

FEASIBILITY STUDY  
TO MONTANA STATE BOARD OF NURSING

SUBMITTED BY:

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PRACTICAL NURSING PROGRAM DIRECTOR

MSU GREAT FALL COLLEGE OF TECHNOLOGY

SEPTEMBER 2010

24.159.625 Feasibility Study for Initial Approval of Nursing Program

(1) An educational institution wishing to establish a program in nursing and to secure initial approval shall submit to the board a feasibility study by either December 1 or September 1 for review at the board’s January or October, respectively, board meetings. For programs under the jurisdiction of the Montana Board of Regents, a common document shall be submitted.

(2) The feasibility study must include at least the following information:

(a) population data within the past three years and workforce supply and demand data from the past year documenting the need for the program as it relates to plans for total state resources and nursing education needs within the state;

<u>Population data</u>		US Census Bureau			
AREA	2008	2009	2010	2020	
Montana	968,035	974,989	968,598	1,037,387	
Cascade County	82, 022	82, 158	82,297	84,012	

**Population data by age groups**

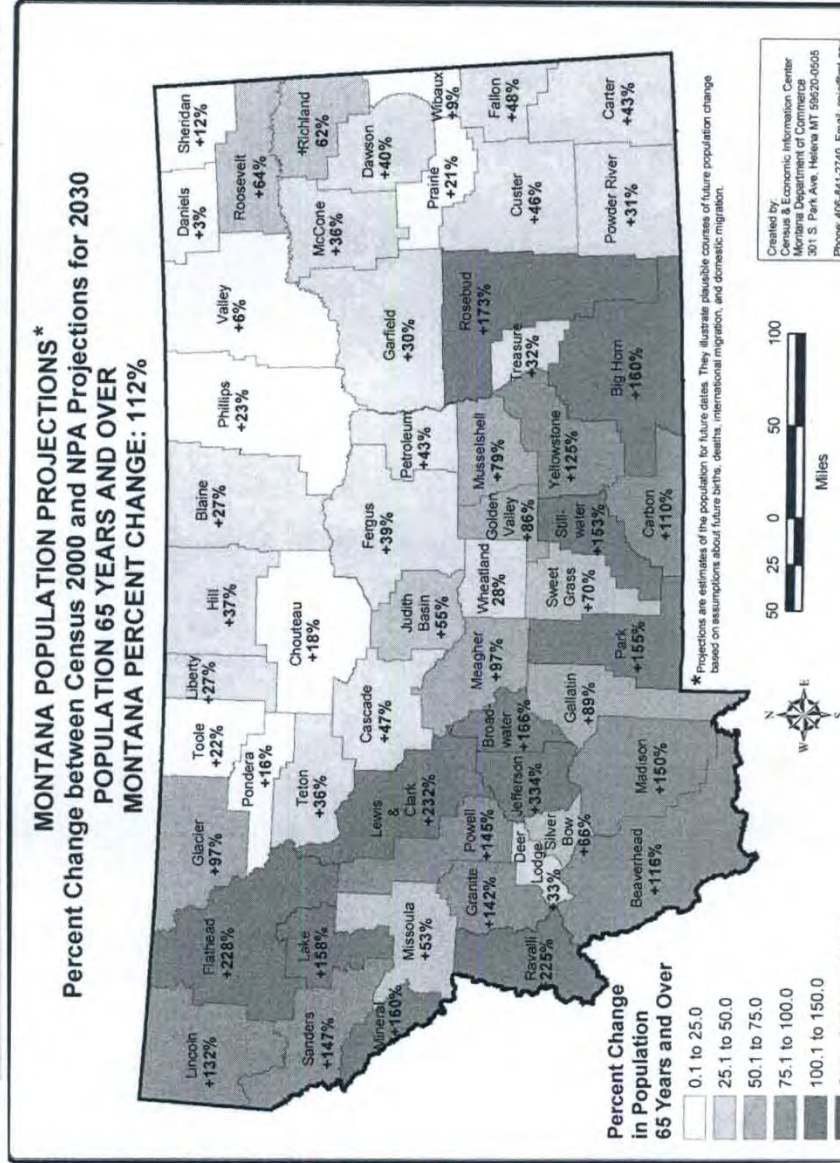
<b>Montana</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2020</b>
Under 18 years old	22.8%	22.5%	21.9%	18%
Age 18 and over	70%	67.5%	67.1%	62.8%
Age 65 and over	14.2%	14.6%	15.0%	20.7%

<b>Cascade County</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2020</b>
Under 18 years old	24.7	22.0	21.9	22.9
Age 18 and over	45.2	46.7	46.6	43.7
Age 65 and over	12.5	12.7	12.8	16.5

- RN employment will increase in response to healthcare needs for the elderly population. The demographics of Montana and Cascade County show an increase in the 65 and older population.
- According to the US Census bureau, <http://www.census.gov/>, census projections from 2000 to 2030 predict an increase in the state's population from 902,195 to 1,044,898, a 15.8%. However, the number of Montanans 44 and under are projected to decrease while those Montanans over age 44 (especially 65 and older) are projected to increase in number. Median age is expected to increase from 37.5 years of age to 46.0 over this 30 year period and the number of Montanans over age 65 from 120,949 to 269,558, a startling jump of 148,609 or 122.9%. By 2030, those 65 and older will make up 25.8% of Montana's population compared to 13.4% in 2000.
- Between 2000 and 2030, the 65 and over population in every Montana county is projected to increase, with one county's increase estimated at 334%. The statewide increase in the over 65 population during this 30 year time period is 112%, or more than doubling of this age group. Looking at the map of 2000-2030 over 65 projected population increases by county, all counties show an increase from +334% in Jefferson County to +3% for Daniels County. Cascade County show a + 47% increase.
- While the 65 years of age and older population demographics show the most increase, the other two age demographics, while decreasing, remain fairly stable. RN employment would remain stable within those age groups.
- By 2025, Montana will be the 3<sup>rd</sup> most aged state in the nation. And people older than 65 have three times the doctor appointments and twice as many hospital admissions as people under 65. From Beyond Rural - Montana State Rural Health Plan, July 2008, Montana Department of Public Health & Human Services - [www.dphhs.mt.gov/qad](http://www.dphhs.mt.gov/qad)

## Map of 2000-2030 Over 65 Projected Population Increases, By County

**Insert #4—Map of 2000-2030 Over 65 Projected Population Increases, By County**<sup>13</sup>



## Workforce Supply

According to the American Association of Colleges of Nursing in 2010:

**Nursing is the nation's largest health care profession, with more than 3.1 million registered nurses nationwide.** Of all licensed RNs, 2.6 million, or 84.8%, are employed in nursing.

**According to the U.S. Bureau of Labor Statistics, Registered Nursing is the top occupation in terms of the largest job growth from 2008 - 2018.**<sup>8</sup> Government analysts project that more than 581,500 new RN jobs will be created through 2018. Other federal projections indicate that by 2020, the U.S. nursing shortage will grow to more than 800,000 registered nurses. Even as health care continues to shift beyond the hospital to more community-based primary care and other outpatient sites, federal projections say the rising complexity of acute care will see demand for RNs in hospitals climb by 36 percent by 2020.

In December 2009, workforce analysts with the Bureau of Labor Statistics (BLS) projected that more than 581,500 new RN positions will be created through 2018, which would increase the size of the RN workforce by 22%. Employment of RNs is expected to grow much faster than the average when compared to all other professions. [http://www.bls.gov/emp/ep\\_table\\_104.htm](http://www.bls.gov/emp/ep_table_104.htm)

- On December 4, 2009, the U.S. Bureau of Labor Statistics (BLS) reported that the healthcare sector of the economy is continuing to grow, despite significant job losses in nearly all major industries. Hospitals, long-term care facilities, and other ambulatory care settings added 21,000 new jobs in November 2009, a month when 85,000 jobs were eliminated across the country. As the largest segment of the healthcare workforce, RNs likely will be recruited to fill many of these new positions. The BLS confirmed that 613,000 jobs have been added in the healthcare sector since the recession began. [www.bls.gov/news.release/archives/empsit\\_12042009.pdf](http://www.bls.gov/news.release/archives/empsit_12042009.pdf)

- In the July/August 2009 *Health Affairs*, Dr. Peter Buerhaus and coauthors found that despite the current easing of the nursing shortage due to the recession, the U.S. nursing shortage is projected to grow to 260,000 registered nurses by 2025. A shortage of this magnitude would be twice as large as any nursing shortage experienced in this country since the mid-1960s. In the article titled *The Recent Surge In Nurse Employment: Causes And Implications*, the researchers point to a rapidly aging workforce as a primary contributor to the projected shortage. <http://content.healthaffairs.org>

- In the November 26, 2008 *Journal of the American Medical Association*, workforce analyst Dr. Peter Buerhaus stated: "Over the next 20 years, the average age of the RN will increase and the size of the workforce will plateau as large numbers of RNs retire. Because demand for RNs is expected to increase during this time, a large and prolonged shortage of nurses is expected to hit the US in the latter half of the next decade." <http://jama.ama-assn.org>

- According to a report released by the American Health Care Association in July 2008, more than 19,400 RN vacancies exist in long-term care settings. These vacancies, coupled with an additional 116,000 open positions in hospitals reported by the American Hospital Association in July 2007, bring the total RN vacancies in the U.S. to more than 135,000. This translates into a national RN vacancy rate of 8.1%. [www.ahapolicyforum.org/ahapolicyforum/reports](http://www.ahapolicyforum.org/ahapolicyforum/reports) and

[http://www.ahcancal.org/research\\_data/staffing/Pages/default.aspx](http://www.ahcancal.org/research_data/staffing/Pages/default.aspx)

- In March 2008, The Council on Physician and Nurse Supply, an independent group of healthcare leaders based at the University of Pennsylvania, called for 30,000 additional nurses to be graduated annually to meet the nation's healthcare needs, an expansion of 30% over the current number of annual nurse graduates. [www.physiannursesupply.com](http://www.physiannursesupply.com)

- Based on finding from the *Nursing Management Aging Workforce Survey* released in July 2006 by the Bernard Hodes Group, 55% of surveyed nurses reported their intention to retire between 2011 and 2020. The majority of those surveyed were nurse managers.

<http://www.amnhealthcare.com/News.aspx?id=15444>

- In April 2006, officials with the Health Resources and Services Administration (HRSA) released projections that the nation's nursing shortage would grow to more than one million nurses by the year 2020. In the report titled *What is Behind HRSA's Projected Supply, Demand, and Shortage of Registered Nurses?*, analysts show that all 50 states will experience a shortage of nurses to varying degrees by the year 2015. <http://bhpr.hrsa.gov/healthworkforce/reports>

HRSA officials state that “to meet the projected growth in demand for RN services, the U.S. must graduate approximately 90 percent more nurses from US nursing programs.”

[www.aacn.nche.edu/IDS](http://www.aacn.nche.edu/IDS) and

<http://bhpr.hrsa.gov/healthworkforce/reports/behindrnprojections/index.htm>

- With the average age of RNs projected to 44.5 years by 2012, nurses in their 50s are expected to become the largest segment of the nursing workforce, accounting for almost one quarter of the RN population. [www.jbpub.com/catalog/9780763756840](http://www.jbpub.com/catalog/9780763756840)

- According to a May 2001 report, *Who Will Care for Each of Us?: America's Coming Health Care Crisis*, by the Nursing Institute at the University of Illinois College of Nursing, the ratio of potential caregivers to the people most likely to need care, the elderly population, will decrease by 40% between 2010 and 2030. Demographic changes may limit access to health care unless the number of nurses grows in proportion to the rising elderly population. [www.uic.edu/nursing](http://www.uic.edu/nursing)

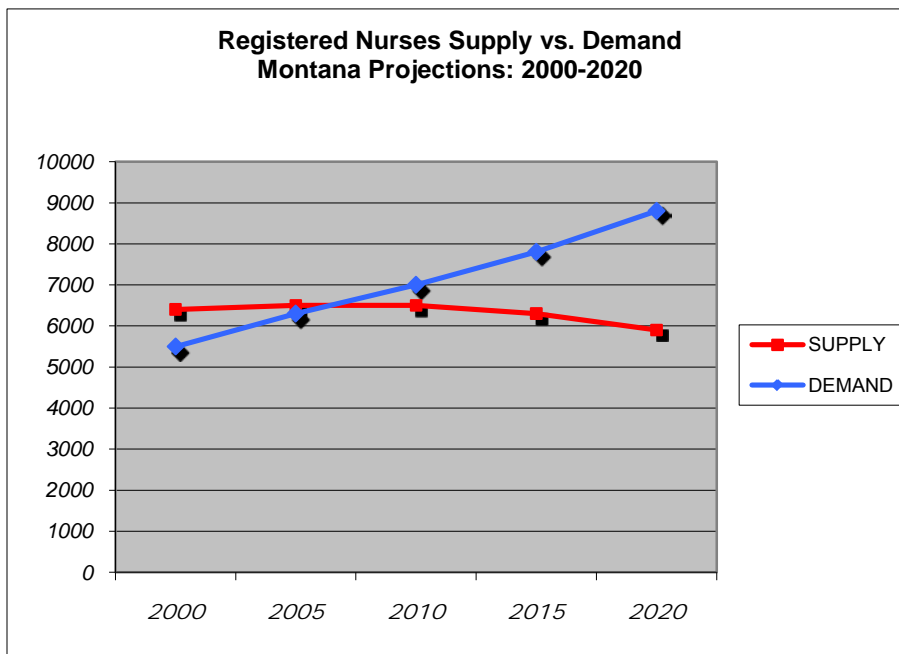
July 14, 2010, NLN president Dr. Cathleen Shultz stated that, “The NLN’s research finding on the 2008 and 2009 academic year indicate that the capacity of the nation’s nursing education programs continued to fall short of demand as a weakened economy nearly halted expansion. The four organizations comprising the Tri-Council of Nursing – American Association of Colleges of Nursing, American Nurses Association, American Organization of Nurse Executives, and the National League for Nursing – are united in the view that lessening nursing education’s capacity will leave our health care system unprepared to meet the demand for essential nursing services.”

NLN CEO Dr. Beverly Malone added, “In addition to the wave of nurse retirements, we must bear in mind the escalating retirements by nurse faculty who tend to be older than the general nursing workforce. Our profession and society cannot afford to ignore these issues if we are to practice effectively in a health care environment that includes shorter hospital stays, higher patient acuity, increasing numbers of older adults with multiple chronic conditions, rapid technological advances, and proliferation of drug therapies.” The complete Tri-Council statement can be found at [www.nln.org/governmentaffairs/pdf/workforce\\_supply\\_statement.pdf](http://www.nln.org/governmentaffairs/pdf/workforce_supply_statement.pdf)

According to the June 29, 2010 New York Times article on “Preparing more care of elderly”, more than “40% of adult patients in acute care hospital beds are 65 or older. Seventy million American will have turned 65 by 2030. They include the 85-and-older cohort, the nation’s fastest-growing age group.” Terry Fulmer, Dean of the NYU College of Nursing states, “Before long, 90% of American nurses will have to provide care for older adults.”

## Montana

- According to the Montana Department of Labor and Industry, hospitals are the largest part of Montana’s health care economy, accounting for more than 20,000 jobs
- Jobs in hospitals grew by 9.6% between 2001 and 2005, and jobs in ambulatory settings grew by 10.2% during this period. Jobs in health care are projected to continue to grow at this rapid pace for the next decade.
- Average annual wages in ambulatory care and hospital settings are significantly higher than the average for all jobs in the state



Source: HRSA;

<http://bhpr.hrsa.gov/healthworkforce/reports/behindrbprojections/behindshortage.htm>



The graph above is a synopsis of data compiled by HRSA, Human Resources and Services Administration, that examines the projected supply and demand of registered nurses in Montana from 2000 – 2020.

According to the Western Interstate Commission for Higher Education (WICHE), nursing is one of Montana's fastest growing jobs, and the nursing field will see a 33% increase in its need. WICHE estimates that approximately "4,300 registered nurses will need to be hired for new posts and to replace those leaving the field" (WICHE, 2005).

According to the Occupational Supply Demand system for 2008 - 2016, Montana's registered nurses will be experiencing an employment growth of 26.3%, along with an 18.6% growth in wage earnings.

According to the State of Aging in Montana report, published by the Department of Public Health and Human Services (DPHHS) in 2002, registered nurses represent 30 percent of Montana's healthcare workforce. With the aging population and the average age of nurses in Montana growing, the need for registered nurses far exceeds the supply.

Patti Iversen FNP, RN from eastern Montana, completed her Master's in Nursing degree from Gonzaga University in 2002, by producing a project titled "Keeping Health Care Blooming in Eastern Montana." The study consisted of a mailed survey to all nurses residing in fifteen eastern Montana counties. The response rate was 59.42% which represented 533 nurses.

A summary of her findings that are pertinent to workforce supply in Montana are:

- About one third of RNs planned to retire over the next 10 years, by 2012
- About 39.85% of nurses planned to retire between ages 55 and 64 years of age
- A significant number of RNs (41.1%) planned to reduce their hours of work prior to full retirement
- The average age of planned work reduction was 52.9 years.
- For Eastern Montana nurses the mean age is 46.7 years of age, while nationally the mean age is 45.2.
- 6% of RNs were planning to move to a non-nursing field of employment

Patti Iversen's full study can be found at [www.montana.edu/mint/iversen.html](http://www.montana.edu/mint/iversen.html)



The field of nursing is experiencing an aging workforce; the average age of RNs is projected to be 44.5 years by 2012; nurses in their 50s are expected to become the largest segment of the nursing workforce, accounting for almost one quarter of the RN population. Due to aging, 55% of nurses reported their intention to retire between 2011 and 2012. The ratio of potential caregivers to the people most likely to need care, the elderly population, will decrease by 40% between 2010 and 2030. Demographic changes may limit access to health care unless the number of nurses grows in proportion to the rising elderly population. To meet the projected growth for RN services, the US must graduate approximately 90% more nurses from US nursing programs.

NLN research findings on the 2008-2009 academic years indicate that the capacity of the nation's nursing education programs continued to fall short of demand as a weakened economy nearly halted expansion.

"For the second year in a row," explained NLN CEO Dr. Beverly Malone, "the nation saw almost no growth in the number of pre-licensure nursing programs. In 2008-2009 ADN and BSN programs showed only tiny net gains: eight for ADN programs and two for BSN programs."

Almost 40 percent of all qualified applications to basic RN programs were turned away in 2008-2009. ADN programs — concentrated in public institutions, which see applications rise more sharply during recessions — rejected 45 percent of qualified applications, while BSN and diploma programs denied admission to 28 and 23 percent of qualified applications, respectively.

There have been many national strategies to address the nursing shortage. In 2008 the Governor of Pennsylvania invested \$750,000 of state monies to address the nursing shortage. This would provide new money for schools to educate more students, and hire more nursing faculty. In an article titled "Hospitals' Responses to Nurse Staffing Shortages," the authors found that 97% of surveyed hospitals were using educational strategies to address the shortage of nurses. Specific strategies include partnering with schools of nursing, subsidizing nurse faculty salaries, reimbursing nurses for advancing their education in exchange for a work commitment, and providing scheduling flexibility to enable staff to attend classes. The paper ends with a call for more public financing support to expand enrollment capacity at schools of nursing. <http://content.healthaffairs.org/cgi/content/abstract/25/4/W316>

Montana is experiencing these same problems with its RN population as is the rest of the US; by 2010 to 2012, the demand for RNs will be greater than the supply, and this demand will only worsen with the aging of nurses, increasing nurse retirement, and the increasing age of the population.

Currently in Great Falls, there are many RN positions that have gone unfilled.

**Attachment A** lists the four largest healthcare employers in Great Falls: Benefis Healthcare Systems, Great Falls Clinic, Missouri River Manor, and Park Place Healthcare Facility, and the RN job listings.

Benefis has committed financially to assist MSU Great Falls College of Technology to support the ADN program. Benefis continues to talk with the administration at MSU Great Falls College of Technology regarding subsidizing nurse faculty salaries, and the availability of their Master's prepared nurses for educational purposes. Benefis Healthcare Systems currently is providing scheduling flexibility that enables CNAs and LPNs to attend classes.

Hospitals, clinics and long term care have been absorbing other non-age expenses to retain or recruit RNs, including:

- Tuition reimbursement
- Signing, retention or referral bonuses
- Helping with student loans
- Scholarships

Enrollments in schools of nursing are rebounding, but healthcare facilities still must wait two to three years for new graduates to enter the workforce.

Employment of RNs in healthcare facilities, particularly hospitals, is expected to grow faster than average. Hospital nurses form the largest group of nurses. They also may supervise licensed practical nurses and nursing aides. RNs also work as charge nurses, nursing supervisors, and nurse managers.

Long term care facilities and assisted living, in the future, will offer new jobs for RNs as the number of aged and disabled persons in need of care rises. Although they often spend much of their time on administrative and supervisory tasks, RNs also assess residents' health, develop treatment plans, supervise licensed practical nurses and nursing aides, and perform invasive procedures, such as starting intravenous fluids. They also work in specialty-care departments, such as long-term rehabilitation units for patients with strokes and head injuries. In addition to caring for this population RNs will care for the increasing number of patients who will have been discharged from the hospital but have not recovered enough to return home.

New job employment for RNs is expected to grow in home health care services and public health departments, due to an increasing number of older people with functional disabilities. These nurses also work with families and certain age groups. They focus on populations, working with individuals, groups, and families to improve the overall health of communities. They also work with communities to help plan and implement programs.

Rural communities are sustained through the presence of health care facilities. In fact, healthcare facilities are commonly the largest employers in rural communities, and the town's economic health depends up the viability and sustainability of the health care institution.

In order for the rural communities to remain viable, rural healthcare facilities must have educated and available individuals to employ as RNs. While it is beyond the scope of this feasibility study to imply that the implementation of an Associate’s Degree RN program at MSU Great Falls College of Technology will lead to economy increases in Cascade County, this study will support economic stability of the region by increasing the number of registered nurses available for employment in the rural healthcare facilities.

