

**FISCAL YEAR 2021  
CAPITAL OUTLAY PROJECT REQUEST**

***Institution Name: Monroe County Community College***

***Project Title: Renovation and Addition to Welch Health Education Building***

***Project Focus: Academic***

***Type of Project: Renovation and Addition***

***Program Focus of Occupants: Health Sciences***

***Approximate Square Footage: 33,572 (Renovation 16,822 sf; Addition 16,750 sf)***

***Total Estimated Cost: \$7,262,000***

***Estimated Start/Completion Dates: September 2019 – July 2021***

***Is the Five-Year Plan posted on the institution's public internet site? Yes***

***Is the requested project the top priority in the Five-Year Capital Outlay Plan? Yes***

***Is the requested project focused on a single, stand-alone facility? Yes***

**Project Purpose**

The purpose of the renovation and addition to the Welch Health Education Building is to add needed classroom and laboratory spaces in support of the College's Registered Nursing, Practical Nursing, Certified Nursing Assistant (CNA), and Respiratory Therapy Programs. In addition, the project will add needed classroom and laboratory space for other health-related courses and programs including Phlebotomy Technician, Personal Trainer Certification, and health, physical education, and dance courses.

**Scope of the Project**

This project is a renovation to existing classrooms and laboratories (16,822 sf) as well as adding a 16,750 square foot addition to the building. The project includes parking and site improvements that will add 86 parking spaces (including two ADA compliant spaces) in keeping with Monroe Charter Township regulations. The project also includes window and doorframe replacement and the installation of a rain screen system to address building envelope issues.

The renovated space will include the following:

- Renovation of the existing Respiratory Therapy Skills Lab and converting the existing Respiratory Therapy classroom into a second skills lab bringing the total number of teaching/student stations to six.

- Renovation of two existing classrooms/labs into technology-rich classrooms with seating for 30 students that will support the Respiratory Therapy Program students.
- Renovation of the existing Nursing classroom and Skills Lab into two technology-rich classrooms with seating for 40 students and renovation of the AV Learning Lab into a seminar room that will seat 16.
- Renovation to the staff office suites to add a second entrance/exit in keeping with best practice workplace security plans and adding two faculty offices.

The addition will include the following:

- Two Nursing classrooms with seating for 40 students
- Three Skills Labs equipped with six beds each
- A Computer Lab with seating for 50 students
- A Simulation Lab and control room
- A lecture room with seating for 30 students
- A general classroom with seating for 40 students
- Two new faculty offices and a staff lounge
- Two new unisex ADA restrooms and a lactation/meditation room

### **Program Focus of Occupants**

The program focus for students in health sciences is Registered Nursing, Practical Nursing, Certified Nursing Assistant (CNA), Respiratory Therapy, Phlebotomy Technician, Personal Trainer Certification, and health, physical education, and dance students. Monroe County Community College offers an associate degree nursing program that was established in 1974 and is approved by the Michigan Board of Nursing and accredited by the Accreditation Commission for Education in Nursing (ACEN). The Registered Nursing Program's NCLEX-RN pass rate in 2017 was 92 percent, exceeding the national average of 84 percent. The NCLEX-PN pass rate for 2017 was 100 percent, exceeding the national average of 84 percent. The College's Respiratory Therapy Program is accredited by the Commission on Accreditation for Respiratory Care (CoARC). The program's Registered Respiratory Therapy Credential pass rate for 2017 was 100 percent.

### **Additional Information:**

- 1. How does the project enhance Michigan's job creation, talent enhancement and economic growth initiatives on a local, regional and/or statewide basis?**

As the only higher education entity in Monroe County, MCCC plays a key role in the region's economic development. The college remains committed to providing comprehensive educational opportunities, offering transformational learning through

educational excellence, and delivering entrepreneurial and responsive leadership to address community needs. Our community's ability to attract new investment and jobs, as well as retain existing employers, is dependent upon developing new pathways to certificate and degree credentials that align with emerging business and industry needs. This renovation and addition project is necessary to deliver the elemental instruction in the classrooms and labs essential to meet this need.

The health care workforce has become one of the cornerstones of Michigan's economy and it is imperative that community colleges continue to provide the pipeline of new entrants into the health care workforce. The return on investment in the healthcare workforce is significant and immediate. The Michigan Bureau of Labor Market Information and Strategic Initiatives projected that the health care cluster would expand by 18 percent by 2018 with widespread growth throughout the occupations reporting in this cluster. The current Michigan's HOT 50 jobs listing includes Registered Nurses with an anticipated 13.5 percent 10-year (2016-2026) job growth rate with hourly wages in the range of \$28-\$38 per hour. To meet the employment needs of the health care industry, the Bureau cautions that the anticipated growth in health care employment will not come to fruition unless the workforce is adequately trained. (Health Care Cluster Workforce Analysis, 2013) This project expands and enhances the teaching and learning facilities at Monroe County Community College assisting us in educating the health care workers of the future.

**2. How does the project enhance the core academic, development of critical skill degrees, and/or research mission of the institution?**

The renovation project aligns perfectly with the College's mission and is in support of our core values of providing relevant educational offerings, instructional excellence, accessibility, diversity and inclusion, and accountability to students and stakeholders.

**3. Is the requested project focused on a single, stand-alone facility? If no, please explain.**

Yes, the request is for renovation and a new addition to the Welch Health Education Building.

**4. How does the project support investment in or adaptive re-purposing of existing facilities and infrastructure?**

The project requested re-purposes and enhances existing classrooms and laboratories while also adding additional instructional spaces to support student learning in health care occupations. The Capital Outlay Project Request will provide investment in the existing facility while adding enhanced Skills Labs to assist in preparing our students for employment in these high growth, high demand fields.

The project includes a renovation of interior spaces as well as improving the energy efficiencies of the exterior envelope of the existing building while adding additional space to meet enrollment demands. The College is committed to the goal of integrating sustainable design principles and systems throughout this project.

**5. Does the project address or mitigate any current life/safety deficiencies relative to existing facilities? If yes, please explain.**

At this point, no life/safety deficiencies/issues have been identified relative to this project.

**6. How does the institution measure utilization of its existing facilities, and how does it compare relative to established benchmarks for educational facilities? How does the project help to improve the utilization of existing space and infrastructure, or conversely how does the current utilization support the need for additional space and infrastructure?**

During academic program development and review, the utilization of existing facilities is a major consideration. The accreditation processes for both the Registered Nursing Program and the Respiratory Therapy Program includes a thorough review of the teaching facilities as related to the maximum number of students that can be accommodated to meet learning outcomes. While the current classrooms have received technology upgrades, physical space limitations are effecting the College's ability to expand programmatically and meet the Skills Lab resources needed to help facilitate student learning. To accommodate limited classroom availability in the Welch Health Education Building, the Nursing Department utilizes classrooms in other buildings on campus.

