

PROPOSAL FOR
RN *to* **BSN**
Program



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PROPOSAL FOR PERMISSION TO PROCEED TO HLC AND TO THE ODHE PROGRAM APPROVAL PROCESS FOR AN APPLIED BACHELOR’S OR BSN DEGREE PROGRAM

Revised 6/29/2022

Ohio Revised Code ([ORC](#)) [3333.051](#), enacted pursuant to Amended Substitute House Bill 49 of the 132nd General Assembly and later amended by House Bill 110 of the 134th 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 and nursing bachelor’s degree programs.

This document will begin the Chancellor’s review process to receive permission to proceed to HLC and to the ODHE program 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. If the proposal appears to meet specifications, with Chancellor approval, ODHE staff may post the program for public comment for ten business days. The Chancellor will review all documentation and associated materials, consult with others as necessary, and determine whether permission will be granted to begin the program approval process with HLC and with ODHE.

If your institution is proposing more than one program, please use a separate form for each program.

Proposals will be accepted on a rolling basis.

SECTION 1: EVIDENCE OF NEED

1.1 Program Information

- *Provide the name of the proposed program:*

Bachelor of Applied Science in Registered Nursing (RN-BSN)

1.2 Program Information

- *Provide the name of the proposed program:*

Bachelor of Applied Science in Nursing (RN-BSN)

- *Provide the six-digit CIP code (format: XX.XXXX) of the proposed program (note: please provide only one CIP code):*

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

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

Registered Nurse, AAS

Licensed Practical Nurse/Associate Degree Nursing Progression, 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.*

A Q3 2022 study conducted by Lightcast evaluated 10 counties in the Owens Community College service area (henceforth referred to as “Region”). Data illuminates the growing gap between the need for more registered nurses and the availability of educationally qualified workforce to fill that need. The region maintains an occupation location quotient of 1.27 which reveals a greater than national average of need for healthcare practitioners and technicians (Bureau of Labor and Statistics, May, 2021; <https://www.bls.gov/oes/current/oes291141.htm>). This need is already unsupported as a result of nearly 5% of the residents possessing a Bachelor’s degree lower than the national average ¹. A greater need and smaller pool than national average expands an already wide gap to be filled.

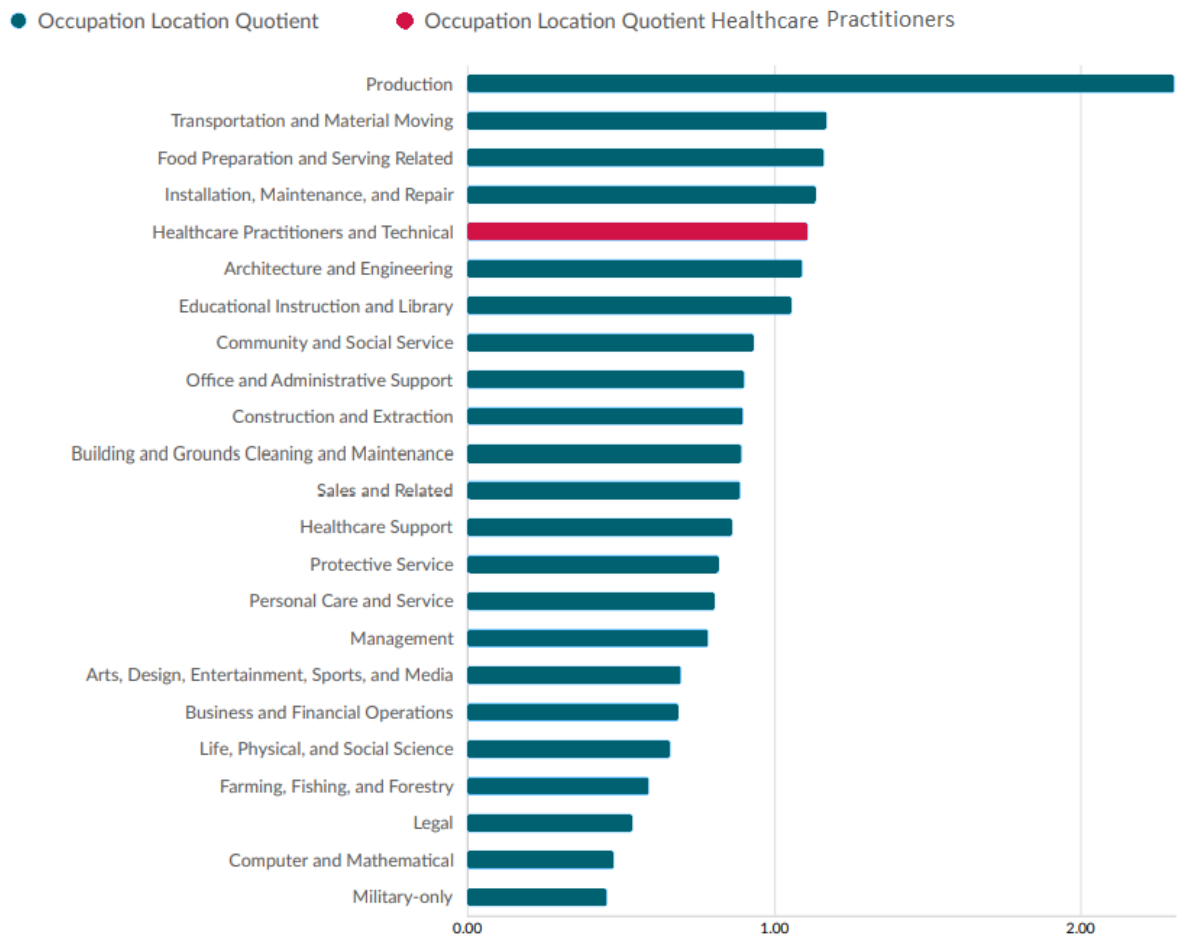
Lightcast Report Parameters

10 Counties

26115	Monroe County, MI	39123	Ottawa County, OH
39051	Fulton County, OH	39137	Putnam County, OH
39063	Hancock County, OH	39143	Sandusky County, OH
39069	Henry County, OH	39147	Seneca County, OH
39095	Lucas County, OH	39173	Wood County, OH

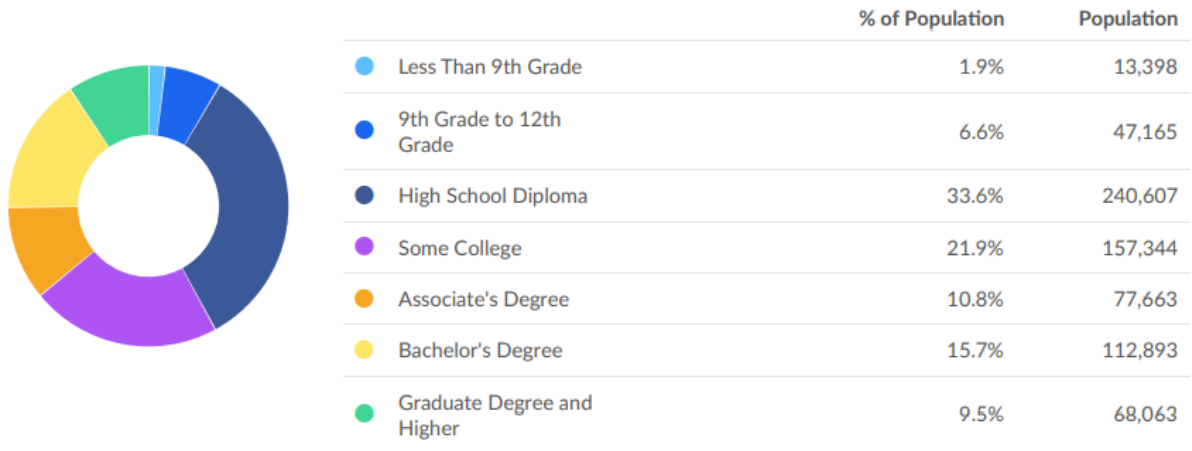
Third Quarter, 2022 Lightcast List of Counties Included Within Regional Study.

Top Occupations Location Quotient



Educational Attainment

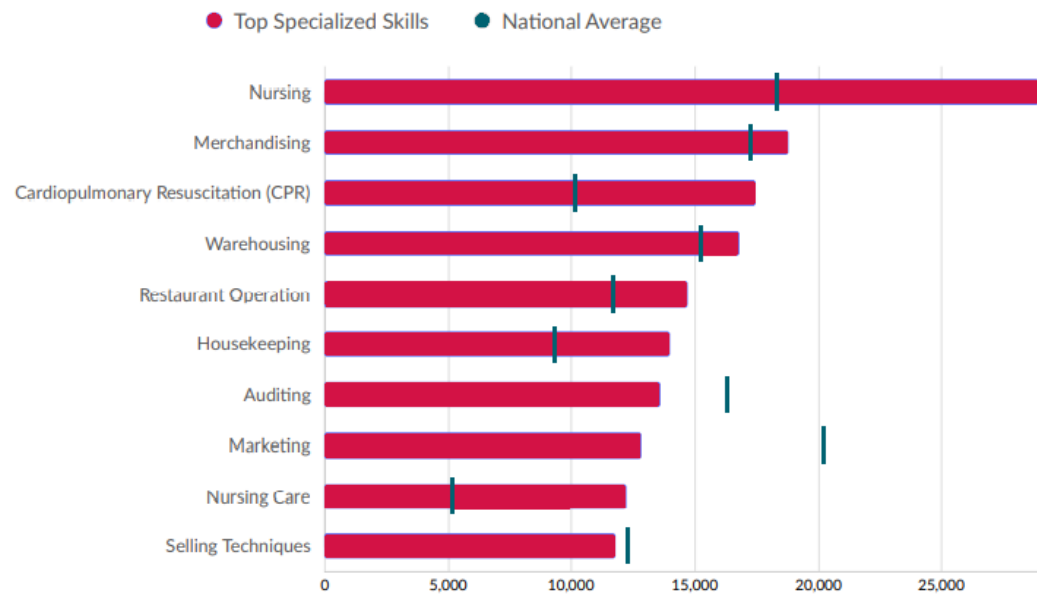
Concerning educational attainment, **15.7% of the selected regions' residents possess a Bachelor's Degree** (4.6% below the national average), and **10.8% hold an Associate's Degree** (2.1% above the national average).



1 - Q3 2022 Lightcast 10 County in OCC Service Area Educational Attainment Percentage by Population.

The highest in-demand specialized skill in the region is nursing. The Lightcast study reveals the demand is nearly 35% greater than the national average ². Between 2018 and 2028, the Ohio Department of Jobs and Family Service (ODJFS) predicts an average employment increase of 15.2% between healthcare specialties (excluding dental and social services) ³. To complicate matters further, the ODJFS projects within the decade of 2020 to 2030 the Ohio working age population of 25 – 64 will decrease by 5.5% while the 65 and older range will increase by 18.4%. This increase in aging working age population and diminishing 25 – 64 working age group will create a potential retirement bubble that could present negative workforce implications synergistically increasing the already in-demand need for healthcare workers.

In-Demand Skills



2 – Q3 Lightcast 10 County Study Showing In-Demand Skills and the National Average.

Ohio's Industry* Employment Projections Report: 2018-2028

NAICS	Industry	2018 Annual Employment	2028 Projected Employment	Change in Employment 2018-2028	Percent Change 2018-2028
	Health Care excluding Dental and Social Assistance	1,409,252	1,552,253	143,001	15.2%
621	Ambulatory Health Care Services	272,720	322,243	49,523	18.2%
6211	Offices of Physicians	94,046	104,505	10,459	11.1%
6213	Offices of Other Health Practitioners	34,094	41,325	7,231	21.2%
6214	Outpatient Care Centers	31,078	37,606	6,528	21.0%
6215	Medical and Diagnostic Laboratories	6,410	7,242	832	13.0%
6216	Home Health Care Services	63,880	86,613	22,733	35.6%
6219	Other Ambulatory Health Care Services	10,970	12,023	1,053	9.6%
622	Hospitals	281,620	294,639	13,019	4.6%
6221	General Medical and Surgical Hospitals	267,030	276,565	9,535	3.6%
6222	Psychiatric and Substance Abuse Hospitals	5,999	7,062	1,063	17.7%
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	8,591	11,012	2,421	28.2%
623	Nursing and Residential Care Facilities	168,635	177,780	9,145	5.4%
6231	Nursing Care Facilities (Skilled Nursing Facilities)	93,793	87,520	-6,273	-6.7%
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	32,506	40,267	7,761	23.9%
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	37,880	45,851	7,971	21.0%

* Industries with 5,000 or more workers.
Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, January 2021.

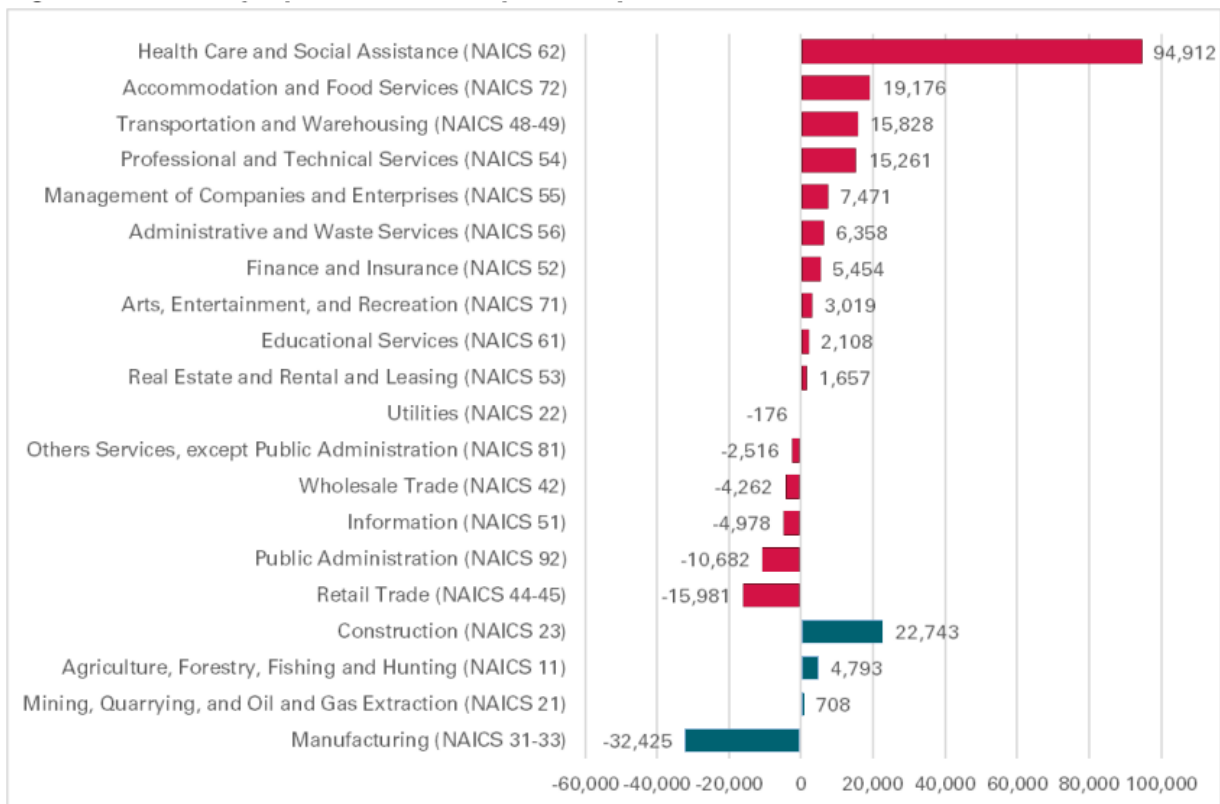
3 – Ohio's Industry Employment Projections Report for 2018 through 2028 of Healthcare excluding Dental and Social Assistance.

