG 2525	64	8	Adult acute and pediatrics 80 hours	1. St. Rita's 2. Wilson 3. JTDMMH 4. RSC Early Learning Center 5. Allen East 6. Bluffton 7. Temple Christian	We have agreements with 13 other hospitals and 13 other specialty areas for pediatrics.

Notes to Table 4:

The pre-licensure BSN program admits students only one time per year during fall semester. The ADN program admits students every semester.

In the fall semester, RSC would need to accommodate three additional clinical groups for the pre-licensure students in NSG 1520, NSG 2521 and NSG 2522 (total of 9 clinical groups). Likewise, in the spring semester, RSC would need to accommodate three additional clinical groups for the pre-licensure students in NSG 1523, NSG 1524, and NSG 2525 (total of 9 clinical groups).

The College's broad array of health care institutional provider partners, the resourcefulness of our clinical instructors and staff, and the flexibility of our students makes us confident that we will be able to provide placements for every clinical group, even should the combined need exceed the Fall 2017 level.

- ***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)?***

Students in work-based clinical experiences will be supervised by a combination of on-campus full-time faculty and off-campus adjunct faculty who supervise and mentor the students. Students entering into their preceptorship experience are partnered with a non-faculty, BSN-or-greater-degreed registered nurse from our healthcare facilities. Additional internship opportunities are planned with nurses working in our partnering healthcare facilities in specific specialty areas such as nursing supervisors, unit managers, rapid response nurses, critical care nurses, and nurse educators.

- ***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.***

All nursing students are evaluated by their immediate clinical instructor during their work-based learning experience, as required by 4723-5-20 (A) of the Ohio Administrative Code and ACEN Criterion 4.9. The clinical evaluation tool is reviewed and approved by the on-campus full-time faculty member who is in the lead position for the clinical course being evaluated. Preceptorship experiences are monitored by the students' clinical instructor and the BSN program administrator. Successful completion of each workplace-based learning experience is required before advancement to the next level NSG clinical course. Registered nurse preceptors and nursing staff leadership involved in the students' capstone course will be selected among candidates recommended by their unit manager.

SECTION 3: INSTITUTIONAL CAPACITY

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

One hallmark of the quality of Rhodes State’s nursing faculty is our ADN nursing students’ first-time NCLEX-RN pass rates in 2020 of 88.79%, well above both the State of Ohio’s average pass rate of 84.41% and the National pass rate of 86.58%. As of September 10, 2021, the first-time NCLEX-RN pass rate for the cohort graduating in May 2021 was 93.75%. Both the 2020 and 2021 pass rates exceed the requirements set forth in rule 4723-5-23 of the Ohio Administrative Code and ACEN Criterion 6.2.^[6]

Each of RSC’s 31 current faculty meets or exceeds the minimum requirements necessary for curriculum development and delivery required of a BSN program (Ohio Administrative Code 4723-5-10, ACEN Criterion 2.1-2.10, ODHE Guidelines for Academic Program Review, p.8). The nursing department is comprised of seventeen full-time faculty members, three with doctoral level degrees and fourteen with a master’s degree. There are also fourteen part-time/adjunct instructors who primarily instruct in the campus laboratory or clinical setting, twelve of whom hold a master’s degree and two with a doctorate.

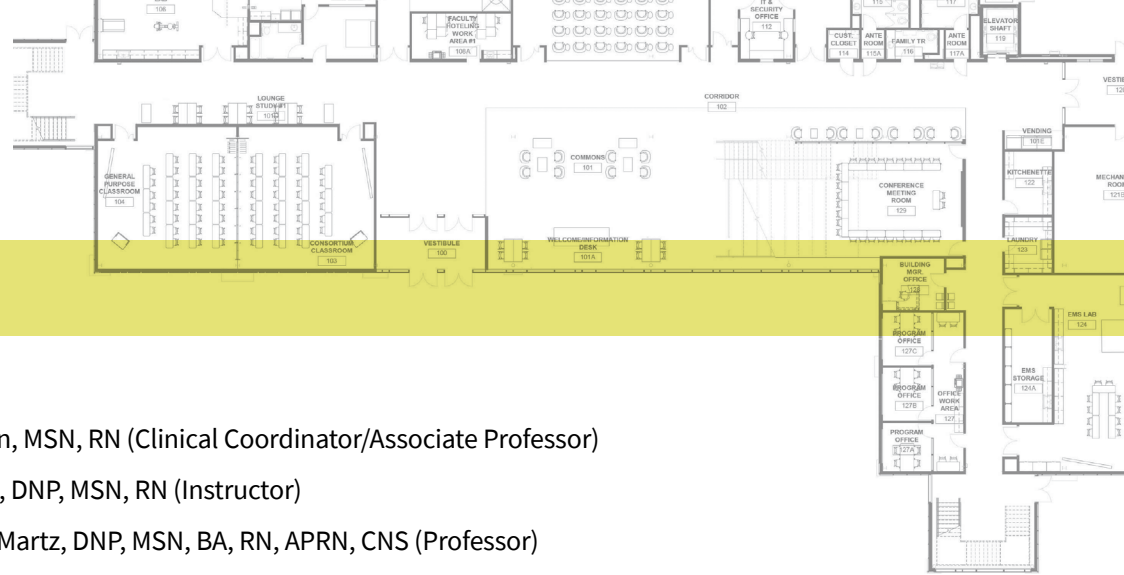
Students enrolled into the proposed BSN programs will have access to highly qualified educators whose area of specialty aligns with the program objectives. Rhodes State anticipates hiring four additional full-time faculty, two for the pre-licensure program and two for the RN to BSN completion program, to complement our current faculty. While some regions of the state may have difficulty attracting qualified faculty, Rhodes State College has never experienced difficulty in doing so. Rhodes State College receives an average of 11 qualified applicants for each nursing faculty job posting. Therefore, the proposed BSN programs at Rhodes State College should have a minimal adverse effect on the availability of qualified faculty for existing programs.

The following is a list of Rhodes State nursing faculty members:

Full-Time:

1. April Bates, MSN/Ed, RN, CNE (Instructor)
2. Martha Butler, MSN/Ed, RN (Associate Professor)
3. April Fischer, MSN, RN (Instructor)
4. Anne Hammersmith, MS, RN (Instructor)
5. Melissa Harvey, Ed.D., MSN, RN, CNE (Chair of Nursing Services)
6. Amanda Hoskins, MSN, RN (Instructor)
7. René Huffman, MSN, RN (Instructor)

⁶Subsequent to the writing of this report, 2021 First-time Pass Rates for May graduates dropped. From our review, this drop in pass rates is attributed to the fact that these students took advantage of temporary licensure available through the State of Ohio for a declared emergency. This led students to working heavier pandemic-related work hours of over 40 hours a week, rather than devoting time to NCLEX-RN preparation. With the temporary licensure no longer in effect, the College believes that it will return to pass rates that are above the state average.



8. Petra Linnon, MSN, RN (Clinical Coordinator/Associate Professor)
9. Lori Ludwig, DNP, MSN, RN (Instructor)
10. Jacqueline Martz, DNP, MSN, BA, RN, APRN, CNS (Professor)
11. Brady Pickford, MSN, RN (Instructor)
12. Tammy Segovia, MSN/Ed, RN (ADN Program Administrator)
13. Jill Sell, MSN, RN (Instructor)
14. Monica Slattman, MSN, MEd, RN (Professor)
15. David Thornton, MSN, MHA, RN (Assistant Professor)
16. Alexis Verhoff, MSN, RN (Instructor)
17. Kimberly Wright, MSN, RN, PCCN (Laboratory Coordinator/Instructor)

*All curriculum vitae and resumes of full-time faculty are included in [Appendix E](#).

Part-Time/Adjunct Faculty:

1. Mary Coleman, MSN, RN (Instructor/Nursing Lab)
2. Christina Frymyer, MSN, RN (Clinical Instructor)
3. April Hamel, MSN, RN (Clinical Instructor)
4. Jim Hoffman, MSN, RN, CNE (Instructor/Nursing Lab)
5. Hazel Holmes, DNP, MSN, RN (Instructor)
6. Michelle Klaus, MSN, RN (Clinical Instructor)
7. Melissa Maag, MSN, APRN, FNP-BC (Clinical Instructor)
8. Terrie McDougle, MSN, RN (Clinical Instructor)
9. Brittney Moore, MSN, RN (Clinical Instructor)
10. Julie Osenga, MSN, RNC-EFM (Clinical Instructor)
11. Carol Schmidt, MS, BSN, RN (Instructor/Nursing Lab)
12. Larissa Simpson, MSN, RN (Clinical Instructor)
13. Elizabeth Spradlin, Ed.D., MS, BSN, RN (Clinical Instructor)
14. Elizabeth Wagner, MSN, RN (Clinical Instructor)

Faculty members demonstrate a variety of professional activities which include, but are not limited to, nursing practice, completion of continuing education, post-master's work, volunteer work, and research. Their personal/professional goals exemplify strategies for attaining scholarship, incorporating evidence-based practices in the classroom and clinical setting and contributing to the achievement of the College's strategic plan.

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

Rhodes State College has a strong financial composite score, achieving the maximum 5.0 in 2019 and 4.4 in 2020, with the maximum 5.0 projected for 2021 as well.

In addition, the College's nursing department possesses the financial capacity to deliver both program options efficiently from the onset. Revenue for both of its two current programs (practical nursing and ADN) exceeds expenditures. For the two proposed BSN programs, anticipated annual expenditures will be fully covered by program revenues – starting in the first semester of its first year in operation.

(Refer to [Appendix F](#)).



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

Nursing students will have general education coursework on the main campus with labs and simulation activities conducted at the newly-opened Borra Center for Health Sciences, a 50,000 square foot center housing hands-on laboratories for Nursing, Respiratory Care, Emergency Medical Services, Physical Therapist Assistant, and Occupational Therapy Assistant. Located within five miles of the main campus, this state-of-the-art facility contains an Anatomage virtual dissection table, a nine-panel collaborative video wall (MultiTaction), a four-room high-fidelity clinical simulation center equipped with four debriefing rooms, a 16-bed nursing lab, and six additional classrooms. View the video of the Borra Center for Health Science Education at <https://youtu.be/NdwoFxFN638>

On the main campus, students will enjoy a wide variety of academic experiences, student services, and amenities. The main campus is comprised of ten buildings and sits on 565 acres ([See RSC's virtual tour](#)).

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

The pre-licensure BSN program will require fees similar to those charged in the ADN Program: lab fees, uniform fees, drug screening, and compliance tracking fees (background check, physical exam, vaccination record, CPR, and nurse aid training certificate records). The RN to BSN program does not require these additional fees.

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

The College does not anticipate a significant increase in cost associated with the startup of the BSN program as it will be built upon the financially-stable existing practical nursing and ADN programs. Funding has already been secured for the required new equipment for the Borra Center for Health Sciences along with the continuation of robust library resources currently accessible to students through Ohio link. Thus, the main new cost will be the hiring of two additional full-time, appropriately-credentialed faculty for each program. The entire salary cost of these new hires (projected at \$108,800 for each program) will be covered by the program revenue once the program is approved, open and has enrolled its first cohort of students. The College has agreed to defray their salary in the interim using existing operational dollars. No new administrative positions will be created.

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

As shown in the following fiscal impact statements (**Table 5** and **Table 6**), revenues for each program will exceed expenses every year—including the first year of operation.

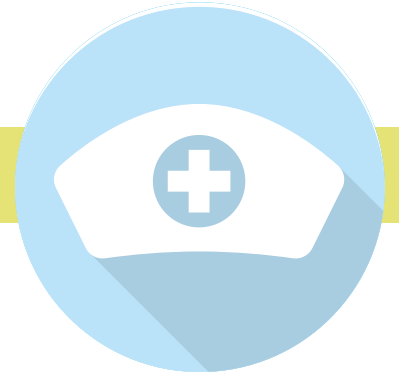
**Table 5: Fiscal Impact Statement for New Degree Programs
Pre-Licensure BSN**

	YEAR 1	YEAR 2	YEAR 3	YEAR 4
New Students				
I. Projected Enrollment (new plus continuing students)				
Head-count full time	10	20	30	30
Head-count part time	10	20	30	30
Full Time Equivalent (FTE) enrollment	22.5	44	60	60
II. Projected Program Income				
Tuition (paid by student or sponsor)	\$121,628	\$237,851	\$324,342	\$324,342
Expected state subsidy (public institutions only)	\$74,403	\$180,813	\$269,581	\$269,581
Externally funded stipends, as applicable	0	0	0	0
Other income (if applicable, describe in narrative section below)	0	0	0	0
Total Projected Program Income	\$196,031	\$418,664	\$593,923	\$593,923
III. Program Expenses				
New Personnel				
• Instruction (technical, professional and general education)				
Full <u> 2 </u>				
Part Time _____				
• Non-instruction (indicate role(s) in narrative section below)				
Full _____				
Part time _____				
	\$100,800	\$100,800	\$100,800	\$100,800
New facilities/building/space renovation (if applicable, describe in narrative section below)				
Scholarship/stipend support (if applicable, describe in narrative section below)				
Additional library resources (if applicable, describe in narrative section below)				
Additional technology or equipment needs (if applicable, describe in narrative section below)				
Other expenses (if applicable, describe in narrative section below)*	\$52,092	\$101,868	\$138,911	\$138,911
Total Projected Expense	\$152,892	\$202,668	\$239,711	\$239,711

**Table 6: Fiscal Impact Statement for New Degree Programs
RN to BSN**

	YEAR 1	YEAR 2	YEAR 3	YEAR 4
New Students				
IV. Projected Enrollment				
Head-count full time	10	10	10	10
Head-count part time	10	10	10	10
Full Time Equivalent (FTE) enrollment	25	25	25	25
V. Projected Program Income				
Tuition (paid by student or sponsor)	\$135,142.50	\$135,142.50	\$135,142.50	\$135,142.50
Expected state subsidy (public institutions only)	\$110,479.50	\$110,479.50	\$110,479.50	\$110,479.50
Externally funded stipends, as applicable	0	0	0	0
Other income (if applicable, describe in narrative section below)	0	0	0	0
Total Projected Program Income	\$245,622	\$245,622	\$245,622	\$245,622
VI. Program Expenses				
New Personnel				
• Instruction (technical, professional and general education) Full <u> 2 </u> Part Time _____	\$100,800	\$100,800	\$100,800	\$100,800
• Non-instruction (indicate role(s) in narrative section below) Full _____ Part time _____				
New facilities/building/space renovation (if applicable, describe in narrative section below)	0	0	0	0
Scholarship/stipend support (if applicable, describe in narrative section below)	0	0	0	0
Additional library resources (if applicable, describe in narrative section below)	0	0	0	0
Additional technology or equipment needs (if applicable, describe in narrative section below)	0	0	0	0
Other expenses (if applicable, describe in narrative section below)*	\$57,879.46	\$57,879.46	\$57,879.46	\$57,879.46
Total Projected Expense	\$158,679.46	\$158,679.46	\$158,679.46	\$158,679.46

SECTION 4: PROGRAM INFORMATION



Rhodes State has designed cost- and time-efficient BSN programs that build upon the existing, high-quality ADN curriculum. The ADN Program at Rhodes State College is approved by the OBN and accredited by ACEN. The program was recently reviewed by ACEN in March 2021 and OBN in October 2021, with both site visits granting maximum length accreditation and compliance with all standards, including program outcomes related to graduation, retention and employment rates. **Table 7** provides detailed enrollment, retention, and graduation data for each academic year 2014-2015 to 2020-2021. Students are admitted twice a year (fall and spring semesters). Rhodes State College's enrollment in the Associate Degree Nursing Program (ADN and LPN to RN transition students) has remained consistent from 2014-2021. As shown in the table below, the ADN program averages an enrollment of approximately 175 students per academic year (fall and spring semester cohorts combined) with a consistent graduation rate between 59-68% of the cohort. Retention rates reflect a similar trajectory as graduation rates.

The core mission of Rhodes State College is to meet the workforce demands of the community. Thus, Rhodes State College will continue to offer its accredited ADN program to meet the frontline RN demands in the Lima region and the BSN programs will help address the need for bachelor's degree nurses to hit the ground running.



**Table 7: Associate Degree Nursing enrollment, retention, and graduation data
Includes ADN and LPN to RN transition students**

Semester Admitted	15th Day Enrollment	Graduation Rate	*Retention
Fall 2014	106	67.92%	
Spring 2015	89	60.67%	
2014-2015 Total	195	64.62%	58.9%
Fall 2015	98	72.45%	
Spring 2016	86	58.14%	
2015-2016 Total	184	65.76%	59.2%
Fall 2016	85	71.76%	
Spring 2017	70	64.29%	
2016-2017 Total	155	68.39%	62.3%
Fall 2017	105	59.05%	
Spring 2018	81	59.26%	
2017-2018 Total	186	59.14%	62.3%
Fall 2018	95	In progress	
Spring 2019	95	In progress	
2018-2019 Total	190	In progress	60.0%
Fall 2019	100	In progress	
Spring 2020	74	In progress	
2019-2020 Total	174	In progress	61.7%
Fall 2020	78	In progress	
Spring 2021	69	In progress	
2020-2021 Total	147	In progress	62.9%

*Retention rates are reported on individual student SN file enrollment from Fall term to Fall term and based on HEI coded Freshman students in CIP codes 51.1105 and 51.3801.

Notably, both BSN programs are designed to get critically-trained nurses into the workforce in a shorter amount of time than normal, with the pre-licensure BSN taking just three years, rather than the usual four years at most institutions, and the RN to BSN completion program taking only one year. Rhodes State College has also strategically considered the mode of delivery for each program option. Out of the 35 courses in the pre-licensure BSN program, Rhodes State College anticipates 74% of the projected program to be in-person, in a traditional face-to-face format, with 9% hybrid and 17% online. Six out of the nine new nursing courses will be offered on-line, while the other three courses will be offered in a hybrid format to enable students to complete critical care simulations in the Borra Center for Health Sciences. General education courses and electives will be available both online and face-to-face, to meet student preferences.

Rhodes State College acknowledges that there are a significant number of BSN completion programs approved to operate in the state of Ohio that are available to students in a fully online format. However, hospitals in our region have expressed their preference that online format classes be supplemented with hands-on opportunities for training in simulations to help prepare the BSN graduate to employ well-developed clinical judgments when providing nursing care. Based on this feedback from our regional partners, 82% of the BSN completion program will be offered online and the remaining 18% will be offered in a hybrid format incorporating the hands-on simulation resources available in our state-of-the-art Borra Center for Health Sciences. This unique training opportunity distinguishes Rhodes State College's BSN completion program from other online programs in the state and meets our regional employers' needs for more training in clinical judgment. The mode of delivery is designated with each course in the curricular plan of study for both BSN program options (refer to pages 31-32).

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

The end of program learning outcomes for the pre-licensure BSN (ACEN Criterion 4.2 and 6.1) and RN to BSN completion programs are measured once students begin the NSG 3000 and 4000 level courses and include the following:

1. Exemplifies professional leadership characteristics.
2. Integrates evidence-based practice into the care of patients.
3. Designs strategies to promote quality and safety in the care of patients.
4. Promotes communication, teamwork and collaboration with the healthcare team.
5. Coordinates individualized patient-centered care.
6. Utilizes informatics and technology in the care of patients.

● ***Provide the proposed course sequence and course descriptions.***

The curriculum for the BSN program builds upon the established courses offered in the ADN program and adds nine new required courses ([Appendix G](#)). These nine new bachelor-level courses were developed based upon BSN curriculum requirements and our review of BSN programs offered at other institutions and are in compliance with OBN rules and regulations (Rule 4723-5-13) and ACEN curriculum Criteria 4.1-4.11. These nine new courses will also be included in the required curriculum for the RN to BSN completion program.

The BSN degree's required general education courses already exist within the catalog of courses offered at Rhodes State. Faculty who teach these general education courses within the College are appropriately credentialed and meet the minimum requirements to teach in the arts, sciences, and humanities realm. The draft curriculum is as follows:



THREE YEAR “PRE-LICENSE” BSN CURRICULUM PLAN

First Year, Semester 1 (fall)

SDE 1010 First Year Experience (IP)	1 credit
BIO 1110 Anatomy & Physiology I (IP)	4 credits
COM 1100 English Composition (IP)	3 credits
DTN 1220 Principles of Nutrition (IP)	2 credits
BHS 2110 Growth and Development (IP)	2 credits
*Select elective from approved course list (IP)	3 credits

Total 15 credits

First Year, Semester 2 (spring)

BIO 1120 Anatomy & Physiology II (IP)	4 credits
PSY 1010 General Psychology (IP)	3 credits
SOC 1010 Sociology (IP)	3 credits
MTH 1260 Statistics (IP)	3 credits
BHS 1711 Pathophysiology (IP)	2 credits

Total 15 credits

First Year, Semester 3 (summer)

BIO 1400 Microbiology (IP)	4 credits
PSY 1730 Abnormal Psychology (IP)	3 credits
COM 2110 Public Speaking or or COM 2213 Verbal Judo (IP)	3 credits
BHS 2120 Introduction to Nursing (IP)	2 credits
*Select elective from approved course list (IP)	3 credits

Total 15 credits

Second Year, Semester 1 (fall)

NSG 1510 Fundamentals of Nursing (IP)	6 credits
NSG 1721 Pharmacology (IP)	2 credits
CHEM 1110 Chemistry (IP)	4 credits

Total 12 credits

Second Year, Semester 2 (spring)

NSG 1523 Adult Health Nursing I (IP)	6 credits
NSG 1524 Care of the Childbearing Family (IP)	3 credits
NSG 3010 Evolving Roles in Professional Nursing (OL)	3 credits
NSG 3020 Healthcare Research in Evidence-Based Practice (OL)	3 credits

Total 15 credits

Second Year, Semester 3 (summer)

NSG 3030 Nursing Informatics in a Technological Healthcare Community (OL)	3 credits
NSG 3040 Nursing Leadership and Management (OL)	4 credits
CHM 1120 Organic Chemistry (IP)	4 credits
*Select elective from approved course list (IP)	3 credits

Total 14 credits

Third Year, Semester 1 (fall)

NSG 2521 Psychosocial Nursing (IP)	3 credits
NSG 2522 Adult Health Nursing II (IP)	6 credits
NSG 4010 Advanced Health Assessment for Individuals and Families (HY)	3 credits
NSG 4020 Birth to Middle Age Nursing Care in a Global Community (OL)	3 credits
NSG 4021 Gerontological Nursing Care in a Global (OL)	3 credits

Total 18 credits

Third Year, Semester 2 (spring)

NSG 2525 Foundations of Nursing (IP)	9 credits
NSG 4011 Advanced Health Assessment for Complex Health Disorders (HY)	3 credits
NSG 4030 Capstone in Professional Nursing (HY)	6 credits

Total 18 credits

Total Program Credit hours: 122

Breakdown of Credit Hours:

General Education Courses (Complies with ODHE Guidelines, p. 63)	47 Credit Hours
Basic Related Courses	9 Credit Hours
Nursing (NSG) Technical Courses	66 Credit Hours

Total Program Hours: 122 Credit Hours

IP: in-person
OL: on-line
HY: Hybrid

ONE YEAR RN TO BSN CURRICULUM PLAN

The proposed RN to BSN is based upon an accelerated one-year platform, which is designed to facilitate critically trained nurses into the workforce in a shorter amount of time. The draft curriculum is as follows:

First Semester (fall)

1st 8 weeks

NSG 3010 Evolving Roles in Professional Nursing (OL)	3 credits
NSG 3020 Healthcare Research in Evidence-Based Practice (OL)	3 credits

2nd 8 weeks

NSG 3030 Nursing Informatics in a Technological Healthcare Community (OL)	3 credits
NSG 3040 Nursing Leadership and Management (OL)	4 credits

Half- or Full-Term selection

CHM 1110 Chemistry (OL)	4 credits
PSY 1010 General Psychology or SOC 1010 Sociology (OL)	3 credits

Total 20 credits

Second Semester (Spring)

1st 8 weeks

NSG 4010 Advanced Health Assessment for Individuals and Families (HY)	3 credits
NSG 4020 Birth to Middle Age Nursing Care in a Global Community (OL)	3 credits

2nd 8 weeks

NSG 4011 Advanced Health Assessment for Complex Health Disorders (HY)	3 credits
NSG 4021 Gerontological Nursing Care in a Global Community (OL)	3 credits

Half- or Full-Term selection

*Select elective from approved course list (OL)	3 credits
CHM 1120 Organic Chemistry (OL)	4 credits

Total 19 credits

Third Semester (Summer)

NSG 4030 Capstone in Professional Nursing (HY) 6 credits

Half- or Full-Term selection

*Select elective from approved course list (OL)	3 credits
*Select elective from approved course list (OL)	3 credits
COM 2110 Public Speaking or COM 2213 Verbal Judo (OL)	3 credits
PSY1730 Abnormal Psychology (OL)	3 credits

Total 18 credits

Total Program Credit Hours: 57

Breakdown of Credit Hours:

35 Technical NSG credit hours from an accredited associate degree or diploma in nursing programs

56 credit hours (minimum of 9 credit hours from RSC) from general education and applied education/basic related courses

31 credit hours from Rhodes State College's RN to BSN NSG core program courses

*Approved Elective Course List for both the BSN and RN to BSN Programs:

Minimum of 6 credit hours must come from the arts and humanities:

• HST 2300 Technology and Civilization	3 credits
• HST 2510 History of Latin American	3 credits
• HST 2521 Women in World History	3 credits
• LIT 2210 Introduction to Literature	3 credits
• LIT 2227 Literature of Graphic Novels	3 credits
• LIT 2228 African American Literature	3 credits
• LIT 2250 The American Short Story	3 credits
• LIT 2260 Fantasy Literature	3 credits
• LIT 2301 British Literature I	3 credits
• PHL 1011 Introduction to Philosophy	3 credits
• POL 1010 Introduction to Political Science	3 credits

Minimum of 3 credit hours must come from the social & behavioral sciences:

• PSY 2200 Social Psychology	3 credits
• SOC 1200 Death and Dying	3 credits
• SOC 1320 American Cultural Diversity	3 credits
• SOC 2211 World Religions	3 credits
• SOC 2300 Social Problems	3 credits

Comparison of Rhodes State’s BSN Program Options to Other Regional Programs

The Rhodes State College curriculum for both the Pre-licensure BSN and RN to BSN Programs feature many of the same high-quality attributes as their four-year institution counterparts. However, RSC’s curriculum also features specific in-demand preparation that the region’s healthcare partners seek in their entry level BSN prepared nurses. By comparing actual course material based on catalog course descriptions, Rhodes State’s curriculum demonstrates a distinction in the evolving roles of the professional nurse and advanced health assessment in complex health disorders (critical care). These distinctions are designed to meet the industry identified needs and evolving nature of the nursing profession. **Tables 8 and 9** identify the key differences between Rhodes State’s curriculum and the regional program providers.



Table 8: Rhodes State Curriculum Differences – Pre-licensure BSN

Institution	Ohio Northern University	University of Findlay	Wright State University
Degree Name	BSN	BSN	BSN
Course: NSG 3010 Evolving Roles in Professional Nursing			
Course: NSG 3020 Healthcare Research in Evidence-Based Practice			
Course: NSG 3030 Nursing Informatics in a Technological Healthcare Community			
Course: NSG 3040 Nursing Leadership and Management			
Course: NSG 4010 Advanced Health Assessment for Individuals and Families			
Course: NSG 4020 Birth to Middle Age Nursing Care in a Global Community			
Course: NSG 4021 Gerontological Nursing Care in a Global Community			
Course: NSG 4011 Advanced Health Assessment for Complex Health Disorders			
Course: NSG 4030 Capstone in Professional Nursing			
Key Differences	No course specific to role of professional nurse. No critical/complex care. Traditional capstone.	No course specific to role of professional nurse. No critical/complex care. Traditional capstone.	No course specific to role of professional nurse. Limited Informatics in Healthcare Technology. Traditional capstone.
% of Overlap	67%	67%	67%

Courses that match in both content and/or contextualization between the institutions

Courses that share similar content with the Rhodes State proposed courses, but lack the contextualization of concepts

Courses or content that is unique to Rhodes State College curriculum

Table 9: Rhodes State Curriculum Differences – RN to BSN completion

Institution	Bluffton University	Defiance College	The Ohio State University
Degree Name	RN to BSN (1+2+1)	RN to BSN	RN to BSN
Course: NSG 3010 Evolving Roles in Professional Nursing			
Course: NSG 3020 Healthcare Research in Evidence-Based Practice			
Course: NSG 3030 Nursing Informatics in a Technological Healthcare Community			
Course: NSG 3040 Nursing Leadership and Management			
Course: NSG 4010 Advanced Health Assessment for Individuals and Families			
Course: NSG 4020 Birth to Middle Age Nursing Care in a Global Community			
Course: NSG 4021 Gerontological Nursing Care in a Global Community			
Course: NSG 4011 Advanced Health Assessment for Complex Health Disorders			
Course: NSG 4030 Capstone in Professional Nursing			
Key Differences	No course specific to role of professional nurse. No critical/complex care. Traditional capstone.	No course specific to role of professional nurse. No critical/complex care. Traditional capstone.	No course specific to role of professional nurse. Limited Informatics in Healthcare Technology. Traditional capstone.
% of Overlap	78%	67%	89%

Courses that match in both content and/or contextualization between the institutions

Courses that share similar content with the Rhodes State proposed courses, but lack the contextualization of concepts

Courses or content that is unique to Rhodes State College curriculum

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

Students who successfully complete the proposed BSN program will be eligible to apply and take the NCLEX-RN in order to obtain their RN license through the State of Ohio or any other State or territories in the Nation.

