

**NORTHEASTERN TECHNICAL COLLEGE**

**New Program Proposal  
Associate in Health Science/Major in Nursing (ADN)**

**For Implementation in Fall 2007**

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**James C. Williamson, President**

**Submitted July 15, 2006**

## **Classification**

**Name of proposed program:** Nursing (ADN)

**Academic Unit Involved:** Health and Public Service, Northeastern Technical College

**Award:** Associate in Health Science, Major in Nursing (ADN)

**Number of credit hours:** 68

**Proposed Date of Implementation:** August 2007

**CIP Code:** 511601

Identification of Program: New

### **Purpose and Objective**

Northeastern Technical College (NETC) proposes to offer an Associate Degree in Health Science with a major in Nursing (ADN) to meet the growing demand for nurses in the College's three-county service area (Chesterfield, Dillon, and Marlboro). The proposed program will prepare students to pass the National Council for Licensure Examination-Registered Nurse (NCLEX-RN) and to work as competent nurses in the community's healthcare agencies.

### **Program Competencies**

The Associate Degree in Health Science, major in Nursing (ADN), curriculum is designed to provide graduates with knowledge, skills and experiences to:

- Assess, analyze, plan, and implement nursing care to provide for the patient's optimum level of wellness consistent with his/her coping abilities, teaching needs, and capacities for self-care.
- Utilize human theories as a framework for prioritizing patient needs when providing individualized nursing care.
- Provide holistic nursing care characterized by critical thinking, clinical competence, utilization of therapeutic communication skills, and awareness of diverse socio-cultural practices.
- Use technology in providing and documenting nursing care.
- Function as a professional member of the interdisciplinary healthcare team.

### **Program Objectives**

- To provide a comprehensive, competency-based, student-centered instructional program, using a variety of teaching/delivery strategies to train associate degree nursing (ADN) students to be successful on the NCLEX-RN and to become employable registered nurses (RN).
- To develop partnerships with healthcare agencies in the service region so that nursing care needs will be projected and better met.
- To produce RN-eligible graduates who will gain employment locally after graduation and remain in the community as healthcare providers.

**Justification of Need for Program**

NETC proposes the implementation of the Associate Degree in Health Science, major in Nursing, based on community demand and documented need for nurses in Chesterfield, Marlboro and Dillon Counties. The proposed program will serve to meet the healthcare employment demands for registered nurses in this rural area. The 2006 Employment Needs Survey shows an immediate need for 55 RNs and a need for an additional 150 RNs during the next three years in the 3-county region served by NETC (NETC Needs Survey, 2006). Responses were received from eleven of the fourteen agencies surveyed.

**TABLE 1**

<b>NORTHEASTERN TECHNICAL COLLEGE REGISTERED NURSE NEEDS ASSESSMENT SURVEY RESULTS SUMMARY, 2006 Job Openings-Chesterfield Marlboro, Dillon Counties</b>			
<i>Job Openings (Estimated)</i>	<i>New positions</i>	<i>Turnover Positions</i>	<i>Total Full-time Position Openings</i>
First Year 2006: Full-time	26	29	55
Second Year 2007: Full-time	19	28	47
Third Year 2008: Full-time	14	27	41
Total	59	84	143*

\*Additional part-time openings were reported

The nation and South Carolina alike face a shortage of RNs, primarily due to the aging nursing workforce and the expanding job market in a growing healthcare industry. The supply of nurses has failed to meet demand in the 12-county SC region known as the Pee Dee over the past decade (HRSA State Workforce Profiles, 2002). According to the SC Employment Security Commission Labor Market Information *Pee Dee Workforce Investment Area Job Outlook*, the job of RN ranks high in terms of growth potential and wages and is one of the twelve Top Jobs in the Pee Dee Region. The need for RNs has increased and will remain high, as projected by the SC Hospital Association, with vacancy rates in South Carolina at or above the national average of 15% (*View of the Workplace Shortage*, 2002). NETC’s service area’s vacancy rate is comparable to the national average. Because of the high vacancy rate in the service area, Chesterfield General, Marlboro Park and McLeod-Dillon are regularly forced to use agency and/or contract RNs; this can cost as much as three times the RN hourly wage

The turnover rate for RNs in South Carolina was recently reported by the South Carolina Hospital Association to vary from 10% to 52%, with an average of 22%. Hospitals in the NETC service area report a turnover of nurses from 11% to 31%, from year to year. The shortage and turnover factors increase the need to recruit nurses from outside the counties, hire contract (private agency) nurses to staff critical needs areas and to meet the challenge of maintaining the quality of care in hospitals.

