



## Department of Higher Education

**Mike DeWine**, Governor  
**Randy Gardner**, Chancellor

### PROPOSAL FOR AN APPLIED BACHELOR'S DEGREE PROGRAM

Revised 9/17/2020

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

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

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

Proposals will be accepted beginning September 17, 2020

## SECTION 1: EVIDENCE OF NEED

### 1.1 Program Information

- *Provide the name of the proposed program:*  
**Bachelor of Applied Science in Registered Nursing (RN to BSN)**
- *Provide the six-digit CIP code (format: XX.XXXX) of the proposed program, if known:*  
**51.3801**
- *Provide the names of the ATS, AAB, and/or AAS programs at your college upon which the proposed program is intended to build.*  
**Associate of Applied Science Degree in Registered Nursing**  
**CIP Code: 51.3801**  
**3 majors:**
  - **Traditional ADN (NUR.AAS)**
  - **LPN to RN (NURLP.AAS)**
  - **Paramedic to RN (NURPM.AAS)**

### 1.2 Workforce Need and Workforce Gap Not Being Met by Existing Programs

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

The proposed applied bachelor's degree was developed after thorough analysis of community and workforce demand. The feedback received from our clinical partners, advisory committee members, employers, and graduates laid the foundation for this initiative.

#### **Issue #1:**

Need for bedside nurses to have increased training and higher degree of education.

Research indicates that nurses prepared at the baccalaureate level are better equipped to recognize patient changes and through clinical reasoning take action to improve patient outcomes. Research indicates that hospitals that have increased their number of BSN prepared nurses have noted improved patient outcomes (Lasater, et.al., 2021). The study completed by Lasater, et.al. indicated that as the proportion of BSN nurses increased by 15%, the institutions noted a

decrease in risk-adjusted mortality rates, 7-day readmission, 30-day readmission, and shorter lengths of stay for patients (Lasater, et.al., 2021). This research stemmed from the Institute of Medicine's report on *The Future of Nursing: Leading Change, Advancing Health* that recommends eighty percent of bedside nurses to be educated at the baccalaureate level by 2020. As of the last review in February 2019, Ohio had only achieved 56%. One major roadblock is lack of sufficient programs and faculty to get students through this level of education. Increasing capacity through initiation of more availability of affordable BSN program options can help to alleviate the burden of getting more students to a higher degree level. COTC's proposed applied bachelor's degree would provide an affordable BSN pathway that would contribute to the recommended BSN achievement.

Workforce data gathered by the Ohio Board of Nursing in 2021 indicate that 40%, or 85,360 registered nurses received their initial training through an associate degree education. Of those, 10%, or 8,114 registered nurses are currently enrolled in an RN to BSN continuation program, with another 18,527 planning to earn their BSN within the next ten years. These findings indicate an increase in the number of associate degree prepared nurses in Ohio over the past several years. In the workforce data review in 2017, there were 83,041 nurses reporting an associate degree as their initial program. In 2019, that number rose to 83,908 nurses with an associate degree beginning their career as a registered nurse. With local facilities requiring nurses to obtain a BSN, there is a continued need for local, flexible options for technical training.

The National League for Nursing (NLN) data from academic year 2019-2020 indicates that BSN programs are consistently turning away 29% of qualified applicants. This pushes more students to complete an associate degree followed by an RN to BSN continuation program. Despite the accessibility of an online program, close geographic proximity and familiarity with the program can assist learners in successful completion. Offering an RN to BSN program to our ADN graduates can provide this level of support.

COTC's BSN pathway will offer a unique option for students by offering all courses in a Competency Based Education (CBE) format. The CBE format ensures that students have met all stated competencies for the course before moving forward. The stated competencies are derived from the AACN Essentials for nursing education. Students will also be able to progress through courses at a quicker pace if they are timely in meeting competencies. The CBE delivery model places the RN to BSN program at COTC in a position of superiority compared to other online continuation programs. The CBE format will enable students to learn on their schedule while assuring that they are competent in each identified outcome.

## **Issue #2**

Many hospitals in our geographical region are seeking or have received Magnet Status.

Magnet status for a hospital is a recognition program through the American Nurses Credentialing Center (ANCC) which provides standards of excellence within nursing for improved patient outcomes. The eligibility criteria for meeting these standards requires nurses within the facility that have any leadership role to have a minimum of a baccalaureate degree.

Many local facilities require that a nurse hired with an associate's degree sign an agreement that they will obtain a baccalaureate degree within a specified time frame from hire. Associate degree nurses facing a deadline to complete their BSN must immediately seek enrollment in a degree completion program. COTC's proposed applied BSN program would not only provide a time-efficient pathway to meet employer deadlines, but would create opportunities for advancement in future leadership roles.

## **Issue #3**

Nursing shortages in the United States require an increase in number of accredited programs available to graduate qualified nurses to meet current and future staffing needs. The most recent EMSI data indicates that there are 22,908 open job postings with a job posting demand of 1,022 in the region served by COTC. Due to the recent pandemic nursing needs are continually changing and becoming more demanding.

Increasing the number of accredited BSN programs can help meet future demand for qualified nurses and add to the potential employment pool for future educators. Increasing the number of programs can help to alleviate this concern by increasing the degree level of nurses, enabling them to teach, or continue their education to become faculty. A nurse with a BSN can assist in increasing the candidacy pool for clinical faculty, which would help to alleviate the shortage. Further, COTC's BSN program will provide a foundation for more nurses to pursue a graduate degree, increasing the candidacy pool for faculty roles.

Upon review of graduate data obtained by the COTC IR&E department, it is noted that from Summer 2015 to Spring 2020 Nearly six in 10 submitted graduates showed an enrollment record indicating completion of at least one additional credential following COTC; 374 (56%) were a bachelor degree or higher. The number of Bachelor degree or higher completers is 374/387 (97%); Nearly all subsequent completers earned a bachelor's degree or higher and all were nursing and health-care related

In summary, the proposed applied bachelor's degree program would:

- 1) Use the student's time efficiently. The proposed five semester program will allow students to work in a nursing role after having completed a pre-licensure registered nurse program, enabling them to work while completing their BSN degree, contributing to the workforce in a time of critical demand. Further, the

CBE delivery format will allow students to complete their degree at a pace that works for them.

- 2) Meet the healthcare needs of the community by providing additional nursing education.
- 3) Provide bachelor-level specialty training in nursing theory, assessment, and leadership.
- 4) The addition of 30 credits of general education throughout the plan of study, combined with higher-level technical courses, ensures bachelor-level rigor and education.

**Summary of Workforce Needs: See Appendix A: Workforce**

- According to the Governor's Office of Workforce Transformation:
  - Registered Nurses are listed as Critical/In-Demand for the Central Ohio region
  - Appendix A: Ohio Top Jobs- Critical Demand
  - Appendix A: RN Ohio Top Jobs Data
- According to EMSI Data:
  - Job posting activity averages 2,493 per month in Ohio.
  - Appendix A: EMSI Report
- *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 A: Meeting with OSU Central Ohio Team Call**.*
- *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.*

COTC has one of the largest programs in Ohio, graduating approximately 200± pre-licensure RN candidates each year. In addition, the quality of the program is clearly demonstrated through key quality performance indicators and graduate outcomes including high NCLEX-RN pass rates. The demand for baccalaureate-prepared nurses remains high in the service area, the state, and the nation. The proposed applied bachelor's degree program completely aligns with COTC's mission and vision to address workforce needs and remains true to our "technical" core. Offering the RN-to-BSN through COTC will help to address the need for more programs and more pathways to meet industry demand. COTC serves the tri-county area of Licking, Knox, and Coshocton counties. With the exception of higher cost online BSN program accessibility, within COTC's tri-county region, students seeking to earn a BSN have access to only one institution, Mount Vernon Nazarene University (MVNU).

MVNU is a private, liberal arts, traditional 4-year residential institution, often pulling students from outside our immediate service area. While MVNU offers a synchronous online RN to BSN program, a 4-year institution does not often meet the needs of working adults or associate degree nurses seeking to complete their degree while working. Further, MVNU's overall enrollment of 2,141 (includes all nursing programs) in 2020 does not produce enough qualified nurses to fill the current available roles. There is a notable market demand for technical education that produces skilled workers. With limited options in the tri-county area, an additional BSN option is needed, specifically, a degree completion program with a focus on technical education. The proposed BSN program through COTC would also result in a significant cost savings to the student as the tuition per credit hour at MVNU is \$942, while COTC is only \$209. COTC's BSN program will consist of 60 credit hours, making total cost of completion \$12,540.

Offering an RN to BSN program at COTC will provide a familiar institution to students that have completed our Associate degree program. Providing this option to students locally also enables them to utilize our on-campus resources due to proximity and familiarity of the campus. For example, COTC's Student Success Center with tutoring in numerous disciplines, student success coaches, and testing resources can be a benefit for students wishing for face-to-face interactions. Further, this will allow COTC to create partnerships with local hospitals to create pathways for their nursing staff to continue their education. Staff will be able to meet the hospital requirements of a baccalaureate degree within five years while receiving tuition reimbursement for the low-cost of attendance from the hospital. With COTC having the ability to offer both the Associate and bachelor degrees, local facilities will maintain a pipeline of frontline staff with plans in place for them to further their education to the required level.

Enabling our local healthcare employers to maintain existing staff by increasing their education level can save the hospital an average of \$40,038 per nurse (Plescia, 2021).

## SECTION 2: INDUSTRY PARTNERSHIP

### 2.1 General Partnership Information

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

- *Provide the name(s) of the regional business/industry partner for the proposed program.*
- *Submit a copy of the partnership agreement(s) **as an appendix item.***

#### **Clinical Affiliates & Industrial Partners**

- The Clinical Affiliation Agreements already in place can be used for students in their workforce training assignments, however, there are no clinical hours needed for the continuation degree.
- CLINICAL AFFILIATION AGREEMENTS do not specify or define the nursing program as an associate degree program and also includes ALL COTC programs, or multiple Health Science programs in one contract. An example affiliation agreement already in place is included in **Appendix B**, which accounts for the needs of students in the RN to BSN program.
- Active COTC & Nursing Contracted Clinical Affiliates & Industry Partners:

<b>Clinical Affiliation Agreements</b>	<b>Year</b>	<b>Expiration</b>
Arlington Care Center	2022	n/a
Buckeye Boys Ranch	2013	n/a
Cedar Hill	2010	n/a
Chestnut House	2019	n/a
Coshocton County Memorial	2020	n/a
DaVita Dialysis Centers	2008	n/a
Fairfield Medical Center	2014	n/a
Flint Ridge	2019	n/a
Genesis Health Systems	2016	n/a
Greystone Healthcare	2016	n/a
Heath Nursing Care Center	2016	n/a
Hospice of Central Ohio	2016	n/a
Kendal of Granville	2022	n/a
Knox Community Hospital	2022	n/a
Knox County Health Dept.	2022	n/a
Lanfair	2017	n/a
Licking County Health Dept.	2020	n/a
Licking County YMCA	2020	n/a
Licking Memorial Hospital	2022	n/a
Mount Carmel	2016	n/a
Muskingum Valley Health Ctr.	2018	n/a
Nationwide Children's Hospital	2010	n/a
Newark City Schools	2022	n/a
Ohio Eastern Star	2010	n/a
OhioHealth	2022	n/a
Ohio State University Medical Ctr.	2022	n/a
Progeny Incorporated	2015	n/a
Select Specialty Hospital	2015	n/a
Southeastern Ohio Regional Medical Center	2006	n/a
Tuscany Gardens	2021	n/a

- *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.*

#### **Current & Future Employment Opportunities**

- COTC continues to be a leader in meeting employer needs by producing job-ready, skilled nurses.
- The COTC nursing program is accredited by Accreditation Commission for Education in Nursing (ACEN). Per our reported standards, at least 75% of our students must be employed as a registered nurse within 12 months of program completion.

- Employment data is public record and will continue to be reported internally and externally and verified annually through accreditation annual reports.
- Graduate employment data:
  - 2012-2013: 78%
  - 2013-2014: 80%
  - 2014-2015: 94%
  - 2015-2016: 98%
  - 2016-2017: 95%
  - 2017-2018: 92%
  - 2018-2019: 97%
  - 2019-2020: 82%
- In addition to tracking employment data, per ACEN guidelines, the college also tracks employer satisfaction with our graduates.
- Data from 2019, 2020, and 2021 indicate that employers of our graduates feel that 96-100% meet or exceed their expectations in all areas reviewed.
- Employer satisfaction is public record and will continue to be reported both internally and externally and verified annually through accreditation annual reports.

#### Industry Partners Participation

- The COTC nursing program meets twice annually with our Nursing Advisory board. The nursing advisory committee is comprised of a robust, active group of clinical partners, industry leaders, alumni, and school representatives.
- Specifically, COTC will seek input from industry partners on a regular and ongoing basis. The advisory committee meetings are held every April & October. Each session provides program updates, NCLEX pass rates, and a discussion of needs identified from the college and industry partners.
- Advisory committee minutes are public record and will continue to be reported both internally and externally and verified annually through accreditation annual reports.
- COTC is working to create a partnership with the local institution, Licking Memorial Hospital (LMH), to create a more streamlined process for students pursuing their BSN. The partnership will encourage students to become employed by LMH following graduation with their associate's degree, LMH will then agree to cover most of the cost of their BSN degree through COTC. This covers the hospital's requirement for nurses to obtain a baccalaureate degree within five years of hire, while also increasing their front-line providers, and providing reimbursement to the student.

#### Nursing Advisory Committee Invitees:

First Name	Last Name	Role	Affiliation	County
William	Baker	Chairperson		
Renee	Sparks	Member	Hospice of Central Ohio	Licking
Kim	Kelly	Member	Nationwide Children's Hospital - Education	Franklin
O'Brien	Kelly	Member	Ohio Health, Educ.	Franklin
Emery	Carol	Member	Knox Community Hospital	Knox
Julia	Holtz	Member	Licking Memorial Hospital Educ. Dept.	Licking

Lisa	Jackson	Member	Coshocton Hospital	Coshocton
Shari	Duvall	Member	Arlington Nursing Home	Licking
Dan	Vincent	Member	Genesis Health Care Systems	Muskingum
Sandy	Walker	Member	COTC, Dean of Technical Studies	Licking
Goodin	Mariah	Member	Select Special Hospital	Licking
Sills	Michelle	Member	Southeastern Ohio Medical Center	Guernsey
Brothers	Olivia	Member	MVHC	Muskingum/Coshocton
Krystal	Etters	Member	Kendall of Granville	Licking
Cindy	Wilkens	Member	Muskingum University	Muskingum
Heather	Burkhart	Member	Licking Memorial Hospital	Licking
Wendy	Bowles	Member	OSU	Franklin
Sarah	Morrison	Member	COTC-Gateway	Licking
Sandy	Siegrist	Member	COTC Math Faculty	Licking
Maey	Gharbiah	Member	COTC BIO faculty	Licking
Kendrah	Cunningham	Member	COTC Nursing Administration	Licking
Amy	Fry	Member	COTC Nursing Clinical Coordinator	Licking
Kathy	Jeffers	Member	Southeastern Med	Guernsey
Chrishia	Martin	Member	Cedar Hill	Licking
Dennis	White	Member	COTC Alumni	Licking
Diane	Paul	Member	COTC Alumni	Licking

- *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).*
- **See Appendix C: Letters of Support**

## 2.2 Workplace-Based Learning Experience (include information on workplace hours/assignments)

- *Describe the workforce-based learning experience(s) embedded in the program. Include commitments from business and industry partner(s) **as an appendix item**.*
  - Students will complete assignments throughout their coursework that will require them to spend time in a variety of settings within the nursing field. The bulk of these assignments will be completed during their capstone course (NURS 420) where they complete 40 hours with a registered nurse in a healthcare setting of the student's choice. The student will select a healthcare site based upon the student's plan for a

quality improvement project. The student will identify a mentor for the capstone project which must be a Registered Nurse with a minimum of a Bachelor of Science Degree. The mentor nurse will be required to verify the hours spent in the mentored clinical site experience.

The student experience will be evaluated by the college faculty through a variety of assignments which will culminate in a capstone project. The capstone project does not require implementation but must be completed with enough detail as to be implemented at any time. The student will provide a written paper and verbal presentation of the capstone project to the faculty at the conclusion of the course.

- Students will also complete an assignment where they spend 8 hours with a registered nurse in a leadership/management role followed up by a reflective paper that details their leadership style, relating it to the student's chosen leadership style.
  - Students will complete an assignment after spending 8 hours in a community/population health setting of their choice.
  - All hours completed in the RN to BSN program will be with staff at the chosen facility and will not include direct patient care.
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- *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 will be required to arrange their hours with a member in the workplace, employed by the off-campus facility, that agrees to supervise/mentor the student. Students will receive guidelines and requirements for this learning experience from the course instructor to ensure compliance with course expectations and student safety.
  - *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.*
    - The student experience will be evaluated by the college faculty through a variety of assignments which will culminate in a capstone project. The capstone project does not require implementation but must be completed with enough detail as to be implemented at any time. The student will provide a written paper and verbal presentation of the capstone project to the faculty at the conclusion of the course.
    - Other course assignments requiring completion of hours at a healthcare facility will be evaluated by college faculty through collaboration with the mentors and student completion of assignments. The assignments will be evaluated through use of standardized rubrics for successful completion.

### SECTION 3: INSTITUTIONAL CAPACITY

- *Describe the faculty capacity for the proposed program. Include numbers for existing faculty, and faculty that will be hired.*
- *Describe the financial capacity for the proposed program.*
- *Describe the facilities and equipment capacity for the proposed program.*
- *In addition to allowable tuition, will additional program fees be required for students in the proposed program? If so, please describe.*
- *Provide a budget that addresses the up-front investment required to establish the proposed program.*
- *Please provide revenue and expense information that tracks how many years it will take for revenue derived from the program to exceed program expenses.*

#### **Faculty**

- The current nursing program employs twelve full-time faculty members and 42 adjunct instructors.
- All full-time faculty members are 12-month faculty with nine holding a master's degree (two in progress to a doctoral degree) and three holding a doctoral degree.
- The nursing program is supported by two full-time lab staff, Associate Nursing Programs Administrator, and Nursing Programs Administrator.
- The proposed program can begin with the existing faculty and staff. Enrollment in the BSN program will be closely monitored. Additional faculty may become necessary to meet student needs and comply with accreditation standards.
- Administration will closely monitor the enrollment of the BSN program, increasing staffing immediately upon a rise of enrollment.
- Due to our large number of adjunct faculty, COTC's nursing programs often receive numerous requests and applications from existing adjuncts to move into a full-time role as they progress through their MSN. As of today, COTC has four adjunct faculty waiting for a full-time opening upon the completion of their degree. By continuing to encourage and promote the MSN degree within our adjuncts, we can continue to build and grow our faculty pool for increased enrollment needs.
- Faculty will primarily be assigned to either the BSN or ADN program. This will allow us to maintain the high standards within our existing programs while faculty can focus on building the BSN program to the same level of rigor.
- Further, the personnel staffing levels for existing programs will continue to be monitored, added to, and replenished as needed to cover the needs of all program options as the rigor of our existing programs will not be allowed to slip.

#### **Financial Capacity**

- COTC's RN-to-BSN program is a degree completion program. COTC has the capacity, infrastructure, and resources to support the new BSN program without expending resources for additional space or equipment. The BSN students will have access to all nursing labs, classrooms, and resources. The RN to BSN program would maintain a separate and distinct operating budget.

#### **Equipment & Facilities**

- The proposed bachelor program will be offered in a fully online format utilizing our existing Learning Management System, Canvas.
- Infrastructure is in place to accommodate the increased student numbers to our online platforms.
- RN to BSN students would have access to COTC's 24/7 online IT service desk and associated resources.
- RN to BSN students will have access to comprehensive library services on site or online.