Students who successfully complete the RN to BSN program already have their RN licensure but will gain the BSN credentials.

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

Upon authorization by the Chancellor, Rhodes State will complete the Application for New Education Program Proposal through the OBN for initial approval of the pre-licensure BSN program, along with an application to the HLC for offering a bachelor's degree program.

In addition, Rhodes State's ADN program is accredited by ACEN, and Rhodes State will seek ACEN accreditation for the two new BSN programs, and anticipates submitting a Candidacy Eligibility Application (CEA) upon gaining program approval of the BSN program from the Ohio Board of Nursing.

APPENDICES

APPENDIX A: Regional Workforce Data

APPENDIX B: Summary of January 20, 2021 Town Hall Discussion

APPENDIX C: Partnership Agreements – Specific Annual Hiring and Clinical Placement/
Preceptor Commitments

APPENDIX C: Partnership Agreements – General Hiring Intentions and Clinical Placement/
Preceptor Commitments

APPENDIX C: Partnership Agreements – Clinical Placement/Preceptor Commitments

APPENDIX D: Regional Health Care Partners' Letter of Support

APPENDIX E: Faculty Credentials

APPENDIX F: Fiscal Impact

APPENDIX G: Detailed Course Descriptions

APPENDIX H: NSG Clinical Affiliations by Setting Type

APPENDIX A - REGIONAL WORKFORCE DATA

Ohio's Top Jobs List – Northwest Region

Title	Median Salary					Growth				Employment				Openings					
	0\$	\$20K	\$40K	\$60K	\$80K	0	25	50	75	0K	5K	10K	15K	0	200	400	600	800	1,000
Registered Nurses	\$65K					66				12,060				660					
Medical Assistants	\$31K					59				3,403				427					
Physical Therapist Assistants	\$57K					13				767				99					

Source: Governor's Office of Workforce Transformation
<https://topjobs.ohio.gov/wps/portal/gov/indemand/top-jobs-list%20/>

Ohio's Top Jobs List – West Region

Title	Median Salary					Growth				Employment				Openings					
	0\$	\$20K	\$40K	\$60K	\$80K	0	50	100	150	0K	7K	14K	21K	0	200	400	600	800	1,000
Registered Nurses	\$69K					138				14,489				866					
Medical Assistants	\$34K					44				2,287				293					
Respiratory Therapists	\$60K					16				793				55					
Physical Therapist Assistants	\$66K					11				577				77					

Source: Governor's Office of Workforce Transformation
<https://topjobs.ohio.gov/wps/portal/gov/indemand/top-jobs-list%20/>

Ohio's Top Jobs List – Statewide Region

Title	Median Salary					Growth				Employment				Openings					
	0\$	\$20K	\$40K	\$60K	\$80K	0	500	1,000	2,000	0K	50K	100K	150K	0	2,000	4,000	6,000	8,000	10,000
Registered Nurses	\$68K					1,225				127,431				8,357					
Medical Assistants	\$34K					432				24,124				3,327					
Physical Therapist Assistants	\$61K					129				6,120				968					
Respiratory Therapists	\$59K					122				6,286				487					

Source: Governor's Office of Workforce Transformation
<https://topjobs.ohio.gov/wps/portal/gov/indemand/top-jobs-list%20/>

APPENDIX A - REGIONAL WORKFORCE DATA

JobsOhio Regional Network - Northwest Region

Registered Nurses Occupational Employment Projections Report, 2016-2026

SOC Code	Occupational Title	Employment		Change in Employment		Annual Openings				Median Wage
		2016	2026	2018-2028	Percent	Growth	Exit	Transfers	Total	May 2019
		Annual	Projected							
29-1141	Registered Nurses	13,148	14,590	1,442	11.0%	144	397	302	843	\$29.93

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2019.

JobsOhio Regional Network - State of Ohio

Registered Nurses Occupational Employment Projections Report, 2016-2026

SOC Code	Occupational Title	Employment		Change in Employment		Annual Openings				Median Wage	Typical Education Needed for Entry
		2018	2028	2018-2028	Percent	Growth	Exit	Transfers	Total	May 2019	
		Annual	Projected								
29-1141	Registered Nurses	127,431	139,681	12,250	9.6%	1,225	3,706	3,426	8,357	\$31.63	Bachelor's Degree

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, January 2021.

APPENDIX B - TOWN HALL DISCUSSION

Rhodes State College Division of Health Sciences and Public Service BSN Town Hall Meeting

January 20, 2021

Angela Heaton, Rhodes State College Dean of Health Sciences and Public Service, convened a zoom meeting at 4PM on January 20, 2021.

Five regional institutions offering either the pre-licensure BSN or RN to BSN completion were invited and attended the meeting, including: Defiance College (completion), Bluffton University (completion), the University of Findlay (pre-licensure), Wright State Lake Campus (pre-licensure), Ohio Northern University (pre-licensure). OSU-Lima was invited because of Rhodes State's existing 3+1 MOU with OSU-Columbus for an online delivery of their completion program, even though OSU-Lima did not have this program on their regional campus. While not part of the formal invitation list, representatives of two BSN programs, located outside of the Region, also attended the meeting.

Mrs. Heaton announced that Rhodes State would be submitting an application to the Chancellor seeking approval for a BSN program. Dr. Melissa Harvey, Chair of Nursing Services, began the dialogue by summarizing results of a formal survey of, and conversations and meetings with, local and regional healthcare employers regarding Lima and Northwest's Ohio chronic and growing shortage of BSN-prepared nurses. She noted the widespread employer support for additional local, in-person, affordable options for both pre-licensure and RN to BSN completion programs.

The survey included five responses from nine hospitals with each organization indicating the need for an affordable, local, four-year nursing program. A three-year face-to-face BSN program or a partial face-to-face/hybrid three year BSN option were the most requested preferences to meet their organization's needs. The survey also enabled participants to comment on the need for a specialty area or focus of the BSN curriculum. Critical care nursing with strong critical thinking skills was the most common response.

Dean Heaton spoke about the ongoing meetings that she, Dr. Mason, the President (Dr. Spiers), and other College colleagues had held with the Chief of Nursing Officers and hospital CEOs. Dean Heaton pointed out that those meetings revealed the critical need for BSN graduates, and in particular, graduates that have more focus on critical care and critical thinking skills. During these meetings, curricular design was discussed with the two local

APPENDIX B - TOWN HALL DISCUSSION

hospitals, in support of the three-year option. Additionally, conversation regarding a local BSN option for both incumbent RNs and new pre-licensure BSNs became apparent.

Participants made no formal declarations for or against a BSN degree at Rhodes State College. Concerns about “duplication”, however, were raised by all institutions. Additionally, concerns about the “lower cost of Rhodes State’s pre-licensure and completion program options” also emerged. One institution asked, “What is the pre-licensure cohort size?” and shared a concern about “the potential impact on the sufficiency for clinical placements.” Rhodes State responded that the College has taken all of that into consideration in discussions with the hospitals. One institution (Bluffton University) acknowledged “There is a need for greater program availability in light of the current nursing profession shortage.” Finally, OSU-Lima espoused, “We should be working toward collaboration with each other” to which Rhodes responded that “MOUs and Completion Pathways for the BSN have been developed with Bluffton University, Defiance College, and OSU Columbus’s main campus.”

Rhodes State representatives discussed data showing that the Region’s production of BSN-prepared nurses falls far short of healthcare employer needs both locally and regionally, and stressed that the proposed programs are not intended to supplant or take students from any existing program. Instead, the goal is to supplement the current programs and attract additional students into nursing through increased affordability, flexible programs with shorter time to graduation, and more local options.

Attendees from Rhodes State College: Dr. Melissa Harvey, Chair of Nursing Services; Angela Heaton, MEd., Dean of Health Sciences and Public Service; Dr. Eric Mason, Dean of Academic Affairs; Tammy Segovia, MSN, MEd., Nursing Program Administrator.

Attendees from Area 4-Year Institutions: Timothy Rehner, Dean & Director OSU Lima Branch; Kami Fox, Director of Nursing Ohio Northern University; Melissa Sutton, Chair of Nursing, University of Findlay; Richard States, Dean College of Health Professions, University of Findlay; Sherri Winegardner, Director of Nursing Bluffton University; Heidi DeSota, Director of Nursing Defiance College; Lynn Frank, Director of Nursing Wright State University Lake Campus; Karen Estridge, Director of Nursing Heidelberg University; Lori Edgeworth, Vice President for Strategic Planning and Enrollment Management Mercy College of Ohio (Attendees Estridge and Edgeworth had not receive a formal invitation, as their institutions are not within Rhodes State’s ten-county service Region).

**PARTNERSHIP AGREEMENT BETWEEN
LIMA MEMORIAL HEALTH SYSTEM AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this 26 day of August, 2021 by and between Lima Memorial Health System (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program (please check and insert number if applies):

- Employment of 25 BSN graduates per year
 - The Hospital will provide strong employment consideration and priority to students upon their successful completion of the Program for any available nursing positions at the Hospital.
- BSN degree completion of 25 existing RN staff members

The Hospital will also be able to commit to (please check all that apply):

- Provide clinical placements
- Provide preceptors
- Provide scholarship support

- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.

Lima, OH 45804
ATTN: Angela Heaton, Dean, Health Sciences and Public Service

If to the Hospital:

Lima Memorial Health System
1001 Bellefontaine Ave.
Lima, Ohio 45804
ATTN: Ann Pohl, VP and CNO

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Allen County.

4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

APPENDIX C - PARTNERSHIP AGREEMENTS - SPECIFIC ANNUAL HIRING AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

[This section left intentionally blank]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: Antoinette M. Baldin

Date: 8/26/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

LIMA MEMORIAL HEALTH SYSTEM

Signature: Ann Bohi

Date: Aug 26, 2021

Name: Ann Bohi

Title: VP and CNE

**PARTNERSHIP AGREEMENT BETWEEN
JOINT TOWNSHIP DISTRICT MEMORIAL HOSPITAL
AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this 7th day of September, 2021 by and between Joint Township District Memorial Hospital (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program:

- Employment of 5-10 BSN graduates per year
 - The Hospital will provide strong employment consideration and priority to students upon their successful completion of the Program for any available nursing positions at the Hospital.
- BSN degree completion of 10-20 existing RN staff members

The Hospital will also be able to commit to:

- Provide clinical placements
- Provide preceptors

- Provide scholarship support
- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.
2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.
3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.
4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.
2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.
Lima, OH 45804
ATTN: Angela Heaton, Dean, Health Sciences and Public Services

If to the Hospital:

Joint Township District Memorial Hospital
200 St. Clair Street
St. Marys, OH 45885
ATTN: Lana Hinders, Chief Nursing Officer

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Allen County.

4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

APPENDIX C - PARTNERSHIP AGREEMENTS - SPECIFIC ANNUAL HIRING AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

[This section left intentionally blank]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature *Antoinette M. Baldin*

Date: 9/7/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

JOINT TOWNSHIP DISTRICT MEMORIAL HOSPITAL

Signature: *Lana Hinders*

Date: 9/7/2021

Name: Lana Hinders

Title: Chief Nursing Officer

**PARTNERSHIP AGREEMENT BETWEEN
WILSON HEALTH AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this 2nd day of September, 2021 by and between Wilson Health (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program:

- Employment of 10 BSN graduates per year
 - The Hospital will provide strong employment consideration and priority to students upon their successful completion of the Program for any available nursing positions at the Hospital.
- BSN degree completion of 10 existing RN staff members

The Hospital will also be able to commit to:

- Provide clinical placements
- Provide preceptors
- Provide scholarship support

- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.

Lima, OH 45804
ATTN: [INSERT NAME AND TITLE]

If to the Hospital:

Wilson Health
915 West Michigan St.
Sidney, Oh 45365
ATTN: Linda Maurer, CNO

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Allen County.

4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

APPENDIX C - PARTNERSHIP AGREEMENTS - SPECIFIC ANNUAL HIRING AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

[This section left intentionally blank]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: Antoinette M. Baldin Date: 9/2/2021
Name: Antoinette Baldin, PhD Title: SVP Academic & Student Affairs
Workforce Development

WILSON HEALTH:

Signature: Linda Mawrer RN, MSN Date: 9/2/2021
Name: Linda Mawrer Title: CNO

**PARTNERSHIP AGREEMENT BETWEEN
BLANCHARD VALLEY REGIONAL HEALTH CENTER AND RHODES STATE
COLLEGE**

This Partnership Agreement (“Agreement”), made and entered this 21st day of September 2021 (“Effective Date”) by and between Blanchard Valley Regional Health Center (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”);

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio;

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio;

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program.

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program (please check and insert number if applies):

- Employment of 8 BSN graduates per year
 - The Hospital will provide strong employment consideration and priority to students upon their successful completion of the Program for any available nursing positions at the Hospital.
- BSN degree completion of 4 existing RN staff members

The Hospital will also be able to commit to (please check all that apply):

- Provide clinical placements
- Provide preceptors

- Provide scholarship support
- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

5. The College and Hospital agree and acknowledge that certain clinical placements may require the student to obtain clearances and pass certain screenings pursuant to Ohio law or Hospital policy, including a criminal background check. College agrees to require students to obtain all required clearances and screenings prior to placement at clinical site or assignment to clinical preceptor. Hospital may require copies of all required clearances and screenings. These are defined in Exhibit A of this Agreement.

6. College shall provide or otherwise confirm that each student assigned to a clinical rotation or preceptorship has received appropriate instruction and has satisfactorily completed the prerequisite portion of his or her curriculum at College.

7. Upon request, College shall provide Hospital with proof of each student's health insurance and confirm each student's understanding that he or she will be accountable for payment of personal medical expenses that may result from any personal illness or injury occurring during the course of his or her educational experience at Hospital.

8. College shall maintain professional liability insurance for students to cover educational experiences on Hospital premises pursuant to this Agreement. The limits of the policy shall be a minimum of \$1,000,000.00 per claim and an aggregate of \$3,000,000.00 per occurrence. This policy will remain in full force and effect for the duration of all clinical assignments. If any employees of College will be at Hospital with the students during the educational experience, College shall provide, upon request, evidence of professional liability insurance in the aforementioned amounts.

9. Both Parties agree to accept and be responsible for its own acts and omissions, as well as the acts or omissions of its employees, faculty, and students.

10. College shall require that each student will obtain prior written approval from an authorized representative of Hospital prior to publishing any material related to the student's educational experience.

11. College shall designate a liaison between the Parties to coordinate student clinical experiences.

C. Representations and Warranties of College

1. As applicable, College represents and warrants that it and its employees and students are not and at no time have been excluded from participation in any federally funded healthcare program. College agrees to immediately notify Hospital of any threatened, proposed, or actual exclusion from any federally funded healthcare program. In the event that College or any of its employees or students are so excluded during the term of this Agreement, or at any time after the Effective Date of this Agreement it is determined that College is in breach of this Section, this Agreement shall automatically terminate as of the effective date of such exclusion or breach.

2. College acknowledges that Hospital is a "covered entity" as defined in the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") and is bound to comply with HIPAA and the rules and regulations thereunder and the Health Information Technology for Economic and Clinical Health Act and any regulations thereunder (together, "HITECH"). Accordingly, College represents and warrants that it will comply with such confidentiality and security regulations and will hold its students responsible to similarly comply. College's faculty, staff, and students shall not remove protected health information from Hospital's premises. Failure to comply with this Section shall result in immediate and automatic termination of an offending student from participation in educational experiences at Hospital.

D. Obligations of Students

1. Students shall treat all confidential information in a professional manner and, under no circumstances shall a student discuss a patient or patient information with anyone other than the appropriate Hospital staff or College faculty member in a manner which would identify the patient. All students shall comply with Hospital's HIPAA privacy and security policy as applicable to Hospital's employees and contractors.

2. Student shall adhere to all rules, policies, and procedures of Hospital and their assigned hospital department and division.

3. Students shall provide Hospital documentation evidencing a current criminal background check enabling student to work directly with patients and documentation of any other required screenings, vaccinations, or clearances required by Hospital.

4. Students shall provide Hospital proof of student's health insurance and confirmation of understanding that student will be responsible for payment of any personal medical expenses as a result of personal illness or injury incurred during the course of his or her educational experience.

E. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two (2) years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program, pending availability of openings.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.
Lima, OH 45804
ATTN: Angela Heaton

If to the Hospital:

Blanchard Valley Regional Health
Center 1900 South Main Street
Findlay, OH 45840
ATTN: Legal Department

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Hancock County.

4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

F. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

5. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

[This section left intentionally blank]

APPENDIX C - PARTNERSHIP AGREEMENTS - SPECIFIC ANNUAL HIRING AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: Antoinette M. Baldin

Date: 9/21/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

BLANCHARD VALLEY REGIONAL HEALTH CENTER:

Signature: Jessica Moore

Date: 9/21/2021 3:38:09 PM

Name: Jessica Moore BSN, RN

Title: Director of Inpatient Nursing

**PARTNERSHIP AGREEMENT BETWEEN
PAULDING COUNTY HOSPITAL AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this 1st day of September, 2021 by and between Paulding County Hospital (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program (please check and insert number if applies):

- Employment of 2 BSN graduates per year
 - The Hospital will provide strong employment consideration and priority to students upon their successful completion of the Program for any available nursing positions at the Hospital.
- BSN degree completion of 2 existing RN staff members

The Hospital will also be able to commit to (please check all that apply):

- Provide clinical placements
- Provide preceptors
- Provide scholarship support

- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.
2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.
3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.
4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.
2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.

Lima, OH 45804
ATTN:

If to the Hospital:

Paulding County Hospital
1035 W. Wayne St.
Paulding, Ohio 45879
ATTN: Kyle Mawer, COO/CNO

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Allen County.

4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

APPENDIX C - PARTNERSHIP AGREEMENTS - SPECIFIC ANNUAL HIRING AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: Antoinette M. Baldin

Date: 8/30/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

PAULDING COUNTY HOSPITAL

Signature: Kyle Maurer

Date: 8/30/2021

Name: Kyle Maurer

Title: COO/CNO

**PARTNERSHIP AGREEMENT BETWEEN
MARY RUTAN HOSPITAL AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this 1st day of September, 2021 by and between Mary Rutan Hospital, an Ohio nonprofit corporation (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program (please check and insert number if applies):

- Employment of 1-2 BSN graduates per year
 - The Hospital will provide strong employment consideration and priority to eligible students upon their successful completion of the Program for any available nursing positions at the Hospital.
 -
- BSN degree completion of existing RN staff members

The Hospital will also be able to commit to (please check all that apply):

- Provide clinical placements pursuant to a properly executed Clinical Affiliation Agreement between Hospital and College
- Provide preceptors in accordance with Ohio Administrative Code Chapter 4723-5

- Provide scholarship opportunities, specifically eligible students in the Program may apply to Mary Rutan Foundation's existing nursing scholarships
- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

5. The Parties shall execute, acknowledge, or verify and deliver any and all documents from time to time reasonably requested by any other to carry out the purposes and intent of this Agreement.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience in accordance with the Clinical Affiliation Agreement between College and Hospital then in progress at the Hospital and

such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.
Lima, OH 45804
ATTN: [INSERT NAME AND TITLE]

If to the Hospital:

Mary Rutan Hospital
205 E. Palmer Ave
Bellefontaine, Ohio 43311
ATTN: Wendy Rodenberger MS BSN RN NEA-BC CNO and VP of Patient

Services

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Allen County.

4. Intentionally left blank

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

APPENDIX C - PARTNERSHIP AGREEMENTS - SPECIFIC ANNUAL HIRING AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

[This section left intentionally blank]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: Antoinette M. Baldin

Date: 9/22/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

MARY RUTAN HOSPITAL

Signature: Wendy Rodenberger

Date: 9/00/18

Name: Wendy Rodenberger

Title: CNO/ VP of Patient
Care

**PARTNERSHIP AGREEMENT BETWEEN
Mercy Health – St. Rita’s Medical Center AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this 16 day of September, 2021 by and between Mercy Health – St. Rita’s Medical Center (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program (please check and insert number if applies):

- Employment of _____ BSN graduates per year (see comment below)
 - "The Hospital's need far exceeds the number this program will graduate on an annual basis, so strong consideration will be given to all nursing graduates of the College. The Hospital partners with many educational providers meet its needs."
- BSN degree completion of _____ existing RN staff members

The Hospital will also be able to commit to (please check all that apply):

- Provide clinical placements
- Provide preceptors

- Provide scholarship support
- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

APPENDIX C - PARTNERSHIP AGREEMENTS - GENERAL HIRING INTENTIONS AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

Rhodes State College
4240 Campus Dr.
Lima, OH 45804
ATTN: Angela Heaton

If to the Hospital:

Mery Health – St. Rita’s Medical Center
730 W Market St, Lima OH
ATTN: Cory Werts

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Allen County.

4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

APPENDIX C - PARTNERSHIP AGREEMENTS - GENERAL HIRING INTENTIONS AND CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

[This section left intentionally blank]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: Antoinette M. Baldin

Date: 9/17/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

MERCY HEALTH – ST RITA’S MEDICAL CENTER

Signature: Ronda Lehman

Date: 9-16-21

Name: Ronda Lehman

Title: President

**PARTNERSHIP AGREEMENT BETWEEN
MERCER HEALTH AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this [20th] day of [September], 2021 by and between Mercer Health (herein after referred to as the “Hospital”), a not-for-profit healthcare entity, and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to (please check all that apply):

- Provide clinical placements
- Provide preceptors
- Provide scholarship support
- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

5. For any students participating in a clinical experience/placement at the Hospital, the College shall provide Hospital with: a criminal background check of each resident doing a rotation; results of a drug test conducted in the last thirty (30) days; proof of immunizations including up-to-date flu shot; proof of up-to-date CPR training; and proof of HIPAA training. Hospital currently does not, but reserves the option to, require Students to receive and/or show proof of a COVID-19 vaccination.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above automatically renews annually for successive one- (1)-year terms. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.
Lima, OH 45804
ATTN: [INSERT NAME AND TITLE]

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

If to the Hospital:

Mercer Health
ATTN: Chief Nursing Officer
800 West Main Street
Coldwater, Ohio, 45828

With copy to:

John Hoffmann, LLC
582 E. Whipp Rd.
Dayton, OH 45459
ATTN: Mercer Health – General Counsel

3. This Agreement shall be governed by the laws of the State of Ohio.
4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: *Antoinette M. Baldin*

Date: 9/20/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

MERCER HEALTH

Signature: *Susan Miller*

Date: 9/20/2021

Name: Susan Miller

Title: VP Patient Care Services

**PARTNERSHIP AGREEMENT BETWEEN
OHIOHEALTH CORPORATION AND RHODES STATE COLLEGE**

This Partnership Agreement made and entered this 23rd day of August 2021 by and between OhioHealth Corporation (herein after referred to as the “Hospital”) and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to the Program

- Employment of _____ BSN graduates per year
 - The Hospital will provide strong employment consideration and priority to students upon their successful completion of the Program for any available nursing positions at the Hospital.

The Hospital will also be able to commit to (please check all that apply):

- Provide clinical placements
- Provide preceptors
- Provide scholarship support
- Allow the use of the Hospital name OhioHealth name in candidate recruitment and promotional material

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

- Participate on a program advisory committee at the College
- We are not ready to commit to the above, but would like to still participate in the design of the program
- We are not ready to commit, but would like to set up a meeting to discuss further

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above and may be renewed every two years through execution by both Parties of a Renewal Letter. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.
Lima, OH 45804

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

ATTN: Dr. Tonette Baldin, Senior Vice President Academic & Student Affairs,
Workforce Development

If to the Hospital:

OhioHealth Corporation
3430 OhioHealth Parkway

Columbus, OH 43202
ATTN: Kathleen Hickey, Manager Learning, Academic Partnerships

For legal notices with a copy to:

OhioHealth Corporation
Office of the General Counsel
3430 OhioHealth Parkway
Columbus, OH 43202

3. This Agreement shall be governed by the laws of the State of Ohio. Any actions, suites or claims that may arise pursuant to this Agreement shall be brought in the appropriate courts of Allen County.

4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

[This section left intentionally blank]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: *Antoinette M. Baldin*

Date: 8/23/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

OHIOHEALTH CORPORATION

Signature: *Kathleen M Hickey*

Date: 8/23/2021

Name: Kathleen Hickey

Title: OhioHealth Learning Manager

**PARTNERSHIP AGREEMENT BETWEEN
VAN WERT HEALTH AND RHODES STATE COLLEGE**

This Partnership Agreement, made and entered this 20th day of September 2021 by and between Van Wert Health (herein after referred to as the “Hospital”), a not-for-profit healthcare entity, and Rhodes State College (herein after referred to as the “College”). Collectively, the Hospital and the College will be referred to as the “Parties”.

WHEREAS, the College is a technical college, created pursuant to R.C. Chapter 3357, that has applied to the chancellor of higher education for authorization to offer an applied nursing bachelor’s degree program (hereinafter referred to as the “Program”); and

WHEREAS, the Parties recognize that the field of nursing is an in-demand field, particularly in their region of Western Ohio; and

WHEREAS, if the College qualifies for the applied nursing bachelor’s degree program, it will be providing an educational need to meet the work force demand for nursing in the region of Western Ohio; and

WHEREAS, the Hospital is a regional business that is capable of training students in the in-demand field of nursing and employing such students upon their successful completion of the Program; and

WHEREAS, the Hospital and the College mutually desire to promote excellence in the in-demand field of nursing and to contribute to the professional growth and competence of students both enrolled in and those that complete the Program; and

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

A. Hospital Commitment/Participation

The Hospital will be able to commit to (please check all that apply):

- Provide clinical placements
- Provide preceptors
- Provide scholarship support
- Allow the use of the Hospital logo in candidate recruitment and promotional material
- Participate on a program advisory committee at the College

B. Responsibilities of the Parties

1. The College and the Hospital shall not discriminate against any student on the basis of race, color, religion, sex, age, disability, military status, national origin or ancestry.

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

2. The College and the Hospital agree that they shall abide by all applicable federal, state and local laws, rules, regulations and executive orders in effect as of the date of this Partnership Agreement, and as they may change or be amended from time to time.

3. The College and the Hospital agree that the Parties are not responsible to each other or to any students if the Hospital does not have any available openings for the students upon their completion of the Program.

4. The Hospital acknowledges that it may, pursuant to this Agreement, generate or otherwise be in possession of confidential education records regarding the College's students, and that these records are protected by federal law including, *inter alia*, the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C.A. 1232g. The Hospital further understands that it may not share or disclose these education records with any party other than the College, without both the College's and the relevant student's consent.

5. For any students participating in a clinical experience/placement at the Hospital, the College shall provide Hospital with: a criminal background check of each resident doing a rotation; results of a drug test conducted in the last thirty (30) days; proof of immunizations including up-to-date flu shot; proof of up-to-date CPR training; and proof of HIPAA training. Hospital currently does not, but reserves the option to, require Students to receive and/or show proof of a COVID-19 vaccination.

C. Terms of Agreement

1. The terms and conditions of this Agreement may be amended by written instrument executed by both Parties.

2. The term of this Agreement shall be for five (5) years from the day and year first written above automatically renews annually for successive one- (1)-year terms. Either party may terminate this Agreement by a written notification giving ninety (90) days advance notice. Should notice of termination be given, students assigned to the Hospital shall be allowed to complete any previously scheduled clinical nursing experience then in progress at the Hospital and such students will still be considered for employment upon their successful completion of the Program.

Notice of termination shall be directed to the following:

If to the College:

Rhodes State College
4240 Campus Dr.
Lima, OH 45804
ATTN: [INSERT NAME AND TITLE]

If to the Hospital:

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

Van Wert Health
ATTN: Chief Nursing Officer
1250 S. Washington St.
Van Wert, Ohio 45891

With copy to:

John Hoffmann, LLC
582 E. Whipp Rd.
Dayton, OH 45459
ATTN: Van Wert Health – General Counsel

3. This Agreement shall be governed by the laws of the State of Ohio.
4. This Agreement shall supersede any and all prior contracts between the Parties regarding the subject matter hereof.

D. Miscellaneous Provisions

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

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

3. **Waiver.** The failure of either party to insist in any one or more instances upon strict performance of any of the provisions of this Agreement or take advantage of any rights hereunder shall not be construed as a waiver of any such provisions or the relinquishment of any rights, but the same shall continue and remain in full force and effect. Provisions of this Agreement may only be waived by an express written statement specifically stating the intent to waive an identified right signed by the party making such waiver; no acts or omissions shall be construed to imply a waiver.

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties.

5. **Counterparts.** This MOU may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

APPENDIX C - PARTNERSHIP AGREEMENTS - CLINICAL PLACEMENT/PRECEPTOR COMMITMENTS

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement and warrant that they are officially authorized to so execute for their respective parties to the contract.

JAMES A. RHODES STATE COLLEGE:

Signature: Antoinette M. Baldin

Date: 9/21/2021

Name: Antoinette Baldin, PhD

Title: SVP Academic & Student Affairs,
Workforce Development

VAN WERT HEALTH

Signature: Tiffany Williams

Date: 9/20/21

Name: Tiffany Williams

Title: VP HR & Support Services

APPENDIX D - LETTERS OF SUPPORT



February 10, 2021

Rhodes State College
Dr. Cynthia Spiers
4240 Campus Drive
Lima, OH 45804

Dear Dr. Spiers:

At Blanchard Valley Health System, our nurses are critical members of the patient care teams within our hospitals, physician practices, and outpatient facilities. While providing compassionate care, our specially trained nursing teams focus on patient safety and care quality - helping patients better understand every step of their care.

