



**ASSOCIATE of SCIENCE DEGREE
in NURSING**

**FEASIBILITY
STUDY**

Submitted To:

Montana State Board of Nursing

Submitted By:

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Flathead Valley Community College

September 2010



Flathead Valley Community College

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August 30, 2010

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

Dear Board Members:

Flathead Valley Community College (FVCC) appreciates the opportunity to present a feasibility study for initial approval of an Associate of Science Degree in Nursing (ASN). The program would prepare students to sit for the licensing exam to become registered nurses. FVCC is the only public accredited institution of higher education in northwestern Montana that directly serves Flathead and Lincoln counties.

The college proposes establishing a new Registered Nursing program to respond to the growing workforce needs of the local medical community. The considerable population growth over the last ten years in northwestern Montana, coupled with the above average age of our resident population has put abnormal strains on our local health care system. FVCC and its partners remain committed to meeting the workforce needs of our community by offering quality and timely workforce training programs where needs have been identified.

Ongoing discussions with Kalispell Regional Medical Center and North Valley Hospital, and our advisory board have highlighted the need for additional training of registered nurses. A host of community organizations have also expressed support for a registered nursing program for Flathead and Lincoln counties, including: Montana Veterans Home, Whitefish Care and Rehabilitation, The Springs at Whitefish, Immanuel Lutheran Home, Brendan House, Pathways Treatment Center, Libby Care Center, Browning Care Center, St. John's Lutheran Hospital, Blackfeet Community HIS Hospital, and Heritage Place in Whitefish.

Helping these organizations meet the region's healthcare needs is one way FVCC expects to help alleviate some of the hardship caused by the unusually severe recession in northwest Montana. Enrollment at FVCC has grown in double digits for the last two years with a 33 percent increase from Fiscal Year 2009 to Fiscal Year 2010, partially due to the high unemployment in the region. The closure of several wood product mills and Columbia Falls Aluminum Plant has resulted in unemployment rates in our service area significantly higher than the state average. In fact, medical services and healthcare professions remain one of the

only industries with anticipated significant job growth in our community. For this reason FVCC has prioritized and will remain committed to providing quality training programs in the health care industry into the foreseeable future.

FVCC ASN program will be coordinated with existing nursing education programs to avoid overburdening clinical training resources. At this time, the plan for the Associate of Science Degree RN Program is to offer courses in the spring and summer semesters. This schedule will decrease the demand on the acute care facilities in the spring semester. Currently no RN programs regularly schedule groups of students in the clinical facilities during the summer. Further, FVCC will participate in the pilot project for StudentMAX. This is a computer program funded by Area Health Education Center. This program will track clinical experiences of students from the various health care programs. The goal of this pilot study is to create a better understanding and use of available and appropriate clinical opportunities.

Flathead Valley Community College's expansion of the nursing program to include the Associate of Science Degree RN is supported by FVCC's Board of Trustees, the health care community and the community at large. The information required for review and initial approval of the ASN program will be submitted to both the State Board of Nursing and the Montana Board of Regents as set out in the rules and regulations for each board.

The Registered Nursing Program will fulfill a critical role in community-based healthcare for Flathead and Lincoln Counties. Thank you for your consideration of this request.

Sincerely,

A handwritten signature in black ink, appearing to read "Jane Karas", with a stylized, flowing script.

Jane Karas, PhD
President, Flathead Valley Community College

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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.

Population Data

Both population growth and the aged nature of that population dramatically increase the need for RNs across the spectrum of healthcare in northwest Montana.

In the last decade, northwest Montana has seen a dramatic growth in population. The cities of Kalispell, Whitefish and Columbia Falls experienced population increases of 42.7%, 60.6% and 40.4% respectively between 2000 and 2007, representing an influx of approximately 14,000 new people to the region in that time.

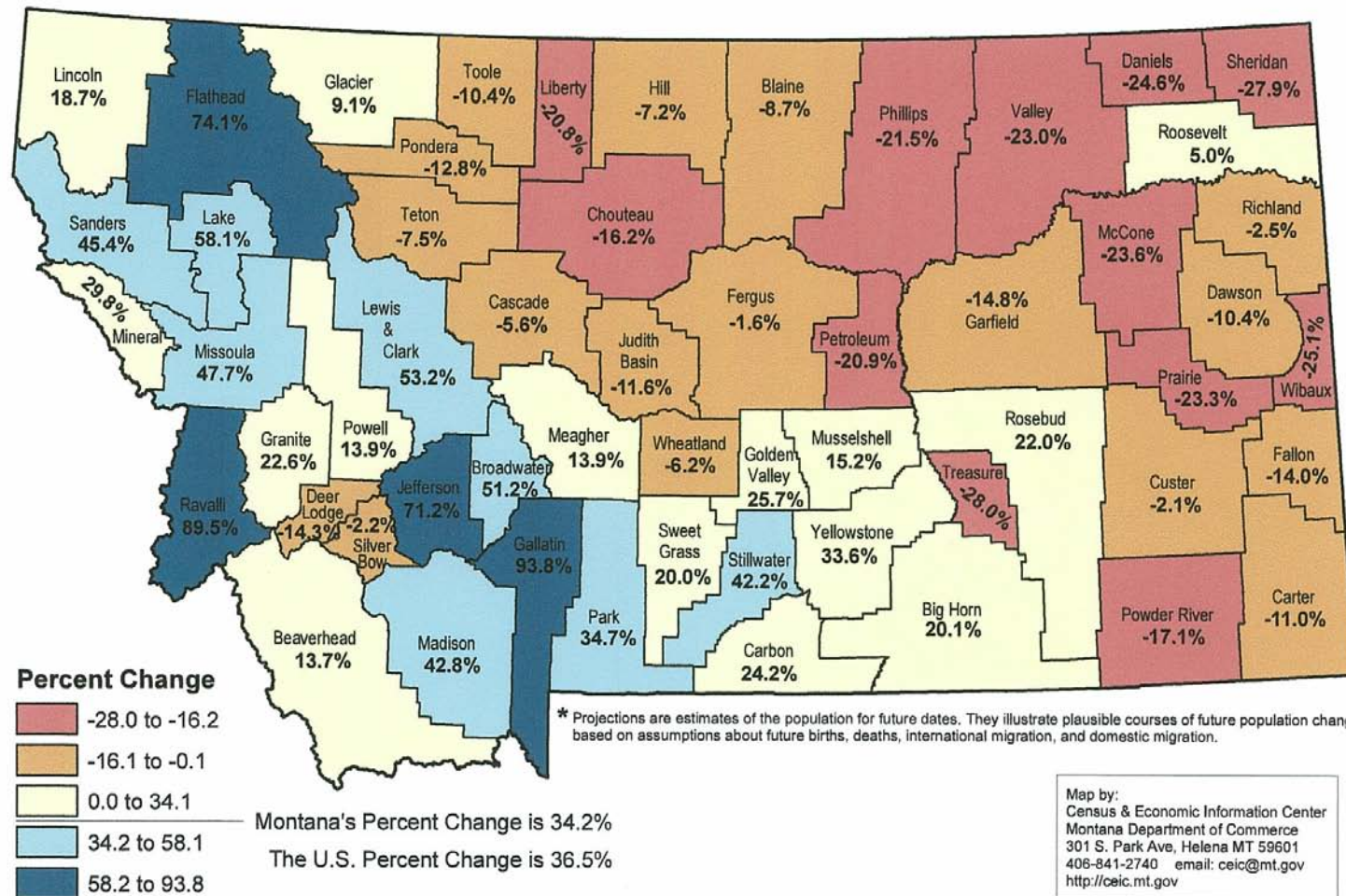
<i>Population Estimates</i>						
Area	2007 Estimate	2008 estimate	2009 estimate	2010 estimate	2020 estimate (NPA Data Services)	Percent change, April 1, 2000 to July 1, 2009
Montana	957,226	968,035	974,989	968,598	1,085,520	8.1%
Flathead County*	87,200	89,104	89,624	89,590	104,260	20.3%
Lincoln County**	18,740	18,751	18,717	unknown	20,690	(.64%)

*Flathead County includes the cities of Bigfork, Columbia Falls, Coram, Evergreen, Hungry Horse, Kalispell, Lakeside, Martin City, Niarada, Somers and Whitefish.

**Lincoln County includes the cities of Eureka, Fortine, Libby and Troy.

Montana Population Projection

Percent Change between Census 2000 and NPA Projections for 2030*



Further, the demographic data show a growing increase in the percentage of elderly people as a percentage of the population. According to the U.S. Census Bureau, as the baby-boomer generation (those born between 1946 and 1964) starts reaching retirement age in 2011, the size of the elderly population aged 65 and over is projected to increase in all states to at least 15 percent of their total population. This is critical information for consideration of health care demand because people older than 65 years old have three times the doctor appointments and twice as many hospital admissions as people under 65 (Montana Department of Public Health and Human Services).