#### **Tuition & Financial**

- The tuition for the proposed bachelor's degree completion program will be the same as all existing nursing programs at COTC, currently \$209 per credit hour.

#### **Revenue & Expense**

- Revenues derived from the current programs already exceed program expenses. Without significant additional program costs or expenses, the projected revenues from the bachelor program will continue to exceed expenses as student enrollment grows. **See Appendix D for full budget plan.**

### **SECTION 4: PROGRAM INFORMATION**

- *Provide the learning outcomes of the program. **Note:** if existing bachelor's degree programs might appear to be duplicative, please list those programs and describe how the learning outcomes of the proposed program differ from the learning outcomes of existing program(s).*
  - The program learning outcomes for the proposed RN to BSN program differ from those in our existing nursing programs in that they are derived from the AACN Essentials competencies.

#### **End of Program Learning Outcomes:**

1. Collaborates with interprofessional team to provide safe, competent, holistic care to meet the needs of individuals in a variety of healthcare, wellness, and community settings.
2. Employ informatics and research to critically appraise evidence to develop clinical judgement and disseminate Evidence-based practice.
3. Exhibit leadership and participate in quality improvement for the advancement of healthcare policy, safety, and outcomes.
4. Integrate theories and concepts from liberal education embracing diversity and culture into nursing practice.
5. Incorporates professional behavior and integrity within an ethical and legal framework.

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

**Program Pre-requisites:**

- Completion of accredited associate degree of nursing program consisting of at least 60 credit hours, that includes a variety of general education courses meeting the OT 36 requirements.
- Licensure as a registered nurse in the state in which the student resides.
- PSY 100 Introduction to Psychology
- ENGL 113 Composition II
- BIO 130 & 131 Anatomy & Physiology I and II
- MATH 130 Introduction to Statistics
- BIO 200 Microbiology

**Proposed Course Sequence and Course Descriptions:****Semester One****Term One**

**NURS 300      Foundations for the Baccalaureate Nurse      3 credit hours**

This course is typically offered as a term course. The course focuses on an introduction to the RN to BSN program including the role and benefits of the BSN prepared nurse. The course will provide an overview of interprofessional concepts, professional communication, and organizational structure. Civility and social justice will be explored. The purpose and value of evidence-based practice will be examined including an introduction to research practices and APA writing skills.

**ENGL 250      Writing for the Professional Nurse      4 credit hours**

Writing for the Professional Nurse provides the student with the knowledge and skills required to communicate efficiently as a nurse. The student will learn how to evaluate audience and purpose and use proper grammar and mechanics to compose professional messages, notes, and proposals.

**Term Two**

**NURS 305      Nursing Theory      3 credit hours**

Examines the theoretical and conceptual basis of nursing to encourage the student to critique, evaluate and utilize appropriate theory within their own practice. Focus will be on a variety of theories from nursing. Application, testing, and utilization of these theories to provide quality health care in the current health care delivery system will be explored. This course is typically offered as a term course.

**ENGL 200      Introduction to Research      3 credit hours**

Introduction to Research provides the student with the knowledge and skills required to conduct research and compose research-based assignments in their chosen major or program. The student will learn how to locate, evaluate, critique, and synthesize a wide range of sources, from print to electronic.

**Semester Two****Term One**

**NURS 310      Advanced Assessment      3 credit hours**

This course focuses on understanding comprehensive data, clinical reasoning, and theories of patient assessments. These areas of focus will help students learn to apply advanced knowledge to the physical assessment while working to build motivational interviewing skills. Students will improve on their critical thinking competencies by appraising assessment data and determining the priority of care. Various nursing theories will be explored and explained for nurses to fulfill a key role in the overall care of the patient. This course is typically offered as a term course.

**PHIL 305      Health Care Ethics      3 credit hours**

Bioethics is the study of the ethical issues that arise in the practice of medicine and biological research. In this course we cover moral theories relevant to bioethical moral decision making, bioethical moral principles, and the application of theories and principles to ethical decision-making.

**Term Two**

**NURS 405      Ethics/Legal Issues in Nursing      3 credit hours**

The course focuses on the ethical and legal rights, responsibilities, and obligations of the professional nurse in all settings. The course will provide an overview of regulation in healthcare including legislative and judicial processes. Complex legal issues including patient rights and technological advances will be investigated. Ethical and professional issues impacting individuals and the practice of professional nursing will be explored. This course is typically offered as a term course.

**BIO 310      Health Equity Research      3 credit hours**

This course is an introduction to health equity and health disparities research. This course will focus on understanding the factors that impact health equity in the U.S. for various populations and understanding the current status of health disparities present in the U.S. for various populations. Lastly, this course will discuss current theories on how to achieve health equity in the U.S. for various populations.

**Semester Three**

**Term One**

**NURS 315      Integrating Evidence-Based Practice      3 credit hours**

The course explores the role of research in professional nursing practice. The skills related to asking pertinent clinical questions to search for the best evidence and the skills related to critiquing the evidence, presenting the information, and building a plan for practice change are developed.

This  
course is typically delivered as a term course.

**SOC 310      Cultural Reverence      3 credit hours**

This course utilizes a sociological approach to examine the various ways that people can learn to appreciate the cultural differences that surround us in our social world. The theoretical, methodological, and socio-historical analysis focuses on intergroup dynamics, as well as both the barriers and positive developments that allow individuals to increase their cultural competency and

approach diverse populations with an evidence-based perspective. Intergroup dynamics, demographic distinctions, and potential biases through our life-course development are discussed.

### **Term Two**

#### **NURS 320      Interprofessional Partnerships      3 credit hours**

The course explores interprofessional partnership and the role that it has in safe competent healthcare. Information presented will explain the dynamics between healthcare professionals working in a team, communication, and values/ ethics. The course will examine barriers to collaboration and how to correct these barriers for patient centered care. This course will prepare the nurse to work as an integral part of the healthcare team to provide safe competent culturally diverse care. The course will present forward thinking to launch collaborative care into the future.

#### **NURS 415      Nursing Informatics      3 credit hours**

This course is typically offered as a term course. This course introduces the student to the science of Nursing Informatics. Through the use of lectures, research and hands-on application, the student will develop an understanding of the importance of the application of data and technology to assure patient safety and quality outcomes in patient care. Additional focus will be given to demonstrate effective knowledge, acquisition, and dissemination to stakeholders in multiple healthcare settings as well as the legal and ethical environments surrounding Nursing Informatics.

### **Semester Four**

### **Term One**

#### **NURS 400      Population/Community Health      3 credit hours**

This course is designed to provide students with the knowledge, skills, and methods for conducting community health assessments to identify factors that affect the health of a population. The course will explore different methods to assess social determinants of health, epidemiological principals, health data and the responsibilities of the registered nurse in different community health settings and situations. This course is typically offered as a term course.

#### **BIO 305      Climate Change      3 credit hours**

This course is an introduction to climate change. This course will focus on understanding climate change including what climate change is and the factors that contribute to climate change. Additionally, this course will focus on the current and future predictions of consequences of climate change on the environment and human health. Lastly, this course will explore how epidemiology can be used to study the health impacts of climate change and policies that have or can be developed to reduce climate change and improve human health.

#### **HLT 115      Human Nutrition      2 credit hours**

This course is an introduction to the principles of nutrition with emphasis on food composition and the functions of nutrients. This course includes digestion, absorption, and metabolism of nutrients, food safety and nutritional needs during the life cycle.

### **Term Two**

**NURS 325      Quality and Safety      3 credit hours**

Quality and Safety (NURS-325) provides the learner with an opportunity to identify current safety concerns and quality improvement processes in healthcare. The learner will begin the process of considering a quality improvement process to be used in the Capstone Course change project at program completion. This course requires 8 hours in a risk management department of the student's choice. This course is typically offered as a term course.

**SOC 305      Gerontology      3 credit hours**

This course serves as introduction to Gerontology, which is the scientific study of old age, and the social, biological, and cultural factors which affect the aging process. An examination of the leading social and biological theories on aging, the social construction of age development, and family dynamics will be covered. Additional topics for the course include an examination of health and healthcare interactions, policy formation and change, family and interpersonal relationships, and the processes with end-of-life considerations.

**Semester Five**

**Term One**

**NURS 410      Leadership/Management      3 credit hours**

This course focuses on understanding the theories, principles, and styles of leadership. The theories, principles, and styles will be used to guide students in understanding interprofessional collaboration and communication in leadership. Students will improve their skills in providing and receiving feedback for themselves and others. Various styles of conflict management and resolution will be explored. Emphasis is given on the need for the leader to care for themselves through self-care practices and a commitment to personal health. This course is typically offered as a term course.

**PSY 210      Developmental Psychology      3 credit hours**

This course is a study of human development as a dynamic, multi-dimensional process from conception through death. Emphasis is placed on the inter-relationship of the many biopsychosocial factors influencing human development, general principles of growth and development, major developmental tasks encompassing each stage of the life cycle, and health and development problems common to each stage. Course requirements include a project focusing on the application of human development theories, concepts, principles, and tasks.

**Term Two**

**NURS 420      Capstone for the Baccalaureate Nurse      3 credit hours**

Capstone for the Baccalaureate Nurse (NURS-420) is the culminating course of the BSN program. This course is typically offered as a term course. This course provides the learner with an opportunity to apply the accumulated knowledge and advanced nursing judgment gained throughout the BSN curriculum. The learner works within a healthcare system of choice to create an innovative project based in evidence-based practice to improve healthcare outcomes. This course requires 40 practicum hours with a mentor at a healthcare site of the student's choice. The clinical hours provide the student with an opportunity to develop a scholarly project for a specific population with an identified need. The mentor provides guidance for the project. The project does

not have to be implemented within the time frame of the capstone course; however, the project must be developed fully and with enough detail to allow for implementation at any time.

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

The described program will provide continuing education for the registered nurse that has already obtained licensure by passing the NCLEX. No further credentialing will be awarded with this continuation program.

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

COTC nursing programs are accredited through the ACEN (Accreditation Commission for Education in Nursing). Accreditation for the BSN continuation program through ACEN will be sought upon approval from ODHE while awaiting review by the HLC.

- Students will complete a total of 120 credit hours of coursework at the time of graduation, with 60 hours completed during this RN to BSN program and the pre-requisite of an associate's degree accounting for the other 60 credit hours of coursework.
- **See Appendix E: RN to BSN Plan of Study**

## APPENDICES

- *List the appendix items that are included with the request, in the order of which they are in the proposal. Appendix items should be clearly labeled and submitted electronically as PDF or Microsoft Office documents.*
  - *Appendix A: Workforce*
    - *EMSI report*
    - *Job Posting Analytics RN*
    - *Ohio Top Jobs- Critical Demand*
    - *RN in Central Ohio Region*
    - *RN Ohio top jobs data*
    - *Meeting with OSU Central Ohio Team Call*
  - *Appendix B: Affiliation Agreement*
    - *Licking Memorial Hospital*
  - *Appendix C: Letters of Support*
    - *Genesis Healthcare System*
    - *Inns Management Group*

- *Knox Community Hospital*
- *Otterbein (Kendal of Granville)*
- *Licking Memorial Hospital*
- *Muskingum Valley Health Center*
- *Ohio Eastern Star Home*
- *OhioHealth*
- *Select Specialty Hospital*
- *Appendix D: RN to BSN budget proposal*
- *Appendix E: RN to BSN plan of study*

# APPENDIX A

# WORKFORCE

# Registered Nurses in 5 Ohio Counties

# Contents

- What is Emsi Data? ..... 1
- Report Parameters ..... 2
- Executive Summary ..... 3
- Jobs ..... 4
- Compensation ..... 6
- Job Posting Activity ..... 7
- Demographics ..... 11
- Occupational Programs ..... 14
- Appendix A ..... 16

## What is Emsi Data?

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

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

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

## Report Parameters

### 1 Occupation

29-1141	Registered Nurses
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### 5 Counties

39031	Coshocton County, OH
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39041	Delaware County, OH
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39049	Franklin County, OH
-------	---------------------

39083	Knox County, OH
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39089	Licking County, OH
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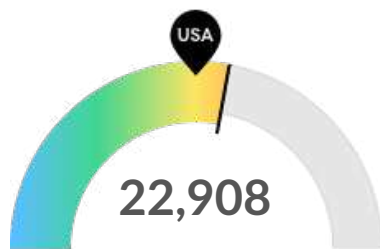
### Class of Worker

QCEW Employees

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

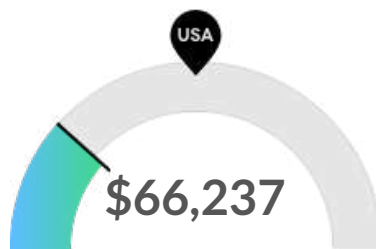
## Executive Summary

### Light Job Posting Demand Over a Deep Supply of Regional Jobs



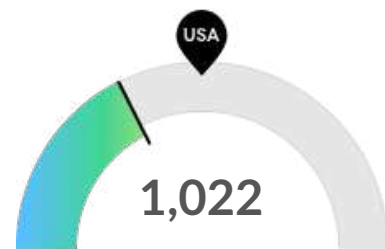
**Jobs (2020)**

Your area is a hotspot for this kind of job. The national average for an area this size is 19,487\* employees, while there are 22,908 here.



**Compensation**

Earnings are low in your area. The national median salary for Registered Nurses is \$75,338, compared to \$66,237 here.



**Job Posting Demand**

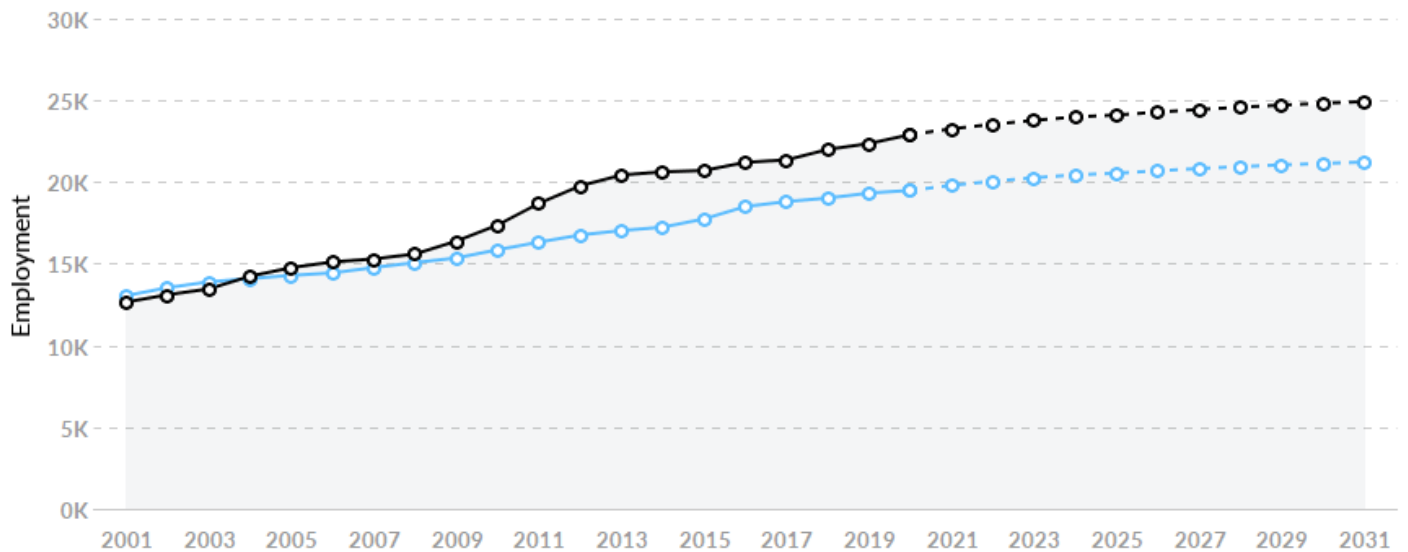
Job posting activity is low in your area. The national average for an area this size is 1,637\* job posting/mo, while there is 1,022 here.

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

## Jobs

### Regional Employment Is Higher Than the National Average

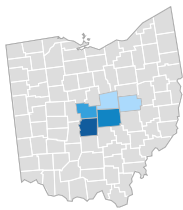
An average area of this size typically has 19,487\* jobs, while there are 22,908 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



	Region	2020 Jobs	2028 Jobs	Change	% Change
●	5 Ohio Counties	22,908	24,582	1,674	7.3%
●	National Average	19,487	20,945	1,457	7.5%

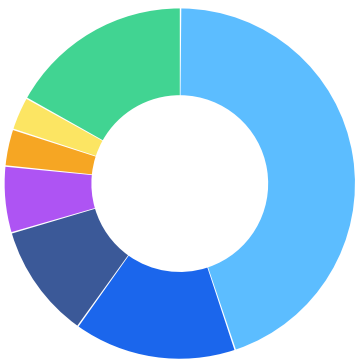
\*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Regional Breakdown



County	2020 Jobs
Franklin County, OH	20,600
Licking County, OH	890
Delaware County, OH	798
Knox County, OH	431
Coshocton County, OH	190

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

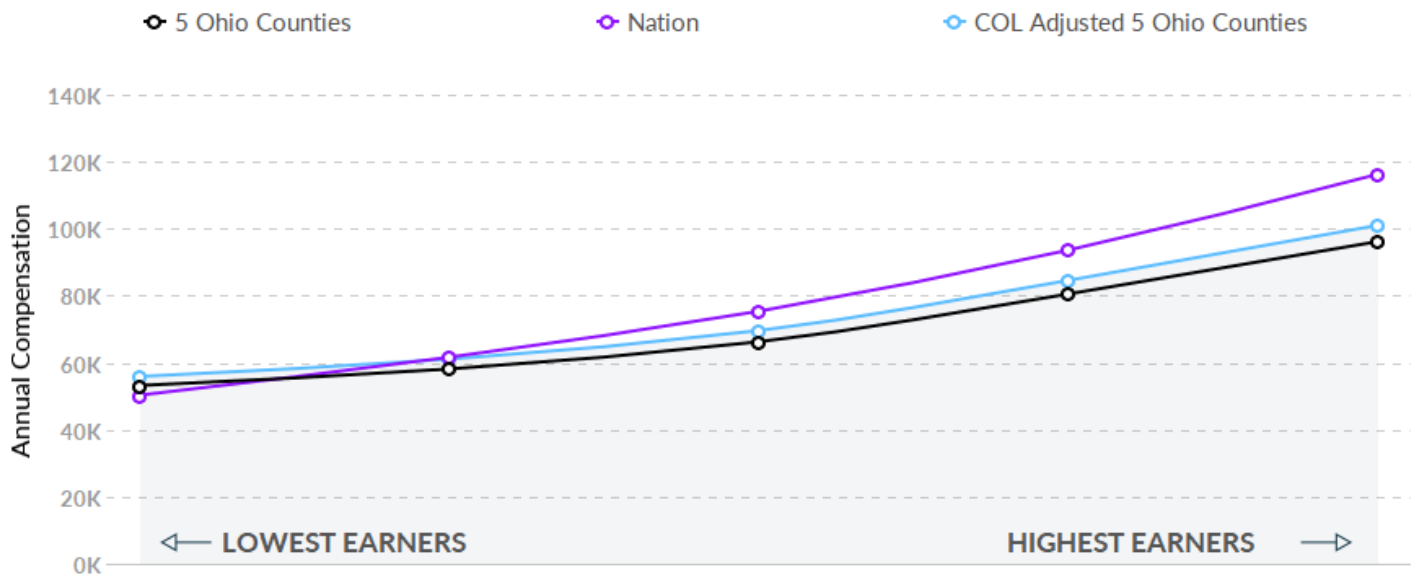


Industry	% of Occupation in Industry (2020)
General Medical and Surgical Hospitals	44.8%
Education and Hospitals (State Government)	15.0%
Home Health Care Services	10.6%
Offices of Physicians	6.1%
Outpatient Care Centers	3.4%
Nursing Care Facilities (Skilled Nursing Facilities)	3.1%
Other	17.0%

## Compensation

### Regional Compensation Is 12% Lower Than National Compensation

For Registered Nurses, the 2020 median wage in your area is \$66,237, while the national median wage is \$75,338.