- To substantiate that the need is in an in-demand field with long-term sustainability, submit regional data from the Governor’s Office of Workforce Transformation In-Demand Jobs List (topjobs.ohio.gov) and the regional or local workforce board data as an appendix item. Data should specifically address the need for a bachelor’s degree as opposed to an associate degree. Data from other sources, such as Bureau of Labor or Emsi, may be used to supplement the required Office of Workforce Transformation data.

See **Appendix 1.1** for regional data

- 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.

The Ohio Department of Job and Family Services, Bureau of Labor Market Information, January 2021 projections for 2018 through 2028 estimates an increase of 94,912 total healthcare workers ⁴. Currently, <https://topjobs.ohio.gov/top-jobs-list> reveals an annual projected 5.4% increase in bachelor degree level registered nurses needed in the Northwest region of Ohio. The state of Ohio, as a whole, is projected to have a bachelor degree level registered nursing increase of 1,225 or 8,357 openings, classifying the BSN as a critically in-demand position ⁵.



Source: Ohio Bureau of Labor Market Information

⁴ Ohio Department of Job and Family Services, Bureau of Labor Market Information, January 2021 Healthcare and Social Assistance Openings projection for 2018 through 2028

Top Critical In-Demand Jobs Bachelor Degree Jobs in Ohio				
Title	Median Salary	Growth	Employment	Openings
Registered Nursing	\$68 K	1,225	127,431	8,357
Substance Abuse, Behavioural Disorder, and Mental Health Counselors	\$47 K	154	8,762	1,130
Training and Developmental Spec.	\$56 K	88	11,099	1,325
Social and Community Service Mgrs.	\$67 K	64	5,375	560
Compliance Officers	\$66 K	38	8,064	761

⁵ Ohio Governor's Office of Workforce Transformation Top Jobs List as of 02FEB2023 for the Entire State. Data source: <https://topjobs.ohio.gov/top-jobs-list>.

Within the Northwest Region, 10 universities and colleges were examined to determine the number of BSN students graduating each year. A 10-year average discovered 672 students graduate with a BSN per year ⁶. This indicates the graduates for this entire year would only cover the amount of current regional openings as presented by the Ohio Governor's Office of Workforce Transformation, Northwest Regional Top Jobs. Ohio's annual Labor Market in Review publication for 2021 showed 5,457 online advertisements for registered nursing. This was the number one advertised job in the Northwest Ohio region with over 1,400 more ads than the second highest posting (https://ohiolmi.com/_docs/ResearchPublications/publications/2021AnnualEconomicReport.pdf).

BSN Graduations per Northwest Regional Institution (Data from IPEDS, nces.ed.gov)		
Institution Name	Graduates DoE (2019) ¹	Graduate average IPEDS (10 yr avg) ²
Ashland University	150	124.2
Bluffton University	1	0.2
Bowling Green State University	53	67.7
Defiance College	2	5.1
Hondros College	27	34.2
Lourdes University	54	85.9
Mercy College	140	100.1
Ohio Northern University	18	33.2
University of Findlay	15	6.6
University of Toledo	212	215.1
TOTAL	672	672.3

¹:Data from US Dept of Ed.

²:Avg IPEDS data via nces.ed.gov

⁶ BSN Student Graduate 10-year Averages and 2019 Department of Education Graduation Data for 10 Universities and Colleges Within the Ohio Northwestern Region.

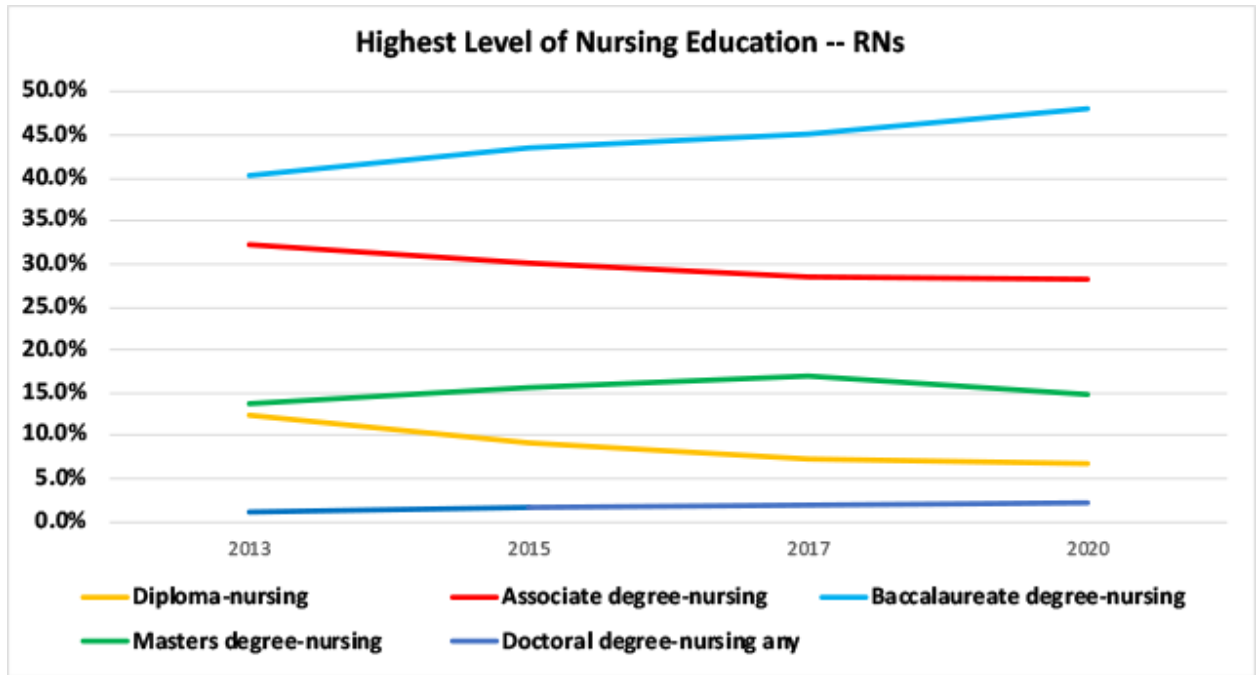
Figure 18. Top Jobs Advertised Online in 2021, JobsOhio Northwest Region



Source: TalentNeuron Gartner™

⁷ Top Occupations Advertised Online in 2021 - Northwest Region Ohio. Source: Ohio Governor's Office of Workforce Transformation.

The article *Nurses: A Call for Radical Transformation – How Far Have We Come?* in the journal, *Nursing Education*, concluded that nurses today are unable to meet practice demands because they are undereducated (Benner, 2012). The policy advisors to Congress and the Secretary for Health and Human Services on nursing issues, the National Advisory Council on Nurse Education and Practice (NACNEP), recently completed a study revealing a national bachelor degree level RN population to be around 48%. The Institute of Medicine recently issued the report *The Future of Nursing: Leading Change, Advancing Health* calling for an increase in the nurses attaining a bachelor's degree to 80% (Institute of Medicine, 2011). Research examined at Georgetown University's Robert Wood Johnson Foundation explains that, "...most RNs who obtain BSNs will remain at the bedside where their education will enhance patient care. Nurses prepared for greater professional autonomy through baccalaureate education are also needed in community settings where more and more care is being delivered" (http://www.rwjf.org/content/dam/farm/reports/issue_briefs/2013/rwjf407597).



United States Percentage of Highest Level of Nursing Education (RNs) from 2013 to 2020. Source: National Advisory Council on Nurse Education and Practice (<https://www.ncsbn.org/research/recent-research/workforce.page>)

Dr. Joanne Spatz (2018) at the Philip R. Lee Institute for Health Policy Studies, University of California, San Francisco states, “there is not sufficient capacity in entry-level BSN or RN-to-BSN programs to reach the IOM recommendation in the foreseeable future.” The Ohio Board of Nursing’s 2021 Summary of Annual Reports show that universities and colleges expected to admit 7,094 BSN students, where 16,314 applied. Of those greater than 16,000 applicants, only 5,397 enrolled ⁸. This shows only 33% of applicants enrolled, although 10,000 were accepted, and 24% less than the applicants expected by the colleges. The report goes on to say 4,045 applicants met program admission requirements, but were not offered admission (<https://nursing.ohio.gov/static/uploads/2022/03/Summary-of-Annual-Reports-2021.pdf>). The addition of baccalaureate degree nursing programs delivered by community colleges has been shown to increase the educational level of nurses, thus bridging the gap to help increase the number of needed BSNs (Daun-Barnett, 2011).

Admissions and Enrollment

Program Type	Planned Admissions	Applications Received	Admissions Offered	Students Enrolled
Associate Degree	9,283	13,735	8,225	6,452
Baccalaureate Degree	7,094	16,314	1,001	5,397
Diploma	214	318	150	128
Direct Entry Graduate	343	527	353	246
Total	16,934	30,894	9,729	12,223

⁸ Ohio Board of Nursing 2021 Summary of Annual Reports Admissions and Enrollment. Source: <https://nursing.ohio.gov/static/uploads/2022/03/Summary-of-Annual-Reports-2021.pdf>

Data collected from the National Student Clearinghouse, Owens Community College has discovered that of the 1,127 nursing students between academic years 2018 and 2022, 99 have received their BSN and 231 enrolled in a BSN program ⁹. Approximately 9% of students completed a bachelor degree nursing program and 6% more are currently enrolled. The data revealed 20%, or 1 in every 5 students continued their education to pursue a BSN after attaining their ADN. In 2018 there were only 6 students enrolled in a bachelor degree nursing program versus 73 in 2022, yielding a 1,116.67% increase in only 5 years.

BSN Attainment of OCC Graduates						
Academic Year	AY18	AY19	AY20	AY21	AY22	Total
Unique Graduates in the Academic Year	214	248	254	225	186	1127
Earned BSN (NSC Data)	0	6	22	46	25	99
Currently Enrolled in BSN Program at 4 year	6	22	59	71	73	231
Currently Enrolled in MSN Program at 4 year	0	2	5	12	15	34
Earned MSN (NSC Data)	0	0	0	0	2	2
Did not Earn BSN, Not Enrolled	208	218	168	96	71	761

⁹ Owens Community College Graduates attainment of BSN Degrees. Data from National Student Clearinghouse.

- *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 an **appendix item**. It is important to reach out in the spirit of collaboration to any institution that might perceive that they have a similar program and attempt a 2+2 or other collaborative arrangement if possible. In addition, where possible, educational partners should be consulted without business partners present to ensure education partners have a dedicated opportunity to share and discuss questions and potential concerns regarding the program.*

A meeting was held on September 29, 2022 with Owens' regional educational providers. The meeting summary is included in **Appendix 1.2**.

SECTION 2: INDUSTRY PARTNERSHIP

2.1 General Partnership Information

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

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

Owens nursing program has current partnerships with many healthcare agencies in the Northwest Ohio area. In total, Owens nursing program has 30 affiliation agreements with local community partners/health systems:

Arrowhead Behavioral Health	Mercy Memorial Hospital Monroe
Birchaven Village	Nationwide Children's Hospital
Blanchard Valley Health System	Northwest Ohio Psychiatric Hospital
Bowling Green Manor	ProMedica Health System-Michigan
Bryan Community Hospitals and Wellness Center	ProMedica Health System-Ohio
Kingston Care Center of Sylvania	ProMedica Herrick Hospital
Kingston of Perrysburg Assistive Living	ProMedica Urgent Care and OccuHealth
Kingston Rehabilitation of Perrysburg	Randal Residence of Fremont
Kingston Residence of Sylvania	Sunshine Inc. of Northwest Ohio
Lakes of Monclova	Tiffin Hospital
Lima Memorial Hospital	UTMC
Magruder Hospital	VOA Rehabilitation Center
Mercy Health Defiance Hospital	Wood County Hospital
Mercy Health Toledo Regional	Wood County Pediatrics
Mercy Health Physicians	Wyandot Memorial Hospital

Appendix 2.1 includes two copies of fully executed affiliation agreements for the Associate Degree nursing students at Owens. This agreement does not specify if a student needs to be enrolled in the ADN or BSN program. A copy of the BSN agreement can be found in **Appendix 2.2**. Additionally, in **Appendix 2.2**, a letter of support from ProMedica Health Systems is included describing their willingness to collaborate with Owens for workplace-based learning experiences. In addition, the community partner's letters of support indicate plans to hire additional BSN prepared nurses in the future.

- *Provide a description of evidence of agreement(s) from regional business or industry to train students in an in-demand field and to employ students upon their successful completion of a program. Ideally the agreement should provide workforce opportunities and employment for the anticipated number of graduates of the program.*

Submit copies of the partnership agreement(s) as an appendix item.