In general, technical college students attend college in communities where they live and continue to live and work in those communities when they graduate. Chesterfield General Hospital reports that 68% of current nursing staff resides within the local area while 32% commute from other communities. Significantly higher turnover rates occur within the “commuting” nursing staff population. Turnover is also exacerbated by incentives offered by competing facilities and by retirements.

In addition to hospitals, long-term care facilities, hospice agencies and nursing services support this proposed program due to their vacancies in nursing administration and patient care positions. Hospice organizations in Chesterfield and Marlboro Counties both report long-term vacancies and new openings. Both counties are currently constructing hospice care facilities scheduled to open in 2007. Chesterfield Hospice has advertised position openings for several months. The proposed program would provide an avenue to prepare RNs where needed most, in a rural community.

The NETC service area is considered both rural and medically underserved. Chesterfield, Marlboro and Dillon Counties are all designated as Medically Underserved Areas (MUA) and Health Professional Shortage Areas (HPSA) under Section 332 of the Public Health Service Act. According to the US Department of Health and Human Services (HRSA) Bureau of Health Professions published Guidelines for MUA and Populations Designation, the scores for the populations in these SC Counties, based on a scale of 0-100, where 0 is completely underserved, are as follows:

- Marlboro – 38.5
- Chesterfield – 44
- Dillon – 35.6

This is compared to nearby counties served by Florence Darlington Technical College:

- Darlington – 59.5
- Florence – 58.2
- Lake City – 61

These scores address the population’s poverty levels, access to healthcare, infant mortality, and number of primary care physicians per thousand population for the service areas. As expected, decreased numbers of RNs also exist in these areas as documented in the NETC Needs Survey. A shortage of RN’s impedes access to healthcare.

Similarly, the South Carolina Rural Health Report, Healthy People 2010, and the HRSA Progress Report published June 15, 2006 highlight the unmet quality health services objectives resulting from health disparities for Blacks and Hispanics, and a higher hospitalization rate of Medicaid served diabetic patients. The NETC service area has a higher proportion of Blacks, Medicaid recipients and individuals with hypertension and diabetes than does South Carolina and the United States.

Hospitals with low nurse staffing levels tend to have higher rates of poor patient outcomes. Increasing staffing levels in rural communities depends on creating a local supply of registered nurses. Major factors contributing to lower staffing levels include the needs of today's higher

acuity patients for more care and a nationwide gap between the number of available positions and the number of available registered nurses.

Environmental and demographic trends such as the expanding healthcare job market and the aging of the population will continue to increase the need for nurses in SC and particularly affect rural areas, such as the three counties NETC serves. Access to quality health care is a quality of life factor highly valued by industry and business making new or expanding investments in communities. Lack of an adequate health care infrastructure, therefore, impedes economic development of rural communities. Additionally, as indicated in the SC Rural Health Report, healthcare provider shortages represent a barrier to a sustainable community.

Each year, approximately 100 NETC students, having completed general education requirements, seek to enroll in Nursing programs by applying for transfer to nearby colleges. The Associate Degree Nursing program closest to NETC is at Richmond Community College in North Carolina; however, out-of-state tuition cost is prohibitive for many NETC students. The technical colleges offering Associate Degree Nursing programs closest to NETC are Central Carolina (Sumter) and Florence-Darlington Technical Colleges. Both are at least an hour drive for most NETC students. Students dependent on public transportation are unable to access programs at out-of-county or out-of-state institutions. In addition, each of these programs has weighted criteria for admission, with preference given to students from that college's service area.

Another generic RN (BSN) program has recently opened in Florence at Francis Marion University, admitting about 32 students each Fall. While these programs attract the NETC nursing preparation students now, the waiting time for enrollment in associate degree programs is one year or longer. The pre-nursing pool of students is still great enough that there are students waiting to get into all three programs, and employment is immediately available for graduates of these programs. Local newspapers continue to advertise almost weekly for RN employees. The proposed program will enable an increased number of qualified students to pursue a career as a registered nurse.