## Job Posting Activity



### 18,393 Unique Job Postings

The number of unique postings for this job from Jan 2020 to Jun 2021.



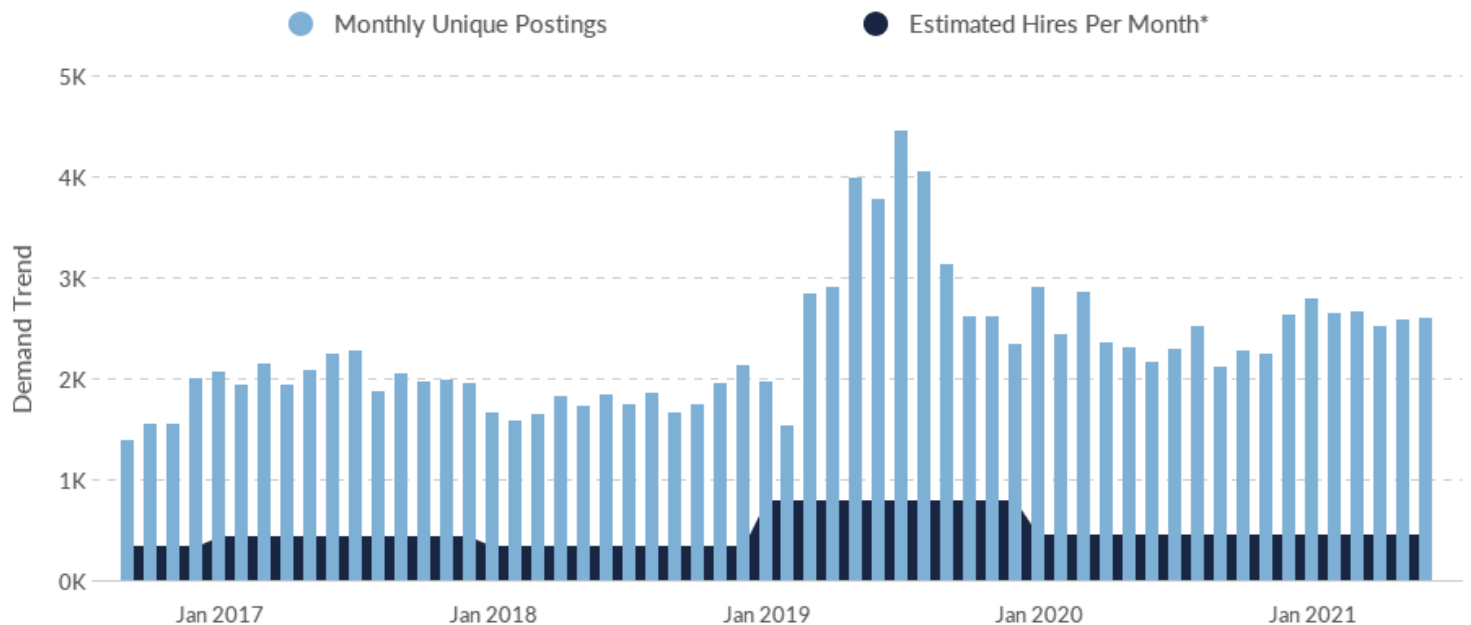
### 1,485 Employers Competing

All employers in the region who posted for this job from Jan 2020 to Jun 2021.



### 30 Day Median Duration

Posting duration is 3 days shorter than what's typical in the region.

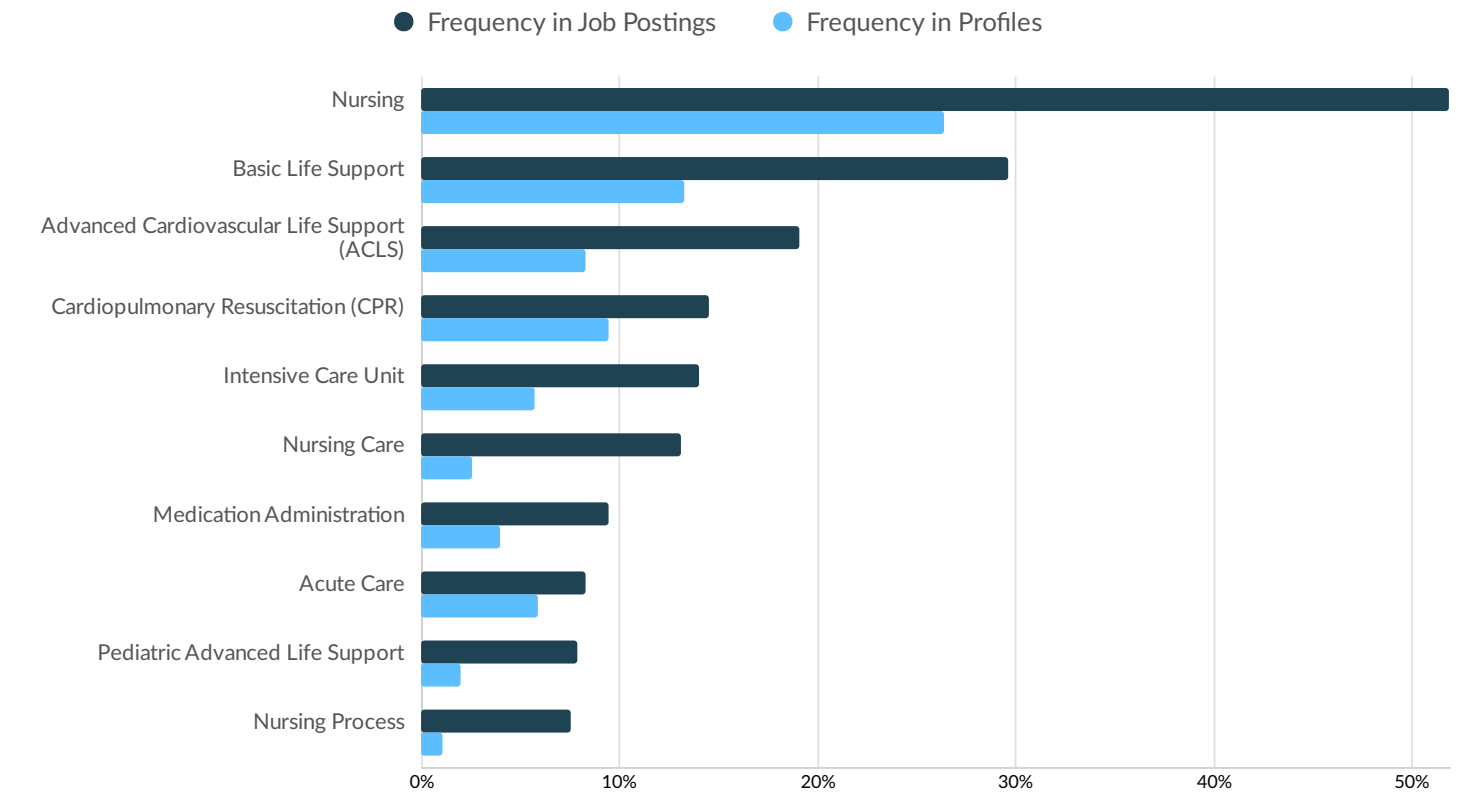


Occupation	Avg Monthly Postings (Jan 2020 - Jun 2021)	Avg Monthly Hires (Jan 2020 - Jun 2021)
Registered Nurses	2,493	452

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

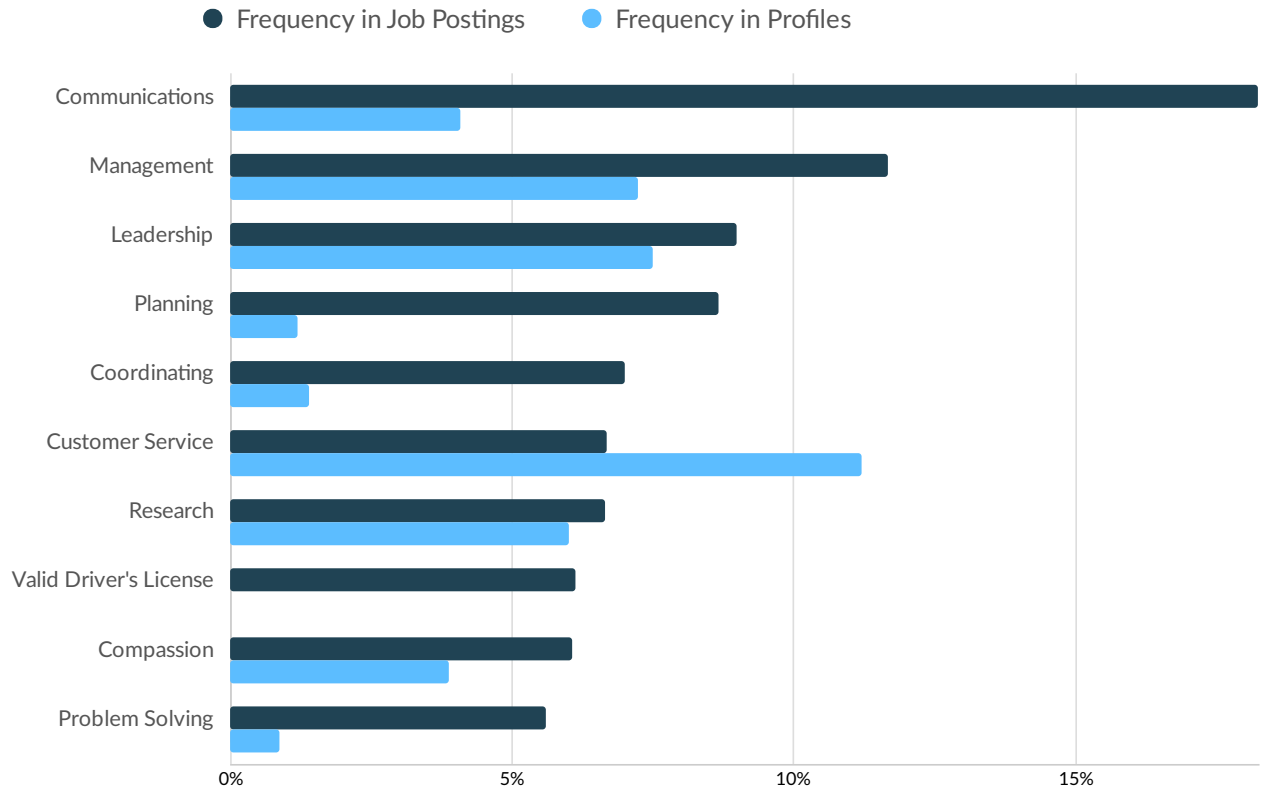
Top Companies	Unique Postings	Top Job Titles	Unique Postings
Ohiohealth Corporation	739 	Registered Nurses	1,760 
Trinity Health Corporation	538 	ICU Registered Nurses	433 
Nationwide Children's Hospital	532 	Home Health Registered Nurses	406 
Truststaff Management, Inc.	442 	Medical Surgical Registered Nur...	383 
HealthCare Employment Netwo...	439 	Medical Surgical Travel Register...	325 
Medical Staffing Options	376 	Telemetry Travel Registered Nur...	305 
American Traveler, Inc.	320 	Operating Room Registered Nur...	292 
Connectrn, Inc.	316 	ICU Travel Registered Nurses	274 
Soliant Health, Inc	281 	Travel Registered Nurses	245 
Manor Care, Inc.	277 	Emergency Department Registe...	233 

## Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	9,542	52%	3,930	26%
Basic Life Support	5,457	30%	1,971	13%
Advanced Cardiovascular Life Support (ACLS)	3,518	19%	1,233	8%
Cardiopulmonary Resuscitation (CPR)	2,666	14%	1,404	9%
Intensive Care Unit	2,575	14%	854	6%
Nursing Care	2,418	13%	380	3%
Medication Administration	1,740	9%	598	4%
Acute Care	1,524	8%	875	6%
Pediatric Advanced Life Support	1,443	8%	301	2%
Nursing Process	1,394	8%	165	1%

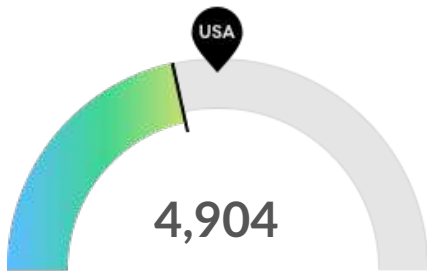
## Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	3,357	18%	610	4%
Management	2,148	12%	1,077	7%
Leadership	1,652	9%	1,116	8%
Planning	1,594	9%	178	1%
Coordinating	1,291	7%	207	1%
Customer Service	1,231	7%	1,668	11%
Research	1,222	7%	895	6%
Valid Driver's License	1,126	6%	1	0%
Compassion	1,118	6%	578	4%
Problem Solving	1,029	6%	129	1%

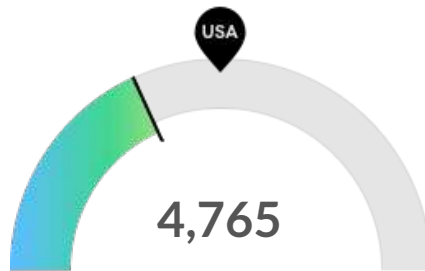
## Demographics

### Retirement Risk Is Low, While Overall Diversity Is Low



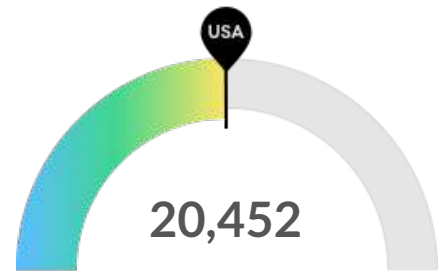
**Retiring Soon**

Retirement risk is low in your area. The national average for an area this size is 6,028\* employees 55 or older, while there are 4,904 here.



**Racial Diversity**

Racial diversity is low in your area. The national average for an area this size is 7,314\* racially diverse employees, while there are 4,765 here.

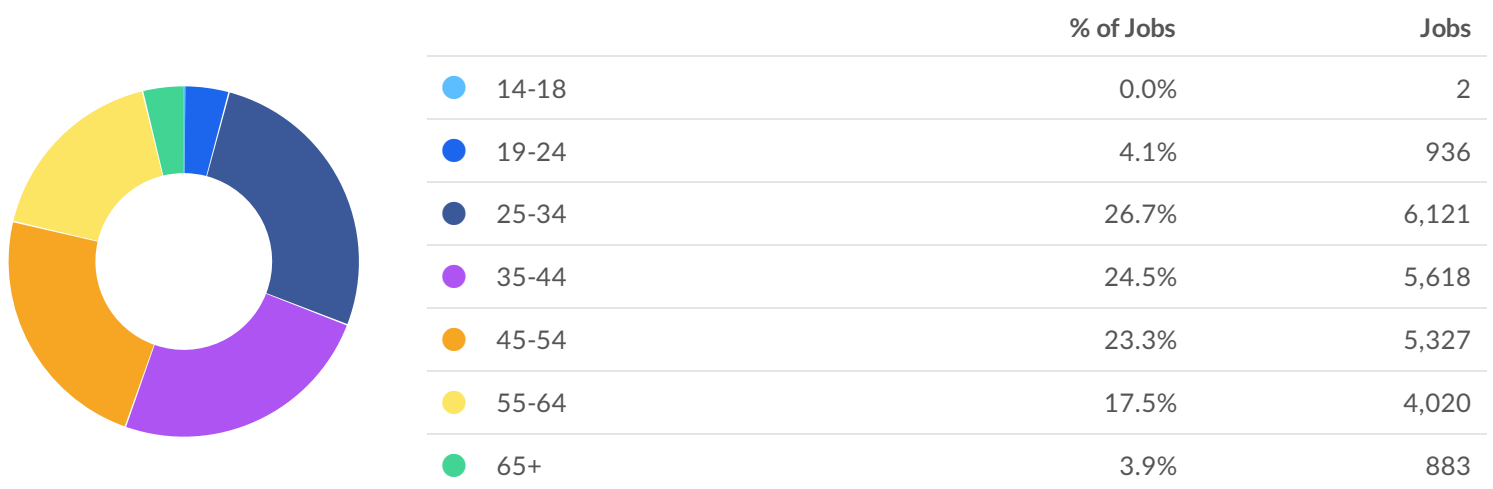


**Gender Diversity**

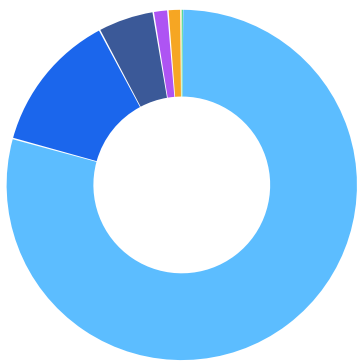
Gender diversity is about average in your area. The national average for an area this size is 20,535\* female employees, while there are 20,452 here.

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

## Occupation Age Breakdown



## Occupation Race/Ethnicity Breakdown



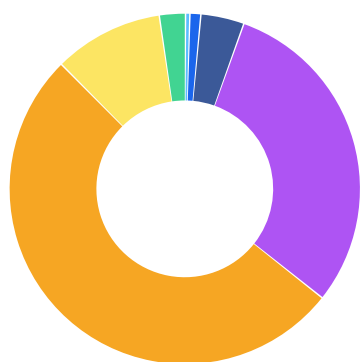
	% of Jobs	Jobs
White	79.2%	18,143
Black or African American	13.0%	2,969
Asian	5.2%	1,182
Two or More Races	1.3%	307
Hispanic or Latino	1.2%	273
American Indian or Alaska Native	0.1%	25
Native Hawaiian or Other Pacific Islander	0.0%	8








## Occupation Gender Breakdown



	% of Jobs	Jobs
Males	10.7%	2,456
Females	89.3%	20,452

## National Educational Attainment



	% of Jobs
 Less than high school diploma	0.4%
 High school diploma or equivalent	1.0%
 Some college, no degree	4.0%
 Associate's degree	30.2%
 Bachelor's degree	51.9%
 Master's degree	10.1%
 Doctoral or professional degree	2.4%

## Occupational Programs



### 10 Programs

Of the programs that can train for this job, 10 have produced completions in the last 5 years.



### 2,476 Completions (2019)

The completions from all regional institutions for all degree types.



### 1,633 Openings (2019)

The average number of openings for an occupation in the region is 157.

CIP Code	Top Programs	Completions (2019)
51.3801	Registered Nursing/Registered Nurse	2,177 <div></div>
51.3899	Registered Nursing, Nursing Administration, Nursing Resear...	116
51.3805	Family Practice Nurse/Nursing	77
51.0999	Allied Health Diagnostic, Intervention, and Treatment Profe...	47
51.3803	Adult Health Nurse/Nursing	25
51.3802	Nursing Administration	21
51.3818	Nursing Practice	8
51.3813	Clinical Nurse Specialist	5

Top Schools	Completions (2019)
Ohio State University-Main Campus	534 
Hondros College of Nursing	420 
Mount Carmel College of Nursing	402 
Columbus State Community College	223 
Central Ohio Technical College	181 
Chamberlain University-Ohio	179 
Capital University	149 
Otterbein University	102 
Fortis College-Columbus	92 
American Institute of Alternative Medicine	86 

## Appendix A

### **Registered Nurses (SOC 29-1141):**

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

### **Sample of Reported Job Titles:**

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

### **Related O\*NET Occupations:**

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

# Job Posting Analytics

Emsi Q2 2021 Data Set

July 2021

1179 University Dr  
Newark, Ohio 43055

# Parameters

## Regions:

Code	Description	Code	Description
39031	Coshocton County, OH	39083	Knox County, OH
39041	Delaware County, OH	39089	Licking County, OH
39049	Franklin County, OH		

## Occupations:

Results should include

Code	Description
29-1141	Registered Nurses

Minimum Experience Required: Any


Education Level: Any

Keyword Search:

Timeframe: Sep 2016 - Apr 2020

Posting Lifespan: Any Duration

## Job Postings Summary

<div>42,019</div> <div>Unique Postings</div> <div>230,093 Total Postings</div>	<div>5 : 1</div> <div>Posting Intensity</div> <div></div> <div>Regional Average: 4 : 1</div>	<div>23 days</div> <div>Median Posting Duration</div> <div>Regional Average: 31 days</div>
--	---	--

There were 230,093 total job postings for your selection from September 2016 to April 2020, of which 42,019 were unique. These numbers give us a Posting Intensity of 5-to-1, meaning that for every 5 postings there is 1 unique job posting.