The nursing department has numerous affiliation agreements with community partners in NW Ohio. These affiliation agreements do not specify a degree level of the students, but instead specify departments students are part of. Both partnership agreements included in **Appendix 2.1** are for agencies that have provided written support in favor of Owens starting a BSN completion program.

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

The table below lists responses from our community partners and the needs they have related to hiring BSN prepared nurses in the near future.

Community Partner	Anticipated number of BSN prepared nurses being hired in the near future
Elizabeth Scott Communities	2-5 nurses over the next two years
Northwest Ohio Psychiatric Hospital	30 nurses over the next 5-10 years
Kingston HealthCare Company	“fair amount of BSN graduates in the foreseeable future”
ProMedica Health System	1,133 current openings for BSN nurses with anticipation of this number to grow 20-30% in the near future. ProMedica plans to hire 50% of the BSN graduates.

Additionally, this table describes the number of ADN graduates who have progressed to enroll or earn a BSN degree. The BSN completion program will continue to monitor program completion data, and job placement data. This will continue to

BSN Attainment of OCC Graduates	AY18	AY19	AY20	AY21	AY22	Total
Unique Graduates in the Academic Year	214	248	254	225	186	1127
Earned BSN (NSC Data)	0	6	22	46	25	99
Currently Enrolled in BSN Program at 4 year	6	22	59	71	73	231
Currently Enrolled in MSN Program at 4 year	0	2	5	12	15	34
Earned MSN (NSC Data)	0	0	0	0	2	2
Did not Earn BSN, Not Enrolled	208	218	168	96	71	761

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.

See **Appendix 2.3** for letters of support.

2.2 Workplace-Based Learning Experience

- *Describe the workforce-based learning experience(s) embedded in the program.*

Owens' BSN completion program incorporates work-based learning experiences in two of the proposed courses. The NUR 320 Community & Public Health Nursing course will include a requirement for each student to research and interview a representative from a community agency in proximity of their home area to learn more about community resources, and the role nurses have in community & public health initiatives.

Additionally, Owens' BSN completion program's capstone course, NUR 450 Nursing Leadership and Management will require students to collaborate with a registered nurse in proximity of their home area or place of employment to complete a teaching and learning capstone project. This will be an advantage to our students who are currently working in healthcare and anticipate staying with their current employer. Once an affiliation agreement is approved, and a qualified preceptor found, the student will be allowed to complete their capstone project with approval and guidance of the faculty member. This will allow the student to learn and deliver their capstone in an environment they are comfortable in and familiar with.

If a student is not currently working in a healthcare setting, or chooses to not complete their hours at their work location, the student will be allowed to complete their capstone project in a healthcare setting of their choice. This will allow the student to broaden their healthcare experience.

- *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)?*

Each course in Owens' BSN completion program, will be taught by a qualified MSN (or higher degreed) faculty member. This faculty member will collaborate with the students during class and will be a steady, reliable resource for the student while completing their workplace-based learning experience. For the workforce-based learning, students will select one person at their capstone location to be a mentor to help fulfill course requirements. This mentor will work one on one with the student to complete the research/teaching project. The course faculty member will provide the direction to meet course objectives to the mentor and student and will serve as a resource for the workplace-based mentor.

- *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.*

Student success will be measured in collaboration with the student, student's mentor (when applicable) and course faculty member. Faculty will be required to submit the course grade with input from the student's mentor. At the completion of each course which includes a workforce-based learning experience, students and mentors will have an opportunity to provide written feedback related to the course, the workforce-based learning assignment, and the student's performance. Necessary updates or revisions if needed will be made based on this feedback.

SECTION 3: INSTITUTIONAL CAPACITY

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

Owens Community College currently employs 18 full time faculty who hold at minimum an MSN degree and are qualified to teach in a baccalaureate level nursing program. One additional FT MSN (or higher) prepared faculty will be sought to cover the online baccalaureate courses. In addition, seven MSN prepared nurses are employed in other positions within the Nursing department; these include Clinical Teaching Faculty and Laboratory and Simulation Faculty. These individuals are qualified to teach BSN coursework as adjunct faculty. Please see **Appendix 3.1** for the list of faculty currently employed and qualified to teach in the BSN completion program.

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

Owens Community College has SB6 scores of 5.0 for FY 21 and FY 22 and a projected score of 4.4 for FY 23. In addition, the nursing department has the financial capacity to deliver existing and BSN program options efficiently from the onset. Expenditures of both of its two current programs (practical nursing and ADN) are fully covered by revenue. For the proposed BSN program, anticipated annual revenues will fully cover program expenditures.

Describe the facilities and equipment capacity for the proposed program.

The program is proposed to be delivered totally online. Though our expectation is that most students will attend online classes from remote locations, the college will offer students who may have the need for web access, computer labs, or IT assistance, the support needed for a completely online program. Students who have the need or desire may attend online classes from campus where web access and student study spaces are available.

Owens BSN students will have the opportunity to complete general education classwork via the delivery method that meets their individual learning styles; in-person, online, or hybrid. Registration for these classes will occur following College procedures. The Toledo area campus and the Findlay area campus each have ample classroom space and computer access for students to attend their general education classes.

BSN classes will be offered online. If needed, students will have computer lab and Wi-Fi access on either campus to access their class virtually.

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

In addition to college determined tuition, (currently, \$188/credit hour) because the BSN completion courses will be offered online, there will be an E-learning fee charged per credit hour. This fee is \$20/credit hour. Students have various delivery options to fulfill the general education requirements which may result in course fees based on delivery method and course requirements.

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

III. Program Expenses	Year 1	Year 2	Year 3	Year 4
New Personnel				
Additional FT Faculty with Benefits	\$ 56,000.00	\$ 115,360.00	\$ 118,820.80	\$ 122,385.42
Additional Adjunct	\$ -	\$ -	\$ -	\$ -
Additional support costs	\$ -	\$ -	\$ -	\$ -
Accreditation costs	\$ 2,500.00	\$ 5,225.00	\$ 1200.00	\$ 1200.00
Other (start- up, PD, etc.)	\$ -	\$ -	\$ -	\$ -
Total Projected Expenses	\$ 58,500.00	\$ 120,585.00	\$ 120,020.00	\$ 123,582.42
Net Gain in Position	\$ 54,300.00	\$ 290,355.00	\$ 550,664.20	\$ 623,179.58

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

Revenue information:

	Year 1	Year 2	Year 3	Year 4
I. Projected Enrollment				
Head-count Students (Year 1)	20	40	40	40
Head-count Students (Year 2)	0	16	32	32
Credit Hours	600	1680	2160	2160
II. Projected Program Income				
Tuition (paid by student or sponsor)	\$ 112,800.00	\$ 315,840.00	\$ 406,080.00	\$ 406,080.00
Expected State subsidy (public institutions only)	\$ -	\$ 95,100.00	\$ 266,280.00	\$ 342,360.00
Externally funded stipends, as applicable	\$ -	\$ -	\$ -	\$ -
Other income (if applicable, describe in narrative section below)	\$ -	\$ -	\$ -	\$ -
Total Projected Program Income	\$ 112,800.00	\$ 410,940.00	\$ 672,360.00	\$ 748,440.00

SECTION 4: PROGRAM INFORMATION

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

At the conclusion of the BSN program, students will:

1. Function with the knowledge, skills, and attitudes required of the professional nurse, embracing lifelong learning to improve the quality of health care.
2. Ensure an understanding of diversity, equity, and inclusion while using evidence-based practice when caring for patients across the lifespan.
3. Assess health disparities, health promotion and disease prevention in various community health settings among diverse populations.
4. Apply theory and research-based knowledge from nursing, humanities, and other sciences.
5. Explore a just culture reflecting civility and respect, using national safety resources to lead team-based change initiatives.
6. Use knowledge of nursing and other professions to address healthcare needs.
7. Optimize system effectiveness through application of innovation and evidence-based practice.
8. Use various healthcare informatics & technology processes to gather data, make informed decisions and deliver high quality, efficient, appropriate healthcare.
9. Analyze the impact of structural and cultural influences on nursing’s professional identity while ensuring the practice environment facilitates care that is culturally appropriate.
10. Identify their professional identity; including accountability, life-long learning & professionalism that is reflective of nursing’s characteristics.

- Provide the proposed course sequence and course descriptions.

Course Category	Credit Hours
Credits from pre-licensure nursing classes	35
General education classes taken at Owens	30-32
Proposed BSN completion Nursing Courses	30
Additional general education courses required for the BSN completion program	26
Total Program Credit Hours	121-123

Breakdown of each course category:

Advanced standing credits earned from pre-licensure program

Credits earned from pre-licensure RN program courses	35
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General education classes (all Ohio Transfer Model Recommended Courses)

English Composition/Oral Communication (3 hours minimum)		Credit Hours
ENG 111 or ENG 111P	Composition I	3-4
ENG 112	Composition II	3
SPE 101	Public Speaking	3
Mathematics (3 hours minimum)		
MTH 213	Statistics	3-4
Arts/Humanities (6 hours minimum from two different disciplines)		
PHL 102	Principles of Ethics	3
Elective (PHL 101, ART 101, ART 105, HIS 151, HIS 201, HIS 250, HUM 100, HUM 275, MUS 100, MUS 101, MUS 102, MUS 105, MUS 110, MUS 132)		3
Elective (PHL 101, ART 101, ART 105, HIS 151, HIS 201, HIS 250, HUM 100, HUM 275, MUS 100, MUS 101, MUS 102, MUS 105, MUS 110, MUS 132)		3
Social/Behavioral Sciences		
PSY 101	General Psychology	3
SOC 101	Sociology	3
Natural Sciences (6 hours minimum)		
BIO 211	Anatomy & Physiology I	4
BIO 212	Anatomy & Physiology II	4
Total credit hours		35-37

Proposed BSN completion classes

NUR 300	Transition to Professional Nursing Practice	3
NUR 310	Nursing Informatics & Technology	3
NUR 320	Community & Public Health Nursing	3
NUR 330	Nursing and Collaborative Healthcare	3
NUR 360	Nursing Research	3
NUR 380	Patient-Centered Care	3
NUR 400	System Based Practices & Healthcare Systems	3
NUR 410	Professionalism	3
NUR 420	Healthcare Quality & Safety	3
NUR 450	Nursing Leadership & Management	3
Total RN-BSN progression credit hours		30
Total BSN curriculum credit hours		121-123

Additional general education courses required for the BSN completion program

FNH 126*	Human Nutrition	3
BIO 231*	Microbiology	4
PSY 260*	Life Span Psychology	3
HIT 125*	Language of Medicine	3
Elective*		3
Elective*		3
Total Credit hours		21

*Alternative general education classes may be taken. See **Appendix 4.1** for additional Ohio Transfer 36 Approvals that will meet this requirement.

Course Descriptions are available in **APPENDIX 4.2**

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

Students in the RN-BSN progression program do not earn an industry-recognized credential.

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

The program will seek accreditation from the Accreditation Commission for Education in Nursing (ACEN), which also accredits Owens' Registered Nurse, AAS program. Upon receipt of approval from the state of Ohio, Owens will seek approval from the College's accrediting agency, the Higher Learning Commission, to award Applied Bachelor degrees. Once approved, the program will apply for candidacy status with ACEN and follow through the accreditation process. The plan will be to host a candidacy site visit within one-two year of receiving candidacy status from ACEN.

APPENDICES

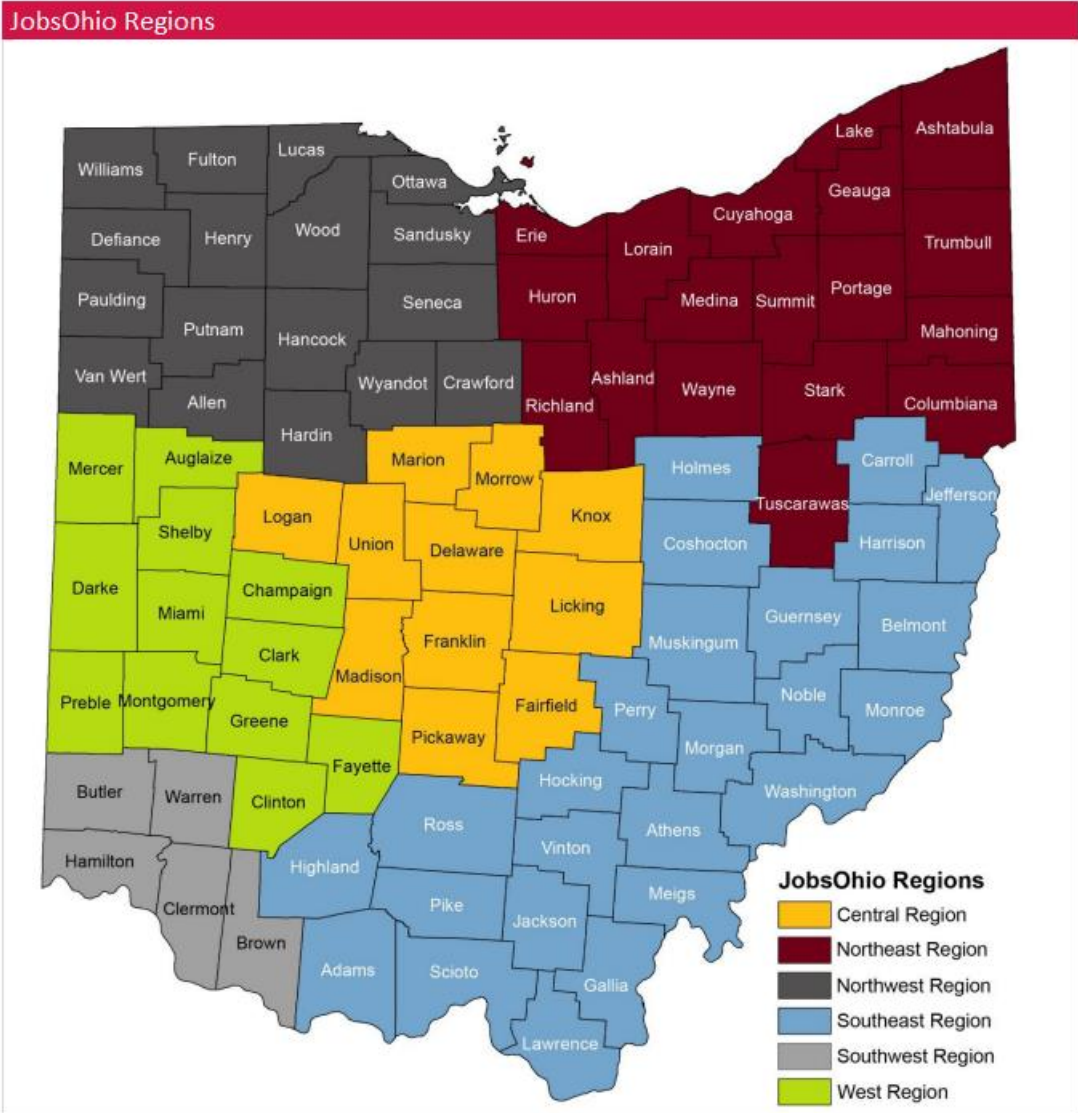
- List the appendix items that are included with the request, in the order of which they are in the proposal. Appendix items should be clearly labeled and submitted electronically as PDF or Microsoft Office documents.

