



To: LCCC Board of Trustees

From: Dr. Joe Schaffer, President

CC: Members, President's Cabinet
Starla Mason, Dean, School of Health Sciences & Wellness
Dr. Karen Bowen, Program Director, Nursing

Date: 3 July, 2023

Subject: New Program Proposal, Practical Nursing

As a result of our Guided Pathways initiative the College has committed to offering academic programs that are clear and intentional in design to meet students' goals in employment or further education. This commitment is emphasized in the LCCC Strategic Plan 2030. Goal 3 of that plan recognizes the unmet need for qualified employees in many of Wyoming's healthcare occupations and identifies capacity for growth in the School of Health Science & Wellness. It is with respect for the Guided Pathways tenets, the strategic planning of the College, and the employee demands of our region that I seek approval for a new credential, the Practical Nurse Certificate to begin delivery in the Fall 2024 semester.

PROGRAM OVERVIEW:

The Practical Nursing program represents the expansion of programming in our School of Health Science & Wellness (HSW). This expansion aligns with our Strategic Plan and has received financial support from the Wyoming Innovation Partnership (WIP).

Staffing shortages of licensed care professionals like Practical Nurses continues to grow toward a critical high nationwide and especially in underserved states like Wyoming. A stand-alone Practical Nurse (PN) program presents the opportunity for more students to secure training and seek employment in this critical occupation.

This program is designed for students who seek the LPN as the next step in their educational and professional journeys. The program will be delivered in a stand-alone hybrid format that pairs online didactic instruction with a regular bi-semester residency requirement on the LCCC campus in Cheyenne. This programming will span three semesters and will be completed in the final semester with a required capstone clinical experience that can be completed in the student's home community. The LPN is a critical healthcare worker in long-term care facilities, hospitals, public health, home health, and private practices. It provides for a life-sustaining wage as well as an on-ramp to additional training and careers in healthcare for those who seek it.

PROGRAM OUTCOMES:

The program has completed the required development and review process and has received approval of the Academic Standards Committee. The Certificate is comprised of 48 credits. The 3-semester program sequence was developed for full-time students.

Upon successful completion of the Certificate, students will be able to:

1. Provide safe care within the healthcare system.
2. Incorporate prior knowledge, current research, and clinical experience in decision-making.
3. Demonstrate leadership skills as part of an inter-professional team to promote desired outcomes.
4. Use effective communication and advocacy to provide individualized care.
5. Practice within the core values, principles, and standards of the nursing profession.
6. Utilize the nursing process and a broad knowledge base to maximize health.

Students will have the opportunity to meet these outcomes through the following program sequence:

^Practical Nursing Program Sequence			
1st Semester			
	NRST 1520	Practical Nursing Foundations – Health Promotion	10
	ZOO 2025	Human Physiology	4
Semester Total:			14
2nd Semester			
	COMM 2010	Public Speaking	3
	NRST 1530	Practical Nursing – Chronic Illness Management across the Life Span	10
Semester Total:			13
3rd Semester			
	NRST 1985	Practical Nursing Capstone	5
		WY Statutory Requirement	3
Semester Total:			8

^13 General Education prerequisites are not listed in the program sequence.

STAFFING IMPACT:

The PN program will require 2 FTE. As a result of our success in the competitive WIP II funding phase, we have secured funding for program start-up and operations for three years. Additionally, we have sought inclusion of the faculty costs through the Wyoming Investment in Nursing (WYIN) program through the Wyoming Community College Commission.

BUDGET IMPACT:

Outside funding to establish and sustain this program for three years has been secured through WIP. Additional funding support has been applied for through WYIN. We expect the budgetary impact for implementation of this credential to be minimal.

More detailed information about this program is provided in the attached New Program Request Form prepared for the Wyoming Community College Commission.