### **Anticipated Program Demand and Productivity**

During the last three decades, NETC has sought opportunities to provide Registered Nurse Education to local students via cooperative efforts with nearby colleges, including Florence-Darlington Technical College, Richmond Community College (NC) and Sandhills Community College (NC). Several methods have been employed over the past 25 years including the use of videotapes and two-way audio/video and the reservation of slots for NETC transfers. NETC's previous collaborative efforts with Florence-Darlington Technical College provided the first year of nursing coursework locally. During 2005-06, NETC funded the LPN-RN Transition Program on-site via real-time distance education delivered by Florence-Darlington Technical College. This approach offered flexibility for seven (7) practical nurses to enroll in RN Transition studies.

The disadvantages of providing nursing education via these methods include: lack of onsite faculty advisors, unavailability of "live" access to faculty for help with curriculum related questions, and the travel requirements for clinical rotations two counties away. A stand-alone

program with onsite faculty will provide continuity of curriculum, local clinical rotations, and ownership of the outcomes of the educational efforts.

Currently, NETC offers the diploma in Practical Nursing, producing an average of 16 graduates annually. The proposed program will provide access to career development for graduates of the NETC Practical Nursing Program as well as for LPNs who graduated from other institutions. Student demand for nursing education is high. Approximately 120 students apply each year for admission to the Practical Nursing program. Of the 189 LPN's who have graduated since December 1993, approximately twenty (20) have become RN's through transition programs. Many more are interested, but cannot relocate or travel the significant distances required to continue their education. In addition, an average of 142 students enroll each year in NETC's Nursing Preparation Certificate program, which includes the general education and science courses required by programs in Richmond Community College (NC), and Central Carolina and Florence-Darlington Technical Colleges' ADN programs.

This proposed program has been sorely needed by the counties serviced by NETC for many years. Area hospitals support the College's development of this program. An advisory committee consisting of major employers of nurses met at NETC in March 2006 to give input to this proposal and have given written and verbal feedback throughout the program development process. Administrators from hospitals, extended care facilities, and secondary schools are eager to have this new program and to assist current employees in becoming nurses. Other agencies, including hospice, physicians, and nursing services in the community have expressed commitment both formally and informally. Clinical agencies have verbalized support in multiple meetings and some have offered written letters of support for this program.

The College has secured specialized funding through a Duke Endowment Grant (in cooperation with McLeod-Dillon) and the Allied Health Initiative, allocated by the State Legislature to address healthcare shortages in the three-county service area. Currently, NETC is working with the Pee Dee Council of Governments (COG) to procure additional funding to support programs such as this one. The COG has approved this proposal for submission to Economic Development Administration (EDA) - U.S. Department of Commerce. The development of the ADN program will further expand the capacity of NETC to meet current and future local workforce needs.

### **Centrality of the Program to the Institution's Mission**

The NETC Catalog states, "The mission of Northeastern Technical College is to prepare the workforce of Chesterfield, Marlboro and Dillon counties through education and training," therefore, the proposed program directly relates to this mission.

### **Relation of Program within the College**

NETC has offered the Nursing Preparation Certificate for more than 20 years. This certificate contains a general education component similar to that of the proposed ADN curriculum. Several graduates of this certificate have transferred to and completed ADN programs in nearby colleges, indicating that the general education component is sound in the theory, facts, scientific principles, and social science knowledge needed to support associate degree nursing education. Based on area employment demands in long-term care facilities, physician offices, hospice and clinics, the Nursing Advisory Committee supports the continuation of the Licensed Practical

Nursing Program; the ADN program provides an important option for continuing education for interested, eligible diploma graduates. The two programs will constitute the NETC nursing department.

### **Assessment and Comparison to other Programs**

This proposed ADN program requires five semesters, similar to many other programs throughout the state, but will not provide for the LPN exit after three semesters. The planning process revealed strong sentiment among the planning group that the Practical Nursing Program should remain a stand-alone program. The Practical Nursing Curriculum prepares students well for NCLEX-PN passage and job placement, and will remain intact. There will be an advance placement option for LPN's into the ADN program. The NETC planning group selected nursing courses for the proposed program to best suit the NETC service area, however, it does include many courses in common with Florence-Darlington, Midlands, and Central Carolina Technical Colleges' ADN programs. The curriculum meets statewide standards recommended by the Colleagues in Caring initiative. The graduates of the proposed program can benefit from RN-BSN programs available in the state. As noted earlier, the closest such program to NETC is the newly approved BSN program at Francis Marion University. Dr. Sylvia Lufkin, dean of Nursing, has written to indicate her support of this proposal and cooperation for a seamless transition in a RN to BSN program. Additionally, students at NETC will be informed of distance education RN-to-BSN options offered at various state universities.

