NOTIFICATION OF INTENT TO SUBMIT A PROPOSAL (NISP) FOR A NEW PROGRAM OF INSTRUCTION

College: Northeast Alabama Community College

1. Date of NISP Submission: June 23, 2023

2. Contact Person and Title: Kerry Wright, Dean of Workforce Development
   Telephone: 256-228-6001 ext. 2217
   E-mail: wrightk@nacc.edu

3. Program Identification:
   Award Level: AAS
   Title: Dental Hygienist
   6-digit CIP: 51.0602

4. Program Administration and Implementation:
   Name of College: Northeast Alabama Community College
   Name of Dean: Kerry Wright
   Name of Department: Medical Assistant/Allied Health
   Name of Chairperson: Marilyn Dalton
   Proposed program implementation date: Fall 2024
   Anticipated ACHE meeting to vote on proposal: September 2023
   Anticipated date of approval from ACCS Board of Trustees: August 2023
   Other considerations for timing and approval (e.g., upcoming SACSCOC review):
   SACSCOC Substantive Change request submission January 2024
5. **Program Design:**

Brief Description of Program and Objectives:

The AAS degree program will be designed to prepare students to deliver treatment to and evaluate periodontal patients. Upon program completion, students will be skilled in periodontal therapy, oral evaluation, and prepared to earn state board license.

6. **Program Design (continued):**

a. Proposed delivery format (In-person, online, hybrid):

   Hybrid

b. If hybrid, what % of program will be delivered online?

   Approximately 20% of the degree program, primarily general education courses will be offered online. Laboratory courses will be offered in person.

c. Any other comments about program delivery:

   Theory course content may be delivered via in person lecture, CANVAS, virtual classes, or a combination of these methods.

d. Please identify any specialized accreditation agency that may apply to this program and explain why your institution does or does not intend to seek specialized accreditation.

   NACC will comply with guidelines set forth by the Alabama Board of Dentistry and will align program goals with the standards established by the Commission on Dental Accreditation (CODA).

e. Will the curriculum require work-based or experiential learning (internship, practicum, etc.)? If yes, please explain.

   Yes.

   Students seeking to complete the Dental Hygiene A.A.S. degree will be required to complete a 3-4 credit hour clinical practicum.

f. Will the program be designed to meet educational requirements licensure and/or certification required for entry-level employment? If yes, please list license and/or certification(s).

   Yes.
Students will earn short-term certificate, certificate, and AAS degree in preparation to test for state level dental hygienist license.

7. Relationship to other programs within the institution:

a. Is the proposed program associated with any existing offerings? If yes, please explain. If this is a graduate program, please list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.

Dental Hygiene will be a stand-alone degree program at Northeast Alabama Community College in addition to existing allied healthcare programs.

b. Will this program replace any existing programs or specializations, options, or concentrations within existing programs? If yes, please explain.

No

8. Relationship to programs at other Alabama public institutions:

a. List programs at the same degree level that use the same or similar CIP codes. If no similar programs exist within Alabama, please list similar programs offered within the 16 SREB states.

Calhoun Community College: Dental Hygiene, A.A.S.
Wallace State CC, Hanceville: Dental Hygiene, A.A.S.
Coastal Community College: Dental Assisting, A.A.S.
Lawson State Community College: Dental Assisting, A.A.S.

b. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, please provide justification for any potential duplication.

The NACC degree program will be similar to the existing programs at Calhoun CC and Wallace St. CC and will target students in Jackson and DeKalb Counties.

c. If you plan to explore program collaboration with other institutions, please explain.
None anticipated.