The majority of our bachelor prepared nurses come from The University of Findlay and Ohio Northern University. While we recruit both ADN and BSN graduates from a number of institutions in the region, we consistently have more than 50 RN vacancies across the Health System, at any given time.

Not unlike most health systems in Ohio and around the country, Blanchard Valley Health System is challenged to fill these positions due to the number of licensed nurses versus the large number of vacancies. We do not anticipate being able to bring enough nurses into the organization in the next 3-5 years to fully meet our staffing needs.

BVHS has always had a good experience with Rhoads State students and graduates, and would love to offer as much support and accommodations as we able for precepting and hiring upon graduation.

Thank you for the opportunity to support your institution in this new venture. We look forward to employing Rhodes State nursing graduates with a focus on providing patient-centered care in our Health System.

Sincerely,

Kathy Myers, Recruiter
Blanchard Valley Health System
1900 S. Main Street
Findlay, OH 45840

APPENDIX D - LETTERS OF SUPPORT



April 20, 2021

Dr. Cynthia Spiers, President
Rhodes State College
4240 Campus Drive
Lima, OH 45804

Subject: Letter of Support

Dear Dr. Spiers,

I am writing this letter in support of the Rhodes State College proposal for a Bachelor of Science in Nursing (BSN) degree program in our region. The Grand Lake Health System feels strongly the availability of baccalaureate prepared nurses in our region is not sufficient to meet workforce demand. The Institute of Medicine (IOM) report, "The Future of Nursing: Leading Change, Advancing Health", established a goal of increasing the proportion of nurses with a bachelor's degree to 80 percent by the year of 2020. We are not meeting this goal. As a small rural facility we hire approximately 20 – 30 nurses each year, the majority from Rhodes State College. A Rhodes State nurse graduate wishing to enroll in a BSN completion program has very limited options in the region.

While the prevalence of the baccalaureate degree as a nurse's initial degree has grown, the Ohio Board of Nursing 2019 RN Workforce Data reflects only 37% of Ohio's registered nurses start with a bachelor's degree. In Northwest Ohio, this number is only 27%. Plans to enroll in a baccalaureate program is extremely high (90-96%) among Ohio nurses without a BSN who are 30 years old or younger. But in NW Ohio only 5.3 percent are currently enrolled. While a lack of access to a BSN program may not be a significant barrier at the state level, regionally the available slots for nurses pursuing their BSN are limited. Other reported barriers to a BSN include the ability to balance personal lives and work schedules (17 percent) and high tuition costs (17 percent). Having the availability of a regional, affordable community college program enables non-traditional students to advance their nursing practice.

A baccalaureate prepared nursing workforce is key to our organization's human resource planning and is a critical part of our strategy to meet the health needs of the community. The largest segment of the nursing workforce is employed in a hospital setting. Our health system hosts Rhodes State students in their clinical rotations and hires graduates from Rhodes State into our health system. The attractiveness of our employment proposition and our own competitiveness in the region relies on an available pool of qualified nursing applicants. We depend on this pipeline. The healthcare delivery model of the near future is expected to require educational preparation beyond an Associate Degree for nursing. If the state wishes to be competitive in retaining a talented labor pool in Ohio, then we must develop the kinds of educational opportunities sought by those pursuing high demand career options.

Respectfully,

A handwritten signature in black ink, appearing to read "Lana Hinders".

Lana Hinders, MHA, BSN, RN
Chief Nursing Officer
Joint Township District Memorial Hospital

200 ST. CLAIR STREET | ST. MARYS, OHIO 45885-2400
PHONE 419-394-3335 | TOLL-FREE 877-564-6897 | WWW.GRANDLAKEHEALTH.ORG

APPENDIX D - LETTERS OF SUPPORT



Affiliate of ProMedica

April 2, 2021

Cynthia Spiers, Ph.D.
President
Rhodes State College
4240 Campus drive
Lima, Ohio 45804

Dear Dr. Spiers:

Lima Memorial Health System (LMHS) is pleased to support Rhodes State College in its pursuit of a Bachelor of Science (BSN) degree program. The BSN program will provide highly trained and skilled nurses for our local community and greatly impact the healthcare of patients we serve within a 10-county radius.

LMHS, like the rest of the nation, has a greater need for BSN graduate nurses than can be met through currently available nursing programs. Today, the overall BSN rate at LMHS is 54% with only a 40% BSN rate for frontline/direct care staff. This falls short of the Institute of Medicine's goal by 2020 of 80%. With 500 nurses employed by LMHS, and 25% over the age of 50 and likely to exit the workforce in the next five to ten years, LMHS will likely need to hire more than a hundred nurses over the next decade. Even if all of them were to hold a BSN degree, that would still leave us with a need for an additional one hundred or more of our existing nursing staff to complete their BSN.

LMHS reimburses tuition for our own nurses who pursue advanced BSN completion. Many of them choose online, out of state programs because they are the most affordable and quick path to a BSN degree.

Rhodes State College's local BSN degree program will allow us to provide advanced training for our nurses while we invest in our own community. LMHS is fully supportive and committed to the implementation of a BSN degree program at Rhodes State College as we work collegially to provide the best healthcare available for our community.

Sincerely,

A handwritten signature in blue ink that reads "Michael D. Swick".

Michael D. Swick
President & CEO
Lima Memorial Health System

A handwritten signature in blue ink that reads "Ann Pohl".

Ann Pohl, DNP, RN
Vice President of Patient Care Services & CNO
Lima Memorial Health System

1001 Bellefontaine Ave. | Lima, Ohio 45804 | 419-228-3335 | limamemorial.org

APPENDIX D - LETTERS OF SUPPORT



February 3, 2121
Dr, Cynthia Spiers, President
Rhodes State College
4240 Campus Drive
Lima, Ohio 45804

Re: Rhodes State College BSN Program

Mary Rutan Hospital is pleased to offer our support to Rhodes State College in your pursuit of a Bachelor's of Science in Nursing (BSN) degree program. Our facility has a long history of supporting the current Associate Degree Program with clinical opportunities as well as hiring program graduates. I myself am a graduate of the program and participated in clinicals at Mary Rutan Hospital as part of my education.

The majority of the nurses hired at Mary Rutan are coming from an AD program and then return to complete their BSN through an online program. In 2020 we hired 19 nurses and six of them had their BSN upon hire. Currently we have nine nursing positions posted while we prefer to hire those with a BSN we do hire AD nurses and encourage them to complete their BSN. Mary Rutan currently offers 100% tuition reimbursement.

Mary Rutan would continue our current relationship with Rhodes State College and would commit to precepting students during their capstone as well as hiring graduates of the program. We would be comfortable with four capstone students each semester if there were students interested in coming to Mary Rutan. We look forward to the potential additional education option for those in our community interested in pursuing a nursing career.

Thank you,

Wendy Rodenberger MS BSN RN NEA-BC
CNO and Vice President of Patient Care
Mary Rutan Hospital
937-599-7006
Wendy.Rodenberger@maryrutan.org

205 Palmer Avenue Bellefontaine, Ohio 43311-2298
Phone: 937-592-4015 Fax: 937-292-7148
www.maryrutan.org

APPENDIX D - LETTERS OF SUPPORT



Mercer Health Mercer County Community Hospital

Dr. Cynthia Spiers, President
Rhodes State College
4240 Campus Dr.
Lima, OH 45804

February 5, 2021

Dr. Spiers,

The current status of healthcare workers in the region, state, and nation has been under high scrutiny throughout the past year as COVID preparations were in full swing. It became very evident that healthcare is lacking when trying to manage high patient care demands. Mercer Health quickly discovered that there were not enough quality nurses to manage all of our normal service lines as well as implement new care centers for surge capacity and outpatient operational needs.

We have heavily relied on area universities and colleges to continue to educate new nurses that want to return to their hometown community and serve their family, friends and neighbors. We have seen great success in having a collaborative relationship with Rhodes State College to help provide onsite clinical rotations and future employment opportunities for these individuals.

Rhodes State College continues to provide a comprehensive education program that prepares students for real world experiences. By enhancing their program options, they will only continue to build on their already high quality performers. We have seen an increase over the past 5-10 years on the number of young people that want to pursue a career in either advanced practice care or leadership. Both of these career paths begin by first establishing a bachelor's degree in nursing. By offering the BSN degree close to home, students can begin their professional journey with ease. The trend to access higher degree educational opportunities close to home is also growing.

Mercer Health advocates for hiring BSN nurses. We currently employ over 200 RN's across our organization with an additional 27 advanced practice nurses. We do not currently track this by degree but we do favor hiring a BSN prepared nurse if applicable for service line and availability. We fully support and advocate for Rhodes State College to be awarded this opportunity.

Thank you for the opportunity to assist in the proposal.

Sincerely,

Susan Miller
VP Patient Care Services, Chief Nursing Officer
Mercer Health
smiller@mercer-health.com
419-678-5388

800 West Main Street • Coldwater, Ohio 45828 • Ph: 419-678-2341 • Fx: 419-678-3271
mercer-health.com

APPENDIX D - LETTERS OF SUPPORT

Mercy Health – Defiance Clinic &
Hospital
1400 & 1404 East Second Street
Defiance, OH 43512



April 21, 2021

Dr. Cynthia Spiers, President
Rhodes State College
4240 Campus Drive
Lima, OH 45804

The Talent Acquisition partners for Mercy Health – Defiance Hospital (MHD) have reviewed your proposal for a Bachelor of Science in Nursing (BSN) degree and are in high support of this initiative. Bachelor prepared nurses have spent more time in the classroom than Associate/Diploma prepared nurses and this allows for the Bachelor prepared nurses to be more prepared to "hit the ground running" when it comes to starting their career.

Due to COVID 19, our need is greater than ever for nurses, especially Bachelor prepared nurses. MHD require RNs obtain their bachelors within 5 years of employment if not already completed. The number of RN vacancies varies throughout the year. Over the next 3-5 years, our vacancies will likely increase as we anticipate multiple retirements.

If Rhodes State College were approved to offer a BSN program, MHD would absolutely take a virtually unlimited number of preceptees and provide clinicals as well. The hospital would surely hire as many BSN prepared new graduates as can safely be accommodated.

Thank you for the opportunity to assist in this proposal.

Sincerely,

A handwritten signature in blue ink that reads "Sonya Selhorst".

Sonya Selhorst BSN, MBA, FACHE
Chief Nursing Officer & Chief Operating Officer
Mercy Health – Defiance Campus

APPENDIX D - LETTERS OF SUPPORT



January 27, 2021

Dr. Cynthia Spiers, President
Rhodes State College
4240 Campus Drive
Lima, Ohio 45804

Dear Dr. Spiers:

On behalf of Mercy Health, St. Rita's Medical Center, we are pleased to announce our support of the Rhodes State College proposal to offer a Bachelor of Science in Nursing program.

Offering these programs at Rhodes State would create a steady stream of potential employees that could benefit organizations like ours in Northwest Ohio. These degrees would be offered on the Rhodes State campus, which makes earning the bachelor's degree convenient. Offering them at the Rhodes State tuition rate makes them affordable. Further, offering these degrees on our student-centered campus makes them achievable. All of this adds up to an exciting opportunity for our entire region.

This endeavor will help alleviate the shortage of nurses in our region and across the state. As we as an organization struggle with the nationwide shortage of nurses, the strong relationship we have with Rhodes State College will only serve to help fill the vacancies we currently experience and provide our community with well trained and educated caregivers.

These programs will generate additional opportunities to enhance incumbent worker training as well.

We will support this initiative by providing curriculum advisement to ensure that the skills taught at Rhodes State continually align with our workforce needs. We further anticipate giving strong employment consideration to graduates of these applied baccalaureate degrees.

If you in need of additional information, please to do not hesitate to contact us.

Sincerely,

A handwritten signature in black ink, appearing to read "Cory Werts".

Cory Werts, RN, MSN, NE-BC
MH, St. Rita's Medical Center
Chief Nursing Officer
cwerts@mercy.com

Mercy Health
Director, Talent Acquisition
SMWilliams1@mercy.com

Nurse Recruiter
LBrinkman@mercy.com

Shannon Williams

Lindsay Brinkman
MH, St. Rita's Medical Center

A Catholic healthcare ministry serving Ohio and Kentucky

APPENDIX D - LETTERS OF SUPPORT



Monday February 1, 2021

Dr. Cynthia Spiers, President
Rhodes State College
4240 Campus Dr
Lima, OH 45804

Dr. Spiers,

The Talent Acquisition partners for Mercy Health St. Rita's (MHSR) have reviewed your proposal for a Bachelor of Science in Nursing (BSN) degree and are in high support of this initiative. Bachelor prepared nurses have spent more time in the classroom than Associate/Diploma prepared nurses and this allows for the Bachelor prepared nurses to be more prepared to "hit the ground running" when it comes to starting their career.

Currently, the majority of MHSR's Bachelor prepared RN's are coming to us with degrees from Ohio University. Ohio University is about a 3 hour drive from St. Rita's, a BSN program located closer to the hospital would be valuable for those that don't want to leave the area or want to become an RN as a second career.

MHSR has Bachelor prepared nurses that have graduated from many different universities and colleges throughout the US. University of Findlay accounts for 3% of our BSN staff, Wright State about 8%, ONU also about 8% and Bluffton and Defiance about 1%.

The aforementioned universities are meeting MHSR needs for new grads as far as their level of education, we would love to see a higher volume of Bachelor prepared nurses join the Ministry.

Due to COVID19, our need is greater than ever for nurses, especially Bachelor prepared nurses. St. Rita's requires RN's to obtain their bachelors within 5 years of employment if not already completed. The number of openings varies between 40-80 RN vacancies throughout the year, and we are currently sitting toward the top end of that scale. Over the next 3-5 years our vacancies could stay within that same variance as more retirements are coming.

If Rhodes State College were approved to offer a BSN program MHSR would absolutely take a virtually unlimited number of preceptees and provide clinicals as well. The hospital will surely hire as many BSN prepared new graduates as can safely be accommodated.

Thank you for the opportunity to assist in this proposal.

Sincerely,

Alexandra Bowen

Alexandra Luce
Supervisor, Talent Acquisition
Bon Secours Mercy Health
Abowen1@mercy.com
419-261-4711

SMW

Shannon Williams
Director, Talent Acquisition
Bon Secours Mercy Health
SMWilliams1@mercy.com
513-607-1255

A Catholic health care ministry serving Ohio and Kentucky

APPENDIX D - LETTERS OF SUPPORT



Dr. Cynthia Spiers, President
Rhodes State College
4240 Campus Dr.
Lima, OH 45804

January 29, 2021

It is my pleasure to write this letter in support of the proposed Bachelor of Science in Nursing (BSN) degree program offered by Rhodes State College. 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. Rhodes offers an acute care and critical care track that aligns with OhioHealth's Acute Care and Advanced Care transition to practice fellowship programs.

OhioHealth and Rhodes State College have partnered in the past in support of their LPN and ADN programs to provide clinical education experiences in our facilities. To ensure the college enrollment goals are met, OhioHealth will continue to provide those critical clinical experiences without creating undue stress on our system or other nursing education programs OhioHealth currently supports. OhioHealth Hardin Memorial Hospital, which provides care in Ohio's rural northern region, will benefit greatly from Rhodes State College's new BSN program.

OhioHealth has 12 hospitals across Ohio, hiring over 400 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 Rhodes State College 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,

Kathleen Hickey, MHA, BSN, RN-BC

Kathleen Hickey, MHA, BSN, RN-BC
OhioHealth Learning
Manager of Learning: Academic Partnerships
614-202-8725
Kathleen.Hickey@OhioHealth.com

APPENDIX D - LETTERS OF SUPPORT



March 4th, 2021

Dr. Cynthia Spiers, President
Rhodes State College
4240 Campus Drive
Lima, OH 45804

Dear Dr. Spiers,

On behalf of Paulding County Hospital, please accept this letter of support for Rhodes State College in their pursuit of adding a Bachelor's of Science in Nursing (BSN) program. Paulding County Hospital, located in Paulding, Ohio, is a 25 bed Critical Access Hospital (CAH). We employ close to 250 individuals, 43 whom are registered nurses and roughly 40% hold a bachelor's degree or higher. Education has a significant impact on the knowledge and competencies of nurse clinicians. A bachelor's prepared nurse typically has more in depth knowledge in evidenced-based practices and critical thinking. They typically have done more research and are able to provide advanced care to our patients.

According to The United States Bureau of Labor Statistics, they are forecasting a faster-than-average growth in nursing jobs, 12% increase, by 2028. Some contributing factors include nurse retirement, aging population and burnout, all which increases the need for the replacement of nursing leadership. While both the Associate of Science in Nursing (ASN) and Bachelors of Science in Nursing (BSN) graduates enter an organization with similar clinical skills, a BSN prepared nurse receives the knowledge and skills required for advanced roles within healthcare organizations like our own. Some of the advanced roles include: care coordinators, case managers, nursing informatics, quality specialists, nursing department directors/supervisors/managers and administration. These management type positions are essential for smooth operation of an organization and requires, at minimum, a bachelor's degree.

Paulding County Hospital has accepted students from Rhodes State College for preceptorships and hope this will continue for those who enroll in the BSN program. There is a need to further educate our nursing clinicians to help prepare Paulding County Hospital and other healthcare facilities for the future. Rhodes has proven to produce high quality students and we look forward to them educating ones who could potentially fill our next advanced nursing role opening.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kyle Mawer".

Kyle Mawer MBA, BSN, RN
Chief Operating/Nursing Officer
Paulding County Hospital

1035 West Wayne Street ■ Paulding, Ohio 45879-9235

419-399-4080 ■ Fax: 419-399-5560 ■ www.pauldingcountyhospital.com

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

April Lyn Bates
3063 Shiloh Drive, Lima, Ohio 45801
aprillyn1973@gmail.com
419-296-2848

CAREER OBJECTIVE

My goal is to obtain a nursing instructor position; my experience and education can help nursing students become competent, practicing health professionals.

WORK EXPERIENCE

Nurse Educator beginning in 2015:

I began with Clinical instruction in the nursing home and hospital setting; Classroom lecturer in LPN courses and ADN Medical-Surgical 1 course; Campus lab assisting ADN students in the fundamental's lab and nursing lab competency checkoffs.

Registered Nurse starting in 1994:

Home Health Management, Charge Nurse Duties, Critical Care, Pediatrics, and Medical-Surgical.

EDUCATION

Grand Canyon University, Phoenix, Arizona, June 2014 to March 2016
Degree Conferred: Master of Science in Nursing with an emphasis on Nursing Education

Ohio University, Athens, Ohio, February 2012 to May 2014
Degree Conferred: Bachelor of Science in Nursing - Summa cum Laude

Lima Technical College, Lima, Ohio, September 1992 to
March 1994
Degree Conferred: Associates of Applied Science in Nursing

ADDITIONAL INFORMATION

AHA Basic Life Support July 2020-July 2022

Certified Nurse Educator August 2019-2024

Member of the Ohio League for Nursing January 2018-present

Train the Trainer (TTT) course completed and current with instructor status November 2017-present

Member of Sigma Theta Tau International honor society for nurses January 2015-present

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

EMPLOYMENT

- Rhodes State College, Lima, Ohio, September 2015 to present
- Brown Mackie College, Findlay, Ohio, August 2015 to August 2016
- Home Health Systems of Lima Allen County, Lima, Ohio, February 2015 to July 2015
- Lima Memorial Health System, Lima, Ohio, February 2000 to January 2003 & April 2004 to February 2015
- Heart Institute of Northwest Ohio, Lima, Ohio, January 2003 to March 2004

QUALIFICATIONS

I have been an RN since April of 1994. My experiences started working in a Rehab Unit, Transitional Care, and then Medical-Surgical, cross-training to Pediatrics. I worked in Cardiac Step Down for several years as a staff nurse and charge nurse. I had telemetry and cardiac classes during that time. I worked in a Cardiologist office and had pacemaker training, read Holter Monitors, and obtained ECGs. As a staff nurse in Home Health, my duties included managing my patient caseload, intake coordinator, charge nurse, and on-call responsibilities. Teaching patients and caregivers' medications, diagnosis, wound care, and IV therapy was a significant part of my job. A position in management was Director of Home Health for a local company. My job required running the department's operations, including staff scheduling, staff in servicing, staff evaluations and disciplining, marketing, and patient care.

I have been an adjunct instructor at both Rhodes State College and Brown Mackie College. I have attained experience working with a diverse population of students, ensuring their proficiency in the clinical setting. In the classroom setting, I have gained experience teaching to a varied level of students. My instructing history consists of LPN students, LPN to RN Transition students, and RN students in the first and second semesters. Currently, I am a full-time instructor at Rhodes State College, where I am the Lead Course Instructor for the Medical-Surgical 1 for the LPN- RN.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

PROFESSIONAL REFERENCES

Chris Joseph, MSN, RN
727 Atalan Trail
Lima, Ohio 45805
419-236-4488
Administrator on Site and Nursing School Liaison at Lima Memorial Health System

Sherri Winegardner, DNP, MHA, MSN, RN
3121 Hadsell Rd.
Lima, Ohio 45801-1513
419-221-0988
Dean of Nursing at Bluffton University

Brenda Miller, RN
3475 Sugar Creek Rd.
Elida, Ohio 45807-8507
567-204-2090
Pre-admission Coordinator at Orthopedic Institute

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

MARTHA (Marti) J. BUTLER

4534 E. Hook-Waltz Road • Columbus Grove, Ohio 45830

Butler.m@rhodesstate.edu

Objective

Seeking a rewarding and challenging position as a nurse educator at Rhodes State College in order to enhance and enrich the lives of future nurses as well as the needs of our community at Rhodes State College Lima, Ohio.

Qualifications:

May, 2020 Assistant Professor of Nursing at Rhodes State College (Lima, Ohio)

January, 2019 to Current 2020 STNA Instructor at Rhodes State College

September, 2005 to Current 2020 Clinical nursing instructor at Rhodes State College (Lima, Ohio)

August, 2016 to Current Teach NSG 2525 Pediatric Content and All Pediatric Clinicals

August, 2010 to May, 2016 Taught NSG 2522 Course and Clinicals, Adult Health II, General Adult Medical Nursing (Oncology, Nutritional Disorders, Immune Disorders, Hematological Disorders).

August, 2008 to May, 2010 Three years teaching BHS 211, "Growth & Development across the Lifespan" at Rhodes State College (Lima, Ohio)

August, 2008 to May, 2010 Course Leader for BHS 211, three sections, two peers and myself at Rhodes State College (Lima, Ohio)

June, 2009 to August, 2009 Teaching experience on-line for one quarter at Rhodes State College (Lima, Ohio)

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Thrives in a multi-task environment
Excellent computer skills
Hardworking, determined, independent, autonomous, flexible
Able to grow with company through versatility and adaptability

RN in 1988, BSN in 1998, MSN in 2008 Appreciation of Lifelong Learning

Employment History

August, 2014 to September, 2019 Rank of **Assistant Professor of Nursing** achieved at Rhodes State College. Full-time Faculty Member within the Division of Nursing (at Rhodes State College in Lima, Ohio)

September, 2005 to August, 2014 Rhodes State College, Clinical Nursing Instructor/Classroom Instruction

April, 2000 to February, 2006 St. Rita's Medical Center, Pediatric Staff Nurse (Toledo, Ohio)

May, 1999 to March, 2000 St. Vincent Mercy Medical Center, PICU Sedation Team (Toledo, Ohio)

July, 1990 to April, 1999 St. Vincent Mercy Medical Center, PICU Staff Nurse (Toledo, Ohio)

June, 1988 to June, 1990 St. Vincent Mercy Medical Center, Pediatric Staff Nurse (Toledo, Ohio)

October, 1986 to May, 1988 St. Vincent Mercy Medical Center, Nursing Assistant (Toledo, Ohio)

June, 1985 to September, 1986 Bluffton Community Hospital, Nursing Assistant (Bluffton, Ohio)

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

June, 1982 to August, 1984 Lima Manor Nursing Home,
Dietary/Kitchen Aide (Lima, Ohio)

Education

October, 2008 Master of Science in Nursing
Specialization in Nursing Education
Walden University
Baltimore, Maryland

June, 1998 Bachelor of Science in Nursing
Lourdes College
Sylvania, Ohio

June, 1988 Registered Nurse Diploma
St. Vincent Medical Center School of Nursing
Toledo, Ohio

Licenses and Certificates

RN License
ID # RN 215563
Date obtained **October 08, 1988**; renewed **August 03, 2019**

Basic Life Support, renewed last **August, 2020**
Pediatric Advanced Life Support, 1996-2006, renewed last **August, 2006**

Awards and Honor

Walden University International Nursing Honor Society **July, 2008**

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

References Available Upon Request

COMMITTEES Currently Serving at Rhode State College (2015-2020)

(Nursing) Total Faculty Committee

(Nursing) Curriculum Committee

(Nursing) Professional Development Committee

(Nursing) Chair of National Honor Society

(Nursing) Sub Committee NLNAC Fiscal Resources

(Nursing) Pinning Committee RN

Exam/Test Manual Committee

Task Review Task Force

Welcome Day Committee

Student Development Committee/Shared Governance (appointed by RSCFA,
Spring, 2011-Fall, 2015)

Enrollment Management Committee/Shared Governance (appointed by RSCFA,
Fall, 2015-Fall, 2019)

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

April R Fischer MSN, RN, OCN

6260 Old St. Rt. 224

Ottawa, Ohio 45875

(419)230-8802

aprilrfischer@gmail.com

Education

- April 2011 Masters of Science in Nursing from Walden University, Education Specialization. Minneapolis, Minnesota
- May 2007 Bachelors of Science in Nursing from Bowling Green State University. Bowling Green, Ohio
- May 2002 Ottawa-Glandorf High School graduate. Ottawa, Ohio

Specialization

- Current with OCN, ACLS, PALS, and BLS certificates
- Microsoft, CastleBranch tracing, and Epic "Power User" for computer program.
- Oncology Nursing Certified. Specialized knowledge with oncology patients and interventions.

Professional Experience

- August 2016- Present Faculty member of ADN students. Classroom and clinical educator. Verify compliance with health records. Rhodes State College, Lima Ohio
- November 2013-Present Interventional Radiology Nurse. Patient advocacy during procedures. Assist in plan of care, administer and monitor during conscious sedation, and critically think during procedures. St. Rita's Medical Center Lima, Ohio
- January 2011-December 2013 Adjunct Clinical Instructor. Assist students in learning and understanding nursing knowledge, skills, and environment. Provide leadership in learning environment. Rhodes State College Lima, Ohio
- May 2007- November 2013 Staff Nurse. Provide care for patients, resource for fellow nurses. St. Rita's Medical Center Lima, Ohio

Honors and Awards

- Multiple star award winner for excellent customer service and teamwork with staff.

Service

- Chair: Exam Review Committee, OBN Committee, and ACEN Committee
- Super User for the Pyxis ES units.
- IR representative for the Mercy Health Wellness Committee.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Anne J. Hammersmith

F-974 County Road 19, Holgate, Ohio 43527
Cell: 419-769-4071 dahammer@metalink.net

Professional Background

To promote effective nursing education and balance in a rapidly changing health care environment that is sensitive to available resources of the institution, direction of the governing bodies, and realistic capabilities of the students.

To promote health and education in a setting that is interested in a multidisciplinary approach and holistic care of an individual

To remain sensitive to cultural growth and demographic changes that occur in the health care environment

Skill Highlights

- Tutoring Program Development
- Clinical Instruction
- Lab instruction and simulation experience (manikins and live scenarios)
- Community Nursing Education Development

Registrations

- Registered Nurse in State of Ohio with additional education in Community Health in Nursing.
- School Nurse Certification in State of Ohio, 1989 (Clinical at Napoleon City Schools).

Professional Experience

August 2012 to present (8 years 5 months)

Rhodes State Community College-Lima, Ohio

- Worked as a lab instructor and competency evaluator. Guided Practice facilitator
- Has helped with community pediatric students in Lima area schools
- Growth and Development Online Instruction (Canvas educational system)

July 2018 to August 2019 (1 year 6 months)

University of Toledo

Clinical Associate for Community-Populations Course

- 60 hours with 9 students in several locations in the Toledo Area (BSN)
- 90 hours with Clinical Nurse Leader Program (CNL-graduate level)
- 60 hours with fundamental wellness course at East Broadway Elementary (BSN)
- Blackboard educational system

August 1995 to May 2018 (23 years)

Northwest State Community College – Archbold, Ohio

- Worked in several clinical roles recently as clinical instructor for RN 107 fundamentals course (6-10 students)
- Created and maintained Nurse Tutoring Program including students in RN and LPN Nursing Programs
- Nursing lab instruction and simulation technology
- IV instruction for LPN course
- Pediatrics clinical instructor at Toledo St. Vincent's Hospital, community pediatrics-obstetrics coordinator,
- CEU instructor in asthma education for health care providers and educators professional
- Nutrition Lecture (3 hour, 8 week summer course).
- Medical Assisting 2nd level lab course (Summers 2015 and 2017) Sakai Educational System
- Coordinated Community Portion of several courses including Adult, Pediatrics and Obstetrics Courses

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

August 2016 to May 2017 (2 semesters)

Lourdes University

- Clinical and lab instruction in the fundamentals/community course
- Experience with simulation and the Sakai educational posting board

Fall 2010 (1 semester)

Lourdes College – Sylvania, Ohio

- Clinical Instructor for Community Health Course.
- Supervised 6 Senior level students at the Anthony Wayne School District.
- Simulation developed for vaccination clinic in collaboration with lab staff and Defiance County Health Department

Spring 2010 (1 semester)

Defiance College – Defiance, Ohio

- Nursing Instructor for Community Health Course in RN-BSN program.
- Lecture and Clinical component involved.
- Experience with Northwest Ohio community agencies and WebCT educational technology.

