

CONNECTIONS

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A MESSAGE *from the President*



Anne Loochtan
NN2 President

“I have heard from a lot of you over the last few months, and one thing I have learned is that there is no ‘average’ anything anymore.”

Sometimes it seems like everything happens at once. This month I have watched my first son get married, I have moved to a new town and have started a new job. Oh, and my other son graduated from college and I took a not-long-enough vacation. But even with all of this going on, my brain has been mulling over the state of healthcare in general, especially the slippery slope of employment for our grads and the state of the economy, especially as it relates to college budgets.

I have heard from a lot of you over the last few months, and one thing I have learned is that there is no ‘average’ anything anymore. Differences between colleges even in the same city are startling. Some of you are in states where budget shortfalls have impacted colleges to the extreme, and others have felt only massive growth. My former college is experiencing a summer enrollment of unprecedented growth, approximately 46% greater credit hour enrollment compared to last summer and a 32% increase in head count. Who knows what will happen in the autumn. Others of you have seen restrictions so severe that you cannot even travel in-state, even if you personally pick up the expenses.

This brings me to considering the state of the NN2 budget and revenue stream.

As most of you know, we have two major sources of revenue; our membership/ sponsor fees and income from our annual meeting. In the last five years, we have significantly increased our advocacy efforts, especially in those areas where degree creep and allied health legislation have come up. Unfortunately this costs money, and while we are holding our own, we are concerned about our ability to continue to do this important work.

I am asking the membership to help recruit other members, while at the same time, we are cutting our own expenses as much as possible. I am also very interested in developing other revenue streams and will be working with the board to find some additional sources of revenue. We are very serious about continuing to provide member services and advocacy, and I am very interested in hearing your ideas.

One of the things we are looking at is leadership development, especially for members in newer leadership positions. NN2 has a wealth of member experience that new leaders can tap. We are examining ways to do this including holding leadership webinars and real-life case studies for discussion. Let me know if you would be interested in these or other leadership development efforts.

In the meantime, we are relying heavily on our members to continue to see value in their membership and help recruit new members or sponsors. Perhaps I will see a lot of you at our annual meeting in Dallas this year. In the meantime, if you would like to, drop me an email at: aloochtan@aol.com.

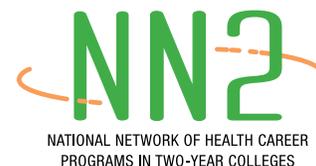


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Editor's Note:

NN2 strives to prepare a newsletter that is informative to members. We encourage the submission of information and best practices related to health career education and training, which you think will be helpful to other members. Articles may be submitted to Janell Lang, NN2 Connections Editor, by email: janell_lang@owens.edu.

AMERICAN ASSOCIATION COMMUNITY COLLEGE (AACC)

2009 Convention and Board Meetings *Dr. Barbara Jones*



Pat Harris, Anne Loochtan and Janell Lang

The American Association Community College (AACC) Convention – “Diversity: Our Vision, Our Value,” as well as pre-conference sessions were held April 4-7 in Phoenix, Arizona. The pre-conference activities included the AACC Board of Directors, Commission, and Committee meetings. Dr. Barbara Jones, NN2 Past-President, is a member of the Board of Directors as a Council representative. The AACC President, George Boggs, AACC Board of Directors Chair, Keith Miller, President of Greenville Technical College, and AACC staff members updated the Board and Commis-

sions at these meetings. Many of the presentations centered around legislative issues to include the American Recover and Reinvestment Act (Stimulus Legislation), President Obama’s Fiscal Budget and Appropriations, Workforce Development Legislation, changes in Pell Grant Funding/Financial Aid, funding for the Community Based Job Training Grants, potential funding for new programs through the reauthorized Higher Education Act, and the negotiated rulemaking concerning HEA. Presentations and reports included updates on Achieving the Dream, National

Science Foundation STEM initiatives, Plus 50: Ageless Learning, Nursing and Allied Health Initiatives, international programs, and other initiatives.

Dr. Barbara Jones is also a member of Commission on Emerging Trends, Research and Technology, but she was unable to attend the meeting because of a weather-related flight cancellation. Dr. Jones will attend the AACC Board Retreat in Washington DC August 4-7, 2009.