9. Projected program demand

a. What is the primary methodology you will use to determine the level of student demand for this program? (Survey of current or former students, enrollments in existing programs or courses)

Surveys will be sent to area high school students in grades 10-12 to determine interest in traditional post-secondary enrollment and early college dual enrollment. Additionally, current NACC students will be surveyed to determine levels of interest for the program and to be informed of career path opportunities.

b. What is the primary methodology you will use to determine state need for this program? (Labor market information, expert market analysis, state or regional economic development strategy)

In addition to regional workforce demand as defined by local healthcare providers, local, regional, and statewide labor market and employer data will be used to determine projected program viability.
College: Northeast Alabama Community College

X Associate of Applied Science

☐ Associate of Applied Technology

Certificate

1. Date of Proposal Submission: September 13, 2023

2. Full Program Name: Dental Hygiene

3. Marketing Name: Dental Hygiene

4. CIP Code: 51.0602

5. Learning Outcomes and Program Review:

   Succinctly list four (4) but not more than seven (7) of the most prominent student learning outcomes of the program.

   a. Demonstrate the knowledge and skills required to work as a Dental Hygienist.
   b. Earn a state license to practice as a Dental hygienist.
   c. Earn multiple credentials (STC, CER, AAS) and maximize employment potential.
   d. Complete clinical requirements with participating healthcare providers and secure internship/employment in field upon completion of degree.

6. Employment Outcomes and Program Demand
a. Indicate the primary industry where graduates would seek employment using the North American Industry Classification System (NAICS): www.naics.com/search/

NAICS Code: 621210

b. Select at least one (1) and up to three (3) Standard Occupational Codes (SOCs) where graduates of the new program would seek employment: www.bls.gov/soc/2018/major_groups.htm

SOC Code 1: 29-1292 (Required)
SOC Code 2: 29-1021
SOC Code 3: 29-1023

c. Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the occupations selected.

After completing the AAS degree program, students will test for licensing by the Alabama Board of Dental Examiners.

d. Please describe how you will determine whether graduates are successful in obtaining relevant employment or pursuing further study.

Prior to graduating, students will participate in a cooperative education/clinical experience which will both prepare them for entering the workforce and to be proficient in their skillset. This experience will open the door to full-time employment. Graduate follow-up will take place 1 year after graduation to determine if students are employed in the field. This performance evaluation will be managed by the Work Experience Coordinator at NACC.

e. Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. Please refer to the State’s “In-Demand Occupations List” (https://ache.edu/Instructor.aspx) or include local and statewide occupational projections, along with data sources as appropriate. An Emisi data report is required for this program.

According to Lighcast Data, over the 12-month period of August 2022-August 2023, 584 job postings were made by competing companies statewide for dental healthcare workers and of those, 302 were unique among 72 companies. 52 postings indicated minimum qualifications of AAS degree or above. Letters of support from local doctors indicating immediate need for workers are included to verify service area need.

f. Briefly describe evidence of student demand for the program, including enrollments in related coursework at your institution if applicable.
NACC currently offers AAS degrees in Registered Nursing, Medical Assistant, and Emergency Medical Service. The addition of the Dental Hygiene program will expand allied health program offerings, attract new students, and create new pathways for existing students. The recent addition of a stand-alone LPN program has proven that additional pathways are desired. The College does not currently offer coursework in dental healthcare. Student interest was verified through a recent survey of current high school students.

g. If a survey of student interest was conducted, briefly describe the survey instrument, number and percentage of respondents, and summary of results.

The college conducted a survey of high school students in August 2023 to gauge the interest in this program. 228 students participated and the survey revealed a robust interest in the program. 43.5% of respondents currently take dual enrollment courses at NACC and 58.9% indicate their interest in pursuing a career in healthcare. 33 respondents indicate their interest in pursuing a degree in Dental Hygiene at Northeast Alabama Community College and an additional 59 students indicate some interest in pursuing the Dental Hygiene degree. The survey reveals student interest in the program at sufficient levels to start and sustain the program over time.

