

# SOUTH CENTRAL TENNESSEE WORKFORCE ALLIANCE

## 2016 Labor Education Alignment Program (LEAP 2.0)

Results Matter: Providing Qualified Healthcare Professionals to Meet Workforce Needs in Southern Middle Tennessee

South Central Tennessee Workforce Alliance

IN PARTNERSHIP WITH:

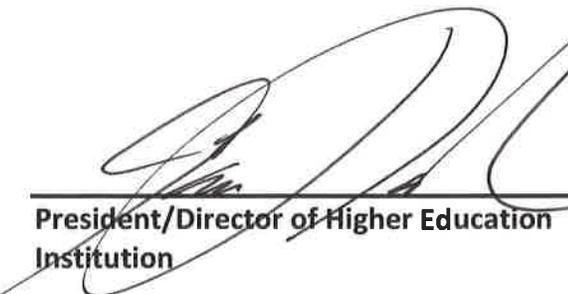
- 1. Columbia State Community College
- 2. Maury County Public Schools and Williamson County Schools
- 3. Maury Regional Medical System; Vanderbilt University Medical Center; and Williamson Medical Center

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Funding requested:

\$1,000,000

  
 \_\_\_\_\_  
 President/Director of Higher Education  
 Institution

  
 \_\_\_\_\_  
 Project Director

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## **ABSTRACT**

In May 2016, the South Central Tennessee Workforce Alliance partnering with Columbia State Community College notified THEC of an intent to submit two Leap 2.0 proposals requesting funds for start-up costs to provide two additional health science programs within the college's southern middle TN service area. The "Results Matter" project would provide equipment and establish Work-Based Learning (WBL) opportunities for students seeking to enter the workforce as Medical Lab Technicians. The "Supporting Safe Sleep" project would provide startup costs to create similar WBL opportunities for future Anesthesia Technicians. Each of these projects were estimated to cost over \$600,000. As the teams worked on the full proposals for each project, it became clear that this was really one project to increase WBL opportunities to provide additional career-entry pathways into the health care workforce in Southern Middle TN. The combining of the two projects also strategically introduces new pathways and increases efficiency of time spent by partnering organizations. A single Steering Committee will be formed with representatives from the required partnering organizations to guide the overall project to develop a Medical Lab Technology Associate of Applied Sciences (A.A.S.) degree program during the first year of the project and an Anesthesia Technology A.A.S. degree program during the second year of the project. True costs will exceed maximum funding allocations for Leap 2.0. If funded, Columbia State has included the difference between projected actual cost and the grant funding maximum in institutional strategic planning and is in discussion with partners to provide financial support which could reduce total costs of both programs to the institution. Estimated budgets included in this proposal will show total costs even though the request for funding is \$1 million dollars.

## **DEMONSTRATED NEED (20 POINTS)**

The proposed project will create two new educational training programs within the Columbia State Community College service area. Columbia State has researched short-time and long-term employment projections at the national, state, and regional level for both programs. The first program will be an A.A.S. degree program in Medical Lab Technology. Core courses for this program will be offered on the Columbia campus in Maury County. The program will initially be offered in laboratory spaces shared with the Chemistry and Biology departments. The initial request for this program came from Maury Regional Medical Center to partner with the college to fill a crucial market need in Southern Middle Tennessee. Maury Regional is one of the region's largest medical facilities with a strong history of partnering with Columbia State to provide healthcare education. As a result of this initial request, Maury Regional had budgeted \$60,000 to offer monetary support for employment of a program director during program development. A letter of support from Maury Regional Hospital is included in Appendix G to document the crucial need for this program.

The U.S. Department of Labor projects that the employment of Medical and Clinical Lab Technicians will increase rapidly between 2014 and 2022, and the occupation has been marked with a "bright outlook statewide" by the State of Tennessee. The estimated employment for the profession in the State of Tennessee was 6,280 in 2014 and is expected to increase to 7,460 by 2022 – an increase of 2.2% annually and a total change of +1,180. The number of total annual average openings for the position from 2014 to 2022 is expected to be 310, with 145 of these openings being due to growth in the industry. Additionally, these job openings will be relatively well-paid, with a median occupational salary of \$35,776 as of 2015 (TN Department of Labor & Workforce Development, 2016).

Medical and Clinical Lab Technician was included as one of the top 25 programs of study with the largest growth in employment opportunities across Tennessee in THEC's Academic Supply and Occupational Demand in Tennessee Annual Report issued on 1/15/16. The programs included in this

top-25 list produce fewer graduates than jobs available indicating that there is an industry demand for more Tennesseans trained in these areas. The projected annual openings in TN for Medical and Clinical Laboratory Technicians was 310 with a projected workforce deficit of 211 (Tennessee Higher Education Commission, 2016). As of June 2016, there were 47 potential candidates looking for work as Medical and Clinical Laboratory Technicians in Tennessee and 85 job openings for the occupation, further indication that the supply of qualified workers in this field is not meeting current or future demands of the industry.

Data from the South Central Tennessee Workforce Development District substantiates the need for Medical Lab Technicians in the region and shows increased employment projections through 2020:

Location	2014 Jobs	Projected 2020 Jobs	Annual Openings	Median Earnings
<b>Maury &amp; Williamson Counties</b>	380	485	28	\$17.88
<b>Columbia State's 9-County Service Area</b>	416	528	30	\$17.84
<b>3 Alabama border counties</b>	180	231	14	\$16.13

*Data Source: South Central Tennessee Workforce Development District*

The second program will be an A.A.S. degree in Anesthesia Technology. This program will be offered at the new Williamson County campus sharing space in a state of the art Nursing laboratory. Again, the college was approached by Vanderbilt University Medical Center to create this program due to an inability to hire trained anesthesia technologists. There are only three accredited programs of this type in the United States. There are none in the state of Tennessee. The initial letter of support from Vanderbilt is found in Appendix G.

Employment data for the Anesthesia Technology program is more difficult to determine because there is not an existing CIP or SOC code for this program. Career and salary information for associate level anesthesia technologist is combined with all surgical technology positions. O\*Net projects that the employment of Surgical (Anesthesia) Technologists (29-20555.00) will increase much faster than average, at 14% or higher through 2024. The Projected Job openings between 2014 and 2024 are

24,600 jobs with median wages in 2015 of \$44,330 (\$21.31 per hour). On a national level, the percentage of employment increase cited by O\*Net is +15%. On the state level, the increase for TN is estimated by O\*Net to be +26% (U.S. Department of Labor, Employment and Training Administration, 2016).

The Bureau of Labor Statistics estimates that there will be an increase of 14,700 surgical (anesthesia) technologists jobs from 2014 to 2024, which is an 15% growth rate. The median salary in 2014 was estimated at \$44,330 per year and \$23.71 per hour (U.S. Department of Labor, Bureau of Labor Statistics, 2015).