Language from 3333.051

- (1) Evidence of an agreement between the college and a regional business or industry to train students in an in-demand field and to employ students upon their successful completion of the program;
- (2) That the workforce need of the regional business or industry is in an in-demand field with long-term sustainability based upon data provided by the governor's office of workforce transformation;
- (3) Supporting data that identifies the specific workforce need the program will address;
- (4) The absence of a bachelor's degree program that meets the workforce need addressed by the proposed program that is offered by a state university or private college or university;
- (5) Willingness of an industry partner to offer workplace-based learning and employment opportunities to students enrolled in the proposed program.

APPENDIX

1.1



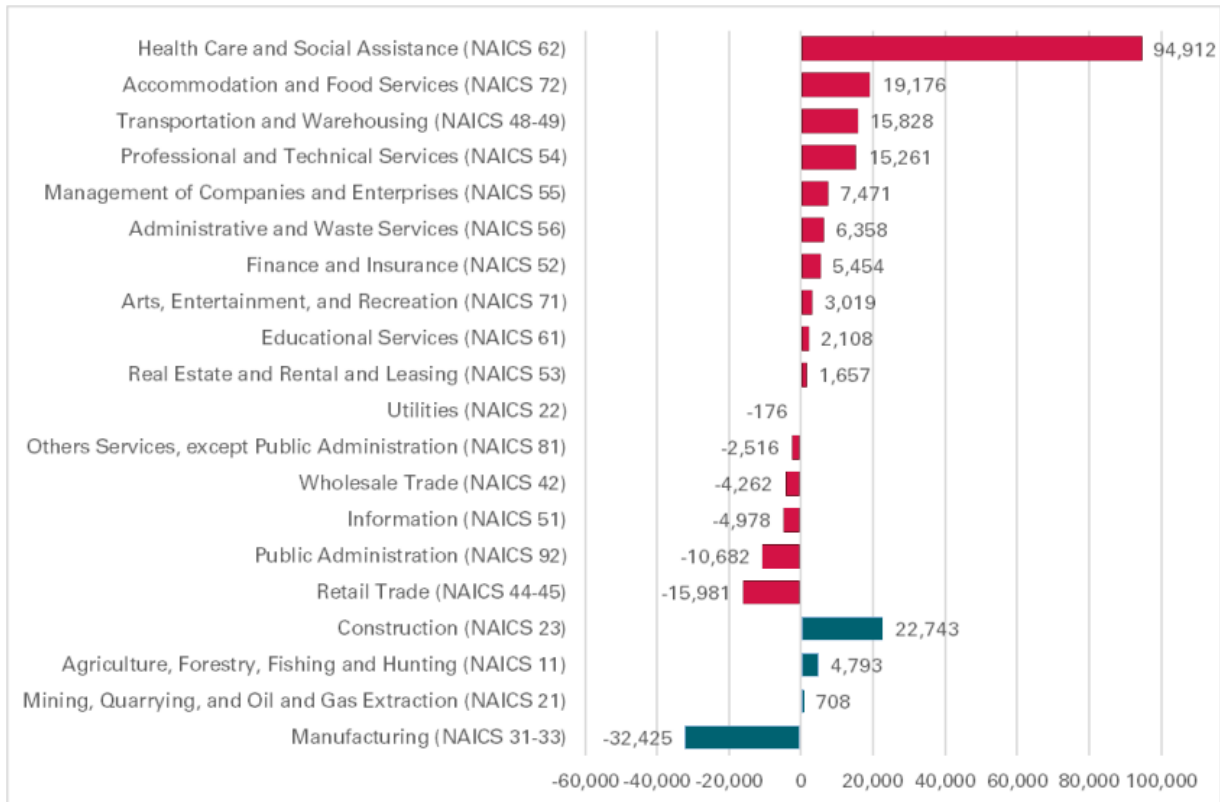
Ohio Department of Job and Family Services Region Map.

Top Critical In-Demand Jobs Bachelor Degree Jobs in Northwest Region Ohio				
Title	Median Salary	Growth	Employment	Openings
Registered Nursing	\$65 K	66	12,060	660
Substance Abuse, Behavioural Disorder, and Mental Health Counselors	\$42 K	12	857	92
Training and Developmental Spec.	\$56 K	5	674	69
Social and Community Service Mgrs.	\$66 K	4	473	41
Occupational Health and Safety Spec.	\$76 K	3	535	3

Ohio Governor’s Office of Workforce Transformation Top Jobs List as of 02FEB2023 for the Northwest Region. Data source: <https://topjobs.ohio.gov/top-jobs-list>

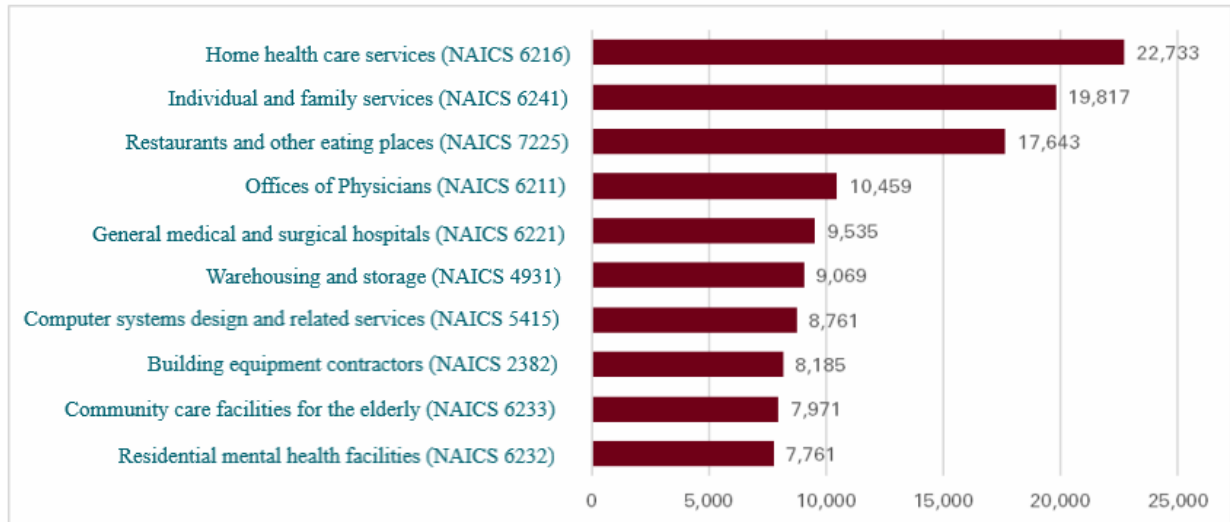
Top Critical In-Demand Jobs Bachelor Degree Jobs in Ohio				
Title	Median Salary	Growth	Employment	Openings
Registered Nursing	\$68 K	1,225	127,431	8,357
Substance Abuse, Behavioural Disorder, and Mental Health Counselors	\$47 K	154	8,762	1,130
Training and Developmental Spec.	\$56 K	88	11,099	1,325
Social and Community Service Mgrs.	\$67 K	64	5,375	560
Compliance Officers	\$66 K	38	8,064	761

⁵ Ohio Governor’s Office of Workforce Transformation Top Jobs List as of 02FEB2023 for the Entire State. Data source: <https://topjobs.ohio.gov/top-jobs-list>.



Source: Ohio Bureau of Labor Market Information

⁴ Ohio Department of Job and Family Services, Bureau of Labor Market Information, January 2021 Healthcare and Social Assistance Openings projection for 2018 through 2028



Source: Ohio Bureau of Labor Market Information

Online profiles for your workers mention 64,416 companies as employers, with the top 10 appearing below. In the last 12 months, 10,508 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
ProMedica	5,222	ProMedica	6,280
The University Of Toledo	4,529	Mercy	3,063
Bowling Green State University	3,371	Toledo Hospital	2,359
Toledo Public Schools	2,376	Aerotek	1,354
Marathon Petroleum	2,081	Blanchard Valley Regional Healt...	1,354
Whirlpool	1,685	University of Toledo	1,313
Mercy Health	1,509	Owens Corning	1,043
Owens Corning	1,354	PricewaterhouseCoopers	941
Owens Community College	1,307	Robert Half	851
Stellantis	1,283	ProMedica Senior Care of Lakew...	849

Lightcast Q3, 2022 Northwest Regional Study With the Top 10 Employers and the Top 10 Companies by Job Postings With Companies that Hire Registered Nurses

APPENDIX

1.2

OWENS COMMUNITY COLLEGE MEETING NOTES
BSN COMPLETION PROGRAM MEETING WITH EDUCATIONAL
PARTNERS

September 29, 2022

Meeting held virtually via

TEAMS Attendance:

Linda Lewandowski, Ph.D, Dean College of Nursing, University of

Toledo Chris Silka, DNP, Dean College of Nursing, Lourdes

University

Melissa Sutton, DNP, Chair Nursing Program, University of Findlay

Elizabeth Sprunk, Ph.D, Dean of Nursing, Mercy College; Invited but unable to attend

Laura Wilken, DNP, Coordinator of the online RN to BSN Program, Bowling Green State University Attended for Shelly Bussard, Ph.D

Irene Jones, MSN, Chair Nursing Department, Owens Community College

Catherine Ford, M.Ed., Dean, School of Nursing and Health Professions, Owens Community College

After introductions, Catherine Ford started the meeting indicating that the purpose is to continue discussions with the attendees regarding the intention of Owens Community College to submit to the Ohio Department of Higher Education, a proposal to offer an ADN to BS online completion program. Comments in favor of and opposed to Owens offering this program are being sought.

Irene Jones stated that Owens has articulation agreements in place with all of the institutions of Higher Education represented at this meeting. Owens College has no intention of eliminating those and will continue to welcome admissions representatives from all institutions who want to promote a BSN program to our students. Owens seeks to be a community college option for the ADN completers in our community who are interested in obtaining a BSN.

Dean Ford shared that Owens wants to provide opportunity to increase the number of BSNs at the bedside and for those Registered Nurses who seek positions in leadership, management,

and education. We also want to prepare BSNs to go onto a master's degree allowing them to meet the requirements to educate the future work force.

Ms. Jones indicated that the program would be totally online and curriculum would follow the AACN Core Competencies for Professional Nursing Education, include 30 credit hours of Nursing coursework, and 25 credit hours of general education coursework.

The floor was opened for comments in favor of and opposed to Owens offering an online ADN to BSN program:

- Linda Lewandowski provided a summary of the history of BSN proposal review and approval in the state of Ohio. She shared her concerns about diluting qualified nursing faculty where there is already a shortage and that university programs could not compete with the cost of a program offered by a community college.
- Dean Ford commented that for some students the university BSN is intimidating. In open forums, the Owens ADN students stated that they would be more comfortable returning to Owens Community College where they have had success and have received the support needed to complete their program.
- Dr. Silka commented that the area BSN programs being offered are generally all the same programs and asked "What can Owens offer other than a lower cost?" She also commented that she believes Owens will water down the faculty pool and water down the student pool.
- Dr. Lewandowski commented that current programs have capacity and they don't have an enrollment cap, therefore, they can always have an adjunct teach added sections. The need is for more nurses at the bedside and that is what we want as a profession.
- Many in attendance provided comments on the quality of the Owens ADN students. They indicated that they actively seek Owens ADN graduates for their BSN programs.
- Melissa Sutton noted that University of Findlay has a BSN program, but not a BSN completion program. She did not believe that the Owens BSN completion program would create competition for students as Owens Community College and the University of Findlay generally do not serve the same student populations.
- Laura Wilken agreed with the comments made by Dr. Silka and Dr. Lewandowski. Being no further comments, the meeting was ended.

APPENDIX

2.1

AFFILIATION AGREEMENT

THIS AFFILIATION AGREEMENT (“Agreement”) is executed and entered into this 1st day of July 2023, by and between ProMedica Shared Services, LLC., (“ProMedica”) and Owens Community College (“College”).

WITNESSETH:

WHEREAS, College is currently conducting educational programs (collectively “Programs” and individually “Program”) as identified in Exhibit A, which is attached hereto and incorporated herein, and desires to obtain field experience for students enrolled in its Programs; and

WHEREAS, ProMedica has the facilities and is willing to provide certain clinical facilities in the state of Ohio, (collectively referred to as “Facilities” or individually as “Facility”) for field experience to College’s students enrolled in the Programs as identified in Exhibit A.

NOW, THEREFORE, it is mutually agreed by and between ProMedica and College as follows:

A. College agrees to:

1. Provide qualified instruction and guidance to College’s students assigned to ProMedica for field experience in the Programs. In doing so, College will be responsible for communicating and working with each Facility’s appropriate personnel in selecting the learning experiences and in obtaining the understanding of the respective Facility’s practices and regulations.
2. Hold responsibility for the assignment of College’s students to Facilities and to obtain ProMedica’s approval as to the number of College’s students to be assigned and the inclusive dates of the College’s students’ assignments at any given time.
3. Designate a clinical coordinator or a preceptor to (a) supervise College’s students; (b) facilitate communication; and (c) coordinate College’s students’ field experiences at Facilities.
4. Ensure financial responsibility of College’s students and supervising faculty by providing proof of professional malpractice and liability insurance for each in the amount of \$1 million per incident, \$3 million aggregate. College shall provide ProMedica with evidence of such insurance for College’s students and faculty prior to placement at any Facility.
5. Require College’s students and faculty to abide by applicable federal, state and local laws, standards of accrediting bodies, and ProMedica’s and Facilities’ policies and regulations, including dress code.

