Documentation for New Program Development, Associate of Applied Science in Health Professions

2.a. Documentation of Workforce Demand for the program

The Associate of Applied Science degree in health professions curriculum as proposed outlines a general education component of 15 SCH and a possible six tracks for completion. Each of the tracks concentrates on courses that prepare the student to obtain an industry recognized certification (Certified Nurse Aide/Assistant, Electro Cardiogram Technician certification; Emergency Medical Technician certification, Phlebotomy certification, Patient Care Technician, and Medical Coding/Billing certification) in addition to the AAS.

The local workforce development authority (LWDA) North Texas region listed SOC 31-1012 Nursing Aides/Orderlies/Attendants, SOC 29-2041 Emergency Medical Technicians/Paramedics, SOC 20-2071 Medical records/Health information Technicians, and SOC 31=9092 Medical Assistants as professions with high demand in the area. Below is market information averaged across Dallas, Tarrant, Collin and Denton counties.

	CNA	EKG Tech	Phlebotomists	Patient Care Tech	Medical Coding/Records
Average openings	200	20	35	235	59
2013-2014 growth	3.25%	5.2%	4.25%	6.5%	4.5%

Source: Economic Modeling Specialists (EMSI)

In addition, the Occupation Information Network (O*NET) lists the following professions under the Health Sciences Cluster as high demand: 31-9099 Healthcare Support workers; 29-2099 Health Technologists/Technicians, All other; 31-9092 Medical Assistants; and 31-1014 Nursing Assistants.

The Occupational Outlook Handbook published by Bureau of Labor Statistics job outlook 2012-22 for related, similar or same health professions are as listed below: Medical Assistants 29% (Much faster than average); Nursing Assistants 21% (Faster than average); Phlebotomists 27% (Much faster than average); Emergency Medical Technicians 23% (Much faster than average).

The proposed AAS in Health Professions will train students in one of the identified high demand professions as well as prepare them to complete a Bachelor of Applied Arts and Science (BAAS) degree from one of Collin College's partner universities. The BAAS paves the pathway for a Masters in Healthcare Management, or Masters in Business Administration with a healthcare focus.

2.b. Assurance of Basic Workforce Skills

As mentioned, students completing the AAS in Health Professions will have at least one of the industry recognized certifications depending on the chosen track. See attached curricula.

2.c. Enrollment Management Plan

The enrollment management plan for the AAS in Health Professions includes multiple streams, with particular focus on dual credit students:

i. The Health Sciences Academy at Plano ISD. Students graduating from the Health Sciences Academy will have a minimum of 24 health professions related credits leading to the proposed AAS. If the student chooses to take additional dual credit courses in general education or other courses listed in the proposed AAS curriculum, he or she can earn up to 50 SCH by the time they graduate from the high school. In June of 2016, the Health Sciences Academy will graduate approximately 39 students in EMS, CNA, EKG, Phlebotomy, and PCT. The Academy also serves students in grade 9 through articulation credit and grades 10 and 11 through dual credit courses.

ii. Dual credit students from other ISDs will have completed several courses in the proposed AAS degree. Currently, Allen ISD and McKinney ISD offer an EMS track, which graduate approximately 38 students per year. Farmersville ISD offers a Medical Coding/Billing (Pre-HIM) opportunity which will graduate 4 students in June 2016. Negotiations for various Health Sciences offerings are in progress with six additional ISDs. Student recruitment and program marketing strategies include: high school health professions fairs, presentations during high school and middle school orientations, information sessions, and marketing materials such as brochures, flyers, and information cards. Program promotion will also occur through the Health Sciences web page. The director and the dean will provide professional development for the academic advising staff to equip them to advise and educate students appropriately. Faculty and staff who have student contact as part of their regular day will also be trained in the curriculum and recruitment strategies. Collin College's P-12 Partnership department will also be heavily involved in marketing the proposed AAS degree to multiple ISDs by a variety of currently existing practices such as working through the high school counselors. ISDs indicate a strong interest by their student populations in the Health Sciences programs. Clinical Health Sciences paths, including EMS are limited based on Clinical site availability. Typically our CNA, EKG, and phlebotomy courses are capped at 20. The EMS cohort is capped at 18.

iii. Strategies for reaching out to students from special populations will be incorporated into the marketing strategy described above. In addition, information sessions and advising will be provided in other languages (e.g. Spanish) based on needs assessment data.

2d. Program Linkages and Demonstration of Non-Duplication

2d.1 As of the date of application, there is no other higher education institution offering this type of Associate Degree in Collin County. However, individual certifications which are part of the proposed AAS degree plan (e.g. Certified Nurse Aide, Phlebotomy Technician, EKG technician, EMT-Basic) are offered at various institutions in the region. Collin College also offers these certifications at this time.