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

## Advertised Salary

There are 4,314 advertised salary observations (10% of the 42,019 matching postings).

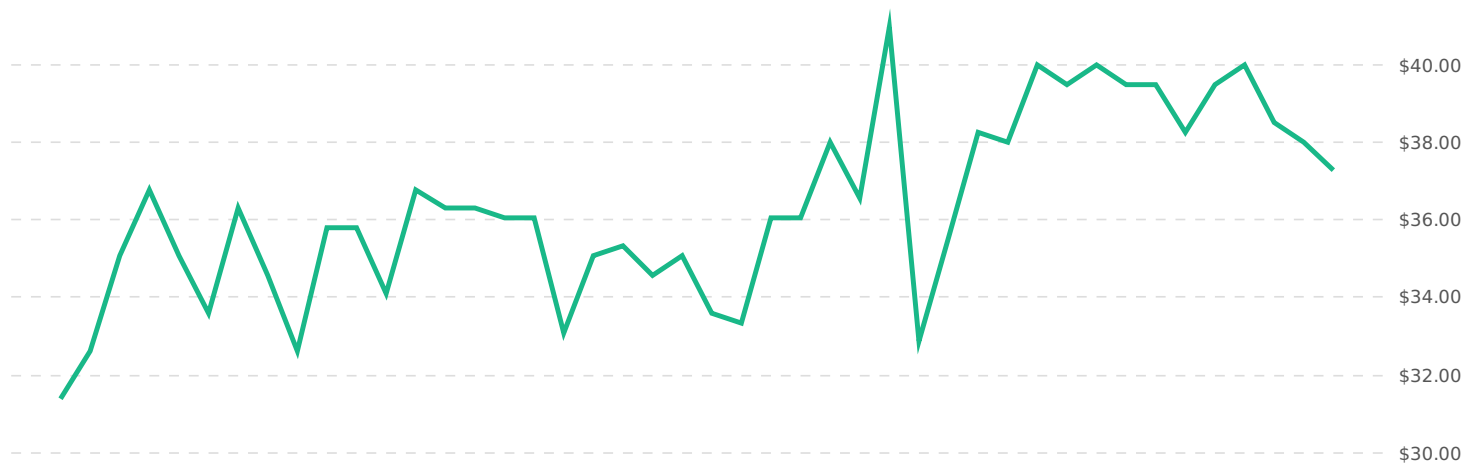
\$37.54/hr

Median Advertised Salary

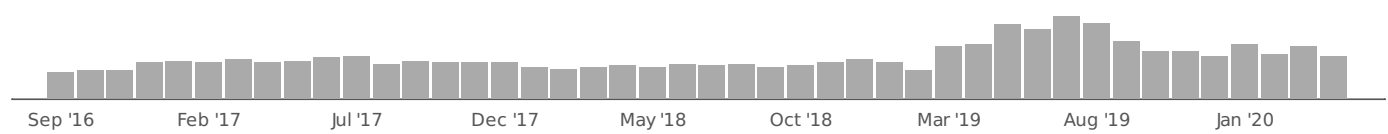
*This is \$5.70/hr above the government  
recorded median salary for Registered  
Nurses in your region.*

# Advertised Wage Trend Beta

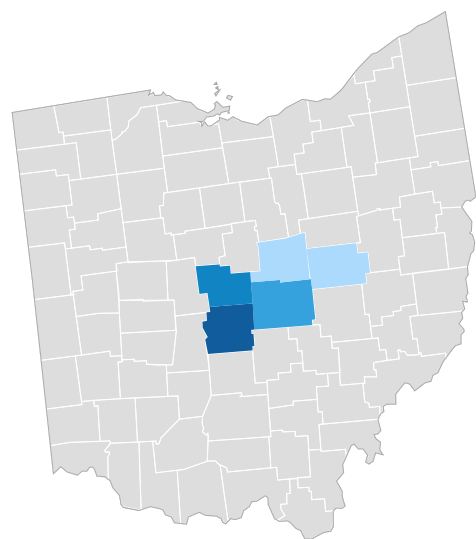
▲ 18.8% Sep 2016 – Apr 2020  
\$37.54 Median



42,019 Job Postings

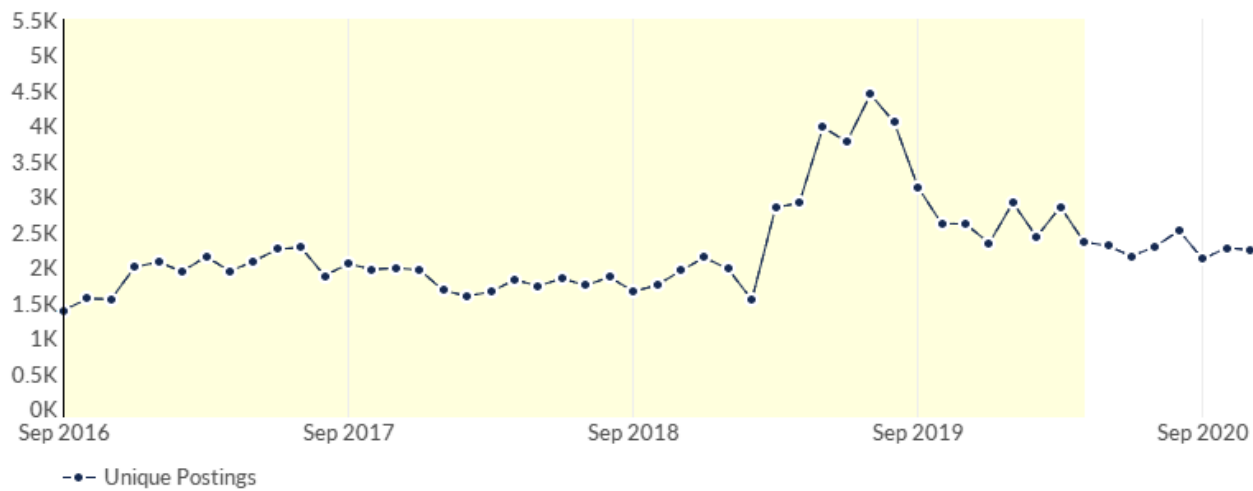


# Job Postings Regional Breakdown



County	Unique Postings (Sep 2016 - Apr 2020)
Franklin County, OH	31,470
Delaware County, OH	3,427
Licking County, OH	3,200
Knox County, OH	3,189
Coshocton County, OH	733

## Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2021	2,591	6 : 1
May 2021	2,587	7 : 1
Apr 2021	2,523	7 : 1
Mar 2021	2,653	7 : 1
Feb 2021	2,638	7 : 1
Jan 2021	2,794	7 : 1
Dec 2020	2,626	8 : 1
Nov 2020	2,240	8 : 1
Oct 2020	2,270	8 : 1
Sep 2020	2,112	8 : 1
Aug 2020	2,514	9 : 1
Jul 2020	2,289	9 : 1

## Education & Experience Breakdown

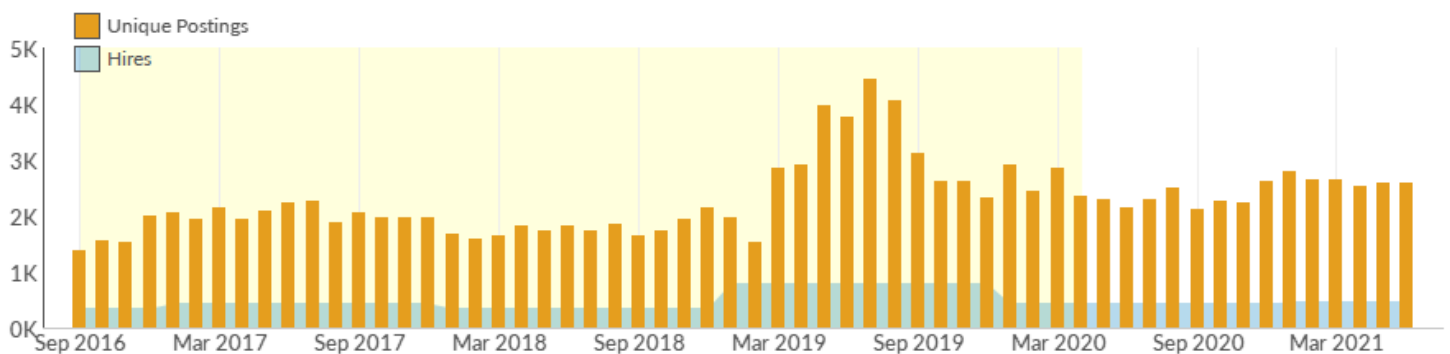
Education Level	Unique Postings	% of Total
No Education Listed	15,039	36%
High school or GED	691	2%
Associate's degree	21,967	52%
Bachelor's degree	5,691	14%
Master's degree	1,801	4%
Ph.D. or professional degree	1,017	2%

Minimum Experience	Unique Postings	% of Total
No Experience Listed	21,486	51%
0 - 1 Years	9,815	23%
2 - 3 Years	9,751	23%
4 - 6 Years	876	2%
7 - 9 Years	53	0%
10+ Years	38	0%

## Job Postings vs. Hires











<p>2,252</p> <p>Avg. Monthly Postings (Sep 2016 - Apr 2020)</p>	<p>499</p> <p>Avg. Monthly Hires (Sep 2016 - Apr 2020)</p>
---	--

In an average month, there were 2,252 active job postings for *Registered Nurses*, and 499 actually hired. This means there was approximately 1 hire for every 5 unique job postings for *Registered Nurses*.













Occupation	Avg Monthly Postings (Sep 2016 - Apr 2020)	Avg Monthly Hires (Sep 2016 - Apr 2020)
Registered Nurses	2,252	499


## Top Companies Posting

	Total/Unique (Sep 2016 - Apr 2020)	Posting Intensity	Median Posting Duration
Ohiohealth Corporation	40,840 / 4,084	10 : 1 	13 days
HealthCare Employment Network	11,896 / 2,976	4 : 1 	10 days
Trinity Health Corporation	11,243 / 1,388	8 : 1 	40 days
Supplemental Healthcare	3,912 / 1,016	4 : 1 	33 days
Nationwide Children's Hospital	4,637 / 996	5 : 1 	43 days
Staffd, Inc.	2,768 / 987	3 : 1 	9 days
Travel Nurse Inc	3,825 / 808	5 : 1 	9 days
HealthTrust Workforce Solutions	1,406 / 666	2 : 1 	8 days
Anthem, Inc.	2,559 / 649	4 : 1 	27 days
Maxim Healthcare Services, Inc.	2,214 / 590	4 : 1 	19 days











## Top Cities Posting

City	Total/Unique (Sep 2016 - Apr 2020)	Posting Intensity	Median Posting Duration
Columbus, OH	139,791 / 22,970	6 : 1 	28 days
Mount Vernon, OH	10,965 / 2,445	4 : 1 	15 days
Westerville, OH	13,538 / 2,114	6 : 1 	26 days
Dublin, OH	11,116 / 1,697	7 : 1 	21 days
Newark, OH	6,708 / 1,543	4 : 1 	25 days
Grove City, OH	6,079 / 1,207	5 : 1 	17 days
Delaware, OH	5,699 / 1,149	5 : 1 	15 days
Hilliard, OH	3,105 / 760	4 : 1 	13 days
Worthington, OH	2,710 / 735	4 : 1 	31 days
New Albany, OH	5,874 / 689	9 : 1 	34 days











## Top Posted Occupations

	Total/Unique (Sep 2016 - Apr 2020)	Posting Intensity	Median Posting Duration
Registered Nurses	230,093 / 42,019	5 : 1 	23 days

## Top Posted Job Titles

	Total/Unique (Sep 2016 - Apr 2020)	Posting Intensity	Median Posting Duration
Registered Nurses	23,232 / 3,282	7 : 1 	34 days
Travel Registered Nurses	7,741 / 2,094	4 : 1 	15 days
ICU Registered Nurses	6,705 / 909	7 : 1 	14 days
Telemetry Travel Registered Nurses	2,983 / 901	3 : 1 	10 days
Medical Surgical Travel Registered Nurses	4,879 / 822	6 : 1 	11 days
ICU Travel Registered Nurses	4,840 / 804	6 : 1 	15 days
Home Health Registered Nurses	5,278 / 688	8 : 1 	38 days
Operating Room Registered Nurses	3,043 / 667	5 : 1 	24 days
Medical Surgical Registered Nurses	2,792 / 658	4 : 1 	22 days
Staff Nurses	5,682 / 624	9 : 1 	24 days

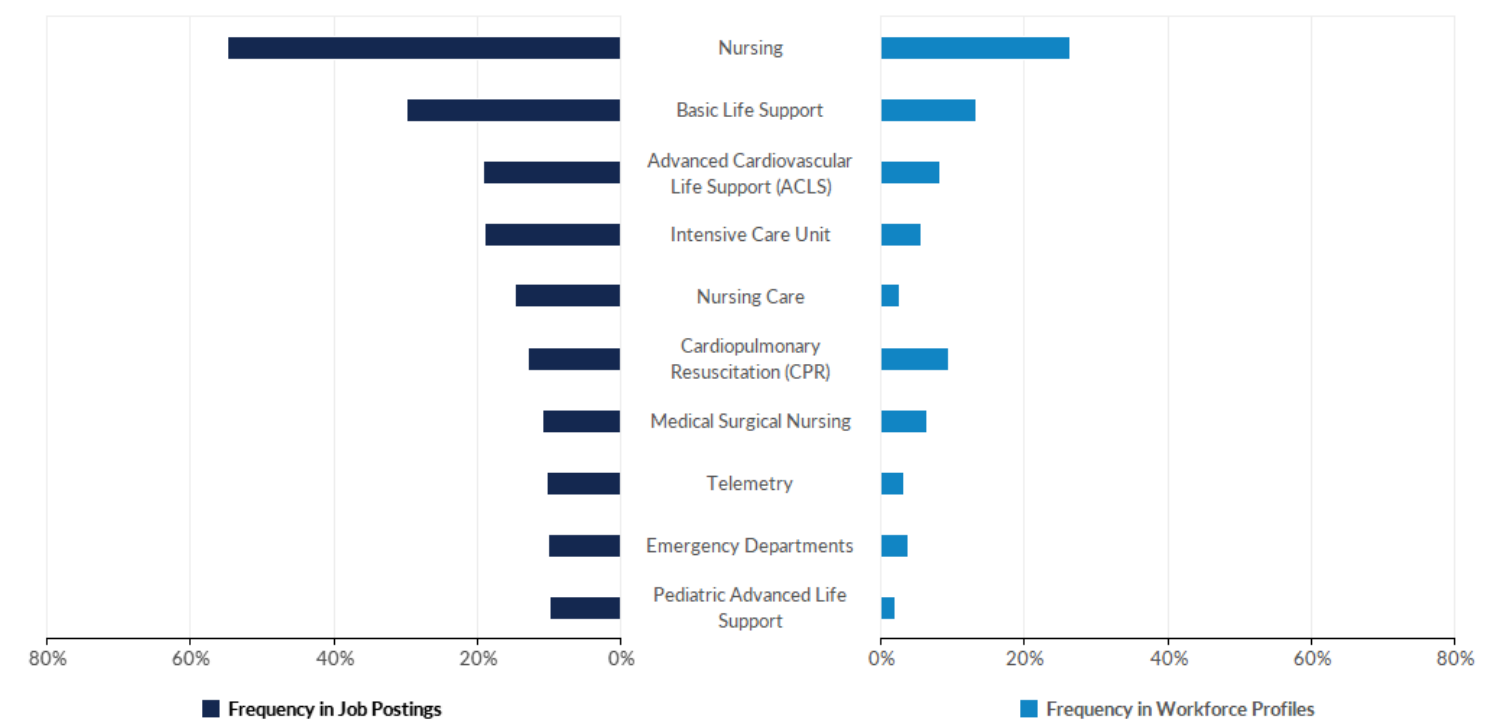
# Top Industries

	Total/Unique (Sep 2016 - Apr 2020)	Posting Intensity	Median Posting Duration
Administrative and Support and Waste Management and Remediation Services	85,046 / 18,011	5 : 1 	19 days
Health Care and Social Assistance	94,539 / 14,742	6 : 1 	28 days
Professional, Scientific, and Technical Services	6,883 / 1,587	4 : 1 	23 days
Finance and Insurance	9,109 / 1,482	6 : 1 	32 days
Public Administration	2,996 / 714	4 : 1 	12 days
Retail Trade	5,623 / 649	9 : 1 	25 days
Educational Services	2,691 / 633	4 : 1 	26 days
Construction	2,719 / 508	5 : 1 	36 days
Real Estate and Rental and Leasing	2,133 / 397	5 : 1 	38 days
Accommodation and Food Services	1,400 / 385	4 : 1 	12 days

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Emsi's job posting analytics, this comparison leverages Emsi's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

*\*The skills associated with workforce profiles represent workers of all education and experience levels.*

