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New Program Proposal

The following must be submitted to complete a new program request:

Submission Checklist:

☒ New Program Proposal

☒ Business Plan (https://www.ache.edu/index.php/forms/)

☒ Undergraduate or Graduate Curriculum Plan (https://www.ache.edu/index.php/forms/)

Primary Contact Information

Institution: Reid State Community College

Contact: Ginger Glass

Title: Dean of Instruction

Email: gglass@reidstate.edu

Telephone: 205-722-6427 or 334-357-9993

Program Information

Date of Proposal Submission: 11/19/2025

Award Level: Associate's Degree

Award Nomenclature (e.g., BS, MBA): ADN

Field of Study/Program Title: Registered Nursing

CIP Code (6-digit): 51.3801

Administration of the Program

Name of Dean: Ginger Glass

Name of College/School: Reid State Community College

Name of Chairperson: Karen Barnes

Name of Department/Division: Nursing/Health Sciences

Implementation Information

Proposed Program Implementation Date: 8/10/2026

Anticipated Date of Approval from Institutional Governing Board: 3/11/2026

Anticipated Date of ACHE Meeting to Vote on Proposal: 3/13/2026

SACSCOC Sub Change Requirement (Notification, Approval, or NA): Approval

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review):

This will also require approvals from the Accreditation Commission for Education in Nursing (ACEN) and the Alabama Board of Nursing (ABN)

New Program Proposal

I. Program Description

A. Concise Program Summary (one paragraph) to be included in ACHE Agenda:

The proposed Associate Degree in Nursing (ADN) program prepares students for entry-level registered nurse positions through a combination of classroom instruction and clinical experience. The curriculum includes anatomy, physiology, and microbiology, along with nursing fundamentals, pharmacology, and clinical skills. Graduates are eligible to take the NCLEX-RN licensing exam.

B. Specific Rationale (Strengths) for the Program

List three (3) to five (5) strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. Graduates are prepared to take the NCLEX-RN exam to become a registered nurse.
2. The coursework provides the foundational knowledge and practical skills for direct patient care in various settings, including hospitals and long-term care facilities.
3. The demand for registered nurses is projected to increase, ensuring good employment opportunities across many settings with the potential for a meaningful and rewarding career.
4. An ADN program takes about half the time of a BSN, allowing a student to begin working as an RN in approximately two years. The shorter program duration generally translates to lower tuition costs, making it a more affordable option to enter the nursing field.
5. An ADN is a pathway to becoming a registered nurse, and graduates can later pursue a Bachelor of Science in Nursing (BSN) if desired.

C. External Support (Recommended)

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document.

1. Georgiana Health and Rehab, LLC
2. Crowne Health Care

D. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Deliver Patient-Centered, Safe, Quality Care

- Engage patients/families as partners—respecting preferences, values, and diversity
- Apply QSEN Safety & QI practices: error prevention, reporting, continuous care improvement

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- Demonstrate fundamental NSG clinical skills (e.g., NUR112–NUR115) using correct technique, infection control, and patient education

2. Exhibit Clinical Judgment Through Evidence-Based Practice
- Integrate theory with clinical data to make safe, outcomes-driven nursing decisions
- Access and appraise current literature to guide care plans
- Progress from foundational skills (NUR112/NUR113) to complex clinical reasoning (NUR211/NUR221)

3. Collaborate Effectively in Interprofessional Teams
- Communicate and collaborate with healthcare teams, delegating appropriately
- Promote safe, coordinated care transitions across settings (NUR115/NUR211/NUR221)
- Build professional relationships reflective of caring and integrity

4. Develop Professional Identity & Ethical Responsibility
- Demonstrate integrity, accountability, and advocacy in all aspects of nursing [cdn.atriumhealth.org], [nln.org]
- Uphold legal/ethical standards per Alabama Board of Nursing (e.g., clinical supervision, confidentiality)
- Model caring behaviors and respect for diversity reflective of Human Flourishing

5. Apply Health Informatics in Documentation & Decision-Making
- Use digital systems responsibly to document and interpret patient data
- Recognize the role of informatics in supporting patient safety and care coordination
- Demonstrate digital competency aligning with ACCS graduation requirements

E. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
51.3801	Nursing-ADN AAS	Bishop State CC	SEE BELOW
51.3801	Nursing AAS	Lurleen B. Wallace CC	SEE BELOW
51.3801	Nursing-ADN AAS	Trenholm State CC	SEE BELOW
51.3801	Nursing-ADN AAS	Coastal Alabama CC	SEE BELOW
51.3801	Registered Nurse AAS	Enterprise State CC	SEE BELOW

Justification for Duplication

While similar programs exist at other Alabama community colleges, Reid State's ADN program

is justified due to:

Geographic Access & Equity
- Butler, Conecuh, Wilcox, Escambia, and Monroe counties are rural and underserved.

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- Nearest ADN programs are 60–90 miles away, creating barriers for students without reliable transportation.

  Regional Workforce Shortage
- All five counties are designated Health Professional Shortage Areas (HPSAs).

- Local hospitals and long-term care facilities report persistent RN vacancies, impacting patient care.

  Population Health Needs
- High rates of chronic illness and maternal health disparities in these counties require more qualified nurses locally.

  Alignment with State Priorities
- ADN programs are on Alabama's In-Demand Occupations List.

- Supports ACHE Re-Engage Initiative and Alabama Rural Health Transformation Program goals.

  Economic Development & Retention
- Training local residents increases likelihood of graduates staying in the region, reducing turnover and stabilizing rural healthcare systems

F. Relationship to Existing Programs within the Institution

Nearly all new programs have some relationship to existing offerings through shared courses, faculty, facilities, etc. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs?   **Yes** ☒ **No** ☐

If *yes*, please describe these relationships including whether or not the program will replace or compete with existing offerings: (**Note:** If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.)