List of certifications by community college in the region:

Grayson College

- EMT-Basic
- Certified Nurse Aide

Dallas County Community College

- EMT-Basic
- Certified Nurse Aide
- Phlebotomy
- EKG Technician
- Patient Care Technician

North Central Texas College

- EMT-Basic

Tarrant County College

- EMT-Basic
- Certified Nurse Aide
- EKG Technician
- Phlebotomy

2.d.2 Documentation of contact

All of the above certifications currently exist and agreements under the guidelines of the Metroplex report are in place. At this time, there are no articulation agreements with the above listed Two-year colleges.

4-year Colleges:

2.d.3 Timeline for formal initiation of linkages: Currently, Texas Women's University and University of North Texas are working with Collin College to develop affordable 2+2 bachelor's degree options. Collin College is also developing a pipeline leading to a Master's degree.

2.d.4 The Health Sciences Academy has a formal Memorandum of Understanding in place with Plano ISD. Dual credit EMS programs exist with Allen ISD and McKinney ISD. Dual credit programs for six ISDs are in various phases of discussion, slated to begin Fall 2016 through Fall 2018.

2.d.5: Justification documentation on the need for any proposed program that duplicates an existing program.

The proposed degree is comprised of existing certificates and general education requirements along with a few new courses for a Health Professions – general degree, which will formalize a pathway for certificate holders to attain a baccalaureate degree and beyond. This proposed degree clearly delineates a pathway for secondary school students to obtain an associate degree with or nearly after their high school graduation. Since a degree of this scope does not exist at this time in the region, the degree itself will not be a duplication.

2.e External Agency approval, Certification, and Accreditation

The proposed degree does not require external agency approval, certification, or accreditation. However, individual certifications within the degree plan currently have external agency approval, certification and/or accreditation. The following lists the existing approvals and certifications.

Program	Certification	Status	Agency
Certified Nurse Aide	CNA	College currently granted continuing approval to offer CNA	Texas Department of Aging and Disability Services (DADS)
EKG Technician	Certified EKG Tech	Not a programmatic accreditation	American Society of Phlebotomy Technicians
Emergency Medical Technician	EMT-Basic	Currently approved by Texas Department of State Health Services	Texas Department of State Health Services _ credentialing agency
Phlebotomy Technician		Not a programmatic accreditation	National Health Career Association
Patient Care Technician		Not a programmatic accreditation	National Health Career Association
Medical Coding and Billing	Certified Professional Coder	Not a programmatic accreditation	American Association of Professional Coders

2.f. Assurance of Adequate Funding

1. Faculty

The proposed degree allows health professions students in existing certification programs (Certified Nurse Aide, EMT-Basic, Phlebotomy Technician, EKG- Technician, Patient Care Technician, and Medical Coding and Billing) to progress and obtain an AAS with all of the credits taken in their certifications counted toward the degree. The instruction of this new AAS will be primarily done by current faculty on staff at the institution since the individual certificates within this degree are already taught at the college. Existing faculty are credentialed to teach the additional new courses. Currently, Collin College has 2- 3 FT faculty with appropriate credentials in each of the certifications offered within this degree. We also have over 30 part-time faculty credentialed to teach the courses within the proposed degree.

2. Facilities

Current facilities as well as the expanded facility scheduled to open Spring 2016 will provide adequate support for this program. In addition, as mentioned before, most of the courses in the degree are already taught at the college in the various certifications currently offered.

3. Equipment and 4. Five-year costs are included in the table below

Budget for the proposed AAS in Health Professions

			1-Yr Costs	5-Year Costs
Costs				
Personnel				
	Existing Faculty	6 X 50000	300,000.00	1500000
	New Faculty	0	0	0
	Adjuncts	10 X14850	148,500	742500
	Lab Instructors	5X 32X38 X5	30,400	152000
	Technical Support			0
	FT- Benefits	6 x $10,000	60,000	300,000
	Support Staff	1/2 FTE with existing staff	17500	87500
Facilities				
	# of Classrooms by Square footage or seating capacity	6 X 900 sq.ft. = 5400		
	# of labs by Square footage by seating capacity	7 labs with various sq.ft. = 13, 076		
	Storage/Square footage & type	2 with varying square footage		
	Computer Labs	2 with varying square footage = 2579		
Equipment				
	Acquisition	Using existing	0	0
	Operation, maintenance & Replacement		2000	10000
Library				
	Books and Periodicals	existing books	2500	12500
	Online resources	current resources	2500	12500
Supplies, Software & Materials				
	Onetime Startup	Using existing equipment	0	0
	Supplies & Materials		20000	100000
	Software			0
Other				
	Administrative	Director	84000	420000
	Local Travel		900	4500
	Professional Development		11500	57500
	Professional Membership		500	2500
	Program Promotion		1000	5000
Total Costs			**681300**	**3406500**

Funding

Contact Hours					
	Gen Ed		512	6.00	$ 3,072
	Tech		784	7.38	$ 5,786
Credit Hours					
	Gen Ed		25	39	$ 975
	Tech		35	39	$ 1,365
	Lab				$ 58
Subtotal					$ 11,256
Number of students			225		$ 2,532,600
Perkins Grant may be used for equipment if needed					
Funding for 2-3 years if all students graduated					**2,532,600**