

BOARD OF HIGHER EDUCATION
REQUEST FOR COMMITTEE AND BOARD ACTION

COMMITTEE: Academic Affairs

NO.: AAC 13-01

COMMITTEE DATE: October 9, 2012

BOARD DATE: October 16, 2012

APPLICATION OF BUNKER HILL COMMUNITY COLLEGE TO AWARD THE PRACTICAL NURSING CERTIFICATE

MOVED: The Board of Higher Education hereby approves the application of **Bunker Hill Community College** to award the **Practical Nursing Certificate**. Upon graduating the first class for this program, the college shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources, and program effectiveness.

Authority: Massachusetts General Laws Chapter 15A, Section 9(b)

Contact: Aundrea Kelley Deputy Commissioner for P-16 Policy and Collaborative Initiatives

**BOARD OF HIGHER EDUCATION
October 2012
Bunker Hill Community College
Practical Nursing Certificate.**

INTENT AND MISSION

Bunker Hill Community College (BHCC) has filed an expedited application for the approval of a proposed Practical Nursing Certificate program.

The College has identified seven goals for 2010-2013: Create Pathways and Partnerships to Promote Student Success, Demonstrate Strength through Diversity, Develop and Cultivate College-Wide Sustainability Initiatives, Expand Technology through the College, Foster Wellness, Growth and Lifelong Learning, Identify and Close Workforce Gaps, Institute a Culture of Evidence and Accountability.

The development of a nursing education pathway is aligned with these goals in several ways. The program provides partnerships with high schools leading to college readiness and providing primary nursing education to a student body that reflects the diversity of the urban community. This will influence the addition of culturally competent graduates caring for diverse populations in a variety of health care settings. The program provides an economic asset to community organizations, to area businesses, and to a variety of health related services. Concepts of sustainability will be threaded through the curriculum and graduates will be prepared to incorporate their knowledge of sustainability into the care that they provide. Students will learn through technology in the classroom and clinical laboratory experiences that will position graduates to pursue gainful employment as Licensed Practical Nurses (LPN). The program will contribute to meeting the health care needs of the future and fulfill current and future workforce gaps. Development of an advisory board which includes members of the Boston Healthcare Career Consortium will help to maintain knowledge of the current needs of the industry.

The Practical Nursing Certificate proposal has obtained all necessary governance approvals on campus and was approved by the BHCC Board of Trustees on November 21, 2011. The required letter of intent was circulated on August 21, 2012. One comment was received from Dr. John Farrington, Provost and Vice Chancellor for Academic Affairs at the University of Massachusetts Dartmouth, who noted concern that LPN's are finding it difficult to obtain employment in hospitals. He also expressed disagreement that college credits from LPN programs are readily transferable to Associate and Baccalaureate nursing programs.

Dr. Patti Ann Collins, D.N.P., Interim Dean for Nurse Education at Bunker Hill Community College, responded that LPN's are suited to work in Assisted Living and Long Term Care facilities, physicians' offices, and clinic settings, not hospitals. She emphasized that the proposed program is distinctly designed to offer courses and content in a non-traditional way for LPN programs. This design is intended to position students to be able to move forward and transfer credits into Associate and Baccalaureate programs.

NEED AND DEMAND

National and State Labor Market Outlook

The Massachusetts Department of Workforce Development provided 2008-2018 Occupational Projections for Boston-Cambridge-Quincy, MA-NH Metropolitan NECTA. The table below demonstrates details specific to the Bunker Hill Community College local towns and cities which reflect a 12.69% growth rate by 2018.

Code	Title	Employment	Employment	Change	SOC	Annual Average	Annual Average	Annual Average
		2008	2018	Level	Percent	Openings Total	Openings Growth	Openings Replacements
292061	Licensed Practical and Licensed Vocational Nurses	14,671	16,533	1,862	12.69%	645	186	459