Room utilization for all classrooms and labs is tracked on a semester basis and the data is used by the instructional area to determine program and course offerings. This information is used in concert with program enrollment data, economic forecasts and workforce analysis, and community interest as a benchmark by the academic disciplines to determine additional facility needs. Research has shown that expansion of technology-rich classrooms and laboratories is vital to the continuing success of our students both in the classroom and in the workforce.

**7. How does the institution intend to integrate sustainable design principles to enhance the efficiency and operations of the facility?**

The College is committed to incorporating sustainable design features into all of its renovation and new construction projects as was done in the construction of the Career Technology Center and the College's current Capital Outlay Project – Renovation to the East and West Technology Buildings. All designs will include appropriate sustainable design principles to improve efficiencies.

- 8. Are match resources currently available for the project? If yes, what is the source of the match resources? If no, identify the intended source and the estimated timeline for securing said resources?**

The College has the matching funds available for the project via a five-year maintenance and improvement millage approved by the Monroe County electorate in November 2016.

- 9. If authorization for construction, the state typically provides a maximum of 75% of the total cost for university projects and 50% of the total cost for community college projects. Does the institution intend to commit additional resources that would reduce the state share from the amounts indicated? If so, by what amount?**

The College does not intend to add additional funds to reduce the State share. The request is for full funding of 50 percent of the project.

- 10. Will the completed project increase operating costs to the institution? If yes, please provide an estimated cost (annually, and over a five-year period) and indicate whether the institution has identified available funds to support addition cost.**

It is anticipated that the additional space added to the Welch Health Education Building will increase operating costs for utilities (electric, gas and water) by approximately \$9,925 in year one (16,822 sf X \$0.59/sf). The five-year projection includes a 3 percent inflation factor in years two through five resulting in increased utility costs for the first five years of operation of approximately \$55,700. We do not anticipate that there will be additional staffing costs. General fund revenues will be utilized to support the additional utility costs to operate the new addition.

It is expected that the overall operating costs will be reduced in the future through College sustainability efforts. Phase 2 of this project includes the installation of LED lighting throughout the entire building and upgrading the HVAC system to a geothermal system in keeping with the HVAC system currently operating throughout the majority of the campus.

- 11. What impact, if any, will the project have on tuition costs?**

There should be no impact on student tuition and fees.

- 12. If this project is not authorized, what are the impacts to the institution and its students?**

The current space allocated to the health programs is quickly becoming inadequate for the program growth needed in these high-demand, high wage occupations. Without the State's support of this project, the College would have to limit enrollment

and turn-away students, lease facilities off-campus, or reduce the scope of the project in keeping with the College's current resources.

**13. What alternative to this project were considered? Why is the requested project preferable to those alternatives?**

The project as proposed allows the College to improve and expand the instructional resources for our health courses and programs and will result in an enhanced learning environment for our students.

The College has considered scaling down the project and using existing funding to add additional classroom and lab space for the Nursing Program; however, this alternative does not address the growing instructional needs for all of the health courses and programs nor space to launch new programs. The option chosen is the best alternative to balance investment with efficient utilization of space and capacity growth for the College's health-related courses and programs.



# MONROE COUNTY COMMUNITY COLLEGE

## Capital Outlay Request Health Sciences Building (HEB) Renovation and Addition

Total cost of project: \$7,262,000

Local match: \$3,631,000

- The local match is immediately available through millage funds.
- The HEB Renovation and Addition project is shovel ready.

### Educational Excellence:

- MCCC Registered Nursing Program was just ranked as the #1 ADN program in the State of Michigan by Nursing Process.org for 2020.
- MCCC Practical Nursing Program ranked one of the top 10 PN programs in the State of Michigan by PracticalNursing.org for 2018.
- NCLEX pass rates for both the RN and PN programs remain at or above 90% for over 8 years in a row, often surpassing state and national benchmarks by 10 to 15%.
- MCCC Respiratory Therapy Program has received the CoARC Credentialing Success Award recognizing exemplary program outcomes, including first-time registry pass rates, five (5) times in the last six (6) years.

### Opportunity and Community Engagement:

- ProMedica Monroe Regional Hospital acquired a 250-acre property in 2016 with plans to build a new 134-bed hospital at the site. MCCC is already in discussions with the health system on ways the college can provide instruction for an educational center on site. MCCC will continue to be important partner in this important community endeavor.
- Monroe is addressing a major opioid crisis in the region. MCCC has and will continue to be at the forefront of efforts aimed at resolving this crisis.

### Program Salient Points:

- Health Sciences student capacity each year (summarized in the table below):

Program	Students per cohort	Cohorts per year	Total Number of Students
Registered Nursing	30	2	120
PN to RN	24	1	24
PN	24	1	24
Respiratory Therapy	30	1	60
Phlebotomy	15	2	30
CNA	8 (to 16)	5	40+
			<hr/> 298+



- **Registered nursing (RN):** Students are able to complete an Associate's degree within 5 semesters (2 academic years). The program is affiliated with multiple 4-year universities through articulation agreements to provide graduates a pathway toward BSN completion. In 2020, the first group of MCCC students will enroll in a concurrent enrollment program with Eastern Michigan University allowing them to complete associate- and bachelor-level coursework simultaneously, culminating in an AAS degree within 2 years, followed by a BSN degree within 1 or 2 semesters following graduation.
- **Practical to registered nursing (PN to RN):** PN to RN program was implemented in response to community interest and a discipline expectation that programs provide opportunities for ongoing education and academic progression. Accepted students with an active, unencumbered practical or vocation nursing licensure receive advanced standing in the RN program. Students are able to complete the RN degree within one (1) calendar year or 18 months, depending on which cohort they are placed.
- **Practical nursing (PN):** New programming implemented in 2019 allows PN graduates the option to automatically matriculate into the RN program without competing for a seat in the PN to RN option. This pathway is consistent with the recommendations of the Robert Wood Johnson Foundation's (RWJF) landmark report, *The Future of Nursing*.
- **Respiratory Therapy (RTH):** Program faculty and administration are working with 4-year university partners on articulation agreements and a 1+3+1 plan of study that would streamline student progress toward a bachelor's degree.
- **Certified nurse assistant (CNA):** Credit and non-credit options are now being offered. The non-credit option was developed in partnership with the MCCC Corporate and Community Services Office, MichiganWorks!, and ProMedica Monroe with the purpose of connecting students with a valuable employment opportunity in the community and providing a pipeline of qualified employees to our local hospital. ProMedica Monroe is building a new hospital in the community. MCCC is working on a Sterile Processing Program with the hospital and will also explore other program options based on community employment needs.
- **Phlebotomy:** Completion of the Phlebotomy Program deems students eligible for national certification through the American College for Clinical Pathology, an valued credential by local employers.
- Additional programs under consideration for expansion include: Surgical Technology, Medical Technology, Dental Hygiene and other ancillary areas.
- MCCC's project will have a regional and significant impact on diversity. Monroe County is not very diverse, and MCCC is the only college in the county. The overall student population is 14% minority, however, demographics for students in the Health Sciences area indicate greater diversity with statistics for minority students being double that of the overall student population.
- Additionally, MCCC serves 12% out-of-county residents. Health programs serve between 22% and 38%, thus having a greater regional impact.

