

AUTHORIZATION TO PLAN AN ACADEMIC PROGRAM
Certificate of Achievement: Licensed Practical Nursing
Leeward Community College

1. School/College and Department/Unit: Leeward Community College, Office of Continuing Education and Workforce Development
2. Chair/Convener of Planning Committee: Michael Tagawa
3. Program Category: New Modified Interdisciplinary
- 4a. Degree or Certificate Proposed: Certificate of Achievement, Licensed Practical Nurse
- 4b. List similar degrees or certificates offered in UH System: Associate Degree in Nursing (ADN career ladder to RN) – KapCC, MauCC, KauCC, HawCC
5. Planning
 - a. Planning period: 8/07-7/08
 - b. Activities to be undertaken during the planning phase:
 1. Hiring of Nursing Coordinator
 2. Development of draft curriculum
 3. Initiate Board of Nursing review process
 4. Initiate NLN accreditation review process
 5. Planning and development of lab facilities at LCC and LCC Waianae
 6. Identifying clinical sites and development of affiliation agreements
 7. Formation of Advisory Board
 8. Identifying and acquisition of learning resources
 - c. Submission date of program proposal: March 2008
 - d. Workload/budget implications during planning period: funding has been obtained for all major cost items for program implementation. These include:
 - Allocation of 1.0 G-funded FTE from the positions allocated to LCC Waianae in 2007 by the Legislature.
 - Plan to allocate 1.5 S-funded FTE from LCC's Office of Continuing Education and Workforce Development to cover a full-time instructor and lectureship funding.
 - Legislative funding as part of a system-wide nursing initiative to establish up a portable for a Nursing classroom/lab to be jointly utilized by Kapi'olani (8/08) and LCC (2009). Additional funding for a nursing classroom/lab is being requested for LCC-Waianae.
 - Funding for curriculum development is being provided by a Native Hawaiian Education grant to develop an LPN program for Leeward Waianae.

6. Program Description:

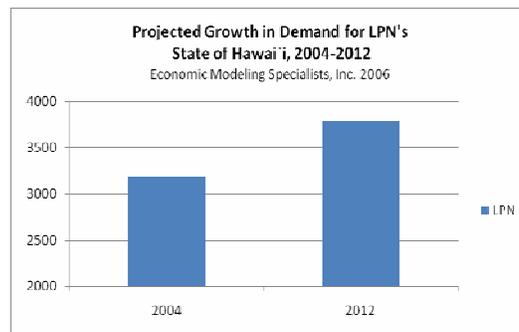
The Licensed Practical Nursing Program is consistent with the campus mission and strategic plan to service the workforce development needs of Leeward Oahu. The College has a limited offering of career and technical programs and plays a marginal role in workforce development and an LPN program would add to the college's ability to service the healthcare industry in Leeward Oahu.

The objective of the program is to prepare individuals with the knowledge, skills, values, and abilities necessary to function as licensed practical nurses, under the direction of registered nurses, physicians, and/or dentists, in a variety of settings; to prepare individuals to sit for the NCLEX-PN; and to engage in lifelong learning to help meet the long-term care workforce needs in Leeward Oahu and the Waianae Coast.

7. Program Justification:

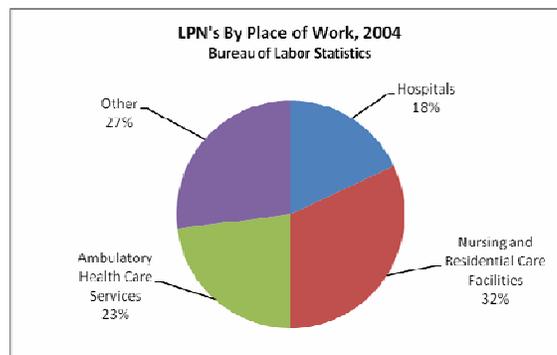
Industry Demand: Economic Marketing Specialists (EMS) Data shows an expected growth in the need for LPN's in Hawaii from 3,183 to 3,792 nurses from 2004 to 2012 (Table 1). While not as dramatic as the growing need for RN's, this pattern mirrors a national trend.

Table 1: Demand for LPN's – State of Hawaii, 2004-2012



In larger urban centers, there is actually a reverse trend resulting from a decline in the need for LPN's in hospital settings. However, the National Center for Health Workforce Analysis (2004) suggests that growth in LPN demand is likely to occur in nursing and personal care facility settings (Table 2) -- as the population ages and the need for affordable long-term care services increase.

Table 2: LPN's by Place of Work, 2004



To validate this national trend, long-term care facilities in Leeward Oahu and other facilities were contacted and there was agreement that there is will be a continued for LPN programs (see attached letters of support) at their sites in the immediate future.

Industry Supply: EMS data estimates that approximately 140 LPN's per year will need to be produced in the state (90 on Oahu) to meet industry needs. In 2006, UH MAPS data shows that the University of Hawaii system produced 113 LPN's (42 on Oahu) – falling short of industry need. The problem is likely to be exacerbated by the trend towards career laddered nursing programs (students entering 2 year RN programs with an option to exit as an LPN after 1 year) -- with a majority of nurses expected to continue to become RN's.

At the same time, the National Data for Education Statistics shows a 29% decrease in the number of LPN graduates between 1997 and 2004 in the state of Hawaii (compared to a national trend of a 22% increase). Although the need for new LPN's is only a fifth that of the need for RN's, a singular emphasis on expanding production of RN's may leave segments of the healthcare industry that is in need of LPN's vulnerable to labor shortages – particularly in Leeward Oahu where there is a growing long-term care industry. Program size is initially limited to 20 students to avoid any potential competition and resulting inefficiencies among community college programs, although it is anticipated that the market demand will be much higher.

