

A PROPOSAL FOR PIERRE CAPITAL UNIVERSITY CENTER



# PRACTICAL NURSING & REGISTERED NURSING

BEGINNING FALL OF 2020



LAKE AREA  
TECH

It's your world.

WATERTOWN, SOUTH DAKOTA

# **LAKE AREA TECHNICAL INSTITUTE**

## **LPN/RN NURSING at the CUC in Pierre**

### **Executive Summary**

Lake Area Technical Institute requests approval to extend our face-to-face Licensed Practical Nursing (LPN) and Associate of Applied Science in Registered Nursing (RN) programs at the Capital University Center (CUC) in Pierre. Lake Area Tech makes this request in full coordination with the CUC's current RN program provider, the University of South Dakota (USD), as well as Avera, Avantara, Pierre Regional Hospital, the CUC, and other area employers. Lake Area Tech's LPN/RN programs will complement the USD RN program. Lake Area Tech currently offers the LPN program online with clinical placement in the Pierre area, as well as the Dual Credit Healthcare Academy for area high school students. This request is to further serve the region by providing opportunities for students who prefer to the face-to-face format to complete the LPN and RN programs locally.

With a successful track record in the Nursing education field for over 50 years, Lake Area Tech is an excellent fit for this opportunity as we already offer our Practical Nursing program via an online cohort in Pierre. This would give both traditional and non-traditional students in Pierre, and the surrounding communities the opportunity for face-to-face instruction. Lake Area Tech has solid partnerships with the local healthcare facilities including the hospital, nursing homes, and clinics. If all approvals are secured in a timely fashion, Lake Area Tech could start the LPN program as early as fall 2020. The Watertown School District has approved of this request.

The proposed pathway to Registered Nursing would target nursing students in this region who desire an affordable, high quality, face-to-face registered nursing program for a public institution. At full capacity, the program would graduate up to an additional 20 RNs per year. South Dakota's two year RN workforce needs far exceed what the four technical institutes are currently able to meet.

## **IDENTIFICATION AND DESCRIPTION OF THE PROGRAM**

The LPN and RN programs are designed for students interested in the nursing industry, including opportunities in hospital, long-term care, clinic, assisted living, and other settings. The RN program will allow individuals to expand on the technical and communications skills obtained through their LPN licensure. Students will be trained in the areas of science and technology, nursing skills, advanced nursing skills, problem solving and critical thinking, professionalism, and communication, as related to the nursing field.

All students successfully completing the LPN or RN program will be prepared to take the corresponding licensure exam needed to enter the workforce as either licensed practical or registered nurses.

## **OBJECTIVES AND PURPOSE OF THE PROGRAM**

### **Practical Nursing Program Purpose and Philosophy**

**Mission and Purpose:** Prepare individuals for licensure and safe nursing practice.

#### **Philosophy:**

##### EACH INDIVIDUAL

1. Has basic biological and psychosocial needs.
2. Has dignity and worth regardless of gender, race, color, religion, culture, or sexual preference.
3. Is a part of a complex group of people, known as society, that has diverse differences and, yet, many commonalities.

##### NURSING

1. Is an art and science that forms a partnership with the client, as a person, to meet the daily needs of life that cannot be otherwise satisfied because of illness, injury, or age.
2. Emphasizes wellness and promotion of health.
3. Contributes to health, its recovery, or a peaceful death.

##### TEACHING/LEARNING

1. Is an organized and continuous, life-long plan for learning that will affect all facets of the life of the individual.
2. Results in stimulating inquiry, critical thinking, self-understanding, personal development, career growth, and achievement within a democratic atmosphere.
3. Should enable each student to become a better citizen and to take responsibility for future personal and professional growth.

##### NURSING EDUCATION

1. Is a planned course of study in an educational setting that progresses from simple to complex, prepares the practitioner to function safely and effectively, and provides a foundation for articulation in nursing education.

2. Provides adequate and challenging opportunities for the student to acquire basic knowledge and skills essential in meeting the total basic needs of the client and promotion of health in the hospital, home, and community.
3. Provides a wide range of supervised experiences in a variety of agencies for a holistic understanding of health and illness.
4. Must have practical application of knowledge where theory and clinical experience are provided concurrently when possible.