As of 2003, eleven South Carolina Technical Colleges were approved to offer Associate Degree Nursing programs and produced 748 ADN graduates with an average placement rate of 88%. Eight colleges placed 90% or more of the graduates. In 2004, these 11 colleges produced 844 ADN graduates with an average placement rate of 80%. Changes in the NCLEX exam which impacted passage rates that year may be responsible for the decline in placement. In 2005, the technical colleges produced 968 ADN graduates with an average placement rate of 85%. Nine colleges had placement rates of 90% or greater. These 11 programs were operating in good standing, indicating that enrollment, graduation and placement rates were satisfactory. Aiken Technical College and Spartanburg Community College have recently been approved to offer Associate Degree Nursing programs. Neither program is currently subject to program evaluation criteria; however, both programs display healthy enrollment numbers.

### **Enrollment**

NETC estimates that more than 100 new students will enroll in pre-nursing each semester, as in previous years. From these applicants, the College plans to admit 20 qualified students to nursing clinical courses once yearly, beginning Fall 2007. Enrollment at NETC in Fall averages 1100 credit students and 715 FTE's from the three-county service area, 5% from other SC counties. Historically, 41-47 % of the student population attends full-time.

**TABLE 2**

<b>NETC PROPOSED ASSOCIATE DEGREE NURSING PROGRAM</b>						
<b>Projected Total Enrollment</b>						
<i>Year</i>	<i>Fall</i>		<i>Spring</i>		<i>Summer</i>	
	<i>Head Count</i>	<i>Credits</i>	<i>Head Count</i>	<i>Credits</i>	<i>Head Count</i>	<i>Credits</i>
2007-08	20	280	20	320	18	216
2008-2009	36	488	34	488	18	216
2009-10	36	388	34	488	18	216

Table 2 shows the projected total number of enrollees each semester. The increased number of enrollees for Fall and Spring of the second year reflects the program's first and second year running concurrently. The projected annual enrollment was derived from the average annual enrollment for nursing programs admitting a class of twenty. It is anticipated that some students will attend on a part-time basis and some will be eligible for readmission. This will provide replacements for some of the students lost through attrition and allow the numbers of graduates from the program to remain stable.

With a projected five-semester curriculum and 20% attrition, the first graduating class would be Spring 2009, with an estimated 16 RN-eligible graduates. Table 3 describes the projected enrollment with 20 nursing students in year 1, and 16 continuing students displayed in years 2 and 3. Table 3 delineates projected total enrollment for newly admitted and continuing students.

**Table 3**

<b>PROJECTED TOTAL ENROLLMENT</b>						
<i>Year</i>	<i>Fall</i>		<i>Spring</i>		<i>Summer</i>	
	<i>Headcount</i>	<i>Credit</i>	<i>Headcount</i>	<i>Credit</i>	<i>Headcount</i>	<i>Credit</i>
2007	20	280	20	280	18	216
2008 (Continuing)	16	208	16	208		
2008 (New Admits)	20	280	18	288	18	216
2009 (Continuing)	16	208	16	208		
2009 (New Admits)	20	280	18	288	18	216

This data is based on the outlined 68 credit curriculum semester plan with 20 new students starting each fall, attending full-time for five consecutive semesters as follows:

First Semester, Fall: 14 credit hours  
 Second Semester, Spring: 16 credit hours  
 Third Semester, Summer: 12 credit hours  
 Fourth Semester, Fall: 13 credit hours  
 Fifth Semester, Spring: 13 credit hours

For each academic year the data is shown with parallel headcount and credit hours for both the 16 continuing students and the new cohort of 20 students. This data is based on the following assumptions:

1. An average of 20 RN eligible students will be admitted to clinical nursing courses each Fall at NETC. These students may otherwise have gone to other colleges for nursing.
2. There is an anticipated 20% average attrition year-to-year.
3. Some of the students who fail in year one may be eligible to re-enter the next year and are included in these data.
4. The program will maintain a student completion/graduation rate of 80% within the timeframe of five semesters allowed.
5. Faculty will teach clinicals at 1:8 or 1:10 ratio in lab settings, with full-time faculty teaching an average of 70% of all clinicals, as required by LLR/State Board of Nursing.