Data from the South Central Workforce Development Corporation substantiates the need for Surgical (Anesthesia) Technologists in the region and shows increased employment projects through 2020:

Location	2016 jobs	Projected Jobs 2020	% change 2015-20	Median Earnings
<b>Williamson County</b>	83	94	13%	\$25.13
<b>Columbia State's Service Area</b>	136	151	11%	\$23.09
<b>3 Alabama Border Counties</b>	215	244	13%	\$18.96

*Data Source: EMSI Complete Employment – 2015.1*

As stated above, employers require Medical and Clinical Lab Technicians to be credentialed at least through the Associate's degree. Joint Commission (healthcare facility accrediting body) standards are trending toward requiring credentials for direct patient care providers which is likely to increase the demand for credentialed Anesthesia Technologists. Enrollees into both of these programs will be motivated to complete the Associate's degree to establish credentialing exam eligibility and entry-level in-field employment. These graduates will simultaneously contribute to Tennessee's Drive to 55 goals and the needs of local employers. Columbia State Community College anticipates a full-time headcount of 10 students in the core courses in the initial cohort of each program, which will steadily increase as the program gains momentum throughout the duration of the project and beyond.

Perhaps more important to the Drive to 55 goals, these programs represent another alternative Health Sciences degree for Columbia State Community College students. Each year, more than 1,000 Pre-Allied Health students at Columbia State compete for fewer than 300 seats among the current programs in the Health Science division. Students who are not selected for participation in a current program are often left without a clear direction and become vulnerable to attrition. The Medical Laboratory and Anesthesia Technology programs will create more opportunity to serve well-qualified students who previously may have fallen through the cracks.

### **PROGRAM PLAN (25 POINTS)**

The overall goal of this grant proposal is to establish two new A.A.S. degree programs in high demand Allied Health fields. These two-year programs will support the region's Drive to 55 initiative by providing graduates with skills necessary to pass credentialing exams and be ready for employment. These programs will provide Work-Based-Learning Experiences (WBL) within required clinical courses. Students will earn credit for these courses but will not be paid for these experiences. This clinical experience will meet the requirements of the Internship as defined within the Labor and Educational Alignment Program RFP but will be called a clinical course which in keeping with Health Sciences curricular norms and associated programmatic accreditation standards. Funding from the LEAP 2.0 grant will provide salaries for program faculty during program development and startup in addition to initial equipment required for these programs. The partnerships formed for the LEAP 2.0 grant will bring together the expertise to create curricula to meet the needs and expectations of local employers and will provide avenues to market the new programs to both high graduates and dislocated/underemployed workers.

New program development can take two or more years from initial request by employers to program offering because of time required for approvals by state, regional (SACSCoC) and programmatic accrediting agencies and for resource procurement. With a 3-year grant cycle, much of the time could

be spent on program development with inadequate time for students to actually complete the program and become employed. This proposal is an ideal because Columbia State has already identified disciplines and started the program approval process. The Medical Lab Technology program has already been approved and was recently added to the college's academic inventory. The college has already hired a program director for the first year of program development from funding provided by one of the proposal partners. The funds from the LEAP 2.0 grant would provide resources for equipment and faculty salaries during the initial years of program offering and build the necessary bridges with the local workforce agency and K-12 schools to market the program in Columbia State's service area. Similarly, the college has already identified a need for the Anesthesia Technology program with partnering employers and started the program approval process. There is a need for funds for equipment and faculty salaries during the program development and initial years of program offerings. Appendix D provides a detailed timeline of the overall project.

This project will have strong governance. Both programs will be housed in the Health Sciences Division at Columbia State. This division has a reputation of student success to completion and licensure pass rates exceeding national averages. Both of these programs are the result of initial requests from employers who asked to partner with Columbia State because of the reputation of existing Health Science programs. Dr. Kae Fleming, Dean of the Health Sciences Division will serve as project director for Columbia State. The South Central Tennessee Workforce Alliance will serve as the lead entity for the project, with Jan McKeel, Director, serving as project director and coordinating efforts.

A Steering Committee will be created to ensure that the project goals for the overall project are met. This Steering Committee will meet quarterly during the grant cycle. The Steering Committee will include representatives from the following: Columbia State Representatives: Dean of Health Sciences and Project Director; Associate Vice President of Faculty, Curriculum, and Programs; Medical Lab Technology Program Director; Anesthesia Technology Program Director; Program Advisory Committee

Chairs; Grants & Prospect Research Development Officer. Project Partner Representatives: Career Cluster Consultant with Division of College/Career and Technical Education at Tennessee Department of Education; Representative(s) from South Central Workforce Alliance; and Employers/Clinical Affiliate Representative(s). The Steering Committee will provide feedback and periodically review progress and toward project objectives.

Project Objectives	Assessment Metrics
<p><b>Establish AAS in Medical Lab Technology that meets needs of local employers and provides employable graduates.</b></p>	<ul style="list-style-type: none"> <li>• New program added to academic inventory.</li> <li>• Skills/Expectations survey completed by stakeholders to ensure curriculum meets student/employer needs.</li> <li>• Program marketed to both high school and potential adult students.</li> <li>• Sufficient number of students recruited to meet 3-year enrollment projections.</li> <li>• Sufficient clinical affiliates identified for required WBL activities.</li> <li>• Student retention benchmarks met.</li> <li>• Graduation benchmarks met.</li> <li>• Pass rates on credentialing exams meet or exceed national average.</li> <li>• Analysis of student, alumni and employer survey results indicate programs are meeting stakeholder needs.</li> <li>• Programmatic Accreditation Awarded.</li> </ul>
<p><b>Establish AAS in Anesthesia Technology that meets needs of local employers and provides employable graduates.</b></p>	<ul style="list-style-type: none"> <li>• New program added to academic inventory.</li> <li>• Skills/Expectations survey completed by stakeholders to ensure curriculum meets student/employer needs.</li> <li>• Program marketed to both high school and potential adult students.</li> <li>• Sufficient number of students recruited to meet 3-year enrollment projections.</li> <li>• Sufficient clinical affiliates identified for required WBL activities.</li> <li>• Student retention benchmarks met.</li> <li>• Graduation benchmarks met.</li> <li>• Pass rates on credentialing exams meet or exceed national average.</li> <li>• Analysis of student, alumni and employer survey results indicate programs are meeting stakeholder needs.</li> <li>• Programmatic Accreditation Awarded.</li> </ul>

Additionally, each new degree program will have an Advisory Committee. Advisory Committees are required to meet annually but will meet more frequently during the first years of program development. Advisory committees are lay committees appointed to advise the appropriate institutional administrators and faculty on matters relevant to current practices and technical developments in the academic discipline. Committee membership on the Advisory Committees will be

diverse and broadly representative of the employers served by the programs and the college's service area.