Summer 2006 (one semester)

Lourdes College – Sylvania, Ohio

- Taught in BSN 3rd level assessment of body systems with nursing diagnosis and intervention as a piece of the course.
- Worked with smart board and Laerdal assessment manikin.

August 2009 to November 2010 (2 semesters)

Ohio Northern University – Ada, Ohio

- Classroom Lecturer for BSN Community Health Class
- Clinical Instruction and Precept Management in Lima, Bluffton, Ottawa-Glandorf, and Findlay Ohio
- Clinical instruction included visits and clinical direction of 8 generic BSN students.
- Experience with Blackboard Educational System

January 2002 to January 2006 (4 years)

Defiance County Visiting Nurses – Defiance, Ohio

- Staff nurse as a casual employee in this county wide home health care agency.
- Duties include assessment and care of a variety of patients who have designated as needing care homebound patient.

September 1995 to June 1996 (one school year)

Medical College of Ohio – Toledo, Ohio

- Clinical instructor in community health at the Fulton County Health Department with approximately 6-10 students per quarter.

February 1992 to June 1995 (3 years 5 months)

Health Springs Pediatrics – Dayton, Ohio

- Staff nurse in 3 city wide ambulatory care office for the care of children from infants to adolescents.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

August 1990 to December 1991 (1 year 3 months)
Children's Medical Center – Dayton, Ohio

- Staff nurse in regional area pediatric intensive care unit.
- Care of children with pulmonary, cardiac, neurologic, and medical-surgical crisis from infants to early adults.

July 1985 to June 1990 (4 years 11 months)
Children's Hospital – Columbus, Ohio

- Clinical Nurse III on this 18 bed neurosurgical unit.
- Involved the care of infants to adolescents with brain and spinal cord tumors, ventriculoperitoneal shunts, multiple trauma, and myelomeningocele.
- Active in hospital wide committees such as strategic planning, staff nurse council, and search for director of nursing.

September 1984 to July 1985 (11 months)
University of Virginia – Charlottesville, Virginia

- Staff Nurse in this regional center included the care of school aged children to adolescents in specialties which included oncology, diabetes care, plastic surgery, neurology, trauma care, and renal transplants.

Education and Training

Wright State University 1997
Dayton, Ohio
Community Health in Nursing
MS

University of Toledo-Medical College of Ohio 1984
Toledo, Ohio
BSN

Affiliations

Sigma Theta Tau – Medical College of Ohio 1984

OCONLL

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Melissa A. Harvey, EdD, MSN, RN, CNE

1958 Olympia Circle, Lima, Ohio 45805

Cell: 419-204-0536

E-mail: harvey.m@rhodesstate.edu

Professional Summary

I currently hold the position of Chair of Nursing Services and Practical Nursing Program Administrator at Rhodes State College, Lima, Ohio. This role allows me to utilize my knowledge and skills as both an educator and seasoned nurse to challenge and inspire my colleagues and students. My professional goals are to provide high-quality education and leadership and to serve as a positive role model and knowledgeable mentor. My experience in working with a diverse population of students, patients and colleagues has instilled a greater cultural understanding and higher level of community awareness.

Education and Training

**Doctor of Education, Specialty: Higher Education and Adult Learning
Walden University, Minneapolis, MN**

Conferred: May 10, 2020

Cumulative GPA: 4.0 (Inducted into the National Society of Leadership and Success)

**Master of Science in Nursing, Specialty: Education
Walden University, Minneapolis, MN**

Graduated: December, 2012

Cumulative GPA: 4.0 (Inducted into the National Nursing Honor Society)

**Associate of Science in Nursing
Rhodes State College, Lima, OH**

Graduated: May, 2006 with Honors

Professional Experience

August, 2020 to
Present:

Rhodes State College, Lima, OH

Practical Nursing Administrator and Chair of Nursing: The PN Administrator is responsible for ensuring program adherence and compliance with all criteria in Chapter 4723.5 of the Ohio Administrative Code for practical nursing programs. As the Chair of Nursing, I work with the RN Program (ADN) Administrator, and oversee the State Tested Nurse Aide Training Program (STNA). I am responsible for seeking partnerships with industry, driving innovation within the Nursing department, participation in state-wide and national initiatives that promote the department, participation in marketing activities and efforts, representing the department on various campus committees, assisting the Dean with Divisional initiatives, while maintaining a required instruction load within the ADN program.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

August, 2013 to
June, 2020:

Rhodes State College, Lima, OH

Assistant Professor: Lead Instructor and Coordinator of the Practical Nursing Program, provides instruction in the classroom, lab and clinical settings. Cross-trained to provide class, lab, and clinical instruction in RN program as needed.

*Since becoming the coordinator of the PN program, my students have consistently scored above the national average on the NCLEX-PN exam, achieving a 100% pass rate for the 2019 reporting year.

August, 2006 to
May, 2017

St. Rita's Medical Center, Lima, Ohio

Registered Nurse, 6K Renal-Telemetry Unit: Critical care staff nurse/charge nurse for twenty-eight bed unit. Nursing staff educator for all nursing units as well as unit specific competencies.

August, 1992 to
December, 2012

William L. Swope, Attorney at Law & Chapter 7 Trustee, Findlay, Ohio

Legal Assistant: Served as the office manager as well as provided administrative assistant duties in a prominent law firm.

Nursing Areas of Expertise

- 11 yrs. acute/critical care experience
- Nursing student educator & preceptor
- Adult education
- Nursing staff educator
- Power user for Epic computer system
- Clinical judgment/decision making
- Palliative & holistic care advocacy
- Teach-back method educator
- NCLEX Preparation
- Prioritizing/managing deadlines
- Medical ethics
- Diabetes and nutrition educator
- Renal disorders
- Health promotion & wellness

Certifications/Awards

- Registered Nurse, Ohio Board of Nursing #RN-327565
- Certified Nurse Educator (CNE) Certification, June, 2020
- The National Society of Leadership and Success training program, April, 2020
- Promoted to Assistant Professor, Rhodes State College, May, 2018
- Achieved level III, RN clinical ladder through St. Rita's Medical Center
- Basic Life Support (BLS) Certification, 2002 to present
- Advanced Cardiac Life Support (ACLS) Certification, 2006 to 2018
- Certificate of Completion in Telemetry Monitoring, 2006
- Multiple GEM (going the extra mile) awards from St. Rita's Medical Center

Professional Associations

- Board Member: Lima Convalescent Home Foundation, Inc.
- Chair: Ethics Committee for Lima Convalescent Home Foundation, Inc.
- Member: Grievance Committee for Lima Convalescent Home Foundation, Inc.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

- Member: Defiance College Nursing Advisory Board
- Member: Bluffton University Nursing Advisory Board
- Member: Apollo Nursing Advisory Board
- Member: Central Ohio Team
- Member: Ohio Organization of Practical Nurse Educators
- Member: Ohio League for Nursing
- Member: National League for Nursing
- Member: The National Society of Leadership and Success, Sigma Alpha Pi: Walden University Chapter
- Member: National Nursing Honor Society, Sigma Theta Tau: Phi Nu Chapter

Service to Rhodes State College

- Shared Governance Planning Council Member
- Academic Chair Leadership Committee Member
- HSPS Divisional Chair Committee Member
- Quality Matters Online Course Reviewer
- Cultural Diversity Committee Member
- Nursing Total Faculty Committee Chair
- ADN Curriculum Committee Co-Chair
- Nursing Faculty Interview Committee Chair
- Practical Nursing Curriculum Committee Chair
- Practical Nursing Team Committee Ex Officio Member
- Rhodes Nursing Advisory Board Co-Chair

Courses Taught at Rhodes State College

Associate Degree Nursing Program:

- Essentials of Nurse Practice (face to face and hybrid) (NSG-2525), January, 2013 – April, 2013; September, 2020 – December, 2020 (Instructor: class, lab, & clinical)
- Foundations of Nursing (NSG-1520), September, 2014 – December, 2014; January, 2018 – April, 2018; September, 2020 – December, 2020 (Instructor: lab & clinical)

Practical Nursing Certificate Program:

- Fundamentals of Practical Nursing (PNS-1201), September, 2013 – December, 2013; September, 2014 – December, 2014; September, 2015 – December, 2015; September, 2016 – December, 2016; September, 2017 – December, 2017; September, 2018 – December, 2018; September, 2019 – December, 2019 (Lead Instructor: class, lab & clinical)
- Medical-Surgical Nursing (face to face and hybrid) (PNS-1202), January, 2014 – April, 2014; January, 2015 – April, 2015; January, 2016 – April, 2016; January, 2017 – April, 2017; September, 2017 – December, 2017; January 2018 – April, 2018; January, 2019 – April, 2019; September, 2019 – December, 2019; January, 2020 – April, 2020 (Lead Instructor: class, lab & clinical)
- Issues and Trends of Practical Nursing (online)-(PNS-1203), May, 2014 - July, 2014;

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

- May, 2015 – July, 2015; May, 2016 – July, 2016; May, 2017 – July, 2017; January, 2018 – April, 2018; May, 2018 – July, 2018; May, 2019 – July, 2019; January, 2020 – April, 2020; June, 2020 – July, 2020 (Lead Instructor: class)
- Maternal-Child Nursing (face to face and online) (PNS-1204), May, 2014 -July, 2014; May, 2015 – July, 2015; May, 2016 – July, 2016; May, 2017 – July, 2017; January, 2018 – April, 2018; May, 2018 – July, 2018; May, 2019 – July, 2019; January, 2020 – April, 2020; June, 2020 – July, 2020 (Lead Instructor: class, lab)
 - Rhodesology Forensic Nursing Summer Camp, Summer, 2015 (Lead Instructor)

Continuing Education and Scholarship (Past 3 years)

- 11/6/20 – Panelist and Attendee: *From Pipeline to Frontline: Navigating the COVID Storm* (Ohio League for Nursing) 2 Contact Hours
- 11/5/20 – Pre-Licensure Educator Workshop (Ohio Board of Nursing) 5.5 hours
- 11/4/20 –Next Generation NCLEX Review (National Council of State Boards of Nursing [NCSBN]), 2 hours
- 6/16/20 – Sat for and passed the National League for Nursing Certified Nurse Educator (CNE) Examination
- 5/10/20 – Dissertation entitled: *Perceptions of Clinical Adjunct Instructor Preparedness in Nurse Education*, published through ProQuest
- 5/1/20 – Best Practices in Incorporating Standardized Testing in a Nursing Ed Program (Nurse Tim, Inc.) 1 Contact Hour
- 5/1/20 – Preparing for the Next Gen NCLEX: Applying Clinical Judgment in the Classroom (Nurse Tim, Inc.) 1 Contact Hour
- 1/8/20 – Energizing Faculty: Rediscovering the Joy in Teaching (Nurse Tim, Inc.) 1 Contact Hour
- 11/6/19 – NCSBN: NCLEX Regional Workshop (Ohio Board of Nursing) Columbus. 8 hours
- 11/5/19 – Elsevier Presentation on Next Gen products for HESI, Sherpath, EAQ's, etc. 11:30 a.m. – 1:00 p.m. 1.5 hours
- 10/29/19 – 10/30/19 – Iggy's Next Generation NCLEX Camp: The Road to Nursing Practice & NGN Success (Donna Ignatavicius) 10.25 Nursing Contact Hours (16 hours)
- 10/7/19 – OOPNE Fall Director's Meeting, Central Ohio Technical College (8 hours)
- 6/19/19 – Ohio Nursing Law (Anderson Continuing Education) 1 Contact Hour
- 5/15/19 – NCLEX Across the Curriculum, Part II (Nurse Tim, Inc.) 1 Contact Hour
- 5/13/19 – NCLEX Across the Curriculum, Part I (Nurse Tim, Inc.) 1 Contact Hour
- 5/13/19 – Informatics Across the Curriculum (Nurse Tim, Inc.) 1 Contact Hour
- 5/13/19 – Item Analysis Made Easy (Nurse Tim, Inc.) 1 Contact Hour

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

- 1/31/19 – Elsevier Pre-revision Textbook Reviewer for Knecht. P. (2017) *Success in Practical/Vocational Nursing: From Student to Leader*, 8th ed. (3 Chapters)
- 12/27/18–12/30/18 – EdD Residency, Tampa, FL (Walden University) 3 (non-credit) Academic Residency Units
- 12/06/18 – Program Administrator Workshop, Part II (Ohio Board of Nursing) 6 hour session
- 11/07/18 – NCLEX Regional Workshop, (Ohio Board of Nursing) 6 hour session
- 10/12/18 – 2018 Simulation Symposium (Altman Hospital, Canton, Ohio) 2.75 Contact Hours + 1.0 Category A Law and Rule
- 6/15/18 – Program Administrator Workshop, Part I (Ohio Board of Nursing) 6 hour session
- 5/10/18 – Basic Life Support, BL Provider Renewal (American Heart Association) 2 Hours
- 6/15/18 – Program Administrator Workshop, (Ohio Board of Nursing)
- 1/12/18 – “Stop the Bleed” Bleeding Control Basic v.1.0 Course (Jeb Sheidler, MPAS, PA-C, ATC, NRP, EMSI) (American College of Surgeons, Committee on Trauma) Certificate of Course Completion
- 12/21/17 – Debriefing in Simulation: The “Nuts and Bolts” (Nurse Tim, Inc.) 1.25 Contact Hours
- 12/21/17 – Test Blueprints: A Formula for Success (Nurse Tim, Inc.) 1 Contact Hour
- 12/21/17 – Test Item Writing: From Knowledge to Analysis (Nurse Tim, Inc.) 1.25 Contact Hours
- 12/1/17 – Program Administrator Workshop, Part II (Ohio Board of Nursing)
- 10/9/17 – OOPNE Fall Directors Meeting, Columbus State College
- 7/29–8/1/17 – EdD Residency, Minneapolis, MN (Walden University) 3 Academic Residency Units
- 6/16/17 – Program Administrator Workshop, (Ohio Board of Nursing)
- 4/21/17 – Ohio Board of Nursing Updates, Category A (OOPNE Spring Conference) 1.5 Contact Hours
- 4/21/17 – TrafficFree (Human Trafficking), Theresa L. Flores LSW, MS (OOPNE Spring Conference) 1.5 Contact Hours
- 4/20/17 – Civility and Creativity in Today’s nursing Classroom, Judith W. Herrman PhD, RN, ANEF, FAAN (OOPNE Spring Conference) 6.0 Contact Hours

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Professional References

1. William L. Swope, Esquire
(Former employer: years known – 28)
Office: (419) 422-0288
Cell: (419) 722-3395
E-mail: trustee7@scglobal.net
2. Dr. Eric Mason, EdD, RN, Assistant Dean
(Mentor and current supervisor: years known – 16)
Office: (419) 995-8265
E-mail: mason.e@rhodesstate.edu
3. Katherine Vermillion, MSN, RN
(Co-worker: years known – 16)
Office: (419) 996-5514
Cell: (937) 935-8699
E-mail: madkat84@hotmail.com
4. Dr. Russell Decker, PhD, CEM
(Mentor: years known – 9)
Office: (419) 993-1404
Cell: (419) 230-1414
E-mail: russdecker@hotmail.com
5. Dr. Paula Boley, EdD, MSN, RN
(Former Dean: years known – 4)
Cell: 317-443-6556
E-mail: boley.pw@gmail.com

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

AMANDA HOSKINS

Lima, OH 45801

419-302-7841

lularoeahoskins@gmail.com

I am a dedicated, self-driven RN looking to fill an educator/leadership role. I participate in evidence-based practice projects and enjoy teaching others about Healthcare. Educating in the classroom was a driving desire for me to obtain my master's degree.

Work Experience

Full-Time Nursing Faculty

James A. Rhodes State College

August 2021 – Present

I currently teach in the first semester of the Associate Degree Nursing Program in the classroom, laboratory, and clinical setting. I am responsible for implementing curriculum and evaluating student performance.

Clinical Manager/Case Manager

Reliable Home Healthcare – Findlay, OH

June 1st 2021 – August 2021

I participated with interviewing, hiring, training, and supervising new employees. I also participated in marketing. I completed OASIS/485 assessments for medicare/medicaid services provided in the home to clients.

Travel Nurse

ProLink Staffing - Blue Ash, OH

November 2020 to May 2021

I completed a COVID immunization contract in northwest Ohio. Prior to that, I completed a travel contract at Parkview Health System (Randallia) in Fort Wayne, Indiana. I floated to med/surg floors and cared for patients with a wide variety of medical issues, including COVID-19. I used my skills of Spanish as well as sign language to communicate with some patients here. I am expected to complete this contract February 2021.

Director of Nursing

Wapakoneta Manor - Wapakoneta, OH

October 2020 to November 2020

I was the Director of Nursing for a 70 bed skilled nursing facility. I supervised the scheduling as well as budgeting, supply use and purchasing, wound management, staff hiring and infection control. I conducted staff meetings and audits to assure compliance.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Travel Nurse

Trustaff Travel Agency - Cincinnati, OH
September 2020 to October 2020

I completed a short travel assignment at Miami Valley Hospital in Dayton, Ohio. During this assignment, I floated to many acute care and critical care units and cared for patients with a wide variety of medical issues, including COVID-19.

RN

Lima Memorial Health System - Lima, OH

April 2015 to August 2020

I was an RN in the Emergency Department. I cared for patients of all ages and am ACLS, PALS, TNCC and NIHSS certified. I previously worked on the cardiac/telemetry floor. I cared for patients that presented with chest pain and often cared for them through all stages of cardiac treatment. I cared for pre and post cardiac catheterization patients, pre and post cardiothoracic patients, and many other patients with diverse health issues. I am very attentive and provide proactive care. I served on several committees with Lima Memorial. I was also part of the patient safety committee, the nursing informatics committee, and the Professional Practice Council. I was also part of the patient mobility workup team. Together, we designed our new documentation for patient mobility and the needed interventions based on the patient's mobility level. I also help train newly hired nurses on the floor and have been a "super user" for new equipment on the floor, where I am a resource if employees have questions or need assistance. I had experience as a charge nurse for the cardiac unit and oversaw the tasks of 4 patient care techs and 5 other nurses. I also assisted in teaching at our yearly competencies.

Assistant Director of Health Services

Trilogy Health Services - Delphos, OH
March 2020 to July 2020

I was the Assistant Director of Health Services for a nursing facility. I assisted the Director of Health Services with managing the clinical direction of staff and residents in the facility. The facility houses and cares for those needing rehabilitation, skilled nursing, memory care, hospice care and includes assisted living apartments. I actively participated in scheduling, staffing, budgeting, supply purchasing, infection control and wound management. I acted as the Director of Health Services in the absence of the Director of Health Services.

Adjunct Nursing Instructor

Nursing Adjunct- Rhodes State College - Lima, OH
August 2018 to December 2019

for Rhodes State College. I lead clinical groups in the hospital setting and helped teach them critical thinking, time management, professionalism, patient care and other skills needed to be successful nurses while keeping patient safety a priority.

LPN/Associate Committee Member- Brookdale Sr Living

Grand Court - Findlay, OH
March 2014 to April 2015

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

I was an LPN for the facility. I managed the medication administration and care of over 50 residents. I assisted the Health and Wellness Director in carrying out the resident care plans. I was also trained by the Health and Wellness Director on several of her duties, and assisted her in completing them if asked to do so (such as chart audits). I was also on the Associate Committee, where I and a few other employees helped resolve issues that would arise between departments or residents, thought of new ways to improve resident satisfaction, and also helped plan employee appreciation events and holiday gatherings.

LPN-Staff Trainer/Acting DON

Putnam Heritage Assisted Living - Ottawa, OH
February 2012 to February 2014

I was an LPN at an assisted living facility. I administered medications, injections, and assisted with activities of daily living. I also assisted in the fulfillment of the resident's care plan. During my shifts, I managed the duties of 2-3 nurse aides. I was also the staff trainer for the facility. I created and implemented a training program for new employees. I oriented new employees and held monthly informational meetings to assure my staff was properly trained. I used guidelines suggested by state regulations to improve the quality of care that our residents received. I temporarily filled the position of Director of Nursing for the facility from October 2013-February 2014. I interviewed, hired and trained new employees. I coordinated and monitored resident plans of care, conducted MAR auditing, incident investigations, Medicare/Medicaid documentation, monitored food temperatures, conducted the state required fire drills, monitored resident monthly assessments and maintained staffing guidelines for the facility.

Education

Associate Degree in Nursing

Rhodes State College -Lima OH
December 2014

Bachelor of Science in Nursing

Chamberlain College of Nursing - Naperville, IL
December 2017

Sigma Theta Tau International Honor Society of Nursing

March 2018

Master of Science in Nursing-Nurse Executive

Chamberlain College of Nursing - Naperville, IL
August 2021

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

RENE' HUFFMAN

6783 Sunfish Drive ♦ Huntsville, Ohio 43324 ♦ (937) 935-3333 ♦
rhuffman1@hotmail.com

SUMMARY OF QUALIFICATIONS

- 9 ½ years of manufacturing and professional administrative experience in manufacturing industries; 3+ years of experience in Medical Assistant Technology, and 6 years of experience in nursing.
- Registered Nurse License (Ohio Board of Nursing); *Issued: 09/07/10.*
- BLS certified.
- Excellent analytical and problem-solving skills for personnel, quality, and administrative issues.
- Ability to provide outstanding customer service and patient care utilizing my calm demeanor, past experiences, and strong communication skills with patients, family members, and other healthcare professionals.
- Computer skills: Medical Manager; Occupational Health Manager, Occupational Health Research - Systoc, Epic, Microsoft Excel, Outlook, PowerPoint, Word and PeopleSoft, MCG, Milliman.

EDUCATION

Western Governor's University Master's Degree in Nursing Education	Salt Lake City, Utah May, 2020
The Ohio State University <i>Bachelor's Degree in nursing</i>	Columbus, Ohio June, 2012
Rhodes State College <i>Associate in Applied Science in Nursing</i>	Lima, Ohio June 2010

EXPERIENCE

Rhodes State College Clinical Adjunct Instructor	January 2019 – present
<ul style="list-style-type: none">➤ Supervise students' clinical work.➤ Assess clinical education needs and patient and client teaching needs using a variety of methods.➤ Collaborate with colleagues to address teaching and research issues.➤ Demonstrate patient care in clinical units of hospitals.➤ Maintain student attendance records, grades, and other required records.➤ Instructing students in active listening, critical thinking, decision making, time management and patient monitoring.	
Course Instructor	August 2020 – present
<ul style="list-style-type: none">➤ Plan, evaluate, and revise curricula, course content, course materials, and methods of instruction.➤ Evaluate and grade students' class work, laboratory and clinic work, assignments, and papers.➤ Maintain student attendance records, grades, and other required records.➤ Supervise students' laboratory and clinical work.➤ Initiate, facilitate, and moderate classroom discussions.➤ Assess clinical education needs and patient and client teaching needs using a variety of methods.➤ Prepare course materials, such as syllabi, homework assignments, and handouts.➤ Demonstrate patient care in clinical units of hospitals.➤ Keep abreast of developments in the field by reading current literature, talking with colleagues, and participating in professional conferences.➤ Maintain regularly scheduled office hours to advise and assist students.➤ Advise students on academic and vocational curricula and on career issues.➤ Collaborate with colleagues to address teaching and research issues.	

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

RENE' HUFFMAN

6783 Sunfish Drive ♦ Huntsville, Ohio 43324 ♦ (937) 935-3333 ♦
rhuffman1@hotmail.com

OhioHealth, Grady Memorial Hospital

December 2013 – April 2017

Registered Nurse – Utilization Review / Case Management / Quality Specialist

- I identify the current and potential needs of the patient by investigating each chart.
- With an aptitude for teamwork, I charge the multi-disciplinary morning rounds.
- Consult and coordinate with healthcare team members to assess, plan, implement, or evaluate patient care plans.
- I identify the social and/or education needs of the patient and their family. Providing the information and education to the patient and their family
- I effectively communicate information about the follow-up, its components, and its requirements to the patient and/or family.
- Actively review clinical information for concurrent reviews, extending the length of stay for inpatients appropriately.
- Entering, transcribing, recording, storing, or maintaining information in written or electronic form.
- Maintain effective relationship management to obtain orders regarding the patient's length of stay and potential consult needs.
- Research, review, prepare and maintain unusual occurrence reports for the Multi-Disciplinary Peer Review Committee (MPRC)
- Coordinate, organize and facilitate a monthly MPRC meeting.
- Report data regarding MPRC to the Vice President of Medical Affairs as needed.

OhioHealth, Neighborhood Care Site**Health Partners at Honda of America, Mfg.**

Marysville, Ohio

Registered Nurse – Occupational Health, Case Management

July 2012 – March 2014

- Maintain accurate, detailed reports and records in an electronic records management system.
- Interpret, and evaluate diagnostic tests to identify and assess patient's condition.
- Modify patient treatment plans as indicated by patients' responses and conditions.
- Consult and coordinate with healthcare team members to assess, plan, implement, or evaluate patient care plans.
- Instruct individuals on topics such as health education and disease prevention.
- Inform physician of patient's condition after performing physical examinations, make tentative diagnoses, and treating patients.
- Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.
- Observing, receiving, and otherwise obtaining information from all relevant sources
- Communicating with supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- Assist with clinical needs, as well as emergency codes from the production floor.
- Investigations of occupational injuries to determine work relationship for OSHA record keeping purposes.
- Gather, analyze, organize and create work relationship review reports for each injury investigation.
- Assist associates returning to work, utilizing programs specializing in aiding associates to return to the manufacturing environment for long-term success.

Lima Memorial Health Systems

Lima, Ohio

Registered Nurse - Medical/Surgical Float Pool

June 2011 – June 2012

- Monitor, record and report symptoms and changes in patients' conditions.
- Maintain accurate, detailed reports and records.
- Record patients' medical information and vital signs.
- Interpret and evaluate diagnostic tests to identify and assess patient's condition.
- Modify patient treatment plans as indicated by patients' responses and conditions.
- Assess, plan, implement and evaluate patient care plans with health care team members.
- Monitor all aspects of patient care, including diet and physical activity.
- Prepare patients for, and assist with, examinations and treatments.
- BLS, ACLS, PALS

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Curriculum Vitae

Petra A. Linnon, MSN, RN
411 Willeke Ave.
Ada, Ohio 45810
419-303-2451 (Cell)
Linnon.p@rhodesstate.edu

Education

Walden University
Master of Science in Nursing - August, 2010

Pennsylvania State University
Bachelor of Science in Nursing- January 1989

Specialization

MS in Nursing degree specializing in nursing education. The curriculum is based on the National League for Nursing's Core Competence for Nurse Educators and the American Association of Colleges of Nursing (AACN) Essentials of Masters Education.