**Table 4**

<b>ESTIMATED ADDITIONAL ENROLLMENT</b>						
<i>Year</i>	<i>Fall</i>		<i>Spring</i>		<i>Summer</i>	
	<i>Headcount</i>	<i>Credits</i>	<i>Headcount</i>	<i>Credits</i>	<i>Headcount</i>	<i>Credits</i>
2007	15	225	15	195	13	169
2008 (13 cont.)	28(13+15)	381	28	364	15	195
2009	30 (15+15)	405	30	390	15	195

**Admission Criteria**

The proposed ADN Program will require the following admission criteria in English/reading, and math for acceptance into the nursing major. The College has defined required English/reading as COMPASS scores of 68 or higher, SAT 480, ACT 20, or completion of ENG 155 Communications, ENG101 English Composition I. The College has defined math placement skills as COMPASS scores of Algebra 28 or higher, SAT 480, ACT 20, or C (or better) in MAT 101, Beginning Algebra, MAT 155 Contemporary Mathematics or MAT 110, College Algebra.

NETC is an open admission institution but with *advised* placement, so students are placed in coursework based on placement test scores. After placement, students may enroll in the existing Nursing Preparation Certificate to meet pre-requisites for admission to the nursing courses. In addition to these program admission criteria, most clinical agencies will require students to have CPR Certification, updated immunizations, clear criminal background checks and drug screenings prior to clinical placement. The students will receive information about CPR certification, criminal background checks and drug testing in writing and in public information sessions, to be announced upon approval of the program.

Students will have access to information about admission criteria in the addendum to the NETC 2006-08 Course Catalog and via the website, as soon as the program is approved. The College will publish deadlines to apply for program admission and will publish times for advisement or placement testing for all students to access.

If more than 20 qualified applicants meet stated admission criteria, competitive criteria will be used to admit the most qualified students.

**Curriculum**

The curriculum display for the Associate Degree in Health Science – Major in Nursing requires 68 credit hours and meets the parameters of the SC Technical College System Model for this major. NETC will add ten new courses for this program to the College’s catalogue, but will add no new courses to the SC Technical College System Catalog of Approved Courses. The course descriptions follow and will be published in an addendum to the 2006-08 College Catalog.

COURSE INFORMATION			
<i>Prefix/No.</i>	<i>Title</i>	<i>Cr.</i>	<i>Description</i>
AHS 126	Health Calculations	1.0	This course is a study of the mathematical concepts needed in health science studies.
NUR 101	Fundamentals of Nursing	6.00	This course facilitates the development of beginning technical competency in the application of the nursing process to assist in meeting the needs of selected patients of varying ages.
NUR 106	Pharmacologic Basics in Nursing Practice	2.00	This introductory course outlines the basic concepts of pharmaceuticals, pharmacokinetics, pharmacodynamics, and pharmacotherapeutics. The process of clinical calculations is introduced, as well as the major drug classifications
NUR 120	Basic Nursing Concepts	7.00	This course introduces the application of the nursing process in the care of persons throughout the life span who are experiencing selected common health problems.
NUR 163	Nursing Across Life Span I	2.00	This course is an overview of concepts related to nursing care of clients across the life span. Communication, basic mental health, growth and development, and gerontology are included in the course.
NUR 210	Complex Health Problems	5.00	This course expands application of the nursing process in meeting the needs of patients with complex health problems.
NUR 214	Mental Health Nursing	4.00	This course facilitates the utilization of the nursing process to assist in meeting the needs of patients with common mental health problems. Focus is on the dynamics of human behavior ranging from normal to extreme.
NUR 217	Trends and Issues in Nursing	2.00	This course is an exploration of health care trends and issues.
NUR 220	Family Centered Nursing	7.00	This course facilitates the application of the nursing process in the care of persons during the childbearing years and from birth through adolescence to promote optimal individual health and development at any stage of the health continuum.
NUR 221	Advanced Nursing Concepts	5.00	This course expands the application of the nursing process in the care of persons throughout the life span who are experiencing complex health problems.