Clinical site representatives will provide input on equipment selection to mirror current employer clinical facilities. Hands-on experience in campus labs must prepare students for the transition to clinical practicum courses involving work based learning and ultimately entry level career skills. Equipment quantity must be adequate for enrollment targets. Proposed equipment lists included in Appendices E & F.

The proposed curricula involve approximately 600 hours of work based learning designed to engage students in competency development of knowledge/skills introduced through didactic and laboratory experiences on campus. Program outcomes assessment plans will embed progressive benchmarks to evaluate skill advancement from initial to culminating work based learning experiences. WBL focused credit bearing courses constitute over one-third of the total student credit hours required in the major core and include rotations through rural and metropolitan laboratory facilities throughout the Southern Middle Tennessee region. WBL-experiences serve a dual purpose of exposing students to clinical facilities of various sizes and levels of complexity as well as developing an appreciation for the difference between rural, metropolitan, and urban healthcare. Students who subsequently may be inclined to pursue positions in rural areas may fill market needs which are even more difficult to fulfill. WBL experiences will be evaluated by institutional officials as well as clinical facility representatives and students. These evaluations will provide on-going measurement of education validity of individual experience with time to modify experience, as needed, to ensure all students meet market expectations by program completion.

**STRENGTH OF PARTNERSHIP (20 POINTS)**

Role	Agency	Representative	Duties and Responsibilities
<b>Lead Agency</b>	South Central Tennessee Workforce Alliance	Jan McKeel, Director	<ul style="list-style-type: none"> <li>Steering Committee Member;</li> <li>Provide stakeholder input</li> <li>Access to employment data</li> <li>Recommend potential adult learners or displaced/underemployed workers for program enrollment</li> <li>Coordinating grant activities</li> <li>Reporting and grant administration</li> </ul>
<b>Local CTE</b>	Maury County Public Schools	Lori Brown, Supervisor of Career and Technical Education	<ul style="list-style-type: none"> <li>Promotion of professions to counselors/teachers;</li> <li>Provide pipeline of potential traditional students</li> </ul>
<b>Local CTE</b>	Williamson County Schools	David Allen, Executive Director of College, Career, and Technical Education	
<b>Institution of Higher Education</b>	Columbia State Community College	Kae Fleming, Dean Health Sciences; Mike Baker, Medical Laboratory Program Director; AnesTech Program Director (to be hired); Joni Lenig, AVP/Faculty, Curriculum & Programs	<ul style="list-style-type: none"> <li>Program planning, development, accreditation applications</li> <li>Marketing, recruitment</li> <li>Implementation of programs</li> <li>Partnership development</li> <li>Data collection and analysis</li> <li>Fiscal Agent</li> </ul>
<b>Employer</b>	Maury Regional Medical System	Van Hendrickson, Medical Laboratory Director	<ul style="list-style-type: none"> <li>Access to work-based learning experiences</li> <li>Contribution to student/program continuous evaluation/improvement</li> <li>Guidance regarding employer/market expectations</li> <li>Participation on Advisory/Steering Committees</li> </ul>
<b>Employer</b>	Vanderbilt University Medical Center	Brent Dunworth, Associate Director of Anesthesia Advanced Practice/Chief Nurse Anesthetist	
<b>Employer</b>	Williamson Medical Center	Phyllis Molyneux, Director of HR & Education	

Combined, the partners above have the capacity to contribute to identifying a well-qualified pool of program candidates; structuring curricula to meet industry needs; providing essential WBL experiences required for student competency development. Columbia State will build upon a 50-year

history of partnering with these organizations and individuals to serve students, professions and communities.

Appendix G contains letters of support from area employers citing need for workers in these fields of study and commitment to provide clinical rotations for the work-based learning experiences in each of the programs. Appendix G contains a letter of support from President Smith at Columbia State. This letter provides documentation of President Smith's commitment to responsible and effective grant administration.

### **BUDGET PLAN (15 POINTS)**

Funds are requested for the two new programs in the following categories:

#### Salary, Benefits & Taxes

- Grant funds will provide the salary for program directors (\$60,000 per year) for both new programs. A director for the MLT program will begin employ in January 2017 to coincide with new academic program launch (26 months total). A director for the ANTH program will begin employ in July 2017 to coincide with that program's launch (21 months total). Money provided by a grant partners (MRMS) will provide the first year's salary for the MLT program director. Benefits for these two positions are calculated at the Columbia State rate of 40.1% and will be paid for with grant funds.
- Grant funds will also provide the salary (\$30,000 annually) for a grant coordinator to liaise between SCTWA and Columbia State Community College and take charge of all reporting and administrative grant requirements to ensure proper management of the grant. This will help release the academic program directors to focus on credentialing students rather than administrative burdens. Benefits for this position are calculated at a rate of 40.1%.

### Professional Fee, Grant & Award

- Grant funds will be used to pay annual accreditation fees for both programs. Costs are calculated at the rate established by each accrediting agency. Total estimated cost: \$40,000.

### Supplies, Telephone, Postage & Shipping, etc.

- Consumable supplies necessary to the startup and operation of both programs will be purchased with college funds. Total estimated costs: \$10,000.
- Library resources for use by students in each of the new programs will also be purchased using college funds. This will include books and technology necessary for students to complete the programs. All library resources purchased will be available free of charge to any registered student. Estimated cost: \$4,000 to be spent in year 1.
- College funds will be used to purchase software for the Teaching & Learning Center (TLC) to assist in student registry and preparation. Estimated cost: \$2,500 in year 1.
- College funds will be used to purchase other necessary instructional technologies to ensure both programs are fully ADA compliant and accessible, and that program delivery is efficient and effective. Estimated cost: \$10,000 for project duration.
- Grant funds will be used to purchase an annual service contract for equipment purchased through the grant. Estimated cost: \$3,000.

### Travel, Conferences & Meetings

- Grant funds will provide a travel budget for program directors and program faculty as necessary. Costs calculated at \$5,000 per year over 30 months: \$12,500.
- Grant funds will also provide a professional development budget to ensure program directors and faculty obtain up-to-date and relevant knowledge throughout the project duration: \$10,000.

### Other Non-Personnel

- Grant funds will be used to market the new programs in each of the first 2 years of their existence to help ensure sustainable enrollment, progression, and graduation numbers.

Estimated cost: \$12,040.93.

### Capital Purchase

- Grant funds will be used to purchase equipment necessary to the startup of each of the new programs. Estimated costs have been kept as economical as possible through the exploration of used demonstration equipment that is state-of-the-art but not appropriate for surgical room use, where applicable. Draft equipment lists for both programs are included in Appendices E &

F. Estimated cost: \$472,075.

### Indirect Cost

- Indirect cost has been calculated at allowable rate of 8%. Total estimated cost: \$74,074.07.