Industry Projections for Licensed Practical and Licensed Vocational Nurses

Industry	2008 Employment	2008 Employment Percent Distribution	Projected 2018 Employment	Projected 2018 Employment Percent Distribution	Change 2008-2018 Number	Change 2008-2018 Percent
Total employment, all workers	14,670	100	16,530	100	1,860	12.7%
Nursing and Residential Care Facilities	5,340	36.4	6,330	38.3	990	18.7%
Total Employment, All Jobs	2,780	19	3,070	18.6	290	10.2%
Ambulatory Health Care Services	2,300	15.7	2,730	16.5	430	18.7%
Hospitals	1,920	13.1	2,060	12.5	140	7.4%
Government	1,870	12.8	1,860	11.2	-10	-0.8%
Self-Employed Workers, Primary Job	180	1.2	180	1.1	0	-1.7%
Educational Services	180	1.2	190	1.2	10	5.6%
Social Assistance	90	0.6	100	0.6	10	20%

Source: The Massachusetts Department of Workforce Development 2008-2018 Occupational Projections for Boston-Cambridge-Quincy, MA-NH Metropolitan NECTA

Student Demand

BHCC serves students in the Metro north area including Chelsea, Charlestown, and Somerville, and has a growing working relationship with Malden high school. Development of a Practical Nursing Certificate Program in this geographical area would enable BHCC to reach students not served by other community college based Practical Nursing Certificate Programs in the area.

Currently the Bunker Hill Community College Registered Nurse Program turns away up to 150 applicants each semester. Student inquiry into the College's plan to begin a Practical Nursing Certificate Program has been steady for many years. Several local healthcare businesses have been requesting development of a Practical Nursing Certificate Program for at least a year. The initial cohorts will be invited from the group of students who are not admitted into the nursing program.

Duplication

There are five Practical Nursing Certificate Programs in the immediate geographical area of BHCC. Of the five, one is a municipal program: (Quincy College), one is a vocational program, (Blue Hills Vocational Technical School), one is a proprietary program, (Medical Professional Institute) and two are community college programs (Roxbury Community College and Mass Bay Community College).

The BHCC Practical Nursing Certificate Program differs from these programs in at least two ways. The first involves an on-going relationship BHCC forms with high schools. These joint relationships are unique in that BHCC offers creative approaches to engaging high school students into the college milieu prior to completion of high school. Also, a Welcome Back Center housed at BHCC provides a link to education and career opportunities for internationally educated nurses. These two relationships create a unique quality at BHCC not provided by other colleges.

ACADEMIC AND RELATED MATTERS

Admission

The proposed Practical Nursing Certificate program requires students to have a High School diploma or GED; High school Chemistry grade of C or better with a lab; College Placement Test; Introduction to Biology, Anatomy & Physiology I & II, English 111, Math (pre-algebra), and passing scores for Test of Essential Academic Skills (TEAS). Students must have American Heart Association- Health Care Provider CPR certification, Criminal Offender Record Inquiry (CORI), and Malpractice & Liability insurance.

Projected Enrollment

Enrollment for the proposed program is projected as follows.

# of Students Year 1	# of Students Year 2		# of Students Year 3	# of Students Year 4*
New Full Time	30	30	30	30
Continuing Full Time	15	30	30	30
New Part Time	0	0	0	0
Continuing Part Time	0	0	0	0
Totals	45	60	60	60

Curriculum (Attachment A)

The proposed program is designed to prepare students to become Practical Nurses and provide eligibility to take the NCLEX-PN (National Council Licensure Exam-Practical Nurse). The curriculum offers general education courses concurrently with nursing courses to provide a sound theoretical base for the practice of nursing.

This program includes 33 credits of practical nursing theory and clinical practice in health care facilities. NUR-PN 111, (Fundamentals), requires clinical practice six (6) hours per week. NUR- PN 112 (Medical Surgical) and NUR-PN 113 (Geriatrics, Pediatrics, Maternal/ Child Health) require clinical practice eighteen (18) hours per week. Students must earn a grade of 78 or higher in all NUR- PN courses with the exception of NUR100 (drug calculations), in which students must earn a grade of 80 or higher. Students who fail to meet either the clinical objective or the grade requirement of a Practical Nursing Certificate Program courses fail that course. To ensure currency, credits for BIO 203, BIO 204 earned more than five years prior to enrollment in the practical nursing clinical sequence are not accepted. These strict standards are congruent with industry standards and the BHCC existing RN program standards.