- Current dual enrollment students – 99
- Interest in a healthcare profession--134
- Interest in Dental Hygiene Degree – 92

7. Curriculum and Prerequisites

a. Program Completion Requirements (Enter a credit hour value for all applicable components, write NA if not applicable)

<table>
<thead>
<tr>
<th>Description</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit hours required in program courses</td>
<td>38</td>
</tr>
<tr>
<td>Credit hours in general education or core curriculum</td>
<td>33</td>
</tr>
<tr>
<td>Credit hours required in support courses</td>
<td></td>
</tr>
<tr>
<td>Credit hours in required or free electives</td>
<td></td>
</tr>
<tr>
<td>Credit hours in required research</td>
<td>1</td>
</tr>
<tr>
<td>Total Credit Hours Required for Completion</td>
<td>72</td>
</tr>
</tbody>
</table>

b. Please indicate the maximum number of credits that can be transferred in from another institution and applied to the program: 54

c. Please describe any work-based learning (WBL) activities that are required or recommended for program completion (including internships, practical/clinical
experience, applied research, or other immersive experiences designed to prepare graduates for employment in the field). Definitions and examples of different types of WBL are available at [www.alaprentice.org](http://www.alaprentice.org).

Students will complete clinical work at local dental offices. 6 offices have signed clinical agreements with Northeast Alabama Community College.

d. Does the program include any options/concentrations? If so, please describe the purpose and rationale for the options, and list the courses for each in the table below.

No

e. Please complete the table below indicating all coursework for the proposed program, specifying any new courses developed for the program, along with the courses associated with each option as applicable. Include the course number, course title, and number of credits. Coursework listed should total the number of hours required to complete the program.

<table>
<thead>
<tr>
<th>Course Number and Title</th>
<th>Number of Credit Hours</th>
<th>*If New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 220 General Microbiology</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>ORI 110 Freshman Orientation</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>DHY 110 Dental Hygiene Theory</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>DHY 112 Pre-clinical Dental Hygiene</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>DHY 114 Dental Radiology</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>DHY 116 Dental Anatomy, Histology, Embryology</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>DHY 118 Anatomy, Embryology and Histology of the head and neck</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>BIO 201 Human Anatomy and Physiology I</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>ENG 101 English Composition I</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>DHY 120 Dental Materials</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>DHY 122 Clinical Dental Hygiene I</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>DHY 124 Dental Hygiene Theory II</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>DHY 126 Periodontology</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>DHY 128 Pharmacology/Medical emergencies</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>BIO 202 Human Anatomy and Physiology II</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>CHM 104 Introduction to Chemistry I</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>SPH 107 Fund of Public Speaking</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>DHY 132 Clinical Dental Hygiene Theory II</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>DHY 134 Dental Hygiene Theory III</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>DHY 216 Dental Research</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>PSY 200 General Psychology</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>MTH 100 Intermediate College Algebra</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>DHY 210 General Oral Pathology</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>DHY 212 Clinical Dental Hygien III</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Course Code</td>
<td>Units</td>
<td></td>
</tr>
<tr>
<td>------------------------------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>DHY 214 Dental Hygiene Thorey IV</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>DHY 217 Community Dental Health</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>SOC 200 Introduction to Sociology</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>PHL 206 Ethics and Society</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>DHY 218 Clinical Dental Hygiene IV</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>DHY 220 Dental Hygiene Theory V</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

f. Intended program duration in semesters for full-time students: **5 semesters.**

g. Intended program duration in semesters for part-time students: **8 semesters.**

h. Please indicate any prior education or work experience required for acceptance into the program.

   **High school diploma or GED required.**

i. Describe any other special requirements for the program.

   **Standard college admissions will apply. Students will apply to the Dental Hygiene program on a competitive basis. Committee review of applications will be implemented in the screening process.**

7. Specific Rationale (Strengths) for Program

   a. What is the specific rationale for recommending approval of this proposal? List 3-5 potential program strengths:

   1. **High demand occupation**
   2. **Program request and support from local Dentists.**
   3. **Student interest in the program**
   4. **Regional access to the program**
   5. **Expanding Allied health programs**

   b. Please list any external entities that have supplied letters of support attesting to the program’s strengths. Attach support letters with the proposal.