Reid State Technical College's Practical Nursing (PN) program and the Registered Nursing (RN) program will share significant structural and curricular alignment. Both programs are rooted in the Alabama Community College System (ACCS) nursing framework, which ensures consistency in competencies, progression standards, and accreditation requirements.

Shared Courses and Foundational Content
The PN curriculum at Reid State includes core nursing courses such as Nursing Concepts and Evidence Based Clinical Reasoning, which directly correspond to the early-level courses in the RN outline. These foundational courses emphasize patient care principles, medication administration, and clinical judgment—skills that are prerequisites for advanced RN coursework. General education requirements such as English Composition, Anatomy and Physiology I & II, and Math are also common to both programs, creating a seamless academic bridge.

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Faculty and Facilities Integration

Both programs utilize similar instructional resources, including simulation labs, clinical partnerships, and faculty expertise in nursing education. Reid State's existing PN faculty will support RN instruction, particularly introductory and transitional courses, while leveraging shared clinical sites for hands-on training. This integration minimizes duplication and maximizes resource efficiency.

Program Relationship and Pathway

Practical Nursing serves as an entry point into nursing education, and graduates can transition into the RN program through established mobility pathways. This laddered approach allows Licensed Practical Nurses (LPNs) to advance to RN status via career mobility tracks. Reid State's program ensures continuity for students seeking upward progression without competing with existing offerings.

Summary

In essence, the Registered Nursing program at Reid State complements the Practical Nursing program by creating a structured, articulated pathway from PN to RN. The overlap in curriculum, faculty, and facilities reflects intentional alignment rather than redundancy, supporting workforce development and expanding educational opportunities in nursing without displacing current programs.

If *not*, please describe how the institution plans to support a program unrelated to existing offerings.

G. Collaboration

Have any collaborations **within your institution** (i.e., research centers, across academic divisions, etc.) been explored?   Yes ☒ No ☐

If *yes*, provide a brief explanation of the proposed collaboration plan(s) for the program:

The Health Sciences division will collaborate with the academic division to add the additional sections of general studies courses that may be needed due to increased enrollment. The only additional course to be added that is not currently being taught is BIO220, Microbiology. The academic department currently works with the nursing department in scheduling and aligning curriculum for the BIO201/202 Human Anatomy and Physiology courses and will do likewise for BIO220 General Microbiology.

Have collaborations with **other institutions or external entities** (i.e., local business, industries, etc.) been explored?   Yes ☒ No ☐

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If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

Reid State currently has clinical agreements with multiple local healthcare providers including the following:

Crowne Healthcare
Crowne - Evergreen Nursing and Rehab
Crowne Westgate Village
Crowne Atmore
Crowne of Mobile
Crowne of Citronelle
Crowne - Englewood Healthcare Center
Crowne Greenville
Georgiana Health and Rehab
Regional Medical Center of Central Alabama
Monroe County Hospital
Andalusia Health
Evergreen Medical Center
DW McMillian Hospital
North Baldwin Infirmary
Atmore Community Hospital
USA Children 's & Women's
Crowne Greenville
Atmore Community Hospital
Evergreen Medical Center
Monroe County Hospital
D.W. McMillan Hospital
Georgiana Nursing Home and Rehabilitation
Camden Nursing and Rehabilitation
Regional Medical Center of Central Alabama
Evergreen Nursing Home
Grove Hill Memorial Hospital
Lake Martin Community Hospital
Mizell Memorial Hospital
J. Paul Jones Hospital
Englewood Nursing and Rehabilitation

H. Programmatic Accreditation

Select the appropriate program accreditor from the drop-down menu below:

Accreditation Commission for Education in Nursing (ACEN)

Provide a detailed timeline for gaining accreditation (i.e., when will full candidacy be reached?):

Phase	Milestones	Target Dates
Planning & Approval	Finalize curriculum, secure ACHE approval, recruit faculty	November 2025 – February 2026
Self-Study Prep	Develop ACEN-compliant policies, draft Self-Study	March - May2026

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Application for Candidacy	Submit ACEN application, pay fees, schedule consultant review	June – August 2026
Site Visit Prep	Finalize Self-Study, conduct mock visit	September – November 2026
Candidacy Visit	Host ACEN site visit, respond to feedback	December 2026

I. Professional Licensure

Will the program be considered a Professional Licensure Program based on the following definition: **Yes ☒ No ☐**

Professional Licensure Program: As defined in federal regulations, an instructional program that is designed to meet educational requirements for a specific professional license or certification that is required for employment in an occupation or is advertised as meeting such requirements.

If *yes*, please explain:

To sit for the registered nursing licensure exam in Alabama, a student must graduate from an approved nursing program, have a valid Social Security number, complete an application with the Alabama Board of Nursing, and pass a background check. Once these steps are completed, the Board will notify Pearson VUE, the testing company, that a student is authorized to take the NCLEX-RN exam. A student must graduate from a nursing program that is approved by the Alabama Board of Nursing (ABN) or that meets the same educational standards.

Select the appropriate licensure body from the table below:

Alabama Board of Nursing

Select the appropriate license from the table below:

Nurse, Registered

J. Professional Certification

Will students earn industry certifications while completing the degree or be prepared for industry certifications upon graduation?   **Yes ☒ No ☐**

If *yes*, please explain:

Students will not need to obtain further education /training in order for them to gain entry level employment. However, they will need to pass the NCLEX-RN first. Students may also sit for the NCLEX-PN exam after the third semester to certify for licensure as a practical nurse.

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K. Admissions

Provide any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level. Include prerequisites, prior degrees earned, etc.

