

**BACCALAUREATE PROPOSAL APPLICATION**  
**Form No. BAAC-02**

Section 1007.33(5)(d), Florida Statutes, and Rule 6A-14.095, F.A.C., outline the requirements for a Florida College System baccalaureate program proposal. The completed Proposal form shall be submitted by the college president to the Chancellor of the Florida College System at [ChancellorFCS@fldoe.org](mailto:ChancellorFCS@fldoe.org). In addition, a printed version shall be mailed to the Division of Florida Colleges at 325 West Gaines Street, Suite 1544, Tallahassee, Florida 32399-0400.

The proposal requires completion of the following components:

- Program summary
- Program description
- Workforce demand and unmet need
- Planning process
- Enrollment projections and funding requirements
- Student costs: tuition and fees
- Program implementation timeline
- Facilities and equipment specific to program area
- Library and media specific to program area
- Academic content
- Program termination
- Appendix Tables
- Supplemental materials

Florida College System Institution Name: North Florida Community College  
 Florida College System Institution President: John Grosskopf

<b>PROGRAM SUMMARY</b>		
1.1	Program Name:	ADN-RN to Bachelor of Science in Nursing
1.2	Degree type:	<input checked="" type="checkbox"/> Bachelor of Science <input type="checkbox"/> Bachelor of Applied Science
1.3	How will the program be delivered (check all that apply):	<input type="checkbox"/> Face-to-face <input type="checkbox"/> Hybrid <input checked="" type="checkbox"/> Online only
1.4	List the counties in the college's service district:	Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor
1.5	Degree CIP code (6 digit):	51.3801
1.6	Anticipated program implementation date:	August 2017
1.7	What is the primary associate degree pathway for admission to the program?	Associate in Science in Nursing
1.8	Is the degree a STEM focus area?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

1.9	List program concentration(s) (if applicable):	N/A
1.10	Will the program be designated such that an eligible student will be able to complete the program for a total cost of no more than \$10,000 in tuition and fees?	X Yes <input type="checkbox"/> No

**PROGRAM DESCRIPTION**

2.1 Describe the program.

North Florida Community College (NFCC) proposes to initiate a Bachelor of Science in Nursing (BSN) for students who have completed an Associate’s Degree in Nursing for Registered Nursing (ADN-RN). To be eligible for the BSN program, students must have a current RN license and an Associate in Science Registered Nursing degree (ADN-RN).

This state-approved ADN-RN to BSN Program is designed to further the development of the professional role of associate degree prepared Registered Nurses (RN) by building on knowledge from liberal education, biophysical sciences, and associate degree nursing curriculum.

The curriculum incorporates critical thinking and evidence-based scholarship to prepare baccalaureate nurses for system leadership with quality and safety as priorities. For effective inter-professional collaboration and communication, students will explore healthcare policies, regulatory agencies, and financial responsibilities of the baccalaureate nurse. The program also promotes the use of technology in delivering professional nursing practice and management of health information to prevent illness among diverse patient populations and communities.

This proposal is consistent with the academic progression recommendations of Institute of Medicine (IOM) and Robert Wood Johnson Foundation (RWJF). The IOM and the RWJF released their report, *The Future of Nursing: Leading Change, Advancing Health*, in 2010 after a two-year initiative to address the transformational needs in the nursing profession. The report suggests nurses achieve higher levels of education through an improved education system with a focus on seamless academic progression. Community colleges play a tremendous role in making education accessible to many individuals.

By achieving a BSN, graduates will open career doors to leadership opportunities as well as future educational pathways, including Nurse Practitioners and Health Diagnosing Treating Practitioners. Graduates from NFCC’s baccalaureate program will be better prepared to take on positions of leadership and supervision or other career pathways available to them within the healthcare community and in NFCC’s service district, including positions such as Medical Health Services Managers and Public and Vocational educators.

## WORKFORCE DEMAND AND UNMET NEED

### 3.1 Describe the career path and potential employment opportunities for graduates of the program.

Students graduating from NFCC's ADN-RN to BSN program will be better prepared "to meet the increased demand for care that will be created by health care reform and to advance improvements in America's increasingly complex health system" (Institute of Medicine, 2010).

The Bureau of Labor Statistics (BLS) states that employment for graduates holding BSN degrees will increase by 16% from 2014-2022. This average growth rate in nursing exceeds that of all other occupations, whose average is 7% according to the BLS.

The BLS projected increase for BSN-trained nurses is due to an increased emphasis on preventive care, growing rate of chronic conditions, and demand for healthcare services from the Baby Boomer population as life expectancy increases.

To prepare students to enter the nursing community at the BSN level, NFCC promotes a seamless academic progression in Nursing and Allied Health Education. At NFCC, entry points are available at any level of the scaffold. The opportunity is available for a student to enter the profession as a Certified Nursing Assistant, progress to a Licensed Practical Nurse, and then go on to become a Registered Nurse. With approval of this program, the opportunity for students to continue their education with NFCC at the baccalaureate level would be possible as well.

According to the Department of Labor Statistics for the State of Florida, Registered Nurses, regardless of education level, can expect to earn an average of \$30 an hour. This occupation is designated as "High Skill, High Wage" by the Florida Department of Economic Opportunity. Because of the leadership roles BSN graduates will ultimately assume, they are more likely to exceed this salary expectation.

In 2014, twenty-two (22) acute, long-term, and community healthcare agencies in NFCC's service district were surveyed regarding the need for Registered Nurses with a Bachelor of Science in Nursing degree.

Results showed a significant response in support of the need for an ADN-RN to BSN program at NFCC. Of those 22 agencies surveyed, 17 (76%) reported a need for baccalaureate prepared RNs in their facilities. Additionally, 17 (76%) reported anticipating an increased need for additional baccalaureate prepared RNs in the next 5 years. Of the 17 agencies that reported an increased need, 14 (83%) stated that they would prefer 50-100% of their RN staff hold baccalaureate degrees (Supplemental Materials B.1 Healthcare Facilities Survey Results).

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3.2 Describe the workforce demand, supply and unmet need for graduates of the program that incorporates, at a minimum, the shaded information from Appendix Tables A.1.1 to A.1.3.

In 2014, twenty-two (22) acute, long-term, and community healthcare agencies in NFCC's service district were surveyed regarding the need for Registered Nurses with a Bachelor of Science in Nursing (BSN) degree.

Results showed a significant response in support of the need for an Associate's Degree in Nursing for Registered Nursing (ADN-RN) to BSN program at NFCC. Of those 22 agencies surveyed, 17 (76%) reported a need for baccalaureate prepared RNs in their facilities. Additionally, 17 (76%) reported anticipating an increased need for additional baccalaureate prepared RNs in the next 5 years. Of the 17 agencies that reported an increased need, 14 (83%) stated that they would prefer 50-100% of their RN staff hold baccalaureate degrees (Supplemental Materials B.1 Healthcare Facilities Survey Results). One of the agencies surveyed added that it fills positions with ADN-RNs rather than BSNs because it lacks an adequate number of BSN applicants. These results support the assertion that a baccalaureate degree in nursing opens the RN career door to leadership and management opportunities.

The need for baccalaureate prepared RNs in the NFCC service district also mirrors the statewide need. According to the Florida Department of Economic Opportunity, RN employment projection between the years 2015-2023 is 16.4% at the state level. Furthermore, according to a 2015 survey by the Florida Center for Nursing, there were 12,493 RN vacancies statewide in 2015, and another 9,947 new RN positions would open in 2016. FCN survey results also indicated that the difficult positions to fill are those requiring RNs with experience and/or advanced education.

Using Florida Department of Economic Opportunity calculations representative of growth and replacement needs, the RN employment projection for 2015-2023 is 16.3%, or 371 jobs (Table A.1.1) within NFCC's six-county service district, indicating the addition of 100 more positions available for RNs in Region 6 by 2023. For Table A.1.1.2, calculations are also representative of growth and replacement needs for related occupations in Region 6 open to BSN graduates. Both Tables A.1.1 and A.1.1.2 indicate unmet need in Region 6.

Moreover, NFCC's service district, which covers 4,076 square miles (7.55% of the total Florida land mass), has been designated by the U.S. Department of Health and Human Services as a "medically underserved area" (MUA) and as a "health professional shortage area" (HPSA). Including other healthcare occupations that RNs may fill, the projected number of jobs increases from 371 to 734, a 50% increase in employment opportunities for NFCC BSN graduates. Another 40 positions would be open to BSN graduates who choose to pursue higher degrees in nursing.

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NFCC's baccalaureate program is necessary to meet this region's current demand and projected need for nursing care by preparing graduates for advanced educational programs, including Nurse Practitioner and Health Diagnosis Treating Practitioner. Additionally, graduates could pursue alternate healthcare career pathways such as Medical Health Services Managers and Public and Vocational educators.

NFCC's ADN-RN to BSN program would also serve as the starting point for those professionals interested in teaching in higher education nursing programs. As stated in *The Journal of Nursing*, June 2016, "U.S. nursing schools turned away 79,659 qualified applicants from baccalaureate and graduate nursing programs in 2012" because of an insufficient number of faculty. The NFCC ADN-RN to BSN program would not only address the severe shortage of qualified nurses, but could also open educational and career pathways leading to graduate degrees in nursing. These advanced degree graduates could then help alleviate vacancies created by retiring nursing faculty.

Finally, the American Nurses Credentialing Center (ANCC), which awards Magnet status, requires that 80% of an agency's RNs and 100% of an agency's nurse managers and nurse leaders hold baccalaureate degrees. Magnet status is an award given by ANCC designed to measure the quality and strength of a hospital's nursing services. One major benefit to hospitals with magnet status is the ability to recruit and retain talented nurses as well as attract high-quality physicians and specialists. One reason many of the area's health care agencies do not qualify for Magnet status is that they do not have the requisite number of BSN nurse leaders. NFCC's ADN-RN to BSN program graduates will help resolve this issue.

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- 3.3 Describe any other evidence of workforce demand and unmet need for graduates as selected by the institution, which may include qualitative or quantitative data information, such as local economic development initiatives, emerging industries in the area or evidence of rapid growth, not reflected in the data presented in Appendix Tables A.1.1 to A.1.3. For proposed programs without a listed SOC linkage, provide a rationale for the identified SOC code(s).

The Florida Center for Nursing (FCN) reports 17% of RNs who are qualified to complete a bridge program are not accepted into existing ADN-RN to BSN programs in the state of Florida. The ADN-RN to BSN program at NFCC will increase the opportunity for ADN-RN graduates to enter a BSN program in the local area in which they reside.

NFCC began to offer the ADN-RN program in 2006. In November 2014, all NFCC ADN-RN graduates from 2007 to the present were surveyed with a 42% return rate (57 of 137 graduates responded). See Supplemental Materials B.1 Associate Degree RN Graduate Survey Results. Of those 57 graduates who responded, 16% (9 graduates) are currently enrolled in or have completed baccalaureate degrees or higher in nursing. Of those 48 graduates who have not

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yet completed a higher degree but reported a desire to do so, 99% (47 graduates) were interested in Bachelor of Science degrees in Nursing at NFCC, if available.

Currently, only 25% of the RN workforce in Region 6 (NFCC's service district) have baccalaureate degrees or higher compared to Florida's 39% state average. There is no other ADN-RN to BSN program in NFCC's 6-county service district, and only three other institutions offer ADN-RN to BSN programs in counties adjacent to NFCC's district. The only ADN-RN to BSN program adjacent to NFCC's service district is at Florida Gateway College; the other two institutions are in Georgia. Thomas University, Thomasville, GA, is a private institution, and Valdosta State University is a public institution. According to NFCC's ADN-RN Graduate Survey results, only three graduates attended these Georgia universities adjacent to NFCC's service district.

The initiation of an ADN-RN to BSN program at NFCC supports the recommendations of industry leaders. The Institute of Medicine Report (IOM) recommends that in order to increase the number of BSNs by 2020, institutions must provide seamless education routes for those who wish to advance their credentials. In addition, regarding the emerging and evolving roles and occupations within Florida's healthcare industry, Chris Hart, IV, President and CEO of CareerSource Florida, urges employers and practitioners to "work together in order to build and strengthen the talent pipeline, address skill gaps, and create meaningful career pathway for Florida's healthcare workers of today and tomorrow" (Florida Healthcare Workforce, Press Release, 2016).

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- 3.4 If the education level for the occupation identified by the Florida Department of Economic Opportunity presented in Appendix Table A.1.1 is below a bachelor's degree, provide justification for the inclusion of that occupation in the analysis.

The education level for Registered Nursing identified by the Florida Department of Economic Opportunity is an associate's degree, and the current training code in use for Registered Nurse is the associate's degree level, according to the Region 6, 2015-2016 Regional Occupations List.

Data based on associate degree level RNs are included in the analysis because data for the Bachelor of Science degree in Nursing are not available. As noted previously in the Healthcare Facility Survey Results, 17 of 22 (73%) acute, long-term, and community healthcare agencies in NFCC's service district reported difficulty in hiring baccalaureate prepared RNs due to the inadequate number of BSN applicants (Supplemental Materials B.1 Healthcare Facilities Survey Results). Of the 22 facilities within NFCC's service district, 16 (73%) reported a need for bachelors prepared RNs in their facility with a growing need for additional bachelors prepared RNs in the next five years. Letters of support were received from a variety of healthcare facilities in response to NFCC's announcement to pursue an ADN-RN to BSN program (Supplemental Materials B.1 Letters of Support).

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Advent Christian Village Health Services of Dowling Park, FL, a longtime partner of NFCC's Allied Health programs, reported a growing need for quality trained nurses in their organization. This agency currently offers scholarship opportunities for their employees interested in advancing their education. These scholarship opportunities are examples of the types of public-private partnerships that have been encouraged to help alleviate the current and predicted nursing shortage.

CareerSource, which serves the same six counties NFCC serves, stated that across the state of Florida as they work with healthcare employers and with Indeed, Inc., an online worldwide job site, CareerSource finds the need for bachelor level nurses increasing. This need is due in large part to the increased responsibilities hospitals place on the nursing profession in both hands-on critical care and the ancillary tasks of risk management and other administrative duties.

The Chief Operating Officer of Doctors Memorial Hospital of Perry, FL, recognizes the growing need for nurses trained at the bachelor's level, a situation she observes daily. She also emphasized the proposed ADN-RN to BSN program at NFCC would enhance and expand training opportunities for district area residents while improving healthcare access.

In Madison County, the Chief Executive Officer of Madison County Memorial Hospital explained that the ADN-RN to BSN program would greatly benefit Madison County Memorial Hospital and the community as a whole by preparing well-trained, qualified staff to meet the healthcare needs of this underserved community.

The North Central Florida Rural Health Network (NCFRHN), which serves five of the same counties NFCC serves, works with over 60 healthcare stakeholders in its five-county service area. In its letter of support, the Network identified a common theme among its stakeholders: the need to develop the healthcare workforce. Also identified in its letter of support is the growing need for trained nurses at the bachelor's level to meet the needs of the people living and working in NCFRHN five-county service area: Hamilton, Lafayette, Madison, Suwannee, and Taylor.

## **PLANNING PROCESS**

### 4.1 Summarize the internal planning process.

North Florida Community College has the unique challenge of serving Florida's largest geographic area; however, NFCC has turned this challenge into a strength by actively engaging with its rural communities in town hall meetings, advisory group discussions, economic development council meetings, as well as engaging with Chambers of Commerce and various service organizations. NFCC's small size offers the opportunity to meet with community partners on a more personal and on-going basis, enabling more flexibility in meeting the individual needs of business and industry.

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This level of involvement resulted in NFCC's recognition of the need for preparing registered nurses at an advanced level. In Fall 2013, NFCC began the planning process to initiate a Bachelor of Science degree in Nursing program for Associate Degree Registered Nurses (ADN-RN). The initial meetings in this process included representatives from the science, math, nursing, academic affairs, and institutional effectiveness departments.

These meetings were conducted in order to research the requirements for baccalaureate degree programs across the following governing agencies: Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Accreditation Commission for Education in Nursing (ACEN), Baccalaureate Proposal Approval Process with The Florida College System (FCS), and Florida Administrative Code.

In 2014, all 137 NFCC ADN-RN graduates, from 2007 to the present, were surveyed, and 57 of 137 (42%) graduates responded. Of those 57 graduates who responded, only 9 (16%) are currently enrolled or have currently completed baccalaureate or higher degrees in nursing. Graduates were asked if they were interested in pursuing a Bachelor of Science in Nursing degree. Respondents answering "yes" were asked if they were interested in pursuing their degrees at NFCC. Of the 57 respondents, 48 (84%) reported a desire to pursue a Bachelor of Science in Nursing degree with NFCC, if available (Supplemental Materials B.1 Associate Degree RN Graduate Survey Results).

In December 2014, NFCC held a meeting with key personnel from all departments to discuss leadership roles and needed components for the baccalaureate degree application, pending the lifting of the legislative moratorium (Supplemental Materials B.1 December 2014 NFCC BSN Planning Meeting Minutes).

In March 2015, NFCC entered the intent to offer a Bachelor of Science degree in Nursing program into APPRiSe, FLDOE's e-mail notification system. At that time, based on the work of NFCC's BSN Committee, the NFCC Board of Trustees approved the continuation of the process of pursuing a BSN degree, including the timeline for that process (Supplemental Materials B.1 March 2015 NFCC Board of Trustees Meeting Minutes).

Upon notice of Rule 6A-14.095 Site Determined Baccalaureate Access for the Florida College System in August 2015, the BSN Committee met to review the new process and complete the Notice of Intent. President John Grosskopf electronically submitted that Notice of Intent, Form No. BACC-01 to the Chancellor of the Florida College System in September 2015. Working meetings have been held to continue with program planning and completion of the Baccalaureate Proposal Application, Form No. BAAC-02.



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4.2 Summarize the external planning process.

On November 19, 2013, an Allied Health Advisory meeting was held wherein the proposal of an ADN-RN to BSN program was presented (Supplemental Materials B.1 November 2013 NFCC Allied Health Advisory Committee Meeting Minutes). National and state statistics of BSN workforce and projected workforce needs were presented. Positive feedback regarding the proposal to offer a BSN degree at NFCC was received.

The NFCC BSN proposal was presented again at the December 12, 2014, June 26, 2015, December 15, 2015, and June 21, 2016 Allied Health Advisory meetings (Supplemental Materials B.1 December 2014, June 2015, December 2015, June 2016 NFCC Allied Health Advisory Committee Meeting Minutes). Attendees at all meetings expressed support for the ADN-RN to BSN program following the presentations.

On January 27, 2015, the plan for an ADN-RN to BSN program at NFCC was presented to the Rural Healthcare Workforce Development Network Board meeting (Supplemental Materials B.1 January 2015 North Florida Rural Healthcare Workforce Development Network Meeting Minutes). After questions and discussion, this board agreed to further NFCC's proposal by providing a letter of support to NFCC.

Informal discussions have also occurred with healthcare facility representatives in the service district to provide input to the planning process. Feedback from healthcare providers at all levels has been positive.

On October 27, 2015, the plan for an ADN-RN to BSN program at NFCC was presented at the Florida Healthcare Workforce North Central Regional Council by NFCC Director of Allied Health, Julie Townsend, DNP, RN, who received positive feedback from industry council members. NFCC President John Grosskopf subsequently presented the BSN plans at Madison County Chamber of Commerce and Tourism Banquet on November 2, 2015.

Letters of support for this program have been submitted to NFCC throughout the planning process (Supplemental Materials B.1 Letters of Support).

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4.3 List engagement activities; this list shall include APPRiSe, meetings, and other forms of communication among institutional leadership regarding evidence of need, demand, and economic impact.

	Date(s)	Institution	Description of activity
APPRiSe	3/24/15	NFCC	Entered program into system
Public universities in college's service district		N/A	

Regionally accredited institutions in the college's service district		N/A	
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**ENROLLMENT PROJECTIONS AND FUNDING REQUIREMENTS**

5.1 Provide a brief explanation of the sources and amounts of revenue that will be used to start the program. Beginning 2016-2017, as reflected in Year 1 of the attached budget (Appendix Table A.2), North Florida Community College will cover the startup and planning costs from the College's Operating Budget. These costs are estimated to be approximately \$68,608. This support cost represents 0.68% of the College's Operating Budget. The impact of this use of operating budget is expected to be minimal. North Florida Community College ended fiscal year 2014-2015 with a fund balance equal to 13.2% of funds available, which will more than adequately cover any necessary initial program support.

During the program's inaugural year, 2017-2018, student tuition and the College's Operating Budget will cover program costs. Net tuition income is expected to equal cost.

NFCC plans to admit 30 students in the first academic term (Fall 2017) of the ADN-RN to BSN program. This program will require 120 credit hours, with 88 hours of lower division instruction and 32 hours of upper division instruction. Revenues are based on each admission class having completed the 88 lower division hours prior to acceptance into the ADN-RN to BSN program. Therefore, tuition for 32 credit hours would be at the upper level fee level. Alignment of course offerings will allow students attending on a full time basis to complete program requirements in three semesters. In the second year, 30 new students will be admitted in fall and then annually thereafter.

Revenues are based on each admission class taking 12 credit hours in the fall term, 12 credit hours in the spring term, and 8 credit hours in the summer term, all at the upper division fee level. Because the upper division program will be offered online using primarily adjunct instructors, the majority of the costs will be covered by student fees. However, state funds will be used in the program budget to ensure proper quality, oversight, and student services.

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5.2 Provide a narrative justifying the estimated and projected program enrollments, outcomes, revenues and expenditures as they appear in Appendix Table A.2.

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Projected enrollment numbers for NFCC's ADN-RN to BSN program are based on current Nursing and Allied Health program enrollments. The enrollment projections also factor in the current ADN graduates and previous graduates from 2007 to 2015, who have expressed interest in NFCC's ADN-RN to BSN program.

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As indicated in the table, *Employment for NFCC's Licensed Registered Nursing Graduates* (Supplemental Materials B.1), 62 students graduated with RN degrees between 2013-2015. As of May 2016, 57 (92%) are licensed as RNs; 45 (73%) are employed as RNs outside of NFCC's service district; 11 (18%) are employed at agencies within NFCC's service district; and 1 (1%) is employed as an RN, but did not indicate the agency's location.

In Region 6, the Florida Department of Economic Opportunity Employment projects that the unmet need of total job openings for occupations associated with nursing, 36 (Appendix Table A.1.3), slightly exceeds the number of NFCC's projected degrees awarded, 30 (Appendix Table A.2.3).