#### PRACTICAL NURSING

1. Is an integral part of nursing where the licensed practical nurse gives direct care in stable situations under the supervision of a registered nurse or physician and in more complex situations functions as an assistant to the Registered Nurse.
2. Is a profession in which the nurse assists in assessing, planning, implementing, and evaluating nursing care.

### **Practical Nursing Program Student Learning Outcomes/Competencies**

#### DEMONSTRATE PROFESSIONAL RESPONSIBILITIES IN PRACTICAL NURSING BY:

1. Meeting ethical and legal requirements of the practical nursing profession.
2. Providing safe, culturally competent, patient-centered care while contributing as a team member in the health care delivery system to fulfill the basic needs of patients.

#### ACCOMPLISH REASONABLE PATIENT CENTERED OUTCOMES BY:

1. Promoting the holistic well-being of patients, oneself, and members of the health care team.

#### PRACTICE EFFECTIVE COMMUNICATION BY:

1. Establishing effective communication with the inter-professional teams, fostering open communication, mutual respect and shared decision making while achieve quality client care.
2. Utilizing information technology to the fullest capabilities to promote safety and quality care and to guide decision-making.

#### PROMOTE KNOWLEDGE THROUGH LIFELONG LEARNING BY:

1. Applying the nursing process to prioritize client care, enhance critical thinking and problem solving.
2. Performing skills in a safe, effective manner while using evidenced-based practice.

### **Registered Nursing Program Purpose and Philosophy**

The Professional Registered Nursing (RN) Program is an Associate of Applied Science (AAS) Degree Program. The AAS Nursing Program prepares students who are Licensed Practical Nurses to complete a program of study in professional nursing that incorporates theory, clinical, lab and simulation. Upon completion of this program, graduates are eligible to take the NLCEX-RN (National Council Licensure Examination for Registered Nurses). Graduates of this program may apply to another college or a university to pursue a bachelor's degree in nursing after completing their AAS degree and becoming a

registered nurse.

**AAS- RN Program Mission and Purpose:** To prepare individuals for licensure and to provide safe, effective, quality nursing care as a Registered Nurse.

**Philosophy:**

EACH INDIVIDUAL

The faculty believe that each person is an individual that has biological and psychological needs and each has dignity and worth regardless of gender, race, color, religion, culture or sexual orientation. Each individual belongs to a society that has diverse differences and yet many commonalities.

NURSING

The faculty believe that nursing is an art, a science and a partnership with the patient to provide effective quality patient-centered nursing care.

NURSING EDUCATION

The faculty believe that nursing education is a continuous process and that learning is an ongoing, life long process that stimulates inquiry, critical thinking, self-understanding and personal development.

REGISTERED NURSING

The faculty believe that the professional registered nurse is part of team and that teamwork and collaboration are key to growth as a nurse. Evidenced based practice ensures quality improvement across a life span.

INFORMATION TECHNOLOGY

The faculty believe that information technology is a realistic expectation of healthcare that promotes safety and allows for effective quality care.

## **REGISTERED NURSING PROGRAM STUDENT LEARNING OUTCOMES/COMPETENCIES**

### **DEMONSTRATE PROFESSIONAL RESPONSIBILITIES AS A REGISTERED NURSE BY**

1. Participating in the diverse and ever-changing roles of the professional nurse in a variety of health care settings.
2. Integrating evidence-based practice to provide quality, safe, competent care.

### **ACCOMPLISH REASONABLE PATIENT CENTERED OUTCOMES BY:**

1. Promoting the holistic health care needs of individuals in all stages of development across the illness/wellness continuum.

### **PRACTICE EFFECTIVE COMMUNICATION BY:**

1. Collaborating effectively with clients, peers, and members of other health care disciplines, utilizing evidence-based practice.
2. Utilizing information technology to the fullest capabilities to promote safety and quality care.

### **PROMOTE KNOWLEDGE THROUGH LIFELONG LEARNING BY:**

1. Fostering lifelong learning in an engaging and dynamic environment.
2. Applying the nursing process to prioritize client care and enhance clinical judgement.