Also at the AACC Annual Convention, three NN2 Board Members presented a forum, entitled Career Pathways in Health Care: Stackable Certificates and Curriculum. The presenters were Pat Harris, Maricopa Community Colleges, Janell Lang, Owens Community College and Anne Loochtan, Cincinnati State Technical and Community College. This session focused upon stand-alone certificates, stackable certificates, bridge programs and post-graduate programs, and it described multiple entry and exit points which allow students to enter and advance within a career pathway as their circumstances allow. The PowerPoint presentation is available in its entirety on the NN2 Website, www.nn2.org

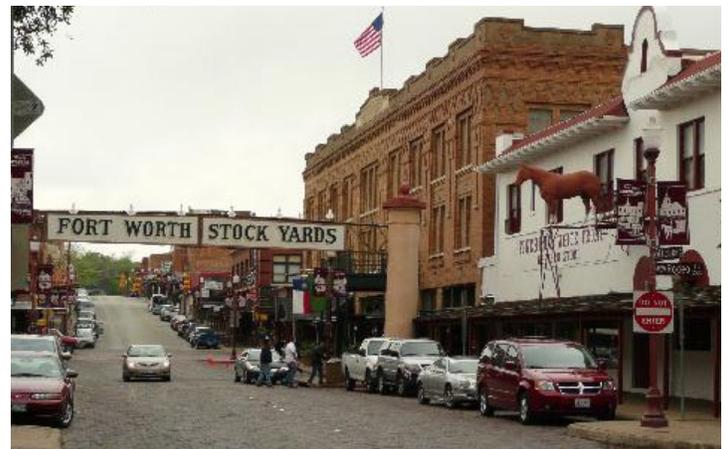
HEALTH PROFESSIONS NETWORK (HPN) *Spring 2009 Conference*

Janell Lang

Cullen Johnson, NN2 Executive Director, Anne Loochtan, President, and Janell Lang, Immediate Past President, attended the Spring 2009 HPN Conference in Ft. Worth, Texas in April. The theme of the conference, New Horizons in Health Care, was underscored by the keynote speaker, Sondra Flemming, Vice President of Health and Economic Development, Dallas County Community College District and NN2 Past President, in her defining speech, entitled *Follow the Yellow Brick Road*. Her presentation may be viewed on the HPN website: www.healthpronet.org/newsletters/June09.html

Steven Collier and Harold Jones of the University of Alabama at Birmingham provided attendees with an overview of *The Allied Health Workforce: Current Status and Future Scenarios*, and Chris Stiernagle, Jamie Hale and Watson Wyatt of Dallas forecasted *How Changing Demographics Will Impact the Allied Health Professions*.

The major portion of the conference, however, focused upon strategic planning priorities to guide HPN for the next planning term of 3-5 years. Facilitator Paul L. Gaston guided a concentrated and efficient strategic planning discussion. Through pre-meeting inquiry, members had reviewed HPN’s Identity Statement, Vision, Mission and Values and forwarded recommendations for revision. Once these were addressed, members were able to focus on the internal and external environments the organization



must address, goals for the future, and strategic objectives leading to the accomplishment of those goals. A Strategic Plan update will be provided to HPN members at the Fall Conference scheduled for September in Tampa.

Finally, during its May conference call, the Board of Directors voted to appoint Janell Lang as Program Chair for upcoming conferences beginning this Fall.

COMMISSION ON ACCREDITATION OF ALLIED HEALTH PROGRAMS (CAAHEP) *Report* Dr. Carolyn O'Daniel

The 15th Annual CAAHEP Meeting was held on April 19-20, 2009 in San Antonio, TX. NN2 was represented by commissioners Lacheeta McPherson (Vice President), Dan Points (Treasurer), Sondra Flemming (former President), Marianne Krismer, Cynthia Butters, and Carolyn O'Daniel.

Pam Bergeron provided tools for working with teams and developing strengths related to change, challenges and collaboration. Serena Vinter spoke to commissioners about the role of allied health professionals in emergencies and distributed copies of "Trust for America's Health: Ready or Not? Protecting the Public's Health from Disease, Disasters, and Bioterrorism." CAAHEP Executive Director, Kathy Megivern, gave commissioners an update on federal developments. Randy Kuykendall talked about the challenge facing the field of paramedic education, and Judy Lauwers introduced commissioners to the emerging profession of lactation consultants. Commissioners learned that paramedic credentialing eligibility will require graduation from an accredited EMT program by 2012. In a "Spotlight on

CAAHEP Professions, Jerry Purvis and Melissa Fuller spotlighted kinesiotherapy, and Genie Fulcher and Joyce Hardee spotlighted medical assisting and the new 2008 Accreditation Standards. Karen Natkin gave the group an update on the new Medical Education and Training Camp (METC) in San Antonio and the complete restructuring of military training programs. "METC will be the largest consolidation of service training in the history of the Department of Defense. Upon completion, the average daily student population will be approximately 8,700 with an annual throughput of 47,000."

The Awards Luncheon honored long-time NN2 leader Sondra Flemming, who received a special award recognizing her outstanding leadership and service to CAAHEP. Congratulations, Sondra!