The Region 6 demands for ADN-RN to BSN program graduates may exceed the Florida Department of Economic Opportunity Employment projections for NFCC's service district because many residents seek employment in adjacent metropolitan districts due to the rural nature of the area. To support this assertion, statistics from NFCC's 2013-2015 ADN-RN graduate survey show that forty-five (45) of sixty-two (62) graduates (73%) obtained employment as registered nurses outside NFCC's service district. These data indicate that NFCC's nursing program meets both educational and employment needs of students residing within our service district. Such success is the impetus for NFCC's proposed ADN-RN to BSN degree program.

NFCC's current hiring process for the ADN-RN program supports degree requirements for use in upper division courses as identified by Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and the Accreditation Commission for the Education of Nurses (ACEN). Therefore, NFCC's budget reflects the salary of one full-time doctorally prepared nurse who will be the primary instructor in the program. This instructor will also teach some courses in the existing ADN-RN program. No additional funding for faculty salaries is required for the ADN-RN to BSN program.

Current qualified full-time faculty in the ADN-RN program who are master's prepared will be used for a portion of the instructional hours required for BSN upper division courses. Consequently, the attached budget (Appendix Table A.2, Projected Program Expenditures, Instructional) does not reflect a part-time faculty position because projected numbers do not warrant more faculty positions than are included in this budget. Should enrollment numbers increase significantly, qualified adjunct instructors who are master's or doctorally prepared will then be hired to provide instruction for additional course sections.

The program will come under the direct oversight of the current Director of the Rural Health Institute. Travel funds will support faculty and administrative professional meetings and professional growth. Library funds will be used for recurring database costs and faculty requests for classroom support.

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Additionally, student support services will be provided utilizing current student services and college advancement staff.

Recurring and non-recurring expenses are planned for the 2017-2018 budget for administration, materials, travel, professional services, student support, and library services. No additional equipment or facilities funds are needed. The North Florida Community College Foundation, Inc. will continue in its effort to provide scholarships for Allied Health programs, and together with the North Florida Community College Office of Financial Aid, all student needs will be met.

**STUDENT COSTS: TUITION AND FEES**

6.1 Anticipated cost for a baccalaureate degree (tuition and fees for lower and upper division credit hours) at the proposing FCS institution (tuition and fees x credit hours).

	Cost per credit hour			Number of credit hours		Total cost
Tuition & Fees for lower division:	\$101.80	X	Credit hours	88	=	\$8,958
Tuition & Fees for upper division:	\$129.00	X	Credit hours	32	=	\$4,128
Tuition & Fees (Total):	\$	X	Credit hours	120	=	\$13,086

6.2 Estimated cost for a baccalaureate degree (tuition and fees) at each state university in the college’s service district. **N/A**

Institution Name: **None in college’s service district**

Tuition & Fees:	\$	X	Credit hours	--	=	\$-,---
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Institution Name:

Tuition & Fees:	\$	X	Credit hours	--	=	\$-,---
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6.3 Estimated cost for a baccalaureate degree (tuition and fees) at each nonpublic institution in the college’s service district (if available)\* **N/A**

Institution Name: **None in college’s service district**

Tuition & Fees:	\$	X	Credit hours	--	=	\$-,---
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Institution Name:

Tuition & Fees:	\$	X	Credit hours	--	=	\$-,---
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Note. \*If the institution does not provide the tuition cost per credit hour, please provide the cost information provided on the institution’s website.

## **PROGRAM IMPLEMENTATION TIMELINE**

7.1	APPRiSe notice:	3/24/2015
7.2	Board of Trustees approval:	3/24/2015
7.3	Notice of Intent:	9/10/2015
7.4	Completed proposal submission:	2/9/2016
7.5	Targeted State Board of Education consideration:	7/31/2016
7.6	Targeted SACSCOC approval (if applicable):	12/15/2017
7.7	Targeted initial teacher preparation program approval(if applicable):	N/A
7.8	Targeted date upper division courses are to begin:	8/21/2017

## **FACILITIES AND EQUIPMENT SPECIFIC TO PROGRAM AREA**

- 8.1 Describe the existing facilities and equipment that will be utilized for the program.

The Nursing and Allied Health department at NFCC has over 17,000 square feet of dedicated space in the Career Technical Building. Within this space, there are 3,600 square feet of classrooms; each classroom seats approximately 30 students. There are 3 technology carts equipped with 50 iPads and 20 Surface Pros for instructional use within the classroom. Lab space includes 6 different areas, totaling 4,840 square feet. The lab area is equipped for skills and clinical instruction with more than 20 beds containing healthcare training manikins and human patient simulators. A simulation room with a 2-way mirror, computer, and intercom capabilities is in place. This area also has closed circuit TV monitoring capabilities. There are also 4 computer labs totaling 3,600 square feet and housing more than 100 computers. Students also have access to an 800 square foot study lounge equipped with 20 computers. In addition to the instructional space, there are 3,900 square feet of office and meeting areas. Six (6) offices provide sufficient workspace for faculty within this program. The current NFCC computer labs, study areas, conference rooms, and office spaces are sufficient to support this online program. No additional space or equipment acquisitions will be needed.

- 8.2 Describe the new facilities and equipment that will be needed for the program (if applicable).

The current Nursing and Allied Health department is fully equipped with state of the art technology and equipment. There is no need for additional facilities or equipment.

## **LIBRARY AND MEDIA SPECIFIC TO PROGRAM AREA**

- 9.1 Describe the existing library and media resources that will be utilized for the program.

The Marshall Hamilton Library, alternately referred to as the NFCC Library, actively supports the curriculum, strategic plan, and mission of North Florida

Community College by providing an academic atmosphere where students have access to a variety of services and assistance. Along with academic support, students are provided opportunities to enrich and broaden their experiences with the addition of library activities and events. Surveys indicate a high level of satisfaction with library services and personnel. Over the last three years, 94% of surveyed students consistently rated the availability, courteousness, and helpfulness of library staff as either “Excellent” or “Good.” The library employs two professional librarians and two support staff members who are available to assist students during library hours of operation.

The NFCC library occupies a central location on the NFCC campus and is 17,069 square feet. The library is accessible to persons with disabilities and is designed to accommodate a wide variety of learning styles and student situations. The library is open 52.5 hours per week in the fall and spring semesters. Summer hours align with the abbreviated schedule of the entire campus. The reading area provides individual carrels, tables for large and small groups, sofas, and beanbag chairs. The Academic Success Center tutor lab is located in the center of the library reading area and provides access to 19 computer workstations and tutoring/academic support services. This area is also available for student computer use.

There are 2 multi-use rooms that can be used for group study, group viewing, and group bibliographic instruction. The distance-learning lab contains 27 computer workstations in a classroom setting, and the Conference Room accommodates a meeting table and seating for 10, with room for up to 16 additional chairs for group viewing or study. All student computer workstations are equipped with Microsoft Office and other software that are used by faculty and students elsewhere on campus to enhance the educational experience.

The NFCC library mission is to actively support the curriculum and mission of North Florida Community College by providing access to quality learning resources and instructional services. The library promotes the use of electronic resources and seeks to provide users with the competencies necessary to pursue their goals and to become productive members of the community. As of July 1, 2016, the collection houses 34,885 books; 216,763 eBooks; and 33,474 audio-visual titles, which include audiobooks, CDs, digital media, and DVDs. The library also owns 25 print periodical titles. There are also 95 online databases containing both full-text and detailed bibliographic information available for student use. The library currently has access to 15 databases specifically related to the Allied Health area.

The library has an online presence through NFCC’s website, [www.nfcc.edu/library](http://www.nfcc.edu/library). The website gives access to online databases and eBooks. NFCC eBooks are searchable through the online catalog. Students, faculty, and staff log into databases and eBooks through the web using their borrower ID number and PIN. Faculty, staff, and students may use the library resources on campus or at any internet-capable remote location.

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Students and staff are issued borrower ID numbers and PINs when campus identification cards are issued and activated. On campus, card activation is done at the circulation desk, but user accounts can also be activated by calling or emailing the library. Additionally, students can access Ask-a-Librarian, a virtual reference service for online assistance from a reference librarian. Online citation guides assist students in correctly citing resources for their class assignments, and online tutorials are available on the website for students who need additional guidance. Library and ASC staff members are available to provide bibliographic and support-centered orientations and workshops to assist with the online learning environment.

The library is a member of the Florida Virtual Campus (FLVC), formerly the College Center for Library Automation. FLVC coordinates access to individual library resources for all the Florida colleges and universities. The library automation system, Aleph, is the Integrated Library System (ILS) used at NFCC. It is maintained and supported by FLVC. This system is used by all colleges and universities in Florida. The library is also a member of the North East Florida Information Network (NEFLIN), a multi-type library cooperative that provides members access to training and continuing education, resource sharing, research and development, partnerships for grant funding, leadership opportunities, and additional services through relationships with other organizations. The library also belongs to OCLC, which is “a worldwide library cooperative, owned, governed and sustained by members since 1967” ([www.oclc.org](http://www.oclc.org)). Member libraries are able to use its bibliographic and interlibrary loan services. The NFCC Library has a reciprocal borrowing agreement between all colleges and universities in Florida that extends borrowing privileges to currently enrolled students. This added resource for students supplements NFCC’s extensive eBook and database holdings.

Support for the college mission and its goals is further accomplished by a comprehensive set of Collection Development Guidelines. These guidelines were created to serve in the acquisition and selection of library materials to ensure information resources are adequate to support program and course offerings. One member of the professional library staff serves on the College’s curriculum committee and is aware of new curriculum needs. Faculty members are encouraged to be closely involved in the material selection, evaluation, and weeding process. The librarians solicit input via emails and attendance at department meetings. Faculty members are surveyed to ascertain their satisfaction with library collections. Over the last two years (2014 Survey, 2015 Survey), faculty rated themselves 100% “satisfied” or “very satisfied” with library resources and services.

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- 9.2 Describe the new library and media resources that will be needed for the program (if applicable).

In an effort to support online learners enrolled in the BSN program, the Learning Resources department has planned the allocation of funds to purchase and maintain a subscription service with Rittenhouse Publishing for electronic books. This service allows for 4,000 Health Sciences eBooks from 60 leading publishers, including one of the largest selections of Doody's Core Titles, to be available for students to search and view through the library's online catalog. After three views of a particular title, the library is given the option to purchase the title for the permanent collection. This Patron Driven Acquisitions (PDA) service is designed to ensure cost effective collections management and support for the curriculum.

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## **ACADEMIC CONTENT**

- 10.1 List the admission requirements for the program.

Admission requirements to the Bachelor of Science in Nursing Program are as follows:

- NFCC Bachelor of Science degree application
- Associate in Science degree in Nursing
- Completion of all prerequisite courses with C or better
- Current, unencumbered RN license from the state in which the applicant resides and/or is practicing
- Foreign language requirement, as defined in Rule 6A-10.02412, F.A.C. (ADN-RN graduates will be required to demonstrate foreign language competence before or after baccalaureate program admission.)

- 
- 10.2 What is the estimated percentage of upper division courses in the program that will be taught by faculty with a terminal degree?

NFCC plans to offer 12 credit hours of upper division BSN courses in the fall and spring terms and 8 credit hours of upper division BSN courses in the summer term. Of these courses, a minimum of 25% of the instruction will be offered by faculty holding a doctoral degree in nursing. NFCC will utilize the faculty credential guidelines established by Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and Accreditation Commission for Education in Nursing (ACEN).

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- 10.3 What is the anticipated average student/teacher ratio for each of the first three years based on enrollment projections?

Each course offered in the BSN program will have a maximum student to teacher ratio of 30:1. This is consistent with the plan to admit 30 students in each incoming cohort. NFCC will maintain its current practice related to class size to assure faculty members have time for individual student attention.

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10.4	What is the anticipated SACSCOC accreditation date, if applicable?
	SACSCOC accreditation is anticipated by December 15, 2017.
10.5	What is the anticipated Florida Department of Education initial teacher-preparation approval date, if applicable?
	N/A
10.6	What specialized program accreditation will be sought, if applicable?
	Accreditation Commission for Education in Nursing (ACEN)
10.7	What is the anticipated specialized program accreditation date, if applicable?
	Pending approval of this program, NFCC will use the following plan: <ul style="list-style-type: none"> <li>• Apply for candidacy status with ACEN in Spring 2017</li> <li>• Submit the self-study report to ACEN by Summer 2017</li> <li>• Host a site visit by ACEN in Fall 2017</li> <li>• Receive full accreditation from ACEN by Spring 2018</li> </ul>
10.8	Are there similar programs listed in the Common Prerequisites Manual for the CIP code (and track, if any) proposed for this program? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	51.3801 Nursing (Track 1 of 2) 51.3801 Nursing (Track 2 of 2)
10.9	List the established common prerequisites for this CIP code (and track, if any) as listed in the Common Prerequisites Manual proposed for this program:
	The common prerequisites for 51.3801 are as follows:  BSC X085C, Anatomy & Physiology I BSC X086C, Anatomy & Physiology II CHM XXXX, Chemistry DEP X004, Human Development HUN X201, Nutrition MCB X010C, Microbiology PSY XXXX, Psychology STA X014, Statistics
10.10	Describe any proposed revisions to the established common prerequisites for this CIP (and track, if any).
	NFCC's prerequisites for the BSN program are consistent with the Common Prerequisite Manual for 51.3801. NFCC will accept any of the courses listed as "or" in the manual. The current Associate in Science in Nursing Degree program includes all of the common prerequisites listed in 10.9 with the exception of CHM XXXX, Chemistry. CHM XXXX, Chemistry (or a course equivalent substitution) will be required for the ADN-RN to BSN Program at NFCC.

- 10.11 List all courses required once admitted to the baccalaureate program by term, in sequence. For degree programs with concentrations, list courses for each concentration area. Include credit hours per term, and total credits for the program.

This program is designed for Registered Nurses who have completed the ADN-RN and seek baccalaureate degree credentials. The program requires 120 credit hours: 46 credit hours are general education courses including prerequisites, 42 credit hours are lower division nursing courses, and 32 credit hours are upper level nursing courses.

General Education Courses		
Communication	ENC 1101	3 Credits
	ENC 1102	3 Credits
Social Sciences	PSY 2012	3 Credits
	DEP 2004	3 Credits
Physical Sciences	BSC 2085C	4 Credits
	BSC 2086C	4 Credits
	MCB 2010C	4 Credits
	HUN 2201	3 Credits
	CHM 1033 or 1045	4 Credits
Mathematics	STA 2023	3 Credits
	Choice	3 Credits
Humanities	Choice	3 Credits
	Choice	3 Credits
Electives	Choice	3 Credits
		Total: 46
Credits		
Lower Division Nursing Courses		
Lower Division Nursing Courses		42 Credits
		Total: 42
Credits		
Upper Division Nursing Courses		
Advanced Assessment	NUR 3069	3 Credits
Pathophysiology	NUR 3125	3 Credits
Professional Roles	NUR 3805	3 Credits
Cultural Care	NUR 3047	3 Credits
History, Issues, and Trends	NUR 3082	2 Credits
Informatics	NUR 4870	3 Credits
Ethics	NUR 4826	3 Credits
Rural Nursing	NUR 4675	3 Credits
Pharmacology	NUR 4145	3 Credits
Evidence Based Research	NUR 4169	3 Credits
Community Nursing	NUR 4636	3 Credits
		Total: 32 Credits
BSN Total: 120 Credits		

The upper level nursing courses can be completed in 3 semesters by the student desiring a full time load. Courses may be taken in any particular sequence, allowing students to take courses on a part-time basis if necessary. The following is a sample full time schedule. Students will have completed all general education and lower level nursing courses prior to entering the program.

Spring 2017 (12 Credits)
NUR 3069, Advanced Assessment NUR 3125, Pathophysiology NUR 3805, Professional Roles NUR 3047, Cultural Care
Summer 2017 (8 Credits)
NUR 3082, History, Issues, and Trends NUR 4870, Informatics NUR 4826, Ethics
Fall 2018 (12 Credits)
NUR 4675, Rural Nursing NUR 4145, Pharmacology NUR 4169, Evidence Based Research NUR 4636, Community Nursing

\*ADN-RN graduates will be required to demonstrate foreign language competence before or after baccalaureate program admission.

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10.12 Is the program being proposed as a limited access program? (If yes, identify admission requirements and indicate enrollment capacity):  Yes  No

For program implementation, the first semester enrollment capacity will be 30 students.

Admission requirements to the Bachelor of Science in Nursing Program are as follows:

- Associate in Science degree in Nursing
- Completion of all prerequisite courses with C or better
- Current, unencumbered RN license from the state in which the applicant resides and/or is practicing
- Foreign Language requirement, as defined in Rule 6A-10.02412, F.A.C. (ADN-RN graduates will be required to demonstrate foreign language competence before or after baccalaureate program admission.)

## **PROGRAM TERMINATION**

### 11.1 Plan of action if program must be terminated, including teach-out alternatives for students

NFCC has a consistent plan for any program that is not congruent with the needs of the community. The actions are compliant with Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and are as follows:

- NFCC Board of Trustees will be notified for approval of closure plan.
  - Date of degree program closure will be determined.
  - No new students will be admitted to the degree program.
  - Students, faculty, staff will be notified of closure in writing including the plan for student completion.
  - Students currently enrolled will be able to complete the degree program of study as previously scheduled.
  - Students will be strongly encouraged to work closely with academic advising to assure completion within expected timeframe.
  - The closure of the degree program will not have negative effects on the current enrolled students
  - NFCC will maintain transcripts recording course and degree program completion.
  - No additional charges or expenses to the students will be incurred due to the degree program closure.
  - Faculty teaching the degree program will continue with their contract until completion of the course or completion of contract.
  - Adjunct faculty may be recruited to complete the teaching.
  - Faculty will be offered the opportunity to transfer to other programs in need for which they are qualified.
  - Faculty teaching the general education component of this degree program will not be affected.
  - NFCC will notify the appropriate state agencies and accrediting bodies of program closure.
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**DEMAND: FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY (DEO) EMPLOYMENT PROJECTIONS (Region 6 Total Job Openings for BSN Graduates including openings due to growth and replacement needs)**

A.1.1.2	Occupation			Number of Jobs				Salary		Education Level
	Name/Title	SOC Code	County/Region	Base Year 2015	Projected Year 2023	Level Change	Total Job Openings (divided by 8)	Avg. Hourly Wage	Annualized Salary	
	Nurse Practitioners	291171	Region 6	29	35	10	1	\$43.60	\$90,688	Master
	Health Diagnosing Treating Practitioner	291199	Region 6	5	5	1	0	\$27.68	\$57,574	Master
	Medical Health Services Managers	119111	Region 6	18	20	5	1	\$44.85	\$93,288	Bachelor
	Middle School Teachers, Exc. Special & Voc. Education	252022	Region 6	198	221	58	7	\$31.18	\$64,854	Bachelor
	Vocational Education Teachers, Middle School	252023	Region 6	8	9	2	0	\$23.27	\$48,401	Bachelor
	Secondary School Teachers, Exc. Special and Voc. Ed.	252031	Region 6	313	331	86	11	\$33.83	\$70,366	Bachelor
	Vocational Education Teachers, Secondary School	252032	Region 6	124	122	27	3	\$18.32	\$38,105	Bachelor
<b>Total</b>							23	\$27.84	\$66,182	

**INSTRUCTIONS FOR COMPLETING THE SUPPLY SECTION OF APPENDIX TABLE A.1.2:** To complete the following table, use the Integrated Postsecondary Education Data System of the National Center for Education Statistics to identify the number of degrees awarded by other regionally accredited postsecondary institutions in the college’s service district under the same or related CIP code(s) as the proposed program. The data center is located at <http://nces.ed.gov/ipeds/datacenter/>. Include degrees awarded for the most recent year available and for the four prior years for each program. If the program has not had degrees awarded for five years or more, add the degrees awarded for the years available, and divide by that number of years, for the average.

**SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM**

A.1.2	Program		Number of Degrees Awarded					5-year average or average of years available if less than 5 years
	Institution Name	CIP Code	Prior Year 4	Prior Year 3	Prior Year 2	Prior Year 1	Most Recent Year	
	N/A							
<b>Total</b>							0	0

**INSTRUCTIONS FOR COMPLETING THE ESTIMATES OF UNMET NEED SECTION OF APPENDIX TABLE A.1.3:** To complete the following table, column A should be derived from Tables A.1.1 and A.1.1.2 and the totals in columns B and C should be derived from Table A.1.2. Input the figures in the “Total” row in Table A.1.1 and A.1.1.2 for total job openings and Table A.1.2 for most recent year and 5-year average (these figures should be same for all sources). The range of estimated unmet need should be derived from 1) subtracting the figure in column B from the figure in column A and 2) subtracting the figure in column C from the figure in column A. Add rows for additional sources as needed.

**ESTIMATES OF UNMET NEED**

A.1.3

	DEMAND	SUPPLY		RANGE OF ESTIMATED UNMET NEED	
	(A)	(B)	(C)	(A-B)	(A-C)
	Total Job Openings (divided by 8)	Most Recent Year	5-year average or average of years available if less than 5 years	Difference	Difference
DEO	19	0	0	19	19
Other: Region 6 Total Job Openings for BSN Graduates including openings due to growth and replacement needs	17	0	0	17	17



### Appendix Table A.2

**INSTRUCTIONS FOR COMPLETING THE PROJECTED BACCALAUREATE PROGRAM ENROLLMENT SECTION OF APPENDIX TABLE A.2:** To complete the following table, enter the projected enrollment information for the first four years of program implementation. Unduplicated headcount enrollment refers to the actual number of students enrolled. Full-time equivalent (FTE) refers to the full-time equivalent of student enrollment.

<b>PROJECTED BACCALAUREATE PROGRAM ENROLLMENT</b>		Year 1	Year 2	Year 3	Year 4
A.2.1	Unduplicated headcount enrollment:				
A.2.1.1	Admitted Student Enrollment (First-time)	30	30	30	30
A.2.1.2	Total Admitted Student Enrollment	30	30	30	30
A.2.2	FTE Enrollment:				
A.2.2.1	Program Student Credit Hours (Resident)	32	32	32	32
A.2.2.2	Program Student Credit Hours (Non-resident)				
A.2.2.3	Total Program Student Credit Hours	960	960	960	960
A.2.2.4	Program FTE (30 credits) - (Resident)	32	32	32	32
A.2.2.5	Program FTE (30 credits) - (Non-resident)				
A.2.2.6	Total Program FTE	32	32	32	32

**INSTRUCTIONS FOR COMPLETING THE PROJECTED DEGREES AND WORKFORCE OUTCOMES SECTION OF APPENDIX TABLE A.2:** To complete the following table, enter the projected number of degrees awarded, the projected number of graduates employed and the projected average starting salary for program graduates for the first four years of program implementation.