The College has secured commitments for clinical sites from the three hospitals with one located in each county in the College's service area, as well as three nursing homes, and clinics, agencies and physician offices which will provide sufficient clinical opportunities for students.

## Associate Degree Health Science – Nursing Curriculum Display

<b>First Semester</b>		<b>Contact hours (L/LAB)</b>	<b>Credit Hours</b>
AHS 126	Health Calculations	1/0	1
NUR 101	Fundamentals of Nursing	4/6	6
BIO 210	Anatomy and Physiology I	3/3	4
PSY 201	General Psychology	3/0	3
<b>Total</b>		<b>11/9</b>	<b>14</b>

<b>Second Semester</b>			
NUR 120	Basic Nursing Concepts	5/6	7
NUR 106	Pharmacology	2/0	2
BIO 211	Anatomy and Physiology II	3/3	4
MAT 155	Contemporary Mathematics	3/0	3
<b>Total</b>		<b>13/9</b>	<b>16</b>

<b>Third Semester</b>			
NUR 163	Nursing Across the Lifespan I	2/0	2
NUR 220	Family Centered Nursing	5/6	7
ENG 101	English Composition I	3/0	3
<b>Total</b>		<b>10/6</b>	<b>12</b>

<b>Fourth Semester</b>			
BIO 225	Microbiology	3/3	4
NUR 214	Mental Health Nursing	2.5/4.5	4
NUR 210	Complex Health Problems	3/6	5
<b>Total</b>		<b>8.5/13.5</b>	<b>13</b>

<b>Fifth Semester</b>			
NUR 221	Advanced Nursing Concepts	2/9	5
NUR 217	Trends and Issues in Nursing	2/0	2
SPC 205	Public Speaking	3/0	3
Elective	Humanities	3/0	3
<b>Total</b>		<b>10/9</b>	<b>13</b>

**Program Total** **68 Credits**

### Faculty

Currently, two full-time practical nursing faculty teach all courses and clinical rotations for practical nursing students. NETC will hire two additional full-time master's prepared RNs and additional part-time BS RN to teach primarily in the ADN Program. Existing faculty will join the newly hired faculty to form a new Nursing Department, where full-time nursing faculty can teach in either program, appropriate to their credentials and clinical specialties. Since both the practical nurse and the proposed associate degree programs will need specialized faculty in

Maternal-Child and Medical Surgical, and given the size of each program, credentialed faculty will be assigned in either program as appropriate.

The newly hired full-time faculty will be assigned primarily to ADN courses, and may teach practical nursing courses as needed. Current practical nursing faculty will also teach across both programs. Similarly, part-time faculty will be hired to teach in either program and will be assigned courses according to specialty. The Nursing Department, consisting of the faculty and the program coordinator will make decisions and develop procedures for both curricula as one group, working efficiently and effectively as a team. See Table 5 below for the credentials of the instructors to be hired for the new program. Recruitment will commence early in 2007 for all new instructors. One of the faculty will be named as the program coordinator by January, 2007. Administrative release time will be given to the coordinator for department head duties each term, with additional part-time faculty hired as needed to supervise clinical rotations.

NETC defines a full-time equivalent (FTE) as a faculty member who teaches 20-24 contact hours plus a minimum of eight office hours weekly. The staff FTE works a minimum of 37.5 hours weekly. These definitions are in accordance with the SC Technical College Policy.

An administrative assistant will perform clerical duties for nursing faculty. This support person will be identified as part-time for the Nursing Department as needed to assist with the implementation of a new program. Additional clerical support will be provided on a part-time basis through Instructional Support Services. The Dean of Arts and Sciences will provide administrative supervision to the program coordinator.

Faculty development is expected and funded by the college through departmental budgets and Professional Development Committee funds. In support of continuing professional development, NETC will budget a minimum of \$500 annually for travel for faculty to visit other programs and attend professional meetings and conferences. Each new full-time faculty will be oriented to area hospitals soon after hire with the assistance of the present faculty and nurse employers. Part-time faculty will be invited to faculty meetings and oriented to curriculum and program procedures prior to instruction.