6. Require College's students and faculty to maintain the confidentiality of all information regarding ProMedica, Facilities, their respective patients, clients, and business and medical records.
7. Ensure that College's students meet ProMedica's health standards.
8. Withdraw College's students or faculty determined by a Facility to be unacceptable for any reason at any time.
9. College agrees to maintain a record of College's students currently enrolled in the Programs and College's students who have graduated from the Programs for a time period of 6 years following the completion or withdrawal from the Programs (the "Student Record"). The Student Record shall include each student's name, year of graduation, and the most current address and phone number the student has provided to College. The Student Record shall also include a release signed by the student allowing College to share such information with ProMedica. College shall supply ProMedica with this information upon request.
10. College also agrees to comply with providing an attestation regarding assigned Students' COVID vaccination status and cooperate with clinical facilities related to inquiry or inspections from CMS, OSHA, or state and local departments of health involving College's Students.

B. ProMedica shall ensure that Facilities agree to:

1. Provide an educationally oriented practice field for College's students, including appropriate conference and/or classroom space based upon availability and prior approval of the clinical area requested.
2. Permit access by College's students and faculty to the respective Facility's patients' records for the purpose of field experience requirements, if the respective Facility's patients provide the proper consent.
3. Retain ultimate responsibility and accountability for all patient care. College's students will not replace any Facility's staff.
4. Designate a contact person for communication and coordination of College's students' field experiences.
5. Provide emergency health care for illnesses or injuries resulting from College's students' field experiences in the Programs at Facilities. Such emergency care will be provided at usual or customary charges at College's student's own expense.
6. Provide other specified facilities for use by College's students and faculty as agreed by ProMedica or the respective Facility.

C. Term and Termination:

This Agreement is effective upon the first date written above and shall continue for 3 years, unless sooner terminated as provided herein. Any party may terminate this Agreement, with or without cause, by providing written notice to the other parties at any time. In the event of termination of the Agreement, College's students shall have the right to complete the then-current semester or quarter under the conditions and terms of this Agreement, unless a Facility requests the withdrawal of College's students under Section A.8, above.

D. Notices:

Any and all notices required to be given under this Agreement shall be directed to:

ProMedica: ProMedica Shared Services, LLC.
100 Madison Avenue
Toledo, OH 43604
Attn: Senior Vice President, Academic Affairs

College: Owens Community College
30335 Oregon Road
Perrysburg, OH 43551
Attn: Vice President of Academic Affairs

E. It is mutually agreed:

1. College shall assume final responsibility for the education of College's students.
2. Any Facility may refuse educational access to College's students or faculty for any reason, including failure to meet the standards and policies of health, safety, or ethical requirements of that Facility.
3. College and College's students and faculty will not be considered employees of ProMedica or Facilities and will not be responsible for the payment of any wages, payroll taxes, social security, workers' compensation, malpractice insurance or other benefits to or on behalf of College or College's students and faculty.
4. ProMedica and Facilities shall have the privilege of recruiting College's students and faculty for employment.
5. The parties agree that no financial obligation will exist or result between the parties relative to this Agreement.
6. The parties shall comply with, and shall require student and other employees, agents and representatives to comply with all applicable federal and state laws and regulations and ProMedica's and Facilities policies and procedures concerning

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

7. College shall indemnify, defend, and hold ProMedica, Facilities, their respective affiliates, subsidiaries, agents, representatives, directors, officers, and employees harmless from and against all claims, causes of actions, demands, liabilities, and expenses, including attorneys' fees, arising out of any act or omission of College, faculty, agents, officers, employees, and students while performing any services under this Agreement.

ProMedica shall indemnify, defend, and hold College, its affiliates, subsidiaries, agents, representatives, and employees harmless from and against all claims, causes of actions, demands, liabilities, and expenses, including attorneys' fees, arising out of any act or omission of ProMedica, Facilities, their respective affiliates, subsidiaries, agents, representatives, directors, officers, and employees while performing any services under this Agreement.

8. The parties shall not discriminate against College's students on the basis of race, creed, color, handicap, marital or veteran status, sexual orientation, sex, age, pregnancy, disability, religion, ability to pay, citizenship status or ancestry.
9. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which shall constitute the same agreement. Signatures to this Agreement transmitted by facsimile, by electronic mail in "portable document format" (".pdf"), or by any other electronic means which preserves the original graphic and pictorial appearance of the Agreement, shall have the same effect as physical delivery of the paper document bearing the original signature.
10. If nursing is one of the identified Programs, the placement of such students with ProMedica preceptors for supervision of clinical practice such shall occur in accordance with the rules set forth in Ohio Admin. Code § 4723-5-20.
11. This Agreement is governed by the laws of the State of Ohio.
12. This Agreement, together with any attachments or exhibits, sets forth the entire understanding among the parties as to its subject matter and supersedes any prior agreements, promises or representations, whether oral or written. Any modification or waiver to this Agreement must be in writing and signed by all parties to this Agreement.

[signatures appear on next page]

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on their behalf by their duly authorized representatives.

PROMEDICA SHARED SERVICES, LLC. OWENS COMMUNITY COLLEGE

DocuSigned by:
Robert S Fredrick MD
Robert S. Fredrick, M.D.
Senior Vice President, Academic Affairs

Denise S. Smith
Denise S Smith (Aug 31, 2023 11:52 EDT)
Denise Smith, Ph.D.
Vice President, Academic Affairs/Provost

EXHIBIT A

Facilities	Programs
Bay Park Community Hospital dba ProMedica Bay Park Hospital	Computed Tomography Certificate Diagnostic Medical Sonography EMT - Basic Certificate EMT - Intermediate Certificate Emergency Services Technology Exercise Science Magnetic Resonance Imaging Nursing Paramedic Certificate Physical Therapist Assistant Radiologic Technology Sterile Processing Certificate Surgical Technology Vascular Sonography
Defiance Hospital, Inc. dba ProMedica Defiance Regional Hospital	EMT - Basic Certificate EMT - Intermediate Certificate Emergency Services Technology Exercise Science Medical Assisting Nursing Occupational Therapy Assistant Paramedic Certificate Physical Therapist Assistant Surgical Technology Vascular Sonography
ProMedica Flower Hospital, a division of ProMedica Toledo Hospital	Computed Tomography Certificate Diagnostic Medical Sonography EMT - Basic Certificate EMT - Intermediate Certificate Emergency Services Technology Exercise Science Magnetic Resonance Imaging Nursing Occupational Therapy Assistant Paramedic Certificate Physical Therapist Assistant Radiologic Technology Sterile Processing Certificate Surgical Technology Vascular Sonography

Fostoria Hospital Association dba ProMedica Fostoria Community Hospital	Diagnostic Medical Sonography EMT - Basic Certificate EMT - Intermediate Certificate Emergency Services Technology Exercise Science Nursing Occupational Therapy Assistant Paramedic Certificate Surgical Technology Vascular Sonography
Memorial Hospital dba ProMedica Memorial Hospital	Diagnostic Medical Sonography EMT - Basic Certificate EMT - Intermediate Certificate Emergency Services Technology Exercise Science Medical Assisting Nursing Paramedic Certificate Physical Therapist Assistant Surgical Technology Vascular Sonography
The Toledo Hospital dba ProMedica Toledo Hospital	Computed Tomography Certificate Diagnostic Medical Sonography EMT - Basic Certificate EMT - Intermediate Certificate Emergency Services Technology Exercise Science Health Information Technology Magnetic Resonance Imaging Medical Coding Certificate Nursing Occupational Therapy Assistant Paramedic Certificate Physical Therapist Assistant Radiologic Technology Sterile Processing Certificate Surgical Technology Vascular Sonography
ProMedica Russell J. Ebeid Children's Hospital, operating as part of ProMedica Toledo Hospital	EMT - Basic Certificate EMT - Intermediate Certificate Emergency Services Technology Exercise Science

ProMedica Russell J. Ebeid Children's Hospital, operating as part of ProMedica Toledo Hospital (continued)	Nursing Occupational Therapy Assistant Paramedic Certificate Physical Therapist Assistant Surgical Technology Vascular Sonography
ProMedica Wildwood Orthopaedic and Spine Hospital, a division of ProMedica Toledo Hospital	Exercise Science Nursing Occupational Therapy Assistant Physical Therapist Assistant Sterile Processing Certificate Surgical Technology
ProMedica Physician Group, Inc. (through its subsidiaries)	Diagnostic Medical Sonography Exercise Science Medical Assisting Vascular Sonography

AFFILIATION AGREEMENT

Between

**OHIO DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES
Northwest Ohio Psychiatric Hospital**

And

Owens Community College

I. PURPOSE

This agreement ("Agreement") between Owens Community College, an Ohio State supported institution of higher education created pursuant to O.R.C. Chapter 2258, with its principal address as 30335 Oregon Road, Perrysburg, Ohio 43551, hereinafter referred to as "School" and Ohio Department of Mental Health and Addiction Services, (insert Northwest Ohio Psychiatric Hospital, 930 South Detroit, Toledo, Ohio 43614, hereinafter referred to as "Facility," is entered into for the mutual benefit of each.

WITNESSETH

WHEREAS, School has established a Nursing program ("Program"), and students of said Program require clinical experience and the use of professional facilities for students of said Program;

WHEREAS, School has developed its Program to include a number of community facilities as part of its applied practical and clinical campus, and wishes to include Facility among that group, and Facility has the resources and the desire to furnish applied experiences;

WHEREAS, School will have its Program faculty and students placed at Facility in situations where such faculty and students will encounter confidential, individually identifiable protected health information ("PHI") in conjunction with the students' training experience;

WHEREAS, such information may only be used or disclosed in accordance with privacy and security regulations [45 C.F.R. Parts 160 and 164] issued pursuant to the Health Insurance Portability and Accountability Act (HIPAA) [42 U.S.C. §§ 1320d – 1320d-8] as it has been amended, and the terms of this Agreement, or more stringent provisions of federal law and the law of the State of Ohio; and

WHEREAS, it is to the mutual benefit of the parties that the students of the Program use the Facility for clinical educational experiences;

NOW, THEREFORE, the parties, in consideration of the commitments set forth herein, mutually agree as follows:

Page 1 of 7

II. MUTUAL AGREEMENTS

1. This Agreement shall be effective from 1/21/2023 and shall terminate on 1/21/2025.
 2. This Agreement may be renewed by mutual agreement for successive two-year terms.
 3. Either party may terminate this Agreement upon written notice which is mailed to the other party not less than 30 days prior to the effective date of such termination; provided, however, that the students then receiving applied educational Program time in Facility shall be given the opportunity to complete the current instructional period, unless any such student's participation is terminated pursuant to section V.1, or suspended pursuant to section V.2. Either party may terminate or modify this Agreement immediately, upon written notice, during a government declared state of emergency.
 4. This Agreement may not be modified except in a writing signed by authorized representatives of the parties.
 5. This Agreement voids any and all previous written agreements on this subject between School and Facility.
 6. This Agreement and the schedules and exhibits attached hereto constitute the entire understanding between the parties with respect to the matter contained herein. There are no promises, covenants, or undertakings contained in any other writing or oral communication. In the event of any conflict between or among the documents comprising this Agreement, the later or latest shall prevail.
-
7. This Agreement does not create any monetary obligation on the part of either party to the other party. More specifically, no payment will be made for any service performed incidental to this Agreement nor is there an expectation of compensation on behalf of the student.
 8. It is the policy of both the School and the Facility, in the performance of this Agreement that neither will discriminate against any employee or student connected with either the Program or Facility because of race, religion, color, gender, gender identity or expression, sexual orientation, national origin, disability, age, genetic information, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, or military status ("protected status").
 9. This Agreement shall be governed by, construed and enforced in accordance with the law of the State of Ohio without regard to choice of law provisions, and only Ohio courts shall have jurisdiction over any action or proceeding concerning this Agreement and performance thereunder. The parties shall comply with all laws and regulations governing the terms of this Agreement and the implementation thereof, including but not limited to the Anti-Kickback Statute and the Stark Law. The parties further agree

that none of the obligations exchanged hereunder are intended to induce or otherwise impact referral relationships between the parties, and are not based on the volume or value of any referrals between the parties.

10. Each party shall fully and supportively cooperate with each other in every manner possible to allow this to be a productive experience for the students, Program, School and Facility.
11. Each party shall be liable for its own acts, errors and omissions, and those of its officers, directors, employees and agents. Notwithstanding the foregoing, nothing in the Agreement shall be construed as limiting either party's ability to assert any defense to any claim arising out of its acts, errors, or omissions, based on immunity, state or federal constitutions and statutes, or any other legal theory. To the fullest extent permitted by the State of Ohio, including but not limited to O.R.C. Chapter 2743 laws and decisions thereunder, the School shall be responsible for any and all claims for damages which are attributable to the acts or omissions of the School and its employees or agents while they are acting under the terms of this Agreement. Facility agrees to be responsible for the acts or omissions of Facility and its employees or agents while they are acting under the terms of this Agreement to the extent required by law or judgment rendered in the Court of Claims.
12. Neither party may assign any of its rights nor delegate any of its duties and responsibilities under this Agreement without prior written consent of the other party. Any assignment or delegation not consented to may be deemed void.
13. Any notices required or permitted to be sent hereunder shall be in writing and shall be sent, Certified or Registered Mail, Return Receipt Requested, or by a recognized international courier. For School, all such notices shall be provided to the attention of the Denise Smith, Provost /VP Academic affairs at the address first listed above, and a copy shall be delivered via the same method to Irene Jones, Chair Nursing Department. For Facility, notices shall be sent to the address set forth herein to the attention of the Chief Executive Officer. Notices shall be effective upon the date when delivery is either effected or refused.
14. A waiver of a breach or default under this Agreement shall not be a waiver of any subsequent default. Failure of either party to enforce compliance with any term or condition of the Agreement shall not constitute a waiver of such term or condition.
15. In the event any part of this Agreement is adjudged null and void, or is determined by a court of law or agreement of the parties to violate applicable law or regulation, the remainder of the agreement shall continue in full force and effect unless the exclusion of such provision renders the remaining agreement unenforceable.

III. SCHOOL AGREES AS FOLLOWS:

1. School shall plan, develop, implement and assume responsibility for all applied practical and clinical instruction and evaluation of students in Facility at all times.