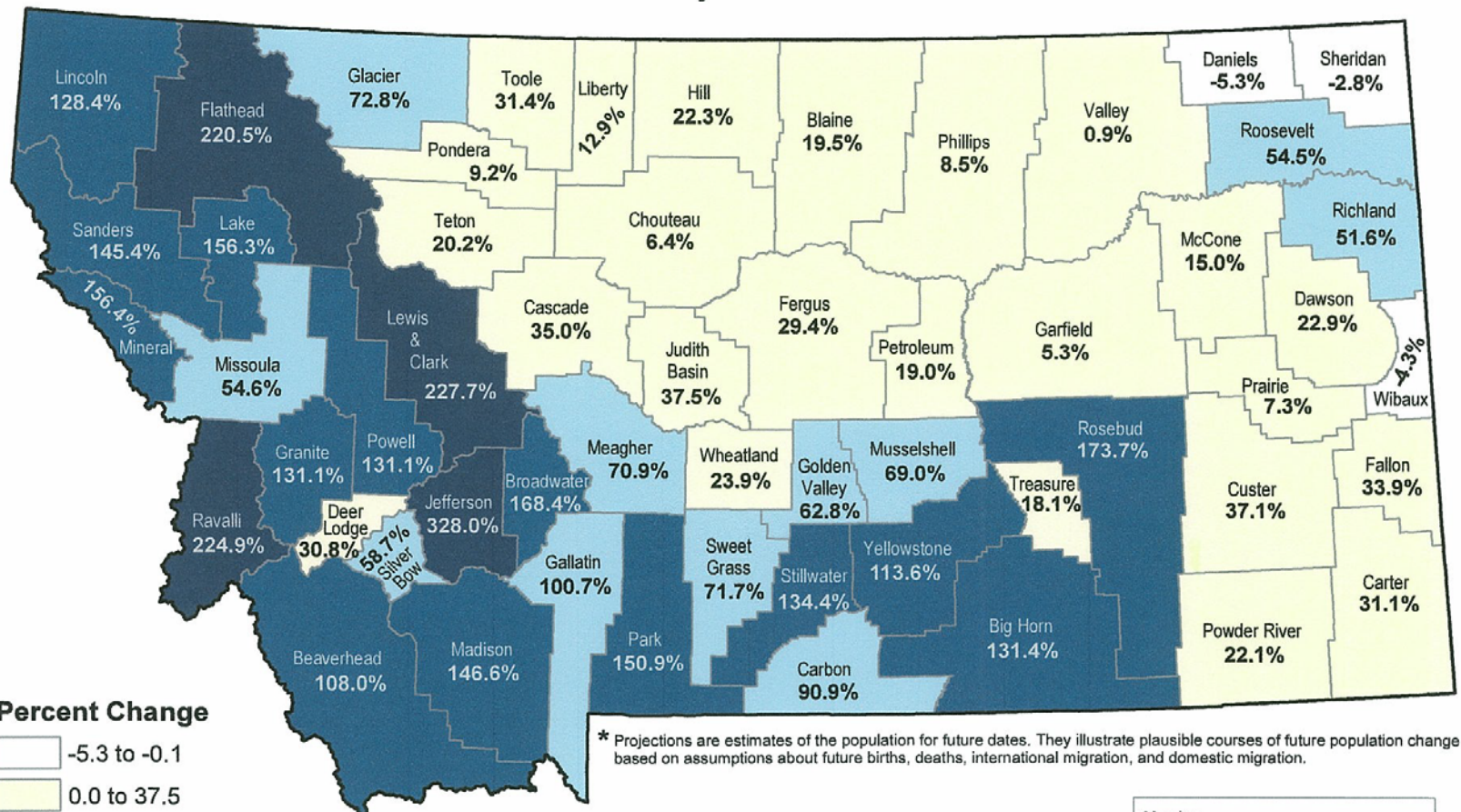
The situation is more challenging in Montana, and particularly difficult in northwest Montana. By 2030, Montana will be the third most-aged state in the nation with an average age of 46.

In Lincoln and Flathead counties the population aged over 65 percent is expected to grow by 128.4 percent and 220.5 percent respectively during this time and account for 26 percent of the total population (at 14.2% of the population in 2009 according to the US Census Bureau).

Flathead County Population	2000	2005	2010	2000	2005	2010
<18	18,603	21,326	22,341	25%	27%	26%
18-34	12,728	13,381	15,266	17%	17%	18%
35-54	25,277	25,688	25,896	34%	33%	30%
55-74	12,535	13,572	16,479	17%	17%	19%
75+	4,526	4,941	5,386	6%	6%	6%

Montana Population Projection

Percent Change in 65 and Older Population between Census 2000 and NPA Projections for 2030 *



Percent Change

- -5.3 to -0.1
- 0.0 to 37.5
- 37.6 to 104.7
- 104.8 to 173.7
- 173.8 to 328.0

Montana's Percent Change is 104.8%

The U.S. Percent Change is 99.8%

* Projections are estimates of the population for future dates. They illustrate plausible courses of future population change based on assumptions about future births, deaths, international migration, and domestic migration.

Map by:
Census & Economic Information Center
Montana Department of Commerce
301 S. Park Ave, Helena MT 59601
406-841-2740 email: ceic@mt.gov
<http://ceic.mt.gov>

Workforce Supply and Demand

The Bureau of Labor Statistics projects the entire field of healthcare workers to grow 21.4% from 2008 through 2018; registered nurses should be responsible for over one-third of this growth. The bureau anticipates 22.2% growth in jobs for nurses holding associate degrees. ASN RN employment opportunities will increase in response to the care needs of an increasing elderly population and the general growth of healthcare and is identified as a top occupation in terms of the largest projected job growth between 2008 and 2018. (U.S. Department of Labor).

National Demand

There is a growing gap in many areas of the nation between the amount of needed registered nurses and the number of people available to fill these positions. This gap is driven largely by an aging baby boomer population and well-documented training bottleneck that limits the capacity to train the number of nurses necessary to meet growing demand. Projections indicate demand for RNs will increase 40 percent by 2020 in the United States, while only a six percent increase in trained RNs is expected. The U.S. nursing shortage is expected to grow to 260,000 registered nurses by 2025 according to recent articles in *Health Affairs* (July/August 2009).

This void is partially driven by the aging of the nursing workforce itself. Present-day nurses, baby boomers themselves, are nearing retirement age. Nationally in 1980, 25.1 percent of nurses were under 30 years of age. In 2000, only 9.1 percent were under 30. From 1996 to 2000, the national average age of a nurse increased from 44.5 years to 45.2 years. Further, data about nursing students completing programs shows that the average age for associate degree graduates is 42.88 years and 41.84 years for baccalaureate degree students. This data illustrates that the present nursing workforce are aging and are beginning their careers later in life.

We are, therefore, bound to experience the retirement of a significant portion of the RN workforce with the brunt of a prolonged shortage of nurses expected in the latter half of the next decade (<http://jama.ama-assn.org>). In one recent survey, 55 percent of surveyed nurses indicated their intention to retire between 2011 and 2020 (<http://bhpr.hrsa.gov/healthworkforce/reports>). Additionally, there currently exists a RN vacancy rate of 8.4 % in United States, and it is predicted to increase dramatically with the large numbers of RNs who will retire in the next twenty years. The anticipated demand for RNs is expected to increase by 40% by 2020, while only 6% increase in supply is projected.

The discrepancy between the demand and supply of trained RNs is further exacerbated by a training bottleneck. National League for Nursing research findings for the 2008-2009 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. "For the second year in a row," explained NLN CEO Dr. Beverly Malone, "the nation saw almost no growth in the number of prelicensure nursing programs. In 2008-2009, the number of diploma programs remained stable at 69, and 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.

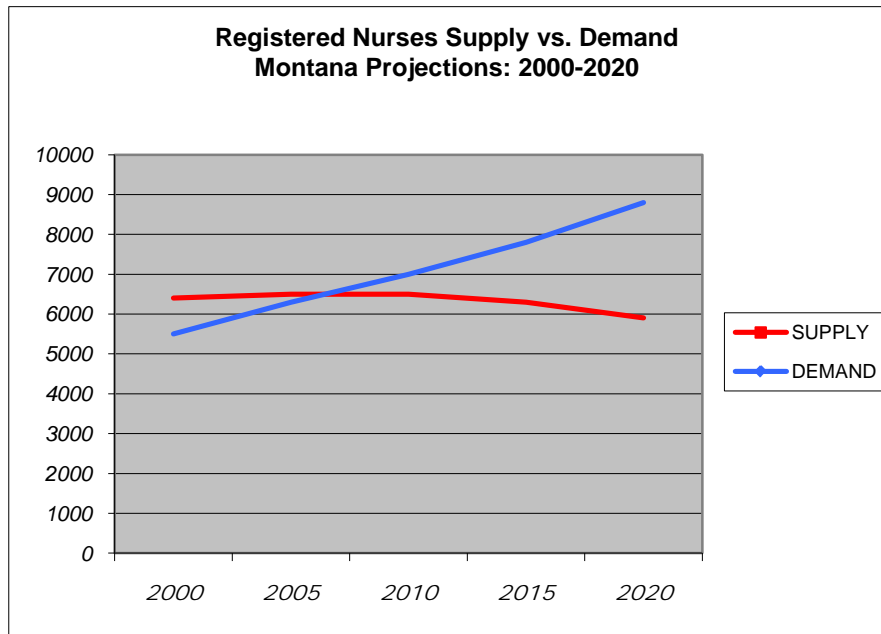
Healthcare is the only industry that has added jobs during this past year's recession, according to the AACN's Nursing Shortage Fact sheet updated as of September 28, 2009. Availability of ASN educational programs will provide the means for individuals to receive training for jobs that have a high demand, while other employment opportunities may be limited.

The U.S. Bureau of Labor Statistics predict that about 233,000 additional jobs will open for registered nurses (RNs) each year through 2016; and there will be only 66,000 RNs available to fill the openings each year - less than 30 percent of the estimated demand.

Demand in Montana

Expected growth in employment for RNs in Montana is 30% through 2012 according to the Bureau of Labor Statistics, Office of Employment Projections and the Montana Department of Labor and Industry, Research and Analysis Bureau.

Montana has only recently begun to experience the need for RNs. As the projections below indicate, the demand for RNs will continue to increase and the supply to decrease. By offering the ASN level education at FVCC, more RNs will be available in Northwest Montana to care for the residents and families. It may not meet the complete need but will offer educational opportunity for those who may need retraining and add RNs for the healthcare industry which is rapidly increasing in this area.



