



Missouri Department of Higher Education

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NEW PROGRAM PROPOSAL FORM

Sponsoring Institution(s): Three River College

Program Title: Practical Nursing Program

Degree/Certificate: One-Year Certificate

Options: Click here to enter text.

Delivery Site(s): Three Rivers Center at Kennett

CIP Classification: 51.3901 (Please provide a CIP code)

Implementation Date: Fall 2012

Cooperative Partners: None

AUTHORIZATION:

Dr. Wesley Payne, Vice President for Learning

Name/Title of Institutional Officer

Signature

Date

Handwritten signature and date 3/27/12

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2. NEED

The mission of Three Rivers Community College is to provide quality, accessible and affordable learning opportunities and services for academic scholarship and professional success. In the fulfillment of the mission, Three Rivers has historically provided access to educational opportunities at various sites throughout the fifteen county service area in response to the changing educational needs of its constituencies.

Three Rivers Community College was contacted by the Practical Nursing programs currently located at the Pemiscot County Career and Technical and Kennett Career and Technical Centers. They indicated that because of a change in accounting base system, they would no longer be able to offer the adult based programs. In order to prevent the loss of these vital programs in the Missouri bootheel, Three Rivers College was asked to consider taking over the Practical Nursing programs. After careful analysis of the programs and discussions with the Missouri Board of Nursing, Three Rivers determined that the Practical Nursing programs were of great need to the area and viable. Preliminary discussions with the Missouri State Board of Nursing indicate full support of a change of program sponsorship and the willingness to complete an expedited approval.

The poverty rates of the counties served by this proposal also demonstrate the economic difficulties faced by their citizens. Each of the counties, as shown in the table below, have a high poverty rate compared to others in the stateⁱ.

| Poverty Rates by County | | |
|-------------------------|-------|------------|
| County | % | Rank |
| Dunklin | 23.6% | 112 of 115 |
| Pemiscot | 31.6% | 115 of 115 |

Educational attainment of higher education in these counties is also among the lowest in the state as shown by the table belowⁱⁱ.

| Educational Attainment by County | |
|----------------------------------|--------------------------|
| County | Percent w/college degree |
| Dunklin | 17.1% |
| Pemiscot | 21.2% |

When compared to the state rates of 33.4 percent attainment of some college degree, 25.1 percent attainment of some college, and 6.6 percent attainment of the associate degree it is apparent how each of these counties has lagged behind other areas of the state and how desperately additional educational opportunity is neededⁱⁱⁱ.

By requesting permission to provide additional educational opportunities to the Dunklin and Pemiscot county areas by offering the One-Year Practical Nursing Program, Three Rivers Community College will be meeting an obvious need within the college service region and meeting its mission in Southeast Missouri.

A. Student Demand

Three Rivers Community College strives to meet the needs of the citizens of its designated service area and to respond to identified programmatic expansion as resources allow.

The primary factors in determining the expansion of services is community input. Through the outreach of the Career and Technical Centers, an effort to identify needs and explore cooperative options for meeting those needs was begun. Historically, the practical nursing program has been fully subscribed when operated by the Career and Technology Centers and have consistently received a minimum of twice the number of qualified applicants as compared to available openings.

Form SE included below projects enrollment for the next five years in the proposed One-Year Certificate Practical Nurse Program. The enrollment projections depicted on form SE are based on the approved amount of seats limited by the Missouri State Board of Nursing. Additional factors considered by the seats allocated in the enrollment projections are the number of clinical sites that are necessary to support students in the Practical Nurse Program. Enrollment projections are presented as unduplicated headcount. All students for the Practical Nursing program are required to be full time students; therefore, unduplicated headcount and FTE are equal for this program.

Enrollment projections are based on the fact that historical trends indicate that two to three times the number of qualified applicants are received for each open seat in the Practical Nursing program.