Wyoming Community College Commission

NEW PROGRAM REQUEST FORM

College	Laramie County Community College				
Date	March 8, 2023				
Program Title	Practical Nursing				
Type of Credential	<input type="checkbox"/> AA	<input type="checkbox"/> AS	<input type="checkbox"/> AFA	<input type="checkbox"/> AAS	<input checked="" type="checkbox"/> Certificate
	<input type="checkbox"/> Other	Click or tap to enter text.			
Total Credit Hours	48				
CIP Code	51.3901				
Classification of Instructional Programs/CIP obtained from the National Center for Educational Statistics at https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=55 . Double check your recommendation with the course coordinator and/or Student Records.					
Title	Licensed Practical/Vocational Nurse Training (LPN, LVN, Cert., Dipl, AAS)				

Rationale for request	
Type of Program	<input type="checkbox"/> Transfer preparation <input type="checkbox"/> Short term workforce placement <input type="checkbox"/> One-year workforce placement <input type="checkbox"/> Special need endorsement
Certificate Questions <i>More than one may apply</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No local or state employer or industry specific <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No nationally recognized <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No examination or licensure preparation <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No practicum <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No stackable <u>Title IV</u> Financial Aid Eligible <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (minimum of 16 semester hours) (Stafford Loans, Perkins Grants, Pell Grants and Federal Campus-based Grants)
New program start	<input type="checkbox"/> NA OR identify the semester the program will start: Fall 2024
Taught by non-accredited vendors?	<input type="checkbox"/> YES (see below) <input checked="" type="checkbox"/> NO Click or tap to enter text.
WCCC or State Priority	<input checked="" type="checkbox"/> YES (see below) <input type="checkbox"/> NO (See the WCCC website , there are several programs which have a state priority, such as the Governor's Economically Needed Diversity Options for Wyoming/ ENDOW Wyoming Innovation Partnership

Program Curriculum	
Program Description	The LCCC Nursing Program is designed for students with patient care experience as a Certified Nursing Assistant (CNA) wishing to expand their skills and knowledge in patient care. This intensive three-semester program not including prerequisite courses is a balance of general education and nursing courses that provide students with the knowledge and skills needed to function as beginning practitioners of nursing. Students receive instruction in a hybrid/asynchronous/and synchronous platform alongside clinical experiences in the nursing care of patients in health care

	settings under the supervision and guidance of the nursing faculty. Clinical sites are in a variety of communities and travel may be required.					
New Curriculum	<input checked="" type="checkbox"/> YES (see below) <input type="checkbox"/> NO					
List the new courses alphabetically . Include prefix, course number, course title, credit hours. Check the Wyoming Transfer Catalog for possible courses and numbers. Additionally, WCCC has a statewide common course numbering system (CCNS). Colleges must ensure all new courses are aligned with the CCNS. Confirm this alignment with the course coordinator and/or Student Records. Note that CCNS alignment and/or new course title and number requests to the WCCC will take at least a week to process.						
College Catalog Considerations (check all that apply)	Prefix	Number	Title	Credits	[^]LOI	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	NRST	1520	Practical Nursing Foundations – Health Promotion	10	2	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	NRST	1530	Practical Nursing – Chronic Illness Management across the Life Span	10	2	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	NRST	1895	Practical Nursing Capstone	5	3	
<i>Add new rows to this table by clicking the "+" at the end of the row above.</i>						
TOTAL CREDITS				25		

[^]Course Coordinator can provide.

Similar programs in Wyoming? (See WCCC Program List)	<input type="checkbox"/> Yes (list Colleges below) <input checked="" type="checkbox"/> No Click or tap here to enter text.
Discussions with other Community Colleges	<input checked="" type="checkbox"/> Yes (see below) <input type="checkbox"/> No (see rationale below) Collaboration was considered by other WY community colleges through the WIP II application process. At that time (Spring 2023) other colleges did not have capacity to join in the development and subsequent delivery of this hybrid program.
Additional Resources (faculty, support services, equipment or supplies)	<input checked="" type="checkbox"/> Yes (see below) <input type="checkbox"/> No STAFFING IMPACT: The PN program will require 2 full-time FTE to sustain a free-standing PN program. Our intention is to hire 1 FT - FTE for didactic/theory instruction and course coordination along with 1 FTE to facilitate lab/clinical rotations. The current requirement in the state of Wyoming for instructor: student ratio remains 1 instructor to 8 students. We hope to admit 16 students in the fall of '24 requiring the 2 FT FTE to cover the program. BUDGET IMPACT: This project relies on WIP funding for program development and start up. In the (approved) WIP II proposal we sought three years of funding to address program start-up costs to include equipment and supplies, as well as the costs associated with instruction. We anticipate moving all appropriate costs to the College's budget for the FY27. Additionally, the College will seek funds through the Wyoming Investment in Nursing (WyIN) program for costs associated with the PN faculty salaries. The opportunity to express this request to the Wyoming Community College Commission will be April 2023, and this expense will be proposed in the biennial budget in the 2024 legislative session with anticipated funding July 1, 2024. One FTE faculty salary will be requested for every increase of 8 PN students.