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

The projected growth rate in employment for RNs in Montana from 2008-2018 is an anticipated growth of 19.9%. There will be 165 annual openings and 137 replacement jobs for registered nurses or 302 new registered nurses every year (Department of Labor and Industry). The U.S. Bureau of Labor predicts a shortage of 2,188 registered nurses in Montana by 2020.

Helping fuel demand is the relatively high turnover rates among RNs in Montana. A 2007 Association for Montana Healthcare Providers Association (MHA) survey of state hospitals and nursing homes found growing vacancy rates (5.8%) and turnover rates (13.1%) among RNs.

Montana Occupational Projections for Registered Nurses							
SOC Code	Occupation	Employment			Average Annual Openings		
		Est 2008	Proj 2018	Change	Growth	Replace	Total
29-1111	Registered Nurses	8,315	9,968	19.9%	165	137	302

Source: U.S. Department of Labor

Demand at FVCC

Flathead Valley Community College has seen a significant increase in the number of students who are listing nursing as their major. These students are considering pursuing a nursing program at some level.

	Fall 2007	Fall 2008	Fall 2009	Fall 2010
# of Nursing Transfer/Pre-Nursing Students at FVCC	42	86	111	145

There currently exist few placements for these 145 students in Northwest Montana. All of Montana's nursing programs have had to turn away qualified applicants, as they do not have placements for the numbers who apply.

Salish Kootenai College had 120 applicants for their 40 placements fall of 2010. The University of Montana College of Technology –Missoula had 101 applicants for their 30 placements this fall. Montana State University College of Nursing has a total of 192 placements in the BSN program across the state, and only 16 of those are available in the Northwest Montana area (Kalispell). There were 22 applicants for the eight placements available fall semester 2010. For students who stay in the Flathead and surrounding area, there are only 56 slots per year available for either ASN or BSN level education. Based on the available placements and number of applicants, these individuals who have indicated the desire to pursue a nursing degree and transfer to another school where they could pursue their RN education will be turned away, as there are potentially no placements for them.

LPNs who would like to return and complete an ASN degree have few options in Northwest Montana. SKC's ASN program will accept LPNs if there are openings in the second year courses. The University of Montana-Missoula does accept applications but has only ten slots available and receives more applications than they are able to accept. Montana State University does have a process for the LPN students to apply to the four-year BSN program, but the competition for the 16 placements available in Kalispell is compounded by the number of students who are attending FVCC in hopes of being accepted into the BSN program and transferring to MSU. For those LPNs who finish the FVCC program and find they need to stay in this area to work, the opportunity for continuing their education at the RN level is severely limited.

The following chart illustrates for Fall 2010, Number of LPN/ASN/BSN Available Placements, Number of Qualified Applicants, and Number of Applicants Accepted in Montana Nursing Programs

Montana Institution	Number of Qualified LPN & ASN Applicants	Number of Student Positions Available in LPN & ASN Program Annually	Number of Students Accepted to the LPN & ASN Program Fall 2010	Number of Students Accepted for Spring 2011	Number of Unfilled LPN & ASN Student Positions Fall 2010	Untrained Qualified Students
Flathead Valley CC (Kalispell)	LPN = 20	20	20	Fall Entry only	0	0
Miles CC (Miles City)	ASN = 65	38	38	Fall entry only	0	33
MSU COT (Billings)	LPN = 69	40	20	Selection in Nov.	0	29
	ASN = 23	40	20			3
MSU COT (Butte)	ASN =37	36	18	Selection in Nov	0	19
MSU COT (Great Falls)	LPN = 40	20	20	Fall entry only	0	20
MSU COT (Havre)	ASN = 60	60	60	Selection in	0	0
Salish Kootenai (Pablo)	ASN =120	40	40	Fall entry only	0	80
UM COT (Helena)	LPN = 33	32	16	Selection in Nov	0	17
	ASN = 18	16	16			2
UM COT (Missoula)	LPN = 78	40	20	Selection in Nov	0	58
	ASN = 35	20	10			25
MSU Bozeman CON	BSN 400+	192	104	88	0	296+

(b) PURPOSE AND CLASSIFICATION OF PROGRAM

Flathead Valley Community College will develop and offer an Associate of Science degree in nursing which will follow the state of Montana Model Nursing Curriculum. This will be a continuation of FVCC's successful 50 credit LPN curriculum. FVCC's Associate of Science Nursing degree program will prepare graduates to provide direct care to clients, individuals or groups. Graduates will learn the roles of provider of care, manager of care and member of the discipline of nursing. Through the use of the nursing process and critical thinking, graduates will act as advocates for their patients/clients. Furthermore, students will have taken appropriate coursework empowering them to pursue further educational goals such as a bachelor's degree, if desired. After completion of the six-semester program of 72 credit hours, graduates will be eligible to take the National Council Licensure Examinations (NCLEX-RN).

The Associate of Science Degree in Nursing will function within the general framework and policies of the Flathead Valley Community College. The mission of FVCC and the Nursing program is to promote excellence in lifelong learning, focusing on student success and community needs.

Learning is a continuous process involving active participation by both faculty and students. The faculty facilitates this process by assessing student learning needs and providing appropriate guidance regarding academic progress. Each learning experience will be planned and organized to meet individual learning needs and achievement of identified learning objectives. In order to assist students to attain the necessary competencies, a variety of clinical environments will be selected.

The Flathead Valley Community College Associate of Science Degree Nursing program will be designed to prepare caring nurses who will positively influence the health and well-being of persons in the community they serve. The program will pursue its goal by maintaining sensitivity to the ongoing changes in the health care needs of people. Graduates who pass their licensure exam will perform services according to the rules that govern the Montana Board of Nursing found in the *Administrative Rules of Montana, Title 8, Chapter 32*.

PROPOSED CURRICULUM A. S. DEGREE IN NURSING

FALL SEMESTER (PRE-NURSING)			
COURSE	NUMBER	NAME	CREDIT
BIOL	261	Anatomy & Physiology I	4
WRIT	101	College Writing I	3
M	121	College Algebra	3
HLTH	221	Nutrition	3
TOTAL (SEMESTER 1) CREDITS			13
SPRING SEMESTER (PRE-NURSING)			
BIOL	262	Anatomy & Physiology II	4
CHMY	121	Introduction to General Chemistry/lab	4
NRSG	100	Introduction to Nursing	1
PSYX	100	Introduction to Psychology	4
TOTAL (SEMESTER 2) CREDITS			13
SUBMIT APPLICATION TO NURSING PROGRAM FALL SEMESTER			
FALL SEMESTER			
NRSG	130	Fundamentals of Nursing & Lab	7
NRSG	135	Nursing Pharmacology	3
NRSG	138	Gerontology for Nursing & Clinical	2
TOTAL (SEMESTER 3) CREDITS			12
SPRING SEMESTER			
NRSG	140	Core Concepts of Adult Nursing & Clinical	7
NRSG	142	Core Concepts of Maternal/Child Nursing & Clinical	3
NRSG	144	Core Mental Health Nursing	2
NRSG	148	Leadership Issues (For those opting PN Exit)	2
TOTAL (SEMESTER 4) CREDITS			12
FALL SEMESTER			
NRSG	250	Transitions to RN	3
SPRING SEMESTER			
NRSG	252	Complex Care Maternal/Child & Clinical	3
NRSG	254	Complex Care Mental Health & Clinical	2
NRSG	256	Pathophysiology	3
BIOM	250/251	Microbiology for Health Sciences/ Lab	4
TOTAL (SEMESTER 5) CREDITS			12
SUMMER SEMESTER			
SOCI	101	Introduction to Sociology	3
NRSG	262	Complex Care Adult & Clinical	4
NRSG	265	Advanced Clinical Skills Lab	1
NRSG	266	Managed Client Care & Clinical	4
TOTAL SEMESTER 6 CREDITS			12

Credits required for the degree: 72, Clinical credits are 3:1, Lab credits are 2:1

The first four semesters of courses are currently being offered as the Licensed Practical Nurse Program. To date, FVCC has graduated three cohorts of students and each has attained a 100% pass rate for first time testers on the NCLEX PN. This successful PN curriculum will serve as the basis for the ASN program.

Summary

- Provide for fulfillment of the requirements for the Associate of Science in Nursing degree.
- Establish the graduate's educational preparation for application to write the National Council Licensure Examination for Registered Nurses (NCLEX-RN).
- Facilitate an acceptance of responsibility and accountability as a member within the discipline of nursing.
- Provide an environment that fosters critical thinking, cultural competency and encourages the application of knowledge to practice.
- Fulfill the Associate of Science in Nursing graduate roles of provider of care, manager of care, and member within the discipline of nursing
- Be successfully employed in beginning-level staff positions upon licensure, as evidenced by employment as a registered nurse, employer satisfaction, and graduate satisfaction.

(c) AVAILABILITY OF QUALIFIED FACULTY

The FVCC campus has doctorate prepared faculty in the biology and chemistry departments, while other faculty who teach English, nutrition, math, psychology and sociology all hold master's degrees or PhDs.

The following identifies a sample of the FVCC non-nursing faculty and qualifications.