### **SUSTAINABILITY (20 POINTS)**

Columbia State is committed to sustaining these new programs. Once the grant period ends, the new academic programs will continue with on-going assessment of program and the market need for trained Medical Lab Technicians and Anesthesia Technologists. The programs will adhere to all college policies regarding curriculum and class scheduling, and is intended to grow proportional to demand. Program officials will remain up-to-date on technological advances and industry trends by participating in professional development and meeting regularly with industry representatives. Professional learning experiences will be provided to faculty members in accordance with college policies and procedures.

Equipment and materials purchased with grant funds to establish the programs will be maintained and replaced as necessary. Service contracts will be included in initial equipment purchase, where possible. The college will allocate sufficient facilities to secure and protect program equipment.

Operational funds will be allocated annually through the institutional budget process with additional opportunities to request non-recurring expenditures. The instructional programs will be sustained by a combination of student tuition, fees and state appropriations. Health Sciences courses fees, student technology access fees, and Perkins grant funds traditionally provide additional support for Health Sciences programs.

Work-based learning programs and clinical experiences will be sustained as an essential element of career entry programs. Employer partners have and will continue to identify Columbia State as the primary provider of entry level health care professionals in the region. The process of building new employer relationships is on-going and included in the Health Sciences Division strategic plan.

Project partners will maintain contact through permanent program advisory committees, long-term clinical affiliate contracts, continuous employer surveys, college representation on K-12 CTE advisory groups, college hosting of events involving CTE; college representation on local workforce boards, regular exchange of data and information with regional workforce alliances. The proposed programs will benefit from and build upon relationships between Columbia State and area healthcare providers and local education agencies. Medical Laboratory and Anesthesia Technology will benefit from a sense of stakeholder ownership built upon a history of and expectation for excellence.

Current campus facilities have the capacity to accommodate the proposed programs and provide students with an environment conducive to learning. The AT program will benefit from state of the art facilities at the new Williamson County Campus. Columbia State is currently proposing to prioritize the new Health Sciences Building on the Columbia campus. The conceptual design includes space to accommodate new programs. Both new facilities will create efficiencies in space utilization through interdisciplinary opportunities. Engaging students across programs establishes the team building atmosphere critical to health care delivery systems.

**WORKS CITED**

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- U.S. Department of Labor, Employment and Training Administration. (2016). *Summary Report for Surgical Technologists*. Retrieved from O\*Net Online: <http://www.onetonline.org/link/summary/29-2055.00>

**APPENDIX C: BUDGET**

<b>GRANT BUDGET</b>				
<b>2016 Labor and Education Alignment Program (LEAP 2.0)</b>				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following applicable period:				
<b>BEGIN: September 1, 2016    END: December 1, 2018</b>				
<b>POLICY 03 Object Line- item Reference</b>	<b>EXPENSE OBJECT LINE-ITEM CATEGORY</b>	<b>GRANT CONTRACT</b>	<b>GRANTEE PARTICIPATION</b>	<b>TOTAL PROJECT</b>
1, 2	Salaries, Benefits & Taxes	\$374,310.00	\$60,000.00	\$434,310.00
4, 15	Professional Fee, Grant & Award	\$40,000.00		\$40,000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$5,000.00	\$24,500.00	\$29,500.00
11, 12	Travel, Conferences & Meetings	\$22,500.00		\$22,500.00
18	Other Non-Personnel	\$12,040.93		\$12,040.93
20	Capital Purchase	\$472,075.00		\$472,075.00
22	Indirect Cost	\$74,074.07		\$74,074.07
24	In-Kind Expense	\$0.00		\$0.00
25	<b>GRAND TOTAL</b>	<b>\$1,000,000.00</b>	<b>\$84,500.00</b>	<b>\$1,084,500.00</b>

**GRANT BUDGET LINE-ITEM DETAIL**

**GRANT BUDGET**

**2016 Labor and Education Alignment Program (LEAP 2.0)**

The grant budget line-item amounts below shall be applicable only to expenses incurred during the following applicable period:

**BEGIN: September 1, 2016    END: December 1, 2018**

<b>POLICY 03 Object Line-item Reference</b>	<b>EXPENSE OBJECT LINE-ITEM CATEGORY</b>	<b>GRANT CONTRACT</b>	<b>GRANTEE PARTICIPATION</b>	<b>TOTAL PROJECT</b>
<b>1, 2</b>	<b>Salaries, Benefits &amp; Taxes</b>	<b>\$374,310.00</b>	<b>\$60,000.00</b>	<b>\$434,310.00</b>
	MLT Program Director (@ \$60,000 annually; 1 year covered by MPMC [26 months total])	\$70,000.00	\$60,000.00	\$130,000.00
	Benefits for MLT Program Director (40.1%)	\$52,130.00		\$52,130.00
	Anes Tech Program Director (@ \$60,000 annually for 21 months)	\$105,000.00		\$105,000.00
	Benefits for Anes Tech Program Director (40.1%)	\$42,105.00		\$42,105.00
	Grant Coordinator (30 months @ \$30,000 annually)	\$75,000.00		\$75,000.00
	Benefits for Grant Coordinator (40.1%)	\$30,075.00		\$30,075.00
<b>4, 15</b>	<b>Professional Fee, Grant &amp; Award</b>	<b>\$40,000.00</b>		<b>\$40,000.00</b>
	Accreditation fees, MLT Program (\$10,000 / year)	\$30,000.00		\$30,000.00
	Accreditation fees, Anes Tech Program	\$10,000.00		\$10,000.00
<b>5, 6, 7, 8, 9, 10</b>	<b>Supplies, Telephone, Postage &amp; Shipping, Occupancy, Equipment Rental &amp; Maintenance, Printing &amp; Publications</b>	<b>\$5,000.00</b>	<b>\$24,500.00</b>	<b>\$29,500.00</b>
	Consumable Supplies		\$10,000.00	\$10,000.00
	Library Resources	\$2,000.00	\$2,000.00	\$4,000.00
	Software in Teaching & Learning Center for Registry Prep (first year only)		\$2,500.00	\$2,500.00
	Instructional Technology		\$10,000.00	\$10,000.00
	Annual Service Contract	\$3,000.00		\$3,000.00
<b>11, 12</b>	<b>Travel, Conferences &amp; Meetings</b>	<b>\$22,500.00</b>		<b>\$22,500.00</b>
	Travel for Program Director and faculty/staff as necessary (\$5,000 per year [30 months])	\$12,500.00		\$12,500.00
	Professional Development	\$10,000.00		\$10,000.00
<b>18</b>	<b>Other Non-Personnel</b>	<b>\$12,040.93</b>		<b>\$12,040.93</b>
	Marketing (1st and 2nd year)	\$12,040.93		\$12,040.93
<b>20</b>	<b>Capital Purchase</b>	<b>\$472,075.00</b>		<b>\$472,075.00</b>