<b>PROJECTED DEGREES AND WORKFORCE OUTCOMES</b>		Year 1	Year 2	Year 3	Year 4
A.2.3	Degrees	23	25	27	27
A.2.4	Number Employed	23	25	27	27
A.2.5	Average Starting Salary	\$64,499	\$65,789	\$67,105	\$68,447

**INSTRUCTIONS FOR COMPLETING THE REVENUES AND EXPENDITURES SECTION OF APPENDIX TABLE A.2:**  
 To complete the following table, enter the projected program expenditures and revenue sources for the first four years of program implementation.

<b>REVENUES AND EXPENDITURES</b>				
<b>I. PROJECTED PROGRAM EXPENDITURES</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
<b>INSTRUCTIONAL</b>				
1. Faculty Full-Time FTE	0.5	1	1	1
2. Faculty Part-Time FTE				
1. Faculty Full-Time Salaries/Benefits	\$43,108	\$87,940	\$89,700	\$91,490
2. Faculty Part-Time Salaries/Benefits				
3. Faculty Support: Lab Assistants				
<b>OPERATING EXPENSES</b>				
1. Academic Administration	\$8,000	\$8,000	\$8,000	\$8,285
2. Materials/Supplies	\$5,000	\$5,000	\$5,000	\$5,000
3. Travel	\$1,500	\$1,500	\$2,310	\$1,500
4. Communication/Technology	\$1,500	\$4,900	\$4,900	\$4,900
5. Library Support		\$1,200	\$400	\$400
6. Student Services Support		\$4,500	\$4,640	\$4,640
7. Professional Services				
8. Accreditation	\$7,500	\$11,860	\$6,890	\$3,625
9. Support Services				
<b>CAPITAL OUTLAY</b>				
1. Library Resources		\$2,000	\$2,000	\$2,000
2. Information Technology Equipment	\$2,000			\$2,000
3. Other Equipment				
4. Facilities/Renovation				
<b>TOTAL PROJECTED PROGRAM EXPENDITURES</b>	<b>\$68,608</b>	<b>\$126,900</b>	<b>\$123,840</b>	<b>\$123,840</b>

II. NATURE OF EXPENDITURES				
1. Recurring	\$58,608	\$113,500	\$111,630	\$112,440
2. Nonrecurring	\$10,000	\$13,400	\$12,210	\$11,400
TOTAL	\$68,608	\$126,900	\$123,840	\$123,840
III. SOURCES OF FUNDS				
A. REVENUE				
1. Special State Nonrecurring				
2. Upper Level - Resident Student Tuition Only		\$123,840	\$123,840	\$123,840
Upper Level - Nonresident Student Fees Only				
Upper Level - Other Student Fees				
3. Contributions or Matching Grants				
4. Other Grants or Revenues				
5. Florida College System Program Funds	\$68,608	\$3,060		
6. Unrestricted Fund Balance				
7. Interest Earnings				
8. Auxiliary Services				
9. Federal Funds – Other				
B. CARRY FORWARD				
TOTAL FUNDS AVAILABLE	\$68,608	\$126,900	\$123,840	\$123,840
TOTAL UNEXPENDED FUNDS (CARRY FORWARD)				

## Supplemental Materials B.1

### SUPPLEMENTAL MATERIALS

- B.1 Summarize any supporting documents included with the proposal, such as meeting minutes, survey results, letters of support, and other supporting artifacts.

#### Letters of Support

ACV Health Services, LLC  
CareerSource North Florida  
Doctors' Memorial Hospital  
Florida Department of Health/Jefferson and Madison counties  
Lafayette Health Care Center  
Madison County Memorial Hospital  
North Central Florida Rural Health Network  
North Florida Rural Healthcare Workforce Development Network  
Suwannee-Hamilton Technical Center (Now RiverOak College)

#### Surveys

Associate Degree RN Graduate Survey Results  
Employment for NFCC RN Graduates  
Healthcare Facility Survey Results

#### Meeting Minutes

June 2016 NFCC Allied Health Advisory Committee Meeting Minutes  
December 2015 NFCC Allied Health Advisory Committee Meeting Minutes  
June 2015 NFCC Allied Health Advisory Committee Meeting Minutes  
March 2015 NFCC Board of Trustees Meeting Minutes  
January 2015 North Florida Rural Healthcare Workforce Development  
Network Meeting Minutes  
December 2014 NFCC BSN Planning Meeting Minutes  
December 2014 NFCC Allied Health Advisory Committee Meeting Minutes  
November 2013 NFCC Allied Health Advisory Committee Meeting Minutes

- 
- B.2 List any objections or alternative proposal received from other postsecondary institutions for this program.

N/A

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ACV HEALTH SERVICES, LLC  
AT ADVENT CHRISTIAN VILLAGE

February 16, 2016

President John Grosskopf  
North Florida Community College  
325 Turner Davis Drive  
Madison, FL 32340

RE: North Florida Community College AND-RN to BSN Program

Dear President Grosskopf:

I am writing to express Advent Christian Village's support for North Florida Community College in their efforts to offer a Bachelor's of Science in Nursing (BSN) program.

As a Health Care Administrator, I can testify to the growing need for quality trained nurses in our organization, and throughout the region of rural North Florida. The Florida Center for Nursing forecasts that Florida will face a shortage of RNs by 2025 that is capable of crippling the healthcare system. As more than 40% of Florida's nurses are nearing retirement age within the next 10 years, there are not enough younger nurses to replace them.

Advent Christian Village is located in a designated "medically underserved" (MU) region and is deemed a "health professional shortage area" (HPSA), which makes the recruitment and hiring of nurses an even bigger challenge. The proposed BSN program would provide a wonderful opportunity for residents in our region to obtain a quality education and then begin their nursing career right here in our community.

Advent Christian Village has had a long partnership with North Florida Community College as we have provided clinical experiences for nursing students for many years. Advent Christian Village also has a scholarship program for its employees who desire to further their education with many of those students choosing the quality educational programs at NFCC. We look forward to this continued partnership and support. ACV joins other community healthcare facilities and organizations in absolute support for the proposed BSN program.

Sincerely,

Keri Hilliard  
Vice President for Health Services  
Advent Christian Village



ACV Health Services, LLC is a wholly owned limited liability company of Advent Christian Village, Inc.



President John Grosskopf  
North Florida Community College  
325 Turner Davis Drive  
Madison, FL 32340

RE: North Florida Community College ADN-RN to BSN Program

Dear President Grosskopf:

I am writing to express CareerSource North Florida's support for North Florida Community College in the desire and pursuit to offer a Bachelor's of Science in Nursing (BSN) program.

In our work with healthcare employers and indeed across the state of Florida, we find the need for Bachelor's level nurses increasing, particularly due to the increased responsibilities hospitals place on the nursing profession in both hands-on critical care and the ancillary tasks of risk management and other administrative duties. The survey information shared by your Director of Nursing Programs recently bears out the need for more BSN graduates, and the desire of RNs to advance to the BSN level. The value such a program would add to North Florida and its healthcare community will give more confidence in healthcare in our local area.

Furthermore, this six-county service region in North Florida is currently designated as "medically underserved" (MU) and is deemed a "health professional shortage area" (HPSA). The proposed BSN program would enhance and expand training opportunities for our residents while improving healthcare access, two tangible benefits in rural counties such as those served by the College.

As a "small college with big possibilities" NFCC is perfectly poised to grow with this new program. And as a Regional Workforce Board serving the same rural area you cover, we join with you in welcoming this new education opportunity to our region. I look forward to continued partnership with NFCC for training our workforce.

Respectfully,

Sheryl Rehberg, Executive Director

C: John Walt Boatright; Julie Townsend

705 E. Base Street | Madison, FL 32340

[careersourcenorthflorida.com](http://careersourcenorthflorida.com)

p: 866.367.4758





*A partnership with Tallahassee Memorial HealthCare*

February 15, 2016

President John Grosskopf  
North Florida Community College  
325 Turner Davis Drive  
Madison, FL 32340

RE: North Florida Community College AND-RN to BSN Program

I write today to express unwavering support for North Florida Community College in their desire to offer a Bachelor's of Science in Nursing (BSN) program.

In my professional role, I witness the growing need of nurses trained at the BSN level on a daily basis. In fact, your institution recently conducted a survey of local healthcare facilities in which 76% reported a need for these nurses, as well as an increased projected demand in the next five years. At 83%, reporting institutions expressed strong preference to nurses who have attained this level of education. These numbers reflect the value such a program would add to North Florida and its healthcare community.

Furthermore, this six-county service region in North Florida is currently designated as "medically underserved" (MU) and is deemed a "health professional shortage area" (HPSA). The proposed BSN program would enhance and expand training opportunities for our residents while improving healthcare access, two tangible benefits in rural counties such as those served by the College.

As the state's smallest college that covers the largest geographic area, you know better than most that NFCC is uniquely accustomed to serving the widespread needs of our student population with innovative educational tools and faculty who truly care about each student's success. It is for the aforementioned reasons that I lend my name and organization to the chorus of support for the proposed BSN Program.

Sincerely,

A handwritten signature in black ink, appearing to read "Mary Lescher", is written over a light blue horizontal line.

Mary Lescher  
Chief Operating Officer  
Doctors' Memorial Hospital

**Mission:**

To protect, promote & improve the health of all people in Florida through integrated state, county & community efforts.



**Rick Scott**  
Governor

**John H. Armstrong, MD, FACS**  
State Surgeon General & Secretary

**Vision:** To be the Healthiest State in the Nation

February 17, 2016

President John Grosskopf  
North Florida Community College  
325 Turner Davis Drive  
Madison, Florida 32340

Dear President Grosskopf:

I am writing to provide the support of the Florida Department of Health in Madison and Jefferson counties for a Bachelor of Science in Nursing program at North Florida Community College.

National health care workforce shortages are further magnified in Florida due to its large aging population, creating a disproportionately higher health care demand and a larger retiring health care workforce. In addition, the federal government has designated Madison and surrounding counties as both medically underserved areas and health professional shortage areas. The proposed BSN program will enhance the ability of this area to address these issues and ensure citizens' access to quality health care. The program will also create expanded training and employment opportunities for our residents. Thus, I enthusiastically support the creation of the new nursing program at NFCC.

Sincerely,

Jennifer S. Johnson, MPH

Administrator

Florida Department of Health in Jefferson and  
Madison counties

**Florida Department of Health**

Madison County  
218 SW Third Ave., Madison, FL 32340  
PHONE: 850-973-5000  
Admin/EH FAX: 850-973-5006  
Clinic FAX: 850-973-5007  
Annex FAX: 850-973-1504

**www.FloridasHealth.com**

www.healthymadison.com

TWITTER:HealthyFLA

FACEBOOK:FLDepartmentofHealth

YOUTUBE: fldoh





February 11, 2016

To Whom It May Concern:

This letter is being written in support of North Florida Community College's plan to offer a baccalaureate degree in nursing.

In the rural areas of our state it is important to be able to have this educational opportunity available to the residents of our area. It is important from the stand point of future patients in need of skilled nurses to provide necessary services, and it is important to the health care service providers who will wish to provide services in these rural areas. Without properly educated and trained staff being available, at the numbers necessary to provide services, there will be no providers in the rural areas. That will mean that the patients in years to come will need to go great distances away to access basic health care services.

As a veteran long term care administrator I have been exposed to the numbers that represent the baby boom generation that will be entering the latter stages of life. That large growth in the older senior category will place a strain on health care service systems and health care service providers. It is necessary to prepare the needed nursing programs now in order to have labor resources in sufficient numbers.

Respectfully,

Rich Wisdahl

Administrator



January 28, 2016

Mr. John Grosskopf, President  
North Florida Community College  
325 NW Turner Davis Drive  
Madison, Florida 32340

Dear President Grosskopf:

I was elated when I learned of the possibility of North Florida Community College developing and implementing a Bachelor of Science in Nursing program. This opportunity for Associate Degree Registered Nurses to further their education at the baccalaureate level locally is invaluable. I have resided in Madison County all of my life and was born in the Madison County Memorial Hospital where I am now the Chief Executive Officer. I attended North Florida "Junior" College in 1987 and completed the Licensed Practical Nursing program. When I furthered my career in nursing, unfortunately the Associate Degree Registered Nursing program was not offered by North Florida Community College. The growth of the healthcare educational programs including nursing have assisted in meeting the needs of the hospital and community. North Florida Community College and Madison County Memorial Hospital have been strong, working partners in meeting the healthcare needs of the community for many years.

Madison County Memorial Hospital was founded in 1937. Today it is one of only 13 hospitals in Florida designated as a Critical Access Hospital. It has 25 private patient rooms and provides several outpatient services. The hospital specializes in taking care of the healthcare needs of the entire family. The hospital and the college have a long partnership history. It began in the 1960's when the Licensed Practical Nursing program held classes in the hospital. More recently, the hospital has served as a clinical partner for all of the Allied Health Programs providing students with invaluable hands-on clinical training. The adjacent proximity of the college and the hospital make the partnership a natural fit.

Madison County Memorial Hospital strongly believes in the commitment to the care and improvement of life. We strive to employ well trained, qualified staff. The Florida Center for Nursing's most recent report, *Demand for Nurses in Florida: The 2015 Survey of Florida's Nurse Employers*, states "Positions requiring experience and/or advanced education remain in demand in hospitals, home health, and public health (e.g. Unit Managers, Patient Care Coordinators, and Administrators)". This program is in alignment with meeting those needs. It is a privilege to support the efforts of a Bachelor of Science in Nursing Degree program in Madison County in an effort to further improve the healthcare in our area. The benefits of a Bachelor of Science in Nursing program in Madison County would greatly benefit Madison County Memorial Hospital and the entire community as a whole.

Sincerely,

A handwritten signature in black ink, appearing to read "Tammy Stevens", is written over a large, light-colored oval shape that serves as a background for the signature.

Tammy Stevens, RN, LHRM  
Chief Executive Officer  
Madison County Memorial Hospital

North Central Florida Rural Health Network  
PO Box 1238, Live Oak, Fl, 32064  
Tel (352)362-0674 Fax (386) 362-7564  
g.riherd@gmail.com



FEBRUARY 12, 2016

**President John Grosskopf**

North Florida Community College  
325 Turner Davis Drive  
Madison, Fl, 32340

Dear **President John Grosskopf**,

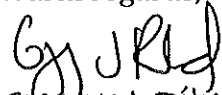
I'm writing today to express unwavering support for North Florida Community College in their desire to offer a Bachelor's of Science in Nursing (BSN) program.

In the past year I've had the pleasure of working with over 60 healthcare stakeholders who work in or serve the residents of Hamilton, Lafayette, Madison, Suwannee, and Taylor counties on creating a rural health network that serves these 5 counties. During this process we've held several meetings to discuss the needs of the residents of these counties, and how to meet those needs. One theme that comes up in every meeting is the need for developing the healthcare workforce. There is a growing need for trained nurses at the BSN level to help meet the needs of the people living and working in our 5 county service area. Our area has a problem recruiting healthcare professionals to the area, so the need to "grow our own" has become evident to me over the past year. It seems like our area would have a better chance of retaining the healthcare professionals of need if we had a program training these professionals.

Furthermore, the five-county service area our network serves has been designated as "medically underserved" (MU) and is deemed a "health professional shortage area" (HPSA). The proposed BSN program would enhance and expand training opportunities for our residents while improving healthcare access, meeting two needs of the people living in the 5 rural counties served by the North Central Florida Rural Health Network.

For reasons stated above I lend my name and organization to the chorus of support for the proposed BSN program.

Warm regards,

  
Gregory J. Riherd MPH

Project Coordinator  
North Central Florida Rural Health Network



February 9, 2015

President John Grosskopf  
North Florida Community College  
325 Turner Davis Drive  
Madison, FL 32340

RE: North Florida Community College ADN-RN to BSN Program

President Grosskopf:

I write today to express unwavering support for North Florida Community College in their desire to offer a Bachelor's of Science in Nursing (BSN) program.

In my professional role, I witness the growing need of nurses trained at the BSN level on a daily basis. In fact, your institution recently conducted a survey of local healthcare facilities in which 76% reported a need for these nurses, as well as an increased projected demand in the next five years. At 83%, reporting institutions expressed strong preference to nurses who have attained this level of education. These numbers reflect the value such a program would add to North Florida and its healthcare community.

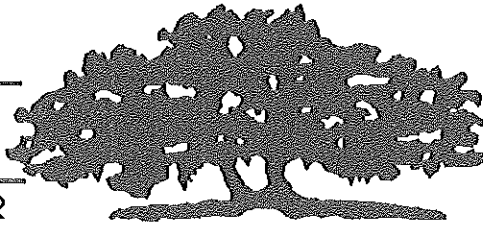
Furthermore, this six-county service region in North Florida is currently designated as "medically underserved" (MU) and is deemed a "health professional shortage area" (HPSA). The proposed BSN program would enhance and expand training opportunities for our residents while improving healthcare access, two tangible benefits in rural counties such as those served by the College.

As the state's smallest college that covers the largest geographic area, you know better than most that NFCC is uniquely accustomed to serving the widespread needs of our student population with innovative educational tools and faculty who truly care about each student's success. It is for the aforementioned reasons that I lend my name and organization to the chorus of support for the proposed BSN program.

Sincerely,

John-Walt Boatright  
Executive Director, North Florida Rural Healthcare Workforce Development Network  
325 Turner Davis Drive  
Madison, FL 32340  
850.973.1671  
[boatrightj@nfcc.edu](mailto:boatrightj@nfcc.edu)

SUWANNEE-  
HAMILTON  
TECHNICAL CENTER



February 9, 2015

President John Grosskopf  
North Florida Community College  
325 Turner Davis Drive  
Madison, FL 32340

RE: North Florida Community College ADN-RN to BSN Program

President Grosskopf:

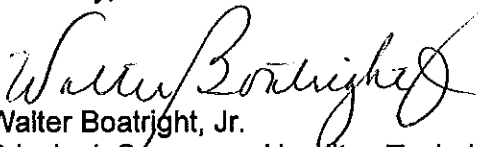
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Sincerely,



Walter Boatright, Jr.  
Principal, Suwannee-Hamilton Technical Center





	2007								
	2007	Surrey Place Care Center in Live Oak	Assistant Director of Nursing	No	none	Yes			
	2007	NFCC	MAS Instructor	No	N/A	Yes			
	2007	Greenville Hills/Twin Oaks	Director of Nursing	No	none	Yes			
	2007	Madison ER	RN	No	none	Yes			
	2007								
	2007								
	2007	SGMC	Pain clinic nurse	No	none	Yes			
	2007								
	2007								

	2007	Lake Park of Madison	DON	No	N/A	Yes			
	2007								
	2007								
	2008	Lakeview Health in Jacksonville	Director of Nursing	Looking into FSCJ	none	Yes			
	2008								
	2008								
	2008								
	2008	DMH	RN	No	N/A	Yes			
	2008	UF Health Jacksonville	Preadmission Testing Nurse	No	none	Yes			



	2008								
	2008								
	2008								
	2008								
	2008	Live Oak	RN	No; eventually	N/A	Only if Nationally Accredited			
	2008								
	2008			Yes					
	2008								
	2008								
	2008								

	2008	TMH	RN	No	N/A	Maybe, Yes			
	2009	MCMH	BSN, RN-Part time	Yes	Chipola	No			
	2009	MCMH	Clinical Resources Coordinator	No		Yes			
	2009	CRMC				Yes			
	2009								
	2009								
	2009	NFCC	LPN Instructor	Yes	University of West Florida	No			
	2009	Shands Live Oak	RN	No	N/A	Yes			
	2009	Shands Live Oak	RN	No	N/A	No			
	2009								
	2009								

	2009								
	2009	USF Health Cardiology Tampa	RN	April 2010	Thomas University	No			
	2009	NFCC	Clinical Coordinator	ADN to MSN	Thomas University	No			
	2009								
	2009	Madison Health & Rehabilitation	RN		Jax Univ.	Yes, if can transfer			
	2009	Madison Health & Rehabilitation	RN	No	N/A	Yes, if can work & attend			
	2010								
	2010								
	2010			April 2014	USF				
	2010								
	2010								

	2010	N/A	N/A	Yes	Valdosta State University	No			
	2010								
	2010	Wellcare	RN Case Mgr.	No	N/A	Yes, Online			
	2010	Suwannee Hamilton	LPN Instructor	Yes	Jacksonville University				
	2010	Archbold	RN						
	2010	DMH	RN	No	N/A	Yes, online			
	2010								
	2010								
	2010								
	2010	MCMH	RN	No	N/A	Yes			
	2010	Advent Christian Village	RN Supervisor	No	N/A	Yes			

	2010		MSN, Nurse Practitioner, Family Practice			No			
	2010								
	2010								
	2010								
	2011								
	2011	SGMC	RN	No; starting classes in January	Valdosta State University				
	2011								
	2011	Big Bend Hospice-Jefferson County	RN	No	N/A	Yes			
	2011								
	2011	Foundation & others	Travelling Nurse RN Nephrology	No	No	Yes, depending on cost/may be cheaper to			

						bridge to MSN			
	2011	Dept. of Health	School Nurse	N/A	N/A	Yes, if can use tuition waiver w/state			
	2011								
	2011								
	2011	Archbold & TMH	RN	Beginning Spring 2015	Jacksonville University	Already enrolled @Jax Univ.			
	2011	Brooks County Memorial Hospital	RN	No	N/A	Yes			
	2011								
	2011								
	2011	MCMH-ER	RN	No	N/A	YES!!!			
	2011								
	2011								

	2011	NFCC	Adjunct Instructor	Yes					
	2011								
	2011	Family Business	Has not worked as an RN since licensing	No	N/A	No			
	2011		RN	No	N/A	Yes			
	2011	Archbold	RN	No	N/A	Yes			
	2012	SGMC	RN	No	N/A	Yes			
	2012								
	2012	SGMC & MCMH PRN	RN	No	N/A	Yes			
	2012								
	2012								
	2012								

	2012								
	2012	DMH	RN	N/A	N/A	Yes			
	2012	Archbold	RN ER	No	Beginning @ University of West Florida-online in Spring 2015	Maybe; will contact us if does not get accepted			
	2012								
	2012	Not Working; recently had a new baby	N/A	No	N/A	Yes			
	2012								
	2012	DMH ER	RN	No	N/A	Yes			
	2012	SGMC	RN Med-Surg	No	N/A	Yes			
	2012	DMH OR	Charge Nurse RN	No	N/A	Yes			
	2012								
	2012								



	2012								
	2012	SGMC	RN-Cardiac Intensive Care; working on CCRN	No	N/A	Yes			
	2012								
	2012								
	2012								
	2012								
	2012								
	2012								
	2013	Flagler Hospital, St. Augustine	RN	No	N/A	Yes			
	2013	CRMC PCU	RN	No	N/A	Yes			
	2013	Shands Lake Shore	RN	No	N/A	Yes			
	2013								

	2013	Shands Lake Shore	RN						
	2013	SGMC	RN	Yes	Thomas Univ.	No			
	2013	Habersham Medical Center	RN Med/Surg	No	N/A	Yes			
	2013	Davita	RN	No	N/A	Yes			
	2013	Shands Lake Shore	RN Telemetry	No	N/A	Yes			
	2013	Archbold	RN	No	Accepted@St. Pete College- Spring 2015	Yes			
	2013	Archbold Nephrology	RN	No	N/A	Yes			
	2013	Shands Lake Shore	RN						
	2013	DMH	RN	No	No	Yes			
	2013	Cardinal Health Care	RN						
	2013	DMH	RN	No	No	Yes			

	2013	Davita	RN	No	No	Yes			
	2013	SGMC, Nursery	RN						
	2013	South Bay PCU	RN	No	N/A	Yes			
	2013	Shands Lake Shore	RN						
Totals 137 Graduates 57 Responses				9 (3 in progress)		48 Yes Interested in NFCC			

Employment for NFCC's Licensed Registered Nursing Graduates

Program	Graduation Year	Number of Graduates	Number of Graduates Who are Licensed	Number of Graduates Working Inside our Service Area	Number of Graduates Working Outside our Service Area	Number of Graduates Working in Unknown Area
RN	2013	19	19	5	13	1
RN	2014	18	18	2	16	0
RN	2015	14	12	1	11	0
LPN-RN Bridge	2015	11	8	3	5	0
<b>Total</b>		<b>62</b>	<b>57</b>	<b>11</b>	<b>45</b>	<b>1</b>

## BSN Facility Survey Results

Ask for the Nurse Recruiter or the Director of Nursing who is involved in the hiring of RNs.