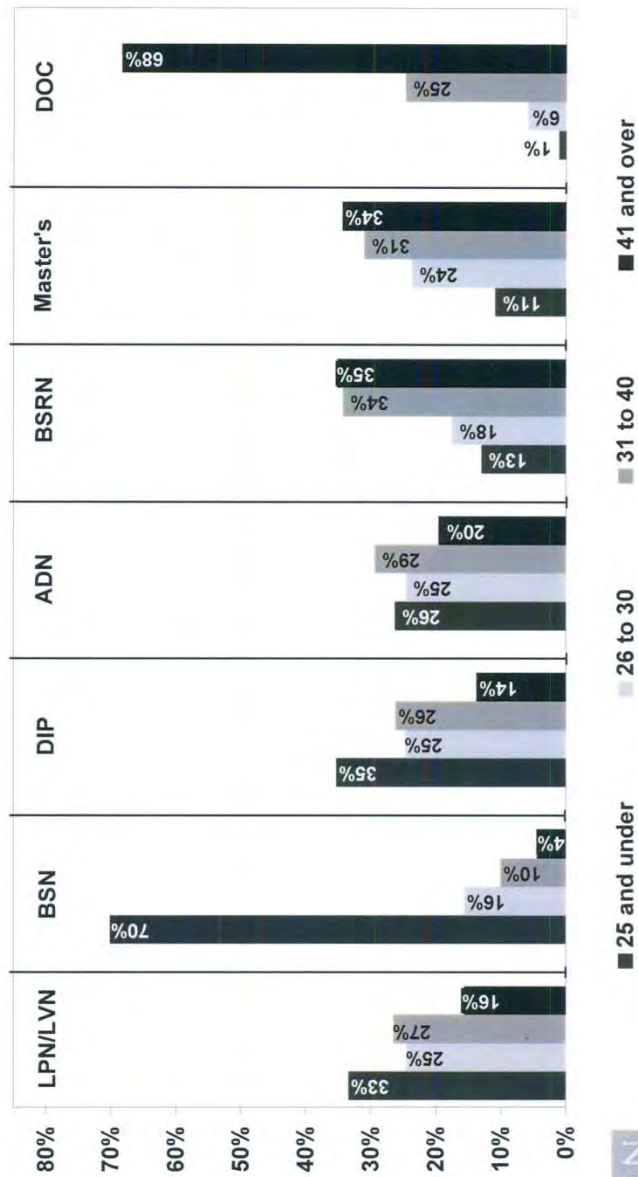
**The following data was collected from RN programs in the state of Montana**

Institution	Year	RN applied	RN accepted	PN applies	PN accepted
UM Butte	2009	17	14	NA	NA
	2010	37	18	NA	NA
UM Helena	2009	21	16	52	24
	2010	18	16	22 old curriculum	16
				33 new curriculum	16
UM Missoula	2009 spring	24	10	33	20
	2009 fall	17	10	45	20
MSU Billings	2009 spring	11	11		
	2009 fall	26	20	56	20
	2010 spring			59	20
MSU Northern Great Falls Campus	2010 summer cohort LPN	18	15	NA	NA
	2009 fall LPN applicants	8	6	NA	NA
	2008	13	7	NA	NA
Salish Kootenai	2009	No info received	No info received	NA	NA
Miles City Community	2009	No info received	No info received	NA	NA
Carroll College	2009	82	59	NA	NA
	2010	60	40	NA	NA
MSU Great Falls COT	2009	NA	NA	49	26 REACH cohort
	2010	NA	NA	40	20

MSU Bozeman gave the following applicant number for fall 2009 and fall 2010

- 74..... Bozeman
- 41..... Billings, Fall
- 66..... Billings, Spring
- 24..... Great Falls, fall
- 18..... Great Falls, spring
- 44..... Missoula, fall
- 58..... Missoula, spring
- 22..... Kalispell

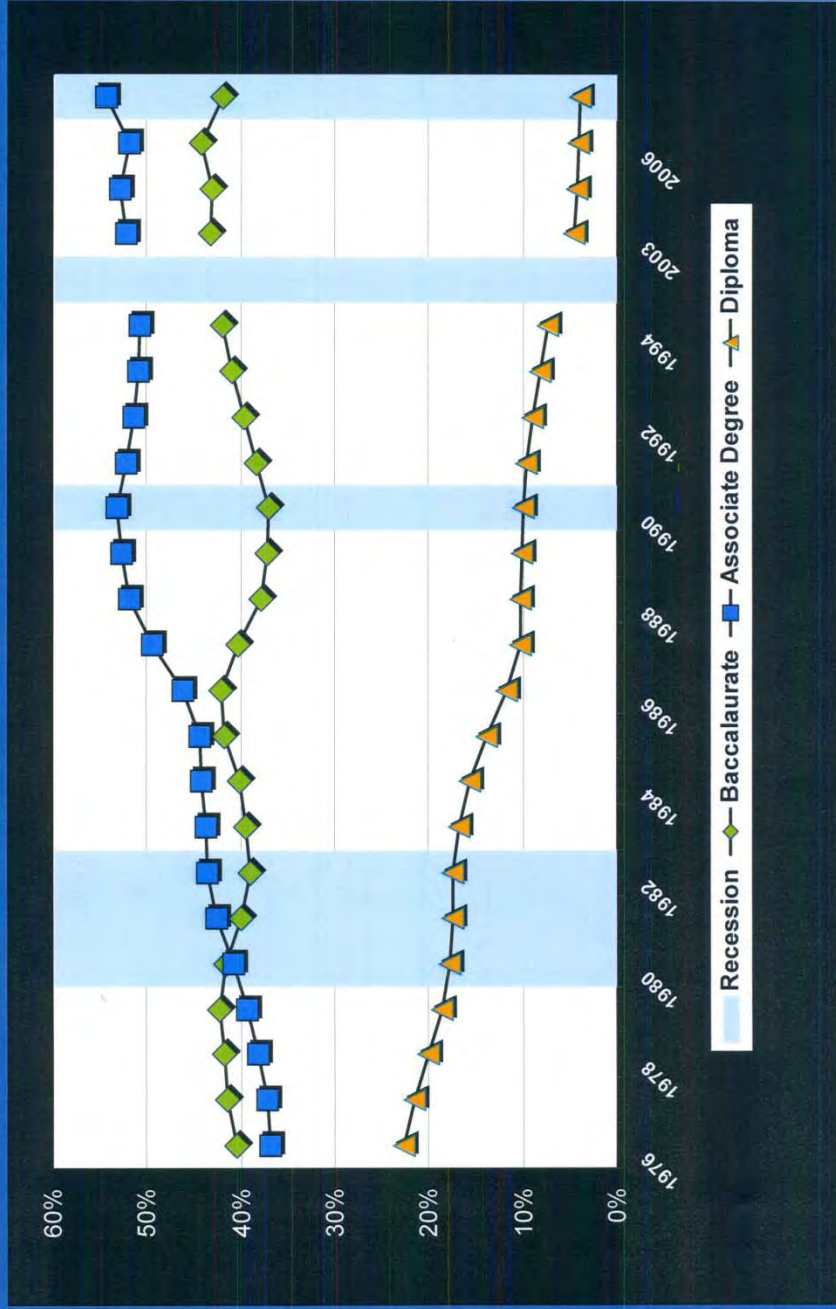
Percentage of Students Enrolled in Nursing Programs  
by Age and Program Type, 2008-09



**Number of Basic RN Programs by Region:  
1991 to 1995 and 2003 to 2009**



# US Recessions and Percentage of Enrollments in Basic RN Programs by Program Type: 1976 to 1994 and 2003 to 2008



Additional resources are available at the NLN DataView website: <http://www.nln.org/research/slides>.  
 For more information, contact 800-669-1656 x512 or [research@nln.org](mailto:research@nln.org).



**(b) Purpose and classification of program;**

**Purpose**

The purpose of the Associate's Degree RN program will be to prepare graduates to become a health care professional responsible for implementing the practice of nursing through the use of the nursing process in conjunction with other health care professionals. Registered nurses work as patient advocates for the care and recovery of the sick and maintenance of their health. In their work as advocates for the patient, RNs use the nursing process to assess, plan, implement, and evaluate nursing care of the sick and injured. RNs have a significantly expanded scope of practice, education and clinical training compared to that of licensed practical nurses. Another purpose will be to provide a basis for continued education studies in nursing to progress on to the Bachelor's degree.

The purpose of this program will also address:

- Local, state, and national nursing shortage needs by increasing the supply of registered nurses
- Support the economic stability and development of Montana, particularly North Central Montana
- Give Cascade County residents another accessible path to an Associate's of Science Degree leading to an RN licensure
- Afford currently licensed LPNs another accessible approach to become a registered nurse
- Offer graduates of the Practical Nurse program at MSU Great Falls College of Technology a seamless method to complete the third year of the State Model Curriculum.

**Classification**

The MSU Great Falls College of Technology Associate's degree RN program will consist of 72 credit hours, based on the State Model Curriculum. The program is designed to prepare graduates to take the National Council of State Boards of Nursing's National Council Licensure Examination for Registered Nurse (NCLEX-RN).

The program would be offered as the model nursing curriculum as part of a 1 + 1 Nursing program. Under that model:

- the program would have two application processes; the first one would occur at the beginning of semester 3;
- the nursing coursework in semesters 3 and 4 would be taught at the PN “scope of practice” level only;
- students would be required to sit for licensure for the PN nursing;
- the second application process would occur at the beginning of semester 5, and only licensed PN nurses would be eligible to apply;
- the nursing coursework in semesters 5 and 6 would be taught at the RN “scope of practice” level.

<http://www.mus.edu/board/meetings/2008/Mar08/ASA/ModelNursingCurriculumUpdate.pdf>

The 1 + 1 nursing program is particularly attractive for Great Falls, primarily because the College of Technology would like to provide PN nurses for this area. In fact, the College of Technology have promised Great Falls healthcare providers that that is one of the goals of the nursing program. Because it has two application periods and two applicant pools, the 1 + 1 model also opens the RN portion of the program up to licensed practical nurses who are already working, but who would like to upgrade their education and become registered nurses.

Twenty students will be admitted into the program each fall. These students will have completed the prerequisite courses, or have transferred equivalent course work to the college. Students will have completed the first year of nursing course work, or the third and fourth semester of the State model curriculum. Students do not have to be LPN’s to enter the third year or fifth semester of the State Model Curriculum, but they do have to be eligible to be licensed as LPNs, having graduated from an approved school of Practical Nursing. These students will be expected to obtain their LPN license within the fifth semester of program. Current LPNs will be encouraged to apply for the program, and will receive added points on the application for having a current license.

Those students who were not under the State model curriculum will be encouraged to apply also, and to transfer equivalent course work to the college. The State model curriculum can be found at: <http://mus.edu/che/arsa/nursing/Curriculum.pdf>

The Associate’s degree RN program will be working with ATI, Assessment Technologies Institute, to strengthen student’s knowledge throughout the program leading to a more competent, successful nurse after graduation. ATI will provide students with tutorials, assessment, and review modules, to aid students in review and remediation of courses as needed. The costs of this program will \$370.00 per student.

The Associate’s degree RN program will be seeking accreditation with NLNAC. NLNAC has a process and structure in place to provide for external peer review to evaluate nursing programs and involve institutions, administrators, faculty and staff, and students of nursing programs in

the process of continuous self examination. NLNAC assures nursing programs are perceived as providing quality education and services to students who, as graduates, express satisfaction with their program of study and who continue to learn.

The Associate’s degree RN program will incorporate MSU Great Falls College of Technology Vision statement of “transforming the living of our students, their communities and the economic prosperity of Montana by respond to learner and community needs through the use of partnership, innovation, outreach and technology.”

The program will also integrate the College’s Mission statement “to foster success of our students and their communities through innovative, flexible learning opportunities for people of all ages, backgrounds, and aspirations resulting in self-fulfillment and competitiveness in an increasingly global society.”

The Associate’s degree RN program will be an intimate partner with MSU Great Falls College of Technology Practical Nurse Program. The Practical Nurse program gives students an excellent first year, solid basis of nursing on which to expand their nursing education to the RN level. The Practical Nurse program has a history of 100% passing rates on the NCLEX-PN.

<b>MSU GREAT FALLS COT</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
PERCENTAGE PASSING	100	100	94.74	100	100	100

The Practical Nurse program at MSU Great Falls College of Technology, for the reporting period of October 2009 and March 2010, was ranked # 1 for practical nurse program in our jurisdiction (4) and for all programs (863) across every jurisdiction. This ranking was provided by the National Council of State Boards of Nursing. The ranking is due to the high percentage( 100%) of students passing their nursing licensing exams.

The Associate’s degree RN program will allow these PN students the opportunity of a seamless nursing education to the RN level, something which the State model curriculum encouraged. It will also allow these PN students the opportunity that other nursing students in Montana have at this time: the ability to continue at their school of nursing and receive RN education. At the present time, these PN students have to reapply, usually out of town, to receive RN education at a school of their choice. Due to the inability of most of these PN students to move home, family, and children, 35% choose to go through Excelsior.

**(c) Availability of qualified faculty;**

MSU Great Falls College of Technology has Doctorate-prepared and Master's prepared faculty that teach all of the nursing prerequisite courses. Most of the prerequisite faculties are tenured and familiar with the nursing program requirements and the nursing program.

The Associate's degree RN Program Director will be the current Practical Nurse Program Director, who has a Master's degree in Nursing, a current unencumbered license to practice as a registered nurse in Montana, has practiced nursing since 1972, and has taught didactic and clinical nursing education, in both Practical Nurse and RN programs, for 19 years. The Program Director will be a full-time position responsible for program administration and preparation, presentation and administration of the budget of the nursing program.

There is a pool of academically strong candidates for faculty positions for the Associate's degree RN program:

- Master's degree nurse, who has taught for 10 years in the Practical Nurse program, with expertise in adult nursing, advanced clinical skills and pathophysiology. She has been an RN for over 25 years, and continues to work on an acute hospital unit.
- Master's degree nurse completing her Doctorate in Nursing, who has taught in RN programs for over 10 years. Her expertise is in Maternal/Child. She has been an RN for over 25 years.
- Master's degree nurse who has taught in an ADN and LVN program in Texas for over 10 years. She has been an RN for over 20 years, and her Master's thesis was on the "utilization of high-fidelity simulation in healthcare education (with an emphasis on nursing education)." She states: "I am such a huge fan of this teaching modality." She has expertise in Fundamentals and Assessments, plus the simulation module.
- BSN nurse completing her Master's in Nursing – FNP from Gonzaga this year, 2010. Her expertise is in Adult nursing, pathophysiology, and assessment. She has four years experience at a correctional facility as RN administration. She has two years teaching experience in the Practical Nurse program. She has been an RN for over 17 years.
- BSN nurse completing her Clinical Nurse Leader Master's program from Bozeman. She will be graduating this year 2010. Her expertise is in Adult Nursing, management, and assessment. She has one years teaching experience with the Practical Nurse program. She has been an RN for over 32 years.
- BSN nurse completing her Master's in Nursing, with only her thesis left. Her expertise is in Maternal/Child. She has 9 years of teaching experience in the Practical Nurse program and in an ADN RN program. She has been an RN for over 30 years.

- BSN nurse completing her Master's in Nursing. She has completed the first year from Drexel. Her expertise is in Critical Care and Cardiac nursing. She has taught in the Practical Nurse program for over 5 years. She has been an RN for over 17 years.
- BSN nurse with a Master's Degree in Counseling and 18 hrs of upper level nursing. She has national accreditation as a Clinical Nurse Specialist in Adult Psychiatric/Mental Health and is licensed as a Licensed Professional Counselor in Texas. She has taught in an LVN and ADN program in Texas for over 10 years. While this faculty might not meet the requirements for this program in Montana, she can teach in the PN portion of the program.

(d) Budgeted faculty positions

Position	Tenure track	Full time	Courses To be taught	Clinical	Adjunct	Salary	Benefits	Salary with benefits
Administrator		Yes						\$75,612
Faculty	Yes	Yes	Pathophysiology, Transition, Managing client care, Adult client	Yes Yes				\$60,000
Faculty	No	No	Maternal/Child	Yes	Yes	\$7550	yes	
Faculty	No	No	Clinical for Maternal/Child		Yes	\$6150	yes	
Faculty	No	No	Mental Health	Yes	Yes	\$6850	yes	
Faculty	No	No	Clinical for Mental Health		Yes	\$6150	yes	
Faculty	No	No	Clinical for Adult Client		Yes	\$7500	yes	
Faculty	No	No	Clinical for Adult Client		Yes	\$7500	yes	
Faculty	No	No	Advanced Clinical Skills - Lab		Yes	\$1800	yes	
Faculty	No	No	Advanced Clinical Skills – Lab		Yes	\$1800	yes	
Faculty	No	No	Clinical for Managing Client Care		Yes	\$7500	yes	
Faculty	No	No	Clinical for Managing Client Care		Yes	\$7500	yes	
Total benefits for adjuncts based at 18%						\$11,124		
Total								\$207030

Faculty salaries are negotiated through a union contract taking into consideration degree, length of work experience and length of service to the college among other things. Adjunct and clinical salaries are directed by the Administration of the College. At MSU Great Falls College of Technology adjunct salary for didactic teaching is \$700.00 a credit. For Clinical instructors the salary is \$30.00/hour. For each student in clinical, the instructor is given an additional 8 hours for grading workups and student evaluations outside of the clinical setting. These additional hours are added to the clinical time, and paid accordingly. The bargaining agreement can be found at [http://mus.edu/hr/cba/001\\_CBA.pdf](http://mus.edu/hr/cba/001_CBA.pdf)

**(e) Availability of adequate clinical and academic facilities for the program;**

**Clinical Facilities:**

In addition to MSU Great Falls College of Technology, there are currently two nursing programs in Great Falls utilizing clinical site, MSU Northern and MSU-Bozeman College of Nursing Great Falls campus. MSU Great Falls College of Technology is committed to working cooperatively with the other Montana nursing programs already utilizing the clinical facilities in Great Falls, and has no plans, or desire, to displace students from their programs. Discussions with Dr. Mary Pappas, MSU Northern, were held in which she was told that MSU Great Falls College of Technology wished to work in conjunction with her faculty and students to coordinate clinical schedules for the benefit of both colleges and all students. Dr. Pappas was informed that MSU Great Falls College of Technology planned to utilize those units currently not being used by MSU Northern and evening shifts. Dr. Pappas stated that other units could be scheduled around each college clinical schedule. MSU Great Falls College of Technology and MSU Northern Nursing believe that the clinical schedules for both schools of nursing could be coordinated in a positive result for all. MSU Great Falls College of Technology does not plan on utilizing those days of the week when MSU-Bozeman Great Falls schedules their clinical.

Discussions are held twice a year between MSU Great Falls College of Technology, MSU Northern, MSU-Bozeman Great Falls campus, and Benefis Health System to determine clinical schedule for the following semester. A master clinical rotation schedule template has been generated that gives an overview of clinical areas available. There are forty-four identified areas that all three schools of nursing have utilized. Each school of nursing designates what days of the week their clinical will be held. MSU Great Falls College of Technology has designated Monday and Tuesday for their clinical days, as does MSU Northern. MSU-Bozeman Great Falls campus has designated Wednesday, Thursday, and Friday for their clinical days. MSU Great Falls College of Technology will continue to use Monday and Tuesday for clinical days for the ADN program. Overlap is negotiated with a compromise between the schools. Any change to the schedule is emailed to the other two schools.

MSU Great Falls College of Technology and MSU Northern faculty usually get together prior to all three schools of nursing meeting to plan out the clinical schedule between the two schools. As you can see according to the template, CCU, CICU, Cardiac rehab, Central Montana hospital, Medallion Home Care, Spectrum Home Care, AM Admit, Pharmacy, and Malmstrom Air Force Base are not currently being utilized by Northern or Bozeman. There are other units such as Sletten Cancer Institute, Peace Hospice, GI Lab, Cath Lab, and Radiology that only Bozeman utilizes. There is no reason that an ADN program from MSU Great Falls College of Technology could not utilize these units of Monday and Tuesday. High use units such as OB and Pediatrics are carefully scheduled. MSU Great Falls College of



Technology and MSU Northern have split the clinical schedule between the two schools, with MSU Northern utilizing OB and Pediatrics the first half of the semester, and MSU Great Falls College of Technology Practical Nurse utilizing the second half. There is no reason that this schedule could not continue between ADN schools, as the Practical Nurse maternal/child rotation is on another semester and does not conflict.

Benefis Health Systems Education Department has also generated a template for the schools of nursing which shows each unit and how many students, shifts, and other particulars each Manager has requested. Any changes are relayed to the schools of nursing from the Benefis Education Director at scheduling meetings.

Clinical will occur during the fall and spring semester for the ADN program. Julie Hicketier COO of Benefis Health Systems has indicated that Benefis has clinical areas available to support the addition of an ADN program at MSU Great Falls College of Technology. Great Falls Clinic and Park Place Health Care have both indicated their ability to take students from the MSU Great Falls College of Technology ADN program.

#### **Attachment B for Clinical schedule template**

#### **Attachment C for the Benefis Health System template**

#### **Academic facilities**

MSU College of Technology provides a safe and accessible physical facility and resources for students and faculty. Building access includes designated parking including 525 regular and 22 handicap parking stalls located on 3 sides to the building with easy access through all entrances/exits which have automatic doors leading from the parking lots. This includes additional parking of 10,000 square feet that was added 2008, and is ADA compliant for the proper number of handicap spaces. There is a ramp and elevator accessible to the second floor classrooms with Braille signage. All bathrooms are handicap access, and those included in the recent remodel were expanded, and have flush free capabilities. Building accessibility includes designated parking, and curb cuts. All bathrooms are handicap accessible.

The Health Science department, which includes the Practical Nurse program, and will also include the ADN program, occupies a portion of the 185,600 square feet of MSU Great Falls College of Technology. The Health Science department is located upstairs, in R 227. There is a full-time Program Assistant (Administrative Assistant). There are classrooms upstairs and downstairs for the various Health Science programs. There are wireless laptop capabilities throughout the college. There are two (2) locker rooms upstairs for Health Science students, with 120 lockers offered for women and 65 available for men. There are ten (10) offices upstairs and six (6) offices downstairs for faculty. The current nursing faculty each has an office, with a computer with internet access, telephone, desk, file cabinets, chairs, bulletin board, and bookshelves. ADN faculty will be accorded

office space, with a telephone, computer, desk, chair, file cabinet, and bookshelves. The Health Science department workroom has a Xerox machine, two printers, one color, table, chairs, microwave, refrigerator, and multiple cupboards, of which nursing has four (4). The ADN program nursing program will have primary use of one classroom with a seating capability of 30 – 35 students. This room will have a large television with VHS and DVD capabilities. There will be an overhead PowerPoint projector.

With the addition of the new building the College added approximately 200 square feet of chemical storage and 1300 square feet of laboratory prep areas for the Physical Therapy Asst. lab (1200 square feet.), Biology A&P lab (1400 square feet.), Microbiology lab (1400 square feet.) and a Chemistry lab (1400 square feet.). Also new are student study areas (approximately 300 square feet. each) located adjacent to the various laboratories. Many of the existing class rooms on the second floor that have been used in past years were remodeled and expanded, with updated computer hookups and “Smart Boards” for use by students and faculty.

The nursing skills lab is upstairs. It is 28 feet by 29 feet with an attached large supply closet that is extra space. There are five (5) Hill-Rom hospital beds, purchased in 2006. There are mannequins in each bed, for student practice. There are tables and chairs for 20 students. There is a large screen television with VHS and DVD capability within the lab. There are two (2) sinks and one scrub sink. There is a bathroom, not for public use. Multiple large cupboards and cabinets are accessible for supply use. There is a bookshelf with reference books for student use.

All rooms are assigned by the registrar. The Program Director for the Practical Nurse Program assigns the time for the Nursing Skills Lab, in conjunction with the registrar. The Practical Nurse program will share the skills laboratory with the ADN program, as each skills lab course are in different semesters. MSU Northern also utilizes the skills lab, and scheduling is always done as a compromise, and never has been a problem.

The ADN program orders supplies for the lab courses. There are adequate supplies for students to practice each procedure, and then to do a return demonstration as a check-off. These supplies are maintained in the supply closet in the nursing skills lab. The skills lab contains five (5) Hill-Rom beds, mannequins, overhead tables, bedside tables, IV poles. There are tables and chairs for 20 students. There is a large screen television with VHS and DVD capability within the lab. There are two (2) sinks and one scrub sink. There is a bathroom, not for public use. Multiple large cupboards and cabinets are accessible for supply use. There is a bookshelf with reference books for student use.

PowerPoint is available as a lecture tool, and utilized by the nursing faculty. Video taping equipment is available and has been utilized to videotape guest lecturers. There are 10 computers in the nursing classroom. These computers are used to teach all nursing students the computerized documentation system used at Benefis Healthcare, Meditech. This provides the students a hands-on learning experience of computerized charting prior to entering Benefis. Students are also able to use these computers to practice documentation skills. These computers are also loaded with current NCLEX reviews and the Intranet version of Lippincott nursing reference books. The students

are also able to use the Lippincott reference from home. There is also a printer in the laboratory that is used with the computers. The students can use the nursing computers in the nursing classroom, whenever the school is open and when no other class is utilizing the room.