<b>MLT Program</b>	<b>\$304,541.00</b>		<b>\$304,541.00</b>
Acid Cabinet (1)	\$750.00		\$750.00
Cabinet Safety (1)	\$750.00		\$750.00
Microhematocrit Centrifuge (2 @ \$689)	\$1,378.00		\$1,378.00
Clay Adams Serofuges (4 @ \$4,060)	\$16,240.00		\$16,240.00
Fisher Centrifuge (2 @ \$445)	\$890.00		\$890.00
Beckman Centrifuge (1)	\$1,500.00		\$1,500.00
VITROS 350 Chemistry Analyzer (1)	\$161,250.00		\$161,250.00
Biolis 24i Benchtop Analyzer (1)	\$15,000.00		\$15,000.00
Manual Differential Counter (16 @ \$180)	\$2,880.00		\$2,880.00
Electronic Counter (2 @ \$200)	\$400.00		\$400.00
Dishwasher (1)	\$699.00		\$699.00
Drying Oven for Pipettes (1 @ \$1,308)	\$1,308.00		\$1,308.00
Gel System Incubator (1)	\$1,144.00		\$1,144.00
Incubator (1)	\$1,595.00		\$1,595.00
A/O Microscope (1)	\$300.00		\$300.00
Motic Microscope (10 @ \$884)	\$8,840.00		\$8,840.00
Meiji Microscope (12 @ \$1,050)	\$12,600.00		\$12,600.00
Three-Headed Teaching Microscope (1)	\$400.00		\$400.00
Mounted Camera and Monitor (1)	\$4,000.00		\$4,000.00
Phlebotomy Blood Drawing Chair (1)	\$360.00		\$360.00
Phlebotomy Training Ars (4 @ \$241)	\$964.00		\$964.00
Pipettes (various, many)	\$17,565.00		\$17,565.00
Refractometer and Stand (1)	\$895.00		\$895.00
Refrigerator (2 @ \$578)	\$1,156.00		\$1,156.00
Slide Stainer (1)	\$14,400.00		\$14,400.00
Spectrophotometer - wide range (2 @ \$10,000)	\$20,000.00		\$20,000.00
Sysmex Kx-21 Hematology Analyzer (1)	\$15,000.00		\$15,000.00
VC-100 Titrator (2 @ \$458)	\$916.00		\$916.00
Water Bath (2 @ \$578)	\$1,156.00		\$1,156.00
Vortex Mixer (1)	\$205.00		\$205.00
<b>Anes Tech Program</b>	<b>\$167,534.00</b>		<b>\$125,907.00</b>
IV Poles (2 @ \$157.89)	\$316.00		\$316.00
Anesthesia Machine with vaporizer (2 @ \$40,000)	\$80,000.00		\$80,000.00
Anes vaporizers - Isoflurane (1)	\$4,000.00		\$4,000.00
Anes vaporizers - Sevoflurane (1)	\$4,000.00		\$4,000.00
Anes vaporizers - Desflurane (2 @ \$6,000)	\$12,000.00		\$12,000.00
Physiological Monitoring (2 @ \$4,259.99)	\$8,520.00		\$8,520.00
IV Pumps (2 @ \$6,000)	\$12,000.00		\$12,000.00
Supply Cart (2 @ \$2,167.20)	\$4,335.00		\$4,335.00

	Nerve stimulator (2 @ \$185)	\$370.00		\$370.00
	Head strap (2 @ \$183)	\$366.00		\$366.00
	Suction regulator (2 @ \$635)	\$1,270.00		\$1,270.00
	Christmas Tree (20 @ \$0.79)	\$16.00		\$16.00
	Syringe pump (2 @ \$3,500)	\$7,000.00		\$7,000.00
	Rapid infusor (2 @ \$420)	\$840.00		\$840.00
	Fluid warmer (1)	\$1,600.00		\$1,600.00
	Patient Warming Devices (2 @ \$5,600)	\$11,200.00		\$11,200.00
	Laryngoscope handles & blades (2 @ \$267)	\$534.00		\$534.00
	POCT instrumentation (2 @ \$1,000)	\$2,000.00		\$2,000.00
	Misc. airway equipment (2 @ \$887)	\$1,774.00		\$1,774.00
	Defibrillator (1)	\$2,099.00		\$2,099.00
	Transport Monitor (1)	\$6,743.00		\$6,743.00
	Jet Ventilator (2 @ \$327.99)	\$656.00		\$656.00
	OR Bed (2 @ \$2,947.28)	\$5,895.00		\$5,895.00
	<b>TOTAL DIRECT COST</b>	<b>\$925,925.93</b>		
22	<b>Indirect Cost</b>	<b>\$74,074.07</b>		<b>\$74,074.07</b>
	Indirect Cost calculated at 8%	\$74,074.07		\$74,074.07
24	<b>In-Kind Expense</b>			<b>\$0.00</b>
25	<b>GRAND TOTAL</b>	<b>\$1,000,000.00</b>	<b>\$84,500.00</b>	<b>\$1,084,500.00</b>

**APPENDIX D: DETAILED TIMELINE**

<b>Required Activities for Program Implementations</b>	<b>Date of Activity for Overall Project</b>	<b>Date of Activities Specific to Medical Lab Technology Program</b>	<b>Date of Activities Specific to Anesthesia Technology Program</b>
<b>College Curriculum Committee Approves New Programs</b>		November 2015	May 2016
<b>Submit New Program Proposals to TBR</b>		February 2016	August 2016
<b>Submit Substantive Change Proposal to SACS-COC</b>		May 2016	October 2016
<b>Submit Intent for Leap 2.0 Grant</b>	May 2016		
<b>Submit Full Proposal for Leap 2.0 Grant</b>	July 2016		
<b>Program Director Hired</b>		July 2016	July 2017
<b>Submit Letter of Intent for Programmatic Accreditation</b>		July 2016	July 2017
<b>Marketing of New Program Begins</b>		July 2016	June 2017
<b>Leap Grant Awarded</b>	September 2016		
<b>Initial Meeting of Project Steering Committee</b>	September 2016		
<b>Initial Meeting of Program Advisory Committee</b>		September 2016	September 2017
<b>Prepare initial programmatic accreditation documents</b>		September 2016	September 2017
<b>Survey Communities of Interest Regarding Entry-Level Expectations</b>		September 2016	September 2017
<b>Finalize initial clinical affiliate agreements for WBL activities</b>		October 2016	October 2017
<b>Complete course development incorporating stakeholder survey results</b>		October – December 2016	October – December 2017
<b>Begin Equipment Procurement</b>		October 2016	October 2017
<b>Inspection of facilities by TN Medical Laboratory Board</b>		November 2016	
<b>Program Director Professional Development</b>		November 2016	November 2017
<b>Marketing of Program to High School Counselors and College Advisors</b>		November 2016	November 2017
<b>Student Recruitment for 1<sup>st</sup> Cohort of Students</b>		October 2016 – January 2017	May 2017 – January 2018
<b>Open Enrollment Begins for Introductory Course</b>		November 2016	November 2017
<b>Begin Self-Study for Programmatic Accreditation</b>		January 2017	January 2018
<b>Project Steering Committee Meets</b>	January 2017		
<b>Delivery of Introductory Course</b>		Spring 2017	Spring 2018