Reid State Community College Associate Degree Nursing (ADN) Program Admissions Policy

General & Application Requirements
- Applicants must be unconditionally admitted to Reid State Community College.
- Submit a completed ADN application by the published deadline (Fall & Spring entry).
- Include official transcripts, ACT/TEAS scores, and prerequisite documentation.

Minimum Academic Standards
- GPA: Minimum 2.5 for core courses; ≥ 2.0 cumulative GPA.
- Prerequisites: BIO 201 & 202, ENG 101, MTH 100, SPH, PSY 210, BIO 220 (completed within 5 years).

Standardized Tests
- ACT: Minimum composite score of 18 (superscores not accepted).
- TEAS: Minimum score of 58; test date within 3 years.

Ranking & Selection
- Competitive admissions based on a point system using ACT/TEAS scores and prerequisite grades.
- Admission attempts limited to two.

Physical, Technical & Screening Requirements
- Drug screen and background check required.
- Physical exam, immunizations, CPR certification, and proof of medical insurance required.
- Compliance with Alabama Board of Nursing licensure rules.

Mobility Pathway (LPN to ADN)
- Licensed Practical Nurses may apply for the LPN-to-RN mobility option.
- Same deadlines and requirements apply; PN credits evaluated for transfer.

Progression, Dismissal & Licensure Eligibility
- Students must meet sequence progression rules; failing a nursing course may require repetition.
- No more than two admission attempts allowed.
- Alabama Board of Nursing disciplinary standards apply for admission and continued enrollment.

Appeals Process
Applicants denied admission may appeal under these conditions:
- Grounds: Documented processing error, exceptional circumstances, or overlooked compliance.
- Procedure: Submit written appeal to Director of Nursing within 10 business days of notification.
- Include name, contact info, program applied for, explanation, and documentation.
- Appeals reviewed by Nursing Admissions Committee within 15 business days; decision is final.
- Appeals cannot override published criteria or deadlines; no appeals for ranking outcomes unless error proven.

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L. Mode of Delivery

Provide the planned delivery format(s) of the program as defined in policy (i.e., in-person, online, hybrid). Please also note whether any program requirements can be completed through competency-based assessment.

The NUR courses will be delivered in-person. General studies courses may be offered online, hybrid, and/or in-person.

Can students complete the entire degree program through distance education (100% online) based on the following definition?   **Yes ☐ No ☒**

Distance Education: An academic program for which required instructional activities can be completed entirely through distance education modalities. A distance education program may have in-person requirements that are non-instructional (e.g., orientation, practicum).

M. Instructional Site(s)

Provide the planned location(s) where the program will be delivered (i.e., main campus, satellite campus, off-campus site.) If the program will be offered at an off-campus site, provide the existing site name or submit an *Off-Campus Site Request* if new.

Reid State Community College (Main Campus)
100 Highway 83
Evergreen, AL 36401

Will more than 50% of this program be offered at an off-campus site(s) **Yes ☒ No ☐**

If **yes**, which sites?

Georgiana Instructional Service Center
455 Meeting Avenue
Georgiana, AL 36033
United States
SACSCOC Approved >= 50%

N. Industry Need

Using the federal **Standard Occupational Code (SOC) System**, indicate the top three occupational codes related to post-graduation of employment from the program. A full list of SOCs can be found at https://www.onetcodeconnector.org/find/family/title#17.

SOC 1 (**required**): 29-1141.00

SOC 2 (optional): 29-2061.00

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SOC 3 (optional): 31-1131.00

Specific:
29-1071.00 Physician Assistants
29-1151.00 Nurse Anesthetists
29-1161.00 Nurse Midwives
29-1171.00 Nurse Practitioners
29-1141.01 Acute Care Nurses
29-1141.02 Advanced Practice Psychiatric Nurses
29-1141.03 Critical Care Nurses
29-1141.04 Clinical Nurse Specialists

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (https://www.ache.edu/index.php/policy-guidance/) or with emerging industries as identified by Innovate Alabama or the Economic Development Partnership of Alabama (EDPA).

Overview of State and Regional Demand
- Registered Nurses (SOC 29-1141) appear on both the 2025 Alabama Statewide In-Demand Occupations List and the Southeast Regional List, reflecting a Tier 1-high missional need. [ache.edu], [ache.edu]
- Alabama Department of Labor reports ~4,184 RN job postings in March 2024 and projects a shortage increasing from 7,200 to ~14,000 by 2029—driven by 38,700 retirements and 25,000 new graduates. [aldailynews.com]

Target Counties & HPSA Shortages
- Butler, Conecuh, Wilcox, Escambia, and Monroe Counties are designated Rural Health Professional Shortage Areas (HPSAs) for primary care and maternal health. [alabamapub...health.gov]
- The Rural Health Information Hub confirms persistent maldistribution; rural facilities remain understaffed and financially vulnerable. [ruralhealthinfo.org]

Federal & State Rural Health Initiatives
- Alabama's Rural Health Transformation Program (RHTP), funded by the OBBA (One Big Beautiful Bill), includes a $500 million Rural Workforce Initiative aimed at boosting rural healthcare infrastructure and staffing. [governor.alabama.gov], [solatatech.com]
- Governor Ivey's press releases commit to emergency department expansions, telehealth, and simulation training initiatives—all necessitating RN staffing in rural regions. [governor.alabama.gov], [maynardnexsen.com]

Economic Development & Population Impact
- Made in Alabama reported $1.2 B rural investment in 2024 (1,600+ jobs), with healthcare central amid broader industrial growth strategies. [madeinalabama.com]

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- ACHE 2024 Regional Profiles show strong migration of associate-degree earners into workforce regions like Southeast and Southwest Alabama—which the program serves. [ache.edu], [ache.edu]

Education–Workforce Alignment

- ACHE's new Re-Engage program requires ADN programs to align with In-Demand & high-wage occupations to receive incentives. [ache.edu]
- Nursing is pivotal in Alabama's attainment goal (500,000 additional credentials), especially for early-career adults in rural regions. [ache.edu]

Local Healthcare Capacity & Infrastructure

- Rural hospital closures and chronic staffing shortages threaten emergency care in Wilcox County. [bipartisanpolicy.org]
- Alabama Daily News noted Butler/Escambia-area hospitals such as Robertsdale and Monroe County face ongoing nurse shortages and elevated turnover. [aldailynews.com]

Program Impact: Reid State ADN's Response

- Fills critical care gaps: Graduates enter directly into shortage-area facilities (e.g., ED, LTC, home health).