## **METHODS OF ATTAINING THE OBJECTIVES OF THE PROGRAM**

The LPN and RN programs will include classroom instruction and simulated lab experiences, along with industry field trips, guest speakers, and clinical experiences. The curriculum will incorporate a variety of instructional methods. Clinical skills will be obtained through clinical experiences off-campus.

The LPN and RN programs will work closely with industry and an advisory board composed of representatives from potential employers. The Advisory Board will approve the curriculum, discuss and recommend equipment purchases and assist in forming partnerships to assist Lake Area Tech with innovative curriculum and cost-sharing.

### **Practical Nursing Program Outcomes:**

1. Graduates will meet or exceed the national average for first time test takers on the NCLEX-PN.
2. Ninety percent (90%) of employer surveys will indicate satisfaction with the graduate's performance.
3. Ninety (90%) of graduates who write and pass the NCLEX-PN will be employed or furthering education within one year of graduation.
4. Sixty percent (60%) of full-time students enrolled in the program will graduate within twelve months.
5. Sixty percent (60%) of part-time students enrolled in the program will graduate within two years.
6. Ninety percent (90%) of graduates will indicate that they are satisfied with their education on the post-graduate survey.

### **Registered Nursing Program Outcomes:**

1. Graduates will meet or exceed the national average for first time test takers on the NCLEX- RN.
2. Seventy-five percent (75%) of the full-time students enrolled in the program will graduate within twelve months.
3. Ninety (90%) of the graduates will be employed or furthering education within one year of graduation.
4. Ninety percent (90%) of the graduates will indicate that they are satisfied with their education on the post-graduate survey.
5. Ninety percent (90%) of the employer surveys will indicate satisfaction with the graduate's performance.

## DESCRIPTION OF THE NEEDS BASED ON LABOR MARKET DEMANDS IN THE UNITED STATES AND SOUTH DAKOTA

The South Dakota Occupational Employment Projections 2014-2024 indicates SD will have an increased need for Registered Nurses annually. The LPN growth rate shows an increase of 23 nurses needed annually; the RN growth is 1,416. Rural South Dakota, in particular, will be adversely impacted by the Baby Boomer retirement trend; therefore, increasing the number of LPNs/RNs available is critical.

<b>Nursing Projections 2018-2024 South Dakota</b>					
	<b>2014 workers</b>	<b>2024 workers</b>	<b>Total employment change 2014-2024</b>	<b>Annual Ave Percentage change</b>	<b>Total percentage change</b>
Licensed Practical Nurses	2,017	2,040	23	0.11%	1.14%
Registered Nurses	11,673	13,089	1,416	1.15%	12.13%

<https://www.southdakotaworks.org/vosnet/Default.aspx>



### National Demand for Nurses

<b>Quick Facts: Licensed Practical and Licensed Vocational Nurses</b>	
<b>2018 Median Pay</b> ?	\$46,240 per year \$22.23 per hour
<b>Typical Entry-Level Education</b> ?	Postsecondary nondegree award
<b>Work Experience in a Related Occupation</b> ?	None
<b>On-the-job Training</b> ?	None
<b>Number of Jobs, 2018</b> ?	728,900
<b>Job Outlook, 2018-28</b> ?	11% (Much faster than average)
<b>Employment Change, 2018-28</b> ?	78,100

<https://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm#tab-1>



Quick Facts: Registered Nurses	
2018 Median Pay ?	\$71,730 per year \$34.48 per hour
Typical Entry-Level Education ?	Bachelor's degree
Work Experience in a Related Occupation ?	None
On-the-job Training ?	None
Number of Jobs, 2018 ?	3,059,800
Job Outlook, 2018-28 ?	12% (Much faster than average)
Employment Change, 2018-28 ?	371,500

<https://www.bls.gov/ooh/healthcare/registered-nurses.htm>

In response to the 2-year RN AAS degree, our Business Partner Specialists and Nursing programs put together the below list of South Dakota facilities needing two-year RN's. Further, on June 9, 2017 Indeed lists 767 open RN positions in South Dakota.