Faculty Name	FT/PT	Date of Initial Appointment	Rank	Highest Degree Obtained	Institution Granting Degree	Area of Expertise	Teaching Responsibilities
Justis	FT	1996	Instructor	Ph.D.	Miami University	Anatomy & Physiology	Anatomy & Physiology I & II
Bergin	FT	2000	Instructor	M.A.	Clark University	English	English Composition
Soular	FT	2001	Instructor	M.A., M.F.A.	University of Montana	English	English Composition
Hickethier	FT	2000	Instructor	M.S.	Oregon State University	Math	College Algebra
Rady	FT	2003	Instructor	Ph.D.	Massachusetts Institute of Technology	Math	College Algebra
Ryan	PT	2002	Instructor	M.S.	University of Bridgeport	Nutrition	Nutrition
Alexander	FT	1994	Instructor	Ph.D.	University of Virginia	Chemistry	Chemistry
Martino	FT	1994	Instructor	Ph.D.	University of Virginia	Chemistry	Chemistry
Lorentzen	FT	1971	Instructor	M.S. M.A.	Montana State University; University of Montana	Psychology	Psychology

FVCC's current director of the Nursing Program, Myrna Ridenour, will continue in this position. She serves on college committees, and is continually developing her professional and educational expertise.

One full-time tenured nursing faculty position currently is part of the PN program, which is the first year of the ASN program. In addition, FVCC recently hired two additional full-time grant funded nursing faculty who will be offered regular faculty positions when the grant ends in 2013.

CURRENT FACULTY QUALIFICATIONS AND RESPONSIBILITIES							
Faculty Name	FT/PT/adjunct	Date of Initial Appointment	Rank	Graduate Degree	Under Graduate	Area of Clinical Expertise	Academic Teaching and Other Areas of Responsibility
Myrna Ridenour	FT	May 2009	Nursing Program Director and Instructor	Currently enrolled in MSN Education program through Regis University Denver, Colorado	BSN – Montana State University 1976	MED/SURG, Long Term Care, Management,	NRSG 100 Introduction to Nursing
Cheryl Richards	FT	August 2010 Taught FVCC 2006-2008	Instructor	South Dakota State University MSN, major in nursing education	BSN – Montana State University 1989	Medical/Surgical Fundamentals Pharmacology	NRSG 130 Fundamentals NSRG 140 Core Concepts of Adult Nursing and Clinical
Casey Cole	FT	August 2010	Instructor	Western University on Health Sciences Completing DNP 2010 MSN/FNP 2007	BSN Loma Linda University 2003	Pharmacology Maternal/Child Med. Surg	NRSG 135 Pharmacology NRSG 142 Core Concepts of Maternal Child NRSG 144 Mental Health
Kelli Barber	FT	September 2010	Instructor	University of Washington MSN Community Health 2010	University of San Diego BSN 2004	Med/Surg Geriatrics Community Health	NRSG 138 Gerontology NRSG 148 Leadership Issues
Rebecca Dickman	Adjunct	semester	Adjunct faculty	MSN- University of Wyoming 2004	BSN- Montana State University 1975	Obstetrics and Pediatrics Long Term Care	NURS 100 Introduction to Nursing

Twenty students will be admitted each year. Student ratio to instructor in the classroom coursework will be 20:1 and 10:1 for labs/clinical. In order to maintain ratios in the clinical areas, clinical resource RNs will be hired to supervise in the clinical experiences. There have been several qualified BSN prepared RNs who have expressed interest in the clinical resource RN positions.

The appropriately qualified faculty on the FVCC campus will continue to be involved in instruction of the ASN curriculum. Of the 72 total credit hours of instruction, 30 credits will be taught by existing faculty in the appropriate areas. The remaining 42 credits will be taught by nursing faculty, which will include the full-time faculty, adjunct faculty and clinical resource RNs.

(d) BUDGETED FACULTY POSITIONS

FVCC was awarded a Department of Labor Community Based Jobs Training Grant on July 1, 2010. The CBJT grant represents a total of \$3.7 million in support, a combination of federal grant funds, in-kind donations and cash support from community organizations. The budget provides significant support sufficient to meet the nursing program needs during development and first two years of the ASN program.

The CBJT grant provides funding for 12-13 different positions over the course of three years (not all are funded in all three years) that provide direct support to FVCC nursing program or nursing students. FVCC administration and Board of Directors in accepting the CGJTG have committed to fund the program at the necessary levels needed to continue the ASN after the conclusion of the grant period. See attached letter of commitment, Attachment C.

Position	Tenure track	Full time	Courses To be taught	Clinical	Adjunct
Nursing Program Director		Yes	none		
Nursing Faculty	Yes	Yes	Transition to RN, Managing client care, Complex Care of Adult client	Yes Yes	
Clinical Resource RN	No	No	Clinical for Adult Client	Yes	No
Clinical Resource RN	No	No	Clinical for Managing Client Care	Yes	No
Nursing Faculty	No	Yes	Maternal/Child	Yes	
Clinical Resource RN	No		Clinical for Maternal/Child	Yes	No
Nursing Faculty	No	Yes	Mental Health	Yes	No
Clinical Resource RN	No	No	Clinical for Mental Health	Yes	No
Faculty	No	No	Advanced Clinical Skills - Lab	Yes	No
Clinical Resource RN	No	No	Clinical for Managing Client Care	Yes	No
Total	1	4			

(e) AVAILABILITY OF ADEQUATE CLINICAL AND ACADEMIC FACILITIES FOR THE PROGRAM

Available Acute Care and Long Term Care Clinical Agencies and Approval Status in Kalispell, Whitefish, Columbia Falls, Libby and Big Fork Area

Agency	# of Beds	Approval Status
Kalispell Regional Medical Center Acute Care, ER, OR, OB, Rehab	149	Medicare/ Medicaid
Pathways Treatment Center Mental Health	40	(included in Kalispell Regional Medical Center Accreditation)
Health Center Northwest Outpatient and short stay surgery Breast Center	18 400 patients/week	(included in Kalispell Regional Medical Center Accreditation)
North Valley Hospital Acute care, ER, OR, OB	25	Medicare/ Medicaid
St. John's Lutheran Hospital, Libby Acute care, ER, OR, OB	24	Medicare/ Medicaid
Brendan House Skilled Nursing and Long Term Care	110	Medicare/Medicaid
Libby Care Center Skilled and Long Term care	101	Medicare/Medicaid
Montana State Veterans' Home Skilled and Long Term Care	105	Medicare/Medicaid Veteran's Administration Certified
Immanuel Lutheran Skilled and Long Term Care	159	Medicare/Medicaid
Heritage Place Skilled and Long Term Care	140	Medicare/Medicaid
Whitefish Care and Rehabilitation Center Skilled and Long Term Care	100	Medicare/Medicaid
Lake View Care Center Bigfork Skilled and Long Term Care	83	Medicare/Medicaid

Kalispell, Whitefish, Columbia Falls and surrounding communities have many physician clinics that are available for a variety of clinical experiences. Several offer an urgent care situation which lends itself to learning opportunities for RN students. Dialysis Center, Inc. currently has a contract with FVCC for PN Students , which has been a valuable opportunity for learning.

Flathead County Health Department encourages students to spend time in the new clinic, immunization clinic, WIC clinic and with their home health staff.

FVCC has an Early Childhood Center that is available for student experiences in growth and development.

As the healthcare community has grown in the last five years and will continue to grow over the next 20 years, there will be additional clinical experiences for students in a variety of settings. By adding simulation equipment to the curriculum, students will have opportunities to experience situations that they may never encounter in the real world clinical and which will complement their learning.

FVCC currently has agreements with Kalispell Regional Medical Center (KRMC), HealthCenter Northwest, North Valley Hospital, Immanuel Lutheran Home, Flathead County Home Health Department, several physician and nurse midwife clinics, the Dialysis Center in Kalispell, Veteran's Home in Columbia Falls, and St. John's Lutheran Home and Libby Care Center in Libby, Mt. for clinical experiences for the Practical Nurse program. All of these entities are partners with FVCC in the CBJTG and eager to make their facilities available for ASN student clinicals. (See Appendix C for letters of support).

In order to avoid situations that could create clinical fatigue in the acute care facilities, the 5th semester will start in spring semester, and the 6th semester of the ASN will be offered during the summer months. This is a high volume time for the Flathead Valley due to the number of residents who return to the area for the summer and vacationers visiting the area. Utilizing the summer months for hospital and community clinicals will lessen the burden for staff and preceptors, as the Salish Kootenai Community College and the Montana State University students utilize the acute care facilities during spring semesters and fall semesters. FVCC will continue to work collaboratively with both SKC and MSU to ensure that all students have the opportunity to participate in appropriate clinical education.

In addition, it is proposed that some clinical time in the evenings and weekends will be utilized to ensure that students receive the necessary skill development. Our prospective student needs assessment supports that students would be available for classes, labs and clinicals during the evenings, weekends and summer.

The DOL CBJT grant includes funding to acquire sophisticated simulation equipment that allows students to fulfill some of their clinical requirements in the classroom and laboratory environment. The use of simulators is one aspect of FVCC's proposed nursing program design that will allow more flexibility in completing curriculum requirements while also addressing the availability of clinical training sites.

Academic Facilities:

Currently, the nursing department occupies space in Ross Hall on the FVCC campus. The space consists of one classroom, one lab, and three offices. During fall semester of 2010, another area adjacent to the existing nursing area, consisting of 962 square feet, will be remodeled and have space for two more faculty offices of 96 square feet each, leaving a space of 770 square feet for a larger laboratory space and storage. The addition of this space will allow the area currently being used as a laboratory space to become a second classroom.

Classrooms are equipped with multi-media capability, video players and overhead projectors.

A previous grant for the PN program funded library resources that included videos and books. Additional holdings have been added to the FVCC library and media center for use by students and faculty in the last three years. In addition to the FVCC library, KRMC has an extensive library for current medical information, including subscriptions to the major nursing and medical professional journals. Students have access to the KRMC library seven days a week. The Montana State Library System is accessible through the FVCC library or KRMC library.

Students on the FVCC campus have access to computer labs, and additional computers are located in the FVCC library for student use. Laptop computers will be purchased and made available for each student's use during the nursing program.

The FVCC Administration, Board of Directors and community partners are also currently exploring the feasibility of a new health sciences building for the campus.