School shall retain ultimate responsibility for students' grades, evaluations, and discipline.

2. Kelli Ryan, CNM, shall serve as the School's designated contact person for questions, issues and notices relating to this Agreement.
 3. School shall provide Facility, for its approval, a projected annual announcement or description of the Program, curriculum and objectives to be achieved at Facility, and the academic calendar of the School.
 4. Faculty shall go through proper channels as indicated by Facility to make plans for student assignments for practical and clinical experiences.
 5. School shall provide and maintain the records and reports necessary for conducting students' applied practical and clinical experiences.
 6. School shall require each student participating in the clinical experience at Facility to have:
 - a. received appropriate instruction;
 - b. satisfactorily completed the prerequisite courses;
 - c. met health and safety requirements specified in Facility policy, including a negative result on a tuberculin skin test or interferon-gamma release assay conducted not more than 30 days before beginning the clinical experience;
 - d. received immunization against both influenza and COVID-19 in accordance with Facility policy;
 - e. received immunization against any other disease specified in Facility policy and in accordance with that policy;
 - f. completed a background check, if appropriate; and
 - g. documentation which proves compliance with the standards set forth above.
-
7. School shall provide and maintain comprehensive general liability insurance in the amount of \$1,000,000 per occurrence, \$3,000,000 aggregate. In addition, School shall maintain professional liability insurance that covers the School, all students, and faculty and instructors at the School. The blanket professional liability insurance policy will be in the amount of not less than \$1,000,000 per claim/\$3,000,000 aggregate. The School shall provide a certificate of insurance, or evidence of adequate self-insurance, at the request of Facility.
 8. School shall ensure faculty and students have received general HIPAA training and agree to adhere to Facility's HIPAA and related policies and procedures in conjunction with students' applied practical or clinical experience in Facility. Students will be required to sign a Facility Workforce Member Agreement, pledging compliance with Facility HIPAA policies and procedures. PHI created or received from or on behalf of Facility is and shall remain the property of Facility. School agrees that faculty and students acquire no title in or rights to PHI, including any de-identified information.

9. School shall immediately report to Facility any unauthorized uses or disclosures of PHI by faculty or students of which School becomes aware, and shall take all reasonable steps to mitigate the potentially harmful effects of such disclosure.
10. School shall ensure students and faculty assigned to Facility are advised of the necessity of adequate hospitalization, health and/or accident insurance, and that students and faculty assume financial responsibility for personal illness.
11. All faculty and students shall conform to standards of appropriate professional conduct as established by Facility and Programs. This applies in particular to standards for confidentiality, professional ethics, appropriate professional relationships with the population served, and appropriate professional relationships with Facility and Program staff.
12. All faculty and students shall observe and comply with Facility's policies and procedures pertaining to the safety, treatment and management of the population served.
- ~~13. School reserves the right to withdraw any and all students from the Facility and the clinical experience at any point during the semester.~~
14. If applicable, School is responsible to review and comply with all relevant provisions of Ohio Revised Code Sections 102.01 to 102.09. In addition, School certifies that it will abide by Ohio's ethics laws as codified in Ohio Revised Code Chapters 102 and 2921, as interpreted by the courts of the State and by the opinions of the Ohio Ethics Commission.
15. All faculty and students shall comply with all applicable state and federal laws regarding smoke-free and drug-free workplaces. School agrees to require that all its employees and agents, while on state property, will not purchase, transfer, use, possess or be under the influence of illegal drugs or alcohol or abuse prescription drugs in any way.
16. School will comply with applicable federal, state and local laws applicable to School's performance under this Agreement.

IV. THE FACILITY AGREES AS FOLLOWS:

1. Facility shall provide a suitable applied practical or clinical learning environment consistent with the Program's curriculum and objectives. Namely, Facility will provide, to the fullest extent possible, suitable classroom space and facilities, equipment and supplies needed for applied practical or clinical instruction at Facility.
2. Kelli Ryan, CNM shall serve as the Facility's designated contact person for questions, issues and notices relating to this Agreement.
3. Facility shall provide School a copy of Facility's current Notice of Privacy Practices and of all applicable policies and procedures, including those relevant to the confidentiality and safeguarding of PHI. Facility shall train faculty and students on

such policies and procedures prior to their placement in the Facility. Faculty and students shall sign a Workforce Member Agreement designated by the Facility prior to their placement in the Facility.

4. Facility shall provide opportunity for faculty to keep up-to-date with Facility policies and procedures by attending appropriate meetings and receiving information regarding changes.
 5. Facility shall assume full and final responsibility for the care of patients. Students will not replace Facility staff nor give service to patients, apart from its educational value.
 6. Facility shall make available to students any emergency services available to Facility in case of illness or accident. Any student receiving emergency services shall be financially responsible for such services.
 7. Upon reasonable request, Facility shall permit the inspection of Facility and students' records by faculty, School administrators and agencies responsible for the Program's accreditation.
 8. Facility understands that it may generate or otherwise be in possession of confidential educational records regarding the School's students, and that these records are protected by federal law including, inter alia, the Family Education and Privacy Rights Act (FERPA), 20 U.S.C. § 1232g. Facility further understands that it may not share or disclose these educational records with any party other than the School unless Facility has received written consent from the student or as otherwise permitted by law.
 9. Facility shall maintain all certifications, accreditations and/or licenses appropriate for business.
-
10. Facility agrees that preceptor working with students of College shall meet the criteria prescribed by the Ohio Board of Nursing

V. FACILITY SHALL HAVE THE FOLLOWING PRIVILEGES:

1. Facility may refuse educational access to clinical areas to faculty and students who do not meet Facility standards and policies for health, safety and ethical behavior. Any non-compliance by faculty or students with applicable Facility policies and procedures, or privacy regulations, shall be a breach of this Agreement. School agrees that Facility has the right to immediately terminate a faculty member's or student's participation in the clinical educational experience at the Facility if Facility determines that faculty member or student violated a material term of Facility's policies and procedures. Facility will provide School notice of any such termination in a timely manner.
2. Facility may restrict access to faculty and students who evidence symptoms of communicable infections until such time as the symptoms abate or the individual is determined by Facility not to be infectious. Facility may restrict access to faculty and students during the time of a government declared state of emergency.

3. Notwithstanding any rights or remedies under this Agreement or provided by law, Facility retains all rights to seek injunctive relief to prevent or stop the unauthorized use or disclosure of PHI by faculty or students.
4. Resolving any problem or situation in favor of patients' welfare and restricting the student involved to an observer role until the incident can be clarified by Facility designee, Facility CEO and Program faculty.

**Ohio Department of Mental Health & Addiction Services
Northwest Ohio Psychiatric Hospital**


Charlie Hughes, CEO

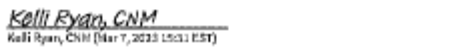
Owens Community College


Denise S. Smith (Mar 1, 2023 12:33 EST)

Denise Smith, Provost /VP
of Academic Affairs


3/7/23
Date

03/01/2023
Date


Kelli Ryan, CNM (Mar 7, 2023 15:01 EST)
Kelli Ryan Clinical Nurse Manager

Name:

Name


Catherine Ford (Mar 1, 2023 15:22 EST)

Catherine Ford, Dean, School of Nursing
And Health Professions

03/07/2023
Date

03/01/2023
Date

APPENDIX

2.2

AFFILIATION AGREEMENT BETWEEN

_____ **AND OWENS COMMUNITY COLLEGE**

This Agreement is made and entered this _____ day of _____, 2023 by and between _____ (herein after referred to as the "Hospital") and Owens Community Collage (herein after referred to as the "College"). Collectively, the Hospital and the College will be referred to as the "Parties".

WHEREAS, the College is a State Community College, created pursuant to R.C. Chapter 3358, that has applied to the chancellor of higher education for authorization to offer a nursing bachelor's degree program (hereinafter referred to as the "Program"); and

WHEREAS, College is conducting educational an program (“Program”) and desires to obtain workforce based learning for students enrolled in Program;

WHEREAS, Hospital has the facilities and/or ability to provide workforce-based experience (collectively “Facilities” and individually “Facility”) for work force based experience for student enrolled in the Program.

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

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

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

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

WHEREAS, The parties agree, that in part, the purpose of this Agreement is to insure compliance with ORC sec. 3333.051;

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

A. Responsibilities of College:

1. The College agrees to establish and maintain such curriculum standards and educational policies as shall meet the requirements of the Ohio Board of Regents and current accreditation with Higher Learning Commission.
2. The College agrees to conduct the Program and be accorded full responsibility for the administration, organization, and operation thereof.
3. The College shall assign only those students to the Facility who have successfully met the standards of the College. The Hospital will be advised of any documented information related to a student's conduct or competency which might adversely affect the student's ability to work with other co-employees or patients at the Facility.
4. The College shall schedule students for workforce-based experience in cooperation with the Hospital.
5. The College shall be responsible for student scheduling and registration.
6. The College agrees to provide the Hospital with a statement of appropriate health reports and verification of liability coverage prior to the student's workforce-based experience.
7. The College shall provide the Hospital with a statement of verification, from the College, that student health requirements are met in accordance with the Facility's requirements. The parties understand they must comply with state and federal law requirements for accommodations for any health requirements.
8. The College shall provide and document instructional training of the HIPAA privacy regulations to students and faculty before their placement at Facility
9. The College shall notify its students of their obligation to comply with all policies and procedures of the Hospital, including those governing the confidentiality of medical records and the use and disclosure of individually identifiable health information under the Health Insurance Portability and Accountability Act of 1996 (HIPAA). Solely for the purpose of defining the students' role in relation to the use and disclosure of Hospital's protected health information, such students are considered to be members of the Hospital's workforce (see 45 CFR 160.13), when engaged in activities pursuant to this Agreement, However, such students are not and shall not for any other purpose be considered to be employees of Hospital or Facility.
10. The College shall not discriminate on the basis of race, sex, age, disability, veteran status, religion, sexual orientation, color or national origin in any of the service provided hereunder as defined by the applicable laws and regulations.
11. Ensure financial responsibility of College's students and supervising faculty by providing proof of professional malpractice and liability insurance for each in the amount of \$1 million per incident, \$3 million aggregate. College shall provide Hospital with evidence of such insurance for College's students and faculty prior to placement at any Facility.

B. Responsibilities of Hospital and Facility:

If applicable, additional responsibilities of Hospital and Facility will be attached hereto as Exhibit A.

The Hospital will be able to commit to the Program:

____ Employment of ____ graduates per year

The Hospital will provide strong employment consideration and priority to students upon their successful completion of the Program for any available nursing positions at the Hospital.

____ BSN degree completion of ____ existing RN staff members

The hospital will also be able to commit to:

____ Provide workforce based learning

____ Provide preceptors

____ Provide scholarship support

____ Allow the use of the Hospital logo in candidate recruitment and promotional material

____ Participate on a program advisory committee at the College

C. Responsibilities of the Parties Jointly:

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

2. Each party agrees to be responsible for any personal injury, property damage, or other liability caused by the negligent acts or negligent omissions by or through itself or its agents, employees, and contracted servants and each party further agrees to defend and be solely responsible for itself and themselves and pay any judgments and costs arising out of such negligent acts or negligent omissions, and nothing in this Agreement shall impute or transfer any such responsibility from one to the other.

3. Both parties agree that there will be no financial compensation for the services provided during the term of this Agreement whether to students, the other party, or otherwise.

4. Both parties expressly acknowledge that students are not employees of Hospital or the College, and that Hospital and the College are not the employer of any student for the purposes of this Agreement. However, solely for the purpose of defining their role in relation to the use and disclosure of Hospital's protected health information, such students are defined as members of the Hospital's workforce, as that term is defined by 45 C.F.R. 160.103, when engaged in activities pursuant to this Agreement.

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

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

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

D. Request For Withdrawal of Student

The student affiliating at the Hospital whose performance or conduct may have a detrimental effect on any of its patients or personnel is subject to removal from the cooperating Facility.

The Hospital has the right to request that a student be withdrawn from Facility. All facts relative to the reason for the request will be presented to the College by a member of the Hospital administration or representative of Hospital at the time the request is made.

It is agreed that the College will remove the student from the Facility until action has been directed by the Academic Standards Committee. The Hospital administration retains the right to refuse the student's opportunity to continue his/her clinical affiliation at the Facility.

E. Withdrawal of Faculty

The College instructor assigned at the Facility whose conduct may have a detrimental effect on any of its patients or personnel is subject to removal from the Facility.

The Hospital has the right to request that an instructor be withdrawn from the Facility. All facts relative to the reason for the request will be presented to the College by a member of Hospital Administration or representative of Hospital at the time the request is made. Both the Hospital and the College are to be accorded the normally accepted privileges of minimum due process in the conduct of the hearings.

It is agreed that the College will remove the instructor from the Facility until action has been directed by the College Administration. The Hospital Administration retains the right to refuse the instructor the opportunity to continue his/her assignment at the Facility.

F. Terms of Agreement

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

2. The term of this Agreement shall be for five year from the date of signature. Either party may terminate this Agreement with thirty days written notice to the other. This Agreement may be renewed at the end of each term and modified by conformation in writing. Upon termination of this Agreement, for any reason, the parties additionally agree to allow students then enrolled in the Program to complete any existing placement with Hospital and/or Facility.

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

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

G. Miscellaneous Provisions

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

2. **Assignment.** This Agreement nor any rights, duties, or obligations hereunder may be assigned or transferred in whole or in part by either party without the prior written consent of the other party.

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

4. **Severability.** If any portion of this Agreement shall for any reason be invalid, illegal, unenforceable or otherwise inoperative, the valid and enforceable provisions will continue to be given effect and to bind the Parties. Counterparts. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and all of which constitute but one and the same instrument.

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

OWENS STATE COMMUNITY COLLEGE (“College”)

By: _____

Name:

Title:

Date: _____

_____ (“Hospital”)

By: _____

Name:

Title:

Date: _____

February 28, 2024

RE: Proposed Applied Bachelor's Degree in Nursing – Owens Community College

Dear Dr. Dione Sommerville,

ProMedica Health System is writing in support of Owens Community College's application for their Applied Bachelor's Degree in Nursing program. We have had numerous conversations related to this applied bachelor's degree and how it will benefit the nurses, community, and hospitals.