The Business Meeting was called to order by outgoing President William Horgan, and Treasurer Dan Points gave the financial report, indicating that CAAHEP is financially sound.

During the Annual Business Meeting, Lacheeta McPherson was re-elected to the Board, and Carolyn O'Daniel was re-elected to the Nominations and Elections Committee. Affirmative action was taken on the following additional business:

1. Request for Eligibility of new Profession: Lactation Consultants
2. Application for new Committee on Accreditation – AARC
3. Request for new Sponsoring Organizations:
 - A. International Board of Lactation Consultant Examiners
 - B. International Lactation Consultant Association
4. Request from CoAEMSP for two new sponsoring organizations
 - A. American Ambulance Association
 - B. International Association of Fire Chiefs

Kathy Megivern reported that the CAAHEP Board had approved the CoARC request to end their affiliation effective January 1, 2010.

NN2 Welcomes Central Community College, Hastings, NE as a new Institutional Member. Dr. Marcie Kemnitz will serve as Central's representative to the organization.

AN UPDATE ON INCREASING EDUCATIONAL ENTRY LEVEL REQUIREMENTS: *Is it Degree Creep or Natural Evolution?*



Gregory Ferenchak, Ed.D.

The National Network of Health Career Programs in Two-Year Colleges (NN2) outlined its concern about initiatives to elevate educational requirements for entry into practice for some allied health fields in a recent position paper. Arbitrary degree creep will raise the cost of education, make it less accessible to some students, increase the shortage of the health care workforce, and may even add to the cost of health care. This article presents an update of health science fields currently investigating a change in entry level educational re-

quirements, but it is limited to fields currently at the associate degree level.

The medical imaging and radiation therapy fields have discussed entry level educational requirements since the 1990s. None of these professions currently require a specific degree to enter the field as a practitioner, but this may soon change. The American Registry of Radiologic Technologists (ARRT), the organization that certifies and registers technologists in the medical imaging and radiation therapy fields,

AN UPDATE ON INCREASING EDUCATIONAL ENTRY LEVEL REQUIREMENTS: *Is it Degree Creep or Natural Evolution?*

Continued

proposed in the 2009 Annual Report that all candidates for certification through the ARRT must have earned at minimum an associate degree from an appropriately accredited institution. If implemented, this change will affect certificate programs in these disciplines.

Eligibility for certification through the American Registry of Radiologic Technologists (ARRT) primary pathway may require at least an associate degree in order to be eligible for primary certification. The proposed changes, if adopted, will affect all graduates who apply for primary certification in radiography, nuclear medicine technology, radiation therapy, sonography, or magnetic resonance on or after January 2015. The proposed change would require programs in these fields that currently award a certificate upon completion to close, change their curriculum to award an associate degree, or articulate with a degree granting institution.

The nuclear medicine technology professional society, the Society of Nuclear Medicine (SNM), passed a resolution in 2005 to make a baccalaureate degree the standard for entry level technologists. This action was proposed after a 3-day educational summit that included 24 representatives from 8 organizations. Discussions on the minimum educational entry level to practice took place over 4 years and included input and opinions from all stakeholders. The discussion is now moving to the second phase, namely investigation and data collection. The Society of Nuclear Medicine Technologists' proposed change in entry level practice requirements are to be implemented by 2015. Since the ARRT, one of two organizations that certify and register technologists in nuclear medicine, proposed that all candidates for certification through the ARRT have earned at minimum an associate degree from an appropriately accredited institution, nuclear medicine technology graduates would meet this requirement.

This is not the first imaging technology profession to propose an educational entry level baccalaureate requirement. The radiation therapy field was heading towards entry level baccalaureate degree in the late 1990s. After

thorough research conducted by the ARRT resulted in insufficient data to support the proposal, the ARRT concluded that it would not require a bachelor's degree for applicants for the radiation therapy certification exam. As a result, most radiation therapy programs abandoned the rush to transfer their program to a four-year institution or to articulate with one. While the Society of Nuclear Medicine conducts its investigation into the baccalaureate educational entry level proposal, the ARRT will continue its proposal of an associate degree as the minimum education requirement for primary certification.

In 2008 the Committee on Accreditation for Respiratory Care (CoARC) announced that it would separate from the Commission on Accreditation of Allied Health Education Programs (CAAHEP). Initially indicating a separation of January 2010, it was later announced that the separation would occur in the late fall 2009. Although reasons were cited for this move, there is fear that a movement to push this profession to a baccalaureate degree entry level may surface.