<b>Required Activities for Program Implementations</b>	<b>Date of Activity for Overall Project</b>	<b>Date of Activities Specific to Medical Lab Technology Program</b>	<b>Date of Activities Specific to Anesthesia Technology Program</b>
<b>Students Applications Accepted for 1<sup>st</sup> Cohort</b>		December 2016 – February 2017	December 2017 – February 2018
<b>Students for 1<sup>st</sup> Cohort Selected</b>		March 2017	March 2018
<b>Student Evaluation of Faculty for Introductory Course</b>		April 2017	April 2018
<b>Establish benchmarks for licensure exam success, program completion and in-filed employment</b>		April 2017	April 2018
<b>Approval of Program Effectiveness Plan by Advisory Committee</b>		April 2017	April 2018
<b>Project Steering Committee Meets</b>	April 2017		
<b>Submission of initial programmatic accreditation report</b>		May 2017	May 2018
<b>Inaugural Student cohort begins Core Course offerings</b>		June 2017	June 2018
<b>Project Steering Committee Meets</b>	July 2017		
<b>Clinical Rotations Commence: Implementation of Work Based Learning Objectives</b>		August 2017	August 2018
<b>Project Steering Committee Meets</b>	October 2017 and 2018		
<b>Program Advisory Committee meets</b>		October 2017	October 2018
<b>Open Enrollment for Introductory Course for 2<sup>nd</sup> Cohort</b>		November 2017	November 2018
<b>Student Evaluation of Faculty for Core Courses</b>		November 2017	November 2018
<b>Review of 1<sup>st</sup> Cohort student competency program towards stakeholder expectations.</b>		December 2017	December 2018
<b>Steering Committee Meets</b>	January 2018		
<b>Students Applications Accepted for 2<sup>nd</sup> Cohort</b>		December 2017 – February 2018	December 2018 – February 2019
<b>Students for 2<sup>nd</sup> Cohort Selected</b>		March 2018	March 2019
<b>Steering Committee meets</b>	April 2018		
<b>Program Advisory Committee meets</b>		April 2018	April 2019
<b>Student Evaluation of Faculty for Core Courses</b>		April 2018	April 2019
<b>Programmatic Accreditation Self-Study Submitted</b>		April 2018	April 2019
<b>1<sup>st</sup> Cohort Graduates</b>		May 2018	May 2019
<b>Administer Exit Surveys of Graduates</b>		May 2018	May 2019
<b>Job Placement/Wage Data Collected</b>		May – Dec. 2018	May – Dec. 2019

<b>Required Activities for Program Implementations</b>	<b>Date of Activity for Overall Project</b>	<b>Date of Activities Specific to Medical Lab Technology Program</b>	<b>Date of Activities Specific to Anesthesia Technology Program</b>
<b>Program receives "Serious Applicant Status" for Programmatic Accreditation</b>		May 2018	May 2019
<b>Steering Committee meets</b>	July 2018		
<b>Response to review of Self-Study submitted</b>		July 2018	July 2019
<b>Site Visit from Programmatic Accreditation Team</b>		September 2018	September 2019
<b>Steering Committee meets</b>	October 2018		
<b>Programmatic Accreditation Awarded</b>		December 2018	December 2019
<b>Administer Alumni Surveys and Surveys of Employers of Alumni</b>		January 2019	January 2020
<b>Review curriculum based on results of surveys, job placement, and licensure pass rates from previous graduates and adjust curriculum as necessary</b>		January 2019	January 2020
<b>Last Project Steering Committee Meeting</b>	January 2019		
<b>Submit Final Project Reports</b>	March – April 2019		

**APPENDIX E: EQUIPMENT LIST FOR MLT PROGRAM**

Medical Lab Equipment	Quantity	Unit Cost	Total
<b>Analytical balances for weighing reagents</b>			
Acid Cabinet	1	750	\$ 750.00
Cabinet Safety	1	750	\$ 750.00
<b>Centrifuges:</b>			
Microhematocrit	2	689	\$ 1,378.00
Clay Adams serofuges	4	4,060	\$ 16,240.00
Fisher	2	445	\$ 890.00
Beckman	1	1,500	\$ 1,500.00
VITROS 350 chemistry analyzer - \$161,250	1	161,250	\$ 161,250.00
Found Biolis 24i benchtop analyzer for \$15,000	1	15,000	\$ 15,000.00
Manual Differential Counter	16	180	\$ 2,880.00
Electronic Counter	2	200	\$ 400.00
Dishwasher	1	699	\$ 699.00
Drying Oven for Pipettes - found Pipette Washer/Dryer	1	1,308	\$ 1,308.00
Gel System incubator	1	1,144	\$ 1,144.00
Incubator	1	1,595	\$ 1,595.00
<b>Microscopes:</b>			\$ -
A/O	1	300	\$ 300.00
Motic	10	884	\$ 8,840.00
Meiji	12	1,050	\$ 12,600.00
Three Headed Teaching Microscope	1	400	\$ 400.00
Mounted Camera and Monitor for Microscope	1	4,000	\$ 4,000.00
<b>Other:</b>			
Phlebotomy Blood Drawing Chair	1	360	\$ 360.00
Phlebotomy Training Arms	4	241	\$ 964.00
Pipettes of varying sizes glass and micropipettors			\$ 17,565.00
Refractometer and Stand	1	895	\$ 895.00
Refrigerator	2	578	\$ 1,156.00
Slide Stainer	1	14,400	\$ 14,400.00
Spectrophotometer -wide range from 3-12K	2	10,000	\$ 20,000.00
Sysmex Kx-21 Hematology Analyzer - 3 part diff - no longer available price is for XP-300	1	15,000	\$ 15,000.00
Annual Service contract			\$ 3,000.00
VC-100 Titrator	2	458	\$ 916.00
Water Bath	2	578	\$ 1,156.00
Vortex Mixer	1	205	\$ 205.00
<b>TOTAL:</b>			<b>\$ 304,541.00</b>