Clinical learning experiences are introduced in the first semester and continue throughout the program. The section below indicates three placement sites that have agreed to support the proposed program in Newton, Chelsea and Cambridge.

Field and Clinical Resources

Clinical placement arrangements are in three locations; Harvard Vanguard Medical Associated (Newton), Soldiers Home Skilled Nursing Facility (Chelsea) and Sancta Maria Hospital Long Term Care and Rehabilitation (Cambridge). The utilization of these facilities allows the proposed program to meet fundamental, medical, surgical and geriatric goals and objectives. The use of simulation will be incorporated for the students to enhance their skills.

The Health & Wellness Center houses a number of state of the art facilities for health care programs, including an acute respiratory skills unit, an ultrasound unit, an x-ray room, medical imaging computer and resource rooms, and, for nursing, a basic skills and acute critical care unit, designed to simulate a hospital ICU. The Nursing

department recently purchased their third simulation man, a 3G wireless Simulation Manikin, allowing for mobility of simulation equipment and the beginning of inter-professional educational simulations.

RESOURCES AND BUDGET

Faculty and Administration

One full time faculty member will teach in the proposed program with additional faculty needs calculated in accordance with the Massachusetts Community College Contract workload requirements and the Board of Registration in Nursing. The program will have one full time faculty administrator and student / faculty ratios in the clinical setting will be aligned with Board of Registration in Nursing Regulations.

Affiliations and Partnerships

An advisory committee is being developed including members from our placement sites and a member from the Boston Healthcare Careers Consortium. The members will represent nursing, medicine, and lay person from private industry. The role of the external advisory committee will be to evaluate annually the effectiveness of the Practical Nursing Program to meet industry and programmatic needs and evaluate outcomes and progress toward goal achievement.

Library and Information Technology

All students, faculty, and staff, including evening and weekend students, have access to BHCC's Library and Learning Commons. The Library is open 86 hours per week during the fall and spring semesters and 65 hours per week during the summer sessions. When no classes are in session, the Library maintains reduced hours. To facilitate access to the Library's electronic resources for distance students, the BHCC Library enables students to obtain an access card through the Library Website.

BHCC's Library and Learning Commons has floor space devoted to tables, shelving, and public workstations, a dedicated Digital Library workroom, and a Smart Classroom. The Library provides quiet work areas for students, as well as individual carrels. In 2006, the Library created a new Learning Commons work space where students can study in groups. The E-319 Smart Classroom is used for Information Literacy Workshops and for assisting students with disabilities

As of 2009, the ground Library collection numbered 73,903, including books, AV materials, magazines, newspapers, and journals. This on-site collection is supplemented by print material available to the BHCC community through the Library's membership in the North of Boston Library Exchange (NOBLE), the New England Library Network, the Boston Regional Library System, and the Online Computer Library Center. The College also provides an extensive electronic subscription database, in consortium with NOBLE.

In 2009, BHCC's online collection numbered approximately 47,736 items, including full text magazines, journals, and books. This online collection assures that distance and nontraditional learners have access to significant research opportunities. It is 100% accessible off site as well. The Library also has wireless internet connectivity throughout the facility and offers adaptive technology that makes resources accessible to disabled users. This adaptive equipment and software is housed in the E319 classroom. The

Library Website provides an access point for books, electronic databases, and instructional support materials. Numerous databases and health materials are accessible through the library website. The total of full-text journal articles in this collection number in the thousands.

Facilities and Equipment

A new building houses the Nursing Education, Medical Imaging and Respiratory Therapy division. The Health and Wellness building was designed with space for high fidelity simulation labs, smart classrooms, a computer classroom, 16 faculty offices and a dean suite.

Fiscal (Attachment B)

The financial assumptions underlying expense and income projections include:

- The College will remain operational as it has been in the past 5 years
- Interest in a Practical Nursing Certificate Program will continue at or above current interest allowing for full classes of 30 students in day and evening programs.
- Faculty salary projections are based upon Massachusetts Community College Contract rates in place as of July 2012-June 2013 contract
- Administrator annual salary is \$81,500.00
- Faculty annual salary is \$ 65,000.00
- All salaries projections include fringe costs equaling 27% in year one, 32% in year two and 35% for years three and four
- Tuition rates are based upon in-state rates
- Tuition will not increase over four years
- Fees are based upon 45 students the first year (15 + 30), 60 students for years two, three and four
- Fees will increased by 7% beginning each of the years two, three and four

EXTERNAL REVIEW AND INSTITUTIONAL RESPONSE

The proposed program was reviewed by Kathleen M. McManus, RN, MSN, CNE, faculty member and Chair, Nursing Program at Central Maine Community College and Frances F. LaFauci, RN, Ed.D, Associate dean of the School of Nursing at Suffolk County Community College in New York.