Professional Experience

Rhodes State College
4240 Campus Drive
Lima, Ohio 45804-3597

July 2010-present Coordinator of NSG 242-NSG 2522

- Provide leadership and management for NSG 242 faculty in Nursing Division
- Provide innovative teaching techniques that assist with different learning styles in the classroom
- Teach theory: Circulation, Renal, Skin/Tissue Integrity, Burns, Activity/Mobility and Neurology in NSG 2522 curriculum
- Orient adjunct and new faculty to Rhodes State College Nursing Division's philosophy and teaching methodologies for classroom and clinical settings
- Evaluate NSG 2522 student performance in classroom and clinical setting
- Mediate conversations between students and faculty
- Serve on multiple committees in Nursing Division

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

- Liaison between Nursing Division and clinical sites at St. Rita's Medical Center and Lima Memorial Hospital
- Organize and finalize clinical schedules for NSG 2522 faculty and students
- Organize and finalize observation schedule for NSG 2522 students at St. Rita's Medical Center: ICU, ER and Wound Clinic
- Collaborate with Managers and staff at St. Rita's Medical Center and Lima Memorial Hospital in providing quality educational-clinical experiences for NSG 2522 students
- Mentor new adjunct and faculty for clinical at St. Rita's Medical Center
- Develop and lead orientation for the NSG 2522 nursing students-classroom and clinical setting
- Lead Pre and Post-conferences for eight students in the clinical setting at St. Rita's Medical Center
- Organize and schedule activities each term for Campus Lab Day-NSG 2522 students
- Co-Chair Shared Governance College Committee since July, 2013- present

September 2005-present Nursing Clinical Instructor-AD Nursing Program

- Provide clinical instruction and supervision of undergraduate clinical nursing students on a Medical-Surgical/Telemetry step down unit, ICU Step-Down Unit, Oncology and Renal unit
- Coordinate clinical assignments and instruction for two nursing curriculum programs within the AD Nursing program
- Provide instruction for CAPD-Continuous Ambulatory Peritoneal Dialysis, foley catheter insertion, nasogastric tube placement, sterile dressing changes, tracheotomy care, electronic documentation/medication administration, and other medical/surgical procedures
- Serve on various nursing and college committees

Hardin Memorial Hospital

921 East Franklin Street
Kenton, Ohio 43326

July 2005-Feb 2008	Registered Nurse, Medical/Surgical Unit, ICU/CCU
Feb 1992- Dec 1992	Registered Nurse, Surgical Unit
Feb 1992-Feb 1995	Nursing Supervisor (weekend coverage)-Emergency Department
Feb 1990-Feb 1992	Registered Nurse, Intensive Care Unit
Aug 1989-Feb 1990	Registered Nurse, Medical/Surgical Unit

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

- Provided comprehensive nursing care to the medical surgical and critically ill patient
- Triage patient's in the acute care setting, prioritization of patient care
- Focused on all aspects of rehabilitation for postoperative medical and surgical patients
- Directly involved in the orientation and development of new personnel to the clinical team
- Facilitated the development of staff leadership skills to promote professional growth while in the supervisory position
- Functioned in the charge nurse role

Forest Community Health Center

216 East Lima Street
Forest, Ohio 45843

December 1992-July 2005 Registered Nurse

- Provide comprehensive education for patients with acute and chronic health concerns in an outpatient family practice setting (diabetes, hypertension, osteoporosis, heart disease, asthma, COPD, hyperlipidemia, insulin administration)
- Promote a holistic approach to healthy lifestyle changes for adults, geriatrics, and pediatric patients
- Assist the physician with all office procedures such as flexible sigmoidoscopy and lesion biopsies, in addition to women's health procedures (colposcopy, pap test, endometrial biopsies)
- Communicate effectively with a diverse patient population and triage patient concerns appropriately
- Perform venipuncture, electrocardiograms, wound care, immunizations, splinting of limbs, and respiratory treatments
- Discuss and encourage health prevention behaviors in all interactions with patients in addition to focusing on healthy pediatric development and well child visits
- Coordinate various studies for pharmaceutical companies under the direction of the physician

Honors and Awards

Member of Delta Mu Sigma undergraduate studies at Pennsylvania State University
GPA of 3.9: MS in Nursing degree, Specializing in Nursing Education from Walden University.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Committees

Faculty Member of Academic Curriculum
Rhodes State College Faculty Association
Faculty Member of Total Nursing Faculty Committee
Faculty Member of Nursing Social Committee
Professional Development
Total Nursing Process Task Force Committee
Co-Chair Shared Governance (Planning and Facility)
AD Pinning
Welcome Committee
ACEN Subcommittee @ RSC- II Faculty & Staff
OBN Subcommittee @ RSC- 4723-5-10 (Qualifications of Administration, faculty, personnel)
Previsit OBN-Law and Rule

Professional Organizations and Related Activities:

CPR Certification
Delta Mu Sigma: Academic fraternity

Community Involvement

Volunteer Work: Ada Elementary: Youth sporting events
Volunteer Work: Ada Middle School: Youth sporting events
Volunteer Work: Ada High School: Youth sporting events
Ada Craft Show Committee: Fundraiser/Washington D.C. trip
Ada Fundraiser Committee (Chair): Mother's Day Flower Sale: Fundraiser/Washington D.C. trip
Compassion International: Releasing Children from Poverty Program
Lady of Lourdes Catholic Parish: Volunteer work for various community and Parish events: Parish Bazaar

Research Experience

Coordinated various studies for pharmaceutical companies under the direction of the physician (2000-2004).

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Lori A. Ludwig DNP, MSN, RN, CNE
1627 County Road 9
Bellefontaine, Ohio 43311
Cell: (937) 844-1626
Email: loriludwig10@gmail.com

Career Experiences:

Rhode State College
Nursing Faculty
August 2019 - Present

Upper Valley Career Center Practical Nursing Program
Nursing Instructor: October 2013 – June 2015
Program Director: July 2015 – June 2019

Ohio Hi-Point Career Center Adult Division
STNA Program Instructor
March 2019 - Present

Franklin University (Formerly Urbana University)
Nursing and Allied Health Adjunct Faculty
May 2012 – Present

Clark State Community College
Registered Nursing Faculty
May 2012 – 2018

Nancy J. Knight School of Practical Nursing
Ohio Hi-Point Career Center
Health Occupations Coordinator / Nursing Faculty
December 2006 – June 2013 (Program closed)

Rhodes State College
Student Retention Coach, RN Program (Grant funded, part-time position)
January 2012 – May 2012

Office Manager/Staff Nurse
Logan View Pediatrics
September 1993 – December 2006

Staff Nurse
Mary Rutan Hospital
June 2002 – December 2005

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Education:

Capella University
August 2015 – June 2019
Major: Doctor of Nursing Practice
President's Academic List

Urbana University
2009 - 2011
Major: Master of Science in Nursing. Tract: Nursing Education.
MSN Outstanding Student Award

Urbana University
2006 – 2009
Major: Bachelor of Science in Nursing
Dean's list
Alpha Sigma Lamda

Rhodes State Community College
1999 – 2002
Major: Associate Degree in Nursing

License/Certifications:

Professional Registration – Ohio RN. Verification available upon request
Current

Certified Nurse Educator (CNE) – National League for Nursing
2012 – Present

CPR Instructor Certification
1994 – Present

Professional Organizations:

National League for Nursing (NLN)
2012 - Present

Member Omega Gamma Chapter; Sigma Theta Tau International
Inducted 2018

Member, Alpha Sigma Lamda
Inducted 2009

Member, Urbana University Nursing Honor Society
Inducted 2010

Leadership Logan County
2004 Member

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Hardin County Leadership
2010 Member

Publications/Presentations/Research:

Ludwig, Lori (2020) Symposium Presentation: The Effects of an Interprofessional Collaboration Model on Nursing Satisfaction

Ludwig, Lori (2010) Convention Presentation to the Licensed Practical Nurse Association of Ohio student convention

Grant - 2009 American Recovery and Reinvestment Act grant to fund Northwest Ohio Regional Workforce Development. Federal funding level requested \$5,000,000. Grant denied

Ludwig, Lori (2008) Why Should I Read to a Baby? Published in, You 2 Can Paint Your Future Bright

Community Service:

Logan County Safe Kids.

Mobile Food Pantry Volunteer.

Advisory Committee Member. Edison State College

Advisory Committee Member. Urbana University/Franklin University.

Alliance for Therapy Dogs. Volunteer Therapy Dog Team

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

individuals enrolled in the registered nursing program on the fundamentals of psychosocial nursing, clinical decision making, pharmacology, and critical thinking. Participant on many college committees for the nursing department as well as the global college community.

6/15 - Present 360 Healthcare Various sites OH and IN

Part Time Advanced Practice Nurse

Performance of audiology screenings and cleaning of cerumen impactions in the geriatric population as well as hearing aide repair and replacement.

3/11 – 3/15 Nova Behavioral Health Dayton, OH

Part Time Adult Health/ Psych Advanced Practice Nurse Specialist

Advanced Practice Nursing Role. Medical management of residential psychiatric patients, addiction services patients, and dual diagnosis patients. Primary focus on history and physical assessment and chronic disease management.

10/10 – 3/11 Mobile Care Physicians Sylvania, OH

Part Time Geriatric Psych Clinical Nurse Specialist

Advanced practice nurse role. Visiting residents in 4 nursing homes for the purpose of assessment of psychiatric concerns. Primary focus is on medication management of psychotropic medications and re-evaluations. Experience with electronic medical records.

8/04 – 10/10 Health Partners of Western Ohio Lima, OH

Part time Diabetes Clinical Nurse Specialist

Advanced practice nurse role with proactive approach to empower individuals with diabetes to self manage their disease. Primary focus is on education and vigilance of the target organs of diabetes and management of antidiabetic medications/ insulins.

7/98 – 3/06 Community Diabetes Center/ Lima Memorial Professional Corporation Lima, OH

Bachelor prepared nursing role with responsibilities to educate the inpatient and outpatient individual with diabetes in self management. Focus on survival skills and medical management. Experience with gestational diabetes as well as Type 1 and Type 2 diabetes, insulin pump therapy, and PCOS.

Presentations and Publications

8/15 Poster Presentation: International Society of Nurses in

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Genetics National Conference

Phoenix, AZ

8/16 *Endocrinology Advisor.*

<http://www.endocrinologyadvisor.com/type-2-diabetes/aade-2016-genetic-testing-for-type-2-diabetes/article/516468/>

Martz J. F27 A - Knowledge and Attitudes of Certified Diabetes Educators Regarding Genetic Testing for Type 2 Diabetes Mellitus. Presented at: [AADE 2016](#); August 12-15, 2016; San Diego, CA.

10/17 Oral Presentation: Case Western Alumni Association Meeting

Cleveland, OH

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

BRADY PICKFORD

3860 N. Cool Rd. Lima, OH 45801 · (567) 204 - 6560

pickford.b@rhodesstate.edu

pickford.brady@gmail.com

Self-motivated, patient centered and lifelong learner. Able to affectively assess patient condition and implement an effective patient care plan. Highly motivated with ability to multi-task and collaborate with all members of a multidisciplinary team. Seeking a career that will assist in furthering my education, as well as the education of other.

EXPERIENCE

NOVEMBER 2017 – PRESENT

REGISTERED NURSE – INTENSIVE CARE UNIT, ST. RITA'S MEDICAL CENTER

- Functioned in the role as an RN while providing direct, quality, comprehensive care to critically ill patients in an intensive care unit.
- Communicated with physicians and other members of the interdisciplinary team.
- Worked as the Rapid Response and Resource RN providing support in an educational and critical care aspect to floor nurses.

OCTOBER 2020 – PRESENT

NURSING PROFESSOR, JAMES A. RHODES STATE COLLEGE

- Functions as the Lead Instructor for the practical nursing program fundamentals and medical-surgical courses.
- Works with college administration, staff and other faculty members to improve the overall operation of the college and student satisfaction rates
- Maintains current knowledge of nursing practice in order to effectively provide education to nursing students to prepare them for future practice.
- Provides course instruction by utilizing a variety of teaching methods in order to contribute to the ongoing development of the student nurse.
- Contribute to a learning culture by participating on curriculum and system task forces, as well as participates in various workshops and meetings.

NOVEMBER 2014 – DECEMBER 2020

REGISTERED NURSE, MENNONITE MEMORIAL HOME

- Functioned in the role as an RN while providing direct, quality and comprehensive care to residents in a long-term care facility.
- Interacted with other nursing staff, communicated with physicians and supervised job duties of nurse aides while on duty.
- Successfully managed care for a 22-46 residents at a given time.

AUGUST 2017 – OCTOBER 2020

ADJUNCT CLINICAL INSTRUCTOR, JAMES A. RHODES STATE COLLEGE

- Encouraged and supported nursing students in learning to provide nursing care while using evidence-based practice.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

- Created patient assignments for students. Aided students in understanding of a variety of patient's disease processes.
- Facilitated students' critical thinking development through explanation, demonstration, and observation while ensuring student and patient safety.
- Monitored progress of each student and provided formal evaluations on a weekly basis.

NOVEMBER 2016 – NOVEMBER 2017

REGISTERED NURSE – ONCOLOGY/TELEMETRY UNIT, ST. RITA'S MEDICAL CENTER

- Functioned in the role as an RN while providing direct, quality and comprehensive care to residents in a long-term care facility.
- Communicated with physicians and other members of the interdisciplinary team.

APRIL 2016 – NOVEMBER 2016

ASSISTANT DIRECTOR OF NURSING, HILTY MEMORIAL HOME

- Assisted in setting policies and procedures for nursing practice and ensured that those policies were upheld and reviewed to monitor continuity and high-quality resident care.
- Effectively hired, oriented, evaluated, scheduled and performed disciplinary action for all nurse's aides.
- Managed nurse aide labor hours and overtime within budgeted guidelines.
- Functions as the Assisted Living Supervisory/Coordinator, ensuring compliance with Medicaid Waiver requirements.

EDUCATION

FEBRUARY 2019 - AUGUST 2020

MASTER'S OF SCIENCE IN NURSING EDUCATION, WESTERN GOVERNOR'S UNIVERSITY

SEPTEMBER 2016 – JANUARY 2019

BACHELOR OF SCIENCE IN NURSING, WESTERN GOVERNOR'S UNIVERSITY

AUGUST 2011 – MAY 2014

ASSOCIATE OF SCIENCE IN NURSING, JAMES A. RHODES STATE COLLEGE

AUGUST 2006 – MAY 2010

HIGH SCHOOL DIPLOMA, UPPER SCIOTO VALLEY HIGH SCHOOL

SKILLS

- Registered Nurse – Ohio RN License #: 408828
- BLS Certification – Current through December 2022
- Advanced Cardiac Life Support Certification (ACLS) – Current through December 2022

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

- Pediatric Advanced Life Support Certification (PALS) - Current through December 2022
- Trauma Nurse Certification Course (TNCC) - Current through December 2022
- Telemetry Certification – Certified December 2016
- ECMO trained
- Training in a variety of critical cares skills including CRRT, Impellas, balloon pumps, ZOLL targeted temperature management systems, swan-ganz catheters, open-heart recovery, Cheetah Nicom hemodynamic monitoring, and transvenous/epicardial pacers.

REFERENCES

Available upon request.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

CURRICULUM VITAE

TAMMY D. SEGOVIA MSN/Ed, RN

Curriculum Vitae

Tammy D. Segovia MSN/Ed, RN

1450 Ivy Drive
Elida, Ohio 45807
(419) 230-7307
bsegovia@woh.rr.com

Education

Walden University	Nursing	9/2010-6/2012	MSN/Ed	2012	4.0/4.0
Wright State University	Nursing	8/1995-6/1997	BSN	1997	cum laude
Rhodes State College	Nursing	8/1991-6/1994	AAS	1994	cum laude

Specialization

RN licensure-Ohio	7/1994 through	10/2021
ACLS Certification	Current through	1/2021
BLS Certification	Current through	3/2022
Crisis Prevention Institute	6/2008-6/2010	
Oncology Certification	3/1996-3/1999	
Credentialed Trainer-CarePath (Epic) HIM	3/2012-Current	
National Institute of Health Stroke Scale (NIHSS-AACME)	3/2020-3/2021	

Professional Experience

Education

Rhodes State College-Faculty/RN Program Administrator/ Capstone Course Coordinator/Associate Professor-Nursing	8/2015-Present
---	----------------

Provide lecture/theory for multiple ADN nursing courses, evaluate student progress, coordinate preparation of syllabi, develop course outlines and course time tables, develop course lab activities, evaluate student lab performance, provide orientation to multiple course clinical sections, provide academic advice to students, serve on standing and ad hoc committees as needed for the Nursing department and the college, accountable for clinical instruction of students and coordinate all responsibilities involved including evaluations, maintain relationships with clinical sites and professional peers, maintain documents for preceptorship, Coordinate: classrooms, preceptorships, pinning ceremony, HPS days, HESI exams, Kaplan exams, NCLEX reviews, Health Fair, Seminar Day, and NCLEX Prep days. Promoted to Assistant Professor 5/2016. Promoted to Associate Professor 5/2020. Appointed RN Program Administrator 8/2020.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

CURRICULUM VITAE

TAMMY D. SEGOVIA MSN/Ed, RN

Rhodes State College-Faculty/Nursing Instructor 8/2012-8/2015
Provide lecture/theory for multiple ADN nursing courses, evaluate student progress, assist in preparation of syllabi, provide academic advice to students, serve on standing and ad hoc committees as needed, accountable for clinical instruction of students and all responsibilities involved, maintain relationships with clinical sites and professional peers, evaluate student lab performance.

St. Rita's Medical Center-Credentialed Trainer 3/2012-7/2019
Credentialed Trainer and physician resource/educator for Carepath (Epic) EMR. Responsible to train new physicians and ancillary staff on EMR, organizational resource and support for Carepath functions, offer personalization for physicians, and serve on the clinical informatics committee.

Rhodes State College-Adjunct Clinical Instructor 5/1999-8/2012
Responsible for clinical supervision and facilitation of learning objectives for assigned group in the clinical and laboratory settings, orient students to clinical area, communicate with host facility and learning institution, preparation of learning experiences, evaluation and feedback of student performance and maintenance of student clinical records.

Professional Experience **Clinical**

St. Rita's Medical Center-Clinical Supervisor 10/2003-8/2012
Supervisor of Coronary Care unit and Coronary Step-down unit, responsible for staffing and directing up to 80 employees, clinical preceptor/mentor to new RNs, educator and resource to staff on procedures and equipment, periodically worked bedside direct patient care, monitor QI/QA, Six Sigma and lean committees, productivity and core measures of units, facilitate communication among patients, staff, and physicians, and serve on multiple committees including falls, restraints, policy/procedure/pearls, chest pain accreditation, competency, lift equipment, VAPs and vascular complications.

St. Rita's Medical Center-Coronary Care Unit and ICU 4/1998-7/2019
Primary care RN for acutely ill patients, preceptor for new RNs, familiar with IABP, SWAN/ART lines, CVVH, IABP, therapeutic hypothermia/temperature management system, member of code blue and rapid response STEMI teams, charge nurse, Poweruser for computer charting, and serve on multiple committees.

Joint Township District Memorial Hospital-RN 7/1994-4/1998
Staff nurse on telemetry unit, relief house supervisor, float on Transitional Care unit, Med/Surg unit and ICU/CCU. Participant on committees, QA/QI representative, unit preceptor for new RN employees, and unit trainer for new IV

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

CURRICULUM VITAE

TAMMY D. SEGOVIA MSN/Ed, RN

equipment. Completed seminars and classes on critical care, cardiac, telemetry, oncology, renal, gerontology, and ventilators.

Joint Township District Memorial Hospital–Nurse Tech 1/1993-7/1994

Responsible for obtaining vital signs, point of care blood glucose Levels, general patient care, and reporting directly to the RN.

Office World/CARDS. Inc.–Manager Customer Service/Data Entry 6/1979-1/1993

Began as a Data Entry Operator – responsible for accurately and proficiently key entering and verifying work, logging in batch jobs, transmitting data to tape and via null modem to main frame. Work included payrolls, accounts payable, receivable, school grade cards and scheduling, Medicare/Medicaid/EPSTD medical claims, address labels, and inventories. Averaged accurate keystrokes 22,000 numeric and 15,000 alpha-numeric per hour documented.

Secretary/Receptionist – typed letters and bid proposals, did filing, binding, and operated a multi-line telephone, attended seminar given by UTS on phone etiquette. Data Entry Supervisor – responsible for testing, hiring, training and scheduling up to three shifts of 62 data entry operators, programming work on 4-phase and Nixdorf data entry computers, creating instructional formats/data documents/operational manuals, telemarketing, billing, client contracts review, minor system preventative maintenance, monitor department statistics.

Quality Control / Shipping - responsible for reviewing and correcting preliminary reports, balancing journals, client contact, preparing final reports, bursting, decollating, multi-folding, placing postage, encoding and bulk mailing.

Computer Operator – responsible for timely processing of preliminary and final production reports, loading/off-loading magnetic tapes, printing reports requiring a variety of forms and settings, and maintaining high volume magnetic tape data archives. Customer Service Manager – responsible for Data Entry operations and service of 27 counties in the State of Ohio government food stamp issuances, maintaining accuracy and security of each county's inventory, customer relations, daily and monthly reports to each county, monthly reports to the State, control of transmission of inventory, coordinate monthly processing of each county's monthly issuances, maintain connection with CRISE State project, work with State and Federal auditors and work with USPS inspectors.

Honors and Awards

Manchester Who's Who - Executives and Professionals	2005-2006
National Dean's List Eighteenth Edition, Volume 1	1994-1995
Outstanding Academic Achievement – Rhodes State College	1994
Outstanding Nursing Program Student – Rhodes State College	1994
Recipient of Clinical Excellence in Mental Health Nursing Award	1994
President for National Student Nurses Association – ANA	1993-1994
Recipient of Rhodes State College Academic Scholarship	1992-1994

Presentations

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

CURRICULUM VITAE

TAMMY D. SEGOVIA MSN/Ed, RN

Evidence-Based Practice – Use of NCLEX Review Courses Poster & Verbal Presentation – OSU CTEP Fuld Institute	2017
Exploring Staff Acceptance of Lift Devices as a Safety Culture Change	2012
Speaker for Nursing Orientation – Rhodes State College	1996

Professional Organizations

National Society of Leadership and Success-Walden Chapter	2019-Present
Gamma Kappa Chapter of OADN Nursing Honor Society Founding member/Advisor for RSC Alpha Delta Nu	2014-Present
National League for Nursing	2013-Present
American Association of Critical Care Nurses	1998-Present
Sigma Theta Tau International Honor Society-Zeta Phi Chapter	1996-Present
Sigma Theta Tau International Honor Society-Phi Nu Chapter	2012-Present
Golden Key Honor Society-Wright State Chapter	1997-Present
Phi Kappa Phi Honor Society-Wright State Chapter	1997-Present
Fellow of the Nightingale Society-Wright State University	1997-Present
Phi Theta Kappa-Alpha Tau Mu Chapter-Rhodes State College	1994-Present

Service

Ohio Council of ADN Education Administrators (OCADNEA)	2020-Present
Defiance College Advisory Board member	2015-Present
Dayton Area Nurse Educators (DANE) committee	2015-Present
Central Ohio Team (COT) Ohio State University committee	2015-Present
Various Committees/Shared Governance for Rhodes College: ACEN Standard VI (Chair/ex-officio), Academic (Chair), RSC ADN Honor Society (Advisor/member), Nursing Faculty/RSC Faculty, ADN Pinning, BSN Ad Hoc, OBN ORC 12,15,23 (Chair), Policy & Procedure, P.A.S.S. Committee, Financial, Biology professor search committee, Community Health Fair, RSC Survey Evaluation Committee, Nursing Academic Awards (Chair), Student Development Committee (Chair), OBN & ACEN Self Study (Chair), Faculty Interview team, Welcome Day, Higher Learning Commission Criterion 5 Committee, Comprehensive Early Alert Program (CEAP) Focus Group, e-Portfolio Evaluation committee	2012-Present
Team Leader for American Cancer Society Walk-A-Thon	Summer 2013
Secretary for Critical Care Nurses West Central Ohio Chapter of AACN-American Association of Critical Care Nurses	2005-2012
Rhodes State College Nursing Advisory Board (St. Rita's Rep)	1997-2012
Team Leader for March of Dimes Walk-A-Thon	1989-1992

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

CURRICULUM VITAE

TAMMY D. SEGOVIA MSN/Ed, RN

Recent Seminars/Conferences/Workshops

ACEN Accreditation Process Overview, National Society of Leadership and Success Program-Walden University, OSU Heart Summit, NextGen NCLEX Conference-Iggy, Cardiovascular Symposium, 2019

OSU Heart Summit, Cardiovascular Symposium, Neuroscience & Trauma Symposium, STR Critical Care Competencies 2018

RSC Nursing Divisional meetings, Cardiovascular Symposium, OBN NCLEX Workshop, STR Critical Care Competencies, OSU CTEP-EBP Immersion Program, Lifeline of Ohio-Organ Donor Workshop, OSU Heart Summit 2017

Infection Control workshop, RSC Med Prep Day, RSC Nursing Divisional meetings, Cardiovascular Symposium, Ohio Department Of Health Hearing Screening Training, Abiomed/Impella 5.0/LD Training Program Development series; RSC Nursing, STR Critical Care Competencies 2016

OBN Program Administrator Workshop, WCO Cardiovascular Seminar, STR Critical Care Competencies 2015

Faculty Professional Development series, RSC Nursing Divisional meetings, OLN QSEN pre-summit conference, Ohio Board of Nursing NCLEX workshop, Trauma Symposium, Regional monthly updates for epic, Abiomed Impella workshops, Cardiac and Trauma monthly Grand Rounds, Ohio Law for Nursing, Transforming Nursing Education (KeithRN), Kaplan NCLEX workshop, STR Critical Care Competencies, ACEN Fall 2014 Forum on Standard VI 2014

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Jill C. Sell

12864 Canning Factory Rd.
Wapakoneta, OH 45895
Home Phone: 419-738-2144

Cell Phone: 567-204-0488

Email: jsellrn@gmail.com

Objective

To obtain a position in nursing where I can grow professionally by sharing the knowledge and skills I have gained in the past 14 years as a Registered Nurse.

Education

Master's Degree 08/17/2014
Nursing Education
Walden University
Minneapolis, MN

Bachelor's Degree 05/14/2003
Nursing Science
Wright State University
Dayton, Ohio

Employment History

- Rhodes State College, Nursing Instructor for OB 8/2018-present
- Teaches students in the classroom and clinical setting
 - Instructor for NSG 1524 and NSG 1421
- Joint Township District Memorial Hospital, Staff RN-OB Department 06/2003–11/2019
- Care for laboring moms, postpartum moms and newborns
 - Computerized charting
 - Monitor, record, & report symptoms and changes in patients conditions
 - Record patients medical information and vital signs
 - Teaching new parents baby care, breastfeeding, and care for themselves
- Rhodes State College, Adjunct Instructor for OB 01/2013–07/2018
- Overseas students in the OB clinical setting
 - Grades student paperwork and fills out student evaluations
- Wright State University, Adjunct Instructor for OB 1/1/18-8/2018
- Overseas students in the OB clinical setting
 - Grades student paperwork and fills out student evaluations

Licenses

RN License
ID # RN 309867
Date issued: 01/2004

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Certifications

CPR, NRP, Intermediate Fetal Monitoring, & Advanced Fetal Monitoring
Helped in the implementation of HUGS security system (2014) and Central Monitoring
(2015) for the OB unit.

References

Amy Becker- OB Manager at JTDMH 419-394-3335 ext. 2419 ambecker@jtdmh.org

Christy Muhlenkamp- Co-worker 419-852-8383 cmuhlenkam@jtdmh.org

Teresa Rempfer- Co-worker 419-303-9209 tremper@jtdmh.org

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Monica Slattman MSN, MEd, RN

17147 State Route 613 ◊ Continental, Ohio 45831

Home: (419) 596-3565 ◊ Cell: (419) 969-0051 ◊ mon_628@hotmail.com

EDUCATION

Medical College of Ohio (August 2003-June 2005) **Toledo, OH**
Master of Science
Major: Nursing

The Ohio State University (September 1999-August 2002) **Lima, OH**
Master of Education
Bachelor of Science
Major: Elementary Education

Northwestern College (October 1996-March 1998) **Lima, OH**
Associate of Applied Business Degree
Major: Medical Office Assistant Technology
*Outstanding Attendance Award

EXPERIENCE

James A Rhodes State College September 2007-Present **Lima, OH**
Professor, BHS 2110 Course Coordinator
Classroom-BHS 2110 (Fall 2009-Present, Growth and Development: Lifespan-Classroom and Online), NSG 2525 (Co-Instructor Fall 2015-Spring 2016, Essentials of Nurse Practice), NSG 1521 (Co-Instructor Spring 2013, Nursing Skills Course), BHS 138 (Summer 2010, Intro to Medical Terminology), NSG 241 (Peds content, Fall 2011-Classroom and Blended)

Clinicals-NSG 2525 (Spring 2013-Present), NSG 1423 (Fall 2012-Spring 2016, Fall 2020-Present Medical-Surgical 1 for the LPN to RN), PNS 1204 (Summers 2013-Present, Maternal Child Nursing) for NSG 241 (Medical Surgical-Oncology and Peds) and NSG 242 (Adult Medical Surgical), PNS 105 (Summer 2011, Maternal Child Nursing)

Mercy Defiance Clinic February 2006 - December 2013 **Defiance, OH**
Worked as a RN in the Injection Room and Floating to various specialties
Precepted medical assisting students and new LPNs
Served as a resource person for immunizations, including travel
Developed and implemented new policies and procedures
Collaborated with doctors to implement standing orders for immunizations

Lima Memorial Hospital June 2005 - February 2006 **Lima, OH**
Worked as a RN in the Pediatric Unit and Floated to various units

Putnam County Substitute Teacher August 2001 - May 2007 **Ottawa, OH**
Preschool-12, physical education, music, art, computer, LD, DH, and autistic classes

Cruisin' U Driving School January 2002 - December 2007 **Ottawa, OH**
Taught classroom and driving portions of driver's education

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Monica Slattman MSN, MEd, RN
17147 State Route 613 ◊ Continental, Ohio 45831
Home: (419) 596-3565 ◊ Cell: (419) 969-0051 ◊ mon_628@hotmail.com

Ottawa Glandorf Assistant Girls' Soccer Coach July 1999 – October 2002 **Ottawa, OH**
Assisted Varsity and Junior Varsity Coaches and tallied stats

The Pediatric Center/Allergy and Asthma Clinic April 1998 – June 1999 **Lima, OH**
Worked as a medical assistant and performed various clinical and clerical skills

CREDENTIALS

- ✓ Registered Nurse, Ohio License # 319913
- ✓ American Heart Association, BLS for Healthcare Providers
- ✓ American Heart Association BLS Instructor

PROFESSIONAL ASSOCIATIONS

- ✓ National League for Nursing Education Member 2008 - Present
- ✓ Ohio League for Nursing (OLN) Member 2011 – December 31, 2017

PRESENTATIONS

- ✓ Presenter for QR Codes Share and Learn, Adjunct Orientation, August 2016
- ✓ Co-presenter "Share and Learn", Rhodes State College Faculty Professional Development May 2016
- ✓ Co-presenter "How We Teach", OAYTC Annual Conference, Fall 2014
- ✓ Co-presenter "Active Learning: Having Fun in the Classroom", OAYTC Annual Conference, Fall 2011

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

David J. Thornton RN, MSN, MHA

502 Pine Street • Columbus Grove, Oh 45830 • 419-303-5582 • d_justin_thornton@hotmail.com

Objective

A nurse adjunct with a strong academic background seeking employment at a reputable college.