## Top Hard Skills

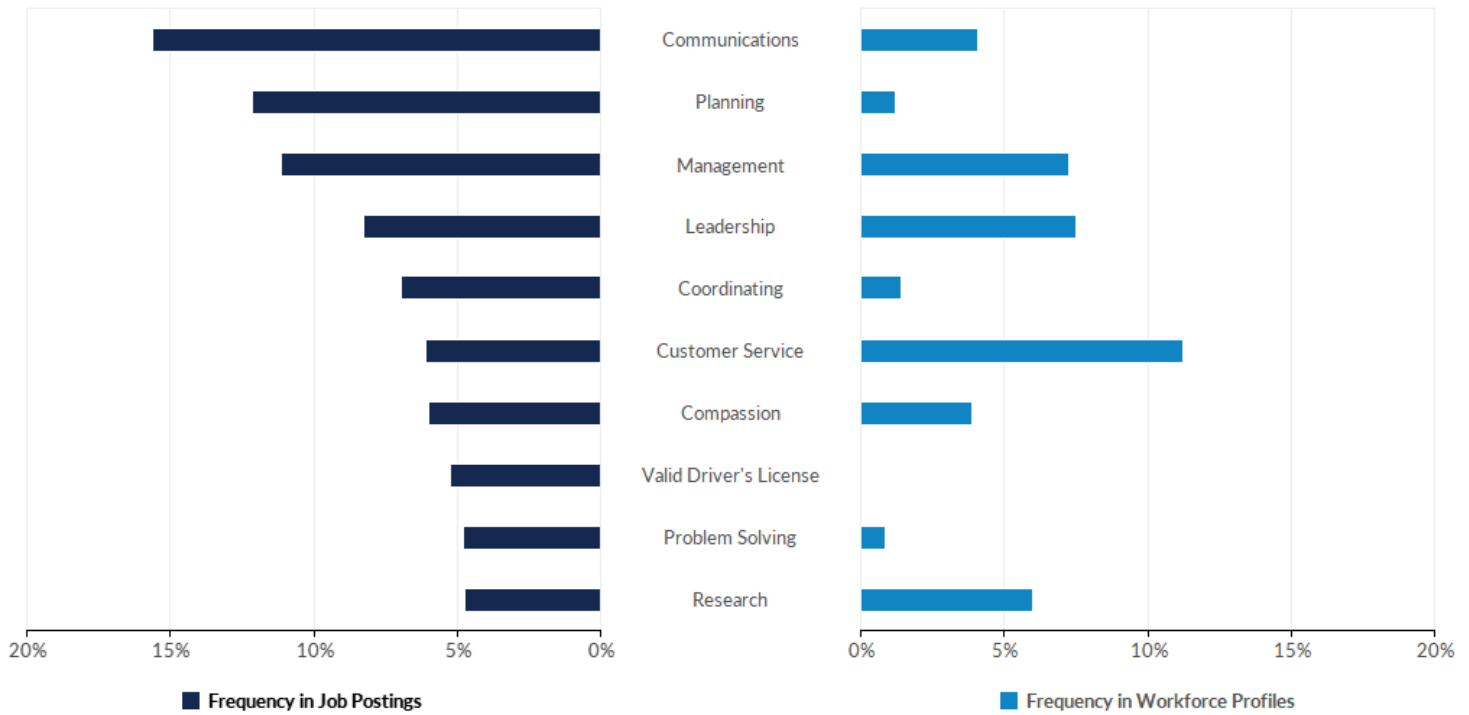


## Top Hard Skills

	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Apr 2020)	Frequency in Profiles	Profiles with Skill / Total Profiles (2019 - 2021)
Nursing	55%	22,989 / 42,019	26%	3,930 / 14,876
Basic Life Support	30%	12,491 / 42,019	13%	1,971 / 14,876
Advanced Cardiovascular Life Support (ACLS)	19%	8,035 / 42,019	8%	1,233 / 14,876
Intensive Care Unit	19%	7,990 / 42,019	6%	854 / 14,876
Nursing Care	15%	6,181 / 42,019	3%	380 / 14,876
Cardiopulmonary Resuscitation (CPR)	13%	5,454 / 42,019	9%	1,404 / 14,876
Medical Surgical Nursing	11%	4,610 / 42,019	6%	960 / 14,876
Telemetry	10%	4,333 / 42,019	3%	481 / 14,876

Emergency Departments	10%	4,263 / 42,019	4%	579 / 14,876
Pediatric Advanced Life Support	10%	4,150 / 42,019	2%	301 / 14,876

## Top Common Skills



## Top Common Skills

	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Apr 2020)	Frequency in Profiles	Profiles with Skill / Total Profiles (2019 - 2021)
Communications	16%	6,553 / 42,019	4%	610 / 14,876
Planning	12%	5,099 / 42,019	1%	178 / 14,876
Management	11%	4,668 / 42,019	7%	1,077 / 14,876
Leadership	8%	3,474 / 42,019	8%	1,116 / 14,876
Coordinating	7%	2,913 / 42,019	1%	207 / 14,876
Customer Service	6%	2,556 / 42,019	11%	1,668 / 14,876
Compassion	6%	2,510 / 42,019	4%	578 / 14,876
Valid Driver's License	5%	2,198 / 42,019	0%	1 / 14,876
Problem Solving	5%	2,010 / 42,019	1%	129 / 14,876
Research	5%	1,982 / 42,019	6%	895 / 14,876

# Top Qualifications

Postings with Qualification	
ANCC Certified	726
Associate Degree In Nursing	3,708
Bachelor of Science in Nursing (BSN)	6,538
CNOR Certification	2,065
Critical Care Registered Nurse (CCRN)	2,911
Licensed Practical Nurse	3,047
Master of Science in Nursing (MSN)	1,200
Neonatal Nurse Practitioner	850
Nurse Practitioner	1,436
Psychiatric-Mental Health Nurse Practitioner	607

# Appendix A

## Top Posting Sources

Website	Postings on Website (Sep 2016 - Apr 2020)
Nexxt.com	8,201
Jobserve.com	7,020
Careerboard.com	6,637
Employmentcrossing.com	4,452
Beyond.com	3,666
Nettemps.com	3,633
Monster.com	3,518
Geebo.com	2,734
Allnurses.com	2,665
Resume-library.com	2,511
Careerbuilder.com	2,182
Glassdoor.com	2,108
Recruitenetworks.com	1,684
Careerarc.com	1,577
Dejobs.org	1,565
Learn4good.com	1,546
Jobs.net	1,338
My.jobs	1,201
Americasjobexchange.com	1,200
Bluecollarcrossing.com	971
Expertini.com	962
Snagajob.com	961
Ohiojobboard.com	955
Hospitaljobsonline.com	797
Trinity-health.org	737

# Appendix B

## Sample Postings

### Mental Health Nurses — in Columbus, OH (Apr 2020 - May 2020)

Mental Health Nurse	
Link to Live Job Posting: Posting is no longer active	
Location: Columbus, OH	O*NET: 29-1141.00
Company: Unknown	Job Title: Mental Health Nurses
<p>Job Details &lt; back to search Mental Health Nurse Location Columbus, OH, United States Posted on Apr 27, 2020 Apply for this job your email: upload resume: Profile •</p> <p>MEMBERS ONLY</p> <p>•SIGN UP NOW•.2323 W. 5th Avenue, Suite 160 Columbus, Ohio 43204Mental Health Nurse</p> <p>POSITION</p> <p>DESCRIPTIONDepartment:</p> <p>Outpatient -</p> <p>AtchesonJob Status:</p> <p>Full TimeFLSA Status:</p> <p>Non-Exempt Company info Sign Up Now - EntryLevelCrossing.com</p>	

## Nurse Reviewer at Health Management Systems, Inc.

Link to Live Job Posting: Posting is no longer active

Location: Columbus, OH

O\*NET: 29-1141.00

Company: Health Management Systems, Inc.

Job Title: Nurse Reviewers

Nurse Reviewer at Health Management Systems, Inc. Columbus, OH Health Management Systems, Inc. HMS makes the healthcare system work better for everyone. We fight fraud, waste, and abuse so people have access to healthcare-now and in the future. Using innovative technology and powerful data analytics, we help government and commercial payers reduce costs, increase quality, and achieve regulatory compliance. We also help consumers take a more active role in their own health. Each year, we save our clients billions of dollars while helping people live healthier lives. At HMS, you will develop new skills and build your career in a dynamic industry while making a difference in the lives of others. We are seeking a talented individual for a Nurse Reviewer who is responsible for performing clinical reviews of medical information and quality assurance as defined by review methodologies specific to the contract for which services are being provided.

### Essential Responsibilities:

- + Performs clinical and medical reviews, data collection and database entry.
- + Assigns case reviews by identifying the issues for review and the specialty of the physician reviewer necessary to complete the peer matched review.
- + Provides supporting reference documentation to the reviewer.
- + Applies state laws during the Quality Assurance process.
- + Interacts with physician reviewers.
- + Assists in the transcription of physician reviews by editing and formatting, as needed.
- + Assures that all work is completed within contractual deadlines and that all components of the completed review are present.
- + Delivers final product to the client per client specific contractual guidelines.
- + Communicates with appropriate parties regarding review (enrollee, authorized representative, health plan representative, facility and state department of insurance).
- + Receives requests for precertification of procedures via telephone, fax, or Web.
- + Utilizes clinical expertise to approve services or refer requests to a physician for review.
- + Oversees referrals to and from physician review.
- + Formats and edits approval and denial letters.
- + Performs retrospective chart review per contract specifications.
- + Prepares letters to summarize retrospective review activity.
- + Evaluates, identifies, and reports on, quality of care issues.
- + Communicates with health care professionals as a liaison regarding contract specifications and escalates issues as appropriate.
- + Participates on quality improvement teams.
- + Facilitates quality improvement plan development and implementation as requested, both internally and with external customers.
- + Participates in the project data analysis, reporting, and feedback processes.

### Non-Essential Responsibilities:

- + Performs other functions as assigned

### Knowledge, Skills and Abilities:

- + Ability to work proficiently with Microsoft Word, Excel, and Power Point.
- + Ability to analyze and evaluate medical information.
- + Ability to provide good customer service skills.
- + Ability to medically review; chart audits, and quality improvement processes.
- + Ability to perform well in team environment, with staff at all levels, to achieve business goals.
- + Ability to function under pressure and with deadline oriented project demands as well as manage multiple initiatives.
- + Ability to apply existing knowledge of health care marketplace including commercial and government insurance health plan organizations and HIPAA guidelines with their associated security requirements.
- + Ability to work independently to meet predefined production and quality standards
- + Working knowledge in and successful application of basic level of health care data analysis and clinical review.

Work Conditions and Physical Demands:

#### Work Conditions and Physical Demands:

+ Primarily sedentary work in a general office environment + Ability to communicate and exchange information + Ability to comprehend and interpret documents and data + Requires occasional standing, walking, lifting, and moving objects (up to 10 lbs.) + Requires manual dexterity to use computer, telephone and peripherals + May be required to work extended hours for special business needs + May be required to travel at least 10% of time based on business needs

#### Certifications:

(Required/Desired) + Unrestricted RN license required

#### Minimum Education:

+ Associate's degree or diploma (Nursing program) required; Bachelor's degree preferred

#### Minimum Related Work Experience:

+ 3 years clinical experience required + 1 year utilization review experience preferred \_Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.\_ \_EOE including disability/veteran\_

#### Title:

\_Nurse Reviewer\_

#### Location:

\_Ohio-OH-Remote\_

#### Requisition ID:

\_2000104D\_ EEO/Minorities/Females/Protected Veterans/Disabled.

Family Practice/Primary Care RN	
Link to Live Job Posting: Posting is no longer active	
Location: Columbus, OH	O*NET: 29-1141.00
Company: Unknown	Job Title: Family Practice/Primary Care Nurse Practitioners
<p>Job Details &lt; back to search Family Practice/Primary Care RN Location Columbus, OH, United States Posted on Apr 24, 2020 Apply for this job your email: upload resume: Profile Well established practice is looking to hire a Branch Director tonserve in annhospice care community in the Cincinnati, Ohio areann</p> <p>Company:</p> <p>nn</p> <ul style="list-style-type: none"> <li>• Offers highly personalized, specialized and cost-effective carein Home Health, Hospice, Psychiatric &amp; Behavioral Health, VeterannServices and moren</li> <li>• Close-knit and collaborative team setting with a strong companynculture u2013 Regular training, team exercises, happy hours andnannual conferencenn</li> </ul> <p>Benefits and Features:</p> <p>nn</p> <ul style="list-style-type: none"> <li>• Competitive salary range dependent on experiencen</li> <li>• Great PTO Package, holiday pay, and sign on bonus potentialn</li> <li>• Excellent medical benefits, dental, vision, disability, lifenand 401kn</li> <li>• Millage reimbursement, on call stipendnnYour Role with the</li> </ul> <p>Company:</p> <p>nn</p> <p>Full-time:</p> <p>Monday 8:00 am u2013 Friday 5:00 pmn</p> <ul style="list-style-type: none"> <li>• Supervises the provision of therapeutic services includingnclinical operations, personnel performance, and office managementn</li> <li>• implements, and evaluates goals and objectives for hospicenservices that meet and promote the standards of quality of carenn</li> </ul> <p>Background Profile:</p> <p>nn</p> <ul style="list-style-type: none"> <li>• Ohio state RN licensen</li> <li>• 2 years or more of hospice experience idealn</li> <li>• Charge nurse experience idealn</li> <li>• Valid driveru2013s licensennwww.</li> </ul> <p>npnow.comnMSN/ Masters of Science in NursingnAPRN / Advanced Practice Registered Nurse / ARNP / AdvancednRegistered Nurse PractitionerWell established practice is lookingnto hire a Branch Director to serve in annhospice care community in the Cincinnati, Ohio areann</p>	

## Company:

Offers highly personalized, specialized and cost-effective care in Home Health, Hospice, Psychiatric & Behavioral Health, Veterans Services and more. Close-knit and collaborative team setting with a strong company culture. Regular training, team exercises, happy hours and annual conferences.

## Benefits and Features:

Competitive salary range dependent on experience. Great PTO Package, holiday pay, and sign on bonus potential. Excellent medical benefits, dental, vision, disability, life and 401k. Millage reimbursement, on call stipend.

## Company:

nn

## Full-time:

Monday 8:00 am - Friday 5:00 pm. Supervises the provision of therapeutic services including clinical operations, personnel performance, and office management. Implements, and evaluates goals and objectives for hospice services that meet and promote the standards of quality of care.

## Background Profile:

Ohio state RN license. 2 years or more of hospice experience ideal. Charge nurse experience ideal. Valid driver's license. [www.npnow.com](http://www.npnow.com). MSN / Masters of Science in Nursing. APRN / Advanced Practice Registered Nurse / ARNP /

## Advanced Registered Nurse Practitioner, valid Through:

2020-08-12T23:59:59-05:00, employment

## Type:

FULL\_

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US,postalCode:

43017,address

Locality:

Columbus,addressRegion:

Ohio}} Company info Sign Up Now - EntryLevelCrossing.com

## Registered Nurse

Link to Live Job Posting: Posting is no longer active

Location: Westerville, OH

O\*NET: 29-1141.00

Company: Trinity Health Corporation

Job Title: Registered Nurses

Register Job Search Login FAQs Register Employer FAQs Login Apply for Jobs Apply for Jobs Post a Job Post a Job Local Jobs Home Register Here to Apply for Jobs or Post Jobs. X Registered Nurse Job in Westerville

- OH Ohio

- USA Apply Here Company:

Trinity Health Full Time position Listed on 2020-04-30 Job specializations:

- Nursing Nurse Practitioner, Nursing Home, RN Nurse
- Healthcare Nursing Home, Healthcare Nursing Job Description & How to

### Apply Below Position:

#### Experienced Registered Nurse

- Sign-on Bonus At Mount Carmel, we're committed to making a meaningful difference in the lives of our patients and communities. Our colleagues
- people like you
- share our passion for always going above and beyond to provide the highest standards of care. At Mount Carmel, we're committed to making a meaningful difference in the lives of our patients and communities. Our colleagues
- people like you
- share our passion for always going above and beyond to provide the highest standards of care.

Our professional nurses are truly the heart and soul of Mount Carmel. It is their resilience, humility and determination that drive positive patient outcomes. To support you, Mount Carmel provides continuous opportunities for personal balance, professional opportunity and clinical growth. Our culture of shared governance and collaboration creates an environment that puts the focus on what's truly important

- our patients and the communities we serve.

The Registered Nurse, within the scope of the Ohio Nurse Practice Act, will provide care in an atmosphere sensitive to each person's physical, emotional, social and spiritual needs. The Registered Nurse collaborates in the spirit of teamwork is accountable for the delivery of patient care utilizing the Nursing Process within the standards, policies, procedures and guidelines of Mount Carmel Health System.

#### Responsibilities

- Collaborates with patient and family to develop and implement a plan of care that includes physical, spiritual and educational components
- Create a caring and healing environment that keeps the patient and family at the center of care
- Work with state-of-the-art technology
- Experience interdisciplinary relationships & collaboration
- Have autonomy for decisions affecting professional practice
- Promote evidence-based practice and quality initiatives and exhibits professionalism in nursing practice within the model of the ANCC Magnet Recognition Program® Requirements/Qualifications
- Graduate from school of nursing
- Current license to practice as a Registered Nurse in the State of Ohio
- Effective Communication Skills

- Demonstrates the ability to plan, organize and manage patient care, including delegation to and supervision of other members of the patient care team Casual, Part-Time, and Full-Time positions available.

Flexible shifts available as well. At Mount Carmel, we invest in your success. You'll work alongside talented colleagues to advance patient-centered care every day. Join us in our mission to transform the lives of those we serve. Mount Carmel and all its affiliates are proud to be equal opportunity employers. We do not discriminate on the basis of race, gender, religion, sexual orientation or physical ability. Apply Position Requirements 1 to 2 Years work experience Go to Application Site Search for further

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## Contract-RN- Long Term Care

Link to Live Job Posting: Posting is no longer active

Location: Columbus, OH

O\*NET: 29-1141.00

Company: Maxim Staffing Solutions

Job Title: Long Term Care Registered Nurses

### Contract-RN

- Long Term Care
- Columbus, OH, 43235
- Long Term Care (LTC)
- ST, Healthcare
- Contract
- Full Time I'm Interested The Long Term Care (LTC) Registered Nurse (RN) assumes responsibility and accountability for the delivery of patient care of patients in a Long Term Care (LTC)/ Assisted Living Facility. The Long Term Care (LTC) Registered Nurse (RN) demonstrates ability to make clinical judgments in an effective and efficient manner with supervision. Responsibilities
- Utilizes the nursing process to assess, plan, implement and evaluate patient care in a Long Term Care/Assisted Living Facility.
- Performs focused interview to identify specific needs.
- Assess signs and symptoms indicating physiologic and psychological changes in the patient's condition.
- Collects, analyzes, and interprets data and information from health care members and documents actual and/or potential nursing diagnoses.
- Documents the patient's plan of care using identified nursing diagnoses, expected patient outcomes, and selected nursing interventions.
- Identifies and prioritizes actions based upon patient care requirements.
- Monitors consistency between patient plan of care and actions of medical staff.
- Performs interventions according to identified priorities, plan of care, and the facility policies and patient outcome standard.
- Provides a safe, comfortable and therapeutic patient environment.
- Initiates and evaluates patient and/or family education.
- Revises the plan of care according to evaluation, changes in medical plan of care, and effective/ineffective nursing interventions.
- Document's patient's response to nursing and other interventions.
- Uses clinical judgment in evaluation activities to meet patient care needs of an assigned floor/unit including establishing priorities.
- Monitors safety and effectiveness of the environment and equipment.
- Participates in activities to facilitate good interpersonal communications with the chosen facility.
- Supports professional practice by observing the following: Uses knowledge and practices in accordance with 1) the Nurse Practice Act; 2) Standards of Nursing Practice; 3) Standards of Patient Care; 4) Joint Commission, state and local laws; 5) Patient's Bill of Rights; and 6) Maxim Healthcare, nursing and client hospital policies.
- Other Long Term Care (LTC) Registered Nurse (RN) duties as assigned. Qualifications
- Current Registered Nurse (RN) License for the state in which the nurse practices.
- Full command, verbal and written, of the English language.
- Current Health Certificate (if applicable)
- Current PPD or Chest X-Ray.
- One year prior Long Term Care (LTC) Registered Nurse (RN) experience preferred.
- Current BLS card
- Successful completion of screening tests for the clinical specialty area(s) in which the Long Term Care (LTC) Registered Nurse (RN) practices with a score of 80% or greater. Benefits At Maxim Healthcare Services, we firmly believe that our employees are the

practices with a score of 90% or greater. Benefits At Maxim Healthcare Services, we firmly believe that our employees are the heartbeat of our organization and we are happy to offer the following benefits:

- Competitive pay & weekly paychecks
- Health, dental, vision, and life insurance
- 401(k) savings plan
- Awards and recognition programs
- Benefit eligibility is dependent on employment status.