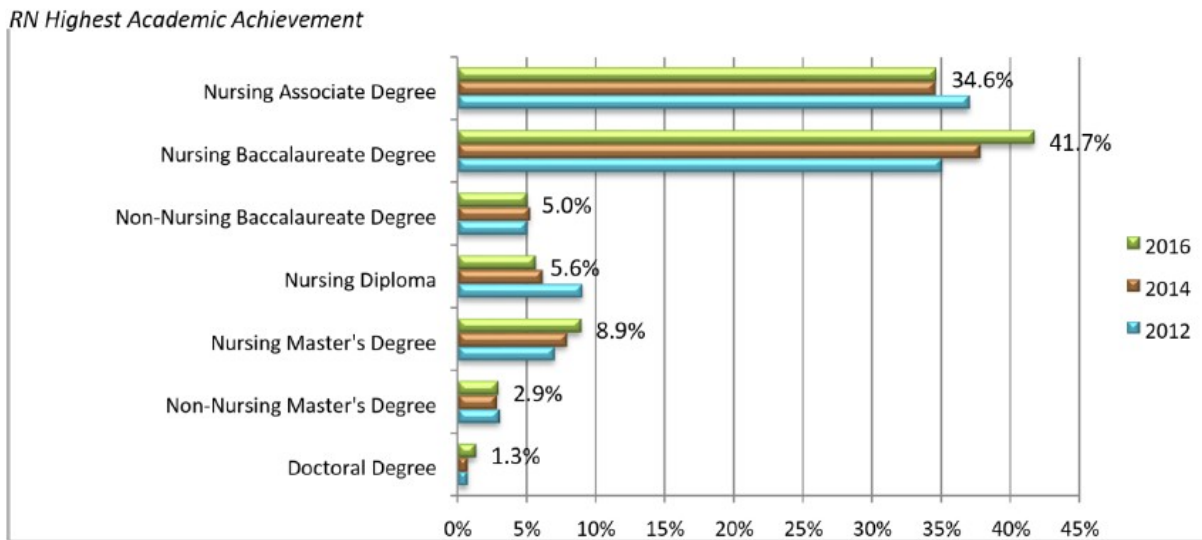
LATI's Nursing Department and Business Partner Specialist also spoke with a significant number of health care establishments and determined, the majority of South Dakota Hospitals, Nursing Homes, and Assisted Living establishments only require a 2 year RN degree. The exceptions (noted below) are times when health care facilities **do** require a 4 year RN:

- 1) Most management positions in a healthcare facility require a 4 year RN degree
- 2) If they are in "Magnet Status" –By 2020 the goal is to have 80% BSN nurses for all hospitals across the country in Magnet Status- *Regional Health in Rapid City* is an example of Magnet Status

The full **2017 Workforce Supply and Characteristics for RN's** provided on the South Dakota Department of Health website can be found at: <http://doh.sd.gov/boards/nursing/Reports/2017SDNsgWorkForceReport.pdf>

Highlights from this report include that 34% of the nurses in SD hold a 2yr RN as their HIGHEST ACADEMIC ACHIEVEMENT (page 14), with only 41.7% having a BS degree. This is the latest report from SD Department of Health.

**Report excerpts:**



2017 Workforce Supply and Characteristics for Registered Nurses - South Dakota Department of Health  
<http://doh.sd.gov/>

**Highest Academic Achievement** As shown in the graph the majority of RNs in South Dakota, 59.8% reported their highest educational preparation as a baccalaureate or higher degree; compared to 65.4% nationally<sup>1</sup>. RNs holding a baccalaureate in nursing comprised 41.7% (6,395); a 3.9% increase since 2014. RNs prepared with an associate degree as their highest educational preparation comprised 34.6% (5,312) of the population. Diploma prepared RNs continue to decline and comprise only 5.6% (866) of all RNs. RNs prepared with a master’s in nursing increased slightly to 8.9% (1,372) and those prepared at the doctoral level increased to 1.3% (195). The types of doctoral degrees RNS held is shown in the bar graph.