- Supports rural stability: Meets ARHTP-driven simulation & telehealth workforce needs.

- Economic & equity benefits: Rural-origin students—through Re-Engage and forestry/energy job programs—often remain in their communities. [ache.edu], [ache.edu]

- Leverages nursing pipelines: Builds on State-funded rural recruitment efforts targeting K–12 rural students. [ruralhealth.us], [ruralhealthinfo.org]

Alignment Summary with Key State Priorities

State/Region Initiative	Program Alignment
ACHE In-Demand + Re-Engage	ADN meets eligibility and credential requirements [ache.edu].
HPSA Designation & ARHTP Goals	Trains RNs for critical shortage areas, including telehealth expansion [governor.alabama.gov], [solatatech.com].
Rural Workforce & Health Equity	Supports rural-origin student retention and improves healthcare access [ache.edu], [ruralhealthinfo.org].
ACES Scholarship / Loan-forgiveness	Connects students to existing state financial supports [evidence.alabama.gov].
Economic Development (EDPA Investment)	Addresses healthcare workforce needed for broader rural economic growth [madeinalabama.com].

Reid State's ADN program will directly address Alabama's critical RN shortage—especially in underserved rural counties—leveraging state and federal funding, pipeline initiatives, and workforce development strategies. Its alignment with **ACHE, ARHTP, EDPA, ADOL, and HRSA**

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ensures that rural healthcare facilities gain essential staffing and that core state objectives in healthcare equity, economic growth, and academic attainment are met.

O. Additional Education/Training

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

No further training will be required for general registered nurse positions. However, graduates will have to take and pass the NCLEX-RN.
For specialized registered nursing positions, further training may be required.

P. Student Demand

Please explain how you projected the student enrollment numbers in the **Business Plan, Lines 24-27** and provide evidence to substantiate student demand (i.e., surveys, enrollments in related courses, etc.).

Reid State averages around 100 students a semester in its practical nursing program. Most of the students are part-time (77% on average). The numbers in the Business Plan reflect the number of "new" enrollees that the College expects due to the addition of the Registered Nursing program. We expect to enroll 25 as "mobility" students in fall 2026. Those would be new students in addition to those already enrolled in the current practical nursing program. We conservatively estimate that 25 students who may currently be in the licensed practical nursing program or applying for admission to it will move from the practical nursing certificate program to the registered nursing associate degree program and that the College will have 25 external applicants for the mobility program per year. We also have students enrolled in the Associate in Arts/Science programs and the Health Science Short Certificate program who are currently enrolled in generals studies courses preparing for application to the nursing programs.

Enrollment in Practical Nursing Program 2024-2025

	Spring 2024	Summer 2024	Fall 2024	Spring 2025	Summer 2025	Fall 2025	Average
Part-time	99	117	111	73	86	109	99
Full-time	26	10	26	42	11	20	23
Total	125	127	137	115	97	129	122

We have informally polled our current students and have received numerous inquiries from community members and businesses concerning the opening of a registered nursing program.

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II. Program Resources and Expenses

A. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	6	2	1
Current	Part-Time Faculty	1	3	4
Current	Administration	1	1	1
Current	Support Staff	2	1	1
**New To Be Hired	Full-Time Faculty	1	0	1
**New To Be Hired	Part-Time Faculty	2	0	2
**New To Be Hired	Administration	0	0	0
**New To Be Hired	Support Staff	0	0	0
Personnel Total				10

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review:

Note: Include *any new funds* designated for compensation costs (faculty, administration, and/or support staff to be hired) in the **Business Plan, Line 7 - Personnel Salaries and Benefits**. Current personnel salary/benefits *should not be included* in the Business Plan.

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B. Proposed Faculty Roster*

Complete the following **Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note**: Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Daphne Joyner (F)	BIO 201 Human A&P I (4 hrs.) BIO 202 Human A&P II (4 hrs.) BIO220 General Microbiology (4 hrs.) ENG 101 English Composition I (3 hrs.)	Master of Education Biology Auburn University Montgomery Relevant Coursework: BI 695 Perspectives in Biology (5 qtr.4 hrs.) BIOL 6543 Field Botany (4 hrs.) BIOL 6013 Medical Microbiology (4 hrs.) BIOL 6803 Perspectives in Biology II --Entomology (4 hrs.) BIOL 6801 Perspectives in Biology II – Parasitology GMS5605 Medical Human Anatomy (3 hrs) (University of Florida) Bachelor of Science in Biology Biology/Environmental Sciences Auburn University Montgomery Associate in Science General Studies Jefferson Davis Community College Relevant Graduate Hours: 18 hours in English Liberty University (LU) Relevant Coursework: ENGL601 Writing as Cultural Engagement ENGL602 Methods & Material Research ENGL570 Classical Rhetoric ENGL603 Literary Theory & Practice ENGL607 Composition Studies ENGL633 Advanced English Grammar	Relevant Undergraduate Courses to RSTC Biology Courses BI 101 – Principles of Biology BI 103 – Animal Biology BI 201 – Human Anatomy and Physiology BI 410 – Developmental Biology BI 407 – Immunobiology To Strengthen her Anatomy, Ms. Joyner completed a grad. Course in Medical Human Anatomy (GMS5605) in Spr. 23-24 Relevant Undergraduate Courses to RSTC English Courses EN 101 – English Composition I EN 102 – English Composition I
Steven Preyear (F)	MTH 100 Intermediate College Algebra (3 hrs.)	Master of Education Mathematics Education Alabama State University Relevant Coursework (24 grad hours):: MAT 505 Introduction to Computing MAT 512 Linear Systems MAT 514 Algebra for Teachers MAT 501 Fundamentals of Modern Math MAT 560 Operational Research I MAT 529 Research and Thesis MAT 670 Mathematical Statistics I MAT 690 Seminar (Mathematics) Bachelor of Science in Mathematics Alabama State University	