   1. Precise Family Dental
   2. Scottsboro Family and General Dentistry
   3. Carter Orthodontics
   4. Dr. Clyde Butler, DMD
   5. Dr. Tommy N. McGee, DMD
   6. Dr. Phillip L. Fortner, DMD
8. Program Resource Requirements
   
a. Faculty
   
1. Please provide or attach a brief summary of primary and support faculty that includes their qualifications specific to the program proposal. Note: institutions must maintain and have current and additional primary and support faculty curriculum vitae available upon ACHE request for as long as the program is active, but you do not need to submit a CVs with this proposal.

   Upon program approval, the College will employ 1 full-time instructor/program director and 1 full time administrative assistant.

2. Please provide faculty counts for the proposed programs:

<table>
<thead>
<tr>
<th>Status</th>
<th>Faculty Type</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Primary</td>
</tr>
<tr>
<td>Current Full-Time</td>
<td>0</td>
</tr>
<tr>
<td>Current Part-Time</td>
<td>0</td>
</tr>
<tr>
<td>Additional Full-Time to be hired</td>
<td>1</td>
</tr>
<tr>
<td>Additional Part-Time to be hired</td>
<td>0</td>
</tr>
</tbody>
</table>

   Note: Annual compensation costs for additional faculty to be hired should be included in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table.

3. Briefly describe the qualifications of new faculty to be hired:

   **Dental Hygiene Instructor Qualifications**

   To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

   **MINIMUM EDUCATION and/or EXPERIENCE**

   1. A minimum of a bachelor's degree from an accredited institution and a graduate of a program accredited by the Commission on Dental Accreditation is required.
   2. A current unencumbered license as a Registered Dental Hygienist (RDH) or Dentist (DDS or DMD) is required.
   3. A minimum of five years' clinical practice experience is required.

b. Staff
Will the program require dedicated staff?  Yes ___ XX ___ No ___

If yes, indicate the number or percentage of FTEs. Salary/benefits costs should be included in the program summary table below.

Note: Annual compensation costs for staff to be hired should be included in the NEW ACADEMIC DEGREE PROGRAM SUMMARY table.

c. Equipment

Will any special equipment be needed specifically for this program?

Yes ___ XX ___ No ___

If yes, please list the equipment. These costs should be included in the NEW ACADEMIC DEGREE SUMMARY TABLE.

d. Facilities

Will any new facilities be required specifically for the program?

Yes ___ No ___ XX ___

If yes, please list. Only new facilities need to be listed. These costs should be included in the NEW ACADEMIC DEGREE SUMMARY TABLE.

e. Library

Will additional library resources be required to support the program?

No

Please provide a brief description of the current status of the library collections supporting the proposed program.

Learning Resources Center

The Northeast Alabama Community College Learning Resources Center's collection currently contains over 50,000 print books and over 200,000 electronic books. The LRC already owns, or licenses items related to dental hygiene. Topics include dental practices, dental health, dental bonding, dental infection control protocols, and medical terminology.
Should the dental hygienist program be approved, additional books and eBooks related to dental hygiene would be purchased for the collection.

The following examples of publications are currently available to NACC students and instructors already through online databases:

<table>
<thead>
<tr>
<th>Source Type</th>
<th>Publication Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journal</td>
<td>Contemporary Clinical Dentistry</td>
</tr>
<tr>
<td>Journal</td>
<td>Dental Assistant</td>
</tr>
<tr>
<td>Journal</td>
<td>Dental Research Journal</td>
</tr>
<tr>
<td>Journal</td>
<td>Imaging Science in Dentistry</td>
</tr>
<tr>
<td>Journal</td>
<td>Journal of Conservative Dentistry</td>
</tr>
<tr>
<td>Journal</td>
<td>Journal of Dental Biomechanics</td>
</tr>
<tr>
<td>Journal</td>
<td>Journal of Dental Hygiene</td>
</tr>
<tr>
<td>Journal</td>
<td>Journal of Dental Research, Dental Clinics, Dental Prospects</td>
</tr>
<tr>
<td>Journal</td>
<td>Journal of Dental Specialties</td>
</tr>
<tr>
<td>Journal</td>
<td>Journal of Periodontal and Implant Science</td>
</tr>
<tr>
<td>Journal</td>
<td>Journal of Oral Review and Research</td>
</tr>
<tr>
<td>Journal</td>
<td>Primary Dental Journal</td>
</tr>
</tbody>
</table>