**Table 5**

<b>FACULTY</b>			
<b>Rank</b>	<b>Highest Degree</b>	<b>Field of Study</b>	<b>Teaching in Field</b>
Instructor 1	Master's	Nursing/Medical-Surgical	Yes
Instructor 2	Master's	Nursing/Maternal-Child	Yes
Instructor 3	Bachelor's*	Nursing	Yes

\*part-time: adjunct

**Table 6**

<b>UNIT ADMINISTRATION/FACULTY/STAFF SUPPORT</b>						
<b>YEAR</b>	<b>NEW</b>		<b>EXISTING</b>		<b>TOTAL</b>	
	Headcount	FTE	Headcount	FTE	Headcount	FTE
<b>Administration</b>						
2007	0	0	1	.15	2	.65
2008	0	0	1	.15	2	.65
2009	0	0	1	.15	2	.65
<b>Faculty</b>						
2007	3	2.15	1	.25	4	1.90
2008	3	2.15	1	.25	4	1.90
2009	3	2.15	1	.25	4	1.90
<b>Staff</b>						
2007	0	0	2	.25	2	.50
2008	0	0	2	.25	2	.50
2009	0	0	2	.25	2	.50

**Physical Facilities**

NETC has included the possibility of developing an associate degree nursing program in the College's strategic planning process for over a decade, adding buildings in 2001 with new library facilities and classrooms to address possible new program enrollment. Currently, the existing classrooms and clinical lab are adequate to serve a class of twenty students. The Practical Nursing program currently is scheduled in the lab for the Spring semester of each year. These students are in clinical rotations in the Fall semester. The ADN students are scheduled for the lab in the Fall semester, thus allowing use of the lab by both groups in different semesters. It is, therefore, not critical to modify the existing facilities.

The current nursing lab includes a small computer lab, three hospital room simulations with beds, donated by Chesterfield General Hospital, and appropriate furnishings. An additional room includes a computerized patient simulator, anatomy models and related instructional equipment and supplies. Sixteen additional computers with simulation software are located nearby in the Success Center. The classroom/lab area includes ample storage space for equipment and supplies. Additional faculty offices are available in an adjacent area.

In anticipation of the enrollment growth in the related courses preparatory to enrollment in the associate degree nursing program, NETC is working closely with Pee Dee Council of Governments, and Marlboro and Dillon County officials to expand the small community campuses located in Bennettsville and Dillon. A proposal to EDA has been approved by the Pee Dee Council of Governments (COG) for submission in February 2007 which would fund the construction of additional classroom space at both community campuses and allow for Cheraw campus renovations to create an optimal nursing department. The EDA proposal addresses needs of \$980,000 with equal matching funds required for a total of \$1.96 million, over three fiscal years. The funds will be designated for community campus general education classroom space, an additional distance learning classroom in Dillon for nursing courses and main campus renovations at approximately \$130,000. The College is optimistic regarding the potential success of this EDA proposal and believes that the program will lead to substantial economic gains for this region. The SC Technical College Allied Health Initiative has awarded funds to the College which will assist in program development and faculty employment.

**Equipment**

The equipment currently available for the existing practical nursing diploma program will provide most of the equipment needs for the new ADN program. Practical nursing students will use the clinical lab primarily in Spring semester and associate degree nursing will use the lab primarily in Fall semester.

In the 2006 fiscal year, the College’s Board of Trustees approved Plant Funds for the purchase of additional equipment to support both the practical nursing program and the proposed ADN program. The College purchased SimMan, injection arm simulators; Resusci-Annies and Babies, catheter simulators, suction units, wound care models and a wheelchair for a total of approximately \$60,000. Through Lottery Technology Equipment Funds, instructor computers were also upgraded.

Based on the recommendation of the nursing program consultant employed to assist in developing this program proposal, the purchase of the following additional patient simulators is a priority:

2007-2008	SimMan	\$33,111.00
2008-2009	Auscultation Manikin (\$2995), 2 VitalSim Manikins (\$12,940 total), 2 Child Complete Care Manikins (\$10,772 total)	\$26,707.00
2009-2010	2 hospital beds	\$19,624.00

These purchases will be made during the first three years of the program through Plant Funds allocated by the Board of Trustees, Lottery Technology Equipment Funds or Allied Health Initiative Funds as available. The College is prepared to re-allocate existing funds, as needed for supplies and materials.