FORM SE

STUDENT ENROLLMENT PROJECTIONS

| Unduplicated Headcount | | | | | |
|------------------------|----|----|----|----|----|
| Year | 1 | 2 | 3 | 4 | 5 |
| Full Time | 48 | 48 | 48 | 48 | 48 |
| Part Time | 0 | 0 | 0 | 0 | 0 |
| Total | 48 | 48 | 48 | 48 | 48 |

B. Market Demand

The One-Year Certificate in Practical Nursing is a degree completion program. The degree is designed to provide the educational foundation and skill attainment required for entry into the workforce. Data from the Missouri Economic Research and Information Center (MERIC)^{iv} shows that the Licensed Practice Nurse is one of the occupations with a high growth potential in southeast Missouri, as shown below:

| Licensed Practical Nurse Occupation by Projected Growth | | | | | | |
|---|------------|-------------------------------|--------|---------|-------------------------------|---------|
| Occupation | Employment | | Change | | Annual Average Openings in MO | Outlook |
| | | Projected 2018 needs in SE MO | | Percent | | |
| 15.3901 – Licensed Practical Nurse | | 503 | | 10.35% | 7815 | |

The MERIC publication “Education and Training Needs for Missouri’s Workforce – 2018” indicates significant growth in nursing occupations requiring licensure as a Practical Nurse and Registered Nurse as well as data showing that the average wage of those individuals earning a degree is approximately \$34,178.^v

The proposed degree will also provide a mechanism to fill the “soft skills” gap identified in the 2008 Missouri Skills GAP report^{vi}. Soft skills refer to personality traits, ability with language, and personal habits. The report indicates that these soft skills gaps exist in all occupational categories covered and most commonly are seen in the areas of time management, reading comprehension, basic math, and basic English skills. The addition of the proposed One-Year Certificate has the potential to address these specific areas through the mastery of the intended learning outcomes previously outlined in this proposal.

C. Societal Need

The expansion of educational opportunities as proposed will assist the state of Missouri in achieving its vision, as outlined in the *Imperatives for Change: A Coordinated Plan for the Missouri Department of Higher Education* and specifically meeting the objectives of increasing the college attendance rates of both traditional and non-traditional students as well as increasing the percentage of Missouri residents who attain a postsecondary credential.

The proposed expansion of the One-Year Certificate Practical Nursing Program in the Kennett area provides opportunities to both traditional and nontraditional students which will be unavailable without the learner spending valuable time and dollars transiting to Practical Nursing programs in other parts of the state. Further, this reduction to the cost of education will create an increase in the disposable income of the citizens served in the area and will potentially provide a positive injection of purchases into the local economies, thereby aiding all citizens.

D. Methodology

Market demand and societal information was obtained from a variety of sources. Specific sources include, but are not limited to the following:

- Needs analysis conducted by MGT of America, Inc.
- Internet research on labor statistics
 - Bureau for Labor Statistics
 - Department of Economic Development

The end notes contained within this proposal include specific URLs for the electronic information utilized herein.

3. DUPLICATION AND COLLABORATION

The One-Year Certificate in Practical Nursing has been offered by the Career and Technical Centers located in Pemiscot and Dunklin Counties. With the elimination of these offerings by the Career and Technical Centers, the programs will no longer be available to serve Southeast Missouri. There is a need to provide open access, educational opportunities to area citizens and to provide opportunities that allow citizens of the area to utilize financial aid funds.

5. PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

A. Student Preparation

The admission policy at Three Rivers Community College allows student admission into college programs based on interest, the ability to benefit from college services, and specific program entrance requirements. General admission requirements for the proposed Practical Nursing program students will be exactly the same as those required of students making admission to Three Rivers Community College. Additional program requirements require students to make a separate application to the Practical Nursing program. Students will also be required to take the Test of Essential Academic Skills (TEAS) and be interviewed as part of program selection. The addition of the program will serve both traditional and non-traditional college students.

B. Faculty Characteristics

Faculty employed to teach are required to possess an earned degree from a regionally accredited institution appropriate to the level of instruction taught. Faculty members teaching courses in the Practical Nursing program must meet the Missouri State Board of Nursing Minimum standards which require an unencumbered license to practice as a Registered Nurse (RN) in the state of Missouri, a bachelor's degree in nursing, and at least two years of experience as a nurse. Faculty credentialing requirements are identical for both fulltime and part time faculty. When adjunct faculty is used, individuals must meet the same academic and professional requirements for teaching a given course as would be required for a full time faculty member to teach the same course.