Hello, I am Anna Montgomery with North Florida Community College's Allied Health Department. We are in the planning process of a RN to BSN program and we need your input. I only have 3 questions to ask you.

Facility: \_\_\_\_\_

Name/Title of Interviewee: \_\_\_\_\_

Question	Yes	No	Number/Comments
Currently do you have a need for Bachelors prepared, BSN RNs in your facility?	16	6	*Cannot afford. *Most are LPN. *Currently would like to fill with BSN but do not have that applicant pool to select from.
If so, can you estimate how many?	13	9	*33+ *No estimate because they fill RN positions with AND but would prefer BSN. *NIH recommends 80% and we are at 5% currently
In the next 5 years do you anticipate your agency to have an increased need for additional BSN RNs?	16	6	*No more than the need in now- which is high.
If so, can you estimate how many?	13	9	*61+
What percentage of RNs with a bachelors would you like to have in your facility?	20	2	*12 said 100% *>50% *50% *No goal set but increase from the less than 10% that are there now. *5% *30% *25%-30% *15% *To the 80% mark.
Do you have any comments/suggestions for NFCC's Allied Health Department?	13	9	*Doing a great job. Love the intern students. *Contact when program starts. *Great students. Great job. *Keep up great job. *Online program? *Great idea! We need it.

			<ul style="list-style-type: none"> <li>*Financial assistance and opportunity for loan repayment.</li> <li>*Get going quickly. Stability hours – class hours that leave time for work.</li> <li>*Why no clinicals?</li> <li>*Many employees are interested in going back to school but do not have the financial means.</li> <li>*clinical offer</li> <li>*prefer as much online courses as possible.</li> <li>*Offer as much as you can online, weekend, flexibility for working parents and clinical sites close to where they live.</li> </ul>
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We would offer a RN to BSN bridge program, mostly online, approximately 1 year to complete. Students will have to have their RN license before entering the BSN program. Currently we offer PCT, LPN, Associate degree RN.

For any question, get their name and number and Julie Townsend will call them back.

ADN Graduate Survey Question:

This is (Identify self) and I am surveying all RN graduates as to where they are working and if they have started or completed their bachelor's degree. This information is required as we plan to build our own BSN program. I have a few questions for you that will only take about 5 minutes.

What is your place of employment?

What is your title?

What is the name of unit or type of work you do as a nurse?

Have you completed your bachelor's degree?

If NO have you started? What is your anticipated completion date?

What college or university are you attending or did you attend?

Would you be interested in completing your bachelor's degree if NFCC offered it online?

Will you update your contact information with us please, Address, phone, email?

North Florida Community College  
Allied Health Advisory Committee Meeting  
June 21, 2016

NFCC in Attendance:

Julie Townsend, Allied Health Director  
Debbie Bass, Allied Health Advisor  
John Wait Boatright, HIT  
Brandi Browning, RN Instructor  
Brandy Plummer, RN Instructor  
Sharon McClune, RN Instructor  
Robin Pearson, RN Instructor  
DeShala Frazier, LPN Instructor  
Christie Corbin, PCT Instructor  
Melissa Tharpe, Staff Assistant  
David Dunkle, Associate Dean

Agency in Attendance:

Tammy Stevens, Madison County Memorial Hospital  
Patricia Johnson, The ARC Big Bend  
Mary Ellis, The ARC Big Bend  
Robin Wilson, The ARC Big Bend  
Ashley Speas, Doctors' Memorial Hospital

Mrs. Julie Townsend called the meeting to order at 12:03 p.m. and welcomed everyone. She stated that continued participation and contributions to our programs is vital to the success of our students and that our goal, regardless of program, is to prepare the best workforce possible.

Mrs. Townsend announced the following new faculty since our last meeting in December:

Sharon McClune, BSN-Instructor for the 1<sup>st</sup> Year RN Program  
Brandy Plummer, BSN-Instructor for the 2<sup>nd</sup> Year RN Program

Mrs. Townsend stated that we are still in the process of building an adjunct pool for clinical instruction. If you know of someone who would like to be involved with education a couple of days a month or even a couple of days a week, please give them the following contact information: [townsendj@nfcc.edu](mailto:townsendj@nfcc.edu) or 850-973-9428.

Mrs. Townsend asked that NFCC's Mission and Vision be included in the minutes:

Vision: To be our communities' first choice for education and cultural enrichment.

Mission: An exceptional college dedicated to an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth for our students and communities.

Allied Health and Nursing Mission: Our mission is to meet the community healthcare career needs through facilitation of student enrollment and progression through healthcare programs with a student centered learning environment that promotes students success through flexible and varied learning activities that foster creativity, critical thinking and professional growth.

### Current Programs

**Associate Degree Nursing (RN):** Application period July 1 – October 1 with a January start date each year. We currently have 18 1<sup>st</sup> year students, and 23 2<sup>nd</sup> year students. We have an 86% pass rate for the 2015 class.



**LPN to RN Bridge (RN Bridge):** Application period December 1 – March 1 with a May start date each year. This is a 1 year, full time accelerated program. We currently have 22 students enrolled in their first semester. We have a 92% pass rate for 2016 graduates.

**Practical Nursing (LPN):** Application period February 1 – May 1 with an August start date each year. 11 month program. We have 18 scheduled to graduate in July and have a 83% pass rate (state average is 83). This curriculum will go under major revisions for the next academic year (2017-2018).

**Patient Care Technician:** This program is 600 Clock hours, Graduates are eligible for FL CNA certification and National PCT certification which includes EKG and Phlebotomy aide. PCT Certification Enables Graduates to Assist the Healthcare Team with finger stick blood sugars, removing IV's, removing catheters, G-Tube dressing changes without medication, and drawing blood. We have had 6 students to complete and 5 of those have passed their CNA Exam to date. New cohort will begin in August.

**Pharmacy Technician:** 5 graduated in late summer and 4/5 have passed their national certification. This program will not have an application period scheduled at this time due to low enrollment and low interest. The labor market statistics tell us that there is a need, but we are not getting the student interest.

**Student organizations:** We have active chapters of the following student organizations: Florida Student Nurses Association, Health Occupations Students of America (HOSA), and College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE).

### **Workforce/Community Programs**

IV Therapy – We have had a great response to this course since it was adapted to partially online with the hands on and testing portion on campus. We plan to offer this program again soon, it has been very successful.

We are able to offer CEUs for state requirements, and partner with Big Bend AHEC to provide educational opportunities as needed.

Health Scholars Camp – We are planning for three camps this summer. We will continue to partner with AHEC to offer this camp to middle school students each summer. These camps help build the pipeline of students for health related careers. If your facility is interested in contributing to these camps, please let us know. Opportunities for speakers from specific disciplines are welcome as well as financial sponsorships.

Community Involvement – FACEBOOK please like us! NFCC Allied Health

### **Technology**

High fidelity simulation is in use in our labs as well as numerous manikins including those that can give birth. The Board of Nursing has increased the number of simulation hours to 50% of the clinical training.

We have Computer on Wheels with Bar Code Scanners to enhance the simulated medication pass.

All testing is done on campus through D2L with a lock down browser that prevents students from accessing other websites while testing.

We have an iPad Classroom with 50 iPads to use for instruction. These are stored on a chargeable cart for mobility purposes. Instructors can take these to the classroom in which they are teaching that day.

We also have a rechargeable cart with 20 Surface Pros for instructional use. These are also portable for use in any classroom.

### **Clinical Requirements**

We require all of our students to pass a Level II FDLE background check. The results reviewed by an interdisciplinary committee. We follow guidelines from the FL Board of Nursing and Pharmacy and FL Statutes 435.04 and 456.0635. We cannot refuse the education of a student based on an arrest record, but if we cannot place them in a clinical site, then they cannot complete the program requirements. When a group of students are coming to your facility, we will send a list with documentation saying they have been cleared for a public health practicum.

All students will undergo a 10-Panel urine drug screen prior to admission into our programs.

Up-to-date Immunizations, physical, and American Heart healthcare provider CPR is required for all clinical students entering your facilities. We maintain current copies of all documentation of these in the student files.

Health insurance is purchased by students through the college to cover emergency care while as students and practicing clinicals in your facilities.

Contracts-Each agency that allows students to perform clinicals is under a contract with NFCC. These are reviewed as necessary and kept up-to-date. We have many options for term length and would like for you to give us a time frame for how long you are comfortable with the contract.

Clinical Scheduling—Our process is for the faculty member needing the clinical rotation to communicate with the clinical site. We do not have a clinical coordinator position currently due to budget constraints. We are continuing to try to get our assignments and calendars done at least a semester ahead of time, with some getting done a year in advance. If there are any concerns or questions, you can still contact Mrs. Barton, Mrs. Tharpe or myself and we will get you connected with the correct faculty member.

### **Graduate Surveys**

Graduate Surveys for the 2015 graduates will be going out soon, please be on the lookout for them. We are required to report on their status for our accreditation agency. These surveys are sent to the employer of our graduates at 6-12 months post-graduation to assess the performance of our graduates.

### **Future Plans/New Programs**

Mrs. Townsend stated that we are working towards Accreditation Commission for Education in Nursing (ACEN).

Paramedic to Registered Nurse—This bridge program has been suggested and we are currently working with our EMS department to move forward in developing the curriculum and a unique schedule that would be appropriate for working paramedics.

Medical Coding/Billing-Mr. David Dunkle addressed the group on the prospects of offering a Medical Billing and Coding Course, beginning in January 2017 with a full time one year program. This will replace the current Health Information Technology program which ends August 31, 2016.

BSN completion program-To be consistent with the National initiatives to make significant improvements to healthcare and in support of the Institute of Medicines Report the Future of Nursing: Leading Change, Advancing Health, we are working on BSN goals. To make education as seamless as possible we are

working on a BSN completion program. Unfortunately, this is a lengthy process (as it should be) to apply to offer a bachelor degree as a college in the Florida College System. This degree will be only for RNs who have already completed their ADN degree, not for students who would like to go straight for their BSN. The push for hospitals to have 80% of their RNs with Bachelor's degrees is the supporting force for this program. Again, we are attempting to make education as seamless as possible. Our student population is not always able to go to college full time for 4 years as most University students do. So this type of track gives students the opportunity to go to work as quickly as possible and then complete school while working. Currently in the US the American Nurses Credentialing Center (ANCC) reports for hospitals overall are 37% ADN RNs, 9% diploma nurses, and 50% BSN. For hospitals less than 100 beds nationally 48% ADNs, 9% diploma, and 40% BSNs. For the state of FL 2012 Workforce survey and the Florida Center for Nursing presented similar statistics for the state (60% ADN and 40% BSN).

Reasons Why We Need a BSN Program at NFCC:

Allied Health surveys convey growing local demand for a BSN program.

- a. Of local healthcare facilities surveyed, 76% reported a need for bachelor's prepared RNs in their facility.
- b. Of local healthcare facilities surveyed, 76% reported anticipating an increased need for additional bachelor's prepared RNs in the next 5 years.
- c. 100% of NFCC's RN graduates were surveyed with 42% response. 95% of those who were surveyed were interested in a baccalaureate degree if offered by NFCC.
- d. 16% of those who responded are enrolled or have completed a baccalaureate degree or higher in nursing.

To achieve this goal for healthcare the Florida Action Coalition recommend this Triad Model Approach – community/academic/employers with Nurses and patients all joining the three

As we continue this process, I will be approaching many leaders in your agencies and employers in our service district to partner together to continue the work of the Network grant by growing our Allied health department by offering programs needed to grow our workforce, coordinating feeder pipeline programs to encourage interested students to join healthcare careers, coordinating continuing education opportunities for agencies and staff in our service district. We will need the support of our clinical agencies to represent us at the state board of education committee meeting when our program goes for approval. Please provide me with your feedback for the BSN and any other program.

### **Emerging & Evolving Roles and Occupations within the Healthcare Industry: *Florida's Perspective***

*A report prepared by the Florida Center for Nursing for the Florida Healthcare Workforce Initiative funded by CareerSource Florida*

*The Florida Healthcare Workforce Leadership Council was formed including Industry practitioners and Administrators <https://www.flhealthcareworkforce.org/Home.aspx>*

#### **GOAL**

*To develop recommendations for statewide policy that will facilitate a sufficient supply of highly skilled talent to meet the demands of Florida's current and future healthcare workforce needs.*  
[https://www.flhealthcareworkforce.org/Portals/2/Users/052/88/1588/Emerging\\_Evolving%20Roles%20and%20Occupations%20\\_Final%20Report.pdf?ver=2016-06-16-140734-170](https://www.flhealthcareworkforce.org/Portals/2/Users/052/88/1588/Emerging_Evolving%20Roles%20and%20Occupations%20_Final%20Report.pdf?ver=2016-06-16-140734-170)

Key Findings & Implications :

Florida healthcare job market reflects the changing healthcare landscape causing existing occupations to evolve with newly refined competencies and to become interdisciplinary. Important change drivers include *technology and scientific development, legislative mandates and incentives, patient expectations and behavior*.

Emerging & evolving roles and occupations are mostly in allied health professions, health information management, and among healthcare executives.

Florida healthcare workforce academic pipeline requires alignment with changing occupations that break down pre-existing boundaries between the professions.

Academic programs must draw on practitioner input for curriculum content, competency development, and experiential learning, and also respond quickly to meet

The report identifies six priority occupations for Florida:

1. Community Health Worker
2. Care Coordinator RN
3. Health Data Analyst/Health Informaticist
4. Medical Records and Health Information Technician
5. Medical Scribe
6. Health and Wellness Coordinator

### **Open Discussion**

Suwannee Valley Nursing Center and Advent Christian Village needs CNAs.

Nancy Sult reported that Department of Health is reducing services and they are down to one nurse at Hamilton County Health Department.

Patricia Johnson reported that she is retiring in mid-August and that Robin Wilson and Mary Ellis will be the contact persons for the ARC Big Bend.

Tammy Stevens reported that they are in need of Nurse Managers, Lab Techs and Respiratory Therapy. David Dunkle asked if the Medical Assistant could meet the lab tech needs and she responded "No". Tammy also reported that an emerging role is a Medical Scribe that is in patient rooms with providers and takes notes to enter into the electronic health record.

Amy Speas reported that Doctors' Memorial Hospital has one RN position at night and two flex positions. She stated that they love NFCC's students.

With no further business, the meeting was adjourned at 12:57 p.m.

Respectfully Submitted,

Melissa Tharpe  
Staff Assistant

## Allied Health Advisory

NORTH FLORIDA COMMUNITY COLLEGE  
JUNE 21, 2016

## New Faculty to Meet

Sharon McClune, BSN RN  
Brandy Plummer, BSN RN

## Our Vision and Mission

To be our communities' first choice for education and cultural enrichment

An exceptional college dedicated to an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth for our students and communities.

Our Allied Health Department Mission is to meet the community healthcare career needs through facilitation of student enrollment and progression through healthcare programs with a student centered learning environment that promotes students success through flexible and varied learning activities that foster creativity, critical thinking and professional growth.

## Associate Degree Nursing – RN

Application Period July 1 – October 1 (January Start Date Annually)

14 RN students were pinned December 10<sup>th</sup> with an 86% pass rate

23 RN Students are in the second year

18 RN Students are in the first year

Curriculum Revision condenses program

State Pass Rate for 2015 is 80% State Average for First Time Testers

• NFCC is 100% on Second Attempt

## LPN to RN Bridge - RN Bridge

Application Period December 1 – March 1

• May Start Date Annually

This is a 1 Year, Full Time Accelerated Program

Graduated our 2<sup>nd</sup> cohort in May 2016 of 22 Students

• So far 12 of 13, 92% have passed NCLEX

Cohort of 22 just started their 1<sup>st</sup> semester

## Practical Nursing - LPN

Application Period February 1 – May 1 (Start Date August Annually)

Class of 18 is in Full Swing

11 Month Program, 1350 Clock hours

Schedule to Graduate in July of 2016

Pass Rate for 2015 is 82%

• Compared to State Average of 83%

### Patient Care Technician - CNA/PCT

600 Hour Certificate Program

PCT Certification Enables Graduates to Assist the Healthcare Team with finger stick blood sugars, removing IV's, removing catheters, G-Tube dressing changes without medication, and drawing blood

Licensed in FL as CNA and Nationally as PCT

6 Students Completed and 5 have passed CNA exam to date

Starting a new cohort August 2016

### Pharmacy Technician - CPhT

10 Month Program

Online format with the exception of clinical time

4 Students Graduated in June, 4 are Nationally Certified

Currently not opening application due to low enrollment

### Updates

Health Scholars Camp

### Student Organizations

Florida Student Nurses Association

Health Occupations Students of America (HOSA)

College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE)

### Social Media

<https://www.facebook.com/pages/NFCC-Nursing-and-Allied-Health/506854889378330>

Policy for Students

### Improvements - Technology

Electronic Medical Record

High Fidelity Simulation

Computer on Wheels – Bar code scanning

D2L – Testing, Submission of Assignments, and Communication

IPad Classrooms

Surface Pro Classroom

### Clinical Requirements

- Level II FDLE Background Check Required
- 10 Panel Urine Drug Screen
- Immunizations
- Physical
- CPR
- Health Insurance
- Contracts

### Moving Forward

- ACEN – Accreditation Commission for Education in Nursing
- Paramedic to RN
- Billing and Coding Program – David Dunkle
- BSN Completion

### BSN Needs

- FL 60% ADN-RN and 40% BSN-RN
- Community – Academic Institutions – Employers
- 76% of Local Employers reported need for more BSN-RNs
- 76% of Local Employers anticipate and increased need of BSN-RNs
- 95% of RN Grads from NFCC were interested in BSN if offered by NFCC
- 16% of RN graduates from NFCC are enrolled or have completed BSN

### What do you need from NFCC?

- Workforce Training
- Customer Service for Healthcare
- Skills/Equipment Updates
- Vacant Positions

**North Florida Community College  
Allied Health Advisory Committee Meeting  
December 15, 2015**

NFCC in Attendance:

Julie Townsend, Allied Health Director  
David Dunkle, Associate Dean Economic Development and Technical Programs  
Mike Kirkland, EMS Director  
Dr. Mekia Jackson, Pharm Tech Instructor  
Julie Walden, RN Instructor  
Brandi Browning, RN Instructor  
John Walt Boatright, Health Information Tech.  
Takiyah Randolph, Health Information Tech.  
Heather Barton, Clinical Coordinator  
Debbie Bass, Allied Health Advisor  
Melissa Tharpe, Staff Assistant

Agency in Attendance:

Janie Avery, South Georgia Medical Center  
Keri Hilliard, Advent Christian Village  
  
Patricia Johnson, The ARC Big Bend  
Virginia Bradford, Archbold Memorial Hospital  
Diane Head, Career Source  
Ashley Spears, Doctors' Memorial Hospital

Mrs. Julie Townsend called the meeting to order at 10:00 a.m. and welcomed everyone. She stated that continued participation and contributions to our programs is vital to the success of our students and that our goal, regardless of program, is to prepare the best workforce possible.

Mrs. Townsend announced the following new faculty since our last meeting in June:

DeShala Frazier, RN-Instructor for the LPN Program  
Christie Corbin, BSN, RN-Instructor for the PCT Program  
Lara Christie, MSN, RN-Instructor for 2<sup>nd</sup> year RN Program (Update – declined position)  
Angie Hughes, BSN, RN-Clinical Adjunct for RN and LPN  
Stephanie Sapp, BSN, RN-Clinical Adjunct for RN Bridge  
Heather Barton, BSN, RN-formerly our Clinical Coordinator, will be assuming the role of LPN Instructor in January 2016.

Mrs. Townsend asked that everyone introduce themselves and tell which agency they represented. Introductions were made all around the room.

Mrs. Townsend stated that we are still in the process of building an adjunct pool for clinical instruction. This enables us to have larger cohorts and still keep low student to instructor ratios. If you know of someone who would like to be involved with education a couple of days a month or even a couple of days a week, please give them the following contact information: [townsendj@nfcc.edu](mailto:townsendj@nfcc.edu) or 850-973-9428.

Mrs. Townsend asked that the **NFCC Vision & Mission** be included in the minutes of the meeting:

Vision:

To be our communities' first choice for education and cultural enrichment.

Mission:

An exceptional college dedicated to an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth for our students and communities.

Mrs. Townsend stated that Allied Health and Nursing's Mission is to meet the community healthcare career needs through facilitation of student enrollment and progression through healthcare programs with



a student centered learning environment that promotes students success through flexible and varied learning activities that foster creativity, critical thinking and professional growth.