**Significant hurdles without appropriate physical resources:**

- *The PN program is not housed within the Health Education Building.* This requires duplication of expensive equipment to keep two labs properly outfitted. The separation also prevents PN faculty from interacting with other faculty and staff, impacting collaboration on issues such as curriculum, program evaluation, and accreditation. PN students, also, cannot interact with RN students, creating programs in silo of each other.



- *Respiratory Therapy provides instruction in a small space: one (1) classroom and one (1) classroom/lab with 3 partial stations. The lack of dedicated lab space creates scheduling issues and the inability to provide best-practice instruction, such as higher fidelity simulation.*
- *The current Nursing Skills Lab in the HEB only has four (4) stations, with 4 additional partial stations in the back of H105, a primary classroom in the HEB. Currently, there are four (4) programs (RN, PNRN, phlebotomy, and CNA) scheduled in the 4-bed lab. Scheduling of learning experiences and open lab is a significant challenge and often results in an overlap of schedules between programs. A common concern/complaint by nursing students is the lack of time/space in which to practice skills, given other students and programs using the space from day-to-day. Phlebotomy and CNA are scheduled during the evening hours, preventing the lab from being available to nursing students during those time periods, which prevents the program from meeting the needs of today's adult learner. The schedule below denotes scheduling challenges to health science programs when considering the current 4-bed nursing lab and including the PN program if it were to be moved to the Health Education Building.*

**Typical Nursing Skills Lab Schedule for 4 beds/stations (including PN Program)**

	Monday		Tuesday		Wednesday		Thursday		Friday		Saturday	
7 AM	RN	PN	RN		RN	PN	RN	PN	RN		RN	CNA
8 AM												
9 AM				PN								
10 AM										PN		
11 AM												
12 PM												
1 PM										CNA		
2 PM												
3 PM												
4 PM												
5 PM	CNA		Phleb		CNA	Phleb	Phleb					
6 PM												
7 PM												
8 PM												
9 PM												

\*\* Does not include Respiratory Therapy

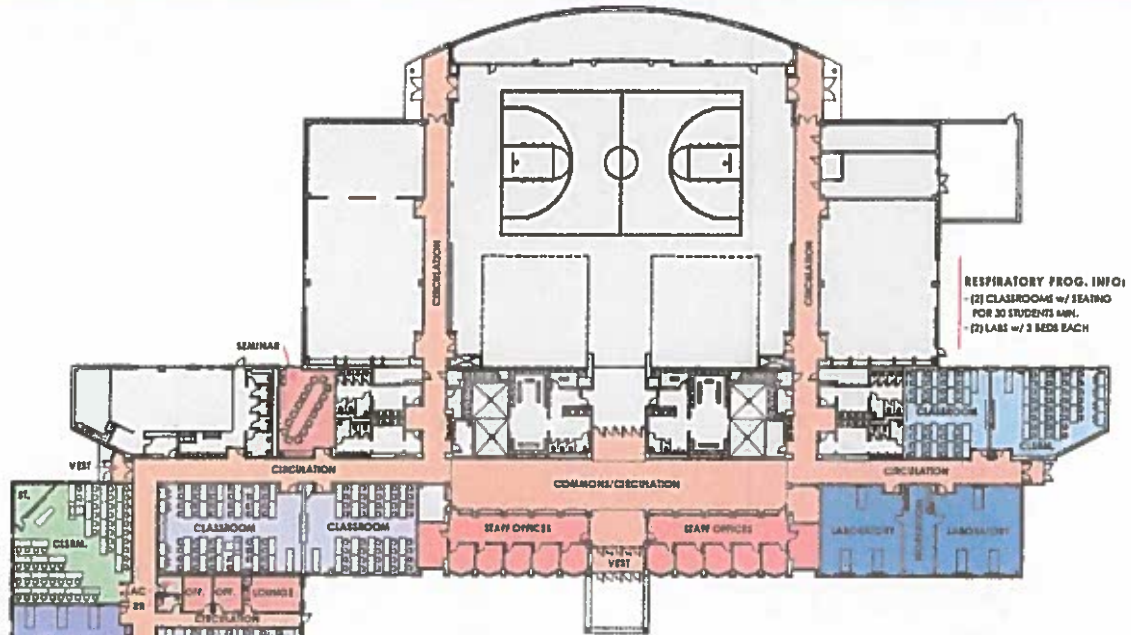
- *MCCC does not have a Simulation Center or space. All programs currently use low to medium fidelity simulation; however, the National Council of State Boards of Nursing (NCSBN), the Accreditation Commission for Education in Nursing (ACEN), and the Michigan Board of Nursing (MBON) all allow programs to use simulated learning for 50% of their clinical experiences. MCCC could not utilize this learning strategy to this extent given the lack of facilities and high(er) fidelity equipment.*
- *Limited space prevents the college from working collaboratively with secondary school partners on health occupation programing. Additional facilities could accommodate simulation days and interactive learning for high school students on the campus, increasing interest in high wage/high demand careers in this area. Additional facilities could also be of interest to other members of the community (ie. professional organizations, emergency response organizations, etc.) as a rentable space for ongoing instruction.*