Student Resources

The following is a list of student support services already in place:

- Scholarships;
- Academic advisement/counseling;
- Personal adjustment counseling;
- Students with disabilities resource center;
- Grants for disadvantaged students;
- Financial aid;
- Work study;
- Career placement/testing; and
- Information technology.

Community partners have agreed to fund just under \$30,000 in nursing scholarships each year (see Appendix C), and most FVCC students qualify for Pell grants and other federal aid. Additionally, the recently passed *Patient Protection and Affordable Care Act* (Public Law 111-148) clearly represents a movement toward much-needed, comprehensive and meaningful reform for our nation's healthcare system. Section 5204 establishes a Public Health Workforce Loan Repayment Program to assure an adequate supply of public health professionals to eliminate workforce shortages in public health agencies. Under the program, HHS will repay up to one-third of loans incurred by a public health or health professions student in exchange for that student's agreement to accept employment with a public health agency for at least three years. Individuals who serve in priority service areas may be eligible for additional loan repayment incentives at the department's discretion. This new law will significantly address any financial barriers for potential entering students and encourage increased enrollment.

The CBJT grant is funding for a case manager who will work with students to overcome obstacles to their success, including possibly assistance with child care, transportation and rent assistance. The case manager will have access to \$35,000 each year over the course of the grant to help students overcome these barriers.

There is funding for an Adult Basic Education instructor to assist those students who are in the pre-nursing courses in the CBJT grant.

A childcare center is now available on campus for FVCC students and employees.

(f) EVIDENCE OF FINANCIAL RESOURCES ADEQUATE FOR THE PLANNING, IMPLEMENTATION, AND CONTINUATION OF THE PROGRAM

FVCC recently received a 2.95 million dollar grant to support its healthcare training programs. This funding commits significant human and physical resources to support the development of FVCC's ASN program.

The CBJT grant provides funding for recruitment and hiring of faculty for the express purpose of planning and developing the ASN curriculum. Two full-time faculty will start in fall semester of 2010 and have teaching assignments that are primarily oriented around the development of curriculum. These positions will transition into full-time teaching assignments as the ASN program is implemented.

The CBJT grant also commits funding for consultation in simulation, online course development, curriculum and NLNAC accreditation. This funding is available for the three years of the grant, which will assist faculty in the development and implementation of the ASN curriculum.

The second year of the grant has an additional full-time faculty position added and two part-time clinical resource RNs. All of these positions continue through the third year of the grant. (See Appendix A outlining the budget.)

FVCC administration and Board of Trustees have committed to a level of funding that will continue to support the ASN program once the grant is concluded. (see Appendix C.)

Travel:

The Nursing Program Director and faculty will have adequate resources to support the following:

- Attending the Montana Board of Nursing meetings when appropriate;
- Visiting clinical sites; and
- Attending other meetings and continuing education related to the ASN program.

(g) ANTICIPATED STUDENT POPULATION

Twenty students will be admitted to FVCC's ASN program each year through an application process. FVCC's established CNA and LPN programs will serve as feeder programs for the proposed ASN program, which is based on the state's Model Nursing curriculum. The application process will follow the Operational Rules that were developed along with the Model Curriculum in 2005. FVCC's proposed ASN curriculum allows students to seamlessly progress from LPN to ASN. It is anticipated that 16 students will rotate through clinicals during the last semester due to attrition.

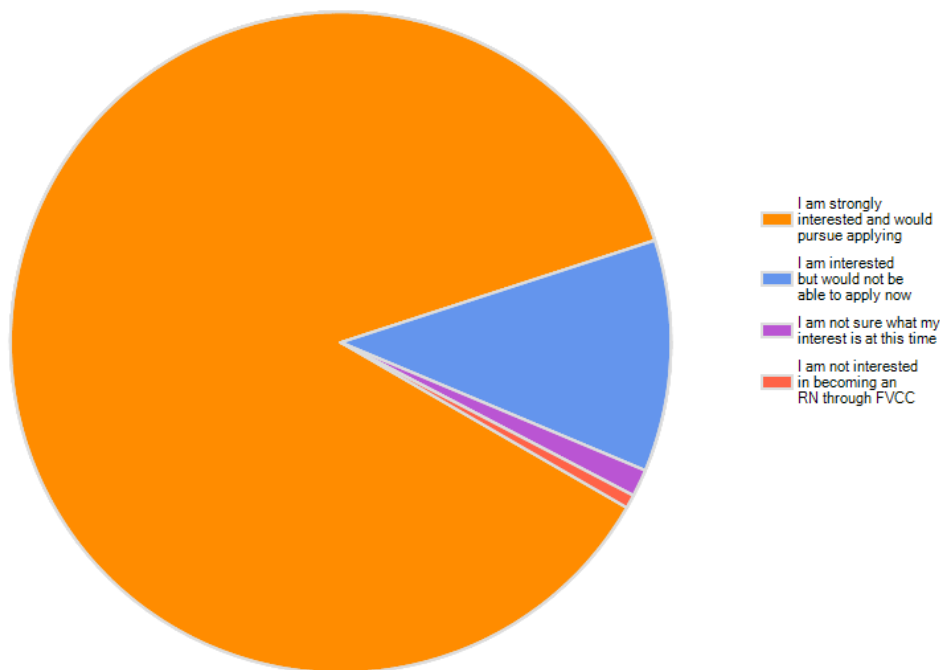
We anticipate that a significant percentage of our students will represent unemployed, dislocated and incumbent workers. Between July 2008 and June 2009, there were 1,660 permanent layoffs reported to the Flathead Job Service (Montana Department of Labor). This has resulted in a large long-term unemployed blue-collar workforce in northwest Montana desperately in need of retraining. FVCC's recently awarded Department of Labor (DOL) CBJT grant, Strengthening the Indigenous Nursing and Emergency Workforce (SINEW), is focused on assisting this student population into the healthcare career ladder helping to alleviate the area's high unemployment rate, while also addressing the growing demand for qualified RNs and other healthcare providers.

The total number of graduates estimated for the ten years will be 160. Due to the current local, state and national nursing shortage, it is anticipated that all graduates will be offered employment upon graduation for the foreseeable future. The rate of attrition is based upon the National League for Nursing Accrediting Commission (NLNAC) national data collected on program attrition. This data indicates that a 75% retention rate is reasonable due to student maternal leave, financial problems or remedial learning problems. It states that retention rates will be partly based on the level of admission criteria and pool of applicants.

Registered Nursing Survey Summer 2010

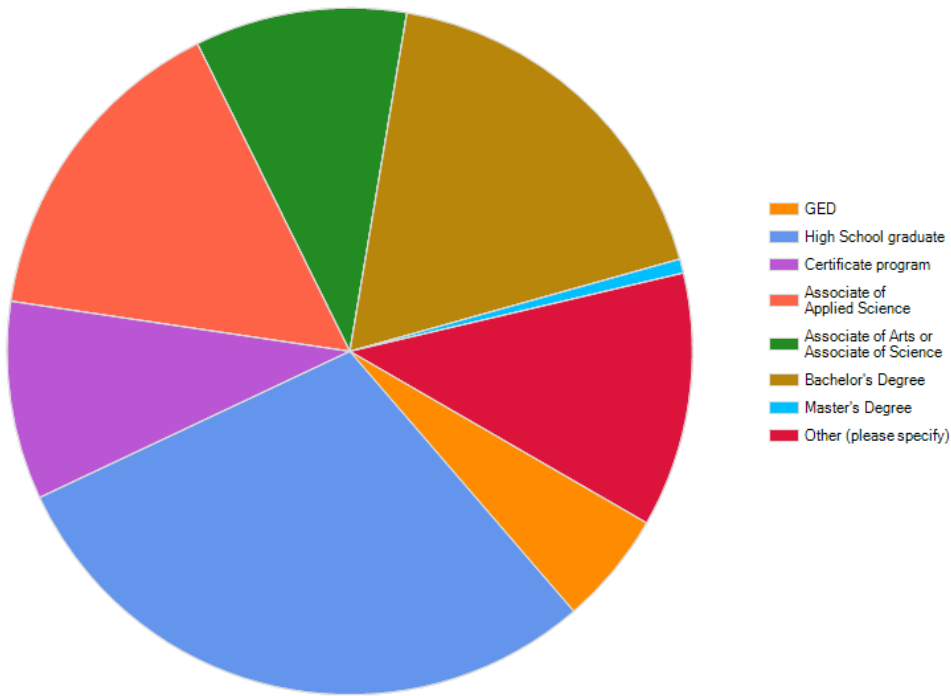
FVCC researched the possibility of offering an Associate of Science Registered Nursing Program that would enable individuals to take the licensing exam and become registered nurses (RNs). Individuals were asked to complete a brief online survey so that FVCC could document public interest for this program. 150 students responded to the survey. 147 of them indicated an interest or strong interest in the program.

What is your level of interest in becoming an RN through Flathead Valley Community College?



There was a diversity of education levels among respondents, though almost 20% already had an advanced degree.

What level of education have you completed?



130 respondents (91%) said they would be willing to attend clinical classes in the summer.