Students have access to computers on the MSU – Great Falls campus at several locations: in computer labs, the library, computer classrooms, and at the computer kiosks outside the bookstore. Students currently enrolled for classes also may have access to wireless networking, but must first sign an agreement with the Information Technology Department when using personal computers for such use and comply with the Network.

Students are welcome to use the computer kiosks, but are asked to share that resource with others who wish to use it. Similarly, students may use the research computers in the library to meet their informational needs. Computers in the library, dedicated as computer lab workstations, will require a current student identification card. Library computer workstations dedicated for research are available to the general public; however, priority for these machines will be given to students enrolled at the college. The library's computers (both student lab workstations and research stations) may not be used for communicative or leisure purposes- for instance, personal email, chat rooms, blogging and online or personal gaming. Because access to computer labs and classrooms is purchased by students through their computer fees, computer labs and classrooms may be used only by students currently enrolled in classes, workshops, or seminars at the College. Students are allowed access to open computer equipped classrooms when the building is open, Monday - Friday. On weekends, in the event of an overflow from the Library Computer Lab, a classroom may be unlocked for student use.

The library has increased in size to 10,300 square feet, has all new computers with large screens, and a Smart Board for student uses. The Library's collection supports all curricular areas; the collection includes books, videos, and periodicals as well as a rich array of electronic resources including full-text periodicals and newspapers, periodical indexes, reference materials, and the catalogs of other libraries. Access to Library holdings are through a Web-based catalog and the Library's website. Electronic resources can be accessed 24/7 from off -campus. The Library provides computers for research and space to study, including group study rooms. Also housed in the Library is the campus computer lab with the soft ware needed for coursework. The Library supports instruction and student learning by providing open access to information and knowledge. Library services include reference, individual and group instruction, interlibrary loan and reserves.

Benefis Healthcare maintains a library that can be accessed by the students. The Internet is available for students. The college is also wireless access. The library works with the nursing faculty to remove outdated references from the shelves. The college has a full-time librarian, with several library aides. Students can access the library online at: <http://library.msugf.edu/index.htm>

The Simulation hospital has been planned and budgeted, by way of state and federal monies. The Simulation hospital is 3500 square feet and located on the first floor under the library. The rooms will include two semi private patient rooms, home health room, surgical suite, ICU, ER, dental emergency/exam room, ambulance mock-up, radiology and viewing room, instructional area, AV

tech room, multiple storage areas, restrooms, laundry area, two faculty offices, and sterile prep area. Equipment in rooms will include patient beds, overhead tables, oxygen, lights, suction, drapes, and specialized furnishings for each suite, simulation mannequins, including adult, child, and infant, cameras, mikes, and LED screens/monitors. Viewing can be recorded saved and viewed later. Estimated time for bid is in September, with completion of May/April 2011. The plan is to be up and running for fall 2011. Nursing, both PN and ADN, will be utilizing the SIM hospital.

**(f) Evidence of financial resources adequate for the planning, implementation, and continuation of the program;**

The costs associated with the addition of an Associate's degree RN program have been reviewed with the Dean Joe Schaffer, CFO Mary Ellen Baukol, CAO Dr. Heidi Pasek, and Division Director for Health Sciences Dr. Greg Paulauskis. In addition to the resources currently allocated to the Practical Nurse program, MSU Great Falls College of Technology is committed to providing the additional resources sufficient to adequately fund the successful operation of an Associate's degree RN program.

**Please see Attachment D for a letter from Dean Schaffer**

The funding for the Feasibility study was through a Perkin's grant.

Benefis has committed financially to assist MSU Great Falls College of Technology to support the ADN program. Benefis continues to talk with the administration at MSU Great Falls College of Technology regarding subsidizing nurse faculty salaries, and the availability of their Master's prepared nurses for educational purposes.

**(g) Anticipated student population;**

The ADN program is planning on admitting 20 students every fall semester. This will be done through an application process. This will make the MSU Great Falls College of Technology ADN program equal with the other ADN programs in the state.

MSU Great Falls College of Technology Nursing program created and posted a survey on the college's website questioning students regarding the feasibility of having an ADN program. The survey ran from June 17 – July 25, 2010. There were a total of 246 responses. Considering that it was the middle of summer, and most students do not take courses during this time of year, the total responses should be considered a success.

Below is listed the survey as it was presented on the MSU Great Falls College of Technology website:

### Associates Degree RN Survey

MSU-Great Falls College of Technology is researching the possibility of offering an Associate's Degree RN program that would enable individuals to take the licensing exam and become Registered Nurses (RN). Please answer these survey questions so that MSU-Great Falls College of Technology can document public interest in this program.

#### 1. What is your level of interest in an RN program through MSU Great Falls College of Technology?

- Strongly interested
- Interested
- Maybe
- Not interested

Comment

#### 2. What time for classes would work best for you? Select all that apply.

- Anytime
- Only days
- Only evenings
- Only weekends
- Other (please specify)

#### 3. Would weekend and/or evening classes/clinical create an undue hardship for you?

- Yes
- No
- Other (please specify)

#### 4. Are you currently working in a health care field?

- Yes
- No

5. If yes, what is your title?

**6. What is your highest education level?**

- GED
- High school graduate
- Certificate
- Associate's of Applied Science
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Other (please specify)

**7. Below is a list of pre-requisite courses for entry into the Associate's Degree RN program. Select all that you have completed?**

- Anatomy & Physiology 1
- Anatomy & Physiology 2
- Intro to General Chemistry/Lab (Inorganic chemistry)
- College Algebra
- College Writing
- Introduction to Nursing
- Introduction to Psychology
- Nutrition
- Other (please specify other prerequisites you have taken)

**8. Within the RN program there are two additional courses required besides the nursing courses. Select all that you have completed.**

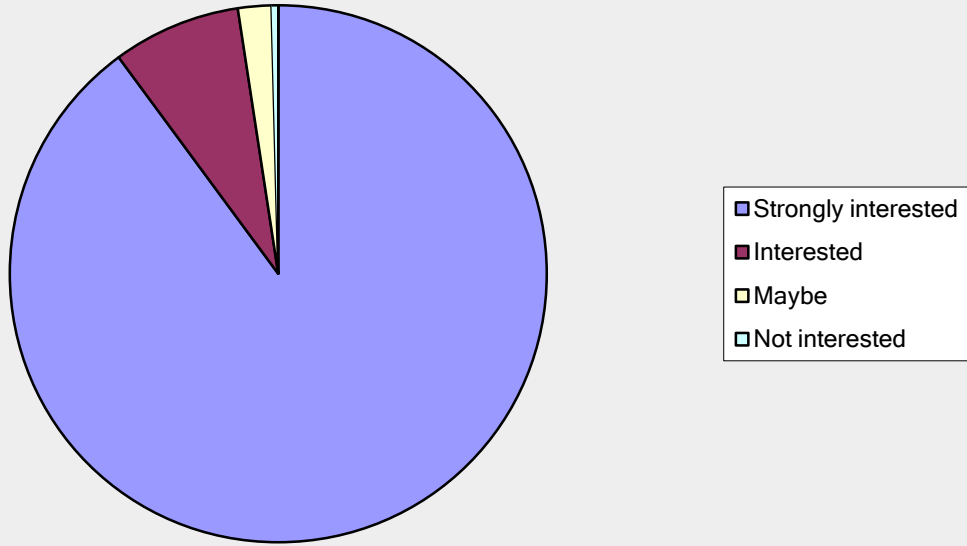
- Introduction to Sociology
- Microbiology
- Other (please specify)

**9. Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

Listed below are the responses to each question.

**Written comments can be seen in their entirety under Attachment E**

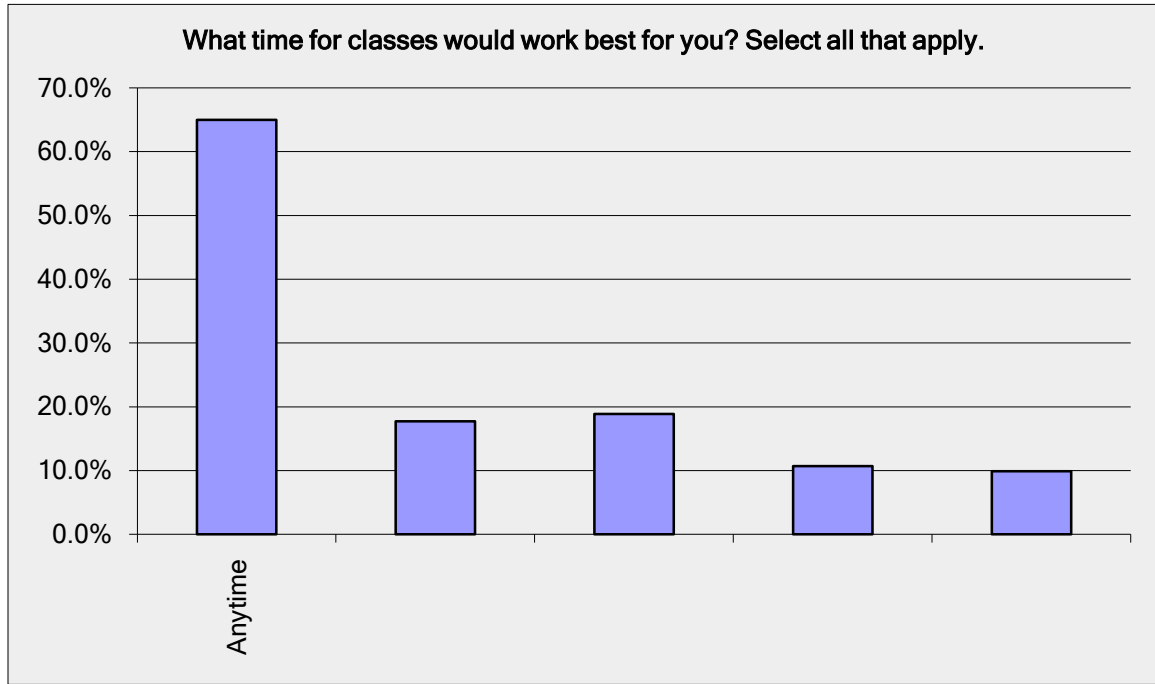
What is your level of interest in an RN program through MSU Great Falls College of Technology?



What is your level of interest in an RN program through MSU Great Falls College of Technology?

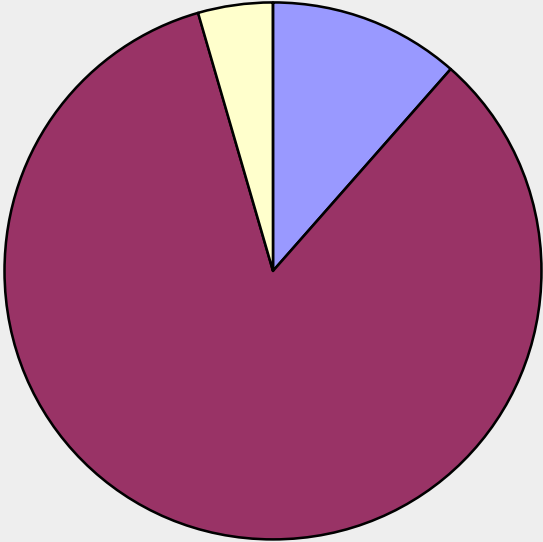
Answer Options	Response Percent	Response Count
Strongly interested	89.8%	221
Interested	7.7%	19
Maybe	2.0%	5
Not interested	0.4%	1
Comment		28





Answer Options	Response Percent	Response Count
Anytime	65.0%	158
Only days	17.7%	43
Only evenings	18.9%	46
Only weekends	10.7%	26
Other (please specify)	9.9%	24

Would weekend and/or evening classes/clinical create an undue hardship for you?

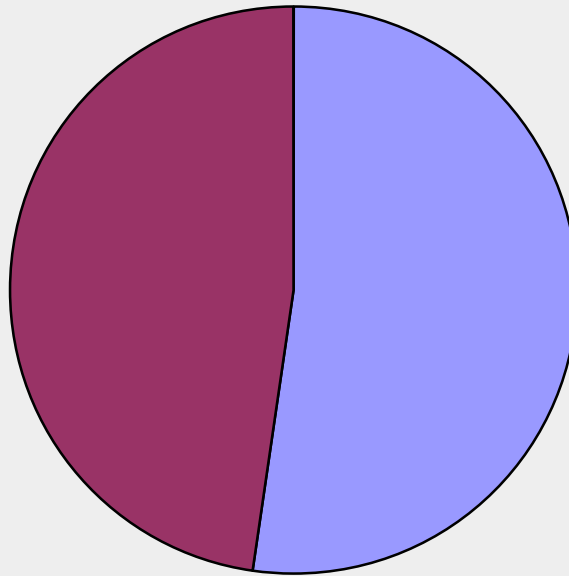


- Yes
- No
- Other (please specify)

Would weekend and/or evening classes/clinical create an undue hardship for you?

Answer Options	Response Percent	Response Count
Yes	11.5%	28
No	84.0%	204
Other (please specify)	4.5%	11

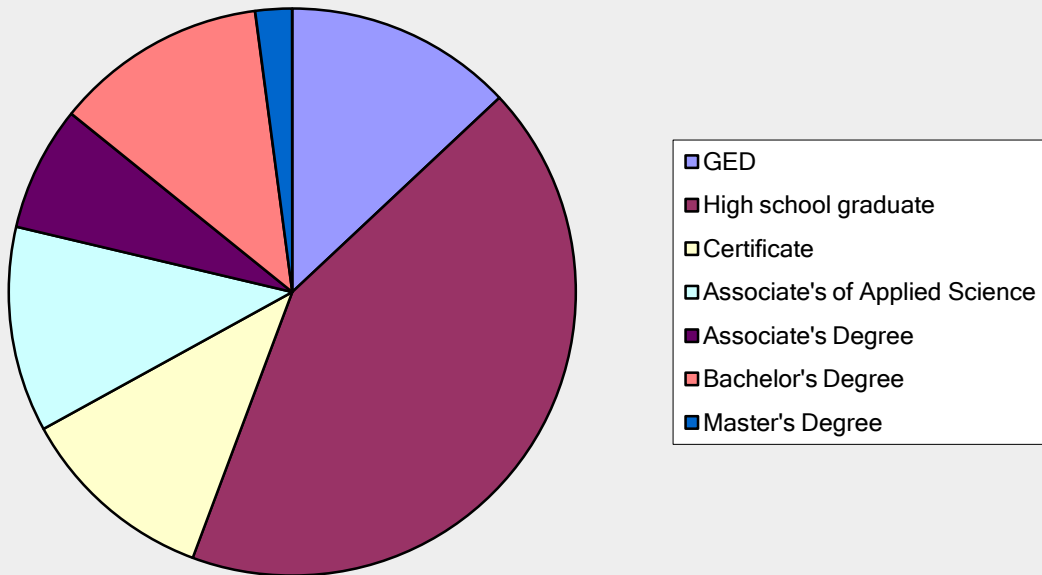
Are you currently working in a health care field?



Are you currently working in a health care field?

Answer Options	Response Percent	Response Count
Yes	52.3%	127
No	47.7%	116

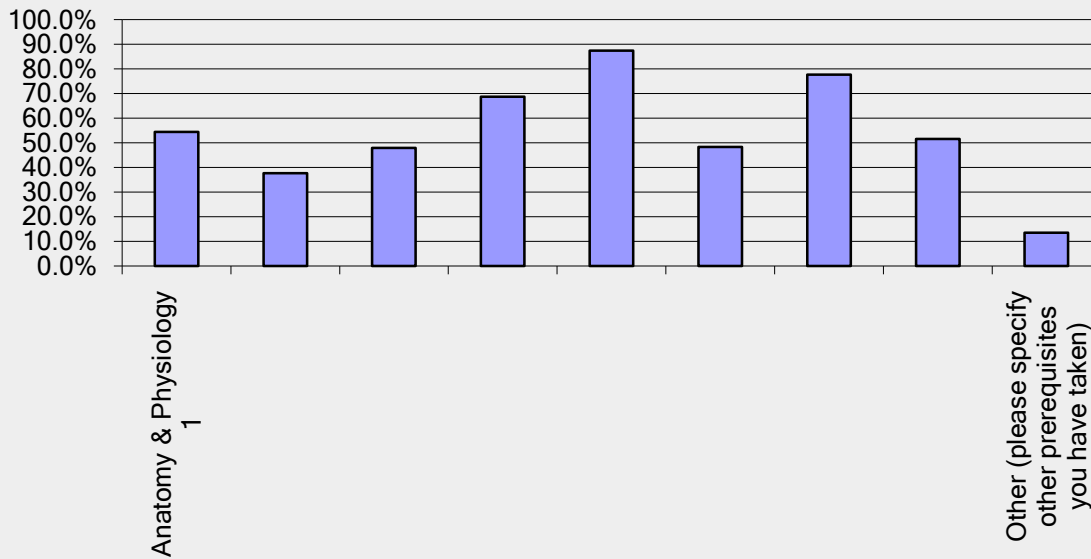
### What is your highest education level?



### What is your highest education level?

Answer Options	Response Percent	Response Count
GED	13.0%	31
High school graduate	42.7%	102
Certificate	11.3%	27
Associate's of Applied Science	11.7%	28
Associate's Degree	7.1%	17
Bachelor's Degree	12.1%	29
Master's Degree	2.1%	5
Other (please specify)		28

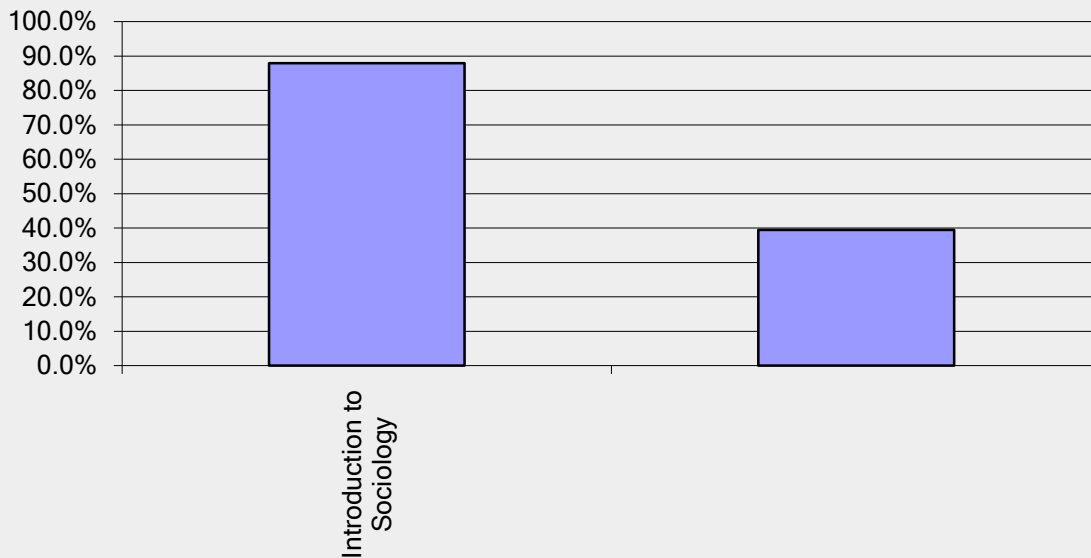
Below is a list of pre-requisite courses for entry into the Associate's Degree RN program. Select all that you have completed?



Below is a list of pre-requisite courses for entry into the Associate's Degree RN program. Select all that you have completed?

Answer Options	Response Percent	Response Count
Anatomy & Physiology 1	54.4%	117
Anatomy & Physiology 2	37.7%	81
Intro to General Chemistry/Lab (Inorganic chemistry)	47.9%	103
College Algebra	68.8%	148
College Writing	87.4%	188
Introduction to Nursing	48.4%	104
Introduction to Psychology	77.7%	167
Nutrition	51.6%	111
Other (please specify other prerequisites you have taken)	13.5%	29

Within the RN program there are two additional courses required besides the nursing courses. Select all that you have completed.



Within the RN program there are two additional courses required besides the nursing courses. Select all that you have completed.

Answer Options	Response Percent	Response Count
Introduction to Sociology	87.9%	109
Microbiology	39.5%	49
Other (please specify)		11

The students were very passionate about their written comments concerning this feasibility study. All of these responses were from question # 9 on the survey. Some of the comments were:

“I strongly believe that this would be a great opportunity for many people to achieve their goals in furthering their education. The COT has the best LPN program and I think it would be great to get the RN program here as well.”

“To me it was a no brainer to have that associate’s degree available at the COT and never understood why it wasn't an option.”

“I think that the college of technology needs an RN program badly. I have just finished the LPN program and the instructors were great and I feel like I have received a solid education. A solid education is important to becoming a good nurse.”

“I just finished my LPN there and I will wait for the COT to get the RN program to take it there. I would love for them to get the program. They have great teachers!”

“If the RN program is here at the COT, I will for sure be doing all I can to get into this program.

“Please add this program!”

“I am currently graduating from the LPN program at MSU-COT and would LOVE to continue with the school and instructors! Great Falls would benefit greatly from having a program like this!!”

“I believe it would benefit a lot of people here in Great Falls. Many people have families and others cannot afford to move elsewhere to get their RN. I know that I will go into the program if it is offered.”

“You don't know how many people you will help if you make this program possible, Thank you so much!

“I was so excited to learn that you were thinking of offering the RN program in Great Falls. I had always wanted to do the RN program but because I wouldn't have been able to move to Havre or Bozeman to do this-for various reasons-I had given up on it. But if you had it in Great Falls I could go all the way-YES!”

“The college would get so many from the surrounding areas, like me. It is a straight shot on the interstate. The road to Havre is Highway, yet the same distance. I would prefer to continue going where I started and have formed student/professor relationships instead of transferring again. I'm positive there would not be a problem filling each position available if the program were to become available.”

“I would have to say that it is very hard to get into nursing programs in our state. I think that there is a high demand for nursing so why not have one started from the roots of an already solid program.”

“This would make life so much easier then to have to travel to a different school to graduate. I believe you will have a higher amount of people applying to be nurses.”

**Question # 5** followed up with students stating what their title was if they worked in the medical field. The responses showed the majority were CNA, certified nursing assistants, but also EMTs, medical office personnel, respiratory therapist, a mother, paramedic, clinical research associate, clinical exercise physiologist, chiropractor assistant, dental assistant, dialysis tech, LPNs, caregiver, hostess at Benefis, and research manager. Quite an eclectic group!

According to **question # 2 and 3**, students are willing to take classes and clinical during the day, evening, and even weekends. This show the possibilities for clinical placement would not be a problem with most students.

**Questions # 6** showed an interesting trend. Most students who answered this survey were high school students. Getting this particular group of students interested in education, into a higher education facility, and then pursuing a specific educational purpose, is exactly what is needed for the city, county, state, and nation. The National Center for Higher Education Management Systems in 2006 stated that Montana high school students that went directly to college were 58.2. If this program brings these students to MSU Great Falls College of Technology and into a program of study, these statistics may increase in the long run.