- *Additional space for all programs would enhance opportunities for interdisciplinary education, a modality strongly encouraged by the NSCBN, RWJF, and others.*
- *A poll of colleagues from like-institutions revealed that most programs of equal size have at least 12 lab stations in which to provide instruction. MCCC is grossly undersized given the number of students enrolled in its programs.*
- *There currently is no opportunity for program expansion or new programming!* The program has been successful in accommodating learning activities in the current facilities; however, scheduling has become more and more problematic. Program expansion has been maximized in ratio to space available. At this time, MCCC is unable to explore or consider additional programs (such as Physical Therapy Assistant, Surgical Tech, Medical Assistant, or Dental Hygiene Assistant) given the lack of space, prohibiting MCCC's ability to meet student career choices and regional employer needs.
- *There is a deficiency in the number of classrooms in the HEB –* Currently, there are five (5) classrooms, two (2) of which have partial lab stations in them which cannot be used if there are lecture classes scheduled in them. These classrooms house all of the core program classes as well as the non-program health science classes (such as First Aid & Safety, Nutrition, and Medical Terminology), middle college classes, and classes from other divisions. The HEB lacks instructional space that accommodates interactive student-centered learning activities. The Nursing Skills Lab also lacks suitable instructional space away from the lab/bed stations to accommodate lecture to students when not actively engaged in bedside skills practice.
- *The Health Science programs continue to partner with secondary partners to provide courses and articulated credit that allow students to explore health occupation programs and prepare for application to health science programs. For example, a survey course, Introduction to Healthcare Professions (HLTSC 115), was recently developed and will be implemented in the Summer 2020 semester. However, MCCC is unable to have additional conversations regarding partnerships and programming given our space limitations – there is nowhere left to teach additional students!*

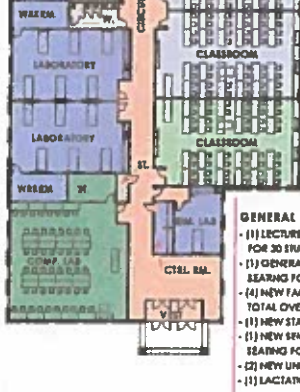
**Summary:**

The MCCC Health Sciences Division continues to provide health occupation programs with exemplary outcomes, meeting the needs of students and employers within and surrounding Monroe County. Program faculty and personnel have used creative strategies to maximize use of available space without compromising outcomes. However, the division has outgrown its physical space, significantly impeding the ability to expand programs and opportunities for students. In order to grow and keep pace with community needs, additional space will be imperative.

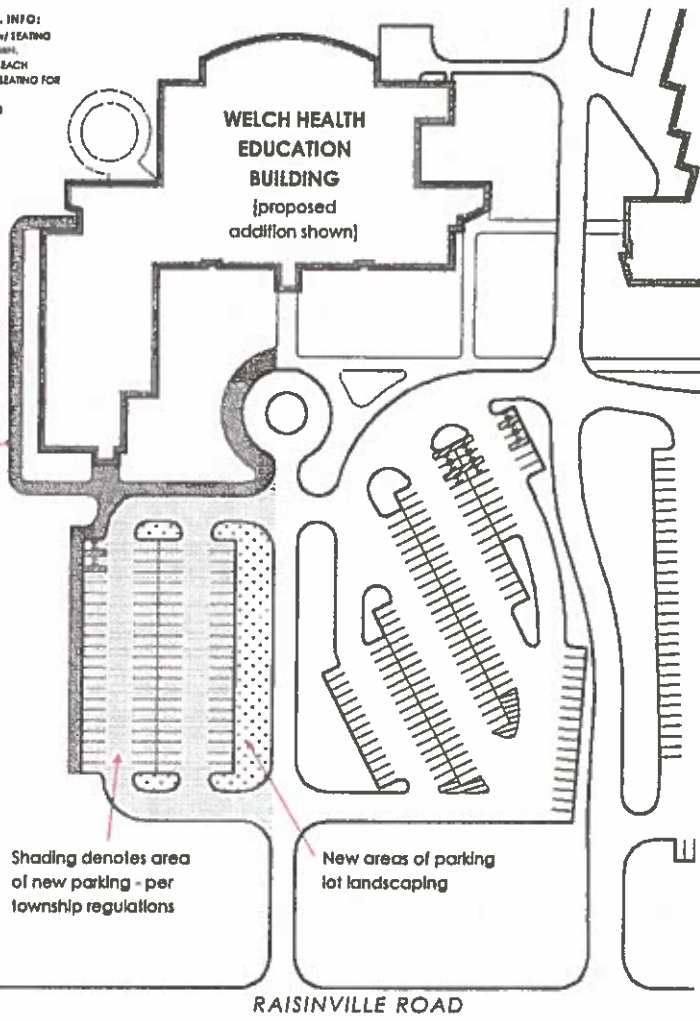
# Health Education Building | Renovations & Addition



**PROPOSED OVERALL FLOOR PLAN**



- RESPIRATORY PROG. INFO:**
- (2) CLASSROOMS w/ SEATING FOR 30 STUDENTS MIN.
  - (2) LABS w/ 2 BEDS EACH
- NURSING PROG. INFO:**
- (4) CLASSROOMS w/ SEATING FOR 40 STUDENTS MIN.
  - (8) LABS w/ 4 BEDS EACH
  - (1) COMP. LAB w/ SEATING FOR 50 STUDENTS MIN.
  - (1) SIMULATION LAB
- GENERAL INFO:**
- (1) LECTURE ROOM w/ SEATING FOR 30 STUDENTS MIN.
  - (1) GENERAL CLASSROOM w/ SEATING FOR 40 STUDENTS MIN.
  - (4) NEW FACILITY OFFICES - 14 TOTAL OVERALL
  - (1) NEW STAFF LOUNGE
  - (1) NEW SEMINAR ROOM w/ SEATING FOR 14 MIN.
  - (2) NEW UNSEX ADA RESTROOMS
  - (1) LACTATION/MEDITATION RM.



**LEGEND**

- Respiratory Therapy | Classroom
- Respiratory Therapy | Laboratory
- Nursing | Classroom
- Nursing | Laboratory
- General | Classroom
- General | Computer Lab
- Office Suite
- Circulation / Commons
- Support Spaces
- Excluded Areas