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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Felecia Grace (F)	NUR112 Fundamental Concepts of Nursing (7 hrs.) NUR209 Concepts for Healthcare Transition Students (10 hrs.)	Master of Science in Nursing University of Phoenix (UP) Bachelor of Science in Nursing University of South Alabama (USA) Associate in Applied Science Jefferson Davis Community College Relevant Graduate Hours: 30 hours in Nursing (UP) Relevant Coursework: HCS/504 Introduction to Graduate Study in Health Science/Nursing- UP NUR/513 Theoretical Foundations of Practice – UP NUR/518 Analysis of Research Reports – UP NUR/542 Dynamics of Family Systems – UP NUR/531 Influencing the Future of Nursing and Health Care – UP NUR/588 Developing and Evaluating Educational Programs – UP NUR/590A Nursing Practicum-A – UP NUR/587 Leadership and Management in Nursing and Health Care – UP NUR/544 Populations-Focused Health Care –UP NUR/598 Research Utilization Project – UP HCS/578 Ethical Legal and Regulatory Issues in Health Care – UP NUR/590B Nursing Practicum-B- UP	Ms. Grace is a Registered Nurse - Certification: Alabama Board of Nursing License #1-074573 Ms. Grace is a registered Medical Assistant - American Medical Technology -License #2614731
Margaret Godwin Lambert (F)	NUR112 Fundamental Concepts of Nursing (7 hrs.) NUR114 Nursing Concepts II (8 hrs.) NUR115 Evidence Based Clinical Reasoning (2 hrs.)	Master of Science in Nursing University of South Alabama (USA) Bachelor of Science in Nursing Auburn University at Montgomery Relevant Graduate Hours: 46 hours in Nursing Relevant Coursework NU506 Theo Foundations ADV NUR – USA NU527 Curr & Eval NUR ED – USA NU508 ADV NUR Roles & Concept – USA NU513 ADV Nursing Research – USA HSC568 Applied Econ HLTH Policy - USA NU514 Research Project – USA AHN568 ADV NUR Assessment ADLTS USA AHN569 ADV NUR Assess ADLT PRAC USA AHN571 HLTH Promo/DX PRE AACN -USA NU545 Physio-Patho Bases AD NU –USA NU578 Pharm ADV Pract Nurses – USA NU523 CLIN Concepts NSG PRA I – USA NU528 Instructional Design in Nsg Ed – USA AHN525 Clin Prac Adv Adult Hlth Nsg – USA NU524 Cl Con/Cult Comp Adv Nsg Pr II USA NU526 Nursing Education Practicum – USA NU529 Nursing Education Seminar – USA	Ms. Godwin is a Registered Nurse -- Certification: Alabama Board of Nursing License #1-077068

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Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Carmen Helms (F)	NUR113 Nursing Concepts I (8 hrs.) NUR114 Nursing Concepts II (8 hrs.) NUR115 Evidence Based Clinical Reasoning (2 hrs.)	Master of Science in Nursing University of Alabama (UA) Bachelor of Science in Nursing University of Alabama Relevant Graduate Hours 45 hours in Nursing Relevant Coursework NUR501 Theor Models Advanced Nursing- UA NUR503 Nursing Information Healthcare- UA NUR529 Advanced Pathophysiology- UA CHS520 Basic Epidemiology- UA NUR510 Basic Conc Teaching Diabetes- UA NUR581 Research & Stats Health Prof- UA NUR502 Issues in Community Health- UA NUR505 Advanced Health Assessment- UA NUR518 Social Media for Healthcare- UA NUR521 Advanced Pharmacology- UA NUR522 Human Relations Management- UA NUR525 Evidence Practice for CNL- UA NUR580 Fiscal Resource Management- UA NUR535 Clinical Immersion Experience- UA See Transcripts	
Ann Nobles (F)	NUR211 Advanced Nursing Concepts (7 hrs.) NUR221 Advanced Evidence Based Clinical Reasoning (7 hrs.)	Doctorate in Nursing Practice Samford University Master of Science in Nursing Regis University (Regis) Bachelor of Science in Nursing Regis University (Regis) Relevant Graduate Hours 30 hours in Nursing Relevant Coursework NR608 Health Care Policy – Regis NU624 Issues in Practice- Regis NU646 Tchng/Lrng Strats Health Care – Regis NU647 Curriculum Development – Regis NR601 Theoretical Frameworks – Regis NR625 The Legal Environment – Regis NR648 Eval Meths Hlth Care Educators- Regis NR623F Ldrshp Hlth Cr Sys: Edu Focus- Regis NR602 Research in Nursing- Regis NR699 Comp Eval/Master of Science – Regis	Dr. Nobles is a Registered Nurse -- Certification: Alabama Board of Nursing License #1-066973