**Workforce Gains and Losses** from January 1, 2015 to December 31, 2016 a total of 3,347 RNs were added to South Dakota’s active supply of RNs; 1,275 were added as new graduates and 2,072 were added by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 1,609 nurses with a net loss of 1,738 RNs. Licensure data during the previous two time periods revealed similar net losses of RNs. Reasons for the loss of RNs to the workforce include retirement, leaving the profession, moving out of South Dakota, or choosing to not renew their SD RN license.”

## POPULATION TO BE SERVED BY THE PROGRAM/OPTIONS

The program will be available to all interested individuals who successfully meet the established Lake Area Tech admission criteria. No restriction will be made regarding race, creed, gender or age. The program will draw students from the Pierre community and surrounding area. The opportunities for employment will be primarily in the mid region of South Dakota in rural healthcare facilities including hospitals, nursing homes, clinics, assisted living centers, etc.

## PROJECTED THREE YEAR BUDGET

	FY 21	FY 22	FY 23	FY 24
Instructor Salary/Benefits	\$85,350.00	\$160,700.00	\$163,914.00	\$167,192.00
Equipment	\$0.00	\$0.00	\$0.00	\$0.00
Supplies	\$2,500.00	\$2,500.00	\$2,600.00	\$2,600.00
Travel	\$2,000.00	\$2,000.00	\$2,100.00	\$3,000.00
Contracted Services	\$10,000.00	\$10,000.00	\$10,200.00	\$10,200.00
<b>Totals</b>	<b>\$ 99,850.00</b>	<b>\$171,500.00</b>	<b>\$178,814.00</b>	<b>\$182,992.00</b>

Lake Area Tech proposes one full-time faculty for the first year to accommodate the Licensed Practical Nursing program in addition to clinical adjuncts. A second full-time faculty member will be added in the second year to accommodate the Registered Nursing program addition. The contracted services amount includes specialized software licenses for students.

## **PROGRAM COMPETENCIES AND ENTRY AND EXIT POINTS OF SUBOCCUPATIONS**

**Entry Points:** Fall-2020

**Exit Point:** Graduation with an LPN diploma and/or an Associate of Applied Science degree in Registered Nursing after completion of all coursework.

**Job Titles:** LPN/Registered Nurse. See Appendix B

**Statement of Non-duplication:** LPN/Two-year Registered Nursing programs are available through all four technical institutes. The inability to meet the workforce needs in the nursing industry makes the need for an expanded program located in the Pierre area a necessity.

**Curriculum Design:** See Appendix A

**Survey/Wage Factor:** See Appendix B

### **SUGGESTED CIP CODE**

**CIP Code**      **Licensed Practical and Licensed Vocational Nurses**

**29-2061.00**

**Definition:** Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

**CIP Code**      **Registered Nursing/Registered Nurse**

**51.3801**

**Definition:** A program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, infirmed, or other individuals or groups. Includes instruction in the administration of medication and treatments, assisting a physician during treatments and examinations, Referring patients to physicians and other health care specialists, and planning education for health maintenance.

### **APPENDICES**

- A. Curriculum Outlines
- B. Job Titles, Need and Survey/Wage Factors
- C. Letters of Support

## Appendix A – Curriculum Outlines

### Nursing

#### Semester Course Outline • 2019 – 2020

11 Months (2 Semesters, 1 Summer Session) • Revised: 9/10/19

Credits Required for Graduation: 47



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#### Fall Semester

Course Number	Course Title	Theory Hours	Lab Hours	Clinical Hours	Semester Credit
PN 102	Fundamentals of Nursing Practice I	22	----	22	2
PN 103	Fundamentals of Nursing Practice II	45	30	90	6
PN 106	Foundations in Nursing	30	----	----	2
PN 108	Nutrition	15	----	----	1
PN 110	Medical Terminology	15	----	----	1
PN 130	Pharmacology	15	----	----	1
ANAT 142	Anatomy *	45	----	----	3
ENGL 101	Composition *	45	----	----	3
• Selected Mathematics Course (Choose one) MATH 100 – Applied General Math MATH 101 – Intermediate Algebra MATH 114 – College Algebra *		45	----	----	3
<b>Total</b>		277	30	112	22