Access to most LRC resources is available from both on and off campus. While orientations to the LRC's resources and services are often conducted in a formal group setting, instruction is also conducted informally. Daily, LRC faculty and staff members provide informal, often one-on-one training, to students, instructors, and community patrons on the use of LRC resources and services. These one-on-one orientations can be in person or through various other modes of communication such as phone, email, text, or instant messaging, using the Ask-a-Librarian service. Online tutorials concerning how to use various databases are also posted on the website.

If yes, please briefly describe how any deficiencies will be remedied, and include the cost in the NEW ACADEMIC DEGREE SUMMARY TABLE.

f. Assistantships/Fellowships

Will the college offer any assistantships specifically for this program?

Yes __________ No XX __________
### NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

**INSTITUTION:** Northeast Alabama Community College  
**PROGRAM:** Dental Hygiene

<table>
<thead>
<tr>
<th></th>
<th>FACULTY</th>
<th>STAFF</th>
<th>EQUIPMENT</th>
<th>FACILITIES</th>
<th>LIBRARY</th>
<th>ASSISTANTSHIPS</th>
<th>OTHER</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td>125000</td>
<td>0</td>
<td>250000</td>
<td>50000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>428000</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td>125000</td>
<td>0</td>
<td>60000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>125000</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td>125000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>125000</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td>125000</td>
<td>0</td>
<td>0</td>
<td>50000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>125000</td>
</tr>
<tr>
<td><strong>Year 5</strong></td>
<td>125000</td>
<td>0</td>
<td>250000</td>
<td>50000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>125000</td>
</tr>
<tr>
<td><strong>Year 6</strong></td>
<td>125000</td>
<td>0</td>
<td>60000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>125000</td>
</tr>
<tr>
<td><strong>Year 7</strong></td>
<td>125000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>125000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>428000</td>
<td>0</td>
<td>125000</td>
<td>125000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1198000</td>
</tr>
</tbody>
</table>

### "NEW" REVENUES AVAILABLE FOR PROGRAM SUPPORT

<table>
<thead>
<tr>
<th></th>
<th>REALLOCATIONS</th>
<th>EXTRAMURAL</th>
<th>TUTION</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td>0</td>
<td>300000</td>
<td>74704</td>
<td>124704</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td>0</td>
<td>10000</td>
<td>0</td>
<td>10000</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td>0</td>
<td>10000</td>
<td>0</td>
<td>10000</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td>0</td>
<td>10000</td>
<td>0</td>
<td>10000</td>
</tr>
<tr>
<td><strong>Year 5</strong></td>
<td>0</td>
<td>50000</td>
<td>0</td>
<td>50000</td>
</tr>
<tr>
<td><strong>Year 6</strong></td>
<td>0</td>
<td>10000</td>
<td>0</td>
<td>10000</td>
</tr>
<tr>
<td><strong>Year 7</strong></td>
<td>0</td>
<td>10000</td>
<td>0</td>
<td>10000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>0</td>
<td>300000</td>
<td>74704</td>
<td>124704</td>
</tr>
</tbody>
</table>

### ENROLLMENT PROJECTIONS

**Note:** "New Enrollment Headcount" is defined as unduplicated enrollments across years.

<table>
<thead>
<tr>
<th></th>
<th>FULL-TIME HEADCOUNT</th>
<th>PART-TIME HEADCOUNT</th>
<th>TOTAL HEADCOUNT</th>
<th>NEW ENROLLMENT HEADCOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td>12</td>
<td>0</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td>24</td>
<td>0</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td>24</td>
<td>0</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td>24</td>
<td>0</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td><strong>Year 5</strong></td>
<td>24</td>
<td>0</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td><strong>Year 6</strong></td>
<td>24</td>
<td>0</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td><strong>Year 7</strong></td>
<td>22</td>
<td>0</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td><strong>AVERAGE</strong></td>
<td>22</td>
<td>0</td>
<td>22</td>
<td>22</td>
</tr>
</tbody>
</table>