Both reviewers noted that the program is aligned with the mission values and goals of BHCC and that it prepares students for safe nursing practice within the contemporary health care delivery system.

The McManus review offered suggestions for courses to be consistent with NEASC (New England Association of Schools and Colleges) guidelines. Specifically she recommended that the program define course objectives to be the major foci with student learning outcomes tethered to specific components the students will learn. The institution responded with agreement and underscored the need to align this across the Nursing Education Department for consistency.

The McManus review further suggested the external advisory to the program should include employer representation. The institution responded by providing a list of members including potential employers and clinical placement partners.

The LaFauci review indicated that all necessary components to the program are in place and addressed in the proposal and offered no suggested additions or changes.

STAFF ANALYSIS AND RECOMMENDATION

Staff thoroughly reviewed all documentation submitted by Bunker Hill Community College and external reviewers. Staff recommendation is for approval of the Practical Nursing Certificate.

Curriculum Outline (Attachment A)

Required (Core) Courses in the Major (Total # courses required = 0)		
<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>
ENG 111	College Writing I	3
BIO 108	Human Biology / Lab	4
BIO 203	Anatomy & Physiology I w/ Lab	4
BIO 204	Anatomy & Physiology II w/ Lab	4
CORE COURSES		
PN I (NUR-PN III)	Practical Nursing I w/ clinical	10
PSY 101	Psychology 101	3
NUR 100	Drug Calculations	1
PN II (NUR – PN II2)	Practical Nursing II w/ clinical	12
PSY 213	Human Growth & Development	3
PN III (NUR – PN II3)	Practical Nursing I13 w/ clinical	10
	Sub Total Required Credits	54
Elective Courses (Total # courses required = NONE) (attach list of choices if needed)		
	Sub Total Elective Credits	0
Distribution of General Education Requirements- SEE ABOVE Attach List of General Education Offerings (Course Numbers, Titles, and Credits)		# of Gen Ed Credits
Arts and Humanities, including Literature and Foreign Languages		0
Mathematics and the Natural and Physical Sciences		0
Social Sciences		0
Sub Total General Education Credits		[0]
Curriculum Summary		
Total number of courses required for the certificate		9
Total credit hours required for certificate		54
Prerequisite, Concentration or Other Requirements:		
High School Chemistry (MAT 097) Fundamentals of Algebra		

Program Budget (Attachment B)

New Academic Program Budget

One-Time /Start-Up Costs	Cost Categories	Year 1	Year 2	Year 3	Year 4
		Program Director	103,505.00	107,580.00	110,025.00
General Administrative Costs	29,718.00	29,718.00	29,718.00	29,718.00	
Full-time Faculty 1 assistant, (<i>salary + fringe</i>)	82,550.00				
Full-time Faculty 2 assistants		171,600.00	263,250.00	263,250.00	
Part-time Faculty 3 Clinical Instructors	9,000.00				
Part-time Faculty 6 Clinical Instructors		18,000.00	18,000.00	18,000.00	
Instructional Materials, Library Acquisitions	0				
Facilities/Space/ Equipment	0				
Field & Clinical Resources	0				
Marketing	0				
Other:	0				
TOTALS		224,773.00	326,898.00	420,993.00	420,993.00
	Revenue Sources	Year 1	Year 2	Year 3	Year 4
Grants (Projected Overhead)	0				
Tuition	277,200.00	369,600.00	369,600.00	369,600.00	
Fees	99,225.00	141,561.00	151,470.00	162,073.00	
Curriculum and Service Fee	0				
Reallocated Funds (Adjunct Replacement)	0				
Other: Lab Fees	0				
TOTALS		376,425.00	511,161.00	521,070.00	531,673.00