Shading denotes area of new parking - per township regulations

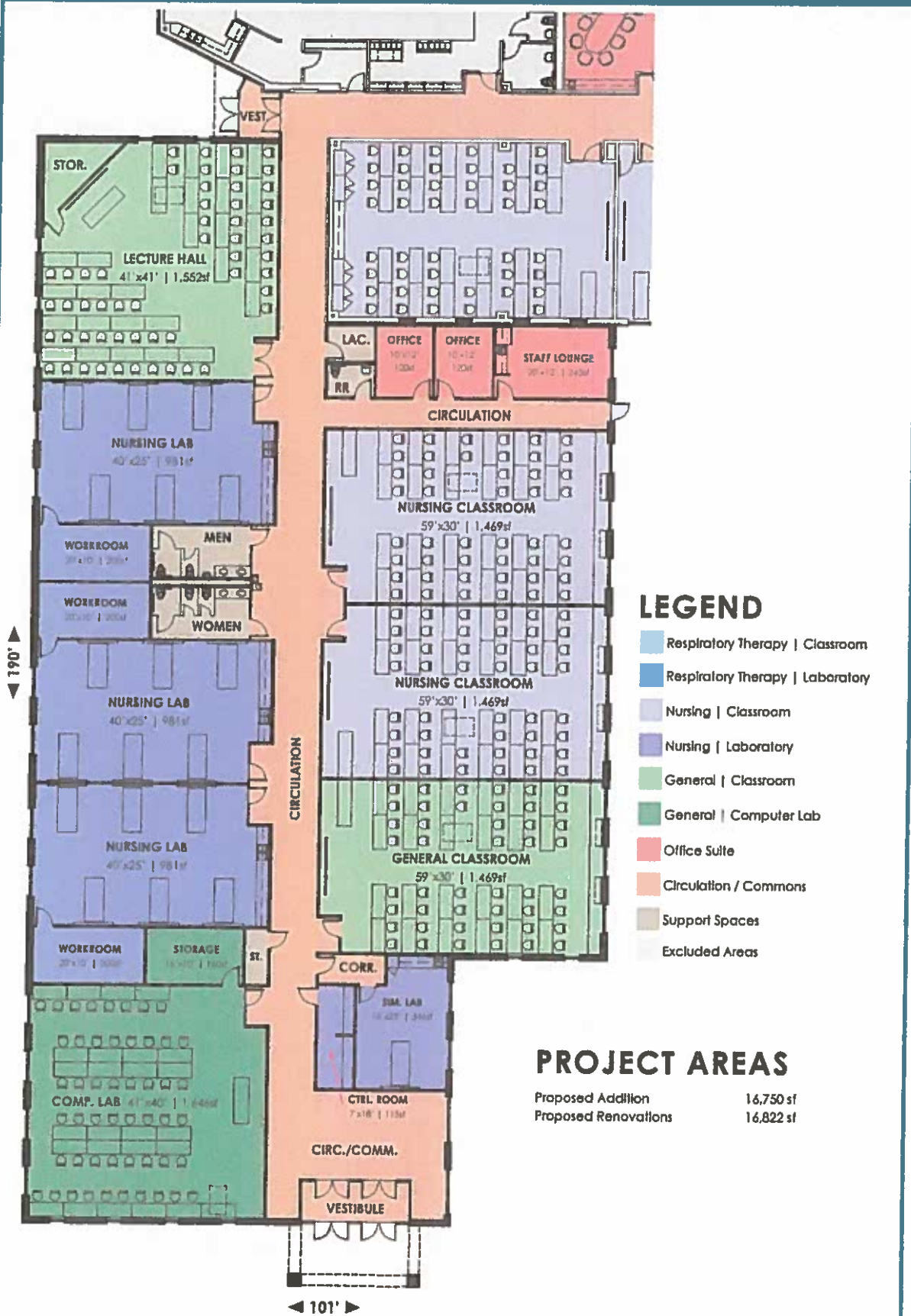
New areas of parking lot landscaping

RAISINVILLE ROAD

**PROPOSED PARTIAL SITE PLAN**



# Health Education Building | Renovations & Addition



**ENLARGED ADDITION FLOOR PLAN**

**FY 2021 CAPITAL OUTLAY PROJECT REQUEST**

**RENOVATION AND ADDITION TO THE WELCH HEALTH EDUCATION BUILDING**

**Approximate Square Footage:** 33,572 (Renovation 16,822 sf; Addition 16,750 sf)

**Total Estimated Cost:** \$7,262,000 (Local Match: \$3,631,000)

- Monroe County Community currently has the funds available to match the State share
- The voters of Monroe County approved local funding in November 2016 for maintenance and renovation projects planned at the College. Renovation to the Health Education Building in support of the Health Sciences programs was clearly articulated in the request to the voters.

**Program Focus:** Health Sciences

**Student Profile: Winter 2020 Race/Ethnicity (Health Sciences)**

Program	% White	% Two or More	% Hispanic	% Black	% Asian	% Alaska Native	% Unknown
Registered Nursing	86.18%	1.63%	1.63%	4.07%	1.63%		4.88%
Practical Nursing	76.19%			19.05%	4.76%		
Respiratory Therapy	88.89%		2.78%				8.33%

**\*\*Overall Winter 2020 MCCC Race/Ethnicity:**

American/Alaska Native: 0.53%

Asian: 0.81%

Black: 3.07%

Hawaiian Pacific Islander: 0.04%

Hispanic: 3.52%

Non-Resident Alien: 0.00%

Two or More Races: 1.05%

Unknown: 6.79%

White: 84.20%

**Winter 2020 Average Age (Health Sciences)**

Registered Nursing: 29 years

Practical Nursing; 33 years

Respiratory Therapy: 24 years

**\*\*Overall Winter 2020 MCCC Average Age: 23 years**

**Winter 2020 Residence Status (Health Sciences)**

Program	% In County	% Out of County	% Out of State
Registered Nursing	76.42%	21.95%	
Practical Nursing	61.90%	38.10%	
Respiratory Therapy	72.22%	27.78%	

**\*\*Overall Winter 2020 MCCC Residence Status**

In county: 87.79%

Out of county: 10.39%

Out of State: 1.70%

No Record: 0.12%

**Purpose and Scope**

The purpose of the renovation and addition to the Welch Health Education Building is to **add needed classroom and laboratory spaces in support of the College’s Registered Nursing, Practical Nursing, Certified Nursing Assistant (CNA), and Respiratory Therapy Programs.** In addition, the project will add needed classroom and laboratory space for other health-related courses and programs including Phlebotomy Technician and health and physical education courses.

The College plans to **renovate existing classrooms and laboratories (16,822 sf) as well as add a 16,750 square foot addition to the building.** The project includes parking and site improvements that will add 86 parking spaces (including two ADA compliant spaces) and window and doorframe replacements and the installation of a rain screen system to address building envelope issues.