**(h) Tentative time table for planning and initiating the program;**

Activity	Date	Status
1. Submit letter of intent to the Montana Board of Nursing	July 13, 2010	Completed
2. Gather data for feasibility study	June and July 2010	Completed
3. Submit feasibility study to Montana Board of Nursing	September 1, 2010	Completed
4. Board of Nursing meeting for outcome of feasibility study	October 13 & 14, 2010	
5. Board of Regents meeting Level II report submitted –	January 13 & 14, 2011 May 19 & 20, 2011	
6. Hire a nursing consultant to assist with construction of ASN program – work with Flathead Community College	Coordinate with FVCC & Consultant	
7. Hire full time Program Director	August 2011	
8. Start recruiting Master’s level faculty and clinical instructors	September 2011	
9. Set up informal informational workshops for interested students	September 2011	

10. Begin construction of curriculum design, mission state, philosophy, and ADN program and student outcomes.	October 2011	
11. Construct Student handbook	November 2011	
12. Create syllabi for ADN courses	November 2011	
13. Take new curriculum to College's curriculum committee	January 2012	
14. Create application for ADN program and post on college website	January 2012	
15. Coordinate with MSU Northern, MSU Bozeman Great Falls clinical facilities for fall 2012	March 2012	
16. Get clinical contracts as needed	March 2012	
17. Work with ATI testing to set up program here at the college	April 2012	
18. Work with NLNAC to get application format – go to conference	May 2012	
19. Receive and evaluate student applications for admission	May & June 2012	
20. Admit students	July 2012	

21. Finalize faculty positions, offices, and course work	July 2012	
22. Orientation for new faculty at college	August 2012	
23. Begin ADN program	September 2012	
24. Advisory board meeting	October 2012	

**(i) Consideration of how the proposed program may affect existing nursing programs, and indication that plans and the feasibility study regarding the proposed program have been shared with the directors of existing programs in the state.**

MSU Great Falls College of Nursing Practical Nurse program has a proud history of working cooperatively with all the schools of nursing in Montana, regardless of the level of nursing. With the submission of this feasibility study for an Associate’s degree RN program we will continue with this history of cooperation. There are no plans or desire to displace students from their programs. Discussions have been held with Dr. Mary Pappas in which this sentiment was talked about, in addition to the clinical situation. We talked about our long history of working together, and we both agreed that there wasn’t anything that we could not discuss or compromise on. Susan Raph, Campus Director for MSU Bozeman Great Falls campus, has been informed of the plans for the Associate’s degree RN, and a conversation was held with her concerning, clinical, number of students, and time frame. Those students that desire a BSN nursing educational experience will continue to apply to Bozeman or Carroll College. With the high numbers of responses to the ADN survey, the interest in RN education in Great Falls, working alongside MSU Northern to provide the desired education will be a win-win situation for both institutions, and students.

Since MSU Northern only provides for 10 LPN slots for their Great Falls RN year, students have become frustrated with the lack of availability of ADN RN education. With the addition of MSU Great Falls College of Technology ADN program students will be better served, as will healthcare in Cascade County, Montana, and the nation.

ADN programs in Missoula, Billings, and Helena are receiving record number of application requests for limited admissions slots. Missoula, for fall 2010, received over 100 applications for 30 slots for LPN and RN programs. Most of the nursing schools are receiving more applications than slots available for admission. For the Practical Nurse program in Great

Falls, for the last two years, there have been 49 and 49 application requests for 20 available slots. There will not be an impact on the other ADN schools of nursing in the state, because there are more students asking for admission than there are available slots. With the adoption of the State Model Curriculum, the ease of transfer, students expect the ability to pursue the entire three years in their home town. Great Falls students would like to be included with those other students. They want the seamless nursing education promised with the Model Curriculum, that they see available in Helena, Billings, Missoula, Havre, Lewistown, Miles City, and Butte.

MSU Great Falls College of Technology Nursing faculty believes that an ADN is not a terminal degree and encourage all students to complete their BSN. In Great Falls, besides MSU Bozeman, that can be accomplished with a final year from MSU Northern or University of Great Falls. MSU Northern and University of Great Falls offer completion Bachelor's degree.

- (i) Indication that plans and the feasibility study regarding the proposed program have been shared with the directors of existing programs in the state.**

This feasibility study has been electronically mailed to program directors in Havre, Butte, Helena, Missoula, Billings, Miles City, Bozeman, Bozeman Great Falls campus, Miles City, Kalispell, and Salish Kootenai College

**Attachment F letters of support from Healthcare professionals in Great Falls**

**Attachment G letters of support from students and graduates of MSU Great Falls College of Technology**



MEDICAL SPECIALTIES

SPECIAL PROGRAMS

HOME SERVICES

FIND A PHYSICIAN

PATIENTS & VISITORS

HEALTH INFORMATION & EDUCATION

BENEFIS HEALTHCARE FOUNDATION

Recruiter / Manager

My Job Finder

Search Jobs

## Search Results

Current Employee

**Your Results: 1—38 of 38**

Instructions To Apply

Job ID	Job Title	Job Category	Date Posted	Department
2010-BPA Women's Health-1FTE-02489	LICENSED PRACTICAL NURSE - BENEFIS PHYSICIAN ASSOCIATES	Nursing	07/08/2010	BPA Women's
2010-BPA Women's Health-1FTE-02469	LICENSED PRACTICAL NURSE - BENEFIS PHYSICIAN ASSOCIATES	Nursing	07/01/2010	BPA Women's
2010-BENEFIS EXTENDED CARE -0.5FTE-02453	LPN-LONG TERM CARE	Nursing	07/01/2010	BENEFIS I CENTER
2010-BENEFIS EXTENDED CARE -0.7FTE-02474	LPN-LONG TERM CARE	Nursing	07/01/2010	BENEFIS I CENTER
2010-MEDICAL - 8TH-0.9FTE-02452	REGISTERED NURSE	Nursing	05/31/2010	MEDICAL
2010-SURGERY-0.9FTE-02447	REGISTERED NURSE	Nursing	05/26/2010	SURGERY
2010-Benefis Physician Asso-0.5FTE-02385	REGISTERED NURSE - BENEFIS PHYSICIAN ASSOCIATES	Nursing	04/28/2010	
2010-SPECIAL PROCEDURES-0.8FTE-02378	REGISTERED NURSE	Nursing	04/26/2010	SPECIAL F
2010-HOSPICE OUT PT-0FTE-02361	REGISTERED NURSE-REGISTRY	Nursing	04/14/2010	HOSPICE
2010-SURGERY-0.9FTE-02345	REGISTERED NURSE	Nursing	04/13/2010	SURGERY
2010-SPECTRUM MEDICAL-0FTE-02263	Gallatin Country Detention Center - Bozeman - Registered Nurse	Nursing	03/03/2010	
2010-SPECTRUM MEDICAL-0FTE-02265	Missoula County Detention Center - Registered Nurse	Nursing	03/03/2010	

2010-SPECTRUM MEDICAL-0FTE-02264	Ravalli County Detention Center - Hamilton - Registered Nurse	Nursing	03/03/2010	
2010-SPECTRUM MEDICAL-0FTE-02266	Cascade County Detention Center - Great Falls - Registered Nurse	Nursing	03/02/2010	
2010-SURGERY WEST CAMPUS-0.9FTE-02177	REGISTERED NURSE	Nursing	01/25/2010	SURGERY
Nursing - Any open position - Behavioral	Nursing - Any open position - Behavioral Health	Nursing	01/12/2009	INPT BEH SVCS
Nursing - Any open position - NICU	Nursing - Any open position - NICU	Nursing	01/12/2009	NEONATA
LPN - Any open position - Surgical	LPN - Any open position - Surgical	Nursing	01/12/2009	SURGICAL
Nursing - Any open position - Pediatrics	Nursing - Any open position - Pediatrics	Nursing	01/12/2009	PEDIATRI
Nursing - Any open position - TCU	Nursing - Any open position - TCU	Nursing	01/12/2009	TRANSITI
Nursing - Any open position - BECC	Nursing - Any open position - BECC	Nursing	01/12/2009	BENEFIS I CENTER N
Nursing - Any open position - Surgical	Nursing - Any open position - Surgical	Nursing	01/12/2009	SURGICAL
Nursing - Any open position - ER	Nursing - Any open position - ER	Nursing	01/12/2009	EMERGEN
Nursing - Any open position - Oncology	Nursing - Any open position - Oncology	Nursing	01/12/2009	ONCOLOG
Nursing - Any open position - Rehab	Nursing - Any open position - Rehab	Nursing	01/12/2009	REHAB
Nursing - Any open position - PCU	Nursing - Any open position - PCU	Nursing	01/12/2009	PROGRES
Nursing - Any open position - Pt. Flow	Nursing - Any open position - Pt. Flow	Nursing	01/12/2009	PATIENT
LPN - Any open position - Pt. Flow	LPN - Any open position - Pt. Flow	Nursing	01/12/2009	PATIENT
Nursing - Any open position - Medical	Nursing - Any open position - Medical	Nursing	01/12/2009	MEDICAL
Nursing - Any open position - OB	Nursing - Any open position - OB	Nursing	01/12/2009	OBSTETR
Nursing - Any open position - CVU	Nursing - Any open position - CVU	Nursing	01/12/2009	CVU
Nursing - Any open position - L&D	Nursing - Any open position - L&D	Nursing	01/12/2009	LABOR &

Nursing - Any open position - Ortho/Neur	Nursing - Any open position - Ortho/Neuro	Nursing	01/12/2009	ORTHO/N
LPN - Any open position - Ortho/Neuro	LPN - Any open position - Ortho/Neuro	Nursing	01/12/2009	ORTHO/N
Nursing - Any open position - ICU	Nursing - Any open position - ICU	Nursing	01/12/2009	ICU
Nursing - Any open position in CVU	Nursing - Any open position in CCU	Nursing	01/12/2009	CVU
Nursing - Any open position	Nursing - Any open position	Nursing	01/12/2009	
LPN - Any open position - Medical	LPN - Any open position - Medical	Nursing	01/01/2009	MEDICAL

**Your Results: 1—38 of 38**

# Employment

## Great Falls

### Registry RNs

Category / Type

Staff / Clinical

Post Date

08-11-2009

Close Date:

None specified.

### Summary

The Great Falls Clinic Medical Center is now accepting applications for RNs to work registry (as needed).

### Qualifications

Current Montana RN license required. Excellent customer service, computer and phone skills also required.

### How to Apply

Apply online. Applications are also available in the Human Resources Dept., Great Falls Clinic, 1400 29th Street South, Great Falls, MT 59405; or Helena Physicians' Clinic, 3330 Ptarmigan Lane, Helena, MT 59602.

**The Great Falls Clinic is an equal opportunity employer (EO) and is committed to affirmative action (AA) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Great Falls Clinic complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities.**



*Job Opportunities*

**Clerical**

Certified Hospital Coder

Compliance Specialist

Medical Scheduler

**Clinical**

Registry RNs

On Call - Medical Technologist

Pre Post Recovery RN

Registry - Critical Care RNs

Operating Room RN

RN Inpatient

Surgical Technician

Clinical Supervisor - Inpatient

Cardiology RN

C.M.A. / L.P.N - Pediatrics & Float

Medical Technologist

Clinical Manager

Vision Center Technician - Full-time



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- Job Interview Questions
- Job Interview Articles

#### Employers/Recruiters

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- Resume Database & Job Posting Packages
- HR & Recruiter Resources
- Corporate Directories

#### Resources

- Job Information by State
- Colleges & Universities
- Career Profiles
- Salary Calculator
- Employment News
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## Jobs at Missouri River Manor

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#### Job Openings - Hiring Now

Positions open in your area Hiring Immediately - Apply Here!  
[www.localcareers.com](http://www.localcareers.com)

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Read this before you work another weekend. Make your own rules.  
[www.LegalNurse.com](http://www.LegalNurse.com)

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Focused on Mt Medical Negligence. Located in MT. Call For a Consult.  
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### Browse jobs at Missouri River Manor

Displaying Jobs 1 to 10 of 10 at Missouri River Manor

- **Unit Manager, Night Floor Nurses**  
--description-- unit managerseeking a licensed rn for a skilled nursing facility. experience with mds, raps, care plans & supervision of licensed & certified staff preferred. night floor nursescompetitive base wage with shift differential. rn / lpn ...  
Job Type: Full-time Employee  
Employer: Missouri River Manor  
Job Function: [Health Care Health Services - Healthcare](#)  
Location City: [Great Falls](#)  
Location State: [Montana MT](#)
- **Kitchen Help, Activities Assistant, Housekeeping**  
--description-- kitchen helplooking for reliable people. no cooking. no exp necessary, will train. f/t shifts with benefits. activities assistantseeking outgoing individual to assist in activities with residents. housekeepingflexible scheduling with ...  
Job Type: Full-time  
Employer: Missouri River Manor  
Job Function: [Health Care Health Services - General Labor](#)  
Location City: [Great Falls](#)  
Location State: [Montana MT](#)
- **Cna's**  
--description-- cnasmust be certified.pick up an app at:1130 17th ave sgreat falls, mt 59405or call jodi at:406-771-4500eed --requirements-- see job description  
Job Type: Permanent  
Employer: Missouri River Manor

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State:

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Employer: [Missouri River Manor](#)

Job Function: [Health Care Health Services - Healthcare](#)

Location City: [Great Falls](#)

Location State: [Montana MT](#)

- [Unit Manager/rn/lpn](#)

Missouri river manor, a skilled nursing center, is a place where we take care of some of the nicest people in the world. we are currently seeking a rn unit manager and staff rn's and lpn's. ask about our \$3000 sign-on/relocation bonus!!! we look ...

Job Type: Full-time

Employer: [Missouri River Manor](#)

Job Function: [Health Care Health Services - Nursing](#)

Location City: [Great Falls](#)

Location State: [Montana MT](#)

- [Unit Manager/rn/lpn](#)

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Job Type: Full-time

Employer: [Missouri River Manor](#)

Job Function: [Health Care Health Services - Nursing](#)

Location City: [Great Falls](#)

Location State: [Montana MT](#)

- [Rn/nurse Night Supervisor](#)

Missouri river manor, a skilled nursing center, is a place where we take care of some of the nicest people in the world. we invite a care focused rn supervisor to assist with night management of the nursing department. if you believe that the gift of ...

Job Type: Full-time

Employer: [Missouri River Manor](#)

Job Function: [Health Care Health Services - Nursing](#)

Location City: [Great Falls](#)

Location State: [Montana MT](#)

- [Unit Manager/rn/lpn](#)

Missouri river manor, a skilled nursing center, is a place where we take care of some of the nicest people in the world. we are currently seeking a rn unit manager and staff rn's and lpn's. ask about our \$3000 sign-on/relocation bonus!!! we look ...

Job Type: Full-time

Employer: [Missouri River Manor](#)

Job Function: [Health Care Health Services - Nursing](#)

Location City: [Great Falls](#)

Location State: [Montana MT](#)

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Job Function: [Health Care Health Services - Nursing](#)

Location City: [Great Falls](#)

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-----  
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Job Type: Full-time

Employer: Missouri River Manor

Job Function: Health Care Health Services - Nursing

Location City: Great Falls

Location State: Montana MT

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## Registered Nurse- Full Time, All Shifts- Great Falls, MT- Park P

COMPANY OVERVIEW

Apply Now

Report It

Kindred Healthcare, Inc., a top-200 private employer in the United States, is a healthcare services company based in Louisville, Kentucky with annual revenues of over \$4.2 billion and approximately 54,100 employees in 41 states. At December 31, 2009, Kindred through its subsidiaries provided healthcare services in 621 locations, including 83 long-term acute care hospitals, 222 skilled nursing centers and a contract rehabilitation services business, Peoplefirst rehabilitation services, which served 316 non-affiliated facilities. Ranked one of Fortune magazine's Most Admired Healthcare Companies in 2009 and 2010, Kindred's mission is to promote healing, provide hope, preserve dignity and produce value for each patient, resident, family member, customer, employee and shareholder we serve. For more information, go to Kindred Healthcare.

Learn More about Kindred Healthcare

### JOB DESCRIPTION

At Kindred Healthcare, our mission is to promote healing, provide hope, preserve dignity and produce value for each patient, resident, family member, customer, employee and shareholder we serve. Kindred Healthcare, Inc. (NYSE:KND) is a healthcare services company, based in Louisville, Kentucky, with annual revenues of over \$4 billion. At March 31, 2008, Kindred through its subsidiaries provided healthcare services in 646 locations in 40 states. Kindred's 52,900 employees are committed to providing high quality patient care and outstanding customer service to become the most trusted and respected provider of healthcare services in every community we serve. For more information, go to [www.kindredhealthcare.com](http://www.kindredhealthcare.com). An Equal Opportunity Employer. Drug Free Workplace. Work with our physicians, implementing their orders for medications, treatments and special tests. Supervise our LPNs, LVNs and CNAs to help them provide total nursing care for our residents. Be part of the Kindred family of knowledgeable and caring professionals who work together to give the very best in long-term health care.

Responsibilities:

- Interview applicants, recommend hires; participate in counseling to extent permitted by the State Practice Act
- Initiate and lead team conferences to develop individualized nursing care plans; assess and document resident's condition and nursing needs; assign team members who have the capabilities and qualifications to meet resident's needs
- Implement physicians' orders; administer medications, start IVs, perform treatments, procedures and special tests and document treatment as required by Kindred and local/state/federal rules and regulations
- Ensure supplies are used economically and equipment is clean and maintained in a safe manner
- Coordinate nursing care of residents scheduled for therapy or procedures by other departments
- Report and record observations and reactions regarding residents
- Assist or institute emergency measures for sudden adverse developments

Registered Nurse RN Nurse Nursing Nurses Long Term Care RN Med/Surg RN m/s RN Infection Control RN Employee Health RN Special Practice RN

### JOB REQUIREMENTS

- Must be skilled in directing, motivating and training staff and able to work as a member of a team; able to communicate effectively with residents, family members and all levels of the organization and maintain confidentiality.



### JOB OVERVIEW

Company: Kindred Healthcare  
Base Pay: N/A

Other Pay:  
Employee Type: Full-Time  
Industry: Healthcare - Health Services  
Manages Others: Not Specified  
Job Type: Health Care  
Required Education: Not Specified  
Required Experience: Not Specified  
Required Travel: None  
Relocation Covered: Not Specified  
Reference ID: 037744  
Location: US-MT-Great Falls

Should be a graduate of an accredited RN School of Nursing with valid RN state license, CPR certification and one year of nursing experience.

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Report II

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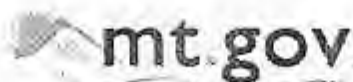


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## Montana

Tour

**Top 100 Employers**

**Top 100 Private Employers in Montana based on 4<sup>th</sup> quarter 2008\* data: (in alphabetical order)**

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**Business Name**

**Size Class#**

A Plus Health Care	7
Acadia Montana	7
Albertson's	9
American Pizza Partners	7
Arby's	7
Avitus Group	9
Aware Inc.	8
<del>Benefis Healthcare</del>	<del>9</del>
Big Sky Resort	8
Billings Clinic Health System	9
Blue Cross/Blue Shield	8
BNSF Railway Company*	9
Bozeman Deaconess Hospital	9
Bresnan Communications	8
Butte Pre-Release Center	7
Carroll College	7
Cenex Harvest States Cooperatives	8
Central Montana Medical Center	7
Conoco Phillips	7
Consumer Direct Personal Care	7
Costco	9
CTA Architects Engineers	7
D A Davidson & Company	7
Dillard's	7
DIRECTV Customer Service	6
Easter Seals-Goodwill Industries	8
Express Personnel Services	8
First Interstate Bank	9
Glacier Bancorp	8
Glacier Park	7
Glendive Medical Center	7
<del>Great Falls Clinic</del>	<del>8</del>
Herberger's	8
Holy Rosary Health Center	7
Home Care Services	8
Home Depot	8
Interstate Brands Corporation	7
J C Penney	8
JTL Group	8
Kalispell Regional Hospital	9
Kmart	8
Lee Enterprises	8
Livingston Memorial Hospital	7
Lowe's	8
Marcus Daly Memorial Hospital	7
Missoula Community Medical Center	9
Montana Rail Link*	9
Montana Resources Inc.	7
National Electronics Warranty	8
Northeast Montana Health Service	7
Northern Montana Hospital	8
Northwestern Energy	9
Novo 1	7
Opportunity Resources Inc	7
Pamida	7
Pasha Enterprises (McDonald's)	7
Peak Medical Montana	8
Pizza Hut	8

Plum Creek Northwest	8
PP & L of Montana	8
REC Advanced Silicon Materials	7
Right Now Technologies	7
Rocky Mountain College	7
Rosauer's Supermarkets	7
Safeway	8
Sears	7
Semitoil	8
Snoot the Moon Enterprises (Macaroni Grill/Chilis)	7
Sidney Health Center	8
Smith's Food & Drug	7
Smurfit-Stone Container Corporation	7
Socexho	7
St. James Community Hospital	8
St. Johns Lutheran Home	8
St. Labre Indian School Education	7
St. Luke Community Hospital	7
St. Patrick Hospital	9
St. Peter's Hospital	9
St. Vincent Hospital	9
Stillwater Mining Company	9
Stockman Bank	7
Super 1 Foods	7
Sysco Food Services	7
Target	8
Teletech	8
Town Pump	9
United Parcel Service	9
US Bank National Association	7
Wal-Mart	9
Watkins & Shepard Trucking	7
Wells Fargo	9
Wendy's	8
Western Energy	7
Western Montana Clinic	7
Western Montana Mental Health Center	8
Whitefish Mountain Resort	7
Workplace Inc.	7
Yellowstone Boys and Girls Ranch	7
Yellowstone Club	8
Youth Dynamics	7

<b>Government Employment Based</b>	<b>Employed</b>
Federal Government	13,604
State Government	21,756
Local Government	45,591

\*Railroad data compiled by the Railroad Retirement Board based on Calendar Year 2006.