Socio-Economic Rationale: consistent with its mission and Strategic Plan, an LPN program will help the needs of the long term care industry in Leeward Oahu, but it will also provide community access to training that leads to a job with a relatively high wage (\$17.50 per hour). An LPN program would complement the RN programs offered by other UH campuses and help stimulate community development in rural Oahu by broadening access to higher paying jobs in the Nursing profession.

Secondly, it also provides a vehicle for increasing participation of underrepresented groups in Nursing programs. LCC is supportive of tightly career laddered programs – it is efficient from an *academic* perspective. However, for underrepresented populations, a parallel track that is focused on a strong *workforce and community development* perspective and which minimizes academic barriers to entry and establishing a program that can be reasonably completed within a year. Although LCC's program will be designed with national standards in mind, it will most likely not be 100% career laddered to any existing RN program. To insure student competence and development, critical communication and critical analysis skills will be embedded in the program's curriculum.

Current Native Hawaiian participation in Nursing programs at the community college level is about 5% -- which is problematic given the fact that they represent 15% of the population in the Leeward area. It is expected that the Waianae cohorts will have 50% or better Native Hawaiian participation.

Finally, establishment of an LPN program enhances the college's programmatic capacity to respond to community needs. While there is some logic to a strategy of differentiated missions, there is also a need to balance a college's ability to respond to workforce needs in key economic growth areas at a regional level.

Student Demand: in 2004, the percent of high school seniors from Leeward Oahu represented 44% (382 students) of the state's total wanting to enter a career in nursing or dental care (High School Senior Exit Survey). At present, LCC is only able to offer non-credit entry level nursing and health care programs to this population and limited capacity in RN education (in partnership with KCC).

8. Description of resources required:
 - a. 3.0 FTE faculty (no new funding required) – 1.0 FTE G-funded, 1.0 FTE S-funded, 1.0 FTE lecturer equivalent.
 - b. Library resources – the college has minimal health care library resources and will need to develop electronic resources in this area. This does not represent a new cost. As part of its partnership with KapCC, the college will need to develop these resources anyway. Funding most likely will come from profits from non-credit health programs.
 - c. Physical resources – initially, 1 classroom that can be used as a lab and lecture room is required. However, growth in the LPN and other non-credit health programs is expected to occur and 2 classrooms will be desirable. Again, no new costs will occur. Funding has already been secured to renovate 1 classroom to support KapCC's Associate Degree in Nursing Program – which can be shared with other health programs. Additional funding has also been secured to acquire a portable to support growth in nursing programs. Rural development funds will also indirectly assist in the acquisition of equipment and supplies.
 - d. Other resources required – other staffing needs will be provided by OCEWD which houses the non-credit health programs.

9. Five-Year Business Plan. Provide a five-year projected budget for the program that includes:

The program is designed to incorporate funding from three sources – general funds, special funds and extramural funds. Implementation of a small LPN program does not require reallocation of funds from other campus resources. The Nursing Director will oversee credit and non-credit Nursing programs and may utilize self-generated special funds for some costs. In addition, extramural funding to help cover costs has been secured.

- a. Annual costs to implement the program (see table)
- b. Projected enrollment and estimated tuition revenue (see table)
- c. How will the program be funded? Funding will come from a variety of sources (g-funds (coordinator); s-funds (faculty), tuition, fees, and non-credit programs (see table).
- d. Does the current or proposed budget (Department/College/Campus) include funds or a request for funds for the proposed program? No additional funding is requested at this time.
- e. Given a “flat budget” situation, how will the proposed program be funded? Size of the program will be adjusted up or down as demand and revenues permit.
- f. Mini Cost Revenue Template:

YEAR	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
PROGRAM COSTS					
Faculty w/o fringe (G funded coordinator)	90,000	90,000	90,000	90,000	90,000
Faculty w/fringe (S funded faculty)	150,000	150,000	150,000	150,000	150,000
Library	5,000	5,000	5,000	5,000	5,000
Equipment/Supplies	20,000	20,000	20,000	20,000	20,000
Other	0	0	0	0	0
TOTAL Expenses	265,000	265,000	265,000	265,000	265,000
REVENUES					
Projected Enrollment (per year)	20	20	20	20	20
No. of Courses (new nursing courses)	7	7	7	7	7
No. of Credits (nursing courses)	38	38	38	38	38
SSH	760	760	760	760	760
Tuition Rate/Credit	71	79	88	97	97
Total Revenue from Tuition	53,960	60,040	66,880	73,720	73,720
General Funds	90,000	90,000	90,000	90,000	90,000
Other Sources of Income (fees)	10,000	10,000	10,000	10,000	10,000
Other Sources of Funds (contracts)	100,000	100,000	100,000	100,000	100,000
OCEWD Non-credit Nursing Programs	11,040	4,960	0	0	0
TOTAL Revenues	265,000	265,000	266,880	273,720	273,720

10. Impact on current courses or programs.

Anticipated increased demand for STEM types of courses (biological/social sciences).

11. If this program is multidisciplinary, provide evidence of commitment for support from the colleges, departments, programs, and/or individuals expected to participate.

N/A

Reviewed by: *(The ATP has completed the campus approval process prior to review by Council of Chief Academic Officers)*

Campus Chief Academic Officer:
Comments and Recommendations:

Print Name	Signature	Date
------------	-----------	------

Council of Chief Academic Officers (Systemwide Consultation):
Comments/Recommendations:

Print Name	Signature	Date
------------	-----------	------

Chancellor: ___ Approved ___ Disapproved

Print Name	Signature	Date
------------	-----------	------

(Final signed copy is provided to the Vice President of Academic Planning and Policy for Program Action Report) 6/12/07