Summary

- Registered nurse with 8+ years in ICU Stepdown at a Level II Trauma Center.
- 10+ years of experience providing direct and ancillary nursing care in a variety of clinical settings.
- 5 years' experience as a clinical adjunct directly overseeing students in the clinical setting.
- Excellent bedside demeanor and highly effective at developing rapport with staff, students, and patients.
- Dedicated and able to work a flexible schedule to benefit the student body and assist staff.
- Graduated magna cum laude (3.83) from an MSN/MHA program.

Professional Experience

Rhodes State College, (NSG 1523 Adult Health 1)

Lima, OH

Instructor

Sept 2015 – Present

- Conducted lecture and oversaw student activities in the classroom setting.
- Created and updated class syllabi worked with SLA, and offered tutoring and guidance to students.
- Assisted with multiple campus committees OBN, Vision & mission statement
- Presented content through lecture, PowerPoint presentations, and handouts.
- Assisted with campus lab day and skill check offs in the nursing lab.
- Administered exams and utilized the ParScore system to analyze results.
- Assisted students with developing study habits and question comprehension.

Rhodes State College, (NSG 1721 Pharmacology)

Lima, OH

Lecturer

Jan 2015 – July 2015

- Conducted lecture and oversaw student activities in the classroom setting.
- Configured class content and entered grades using the Angel and Canvas systems.
- Presented content through lecture, PowerPoint presentations, and handouts.
- Developed additional study aids and guides to further student comprehension.
- Administered exams and utilized the ParScore system to analyze results.
- Assisted students with developing study habits and question comprehension.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

David J. Thornton RN, MSN, MHA

502 Pine Street. • Columbus Grove, Oh 45830 • 419-303-5582 • d_justin_thornton@hotmail.com

Brown Mackie College, (Lima Memorial Hospital & St. Rita's Medical Center) **Lima, OH**

Adjunct Nursing Professor

Aug 2014 – Present

- Presented multiple classes for RN (Care of the Adult I, II, & III), and LPN programs (Needs of the Older Adult, Foundations of Nursing), as well as general elective classes (Pharmacology, & Medical Terminology).
- Developed and revised course content to fulfill both State and program requirements.
- Assisted in syllabus development and revision as well as textbook selection processes.
- Created and maintained course content to reflect changes in nursing theory, scientific findings, and evidence based practice.
- Designed content including PowerPoint presentations, handouts, and homework assignments which were current, accurate, and engaging.
- Created exams, quizzes, and case study reviews to assist student with comprehension.
- Oversaw the training and testing of RN and LPN students in the nursing laboratory.

Rhodes State College, (Lima Memorial Hospital & St. Rita's Medical Center) **Lima, OH**

Clinical Adjunct

Jan 2011 – July 2015

- Trained students in advanced clinical skills and nursing theory in the laboratory and clinical settings.
- Offered guidance and constructive feedback while assessing student performance.
- Worked diligently to foster confidence, adaptability, and critical thinking skills among students.
- Organized and monitored preceptorships to help students gain real-world experience, observed student performance in actual nursing situations, and matched students with qualified nurse preceptors.
- Educated students using evidenced based practices while applying classroom theory to patient care.
- Oversaw test reviews and provided tutoring on skills, study habits, and time management.

St. Rita's Medical Center, 4K (ICU Stepdown) **Lima, OH**

Registered Nurse

July 2004 – August 2011

- Provided patient education, monitoring, assessment, and discharge instructions.
- Direct communication with physicians and nursing staff to determine pertinent plan of care.
- Performed foley catheter insertions, wound-dressing, telemetry monitoring, ventilator care, NG insertion, and other procedural aspects of quality patient care.
- Floated to other units in the critical care block (ICU, Open Heart, Neuro, etc.) as required.
- As a computer-charting “super user” instructed physicians and other nursing professionals in the use of the hospital's computer charting systems as well as order entry.
- As a nurse preceptor oversaw the performance and development of new nurses.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

David J. Thornton RN, MSN, MHA

502 Pine Street. • Columbus Grove, Oh 45830 • 419-303-5582 • d_justin_thornton@hotmail.com

Grant Medical Center, 8th Floor (Surgical Tele Unit) **Columbus, OH**

Registered Nurse *February 2010 - April 2010*

- Provided patient education, rehabilitation, monitoring, assessment, and discharge instructions.
- Initiated pre and post-surgical interventions including use of orthopedic devices and rehabilitation.
- Promptly responded to patient concerns, call lights, and questions.
- Initiated and maintained communication with members of the interdisciplinary team to determine the appropriate course of care.
- Monitored telemetry for instances of arrhythmias and other cardiac related changes.

Grant Medical Center, 5 West (Stroke Tele Unit) & **6th Floor** (Trauma Stepdown), **Columbus, OH**

Registered Nurse *September 2008 – January 2010*

- Provided stroke rehabilitation, monitoring, and education.
- Started and maintained Heparin, Insulin Drips, and utilized CIWA scale protocols.
- Promptly addressed patient concerns, call lights, and questions.
- Maintained direct communication with physician and nursing staff to determine the best course of care.
- Monitored and treated withdraw symptoms in patients with alcohol and drug addictions.
- Provided ostomy care, neurological monitoring, and spinal stabilization.
- Pre and post-operative management of orthopedic surgical patients.

Mount Carmel West, 6th Tower (Renal Endocrine Tele Unit) **Columbus, OH**

Registered Nurse *October 2007 – May 2008*

- Patient education, monitoring, assessment, and discharge.
- Direct communication with physician and nursing staff to determine patient course of care.
- Foley insertions, wound-dressing, telemetry monitoring, ventilator care, NG insertion, and other procedural aspects of quality patient care.
- Starting and maintaining Heparin, Nitroglycerin, and Insulin drips.
- Telemetry monitoring and interpretation.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

David J. Thornton RN, MSN, MHA

502 Pine Street. • Columbus Grove, Oh 45830 • 419-303-5582 • d_justin_thornton@hotmail.com

Skills & Abilities

Other Managerial Experience

- Worked with rounding teams (physicians, pharmacists, social workers, & managers) to facilitate excellent patient care.
- Instituted research based quality improvement programs to address staff concerns and knowledge deficits at St. Rita's Medical center.
- Created business and marketing plans throughout master's degree program.
- Developed and implemented an additional educational class for nurse interns at St. Rita's Medical Center.

Computer Skills

- Proficient in Microsoft Office (PowerPoint presentations, Word, and Excel).
- Skilled in use of the ParScore Scantron system, as well as Canvas.
- Proficient with DOS, XP, and Vista, and Windows 7, 8, & 8.2 based computer charting systems.

Education

Rhodes State College	Lima, OH
Associate of Science Degree in Nursing	June, 2004
University of Phoenix (online)	Phoenix, AZ
Bachelor of Science in Nursing	Dec, 2008
University of Phoenix (online)	Phoenix, AZ
Masters in Healthcare Administration & Masters in Nursing Science	Dec, 2010

License, Certifications, and Memberships

License

- ❖ Registered Nurse, Ohio License (#313269)

Certification

- ❖ BLS Certified through March 2016
- ❖ Telemetry Certification

Memberships

- ❖ Sigma Theta Tau Honors Society of Nursing

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

David J. Thornton RN, MSN, MHA

502 Pine Street. • Columbus Grove, Oh 45830 • 419-303-5582 • d_justin_thornton@hotmail.com

References

Name: Eric Mason, Ed.D., MSN, RN

Title: Professor and Chair, Division of Nursing at Rhodes State College

Email: mason.e@rhodesstate.edu

Phone number: 419-995-8265

Name: Amber Feighner

Title: Nurse Professor at Brown Mackie College

Email: afeighner@brownmackie.edu

Phone number: 419-306-6382

Name: Lynn Frank

Title: Head of 4th semester clinical

Email: Franck.L@rhodesstate.edu

Phone number: 419-305-7368

Name: Jodi Pahl (Former Manager)

Title: Head of the nursing department at St. Rita's Medical Center (former manager)

Email: Jlpahl@mercy.com

Phone number: 1-800-232-7762

Name: Michelle Burtchin (Manager at clinical site)

Title: Clinical Manager of (ICU) at St. Rita's Medical Center

Email: mkburtchin@mercy.com

Phone number: 1-800-232-7762

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

ALEXIS VERHOFF

14483 Rd 15 M Columbus Grove OH 45830 · 419-889-8834
verhoff.a1@rhodesstate.edu

Seasoned nursing professional with solid teaching acumen and passion for developing new nurses with skills to meet changing healthcare demands. Expert clinical knowledge and judgment with skills in communication, planning and workflow management. Highly observant and diligent about identifying and correcting mistakes.

EXPERIENCE

JANUARY 2019 – CURRENT

NURSING INSTRUCTOR, RHODES STATE COLLEGE

- Observed and evaluated student performance in meeting course objectives and student learning outcomes through assignments, projects and examinations.
- Guided and supervised nursing students in all learning activities, including classroom, lab and clinical learning activities.
- Remained current in instructional methods and evidence-based, best practice nursing concepts and impact such concepts place on nursing program students' education.
- Evaluated students to identify knowledge gaps and conduct thorough assessments.
- Instructed courses in nursing to meet all educational requirements stated in credit course outline and board of registered nursing regulations.
- Continuously improved course curricula, content and materials to maintain currency with changing demands and technological advancements.

APRIL 2001 – CURRENT

REGISTERED NURSE, ST RITAS MERCY HEALTH

- Treated patients suffering from chronic and acute medical concerns, including asthma, seizure disorders and pneumonia.
- Trained new RN hires and ancillary staff members to meet patient service goals, champion standards of care and improve patient overall satisfaction.
- Oversaw patient admission and discharge processes to coordinate related paperwork.
- Treated patients using pharmacological and non-pharmacological treatment modalities to address various disorders, diseases and injuries.
- Delivered high-quality nursing care to patients on Mother/baby, Special care nursery and medical-surgical unit.
- Advanced nursing competencies through participation in simulation exercises and practice improvement projects.

AUGUST 2004 – MAY 2009

ADJUNCT NURSING CLINICAL INSTRUCTOR, OWENS COMMUNITY COLLEGE

- Observed and evaluated student performance in meeting course objectives and student learning outcomes through assignments, projects and examinations.
- Committed passionately to student development through hands-on training.
- Evaluated students to identify knowledge gaps and conduct thorough assessments.

MAY 2005 – JANUARY 2010

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

REGISTERED NURSE, LIMA MEMORIAL

- Monitored and managed various treatment and care interventions.
- Monitored and recorded patient condition, vital signs, recovery progress and medication side effects.
- Developed and adapted individualized treatment plans according to patient recovery goals.
- Delivered high-quality nursing care to patients on 26-bed medical-surgical unit.

EDUCATION

JULY 2018

MASTER OF SCIENCE, NURSING, WESTERN GOVERNORS UNIVERSITY

Education

MAY 2001

BACHELOR OF SCIENCE, NURSING, BOWLING GREEN STATE UNIVERSITY

Minor: Psychology

Member: Sigma Theta Tau

SKILLS

- Clinical supervision
- Student evaluation
- Leadership and mentoring abilities
- Operating simulation equipment

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Kimberly A Wright

113 Woodford Terrace, Lima, OH 45805 | 407-748-8738 | kimberRN2000@gmail.com

Education

MSN | SACRED HEART UNIVERSITY

Major: MSN, Clinical Nurse Leader, GPA 3.97

BSN | ADVENT HEALTH UNIVERSITY

Major: Nursing, graduated with honors

ADN | JAMES A RHODES STATE COLLEGE

Major: Nursing

Experience

NURSING LAB COORDINATOR, RHODES STATE COLLEGE | AUGUST 2019-PRESENT

Develop and implement clinical simulation to meet best practice standards with a focus on critical thinking

Create and maintain a respectful and professional working environment with students and faculty

Maintain the lab inventory, ensure the safe storage and disposal of hazardous materials. Monitor process for use, signing out, and movement of lab equipment

Monitor and assure appropriate standards of lab cleanliness, provide for equipment maintenance, repair, and replacement

Train instructors in simulation procedures, location and use of materials, and operation of equipment

ADJUNCT CLINICAL INSTRUCTOR, RHODES STATE COLLEGE | 2014-2019

Supervise the care provided by a group of students while they complete their clinical rotation during their first experience in a hospital setting.

Coordinate with clinicians at the clinical site to make patient assignments

Evaluate the students' clinical work and provide feedback

Maintain clinical records of performance for grading purposes

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

RN | ST RITA'S MEDICAL CENTER | JULY 2013-DEC 2020, 2000-2001

Successfully plan and manage total care for 4 patients on a critical care unit

Perform clinical assessments on certified stroke unit

Educate patients and family members about stroke symptoms

Initiate and titrate a variety of critical care drips

RN | FLORIDA HOSPITAL | JULY 2001-JUNE 2013

Successfully plan and manage total care for 5 PCU patients in a fast-paced multicultural observational unit.

Cardiac cath lab, post cath experience

Certified preceptor for new graduates and CCNIP

Develop action plans for new nurses needing improvement

Nurse Practice Council voting member

Professional Licenses & Associations

ACLS & BLS certification

American Association of Critical Care Nurses (AACN) member

Ohio State Registered Nurse License RN 291012

PCCN National Certification

Sigma Theta Tau International Honor Society member

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Vitae Information

Mary M. Coleman MSN, RN

Educational Background:

December, 2000, Otterbein College, Westerville Ohio, Master of Science in Nursing (Adult Health Track, Clinical Nurse Specialist)

May, 1996, Franklin University, Columbus Ohio, Bachelor of Science in Nursing

May, 1983, Edison State Community College, Piqua Ohio, Associates of Applied Science in Nursing.

Professional Experience:

August, 2018-January 2021, Rhodes State College, Lima Ohio, adjunct nursing lab instructor

June, 2013-May, 2018, Rhodes State College, Lima, Ohio, full time LPN-RN Transition course coordinator

September, 2008, Rhodes State College, Lima, Ohio, promoted to Assistant Professor of Nursing

September, 2003- May 2018, Rhodes State College, Lima, Ohio, full time Obstetrical course coordinator

September, 2003-July, 2014, Mary Rutan Hospital, Bellefontaine, Ohio weekend Nursing Supervisor

January, 2003-May, 2003, Rhodes State College, Lima, Ohio, adjunct nursing clinical instructor

September, 2001- August, 2003 Mary Rutan Hospital, Bellefontaine, Ohio, Nursing Supervisor

September, 2001-December, 2002, Edison State College, Piqua, Ohio, adjunct nursing clinical instructor

September, 1990- September, 2001, Mary Rutan Hospital, Bellefontaine, Ohio, staff nurse, intensive surgical/coronary care unit

September, 1990-June, 1992, Mary Rutan Hospital, Bellefontaine, Ohio, staff nurse, obstetrical unit.

January, 1990-September, 1990, Lima Memorial Hospital, Lima, Ohio, staff nurse, medical and surgical intensive care unit.

May, 1989-December, 1989, Dorothy Love Retirement Center, Sidney, Ohio, Assistant Director of Nursing.

June, 1988-May, 1989, Lima Memorial Hospital, Lima, Ohio, staff nurse, obstetrical unit

June, 1985-May, 1988, Lima Memorial Hospital, Lima, Ohio, staff nurse, post-surgical unit.

June, 1983-June, 1985, Wilson Memorial Hospital, Sidney, Ohio, staff nurse, medical-surgical unit.

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Professional Memberships:

National League of Nursing, September, 2003-May, 2018

Ohio league for Nursing November, 2006- January, 2021

Professional Activities: Rhodes State College, Lima, Ohio

Rhodes State College, Policy and Procedure Committee, September 2014-2018

Outcomes/Assessment Committee, 2008-2018

AdHoc Policy and Procedure Academic/Nonacademic Misconduct Committee, 2011-2012

Advisory Board Committee, September, 2008- May, 2012

Personnel Committee, September, 2005- May, 2009

Faculty Promotion Committee, March, 2007

Rhodes State Faculty Association Nominating Committee, 2005-2007,

Rhodes State College, Lima, Ohio, Division of Health Science/ Nursing Faculty Committees:

Division of Health Science Social Committee (Chair), September, 2016-May, 2018

Nursing Social Committee, September, 2003-May, 2018

Total Faculty Committee, September, 2003- May, 2018

Academic Curriculum Committee, September, 2006- May, 2018

OBN (4723-5-12-19-20) Sub Committee, September, 2016-May, 2018

NLNAC/ACEN (Students-111) Sub Committee, September, 2008-May, 2018

PASS Committee, August, 2016- May, 2018

Faculty Handbook Committee, September, 2014-May, 2016

OBN Adhoc Committee, September 2014-December, 2015

Test Task Force Committee, September, 2014-May, 2015

PASS Committee (Chair), September, 2004- June, 2014

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

NLNAC AdHoc Committee, September, 2012-May, 2013

First Year Faculty Coordinator, September, 2006- June, 2011

Curriculum AdHoc Committee, September, 2005- September, 2008

OBN AdHoc Committee, September, 2005- December, 2006

Student Retention AdHoc, Committee, August, 2004- May, 2006

Evaluation Committee, September, 2003- December, 2005

Professional Development/Seminars: Rhodes State College, Lima. Ohio, Professional Development 2013-2021 see list for continuing education seminars.

Community Service:

Church representative for Fish Pond Food Pantry, Jackson Center, Ohio, May, 2005-present date

Member of the Executive Committee of Fish Pond Food Pantry, Jackson Center, Ohio, May, 2005-present date

Parish Coordinator for the Student Summer Food Program, Jackson Center, Ohio, summer, 2012

Holy Angels Church Soup Kitchen , Sidney, Ohio, summer volunteer in summer, 2007, and 2008

Meal Ministry Coordinator for ill church members, St. Lawrence Church, Botkins, Ohio June, 2003-September, 2014

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

CURRICULUM VITAE

Christina L. Frymyer MSN, RN
151 Foxfield Ct
Lima OH 45804
(567) 712-4507
Cfrymyer@mercy.com

FORMAL EDUCATION

- 05/2021** **DNP, Xavier University**, Cincinnati, Ohio
Population Health- Degree in progress
- 12/2016** **RN to MSN, Xavier University**, Cincinnati, Ohio
Nursing Education
- 05/2011** **ADN, Rhodes State College**, Lima, OH, Nursing

PROFESSIONAL POSITIONS

01/2016-Present **Mercy Health-St. Rita's**, Lima OH

- Staff Nurse PRN status in inpatient and outpatient Hospice

02/2017-08/2019

James A. Rhodes State College (Rhodes State College), Lima OH

- Clinical Coordinator /Nursing (12/2018 – 08/2019)
- Faculty (RN program) (02/2017 – 08/2019)
 - Foundations of Nursing
 - Medical-Surgical content (teach)
 - Syllabus development/revisions
 - Test construction
 - Formative and summative assessment/evaluation
 - Faculty (RN program)
 - Pathophysiology for Healthcare (05/2017 – 08/2019)
 - Fluid & Electrolyte and Acid-Base disorders (teach)
 - Blood Vessels and Cardiac disorders (teach)
 - Renal disorders (teach)
 - Neuro content (teach)
 - Inflammatory process and blood disorders (teach)
 - Syllabus development/revisions
 - Test construction
 - Formative and summative assessment/evaluation
 - Online and Traditional format instruction
 - Faculty (RN program)
 - Pharmacology (teach) (05/2017-05/2019)
 - Syllabus development/revisions
 - Test construction
 - Formative and summative assessment/evaluation
 - Online and Traditional format instruction

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Frymyer 2

- Faculty (RN program)
 - Adult Health I (08/2017 – 08/2019)
 - Fluid & Electrolyte and Acid-Base (teach)
 - Endocrine (teach)
 - Syllabus development/revisions
 - Test construction
 - Formative and summative assessment/evaluation

01/2015-02/2017 Mercy Health-St. Rita's, Lima, OH

- Staff/Charge Nurse
 - 5K Oncology

01/2012-01/2015 Lima Memorial Hospital, Lima, OH

- Staff/Charge Nurse
 - 2S Oncology/ inpatient hospice/ medical surgical

Leadership Positions

12/2018-08/2019

Clinical Coordinator – Nursing Program, Rhodes State College, Lima Ohio

Assist the Assistant Dean of Nursing in the overall management, planning and daily operations of the nursing department, enforcement of policies and procedures, including faculty retention, adjunct hiring, and professional development for adjunct nursing faculty. The Division of Nursing is one of the largest departments at Rhodes State College with approximately 400 students, 20 faculty members, 25 adjunct clinical instructors, 2 secretaries and 1 professional personnel, and an approved budget of over \$1m. Other responsibilities include adjunct faculty annual assessments, credentialing of College Credit Plus (CCP) and clinical adjunct faculty, the enforcement of College and division policies and procedures, ensure adjunct faculty implement and follow College and division policies and procedures, make adjunct faculty assignments, make student clinical assignments, participate in advisory board meetings with internal and external stakeholders, maintain affiliation agreements with clinical sites, maintain relationships with clinical affiliates.

05/2016-02/2017

Unit Council Chair-5K, Mercy Health-St. Rita's, Lima Ohio

Collaborate with unit staff nurses in developing annual and monthly goals and quality improvement, plan and implement quality improvement projects, develop PDSA cycles related to quality improvement, plan unit staff activities, plan and implement unit participation in fundraising activities related to charity and community volunteering events, empower staff nurses to increase participation in their nursing practice, quality of work and influence on patient care practices, meet with nursing managers and administration to give updates on unit progress.

Masters Project

*2016 “Reducing Adverse Patient Events Through the Use of Virtual Patient Simulation”

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Frymyer 3

PROFESSIONAL DEVELOPMENT

04/2019	Envisioning Population Health: Working Together to Achieve Health Equality Xavier University Conference
04/2019	Developing the Leader Within- AACN webinar
03/2019	Advancing Health Care Transformation: A new Era for Academic Nursing from Concept To Action- AACN webinar
02/2019	Using Informatics to Improve Health of Populations-AACN webinar
02/2019	Q1-103: Testing and Measuring Changes with PDSA Cycles- IHI course
01/2019	The Campaign for Action: Leading the Way in Engaging Nursing to Improve Health AACN webinar
12/2018	Ohio Board of Nursing Law and Rule
10/2018	Why Nurses Need to be at the Policy Table- AACN webinar
Fall 2018	Health Care Policy Course-Xavier University
Fall 2018	Health Care Finance and Economics-Xavier University
Spring 2018	Leadership in Complex Systems-Xavier University
Spring 2018	Application Advanced Research- Xavier University
Fall 2017	DNP Foundations- Xavier University
Fall 2017	Advanced Evidence Based Practice- Xavier University
04/2017	Trends in Simulation

PUBLIC SERVICE

Rhodes State College Welcome Day
Rhodes State College Summer Camp
Rhodes State College Stop the Bleed
Ohio Northern Summer Band Camp
Relay for Life Walk/Run volunteer

COLLEGE SERVICE

Committees (Division Health Sciences/Nursing)

2017-2019	Nursing Faculty Committee
2017-2019	Nursing Total Faculty Committee
2017-2019	Practical Nursing Curriculum Committee
2017-2019	ACEN Nursing Committee
2017-2019	ADN Nursing Application Committee
2017-2019	Health Sciences Dean's Committee
2017-2019	Faculty Interview Screenings Committee

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Frymyer 4

Hospital Service (Mercy Health St. Rita's)

2015-2017	Evidence-Based Practice Committee
2016-2017	Research Council, Co-Chair
2015-2017	Professional Awards
2016-2017	Coordinating Counsel

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

APRIL HAMEL

19362 Road I17 • Cloverdale, OH 45827 • (419) 615-9286 • AHamel1@wgu.edu

SUMMARY

Highly organized, self-motivated registered nurse with 13+ years of experience in the healthcare industry. Exceptional organizational and time management skills combined with the ability to work collaboratively with professionals from various disciplines. Recognized by colleagues for providing competent, professional training in an approachable manner, which puts the learner at ease. Excellent analytical and oral/written communication skills with a proven ability to excel in challenging and complex environments. Demonstrated ability in discerning inefficient processes and making suggestions for improvements.

AREAS OF EXPERTISE

Nursing Education | Patient Care | Charge Nurse | Cardiac Care | Critical Care | Staff Development & Supervision | Nursing Coursework Development & Design | ACLS/BLS/CPR | Professional Development | Incorporating New Technology in Education

PROFESSIONAL EXPERIENCE

MERCY HEALTH ST. RITA'S - Lima, Ohio

July 2012 - Present

Registered Nurse/Charge Nurse, Coronary Care Stepdown

- Mentor and educate many nurses and patient care technicians, many of whom later request to be precepted by me
- Inspire and encourage coworkers to obtain additional professional certifications and education
- Provide excellent education to cardiac patients regarding cardiac catheterization and stents, open heart and congestive heart failure, non-invasive cardiac procedures such as trans-aortic valve repairs and watchman procedures
- Thrives in high-pressure, high-stress environments while maintaining composure and efficient, productive work processes
- Proficient in reading telemetry, recognizing and reacting to harmful rhythms, and certified to pull arterial lines on post-cardiac catheterization patients
- Train coworkers on a style of medication education with patients which incorporates drawings and familiar examples to discuss complex topics and make them understandable to the patient
- Experienced with NSTEMI, STEMI patients, anticoagulation, chest pain protocols, infusions to manage blood pressure, trach care, CPAP & BiPAP

BLANCHARD VALLEY HOSPITAL - Findlay, Ohio

August 2010 - May 2012

Registered Nurse

- RN on a Medical/Oncology floor. Experience with a wide variety of patients and diagnoses
- Care centered on oncology patients in an acute phase of illness or whose illness is complicated by multiple conditions
- Extensive experience with IVs, PICC lines and medi-ports, TPN, blood infusion, wound vacs, and dressing changes
- Analyzed patient charts for errors and advised nurses on corrections as a member of the chart review committee
- Certified Oncology Nurse Society chemotherapy & biotherapy provider

EDUCATION & CERTIFICATIONS

- **Master of Science in Nursing Education**, Western Governor's University, Salt Lake City, Utah, expected early 2021
- **Bachelor of Science in Nursing**, Western Governor's University, Salt Lake City, Utah
- **Associate of Science in Nursing**, Rhodes State College, Lima, Ohio
- **Bachelor of Arts in Psychology**, The Ohio State University, Columbus, Ohio
- **Registered Nurse BSN** - State of Ohio
- **American Cardiac Life Support** - American Heart Association
- **CPR/AED/First Aid Certification** - American Heart Association
- **Progressive Care Certified Nurse** - American Association of Critical-Care Nurses

LEADERSHIP & INVOLVEMENT

- **Nursing Preceptor** - provided education to students, new hires, and nurses new to the unit on patient care, charting, hospital procedures, and professional collaboration
- **Chairperson of Unit Council** - responsible for conducting meetings and recording meeting minutes
- **Member of Professional Development Committee** - responsible for updating and evaluating the clinical ladder
- **Member of Nurse Recognition and Retention Committee** - duties include selecting daisy recipients, planning & conducting nurse's day
- **Daisy Award Nominee** - nominated by patients for daisy award for exceptional care 4+ times in the past eight years

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

James (Jim) Hoffman MSN, BS, BSN, RN

117 W. Newell St.
West Liberty, OH 43357
937.441.2977
jim.hoffman54@gmail.com

Education

Master of Science, Nursing	April, 2016
Indiana Wesleyan University, Marion, IN	
Sigma Theta Tau International Honor Society of Nursing	Inducted March, 2014
Bachelor of Science, Nursing	June, 1986
Wright State University, Fairborn, OH	
Associate of Applied Science, Nursing	June, 1983
Lima Technical College, Lima, OH	
Bachelor of Science, Psychology	September, 1976
Michigan State University, East Lansing, MI	

Experience

Faculty, Nursing	Rhodes State College, Lima, OH	August, 2015 to Present
Provide classroom and clinical instruction for ADN students Participate in program review and faculty committees		
Adjunct Instructor, Nursing	Rhodes State College, Lima, OH	September, 2005 to May, 2015
Provide clinical site instruction for second semester ADN students in acute care setting with focus on adult health and perioperative care		
Nursing Management Shift Director	Mary Rutan Hospital, Bellefontaine, OH	September, 1998 to June, 2015
Clinical and administrative leader for nursing and non-nursing personnel on night shift for community hospital Assist with staff development of nursing staff Work collaboratively with hospital administration, nursing and non-nursing management, and medical staff to ensure safe, effective and efficient delivery of care		
Home Health/Hospice Director		November, 1994 to September, 1998
Provided clinical and administrative leadership of hospital- based home health agency and affiliated hospice agency to provide quality home care compliant with state and federal requirements and Joint Commission standards.		
Nursing Management Manager, Critical Care Step-down Unit	Riverside Methodist Hospital, Columbus, OH	April, 1991 to November, 1994
Implemented Patient/Family Centered Care model on high acuity unit Implemented shared governance leadership model Implemented work redesign involving expanded nurse extender roles improving patient experience through limiting number of staff roles interacting with patient/family and increasing organizational efficiencies		

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

<p>Assistant Manager, Intensive Care Unit Front line shift management overseeing staffing and clinical performance</p>	<p>August, 1988 to April, 1991</p>
<p>Nursing Management Mary Rutan Hospital, Bellefontaine, OH Manager, Emergency/Outpatient/Home Health Developed policies and procedures and implemented hospital based home health agency in compliance with state and federal requirements Oversaw day to day operations of departments according to facility expectations and Joint Commission standards</p>	<p>February, 1985 to August, 1988</p>
<p>Staff RN Mary Rutan Hospital, Bellefontaine, OH Provided patient care in acute care settings including med-surg, telemetry and emergency departments</p>	<p>June, 1983 to February, 1985</p>
<p>Youth Ministry Hi Point Youth for Christ, West Liberty, OH Served as director for local Youth for Christ program with responsibility for direct ministry in one-to-one, group and event settings, as well responsibilities for organizational planning, fundraising and public relations.</p>	<p>July, 1977 to December, 1980</p>
<p>Community Involvement Adult Sunday School Teacher, West Liberty United Church of Christ West Liberty Lions Club Science Olympiad Coach Simon Kenton Pathfinders (local multi-use trail organization) volunteer</p>	
<p>License/Certifications Ohio License: RN-185811, current AHA BCLS-Healthcare Provider, current</p>	
<p>Software proficiencies Microsoft Office 2013 – Word, Excel, PowerPoint Google - Docs, Sheets, Forms, Slides Adobe - Photoshop, Lightroom, Premiere, Audition</p>	

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

References

Susan Allen, BA, RNC, CDONA

Director of Surgery/SPD, Mary Rutan Hospital
Susan.Allen@maryrutan.org
937.599.7056 (work)
937.597.8066 (cell)

Amy Becker, BSN, RN

Birthing Center Clinical Coordinator, Joint Township District Memorial Hospital
419.394.3335 (work)
937.638.4922 (cell)

Mary Coleman, MSN, RN

Nursing Faculty, Rhodes State College
419.995.8233 (work)
937.489.8709 (cell)

Vickie Crumley, MBA, PHR

Vice President of Human Services, Mary Rutan Hospital
Vickie.Crumley@maryrutan.org
937.599.7041 (work)
937.935.1162 (cell)

Marcia Davis, MSA, BSN, RN

Vice President of Patient Services, Mary Rutan Hospital
Marcia.Davis@maryrutan.org
937.599.7006 (work)
937.441.4925 (cell)

Dawn Day, Ed.D, MSN, RN

Adjunct Professor of Nursing, Indiana Wesleyan University
dawn.day@indwes.edu
919.538.1321

Greg Fulmer, MD

Hospitalist, Mary Rutan Hospital
gsfulmer@aol.com
937.592.4015 (work)
937.539.7132 (cell)

Kraig Hissong, MEd.