Mrs. Townsend reported that North Florida Community College has received national recognition as "2015's Best Community College" after landing the #1 spot on WalletHub's recent ranking of 670 community colleges across the nation. The comparison looked at 17 metrics ranging from the cost of in-state tuition and fees to student-faculty ratio and focused on four key areas - cost and financing, classroom experience, education outcomes, and career outcomes. <http://www.nfcc.edu/new-press-releases/nfcc-ranked-1-community-college>

Our Current Programs are—Pharm Tech, PCT, LPN, RN, RN Bridge

**Associate Degree Nursing (RN):** Application period July 1 – October 1 with a January start date each year. Currently we have 23 first year RN students who completed their first year this week. We graduated 14 second year students in December. Current pass rate for 2015 is 89%, compared to 80% state average for first time testers (with 100% on second attempt).

**LPN to RN Bridge (RN Bridge):** Application period December 1 – March 1 with a May start date each year. This is a one-year, full time accelerated program. Currently, we have 22 LPNs in this program. They are our 2<sup>nd</sup> cohort, and have just completed their second semester. Our 1<sup>st</sup> cohort graduated April 30<sup>th</sup> and have a 73% NCLEX pass rate compared to 80% state average. Classes meet 2 days a week, one is a half day and the other is a full day. The point of this schedule is to condense the class meeting times so that they are not coming to school for a few hours each day but rather all at one time so they can continue working.

**Practical Nursing (LPN):** Application period February 1 – May 1. We graduated 20 LPNs this past summer and have a 82% pass rate (state average is 83% with 3 more students left to test. We offer an annual start date of August each year and the program is 11 months.

**Patient Care Technician (PCT):** is starting back in January and we are excited to have this program return. Students will be eligible for FL CNA Certification and National PCT certification which includes EKG and Phlebotomy Aide.

**Pharmacy Technician:** Application period April 1 – July 15. This is a 10-month hybrid program that prepares students for state registration and national certification. Students will be completing most of the course online, with the exception of labs, clinical externship, and hands-on instruction. This program will be offered annually with a once a year start date. We currently have 10 students enrolled. Five students graduated in late summer and 4/5 have passed their national certification.

NFCC has the following student organizations: **Florida Student Nurses Association (FSNA)**, **Health Occupations Students of America (HOSA)**, and **College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE)**.

**Workforce/Community Programs:**

**IV Therapy**—We have had a great response to this course since it was adapted to partially online with the hands-on and testing portion on campus. Students work on modules at home and then spend one or two days in class with skills. The course has been very successful and will be offered twice per year.

NFCC can offer CEUs for staff to meet state requirements. We have a partnership with AHEC to provide educational opportunities. In the past, we have offered Community Healthcare Provider training and the CNA Prep Course.

**Health Scholars Camp**—We are planning for three camps this summer and will continue to partner with AHEC to offer this camp on our campus each summer. When students enroll in Health Scholars Camps, it helps build the pipeline of students for health related careers. If your facility is interested in contributing to these camps, please let us know. Opportunities for speakers from specific disciplines are welcome as well as financial sponsorships, tours or activities.

**Facebook**—Mrs. Townsend stated that we have a Facebook Page: NFCC Nursing and Allied Health—please like us!

**Graduate Surveys**—Mrs. Townsend stated that we are now required to report on our graduates' status for our accreditation agency. These surveys are sent to the employer of our graduates at 6-12 months post-graduation to assess the performance of our graduates. Please be on the lookout for these. We will use these responses to make changes to our curriculum and to satisfy our accreditation requirements.

#### **Improvements:**

**Technology**—Neehr Perfect is the EMR we are currently using. It is also being used by the Health Information Technology program.

High fidelity simulation is in use in our labs as well as numerous manikins including those that can give birth. The Board of Nursing has increased the number of simulation hours allowed to 50% of the clinical training for our students.

We use Computer on Wheels(COWs) and Bar Code Scanning for medications.

All testing is done online with D2L and lockdown browser, on campus and proctored.

IPad Classroom—We have 50 iPads to use for instruction. These are stored on a chargeable cart for mobility purposes. Instructors can take these to the classroom in which they are teaching that day.

Surface Pro – Pharm tech program has 20 surface pros but are portable in rechargeable cart for use in other classrooms.

#### **Clinical Requirements:**

Our students are required to complete a Level II FDLE background check with the results reviewed by interdisciplinary committee. We follow guidelines from the FL Board of Nursing and Pharmacy and FL Statutes 435.04 and 456.0635. We cannot refuse the education of a student based on an arrest record but if we cannot place them in a clinical site then they cannot complete the requirements of our programs. As a group of students is coming to your facility, we will send a list with documentation saying they have been cleared for a public health practicum. Be assured that all of our students have met the following requirements before being allowed into your facilities:

- 10 Panel urine drug screen required for admission
- Immunizations, physical, and CPR is required for all clinical students entering your facilities

- Health insurance is purchased by students through the college to cover emergency care while as a student and practicing clinicals in your facilities.

For Contracts—Mrs. Townsend stated that when it is time for contract renewal, we like to send our contracts to our board in advance to give time to return them to us before they expire. Please let us know the time frame you are comfortable with. Some facilities want a continuing contract with annual review rather than annual renewal, others are 1-, 2-, or 3-year renewal. Please make sure the contracts are complete before returning them. The signatures on the last page must be witnessed, and you must indicate the length of term of the contract.

Our process—Communication for clinical assignments will now go through the faculty member needing the Clinical rotation. Our clinical coordinator position did not get approved for the upcoming year. We are continuing to try to get our assignments and calendars done at least a semester ahead of time, with some getting done a year in advance. If there are any concerns or questions, you can still contact Mrs. Barton who is moving into a teaching position and she will get you connected with the correct faculty member.

#### Future Plans/New Programs:

**BSN completion program**—To be consistent with the National initiatives to make significant improvements to healthcare and in support of the Institute of Medicines Report the Future of Nursing: Leading Change, Advancing Health, we are working on some new goals. To make education as seamless as possible we are working on a **BSN completion program**. Unfortunately, the state has had a moratorium on new bachelor degree offerings for the Florida College System. Legislation has just passed that lifts the moratorium. This degree will be only for RNs who have already completed their ADN degree, not for students who would like to go straight for their BSN. The push for hospitals to have 80% of their RNs with Bachelor's degrees is the supporting force for this program. Again, we are attempting to make education as seamless as possible. Our student population is not always able to go to college full time for four years as most University students do. So this type of track gives students the opportunity to go to work as quickly as possible and then complete school while working. Currently in the U.S., the American Nurses Credentialing Center (ANCC) reports for hospitals overall are 37% ADN RNs, 9% diploma nurses, and 50% BSN. For hospitals less than 100 beds nationally 48% ADNs, 9% diploma, and 40% BSNs. For the state of FL 2012 Workforce survey and the Florida Center for Nursing presented similar statistics for the state (60% ADN and 40% BSN).

#### **Reasons Why We Need a BSN Program at NFCC:**

1. Allied Health surveys convey growing local demand for a BSN program.
  - a. Of local healthcare facilities surveyed, 76% reported a need for bachelor's prepared RNs in their facility.
  - b. Of local healthcare facilities surveyed, 76% reported anticipating an increased need for additional bachelor's prepared RNs in the next 5 years.
  - c. 100% of NFCC's RN graduates were surveyed with 42% response. 95% of those who were surveyed were interested in a baccalaureate degree if offered by NFCC.
  - d. 16% of those who responded are enrolled or have completed a baccalaureate degree or higher in nursing.

To achieve this goal for health care the Florida Action Coalition recommend this Triad Model Approach – community/academic/employers with Nurses and patients all joining the three.

Mrs. Townsend stated that we need letters of support from you!! As a start to this approach, she will be approaching many leaders in your agencies and employers in our service district to partner together to continue the work of the Network grant. We would like to offer programs needed to grow our workforce, coordinate feeder pipeline programs to encourage interested students to join healthcare careers, and coordinate continuing education opportunities for agencies and staff in our service district.

**Paramedic to RN**—This bridge program has been suggested and we are currently working with our EMS department to move forward in developing the curriculum and a unique schedule that would be appropriate for working Paramedics.

**Health Information Technology (HIT)**—Mr. John Walt Boatright and Ms. Takiyah Randolph addressed the group and gave an outline of what the HIT program consists of. NFCC and the Rural Healthcare Workforce Network received a grant for this program in 2013. It is a 6-month online program that prepares students to assess and analyze electronic health records. Students must complete an internship at a contracted site. We are currently in the 2<sup>nd</sup> cohort of 21 students who will be eligible to test for certification in AHIMA in January. They stated they are hopeful for great results from these students. The 3<sup>rd</sup> cohort is scheduled to begin in January with 25 students enrolled.

**Coding/Billing**—Mr. David Dunkle, Associate Dean Economic Development and Technical Programs, spoke concerning Medical Coding and Billing and inquired if there was a need for this program to be offered in our area. The ICD9 is now being replaced by the ICD10. How are your coders/billers being training—in house or is the training outsourced? Ms. Keri Hilliard stated that they are training their coders in house.

Mr. Dunkle asked what the major needs of our agencies are and the response was for Certified Nursing Assistants. Discussion followed about the level of skilled worker that is available these days. Most agencies are training their staff upon employment.

Mr. Dunkle stated that there may be a real need for Pharmacy Technicians in our service area. CVS is always advertising for them.

Mrs. Townsend stated that we can offer HCAPS in Professionalism and Customer Service, CPR community classes need at least 10 students to hold a class. She reiterated that NFCC wants you to be pleased with our graduates and to please let us know what your needs are so we can meet them.

With no further business, the meeting was adjourned at 11:00 a.m.

Respectfully Submitted,

Melissa Tharpe  
Staff Assistant

## Allied Health Advisory

NORTH FLORIDA COMMUNITY COLLEGE  
DECEMBER 15, 2015

## New Faculty to Meet

DeShala Fraizer, RN  
Christie Corbin, BSN RN  
Lara Christie, MSN RN  
Angie Huges, BSN RN  
Stephanie Sapp, BSN RN  
Heather Barton, BSN RN

## Our Vision and Mission

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Our Allied Health Department Mission is to meet the community healthcare career needs through facilitation of student enrollment and progression through healthcare programs with a student centered learning environment that promotes students success through flexible and varied learning activities that foster creativity, critical thinking and professional growth.

## Striving for The Top

"2015's Best Community College"

- WalletHub's recent ranking of 670 community colleges
- Cost and financing, classroom experience, education outcomes, and career outcomes

## Associate Degree Nursing – RN

Application Period July 1 – October 1 (January Start Date Annually)

14 RN students were pinned December 10th

23 RN Students moving to the second year

19 RN Students start on January 6th

Curriculum Revision condenses program

Pass Rate for 2015: 89%

- Compared to 80% State Average for First Time Testers
- 100% on Second Attempt

## LPN to RN Bridge - RN Bridge

Application Period December 1 – March 1

◦ May Start Date Annually

This is a 1 Year, Full Time Accelerated Program

Classes Meet One Long Day a Week

Clinical Varies, Mostly Evenings

Graduated our first cohort in May 2015 of 11 Students

Cohort of 22 starting their final semester

### Practical Nursing - LPN

Application Period February 1 -- May 1 (Start Date August Annually)  
Class of 19 is in Full Swing  
11 Month Program  
Schedule to Graduate in July of 2016  
Pass Rate for 2015 is 82%  
◦ Compared to State Average of 83%

### Patient Care Technician - CNA/PCT

600 Hour Certificate Program  
PCT Certification Enables Graduates to Assist the Healthcare Team with finger stick blood sugars, removing IV's, removing catheters, G-Tube dressing changes without medication, and drawing blood  
Licensed in FL as CNA and Nationally as PCT  
Starting a cohort of 11 in January 2016

### Pharmacy Technician - CPhT

Application period April 1 – July 1 (Start Date August Annually)  
10 Month Program  
5 Students Graduated in June, 4 are Nationally Certified  
Currently Have a Class of 9  
Online format with the exception of clinical time

### Updates

HCAP Training  
IV Therapy  
PA Prep Course  
Community Healthcare Worker  
Health Scholar Camp  
Nurses Week

### Student Organizations

Florida Student Nurses Association  
  
Health Occupations Students of America (HOSA)  
  
College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE)

### Social Media

<https://www.facebook.com/pages/NFCC-Nursing-and-Allied-Health/506854889378330>  
Policy for Students

### Improvements - Technology

- Simulation Learning System - Neehr Perfect
- High Fidelity Simulation
- Computer on Wheels – Bar code scanning
- D2L – Testing, Submission of Assignments, and Communication
- IPad Classroom
- Surface Pro Classroom

### Clinical Requirements

- Level II FDLE Background Check Required
- 10 Panel Urine Drug Screen
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- Physical
- CPR
- Health Insurance
- Contracts

### Moving Forward

- BSN Completion
- ACEN – Accreditation Commission for Education in Nursing
- Paramedic to RN

### BSN Needs

- FL 60% ADN-RN and 40% BSN-RN
- Community – Academic Institutions – Employers
- 76% of Local Employers reported need for more BSN-RNs
- 76% of Local Employers anticipate and increased need of BSN-RNs
- 95% of RN Grads from NFCC were interested in BSN if offered by NFCC
- 16% of RN graduates from NFCC are enrolled or have completed BSN

### Career Tech Update

- HIT: Takiyah Randolph/John Walt Boatright
- Associate Dean: David Dunkle

### What do you need from NFCC?

- Workforce Training
- Customer Service for Healthcare
- Skills/Equipment Updates
- Vacant Positions

North Florida Community College  
Allied Health Advisory Committee Meeting  
June 25, 2015

NFCC in Attendance:

Julie Townsend, *Allied Health Director*  
Julie Walden, *Registered Nursing Instructor*  
Marcia Dodd, *Registered Nursing Instructor*  
Joanie Cruce, *Registered Nursing Instructor*  
Brandi Browning, *Registered Nursing Instructor*  
Robin Pearson, *RN Bridge Instructor*  
Billye Robinson, *Practical Nursing Instructor*  
Heather Barton, *Clinical Coordinator*  
Melissa Tharpe, *Staff Assistant*  
Debbie Bass, *Allied Health Advisor*  
Scott Murfin, *EMS Clinical Coordinator*  
John-Walt Boatright, *Health Information Technology*  
Dr. Mekia Jackson, *Pharmacy Technician Instructor*

Agency in Attendance:

Virginia Bradford, *Archbold Memorial Hospital*  
Albert Bivens, *The ARC Big Bend*  
Tyler Sununu, *Madison Health & Rehabilitation*  
Manuel Littlefield, *Walgreens*

Julie Townsend called the meeting to order at 10:03 a.m. She welcomed everyone to the meeting. She stated that their continued participation and contribution to our programs is vital for the success of our students and that our goal, regardless of program, is to prepare our clinical agencies with the best workforce possible.

Introductions were made throughout the room. Mrs. Townsend stated that we are still in the process of building an adjunct pool for clinical instruction. This enables us to have larger cohorts and still keep low student-to-instructor ratios. She asked that you pass along information to nurses that would like to be involved with education a couple of days a month or even a couple of days a week that we are constantly looking for adjuncts. Please have them contact Mrs. Townsend directly at 850-973-9428 or [townsendj@nfcc.edu](mailto:townsendj@nfcc.edu).

**NFCC Vision & Mission**

**Vision:** To be our communities' first choice for education and cultural enrichment.

**Mission:** An exceptional college dedicated to an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth for our students and communities.

**Allied Health and Nursing Mission:** Our mission is to meet the community healthcare career needs through facilitation of student enrollment and progression through healthcare programs with a student centered learning environment that promotes students success through flexible and varied learning activities that foster creativity, critical thinking and professional growth.



According to the Washington Monthly – 2<sup>nd</sup> Best Community College (1<sup>st</sup> St Pauls College in MN)

Mrs. Townsend stated that our current programs are: Pharmacy Technician, Medical Administrative Specialist, RN Bridge, Patient Care Technician, Practical Nursing, and Registered Nursing.

**Associate Degree Nursing (RN):** Application period July 1 – October 1 with a January start date each year. Currently we have 24 first year RN students who will complete their first year in December. We will graduate 14 second year students in December. Current pass rate for 2014 is 95%, 2015 is 89% compared to 80% state average for first time testers (with 100% on second attempt).

**LPN to RN Bridge (RN Bridge):** Application period December 1 – March 1 with a May start date each year. This is a 1 year, full time accelerated program. Currently, our second cohort of 23 RN Bridge students began on May 11<sup>th</sup>. Our 1<sup>st</sup> cohort graduated April 30<sup>th</sup>. So far 6/7 students have passed the NCLEX. Classes meet 2 days a week, one is a half day and the other is a full day. They have clinical in the evenings on those same days. The point of the schedule is to condense the class meeting times so that they are not coming to school for a few hours each day but rather all at one time so they can continue working.

**Practical Nursing (LPN):** Application period February 1 – May 1. Our current cohort consists of 20 students who completing OB clinical. They are scheduled to graduate in July 2015. We offer an annual start date of August each year and the program is 11 months. Current pass rate for 2014 is 96% with a state average of 83%.

**Medical Administrative Specialist (MAS):** Begins August 24<sup>th</sup>. This program provides an opportunity for those who have not yet decided whether they would like to go into the medical field or business. They receive a basic foundation including medical terminology, HIPAA, CPR, Insurance and Billing, Business and Personal Finance, and extensive customer service education. Mrs. Tammy Kemp, one of our own RN graduates and also has an AS in Business is the instructor. Our 2015 class completed on June 11<sup>th</sup>. We are taking applications from April 1-Aug 1. All nine students from this class took the National Certified Medical Administrative Assistant exam and 8/9 passed. Mrs. Kemp is also CMAA certified.

**Pharmacy Technician (PT):** Application period April 1 – July 15. This is a 10-month hybrid program that prepares students for state registration and national certification. Students will be completing most of the coursework online, with the exception of labs, clinical, and hands-on instruction. This program will be offered annually with a once a year start date. Five students graduated on June 18<sup>th</sup> and 4/5 have passed their national certification.

**Customer Service:** HCAP training has been included in our orientation process for students entering clinical training as well as being integrated throughout the curriculum.

**Student organizations:** Florida Student Nurses Association in the process of initiating, Health Occupations Students of America (HOSA), and College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE). These organizations help the students be active in campus activities.

### **WORKFORCE/COMMUNITY PROGRAMS**

**IV Therapy:** We have had a great response to this course since it was adapted to partially online with the hands-on and testing portion on campus. The current cost is less than \$100 to complete this training. We hope to offer this course at least once per year.

**PA Prep Course:** We have been very successful in offering this course for students who want to be a Physician Assistant. For their application, they are required to do clinical service hours and one way to accomplish these are working as a CNA. This course prepares them for the minimal training to take the CNA exam. We typically offer two of these courses per year, one in Spring and one in Fall.

**Community Healthcare Worker:** We have an informal partnership with AHEC and are providing this course as needed to help with the training for those doing community health screenings (BP, BMI, Glucose, HIPAA)

**Health Scholar Camp:** We have a total of three camps this summer. Madison County was June 8<sup>th</sup>- 10<sup>th</sup>, Live Oak was June 15<sup>th</sup>-17<sup>th</sup>, and Taylor County will be July 7<sup>th</sup>- 9<sup>th</sup>. There have been approximately 12-15 students in each camp. We will continue to partner with AHEC to offer this camp on our campus each summer, because it helps to build the pipeline of students for health related careers. If your facility is interested in contributing to these camps, please let us know. Opportunities for speakers from specific disciplines are welcome as well as financial sponsorships.

**Community Involvement:** Please "like" us on FACEBOOK <https://www.facebook.com/pages/NFCC-Nursing-and-Allied-Health/506854889378330>

**Graduate Surveys:** Soon we will be sending out Graduate Surveys that are now required of our accreditation agency. These surveys are sent to the employer of our graduates at 6-12 months post-graduation to assess the performance of our graduates. These surveys will be specific to a named graduate and will be user friendly for ease of completion. We would prefer that the supervisor for the student complete the survey, if possible.

### **IMPROVEMENTS**

**Technology:** Neehr perfect is the EMR we are currently using. High fidelity simulation is in use in our labs as well as numerous manikins including those that can give birth. The BON has increased the number of simulation hours to 50% of the clinical training. Mrs. Townsend stated that our SIM MAN is nine years old. She stated that hopefully funding will come through for upgrades or additional equipment.

**Computer on Wheels:** Our carts are equipped with Bar code scanning, for simulation skills.

**D2L:** All nursing testing is online with lock down browser, but is on campus and proctored. We have an

**IPad Classroom:** With 50 iPads to use for instruction. These are stored on a chargeable cart for mobility purposes. Instructors can take these to the classroom they are using each day.

**Surface Pro:** The Pharmacy Technician Program has 20 surface pros portable in rechargeable in a rechargeable cart for use in other classrooms.

### **CLINICAL REQUIREMENTS**

As part of our clinical requirements, a Level II FDLE background check is required of all students, with the results reviewed by an interdisciplinary committee. We follow guidelines from the FL Board of Nursing and Pharmacy and FL Statutes 435.04 and 456.0635. We cannot refuse the education of a student based on an arrest record, but if we cannot place them in a clinical site, they cannot complete the requirements for the program. As a group of students is coming to your facility, Mrs. Barton will send a list with documentation saying they have been cleared for a public health practicum. We also require a 10 Panel urine drug screen for admission to our programs. Up-to-date Immunizations, a physical, and CPR certification is required for all clinical students entering your facilities. Mrs. Barton keeps up with due dates for these certifications and ensures that students remain in compliance with our requirements to perform their clinical assignments. As part of their tuition, health insurance is purchased by students through the college to cover emergency care while as student and practicing clinicals in your facilities. It is the student's responsibility to complete paperwork and file a claim, should there be a need.

### **CONTRACTS**

We want to encourage you to give us a time frame for how long you are comfortable with the contract. Some facilities want a continuing contract with annual review rather than annual renewal, others are doing 3-year renewal. We send our contracts to our board at least 4 months in advance to give you time to return them to us before they expire. Please make sure the contracts are complete before returning them, i.e., the signatures on the last page must be witnessed, and the length of term of the contract must be designated. We are currently in the process of renewing contracts that expire through December 2015, so we will have those completed before expiration.

**Our process:** All communication for clinical assignments will continue to go through the Clinical Coordinator. This reduces the potential of multiple contacts from NFCC to arrange different programs. We continue trying to get our assignments and calendars done at least a semester ahead of time, with some completed a year in advance. If there are any issues concerning students and/or faculty at the clinical site, our Clinical Coordinator is the first point of contact. Her contact information is [bartonh@nfcc.edu](mailto:bartonh@nfcc.edu) and 850-973-1658.