### DEGREE COMPLETION PROJECTIONS

**Note:** Do not count Lead "0"'s and Lead 6 years in computing the average annual degree completions.

<table>
<thead>
<tr>
<th></th>
<th>DEGREE COMPLETION PROJECTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Year 5</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Year 6</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Year 7</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>AVERAGE</strong></td>
<td>8</td>
</tr>
</tbody>
</table>

*"New" entails additional expenses or revenues associated with program implementation. Please include any planning or start-up expenses within Year 1 (even if these were incurred in Year 0 or prior). Do not include expenses or revenues already budgeted for a department or instructional unit prior to the development of this specific program. For instance, if new faculty will be hired to teach in this program, salary/benefits should be included for each year following hire, but salary/benefits for existing faculty would not be included.*

### Validation

**Validation 1:** Program revenues exceed or match expenses.  
**YES**

**Validation 2:** Students who graduated the prior year are not included in the total headcount.  
**OK**

**Validation 3:** There are enough new students enrolling each year to sustain completions.  
**YES**

**Validation 4:** Completion projections meet viability standard for this degree level.  
**MET**
NACC Dental Hygienist Program
255 responses

Publish analytics

Are you currently a high school student? If so, please select your grade level.
255 responses

- Freshman: 34.1%
- Sophomore: 31%
- Junior: 10.6%
- Senior: 23.1%
- Not a high school student

Do you currently take dual enrollment courses through NACC?
255 responses

- Yes: 56.5%
- No: 43.5%
Do you intend to pursue a career in healthcare?
255 responses

Yes 31.4%
No 41.2%
Maybe 27.5%

Would you be interested in pursuing a degree in Dental Hygiene at Northeast Alabama Community College?
255 responses

Yes 59.6%
No 25.9%
Maybe 14.5%
Appendix C: Lightcast Data, Letters of Support
Job Postings Regional Breakdown

Unique Postings (Aug 2022 - Aug 2023)

- Birmingham-Hoover, AL: 132
- Huntsville, AL: 50
- Mobile, AL: 18
- Montgomery, AL: 14
- Anniston-Oxford, AL: 10
Education Breakdown

Education Level

- No Education Listed: 255 postings (84%)
- High school or GED: 13 postings (4%)
- Associate degree: 28 postings (9%)
- Bachelor's degree: 24 postings (8%)
- Master's degree: 0 postings (0%)
- Ph.D. or professional degree: 4 postings (1%)

Minimum Education Breakdown

Minimum Education Level

- High school or GED: 13 postings (4%)
- Associate degree: 28 postings (9%)
- Bachelor's degree: 3 postings (1%)
- Master's degree: 0 postings (0%)
- Ph.D. or professional degree: 3 postings (1%)

Experience Breakdown

Minimum Experience

- No Experience Listed: 237 postings (78%)
- 0 - 1 Years: 24 postings (8%)
- 2 - 3 Years: 37 postings (12%)
- 4 - 6 Years: 4 postings (1%)
- 7 - 9 Years: 0 postings (0%)
- 10+ Years: 0 postings (0%)
Jobs

Regional Employment Is Higher Than the National Average

An average area of this size typically has 486* jobs, while there are 642 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.

<table>
<thead>
<tr>
<th>Region</th>
<th>2023 Jobs</th>
<th>2033 Jobs</th>
<th>Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Alabama Counties</td>
<td>642</td>
<td>677</td>
<td>35</td>
<td>5.4%</td>
</tr>
<tr>
<td>National Average</td>
<td>486</td>
<td>528</td>
<td>42</td>
<td>8.6%</td>
</tr>
</tbody>
</table>

*National average values are derived by taking the national value for Dental Hygienists and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.
Regional Breakdown

County
Madison County, AL
Etowah County, AL
Marshall County, AL
DeKalb County, AL
Jackson County, AL

2023 Jobs
418
78
69
46
30
August 22, 2023

Kerry Wright  
Dean of Workforce Development  
Northeast Alabama Community College  
138 AL Hwy 35  
Rainsville, AL 35986

Dear Mr. Wright,

Greetings! I am writing to you in order to give my support for a new instructional program that would train local residents for positions in dental hygiene.