**BACK**

**Top 20 Employers** Top 20 Private Employers in Montana based on 4<sup>th</sup> quarter 2008 data:  
(in alphabetical order)

Business Name	Size Class#
Albertson's	9
Avitus Group	9
Benefits Healthcare	9
Billings Clinic Health System	9
Bozeman Deaconess Hospital	9
Costco	9
First Interstate Bank	9
Glacier Bancorp	8
Kalispell Regional Hospital	9
Missoula Community Medical Center	9
Northwestern Energy	9
St. Patrick Hospital	9
St. Peter's Hospital	9
St. Vincent Hospital	9



Red Lodge Pizza Company	4
Rock Creek Resort	5

**BACK****Cascade**

Top 20 Private Employers in Cascade County based on 2<sup>nd</sup> quarter 2008 data:  
(in alphabetical order)

Business Name	Size Class#
Albertson's	7
<u>Benefis Hospital</u>	9
Centene Corporation	6
Center for Mental Health	6
D A Davidson & Co.	6
Easter Seals - Goodwill	7
<u>Great Falls Clinic</u>	8
<u>Great Falls Tribune</u>	6
Heritage Inn	6
Macaroni Grill/Chilis	7
<u>Missouri River Manor</u>	6
National Electronics Warranty	6
North Central Independent Living	6
<u>Park Place Health Care Center</u>	6
<u>Pizza Hut</u>	6
Quality Life Concepts	6
Stetten Construction	6
Town Pump	6
University of Great Falls	6
Wal-Mart	8

**BACK****Custer**

Top 15 Private Employers in Custer County based on 3<sup>rd</sup> quarter 2008 data:  
(in alphabetical order)

Business Name	Size Class#
Albertson's	5
Billings Clinic - Miles City	6
Comfort Inn	5
Eastern Montana Community Mental Health Center	5
Eastern Montana Industries	5
Friendship Villa Care Center	5
Holy Rosary Healthcare	7
Home Care Services	5
McDonald's	6
Montana Health Network	5
Star Printing & Office Supply Co.	5
Steadman's Ace Hardware	5
Stockman Bank	6
Town Pump	5
Wal-Mart	6

**BACK****Dawson**

Top 10 Private Employers in Dawson County based on 3<sup>rd</sup> quarter 2008 data:  
(in alphabetical order)

Business Name	Size Class#
Action for Eastern Montana	4
Albertson's	5
Best Western Glendive Inn	4
BOSS Office and Computer Products	4
Glendive Medical Center	7
Kmart	4
Mid Rivers Telephone Cooperative	5
Nabors Well Services	4
Reynolds Market	5
Williston Basin Interstate Pipeline	6

**BACK**

MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Benefis Healthcare - Spring Semester 2010

MONTH: Jan/Feb	WEEK 1 (January)							WEEK 2 (January)							WEEK 3 (January)							WEEK 4 (February)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>WEST</b>	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	01	02	03	04	05	06
4E - TCU									(																			
4W Short Stay									(																			
3 - Behavioral Health									(		4Bd	4Bd	4Bd					4Bd	4Bd	4Bd					4Bd	4Bd	4Bd	
2 - REHAB									H	5Td						5Td	5Td						5Td	5Td				
1 - OPSC/ Rec. Rm/OR									O	1Td							1Td						1Td	1Td				
Hyperbaric Burn Center									L		1Bd	1Bd	1Bd					1Bd	1Bd	1Bd				1Td	1Bd	1Bd	1Bd	
<b>OTHER</b>									I																			
Sletten Cancer Institute									D			1Bd							1Bd							1Bd		
Benefis * Extended Care									A																			
Peace Hospice									Y			2B d/e	2Bd 2Be					2B d/e	2Bd 2Be						2B d/e	2Bd 2Be		
Pharmacy									(																			
Quick Care									(							1Td	1Td											
PEAK Cardiac Rehab									(																			

Number of Students + B=Bozeman  
N=Northern  
T=COT

+ e=Evenings  
d=Days  
\*=Orientation

\*Bozeman - Insulin Rounds on select days in March

MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA  
 Benefis Healthcare -Spring Semester 2010

Requesting Program:

MONTH: Feb/March	WEEK 5 (February)							WEEK 6 (February)							WEEK 7 (February)							WEEK 8 (March)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>WEST</b>	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	01	02	03	04	05	06
4E - TCU									(																			
4W Short Stay									(																			
3 - Behavioral Health				4Bd	4Bd	4Bd			(		4Bd	4Bd	4Bd					4Bd	4Bd	4Bd					4Bd	4Bd	4Bd	
2 - REHAB		5Td	5Td						H	5Td						5Td	5Td						5Td	5Td				
1 - OPSC/ Rec. Rm/OR		1Td	1Td						O	1Td							1Td						1Td	1Td				
Hyperbaric Burn Center		1Td		1Bd	1Bd	1Bd			L		1Bd	1Bd	1Bd					1Bd	1Bd	1Bd				1Td	1Bd	1Bd	1Bd	
<b>OTHER</b>									I																			
Sletten Cancer Institute					1Bd				D			1Bd							1Bd							1Bd		
Benefis Extended Care									A																			
Peace Hospice				2B d/e	2Bd 2Be				Y		2B d/e	2Bd 2Be						2B d/e	2Bd 2Be						2B d/e	2Bd 2Be		
Pharmacy									(																			
Quick Care									(	1Td						1Td												
PEAK Cardiac Rehab									(																			

Number of Students + B=Bozeman + e=Evenings  
 N=Northern d=Days  
 T=COT ORT=Orientation

MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Benefis Healthcare - Spring Semester 2010

MONTH: March/April	WEEK 9 (March)							WEEK 10 (March)							WEEK 11 (March)							(March) WEEK 12 (April)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>WEST</b>	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	01	02*	03
4E - TCU																												
4W Short Stay																												
3 - Behavioral Health				4Bd	4Bd	4Bd			S									4Bd	4Bd	4Bd					4Bd	4Bd		
2 - REHAB		5Td								P						5Td	5Td											
1 - OPSC/ Rec. Rm/OR		1Td	1Td								R					1Td												
Hyperbaric Burn Center		1Td	2Td	1Bd	1Bd	1Bd						I					1Td	1Bd	1Bd	1Bd					1Bd	1Bd		
<b>OTHER</b>													N															
Sletten Cancer Institute					1Bd									G					1Bd							1Bd		
Benefis Extended Care									B																			
Peace Hospice				2B d/e	2Bd 2Be					R								2B d/e	2Bd 2Be						2B d/e	2Bd 2Be		
Pharmacy											E																	
Quick Care		1Td	1Td									A																
PEAK Cardiac Rehab													K															

Number of Students + B=Bozeman N=Northern T=COT  
 + e=Evenings d=Days  
 ORT=Orientation

\*University Day Holiday-Bozeman students only

MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Benefis Healthcare - Spring Semester 2010

MONTH: April/May	WEEK 13 (April)							WEEK 14 (April)							WEEK 15 (April)							(April) WEEK 16 (May)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>WEST</b>	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	01
4E - TCU																												
4W ACU - 23 Hr.																												
3 - Behavioral Health				4Bd	4Bd	4Bd					4Bd	4Bd	4Bd					4Bd	4Bd	4Bd					4Bd	4Bd	4Bd	
2 - REHAB																												
1 - OPSC/ Rec. Rm/OR																												
Hyperbaric Burn Center				1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd	
<b>OTHER</b>																												
Sletten Cancer Institute					1Bd							1Bd							1Bd							1Bd		
Benefis Extended Care																												
Peace Hospice				2B d/e	2Bd 2Be						2B d/e	2Bd 2Be						2B d/e	2Bd 2Be						2B d/e	2Bd 2Be		
Pharmacy																												
Quick Care																												
PEAK Cardiac Rehab																												

Finals Week = May 3<sup>rd</sup> - 7<sup>th</sup>

Number of Students + B=Bozeman + e=Evenings  
 N=Northern d=Days  
 T=COT ORT=Orientation

**MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA**  
**Community Agencies - Spring Semester 2010**

Requesting Program:

MONTH: January	WEEK 1 (January)							WEEK 2 (January)							WEEK 3 (January)							WEEK 4 (February)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>COMMUNITY</b>	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	01	02	03	04	05	06
Missouri River Manor									(																			
Park Place									(																			
Central Montana Hospital									H																			
GF Immed. Care									O							2Td	2Td											
GF Clinic - Peds (East)									L				1Bd							1Bd							1Bd	
GF Clinic-Peds NW									I				1Bd							1Bd							1Bd	
GF Clinic Oncology									D	1Td						1Td												
WIC									A										1Bd							1Bd		
OPSC-GFC									Y	2Td							1Td						1Td					
Medallion HC																												
Malmstrom									(																			
Planned Parenthood									(									1Bd	1Bd						1Bd	1Bd		
Spectrum									(																			
GF OB ASSN																		1Bd	1Bd						1Bd	1Bd		

Number of Students + B=Bozeman + e=Evenings  
 N=Northern d=Days  
 T=COT ORT=Orientation  
 S=Surg Tech  
 R=Respiratory

MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Community Agencies –Spring Semester 2010

MONTH: Feb/March	WEEK 5 (February)							WEEK 6 (February)							WEEK 7 (February)							WEEK 8 (March)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>COMMUNITY</b>	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	01	02	03	04	05	06
Missouri River Manor									(																			
Park Place									(																			
Central Montana Hospital									H																			
GF Immed. Care		1Td	1Td						O							1Td	1Td						1Td	1Td				
GF Clinic - Peds (East)						1Bd			L				1Bd							1Bd							1Bd	
GF Clinic-Peds NW						1Bd			I				1Bd							1Bd							1Bd	
GF Clinic Oncology		1Td	1Td						D	1Td						1Td												
WIC					1Bd				A			1Bd							1Bd							1Bd		
OPSC-GFC									Y	2Td							1Td						1Td					
Medallion HC																												
Malmstrom									(																			
Planned Parenthood				1Bd	1Bd				(		1Bd	1Bd						1Bd	1Bd						1Bd	1Bd		
Spectrum									(																			
GF OB ASSN				1Bd	1Bd						1Bd	1Bd						1Bd	1Bd						1Bd	1Bd		

Number of Students + B=Bozeman S=Surg Tech + e=Evenings  
 N=Northern R=Respiratory d=Days  
 T=COT ORT=Orientation



MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Community Agencies – Spring Semester 2010

MONTH: March/April	WEEK 9 (March)							WEEK 10 (March)							WEEK 11 (March)							(March) WEEK 12 (April)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
COMMUNITY	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	01	02*	03
Missouri River Manor																												
Park Place																												
Central Montana Hospital																												
GF Immed. Care		1Td	2Td						S							1Td	1Td											
GF Clinic - Peds (East)						1Bd				P										1Bd			1Td	1Td				
GF Clinic-Peds NW						1Bd					R									1Bd			1Td	1Td				
GF Clinic Oncology		1Td	1Td									I				1Td	1Td											
WIC					1Bd								N						1Bd							1Bd		
OPSC-GFC		2Td	1Td											G		1Td												
Medallion HC									B																			
Malmstrom										R																		
Planned Parenthood				1Bd	1Bd						E							1Bd	1Bd						1Bd	1Bd		
Spectrum												A																
GF OB ASSN				1Bd	1Bd								K					1Bd	1Bd				1Td	1Td	1Bd	1Bd		

Number of Students + B=Bozeman N=Northern T=COT S=Surg Tech R=Respiratory  
 e=Evenings d=Days ORT=Orientation

\*Holiday for Bozeman Students only



MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Community Agencies –Spring Semester 2010

MONTH: April/May	WEEK 13 (April)							WEEK 14 (April)							WEEK 15 (April)							(April) WEEK 16 (May)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>COMMUNITY</b>	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	01
Missouri River Manor																												
Park Place																												
Central Montana Hospital																												
GF Immed. Care																												
GF Clinic - Peds (East)		1Td	1Td			1Bd			1Td	1Td			1Bd			1Td	1Td			1Bd			1Td	1Td			1Bd	
GF Clinic-Peds NW		1Td	1Td			1Bd			1Td	1Td			1Bd			1Td	1Td			1Bd			1Td	1Td			1Bd	
GF Clinic Oncology																												
WIC					1Bd							1Bd							1Bd							1Bd		
OPSC-GFC																												
Medallion HC																												
Malmstrom																												
Planned Parenthood				1Bd	1Bd						1Bd	1Bd						1Bd	1Bd						1Bd	1Bd		
Spectrum																												
GF OB Assn		1Td	1Td	1Bd	1Bd				1Td	1Td	1Bd	1Bd				1Td	1Td	1Bd	1Bd				1Td	1Td	1Bd	1Bd		

Finals Week = May 4<sup>th</sup>-8<sup>th</sup>

Number of Students + B=Bozeman S=Surg Tech + e=Evenings  
 N=Northern R=Respiratory d=Days  
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MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Benefis Healthcare -Spring Semester 2010

MONTH: January	WEEK 1 (January)							WEEK 2 (January)							WEEK 3 (January)							WEEK 4 (February)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
EAST	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	01	02	03	04	05	06
8-Ortho/Neuro									(	5Td						5Td	5Td		4Bd	4Bd			5Td	5Td		4Bd	4Bd	
7-Gen. Surgery									(	5Td						5Td	5Td		4Bd	4Bd			5Td	5Td		4Bd	4Bd	
7Twr - OB									(							6Nd		8Bd	8Bd	8Bd			6Nd	6Nd	8Bd	8Bd	8Bd	
6-Oncology									(										4Bd	4Bd			4Nd	4Nd	3Nd	4Bd	4Bd	
6Twr - NICU									H		1Bd	1Bd	1Bd			1Nd		1Bd	1Bd	1Bd			1Nd	1Nd	1Bd	1Bd	1Bd	
6Twr - PEDS									O		7Bd	7Bd	7Bd			4Nd		7Bd	7Bd	7Bd			4Nd	4Nd	7Bd	7Bd	7Bd	
5Twr - CCU									L																			
5Twr - CICU									I																			
4 - ICU									D		2Be	2Be						2Be	2Be				1Nd	1Nd	1Nd	2Be	2Be	
4 - PCU									A														4Nd	4Nd	4Nd			
3 -MED									Y	5Td	4Be	4Be				5Td	5Td	4Be	4Be				5Td	5Td	4Be	4Be		
OR									(		1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd	
ER*									(	1Td	2Be	2Be				1Td		2Be	2Be				1Td	1Td	2Be	2Be		
GI LAB									(		2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd	
AM-ADMIT									(																			
CCU/Cath Lab									(		1Bd	1Bd						1Bd	1Bd						1Bd	1Bd		
Dialysis									(		2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd	
Int. Radiology									(		2Bd							2Bd							2Bd			

Number of Students + B=Bozeman S=Surg Tech + e=Evenings ORT = Orientation  
 N=Northern R=Respiratory d=Days \* = COT/Fast Track  
 T=COT

MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Benefis Healthcare - Spring Semester 2010

MONTH: Feb/March	WEEK 5 (February)							WEEK 6 (February)							WEEK 7 (February)							WEEK 8 (March)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
<b>EAST</b>	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	01	02	03	04	05	06
8-Ortho/Neuro		5Td	5Td		4Bd	4Bd			(	5Td		4Bd	4Bd			5Td	5Td		4Bd	4Bd			5Td	5Td		4Bd	4Bd	
7 Gen. Surgery		5Td	5Td		4Bd	4Bd			(	5Td		4Bd	4Bd			5Td	5Td		4Bd	4Bd			5Td	5Td		4Bd	4Bd	
7Twr - OB		6Nd		8Bd	8Bd	8Bd			(		8Bd	8Bd	8Bd			6Nd	6Nd	8Bd	8Bd	8Bd			6Nd		8Bd	8Bd	8Bd	
6-Oncology		4Nd	4Nd	4Nd	4Bd	4Bd			(	4Nd	4Nd	4Bd	4Bd			4Nd	4Nd	4Nd	4Bd	4Bd			4Nd	4Nd	4Nd	4Bd	4Bd	
6Twr - NICU		1Nd		1Bd	1Bd	1Bd			H		1Bd	1Bd	1Bd			1Nd	1Nd	1Bd	1Bd	1Bd			1Nd		1Bd	1Bd	1Bd	
6Twr - PEDS		4Nd		7Bd	7Bd	7Bd			O		7Bd	7Bd	7Bd			4Nd	4Nd	7Bd	7Bd	7Bd			4Nd		7Bd	7Bd	7Bd	
5Twr - CCU									L																			
5Twr - CICU									I																			
4 - ICU				2Be	2Be				D		2Be	2Be						2Be	2Be						2Be	2Be		
		1Nd	1Nd	1Nd						1Nd	1Nd					1Nd	1Nd	1Nd					1Nd	1Nd	1Nd			
4 - PCU		4Nd	4Nd	4Nd					A	4Nd	4Nd					4Nd	4Nd	4Nd					4Nd	4Nd	4Nd			
3 -MED		5Td	5Td	4Be	4Be				Y	5Td	4Be	4Be				5Td	5Td	4Be	4Be				5Td	5Td	4Be	4Be		
OR				1Bd	1Bd	1Bd			(		1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd	
ER*		1Td	1Td	2Be	2Be				(		2Be	2Be				1Td	1Td	2Be	2Be				1Td	1Td	2Be	2Be		
		1Nd	1Nd	1Nd						1Nd	1Nd					1Nd	1Nd	1Nd					1Nd	1Nd	1Nd			
GI LAB				2Bd	2Bd	2Bd			(		2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd	
AM-ADMIT									(																			
CCU (Cath Lab)				1Bd	1Bd				(		1Bd	1Bd						1Bd	1Bd						1Bd	1Bd		
Dialysis				2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd	
Int. Radiology				2Bd							2Bd							2Bd							2Bd			

Number of Students + B=Bozeman S=Surg Tech + e=Evenings \*\*=Orientation  
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MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Benefis Healthcare -Spring Semester 2010

MONTH: March/April	WEEK 9 (March)							WEEK 10 (March)							WEEK 11 (March)							(March) WEEK 12 (April)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
EAST	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	01	02*	03
8-Ortho/Neuro		5Td	5Td		4Bd	4Bd										5Td	5Td		4Bd	4Bd						4Bd		
7 - Gen. Surgery		5Td	5Td		4Bd	4Bd										5Td	5Td		4Bd	4Bd						4Bd		
7Twr - OB		6Nd	6Nd	8Bd	8Bd	8Bd											8Bd	8Bd	8Bd			4Td	4Td	8Bd	8Bd		3Td	
6-Oncology		4Nd	4Nd	4Nd	4Bd	4Bd			S							4Nd	4Nd	4Nd	4Bd	4Bd			4Nd	4Nd	4Nd	4Bd		
6Twr - NICU		1Nd	1Nd	1Bd	1Bd	1Bd				P								1Bd	1Bd	1Bd					1Bd	1Bd		
6Twr - PEDS		4Nd	4Nd	7Bd	7Bd	7Bd					R							7Bd	7Bd	7Bd			2Td	2Td	7Bd	7Bd		
5Twr - CCU												I																
5Twr - CICU													N															
4 - ICU		1Nd	1Nd	2Be	2Be									G		1Nd	1Nd	2Be	2Be			1Nd	1Nd	2Be	2Be			
4 - PCU		4Nd	4Nd	4Be	4Be											4Nd	4Nd	4Be	4Be			4Nd	4Nd	4Be	4Be			
3 -MED		5Td	5Td													5Td	5Td											
OR				1Bd	1Bd	1Bd			B									1Bd	1Bd	1Bd				1Bd	1Bd			
ER*		1Td	1Td	2Be	2Be					R						1Td	1Td	2Be	2Be			1Nd	1Nd	2Be	2Be			
		1Nd	1Nd	1Nd												1Nd	1Nd	1Nd						1Nd				
GI LAB				2Bd	2Bd	2Bd					E							2Bd	2Bd	2Bd				2Bd	2Bd			
AM-ADMIT												A																
CCU/Cath Lab				1Bd	1Bd								K					1Bd	1Bd					1Bd	1Bd			
Dialysis				2Bd	2Bd	2Bd												2Bd	2Bd	2Bd				2Bd	2Bd			
Int. Radiology				2Bd														2Bd						2Bd				

Number of Students + B=Bozeman N=Northern T=COT  
 + e=Evenings R=Respiratory d=Days  
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\*Holiday for Bozeman Students only

MSU HEALTHCARE EDUCATION STUDENTS= CLINICAL SCHEDULE - GREAT FALLS AREA

Requesting Program:

Benefis Healthcare - Spring Semester 2010

MONTH: April/May	WEEK 13 (April)							WEEK 14 (April)							WEEK 15 (April)							(April) WEEK 16 (May)						
	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA	S	M	T	W	R	F	SA
EAST	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	01
8-Ortho/Neuro					4Bd	4Bd						4Bd	4Bd						4Bd	4Bd						4Bd	4Bd	
7- Gen. Surgery					4Bd	4Bd						4Bd	4Bd						4Bd	4Bd						4Bd	4Bd	
7Twr - OB	3T	4Td	4Td	8Bd	8Bd	8Bd	3T		4Td	4Td	8Bd	8Bd	8Bd	3T	3T	4Td	4Td	8Bd	8Bd	8Bd	3T		4Td	4Td	8Bd	8Bd	8Bd	
6-Oncology		4Nd	4Nd	4Nd	4Bd	4Bd			4Nd	4Nd	4Nd	4Bd	4Bd			4Nd	4Nd	4Nd	4Bd	4Bd			4Nd	4Nd	4Nd			
6Twr - NICU				1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd	
6Twr - PEDS		2Td	2Td	7Bd	7Bd	7Bd		3Td	2Td	2Td	7Bd	7Bd	7Bd			2Td	2Td	7Bd	7Bd	7Bd		3Td	2Td	2Td	7Bd	7Bd	7Bd	
5Twr - CCU																												
5Twr - CICU																												
4 - ICU		1Nd	1Nd	2Be 1Nd	2Be				1Nd	1Nd	2Be 1Nd	2Be				1Nd	1Nd	2Be 1Nd	2Be				1Nd	1Nd	2Be 1Nd	2Be		
4 - PCU		4Nd	4Nd	4Be 4Nd	4Be				4Nd	4Nd	4Be 4Nd	4Be				4Nd	4Nd	4Be 4Nd	4Be				4Nd	4Nd	4Be 4Nd	4Be		
3 -MED																												
OR				1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd					1Bd	1Bd	1Bd	
ER*		1Nd	1Nd	2Be 1Nd	2Be				1Nd	1Nd	2Be 1Nd	2Be				1Nd	1Nd	2Be 1Nd	2Be				1Nd	1Nd	2Be 1Nd	2Be		
GI LAB				2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd	
AM-ADMIT																												
CCU/Cath Lab				1Bd	1Bd						1Bd	1Bd						1Bd	1Bd						1Bd	1Bd		
Dialysis				2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd					2Bd	2Bd	2Bd	
Int. Radiology				2Bd							2Bd							2Bd							2Bd			

Finals Week = May 3<sup>rd</sup> - 7<sup>th</sup>

Number of Students + B=Bozeman S=Surg Tech T=COT + e=Evenings ORT=Orientation  
 N=Northern R=Respiratory d=Days

11-02-09/11-12-09/12-17-09/wlm



Nov. 2009

CLINICAL PLACEMENT AVAILABILITY FOR STUDENTS AT BENEFIS					
	# Students	Shifts	Hours	Shift Times	Comments
8TH Medical	3-4 -- 1-2	days and pms	8 hr		
7TH SURG	3-4 at a time	days and pms	8 hr and 12 hr	0700-1530, 1500-2330 or 0700-1930	Prefer instructor available
ONCOLOGY	3-4 at time	days and pms	8 hr and 12 hr	0700-1530, 1500-2330 or 0700-1930, 1900-0730.	Need instructor available
Labor, Delivery, Recovery, Postpartum	5-6 at a time	days and evenings	8 hr and 12 hr	0700-1530, 1500-2330 or 0700-1930.	New tower 7th floor
NICU	1-2 at a time	days and nights	8 hr days or 12 hr nights	0600-1430 days or 1800-0630 nights	New tower 6th floor
ICU	2 at a time	days and pms 12 hr	days 8 or 12 hr, nights 12 hr only	0700-1530, 0700-1930 or 1900-0730	Moving in Feb-Mar to old CCU area
PCU	4 at a time	days and pms	8 hr and 12 hr	0700-1530, 0700-1930 or 1900-0730	Moving in Jan to old Peds unit.
PEDS	4-5 at a time	days or evenings	8 hr and 12 hr	0700-1530, 1500-2330, or 0700-1930	New tower 6th floor
CCU CVU -for step down experience	4 at a time	day shifts	8 hr and 12 hr	0700-1900 or 0700-1530	New tower 4th floor
CICU CVU -for ICU experience	3 at a time	day shifts	8 hr and 12 hr	0700-1900 or 0700-1530	New tower 4th floor
Ortho/Neuro	3-4 --- 2	days---pms	8 hr and 12 hr	0700-1530, 1500-2330, 0700-1930	
OR EAST/PACU	2 at a time	days	8 hr	0700-1530	Observation only
ER	2 per shift	days and pms	8 hr and 12 hr	0700-1530, 0900-1730, 1100-2300, 1500-2330, 0700-1930	Includes RTs, EMTs.
GI LAB	1-2 at a time	1/2 day except Tues-full day - No students on Wednesdays	am only	0800-1200 or 0800-1600	No students on Wed. OK for 8 hrs on Tuesdays

PRE-ADM	1-2 at a time	days		0700---1000	1 at 0700 , second at 1000
CATH LAB	1 at a time	days	4 hr	0800-1200	New tower 2nd floor
DIALYSIS	1-2 at a time	days	4 hr	1000-1400	Usu. Juniors
TCU	3-4 at a time	days and pms	8 hr	0700-1530, 1500-2330	
SSU					No longer available for clinical experiences
BEH HEALTH	4 at a time	days	8 hr	0800-1500 student shift	Start at 0800 with multidisciplinary staff meeting, then other activ.per instr.
REHAB	3 at time	day---pm	8 hr and 12 hr	0700-1530, 1500-2330, 1100-2300	Moved to west campus 4th floor with SSU.
Wound Center	1-2 at a time	days	4 or 8 hr	0800-1200 or 0800-1630	
OR WEST	2 at a time Mon-Thur, 1 on Fridays	days	8 hr	0700-1530	Observation only
AM Admit/SDC	1 at a time	days	4-8hrs	600	West-by OR



**MONTANA STATE UNIVERSITY – GREAT FALLS**  
**COLLEGE OF TECHNOLOGY**

Joe Schaffer, Dean/CEO 406.771.4310  
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August 27, 2010

Montana State Board of Nursing  
Department of Labor & Industry  
PO Box 200513  
Helena, MT 59620-0513

Dear Board Members:

Montana State University – Great Falls is committed to offering academic programs in response to our community and students' needs. Even in these uncertain economic times, MSU-Great Falls has remained fiscally healthy. This is the case because, as an institution, we have been proactive with our institutional planning. Solid mission-driven planning has allowed us to continue to launch new programs. Since our new programs are developed in answer to the needs of our students and business partners, they keep our entire community strong and vital. The Associate Degree in Nursing is one of those programs.