The normal load for full-time faculty is 15 semester credit hours per semester. Faculty teaching in the Practical Nursing program will team teach and also have clinical responsibilities to meet the requirements set forth by the Missouri State Board of Nursing. A full-time faculty load because of this requirement, will be different from the normal load.

Faculty are required to maintain a minimum of 10 hours of office time per week. In order to increase the accessibility of faculty students may meet during office hours, by appointment, on the main campus or at off campus locations. Additionally, faculty are available virtually through a variety of technological solutions. Students also have access to college email, further expanding the potential for contact with faculty.

To support the professional and personal growth of instructional faculty opportunities are made available to full and part time faculty through workshops, instructional modules that are virtual and face to face and a college wide convocation schedule once each semester. Adjunct faculty are invited to participate in all training and development activities. Additionally, opportunities exist to attend local, state, regional and national conferences.

When new faculty are hired, each is provided an orientation prior to their first semester, paired with a faculty mentor and allowed to concentrate on their instructional duties by reducing their service obligations during the first year of employment. In addition, faculty will be encouraged to become members of the Missouri Community College Association.

Members of the faculty will be expected to utilize various distance-learning methodologies such as Internet-based and interactive television (ITV) delivery methods.

C. Enrollment and Graduation Projections

Based on enrollment projections and the number of seats allowed by the Missouri State Board of Nursing, enrollment will allow for 48 students to be admitted annually. 100% of students enrolled in the Practical Nursing program will be full-time. There is no part time enrollment option. Based on average attrition rates in LPN programs and historical attrition rates of the practical nursing programs when operated by Career and Technology Centers a 75 percent average graduation rate is anticipated.

D. Student and Program Outcomes

It is anticipated that 48 students will graduate annually. Based on the average attrition rates in Practical Nursing programs, the program outcome will be to graduate at least 70% of students enrolled in the program.

Graduate Competencies include: Demonstrate growth in personal, vocational, and community life, Communicate effectively with clients, families, and members of the healthcare team, Function within the scope of a practical nurse as contributing member of the health care team, Apply practical nursing skills in meeting the biological, psychosocial, cultural, and spiritual needs of the client, Correlate the relationship between health and nutrition in planning and implementing nursing care, Demonstrate problem solving and critical thinking skills, Recognize the importance of continuing education and self-development through participation in professional organizations and professional development.

100% of students meeting graduate competencies will be eligible to test for licensure as a practice nurse by successfully passing the National Counsel of Licensure Exam-Practical Nurse.

The Missouri State Board of Nursing holds all Practical Nurse Programs to a first time pass rate on the National Counsel of Licensure Exam-Practical Nurse to 80%. Programs failing to meet this standard are subject to disciplinary actions.

Three Rivers Community College currently offers an Associate of Applied Science degree in Nursing. This program maintains a 100% placement rate in the field of nursing.

E. Program Accreditation

Three Rivers Community College is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The Practical Nursing program is approved by the Missouri State Board of Nursing.

F. Graduate Satisfaction Survey

The office of the Nursing Program Administrator administers Graduate Surveys to all students completing the Practical Nursing Program. Surveys are sent out 6 months after graduation. The survey instrument is designed to measure the level of satisfaction graduates possess at the end of their education experience. Specific emphasis is placed on the advising and instructional function with all major areas of the college being represented by questions. Results of the survey are analyzed to determine particular areas of concern with the goal of continuous improvement.

The office of the Nursing Program Administrator administers Employee Satisfaction Surveys to area hospitals, clinics, and nursing homes where students have indicated they are working. Surveys are sent via mail 6 months post each graduating class. The survey instrument is designed to measure the level of satisfaction employers have with Three Rivers College's graduates and compares these graduates to other graduates from similar programs. Results of the survey are analyzed to determine particular areas of concern with the goal of continuous improvement.