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New Program Proposal

Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Alice Antone (F)	NUR112 Fundamentals of Nursing Concepts (7 hrs.)	Master of Science in Nursing University of North Alabama (UNA) Bachelor of Science in Nursing Auburn University Montgomery Associate in Nursing Jefferson Davis Community College Relevant Graduate Hours 32 hours in Nursing Relevant Coursework NU502 Health Policy/Social Issues NU509 Diversity, Ethics & Healthcare NU614 Advanced Nursing Pharmacology NU508 Advanced Health Assessment NU605 Curriculum Dev/Collegiate Nursing NU607 Adv Clinical Pathophysiology NU606 Evaluation/Collegiate Nursing NU616 Teaching Health Care NU681 Teaching Practicum II NU680 Teaching Practicum I	Ms. Antone is a Registered Nurse -- Certification:: Alabama Board of Nursing License #1-056774
Stephanie Bain (F)	NUR112 Fundamental Concepts of Nursing (7 hrs.) NUR113 Nursing Concepts 1 (8 hrs.)	Master of Nursing Education Western Governor's University Bachelor of Science, Nursing Colorado Technical University Associate in Applied Science, Nursing Jefferson Davis Community College Relevant Coursework	
Tamika Gregory (P)	PSY210 Human Growth and Development (3 hrs.)	MS in Counseling/Psychology Troy University Bachelor of Science in Human Services Troy University Relevant Graduate Hours: 15 hours in PSY Troy University (TU) Relevant Coursework: PSY6645 Eval and Assessment of Indv PSY6669 Behavior Pathology PSY6635 Vocational Psychology PSY6670 Diagnosis & Treatment Planning PSY6668 Human Lifespan Growth & Development	

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New Program Proposal

Current Faculty			
1	**2**	**3**	**4**
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Kelly Kendall (P)	SPH106 Fundamentals of Oral Communication (3 hrs.) SPH107 Fundamentals of Public Speaking (3 hrs.)	Master of Arts in Communication University of South Alabama Bachelor of Arts in Business University of South Alabama Relevant Graduate Hours: 36 hours in Communications Relevant Coursework: CA500 FNDS Graduate Study Comm CA501 Comm Research Methods I CA546 Ethics & Resp Corp & Public Communication CA484 Managing Public Relations CA502 Communication Theory CA503 Comm Research Methods II CA594 Dir St in Communication ISD680 Emerging Technologies CA457 Comm Technology Systems CA585 Public Relations Administration CA599 Thesis ISD585 Integr Tech in Teaching	
William Armstrong	ART100 Art Appreciation	Pratt Institute, Brooklyn, New York Master of Fine Arts (MFA) Pratt Institute, Study Abroad Program, Lucca, Italy MFA Univ. of South Alabama, Mobile, AL BFA	

Additional Faculty (To Be Hired)			
1	**2**	**3**	**4**
FACULTY POSITION (FT, PT)	**COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Faculty To Be Hired (FT)	NUR211 Advanced Nursing Concepts (7 hrs.) NUR221 Advanced Evidence Based Clinical Reasoning (7 hrs.)	Master's Degree with 18 hours in Nursing coursework	5 years experience in field
Adjunct to be Hired (PT)	NUR209 Concepts for Healthcare Transition Students (10 hrs.)	Master's Degree with 18 hours in Nursing coursework	3 years experience in field
Clinical Adjunct Instructor (PT)	NUR211 Advanced Nursing Concepts (7 hrs.) NUR221 Advanced Evidence Based Clinical Reasoning (7 hrs.)	Master's Degree with 18 hours in Nursing coursework	3 years experience in field

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C. Equipment

Will any special equipment be needed specifically for this program?   Yes ☒ No ☐

> If *yes*, list the special equipment and include all special equipment costs in the ***Business Plan, Line 8***:
> The College currently has a practical nursing program that has all needed equipment in place. However, the current biology lab will need a ventilation hood and refrigerator and applicable supplies for the new microbiology class. The College has allocated monies in the budget to account for the need for more materials/supplies due to increased enrollment and for equipment maintenance/upgrades as needed.

D. Facilities

Will new facilities or renovations to existing infrastructure be required specifically for the program?
Yes ☒ No ☐

> If *yes*, describe the new facilities or renovations and include all *new* facilities and/or *renovation* costs in the ***Business Plan, Line 9***:
> The College currently has a practical nursing program that has space to accommodate the addition of the registered nursing program within the facilities being used by the practical nursing program. However, the biology lab will require the installation of a ventilation hood. The College has allotted monies for each year for minor repairs.

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program?   Yes ☐ No ☒

> If *yes*, provide the number of assistantships to be offered and include all *new* costs for assistantships in the ***Business Plan, Line 10.***

> Explain the function of the Assistantships (i.e., teaching, research, etc.)?:

F. Library

Will any **additional** library resources be purchased to support the program?   Yes ☐ No ☒

> If *yes*, briefly describe new resources to be purchased and include the cost of new library resources in the ***Business Plan, Line 11***:

G. Accreditation Expenses

If programmatic accreditation was indicated above, please include all accreditation costs in the ***Business Plan, Line 12*** and itemize and explain below:
Initial accreditation costs include:

New Program Proposal

SACSCOC Substantive Change Proposal and Approval $500
ACEN Candidacy and Accreditation $5000
Alabama Board of Nursing $1500

Monies are allotted for each of the following years for maintenance of approvals.

H. Other Costs

Please include all other costs incurred with program implementation, such as marketing or recruitment, in the *Business Plan, Line 13* and explain below:

The College has allotted monies for "other costs" to cover recruiting and marketing materials in addition to graduation ceremony expenses and required professional development for faculty.

III. Program Revenue and Funding

A. Tuition Revenue: Please describe how you calculated the tuition revenue that appears in the *Business Plan, Line 17*. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?
Note: Tuition Revenue should be proportional to total enrollment.