Through the work of our nursing faculty and our Health Sciences Division Director, I am confident the ADN program is a logical one for MSU-Great Falls. This is a high-demand, high-wage field and it is part of our mission to offer this type of degree on our campus.

I, as Dean/CEO, am familiar with the requirements for the ADN program and support the fiscal and human resources necessary for it to succeed. I understand the financial obligations an ADN program requires and the College is prepared to support this credential. It is important for us to continue to be responsive, especially during times of economic hardship where jobs can be filled.

I fully support moving forward with establishing the Associate Degree in Nursing program at MSU-Great Falls. It is my hope the Board of Nursing will see the need and allow us to offer this degree. If you have any questions, please feel free to contact me at 406.771.4305.

Sincerely,

A handwritten signature in black ink, appearing to be "J. Schaffer". The signature is written in a cursive style with a large, stylized initial "J".

Joe Schaffer  
Dean/CEO

***changing lives - achieving dreams***

*Our Mission is to foster the success of our students and their communities through innovative, flexible learning opportunities for people of all ages, backgrounds, and aspirations resulting in self-fulfillment and competitiveness in an increasingly global society.*



**ADN SURVEY COMMENTS**

**QUESTION # 1 WRITTEN COMMENT**

**What is your level of interest in an RN program through MSU Great Falls College of Technology?**

<b>#</b>	<b>Response Date</b>	<b>Comment</b>
1	Jun 17, 2010 8:49 PM	I think it would be great to have more options. Plus more faculty could lead to larger classes for the huge demand there is for nurses. This is a very good idea, and I would back it 100%, as I am currently working on getting into the Practical Nursing Program. There are so many students who may qualify for the different health sciences degrees, but they cannot get into one of a few, because they are so crowded. Maybe this would give more people the opportunity to pursue their dreams.
2	Jun 19, 2010 1:52 AM	I have been a CNA for the past 16 years and I would be awesome if you can offer a chance for distance learning students to also have an online nursing programs and the clinical portion can be done at the student's nearest hospital Or healthcare facility. For example, I can actually do my clinical at the long term care facility that I work at. I have always wanted to actually enhance my skills and become a nurse, Unfortunately, I am not able to do to the fact that I am the only income provider for the family and cannot afford to quit work and do an on campus nursing program. I am currently a student at MSUGF HIT programs. Sincerely, Marie Francis
3	Jun 19, 2010 5:38 AM	I am enrolled in Pre-Nursing as of right now. If there was an RN Program I would definitely apply, it's what I've been wanting to do all my life and I hope you will consider.
4	Jun 20, 2010 6:54 AM	I am strongly interested in the RN program and I rather do that then the LPN program. I signed up for my prerequisites for the nursing program but as of right now it says that I am doing the LPN program but when I am done with all of the prerequisites. Than I would have to transfer schools just to do the RN and that is too much off an inconvenience so that is why I just stuck with the LPN program, but if the RN program is offered than I don't have to worry about transferring schools and therefore I can do the program in town and won't be an inconvenience and I would transfer over to the RN program right away. So, this program would benefit not just me but others than can't do the RN program for the same reason and also the finances that go with having to transfer.
5	Jun 21, 2010 6:28 AM	This is what I am seeking, and if MSU GF does not decide to do this will have to transfer to northern for their Associate RN programs, so please make this happen....!!!
6	Jun 21, 2010 4:19 PM	I strongly believe that this would be a great opportunity for many
7	Jun 21, 2010 4:58 PM	

**What is your level of interest in an RN program through MSU Great Falls College of Technology?**

#	Response Date	Comment
		people to achieve their goals in furthering their education. The COT has the best LPN program and I think it would be great to get the RN program here as well.
8	Jun 22, 2010 4:32 PM	Right now I am a 1st year nursing student at Central Wyoming College. I am from Montana and all my family lives in Montana and I would like to be able to come back to Montana to go to nursing school. My question is would I be able to have a better chance of getting into your nursing program if I already am a nursing student at another school?
9	Jun 22, 2010 9:20 PM	This would definitely be a great Idea!
10	Jun 24, 2010 10:32 PM	This would be a wonderful opportunity for Great Falls and it would prevent the loss of smart, intelligent people that don't get into the Bozeman Program or can't put their life on hold for the two year wait to start the program once accepted. If you have a program such as this, make it mandatory to have your requirements completed as you do with your LPN program. Then take applications and let the individuals know that they are accepted for the fall. If you make it a two year wait list then you lose a lot of valuable people.
11	Jun 25, 2010 2:33 PM	I am currently going to this college for the LPN program and would definitely like to further my education and attend a RN program if it is available.
12	Jun 26, 2010 8:49 PM	I am planning on taking the LPN course, then transferring to MSU Northern to get my ASN Degree
13	Jun 27, 2010 9:47 PM	honestly i don't know why it hasn't happened yet
14	Jul 1, 2010 4:55 AM	Yes, strongly interested but it's about 3 years too late. To me it was a no brainer to have that associate's degree available at the COT and never understood why it wasn't an option. LPNs are just going to be a thing of the past soon.
15	Jul 2, 2010 4:16 PM	As I am doing my pre-requisites for my nursing knowing that the college only offers LPN program but I would prefer to do the RN program without having to transfer schools so this would be great and not an inconvenience.
16	Jul 2, 2010 5:00 PM	Count me in, I'm seeking this exact degree and will prevent me from having to transfer.
17	Jul 3, 2010 11:35 AM	This would be great, some of my fellow students are planning to move to Bozeman for the RN program, this would keep them here and probably draw more students to Great Falls.
18	Jul 5, 2010 5:42 AM	This would be beyond great, It would save gas and less tired nights driving home for three hours every day. I really hope you consider.
19	Jul 6, 2010 1:02 AM	I am currently just finishing the LPN program and want to further my education and become an RN. i would love it if MSU COT offered an RN program.
20	Jul 8, 2010 2:26 AM	I am currently employed by Benefis Physicians Associates as a

**What is your level of interest in an RN program through MSU Great Falls College of Technology?**

#	Response Date	Comment
		Medical Records Specialist and obtained my associates in Accounting this spring which doesn't really apply in the medical area. I am very interested in this program.
21	Jul 9, 2010 1:29 AM	I know that I would love being an RN. So now I am looking for the quickest, cheapest way to become one.
22	Jul 11, 2010 3:49 AM	Would be a wonderful addition to what you offer.... much needed.
23	Jul 19, 2010 11:04 PM	After this next year I plan to apply into the dental hygiene program, however I am aware that it is an extremely competitive program to get in to. So my back up plan would be to apply into the RN program at the same time if it is accepted.
24	Jul 20, 2010 10:43 PM	Offer MORE slots than the 20 in LPN program. There are a lot of people interested in nursing who don't get selected because of the limitations. And they can't go out of town because of family obligations.
25	Jul 21, 2010 9:46 PM	I think that the college of technology needs an RN program badly. I have just finished the LPN program and the instructors were great and I feel like I have received a solid education. A solid education is important to becoming a good nurse.
26	Jul 23, 2010 1:18 PM	It will be wonderful to have both the LPN and RN programs available to the community. There is a strong need for both degrees in the current health care market.
27	Jul 23, 2010 9:50 PM	It would be a lot easier to have this program in my home town.
28	Jul 26, 2010 4:12 AM	As a single mom looking to get into the work force faster this would be an amazing program to offer. I'm not interested in getting my LPN - I strictly want my RN

**QUESTION # 2 WRITTEN COMMENT**

**What time for classes would work best for you? Select all that apply.**

	Response Date	Other (please specify)
1	Jun 17, 2010 8:30 PM	online
2	Jun 18, 2010 12:27 AM	I currently work full-time from 9 am to 5 pm. As such, evenings would be best for me now. However, I am prepared to change jobs so that I can attend class during the day. Night classes would be awesome if they were available, but day classes would be fine too.
3	Jun 18, 2010 10:15 PM	varied
4	Jun 19, 2010 5:38 AM	Online classes with simulated labs.
5	Jun 21, 2010 4:19 PM	I do whatever it takes
6	Jun 22, 2010 8:32 PM	And as many internet options as can be offered!!!

**What time for classes would work best for you? Select all that apply.**

<b>Response Date</b>	<b>Other (please specify)</b>
7 Jun 24, 2010 4:38 AM	variety of hours would be good
8 Jun 24, 2010 5:58 PM	Could do weekends as well.
9 Jun 24, 2010 8:00 PM	Classes offered during school hours (8:30-3:00) would be fabulous and perfect!
10 Jun 24, 2010 9:14 PM	prefer days, but I am flexible
11 Jun 27, 2010 7:21 PM	some online classes
12 Jun 28, 2010 9:40 PM	weekends and evenings would be perfect for me so that I could work also
13 Jul 1, 2010 4:55 AM	ANYTHING that can be done online should be.
14 Jul 2, 2010 4:06 PM	A mix of evenings and day classes; evenings would be better to allow students to work during the day.
15 Jul 2, 2010 4:16 PM	I have two kids that are in school and I would prefer going to school the same hours as my children 9 am- 2:30 pm.
16 Jul 2, 2010 4:50 PM	I currently work 9 am-5pm so night classes would be best; however, I am prepared to quit this job once I get into the nursing program, meaning day classes would be fine.
17 Jul 2, 2010 5:18 PM	Work in the evenings.
18 Jul 2, 2010 5:33 PM	A program geared towards working students would be great also. i have been interested in getting my RN but it is very difficult
19 Jul 6, 2010 10:38 PM	working full time and being a single mom. Current nursing programs are currently in the day and I considered doing an online program but i would prefer a classroom setting.
20 Jul 11, 2010 3:49 AM	Evenings are easier for people who work during the day however daytimes allow students with children the needed time frame for daycare hours.
21 Jul 13, 2010 3:07 AM	As a working individual I would prefer flexibility to take courses online, at night, and possibly weekends.
22 Jul 13, 2010 4:42 PM	online classes
23 Jul 21, 2010 5:18 PM	Only days, but no 6 AM's would be nice because of traveling in from Shelby; not to mention most day cars only start at 6 AM.
24 Jul 23, 2010 1:18 PM	Many students, myself included, are trying to work during the day and advance their careers in the evening, or vice versa. A variety of times in course offerings would enable many more students to take advantage of classes.

**QUESTIONS # 3 WRITTEN COMMENTS**

**Would weekend and/or evening classes/clinical create an undue hardship for you?**

<b>Response Date</b>	<b>Other (please specify)</b>
1 Jun 18, 2010 10:15 PM	maybe would depend upon how much time would be required It would and it wouldn't because I prefer having my classes during the hours that my children go to school which is the hours from 8 a.m. to 2:50 p.m. So I would do my classes from 9 a.m. to 2:30 p.m. so I
2 Jun 21, 2010 6:28 AM	could be able to take the children to school and then be able to get them from school on time. If there isn't any classes that are available for the day and I had to do a couple classes during the evening than I would.
3 Jun 21, 2010 4:19 PM	it is harder to be a wife and take care of my house duties if done on weekends, but do whatever it takes
4 Jun 24, 2010 8:00 PM	It would depend on the time of the classes. My husband works every other weekend and some nights.
5 Jun 25, 2010 3:00 AM	Would just need to know the time and days.
6 Jun 25, 2010 2:50 PM	it would be better to have everything during the week for those of us who need to keep a part-time job on the weekends or evenings
7 Jun 30, 2010 7:51 PM	A heads up as a single parent is all that would be nice to arrange daycare! i work nights at a hospital- 6pm-630am...so ill just have to deal with
8 Jul 1, 2010 4:55 AM	whatever's available. Sometimes evenings would be good or later afternoon classes.
9 Jul 7, 2010 12:34 AM	I would need to find childcare.
10 Jul 8, 2010 4:36 AM	No because If I want it bad enough I will make time for it.
11 Jul 13, 2010 4:42 PM	of town

**QUESTION #5 WRITTEN COMMENTS**

**If yes, what is your title?**

<b>Response Date</b>	<b>Response Text</b>
1 Jun 17, 2010 4:16 PM	Phlebotomist
2 Jun 17, 2010 8:49 PM	EMT, CNA
3 Jun 17, 2010 9:43 PM	phlebotomist
4 Jun 17, 2010 10:55 PM	CNA
5 Jun 18, 2010 2:54 AM	Patient Care Tech, PCT Certified Nurses Aid CNA

**If yes, what is your title?**

	<b>Response Date</b>	<b>Response Text</b>
6	Jun 18, 2010 8:25 AM	Medication Aide, Resident Aide
7	Jun 18, 2010 7:09 PM	CNA and will hopefully get into the LPN classes next fall at COT Great Falls
8	Jun 18, 2010 8:01 PM	Primary Care Assistant at an Assisted Living Place.
9	Jun 19, 2010 2:13 AM	CNA
10	Jun 19, 2010 2:54 AM	C.N.A.
11	Jun 19, 2010 5:38 AM	CNA I am extremely knowledgeable with Medical terminology and direct patient care.
12	Jun 21, 2010 2:04 AM	I work registration at Benefis in the ER and I also process medical claims for Centene.
13	Jun 21, 2010 3:04 AM	CNA, currently working towards getting my CMA, would like to become a nurse but for now, the online classes offered for the CMA make it much easier for me.
14	Jun 21, 2010 3:43 AM	Will be soon as LPN I have been working as a CNA for 5yrs. but recently got fired due to the H1N1 flu and being that I was out of work for 6 days they terminated me. But I am still certified but my attention and
15	Jun 21, 2010 6:28 AM	concentration and focus is on school right now but I will eventually go back to work as a CNA because my certificate expires in September of next year and I love the medical field and helping others to achieve their goals.
16	Jun 21, 2010 4:19 PM	Physical therapy office management
17	Jun 21, 2010 5:48 PM	CNA
18	Jun 22, 2010 12:02 AM	CNA
19	Jun 22, 2010 7:29 AM	CNA
20	Jun 22, 2010 4:32 PM	Certified nurse's assistant
21	Jun 22, 2010 9:43 PM	CNA
22	Jun 23, 2010 4:32 AM	CNA
23	Jun 23, 2010 10:36 PM	nurses assistant
24	Jun 24, 2010 4:38 AM	respiratory therapist
25	Jun 24, 2010 10:32 PM	I am a student and a mother. I volunteer a lot in my community and at my children's school.
26	Jun 25, 2010 2:50 PM	CPhT
27	Jun 25, 2010 5:42 PM	Medication Aide
28	Jun 25, 2010 6:19 PM	Medical Receptionist
29	Jun 25, 2010 9:05 PM	CNA-PCT
30	Jun 25, 2010 9:14 PM	Clinic Assistant
31	Jun 26, 2010 3:15 PM	LICENSED PRACTICAL NURSE--HOSPITAL
32	Jun 26, 2010 10:36 PM	Paramedic
33	Jun 27, 2010 7:21 PM	licensed practical nurse
34	Jun 28, 2010 12:16 PM	CNA
35	Jun 28, 2010 3:23 PM	CNA

**If yes, what is your title?**

<b>Response Date</b>	<b>Response Text</b>
36 Jun 28, 2010 7:41 PM	CNA
37 Jun 28, 2010 9:40 PM	CNA
38 Jun 28, 2010 9:43 PM	LPN
39 Jun 29, 2010 12:27 AM	GROUP HOME INSTRUCTOR
40 Jun 29, 2010 6:32 PM	Personal care attendant
41 Jun 29, 2010 7:34 PM	LMP
42 Jun 30, 2010 3:39 AM	LPN
43 Jun 30, 2010 7:51 PM	CNA
44 Jul 1, 2010 4:55 AM	CNA/Ward Clerk
45 Jul 1, 2010 4:43 PM	Clinical Research Associate
46 Jul 1, 2010 6:10 PM	EMT
47 Jul 2, 2010 7:14 AM	Service Response Specialist (CNA)
48 Jul 2, 2010 3:55 PM	CNA
49 Jul 2, 2010 3:57 PM	CNA
50 Jul 2, 2010 4:01 PM	CNA
51 Jul 2, 2010 4:06 PM	Clinical Exercise Physiologist
52 Jul 2, 2010 4:16 PM	CNA
53 Jul 2, 2010 4:38 PM	CNA
54 Jul 2, 2010 4:43 PM	CNA
55 Jul 2, 2010 4:47 PM	CNA
56 Jul 2, 2010 4:53 PM	CNA
57 Jul 2, 2010 4:55 PM	CNA/Service Response Specialist
58 Jul 2, 2010 4:58 PM	Medical Office Receptionist
59 Jul 2, 2010 5:00 PM	Office Manager at Physical Therapy clinic
60 Jul 2, 2010 5:03 PM	I do work with multi handicapped kids in wheelchairs at Montana School for the deaf and blind
61 Jul 2, 2010 5:05 PM	RN
62 Jul 2, 2010 5:10 PM	Chiropractor assistant
63 Jul 2, 2010 5:21 PM	CNA
64 Jul 2, 2010 5:22 PM	CNA in home care
65 Jul 2, 2010 5:24 PM	CNA
66 Jul 2, 2010 5:33 PM	Dental assistant and EMT
67 Jul 2, 2010 5:38 PM	Medical transcriptionist
68 Jul 2, 2010 9:37 PM	CNA
69 Jul 4, 2010 2:19 PM	Lab Assistant
70 Jul 5, 2010 12:29 PM	student
71 Jul 5, 2010 10:28 PM	CNA
72 Jul 5, 2010 11:41 PM	Dialysis Tech
73 Jul 6, 2010 1:02 AM	I am a CNA but just graduating the LPN program in a few weeks
74 Jul 6, 2010 4:16 PM	I currently am a C.N.A
75 Jul 6, 2010 8:40 PM	LPN

**If yes, what is your title?**

	<b>Response Date</b>	<b>Response Text</b>
76	Jul 6, 2010 8:45 PM	Ophthalmic Tech
77	Jul 6, 2010 8:47 PM	CNA
78	Jul 6, 2010 8:48 PM	CNA
79	Jul 6, 2010 8:50 PM	CNA
80	Jul 6, 2010 10:38 PM	LPN, charge nurse
81	Jul 7, 2010 2:55 PM	Certified Nursing Assistant
82	Jul 7, 2010 3:39 PM	CNA
83	Jul 8, 2010 1:38 AM	Certified Nursing Assistant
84	Jul 8, 2010 2:26 AM	Medical Records Specialist
85	Jul 8, 2010 4:36 AM	Health Unit Coordinator
86	Jul 8, 2010 6:24 PM	Patient Care Technician
87	Jul 9, 2010 1:29 AM	Certified Nursing Assistant
88	Jul 9, 2010 1:30 AM	caregiver
89	Jul 9, 2010 8:09 PM	C.N.A
90	Jul 11, 2010 3:49 AM	Labor and Delivery Unit Secretary
91	Jul 11, 2010 11:56 PM	CNA
92	Jul 12, 2010 4:15 AM	CNA
93	Jul 12, 2010 6:41 PM	Surgical/dental assistant
94	Jul 12, 2010 7:56 PM	LPN
95	Jul 13, 2010 4:42 PM	I'm a certified CNA and have worked in the health field before
96	Jul 13, 2010 4:59 PM	I am a respiratory therapist
97	Jul 13, 2010 6:43 PM	LPN
98	Jul 13, 2010 7:34 PM	CNA
99	Jul 13, 2010 11:31 PM	Certified Nurse Assistant
100	Jul 14, 2010 10:32 PM	Dental Assistant
101	Jul 15, 2010 5:03 PM	Certified Nursing Assistant/Patient Care Tech
102	Jul 16, 2010 4:52 AM	CNA
103	Jul 16, 2010 8:56 PM	LPN
104	Jul 18, 2010 3:48 PM	Phlebotomist
105	Jul 18, 2010 8:44 PM	CNA
106	Jul 19, 2010 11:29 PM	Radiology technologist
107	Jul 20, 2010 1:21 PM	lab assistant
108	Jul 20, 2010 5:30 PM	Research Manager
109	Jul 21, 2010 1:42 AM	CNA
110	Jul 21, 2010 9:46 PM	I am a pharmacy technician and soon to be an LPN
111	Jul 22, 2010 7:09 PM	CNA
112	Jul 22, 2010 10:06 PM	CNA
113	Jul 22, 2010 10:06 PM	CNA
114	Jul 23, 2010 4:51 AM	CNA
115	Jul 23, 2010 1:18 PM	CNA, long-term facility
116	Jul 23, 2010 4:59 PM	LPN



**If yes, what is your title?**

<b>Response Date</b>	<b>Response Text</b>
117Jul 23, 2010 5:54 PM	Certified Nursing Assistant
118Jul 23, 2010 9:12 PM	CNA
119Jul 23, 2010 9:50 PM	Hostess at Benefis.
120Jul 26, 2010 4:12 AM	