The renovated space will include:

- **Renovation of the existing Respiratory Therapy Skills Lab and converting the existing Respiratory Therapy classroom into a second skills lab bringing the total number of teaching/student stations to six (6).**

- **Renovation of two existing classrooms/labs into technology-rich classrooms with seating for 30 students that will support the Respiratory Therapy Program students.**
- **Renovation of the existing Nursing classroom and Skills Lab into two technology-rich classrooms with seating for 40 students and renovation of the AV Learning Lab into a seminar room that will seat 16.**
- **Renovation to the staff office suites to add a second entrance/exit in keeping with best practice workplace security plans and adding two faculty offices.**

The addition will include the following:

- **Two Nursing classrooms with seating for 40 students**
- **Three Skills Labs equipped with six beds each (total of 18 teaching/student stations)**
- **A Computer Lab with seating for 50 students**
- **A Simulation Lab and control room**
- **A lecture room with seating for 30 students**
- **A general classroom with seating for 40 students**
- **Two new faculty offices and a staff lounge**
- **Two new unisex ADA restrooms and a lactation/meditation room**

## **Program Focus**

The program focus for students in health sciences is **Registered Nursing, Practical Nursing, Certified Nursing Assistant (CNA), Respiratory Therapy, Phlebotomy Technician, Personal Trainer Certification, and health, physical education, and dance students.** Monroe County Community College offers an associate degree nursing program that was established in 1974 and is approved by the Michigan Board of Nursing and accredited by the Accreditation Commission for Education in Nursing (ACEN). **The Registered Nursing Program's NCLEX-RN pass rate in 2019 was 94 percent, exceeding the national average of 85 percent. The NCLEX-PN pass rate for 2018 was 90 percent, exceeding the national average of 86 percent. The College's Respiratory Therapy Program is accredited by the Commission on Accreditation for Respiratory Care (CoARC). The program's Registered Respiratory Therapy Credential pass rate for 2018 was 94 percent, exceeding the national average of 75 percent.**

**NursingProcess.org ranked Monroe County Community College's Registered Nursing program No. 1 in Michigan for 2020.** Based on its ranking methodology, after thoroughly analyzing 72 schools approved by the Michigan Board of Nursing, the online guide to nursing and healthcare education ranked the best schools at which to pursue an associate degree program in nursing.



NursingProcess.com considered four areas to compile its rankings, including:

- Academic quality, which takes into consideration acceptance rate, graduation rate, retention rate and student-to-faculty ratio;
- NCLEX-RN first-time pass rates in the last four years;
- Affordability; and
- Overall reputation of the nursing school.

The most in-demand technical skills among employers in the healthcare profession in Michigan were reported as the following in order: Nursing skills, basic life support skills, health sciences skills, nursing care skills, and intensive care unit skills. Most of these skills are core competencies within programs offered and supported out of the Health Education Building at the Monroe County Community College.

**Most Recent MCCC, Michigan and National Pass Rate Data for Key Health Sciences Licensures**

Licensure Type	MCCC Pass Rate	MI Pass Rate	National Pass Rate
Registered Nurse	94%	89%	85%
Practical Nurse	90%	88%	86%
Nursing Assistant/Aide	80%	N/A	N/A
Certified Respiratory Therapist	100%	96%	93%
Registered Respiratory Therapist	94%	85%	75%

**Job Placement Rates**

Employment opportunities in healthcare professions continue to increase in Michigan. The most recent workforce data reports that registered nursing (RN) as being the most commonly posted job in 2019 within the health care industry, followed by nursing assistants. Licensed practical nursing (LPN) is also high on the list. Monroe County Community College offers all of these programs with outstanding pass rates on licensure exams and 100 percent placement rates. Wage ranges for entry-level registered nurses in Michigan is \$26.00 to \$29.00, with median hourly wages at \$34.00. The projected growth for this occupation is at 13.5 percent through the year 2026. Entry-level hourly wage ranges for licensed practical nurses in Michigan are \$18.00 to \$21.00, with median hourly wages at \$23.00. The projected growth for this occupation is at 10.5 percent through the year 2026.

The wage ranges for entry-level respiratory therapists in Michigan is \$21.00 to \$24.00, with mean hourly wage at \$27.00. The projected growth for this

occupation is at 23.1 percent through the year 2026. This is another high-wage healthcare profession for graduates from occupational programs offered and supported out of the Health Education Building at the Monroe County Community College.

**Most Recent MCCC, Michigan and National Job Placement Rate Data for Key Health Sciences Licensures**

Licensure Type	MCCC Job Placement	MI Job Placement	National Job Placement
Registered Nurse	100%	N/A	89%
Practical Nurse	100%	N/A	87%
Respiratory Therapist (both licensure types)	100%	91%	86%

**Workforce Development – Enhancing the Region's Economic Stability**

As the only higher education entity in Monroe County, MCCC plays a key role in the region's economic development. The college remains committed to providing comprehensive educational opportunities, offering transformational learning through educational excellence, and delivering entrepreneurial and responsive leadership to address community needs. **Our community's ability to attract new investment and jobs, as well as retain existing employers, is dependent upon developing new pathways to certificate and degree credentials that align with emerging business and industry needs.** This renovation and addition project is necessary to deliver the elemental instruction in the classrooms and labs essential to meet this need.

The health care workforce has become one of the cornerstones of Michigan's economy and it is imperative that community colleges continue to provide the pipeline of new entrants into the health care workforce. The return on investment in the healthcare workforce is significant and immediate. The Michigan Bureau of Labor Market Information and Strategic Initiatives projected that the health care cluster would expand by 18 percent by 2018 with widespread growth throughout the occupations reporting in this cluster. The current Michigan's HOT 50 jobs listing includes Registered Nurses with an anticipated 13.5 percent 10-year (2016-2026) job growth rate with hourly wages in the range of \$28-\$38 per hour. To meet the employment needs of the health care industry, the Bureau cautions that the anticipated growth in health care employment will not come to fruition unless the workforce is adequately trained. (Health Care Cluster Workforce Analysis, 2013) **This project expands and enhances the teaching and learning facilities at Monroe County Community College assisting us in educating the health care workers of the future.**

## QUESTIONS

### 1. How will this project support your community and Michigan's overall economic development plan?

The Healthcare workforce has become one of the cornerstones of Michigan's economy and it is imperative that community colleges continue to provide a pipeline of new entrants into the health care workforce. The Michigan Bureau of Labor Market Information and Strategic Initiatives projected that the health care cluster would expand by 18 percent by 2018, with widespread growth throughout occupations reporting this cluster. The returns on investment are significant and immediate.

The current Michigan's HOT 50 jobs listing includes Registered Nurses with an anticipated 13.5 percent, 10-year (2016-2016) job growth rate. The two-most in demand health care professions certifications in the State of Michigan are reported as License Practical Nurses and Certified Nursing Assistant. Wages for registered nurses range from \$24- \$43 per hour, License Practical nurses \$17- \$30 (WIN, 2018). The median annual salary for respiratory therapists in Michigan is \$56,000.