Full-time students were calculated at 12 hours per semester for 3 semesters at the in-state tuition and fee rate of $192 per credit hour.

Part-time students were calculated at 8 hours per semester for 3 semesters at the in-state tuition and fee rate of $192 per credit hour

B. External Funding: Will the proposed program require external funding (*e.g.*, Perkins, Foundation, Federal Grants, Sponsored Research, etc.)?   **Yes** ☒ **No** ☐

If *yes*, please include all external funding in the *Business Plan, Line 18* and explain specific sources and funding below:

Perkins funding is currently used to support the nursing program. The College also has two grants for Success Coaches for the practical nursing program that it anticipates will be refunded. The College has consistently been awarded grants to support the needs of the health sciences programs, including nursing.

C. Reallocations: For each year will tuition revenue and/or external funding cover projected expenses?   **Yes** ☒ **No** ☐

If *not*, budget reallocation may be required. Please include all reallocations in the *Business Plan, Line 19* and describe below how your institution will cover any shortfalls in any given year.

	ACADEMIC DEGREE PROGRAM BUSINESS PLAN							
INSTITUTION:	**Marion Military Institute**							
PROGRAM NAME:	**Aviation / Flight Technology**						**CIP CODE:**	**49.0102**
SELECT LEVEL:	**UNDERGRADUATE (ASSOCIATE)**							
ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM								
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**	**Year 6**	**Year 7**	**TOTAL**
PERSONNEL SALARIES & BENEFITS	$165,000	$165,000	$181,500	$181,500	$217,500	$217,500	$232,000	$1,360,000
EQUIPMENT	$25,000	$50,000	$50,000	$50,000	$50,000	$50,000	$50,000	$325,000
FACILITIES	$50,000		$100,000					$150,000
ASSISTANTSHIPS/FELLOWSHIPS								$0
LIBRARY								$0
ACCREDITATION								$0
OTHER COSTS	$25,000	$85,000	$50,000					$160,000
TOTAL EXPENSES								**$1,995,000**
***NEW* REVENUES AVAILABLE FOR PROGRAM SUPPORT**								
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**	**Year 6**	**Year 7**	**TOTAL**
TUITION + FEES	$260,685	$260,685	$312,822	$347,580	$434,475	$434,475	$434,475	$2,485,197
EXTERNAL FUNDING (Young Trust)	$250,000	$250,000	$250,000	$250,000	$250,000	$250,000	$250,000	$1,750,000
REALLOCATIONS								$0
TOTAL REVENUES	$510,685	$510,685	$562,822	$597,580	$684,475	$684,475	$684,475	**$4,235,197**
ENROLLMENT PROJECTIONS								
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**	**Year 6**	**Year 7**	**AVERAGE**
FULL-TIME ENROLLMENT HEADCOUNT	**No data reporting**	10	10	10	12	12	12	**11.00**
PART-TIME ENROLLMENT HEADCOUNT		0	0	0	0	0	0	**0.00**
TOTAL ENROLLMENT HEADCOUNT		8	10	12	12	12	12	**11.00**
***NEW* ENROLLMENT HEADCOUNT**		8	8	10	12	12	12	**10.33**
Validation of Enrollment			YES	YES	YES	YES	YES	
DEGREE COMPLETION PROJECTIONS								
Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.								
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**	**Year 6**	**Year 7**	**AVERAGE**
DEGREE COMPLETION PROJECTIONS	**No data reporting**	6	6	8	8	10	10	**8.00**

Undergraduate Curriculum Plan

Undergraduate Curriculum Checklist:
1. Overview ☑
2. Components ☑
3. Options (as required) ☐

1. Undergraduate Overview

**Enter the credit hour value for all applicable components (N/A if not applicable).
The credit hours MUST match the credit hours in the Curriculum Components table.**

Curriculum Overview of Proposed Program	
Credit hours required in **General Education**	27
Credit hours required in **Program Courses & Required Electives**	39
Credit hours in **Program Options (concentrations/specializations/tracks)**	0
Credit hours in **Free Electives**	0
Credit hours in required **Capstone/Internship/Practicum**	0
Total Credit Hours Required for Completion:	**66**

Maximum number of credits that can be transferred in from another institution and applied to the program:	16
Intended program duration in semesters for full-time students:	5
Intended program duration in semesters for part-time students:	9

	YES	NO
Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards?:	☐	☑

If **yes**, please explain (i.e., number of hours required, etc.):

	YES	NO
Does the program inlcude any concentrations/ tracks/ options?	☐	☑

If **yes**, please explain (i.e., define):

2. Undegraduate Components

Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Insert Additional Rows as Needed				
Institution:	Reid State Community College			
Program Name:	Registered Nursing-ADN			
Program Level:	UNDERGRADUATE (ASSOCIATE)			
Curriculum Components of Proposed Program				
Course Number	**Course Name**	**Credit Hours**	**New? (Y)**	**WBL? (Y)**
General Education Courses		27		
MTH100	Intermediate College Algebra	3		
ENG101	Enblish Composition I	3		
PSY210	Human Growth and Development	3		
SPH106 or 107	Fundamentals of Oral Communication or Fundamentals of Public Speaking	3		
	Humanities elective	3		
BIO201	Human Anatomy and Physiology I	4		
BIO202	Human Anatomy and Physiology II	4		
BIO220	General Microbiology	4	Y	
Program Courses and Required Electives		39		
NUR112	Fundamental Concepts of Nursing	7		Y
NUR113	Nursing Concepts I	8		Y
NUR114	Nursing Concepts II	8		Y
NUR115	Evidence Based Clinical Reasoning	2		Y
NUR211	Advanced Nursing Concepts	7	Y	Y
NUR221	Advanced Evidence Based Clinical Reasoning	7	Y	Y
Program Options (enter total credit hours from all options below)		66		
Free Electives		0		
Capstone/Internship/Practicum		0		
Total Credit Hours Required for Completion:		66		