**QUESTIONS # 6 WRITTEN COMMENTS**

**What is your highest education level?**

<b>#</b>	<b>Response Date</b>	<b>Other (please specify)</b>
1	Jun 17, 2010 4:24 PM	I am currently working on my associate's degree.
2	Jun 17, 2010 8:56 PM	+ masters credits.
3	Jun 17, 2010 11:15 PM	I have Bachelor's Degree from Korea. Now I am in Surgical Technical Program in MSUGF
4	Jun 18, 2010 4:30 PM	currently going now for a MA and almost done
5	Jun 19, 2010 1:52 AM	Working on my certificate for the Practical Nursing Degree.
6	Jun 19, 2010 5:38 AM	I am currently an online student with MSUGF with the HIT programs.
7	Jun 21, 2010 3:43 AM	LPN
8	Jun 21, 2010 4:58 PM	I am now working to get the classes I need for the LPN, however the RN is what I truly would love to get into.
9	Jun 22, 2010 8:32 PM	Some college classes
10	Jun 22, 2010 9:30 PM	Some College Univ. of MT Missoula 3 Semesters 04-05
11	Jun 25, 2010 2:33 PM	Working on getting an Associate's of Applied Science
12	Jun 25, 2010 2:50 PM	some college
13	Jun 25, 2010 10:38 PM	working on getting in the LPN program
14	Jun 26, 2010 4:33 AM	I'm currently enrolled at Jacksonville State University in Alabama looking to get my Bachelors in Nursing Sciences but am also looking to possibly move to Great Falls to be with my fiance (who is stationed at Malmstrom AF Base.)
15	Jun 26, 2010 1:52 PM	taking Medical Assistant Associate degree program
16	Jun 26, 2010 3:15 PM	GREAT FALLS VO-TECH
17	Jun 29, 2010 12:27 AM	SOME COLLEGE
18	Jul 8, 2010 2:26 AM	I am currently taking HIT classes, but have always been interested in the nursing program.
19	Jul 11, 2010 3:49 AM	Some college classes
20	Jul 11, 2010 11:56 PM	I have taken all my pre-requisite courses to get into a nursing program.
21	Jul 15, 2010 5:03 PM	I have been going to college for a few years taking my pre-requisites for the bozeman nursing program
22	Jul 16, 2010 8:56 PM	Diploma from Southwest Ga Technical College 2004

### What is your highest education level?

#	Response Date	Other (please specify)
23	Jul 17, 2010 1:50 PM	going into 3rd year of college
24	Jul 18, 2010 3:48 PM	I have 30+ college credits
25	Jul 20, 2010 1:21 PM	some college
26	Jul 23, 2010 1:18 PM	Some college
27	Jul 24, 2010 1:58 AM	Plus an additional 35 credits in college
28	Jul 26, 2010 4:12 AM	Some college

### QUESTION # 7 WRITTEN COMMENTS

**Below is a list of pre-requisite courses for entry into the Associate's Degree RN program.  
Select all that you have completed?**

#	Response Date	Other (please specify other prerequisites you have taken)
1	Jun 17, 2010 4:24 PM	I have taken Native American Studies.
2	Jun 17, 2010 11:15 PM	Surgical Technology lab Pharmacology
3	Jun 19, 2010 2:13 AM	I am in the process of taking and completing those prerequisites at this time and should be done with them within a year.
4	Jun 19, 2010 5:38 AM	Intro to Sociology, Pharmacology.
5	Jun 19, 2010 10:48 PM	Currently I am taking pre LPN and will complete my first prerequisite this summer.
6	Jun 20, 2010 6:01 PM	Currently enrolled in General Chem., and taking A&P in the fall...
7	Jun 21, 2010 2:04 AM	CNA class Interpersonal communications Business Math Developmental Psychology I have none of the listed classes above because I just started the prerequisites this summer and the only ones that I am doing is
8	Jun 21, 2010 6:28 AM	WRT095 and pre-algebra but in the fall I start PSYX100-01, AHMS 14201, WRT10104, NRS10001, and M09003. These are the classes that I start in the fall.
9	Jun 21, 2010 4:19 PM	currently enrolled heading toward LPN then Associate RN
10	Jun 23, 2010 4:32 AM	Intro to Sociology Interpersonal Communication
11	Jun 24, 2010 4:38 AM	to many to list pharmacology microbiology....etc
12	Jun 24, 2010 5:58 PM	Medical terminology Medical coding (have AAS in HIT; RHIA)
13	Jun 24, 2010 8:00 PM	I have a BS Degree in PE Education.
14	Jun 24, 2010 10:32 PM	Statistics, Developmental Psychology,
15	Jun 25, 2010 4:42 AM	completed the first 2 years of the BSN program at MSU-Bozeman
16	Jun 25, 2010 2:50 PM	calculus 1, physics 1, all general/core classes completed
17	Jun 26, 2010 4:33 AM	Intro to Biology/Lab, Intro to Psychology, Human Development, & Basic Statistics.
18	Jun 26, 2010 3:15 PM	32 YEARS AGO TOOK LPN CLASSES AT VO-TECH
19	Jun 28, 2010 7:41 PM	Pre-calculus algebra, Introduction to biology, Statistics
20	Jul 1, 2010 4:55 AM	I've taken NAS and sociology. I wanted chem. for this summer but it

**Below is a list of pre-requisite courses for entry into the Associate's Degree RN program.  
Select all that you have completed?**

#	Response Date	Other (please specify other prerequisites you have taken)
		wasn't offered. so this fall/spring I'll be in nutrition, chem., and math to finish the pre-reqs.
21	Jul 2, 2010 4:16 PM	I haven't completed any of these but will be starting some of these classes in the fall.
22	Jul 3, 2010 11:35 AM	Psychology
23	Jul 7, 2010 12:34 AM	Medical Terminology I Disease Conditions English Composition Healthcare Law and Ethics Interpersonal Communications
24	Jul 11, 2010 3:49 AM	Med Term EMT B EMT I
25	Jul 12, 2010 3:15 PM	Medical terminology; medical records courses at MSUGF-COT; epidemiology
26	Jul 15, 2010 4:33 PM	computers, exercise prescription, personal health and wellness, foundations of health and human performance, microbiology
27	Jul 15, 2010 5:03 PM	I have also taken organic chemistry, life span development, sociology, interpersonal communications, and a few others that I don't think would apply to this program.
28	Jul 19, 2010 11:04 PM	I have taken psychology, interpersonal communications, and sociology.
29	Jul 23, 2010 1:18 PM	Not sure what your pre-reqs are, but I have a few other classes under my belt :)

**QUESTIONS # 8 WRITTEN COMMENTS**

**Within the RN program there are two additional courses required besides the nursing courses. Select all that you have completed.**

#	Response Date	Other (please specify)
1	Jun 18, 2010 7:09 PM	Will do these this Spring if needed
2	Jun 21, 2010 3:43 AM	Taking sociology right now
3	Jun 22, 2010 9:43 PM	management and supervision classes
4	Jun 24, 2010 9:14 PM	completing sociology this semester
5	Jun 24, 2010 10:32 PM	I will have Microbiology and Organic Chemistry plus both A&P courses completed by the end of Spring.
6	Jun 25, 2010 4:42 AM	completed the first 2 years of the BSN program at MSU-Bozeman
7	Jun 26, 2010 4:33 AM	Beginner's Spanish, Beginner's French, American History I, Oral Communications (Speech), & American Literature.
8	Jul 2, 2010 4:03 PM	The
9	Jul 2, 2010 4:16 PM	I haven't completed any of these because I just started taking my pre-requisites on June 1st and will continue into the fall.
10	Jul 8, 2010 2:26 AM	Interpersonal Communications and general psychology classes are completed.

**Within the RN program there are two additional courses required besides the nursing courses. Select all that you have completed.**

#	Response Date	Other (please specify)
11	Jul 11, 2010 3:49 AM	Human BIO

**QUESTIONS # 9 WRITTEN COMMENTS**

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

#	Response Date	Response Text
1	Jun 17, 2010 4:24 PM	I think this would be a positive asset to the COT program. Also, I think that the COT should offer courses for Optical Technician because Great Falls Optometry Offices do not have the ability to hire trained technicians. This would also allow the COT to offer an additional variety of schooling.
2	Jun 17, 2010 8:30 PM	I am currently in the Pre-LPN program and am taking Intro to Chemistry and Intermediate Algebra. In the fall I am taking several of the other pre-reqs. I am very interested in learning more about this program.
3	Jun 17, 2010 8:49 PM	Many students have all the prerequisites but because of one or two lower scores cause no entry into a program.
4	Jun 17, 2010 9:43 PM	took most of medical assisting classes looking to go back to school for nursing It would be a great addition I believe. I know many people that would take advantage of it being so close! I would be one of them. I have also found that at this school since it is smaller I think it is more personalized! One reason I didn't choose to go to MSU Bozeman for nursing was that I knew the classes would be huge and the hopes of talking to a professor for help would just overwhelming because of the class numbers. I would love The COT in GF to get a nursing program!!!!
5	Jun 18, 2010 4:44 PM	I think this would be a great option for the students. I know I would like to do the RN Program. But will start with LPN if still offered and then on to the RN.
6	Jun 18, 2010 7:09 PM	i think this will help out students throughout the years and set an ease for them to get accepted. However, most people want a bachelor's of science in nursing instead of an associate of science in nursing.
7	Jun 18, 2010 8:01 PM	Whatever you do, you need to increase the number of slots available to be a nursing student. Only 20 a year???? Need more slots as there is a valid NEED for them. If you do this by expanding the LPN program, if not, then add the AS RN program.
8	Jun 18, 2010 9:19 PM	The need for this program is huge. It would be a great addition to the
9	Jun 19, 2010 1:52 AM	

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

#	Response Date	Response Text
		curriculum at the MSU-COT
10	Jun 19, 2010 2:13 AM	I think that if MSU GF COT offered an associate's degree RN program, it would give so many people new opportunities and allow them to achieve their education and career goals faster and more efficiently.
11	Jun 19, 2010 5:38 AM	I wish and hope for a chance to actually complete a nursing online degree program with simulated labs, and other online tools. This option would open up a lot of students in my position that cannot afford to have the means to get on campus for the classes.
12	Jun 20, 2010 6:54 AM	Opening up an RN Program would be wonderful, Instead of having to drive two to four hours out of my way to get my ASN I could take here in Great Falls, I know a lot of people that are LPN's that want to become RN's, and I think you will be making a great choice by putting an RN Program at MSU Great Falls College of Technology.
13	Jun 20, 2010 6:01 PM	The RN program is greatly needed and would allow those of us who are interested in becoming and RN to do so sooner... Hope this becomes a reality.
14	Jun 21, 2010 2:04 AM	I believe the need for nurses is great. A two year program would be super compared to having to complete the LPN program first and then the transition LPN to RN course. I really hope this comes to MSU soon!
15	Jun 21, 2010 3:43 AM	I just finished my LPN there and I will wait for the COT to get the RN program to take it there. I would love for them to get the program. They have great teachers!
16	Jun 21, 2010 5:56 AM	I think it would a wonderful option for those of us who are wanting to go for the RN program. I would love to be able to do that here at MSU Great Falls and not have to transfer to another area to complete my goals. I also believe that you would see an increase of interest and students if you offer this program.
17	Jun 21, 2010 6:28 AM	To help illustrate the need for the RN program is how more people are interested in the RN program rather than the LPN program. Example of this is that if you look at how many people who did the LPN program is transferring to the RN program, in other terms is the RN program is offered besides the LPN program than it would save time and money to get the ASN degree in the RN program. Another thing is the finances meaning that it cost more money when a person has to transfer from the LPN program to the RN program meaning by if a person wants to do the nursing program but settles for the LPN because they want to start their career right away they would have to pay for the debt that goes with the LPN program besides the RN program the finances add up more than if you where just doing the RN program. Because you don't have to go through the LPN

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

#	Response Date	Response Text
		<p>program first instead you can just sign up for the RN program and start that right away. Another thing is that instead of going through another school to get the ASN degree for RN a person is able to attend the school of their choice meaning me for an example I don't want to go to a different school just to do the RN program which is what I really want not a LPN program. I want to be able to attend the MSU-COT of Great Falls instead of Northern or Bozeman, or even Missoula just to do my RN. Finally, with the LPN as I worked at the Missouri River Manor as a CNA I noticed that a lot of the LPNs couldn't do any I.V. hook ups or inserting an I.V. and they would have to call for assistance like an RN for example. So, that is why I think that offering the RN program would benefit those who prefer the RN degree and not only that it would benefit the college finance as well.</p>
18	Jun 21, 2010 2:14 PM	<p>all of the classes with the acceptance of A&amp;P 1&amp;2 and Microbiology i am taking this semester, I think this would be a really great program, especially with those who would try to pursue a BS RN, so we would be able to work while continuing our education. Thank you for looking into adding this program!</p>
19	Jun 21, 2010 4:19 PM	<p>Please make this happen, would be a blessing</p>
20	Jun 21, 2010 4:49 PM	<p>Inquiring if the program is completely done here in Great Falls instead of transferring to other location?</p>
21	Jun 21, 2010 4:58 PM	<p>If the RN program is here at the COT, I will for sure be doing all I can to get into this program.</p>
22	Jun 22, 2010 9:20 PM	<p>You would definitely see that we need this program, instead of driving to Havre I can go to school here and it will be easier to take care of my child while I go to school, instead of being gone all day because I have to drive most of my day.</p>
23	Jun 22, 2010 9:43 PM	<p>Great option for RN students of Great Falls! We can meet our goal of becoming a registered nurse here in the city.</p>
24	Jun 23, 2010 11:39 PM	<p>Because the demand for Nurses is so great! This may help individuals who can't get into the Havre program and can't travel a far distance for education.</p>
25	Jun 24, 2010 4:38 AM	<p>this would be a great opportunity for people interested</p>
26	Jun 24, 2010 8:00 PM	<p>I would love to pursue nursing, but with a demanding family schedule and small children would need a conducive schedule to make it work.</p>
27	Jun 24, 2010 9:14 PM	<p>I have applied to the BSN program, but this would be another opportunity to get a nursing degree that would be faster and more affordable. Please add this program!</p>
28	Jun 24, 2010 10:32 PM	<p>The demand in Great Falls for an RN program exceeds other places because we have a strong association with the Air Force Base. Many</p>

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

#	Response Date	Response Text
		young women and men take courses and receive degrees but they do not necessarily stay in Great Falls or Montana for that matter. I know that Great Falls was the most requested city on the Bozeman RN application this year over any other city in Montana. If that doesn't show that there is a need then I don't know what would. I
29	Jun 25, 2010 4:42 AM	I would like to see the program offered in Bozeman.
30	Jun 25, 2010 2:33 PM	Having an RN program at Great Falls would be great for those that want to continue further into the nursing field. It would be available for those that are strongly interested like me.
31	Jun 25, 2010 2:50 PM	I think it would be great to offer the program here since there is such a demand for nurses all over. The current programs only take a handful of those who apply every year and when some of the qualified students aren't accepted into the programs only because of space limitations, some of them give up and change their major altogether which is too bad.
32	Jun 25, 2010 5:42 PM	The demand for RNs is much higher than the demand for LPNs in today's medical field. It would very beneficial to offer this program!
33	Jun 26, 2010 2:35 AM	This would be an amazing resource for students in and around the Great Falls area!
34	Jun 26, 2010 8:49 PM	An RN Program at the COT would enable more college students to stay in Great Falls, and then just start at Benefis Health Care Systems.
35	Jun 27, 2010 8:44 PM	I am currently graduating from the LPN program at MSU-COT and would LOVE to continue with the school and instructors! Great Falls would benefit greatly from having a program like this!!
36	Jun 28, 2010 7:41 PM	I think an RN program would be a great way to keep students in great falls. There are a lot of people that want to be RN's but have to go to a different town for schooling. There is also a shortage of nurses so by having an RN in addition to the already existing LPN program would increase the number of nurses
37	Jun 28, 2010 9:40 PM	I would enroll this Fall 2010 if available. If there is not a program in Great Falls, I likely would not enroll somewhere else.
38	Jun 29, 2010 3:04 AM	I would really love to see a ADN program in Great Falls
39	Jun 29, 2010 6:32 PM	I think this would be great!
40	Jul 1, 2010 4:55 AM	This is SO much of a great opportunity for the students and GFCOT. Ill be going to Havre next year, but Great Falls would've been extremely more convenient and affordable. I feel, and as I've talked to many, many other nurses, RN is the most efficient way to go. Nurses are needed, so let's make it feasible to get people going in that direction. Although i won't benefit from it now, I know many others would.
41	Jul 1, 2010 4:43 PM	Great Falls needs another RN program.

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

<b>#</b>	<b>Response Date</b>	<b>Response Text</b>
42	Jul 2, 2010 7:14 AM	A more expanded program would be beneficial to so many CNA's, LPN's and prospective students
43	Jul 2, 2010 3:55 PM	This program would definitely benefit many people in their education and success.
44	Jul 2, 2010 3:57 PM	I feel this would be a great addition to MSU COT, it would allow more students to have more opportunities to pursue their career.
45	Jul 2, 2010 4:01 PM	I think it would be great to get an Associates RN program.
46	Jul 2, 2010 4:03 PM	This would be so beneficial to many of the students I have met that are planning on moving to go to a location where the RN degree is offered. Me personally I would go further into the RN program if offered here in Great Falls.
47	Jul 2, 2010 4:06 PM	I believe this would be a great addition to the MSUGF-COT. This is a program that I would love to have the opportunity to participate in, in Great Falls. I feel this program would tremendously benefit the community.
48	Jul 2, 2010 4:16 PM	This program would be more of a convenience for others as well as me because a lot of people are interested in the nursing program, but some people don't have the finances to transfer schools just to do the RN program. So a lot of people just stick to the LPN program. But I don't want to just settle on the LPN program I want to be able to further my education and proceed into the RN where the program offers a lot more job opportunities. For example: able to get some management positions, also I know that Missouri River Manor Care and Rehab the LPN's are not allowed to do IV hookups and I don't want to be someone who isn't able to do IV hookups or other medical relations that come with nursing.
49	Jul 2, 2010 4:43 PM	Providing a RN program would be very helpful to students pursuing nursing in the Great Falls area. The nursing through Bozeman is very limited in Great Falls. It would be great to stay at the same school for the students who have families in Great Falls and would like a career change. I hope our school offers the RN program as soon as possible. If I don't get into Bozeman or the LPN, I could apply for this RN while working towards a bachelor to make use of time. Thank you for trying to make it happen.
50	Jul 2, 2010 4:47 PM	I think with the demand for nurses being high and the competitiveness to get into an RN program in Great Falls being so strong, it would be greatly beneficial. With the demand being high, adding a new program will only positively affect both the community and the school.
51	Jul 2, 2010 4:50 PM	As a student having an associates RN program would be very beneficial. I had planned to complete the LPN program and then move to either Northern or Bozeman to complete my RN work. As I



**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

#	Response Date	Response Text
52	Jul 2, 2010 4:53 PM	live in Great Falls it would be awesome to have the school I'm working with be located locally. While I can work with Northern and Bozeman here they are not based in Great Falls.
53	Jul 2, 2010 4:55 PM	I am just attending college for the first time in Fall 2010. Having the RN program would give me reassurance I can further my education without having to move. As being a single mother and only being able to get my LPN and know I'd have to move is a hard decision.
54	Jul 2, 2010 4:58 PM	I planned on doing this program through Northern. It would be much more convenient to be able to do it through MSU-COT. I think it's a great idea. I hope it goes through by the time I need to enroll.
55	Jul 2, 2010 5:00 PM	I think this program would be a great addition to MSU. I feel there is an overwhelming interest for students to enter into the nursing program and with this addition hopefully more space/openings for more students to get the education they desire.
56	Jul 2, 2010 5:03 PM	I hope this actually happens, it would be great.
57	Jul 2, 2010 5:05 PM	I would be highly interested if you started a programs through the COT I would definitely get my RN degree through you.
58	Jul 2, 2010 5:08 PM	I went through the MSU-COT LPN program and I would have stayed and continued on to my RN, but I had to switch to another school to finish. The nursing program faculty at MSU-COT are very good at what they do and would then teach other students (nursing) how to be a good nurse.
59	Jul 2, 2010 5:10 PM	With the increasing need for nurses at all levels and with the number of students applying for these programs as in RN would greatly help the students, college, and the community.
60	Jul 2, 2010 5:13 PM	My ultimate goal is to get my RN degree and if the COT offered it here on campus, it would make it that much more attainable. I do not plan on leaving Great Falls anytime soon. If all the classes were right here it would mean I wouldn't have to travel or leave and I could keep the job I currently have. I think this program would be a great addition to the COT.
61	Jul 2, 2010 5:18 PM	I think this program would be a great addition to the curriculum available at MSU GF. I ultimately want to attain an RN but because I live and work in Great Falls I am pursuing an LPN now, and will likely work under that for a few years before pursuing my RN. I'd love to be able to jump right into the RN program.
62	Jul 2, 2010 5:20 PM	Currently I am enrolled at MSU COT and I have completed courses to enroll in the LPN program and would like to continue my education for an associate's degree in an RN program.
63	Jul 2, 2010 5:20 PM	I believe it would benefit a lot of people here in Great Falls. Many people have families and others cannot afford to move elsewhere to get their RN. I know that I will go into the program if it is offered.

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

<b>#</b>	<b>Response Date</b>	<b>Response Text</b>
63	Jul 2, 2010 5:22 PM	I would love to be able to finish my RN at the COT instead of having to transfer to Northern. I think the program would have a very high success rate.
64	Jul 2, 2010 5:24 PM	I am planning to continue on to a RN degree once I have completed my LPN here at the COT. I think this would be a wonderful idea.
65	Jul 2, 2010 5:27 PM	It would be so convenient for me and my family for MSU COT to have a nursing program. It's hard to compete with students from other large cities to get into any RN program. This would give a lot of Great Falls students a fighting chance to be successful nurses. Having a program in Great Falls would be very beneficial to me and others because it helps us with our families. My children are younger and I need to be around some rather than not at all.
66	Jul 2, 2010 5:29 PM	I feel Great Falls is a better community to be in and will bring more people to the area for school. There is better housing in the area for students coming from other towns. I would think the school will benefit also.
67	Jul 2, 2010 5:33 PM	An RN program at the college would be a great asset to Great Falls and the surrounding areas. As an older student I had planned on completing the LPN program but my desire to be an RN is much stronger. Having a program at MSU GF would make my goal much more attainable both financially and by being local. I have a child to raise and support and leaving town for another program would be a hardship. Please consider establishing an Associates RN program at MSU GF.
68	Jul 2, 2010 9:37 PM	I believe that this program is needed locally and should be offered thru the COT
69	Jul 3, 2010 6:30 AM	I believe and have heard MSU Great Falls College of Technology is a great college and its close to where I live.
70	Jul 5, 2010 5:42 AM	You don't know how many people you will help if you make this program possible, Thank you so much!
71	Jul 5, 2010 11:41 PM	This program is needed because many students cannot get into the Bozeman program, who seeks good quality training.
72	Jul 6, 2010 8:40 PM	I have been an LPN for 11 years. i graduated from MSU COT and received the best education that makes me a competent nurse. I have struggled with the RN options in Mt. and would feel more competent in my chosen field with the education MSU COT offers.
73	Jul 6, 2010 8:45 PM	Sounds like an excellent addition to MSUGF nursing options. Look forward to it!
74	Jul 6, 2010 8:47 PM	This program would open up more opportunities for those who are trying to get their degree to be a RN. Financial need to stay at the COT and being close to family is hard when the degree and field of study you are in is not offered at the institution that we are at.