As community partners, ProMedica Health System is willing to collaborate with Owens Community College to provide opportunities for enrolled students to complete their workplace-based learning experience. If applicable, ProMedica employees who enroll in this program may also have allocated financial assistance to use towards their Applied Bachelor's degree at Owens Community College.

Upon completion of this applied bachelor's degree, graduates will have opportunities to apply for and be considered for open RN positions within the ProMedica Health System.

Regards,



Ondrea Williams, DNP, NEA-BC, FACHE
ProMedica Health System
Chief Nursing Officer – Provider & Clinical Services

APPENDIX

2.3



April 11, 2023

Owens Community College
Catherine Ford, Dean, School of Nursing and Health Professions
30335 Oregon Road
Perrysburg, Ohio 43551

Letter of Support for Owens Community College's Proposal to offer a Bachelor of Science in Nursing degree program

To Whom It May Concern:

Perrysburg Schools fully supports Owens Community College in offering a Bachelor of Science in Nursing degree program, pending approval of the Ohio Department of Higher Education. Owens Community College has a robust registered nursing program, which is ACEN-accredited through 2026. The College has a history and the resources for preparing nursing students for the NCLEX-RN and NCLEX-PN, which are reflected in Owens students' exemplary pass rates and placement rates that are regularly above the state and national averages. Perrysburg Schools is willing to support the College in offering a BSN completion program by being an advocate for Owens' nursing program pathway of ADN to BSN completion to our students and graduates.

It is my understanding the College's intent for adding the BSN completion program is to increase the population of qualified nurses by serving those who may not be currently served by a traditional four-year institution. This directly speaks to the community college mission of providing access and fostering student success through a high quality and affordable education that will lead to a rewarding career. Owens has academic and student support services to help students reach their academic goals.

A BSN completion program at Owens Community College would strengthen our shared commitment to student learning and preparedness for college or career readiness.

Sincerely,

Thomas L. Hosler
Superintendent

March 3, 2023



Owens Community College
Catherine Ford, Dean,
School of Nursing and Health Professions
30335 Oregon Road
Perrysburg, Ohio 43551

- **Letter of Support for Owens Community College's Proposal to offer a Bachelor of Science in Nursing degree program**

Elizabeth Scott Community fully supports Owens Community College in offering a Bachelor of Science in Nursing degree program, pending approval of the Ohio Department of Higher Education.

Owens Community College has a robust registered nursing program, which is ACEN-accredited through 2026. The College has a history and the resources for preparing nursing students for the NCLEX-RN and NCLEX-PN, which are reflected in Owens students' exemplary pass rates and placement rates that are regularly above the state and national averages.

Elizabeth Scott Community anticipates hiring 2-5 BSN graduates over the next two years.

Elizabeth Scott Community is willing to support the College in offering a BSN completion program, as follows:

- By being a clinical site or providing an internship opportunity for a student enrolled in the program;
- By willingness to participate in an advisory committee;
- By providing feedback about the program for continuous quality improvement;
- By promoting the program to our employees who may want to advance their careers in nursing;

The College's intent for adding the BSN completion program is to increase the population of qualified nurses by serving those who may not be currently served by a traditional four-year institution. This directly speaks to the community college mission of providing access and fostering student success through a high quality and affordable education that will lead to a rewarding career. Additionally, employers in the health care field need to cast a wider net to attract talent during times of a national nursing shortage. As reported in *Diverse Education, Help Wanted*, by Lois Elfman, on February 13, 2023:

Schools of nursing are working to not only educate future nurses, but also bring more diversity to the profession. "There are structural, social, and systemic determinates that are barriers to more diversity in the nursing workforce," says Dr. Shannon B. Smith, associate professor and chair of Claflin University's Department of Nursing. "Those barriers lead to a lack of access to quality education for our minority students and students from disadvantaged backgrounds."

Elizabeth Scott community looks forward to hiring Owens graduates to meet our current and future employment needs.

A BSN completion program at Owens Community College would strengthen our mutual purpose of improving the quality of life in our community.

Sincerely,

Paul J. Bucher
Owner

cc: Deb Bucher, HR Director
Alicia Cramer, RN, DON

March 1, 2024

Office of the President
Dione D. Somerville, Ed.D.
President, Owens Community College

Letter of Support for Owens Community College School of Nursing and Health Profession

As one of Ohio's six Regional Psychiatric Hospitals, Northwest Ohio Psychiatric Hospital (NOPH) is committed to building alliances between practices, healthcare facilities, academic institutions, community organizations, private partnerships, and regional stakeholders.

Developing a strong and supported behavioral health workforce is a top priority for the Ohio Department of Mental Health and Addiction Services, and NOPH supports Owens Community College's proposal to add a Bachelor of Science in Nursing (BSN) completion within the School of Nursing and Health Professions. As a healthcare partner, we endorse the college's goal in fulfilling their vision as a choice for students seeking career credentials. The *American Association of Colleges of Nursing* cites research that correlates higher nursing education with quality patient care and better patient outcomes. Studies show that BSN-prepared nursing results in fewer medication errors, greater positive patient outcomes, and lower mortality rates.

NOPH is committed to employing eligible nursing graduates from the college's accredited Registered Nurse program and to preparing and guiding nursing students in the growing, high-demand field of nursing.

Due to the rapidly aging population in healthcare professions, we project a 34% loss in our nursing staff over the next five years. Over the next five to ten years, our hospital expects to hire more than 30 nursing positions. We are confident interested BSN graduates from Owens School of Nursing and Health Professions will have every opportunity for employment if they intend to pursue a career in psychiatric nursing.

As a state psychiatric hospital, NOPH is committed to opportunities to participate in curriculum development as well as on a program advisory board with Owens School of Nursing and Health Professionals. We are also interested in exploring a commitment to provide work-based learning opportunities for your student nurses.

Thank you for playing a leadership role in the communities we serve. My team and I are available at your convenience to further discuss how we can collaborate on the recruitment, development, and retention of quality nurse professionals who are dedicated to the health and well-being of Ohioans.

Sincerely,


Charlie Hughes
CEO, Northwest Ohio Psychiatric Hospital



CENTRAL ADMINISTRATIVE OFFICE
5721 SEAMAN RD., OREGON, OHIO 43616
TELEPHONE: (419) 693-0661
FAX: (419) 698-6016
hgregory@oregoncs.org

HAL GREGORY, Superintendent www.oregoncityschools.org

2/1/24

To Whom It May Concern:

This letter serves as support for Owens Community College's proposal to offer a Bachelor of Science in Nursing degree program. As a K-12 public school system, many of our graduates want to pursue a career in the medical field, specifically, nursing. The need for nurses is critical, so to have Owens Community College provide such a needed degree field is positive for our students and our community. Many Oregon City Schools students attend Owens each fall from Clay High School. Clay High School has an established Medical Technologies program of which many students pursue a career in Nursing and many want to achieve a Bachelor's degree. The need for this additional program is necessary and timely.

If you have any questions please feel free to reach out to me at 419-698-6026.

Sincerely,

Hal Gregory,
Superintendent

Rossford Schools

March 9, 2023

Ms. Catherine Ford, Dean, School of Nursing and Health Professions
Owens Community College
30335 Oregon Road
Perrysburg, Ohio 43551

Dear Ms. Ford,

Rossford Exempted Village Schools fully supports Owens Community College in offering a Bachelor of Science in Nursing degree program, pending approval of the Ohio Department of Higher Education.

Owens Community College has a robust registered nursing program, which is ACEN-accredited through 2026. The College has a history and the resources for preparing nursing students for the NCLEX-RN and NCLEX-PN, which are reflected in Owens students' exemplary pass rates and placement rates that are regularly above the state and national averages.

Rossford Exempted Village Schools is willing to support the College in offering a BSN completion program, as follows:

- By willingness to participate in an advisory committee;
- By being an advocate for Owens' nursing program pathway of ADN to BSN completion to our students and graduates

The College's intent for adding the BSN completion program is to increase the population of qualified nurses by serving those who may not be currently served by a traditional four-year institution. This directly speaks to the community college mission of providing access and fostering student success through a high quality and affordable education that will lead to a rewarding career. Owens has academic and student support services to help students reach their academic goals.

A BSN completion program at Owens Community College would strengthen our shared commitment to student learning and preparing them to be college or career ready.

Respectfully,



Dan Creps
Superintendent of Schools

Administrative Offices
701 Superior Street
Rossford, OH 43460
Phone: 419-666-2010
Fax: 419-463-9088

Rossford Junior-Senior High School
701 Superior Street
Rossford, OH 43460
Phone: 419-666-5262
Fax: 419-710-9099

Rossford Elementary School
28500 Lime City Road
Rossford, OH 43551
Phone: 419-666-8130
Fax: 419-710-0401

**Buildings and Grounds/
Transportation Offices**
28700 Bulldog Way
Rossford, OH 43551
Bldgs/Grds: 419-720-6722
Trans: 419-666-8695



Office of the Superintendent/CEO
Toledo Public Schools Educational Campus
1609 N. Summit St • Toledo, OH 43604

March 3, 2023

Owens Community College
Catherine Ford, Dean, School of Nursing and Health Professions
30335 Oregon Road
Perrysburg, Ohio 43551

- **Letter of Support for Owens Community College's Proposal to offer a Bachelor of Science in Nursing Degree Program**

Dear Dr. Ford,

Toledo Public Schools fully supports Owens Community College in offering a Bachelor of Science in Nursing degree program, pending approval of the Ohio Department of Higher Education.

Owens Community College has a robust registered nursing program, which is ACEN-accredited through 2026. The College has a history and the resources for preparing nursing students for the NCLEX-RN and NCLEX-PN, which are reflected in Owens students' exemplary pass rates and placement rates that are regularly above the state and national averages.

Toledo Public Schools is willing to support the College in offering a BSN completion program, as follows:

- By willingness to participate in an advisory committee;
- By being an advocate for Owens' nursing program pathway of ADN to BSN completion to our students and graduates;

The College's intent for adding the BSN completion program is to increase the population of qualified nurses by serving those who may not be currently served by a traditional four-year institution. This directly speaks to the community college mission of providing access and fostering student success through a high quality and affordable education that will lead to a rewarding career. Owens has academic and student support services to help students reach their academic goals.

A BSN completion program at Owens Community College would strengthen our shared commitment to student learning and preparing them to be college or career ready.

Sincerely,

Dr. Romules Durant
Superintendent/CEO

Educating today's students for tomorrow's global economy
Equal Opportunity Employer



March 6th, 2023

Owens Community College
Catherine Ford, Dean, School of Nursing and Health Professions
30335 Oregon Road
Perrysburg, Ohio 43551

• **Letter of Support for Owens Community College's Proposal to offer a Bachelor of Science in Nursing degree program**

Kingston HealthCare Company fully supports Owens Community College in offering a Bachelor of Science in Nursing degree program, pending approval of the Ohio Department of Higher Education.

Owens Community College has a robust registered nursing program, which is ACEN-accredited through 2026. The College has a history and the resources for preparing nursing students for the NCLEX-RN and NCLEX-PN, which are reflected in Owens students' exemplary pass rates and placement rates that are regularly above the state and national averages.

Kingston HealthCare anticipates hiring a fair amount of BSN graduates in the foreseeable future to meet the needs of our patients and residents in our mission to provide compassionate care as the Community of Choice and the Employer of Choice.

Kingston HealthCare Company is willing to support the College in offering a BSN completion program, as follows:

- By being a clinical site or providing an internship opportunity for a student enrolled in the program;
- By sharing expertise as appropriate in the development of curriculum or learning outcomes;
- By willingness to participate in an advisory committee;
- By providing feedback about the program for continuous quality improvement;
- By promoting the program to our employees who may want to advance their careers in nursing.

Our community experienced nursing shortages prior to the pandemic and that need has increased and continues to rise post pandemic based on demographics. Kingston HealthCare Company looks forward to hiring Owens graduates to meet our current and future employment needs.

A BSN completion program at Owens Community College would strengthen our mutual purpose of improving the quality of life in our community.

Sincerely,

George Rumman
President & CEO, Kingston HealthCare Company





April 4, 2023

Dionne Somerville, Ed.D.
Office of the President
Owens Community College

Dear Dr. Somerville:

ProMedica is proud to offer this letter in full support for Owens Community Colleges efforts to meet a health care workforce gap by adding a Bachelor of Science in Nursing completion program.

Workforce development is Northwest Ohio's largest looming economic development crisis. An estimated 47,000,000 Americans left the workforce following COVID 19—leading to The Great Resignation, and there are more Ohio companies seeking workers than there are unemployed Ohioans looking for a job. In fact, the number one open job in Ohio according to Ohio Means Jobs is nursing—there are over 36,000 open nursing jobs across the state and over 4,444 open nursing jobs within 30 miles of Toledo.


The nursing shortage expands beyond acute hospital locations, and the fact remains there is a national shortage of registered nurses. Within ProMedica there are currently 1,133 open positions requiring a BSN. ProMedica anticipates with a 20-25% annual retirement rate the nursing shortage will continue to increase. We extend our full commitment to this program and anticipate hiring approximately 50% of the graduates.

Current BSN openings within ProMedica

- Coldwater Regional Hospital: 42
- ProMedica Bay Park Hospital: 77
- ProMedica Charles and Virginia Hickman Hospital: 47
- ProMedica Defiance Regional Hospital: 13
- ProMedica Flower Hospital: 136
- ProMedica Fostoria Community Hospital: 10
- ProMedica Memorial Hospital: 9
- ProMedica Monroe Regional Hospital: 113
- ProMedica Physician Group: 2
- ProMedica Physicians & Continuum Services: 36
- ProMedica Russell J. Ebeid Children's Hospital: 64
- ProMedica Toledo Hospital: 584

Collaboration between these two organizations have been instrumental in ensuring students are able to receive hands-on experiences prior to graduation and direct access to in-demand careers. Owens Community College and ProMedica look to

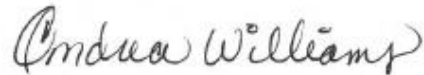
 **PROMEDICA** | Your Health. Our Mission.



continue an already well-established partnership through this nursing program by continuing to provide specialized work-based learning opportunities and participating in program advisory boards.

ProMedica is confident that Owens Community College is prepared and dedicated to increasing the number of nurses by creating a program that would be accessible to all students. A Bachelor of Science in Nursing degree program would be of tremendous benefit for our community and future students, and we are delighted to support this request.