#### Spring Semester

Course Number	Course Title	Theory Hours	Lab Hours	Clinical Hours	Semester Credit
PN 111	Maternity Nursing	15	----	45	2
PN 112	Nursing Care of Children	30	----	22	2.5
PN 113	Nursing Care of the Adult I	38	15	90	5
PN 114	Nursing Care of the Adult II	30	----	180	6
PSYC 101	General Psychology *	45	----	----	3
CSS 100	Career Search Strategies	8	----	----	.5
<b>Total</b>		166	15	337	19

#### Summer Session

Course Number	Course Title	Theory Hours	Lab Hours	Clinical Hours	Semester Credit
PN 201	Applied Clinical Practice	----	----	225	5
PN 203	Professional Concepts in Nursing	15	----	----	1
<b>Total</b>		15	----	225	6

**Clock Hours:** 15 Theory Clock Hours = 1 credit    30 Lab Hours = 1 credit    45 Clinical Hours = 1 credit

- MATH 114 – College Algebra is required for the Associate of Applied Science Degree in Nursing.

**Note:** If a student does not successfully complete one the following courses: PN 106, PN 111, PN 112, PN 113, PN 114, or PN 130, the student will be required to complete PN 123 – Nursing Concepts E before advancing in the Practical Nursing Program.

Elective: CPR 112 – Basic Life Support for Healthcare Workers for .5 credit

Students inquiring about courses required for the Associate of Applied Science Degree should speak with an advisor from the nursing department. Courses marked with an asterisk (\*) can be transferred directly to the university system.

Below are General Education courses required for the Associate of Applied Science Degree in Nursing and transfer directly to the university system.

CHEM 106 – Inorganic Chemistry Lecture = 3 credits

CHEM 106L – Inorganic Chemistry Lab = 1 credit

SOC 100 – Introduction to Sociology = 3 credits

MICRO 231 – General Microbiology = 4 credits

PHGY 210 – Introduction to Human Physiology = 4 credits

SPCM 101 – Fundamentals of Speech = 3 credits

# Nursing • Second Year Registered Nurse (RN)

## Semester Course Outline • 2019 – 2020



11 Months (2 Semesters, 1 Summer Session) • Revised: 2/25/19

Associate of Applied Science (A.A.S.) Degree • Credits Required for Graduation: 39

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Note: Completion of MATH 102 – College Algebra is required prior to starting the RN program.

### Fall Semester

Course Number	Course Title	Theory Hours	Lab Hours	Clinical Hours	Semester Credit
RN 206	Professional Concepts in Nursing	8	----	----	.5
RN 223	Health Promotion and Clinical Concepts in Nursing	26	8	90	4
RN 227	Nursing Care of the Child and Family	22	----	68	3
RN 230	Pharmacology for the Registered Nurse	30	----	----	2
PHGY 210	Introduction to Human Physiology	60	----	----	4
CHEM 106 CHEM 106L	Inorganic Chemistry Lecture * Inorganic Chemistry Lab *	45	15	----	4
<b>Total</b>		191	23	158	17.5

### Spring Semester

Course Number	Course Title	Theory Hours	Lab Hours	Clinical Hours	Semester Credit
RN 228	Nursing in the Community	8	----	22	1
RN 236	Mental Health Nursing	15	----	22	1.5
RN 240	Applied Pathophysiology in Clinical Nursing	30	----	90	4
CSC 100	Computer Concepts	15	----	----	1
MICRO 231	General Microbiology *	60	----	----	4
SOC 100	Introduction to Sociology *	45	----	----	3
<b>Total</b>		173	----	134	14.5

### Summer Session

Course Number	Course Title	Theory Hours	Lab Hours	Clinical Hours	Semester Credit
RN 242	Applied Nursing Concepts	----	----	180	4
SPCM 101	Fundamentals of Speech *	45	----	----	3
<b>Total</b>		45	----	180	7

Courses marked with an asterisk (\*) can be transferred directly to the university system.