When asked to add any other comments that would be helpful in determining interest and need for an Associate Degree RN program at Flathead Valley Community College, some responses included:

- *"It would be nice not having to move away from my family and it's also nice not having to pay an arm and a leg to get a degree."*
- *"I want to finish my degree so bad!!! I have worked so hard on it and cannot get in at Great Falls this semester. I'm very determined."*
- *"There are many LPN level nurses, present and future nursing students in the valley which would find the opportunity to advance to an RN license level in the local community extremely beneficial. For many people, having to travel outside the community would pose an extreme hardship both financially, physically and socially. For some, the obstacles present in doing so continue to prevent them from achieving their goals."*
- *"I think it's essential to make an associate's program available as soon as possible. The current RN program is very small and difficult to get into, and a bachelor's degree is much more expensive to obtain."*
- *"I currently live in Tucson, AZ, and the waiting list to get into the RN program here is 3 years. I would relocate to your community just to attend your RN program."*
- *"Please get it!"*

(h) TENTATIVE TIME TABLE FOR PLANNING AND INITIATING THE PROGRAM

ACTIVITY	DATE	STATUS
1) Conduct Nursing Advisory Board Meeting with community members and potential employers and establish support for expansion from LPN to ASN Program following Model Nursing Curriculum	April 2010	Complete
2) Receive support of ASN program from FVCC Board of Trustees	June 2010	Complete
3) Submit Letter of Intent to the Montana Board of Nursing	July 2010	Complete
4) Submit Program Budget for Review to FVCC Vice President	July 2010	Complete Grant funded
5) Gather Data for BON Feasibility Study: a. Population data from the last three years; Workforce supply and demand data from last year addressing total state resources and nursing education needs within the state b. Purpose and classification of program c. Availability of qualified faculty d. Budgeted faculty positions e. Availability of adequate clinical and academic facilities f. Evidence of financial resources g. Anticipated student population (FVCC on-line survey and current Montana institution enrollment data) h. Tentative time table for planning and initiating the program i. Consideration of how proposed program may affect other nursing programs in the state; and indication that plans and the feasibility study regarding the proposed program have been shared with the directors of existing programs in the state	July/August 2010	Complete
6) Receive approval for ASN Program from FVCC Allied Health Division	October 2010	Complete
7) Attend Montana Board of Nursing meeting in Helena	October 2010	Complete
8) Receive approval of Feasibility Study by MBON	October 2010	Complete
9) Receive approval for ASN Program from FVCC Faculty Senate	November 2010	Complete
10) Receive approval for ASN Program from FVCC Curriculum Committee	November 2010	Complete
11) Hire Consultant to assist with construction of ASN Curriculum	Coordinate w/ MSU Gt .Falls COT	
12) Submit Level II to MBOR for January 2011 meeting	December 2010	
13) Refine Curriculum for ASN	October 2010- March 2011	
14) MBON recommends program to Board of Regents	November- December 2010	
15) Submit Curriculum/Self Study to MBON for Approval	March 2011	
13) Final Approval from MBON and MBOR	July 2011	
14) Recruit and Hire Director and Faculty as needed	May- July 2011	

15)	Create ASN Application and post on College Website	July /August 2011	
16)	Establish Contracts and Schedules for Clinicals	Oct/ Nov 2011	
17)	Admit Students to ASN Program	November 2011	
18)	Students Begin Program	January 2012	

(i) CONSIDERATION OF HOW THE PROPOSED PROGRAM MAY AFFECT EXISTING NURSING PROGRAMS IN THE STATE

This feasibility study includes information reported by Montana nursing programs throughout the state. When gathering data, the impact of FVCC's proposed ASN program was discussed and analyzed. Currently, the state of Montana nursing programs turn away a significant number of qualified applicants. The workforce projections indicate that the current level of RN graduates will not be adequate to fill the need for RNs in the next 20 years. As the RNs begin to retire, more positions will become available for these graduates. Though this program will add only a small number of the projected need, it will add RNs which will be needed in the Northwest area of Montana.

The proposed FVCC Associate of Science Nursing program should not negatively affect existing nursing programs sharing the same clinical sites, as FVCC will work collaboratively with other programs in developing plans to share space so that all needs are met. The ASN program will positively impact student populations by adding opportunity for qualified individuals to obtain placement in a nursing program. As mentioned before, there are a great many qualified individuals who are unable to realize their goal of a nursing education as there are not adequate placements in the other RN programs in this area.

FVCC Nursing faculty believe that the goal for all RNs is to achieve a BSN or higher degree. The current model curriculum allows for individuals to work toward that goal with the ease of transfer and opportunity to continue their education.

(a) indication that plans and the feasibility study regarding the proposed program have been shared with directors of existing programs in the state.

The letter of intent to establish the ASN program at FVCC was sent to the Montana Board of Nursing in June and discussed at their July 2010 meeting. Nursing program directors in attendance at the meeting were able to ask questions and discuss the proposed ASN program with the FVCC Nursing Program Director. This feasibility study is being shared electronically with all nursing program directors in the state of Montana.

APPENDIX A

CBJTG BUDGET

	FTE Yr 1	2010-2011 Year 1	FTE Yr 2	2011-2012 Year 2	FTE Yr 3	2012-2013 Year 3	Total Grant
Personnel FT		in-kind					
Dept Chair	0.25	17000.00	0.15	17000.00	0.15	17000.00	51000.00
Grant Coordinator/ Recruiter	1	48000.00	1	49200.00	1.00	50430.00	147630.00
Nursing Faculty 1, LPN Kalispell	1.25	56250.00	1.25	57656.00	1.00	47278.00	161184.00
Nursing Faculty 2, RN Kalispell	1.25	56250.00	1.25	57656.00	1.00	47278.00	161184.00
Nursing Faculty 3, RN Kalispell			1.25	56250.00	1.00	47278.00	103528.00
Nursing Faculty 4, LPN Browning			1.25	58000.00	1.00	59450.00	117450.00
Nursing Program Coordinator	1.00	33000.00	1.00	33412.50	1.00	33830.16	100242.66
Casemanager	1.00	46000.00		46575.00		47157.19	139732.19
Total FT Personnel		239500.00		358749.50		332701.34	930950.84
Fringe FT		59875.00		89687.38		83175.34	232737.71
Personnel PT							
Clinical RN Faculty			.5 FTE	23063.00	.5 FTE	23640.00	46703.00
Clinical RN Faculty			.5 FTE	23063.00	.5 FTE	23640.00	46703.00
CNA Faculty	0.5	22500.00		22500.00		22500.00	67500.00
EMT Faculty	0.5	22500.00	.5 FTE	23063.00	.5 FTE	23640.00	69203.00
IT Specialists	0.5	34000.00		34850.00		35721.25	104571.25
ABE Instructor	0.5	16000.00		16000.00		16000.00	48000.00
Lab Coordinator	0.5	28125.00	1.25	28476.56	1.00	28832.52	85434.08
Clinical Coordinator	0.5	26000.00	1.00	26325.00	1.00	26654.06	78979.06
CNA Placement Coordinator	0.5	26000.00		26325.00		26654.06	78979.06
ABE Instructor	0.5	16000.00		16000.00		16000.00	48000.00
Total PT Personnel		175125.00		223665.56		227281.89	626072.46
Fringe PT		43781.25		55916.39		56820.47	156518.11
TOTAL Personnel		518281.25		728018.83		699979.05	1946279.13
Consultants							
Online/simulation		6500.00		5000.00		1500.00	13000.00
Curricular		10000.00					10000.00
NLNAC/professional development		5000.00		5000.00		2500.00	12500.00
Total consultants		21500.00		10000.00		4000.00	35500.00
Travel							
Recruitment/clinical mileage		7440.00		7440.00			14880.00
Conferences		3810.00		3810.00		\$3,810	11430.00
Fed Technical Assistance (required) Washington, DC		3810.00		0.00		0.00	3810.00
Total Travel		15060.00		11250.00		3810.00	30120.00
Equipment							
High Fidelity Simulators		119296.00					119296.00
Office		15000.00		0.00		0.00	15000.00
Computers/stations		35000.00					35000.00
Total Equipment		169296.00		0.00		0.00	169296.00
Supplies							
Lab Supplies		25000.00		18500.00		13500.00	57000.00
Recruitment		3600.00		3000.00		1000.00	7600.00
Office		3600.00		3000.00		2000.00	8600.00
Education		3600.00					3600.00
Copying		3600.00		3000.00		3000.00	9600.00
Total Supplies		39400.00		27500.00		19500.00	86400.00
Contractual							
Construction							
Other							
Meeting expenses				1200.00		1200.00	2400.00
Advertising/ Promotion		1200.00		1200.00		1200.00	3600.00
Printing		1200.00		2000.00		1000.00	4200.00
Paramedic/EMT tuition remission		30000.00		30000.00		30000.00	90000.00
Support Services		35000.00		70000.00		70000.00	175000.00
RN/LPN tuition remission		30000.00		60000.00		60000.00	150000.00
Professional Fees		5000.00		6000.00		6000.00	17000.00
Conference Fees		6000.00		2500.00		2500.00	11000.00
Total Other		108400.00		172900.00		171900.00	453200.00
Total Direct Charges		871937.00		949670.00		899189.00	2720796.00
Indirect Charges		63514.13		85966.87		80918.90	230399.90
Totals		935451.13		1035636.87		980107.90	2951195.90