Maxim Healthcare Services is a leading provider of home healthcare, medical-related staffing, travel nursing, and population health and wellness services across the United States. As an established community partner, we have been making a difference in the lives of our employees, caregivers, and patients for more than 30 years. Our commitment to customer service, improving patient care, and staffing experienced healthcare professionals has paved the way for many rewarding career opportunities in the healthcare industry. Maxim Healthcare Services, Inc. is an Affirmative Action/Equal Opportunity Employer I'm Interested Benefits of Working at Maxim Continuous Professional & Clinical Training Awards & Recognition Programs Opportunities for

## Growth Share:

Linkedin Facebook Twitter What to Expect Our checklist will walk you through updates in your applicant experience. 1. Submit an Inquiry 2. Submission Review 3. Follow-Up by Recruiter Maxim Healthcare Services makes all employment decisions, including recruitment, hiring, placement, promotion, discharge, retirement, compensation, benefits, transfer, corrective action, or any other decisions affecting the terms, conditions, or privileges of employment, without regard to race, gender, color, religion, national origin, age, disability, veteran status, genetic information, or other protected characteristics in accordance with all applicable laws, directives, and regulations of federal, state, and local government entities. All qualified applicants, including individuals with disabilities, "disabled Veterans", or Veterans with service-connected disabilities, are encouraged to apply. Maxim values the service Veterans have given to our country and we strongly support the hiring of returning Service Members. We value the online security of your information. To make sure your personal data is secure, only respond to emails from the domain @maxhealth.com. Inquiries showing other email addresses are not valid communications from Maxim Healthcare Services. We look forward to reviewing your credentials and the opportunity to work together.

# Appendix C - Data Sources and Calculations

## Emsi Job Postings

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

## Occupation Data

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

## State Data Sources

This report uses state data from the following agencies: Ohio Department of Job and Family Services, Labor Market Information Division

## Meeting with OSU Central Ohio Team Call

### Attendees:

#### Ohio State University Nursing

- Wendy Bowles, Assistant Dean for Baccalaureate programs
- Tracy Taylor, Nurse educator for path to BSN
- Christopher Iles, Undergraduate Program Coordinator
- Portia Z., Community liaison for grant
- Kathryn Lecklider, Marketing/Communications team

#### Central Ohio Technical College

- Kendrah Cunningham, Nursing Programs Administrator

#### Marion Technical College

- Stacie Campbell
- Cathy Crum, Associate Director of ADN program

#### Clark State

- Mary Taylor, Director of Nursing programs

#### Edison State Community College

- Jill Bobb, Director of Nursing

#### Muskingum University

- Macey Carson, RN to BSN and ABSN program coordinator

The OSU central Ohio team is a group made up of institutions in the region that have agreements in place with Ohio State University for continuation programs, such as RN to BSN. The topic was brought up by Wendy Bowles, the

Wendy Bowles asked that we go around the group and each speak on where they stand with the idea of implementation of a BSN program, where they are in the process, and what type of program they intend to offer.

Stacie Campbell of Marion Technical College indicates that they have submitted a proposal for an RN to BSN program to ODHE and are currently in the comment phase.

Wendy Bowles states that “we are very supportive of anybody, of you know all of your transitions and everything, we just kind of want to know where everybody is on moving forward, and anything that we can do to help support you.”

Jill Bobb from Edison State reports that they have received directive for a proposal but have not yet begun the process.

Kendrah Cunningham from Central Ohio Technical College reports that they are working on an RN to BSN program and the curriculum has been approved internally and the ODHE proposal is being finalized.

Mary Taylor from Clark State reports that they are finalizing the RN to BSN ODHE proposal for submission.

Wendy Bowles asks for any further discussion or needs, none are verbalized and the meeting is adjourned.

Ohio's Top Jobs List | Ohio's Top

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CBE FlexPace

An official State of Ohio site: [Here's how you know](#)

Ohio

Governor's Office of Workforce Transformation

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Region

Central Region

Typical Education Required

Bachelor's degree

Preferred Experience

(All)

Job Category

(All)

Critical/In-Demand

(All)

Top Jobs

Click Bars to view Job Summary

Learn about what makes a top job

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Title	Median Salary				Growth	Employment				Openings							
	\$0K	\$50K	\$100K	\$150K		0	200	400	0K	10K	20K	30K	0	500	1,000	1,500	2,000
Registered Nurses			\$66K		398						25,925					1,736	
Software Developers, Applications					211					11,425						211	
Market Research Analysts and Marketing Specialists			\$66K		108					6,518						733	
Management Analysts			\$83K		86					7,447						749	
Financial Managers			\$126K		83					5,186						447	
General and Operations Managers			\$102K		80					11,980						999	
Business Operations Specialists, All Other			\$71K		66					11,361						66	
Medical and Health Services Managers			\$97K		59					3,259						304	
Elementary School Teachers, Except Special Education			\$64K		48					11,470						825	
Human Resources Specialists			\$57K		46					6,326						615	
Computer Systems Analysts			\$90K		46					8,730						46	
Secondary School Teachers, Except Special and Career/Technical Educati...			\$71K		40					8,368						577	
Industrial Engineers			\$82K		39					3,314						246	
Information Security Analysts			\$90K		38					1,232						38	
Accountants and Auditors			\$71K		34					11,939						1,021	

CSV

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Language Translation





Governor's Office of Workforce Transformation

Top Jobs List

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Registered Nurses in Central Region

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

Employment

25,925

Starting Salary

\$59K

Required Education

Bachelor's degree

Unique Technologies

Categorization or classification software

Video conferencing software

Time accounting software

Human resources software

Growth Rate

398

Median Salary

\$66K

Click to Discover the Nursing Career Path

Most Important Tasks

Several times daily	Administer medications to patients and monitor patients for reactions or side effects.
Daily	"Monitor, record, and report symptoms or changes in patients' conditions."
	"Record patients' medical information and vital signs."
	Maintain accurate, detailed reports and records.
	Provide health care, first aid, immunizations, or assistance in convalescence or rehabilitation in locations such as schools, hospitals, or industry.

Top 10 Knowledge Areas

Psychology	
Customer and Personal Service	
Medicine and Dentistry	
English Language	
Administrative	
Therapy and Counseling	
Mathematics	
Administration and Management	
Education and Training	

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# Statewide Top Jobs List - January 2022



Ref. No.	Ext. SOC	SOC (Truncated)	Occupation Title	Job Family	Education, Training & Experience <sup>a</sup>			Statewide Projections <sup>b</sup>				Methodology <sup>c</sup>			
					Education Level	On-the-job Training	Relevant Work Experience	Starting Wage	Median Wage	Annual Openings	Annual Growth	Base	JobsOhio	2nd Tier	Critical
1	13-2011.00	13-2011	Accountants and Auditors	Business & Financial Operations Occupations	Bachelor's degree	None	None	\$53,730	\$67,860	4,851	124	v			
2	15-2011.00	15-2011	Actuaries	Computer & Mathematical Occupations	Bachelor's degree	Long-term on-the-job training	None	\$57,930	\$90,380	146	37	v			
3	29-1141.00	29-1141	Aesthetic Care Nurses	Healthcare Practitioners & Technical Occupations	Bachelor's degree	None	None	\$56,600	\$67,580	8,357	1,225				v
4	11-3011.00	11-3011	Administrative Services Managers <sup>d</sup>	Management Occupations	Bachelor's degree	None	Less than 5 years	None	\$85,925	1,053	63	v			
5	29-1141.02	29-1141	Advanced Practice Psychiatric Nurses	Healthcare Practitioners & Technical Occupations	Bachelor's degree	None	None	\$58,600	\$67,580	8,357	1,225				v
6	41-3011.00	41-3011	Advertising Sales Agents	Sales & Related Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$32,330	\$49,790	493	-52				v
7	17-0021.00	17-0021	Aerospace Engineering and Operations Technicians	Architecture & Engineering Occupations	Associate's degree	None	None	\$53,000	\$65,360	98	3	v			
8	17-2011.00	17-2011	Aerospace Engineers	Architecture & Engineering Occupations	Bachelor's degree	None	None	\$91,210	\$117,090	289	15	v			
9	45-2091.00	45-2091	Agricultural Equipment Operators	Farming, Fishing, and Forestry Occupations	Less than high school	Moderate-term on-the-job training	None	\$34,410	\$40,650	254	12	v			
10	49-3011.00	49-3011	Aircraft Mechanics and Service Technicians	Installation, Maintenance, & Repair Occupations	Certificate/Some college	None	None	\$49,330	\$62,120	408	26	v			
11	17-0011.00	17-0011	Architects, Except Landscape Architects	Architecture & Engineering Occupations	Bachelor's degree	Internship/residency	None	\$66,580	\$85,430	330	27	v			
12	51-2098.00	51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers <sup>d</sup>	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	None	\$34,112	7,383	-904	v			
13	29-1181.00	29-1181	Audiologists	Healthcare Practitioners & Technical Occupations	Doctoral or professional degree	None	None	\$64,200	\$72,500	28	5				v
14	49-3021.00	49-3021	Automotive Body and Related Repairers	Installation, Maintenance, & Repair Occupations	High school diploma or equivalent	Long-term on-the-job training	None	\$32,180	\$39,690	556	8	v			
15	49-3023.00	49-3023	Automotive Service Technicians and Mechanics	Installation, Maintenance, & Repair Occupations	Certificate/Some college	None	None	\$29,550	\$40,000	2,536	-93	v			
16	43-3011.00	43-3011	Bill and Account Collectors	Office & Administrative Support Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$29,290	\$35,570	1,241	-92	v			
17	43-3021.00	43-3021	Billing and Posting Clerks and Machine Operators	Office & Administrative Support Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$31,790	\$37,360	2,571	154	v			
18	43-3031.00	43-3031	Bookkeeping, Accounting, and Auditing Clerks	Office & Administrative Support Occupations	Certificate/Some college	Moderate-term on-the-job training	None	\$32,810	\$40,430	6,401	-338	v			
19	47-2021.00	47-2021	Bricklayers and Blockmasons	Construction & Extraction Occupations	High school diploma or equivalent	Apprenticeship	None	\$45,590	\$56,200	482	37	v			
20	49-3031.00	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	Installation, Maintenance, & Repair Occupations	High school diploma or equivalent	Long-term on-the-job training	None	\$36,990	\$46,780	995	44	v			
21	53-3022.00	53-3022	Bus Drivers, School <sup>d</sup>	Transportation & Material Moving Occupations	High school diploma or equivalent	Short-term on-the-job training	None	None	\$29,894	1,449	80				v
22	13-1198.00	13-1198	Business Operations Specialists, All Other	Business & Financial Operations Occupations	Bachelor's degree	None	None	\$55,540	\$73,690	3,884	166	v			
23	51-7011.00	51-7011	Cabinetmakers and Bench Carpenters	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$37,890	\$47,850	544	4				v
24	25-2023.00	25-2023	Career/Technical Education Teachers, Middle School	Education, Training, & Library Occupations	Bachelor's degree	Less than 5 years	None	None	\$68,630	21	2				v
25	25-1194.00	25-1194	Career/Technical Education Teachers, Postsecondary	Education, Training, & Library Occupations	Bachelor's degree	None	Less than 5 years	\$36,170	\$49,650	248	-18				v
26	25-2022.00	25-2022	Career/Technical Education Teachers, Secondary School	Education, Training, & Library Occupations	Bachelor's degree	None	Less than 5 years	None	\$67,560	425	20				v
27	43-5011.00	43-5011	Cargo and Freight Agents	Office & Administrative Support Occupations	High school diploma or equivalent	Short-term on-the-job training	None	\$31,440	\$41,620	343	16	v			
28	47-2031.00	47-2031	Carpenters	Construction & Extraction Occupations	High school diploma or equivalent	Apprenticeship	None	\$39,400	\$49,520	2,960	174	v			
29	47-2051.00	47-2051	Cement Masons and Concrete Finishers	Construction & Extraction Occupations	Less than high school	Moderate-term on-the-job training	None	\$41,100	\$51,980	639	54	v			
30	35-1011.00	35-1011	Chef and Head Cooks	Food Preparation & Serving Related Occupations	High school diploma or equivalent	5 years or more	None	\$37,850	\$46,840	650	25	v			
31	51-9011.00	51-9011	Chemical Equipment Operators and Tenders	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$39,110	\$52,020	690	-25	v			
32	51-8091.00	51-8091	Chemical Plant and System Operators	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$55,490	\$70,630	149	-12				v
33	19-4031.00	19-4031	Chemical Technicians	Life, Physical, & Social Science Occupations	Associate's degree	Moderate-term on-the-job training	None	\$40,090	\$50,430	338	3				v
34	19-2021.00	19-2021	Chemists	Life, Physical, & Social Science Occupations	Bachelor's degree	None	None	\$54,420	\$71,150	377	18				v
35	39-9011.00	39-9011	Child Care Workers	Personal Care & Service Occupations	High school diploma or equivalent	Short-term on-the-job training	None	\$19,770	\$22,660	5,461	84				v
36	21-1021.00	21-1021	Child, Family, and School Social Workers	Community & Social Service Occupations	Bachelor's degree	None	None	\$38,020	\$46,590	1,148	76				v
37	17-2051.00	17-2051	Civil Engineers	Architecture & Engineering Occupations	Bachelor's degree	None	None	\$63,140	\$80,300	712	29	v			
38	13-1011.00	13-1011	Claims Adjusters, Examiners, and Investigators	Business & Financial Operations Occupations	High school diploma or equivalent	Long-term on-the-job training	None	\$45,580	\$62,580	967	-57	v			
39	51-9192.00	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$25,440	\$30,160	229	2				v
40	21-2011.00	21-2011	Clergy	Community & Social Service Occupations	Bachelor's degree	Moderate-term on-the-job training	None	\$37,500	\$46,580	2,134	65	v			
41	29-2010.00	29-2010	Clinical Laboratory Technologists and Technicians	Healthcare Practitioners & Technical Occupations	Bachelor's degree	None	None	\$39,760	\$53,960	467	56	v			
42	29-1141.04	29-1141	Clinical Nurse Specialists	Healthcare Practitioners & Technical Occupations	Bachelor's degree	None	None	\$53,600	\$67,580	8,357	1,225				v
43	19-3011.00	19-3011	Clinical, Counseling, and School Psychologists	Life, Physical, & Social Science Occupations	Doctoral or professional degree	Internship/residency	None	\$54,220	\$74,400	480	69				v
44	51-9121.00	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders <sup>d</sup>	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	None	\$35,277	624	-5	v			
45	25-1099.00	25-1099	Community and Social Service Workers, All Other <sup>d</sup>	Community & Social Service Occupations	Bachelor's degree	None	None	\$34,950	\$43,160	331	15				v
46	21-1094.00	21-1094	Community Health Workers	Community & Social Service Occupations	High school diploma or equivalent	Short-term on-the-job training	None	\$32,280	\$38,620	247	17	v			
47	13-1141.00	13-1141	Compensation, Benefits, and Job Analysis Specialists	Business & Financial Operations Occupations	Bachelor's degree	None	Less than 5 years	\$48,210	\$60,610	334	25	v			
48	13-1041.00	13-1041	Compliance Officers	Business & Financial Operations Occupations	Bachelor's degree	Moderate-term on-the-job training	None	\$51,600	\$66,080	761	38	v			
49	11-3021.00	11-3021	Computer and Information Systems Managers	Management Occupations	Bachelor's degree	None	5 years or more	\$188,980	\$139,410	1,204	99	v			
50	17-2001.00	17-2001	Computer Hardware Engineers	Architecture & Engineering Occupations	Bachelor's degree	None	None	\$75,050	\$101,490	80					v
51	15-1241.00	15-1241	Computer Network Architects	Computer & Mathematical Occupations	Bachelor's degree	None	5 years or more	\$80,220	\$103,220	366	1				v
52	15-1231.00	15-1231	Computer Network Support Specialists	Computer & Mathematical Occupations	Associate's degree	None	None	\$47,840	\$60,300	741	32	v			
53	51-9161.00	51-9161	Computer Numerically Controlled Tool Operators	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$34,290	\$41,390	1,394	1				v
54	51-9162.00	51-9162	Computer Numerically Controlled Tool Programmers	Production Occupations	Certificate/Some college	Moderate-term on-the-job training	None	\$45,040	\$52,710	231	33	v			
55	15-1299.00	15-1299	Computer Operators, All Other	Computer & Mathematical Occupations	Bachelor's degree	None	None	\$59,600	\$85,860	1,043	93	v			
56	15-1251.00	15-1251	Computer Programmers	Computer & Mathematical Occupations	Bachelor's degree	None	None	\$63,080	\$84,190	300	-58				v
57	15-1211.00	15-1211	Computer Systems Analysts	Computer & Mathematical Occupations	Bachelor's degree	None	None	\$68,730	\$90,610	2,437	27	v			
58	15-1232.00	15-1232	Computer User Support Specialists	Computer & Mathematical Occupations	Certificate/Some college	None	None	\$38,470	\$48,820	1,905	122	v			
59	47-4011.00	47-4011	Construction and Building Inspectors	Construction & Extraction Occupations	High school diploma or equivalent	Moderate-term on-the-job training	5 years or more	\$51,190	\$61,850	416	15				v
60	47-2061.00	47-2061	Construction Laborers	Construction & Extraction Occupations	Less than high school	Short-term on-the-job training	None	\$34,120	\$42,590	6,099	489	v			
61	19-3021.00	19-3021	Construction Managers	Construction & Extraction Occupations	Bachelor's degree	Moderate-term on-the-job training	None	\$93,540	\$119,280	1,158	14				v
62	51-9193.00	51-9193	Cooling and Freezing Equipment Operators and Tenders	Production Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$32,520	\$39,630	114	6				v
63	13-3012.00	13-3012	Correctional Officers and Jailers	Protective Service Occupations	High school diploma or equivalent	Moderate-term on-the-job training	None	\$41,480	\$48,630	976	-150	v			
64	13-1051.00	13-1051	Cost Estimators	Business & Financial Operations Occupations	Bachelor's degree	Moderate-term on-the-job training	None	\$50,990	\$64,120	1,114	76	v			
65	19-2021.00	19-2021	Cranes and Tower Operators	Transportation & Material Moving Occupations	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	None	\$38,350	\$46,710	213				v
66	29-1141.03	29-1141	Critical Care Nurses	Healthcare Practitioners & Technical Occupations	Bachelor's degree	None	None	\$58,600	\$67,580	8,357	1,225				v
67	43-4051.00	43-4051	Customer Service Representatives	Office & Administrative Support Occupations	High school diploma or equivalent	Short-term on-the-job training	None	\$28,690	\$35,830	12,693	-445	v			
68	51-4031.00	51-4031</													



Totals	459,801	20,729	179	3	66	48
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<sup>1</sup>Projections are sourced from Occupational Employment Statistics, published May, 2021

Wage was calculated by multiplying the hourly wage by 2,080 to approximate an annual wage.

Published January 25, 2022

Published January 25, 2022

Published January 25, 202

# APPENDIX B

# AFFILIATION

# AGREEMENT

## STUDENT AFFILIATE AGREEMENT

This Agreement is made between Licking Memorial Hospital ("Facility"), 1320 West Main Street, Newark, Ohio 43055 and CENTRAL OHIO TECHNICAL COLLEGE ("Affiliate"), 1179 UNIVERSITY DRIVE, NEWARK OHIO 43055

**WHEREAS**, Affiliate desires to obtain educational experience for students enrolled in its NURSING and SURGICAL TECHNOLOGY programs; and

**WHEREAS**, Facility has the capability to provide such experience and is willing to make its facilities available for the purpose of providing such experience to students enrolled in the program ("Students").

### IT IS THEREFORE AGREED TO AS FOLLOWS:

#### I. General Provisions

##### 1. Responsibilities of the Affiliate

- A. Cooperate with Facility and assist with the participation of Students who have elected to participate in the program.
- B. Designate a faculty member to 1) act as the Affiliate's representative to Facility; 2) facilitate communication and otherwise act as a liaison between Affiliate and Facility; and 3) help coordinate the Student's experiences at Facility.
- C. Provide Facility with at least thirty (30) days advance notice of any Student placement request. Untimely or late placement requests may result in the inability to accommodate the placement and can be denied at Facility's sole discretion.
- D. Adhere to, and require Students and Faculty of the Affiliate to adhere to, the rules, regulations, policies, and procedures of Facility, including policies regarding required immunizations and background checks prior to Student/Faculty placement at Facility. This shall include the provisions of the current Student Health and Safety Requirements for Educational Experience, see Exhibit A, at the Facility. Affiliate shall provide Facility with proof of immunizations and background checks upon request of facility.
- E. Comply with, and require Students and Faculty of the Affiliate to comply with, any applicable federal, state, and local laws, and applicable regulations from applicable boards and associations, and maintain the standards of any applicable accrediting body.
- F. Comply with, and require Students and Faculty of the Affiliate, to comply with all applicable federal and state laws and regulations concerning patient privacy and

confidentiality of protected health information, including, without limitation, the Health Insurance Portability and Accountability Act of 1996 ("HIPAA").