However, these fears may be premature and unfounded. The American Association for Respiratory Care position statement on respiratory therapist education, which was revised in March 2009, indicates that minimum education leading to entry into the practice of respiratory therapy should be successful completion of an associate degree respiratory therapy educational program. Currently, to apply for the certification exam to become a certified respiratory therapist, the applicant must hold at minimum an associate degree. A wait and see attitude will have to be adopted as CoARC establishes itself as a freestanding accreditor of respiratory therapy education programs and establishes its accreditation standards.

Very recently, a proposed study by the Institute of Medicine of the future of nursing and nursing education was announced. A committee that will lead this initiative has been proposed, but none of the initial appointees are from a community college. Since the community colleges educate over 60% of the nation's registered nurses, it is odd that no representative

was invited to sit on the committee. Does this indicate another attempt to increase the educational entry level requirement for nursing to be at the baccalaureate level?

In summary, educational entry level change appears to be on the horizon for the medical imaging and radiation therapy fields. Unlike other health science fields that have increased their educational entry level beyond the associate degree, the medical imaging and radiation therapy fields are establishing an associate degree as minimum entry level.

Change in entry level educational requirements that promote better practitioners, improve patient care safety, and/or reduces health care costs are valid reasons to support higher entry level educational requirements. After all, many health science professions started as on-the-job training programs and successfully evolved into formal educational programs in colleges and universities. As educators or managers of health care programs, we are obligated to support changes that are based on a culture of evidence. Representatives from two- and four- year colleges or universities should be included in discussions that include changes in educational requirements to practice in a health field to assure that it is a feasible change. As college/university budgets shrink and programs are eliminated to balance the budget, starting new programs is not always possible, especially if enrollment must be capped at a low number.

2008 - 2009 NN2 BOARD OF DIRECTORS



Standing L to R:

Cullen Johnson, Retired, Cuyahoga Community College, Cleveland, OH
Richard Hernandez, Trident Technical College, Charleston, SC
Luanne Olson, Oakton Community College, Des Plaines, IL
Gregory Ferenchak, Broward College, Coconut Creek, FL
Janell Lang, Owens Community College, Toledo, OH

Seated L to R:

Lois Simmons, Community College of Baltimore County, Baltimore, MD
Anne Loochtan, Cincinnati State and Community College, Cincinnati, OH
Becki Evans, Tulsa Community College, Ft. Gibson, OK
Carolyn O'Daniel, Jefferson Community and Technical College, Louisville, KY
(Not Pictured) Pat Harris, Maricopa Community Colleges, Tempe, AZ

a legal session with practical applications regarding issues of criminal background checks and drug screening, collaboration potentials between education and practice in health care settings, round tables addressing emerging issues and best practices as well as application of the latest instructional technology. Of course there will be ample time for networking, including a fun T-shirt exchange. (Don't forget to bring your college's T-shirt to participate!)

Downtown Dallas will be the backdrop for each of the evening's social activities. A welcoming reception on September 30th will be held at The City Club, one of the oldest member-owned private clubs in Dallas. Located atop the Bank of America Plaza, The City Club offers a spectacular view of the city. On October 1, the venue will be the historic Old Red Courthouse and Museum, located adjacent to the JFK Memorial and Dealey Plaza in the Historic West End district of Dallas. For October 2, the venue provides a traditional Texas western theme at Eddie Dean's Ranch. Bring your hat and boots and enjoy an evening of barbeque and music.

El Centro College of the Dallas County Community College District will be the host college for the 22nd annual NN2 conference in Dallas Texas September 30-October 3, 2009. The planning committee has been working hard to provide a memorable and informative meeting. The elegant Fairmont Hotel in downtown Dallas will be the conference hotel.

"Making the Pieces Fit in Health Career Education" is the theme for the conference. The keynote speaker will be Dr. Marcia Brand, Deputy Administrator, Health Resources and Services Administration of the U.S. Department of Health and Human Services. Other pieces of the "puzzle" include

The conference will conclude on Saturday, October 3rd with a tour of El Centro College's Center for Allied Health and Nursing and demonstrations of the latest classroom and laboratory technology. This seven story state of the art facility opened in January 2008 and features simulation labs, a surgical suite and imaging department.

For more information on the annual conference, hotel and registration materials go to www.elcentrocollege.edu and click on the NN2 logo found on the home page.

National Network of Health Career Programs in Two-Year Colleges (NN2)
Newsletter Office
Attn: Janell Lang, Ed.S.
Assistant Director, Faculty Development
Owens Community College
PO Box 10,000
Toledo, OH 43699

Membership Application

Name: _____

Title: _____

College / Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____

E-mail: _____

Type of Membership: (Check one)

- Individual: \$65 Professional Organization/Agency: \$500
 Institutional: \$225 Corporate: \$750

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