G. Program Structure

1. Total credits required for graduation: 65
2. Residency requirements: 65 credit hours
3. General Education: Total Credits: 0
4. Major requirements: Total credits: 65 (See table below)

| | | |
|---------|---|-----------|
| LPN 101 | Personal Vocational Concepts | 2 |
| LPN 102 | Growth and Development | 1.5 |
| LPN 103 | Body Structure and Function | 5.5 |
| LPN 104 | Nutrition | 3 |
| LPN 105 | Fundamentals of Nursing | 13 |
| LPN 106 | Pediatric Nursing (or) Maternal Newborn Nursing | 4 |
| LPN 107 | IV Therapy | 1 |
| LPN 108 | Medical-Surgical Nursing I | 8 |
| LPN 109 | Medical-Surgical Nursing II | 8.5 |
| LPN 110 | Maternal/Newborn Nursing (or) Pediatric Nursing | 4 |
| LPN 111 | Pharmacology | 4 |
| LPN 112 | Mental Health | 3 |
| LPN 113 | Leadership & Management | 4 |
| LPN 114 | Nursing Care of the Older Adult | 3.5 |
| | Program Total | 65 |

6. QUALITY ASSURANCE FOR OFF-SITE PROGRAM

A. General Oversight

General oversight for this program will rest with the VP of Learning, the Director of Nursing Education, and faculty. A nursing coordinator on site is responsible for coordinating class schedules with the Director of Nursing Education. Additionally, the onsite staff is responsible for the normal day to day operations involved with the class schedule.

B. Faculty Qualifications

Normal faculty requirements that exist for those teaching in other education programs will be required at all off-campus sites. TRCC has a current faculty with extensive previous experience and related professional development in this field. When adjunct faculty is used, individuals must meet the same academic and professional requirements for teaching a given course as would be required to teach the same course on campus. The Division Chair is responsible for hiring and evaluating faculty.

Faculty employed to teach are required to possess an earned degree from a regionally accredited institution appropriate to the level of instruction taught. Faculty credentialing requirements are identical for both full time and part time faculty.

C. Support Services

Support services provided to off campus locations are equivalent to those available at the main campus to the extent possible.

Personnel from the associated college functional units regularly travel to the off campus locations to administer placement testing, conduct registration and enrollment, collect fees, provide faculty support and bookstore services, deliver financial aid counseling, assist with transfers and job placement, and disseminate informational materials. Support services are also available for students with disabilities to assist them with program access needs and academic accommodations. Additionally, on site staff, including an advisor has been trained in student support services so as to provide a continual avenue of access to appropriate college services.

Students attending off campus sites have remote access to many support services available on the main campus including library and academic support services. Students may communicate through e-mail with the librarian and other personnel at Three Rivers, and access all library materials available to main campus students. Included in this is access to a vast array of library holdings at public two-year and four-year educational institutions in the state through the MOBIUS subscription maintained by the college. Materials not available in electronic form, whether in the physical holdings of the TRCC library or another library, are delivered to the off campus sites upon request. Students will also have secure web access to pertinent information

including College calendars, announcements, class lists, online registration, grades, financial information, and online resources.

Data from the most recent satisfaction survey indicates that students are generally satisfied with the overall quality of the support services at the college. The college strives for continuous improvement and as part of the ongoing assessment system will continue to monitor user feedback and initiate alterations to college programs and services as indicated.

ⁱ <http://www.ers.usda.gov/Data/povertyrates/PovListpct.asp?st=MO&view=Percent&longname=Missouri>

ⁱⁱ http://www.luminafoundation.org/research/state_data/missouri.html

ⁱⁱⁱ http://www.luminafoundation.org/research/state_data/missouri.html

^{iv} <http://www.missourieconomy.org/regional/profile/?ac=291500007#Section6>

^v Education and Training Need for Missouri's Workforce – 2018

http://www.missourieconomy.org/pdfs/ed_train_brief_lt_2018.pdf

^{vi} Missouri Skills GAP 2008; http://www.missourieconomy.org/pdfs/skills_gaps_final.pdf