- G. Require Students and Faculty of the Affiliate to maintain the confidentiality of all proprietary information of Facility, including any confidential patient and/or client information.
  - H. [intentionally left blank]
  - I. Require Students, faculty and instructors, while at Facility, to not use personal cell phones and other electronic devices in a manner that interferes or inhibits patient care or facility operations. Prohibit Students, faculty and instructors from using personal cell phones or other electronic devices to take pictures of or record (video/audio) patients, facility employees or facility property. Any Student, faculty, or instructor found violating this provision shall be subject to immediate removal from the educational experience at Facility.
  - J. Inform Students and Faculty of the Affiliate that they will not receive any compensation or remuneration from Facility for services performed under this Agreement. Ensure financial responsibility of Students and Faculty of the Affiliate by maintaining professional liability/malpractice commercial insurance coverage, or a self-insurance program, providing coverage for each Student and Faculty of the Affiliate in the amount of one million dollars (\$1,000,000.00) per incident, and three million dollars (\$3,000,000.00) in the aggregate. Upon request provide evidence of such insurance for each Student.
2. Responsibilities of Facility
- A. Orient Students and Faculty of the Affiliate to its facilities, equipment, rules, policies and procedures and provide access to resources related to the educational experience.
  - B. Retain full authority and responsibility for patient care and quality standards. While at Facility, Students will have the status of student or trainee and will not replace facility's staff and will not render unsupervised patient care or services.
  - C. Provide supervision of educational and clinical activities as is reasonable and appropriate for the circumstances and the Student's level of training.
  - D. Permit appropriate access by Students and Faculty of the Affiliate to patient records for the purpose of educational experience requirements.

- E. Provide Affiliate and Students its policies and procedures concerning patient privacy and confidentiality of protected health information including, without limitation, the policies and procedures that Facility has adopted pursuant to HIPAA.
- F. Provide prompt written notification to Affiliate if a claim arises involving a student and/or Faculty of the Affiliate.
- G. Advise Affiliate at the earliest possible time of any material difficulty of a Student to progress toward achievement of the stated objectives of the program. Notwithstanding the foregoing, Facility reserves the right to direct Affiliate to withdraw, or not accept for the program, any Student and/or Faculty of the Affiliate whose health, conduct, or performance, as determined by Facility, is or may be a detriment to patients' well-being, or to the achievement of the purposes of the program, or is inconsistent with Facility's policies, procedures and other requirements.
- H. Provide emergency health care for illnesses or injuries resulting from the Student's experience in the program at Facility. The cost of the healthcare services provided shall be the responsibility of the Students/Faculty.

## **II. Discipline/Removal of Students**

Either party may request the withdrawal of a Student and/or Faculty of the Affiliate if there is sufficient cause. Sufficient cause means, but is not limited to, unethical behavior, violation of client or patient rights, excessive absences, gross lack of proper motivation, breach of confidentiality, sexual harassment or sexual abuse of Facility staff or patients. The student and/or Faculty of the Affiliate may be suspended immediately from the facilities for sufficient cause. The Affiliate coordinator, Faculty member and/or instructor shall be notified of any suspension as soon as practicable. If the resolution by the Affiliate is not satisfactory to the Facility, the Facility, at its sole discretion, reserves the right to determine if a Student's suspension or withdrawal from participation at Facility will be permanent, keeping in mind the proper administration of the Facility.

## **III. Exclusions, Sanctions**

The Parties represent and warrant that it has not been debarred, excluded, suspended or otherwise determined to be ineligible to participate in a state or federal health care programs. The Parties shall not knowingly employ or contract with, with or without compensation, any individual or entity listed by a federal agency as debarred or excluded from participating in any state or federal health care program.

If during the Term of this Agreement, in the event either Party (its Agents or Students), becomes debarred, excluded, otherwise determined ineligible to participate in a state or federal health care program or receives notice of action or threat of action with respect to its debarment or exclusion, each Party agrees to notify the other immediately. In the event that either Party (its Agent of Students) become debarred or excluded as set forth above, this Agreement relative

to such debarred or excluded entity or individual shall terminate automatically and immediately upon receipt of such notice without further action or notice.

#### **IV. Autonomy of Parties**

Nothing in this Agreement shall in any way alter the freedom enjoyed by either party; nor shall it in any way affect the independent operation of either party. While assigned to Facility, Students and/or Faculty of the Affiliate will not be considered employees of Facility and nothing in this Agreement shall be construed to create, as between Affiliate and Facility, an employer-employee or agent-servant relationship, or any other relationship except that of independent contractors.

#### **V. Term and Termination**

This Agreement shall commence on this 5th day of October, 2020 (the "Effective Date") and shall run for an initial one (1) year term. This Agreement shall automatically renew for one (1) year terms, unless either party notifies the other upon at least sixty (60) days' prior written notice of its intent to not renew. Except as otherwise provided, either party may terminate this Agreement at any time and for any reason upon at least sixty (60) days' prior written notice to the other party. Students who are participating in an educational experience at the time of termination will be allowed to complete their rotation under the terms and conditions of this Agreement. This Agreement will immediately terminate, in the event that either Party, fails to take corrective action in response to a violation of any statutory or regulatory requirement or in the event that either Party becomes debarred.

#### **VI. Indemnification**

Each Party agrees to be responsible for any negligent acts or negligent omissions by or through itself or its Agents and employees and each Party further agrees to defend itself and themselves, and pay any judgments and costs arising out of such negligent acts or negligent omissions, and nothing in the Agreement shall impute or transfer any such responsibility from one to the other.

#### **VII. Governing Law**

This Agreement shall be construed in accordance with, and subject to, the laws of Ohio and agree that such litigation shall be conducted only in the courts of Licking County, Ohio.

#### **VIII. Severability**

If any provision of this Agreement is found to be void or illegal for any reason, the remaining provisions of this Agreement shall continue in full force and effect for the full term of the Agreement.

## **IX. Counterparts**

This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and which all together shall constitute one and the same agreement.

## **X. Miscellaneous Provisions**

- A. This Agreement, and the attached and included, Exhibit A, constitute and express the entire Agreement of the Parties with respect to the matters referenced herein. Any previous agreements, promises, representations, or understandings by and between the Parties concerning such matters are suspended by this Agreement.
- B. This Agreement may not be amended, modified or changed orally. Any Amendment, modification or change must be in writing and executed by both Parties.
- C. The waiver by either party of a breach of any term, condition, and provision of this Agreement by a given Party shall not operate or be construed as a waiver of any subsequent breach by such other party.
- D. This Agreement may not be assigned by either Party without the express written permission of the other Party.
- E. The headings, as to the contents of a particular section, are inserted only for convenience and are not to be construed as a part of this Agreement or as a limitation of the scope of the particular provision, section or paragraph to which they refer.
- F. This Agreement is entered into solely for the benefit of the Parties hereto, and there is no intent expressed or implied to create any rights or interests for any third-party, person or entity.



**XI. Communications**

All notices, letters, forms, agreements, and amendments shall be sent as follows:

If to Affiliate: DAVID BRILLHART  
Vice President for Business and Finance  
1179 University Drive  
Newark, Ohio 43055

If to Facility: Licking Memorial Hospital  
Attn: Julia Holtz  
Human Resources-2000 Tamarack  
1320 West Main St.  
Newark, Ohio 43055

IN WITNESS THEREOF, Licking Memorial Hospital and Central Ohio Technical College have executed this Agreement, effective October 5, 2020.

Licking Memorial Hospital	Central Ohio Technical College
By: 	By: 
Name: Heather M. Burkhart	Name: Sandra Y. Walker EJD MS RN
Title: V.P. Acute Care Services	Title: Dean of Technical Studies
Date: 10/1/2020	Date: 9/29/2020

## EXHIBIT A

### Student Health and Safety Requirements for Educational Experience at Agency

1. Within the terms of this Exhibit A, the term "Agency" shall mean Licking Memorial Health Systems, Licking Memorial Hospital, and/or Licking Memorial Professional Corporation.
2. Students will be required to have obtained clearance for a basic health screening examination prior to beginning educational experiences; including, updated immune status for the illnesses listed below. Verification of a student's immune status will be available upon request from their respective educational institution.
  - a. Rubella (German Measles)
  - b. Rubeola (10-day Measles)
  - c. Mumps
  - d. Varicella (Chicken Pox)
  - e. 2 STEP TB test or IGRA TB test
  - f. Hepatitis B vaccine dates or declination
  - g. Tdap (tetanus with pertussis)
  - h. Influenza
3. Students must notify the Agency Infection Prevention Department in the event that a student is exposed to one of the above illnesses. Students will be expected to follow Agency's communicable disease policies if they are exposed to one of these illnesses.
4. Students will be responsible for their own personal health care decisions should they become ill while participating in educational experiences at the facility. They will not be treated for minor illnesses by Licking Memorial Occupational Health. Students choosing to receive care through the Licking Memorial Hospital Emergency Department are responsible for all cost incurred and will be billed accordingly for these services.
5. The School will ensure that the student has been appropriately screened for placement, which includes a recent (within 60 days from enrollment in the educational program) federal criminal background check and screening for "Medicare exclusion". Verification by Agency will be available upon request from the student's respective educational institution. All required background checks must be completed before the student begins any educational experiences at Agency or with Agency patients.
6. A recent (within 60 days from enrollment in the educational program) BCII background check and an FBI background check are required for any student who will be working in Chemical Dependency and Inpatient Psychiatric units, Maternal Child and Labor & Delivery, Home Health, Community Case Management, and Pharmacy Technicians (CPhT) working in Pharmacy. Verification by Agency will be available upon request from the student's respective educational institution. All required background checks must be completed before the student begins any educational experiences at Agency or with Agency patients.
7. The School will ensure that the student has completed an introductory HIPAA training program prior to beginning the educational experience. Verification by Agency will be available upon request from the student's respective educational institution.
8. The School shall maintain all educational records and reports relating to the educational program completed by the students at the Agency. The Agency shall have custody and control of all medical records

Revised 12/2019

and charts contained in patient files and neither the School nor the students may remove or copy such records except pursuant to a specific request in writing in respect to and from a patient or his/her legal representative, or patients to whom such records pertain or with written permission from the Agency.

9. The School will ensure that the student has completed a healthcare provider certification in basic life support cardiopulmonary resuscitation (BLS-CPR) which is required for all student placements participating in patient care. Verification by Agency will be available upon request from the student's respective educational institution.

## EXHIBIT A

### Student Health and Safety Requirements for Educational Experience at Agency

1. Within the terms of this Exhibit A, the term “Agency” shall mean Licking Memorial Health Systems, Licking Memorial Hospital, and/or Licking Memorial Professional Corporation.
2. Students will be required to have obtained clearance for a basic health screening examination prior to beginning educational experiences; including, updated immune status for the illnesses listed below. Verification of a student’s immune status will be available upon request from their respective educational institution.
  - a. Rubella (German Measles)
  - b. Rubeola (10-day Measles)
  - c. Mumps
  - d. Varicella (Chicken Pox)
  - e. 2 STEP TB test or IGRA TB test
  - f. Hepatitis B vaccine dates or declination
  - g. Tdap (tetanus with pertussis)
  - h. Influenza
3. Students must notify the Agency Infection Prevention Department in the event that a student is exposed to one of the above illnesses. Students will be expected to follow Agency’s communicable disease policies if they are exposed to one of these illnesses.
4. Students will be responsible for their own personal health care decisions should they become ill while participating in educational experiences at the facility. They will not be treated for minor illnesses by Licking Memorial Occupational Health. Students choosing to receive care through the Licking Memorial Hospital Emergency Department are responsible for all cost incurred and will be billed accordingly for these services.
5. The School will ensure that the student has been appropriately screened for placement, which includes a recent (within 60 days from enrollment in the educational program) federal criminal background check and screening for “Medicare exclusion”. Verification by Agency will be available upon request from the student’s respective educational institution. All required background checks must be completed before the student begins any educational experiences at Agency or with Agency patients.
6. A recent (within 60 days from enrollment in the educational program) BCII background check and an FBI background check are required for any student who will be working in Chemical Dependency and Inpatient Psychiatric units, Maternal Child and Labor & Delivery, Home Health, Community Case Management, and Pharmacy Technicians (CPhT) working in Pharmacy. Verification by Agency will be available upon request from the student’s respective educational institution. All required background checks must be completed before the student begins any educational experiences at Agency or with Agency patients.
7. The School will ensure that the student has completed an introductory HIPAA training program prior to beginning the educational experience. Verification by Agency will be available upon request from the student’s respective educational institution.
8. The School shall maintain all educational records and reports relating to the educational program completed by the students at the Agency. The Agency shall have custody and control of all medical records

Revised 12/2019

and charts contained in patient files and neither the School nor the students may remove or copy such records except pursuant to a specific request in writing in respect to and from a patient or his/her legal representative, or patients to whom such records pertain or with written permission from the Agency.

9. The School will ensure that the student has completed a healthcare provider certification in basic life support cardiopulmonary resuscitation (BLS-CPR) which is required for all student placements participating in patient care. Verification by Agency will be available upon request from the student's respective educational institution.

# APPENDIX C

## LETTERS OF SUPPORT



September 29, 2022

Kendrah Cunningham MSN, RN, VA-BC  
Nursing Program Administrator  
Central Ohio Technical College (*Hopewell 56*)  
1179 University Drive  
Newark, OH 43055

Dear Ms. Cunningham,

For more than two decades, Genesis HealthCare System has supported the Central Ohio Technical College (COTC) Nursing Program as a clinical site for your students in both your Associate Degree in Nursing (ADN) program and most recently, your Bachelor of Science in Nursing (BSN) program. We are pleased to continue to support COTC and value that your school continues to remain in good standing.

It is understood that some students may have three (3) classes (40 hour maximum/semester) with assignments requiring students to spend time with nurses in specific non-patient care roles such as, management and quality/safety. Genesis is more than willing to accommodate all nursing students to complete their assignments at our facility.

We continue to wish you much success and look forward to our future work together and the opportunity to hire COTC graduates in this time of great need for nurses.

Sincerely,

Shon Bender, RN, BSN, MBA  
Chief Nursing Officer  
Genesis HealthCare System  
**Email:** [sbender@genesishcs.org](mailto:sbender@genesishcs.org)  
**Phone:** 740-454-5443



October 18, 2022

Kendra Cunningham, MSN, RN Nursing Programs Administrator  
Central Ohio Technical College  
1179 University Drive  
Newark, Ohio 43055

Dear Ms. Cunningham,

The Inns Senior Living currently employs three COTC graduates as RN's to care for our geriatric residents. We are very much interested in having more nurses from COTC in our facilities. We have 14 Senior Assisted Living Facilities in Ohio with over 1200 residents. Two Inns are in the Newark-Heath area and five are in the Columbus area. We are very willing to allow RN to BSN students to complete their assignments at any of The Inns. They would work directly with our Directors of Nursing overseeing care management, best nursing practices, family care conferences and policy/safety guidelines for staff and senior residents.

As a COTC (1976) RN graduate, I truly believe that earning a bachelor's degree will positively impact students and give them many more opportunities in their career. I only wish that I would have had this opportunity years ago!

You have our full support of an online RN to BSN program and we look forward to the amazing nurses it will add to our community.

Please don't hesitate to contact me if you have any questions or if there is anything that I can do to help!

Sincerely,  
Beverly Donaldson, RNC

*Beverly Donaldson*

[bev@innsmanagement.com](mailto:bev@innsmanagement.com) Cell 740-334-2504



September 29, 2022

To Whom It May Concern:

It is with much enthusiasm that I support Central Ohio Technical College in their pursuit of a Bachelor of Science in Nursing program. We look forward to having students complete their BSN assignments at our facility. Our quality department and nursing administration have capacity to support the students as we have provided this service successfully for many years to other schools.

I am the Chief Nursing Officer at Knox Community Hospital (KCH). I am familiar with the excellent level of COTC nursing student's performance at Knox Community Hospital during their clinical rotations and as employees after graduation. I have also been impressed with the level of community involvement of COTC as I recently participated in a Virtual Town Hall presenting a workforce priority assessment had completed by COTC that included nursing.

We currently have a low percentage of BSN nurses at our hospital with even some of our director's recently enrolling in BSN programs. I believe this program will help improve access to Bachelor's level nursing in our community. Evidence demonstrates BSN nurses provide higher quality of care and I look forward to this program helping to enhance outcomes for our patients.

Please let me know if I can provide any more information to strengthen consideration for COTC. The respect for COTC's nursing program is great in our community and I trust they will apply their same level of excellence to a BSN program toward making our world a better place.

Sincerely,



Carol Emery, DNP, RN, CENP  
*Chief Nursing Officer*  
Knox Community Hospital  
1330 Coshocton Ave.  
Mount Vernon, OH 43050  
p 740.393.9607 | f 740.393.9794  
[Carol.Emery@kch.org](mailto:Carol.Emery@kch.org)



**Licking Memorial  
Hospital**

October 3, 2022

To Whom It May Concern:

Licking Memorial Health Systems (LMHS) is proud to support Central Ohio Technical College (COTC) in the pursuit of establishing a registered nurse to Bachelor of Science in Nursing (B.S.N.) online degree program for local students. COTC has long been a partner of LMHS in a number of areas, including advisory boards. Due to the top-quality educational programs, including those in the healthcare field, LMHS looks forward to assisting and hiring the nurses that graduate from COTC's new B.S.N. program.

The need for nurses with advanced education is high throughout the United States and especially here in Licking County. Many hospitals are suffering from staffing shortages and the demand for experienced nurses is greater than ever. It is vital to our community's health and wellbeing to employ nurses who seek to continue their education and strive to offer the best quality care.

COTC's proposed program offers an opportunity to obtain a B.S.N. without adding the burden of traveling far from home. The online aspect also allows employed registered nurses to continue working while receiving their education. The program does require those enrolled to spend up to 40 hours a semester with nurses in specific roles such as management and quality and safety. LMHS looks forward to assisting COTC by allowing the students to work alongside our nursing staff to complete their assignments at our facilities.

LMHS is confident that the B.S.N. degree program provided by COTC will include high quality education and training, and will go beyond fulfilling the requirements for nurses to earn a degree. Our employees enjoy a great working relationship with COTC staff and instructors and hope to continue to enhance the relationship with the new program. Should you require further information, feel free to contact me at (220) 564-4414 or by email at [hburkhart@LMHealth.org](mailto:hburkhart@LMHealth.org).

Sincerely,

Heather Burkhardt, M.H.A., B.S.N., R.N.  
Vice President Acute Care Services



December 2, 2022

To Whom it May Concern:

It is my pleasure to recommend Central Ohio Technical College (COTC), for the addition of an online RN to BSN online program. Through the current pandemic, our communities have experienced a great shortage in quality nurses. Now, more than ever, our community needs to have quality trained nurses to better care for our local citizens, providing better patient outcomes, and higher education to those in nursing roles.

The relationship between MVHC and COTC is vital when it comes to providing access to quality care in our communities. It is our pleasure to be able to host the RN to BSN students in our facilities, year-round. Our teams are able to provide education in management, but also expose the students to specific quality measures that are utilized in our organization. The students will be exposed to vulnerable populations, allowing them to obtain a well-rounded experience throughout their program.