The Michigan Department of Technology, Management and Budget report the following: wage ranges for entry-level registered nurses in Michigan is \$26.00 to \$29.00, with median hourly wages at \$34.00. The projected growth for this occupation is at 13.5 percent through the year 2026. Entry-level hourly wage ranges for licensed practical nurses in Michigan are \$18.00 to \$21.00, with median hourly wages at \$23.00. The projected growth for this occupation is at 10.5 percent through the year 2026.

The wage ranges for entry-level respiratory therapists in Michigan is \$21.00 to \$24.00, with mean hourly wage at \$27.00. The projected growth for this occupation is at 23.1 percent through the year 2026. This is another high-wage healthcare profession for graduates from occupational programs offered and supported out of the Health Education Building at the Monroe County Community College.

MCCC nursing and respiratory care graduate pass rates on licensing examinations far exceed state and national averages by 12-15 percent (averaging 96 – 100 percent every semester). High pass rates are one of the reasons health care industry employers throughout the State seek MCCC graduates. One-hundred percent of MCCC Registered Nursing, Practical Nursing, Nursing Assistant, and Respiratory Therapy program graduates secure high-demand, high-wage jobs. Many MCCC health care program graduates go on to complete four-year degrees in related areas at Michigan universities, resulting in even higher earning potential.

The Bureau cautions that anticipated growth in health care employment will not come to fruition unless the workforce is adequately trained (Health Care Cluster Workforce Analysis, 2013). It is essential that Monroe County Community College continue to produce highly qualified nursing and respiratory therapy professionals. With support from the State of Michigan, the College will secure the resources necessary to increase the number of top of the line health care professionals unleashed into the Michigan economy, annually, and sustain the quality that its programs are known for.

**2. What is the impact on the College's Health Sciences programming if this project is not funded?**

The educational needs of students in the Health Sciences area are shifting due to the rapidly changing face of technology in clinical settings. Health Sciences programs, such as nursing and respiratory therapy, do what they can to purchase and integrate new technology into the existing skills lab settings; however, physical space is a serious challenge.

Most health occupation programs utilize and integrate simulation technology into their curricula to ensure students receive the education and training necessary to meet the skill competencies expected of today's healthcare providers. Due to space limitations, MCCC is not currently able to emulate this ongoing trend. MCCC's Health Education Building has only a 4-bed nursing skills lab that meets the needs of three programs (over 160 students): RN, CNA, and phlebotomy.

The Respiratory Therapy program uses a classroom that has a 3-bed station at the back to meet the needs of 50 – 60 RTH students. Due to space issues, the Practical Nursing program is housed in another building and delivers its entire curriculum in a combined classroom and lab with only three stations.

MCCC has done what it can to expand access to the Health Science programs. However, if the expansion/renovation is not funded, the Division will not be able to sustain the number of students that are currently enrolled in its programs. The Division will need to reconsider the number of students accepted/enrolled and contemplate converting existing classroom space into lab space in order to adequately house the technology necessary to ensure well-educated graduates suited with the skills and competencies necessary to work in today's complex healthcare system. Hence, resulting in the exact opposite of what the College hopes to do with this project, that being, increase the number of health care professionals available to work in and contribute to Michigan's growing economy.

# HOT 50

MICHIGAN'S JOB OUTLOOK THROUGH 2026

MICHIGAN'S HIGH-DEMAND, HIGH-WAGE CAREERS	PROJECTED ANNUAL JOB OPENINGS	HOURLY WAGE RANGE	JOB GROWTH 2016-2026	TYPICAL EDUCATION AND TRAINING BEYOND HIGH SCHOOL
Accountants and Auditors	3,520	\$25 - \$42	8.4%	Bachelor's degree, license
Administrative Service Managers	630	\$35 - \$56	9.4%	Bachelor's degree, plus work experience
Architectural and Engineering Managers	600	\$51 - \$74	9.0%	Bachelor's degree, plus work experience, license
Carpenters	2,600	\$16 - \$28	7.5%	Apprenticeship, license
Child, Family, and School Social Workers	1,570	\$19 - \$28	13.8%	Bachelor's degree, license
Civil Engineers	660	\$30 - \$45	16.8%	Bachelor's degree, license
Commercial and Industrial Designers	740	\$28 - \$48	7.9%	Bachelor's degree
Computer and Information Systems Managers	830	\$46 - \$73	12.3%	Bachelor's degree, plus work experience
Computer Systems Analysts	1,200	\$31 - \$49	8.5%	Bachelor's degree
Computer User Support Specialists	1,780	\$17 - \$29	11.0%	Some college, no degree
Construction Managers	540	\$33 - \$58	9.9%	Bachelor's degree, plus moderate-term OJT
Dental Hygienists	770	\$27 - \$34	20.0%	Associate's degree, license
Education Administrators, Postsecondary	630	\$34 - \$66	10.8%	Master's degree, plus work experience
Educational, Guidance, School, and Vocational Counselors	580	\$19 - \$33	15.2%	Master's degree, license
Electrical Engineers	780	\$33 - \$50	13.5%	Bachelor's degree, license
Electricians	2,580	\$20 - \$35	6.8%	Apprenticeship, license
Elementary School Teachers Except Special Education	2,640	\$22 - \$30	5.8%	Bachelor's degree, license
Financial Managers	1,460	\$40 - \$72	18.3%	Bachelor's degree, plus work experience
General and Operations Managers	5,780	\$33 - \$74	8.8%	Bachelor's degree, plus work experience
Health Specialties Teachers, Postsecondary	730	\$36 - \$62	25.4%	Doctoral or professional degree
Healthcare Social Workers	800	\$22 - \$31	16.7%	Master's degree, plus internship, license
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,020	\$17 - \$28	13.7%	Postsecondary nondegree award, plus long-term OJT, license
Heavy and Tractor-Trailer Truck Drivers	6,870	\$16 - \$24	9.7%	Postsecondary nondegree award, plus short-term OJT, license
Human Resources Specialists	1,600	\$21 - \$38	7.3%	Bachelor's degree
Industrial Engineers	2,200	\$34 - \$51	16.2%	Bachelor's degree, license
Industrial Machinery Mechanics	1,840	\$19 - \$30	10.0%	Long-term OJT
Insurance Sales Agents	1,410	\$17 - \$38	9.9%	Moderate-term OJT, license
Lawyers	940	\$33 - \$67	7.3%	Doctoral or professional degree, license
Licensed Practical and Licensed Vocational Nurses	1,420	\$20 - \$26	10.4%	Postsecondary nondegree award, license
Market Research Analysts and Marketing Specialists	2,080	\$21 - \$40	24.0%	Bachelor's degree
Marketing Managers	460	\$42 - \$77	11.5%	Bachelor's degree, plus work experience
Mechanical Engineers	3,160	\$34 - \$53	15.2%	Bachelor's degree, license
Medical and Health Services Managers	1,160	\$35 - \$61	16.1%	Bachelor's degree, plus work experience
Nurse Practitioners	360	\$43 - \$65	34.3%	Master's degree, license
Occupational Therapists	380	\$31 - \$45	22.9%	Master's degree, license
Paralegals and Legal Assistants	730	\$19 - \$28	14.5%	Associate's degree
Personal Financial Advisors	530	\$26 - \$72	15.1%	Bachelor's degree, plus long-term OJT, license
Physical Therapist Assistants	630	\$20 - \$30	30.7%	Associate's degree, license
Physical Therapists	630	\$35 - \$48	27.4%	Doctoral or professional degree, license
Physician Assistants	440	\$43 - \$58	37.6%	Master's degree, license
Physicians and Surgeons	540	\$28 - \$100+	9.5%	Doctoral or professional degree, plus residency, license
Plumbers, Pipefitters, and Steamfitters	1,620	\$22 - \$38	12.7%	Apprenticeship, license
Police and Sheriff's Patrol Officers	1,330	\$22 - \$33	6.6%	Moderate-term OJT
Registered Nurses	6,950	\$28 - \$38	13.5%	Bachelor's degree, license
Sales Managers	1,000	\$44 - \$76	7.0%	Bachelor's degree, plus work experience
Sales Representatives, Except Technical and Scientific Products	5,680	\$20 - \$43	2.6%	Moderate-term OJT
Social and Community Service Managers	550	\$26 - \$38	16.3%	Bachelor's degree, plus work experience
Software Developers, Applications	2,160	\$33 - \$63	31.0%	Bachelor's degree
Software Developers, Systems Software	1,000	\$33 - \$62	15.2%	Bachelor's degree
Training and Development Specialists	690	\$20 - \$36	12.4%	Bachelor's degree, plus work experience