Superintendent, West Liberty-Salem Local Schools
khisson@wlstigers.org
937.465.1075 (work)
936.206.9909 (cell)

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Hazel Holmes, MSN, RN
435 South Washington Street
P.O. Box 53
New Bloomington, Ohio 43341
740-262-7139 (Cell)
nitro_us_007@yahoo.com

PROFESSIONAL SUMMARY

Doctor of Nursing Practice, Masters of Science in Nursing with Emphasis in Education, Registered Nurse

- Highly skilled and motivated professional that maintains a highly productive work environment while providing quality education to future Nurse Leaders
- Qualified to coordinate and teach the State Tested Nursing Assistant Program through the Ohio Department of Health
- Flexible team player who loves daily challenges in the work environment, while striving to learn new evidenced based practices to be better prepared to teach nursing theory as well as in clinical areas
- Personable professional whose strengths include developing professional rapport with my Student Population as well as my coworkers
- Experience with facilitating online discussions among nursing students and promoting professional communication and team work
- Familiar with electrocardiogram interpretation, emergency room experience, computerized documentation, and maintaining privacy and confidentiality for clients, thus able to help students to learn these qualities

CREDENTIALS

Doctor of Nursing Practice Capella University 225 South 6 th Street Minneapolis, Minnesota 55402	April 30, 2019
Masters of Science with Emphasis on Education Grand Canyon University 3300 W. Camelback Road Phoenix, Arizona 85017 (602) 639-7500	October 30, 2013
Bachelor in Nursing Chamberlain College of Nursing 11830 Westline Industrial Dr. #106 St. Louis, Missouri 63146 (877) 751-5783	October 23, 2011
Train the Trainer Columbus State Community College 550 East Spring Street Columbus, Ohio 43215 (614) 287-8345	August 25, 2020
NCLEX Examination License, State of Ohio Current and Unrestricted	June 2002

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

EXPERIENCE

Rhodes State College 4240 Campus Drive Lima, Ohio 45804 (419) 995-8320	August 12, 2020 – present
Program Coordinator for the STNA Program	
Kenton Nursing and Rehabilitation Center 117 Jacob Parrot Road Kenton, Ohio 43326 (419) 674-4197	May 2020 – August 2020
Assistant Director of Nursing	
Western Governors University 4001 South 700 East Salt Lake City, Utah 84107 (817) 435-7948	July 2016 – May 2020
Course Instructor Facilitated eight online courses for RNs seeking his or her Master's Degree	
School of Practical Nursing Upper Valley Career Center Piqua, Ohio 45356	October 28, 2013 – July 18, 2016; Full-time
Teach nursing theory for Pharmacology to an average class size of 24 students. Have also taught nursing theory for Geriatric and Mental Health Nursing. Responsible for taking a group of 6-10 students into the Geriatric Setting for clinical experiences. Act as Primary Coordinator, as well as a Primary Instructor for the State Tested Nursing Assistant Program. Responsible for providing Geriatric Clinical experiences for a group of up to 8 STNA students.	
Apollo Career Center 3325 Shawnee Road Lima, Ohio 45806 (419) 998-2908	February 2015 – July 2016; Part-time
Responsible for a group of 10 students in the Geriatric Clinical Setting, also participated in skills lab	

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Breckinridge College of Nursing

3781 Park Mill Run Drive
Hilliard, Ohio 43026
614-771-4888

September 2013 – October 2013; Part-time

Instructor in RN Program.
Taught nursing theory for Medical Surgical Nursing
and Nursing Roles.

Ohio Hi Point Career Center

2280 State Route 540
Bellefontaine, Ohio 43311
937-599-3010

November 2007 – June 2013; Full-time

Instructor in a Practical Nurse Program.
Taught lectures in Medical Surgical Nursing as well as
Gerontology and Pharmacology for an average class size
of 24 students.
Responsible for a group of 8 to 10 students in Clinical Settings
for both Medical-Surgical and Geriatric clients.

Acted as Primary Coordinator, as well as a
Primary Instructor for the
State Tested Nursing Assistant Program.
Responsible for providing Geriatric Clinical experiences
for a group of up to 8 STNA students.

Hardin Memorial Hospital

921 East Franklin Street
Kenton, Ohio 43326
419-673-0761

October 2004- February 2010; Full-time/Contingent

Assigned 6-10 clients with various medical
diagnoses. Skills include: Hemodynamic
monitoring, telemetry monitoring, interpreting
electrocardiograms, central intravenous monitoring,
adult assessments, specialized wound care,
emergency room care, and total parenteral nutrition.
Electronic medical records & documentation
(Healthland).

Memorial Hospital of Union County

500 London Avenue
Marysville, Ohio 43040
937-644-6115

October 2002- October 2004; Full-time

Adult, pediatric and surgical assessments, wound
care, emergency room care, and documentation.

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

Sunbridge Care and Rehabilitation of Marion March 1987 – February 2002; Full-time (24,000 hours)
 524 Jamesway
 Marion, Ohio 43302
 740-389-6306

Worked on the Skilled Unit assigned to 25 patients. Supervision of STNA's. There were 3-5 on the Unit. Wound care nurse: responsible for all treatments in the building as well as weekly skin assessment for all Residents and New Admission.

Worked Medical Records: responsible for chart audits, insurance information and filing. Also printed monthly medication and treatment sheets.

Staff Development: in charge of scheduling and monitoring mandatory meetings and attendance. New Hire Orientation.

EDUCATION

Doctor of Nursing Practice April 30, 2019
 Capella University
 September 14, 2015 - present
 225 South 6th St.
 Minneapolis, MN 55402
 (614) 339-8650

Masters of Science with Emphasis in Education April 2012- October 2013
Grand Canyon University
 3300 W. Camelback Road
 Phoenix, Arizona 85017

Bachelors, Nursing September 2008- October 2011
 Chamberlain College of Nursing
 St. Louis, Missouri

Associate Degree, Nursing June 2000- June 2002
 Lima Technical College
 Lima, Ohio

Tri-Rivers Joint Vocational School September 1985 – June 1986
School of Practical Nursing
 Licensed Practical Nurse
 Marion, Ohio

Tri-Rivers Career Center August 1981- June 1983
 Health Occupations
 High School Diploma
 Marion, Ohio

APPENDIX E - FACULTY CREDENTIALS - FULL TIME

References

Bonnie Young
1112 Linford Circle
Alcoa, Tennessee 37701
(937) 569-2239

Pam Hill
4910 W. State Route 185
Piqua, Ohio 45366
(937) 418-7755

Jeannie Burden
1614 Garland Ave.
Lima, Ohio 45804
(419) 773-1094

Pat Floro
201 E. Lincoln Highway
Elida, Ohio 45807
(419) 231-0651

Jill Woodward
1535 State Route 103
Bluffton, Ohio 45817
(419) 889-4159

Kim Patton
12078 W. Morning Vista Sq.
Peoria, Arizona 85383
(480) 980-8736

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Michelle Klaus
230 S. Conant Road
Spencerville Ohio 45887

419-302-2125

I would like to further my mission in nursing by performing as a Nurse Educator in the hospital setting or college environment.

SKILLS & ABILITIES | Time management and preparation of patients for surgery and recovery in Same Day Surgery

IV administration and maintenance.

Organization, project completion and research

EXPERIENCE | RN August, 1997 to present – Mercy Health- St. Rita’s – Lima Ohio

Same Day Surgery January 2001 to present (August, 2021)

Admitting (Entry Nurse) – October, 1999 to December, 2000

Endoscopy – November 1998 to September, 1999

ICU Step down – August 1997 to October 1998

Nurse Tech – June, 1996 to August, 1997

EDUCATION | Lima Technical College- Associate Degree Nursing May, 1993 to June, 1997

Ohio State University – BSN October, 2015 to May, 2019

Chamberlain University – MSN July, 2019 to June, 2021

COMMUNICATION | I love being a nurse. It enables me to care for others in a kind and loving way. I have also been blessed to be able to work in a patient-centered care and Evidence-Based Practice setting.

BLS, ACLS & PALS certified

LEADERSHIP | Charge Nurse – shared position in Same Day Surgery for 3 years.

High Reliability Organization Committee – member

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Nurse Coordinating Council – past member

REFERENCES | St. Rita's Medical Center 730 W. Market Street, Lima Ohio
Cheryl Rex RN/ Charge Nurse -419- 648-2933
Lori Camper RN / Surgery – 419-236-0370
Vicki Reindel, MSN / Quality & Safety / 419-236-8407

PAGE 2

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

TERRIE MCDUGLE

20636 Road E16 Continental, Ohio 45831 · 419-456-3168
terriemcdougles@yahoo.com

Registered Nurse with seven years of experience seeking a career within your organization that will allow me to utilize my skills and education to their fullest potential.

EXPERIENCE

MAY 2021 – CURRENT

NURSE PROFESSIONAL DEVELOPMENT COORDINATOR, MERCY HEALTH ST. RITA'S HOSPITAL

Education specialist for OB, Pediatrics and Psychiatric units. Assist with new employee onboarding and orientation, Virtual Nurse Residency Program and nurse competency.

2013 – 2017

REGISTERED NURSE, MERCY HEALTH ST. RITA'S MEDICAL CENTER

Staff nurse responsible for the complete care of the patients and families. Experience on Medical/Surgical/Orthopedic unit before moving on to the Special Care Nursery.

FEBRUARY 2016 – JUNE 2017

RN CLINICAL INSTRUCTOR, NORTHWEST STATE COMMUNITY COLLEGE

Clinical Instructor for the RN and LPN program.

MARCH 2014- DECEMBER 2015

ADJUNCT FACULTY, BROWN MACKIE COLLEGE

Adjunct faculty member responsible for teaching LPN and RN core curriculum courses. Clinical instructor for LPN and RN.

EDUCATION

FEBRUARY 2015

MSN: LEADERSHIP MANAGEMENT, WESTERN GOVERNORS UNIVERSITY

APRIL 2014

BACHELOR OF SCIENCE: NURSING, WESTERN GOVERNORS UNIVERSITY

DECEMBER 2012

ASN: REGISTERED NURSING, OWENS COMMUNITY COLLEGE

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

SKILLS:

- Strong time management skills
- Managing staff up; help achieve ability
- Self-sufficient, able to work independently
- Able to adapt and learn new programs quickly
- Proficient in productivity and performance reviews
- Complete patient care
- Staff education
- Patient scheduling, billing, order input
- Patient Experience
- Virtual Facilitation
- Ability to multitask
- Able to meet deadlines
- Proficient in word, excel, office and outlook
- Ability to run and lead meetings
- Service recovery, complaint management
- Policy review and development
- Staffing, scheduling, time keeping
- Purchasing experience
- Quality measure monitoring
- Project Management
- Credentialed in EPIC

CERTIFICATIONS:

- Ohio Board of Nursing: Registered Nurse
- BLS: American Heart Association
- ACLS: American Heart Association
- PALS: American Heart Association
- TNCC: Trauma Nurse Care Certification

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

MELISSA R. MAAG

12567 Road 10L Ottawa, OH 45875 · (419) 969-9536

MSN, APRN, FNP-BC

Family Nurse Practitioner certified with the American Nurses Credentialing Center (ANCC). Experience in the nursing field for over eight years, the past three as a nurse practitioner. Wide range of skills set, including urgent care, family practice, occupational health, long-term care, public health, and telemedicine. Professional clinical experience with highly trained medical professionals. Well-rounded, outgoing provider with a constant drive to learn and provide outstanding medical care.

EXPERIENCE

NOVEMBER 2019 – PRESENT

CERTIFIED NURSE PRACTITIONER, HEALTH PARTNERS OF WESTERN OHIO

Family nurse practitioner in a busy family practice office – public health setting. Currently seeing over 60 patients per week. Experience with Telemedicine. Evaluation, diagnosis, treatment, acute and chronic disease management, and medication refills. Advanced knowledge and experience with electronic medical record. One year of telemedicine experience. Data 2000 Waiver with DEAX number available upon request. Over six months of opioid treatment with the use of medication assisted treatment. HRSA Grant 2020 recipient.

JANUARY 2019 – DECEMBER 2019

CERTIFIED NURSE PRACTITIONER, CAREHERE!

Family nurse practitioner in the occupational setting with Midway Progressive Stamping (PSI) in Ottoville, Ohio. Evaluation, diagnosis, treatment, managing chronic disease, and on-site medication refills. Advanced knowledge and experience with electronic medical record (EMR).

AUGUST 2017 – AUGUST 2019

CERTIFIED NURSE PRACTITIONER, MERCY HEALTH ST. RITA'S MEDICAL CENTER

Family practice, urgent care, transition of care, long-term care (hospice and palliative care included). Advanced knowledge and experience with electronic medical record (EMR). Continuing education and skills experience courses.

SEPTEMBER 2012 – 2017

REGISTERED NURSE, MERCY HEALTH ST. RITA'S MEDICAL CENTER

Comprehensive experience in renal, telemetry, ICU, and operating room. Established assessment, patient teaching, and administration of treatment procedures. Two years of operating room experience as a circulating nurse.

MARCH 2010 – SEPTEMBER 2012

NURSE TECH, MERCY HEALTH ST. RITA'S MEDICAL CENTER

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Assisting the registered nurse with care of patients. Assisting patients with activities of daily living.

EDUCATION

JUNE 2012

ASSOCIATE OF APPLIED SCIENCE IN NURSING, RHODES STATE COLLEGE

APRIL 2015

BACHELOR OF SCIENCE IN NURSING, WALDEN UNIVERSITY

AUGUST 2017

MASTER OF SCIENCE IN NURSING, WALDEN UNIVERSITY

Family nurse practitioner

CREDENTIALS AND CERTIFICATIONS

- Ohio Board of Nursing Certification
- American Nurses Credentialing Center (ANCC)
- DEAX Data 2000 Waiver (available upon request)
- DEA (available upon request)
- NPI (available upon request)
- NCLEX-RN

PROFESSIONAL REFERENCES

- Alisa Marzec, MD (419) 262-6283
MercyHealth St. Rita's Family Medicine at Columbus Grove
- Ashley Conrad, CNP (419) 296-7631
Health Partners of Western Ohio
- Treacy Hueve, LISW (630) 857-8824
Health Partners of Western Ohio
- Deb Cousey, RN (419) 231-1776
MercyHealth St. Rita's Surgery Charge Nurse, Orthopedic Institute of Ohio

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Brittney Ann Moore

720 Woodridge Dr. Cridersville, OH 45806 | 419-371-4296 | brittney_moore03@hotmail.com

Objective

· To obtain a position that is challenging, utilizes my skill set, encourages professional growth and allows me to help future nurses grow and develop into competent healthcare providers

Education

ASSOCIATES DEGREE NURSING | MAY 2013 | JAMES A RHODES STATE COLLEGE

Major: Nursing-RN

BACHELOR OF SCIENCE | DECEMBER 2015 | UNIVERSITY OF CINCINNATI

Major: RN-BSN

MASTERS OF SCIENCE | EXPECTED APRIL 2020 | WESTERN GOVERNOR'S UNIVERSITY

Major: MSN-Nursing Education

Experience

RN- GRAND LAKE PEDIATRICS | MARCH 2019 -PRESENT

- Perform chart prep for upcoming patients
- Measure and record patients' vital signs, such as height, weight, temperature, blood pressure, pulse, and respiration.
- Make referral appointments and update medical chart
- Triage phone calls and offer physician-approved medical advice to parents
- Administer vaccinations, IM antibiotics to pediatric patients

RN- BIRTHING CENTER | JOINT TOWNSHIP DISTRICT MEMORIAL HOSPITAL | JANUARY 2014 -PRESENT

- Perform admitting assessments, review history and develop plan of care. Initiate fetal heart monitor, perform sterile vaginal exams, interpret fetal heart tones and determine frequency duration and intensity of contractions.
- Monitor progress of laboring mothers, interpret fetal heart monitor and notify physician when appropriate for progress or problems. Assist mother and labor coach with breathing exercises, pain management techniques and administer pain medication as ordered. Prepare birthing room for delivery using strict sterile technique.

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

- Prepare mothers for elective or emergency Cesarean Section by following written C- Section protocol. Provide emotional support to mother and coach, obtain proper consents and pre-op diagnostic studies and coordinate smooth transfer to surgery
- Assist physician in administering care during labor: artificial rupture of membranes, initiation of internal fetal monitoring or intrauterine pressure catheter, initiation of Pitocin drip or other IV medications, sterile vaginal exams or other procedures. Assist anesthesia with the administration of spinal or epidural anesthetic.
- Perform immediate post-delivery care of mother and infant: determine Apgar scores, bulb suction infants, apply ID bands, weigh and measure infant, administer medications to mother and infant as ordered, assist physician with resuscitation, perform fundal message and monitor vital signs and lochia as needed, promote infant/parent bonding and obtain newborn identification per policy.
- Routine postpartum care of mothers and babies including, but not limited to, assessments, administration of medications, breastfeeding assistance, and postpartum/newborn teaching.
- Provides care to post-op GYN surgery patients (A&P repairs, hysterectomies, etc.)
- During times of low census, may float to other nursing floors to assist with patient care.

RN- BIRTHING CENTER | MARY RUTAN HOSPITAL | AUGUST 2018- MARCH 2019

- Perform admitting assessments, review history and develop plan of care. Initiate fetal heart monitor, perform sterile vaginal exams, interpret fetal heart tones and determine frequency duration and intensity of contractions.
- Monitor progress of laboring mothers, interpret fetal heart monitor and notify physician when appropriate for progress or problems. Assist mother and labor coach with breathing exercises, pain management techniques and administer pain medication as ordered. Prepare birthing room for delivery using strict sterile technique.
- Prepare mothers for elective or emergency Cesarean Section by following written C- Section protocol. Provide emotional support to mother and coach, obtain proper consents and pre-op diagnostic studies and coordinate smooth transfer to surgery
- Assist physician in administering care during labor: artificial rupture of membranes, initiation of internal fetal monitoring or intrauterine pressure catheter, initiation of Pitocin drip or other IV medications, sterile vaginal exams or other procedures. Assist anesthesia with the administration of spinal or epidural anesthetic.
- Perform immediate post-delivery care of mother and infant: determine Apgar scores, bulb suction infants, apply ID bands, weigh and measure infant, administer medications to mother and infant as ordered, assist physician with resuscitation, perform fundal message and monitor vital signs and lochia as needed, promote infant/parent bonding and obtain newborn identification per policy. Routine postpartum care of mothers and babies including, but not limited to, assessments, administration of medications, breastfeeding assistance, and postpartum/newborn teaching.

RN NURSING ADJUNCT INSTRUCTOR | JAMES A. RHODES STATE COLLEGE | JANUARY 2016 – DECEMBER 2018

- Demonstrates and teaches patient care in the clinical setting to nursing students and instructs students in principles and application of physical, biological and psychological subjects related to

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

nursing.

- Supervises student nurses and demonstrates patient care in clinical units of hospital
- Cooperates with medical and nursing personnel in evaluating and improving teaching and nursing practices

RN | HERITAGE MANOR | JULY 2013 – MARCH 2015

- Promoting and restoring patients' health by completing the nursing process; collaborating with physicians and multidisciplinary team members; providing physical and psychological support to patients, friends, and families; supervising assigned team members.

RN | WAPAKONETA MANOR | AUGUST 2013 – DECEMBER 2013

- Promoting and restoring patients' health by completing the nursing process; collaborating with physicians and multidisciplinary team members; providing physical and psychological support to patients, friends, and families; supervising assigned team members

Certifications

- RN–License number 393365
- CPR/BLS Certified through 2020
- NRP Instructor through 2019
- S.T.A.B.L.E provider through 2020
- ACLS provider through 2020

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

JULIE OSENGA, MSN, RNC-EFM

josenga@woh.rr.com ♦ 403 N. Jefferson St. Delphos, Ohio, 45833 ♦ 4192367930

Education

OHIO UNIVERSITY, ATHENS, OH

August 2014 Masters in Nursing Education

Ohio University, Athens, OH

November 2011 Bachelor of Science in Nursing

Lima Technical College, Lima, OH

March 2001 Associates Degree in Nursing

Experience

James A. Rhodes State College, Lima, Ohio

August 2014- Present

1st Semester ADN Clinical Instructor a
nd OB clinical instructor for ADN and LPN programs

- ❖ Assisted students in the clinical field with IV skills, IM and SQ injections, medication passes, complicated and simple dressing changes, and electronic and narrative charting
- ❖ Presented Human Patient Simulator Scenarios to students on HPS day

January 2014-April 2014

Practicum in nursing education.

Preceptor: Jamic Hunsicker, MSN, RN and Robin Borchers, MSN, RN

- ❖ Accrued 237 hours of practicum experience in NSG 1523: Adult Health II
- ❖ Assisted students in the clinical field with IV skills, medication passes, complicated and simple dressing changes, and electronic and narrative charting
 - ❖ Presented Human Patient Simulator Scenarios to students on HPS day
 - ❖ Helped develop chest tube content for HPS day
 - ❖ Taught DM content lecture in classroom
 - ❖ Evaluated students in the clinical setting
- ❖ Proctored examinations and reviewed reliability and validity using the PAR score system
 - ❖ Attended faculty meeting with preceptor

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Julie Osenga MSN, RNC-EFM

St. Rita's Medical Center, Lima, Ohio

May 2002 – Present

Labor and Delivery/ OB Nurse

- ❖ Responsible for care of laboring mothers and newborns.
- ❖ Assisted physicians with deliveries of newborn infants.
- ❖ Responsible for the administration of pain medications and Labor inducing medications.
- ❖ Assisted anesthesiologists with the administration of labor epidurals and responsible for maintaining epidural infusion.
- ❖ Responsible for fetal monitoring of pregnant patients.
- ❖ Responsible for administering and maintaining tocolytic agents for patients in preterm labor.
- ❖ Functions as circulating nurse during cesarean sections and recovery room nurse during cesarean recovery period.
- ❖ Responsible for teaching prenatal classes at least once a month.

St. Rita's Medical Center, Lima, Ohio

September 2001-May 2002

Nursing Assistant

- ❖ Assisted nursing staff in the care of all patients including bathing, changing and feeding.
- ❖ Fed and cared for newborns in Well Baby Nursery
- ❖ Discontinued IV infusions and Foley Catheters
- ❖ Provided quality patient care.
- ❖ Managed confidential patient files.

LISCENSURE AND CERTIFICATION

- ❖ Ohio Board of Nursing : RN300665
- ❖ National Certification Corporation (NCC) : Nationally certified in electronic fetal monitoring 2008-present
- ❖ AHA Basic Life Support 1995-present
- ❖ Neonatal Resuscitation Provider 2001-present

REFERENCES

Available upon request

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Ms. Carol Schmidt, MS, BSN, RN
 1711 Fenway Ct., St. Marys, Ohio
 419-394-5914/ 419-305-6164
lschmidt@bright.net

EDUCATION

Capella University On-Line

- Graduate Certificate in Educational Administration January 2003

Wright State University, College of Nursing and Health – Dayton, Ohio

- M.S. in Nursing June 1994
- Thesis: "A Comparative Study of Work Satisfaction of Registered Nurses and the Relationship of Work Satisfaction to Esprit".

Bluffton University - Bluffton, Ohio

- B.S.N. May 1990

Miami Valley Hospital School of Nursing – Dayton, Ohio

- Diploma RN June 1975

AWARDS

Certification in Medical – Surgical Nursing, American Nurses Credentialing Commission October 1989-2013

Clinical Excellence in Nursing Award, Bluffton University May 1990

TEACHING AND CAREER EXPERIENCE

Joint Township District Memorial Hospital, St. Marys, Ohio February 2017-
Community Outreach Specialist present

- Complete biometrics on adult populations at health fairs and various companies in the community, along with health teachings, bone density screenings, etc.

Rhodes State College, Lima, Ohio
Nursing Adjunct

September 2016-
present

- Complete student skill competency evaluations, along with skill instruction; Teach on-line nutrition & life span courses as needed.

Rhodes State College
Dean of Nursing

Responsible for overseeing educational programs, services, program accreditation, clinical affiliations, and personnel which includes:

August 2009 –
May 2016

- Teaching and promoting excellence.
- Supervision of personnel.
- Student recruitment and retention.
- Administering policies and developing new academic programs.
- Budget planning and management.
- Participating in accreditation process.
- Marketing the division and serving as a liaison to healthcare communities.
- Assisting in resource development, and planning of healthcare facilities.
- Performs other similar duties as assigned.

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Rhodes State College

July 2007 – 2009

Interim Dean of Nursing

- Responsible for the day to day operations of the nursing division.
- Responsible for planning class schedules and supervising faculty workloads.
- Responsible for budget planning and management.
- Participated in reviewing articulation agreements.
- Serve as a liaison between the college and clinical agencies.
- Secure new clinical sites as needed.
- Administer college and nursing program policies.
- Oversee educational programs, program accreditation, clinical affiliations, and personnel.

Rhodes State College

September 2004-2008

Nursing Clinical Coordinator

- Responsible for recruiting qualified faculty for adjunct & permanent nursing positions in the nursing program.
- Responsible for coordinating orientation to the nursing program & the adjunct instructor role.
- Responsible for assisting new faculty with educational needs and resources.
- Write and complete adjunct clinical faculty evaluations.
- Serve as a mediator when issues arise with adjunct clinical faculty, instructors, and students.
- Prepare adjunct faculty quarterly contracts (PAR's) and additional contracts as needed.
- Responsible for scheduling and staffing clinical sites for the AD & PN clinical experiences each quarter.
- Evaluate new potential clinical sites.
- Responsible for securing substitute nursing faculty when needed.
- Assist the Dean of Nursing with a variety of projects upon request.
- Assist with resolution of student problems.
- Track & trend NCLEX success of nursing graduates, in addition to promoting NCLEX success.
- Secure detailed updated NCLEX test plan for comparison to current curriculum in the nursing program.
- Serve as a liaison between Rhodes State College and the clinical agencies in resolving & facilitating areas of concern, technology, and updates needed to maintain clinical agency expertise for all nursing faculty.
- Complete documentation of faculty load.

Professor -

May 2004-Present

- Medical-Surgical Nursing III; Medical-Surgical Nursing III (Blended Section); BHS 105: Issues & Trends in Nursing; BHS 206: Online
- Assist with syllabus critique and course structure, and administer grades: Clinical Instruction; Completed WEB-CAST lectures for WEB-CT; Completed on-line chats for test review for exams;
- Mentor students in preparation and follow-up with NCLEX progress/success. Arrange for live NCLEX review sessions with MEDSPUB each quarter;
- Teach with a variety of educational strategies including interactive CD-ROM;
- Arrange for preceptorship experiences when needed with clinical instruction.
- Continue to seek out new teaching strategies/technology as available that complements the course contact.
- Coordinated the Blended Section and Clinical for the summer class 2006 Medical Surgical Nursing III 2006.