Through the RN to BSN program, COTC will provide nurses that are able to give exceptional patient care, but also provide leadership throughout the organization. We currently use registered nurses as clinical coordinators and clinical managers within our practices. Since January 2022, we have hired 4 nurses out of the COTC program, and plan to continue partnering with them for future needs at MVHC.

Through this program, we hope to see an increase in staffing options, and an increase in educators for our local schools, including COTC. These individuals will be great assets to train up the next workforce.

It is our hope as an organization, to see COTC offer the next level of nursing training in our community, through this program. Please consider our recommendation for COTC, to continue bettering our communities through their education.

Thanks,

*Olivia Brothers, MBA*

Physician Recruiter  
MVHC  
33 South 5<sup>th</sup> St.  
Zanesville, OH 43701  
(740) 868-8701  
[obrothers@mvhealthcenters.org](mailto:obrothers@mvhealthcenters.org)



To Whom It May Concern,

28 September 2022

It is with great pleasure that I support Central Ohio Technical College's proposed RN to BSN online continuation degree program. As a healthcare provider and employer of Nurses with high standards, interests, and diverse capabilities, we appreciate COTC's desire to once again address their mission of meeting the technical education and training needs of students and employers in the area. We understand COTC has three classes wherein RN to BSN students will spend time with our Nurses in Management and Quality/Safety roles; the proposed number of hours being 40 in a semester. We consider it a privilege to have COTC's RN to BSN students complete a portion of their requirements for their degree at The Ohio Eastern Star Home.

Having served as CEO for 10 years at The Ohio Eastern Star Home, and almost 40 years in various aspects of healthcare, I am acutely aware of the national Nursing shortage and the ramifications therein. COVID-19 merely exacerbated an already existing challenge. We know COTC's RN to BSN program speaks to this issue and would directly benefit all aspects of healthcare.

We have had the good fortune to serve as a clinical site for COTC, and in turn have had both Nurses and STNAs who have been within our employ. Presently, five COTC educated nurses and numerous STNAs provide care within our Continuing Care Retirement Community. All serve in direct care either within our Assisted Living or Long Term Living Neighborhoods. We know the quality of their COTC education and depend upon it when they come to us. This is community partnership at its best!

Providing more broadly based and specialty training will benefit all in the BS Nurses' provision of direct care. In addition, an opportunity for advancement within our Nursing structure here at The Ohio Eastern Star Home is based upon both experience and education. We also anticipate an increase in those who will be interested in sharing their Nursing care passion through educating others, thus helping to offset the Nursing shortage. To us, this encompasses and greatly signifies a Win-Win.

As a former COTC Advisory Board member representing the Knox Campus, I am confident of COTC's ability to make this transitional program a viable reality for RN professionals seeking to advance their education. It continues to be my pleasure to be an engaged community partner and to advocate for the breadth and depth of Central Ohio Technical College's educational outreach.

Most Sincerely,

Michele Engelbach, CEO  
740-397-1706 ext. 2000, [mengelbach@oeshome.org](mailto:mengelbach@oeshome.org)



November 28, 2022

Central Ohio Technical College  
1179 University Drive  
Newark, Ohio 43055

To Whom It May Concern,

It is my pleasure to write this letter in support of the proposed RN-BSN degree program offered by Central Ohio Technical College (COTC). 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. COTC offers acute care and critical care training that aligns with OhioHealth's Acute Care and Advanced Care transition to practice fellowship programs.

OhioHealth and COTC have partnered in the past in support of their LPN and ADN programs to provide clinical education experiences in our facilities. OhioHealth will continue to support COTC students by providing the means to complete clinical based assignments with our staff. The proposed RN-BSN program will provide our associates an affordable opportunity at a highly respected institution.

OhioHealth has 12 hospitals across Ohio, hiring over 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 Central Ohio Technical College's RN-BSN program aligns with those goals.

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

Sincerely,

DocuSigned by:  
  
CAD842DE1C884D9...

Kim Carter, Ph.D.  
Director of Learning  
(614) 644-4024  
[Kim.Carter@ohiohealth.com](mailto:Kim.Carter@ohiohealth.com)



December 11, 2022

Kendrah Cunningham  
COTC Nursing Program Administrator

I am writing in response to the proposed process of exploring a Bachelor of Science in Nursing degree at Central Ohio Technical College. As a local healthcare provider who hires many COTC graduates, and state tested nurse aides as they are enrolled in the LPN and ADN RN COTC programs, I am thrilled COTC is taking this step to provide their graduates and others in Ohio an RN to BSN transition program.

The need for BSN prepared nurses continues to grow as health care faces the nursing shortages. A BSN prepared nurse can look beyond the technical aspect of patient care and critically think about various aspects of a patient's care and how best to deliver the care needed. Some ADN graduates can do this, but I believe a BSN prepared nurse excels at this aspect. The leadership skills taught and developed in a BSN program will enhance the caliber of nurse COTC will be graduating.

The ability to have this program through COTC in our own backyard and where the cost remains reasonable for students to achieve these goals can only enhance the already successful LPN and ADN nursing programs. Thank you for asking for my input in supporting your endeavor to provide the RN to BSN transition program.

Sincerely,

Jennifer L. Weekly, RN, MSN, LNHA  
Director of Nursing  
Otterbein Granville  
[Jennifer.weekly@otterbein.org](mailto:Jennifer.weekly@otterbein.org)  
740-321-0432



To Whom This May Concern,

January 9, 2023

My name is Mariah Goodin, chief nursing officer at Select Specialty Southeast Ohio. I am writing to recommend COTC be considered for accreditation for a Bachelor's of Science in Nursing Program. Due to the nursing shortage and now the pandemic our local hospitals are in need of registered nurses, now more than ever. Being able to offer a BSN program at our local community college will give the students greater flexibility to work, meet family responsibilities, study and earn a BSN all within their local community. At Select Specialty Southeast Ohio we would be willing to allow RN to BSN students to complete their assignments at our facility. Our local hospitals would benefit from this program as it could increase our retention of nurses in our community.

Sincerely,

Mariah Goodin RN, BSN

CNO Select Specialty Hospital Southeast Ohio

Office phone: 220-564-2666

Email: [mgoodin@selectmedical.com](mailto:mgoodin@selectmedical.com)



**APPENDIX D**

**RN to BSN**

**BUDGET PROPOSAL**

### Fiscal Impact Statement for New Degree Programs

	Year 1	Year 2	Year 3	Year 4
<b>I. Projected Enrollment</b>				
Head-count full time	70	75	80	80
Head-count part time	70	75	80	80
Full Time Equivalent (FTE) enrollment - annualized	57.7	132.0	144.0	144.0
<b>II. Projected Program Income</b>				
Tuition (paid by student or sponsor)	338,580	786,258	857,736	857,736
Expected state subsidy	170,921	839,068	1,373,021	1,373,021
Externally funded stipends, as applicable				
Other income (if applicable, describe in narrative section below)				
<b>Total Projected Program Income</b>	<b>509,501</b>	<b>1,625,326</b>	<b>2,230,757</b>	<b>2,230,757</b>
<b>III. Program Expenses</b>				
New Personnel				
<ul style="list-style-type: none"> <li>Instruction (technical, professional and general education ) Full ____ Part Time ____</li> <li>Non-instruction (indicate role(s) in narrative section below) Full ____ Part time ____</li> </ul>	393,302	827,310	827,310	827,310
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)	8,700.00	1,200.00	1,200.00	1,200.00
<b>Total Projected Expense</b>	<b>402,002</b>	<b>828,510</b>	<b>828,510</b>	<b>838,510</b>
<b>Contribution Margin</b>	<b>107,498</b>	<b>796,816</b>	<b>1,402,246</b>	<b>1,402,246</b>

**Budget Narrative:**

*(Use narrative to provide additional information as needed based on responses above.)*

Other expenses: accreditation fees - year 1 includes initial fee plus site visit fee; years 2-4 is annual fee

**Assumptions:**

- \*\*all courses are taught with full-time faculty; utilizing part-time would result in savings
- \*\*current faculty costs are calculated without overload and using our current pay model
- \*\*costing assumes that every class is offered every term
- \*\*subsidy assumes three year average
- \*\*no additional administrative positions have been considered in this model

Costing model does not include any allocation for overhead. Our assumption is that the contribution margin contributes to overhead.

Year 1: 2023-2024

Autumn		Instructor		Credit Hrs	T&F Cr Hrs	Contact Hrs	HC*	AU FTE	T&F	Crse Fee	Subsidy	Faculty Cost	Equip	Operating
Term 1														
NURS 300	Foundations for the Baccalaureate Nurse Writing for the Professional Nurse	STEM4	Nursing	3	3	3	30	6.00	18,810		13,354	17,761	-	-
ENGL 250		AH1	McGuire, Erin	4	3	4	30	8.00	18,810		6,047	28,985	-	-
				7	6	7	30	14.00	37,620		19,401	46,746	-	-
Term 2														
NURS 300	Foundations for the Baccalaureate Nurse Writing for the Professional Nurse	STEM4	Nursing	3	3	3	20	4.00	12,540		8,903	11,841	-	-
ENGL 250		AH1	McGuire, Erin	4	3	4	20	5.33	12,540		4,031	19,323	-	-
NURS 305	Nursing Theory Introduction to Research	STEM4	Nursing	3	3	3	20	4.00	12,540		8,903	11,841	-	-
ENGL 200		AH1	McGuire, Erin	3	3	4	20	4.00	12,540		3,023	19,323	-	-
				13	12	14	40	17.33	50,160		24,860	62,328	-	-
Total AU Semester				20	18	21	40	31.33	87,780		44,261	109,074	-	-
Spring		Instructor		Credit Hrs	T&F Cr Hrs	Contact Hrs	HC*	AU FTE	T&F	Crse Fee	Subsidy	Faculty Cost	Equip	Operating
Term 1														
NURS 300	Foundations for the Baccalaureate Nurse Writing for the Professional Nurse	STEM4	Nursing	3	3	3	20	4.00	12,540		8,903	11,841	-	-
ENGL 250		AH1	McGuire, Erin	4	3	4	20	5.33	12,540		4,031	19,323	-	-
NURS 305	Nursing Theory Introduction to Research	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
ENGL 200		AH1	McGuire, Erin	3	3	4	10	2.00	6,270		1,512	9,662	-	-
NURS 310	Advanced Assessment Health Care Ethics	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
PHIL 305		AH1	Huizenga, Steven	3	3	3	10	2.00	6,270		1,512	6,911	-	-
				19	18	20	40	17.33	50,160		24,860	59,577	-	-
Term 2														
NURS 300	Foundations for the Baccalaureate Nurse Writing for the Professional Nurse	STEM4	Nursing	3	3	3	20	4.00	12,540		8,903	11,841	-	-
ENGL 250		AH1	McGuire, Erin	4	3	4	20	5.33	12,540		4,031	19,323	-	-
NURS 305	Nursing Theory Introduction to Research	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
ENGL 200		AH1	McGuire, Erin	3	3	4	10	2.00	6,270		1,512	9,662	-	-
NURS 310	Advanced Assessment Health Care Ethics	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
PHIL 305		AH1	Huizenga, Steven	3	3	3	10	2.00	6,270		1,512	6,911	-	-
NURS 405	Ethics/Legal Issues in Nursing Health Equity Research	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
BIO 310		STEM2	Gharbiah, Maey	3	3	3	10	2.00	6,270		1,913	7,057	-	-
				25	24	26	50	21.33	62,700		31,225	72,555	-	-
Total SP Semester				44	42	46	50	38.67	112,860		56,085	132,132	-	-
Summer		Instructor		Credit Hrs	T&F Cr Hrs	Contact Hrs	HC*	AU FTE	T&F	Crse Fee	Subsidy	Faculty Cost	Equip	Operating
Term 1														
NURS 300	Foundations for the Baccalaureate Nurse Writing for the Professional Nurse	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
ENGL 250		AH1	McGuire, Erin	4	3	4	10	2.67	6,270		2,016	9,662	-	-
NURS 305	Nursing Theory Introduction to Research	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
ENGL 200		AH1	McGuire, Erin	3	3	4	10	2.00	6,270		1,512	9,662	-	-
NURS 310	Advanced Assessment Health Care Ethics	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
PHIL 305		AH1	Huizenga, Steven	3	3	3	10	2.00	6,270		1,512	6,911	-	-
NURS 405	Ethics/Legal Issues in Nursing Health Equity Research	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
BIO 310		STEM2	Gharbiah, Maey	3	3	3	10	2.00	6,270		1,913	7,057	-	-
NURS 315	Integrating Evidence-Based Practice Cultural Reverence	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
SOC 310		BES2	Jorrey, Eric	3	3	3	10	2.00	6,270		1,627	6,057	-	-
				31	30	32	50	20.67	62,700		30,836	68,951	-	-
Term 2														
NURS 300	Foundations for the Baccalaureate Nurse Writing for the Professional Nurse	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
ENGL 250		AH1	McGuire, Erin	4	3	4	10	2.67	6,270		2,016	9,662	-	-
NURS 305	Nursing Theory Introduction to Research	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
ENGL 200		AH1	McGuire, Erin	3	3	4	10	2.00	6,270		1,512	9,662	-	-
NURS 310	Advanced Assessment Health Care Ethics	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
PHIL 305		AH1	Huizenga, Steven	3	3	3	10	2.00	6,270		1,512	6,911	-	-
NURS 405	Ethics/Legal Issues in Nursing Health Equity Research	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
BIO 310		STEM2	Gharbiah, Maey	3	3	3	10	2.00	6,270		1,913	7,057	-	-
NURS 315	Integrating Evidence-Based Practice Cultural Reverence	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
SOC 310		BES2	Jorrey, Eric	3	3	3	10	2.00	6,270		1,627	6,057	-	-
NURS 320	Interprofessional partnerships Nursing Informatics	STEM4	Nursing	3	3	3	10	2.00	6,270		4,451	5,920	-	-
NURS 415		STEM4	Bishop, Randall	3	3	4	10	2.00	6,270		4,451	8,274	-	-
				37	36	39	60	24.67	75,240		39,739	83,145	-	-
Total SM Semester				68	66	71	60	45.33	137,940		70,575	152,096	-	-
Accreditation expense - one time plus site visit														8,700
Total first year (autumn, spring, summer):				132	126	138	110	115.3333	338,580		170,921	393,302	-	8,700

\*headcount is unduplicated

APPENDIX E

RN to BSN

PLAN OF STUDY

COTC Program Code	NUR.BAS
COTC Major Number	007025
CIP Code	51.3801

**PRE-ADMISSION COURSE REQUIREMENTS FOR NUR.BAS PROGRAM**

The Bachelor of Applied Science degree program in Nursing Technology is a selection-based program, meaning a student must APPLY to the program and then be SELECTED into the program before being able to meet admission requirements.

Completion of Associate Degree of Nursing program consisting of at least 60 credit hours required. RN licensure required.

**All Applicants to the B.A.S. Plan of Study must first successfully meet admission criteria set forth by COTC.**

A grade of C (2.00) or better is required for all courses listed on this Plan of Study in order to continue in and graduate from the Nursing Technology program. Students must be aware of pre-requisite requirements for all courses. Policies of the Nursing Technology program which are unique in regard to admission, re-admission, grading and promotion are available in the Nursing Student Handbook, Division of Health Technologies.

The student who successfully completes the courses listed below on this Plan of Study with a grade of C (2.00) or better in each course will earn a Bachelor of Applied Science Degree in Nursing Technology.

**KEY:**

\* Indicates this course has a prerequisite; please see the Course Description Section on the COTC Web Page  
 # Indicates this course requires a "C" (2.00) grade or better in order to progress and graduate from this program  
 NT - Indicates this course fulfills a Non-Technical Course Requirement on this Plan of Study  
 NT Elec - Indicates Elective Choice in the Non-Technical course requirement category  
 T - Indicates this course fulfills a Technical Course Requirement on this Plan of Study  
 T Elec - Indicates Elective Choice in the Technical course requirement category

A TAG, CTAG, OT36 or MTAG designation indicates this course has been approved for transfer by the Ohio Department of Higher Education as a Transfer Assurance Guide (TAG), Career Technical Assurance Guide (CTAG), Ohio Transfer 36 (OT36) (fka OTM) or Military Transfer Assurance Guide (MTAG) course. For detailed transfer information visit online at [https://www.ohiohighered.org/content/ohio\\_credit\\_transfer\\_programs](https://www.ohiohighered.org/content/ohio_credit_transfer_programs) under Ohio Credit Transfer Programs.

Course Code	Course Title	Course Credit Hours	Weekly Contact Hours	Technical, Non-technical or Elective	Semester(s) Course Offered	SEM Course Approved as a CTAG, MTAG, OT36 or TAG
<b>SEMESTER 1</b>						
<b>TERM 1</b>						
# NURS 300	Foundations for the Baccalaureate Nurse	3.00	3.00	T	SM,AU,SP	
# ENGL 250	Writing for the Professional Nurse	4.00	4.00	NT	SM,AU,SP	
<b>TERM 2</b>						
* # NURS 305	Nursing Theory	3.00	3.00	T	SM,AU,SP	
# ENGL 200	Introduction to Research	3.00	4.00	NT	SM,AU,SP	
<b>Total Credit &amp; Contact Hours</b>		<b>13.00</b>	<b>14.00</b>			
<b>SEMESTER 2</b>						
<b>TERM 1</b>						
* # NURS 310	Advanced Assessment	3.00	3.00	T	SM,AU,SP	
# PHIL 305	Health Care Ethics	3.00	3.00	NT	SM,AU,SP	
<b>TERM 2</b>						
* # NURS 405	Ethics/Legal Issues in Nursing	3.00	3.00	T	SM,AU,SP	
# BIO 310	Health Equity Research	3.00	3.00	NT	SM,AU,SP	
<b>Total Credit &amp; Contact Hours</b>		<b>12.00</b>	<b>12.00</b>			

COTC Program Code	NUR.BAS
COTC Major Number	007025
CIP Code	51.3801

Course Code	Course Title	Course Credit Hours	Weekly Contact Hours	Technical, Non-technical or Elective	Semester(s) Course Offered	SEM Course Approved as a CTAG, MTAG, OT36 or TAG
SEMESTER 3						
TERM 1						
* # NURS 315	Integrating Evidence-Based Practice	3.00	3.00	T	SM,AU,SP	
# SOC 310	Cultural Reverence	3.00	3.00	NT	SM,AU,SP	
TERM 2						
* # NURS 320	Interprofessional Partnerships	3.00	3.00	T	SM,AU,SP	
* # NURS 415	Nursing Informatics	3.00	4.00	NT	SM,AU,SP	
Total Credit & Contact Hours		12.00	13.00			
SEMESTER 4						
TERM 1						
* # NURS 400	Population/Community Health	3.00	3.00	T	SM,AU,SP	
# BIO 305	Climate Change	3.00	3.00	NT	SM,AU,SP	
# HLT 115	Human Nutrition	2.00	2.00	NT	SM,AU,SP	
TERM 2						
* # NURS 325	Quality and Safety	3.00	3.00	T	SM,AU,SP	
# SOC 305	Gerontology	3.00	3.00	NT	SM,AU,SP	
Total Credit & Contact Hours		14.00	14.00			
SEMESTER 5						
TERM 1						
* # NURS 410	Leadership/Management	3.00	3.00	T	SM,AU,SP	
* # PSY 210	Developmental Psychology	3.00	3.00	NT	SM,AU,SP	
TERM 2						
* # NURS 420	Capstone for the Baccalaureate Nurse	3.00	6.50	T	SM,AU,SP	
Total Credit & Contact Hours		9.00	12.50			

<b>Total Semester Credit Hours Required for Completion of Degree</b>	<b>60.00</b>
<i>Non-Technical Required Semester Credit Hours</i>	30.00
<i>Technical Required Semester Credit Hours</i>	30.00

The College Reserves the Right to Change Curricula Without Notice.

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