Source: U.S. Bureau of Labor Statistics, Bureau of Economic Analysis, Michigan Department of Labor and Economic Opportunity

OJT = On-the-Job Training

LEARN MORE:

[MICHIGAN.GOV/LMI](http://MICHIGAN.GOV/LMI)

Note: This list includes occupations that show a favorable mix of projected long-term job growth, projected annual job openings, and median wages. It does not necessarily reflect current hiring demand. Hourly wage estimates are the 25th to 75th percentiles.



## MCCC Nursing Program ranked #1 in state

[mcccagora.com/2020/02/07/mccc-nursing-program-ranked-1-in-state/](https://mcccagora.com/2020/02/07/mccc-nursing-program-ranked-1-in-state/)

By Abby Nisley

February 7, 2020

# Agora

mcccagora.com

## Next Print Edition: March 30

Out of the 72 schools reviewed by NursingProcess.org, MCCC's registered nursing program took the top spot in Michigan for 2020.

Nursing student Lauren van Klingerren expressed her happiness at the program's ranking.



Monica Rancatore, instructor for the Nursing Skills Lab, shows off her MCCC Nursing Program shirt.

"I think it's awesome that it's ranked No. 1," van Klingerren said. "I'm so blessed to be in this program. I do think it should be ranked No. 1, because they truly prepare you in the proper ways."



Kimberley Lindquist, dean of Health Sciences and director of Nursing, said she initially questioned the credibility of the ranking.

"I didn't know a lot about the NursingProcess.org organization, so I was a little bit skeptical," Lindquist said.

According to their website, NursingProcess.org compiles nursing education and career information based on data in your state on a single easy-to-access website.

Every year, NursingProcess.org reviews all state-board approved nursing schools to compile a list of the top 10 nursing schools in each state.

They rank each school by looking at academic quality, which takes into consideration acceptance rate, graduation and retention rates and student-to-faculty ratio.

They also assess first-time National Council Licensure Examination (NCLEX-RN) pass rates in the last four years, affordability and overall reputation of the nursing school.

After doing research to ensure the ranking was a credible one, Lindquist said she was excited the program was recognized for its high standards.

"It was nice to see that recognition so the community can appreciate what we're doing here," Lindquist said.

After the news was made public, she said she received many emails of congratulation from friends and fellow faculty.

The program's No. 1 ranking also had personal significance for Lindquist. She graduated from the program in 1992.

"The degree that I earned from here has been the basis of everything I've done professionally since then," Lindquist said. "It's always held a special place in my heart because of the wonderful things that it's done for me."

Lindquist said she credits the program's success to the students and faculty who constantly work to meet the ever-changing expectations in the field of nursing.

"It's a lot of pressure on educators to ensure students meet those expectations," Lindquist said. "We do that, and we do it really well."

Nicole Garner, professor of nursing, also attributed the ranking to the faculty and students who make up the program.

"We have great students, dedicated staff and faculty that work together to make sure that everything is up-to-date, that the program is very solid," Garner said.

Garner's favorite part of the program is watching students' progress.

He teaches fundamentals to first-semester nursing students. Those same students have her for mental health courses during their second semester.

It's great to see their growth between them in their fundamentals to the mental health class, and I love it all," Garner said. "I love this job. There's not another job in the world I'd rather have."

When she received the campuswide email announcing the ranking, Garner said she and other faculty members began texting back and forth about the news.

After she shared the news on Facebook, she received a flood of congratulations from friends, family, students and graduates of the program.

"It's really breathtaking, almost," Garner said. "Super exciting!"

Although it is not an easy program, the level of difficulty contributes to its rate of success.

"It's never too late to prepare, but always to prepare," Lindquist joked.

van Klinger said the program prepares students for a career in nursing by putting them through a variety of situations.

"They're tough on you, which is a good thing," van Klinger said. "They prepare you to be a nurse."

Maya Maddox, a recent graduate of the program, cited the hard work of the staff as a contributor toward her success in the program.

"They're here to help us grow, to encourage us," Maddox said. "They push us when we need to be pushed."

Lindquist also mentioned the hard work of her fellow faculty members.

"It's really a testament to what the faculty and students are doing here," Lindquist said of the ranking.

Although the ranking is exciting, Lindquist predicts the program won't be slowing down anytime soon.

She said in the future, exams will be enhanced by focusing more intensely on clinical reasoning and critical thinking.

In addition, Lindquist said the curriculum is constantly being adapted as new research and technology is introduced.

The program is also scheduled to receive an accreditation visit in the fall of 2021.

"It's a never-ending process of improvement so the program is the best it can be," Garner said.

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