**APPENDIX F: EQUIPMENT LIST FOR ANTH PROGRAM**

Anesthesia Specific	Vendor	Quantity	Price Per	Total Price
IV POLES x 2	pocketnurse.com	2	157.89	315.78
Anesthesia machine with vaporizer	GE/Drager	2	40,000	80,000.00
Anes vaporizers - Isoflurane	Drager	1	4,000	4,000.00
Anes vaporizers - Sevoflurane	Drager	1	4,000	4,000.00
Anes vaporizers - Desflurane	Drager	2	6,000	12,000.00
Physiological monitoring	boundtree.com	2	4,259.99	8,519.98
IV Pumps	pocketnurse.com	2	6,000.00	12,000.00
Supply cart	Armstrong Medical	2	2,167.20	4,334.40
Nerve stimulator	Sharn.com	2	185	370.00
Head strap		2	183	366.00
Suction regulator	armstrongmedical.com	2	635	1,270.00
Christmas tree	pocketnurse.com	20	0.79	15.80
Syringe pump	pocketnurse.com	2	3,500.00	7,000.00
Rapid Infusor		2	420	840.00
fluid warmer	<a href="http://www.medshop.com">www.medshop.com</a>	1	1,600	1,600.00
patient warming devices		2	5600	11,200.00
laryngoscope handles & blades	armstrongmedical.com	2	\$267	534.00
POCT instrumentation		2	1000	2,000.00
Misc. airway equipment	email to medtronic	2	887	1,774.00
defibrillator	boundtree.com	1	\$2,099	2,099.00
transport monitor	boundtree.com	1	\$6,743	6,743.00
jet ventilator	boundtree.com	2	327.99	655.98
OR Bed	pocketnurse.com	2	2,947.28	5,894.56
<b>TOTAL:</b>				<b>167,532.50</b>

**APPENDIX G: LETTERS OF SUPPORT**



July 19, 2016

Mr. Russ Deaton  
Interim Executive Director  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 900  
Nashville, TN 37243

Dear Mr. Deaton,

This letter serves as a partnership pledge for the LEAP 2.0 grant proposal to develop and implement new Associate of Applied Science degree programs in Medical Laboratory Technology (MLT) and Anesthesia Technology (ANES) prepared by South Central Tennessee Workforce Alliance and Columbia State Community College.

Maury Regional Medical Center is committed to partnering on the grant in the following ways:

- establish work-based-learning experiences for enrolled students via clinical affiliation agreements;
- exchange data and information regarding market needs;
- collaborate with post-secondary officials in curricular development, review, and continuous improvement;
- designate representatives to serve on the grant steering and advisory committees.

The need for these programs is evidenced by difficulty filling vacant positions and long-term projections for demand to exceed the number of graduates in the region. Medical facilities and communities of patients will benefit from the availability of additional credentialed entry-level professionals in the laboratory and anesthesia fields.

LEAP 2.0 will allow Columbia State to implement these new degree granting programs and partner with healthcare providers across southern middle Tennessee to embed work based learning into educational experiences. Students completing the programs will possess the skills and competencies necessary to obtain in-field employment.

Medical Laboratory Technology and Anesthesia Technology will be valuable additions to Columbia State's health sciences division and offer additional options for students who have a desire for a career in the healthcare industry. Maury Regional is committed to the development and implementation of these degree programs at Columbia State and excited about the partnership opportunities.

Sincerely,

A handwritten signature in black ink, appearing to read "H. Alan Watson", is written over a light blue horizontal line.

H. Alan Watson, FACHE  
Chief Executive Officer



***Career & Technical Education***

*1320 West Main Street Suite 202*

*Franklin, TN 37064-3700*

*(615)-472-4067*

*(615)-472-5697 fax*

**Mr. Russ Deaton**  
**Interim Executive Director**  
**Tennessee Higher Education Commission**  
**404 James Robertson Parkway, Suite 900**  
**Nashville, TN 37243**

**July 25, 2016**

**Dear Mr. Deaton,**

**This letter serves as a partnership pledge for the LEAP 2.0 grant proposal to develop and implement new Associate of Applied Science degree programs in Medical Laboratory Technology (MLT) and Anesthesia Technology (ANES) prepared by South Central Tennessee Workforce Alliance and Columbia State Community College.**

**The Williamson County School System is committed to partnering on the grant in the following ways:**

- **assistance with and provision of opportunities for recruitment of qualified students;**
- **promotion of new career options to students, counselors, and teachers;**
- **collaboration with post-secondary officials in curricular development;**
- **designation of representatives to serve on the grant steering and advisory committees.**

**LEAP 2.0 will allow Columbia State to implement two new degree granting programs for area CTE student progression and create partnerships which unite K-12, post-secondary education, and healthcare providers across southwest, middle Tennessee to embed work-based learning into educational experiences. Completers will possess the skills and competencies necessary to obtain in-field employment and increase earnings potential – an economic all around win!**

**Medical Laboratory Technology and Anesthesia Technology will be valuable additions to Columbia State's health sciences division and offer additional options for students who have a desire for a career in the healthcare industry. Area providers look to Columbia State as the premier provider of healthcare professionals in this region based on a reputation earned over fifty years.**

**Williamson County School CTE is committed to development and implementation of Medical Laboratory and Anesthesia Technology degree programs at Columbia State and excited about the partnership opportunities.**

**Sincerely,**

A handwritten signature in blue ink, appearing to read 'Dave Allen'.

**Dave Allen Ed.D**  
**Executive Director College, Career and Technical Education**  
**Williamson County Schools**



# Columbia State

COMMUNITY COLLEGE

Office of the President • 1665 Hampshire Pike • Columbia, TN 38401

[www.ColumbiaState.edu](http://www.ColumbiaState.edu)

July 25, 2016

Dr. Russ Deaton  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 900  
Nashville, TN 37243

Dear Dr. Deaton:

This letter established the college's commitment as the post-secondary institution for the LEAP 2.0 grant proposal to develop and implement new Associate of Applied Science degree programs in Medical Laboratory Technology (MLT) and Anesthesia Technology (ANES) at Columbia State with South Central Tennessee Workforce Alliance as the lead agency.

Columbia State is committed to leadership of curriculum development, approval, implementation, and program management. The college is prepared to commit physical and personnel resources as well as on-going fiscal resources to sustain both programs.

Columbia State's long-term relationships with K-12, workforce, and healthcare agencies across the region demonstrate the college's ability to engage students and stakeholders in robust learning experiences, including work-based learning in myriad disciplines.