3. Undergraduate Options

Please provide all concentrations/ tracks/ options in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Insert Additional Rows and Tables as Needed				
Option Name:	**Upward Mobility ADN**			
Course Number		**Credit Hours**	**New? (Y)**	**WBL? (Y)**
NUR209	Concepts for Healthcare Transition Students	10	Y	Y
NUR211	Advanced Nursing Concepts	7	Y	Y
NUR221	Advanced Evidence Based Clinical Reasoning	7	Y	Y
MTH100	Intermediate College Algebra	3		
ENG101	Enblish Composition I	3		
PSY210	Human Growth and Development	3		
SPH106 or 107	Fundamentals of Oral Communication or Fundamentals of Public Speaking	3		
	Humanities elective	3		
BIO201	Human Anatomy and Physiology I	4		
BIO202	Human Anatomy and Physiology II	4		
BIO220	General Microbiology	4	Y	
Option's Total Credit Hours Required for Completion:		**51**		

Option Name:				
Course Number		**Credit Hours**	**New? (Y)**	**WBL? (Y)**
Total Option Credit Hours Required for Completion:				

Option Name:				
Course Number		**Credit Hours**	**New? (Y)**	**WBL? (Y)**
Total Option Credit Hours Required for Completion:				

GEORGIANA HEALTH AND REHAB, LLC
206 Palmer Avenue
Georgiana, AL 36033-3302
Phone: (334) 376-2267
Fax: (334) 376-0657

01/09/2024

Dr. Coretta Boykin, President
Reid State Technical College
100 Highway 83
Evergreen, AL 36401

Dear Dr. Boykin,

We at Georgiana Health and Rehabilitation are enthusiastic about the proposed partnership with Reid State Technical College in your healthcare workforce development project. As a key healthcare provider in our region, we recognize the critical importance of cultivating a skilled healthcare workforce to meet our community's needs.

In support of this initiative, we are committed to providing clinical rotation opportunities for students enrolled in your program. These rotations will offer valuable hands-on experience in a real-world healthcare setting, an essential component of their educational journey.

Furthermore, we look forward to participating in the curriculum advisory committee, contributing our insights to ensure the curriculum aligns with the evolving standards and demands of the healthcare industry. We also anticipate considering graduates of your program for employment within our facility, thereby supporting their transition from education to career.

Our collaboration represents a significant step towards enhancing the quality of healthcare in our community and addressing the workforce challenges in our sector. We are excited about the potential impact of this partnership and the difference it will make in the lives of students and the community at large.

Sincerely,

Jacqueline Averett RN
Director of Nursing
Georgiana Health and Rehabilitation

206 Palmer Avenue • Georgiana, AL 36033-3302 • (334) 376-2267
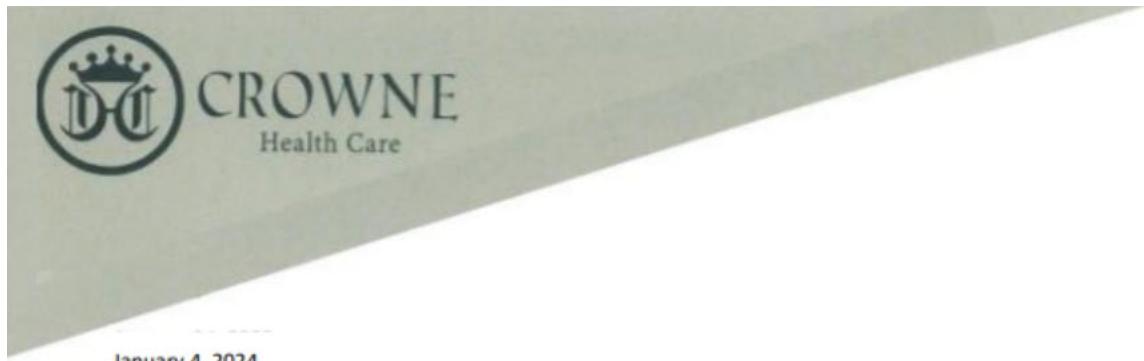
CROWNE
Health Care

January 4, 2024

To Whom It May Concern:

I am writing this letter to commit the support of Crowne Management, LLC to the Alabama Centers for Rural Healthcare Opportunity application being proposed by Reid State Technical College, should it be funded. Unfortunately, our state cannot meet the needs of our current population regarding providing an adequate number of licensed medical professionals, particularly nurses. More nurses need to be trained to enter the workforce. For many years, Reid State Technical College has enabled students from diverse backgrounds and educational levels to gain the skills needed to enter the healthcare workforce as nursing assistants and licensed practical nurses. Many students are then able to transfer credits earned at the college to other institutions and further their studies and their earning potential.

With support, we can create a pipeline expand and diversity the nursing workforce in Southwest Alabama by providing the necessary training and support to encourage student success. Crowne Management, LLC is pleased to partner with Reid State Technical College and commits the following support to the project:

- Disseminate information about the REID Healthcare Opportunity Initiative to incumbent workers.
- Allow time for recruitment activities by project staff.
- Make referrals for potential participants.
- Provide apprenticeship opportunities for participants.
- Provide employment opportunities for graduates.

I highly recommend your support of this project. I can assure you that many will significantly benefit from the resultant training and education that nurses in this program will provide in shaping Alabama's health professionals workforce.

Sincerely,

R. Bryan Jones, CEO
Crowne Management, LLC
www.crownehealthcare.com

CROWNE HEALTH CARE

501 WHETSTONE STREET MONROEVILLE, AL 36460 | PHONE: 251-743-3609 | FAX: 251-575-5618