## **Library Resources**

The new NETC Library, built in 2001, serves as an integral part of the learning process, providing various materials and services to meet the information needs of students, faculty and staff. Cognizant of the trends in education and technology, the Library offers information in a wide variety of formats for both on and off-campus accessibility. With over 24,000 print titles, 200 journals and newspapers, electronic databases and books, the library is available to students on campus and online via the website: [www.netc.edu](http://www.netc.edu). The College Library is open Monday through Thursday: 7:30 am to 9:00 p.m. and Friday 7:30a.m. to 1:00 p.m.

Recently, the College has reviewed the ACRL (Association of College and Research Libraries) standards and determined that the library is in compliance with the published standards. The Library Committee systematically reviews all library policies and procedures, and revises as appropriate, with the most recent review conducted in 2006. One of the current nursing faculty has served on this committee.

Inside the College Library, nursing students have access to nursing journals in hardcopy format. Additionally, they have electronic access to over 200 nursing journals and hundreds of other medical journals from a variety of databases. NETC participates in the SC Interlibrary Loan program. Full text copies of articles are readily available for printing. While some minor needs have been identified, the College recognizes the need for continuously updating hardcopies of support materials that ADN students may need. Therefore, \$3,000 has been budgeted annually for updating library resources.

## **Accreditation, Approval and Licensure**

The State's Labor, Licensing and Regulation (LLR)/SC Board of Nursing works with the Commission on Higher Education in approval of new nursing programs. NETC has submitted a comprehensive Self-Evaluation Report, Criteria for Approval of Basic Programs Preparing Registered Nurses to the SC Board of Nursing, as delineated in Laws Governing Nursing in South Carolina, Section 91-29. [www.llr.gov](http://www.llr.gov). After receiving this document, the State Board of Nursing Advisory Committee conducted a site visit on January 16, 2007 to survey compliance with the rules and regulations for the proposed RN Program. Next, the site team will share their recommendation with the Advisory Committee, who makes a formal motion to the LLR/State Board of Nursing. The approval from the State Board of Nursing is necessary prior to admitting students to a nursing program.

The accreditation of a nursing education program is a voluntary, self-regulatory process. The National League for Nursing Accreditation Commission (NLNAC) will survey onsite programs to recognize that criteria are met once the programs are operational and have enrolled students. The philosophy, objectives, curriculum, administration, facilities and outcomes of the program must exceed safe measures to obtain the maximum term of accreditation which is valid for eight years.

Both the LLR and NLNAC will continue to monitor curriculum outcomes via admission and graduation statistics and RN licensure success to maintain the re-approval and/or re-accreditation status of said program.

## Institutional Approval

The Northeastern Technical College Local Area Commission approved the submission of this proposal June 27, 2006, following approval by the College Academic Council and input from the Nursing Advisory Committee in March, 2006.

<b>CATEGORY</b>	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<b>TOTALS</b>
Program Administration	0	0	0	0
Faculty Salaries	\$130,000	\$142,000	\$144,000	\$416,000
Graduate Assistants	0	0	0	0
Clerical/Support Personnel	\$12,000	\$14,000	\$15,000	\$41,000
Supplies and Materials	\$3,000	\$2,500	\$2,500	\$8,000
Library Resources	\$3,000	\$3,000	\$3,000	\$9,000
Equipment	\$33,111	\$26,707	\$19,624	\$79,442
Facilities	0	0	0	0
Other (Identify) (Faculty Development)	\$500	\$500	\$500	\$1,500
<b>TOTALS</b>	\$181,611	\$188,707	\$184,624	\$554,942
Estimated FTE Revenue Generated from the State (See note on page 25.)	0	\$33,483	\$62,127	\$95,610
Tuition Funding (New students only)	\$19,620	\$36,624	\$39,240	\$95,484
Other State Funding (Legislative Approp.)*	\$136,991	\$108,930	0	\$245,921
Reallocation of Existing Funds	0	\$9,769	\$83,257	\$93,026
Federal Funding	0	0	0	0
Other Funding (Endowment, Auxiliary etc.)**	\$25,000	0	0	\$25,000
<b>TOTALS</b>	\$181,611	\$188,707	\$184,624	\$554,942

\* Implementation portion of the Statewide Allied Health Initiative

\*\* Northeastern Technical College Foundation

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