### **FUTURE PLANS/NEW PROGRAMS**

**Health Information Technology (HIT):** Mr. John Walt Boatright gave specifics on HIT. The program has been well received and is being offered due to NFCC receiving a federal grant. This program is a six month online program managing electronic healthcare records. There are no prerequisites only a high school diploma required. There is also a 20-hour apprenticeship required. We have five sites already on

board to help meet this requirement. We are looking to expand sites that will allow students to complete their apprenticeship. We are closing the second year of a 3 year workforce training grant for Health Information Management. The 1<sup>st</sup> cohort wraps up June 30<sup>th</sup>, and the 2<sup>nd</sup> cohort began classes on June 15<sup>th</sup>. We will keep you updated on when the 3<sup>rd</sup> cohort begins, as the dates become available.

**Patient Care Technician (CNA/PCT):** This is currently a 600 hour certificate program. The PCT certification enables graduates to assist the nursing staff with finger stick blood sugars, removing IV's, removing catheters, G-Tube dressing changes without medication, and drawing blood. Current pass rate for 2014 is 100% for combined written and clinical. We are above the state average of 69%. We would like feedback on what the needs are for this program. It is currently on hiatus while we look at a possible evening schedule and possibly including some additional certifications to the existing program. ***UPDATE: The Board of Trustees has granted approval for the return of this program, scheduled for January 2016 start date.***

**Paramedic to Registered Nurse:** This bridge program has been suggested and we are currently working with our EMS department to move forward in developing the curriculum and a unique schedule that would be appropriate for working paramedics.

**BSN completion program:** To be consistent with the National initiatives to make significant improvements to healthcare and in support of the Institute of Medicines Report the Future of Nursing: Leading Change, Advancing Health, we are working on some new goals. To make education as seamless as possible we are working on a **BSN completion program**. Unfortunately, the state has had a moratorium on new bachelor degree offerings for the Florida College System. Legislation has just passed that lifts the moratorium. This degree will be only for RNs who have already completed their ADN degree, not for students who would like to go straight for their BSN. The push for hospitals to have 80% of their RNs with Bachelor's degrees is the supporting force for this program. Again, we are attempting to make education as seamless as possible. Our student population is not always able to go to college full time for 4 years as most University students do. So this type of track gives students the opportunity to go to work as quickly as possible and then complete school while working. Currently in the U.S., the American Nurses Credentialing Center (ANCC) reports for hospitals overall are 37% ADN RNs, 9% diploma nurses, and 50% BSN. For hospitals less than 100 beds nationally 48% ADNs, 9% diploma, and 40% BSNs. For the state of FL 2012 Workforce survey and the Florida Center for Nursing presented similar statistics for the state (60% ADN and 40% BSN). To achieve this goal for healthcare the Florida Action Coalition recommend this Triad Model Approach – community/academic/employers with Nurses and patients all joining the three. As a start to this approach, Mrs. Townsend stated that she will be approaching leaders in your agencies and employers in our service district to partner together to continue the work of the Network grant by growing our Allied health Department. If we can offer programs needed to grow our workforce, coordinate feeder pipeline programs to encourage interested students to join healthcare careers, coordinating continuing education opportunities for agencies and staff in our service district, we will continue to grow our workforce.

**Discussion:**

Mr. Littlefield from Walgreens asked why we are not advertising outside of our servicing district for our programs. Mrs. Townsend responded to Mr. Littlefield and advised him that we have a limited advertising budget for our programs and we focus most of our advertising in our service district. He stated there is a real need for Pharmacy Technicians in our area. Discussion of retention and accreditation followed. Mrs. Townsend stated that our biggest obstacle for retention is obtaining a qualified applicant pool for the Pharmacy Technician Program.

With no further discussion, the meeting was adjourned at 11:00 a.m.

Respectfully Submitted,

Melissa Tharpe  
Staff Assistant  
Allied Health Department

MINUTES: March 24, 2015

MEETING: NORTH FLORIDA COMMUNITY COLLEGE  
MADISON, FLORIDA

TRUSTEES PRESENT: Mr. Mike Williams, Chair  
Mr. John Grosskopf, President  
Mrs. Sharon Benoit  
Mrs. Sandra Haas  
Mr. David Howell  
Mr. Billy Washington  
Mr. Gary Wright

ABSENT: Mr. Ricky Lyons

STAFF PRESENT: Ms. Cissy Adleburg  
Mr. Rick Davis  
Mr. David Dunkle  
Dr. Sharon Erle  
Ms. Cindy Gaylard, Recording Secretary  
Mr. Scott Hubert, Audio Visual Technician  
Mr. Bill Hunter  
Ms. Amelia Mulkey  
Ms. Susan Taylor  
Ms. Julie Townsend  
Ms. Mary Anne Wheeler

Mr. Bruce Leinback, Board Attorney

The meeting was called to order by Mr. Williams, who led the group in the pledge of allegiance to the flag following the opening prayer by Mr. Howell.

Chairman Williams requested that Agenda Item X-d (Construction Management Agreement) be tabled until next month.

**MOTION:** (Mr. Washington/Mrs. Haas) That the District Board of Trustees approves to adopt the agenda as amended. The motion carried unanimously.

**MOTION:** (Mrs. Haas/Mr. Washington) That the District Board of Trustees approves the minutes of the February 17, 2015 regular Board meeting as presented. The motion carried unanimously.

**MOTION:** (Mr. Washington/Mrs. Benoit) That the District Board of Trustees approves the agreement between North Florida Community College and The University of West Florida.

District Board of Trustees Minutes

March 24, 2015

Page 2

Dr. Erle advised that this will allow two of our nursing instructors who are attending UWF online (Billye Robinson and Danielle Sadler) to perform their clinical hours with our MSN nursing instructors. After an overview by Dr. Erle and discussion by the Board, the motion carried unanimously.

**MOTION:** (Mr. Washington/Mr. Wright) That the District Board of Trustees approves the Career Pathways Articulation agreement with the District School Board of Jefferson County. Mr. Dunkle advised that this will provide a method of granting postsecondary course credit for learning and skills accomplished as part of secondary school instruction. After an overview by Mr. Dunkle, the motion carried unanimously.

Mr. Dunkle extended an invitation to the Board members to attend a workshop on Tuesday, March 31, at 1:00 p.m. in the Student Center at which time a representative from the Small Business Development Center at the University of North Florida will be presenting on the Top Six Internet Marketing Tips. He said the workshop is free and open to the public.

**MOTION:** (Mrs. Haas/Mr. Wright) That the District Board of Trustees approves changes to the Policy Manual as discussed at the meeting for the following policy:

- 4.54 Employment/Student Policy on Pandemics (New Policy)

After discussion regarding possible language revision, Mr. Wright moved to table the previous motion for further review and possible redrafting of the policy. The motion carried unanimously.

**MOTION:** (Mrs. Haas/Mr. Washington) That the District Board of Trustees approves to advertise changes to the Policy Manual for the following policy:

- 4.116 Vacation Benefits (Annual Leave) (Changes to Current Policy)

After an overview by Mr. Hunter, the motion carried unanimously.

**MOTION:** (Mr. Washington/Mrs. Benoit) That the District Board of Trustees approves the warrant list for February 2015. The motion carried unanimously.

The Revenue and Expenditure Report for February 2015 was presented as an item of information, as was the Statement of Account for February 2015, and Ms. Mulkey gave an overview.

Ms. Mulkey advised that Agenda Item X-d (Construction Management Agreement with Allstate Construction, Inc.) was tabled to allow time to merge the standard agreement with the changes proposed by Attorney Leinback, gain approval of those changes by Allstate Construction, Inc., and then bring it back to the Board as one document next month.

President Grosskopf reported that Dr. Cheryl James is ill and had to be absent from the meeting, but in addition to her departmental updates, she wanted to expressly thank

Mr. Wright for assisting her with the Jefferson County fundraiser that will be held this Saturday evening at the home of Ms. Janegale Boyd.

### PRESIDENT'S HIGHLIGHTS

President Grosskopf distributed copies of a summary of the Council of Presidents (COP) legislative budget request for 2015 for the Florida College System. He presented an overview and discussed the following:

- Florida College System Recommended Funding: \$100 million
  - **Capacity funding (Compression) - \$35 million**
    - **Would bring us up to the state average in terms of relative need, and we would be able to start some new programs that would yield us some performance numbers**
  - Equity funding - \$35 million
  - Performance funding - \$30 million
- He distributed copies of legislative delegation contact information and asked Trustees to contact our legislators and encourage them to support the Florida College System budget proposal. He presented an overview of Compression funding.
- SB 1252 – the baccalaureate bill – would add numerous hurdles to colleges offering baccalaureate degrees and would hinder our mission to respond to local needs, and he asked that Trustees let our legislators know we cannot support this bill.
- NFCC received a letter from the Florida College System Risk Management Consortium informing us that NFCC had a 72% participation rate at the recent health screening, which qualified us to receive \$10,000 from our insurance company.

Ms. Susan Taylor presented a brief history of where NFCC is in the process of pursuing a Bachelor of Science (BSN) degree and gave the following information and timeline:

- 2013-2014 – NFCC initiated the process for pursuing the offering of an online BSN degree. This program would only be available to students who have already earned a 2-year AS degree in Nursing (ADN).
  - During this process, legislation placed a moratorium on this application process.
- August 2014 – In anticipation of the legislative moratorium being lifted in 2015, NFCC began revisiting the application process, including researching accreditation requirements to become a Level II institution allowing NFCC to grant Bachelor's degrees.
- March 2015 – NFCC formally declared its intentions to begin the application process allowing us to offer a BSN degree. This declaration was submitted through the FLDOE e-mail notification system known as APPRiSe. Colleges and universities received notice of our intention and are invited to comment on their level of support of this application.
  - NFCC is prepared to continue the application process, including collecting letters of support from community businesses and medical professionals.
  - When the application is complete, it will be brought to the NFCC Board of Trustees for review and final approval.



- NFCC's goal is to be ready to submit this application to FLDOE and begin the accreditation process with Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and Accreditation Commission for Education in Nursing (ACEN) as soon as the moratorium is lifted.

President Grosskopf requested the Board's approval, in principle, to continue the process of pursuing a BSN degree.

**MOTION:** (Mr. Wright/Mrs. Haas) That the District Board of Trustees approves, in principle, to proceed with doing what is necessary to pursue a BSN degree. After an overview by Ms. Taylor, President Grosskopf, and NFCC Allied Health Director Julie Townsend, the motion carried unanimously.

**MOTION:** (Mrs. Haas/Mr. Wright) That the District Board of Trustees approves to declare the following two items surplus and permit the sale as requested to the Russell-Horton family:

- German green onyx clock
- French clock

President Grosskopf advised that this will net small cash payment for the NFCC Foundation and will promote good will. After an overview by President Grosskopf, the motion carried unanimously.

A copy of the Office of Institutional Effectiveness, Research, & Accreditation (OIERA) newsletter for the month of February 2015 was included as an item of information.

### **GOOD OF THE ORDER**

Chairman Williams reminded Trustees that they may contact all of the legislators in the College district regarding the legislative issues President Grosskopf discussed.

Chairman Williams announced that the next regularly scheduled meeting of the District Board of Trustees meeting will be held on April 21, 2015, at 5:30 p.m. in the North Florida Community College Board Room.

The meeting adjourned at 6:35 p.m.

Respectfully submitted,

John Grosskopf  
President

Michael R. Williams  
Chair

/cmg

## Townsend, Julie

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**From:** Boatright, Johnie  
**Sent:** Monday, February 09, 2015 9:30 AM  
**To:** Deidra Newman; Elizabeth Schlein; Townsend, Julie; Mollie Hill; Richard Wisdahl; Sarah Brus; Sheryl Rehberg; Sue Allen; Walter Boatright  
**Cc:** McCormick, Jessica; Seabrooks, Jacki; Gail Bellamy; Geri Forbes; Glenda Stanley; Lisa McGinley; Lillis, Nancy  
**Subject:** Network Update 2/9/15  
**Attachments:** 1.27.15 Quarterly Meeting minutes.pdf

Attached, please find the minutes from our quarterly meeting on Jan. 27<sup>th</sup> – please contact me with any questions or recommended revisions.

### Highlights from the meeting:

- Taylor Co. Health Fair Friday, February 27<sup>th</sup>
- NFCC proposed BSN program requesting your letters of support!
- Collaboration and partnership with the new North Central Florida Rural Health Network
- Health Occupations library production (via budget extension)
- ANNUAL SUMMIT 4/23/15
  - If you have additional ideas, contacts, suggestions in the coming weeks, let me know. Please reach out to colleagues to find out what they look for in events like this.

A BIG thank you again to Lisa McGinley at the Brynwood Center for her kindness in hosting our meeting! The annual summit will serve as our next quarterly meeting.

### John-Walt Boatright

Executive Director  
North Florida Rural Healthcare Workforce Development Network  
325 Turner Davis Drive  
Madison, FL 32340  
Work: 850.973.1671  
Cell: 386.590.1201  
Email: [boatrightj@nfcc.edu](mailto:boatrightj@nfcc.edu)

# North Florida Rural Healthcare Workforce Development Network: Quarterly Meeting

Tuesday, January 27, 2015 at Brynwood Center

Meeting called by	John-Walt Boatright
Type of meeting	Network Quarterly Meeting
Note taker	Jessica McCormick
Timekeeper	Jessica McCormick

## Attendees:

- Sheryl Rehberg (Career Source NF; Executive Director)
- Elizabeth Schlein( Covenant Hospice; Director of Branch Operations
- Julie Townsend ( NFCC; Director of Allied Health)
- Gail Bellamy ( FSU College of Medicine; Director of Center for Rural Health Research & Policy)
- Lisa McGinley ( Administrator, Brynwood Center)
- John-Walt Boatright ( Executive Director)
- Jessie McCormick ( Staff Assistant)
- Greg Riherd (North Central Florida Rural Health Network)
- Samantha Goldfarb (FSU College of Medicine)

## AGENDA TOPICS:

- Call to Order
- Roll Call
- Review and approve the Network minutes from previous meeting
- Executive Director's Report ( John- Walt Boatright, Executive Director)
  - Budget Report
  - Summary of Events
  - NCE activities
  - HIT Program update.
- North Central Florida Rural Health Network ( Gregory Riherd, Project Coordinator)
- Annual Summit- Thursday, April 23<sup>rd</sup> @ Advent Christian Village
- Comments
- Adjourn

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Time allotted | *start* 2:10 PM *ended* 3:31 PMPM | Agenda topic: *Network general information, Annual Summit, and budget report* |

- John- Walt Boatright gave a brief introduction, thanking everyone for being present for the meeting. He passed out the sign in sheet along with an information packet which included information pertaining to the meeting and the upcoming Annual Summit event:

**I. Call to order-John-Walt Boatright:**

- J. Boatright called the meeting to order at 2:10 PM., giving a special thanks to Ms. Lisa McGinley for allowing us to meet at Brynwood.

**II. Roll Call- John-Walt Boatright:**

- **The following Governing Board member were in attendance**
  - Sarah Brus, Doctors' Memorial Hospital Director of Human Resources
  - Sheryl Rehberg, CareerSource North Florida Executive Director
  - Elizabeth Schlein, Covenant Hospice; Director of Branch Operations
  - Julie Townsend, NFCC Director of Allied Health
  - Richard Wisdahl, Lafayette Health Care Center Administrator
- **The following Advisory Committee members were in attendance:**
  - Gail Bellamy, FSU College of Medicine; Director of Center for Rural Health Research & Policy
- **The following Network staff & others were in attendance:**
  - John Walt Boatright, NF Rural Healthcare Workforce Development Network; Director
  - Samantha Goldfarb, FSU College of Medicine
  - Greg Riherd, North Central Florida Rural Health Network Project Coordinator
  - Jessica McCormick, NFCC Health IT Staff Assistant

**III. Approval of minutes from last meeting:**

- J. Boatright presented the minutes from the annual meeting from last quarterly meeting.
  - Sheryl Rehberg made a motion
  - Elizabeth Schlein made a second.

**IV. Executive Directors Report:**

- **Budget Report-John-Walt Boatright**
  - J. Boatright presented the budget report to the members and gave them a moment to review it, while he explained that the major cost expense came from travel. He explained that he attended several conferences that contained essential information pertaining to the Network.
  - The board discussed with J. Boatright the contacts that he made through these conferences and moved forward to the next order of business.
- **Summary of Events**
  - J. Boatright mentioned the community health fair that is approaching, in partnership with NFCC and Taylor Tech. It will be held Feb. 27<sup>th</sup> 10-2:00PM. Please help up promote and if you know of anyone in the area to contact him. To raise attention to this event.
  - S. Rehberg asked is there one in Madison?
  - J. Boatright responded with yes, "April 10<sup>th</sup> at the Courthouse".

- J. Boatright also mentioned that we are assisting Suwannee Hamilton Technical Center in a dental survey for the regional dental offices to see if they feel there is a need for SHTC to offer a Dental Assistant program.
- S. Rehberg asked if we have received any results.
- J. Boatright responded with yes we have and the deadline is set for this Friday.
- At this time, J. Boatright turned the floor over to Julie Townsend to promote the ADN to BSN program that the Allied Health Department at NFCC is preparing to offer, which needs letters of support. This was the main goal from J. Townsend in bringing it to the Board's attention.
- J. Townsend presented the board with information pertaining to the ADN To BSN program that NFCC is looking to offer Spring/Summer term. She added that she is in the process of administrating a survey for the need of this program and would like to ask that the Network come on board with this new program, by assisting in submitting letters of support and promote the advantages of this program as well as the success it will have on the community as a whole. She added that this will be the first Bachelor's program offered at NFCC. NFCC President John Grosskopf will be reaching out to other universities for advice and data information. At this time she turned the Board's attention to any open feedback or interest in the program.
- G. Bellamy raised a question of concern -, she mentioned that being a rural area already, many of the programs are already stepping all over one other during clinical time.
- J. Townsend commented that since programs applicants are required to already be licensed, it would not be required to do clinical. This is just to further their education. They will be in classes such as Chemistry, Communications, a 2<sup>nd</sup> Engl. It will not require face to face training.
- S. Rehberg asked if it would be for only RN completed students.
- J. Townsend replied with yes, only completed RN students.
- S. Rehberg: will they need to be currently working in that profession?
- J. Townsend: As of right now, we are not sure. We are leaning more towards no because if they are not currently working a full time job, they are more likely to come back to college to further their education as opposed to someone who is working a full time job, but it will be an option for them. It will really depend on each student's case.
- G. Bellamy commented that she can see how this would be an opportunity to have both working students and non-working.
- S. Brus added that they are more apt to continue education if they are not already working and in that everyday routine or habit.
- J. Townsend commented that she agreed and if you take a typical NFCC student they are leaving with experience, education, and a career.
- G. Bellamy: will this be full time?
- J. Townsend: it can be either it will depend on the student's individual capability and situation. They will each go through an advising process to place them on the most sufficient and successful path.
- There was some discussion regarding if this program was catalyzed by the Florida legislature lifting a moratorium.
- J. Townsend addressed this discussion by assuring them that she would gather more information and maybe create a timeline to provide to them via email. As soon as she found out more information. She did verify that is was a Legislature not DOE.
- S. Rehberg then makes a motion to provide letters of support from the Network for this program; S. Brus seconded.
- The Network board agrees to send letters of support to J. Boatright via email.

- J. Boatright turns the Board's attention onto the next item of business.

➤ **NCE Activities**

- J. Boatright addressed the No Cost Extension at this time, giving a brief overview of what the project would entail.
  - ❖ JWB: Along with continuing or current activities, I would like to give an overview of the NCE activity. We would develop and implement Health Occupational Digital Library that would consist of 15 to 20 min. professional filmed videos that give a detailed look at a day in the life of a variety of health care professions: such as an RN, Physical Therapist, Health Information Tech., and etc. The videos could be accessible to high schools around our six county areas to be displayed to their students that are interested in going into a health related field. They could also be available online. The idea behind this project is to have a sustainable project that would provide in-depth visual guidance for students that are choosing their health occupation career. However, due to the extended timeframe that our proposal was hung up in the approval process, it is not realistic to be able to advertise and hire for the personnel positions that were allocated for this project. As a result, in order to follow through and achieve a successful project, I recommend that we use the money that was allocated for the personnel towards professional media experts to produce a quality product.
- G. Bellamy and G. Riherd both proposed that this would be a great opportunity to get universities involved (for example, UF or FSU film students). Both agreed to touch base with contacts they have to purpose this as an idea for either a completion or as a part of their final project/class grade.
- J. Boatright asked that G. Bellamy and G. Riherd gather any additional information and send it to him via email.
- R. Wisdahl raised an important question pertaining to whether we would be the ones in control of the content.
- J. Boatright and S. Rehberg both confirmed that being that this project is one from the Network, we would have full control over the content.
- At that moment, the board began to pitch ideas as to which fields we should focus on making the videos about. Several ideas were mentioned such as:
  - ❖ Physical Therapist
  - ❖ Mental Health
  - ❖ RN
  - ❖ Physician's Assistant
  - ❖ Nurse Practitioner
- J. Townsend suggested to stick to an education track and then show how that education leads to health occupations.
- R. Wisdahl advised us to narrow down to what the need is for rural areas.
- G. Bellamy then advised J. Boatright or myself to maybe compile a list or short survey to see what the 6 county rural areas needs and then let those be the focus for the videos.
- S. Brus suggested to us not to forget the Medical billing and Admin side of all the health careers.
- J. Boatright at this time engaged each question, concern, and the advice and said he would follow up and make the necessary changes work to have a successful out come from the NCE. He reminded Dr. Bellamy and Greg to forward him the contacts so he could move forward with this project as soon as possible.

➤ **HIT Program Update Jessica McCormick:**

- At this time J. Boatright gave the floor to J. McCormick to further discuss Health IT updates.
- J. McCormick gave a brief overview pertaining to where Health IT is at now.
  - HIT is moving along successfully. We just began our first cohort with 30 students and each student seems to be progressing through the program very successfully. We are about to begin our first module with Neehr Perfect, which is the actual implementation of electronic health records system and we are already starting our 2<sup>nd</sup> cohort waiting list for July.

➤ J. Boatright at this time gave Greg Riherd time to promote and explain his new project to the board members.

➤ **North Central Florida Rural Health Network( Gregory Riherd, Project Coordinator)**

- Greg Riherd gave a brief overview as to what the NCFRHN grant entailed:
  - ❖ The main goal of our grant is to improve healthcare, meaning the quality of service provided. In 4 to 5 months we will meet to start the planning process and to determine where to start. He explained that the Network and his project go hand and hand, we both are coming together for the common good which is to provide better healthcare. The Network helps to provide better job opportunities and quality employees while his grant is focused on providing the best quality care. During our April meeting, we will come up with our mission statement and hopefully receive more feedback from HRSA. As of right now, we are not funded under a specific grant - we are still in the process of searching for a grant that will coincide with the mission and ultimate goal that we have. With that being said, he engaged the Board members to please be on the lookout for any grant opportunities that would fit their goal and to please email him the information.
  - ❖ G. Bellamy added that she felt that this was a great opportunity and that there was many ways that both NCFRHN and the Network could benefit by helping one another. She stated this is a very new and different project. It is faith based and it is focused on the nature of services, not on workforce. Therefore that raises the questions as to who could provide services for this particular grant, our Network could. It is a sustainable project and give us the opportunity to work close together for the common good of the community. `
- J. Boatright commented that he was very impressed with their last meeting, the turnout was very good and the diversity in people was very productive.