Kind regards,



Ondrea Williams
Chief Nursing Officer, Provider & Clinical Services
ProMedica



WOOD COUNTY
HOSPITAL

Depend on us.

March 23, 2023

Dr. Dione D. Somerville, President
Owens Community College
P.O. Box 10,000
Toledo, OH 43699-1947

Dear Dr. Somerville:

Thank you for your recent letter requesting support for a proposed BSN completion program to be offered by Owens. As you know Wood County Hospital has served as clinical site for Owens students pursuing the Associates of Applied Science Registered Nurse program for many years. This has been an important program in our region for supporting a robust health care workforce. Wood County is proud to be a partner and supporter of Owens initiatives in nursing and many other programs.

In thinking through your proposal, we recognize that there are many traditional four-year Bachelors of Science in Nursing programs within our Northwest Ohio region. While we work with most of these institutions as well in support of nursing education, it is acknowledged that not every aspiring nursing student is or can be served by a traditional four-year program. This could be related to a host of factors including time availability, affordability, or other situations facing the student. For these reasons an online BSN completion program such as you are proposing makes sense.

Our interest as a community hospital is to support the development of an education and training system in Northwest Ohio that is able to educate, prepare and produce nursing graduates that are able to join our team; or other hospitals in our region. Given the current and projected severe need for nurses both locally and throughout Ohio, it is essential to support educational institutions sharing this goal. Accordingly, Wood County Hospital would support your proposal to offer an on-line BSN completion program.

Please do feel free to contact me if I can provide any other information.

Sincerely,

Stanley R. Korducki, FACHE
President

jlg

APPENDIX

3.1

Name & License Number	Title	Academic Preparation
Eileen Alexander RN.199154	Faculty	ADN- Owens Community College BSN- Lourdes College MSN-Lourdes College
Amy Foster RN.251316	Faculty	Diploma- St. Vincent School of Nursing BSN- Lourdes College MSN- University of Phoenix
Lynda Glanz RN.201698	Faculty	LPN-Buckeye School of Practical Nursing, Diploma-St. Vincent Medical Center School of Nursing BSN-University of Toledo MSN-Medical College of Ohio
Vivian Hackney RN.260367	Faculty	ADN- Mercy College BSN- Lourdes University MSN- Lourdes University
Jacqueline Heilmann RN.334238	Faculty	University of Toledo –BSN Western Governor University- MSN
Kelsey Helfer RN.416569	Faculty	LPN - Owens Community College ADN - Owens Community College BSN - Ohio University MSN - Walden University
Cynthia Hotaling RN.238961	Faculty	BSN - Capital University MSN - Medical College of Ohio
Irene Jones RN.296708	Assistant Dean/Faculty	BSN- Eastern Michigan University MSN- University of Phoenix EdD- University of the Cumberlands (in progress)
Julie Lohse RN.178277	Faculty	BSN – BGSU MSN – Medical College of Ohio
Barbara Miller RN.227966	Faculty	ADN-Owens Technical College Perrysburg, Ohio BSN-Lourdes College Ohio MSN/ED-University of Phoenix
Janet Pinkelman RN.174880	Faculty	RN – Toledo Hospital School of Nursing BSN-University of Toledo MSN- Medical College of Ohio
Jennifer Sanders RN.216453	Faculty	RN- Owens Community College BSN- University of Toledo MSN- Medical College of Ohio
Melanie Scherdt RN.303563	Faculty	BSN – Eastern Michigan University MSN - Indiana Wesleyan University
Deborah Sullivan RN.217713	Faculty	BSN- University of Toledo/Medical College of Ohio MSN- Lourdes College
Cecilia Tolson RN.1999986	Faculty	BSN-College of Mt. St. Joseph on the Ohio MSN-Medical College of Ohio
Louise Weller RN.222133	Faculty	ADN-Owens Community College BSN-Lourdes University MSN- Walden University

Darlene Wise RN.239358	Faculty	Diploma-Providence Hospital School of Nursing BSN-The University of Iowa MSN-South University
Elizabeth Zacharias RN.383136	Faculty	BSN- Lourdes University MSN- Lourdes University
Wendy Zettel RN.192811	Faculty	Diploma- St. Vincent School of Nursing BSN- Bowling Green State University MSN- Lourdes College

APPENDIX

4.1

Ohio Transfer 36 Approvals

The Ohio Transfer 36 Approvals are a set of courses that students can complete to satisfy a portion of, or all, freshmen/sophomore-level general education requirements. The Ohio Transfer 36 consists of a minimum of 36 credit hours. All students should complete the Core Foundation courses, which include a minimum of three hours of English, three hours of Mathematics/Statistics/Logic, six hours of Arts & Humanities from two different disciplines, six hours of Social Sciences from two different disciplines, and six hours from Natural Sciences including one lab course. The next 12 credit hours are called the Exploration Foundation courses and should be chosen based on a student's academic interests. Students who know what they want to major in should follow the recommendations outlined in the related [Ohio Guaranteed Transfer Pathway](#). Students who are undecided should take courses based on their [interest areas](#).

INSTRUCTIONS FOR USING

- Search by institution to see a listing of all of that institution's currently approved Ohio Transfer 36 courses
- Scroll over the map to see Ohio Transfer 36 course lists for institutions throughout the state



(All) ▾

OWENS COMMUNITY C... ▾

Arts and Humanities (Minimum 6 semester hours from two different disciplines)	English Composition and Oral Communication (Minimum 3 semester hours with Oral Comm. as elective)	Mathematics, Statistics, and Logic (Minimum 3 semester hours)	Natural Sciences (Minimum 6 semester hours with one lab course required)	Social and Behavioral Sciences (Minimum 6 semester hours from two different disciplines)
(ART101) (ART105) (ENG200) (ENG210) (ENG215) (ENG220) (ENG225) (ENG266) (ENG267) (HIS151) (HIS152) (HIS201) (HIS202) (HIS250) (HIS270) (HUM100) (HUM275) (MUS101) (MUS102) (MUS103) (MUS105) (MUS201) (MUS202) (PHL101) (PHL102) (THE261)	(SPE101) (ENG111) (ENG111P) (ENG112) (HON101) (HON201)	(MTH133) (MTH170) (MTH173) (MTH175) (MTH178) (MTH180) (MTH180),(MTH232) (MTH213) (MTH215) (MTH232) (MTH233) (MTH234) (MTH235)	(AST101) (BIO201) (BIO202) (BIO211) (BIO212) (BIO239) (CHM121) (CHM122) (CHM201) (CLW105) (ENV101) (ENV102) (PHY201) (PHY202) (PHY221) (PHY222)	(ANT101) (ANT200) (ECO111) (ECO201) (ECO202) (GOV100) (GOV111) (GOV205) (GOV207) (GPH106) (GPH108) (GPH110) (GPH206) (IDS190) (PSY101) (PSY210) (PSY215) (PSY217) (PSY220) (PSY260) (SOC101) (SOC201) (SOC210) (SOC220) (SOC240)

*Yellow courses are NATURAL SCIENCES WITH VIRTUAL/DL LAB

APPENDIX

4.2

NUR 300- Transition to Professional Nursing Practice
3 credit hours

This introductory RN-BSN course builds upon prior knowledge and skills learned in a pre-nursing program. The course will introduce the student to various theorists and standards of professional practice. This course will assist students to develop a vision for their own professional nursing career in alignment with the Owens Community College mission statement.

Pre-Req: completion of pre-licensure RN program

NUR 310- Nursing Informatics & Technology
3 credit hours

This course will provide the registered nurse with an overview of healthcare technology and informatics used to gather data, provide safe patient-centered, interprofessional care. The course provides an opportunity for students to explore informatics and technology as a means to decrease healthcare errors and increase patient safety.

Pre-Req: Current valid RN license for the state student practices in

NUR 320- Community & Public Health Nursing
3 credit hours

This course explores healthcare knowledge and availability across various patient populations and communities. Students will explore health disparities, health promotion, disease prevention, and various legal policies related to community health at the local, state, national and global level.

NUR 330- Nursing and Collaborative Healthcare
3 credit hours

This course will focus on nursing and patient care as part of the interprofessional healthcare team. The course will focus on the importance of interprofessional healthcare and those involved in a patient's care including the patient themselves, family members, and all healthcare team members and their disciplines.

NUR 360- Nursing Research (*BSN Domain 4*)
3 credit hours

This course is an exploration of evidence-based practice related to nursing practice and the capstone topic of the student's choice. Topics to be included relate to selection of current scholarly and evidence-based research, using diverse sources to collect, evaluate research and advance one's own knowledge and scholarship. Students are encouraged to include research pertaining to a teaching topic they may apply their research to in NUB 450.

NUR 380- Patient-Centered Care (*BSN Domain 2*)
3 credit hours

This course focuses on providing patient-centered care that is holistic, just, culturally sensitive, evidence-based, diversified and developmentally appropriate. Additionally the course will also lead the student to integrate advanced clinical judgement when providing patient care with an interprofessional partnership.

NUR 400 System Based Practices and Healthcare Systems (*BSN Domain 7*)

This course will discuss the impact healthcare costs and payment models have on the delivery, access, and quality of care provided in various health systems. Students will learn to be advocates for healthcare economic policies and regulations to enhance value, quality, and cost-effectiveness.

NUR 410 Professionalism (*BSN Domain 9*)
3 credit hours

This course provides an overview of forming professional identities, maintaining accountability in the workplace & modeling respect for diversity, equity, and inclusion with all team members. During this course students will be provided the opportunity to review their own unique backgrounds and evaluate how their nursing identity was developed.

NUR 420- Healthcare Quality & Safety (*BSN Domain 5*)
3 credit hours

This course explores the concepts of quality and safety related to patient centered care and advancements in healthcare technology. Students will use national safety resources, data and evidenced based research to analyze safety resources and policies to promote a culture of safety &

equity in the workplace. This course will provide knowledge related to the internal and external costs of providing healthcare and cost reimbursements.

NUR 450- Nursing Leadership & Management (BSN Domain 10)
3 credit hours

This course provides the student an opportunity to participate in activities to explore self-growth, supports the spirit of inquiry by exploring various leadership styles, and providing opportunities to demonstrate leadership knowledge and skills through research and application in the healthcare setting.

(This course will be part of the “capstone course” (taken after research) where the student will be able to take the research found on their area of interest, i.e. education or management and create a practicum proposal for a teaching project or a leadership opportunity. Still working on the details.)

References

Spetz J. Projections of progress toward the 80% Bachelor of Science in Nursing recommendation and strategies to accelerate change. *Nurs Outlook*. 2018 Jul-Aug;66(4):394-400. doi: 10.1016/j.outlook.2018.04.012. Epub 2018 May 3. PMID: 29903501.

Daun-Barnett, N. Community College Baccalaureate: A Fixed Effects, Multi-Year Study of the Influence of State Policy on Nursing Degree Production. *High Educ Policy* 24, 377–398 (2011). <https://doi.org/10.1057/hep.2011.10>

Institute of Medicine (US) Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine. *The Future of Nursing: Leading Change, Advancing Health*. Washington (DC): National Academies Press (US); 2011. PMID: 24983041.

Benner P. Educating nurses: a call for radical transformation-how far have we come? *J Nurs Educ*. 2012 Apr;51(4):183-4. doi: 10.3928/01484834-20120402-01. PMID: 22476535.

Ohio Department of Higher Education. 2023 Ohio Transfer 36 Approvals. [Workbook: Ohio Transfer36 Approvals](#)



OWENS
COMMUNITY COLLEGE

 owens.edu/snhp





April 22, 2024

Dear Dr. Somerville,

ProMedica Health System is pleased to support Owens Community College in its efforts to create an Applied Bachelor's Degree of Science in Nursing (BSN) program.

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

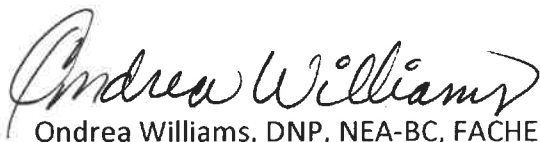
ProMedica Health System will support the Applied Bachelor of Science in nursing program in the following ways:

- Offer internships to students in the program
- Provide opportunities for workplace-based learning experiences
- Promote the program within our facility as a means of professional and career advancement
- As applicable, employee tuition reimbursement to the BSN program

With Owens Community College's current registered nurse ADN program, LPN-RN progression program and Practical Nursing Certificate, ProMedica Health Systems will continue to work with the current instructors and students in furthering their opportunities in the nursing field. We show this support by encouraging and supporting the students in the clinical and precepting experiences of the program and opening doors to multiple departments within the hospital to allow students the ability to see all aspects of nursing. Lastly, our facility counts on these students from the program to fill nursing positions and care for the community.

While ProMedica cannot guarantee the number of RN's they can hire in any given year, we expect to continue hiring nurses from Owens Community College to meet the increasing demands of the workforce. On average, ProMedica hires about 250 new registered nurse graduates annually which is subject to change depending on labor market conditions, retirements from the system and funding. Our facility plans to continue to meet the nursing demands of the community.

Sincerely,



Ondrea Williams, DNP, NEA-BC, FACHE
Chief Nursing Officer Provider & Clinical Services

Enrollment information on RN and BSN programs

Institution: _____Owens Community College_____

Academic Year (fall to summer)	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
BSN admissions						0	0	0	40	40
Total BSN enrollment						0	0	0	40	80
BSN graduates						0	0	0	0	40
RN applications	443	485	538	445	439	387	439	483	480	480
RN admissions	280	280	270	276	265	219	280	280	280	280
RN waiting list	1	14	0	1	10	0	27	0	0	0
RN graduates	210	199	231	244	214	171	200	229	210	190

Notes:

- **Information should be given as headcounts**
- **Columns on RN should be completed for 2017-2026**
- **Columns on BSN should be completed for 2022-2026**
- Year is the academic year: Fall semester-Summer semester
- BSN admissions is anticipated number admitted throughout the year
- Total BSN enrollment is an **estimate** of admissions + continuing students – graduates – stop outs. This will vary during the year with graduations and admissions. Give the maximum number of students that you estimate enrolled at any point in the year.
- BSN graduates is the anticipated number of graduates throughout the year.
- If you do not maintain an RN waiting list, use N/A instead.