Flathead Valley Community College

Budgeted Accounts for SINEW Grant

Category			FY 2011	FY 2012	FY 2013	3-Year
Account	Description		BUDGET	BUDGET	BUDGET	Totals
Revenue Fed Grant						
127-392-	0006-4210	GT FED-SINEW Nurse-Fed Grant Rev	\$ (935,451)	\$ (1,035,636)	\$ (980,108)	\$ (2,951,195)
Salary Exp - Employee						
127-392-	0006-5010	GT FED-SINEW Nurse-A & P Emp Comp	94000	95775	97587	
127-392-	0006-5020	GT FED-SINEW Nurse-Class Emp Comp	33000	33413	33830	
127-392-	0006-5030	GT FED-SINEW Nurse-Temp Emp Comp				
127-392-	0006-5040	GT FED-SINEW Nurse-Stipends				
127-392-	0006-5050	GT FED-SINEW Nurse-FT Fac Comp	112500	229562	201284	
127-392-	0006-5070	GT FED-SINEW Nurse-Adj Fac Comp	175125	223666	227282	
127-392-	0006-5120	GT FED-SINEW Nurse-Allowance				
TOTAL Full-Time Plus Part-Time Personnel			414625	582416	559983	1557024
Salary Exp - Benefits						
127-392-	0006-5310	GT FED-SINEW Nurse-Soc Sec Exp	5429	6933	7046	
127-392-	0006-5315	GT FED-SINEW Nurse-Medicare Exp	6012	8445	8120	
127-392-	0006-5320	GT FED-SINEW Nurse-PERS Exp	6646	9134	9291	
127-392-	0006-5325	GT FED-SINEW Nurse-TRS Exp	14945	25502	23525	
127-392-	0006-5330	GT FED-SINEW Nurse-Work Comp	3773	5300	5096	
127-392-	0006-5335	GT FED-SINEW Nurse-Unemp	1037	1456	1400	
127-392-	0006-5340	GT FED-SINEW Nurse-403B Match	10000	12000	13000	
127-392-	0006-5350	GT FED-SINEW Nurse-Group Ins Exp	55814	76833	72518	
TOTAL Fringe Full-Time Plus Part-Time			103656	145603	139996	389255
TOTAL Personnel			518281	728019	699979	\$ 1,946,279
Oper Exp -Travel						
127-392-	0006-6140	GT FED-SINEW Nurse-Travel In State	7440	7440		

127-392-	0006-6240	GT FED-SINEW Nurse-Travel Out State	7620		3810		3810			
TOTAL Travel				15060		11250		3810	\$	30,120
Oper Exp - Supplies										
127-392-	0006-6302	GT FED-SINEW Nurse-Office Supply	3600		3000		2000			
127-392-	0006-6312	GT FED-SINEW Nurse-Instruct Supply	28600		18500		13500			
127-392-	0006-6322	GT FED-SINEW Nurse-Printing FVCC	3600		3000		3000			
127-392-	0006-6324	GT FED-SINEW Nurse-Printing	1200		2000		1000			
127-392-	0006-6328	GT FED-SINEW Nurse-Postage								
127-392-	0006-6334	GT FED-SINEW Nurse-Equip Repr&Maint								
127-392-	0006-6348	GT FED-SINEW Nurse-Wkshp Meeting			1200		1200			
127-392-	0006-6350	GT FED-SINEW Nurse-Other Supply	3600		3000		1000			
TOTAL Supplies				40600		30700		21700	\$	93,000
Oper Exp - Contracted Services										
127-392-	0006-6502	GT FED-SINEW Nurse-Subscriptions								
127-392-	0006-6504	GT FED-SINEW Nurse-Memberships	5000		6000		6000			
127-392-	0006-6530	GT FED-SINEW Nurse-Registration Fees	6000		2500		2500			
127-392-	0006-6542	GT FED-SINEW Nurse-Cptr Sys Maint								
127-392-	0006-6558	GT FED-SINEW Nurse-Advertising Other	1200		1200		1200			
127-392-	0006-6574	GT FED-SINEW Nurse-Telcom Long Dist								
127-392-	0006-6612	GT FED-SINEW Nurse-Contr Svs Other	21500		10000		4000			
TOTAL Consultants				33700		19700		13700	\$	67,100
Oper Exp - Non Capitalized										
127-392-	0006-6740	GT FED-SINEW Nurse-NC Cptr Equip	35000							
127-392-	0006-6742	GT FED-SINEW Nurse-NC Cptr Software								
127-392-	0006-6720	GT FED-SINEW Nurse-NC Furniture	15000							
TOTAL Non-Capitalized Equipment				50000		0		0	\$	50,000

Oper Exp - Other Expenses

127-392-	0006-6860	GT FED-SINEW Nurse-Indirect Costs	<u>63514</u>		<u>85967</u>		<u>80919</u>		
			63514		85967		80919	\$	230,400

Scholarships

127-392-	0006-8110	GT FED-SINEW Nurse-Grants in Aid	<u>95000</u>		<u>160000</u>		<u>160000</u>		
			95000		160000		160000	\$	415,000

Capitalized Expenses

127-392-	0006-9740	GT FED-SINEW Nurse-CAP Cptr Equip	<u>119296</u>						
			119296		0		0	\$	119,296

TOTAL Capitalized Equipment**TOTALS**

<u><u>\$ 935,451</u></u>	<u><u>\$ 1,035,636</u></u>	<u><u>\$ 980,108</u></u>	<u><u>\$ 2,951,195</u></u>
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APPENDIX B

Associate of Science Nursing Survey (Summer 2010)

SAMPLE QUESTIONS

FVCC Registered Nursing Survey Summer 2010

“ Flathead Valley Community College (FVCC) is researching the possibility of offering an Associate of Science Registered Nursing Program that would enable individuals to take the licensing exam and become Registered Nurses (RN). Please answer these brief survey questions so that FVCC can document public interest for this program. ”

1. What is your level of interest in becoming a RN through Flathead Valley Community College?

- a. I am strongly interested and would pursue applying.
- b. I am interested but would not be able to apply now.
- c. I am not sure what my interest is at this time.
- d. I am not interested in becoming an RN through FVCC.

2. If you are interested in becoming an RN, would you prefer

- a. Full-time enrollment in a program
- b. Part-time enrollment in a program

3. What times would you be able to attend classes and clinicals (select all that apply)

- a. Anytime
- b. Only days
- c. Only evenings
- d. Only weekends
- e. Other: Please explain_____

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

- a. Yes
- b. No

5. If yes, what is your title?

- a. CNA
- b. Licensed Practical Nurse LPN
- c. Respiratory Therapist
- d. Home Health Attendant
- e. EMT
- f. Paramedic
- g. other_____

APPENDIX C

LETTERS OF SUPPORT



August 31, 2010

Montana State Board of Nursing
301 South Park, 4th Floor
P.O. Box 200513
Helena, MT 59620-0513

RE: Support for FVCC's Associate of Science in Nursing Program

Dear Board Members,

We are pleased to inform you that the Northwest Healthcare Administration enthusiastically endorses Flathead Valley Community College's endeavor to develop and offer an Associate of Science in Nursing degree. Adding two additional semesters of courses to the existing Practical Nursing Program will enhance the current nursing program, position the FVCC students more favorably in the current job market, and will provide additional nursing resources to our aging community population. Our valley is growing rapidly and so is our need for trained registered nurses.

FVCC's application to Department of Labor's Community Based Jobs Training Grant award would allow FVCC to pursue the Associate of Science in Nursing program by purchasing equipment, providing funding for faculty, and making available other resources needed for the program. Our community (in light of the recent loss of jobs and the projected need for nurses across our valley and state) would be thrilled at the opportunity to educate and further train students to fulfill the future requirement for nurses with an Associate of Science in Nursing degree.

Sincerely,

Velinda Stevens
President

A. Craig Eddy, MD, JD
Chief Medical Officer

Karen Lee, RN
Chief Nursing Officer



Flathead Valley Community College

777 Cranview Drive, Kalispell, MT 59901 • 406/838-8822 • Fax 406/838-5315
info@fvcc.edu • www.fvcc.edu

August 31, 2010

Montana Board of Nursing
301 South Park
P.O. Box 200513
Helena, MT 59620-0513

RE: Flathead Valley Community College – Nursing Program

Dear Board Members:

Thank you for your thoughtful consideration into the Flathead Valley Community College application for a Registered Nursing Program. A U.S. Department of Labor Grant through the Division of Federal Assistance is providing the College with a tremendous set of resources with which to establish a program of first-rate program offerings. It is every intention of the College to ensure that the grant resources are used to the greatest possible extent in developing a set of instructional offerings that will serve the State of Montana and our health care industry partners for many years into the future.

Flathead Valley Community College has the financial stability, as well as the commitment of its college administration to provide long-term support for just such a program. It is the sincere intention of the College to do everything possible to facilitate and support a nursing program that will provide the state and its citizens with a curriculum and instructional setting of which all involved parties can be proud.

On behalf of the Flathead Valley Community College Faculty, Staff and Administration, I would like to thank you for all due consideration in this very important and beneficial application.

Sincerely,

Chuck Jensen

Vice President of Administration and Finance

From: Underdahl, Joren [mailto:JUnderdahl@mt.gov]
Sent: Monday, August 30, 2010 9:11 AM
To: Myrna Ridenour
Cc: Ray, Kathy
Subject: Letter of Support

I am writing to express my support for the development of an Associate of Science in Nursing Program at Flathead Valley Community College to expand its capability to be able to provide registered nursing staff, especially to the medical facilities of Northwest Montana.

We currently employ 26 RNs at our facility, with no plans to decrease that number. We rely heavily on our RN staff to provide direct patient care to the veterans here at the Montana Veterans Home (MVH).

Including MVH, there are a total of 6 long term care facilities in Flathead County (not including assisted living facilities). The need to have trained nursing staff available in the Flathead Valley is obvious and essential to the provision of quality nursing care to the residents of these facilities.

I believe the FVCC LPN Program has proven itself in being able to train quality LPNs, and the expansion of their program to provide the opportunity to train registered nurses is good for both the nursing profession and also the community. Nursing has proven to be a recession-proof occupation due to the shortage of licensed nurses, and increasing the ability of FVCC to meet the needs of both local and other healthcare facilities across the State only makes good sense.

Please feel free to contact me at the numbers/address below if you have any further questions for me regarding this issue.