V. **Annual Summit- Thursday, April 23<sup>rd</sup> @ Advent Christian Village**

- **Agenda- topics of interest, speakers, CEUs**
- J. Boatright brought the board members attention to the upcoming Annual Summit and the needs pertaining to this event.
- J. Boatright mentioned the need for guest speakers and opened the discussion to anyone who had ideas on the Summit
- J. Boatright added the date will be April 23<sup>rd</sup> and everyone agreed that the planning is coming along well and that the date will work.
- Dr. Gail Bellamy presented that we take a brief survey by a few of the local Directors of Nursing to see what type of CEUS they need their employees to have and to offer them at the Summit.
- R. Wisdahl mentioned that it would be informative to touch base with local doctor's office, dig further to find out what they feel is new in the medical world. "I say we stick to the nuts and bolts, but it's all going to depend upon who our audience is."

- S. Brus suggested doing tracks or breakout sessions.
- E. Schlein mentioned getting Cary Pigman - he is a key note and wonderful public speaker
  - J. Boatright confirmed that he would be in contact with surgeon's office and try to get Dr. Armstrong.
  - R. Wisdahl mentioned getting 3 to 4 Administrative people to speak about their positions as well.
  - S. Rehberg mentioned Sen. Denise Grimsley.
  - J. Townsend offered getting in touch with 3 to 4 DON's and see if they are able to help with finding speakers or may want to do a session.
  - J. Boatright said her would get in touch with Teresaa Edge at Brynwood as well.
- S. Rehberg mentioned that one major way to get people to interact and be excited about participating is to have them see the value in attending. Therefore you have to provide valuable and present information.
- S. Rehberg what is are format, last year we did not have sessions but I can see where sessions would be useful especially breakout sessions.
  - Key notes on future of medicine
  - Breakout for updates
- G. Bellamy mentioned David Wood for a guest speaker from Taylor County
- S. Rehberg mentioned having 4 breakout sessions around 90 mins.
- J. Boatright then confirmed that the format , time frame, and venue of the summit is all ok by the board So we will have everyone there for keynote and then breakout after or during lunch.
- S. Rehberg agreed that during lunch is a good idea.
- E. Schlein mentioned have maybe 2 repeat sessions between breaks
- G. Bellamy that would work do 2 and 2 and then lunch and then 2 and 2 after
- **Topics of Interest and Theme:**
  - J. Boatright asked for any specific themes
  - G. Bellamy: Geriatric theme or faith theme or try both since at Advent Christian Village
  - S. Rehberg advised Geriatric Care
  - G. Bellamy: Pain Management and Mental Health
  - J. Boatright said to send him the information via email and he will look further
- **CEUS:**
  - G. Bellamy raised a concern regarding if we are offering CEUS if we have nurses involved in the planning and preparation for them.
  - J. Townsend confirmed that we do have nurses apart of planning.
  - R. Wisdahl is this something that has to be board accepted or approved,
  - J. Boatright confirmed that he would look into it further

**VI. J. Boatright Comments/Good News:**

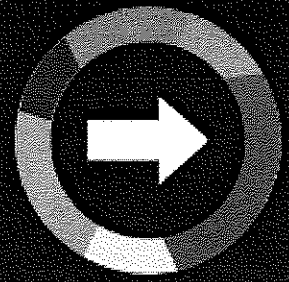
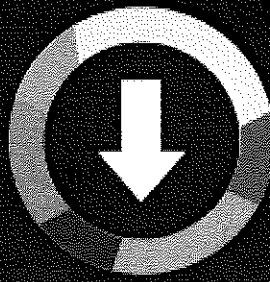
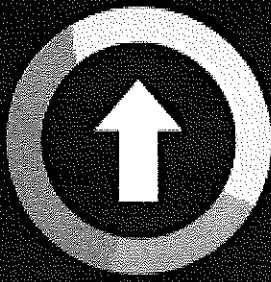
- J. Boatright open the floor to any good news or extra comments.
- He plans to email each board member pertaining to any updates about the summit
- J. Boatright then asked for the dates pertaining to the next quarterly meeting. The Board agreed with the summit April 23<sup>rd</sup> that we can substitute that month's quarterly meeting for the summit.

**VII. Adjourn- J. Boatright at 3:30 PM**

- E. Schlein made a motion to adjourn; S. Rehberg seconded.
- Meeting adjourned at 3:30 PM.



# NFCC Work Group Meeting Minutes



Date

12/02/14

Meeting Time

9:00

AM or PM?

AM

## Work Group Information

Work Group Name

BSN Planning

Meeting Location

Building 5 Conference Room

Note taker's E-mail Address

taylor@nfcc.edu

Meeting Purpose

To meet with key campus leaders to plan for BSN responsibilities

Meeting Facilitator/Chair

Julie Townsend

## Members in Attendance:

1. Julie Townsend, Director of Nursing
2. Amelia Mulkey, Dean of Administrative Services
3. Dr. Sharon Erle, Dean of Academic Affairs
4. Mary Ann Wheeler, Dean of Enrollment and Student Services
5. Frances Adleburg, Director of Curriculum and Instruction
6. Kay Hogan, Director of Academic Support
7. Jennifer Page, Coordinator of Academic Support
8. Susan Taylor, Coordinator of Institutional Effectiveness, Research, and Accreditation
9. Nancy Lillis, Coordinator of Grants Administration
10. Lori Pleasant, Registrar
11. Margie Phillips - Coordinator, Database & Reports/CIO

## Agenda Items

1. BSN Application Process Update
  - A. BSN Application Timeline Deadlines (submitted to BOT)
  - B. Review the FCS Application and Draft of Letter of Intent
2. Discussion with Campus Leaders about how to meet these deadlines and to establish a work plan

## Review/Discussion of Previous Action Items

1. Julie Townsend shared the timeline requested by President Grosskopf and shared with the NFCC Board of Trustees. It was noted that this document focused on the amount of time estimated to complete each task rather than date-specific. We do not know when the State Legislature and FLDOE will begin accepting applications; however, NFCC does need to be prepared to submit its application when the application window does open again.

## Progress of Previous Action Items

	In Progress	Tabled	Completed
Previous Action Item 1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous Action Item 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous Action Item 3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous Action Item 4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Previous Action Item 5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Discussion Points for New Action Items

1. Although several planning meetings involving the Director of Nursing, the Dean and Director from Academic Affairs, and the Coordinator of IE, Research, and Accreditation, this is the first meeting with other key personnel on campus.
2. Julie and Dr. Erle discussed the curriculum and personnel needs (e.g., how many instructors and their degree rankings). According to SACSCOC, "at least 25% of the course hours in each major at the baccalaureate level are taught by faculty members holding an appropriate terminal degree--usually the earned doctorate or equivalent of the terminal degree" (CS 3.5.4, p. 29). (Julie add info here, please.)
3. Academic Support - Kay Hogan will begin researching library requirements as expected by SACSCOC necessary for colleges moving from Level I to Level II (able to offer 4 year degrees). Jennifer Page will talk with Smarthinking Tutoring Services about nursing support for online students.
4. Lori, Margie, and Dean Wheeler discussed the changes in reporting that will be required by the State. The application and enrollment process currently in place will work for BSN students.
5. Susan reported that SACSCOC accreditation of this program MUST be obtained prior to the first day of BSN classes. This means that the application to move from a Level I to a Level II institution with SACSCOC must be in concert with the BSN application process with FLDOE. Julie also noted that ACEN accreditation would begin at the end of the first year of courses.
6. Financial aid and tuition were discussed. Once SACSCOC accreditation is received, we can begin to apply for Pell eligibility. Only students who have earned an ADN degree will be eligible for this program, which

will be totally online. It was noted that other than the cost of instructors and upgraded academic support services in the library and online tutoring service, no other overhead is required. Course delivery will be through D2L, a cost we already incur.

**Meeting Summary - Task Assignments**

1. Julie is working on gathering letters of reference from community supporters of this program.
2. Kay and Jennifer will research information about library and online tutoring support services.
3. The group agreed that planning to date is where it needs to be; all parties are aware of their responsibilities in this process. We will now wait to hear from the State regarding the date for accepting new baccalaureate degree programs.

No date was set for the next meeting. Julie will contact the committee to set the next date, time, and location.

**Date of Next Meeting**

**Next Meeting Time**

**AM or PM?**

**Location of the Next Meeting**

North Florida Community College  
Allied Health Advisory Committee Meeting  
December 2, 2014

Julie Townsend welcomed everyone to the meeting. She stated that clinical facilities' participation and contribution to our programs is vital for the success of our students. She stated that our goal, regardless of program, is to prepare the students and provide the best workforce possible in our area.

The following introductions were made:

- Joanie Cruce, MSN RN-Joanie is an Alumni and graduate of North Florida Community College's LPN Program. She received her ADN/RN degree from Lake City Community College. Joanie has worked at Madison County Memorial Hospital and Taylor County Health Department. She has 22 years of nursing experience in Public Health, Med/Surg, Emergency Department and Hospice Nursing. Joanie received her Master of Science Degree in Nursing from Walden University in 2012. She currently holds a faculty position here at NFCC since May 2014.
- Dottie Mancil, BSN RN has been a nurse for 25 years. She graduated from Valdosta State University in 1989. She has held a variety of nursing jobs and titles over the years. She has worked in rural and level one trauma hospitals. She has been a staff nurse and a director. Dotti obtained her Board Certification a couple of years ago in Med/Surg. Dotti is currently in on-line school at Western Governor's University to obtain her Master's in Nursing Education. Dotti began working at NFCC in May 2014.
- Danielle Sadler, BSN RN is an NFCC graduate from our LPN and RN programs. She has worked Med/Surg, ICU and ER at DMH and also CVMS-ICU at TMH. She currently works PRN at DMH. She received her BSN in 2012 and is working on her MSN at University of West Florida. She began working at NFCC in a faculty position in January 2014.

**Adjunct:** We are in the process of building an adjunct pool for clinical instruction. This enables us to have larger cohorts and still keep low student to instructor ratios. If you know of someone who would like to be involved with education a couple of days a month or even a couple of days a week, please get them in touch with us.

**NFCC Vision & Mission:**

Vision: To be our communities' first choice for education and cultural enrichment.

Mission: An exceptional college dedicated to an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth for our students and communities.

Allied Health and Nursing Mission: Our mission is to meet the community healthcare career needs through facilitation of student enrollment and progression through healthcare programs with a student centered learning environment that promotes students success through flexible and varied learning activities that foster creativity, critical thinking and professional growth.

In 2014, the Washington Monthly reported that NFCC has been chosen to be the 2<sup>nd</sup> Best Community College (1<sup>st</sup> St Paul's College in MN) in the United States.

**Aspen Prize:** The Aspen Prize for Community College Excellence honors those institutions that strive for and achieve exceptional levels of success for all students, while they are in college and after they graduate by the Aspen Institute. Promotes communication on topics that need to be brought to the policy table.

PROGRAM UPDATES: Current Programs – Pharm Tech, MAS, Bridge, PCT, LPN, RN

**Associate Degree Nursing (RN):** Est. 2006. Application period July 1 – October 1 with a January start date each year. Currently, we have 16 first year RN students who have almost completed their first year. We will graduate 18 second year students on December 16<sup>th</sup> and we would love to invite you to the Pinning & Awards Ceremony for this class on December 11<sup>th</sup> at 7pm at the Van H. Priest Auditorium. We have selected 30 qualified applicants for our incoming class in January 2015. Our current pass rate for 2014 is 95% compared to 80% state average for first time testers (with 100% on second attempt). Our retention rate is 74% for this graduating cohort which is consistent with the national average. Our goal is to improve that with the newly formed Retention Committee.

**LPN to RN Bridge (RN Bridge):** Est: 2014. Application period December 1 – March 1 with a May start date each year. This is a one year, full time accelerated program. Currently we have 11 LPNs who started in May and will complete in May 2015. They are neck deep in Med/Surg. Classes meet one long day per week. We are looking at making some minor changes to their schedule from the current student feedback. The point of the schedule is to condense the class meeting times so that they are not coming to school for a few hours each day, but rather all at one time so they can continue working.

**Practical Nursing (LPN):** Est: 1961. The tuition for LPN was a whopping \$75. Application period February 1 – May 1. Our current of 26 is in full swing. They will begin hospital clinicals in January and are on schedule to graduate in July of 2015. We offer an annual start date of August each year and the program is 11 months. The current pass rate for 2014 is 96% with a state average of 83%. The retention rate for the 2014 cohort: 85%.

**Patient Care Technician (CNA/PCT):** Est: 1985. This is currently a 600 hour certificate program. The PCT certification enables graduates to assist the healthcare team with finger stick blood sugars, removing IV's, removing catheters, G-Tube dressing changes without medication, and drawing blood. The current pass rate for 2014 is 100% for combined written and clinical. We are above the state average of 69%. We would like feedback on what the needs are for this program. It is currently on hiatus while we look at a possible evening schedule and possibly including some additional certifications to the existing program.

**Medical Administrative Specialist (CMAA):** Est 2012. Begins in August of each year. Mrs. Tammy Kemp, one of our own RN graduates who has continued with more of a business track in

her career is teaching this cohort of 11 students. The MAS program is a 10-month program. Students are currently gaining experience at internship sites, along with continued class time and are due to complete in June of 2015. Eleven out of 13 students from last year's cohort took the National Certified Medical Administrative Assistant exam and all passed. Mrs. Kemp is also CMAA certified. The current pass rate is 91%. Retention rate 81%.

**Pharmacy Technician (CPhT):** Est: 2014. Application period April 1 – July 1. This is a 10-month program that prepares students for state registration and national certification. This program will be offered annually and is scheduled for an August start date. Seven students graduated on October 23<sup>rd</sup> and are preparing for their national certification exam. The retention rate for 2014: 64%. The current cohort, which began in August, consists of 6 students. Dr. Jackson is working on several offerings for the future including CEUs and moving the program to online with the exception of clinical time.

Customer Service: HCAP training has been included in our orientation process for students entering clinical training as well as customer service and professionalism being integrated throughout the curriculum.

Student organizations: **Florida Student Nurses Association** in the process of initiating, **Health Occupations Students of America (HOSA)**, and **College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE)**.

#### WORKFORCE/COMMUNITY PROGRAMS:

**IV Therapy** – Able to modify the class some this round and offer a portion of it online and then the hands on and testing portion on campus. Very successful.

**PA Prep Course** – very successful in offering this course for students who want to be Physician Assistants. For their application they are required to do clinical service hours and one way to accomplish these are working as a CNA. This course prepares them for the minimal training to take the exam.

**Community Healthcare Worker** – informal partnership with AHEC and are providing this course to help with the training for those doing community health screenings (BP, BMI, Glucose, HIPAA)

**Health Scholar Camp** – very successful again this year, will continue to partner with AHEC and Rural Healthcare Workforce Network to offer this camp on our campus this summer, builds the pipeline of students for health related careers.

Nurses Week – thank you to those who participated. We would like to continue with a community reception each year. Please like NFCC Nursing and Allied Health on Facebook.

#### IMPROVEMENTS:

**Technology - Simulation Learning System** that was implemented last year did not fit our needs. We are moving towards adopting a different system called Neehr perfect. The LPN cohort is piloting that currently. High fidelity simulation is in use in our labs as well as numerous manikins including those that can give birth.

Computer on Wheels – Bar code scanning

D2L – all nursing testing is online with lock down browser, but on campus and proctored IPad Classroom – have 20 iPads to use for instruction, which I am demoing today for you.

Have the plans to add another 30 iPads for instructional use in our classrooms.

Surface Pro – Pharm tech program has 20 surface pros but are portable in rechargeable cart for use in other classrooms.

#### Clinical Requirements:

- Level II FDLE background check required, results reviewed by interdisciplinary committee. Follow guidelines from the FL Board of Nursing and Pharmacy and FL Statutes 435.04 and 456.0635. We cannot refuse the education of a student based on arrest record but if we cannot place them in a clinical site then they cannot complete the requirements. As a group of students is coming to your facility Mrs. Barton sends a list with documentation saying they have been cleared for a public health practicum.
- 10 Panel urine drug screen required for admission
- Immunizations, physical, and CPR is required for all clinical students entering your facilities
- Health insurance is purchased by students through the college to cover emergency care while as student and practicing clinicals in your facilities.
- Contracts – We also want to encourage you to give us a time frame for how long you are comfortable with the contract. Some facilities are wanting a Continuing contract with annual review rather than annual renewal, others are doing 3 year renewal.

Our process- In order to make scheduling our clinicals as simple and painless as possible, we have added a clinical coordinator position. Heather Barton, RN. All communication for clinical assignments and arranging orientation, etc is done through her office. This will reduce the potential of multiple contacts from NFCC to arrange different programs. It also gives us a master calendar of all programs clinical activities to make sure the facilities are used most efficiently. Instructors send their requests to Heather and then she checks your site's availability, fills in assignments or contacts you, the facility, to meet the needs. We are attempting to get our clinical assignments/calendars done at least a semester and possibly a year ahead.

#### Future Plans/New Programs:

**ACEN** – Accreditation Commission for Education in Nursing, we are initiating the process for National Nursing Accreditation. NFCC is accredited as an institution and are in the reaffirmation process currently, having our site visit last month. But to document the excellence that we strive for accreditation is desired. For example our EMS programs are accredited by CoAEMSP



(Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions.) There are a few processes that we need to put in place to meet the standards. One being our surveying of employers of our graduates. We will start asking the employers of our graduates how they are doing six months to one year after employment etc. Another process will be to increase our number of advisory meetings to twice a year rather than annual. Our advisory committee is a representative from each of our affiliates for clinical.

**HIT** – NFCC has received a three-year workforce training grant for Health Information Management. This is a one semester online workforce training in practice workflow and information management redesign specialists. This would be an opportunity to have your office staff trained to be proficient in your information technology management needs. The cost to the student is only about \$200.

**Paramedic to RN** – This bridge program has been suggested and we are currently working with our EMS department to move forward in developing the curriculum and a unique schedule that would be appropriate for working paramedics.

**BSN completion program** - To be consistent with the National initiatives to make significant improvements to healthcare and in support of the Institute of Medicines Report the Future of Nursing: Leading Change, Advancing Health, we are working on this goal. To make education as seamless as possible we are working on a **BSN completion program**. Unfortunately, the state has a moratorium on new bachelor degree offerings at state colleges. This degree will be only for RNs who have already completed their ADN degree, not for students who would like to go straight for their BSN. The push for hospitals to have 80% of their RNs with Bachelor's degrees is the supporting force for this program. Again, we are attempting to make education as seamless as possible. Our student population is not always able to go to college full time for four years as most university students do. This type of track gives students the opportunity to go to work as quickly as possible and then complete school while working. Currently in the U.S., the American Nurses Credentialing Center (ANCC) reports for hospitals overall are 37% ADN RNs, 9% diploma nurses, and 50% BSN. For hospitals less than 100 beds nationally 48% ADNs, 9% diploma, and 40% BSNs. For the state of FL 2012 Workforce survey and the Florida Center for Nursing presented similar statistics for the state (60% ADN and 40% BSN).

Reasons Why We Need a BSN Program at NFCC:

1. Allied Health surveys convey growing local demand for a BSN program.
  - a. Of local healthcare facilities surveyed, 76% reported a need for bachelor's prepared RNs in their facility.
  - b. Of local healthcare facilities surveyed, 76% reported anticipating an increased need for additional bachelor's prepared RNs in the next 5 years.
  - c. 100% of NFCC's RN graduates were surveyed with 42% response.
  - d. 16% of those who responded are enrolled or have completed a baccalaureate degree or higher in nursing.

- e. 95% of those who were surveyed were interested in a baccalaureate degree if offered by NFCC.

To achieve this goal for healthcare the Florida Action Coalition recommend this Triad Model Approach – community/academic/employers with Nurses and patients all joining the three. As a start to this approach, Julie will be approaching many leaders in your agencies and employers in our service district to partner together to continue the work of the Network grant by growing our Allied Health Department by offering programs needed to grow our workforce, coordinating feeder pipeline programs to encourage interested students to join healthcare careers, coordinating continuing education opportunities for agencies and staff in our service district. The first assignment is a letter of support if you do indeed support us moving forward with a BSN completion program.

Julie asked for Facility Input:

Manuel Littlefield from Walgreens asked about the Pharmacy Technician Program retention rates: Why are they low and what could be done to increase retention? Julie Townsend responded that we are reviewing the applicant screening process for this program to get more applicants/qualified students. She also stated that the recruitment efforts of this program should be increased to better serve the needs of our area.

Deb Kinsey from Suwannee Health & Rehabilitation stated she felt as a former student, students need more medication pass time and hands-on training.

Kathy Bass from Big Bend Hospice asked about your year of experience for the RN Bridge program being in a licensed clinical facility. She stated that acute care experience with a g-tube and trachs is not the same experience as passing medications.

Julie Townsend stated that simulation does not substitute for actual patient care.

Mrs. Patricia Johnson from The ARC Big Bend asked about setting up training courses that previous instructors taught at their facility. Julie Townsend advised her to contact Heather Barton, Clinical Coordinator to set this up for the spring at 850-973-1658 or [bartonh@nfcc.edu](mailto:bartonh@nfcc.edu).

Julie asked what positions are needed throughout our area and the response was: Pharmacy Technicians, Registered Nurses, and Phlebotomists.

Respectfully Submitted,

Melissa Tharpe  
Staff Assistant

## Allied Health Advisory

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NORTH FLORIDA COMMUNITY COLLEGE  
DECEMBER 2, 2014

## Striving for The Top

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Washington Monthly – 2<sup>nd</sup> Best Community College  
ASPEN Award is a Goal  
State of the Department

## New Faculty to Meet

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Joanie Cruce, MSN RN  
Dottie Mancil, BSN RN  
Danielle Sadler, BSN RN

## Associate Degree Nursing – RN

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Application Period July 1 – October 1 (January Start Date Annually)  
16 First Year RN Students  
18 Second Year Students to Graduate on December 16<sup>th</sup>  
Pinning Ceremony for this Class on December 11<sup>th</sup> at 7pm  
30 Students In Our Incoming January 2015 Class  
Retention Rate: 74% for the Graduating Class  
Pass Rate for 2014: 95%  
• Compared to 80% State Average for First Time Testers  
• 100% on Second Attempt

## Our Vision and Mission

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To be our communities' first choice for education and cultural enrichment  
An exceptional college dedicated to an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth for our students and communities.  
Our Allied Health Department Mission is to meet the community healthcare career needs through facilitation of student enrollment and progression through healthcare programs with a student centered learning environment that promotes students success through flexible and varied learning activities that foster creativity, critical thinking and professional growth.