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

#	Response Date	Response Text
75	Jul 6, 2010 8:50 PM	I think it would help eliminate an additional NCLEX if needed. It would allow for more people to get their RN degree. MSU COT could produce more people in the health care profession. I would be able to get my RN degree in one step instead of 2.
76	Jul 7, 2010 12:34 AM	It would create more individuals wanting to pursue a RN degree, because the program or degree would not seem so overwhelming.
77	Jul 7, 2010 3:39 PM	If this program was added I would definitely apply to get into the RN program.
78	Jul 7, 2010 3:42 PM	Seeing some of the courses required makes me even more interested in the RN program because I am doing A&P I this fall and A&P II in the spring, other than that microbiology is the only class I have not taken. If there were the opportunity for RN, I would want to go towards RN because in the long run that is one of my goals. I know many others that would like there to be a RN program in Great Falls. I am an "older" person going back to school. Nursing is what I've always wanted to do just never have the circumstances to pursue it.
79	Jul 7, 2010 3:45 PM	I'm so glad COT has the offerings and availability of classes that it does so that I can pursue nursing NOW! I'm excited, motivated, and thankful that I can pursue this while still working a job at the same time. As the word gets out that this program may become available I'm sure there will be even more people pursuing nursing!
80	Jul 8, 2010 2:26 AM	This would be an excellent program. I have had great instructors at MSU Technology in the past. This program would help me advance in my career field.
81	Jul 8, 2010 4:36 AM	I think that bringing the program to the college is a great Idea. I will be moving to the area next spring and the school that has a Nursing Degree determines where I live. I know that not just one makes that big of a difference but I know that a lot of people that would have attended this college it there had been the program there.
82	Jul 8, 2010 6:24 PM	There is a great need for an RN program through the COT and Cheryl Alt would be a great person to start one! The RN program run by Mrs. Alt would surely be #1 in the nation and the quality of RN's that would come out of such a program would be heads above any others.
83	Jul 8, 2010 7:51 PM	I hope this happens quickly because I would just take the extra classes and get into that program immediately.
84	Jul 8, 2010 7:54 PM	I was so excited to learn that you were thinking of offering the RN program in Great Falls. I had always wanted to do the RN program but because I wouldn't have been able to move to Havre or Bozeman to do this-for various reasons-I had given up on it. But if you had it in Great Falls I could go all the way-YES!
85	Jul 11, 2010 3:49 AM	This class program would allow nontraditional or "older" students

**Please add any other comments that would be helpful to illustrate the need for an RN program at MSU Great Falls College of Technology**

#	Response Date	Response Text
		with families the opportunity to get their nursing degree without leaving Great Falls.
86	Jul 11, 2010 11:56 PM	There is a shortage of nurses in our country and another two year R.N. program would be great.
87	Jul 12, 2010 7:56 PM	I think it's a great idea.
88	Jul 13, 2010 4:42 PM	I have taken classes at BCC in Browning but I can't remember all that I have taken
89	Jul 13, 2010 4:59 PM	I am familiar with similar programs in Havre and Butte. I think this would be a great opportunity for individuals who live in Great Falls and can't relocate to another town for school.
90	Jul 13, 2010 7:12 PM	I feel that offering an Associate's Degree RN program would be a great addition to MSUGF. Expanding the college means more educational opportunities for students.
91	Jul 15, 2010 4:08 PM	My wife is a Surgical Technologist and is also highly interested in an RN degree. She has an AAS degree in Health Sciences and has completed all the pre-requisite courses with the exception of the Intro to Nursing.
92	Jul 16, 2010 7:28 AM	I am very interested in an RN program at the GF campus. Attending elsewhere would create quite a hardship for my family.
93	Jul 18, 2010 5:31 PM	I believe there is a strong desire from many in the area to have an RN program at MSU-COT. I for one would definitely enroll if one were available.
94	Jul 21, 2010 5:18 PM	The college would get so many from the surrounding areas, like me. It is a straight shot on the interstate. The road to Havre is Highway, yet the same distance. I would prefer to continue going where I started and have formed student/professor relationships instead of transferring again. I'm positive there would not be a problem filling each position available if the program were to become available.
95	Jul 21, 2010 9:46 PM	I would have to say that it is very hard to get into nursing programs in our state. I think that there is a high demand for nursing so why not have one started from the roots of an already solid program.
96	Jul 22, 2010 7:09 PM	This would make life so much easier than to have to travel to a different school to graduate. I believe you will have a higher amount of people applying to be nurses.
97	Jul 23, 2010 1:18 PM	With the current shortage of not only nurses of all kinds, but also primary care physicians, RN's are needed in health care more than ever. RN's are able to assist patients and help save time for doctors that could be spent seeing more patients and clients. Earning a RN licensure opens up other opportunities for advancement such as NP or administration possibilities that are not available to LPNs.



# FORT BELKNAP COLLEGE

P.O. Box 159  
Harlem, MT 59526  
(406)353-2607  
Fax (406)353-2898



August 27, 2010

Cheryl Alt, RN, MSN  
Program Director, Practical Nursing Program  
MSU-Great Falls College of Technology  
2100 16<sup>th</sup> Avenue South  
Great Falls, MT 59405

Dear Cheryl,

RE: SUPPORT FOR THE ADN PROGRAM AT THE MSU-GREAT FALLS COLLEGE OF TECHNOLOGY

It gives us great pleasure to be able to write a letter in support for the ADN Program. Our Allied Health Program at Fort Belknap College has a close association with your Practical Nursing Program. Our Allied Health students have been directly involved with your school for the past two years taking the Introduction to Nursing and Nutrition and Diet Therapy courses online. It is through the online course experience with your faculty that our students have been exposed to the quality of your professional programs. The site visit to the FBC campus one year ago with Dr. Gregory Paulauskis, Director, Division of Health Science, and other faculty members further solidified our association and has helped us in guiding our Native American students into those programs that are not available locally on the Hi-Line. The superior Introduction to the Nursing course taught online and the sensitivity of the instructor towards the American Indian 'Life Way' proved to enhance our student's determination to enter your program. In addition, the LPN program that is currently offered at distance, which is in review, is in high demand for our place bound students who are committed to our community. These examples of innovation and professionalism are prime reasons that we whole heartedly support the college now offering this next degree.

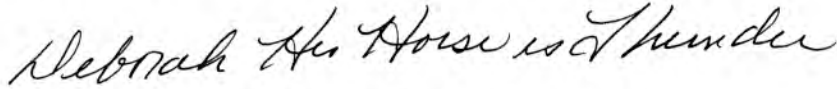
The Allied Health Program at Fort Belknap College has grown to become the largest on our campus. We currently have nearly 50 students enrolled in the program, the majority of which are American Indian interested in Nursing. We are aware of the outstanding NCLEX pass rate of your graduates and encourage the evolution of the program to include an ADN degree as we feel the results would be superior. We want our American Indian students to receive a quality education and know this would be a rigorous program. Finally, as all of our students are financially embarrassed, the affordability coupled with the academic excellence exists nowhere else in the state of Montana. The relationship, diversity of professional options, excellent faculty

and the cultural sensitivity leads us to believe this new ADN program would help make our Allied Health student dreams a reality. We hope the ADN feasibility can be actualized.


Sincerely,



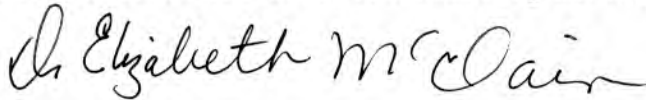
Dr. Carole Falcon-Chandler, President of Fort Belknap College



Dr. Deborah His-Horse Is Thunder, Academic Dean



Erica McKeon-Hanson, Allied Health Program advisor and instructor



Dr. Elizabeth McClain, Professor Emeritus





February 25, 2009

Montana State Board of Nursing  
301 South Park  
PO Box 200513  
Helena, Montana 59620-0513

Ladies and Gentleman:

RE: Proposal for ADN program for MSU Great Falls College of Technology

I am writing in support of MSU Great Falls College of Technology's proposal for adding an ADN program in Great Falls.

As the chief clinical officer for Benefis Hospitals, I have worked closely with MSU Great Falls College of Technology Practical Nurse Program and currently serve on their nursing advisory board. Benefis has employed a number of LPN graduates.

As a healthcare administrator, one of the major challenges facing our industry is the recruitment and retention of qualified nursing personnel. The current national shortage of health care professionals, in combination with the geographic isolation of Eastern Montana communities, results in inadequate numbers of health care professionals to fill current and projected vacancies in the health care professional. Over the past several years, Benefis has experienced a continuous shortage of licensed nursing personnel that has varied from moderate to severe. There are numerous things that have contributed to the shortage, and we cannot solve some of them. However, the issue of accessible education to allow interested individuals to pursue an education in nursing is something I believe we can resolve.

The need for registered nurses is especially critical in rural Montana where access to higher education is severely restricted. The retention and availability of nurses for rural areas depends on increasing the number of new nurses prepared. To encourage local graduate retention, nursing education must become available within the same communities that need nurses.

MSU Great Falls College of Technology, by adding the ADN program, can provide quality registered nursing education. Community colleges in Montana are mission driven to provide their communities with education that benefits their communities. Health care careers provide some of the best job opportunities and compensation in our rural areas, and in some communities, such as Great Falls, Benefis is the largest employer.

Benefis Hospitals is committed to supporting the addition of the ADN program to MSU Great Falls College of Technology and encourage your approval. Please feel free to contact me if you should have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Julie", written over a large, light-colored circular mark.

Julie R. Hicketier, RN, BSN, MAS  
Benefis Hospitals Chief Clinical Officer

/dbb

June 28, 2010

1715 1<sup>st</sup> Ave N

Great Falls, MT 59401

To whom this may concern:


I have had the opportunity to teach clinicals in the MSU/COT practical nurse program as an adjunct faculty for 3 years. I was new to the community when hired and I was impressed with nursing program's reputation: 100% pass rate on the nursing licensure exam and high respect in the medical/nursing community. (Not easily impressed groups!) I have been with students in multiple acute and long term care environments and continue to hear praises of the practical nurse program. I have every reason to believe that an ADN program under C.Alt would continue with the high standards and expectations currently demonstrated.

Two things became apparent when working with students. Most PN students want to get their RN and most are what was referred to as "non-traditional" students. Majority have families and are working in the nursing field in some capacity. These students know some of the challenges of nursing and are not going to leave the field a year after working in their new hard earned role. Many programs do not prepare students for the realities of bedside nursing, leaving many discouraged. MSU/COT does an excellent job of educating the next generation of nurses. I have had many an RN come up to me stating, "Everything I learned about nursing, I learned here when getting my LP N." Nursing shortages will be more profound as us, boomer nurses, retire. The medical, nursing and education community is looking at MSU/COT to help fill that need with a proven program.

I earned my LPN many years ago and would have loved to have found a program like the one being considered here in Great Falls, a seamless transition to getting my RN, with in my community staying at my job where I could work in my new role. As it was, it was a long road to getting my BSN.

My hope is that our students, and other LPNs could move into a excellent RN program, easily, within our community. Then these nurses will provide knowledgeable, professional care of which the creators of this ADN program can be proud.

Sincerely,

  
Teresa Skinner DM DCM

Teresa Skinner, RN, BSN





## GREAT FALLS PUBLIC SCHOOLS

Charles M. Russell  
High School  
228 17<sup>th</sup> Avenue N.W.  
Great Falls, MT 59401  
(406) 268-6100  
Fax: (406) 268-6109

*Principal*  
Dick Kloppel

*Associate Principal*  
Kerry Parsons

*Associate Principal*  
Susan Quinn

*Associate Principal*  
Julie Tramelli

July 16, 2010

To whom it may concern:

I am an instructor with the Medical Sciences program at Charles M. Russell High School in Great Falls, MT. As an instructor in this program, I have direct contact with high school students preparing for a future in a variety of health care professions. Over the course of the past three years, student enrollment in our classes has more than tripled. More students are recognizing the need for professionals to care for our country's aging population and many of these students have identified the benefits of obtaining vocational training as a means of entering the field of health care.

Nursing, in particular, is a popular choice among Medical Science students and continues to grow in popularity. Through a partnership with Benefis Health Care Systems, Great Falls Public Schools has historically offered three CNA classes. Enrollment for the 09-10 school year was at maximum capacity and a fourth class has been added for the 10-11 school year. This statistic clearly indicates that an increase in post-secondary students seeking nursing degrees will be seen in the near future.

A MSU-GF COT Associates degree RN program is greatly needed to support the demand that currently exists and will, without a doubt, continue to grow. In addition to meeting the student demand and the need for Registered Nurses, a program in Great Falls would help to increase retention of motivated and well educated young adults in our community. It is my hope that my students will soon have the opportunity to receive an Associates Degree in Registered Nursing at MSU-GF COT.

Sincerely,

Dawn M. Drahos, M.S.  
Medical Science Instructor  
Charles M. Russell High School



*CMR: a better place to learn and teach.*

*"Where relationships lead to success"*

June 18<sup>th</sup>, 2010

Cheryll Alt MSN, RN Program Director  
Practical Nursing Program  
MSU Great Falls College of Technology  
2100 16<sup>th</sup> Avenue South  
Great Falls, Montana 59405

Dear Ms. Alt;

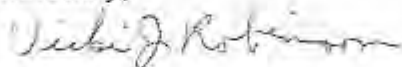
I am writing in response to your letter dated June 14<sup>th</sup> of 2010 concerning the possibility of adding an associate degree RN program to the MSU Great Falls College of Technology.

I think it would be beneficial for the students that receive their licensed practical nurse degree to be able to work and continue their education to pursue their RN degree. This allows the LPN to work while pursuing a RN degree without having to leave the community for their requirements.

Another benefit to the students is that Great Falls has a large health system and there are a variety of clinical experiences that will be valuable to their professional development. It is also important to acknowledge that not all LPNs can take the time or afford to obtain a BSN in nursing. There are also waiting lists for some BSN programs.

Please consider adding the Associate degree RN program to the MSU College of Technology curriculum.

Sincerely,



Vicki J. Robinson BSN, GNP-BC  
Manager, Peace Hospice of Montana

July 7, 2010

Cheryl Alt MSN, RN Program Director  
Practical Nursing Program  
MSU Great Falls College of Technology

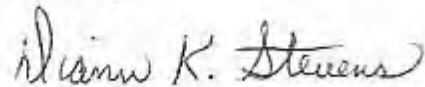
Dear Ms. Alt,

In response to your request for comments about adding an Associate's degree RN program at MSU Great Falls College of Technology.

I feel it is very important to add such a program to the curriculum. As medicine changes in the future, it's important to prepare highly trained nurses. I'm especially glad you will be keeping the LPN program as is.

We are very fortunate at the COT to have master level instructors experienced in hospital, clinic and community settings. Our community and students only benefit from such an addition.

Sincerely,

A handwritten signature in cursive script that reads "Diann K. Stevens".

Diann K. Stevens LPN BECC



July 13, 2010

Cheryll Alt, MSN, RN Program Director  
Practical Nursing Program  
MSU Great Falls College of Technology  
2100 16<sup>th</sup> Avenue South  
Great Falls, Montana 59405

Dear Cheryll:

I am responding to your letter of June 14, 2010 requesting feedback on why MSU Great Falls College of Technology should offer an Associate Degree RN Program. Thank you for inviting me to respond.

I am in total support of an Associate Degree RN Program to be developed and implemented as an extension to the addition of another year of didactic and clinical academic instruction added to the existing LPN curriculum at the MSU Great Falls Campus. The following illustrates my thoughts on the strengths and advantages programmatically:

- Offers the LPN interested in practicing bedside or outpatient nursing the opportunity to license as an LPN, become employed, and continue education along an established continuum to the RN Degree Program.
- Promotes nursing education along a continuum should the LPN graduate desire to continue immediately into the RN Program or work and re-enter the program at a later date.
- Affordability and accessibility are emphasized for students in the community and proximal county regions to Great Falls.
- Supports an opportunity for the College of Nursing, Montana State University, and the Board of Regents to develop a position statement on Nursing Education in Montana.

The following are contingencies that would need consideration and validation in the development and implementation of an Associate RN Degree Program:

- Transferability of credits from other LPN programs within the state or out-of-state.
- Transferability of credits from other MSU Programs; e.g. that students enrolled in good standing in other MSU programs (LPN Programs, MSU BSN Bozeman or MSU Northern) could transfer to MSU Great Falls for whatever personal or professional reason may motivate them to do so.
- Risk assessment of duplication of academic programs in our state that target program and resource reduction through budget allocations.

Thank you again for inviting comment. If you have any further questions, please contact me at any time.

Sincerely,

Sue Warren, RN, MSN, NE-BC  
Director of Patient/Physician Philanthropy  
Benefits Healthcare Foundation  
Office: 406.455.5847

**Please Consider Benefits Healthcare Foundation In Your Estate Planning**

July 7<sup>th</sup>, 2010

To whom it may concern:

I am writing a letter as a former graduate of the Montana State University College of Technology Practical Nursing Program. I was excited to hear of the possibility of MSU-COT developing an associate RN program and this letter is to inform those of concern as to why I feel it would be extremely beneficial for MSU-COT to develop an LPN to RN program.

As a former student, I have been excited to take the opportunity to further my nursing education and become an RN. I took several nursing courses through an online correspondence program which was difficult for me as I do better learning through hands-on experiences. I also applied for an LPN to RN program that was to begin this past May, and due to too many applicants, I was denied acceptance to their May program. This was quite frustrating to me as I wanted to buckle down for another two semesters and finally be able to call myself a registered nurse. Not being accepted until this fall has put me behind my educational goals.

The interest of my classmates and I as we were attending school to become practical nurses to continue our education immediately after graduating from the COT was immense. However, due to a lack of class availability, roughly 10 out of our graduating class of 14 who were interested in continuing on with school were unable to get in to a program that matched the right time frame of classes with the program we were currently in. This is probably the biggest reason why this potential program would be so beneficial because it would eliminate a lot of "hiccups" in the system of transitioning from LPNs to RNs, making it possible to transition smoothly without a gap of time and not having to sit out for a semester or two.

I feel like so many of my coworkers and former classmates are interested in pursuing a program to help them complete their RN, but with limited class sizes it really affects who gets accepted into which program, if they are even accepted in the first place. If there was another program to apply in to, I feel that so many LPNs could seize that opportunity to finish their own educational goals. Sometimes people are unable to finish their schooling due to a variety of reasons within the particular program they wish to enroll into, and having another program available could make it possible to meet their needs. There is such an interest to continue schooling, especially with nursing because with nursing, it is such an ever-changing field to study, and as a newer nurse, I love to learn as much about a particular disease or new medication as I can, so I am very excited that I will have the chance to continue my education this fall.

The amount of knowledge LPNs are able to be exposed to during their course of study at MSU-COT Practical Nursing Program continues to amaze me daily. I know that by adding another year of study to complete the LPN to RN program will only have a positive outcome. I am excited for this prospect and I encourage everyone taking interest in this matter to become enthusiastic about developing this program as soon as possible.

Thank you for your time

  
Serena L. Kolste

MSU-COT LPN Graduate 2008

Licensed Nurse



Dear Cheryl~

I am very excited to hear about the RN Assoc. program that the COT is considering offering. I can say for certain that had that been available at any point in my nursing education pursuits I would have taken full advantage of it. I am excited to hear that the option of attaining that degree through the MSU Great Falls College of Technology may be possible, as that would be an interest for many in this area.

I have just recently finished my ADN training through Excelsior College, an online program. This was of great benefit to me and I am getting prepared to take my NCLEX review for my RN licensure at present. There were some draw backs in my opinion however, which include, lack of direct classroom interaction, hands on learning and experiences, and finally it took me longer to complete my educational requirements. That for me seemed like a better option rather than waiting for certain classes to become available through the Havre program, and that is why I choose to go that route. I would have definitely taken the opportunity if it was available following attaining LPN licensure to continue on for my RN Assoc. through the COT. I would urge you to consider the option for RN Assoc. degree favorable, as the level of education at the COT was for me and also verbalized by many classmates, to be a highly valuable educational experience.

Thank you for your consideration,

A handwritten signature in cursive script, reading "Lindsey Peebles, GN". The signature is fluid and somewhat stylized, with a large initial "L" and "P".

Lindsey Peebles, GN

Andrea Sibble

2312 Main Street  
Miles City, MT 59301  
Phone (406) 868-0053  
Fax  
huntenmaniac84@msn.com

July 4, 2010

Cheryl Alt  
2100 16<sup>th</sup> Ave. S.  
Great Falls, MT 59405

Dear Cheryl and Board of Nursing,

First, I would just like to say how proud I am to have graduated from the LPN (licensed practical nurse) program from the college of technology. It is well known that great nurses are made at your college. I was told by many people that the program already taught at an RN level. At the time I felt like I had hardly learned enough to pass my state board exams, but I did it. When I entered the RN (registered nurse) program at MCC (Miles Community College) I was told that as an LPN I would have to learn how to be more of a leader and learn care planning because these are the things you are not taught as and LPN. At first I was nervous. I was starting a new program with new rules and standards. Boy, were they wrong. In an instant, I was more confident than I had ever been. The first week of class we began to practice care plans. We were given a case study and asked to set up a primary care plan with just three interventions. I thought, just three? No way, that's too easy. It was hard for me to just write three. My mind came up with about eight, at least, just off the top of my head. I didn't even need to look at a book. By the end of my last semester I had other students from the program asking me to help them. Don't get me wrong. The MCC program ended up being a good program as well, but it will never live up to the standards of the LPN program at the COT.

Adding an RN program to the curriculum is a great idea. I am certain there are many of your previous students that have furthered their education and gotten their RN degree's. It is difficult waiting one year to get into another program, and then going through the stress of learning their rules all over again. Like I had to do. Instead, I could have just done it all at once. This is why I think the program is a great idea. However, I don't think it would be wise to make it impossible to get into; like other RN programs. That is one thing I loved about your LPN program. Not all great nurses are 4.0 students, or I would never have made it this far. Your program weeds out the slackers in other ways. Not just by having perfect grades. I am proud to announce that I graduated with my RN degree in 2009. I passed my boards at ease (the first time!), and I believe I owe it all to your nursing program and staff at the COT in Great Falls, MT.

Sincerely,

Andrea Paliga Sibble RN

June 18, 2010

Cheryll Alt MSN, RN, Program Director Practical Nursing Program  
Montana State University – Great Falls College of Technology  
2100 16<sup>th</sup> Avenue South  
Great Falls, MT 59405

RE: Associate's Degree RN Program

Dear Cheryll,

After reading your letter dated June 14, 2010, regarding the possibility of an RN program being developed at MSU – GF COT, I was elated. I know that if the program had been in place in 2007 when I graduated from the Practical Nursing Program, I would have continued my education for the additional year to become an RN. However, my choice at that time of continuing on at Northern Montana or Excelsior College to become an RN was not a viable choice for me.

If this RN program becomes a reality, it will give Montana another option that will open doors for more students to complete their RN training. I, for one, will apply for admittance as soon as the program is developed.

Thank you, Cheryll, for your efforts to make this program a "dream come true" for many of us who otherwise would not continue on in an RN program.

Sincerely,

Debbie South  
299 Dugout Road  
Ledger, MT 59456



Dear Cheryll,

I was quite excited to get the letter indicating the possibility of adding an Associate RN degree program to the current LPN program. I think that this would be great. This would allow me to continue my Nursing education to further my career. As a single parent I am limited to educational opportunities in Great Falls. Going to another town/city in Montana is not an option for me, therefore limiting my earning potential as well.

I am sure that I am not alone in saying that having the RN program available in Great Falls will keep more of our nurses here. People that do not have to uproot from Great Falls are less likely to move their families after completing school as well. Great Falls needs good nurses, and the instructors of the MSU COT LPN program do give you the challenge you need to prepare you to be a great nurse. Using their skills under Cheryll's direction will produce some great RN's for our community.

I have been hoping for some time that The MSU COT would add an RN program to it's offerings. I am currently working at the Great Falls Clinic in the Allergy/Asthma department. I assist the doctor, give allergy shots, take care of patients, and mix the allergy serum. I have checked into other options, and nothing has been acceptable for me and my family. Again, as a single parent I am limited. If MSU COT adds the RN program in, I can advance my education and career while not having to uproot my children from their school/daycare settings that they are familiar with! It would be a win-win situation for me and my children.

Thanks so much for considering adding the RN program to the MSU COT offerings. Thanks also for asking for my opinion. I look forward to hearing the decision on the program.

Have a great day,



Cynthia Curtis, LPN , AE-C, 2007 Graduate

7-8-10