Clock Hours: 15 Theory Clock Hours = 1 credit    30 Lab Clock Hours = 1 credit    45 Clinical Clock Hours = 1 credit

Clinical Hours: First Year Nursing (LPN) = 674    Second Year Nursing (RN) = 472

First Year Nursing (LPN): 47 Credits (12.5 credits in General Education and 34.5 credits in Technical Education or Nursing)

Second Year Nursing (RN): 39 Credits (19 credits in General Education and 20 credits in Nursing)

Total: 86 Credits (31.5 credits in General Education and 54.5 credits in Nursing)

Note: If a student transfers from another LPN program, they must have a current nursing license. Upon proof of their license, 34.5 credits will be granted for the first year of nursing. An additional 19 credits in general education and 20 credits in nursing will be needed to meet graduation requirements for the RN degree.

## Appendix B – Job Titles

### Employment estimate and mean wage estimates for this occupation:

US Department of Labor 2018								
Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Median hourly wage	Mean hourly wage	Annual mean wage	Mean wage RSE
29-2061	<a href="#">Licensed Practical and Licensed Vocational Nurses</a>	detail	701,690	0.7%	\$22.23	\$22.62	\$47,050	0.2%
29-1141	<a href="#">Registered Nurses</a>	detail	2,951,960	0.5%	\$34.48	\$36.30	\$75,510	0.3%

National statistics:

<https://www.bls.gov/oes/current/oes292061.htm>

<https://www.bls.gov/oes/current/oes291141.htm#nat>

### Occupations with the most new jobs, 2014 and projected 2024

	Employment change, 2014–24		Median annual wage, 2016
	Number	Percent	
<b>Personal care aides</b>	458.1	25.9	\$21,920
<b>Registered nurses</b>	439.3	16.0	\$68,450
<b>Home health aides</b>	348.4	38.1	\$22,600
<b>Combined food preparation and serving workers, including fast food</b>	343.5	10.9	\$19,440
<b>Retail salespersons</b>	314.2	6.8	\$22,680

United States Department of Labor, Bureau of Labor Statistics

[https://www.bls.gov/emp/ep\\_table\\_top\\_occupations.htm](https://www.bls.gov/emp/ep_table_top_occupations.htm)

**Highest Academic Achievement** As shown in the graph the majority of RNs in South Dakota, 59.8% reported their highest educational preparation as a baccalaureate or higher degree; compared to 65.4% nationally<sup>1</sup>. RNs holding a baccalaureate in nursing comprised 41.7% (6,395); a 3.9% increase since 2014. RNs prepared with an associate degree as their highest educational preparation comprised 34.6% (5,312) of the population. Diploma prepared RNs continue to decline and comprise only 5.6% (866) of all RNs. RNs prepared with a master's in nursing increased slightly to 8.9% (1,372) and those prepared at the doctoral level increased to 1.3% (195). The types of doctoral degrees RNS held is shown in the bar graph.



## Appendix C – Letters of Support



717 E. Dakota Ave.  
Pierre, SD 57501  
605-224-3163

Avera.org

10/17/19

State Board of Technical Education  
Capital University Center  
925 E Sioux Ave, Pierre, SD 57501

RE: Letter of Support for Lake Area Technical Institute's Licensed Practical Nursing Program

Dear State Board of Technical Education,

This facility is in support of Lake Area Technical Institute (LATI) starting a Licensed Practical Nursing (LPN) program with a follow on two year RN program on the Capital University Center Campus here in Pierre.

We find ourselves chronically in need of additional LPNs and RNs and they are very difficult to find and hire. Pierre is located in central South Dakota and is isolated from the mainstream when it comes to the provisioning of nursing staff because of its location. The nursing programs at Universities or Technical Colleges are at least three hours away from Pierre and, because of this, it leads to their employment in those larger metropolitan areas of the State where these colleges are to be found. Pierre businesses have invested in an education center here in Pierre that is capable of educating nurses from the local area that will stay in the local area in order to solve this health care staffing issue. Our greatest need is for Licensed Practical Nurses and we currently have no program for this which is the reason we are supportive of Lake Area's efforts to bring that program to Pierre.