Our area is currently seeing a decline in availability of trained hygienists. I have great difficulty when needing to hire a new hygienist as well as finding hygienists to fill in at my office when I have an employed hygienist out of office. On a Facebook group that services North Alabama Hygienists, there is minimal to no hygienists that are ever available for the Northeast area.

The only options for current interest in hygiene are programs at Wallace State which for success requires to move to that area during the two years of schooling. The other option is the program through UAB which requires students to attend on weekends and can be costly due to hotel and travel expenses. A local program for potential students and current employees to train in the dental hygiene field would be a great asset to our community and to our local dental offices.

I understand that this will be a great undertaking for Northeast Alabama Community College to start up a hygiene program and I believe promotion to potential successful students will be of great ease and importance for all of the local dentists. I am willing to volunteer my time in helping to develop a cooperative/work-based learning model from past experience of my assistants attending UAB’s hygiene program to help transition the hygienists from training to workforce.

Thank you,

Melissa P. Hamilton DMD
Barrett (Bo) Bradford DMD
Scottsboro Family and General Dentistry PC
420 S Market St.
Scottsboro AL 35768
256-259-4411
info@scottsborofamilydentist.com

To Whom it May Concern:

As a life long resident of Jackson County and Scottsboro City I would like to strongly and emphatically support Northeast Alabama Community College in their pursuit to establish a dental hygiene program. Having been in private practice for over a decade, it is evident that there is a dire need for dental hygienist as well as auxiliary personal in our area. I currently employ three full time hygienists, (along with 6 other team members) and unfortunately two of the three hygienist are rapidly approaching retirement; I'm also aware that two of my colleagues in this area have been searching for a dental hygienist for over 5 months now with no success. Currently, in order to obtain a license to practice hygiene in Alabama, most of our local students are commuting out of state, to Wallace State University in Hanceville, or Birmingham, Alabama to participate in the Alabama Dental Hygiene program. In my short ten years, I've had 5 employees that have pursued a degree in dental hygiene. With all of Northeast Alabama Community College's accolades, I have no doubt the college would establish an excellent program and curriculum model to make these students career ready.

Having had multiple relationships with local high schools as well as health professional clubs in Scottsboro, AL, our office is willing and able to work side by side with Northeast to establish this program, help it thrive, and improve the quality of life around us. We're also ecstatic about the potential of adding locally trained and educated dental hygienists to our current team. To conclude, myself and many other dental professionals are excited and optimistic about this program being created. Northeast Alabama Community College would be a great place for our students to stay close to home, get a phenomenal education, work collaboratively with the community, and have a life long career in a rewarding and fulfilling profession. Please, accept my recommendation for this program. Thank you for your time and consideration.

Sincerely,

Dr. Barrett (Bo) Bradford DMD
Jared A. Carter  
680 Garrett Street  
Rainsville, AL 35986  
drcarter@carterbraces.com  
256-717-8494  
August 22, 2023

Dean Kerry Wright  
Workforce Development Department  
Northeast Alabama Community College  
138 AL Highway 35  
Rainsville, AL 35086

Subject: Support for the Creation of a Dental Hygiene Program at Northeast Alabama Community College

Dear Dean Wright,

I hope this letter finds you in good health and high spirits. I am writing to express my strong support for the establishment of a dental hygiene program at Northeast Alabama Community College (NACC). As a resident of Rainsville and an active member of the community, I strongly believe that such a program would address the shortage of dental hygienists in our area, provide valuable educational opportunities for aspiring dental professionals, and contribute to the overall oral health of our community.