Primary Student Audience	The primary student audience for this program will be actively practicing Certified Nursing Assistants (CNAs) in rural Wyoming communities who desire and are qualified for further education, but are unable to step away from professional/family/community obligations to enter an in-seat nursing program. As the PN program will be offered in a hybrid format, students can remain in their communities (primarily rural but not exclusively), complete the didactic or theory components of their course work as well as some of their clinical obligations. With minimized travel requirements, and flexibility in learning options students may have an increased access to educational opportunity not afforded to them otherwise.		
Anticipated three-year unduplicated headcount	Year one: 16	Year two: 16	Year three: 24

Projected Demand Nationally and in Wyoming

(Labor market anticipated demand upon completion of the program and wages for this career field)

Suggested data sources for Occupational Outlook and Wages:

- Career One Stop- [US Department of Labor](https://www.dol.gov)
- Bureau of Labor Statistics (occupational outlook handbook) <https://www.bls.gov/ooh/>
- Wyoming Labor Market Information (WLMI) <http://doe.state.wy.us/lmi/>

Projected Demand

Location	Employment			
UNITED STATES	Year 2021	+10 years	Percent Change	Job Openings
	657,200	696,632	6%	58,000
	Data Source: https://www.bls.gov/ooh/			

WYOMING	Employment			
	Year 2021	+10 years	Percent Change	Job Openings
	643	793	23.4%	200+
Data Source: analyst.lightcast.io/analyst				

State and National Wages

Location	Pay Period	Year 2021				
		10%	25%	Median	75%	90%

UNITED STATES	Hourly	\$19.47	\$22.98	\$26.26	\$29.86	\$34.93
	Yearly	\$40,490	\$47,800	\$54,620	\$62,110	\$72,650
	Data Source: https://www.onetonline.org/link/summary/29-2061.00					

Location	Pay Period	Year 2021				
		10%	25%	Median	75%	90%
WYOMING	Hourly	\$22.06	\$23.78	\$26.05	\$29.06	\$30.98
	Yearly	\$45,880	\$49,450	\$54,180	\$60,450	\$64,440
	Data Source: https://www.onetonline.org/link/summary/29-2061.00					

APPENDIX A- PROGRAM TERM BY TERM PLAN

Provide the program's term by term plan below

WCCD PROPOSED PROGRAM OF STUDY FOR: Practical Nursing Program - Certificate

RECOMMENDED CURRICULUM SEQUENCE: Practical Nursing			
COURSE			
Prefix	Number	Title	Credits
<i>Fall Semester 1st Year</i>			
NRST	1520	Practical Nursing Foundations – Health Promotion	10
ZOO	2025	Human Physiology	4
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Approved Elective options in this semester: ☒ n/a Click or tap here to enter text.			
TOTAL FALL SEMESTER			14
<i>Spring Semester 1st Year</i>			
COMM	2010	Public Speaking	3
NRST	1530	Practical Nursing – Chronic Illness Management across the Life Span	10
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Approved Elective options in this semester: ☒ n/a Click or tap here to enter text.			
TOTAL SPRING SEMESTER			13
<i>Summer Semester 1st Year</i>			
NRST	1985	Practical Nursing Capstone	5
WY Statutory Req	Click or tap here to enter text.	Wyoming Statutory Requirement	3
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Approved Elective options in this semester: ☒ n/a Click or tap here to enter text.			
TOTAL SUMMER SEMESTER			8
Approved Elective options in this semester: ☒ n/a Click or tap here to enter text.			
TOTAL PROPOSED PROGRAM CREDITS			35
*Proposed program represents program courses detailed above as well as entry (or in-progress) prerequisites.			

SIGNATURE PAGE

By signing below the Vice President for Academic Affairs verifies that institutional curriculum approval processes have been completed and that the community college Board of Trustees has approved this program request as per institutional policy.

Submitted by the Vice President for Academic Affairs:

_____ Signature	_____ Date
_____ Printed Name	_____ Title

Approved by the WCCC Academic Affairs Council:

_____ Signature	_____ Date
_____ Printed Name	_____ Title

Approved by the Program Review Committee:

_____ Signature	_____ Date
_____ Printed Name	_____ Title