Joren Underdahl, RN
Administrator
Montana Veterans' Home
PO Box 250
Columbia Falls, MT 59912
Tel. (406) 892-3256 Ext. 223
Fax (406) 892-0256
junderdahl@mt.gov

The **right** choice



@KRMC
KalisPELL Regional Medical Center

August 30, 2010

Mary Ridenour, RN
Nursing Program Coordinator
Flathead Valley Community College
777 Grandview Drive
KalisPELL, MT 59901

Dear Ms. Ridenour:

Please accept this letter on behalf of KalisPELL Regional Medical Center to offer our full support of Flathead Valley Community College's plan to submit a feasibility study to the Board of Nursing for the purpose of developing and offering an Associate of Science nursing degree program. We understand that this would require the development of two more semesters of courses to be added to the existing Practical Nurse Program and, if approved, would be offered the third year for the ASN in January 2012.

We view this program to be yet another enhancement of the nursing programs offered in the Flathead Valley. It is a convenient and affordable way for these students to remain in the Valley to become RNs and seek employment at KalisPELL Regional Medical Center. Considering our service area spans more than five counties and includes more than 13,000 square miles, our hiring needs for RNs are on-going. Offering the ASN Program will help to benefit our local students and patients as we continue to experience growth in our hospital.

With best regards,

A handwritten signature in black ink, appearing to read "Pat Wilson".

Pat Wilson RN, MN
Executive Director Education Services

Strengthening the Indigenous Nursing and Emergency Workforce – Northwest Montana

April 24th, 2010

Ms. Jane Oates
Assistant Secretary for Employment and Training
Employment and Training Administration
United States Department of Labor
Washington, DC 20210

Dear Assistant Secretary Oates:

A group of partners located across a three-county region of rural northwest Montana and led by Flathead Valley Community College (FVCC), is submitting an application in response to the Community-Based Jobs Training grant opportunity being offered through the Employment and Training Administration. The project will provide dislocated, incumbent and unemployed members of our workforce training in specific nursing and emergency medicine occupations in northwestern Montana. Please accept this letter demonstrating the role and commitment of project partners to achieve the outcomes outlined in our application.

The population aged over 65 is expected to increase by 228 percent over the next 20 years in northwest Montana. Couple that with the region's high population growth, and projected vacancies in nursing occupations, and it is quickly apparent that we desperately need to begin training more workers to fulfill specific roles in our health care system in northwestern Montana.

The health care system faces a unique set of challenges in Browning. With an average median income of just \$11,492, poverty rates at 30 percent, and unemployment near 25 percent, the community faces significant hardships in keeping an isolated and largely Native American (93 percent) population healthy. These challenges are intensified by few opportunities to train local certified health care personnel to work in these occupations. The use of travelling federal agency personnel is not a financially sustainable long term practice.

Addressing these challenges by expanding FVCC's nursing career ladder, doubling the training opportunities for practical and registered nurses and extending training opportunities to isolated rural areas like Browning is an efficient and effective strategy.

There is an ongoing, and sometimes unpredictable, demand for CNAs, LPNs, and RNs in our region. FVCC has proven its capacity to build quality programs and graduate informed health care students. We support the development of a two-year RN program at FVCC and will support the college's application for such a program with the Montana Board of Nursing. As positions open at our facilities for CNA, LPN, and RN positions, we anticipate FVCC students will play a crucial role in filling those positions. As industry representatives we anticipate the following number of job opening in the near future:

Strengthening the Indigenous Nursing and Emergency Workforce – Northwest Montana

Institution	Projected Annual Openings		
	RNs	LPNs	CNAs
Northwest Health Care	78	16	78
North Valley Hospital	6.5	-	1
Flathead County Community Health Center	1	1	-
Flathead County Home Health	1	1	1
Colonial Manor	1	1	6
Immanuel Lutheran Home	1	1	20
Whitefish Care and Rehabilitation	4	4	10
Montana's Veterans Home	2	4	20
Blackfeet Community Hospital	2	-	2
St. Johns Lutheran Hospital	3	-	-
Libby Care Center	-	1	8
Blackfeet Care Center	2	-	4
Total Positions Needed Annually	101.5	29	150
Total Yearly Training Capacity	16	10	110
Yearly Unmet Demand	84.5	19	40
Discrepancy by 2020 without increasing training capacity	845	190	400

Further, as a demonstration of our dedication to meet project outcomes:

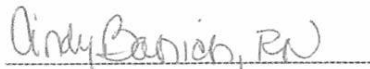
- Montana Veteran's Home, North Valley Hospital, Northwest Health Care, Heritage Place, Immanuel Lutheran Home, Whitefish Care and Rehabilitation, Flathead County Community Health Center, Flathead County Home Health will identify and provide opportunities for students enrolled in FVCC's certified nursing aide (CNAs), licensed practical nurse (LPN) and registered nurse (RN) programs to complete their required clinical hours and provide the administrative and support functions necessary to sustain these clinical opportunities. Further these partners will participate in curriculum review to ensure it comprehensively prepares students for industry occupations.
- North Valley Hospital will offer presentations on the Planetree model of care and will dedicate .5 FTE in administrative and coordinator time in providing clinical oversight (estimated worth \$31,200 a year, or a total in-kind contribution of \$93,600).
- KRMCC will provide: \$25,000 a year to students entering FVCC RN and LPN programs; Presentations in nursing specialties (e.g. sick newborns, breast health...); human relations support staff to complete background check, badge making, and tracking of students (estimated worth \$2360); student access to hospital libraries and periodical collections (estimated worth \$7,070); employee health staff-review of students immunizations records (estimated worth \$1200); six KRMCC Education Department faculty orientation sessions (estimated worth \$1080); specific retention strategies; and the use of conference room and meeting room space while students are at clinicals. Total matching and in-kind contributions = \$85,710.
- Whitefish Community Foundation will provide an annual scholarship of \$5,400 to a nursing student. Total matching and in-kind contributions \$16,200.

Strengthening the Indigenous Nursing and Emergency Workforce – Northwest Montana

- Flathead Valley Community College will provide up to \$400,000 dollars to customize existing infrastructure to build a state-of-the art facility to house the expanded CNA, LPN, paramedicine, and RN (in 2nd year of grant) programs. FVCC will provide this space as an in-kind contribution (estimated worth \$79,200), as well as two part-time faculty positions dedicated to providing services to the grant project (match of \$99,000). Total in-kind contributions = \$578,200).
- Flathead Job Service and Community Action Partnership will help provide support services and leverage WIA funds to support program participants where appropriate.
- BCH and BCC will endeavor to identify and refer dislocated and unemployed workers, especially of Native American descent, into this grant training program by distributing fliers, and informing appropriate individuals about the program.
- Blackfeet Community IHS Hospital (BCH) agrees to: Identify and provide opportunities for students enrolled in FVCC's licensed practical nurse (LPN) and registered nurse (RN) programs to complete their required clinical hours and provide the administrative and support functions necessary to sustain these clinical opportunities. In addition to clinical oversight, BCC and BCH will provide cultural diversity trainings; and provide summer employment opportunities.
- BCH will provide an introductory seminar on the Indian Healthcare and traditions, and provide feedback on the development of customized LPN curriculum for use in Browning.
- Montana Veteran's Home will provide participants presentations on the unique healthcare needs of Veterans.
- Whitefish Care and Rehabilitation will provide trainings on specialized equipment for the elderly and legal issues in the targeted occupations.
- All the assigned entities will endeavor to identify and refer dislocated and unemployed workers, especially of Native American descent, into this grant training program by distributing fliers, and informing appropriate individuals about the program.

Total estimated cash and in-kind donations have an estimated worth of \$773,710.

Thank you for your time and consideration,

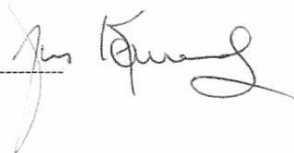


Cindy Banich, Director of Nursing
Libby Care Center

10-06-09
Date



Susan Head, Director of Nursing
Blackfeet Community IHS Hospital



10/1/09
Date



Karol Conrad, Director of Nursing
Flathead County Home Health

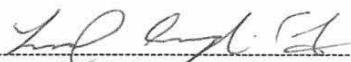
Date

Strengthening the Indigenous Nursing and Emergency Workforce – Northwest Montana




Darlene Schottle, Superintendent
Kalispell Public Schools District 5

4-27-10
Date



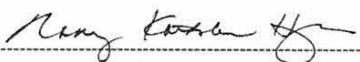
Linda Engh-Grady, Executive Director
Whitefish Community Foundation

4/27/10
Date



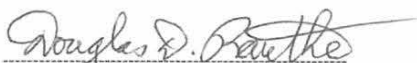
Jason Spring, Chief Executive Officer
North Valley Hospital

4/27/10
Date



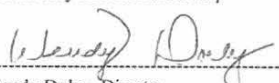
Kathy Hughes, Vice President of Instruction
Flathead Valley Community College

Date



Douglas D. Rauthe, Executive Director
Community Action Partnership

4/27/10
Date



Wendy Doley, Director
Flathead County Community Health Center

4/27/10
Date



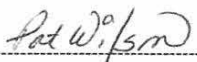
Betty Haas, Director of Nursing
Heritage Place

4/27/10
Date



Linda Canfield, Director of Nursing
Immanuel Lutheran Home

4/27/10
Date




Pat Wilson, Vice President of Education
Northwest Healthcare

4/27/10
Date



Joren Underdahl, Director of Nursing
Montana Veteran's Home

4/27/10
Date



Bill Nelson, Director
Flathead Job Service

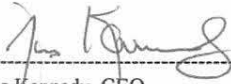
4/27/10
Date



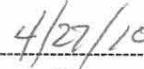
Randy Edwards, Administrator
Whitefish Care and Rehabilitation

4/27/10
Date

Strengthening the Indigenous Nursing and Emergency Workforce – Northwest Montana



James Kennedy, CEO
Blackfoot Community IHS Hospital



Date