We will commit to providing necessary clinical experiences needed by this program in order for the program and the students to be successful. We also will commit to allowing high school students or others interested in being an LPN or RN to visit our facilities and shadow our staff members, as far as is practicable, in order to help recruit students into the LATI LPN program. Needless to say, we will also provide jobs for those trained and certified to fill positions that are open.

We would ask that LATI be authorized to expand their LPN on-site program to Pierre in fulfillment of our needs and their mission. Should you have any questions, please contact me.

Sincerely,

A handwritten signature in black ink that reads "Talli Raske".

Talli Raske  
Administrator VP  
Avera Maryhouse

*Sponsored by the Benedictine  
and Presentation Sisters*



10/18/2019

State Board of Technical Education  
Capital University Center  
925 E Sioux Ave, Pierre, SD 57501

RE: Letter of Support for Lake Area Technical Institute's Nursing Program

Dear State Board of Technical Education,

Avantara Nursing Home supports Lake Area Technical Institute's efforts to start a Licensed Practical Nursing (LPN) program with the possibility of a follow-on two-year RN program in Pierre.

Our institution has struggled to fill vacancies we have for Licensed Practical Nurses in our Pierre facility. Without a full complement of LPNs, we run the risk of impacting the level of care we can afford to each resident or we must extend the shifts of our current staff—both alternatives are detrimental to the effectiveness of our organization. Part of the issue with recruiting new LPNs, is that the educational institutions that train LPNs are all on the east or west sides of the state. We find LATI's proposal to start an LPN program at the Capital University Center as a great move to help alleviate this problem. It certainly would be of great benefit for all institutions in central South Dakota to have a program that educates local high school graduates locally where a connection can be made with them so that the odds of them staying for employment increases.

We will commit to working with LATI in helping with the necessary clinical experiences needed by this program in order for the program and the students to be successful. We are also willing to commit to possible shadowing experiences for those potentially interested in an LPN or RN career in order to help recruit candidates into the program.

We support LATI's efforts and ask that they be authorized to initiate their LPN on-site program in Pierre. Should you wish to talk with me about our support, please call or email me.

Sincerely,

A handwritten signature in black ink, appearing to read "Tina Muller".

**TINA MULLER**  
**EXECUTIVE DIRECTOR | AVANTARA PIERRE**  
950 East Park St., Pierre, SD 57501  
P 605.224.8628 F 605.224.6948



A Department of Avera St. Mary's Hospital

October 22, 2019

100 MAC Lane  
P.O. Box 758  
Pierre, SD 57501-0758  
605-224-5901  
Fax: 605-945-5295

[AveraPierre.org](http://AveraPierre.org)

State Board of Technical Education  
Capital University Center  
925 E Sioux Ave, Pierre, SD 57501

RE: Letter of Support for Lake Area Technical Institute's Nursing Program in Pierre

Dear State Board of Technical Education,

Avera St. Mary's Hospital is in support of Lake Area Technical Institute's efforts to start a LPN/two year RN on-site program on the Capital University Center Campus here in Pierre.

As Pierre is in the center of the State and hours away from the nearest institutions that deliver nursing programs, we find ourselves chronically short of certified nurses of all kinds. We are especially short on Licensed Practical Nurses and find that it is extremely difficult to recruit these nurses from other parts of the State. We believe that a local LPN nursing program will have an advantage in being able to recruit local high school graduates or those locally employed who wish to change their professions to nursing. Additionally, we believe that a well-run LPN program will provide a pathway to two year RN and BSN nurses of which we are also in need.

As an institution, we will commit to providing necessary clinical experiences needed by this program in order for the program and the students to be successful. We also will commit to allowing high school students or others interested in being an LPN or RN to visit our facilities and shadow our staff members, as far as is practicable, in order to help recruit students into the LATI LPN program. Needless to say, we will also provide jobs for those trained and certified to fill positions that are open at our institution.

We would ask that you approve LATI to expand their LPN on-site program to Pierre as a way to fill health care workforce needs in central South Dakota. Please feel free to contact me should you have any questions.

Sincerely,

Karl Richards  
Vice President Clinics/Facilities  
Avera St. Mary's Hospital