Associate Professor -

May 2002-2004

- Medical-Surgical Nursing III; Issues & Trends in Nursing;
- Clinical Instruction;
- Worked/created WEB-CT site for NSG 233. Developed "MY Grades" format for use with WEB-CT
- Assisted with syllabus critique and course structure, and administered grades

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Assistant Professor -	May 1996-2002
<ul style="list-style-type: none"> • <i>Medical-Surgical Nursing III;</i> • <i>Issues & Trends in Nursing;</i> • <i>Clinical Instruction;</i> • <i>Incorporated PowerPoint as an additional strategy to enhance classroom instruction.</i> • <i>Assist with critique of syllabus and course structure, and administer grades.</i> 	
Instructor	September 1992-1996
<ul style="list-style-type: none"> • <i>Involved teaching between Nursing 122 & Nursing 233 Medical-Surgical Nursing Courses;</i> • <i>Taught BHS 105: Issues & Trends in Nursing</i> • <i>Participated on various nursing committees;</i> 	
Adjunct Instructor – Clinical Instruction	September 1990-1992
<ul style="list-style-type: none"> • <i>Conducted clinical instruction for first and second year nursing classes.</i> 	
<u>Wright State University College of Nursing & Health – Dayton, Ohio</u>	
<ul style="list-style-type: none"> • Adjunct Instructor - <i>Conducted classroom & clinical instruction for BSN classes.</i> 	September 1996-1997

RELATED EXPERIENCE

Joint Township District Memorial Hospital, St. Marys, Ohio	
Casual Pool	Sept. 1993-2009
<ul style="list-style-type: none"> • <i>Work in the capacity of Administrative Nursing House Supervisor or staff nurse as needed; Telemetry & medical-surgical units;</i> 	
Joint Township District Memorial Hospital, St. Marys, Ohio	
Weekend Administrative Nursing Supervisor	Sept. 1991-1993
<ul style="list-style-type: none"> • <i>Responsible for staffing and facilitating solutions related to any department; floated throughout the hospital to all acute care areas, in addition to Transitional Care Units;</i> • <i>Completed evaluations on casual personnel;</i> 	
Joint Township District Memorial Hospital, St. Marys, Ohio	
Staff Nurse/Charge Nurse	May 1975-1991
<ul style="list-style-type: none"> • <i>Functioned as a staff nurse and relief charge nurse on both medical and surgical nursing units providing professional nursing care.</i> • <i>Served on Policy & Procedure Committee.</i> • <i>Served as a preceptor for new employees.</i> • <i>Served as a clinical instructor for the NAPNES course for LPN's.</i> 	

PUBLICATIONS AND PRESENTATIONOS

- Abstract of Master's thesis "A Comparative Study of Work Satisfaction of Registered Nurses and the Relationship of Work Satisfaction to Esprit", published in concert with Dr. Patricia Martin, Dean of Wright State University College of Nursing and Health; Nurses and Work Satisfaction, Stamps, 1997.
- Co-Presented the "Nursing Program Expansion Project" at a Cleveland Seminar for Two Year Colleges in 2004.

MEMBERSHIPS & COMMITTEES

- Chaired Re-Accreditation Committee for ACEN
 - Chaired Re-Approval Committee for OBN – RN Re-approval
 - Member Academic Dean's Council
 - Member Academic Shared Governance Committee
 - Member of OCADNEA
-

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

-
- Member of the Ohio League for Nursing
 - Member of OOPNE
 - Member of the National League for Nursing
 - Member WCONE
 - Sigma Theta Tau
 - Chair of the NLNAC Committee on Educational Effectiveness
 - Member of Committee for Ohio Board of Nursing Re-Accreditation
 - Past Member of ADAPT Committee, Rhodes State College
 - Past Member of the Benefits Committee, Rhodes State College
 - Past Chair of the Professional Development Committee for Nursing
 - Member of the Assessment & Evaluation Committee for Nursing
 - Past Coordinator of Nurses Pinning Ceremony; currently participate in this function each quarter.
 - Past Member of the Rhodes State Faculty Association
 - Past Secretary for the Rhodes State College Faculty Association
 - Past Vice President of the Rhodes State College Faculty Association

GRANTS

- Wrote & obtained three successive OBN Grants for Nursing Student Tutors and Simulation Equipment (2011; 2013; 2015)
- Wrote & obtained two successive Grants for Additional Educational Opportunities for Nursing Faculty in Memphis, TN

INTERESTS

- Advancement of Nursing as a Career Choice for Men and Women
- NCLEX Success
- Current Developments in Cardiovascular Nursing Care

ADDITIONAL ACTIVITIES

- Served as a preceptor for two BSN students at Wright State University
 - Served as a preceptor for a Master's nursing student at Walden University
 - Achieved reaccreditation for the Associate Degree Program through Accreditation Commission for Education in Nursing, Inc. (ACEN) through 2021.
 - Achieved re-approval for the Registered Nursing Program through 2021.
 - Achieved re-approval for the Practical Nursing Program through 2016.
-

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Larissa Simpson

lcliggins@hotmail.com | 419-296-4380
Lima, OH 45805

SUMMARY

Hardworking Registered Nurse accustomed to treating diverse patient needs while managing dynamic conditions. Offering 13 years of excellent clinical knowledge and judgment combined with strong documentation, vitals monitoring and problem-solving abilities. Well-versed in managing emergent cases with grace and efficiency.

SKILLS

- Patient advising
- Care planning
- Cross-functional collaboration
- Progress evaluations understanding
- Medical assessment
- Patient care planning
- Medication and IV administration
- Intake and discharge
- Diabetes management
- Acute and rehabilitative care

EXPERIENCE

Case Manager

Area Agency On Aging | Lima, OH | September 2019 - January 2020

Case managed individual that received Medicaid services under Ohio Home Care Waiver. Collaborated with various healthcare providers to facilitate delivery of services. Determined and coordinated appropriate level of care to meet individual patient needs. Assisted patients in receiving high-quality, appropriate care with best possible results.

Receptionist

Liberty Retirement Community | Lima, OH | December 2018 - September 2019

Patient advocate, implementing total patient care through team nursing process covering resident in a nursing home facility. Administering medications and monitoring for side effects. Providing behavioral and emotional support to residents with various health issues including residents with Dementia, Alzheimer, G-tubes and vent dependent residents. Coordinated care with physicians and other clinical staff to prepare for treatment, carry out interventions and enhance continuum of care to deliver comprehensive services.

Registered Nurse

Coleman Professional Services | Lima, OH | March 2018 - December 2018

Counseled patients and caregivers, providing emotional, psychological and spiritual support. Delivered direct patient care, including stabilizing patients and identifying treatment options. Assessed patients in active drug and alcohol withdrawal and provided interventions to manage physical and psychological withdrawal symptoms.

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Case Manager

Interim Home Health | Lima, OH | September 2017 - March 2018

Coordinated resources from diverse providers for intervention plans. Developed appropriate care plans for at-risk individuals and high-risk families. Coordinated support services and optimized communication between healthcare workers and patients. Answered patient calls, identified issues and determined how best to provide assistance within parameters established by physicians and health insurance.

Nurse 1

Allen Oakwood Correctional Institution | Lima, OH | February 2016 - June 2017

Provided care for individuals where are incarcerated from different ages, backgrounds, different phases of life and disabilities. First responder to medical alerts, use of clinical judgment and providing the necessary care in an significant time and fashion remembering the security factor. Administered and educated patients on their medications on a daily basis. Maintain accurate, detailed reports and records that includes vital signs, lab results, occult stool samples and radiology reports. Consult and coordinate with healthcare team members. Assess new intakes on admission to the facility to assure proper placement based on their mental, physical and dental needs.

Registered Nurse

Lima Memorial Health System | Lima, OH | September 2006 - February 2016

Provided care in a hospital setting on an Med Surg and Transitional Care Unit. Monitored and recorded patient condition, vital signs, recovery progress and medication side effects. Administered oral, intramuscular and IV medications to patients and monitored responses. Educated patients and families on treatment strategies and at-home care. Coordinated care with physicians and other clinical staff to prepare for treatment, carry out interventions and enhance continuum of care to deliver comprehensive services.

EDUCATION AND TRAINING

Master of Science: Nursing With Emphasis in Education

Grand Canyon University | Phoenix, AZ | Expected in December 2020

Bachelor of Science: Nursing

Grand Canyon University | Phoenix, AZ | November 2015

Associate of Science: Nursing

James A Rhodes State College | Lima, OH | June 2006

CERTIFICATIONS

- BLS - Basic Life Support
- AHA Healthcare Provider CPR Certification
- Registered Nurse in State of Ohio

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

CURRICULUM VITAE

ELIZABETH SPRADLIN

5775 Ottawa Road, Elida, Ohio 45807 • 419.234.4303 • bspradlin53@gmail.com

EDUCATION

A.T. Still University, Kirksville, MO

Doctor of Health Education, February, 2011

Dissertation: "Healthy Life Choice Education "Development, implementation, and evaluation of a project-based, ICT (Information and Communication Technology) Comprehensive Health Education Course for high school students, focusing on a holistic approach to health education

University of Dayton, Dayton, OH

Master of Science in Education, Social Agency Counseling, June, 1989

Thesis: "Student Assistance Program Development" Researched and developed a student assistance program. This program was the base of the approved and implemented Elida Student Assistance Program

Bluffton University, Bluffton, OH

Bachelor of Science in Nursing, May, 1982

Holist Nursing Approach

Lima Technical College, Lima, OH

Associate Degree in Nursing, June, 1979

LICENSES AND CERTIFICATIONS

Ohio Department of Education Health Education Licensure (ODE#UD1003844)

Ohio Department of Education School Nurse Licensure (ODE#UD1003844)

Registered Nurse State of Ohio (RN.168062)

American Heart Association Cardiopulmonary Resuscitation Instructor

Ohio Department of Education Long-term Sub 4-9 Science (Inactive)

CLINICAL EXPERIENCE

Kaplan University
RN NCLEX Instructor

MidWest- Arlington, Va
March, 2016- present

- Teaches NCLEX review strategies at various institutions.
- Assist students understand NCLEX type questions and apply the strategies to be successful at passing NCLEX

Case Management Nurse
The Ohio State University, College of Nursing

Columbus, Ohio
January, 2015-
May, 2016

- Teaches and mentors health professional students regardless of discipline on theoretical and practical implications of care delivery by an IPCP team.
- Assessment, education, counseling and treatment of patients and delegates nursing care to other team members
- Works collaboratively and cooperatively with members of the IPCP to insure comprehensive care
- Facilitates communication and coordination of interdisciplinary activities and makes appropriate referrals
- Formulates individualized health plans with specific and measurable treat to targets; directs and coordinates nursing care by establishing priorities and delegating nursing activities
- Reinforces patient self-management including engaging in a healthy lifestyle; engages in weekly case reviews and patient supervision
- Maintains standards for professional nursing practice in the clinical setting; assesses and implements appropriate nursing care

District School Nurse
Hardin Northern Schools

Dola, Ohio
August 2004-
December, 2014

1 | Page

419-234-0951
crystal dunifon@live.com

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

CURRICULUM VITAE

ELIZABETH SPRADLIN

5775 Ottawa Road, Elida, Ohio 45807 • 419.234.4303 • bspradlin53@gmail.com

- Provision of direct healthcare to students and staff
- Deliver care to students and staff due to injury or an acute illness
- Administer medication, prepare, deliver and monitor breathing treatments, monitor blood sugar levels, insulin pens and pump usage
- Conduct health screenings (physical, visual and auditory) and provide medical referrals for health conditions
- Address potential health problems that create learning barriers or symptoms of underlying medical conditions
- Promote a healthy school environment
- Deliver staff education in-service, health related programs- pathogen and infection control and disease management, medication delegation
- Educate parents, staff and caregivers on preventative health, medical devices, medication management
- Provide leadership for the provision of health services
- Served as Chair of District Wellness committee and architect of District Approved Wellness Policy
- Assist with developing school emergency medical and disaster response plans

**Master Level Nurse Consultant
Ohio Department of Corrections**

**Lima, Ohio
August, 1996- August
1997**

- Researched, correlated and combined Ohio Department Correction policies with Ohio Department of mental health and Joint Commission standards
- Conducted Peer Reviews as a tool for advancing nursing practice and promoting inmate safety within the institution.
- Researched and assisted in creating nursing standards for the Ohio Department of Corrections

**School Nurse
Elida Local Schools**

**Lima, Ohio
August, 1982- July 1995**

- Provision of direct healthcare to students and staff due to injury or an acute illness
- Administer medication, prepare, deliver and monitor breathing treatments, monitor blood sugar levels, insulin pens and pump usage
- Conduct health screenings (physical, visual and auditory) and provide medical referrals for health conditions
- Address potential health problems that create learning barriers or symptoms of underlying medical conditions
- Promote a healthy school environment
- Deliver staff education in-service, health related programs- pathogen and infection control and disease management, medication delegation
- Educate parents, staff and caregivers on preventative health, medical devices, medication management

**Psychiatric Nurse
Ohio Department of Corrections**

**Lima, Ohio
August 1979-
December 1983**

- Provide leadership for the provision of health services to psychiatric inmates
- Assess, examine, diagnose and treat patients with mental illness
- Teach guards and attendants about the patient's condition, and how to react in certain scenarios
- Provides a safe environment and promotes quality patient care through adherence to established standards.
- Applied appropriate interventional techniques including, but not limited to, safety of the suicidal patient, use of less restrictive alternatives, safety monitoring, protective devices, seclusion and restraints.
- Documents observations, behavior and interventions in a timely and accurate manner, utilizing psychiatric terms/nomenclature.

**Nurse
St. Rita's Medical Center**

**Lima, Ohio
June, 1978- August 1979**

- Provide nursing care to patients
- Create nursing care plans and document care provided

TEACHING EXPERIENCE

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

CURRICULUM VITAE ELIZABETH SPRADLIN

5775 Ottawa Road, Elida, Ohio 45807 • 419.234.4303 • bspradlin53@gmail.com

Health Education (7-9) Teacher

Dola, Ohio

Hardin Northern Schools

August 2004-December 2014

- Student Centered classroom utilizing a wide variety of technology and project-based learning opportunities, stimulate class discussion, and encourage active learning through utilization of a range of data driven strategies.
- Curriculum and assessment, formative and summative, development using data driven best practices.
- Incorporate differentiation strategies in the grouping, assignments and delivery of educational opportunities
- Use National Health Standards as reference; focusing on interrelationship of genetic, environmental and behavior influences with physical, mental, and social health in developing the curriculum for 9th Grade Healthy Life Choice Education Course and 7th Grade Health Education Course.
- Guide and counsel students with adjustments and academic problems or special academic interest.
- Prepare students for future learning by encouraging them to explore learning opportunities and to persevere with challenging tasks.
- Work with mentoring entry year teacher: Resident Educator Program and mentoring teachers on the use of ITC in the classroom. (IM REvised Training)

KEY ACHIEVEMENTS:

- ✓ Provided key contributions in implementing the technology, wellness and leadership action plans for the district.
- ✓ Assisted in the development, presentation and implementation of the district 1:1 technology program

Alternative School Teacher

Lima, Ohio

Allen County Board of Education

August, 2000- August 2004

- Developed and implemented curriculum, based on state standards, and assessment using data driven best practices for middle and high school Math, Science, Health and Physical Education classes
- Incorporate differentiation strategies in student centered classroom to stimulate success of high risk students
- Foster student learning, stimulate class discussion, and encourage active learning through utilization of a wide variety of technology, project-based learning, collaborative learning and other data driven strategies in teaching math and science courses.
- Guide and counsel students with adjustments and academic problems or special academic interest.
- Prepare and utilize formative and summative assessment tools to evaluate student learning
- Worked collaboratively with administration of all 13 county schools and Apollo, resulting in significant improvement of student's success.
- Utilized keen attention to detail in generating budgets and maintaining grant funding records.
- Effectively promoted school programs through public relations and community involvement; functioned as Chair Committee for County Alternative Student resources.

KEY ACHIEVEMENTS:

- ✓ Increased student's interest and learning abilities through the creative design of middle and high school curriculum in Math and Science based on state standards.
- ✓ Pioneered and established Individual Success Programs for high school alternative students, focusing on life skills, educational concerns, and decision-making process.
- ✓ Made use of *out-of-the-box* thinking in preparing and developing online holistic healthy life choice education course.

Abstinence Educator

Lima, Ohio

Allen County Child First Grant

December 1996- June 1999

- Performed extensive research and developed county sexual abstinence curriculum.
- Carried out diverse tasks such as grant application, completion of budgets, and evaluation of personnel, increasing organizational productivity.
- Ensured accuracy in administering and maintaining grant funding documentation.
- Collaborated closely with area resources and coordinated with the public.

KEY ACHIEVEMENT:

- ✓ Reduced teen pregnancy within the County through life skill development for at-risk teenagers.

PROFESSIONAL TRAINING AND AFFILIATIONS

Ohio Resident Educator Mentor

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

CURRICULUM VITAE

ELIZABETH SPRADLIN

5775 Ottawa Road, Elida, Ohio 45807 • 419.234.4303 • bspradlin53@gmail.com

Ohio School Improvement Institute
High Schools that Works
School Wellness Program Development
Differentiated Instruction Training
Classroom Instruction that Works
A.L.I.C.E. Training
American Association for Health Education (AAHE)
American Alliance for Health, Physical Education, Recreation and Dance (AAHPERD)

TECHNICAL SKILLS

Moodle, Blackboard and Angel
Microsoft Office Suite: Word, PowerPoint, Publisher, and Excel
Google Aps: Document, Spreadsheets, Presentations, Forms, Templates and Draw
Epic, Nexgen and EClincalWorks -EMR

REFERENCES

Missy Harvey
Rhodes State College
419-204-0536
harvey.m@rhodesstate.edu

Sally Henrick, Principal
K-12 Principal of Curriculum and Instruction
Ridgemon Local Schools
419-230-5354- cell
shenrick@ridgemon.k12.oh.us

Candy Rinehart, DNP, FNP, ADM-BC
Ohio State University, Clinic Director OSU East
614-685-9994
rinehart.215@osu.edu

Elisha Wiss, Teacher
Allen County Educational Service Center
419-222-1836- work
419-204-8552-cell
elisha.Wiss@allencoesc.org

Dr. William Leahy, Physician
Lima, Ohio
419-224-1234- work
419-236-6587- cell
wleahy849@psl.net

Christine Galvin, Principal
Bellefontaine High School
937-593-0545- work
567-295-9728- cell
galvin@bellefontaine.k12.oh.us

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Elizabeth Anne Wagner

567.712.4930

5128 Lobo St. Elida, OH 45807
wagnere3@xavier.edu

Objective

To obtain a Clinical Instructor position.

Skills

- Time management and organization
- Proficient with EPIC, Nuance Clintegrity 360, 3M, Microsoft Excel, and ICADIOExcellent analytical and critical thinking skills
- Effective physician/nurse educator
- Denials/appeals experience
- Detail oriented
- Strong clinical knowledge
- Strong interpersonal and oral communication skills
- Experienced in leadership roles

Professional Experience

St. Rita's Medical Center (January 2007 - present)

Clinical Documentation Specialist (August 2015-present). Perform concurrent reviews of inpatient charts to ensure accurate reflection of patient acuity through physician documentation. Graduate project on increasing documentation and compliance with CDI program among the cardiologists at St. Rita's Medical Center. Served as a "Specialty-Focused" CDS to the cardiologists in addition to the assigned workload.

Registered Nurse on Renal-Telemetry Critical Care Unit (May 2007-August 2015). Involved in direct patient care of 4 patients with charge nurse responsibilities and occasional preceptor duties. Member of Unit Council. Responsible for chart reviews and peer reviews. Participated in Clinical Ladder and Mentor program. Developed orientation education sheet for new nurses in efforts to decrease lateral violence.

Critical Care Residency Program (January 2007-May 2007)

Medical Solutions (November 2008 - May 2009)

Travel RN on a Telemetry floor. In charge of primary care of 5 patients.

Harborside Healthcare (May 2007 - February 2008)

Second shift RN in charge of 25 bed skilled wing. In charge of all intravenous therapies for 100 bed facility during shift.

APPENDIX E - FACULTY CREDENTIALS - ADJUNCTS

Education

Xavier University 2013 - 2016

MSN Nursing – Scholarly Project “Improving Cardiology CMI with a Specialty-Focused Clinical Documentation Specialist” that focused on increasing documentation and compliance with the CDI program among two Cardiology groups at St. Rita’s Medical Center. Graduated with MSN in December 2016.

Rhodes State College 2006

Associate Degree - Nursing
Member of ACE program- Accelerated entry program based off GPA

University of Cincinnati 2004

Electronic Media Technology
Volunteered in media department.

Northwest State Community College 2003

Post-Secondary Courses

Continental High School 2003

High School Diploma
Member of National Honor Society and Spanish club

Licenses

Registered Nurse in the state of Ohio, License number RN.330718
Basic Life Support (BLS) Certification 2004-present
Advanced Cardiac Life Support (ACLS) 2007-present

APPENDIX F - FISCAL IMPACT - NURSING BSN

Fiscal Impact Statement for New Degree Programs

Program name: Nursing BSN (Pre-Licensure)

Complete the table below to describe the financial plan/budget for the first four years of program operation. Be sure to complete a separate table for each program requested (copy and paste as needed for additional programs).

	YEAR 1	YEAR 2	YEAR 3	YEAR 4
New Students				
I. Projected Enrollment (New and continuing students)				
Head-count full time	10	20	30	30
Head-count part time	10	20	30	30
Full Time Equivalent (FTE) enrollment	22.5	44	60	60
II. Projected Program Income				
Tuition (paid by student or sponsor)	\$121,628	\$237,851	\$324,342	\$324,342
Expected state subsidy (public institutions only)	\$74,403	\$180,813	\$269,581	\$269,581
Externally funded stipends, as applicable	0	0	0	0
Other income (if applicable, describe in narrative section below)	0	0	0	0
Total Projected Program Income	\$196,031	\$418,664	\$593,923	\$593,923
III. Program Expenses				
New Personnel				
• Instruction (technical, professional and general education)				
Full <u> 2 </u>				
Part Time <u> </u>				
• Non-instruction (indicate role(s) in narrative section below)	\$100,800	\$100,800	\$100,800	\$100,800
Full <u> </u>				
Part time <u> </u>				
New facilities/building/space renovation (if applicable, describe in narrative section below)				
Scholarship/stipend support (if applicable, describe in narrative section below)				
Additional library resources (if applicable, describe in narrative section below)				
Additional technology or equipment needs (if applicable, describe in narrative section below)				
Other expenses (if applicable, describe in narrative section below)*	\$52,092	\$101,868	\$138,911	\$138,911
Total Projected Expense	\$152,892	\$202,668	\$239,711	\$239,711

APPENDIX F - FISCAL IMPACT - RN TO BSN

Fiscal Impact Statement for New Degree Programs

Program name: RN to BSN

Complete the table below to describe the financial plan/budget for the first four years of program operation. Be sure to complete a separate table for each program requested (copy and paste as needed for additional programs).

	YEAR 1	YEAR 2	YEAR 3	YEAR 4
New Students				
I. Projected Enrollment				
Head-count full time	10	10	10	10
Head-count part time	10	10	10	10
Full Time Equivalent (FTE) enrollment	25	25	25	25
II. Projected Program Income				
Tuition (paid by student or sponsor)	\$135,142.50	\$135,142.50	\$135,142.50	\$135,142.50
Expected state subsidy (public institutions only)	\$110,479.50	\$110,479.50	\$110,479.50	\$110,479.50
Externally funded stipends, as applicable	0	0	0	0
Other income (if applicable, describe in narrative section below)	0	0	0	0
Total Projected Program Income	\$245,622	\$245,622	\$245,622	\$245,622
III. Program Expenses				
New Personnel				
• Instruction (technical, professional and general education)				
Full <u> 2 </u>				
Part Time <u> </u>				
	\$100,800	\$100,800	\$100,800	\$100,800
• Non-instruction (indicate role(s) in narrative section below)				
Full <u> </u>				
Part time <u> </u>				
New facilities/building/space renovation (if applicable, describe in narrative section below)	0	0	0	0
Scholarship/stipend support (if applicable, describe in narrative section below)	0	0	0	0
Additional library resources (if applicable, describe in narrative section below)	0	0	0	0
Additional technology or equipment needs (if applicable, describe in narrative section below)	0	0	0	0
Other expenses (if applicable, describe in narrative section below)*	\$57,879.46	\$57,879.46	\$57,879.46	\$57,879.46
Total Projected Expense	\$158,679.46	\$158,679.46	\$158,679.46	\$158,679.46

Budget Narrative: (Use narrative to provide additional information as needed based on responses above.)

*Other expenses include overhead costs such as electricity, administration wages, etc.

APPENDIX G - DETAILED COURSE DESCRIPTIONS

Courses:

- **NSG 3010 Evolving Roles in Professional Nursing:** Examine and discuss various professional nursing roles and values in contemporary nursing practice as it relates to current issues and trends.
- **NSG 3020 Healthcare Research in Evidence Based Practice:** Explore, Analyze, and Synthesize current scholarly healthcare literature to inform clinical decisions involved in nursing care. Students will have the opportunity to implement acquired research concepts to various activities.
- **NSG 3030 Nursing Informatics in a Technological Healthcare Community:** Access and utilize various nursing documentation to integrate nursing science, computer science, and information science to manage and communicate data and knowledge in nursing practice.
- **NSG 3040 Nursing Leadership and Management:** Explore the different concepts and types of leadership and management (i.e. policies, procedures, and budgetary measures) in a complex healthcare society. At the end of this course the student will be able to apply leadership and managerial concepts, skills, and decision-making in a changing healthcare system..
- **NSG 4010 Advanced Health Assessment:** Develop and coordinate the health assessment of individuals, complex families and communities through systematic and deliberative interactive processes. Nurses will use advanced clinical decision-making to validate, analyze, and synthesize the collected data to plan and collaborate multidisciplinary care.
- **NSG 4011 Advanced Health Assessment for Complex Health Disorders:** Develop and coordinate the health assessment of complex health disorders through systematic and deliberative interactive processes. Nurses will use advanced clinical decision-making to validate, analyze, and synthesize the collected data to plan and collaborate multidisciplinary care.
- **NSG 4020 Birth to Middle Age Nursing Care in a Global Community:** Promote and maintain effective care of a diverse and global population from birth to middle age. A holistic approach is utilized to uphold preventative measures and the maintenance of chronic illnesses that includes physical, developmental, psychosocial, spiritual, and cultural dimensions
- **NSG 4021: Gerontological Nursing Care in a Global Community:** Promote and maintain effective care of a diverse and global gerontological population. A holistic approach is utilized to uphold preventative measures and the maintenance of chronic illnesses that includes physical, developmental, psychosocial, spiritual, and cultural dimensions.
- **NSG 4030 Capstone in Professional Nursing:** Design, develop and implement a capstone project based on student's area of interest. The faculty approved capstone project allows the student to demonstrate accumulated knowledge from the program as he/she transitions into baccalaureate practice.

APPENDIX H - NSG CLINICAL AFFILIATIONS BY SETTING TYPE

Hospitals (16)

*Blanchard Valley Health System (Findlay)
Community Memorial Hospital (Hicksville)
Community Mercy Health Partners (Springfield, Urbana)
*Joint Township District Memorial Hospital (St. Mary's)
Licking Memorial Hospital (Newark)
*Lima Memorial Health System (Lima)
*Mary Rutan Hospital (Bellefontaine)
Memorial Hospital of Union County (Marysville)
*Mercer Health Coldwater (Coldwater)
*Mercy Health – St. Rita's Medical Center (Lima)
Mercy Health – MHN-MHPN-MMP (Defiance)
*Ohio Health (Hardin Memorial Hospital)
*Paulding County Hospital (Paulding)
St. Luke's Hospital (Maumee)
*Van Wert County Hospital (Van Wert)
*Wilson Health Hospital (Sidney)
***signed partnerships for pre-licensure BSN program**

Long Term Care (19)

Acres of Wapakoneta
Autumn Court
CareCore of Lima
HCF Management Inc. (Includes 15 facilities)
Heritage Manor
Hilty Memorial Home
Liberty Retirement Community of Lima
Lima Convalescent
Logan Acres
Lost Creek Health Care Rehabilitation Center
Otterbein of Cridersville
Otterbein of St. Mary's
Springview Manor
The Gardens of Celina
The Meadows of Delphos
The Meadows of Kalida
The Meadows of Ottawa
The Springs of Lima
Vancrest Health Care Center

Psych (4)

Autumn Court (New contract)
Lima Urban Minority Alcoholism & Drug Abuse Outreach Program, Inc. (new contract)
Coleman Behavioral Health
Ridgeview Behavioral Hospital (Middlepoint)

Specialty Care (17)

Allen East Local Schools
Bath Local Schools
Bluffton Child Development Center
Bluffton Elementary School
Celina City Schools
Delphos City Schools
Elida Schools
Elmwood Schools
Lima City Schools
Lima Temple Christian
Ottawa Glandorf Schools
Putnam County Homecare & Hospice
RSC Early Learning Center
Shawnee Local School District
Spencerville Local School District
St. Charles Borromeo Catholic Schools
St. Mary's City Schools

Rhodes State College

4240 Campus Drive

Lima, Ohio 45804

www.RhodesState.edu

Enrollment information on RN and BSN programs

Institution: Rhodes State College

Academic Year (fall to summer)	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
BSN admissions*						0	40	40	40	40
Total BSN enrollment**						0	37	57	77	77
BSN graduates						0	20	20	37	37
RN applications	222	223	222	187	160					
RN admissions	186	190	174	147	115					
RN waiting list	N/A	N/A	N/A	N/A	N/A					
RN graduates	126	88	109	104	41 to date; 61 in progress; 102 graduates anticipated					

*20 students for pre-licensure and 20 students for RN to BSN completion

**curriculum is three years for pre-licensure BSN and 1 year for RN to BSN completion

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.