## LPN to RN Bridge - RN Bridge

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Application Period December 1 – March 1  
• May Start Date Annually  
This is a 1 Year, Full Time Accelerated Program  
Currently 11 LPNs to Graduate in May 2015  
Classes Meet One Long Day a Week  
Clinical Varies, Mostly Evenings

### Practical Nursing - LPN

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Application Period February 1 – May 1 (Start Date August Annually)  
Class of 26 is in Full Swing  
11 Month Program  
Schedule to Graduate in July of 2015.  
Pass Rate for 2014 is 96%  
◦ Compared to State Average of 83%  
Retention Rate for the 2014 Class: 85%

### Pharmacy Technician - CPhT

---

Application period April 1 – July 1 (Start Date August Annually)  
10 Month Program  
7 Students Graduated on October 23<sup>rd</sup>  
Currently Have a Class of 6  
Retention Rate for 2014: 64%  
Dr. Jackson is working on several offerings for the future including CEUs and moving the program to online with the exception of clinical time

### Patient Care Technician - CNA/PCT

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600 Hour Certificate Program  
PCT Certification Enables Graduates to Assist the Healthcare Team with finger stick blood sugars, removing IV's, removing catheters, G-Tube dressing changes without medication, and drawing blood  
Current Pass Rate for 2014 is 100% for Combined Written and Clinical  
We are Above the State Average of 69%  
Retention Rate 2014 Cohort: 100%

### Updates

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- HCAP Training
- IV Therapy
- PA Prep Course
- Community Healthcare Worker
- Health Scholar Camp
- Nurses Week

### Medical Administrative Specialist - CMAA

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Application Period April 1 – July 1 (Start Date August Annually)  
Tammy Kemp, Cohort of 11 students  
10 Month Program  
Internship/Clinical Hours Along with Continued Class Time  
Due to Complete in June of 2015.  
Pass Rate for 2014: 91% on First Attempt  
◦ 100% on Second Attempt  
◦ 11 of 13 Students from 2014 Class took the National Certified Medical Administrative Assistant Exam  
Retention Rate: 81%

### Student Organizations

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- Florida Student Nurses Association
  
- Health Occupations Students of America (HOSA)
  
- College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE)

## Social Media

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<https://www.facebook.com/pages/NFCC-Nursing-and-Allied-Health/506854889378330>

Policy for Students

## Moving Forward

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ACEN – Accreditation Commission for Education in Nursing

HIT: 24 Applicants, Starts January 7<sup>th</sup>, 2015, 6 Month Online Course

◦ <https://www.youtube.com/user/NFCCYourCollege>

Paramedic to RN

BSN Completion

## Improvements - Technology

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Simulation Learning System - Neehr Perfect

High Fidelity Simulation

Computer on Wheels – Bar code scanning

D2L – Testing, Submission of Assignments, and Communication

IPad Classroom

Surface Pro Classroom

## BSN Needs

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FL 60% ADN-RN and 40% BSN-RN

Community – Academic Institutions – Employers

76% of Local Employers reported need for more BSN-RNs

76% of Local Employers anticipate and increased need of BSN-RNs

95% of RN Grads from NFCC were interested in BSN if offered by NFCC

16% of RN graduates from NFCC are enrolled or have completed BSN

## Clinical Requirements

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Level II FDLE Background Check Required

10 Panel Urine Drug Screen

Immunizations

Physical

CPR

Health Insurance

Contracts

## What do you need from NFCC?

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Workforce Training

Customer Service for Healthcare

Skills/Equipment Updates

Vacant Positions

North Florida Community College  
Allied Health Advisory Committee Meeting  
November 19, 2013

Julie Townsend called the meeting to order at 11:46 a.m.

**WELCOME:** Thank you all for coming to the meeting today. Your participation and contribution to our programs is vital for the success of our students. Our goal, regardless of program is to prepare you with the best workforce possible.

**INTRODUCTIONS:**

**New Faculty to Introduce:**

**Janice Baucom, BSN RN** Janice Baucom is a Suwannee County, Florida native having been born and raised in Live Oak. She is a graduate of Suwannee High School while being dual enrolled at North Florida Community College. She attended Florida State University attaining a baccalaureate degree in Nursing in 1989. Her diverse clinical background includes intensive care, emergency department, surgical services, primary care, but most notably an emphasis on women's health care in labor and delivery. She has also enjoyed teaching as an adjunct instructor in nursing at her beloved Florida State University and Tallahassee Community College while living in Tallahassee. In 2002, Janice and her family returned to Suwannee County. She is currently pursuing her master's degree in Nursing with graduation in December of this year. She will practice as a Family Nurse Practitioner in early 2014. She and her family enjoy their leisure time fishing in the nearby Gulf of Mexico.

**Mekia Jackson, PharmD** joined us this semester to complete the planning and implementation of the Pharmacy Technician program due to start in January. Mekia was raised in Greenville, FL and is a graduate of the Madison County Public School system. During her time there, she also attended North Florida Community College as a dual-enrollment student. After graduating from high school she attended Florida A&M University's College of Pharmacy and Pharmaceutical Sciences, graduating magna cum laude with a Doctor of Pharmacy degree. Dr. Jackson has worked in various areas of the field, both during and after her matriculation at FAMU, such as Medication Therapy Management, Retail Pharmacy, Mail Order Pharmacy, Hospital Pharmacy, and Ambulatory Care clinics. She is a published author, and enjoys patient counseling. She has been an adjunct instructor with the Online Pharmacy Technician Program at Ultimate Medical Academy since April 2012. She currently resides in Greenville, FL with her husband and daughter. In her spare time she enjoys listening to music, cooking, and spending quality time with family and friends.

**Faculty and Clinical Agencies:** I would like for everyone to introduce themselves and include what program you are currently teaching in.

**Adjunct:** We are in the process of building an adjunct pool for clinical instruction. This enables us to have larger cohorts and still keep low student to instructor ratios. If you know of someone who would like to be involved with education a couple of days a month or even a couple of days a week, please get them in touch with us.

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Washington Monthly – 2<sup>nd</sup> Best Community College (1<sup>st</sup> St Pauls College in MN)

**UPDATES: Current Programs – PCT, LPN, RN**

**Associate Degree Nursing (RN):** Application period July 1 – October 1 with a January start date each year. Currently we have 22 first year RN students who are about to complete their first year. We will graduate 19 second year students on December 17<sup>th</sup> and we would love to invite you to pinning ceremony for this class on **December 12<sup>th</sup> at 7pm at the Van H. Priest Auditorium**. We have selected 28 qualified applicants for our incoming class in January 2014. Current pass rate for 2013 is 92% compared to 79% state average (third quarter is not complete) for first time testers (with 100% on second attempt).

**Practical Nursing (LPN):** Application period February 1 – May 1, this class of 25 is in full swing. They will start their hospital clinicals in January and are on schedule to graduate in July of 2014. We offer an annual start date of August each year and the program is 11 months. Current pass rate for 2013 is 100% with a state average of 76% (third quarter is not complete).

**Patient Care Technician (CNA/PCT):** application periods are March 1 – June 1 & August 1 – November 1, Mrs. Kathy Fields is doing a great job with this semester's class of 11 students. They are due to complete this 600 hour certificate program in December as well. We have 15 students who have applied and are ready to start in Jan. 2014. We offer the PCT program twice each year and it runs a couple of weeks longer than the 16 week semester. The PCT certification enables graduates to assist the nursing staff with finger stick blood sugars, removing IV's, removing catheters, G-Tube dressing changes without medication, and drawing blood. Current pass rate for 2013 is 78% for combined written and clinical, we have 100% on the written but the clinical portion is the difficulty portion for students. We are still above the state average of 69%.

**Medical Administrative Specialist:** Begins in August of each year. Mrs. Tammy Kemp, one of our own RN graduates who has continued with more of a business track in her career is teaching

this cohort of 14 students. They are doing their internship hours along with continued class time and are due to complete in June of 2014. Six students from last year's class took the Certified Medical Administrative Assistant exam and all passed. Tammy is also CMAA certified.

**Pharmacy Technician:** application period August 1 – November 1, extended to December 1<sup>st</sup> this first class. Dr. Mekia Jackson is preparing to start this class in January 2014. Our class room and lab area is in the process of being completed, supplies have been ordered etc. This is a 10 month program that prepares students for state registration and national certification. We will be seeking contracts in addition to our current contracts in retail pharmacies so these students can complete the hands on training hours required for this program. This program will be offered annually with a once a year start date. We welcome you to come upstairs and see the classroom as it is being furnished.

**Student organizations:** Florida Student Nurses Association was in the process of initiating but has been on hold due to the faculty sponsor leaving us, Health Occupations Students of America (HOSA), and College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE).

#### WORKFORCE/COMMUNITY PROGRAMS:

IV Therapy – have difficulty filling this class and finding the right schedule, very open to ideas or possibly hosting a class for individual institutions who need LPNs trained. The one set back is LPNs are required to have their license before taking the class.

PA Prep Course – very successful in offering this course for students who want to be Physician Assistants. For their application they are required to do clinical service hours and one way to accomplish these are working as a CNA. This course prepares them for the minimal training to take the exam.

Health Scholar Camp – very successful again this year, will continue to partner with AHEC and Rural Healthcare Workforce Network to offer this camp on our campus this summer, builds the pipeline of students for health related careers.

Nurses Week –

Community Involvement - FACEBOOK

#### IMPROVEMENTS:

Technology - Simulation Learning System was implemented this year. There is onsite training arranged for next week to help us to continue to use this program to its fullest potential. Simulation manikin was updated/serviced last semester and is working well despite his old age!

Computer on Wheels – Bar code scanning



D2L – all nursing testing is online, but on campus and proctored

IPad Classroom – have 20 iPads to use for instruction, which I am demoing today for you

Surface Pro – Purchased, primarily for the pharm tech program but portable in rechargeable cart for use in other classrooms.

Evening Classes – need feedback on the need

**CLINICAL REQUIREMENTS:**

Level II FDLE background check required, results reviewed by interdisciplinary committee and then sent to most stringent clinical sites for review. We cannot refuse the education of a student based on arrest record. We strongly advise them against pursuing a career path that they potentially could not be licensed in. But we also look to you as clinical sites to approve them for clinical practice in your facility.

10 Panel urine drug screen required for admission

Immunizations, physical, and CPR is required for all clinical students entering your facilities

Health insurance is purchased by students through the college to cover emergency care while as student and practicing clinicals in your facilities.

Contracts – we do have a new contract that will be phased in as we renew contracts to include nursing and allied health programs together. We also want to encourage you to give us a time frame for how long you are comfortable with the contract. Some facilities are wanting a continuing contract with annual review rather than annual renewal, others are doing 3 year renewal.

**FUTURE PLANS/NEW PROGRAMS:**

HIT – NFCC has received a 3 year workforce training grant for Health Information Management. In the early planning stages of hiring a program director etc. but the goal is for a one semester online workforce training in practice workflow and information management redesign specialists. This would be an opportunity to have your office staff trained to be proficient in your information technology management needs.

Internal Medicine	5	General Practice	1
Nurse Practitioner	4	Pediatric Medicine	1
Critical Care (Intensivist)	1	Optometry	2
Hospital	3	Emergency Medicine	1
Family Practice	6	Podiatry	1
Unknown	9	Chiropractic	1
Dentist	1	Physician Assistant	1
<b>Total: 37</b>			

This is out of ACHA's website identifies 101 active medical facilities in our six counties.

From the Office of Health Information Exchange and Policy Analysis, 4/8/2013

Table 5: HIT Survey Responses
<i>Question:</i> Is there a certified health information technology (HIT) specialist employed in your facility? <i>Answer:</i> 67% No
<i>Question:</i> Do you think your facility needs to retrain personnel in the use of health information technology (HIT) in preparation for the upcoming transition to all electronic medical record keeping? <i>Answer:</i> 67% Yes
<i>Question:</i> Within the next 5 years, do you envision the need for staff with expertise in health information technology (HIT) being critical to the functioning of your facility? <i>Answer:</i> 100% Yes

To be consistent with the National Initiatives to make significant improvements to healthcare and in support of the Institute of Medicines Report the Future of Nursing: Leading Change, Advancing Health, we are working on some new goals. To make education as seamless as possible we are working on the LPN to RN Bridge Program. This will be a separate program from the generic ADN track program. These students will be required to have experience and complete entrance examinations. This will be a very rigorous schedule to meet the demands of the accelerated schedule. It is designed for working LPNs with a one day a week class and clinical time as well as floating clinical hours with a preceptor. Yearlong program, will have the same 72 credit hour requirements as traditional ADN track.

Have started the planning and research for the transition for ADN RNs to BSN RNs. This degree will be only for RNs who have already completed their ADN degree, not for students who would like to go straight for their BSN. The push for hospitals to have 80% of their RNs with Bachelor's degrees is the supporting force for this program. Again we are attempting to make education as seamless as possible. Our student population are not always able to go to college full time for 4 years as most University students do. So this type of track gives students the opportunity to go to work as quickly as possible and then complete school while working. Currently in the US the American Nurses Credentialing Center (ANCC) reports for hospitals overall are 37% ADN RNs, 9% diploma nurses, and 50% BSN. For hospitals less than 100 beds nationally 48% ADNs, 9% diploma, and 40% BSNs. For the state of FL 2012 Workforce survey and the Florida Center for Nursing presented similar statistics for the state (60% ADN and 40% BSN)

To achieve this goal for healthcare the Florida Action Coalition recommend this Triad Model Approach – community/academic/employers with Nurses and patients all joining the three

As a start to this approach I will be approaching many leaders in your agencies and employers in our service district to partner together to continue the work of the Network grant by growing our Allied health department by offering programs needed to grow our workforce, coordinating feeder pipeline programs to encourage interested students to join healthcare careers, coordinating continuing education opportunities for agencies and staff in our service district.

YOUR INPUT: Open the floor for discussion

Kristen Tuten from Madison Health and Rehabilitation Center added that they are adding more Registered Nurses to their staff.

Tammy Stevens from Madison County Memorial Hospital stated that we should put more emphasis on customer service and the customer's perception of care. She stated that students are looked at as employees and their actions reflect on the clinical site. She stated our students do a great job. Tammy also stated that patient surveys account for 30% of the reimbursement amount received by the hospital.

Virginia Bradford from Archbold Memorial Hospital stated that they have a scripted statement all employees are required to use when dealing with patients and to always say "Thank You".

Billye Robinson, LPN Instructor, stated that hospital scores and HCAP scores are available.

JoAnn Gnewuch from Madison Health and Rehabilitation Center stated that customer satisfaction will definitely impact the facilities and payment of claims.

With no further business, the meeting was adjourned at 1:15 p.m.

Respectfully Submitted,

A handwritten signature in cursive script that reads "M. Tharpe".


Melissa Tharpe  
Staff Assistant

# Advisory Meeting

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## ALLIED HEALTH

### 2013



## Welcome & Introductions

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- Current Faculty & Staff
- New Faculty
  - Janice Baucom BSN, RN
  - Mekia Jackson, PharmD
- Guests – Clinical Agency Representatives
- Adjunct
  - Teri Roessler, BSN, RN


## North Florida Community College

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- **Vision:**  
To be our communities' first choice for education and cultural enrichment.
- **Mission:**  
An exceptional college dedicated to an individualized and supportive academic atmosphere, accessible education, lifelong learning opportunities, and professional growth for our students and communities.

## 2013 Washington Monthly

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Looking for a top college?  
*We're the one!*

### NFCC AMONG THE BEST

August 26, 2013 Washington Monthly ranked North Florida Community College second among national community colleges in its ninth annual college rankings survey.  
[http://www.washingtonmonthly.com/college\\_guide/rankings\\_2013/community\\_rank.php](http://www.washingtonmonthly.com/college_guide/rankings_2013/community_rank.php)

## Updates


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- Associate Degree Nursing, ADN-RN (72 credit hours)
  - Starts January each year, just selected 28 for Jan 2014 Class
  - 22 First year students about to enter the
  - 19 Graduates for December 2013
  - Pinning Ceremony December 12<sup>th</sup> Van 
  - 92% NCLEX Pass Rate for 2013 (State Average 79%)
- Practical Nursing, LPN (11 months, 1350 clock hours)
  - Starts August each year (application period Feb 1 – May 1)
  - 25 students scheduled to graduate July 2014
  - 100% NCLEX Pass Rate for 2013 (State Average 76%)

<http://www.floridasnursing.gov/education-and-training-programs/>

## LPN Students Learn Infection Control


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### Updates

- **Patient Care Technician, PCT (18 weeks 600 clock hrs)**
  - Starts in January and August each year
  - 11 in this cohort to graduate December 17<sup>th</sup>
  - 16 due to start in August
  - 100% CNA written exam, 78% combined skills
  - (State Average 69%)
- **Medical Administrative Specialist (10 months-1050 clock hrs)**
  - Starts in August each year
  - 14 students currently scheduled to graduate May 2014
  - 6 graduates from 2013 took the National Certified Medical Administrative Assistant (CMAA) Exam and all passed 100%

### Wear PINK for Breast Cancer Awareness



### Updates

- **Pharmacy Technician (10 months, 1050 clock hours)**
  - Application Period until December 2<sup>nd</sup>
  - Offered annually
  - Prepares student for State Registration and National Certification
  - Seeking Clinical Contracts
- **Student Organizations**
  - Florida Student Nurses Association (FSNA)
  - Health Occupations Students of America (HOSA)
  - College Science Students Together Reaching Instructional Diversity and Excellence (CSSTRIDE)

### Pharmacy Technician

**Beyond Education...**



*Apply Your Skills*  
EXPERIENCE NFCC

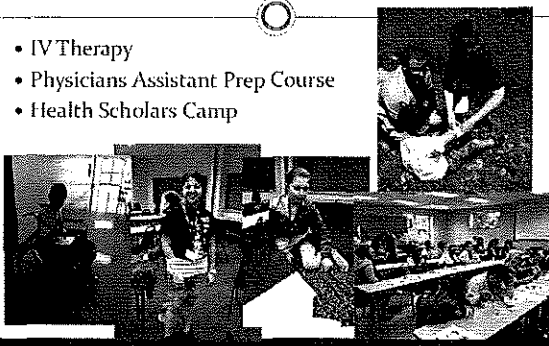


*New Program*  
**Pharmacy Technician**



### Workforce & Community

- IV Therapy
- Physicians Assistant Prep Course
- Health Scholars Camp




### Nurses Week

# Celebrate

**National Nurses Week May 6-12**

Appreciation Reception: 2-6 pm | May 9  
NFCC Allied Health Dept. invites all nurses and nursing assistants to drop by the Four Freedoms Park.

Recognition & Award Ceremony: 8:30 pm | May 9  
Join us as we recognize outstanding nurses for their dedication and service.



**Delivering Quality Innovation in patient care**

### Community Involvement

### Improvements

- Simulation - 25% of clinical training
- D2L - Distance Learning
- Computerized Medication Cart, Bar Code Scanning
- iPad Classroom
- Surface Pro Classroom
- Computerized

### Clinical Requirements

- Level II FDLE Background Check
- 10 Panel Urine Drug Screen
- Immunizations, Physicals, CPR for all Clinical students
- Health Insurance
- Contracts

### Future - New Programs

- Health Information Technology

Internal Medicine	5	General Practice	1
Nurse Practitioner	4	Podiatry Medicine	1
Critical Care (Intensive)	1	Otolaryngology	2
Hospital	1	Emergency Medicine	1
Family Practice	6	Podiatry	1
Unknown	9	Chiropractic	1
Dentist	1	Physician Assistant	1
<b>Total: 37</b>			

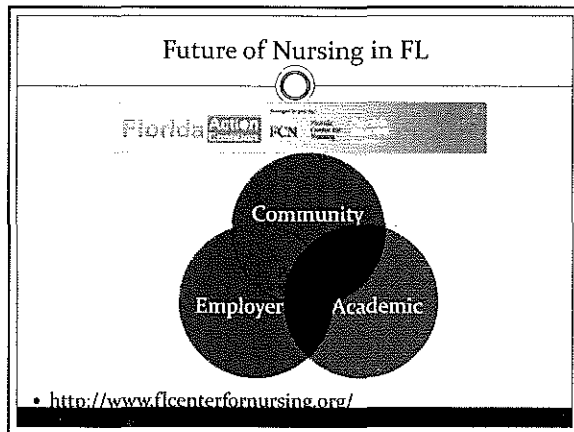
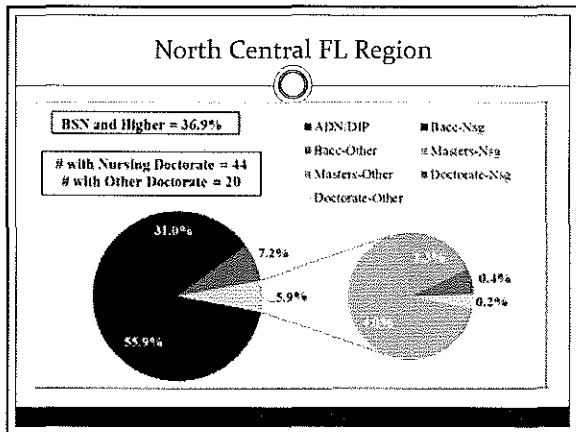
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### HIT Survey Responses

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  - o Answer: 67% NO
- Do you think your facility needs to retrain personnel in the use of health information technology (HIT) in preparation for the upcoming transition to all electronic medical record keeping?
  - o Answer: 67% YES
- Within the next 5 years, do you envision the need for staff with expertise in health information technology (HIT) being critical to the functioning of your facility?
  - o Answer: 100% YES

### Future of Nursing - Health Care Changes

- Institute of Medicine's Report Future of Nursing recommends, <http://www.iom.edu/> :
- 80% BSN prepared RNs in workforce
  - o Currently:
    - o US for Hospitals 37% ADN, 9% Diploma, 50% BSN
    - o US for Hospitals <100 beds 48% ADN, 9% Diploma, 40% BSN
    - o FL working RNs 60% ADN, 40% BSN
- Seamless Education
- To Meet the Projected Nursing Needs
  - o LPN to RN bridge, 72 Credit hours
  - o ADN-RN to BSN-RN, 120 Credit hours



**YOUR FEEDBACK IS VITAL**