First and foremost, the scarcity of dental hygienists in our region has become increasingly noticeable, particularly in the wake of the COVID-19 pandemic. The pandemic has created an even more urgent need for qualified dental professionals to meet the growing oral healthcare demands in our community. By establishing a dental hygiene program, we can actively combat this shortage by equipping students with the necessary knowledge and skills to excel in this field.

Furthermore, I am confident that most, if not all, dentists in our area would wholeheartedly support the dental hygiene program at NACC. The dental community has always been committed to nurturing the next generation of dental professionals, and I am certain that local dentists would readily contribute to the program’s success. This could include speaking to classes, sharing their expertise, and providing opportunities for students to shadow them in their practices. The support and involvement of local dentists would not only enhance the educational experience of the students but also foster a strong sense of mentorship and professional growth.
Lastly, the strategic location of NACC makes it an ideal choice for hosting a dental hygiene program. Situated in the heart of the northeast part of our state, the college would attract students from a wide geographic area. By offering this program, we would not only provide educational opportunities for individuals in our immediate community but also serve as a regional hub for aspiring dental hygienists. This would undoubtedly contribute to the economic development and overall oral healthcare improvement across the entire northeast part of the State.

In conclusion, I urge you to consider and support the establishment of a dental hygiene program at Northeast Alabama Community College. The program would address the current shortage of dental hygienists in our area, garner significant support from local dentists, and draw students from a wide geographic region. By investing in this program, we can cultivate a skilled workforce, improve oral healthcare access, and contribute to the overall well-being of our community.

Thank you for your attention to this matter. Should you require any further information or if there are any opportunities for me to contribute to this cause, please do not hesitate to reach out to me. I look forward to the positive impact that a dental hygiene program can bring to our Community.

Yours sincerely,

Jared A. Carter, DMD, MS
Hooray!

A dental hygienist program is desperately needed. I have been searching for a hygienist for about a year and a half. I’m not the only dentist in need.

Graduates will have no problem finding a position and most likely will have several offices/dentists from which to choose. This new program cannot become operational too soon.

Clyde Butler DMD
August 21, 2023

Kerry Wright, Dean of Workforce Development
Northeast Alabama Community College
138 AL Hwy 35
Rainsville, AL 35986

Dear Mr. Wright,

I am excited to learn that Northeast Alabama Community College is considering starting a training program in Dental Hygiene.

I have been a practicing dentist in Scottsboro, AL since graduating from dental school in 1983. It has only been in recent years that I have had difficulty hiring dental hygienists. This past March one of my long-time hygienists retired after over 30 years of service. I placed ads on Indeed and in three local newspapers in three counties to find a licensed hygienist. From that effort I received one qualified application. I am not certain what is behind the shortage of dental hygienists, but there is certainly a need to train more dental hygienists in North Alabama.

As stated above, I am excited to learn of your efforts to establish a new dental hygiene program. Please know that I am behind you and on board to help and support this important educational process in any way possible. More importantly, I look forward to the day when I can hire one of your program graduates.

Best regards,

[Signature]

Tommy N. McGee, DMD, AFAAID, FICOI
To Whom It May Concern:

I am a dentist in Rainsville, AL, and I am happy to hear that NACC is trying to establish a hygiene program. Over the last few years, there has been a shortage of hygienists in our area. In the recent past, I have struggled to find a hygienist. Currently, I have heard of some practices that simply cannot find a hygienist to hire. I believe if there were a program at NACC that more young people in our area might gravitate to hygiene as a potential career. This could be a win-win situation, as it gives another career opportunity for those looking for a new career, and it gives area dentists a larger pool of potential hygienists from which to hire. Thank you for considering adding hygiene to your college programs.

Sincerely,

Phillip Fortner, DMD

P.O. Box 2119, Rainsville, AL 35986
256-638-7272

Our goal is to provide excellent service to our patients and to educate them on their current oral health status and how they can better their future oral health through prevention, treatment, and maintenance.