Area providers look to Columbia State as the premier provider of healthcare professionals in this region based on a reputation earned over fifty years. Area healthcare facilities initially approached college leadership regarding development of both Medical Laboratory and Anesthesia Technology programs. Both programs will be valuable additions to Columbia State's health sciences division and offer additional options for students who have a desire for a career in the healthcare industry.

The need for these programs is evidenced by difficulty filling vacant positions and long-term projections for demand to exceed the number of graduates in the region. Medical facilities and communities of patients will benefit from the availability of additional credentialed, entry-level professionals in the laboratory and anesthesia fields.

**Columbia Campus**  
1665 Hampshire Pike  
Columbia, TN 38401  
931/540-2722

**Clifton Campus**  
795 Main Street  
Clifton, TN 38425  
931/676-6966

**Williamson Campus**  
104 Claude Yates Drive  
Franklin, TN 37064  
615/790-4400

**Lawrence County Campus**  
1620 Springer Road  
Lawrenceburg, TN 38464  
931/766-1600

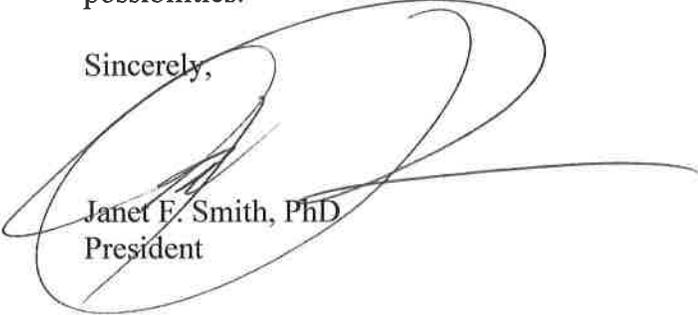
**Lewisburg Campus**  
980 South Ellington Parkway  
Lewisburg, TN 37091  
931/359-0351

Dr. Russ Deaton  
July 25, 2016  
Page 2

LEAP 2.0 will allow Columbia State to implement two new degree granting programs and partner with healthcare providers across southwest, middle Tennessee to embed work based learning into educational experiences. Completers will possess the skills and competencies necessary to obtain in-field employment and increase earnings potential.

Committed partners are prepared to assist with development and implementation of Medical Laboratory and Anesthesia Technology degree programs at Columbia State and excited about the possibilities.

Sincerely,



Janet F. Smith, PhD  
President

**Dr. Christopher J. Marczak**  
Director of Schools



**Maury County Public Schools**  
501 West 8<sup>th</sup> Street, Columbia, TN 38401  
(931) 388-8403

**Scott A. Gaines**  
Assistant Director of Curriculum & Instruction

**Stan J. Breeden**  
Assistant Director of Operations

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July 22, 2016

Mr. Russ Deaton  
Interim Executive Director  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 900  
Nashville, Tennessee 37243-0830

Mr. Deaton,

The Maury County Public School District is pleased to offer a letter of support in regard to the LEAP 2.0 Grant developed by Columbia State Community College. In accordance with the needs of Maury County, as well as the adjacent counties in which we serve, they have developed an Associate of Applied Science degree programs in Medical Laboratory Technology (MLT) and Anesthesia Technology (ANES) LEAP Grant proposal. The MLT and ANES programs will allow many students to receive initial credit in an area that could have a tremendous impact on the workforce needs in Maury County. The growth Maury County is currently experiencing will surely expose a need for those earning for those in health care and who have a MLT and ANES AS degree.

The Maury County School System is committed to partnering on the grant in the following ways:

- assistance with and provision of opportunities for recruitment of qualified students;
- promotion of new career options to students, counselors, and teachers;
- collaboration with post-secondary officials in curricular development;
- designation of representatives to serve on the grant steering and advisory committees.

LEAP 2.0 will allow Columbia State to implement two new degree granting programs for area CTE student progression and create partnerships which unite K-12, post-secondary education, and healthcare providers across southwest, middle Tennessee to embed work-based learning into educational experiences. Completers will possess the skills and competencies necessary to obtain in-field employment and increase earnings potential – an economic all around win!

Medical Laboratory Technology and Anesthesia Technology will be valuable additions to Columbia State's health sciences division and offer additional options for students who have a desire for a career in the healthcare industry. Area providers look to Columbia State as the premier provider of healthcare professionals in this region based on a reputation earned over fifty years.

Maury County Public Schools College, Career, and Technical Education Department is committed to the development and implementation of Medical Laboratory and Anesthesia Technology degree programs at Columbia State and excited about the partnership opportunities.

Sincerely,

A handwritten signature in black ink that reads "Eric Brown". The signature is written in a cursive style with a large, prominent "E" and "B".

*Educating every child for LIFE!*

Lori L. Brown, Ed. D.  
Supervisor of College, Career, and Technical Education  
Maury County Public Schools  
501 West 8th Street  
Columbia, Tennessee 38401  
Office 931-388-8403 Ext. 8126  
Cell 931-626-3204  
Fax 931-840-4410



April 14, 2016

Ms. Joni Lenig  
Associate Vice President for Faculty, Curriculum and Programs  
Columbia State Community College  
1665 Hampshire Pike  
Columbia, TN 38401

Dear Ms. Lenig:

It is with great pleasure that we write to you today from our Department of Anesthesiology to offer our support for a new educational program at Columbia State in Anesthesia Technology. Anesthesia Technologists play such a pivotal role in the operating room and in other hospital locations where anesthesia services are offered. Their education in equipment and biotechnology allow them to function in a capacity that offers tremendous support to the anesthesiology professionals. We could never be as efficient or effective at our work without their services.

In the United States there are a limited number of anesthesia technology programs, and there are none in the state of Tennessee. We have found the decreasing supply of anesthesia technologists to be a real challenge to us in recruitment. Over the past year, we have consistently had at least four and as many as ten vacant positions. This puts a strain on both our clinical operations as well as the staff who are working shorthanded. There is clearly a demand for this career path, and we rejoice to the fact that you are considering such a curriculum. In addition, some of our current employees who are functioning in other positions have expressed interest in a completion program in anesthesia technology.

We are happy to partner with you as you consider this new educational offering to Tennessee.

Best regards,

A handwritten signature in blue ink that reads "Brent Dunworth".

Brent Dunworth, CRNA, MSN, MBA  
Associate Director of Advanced Practice

A handwritten signature in blue ink that reads "Warren Sandberg".

Warren S. Sandberg, MD, PhD  
Professor & Chairman

A handwritten signature in blue ink that reads "Susan Krauser-Lupear".

Susan Krauser-Lupear, CRNA, DNP  
Senior Quality & Patient Advisor

A handwritten signature in blue ink that reads "Sue Christian".

Sue Christian, CerATT, BS  
Manager/Educator, Anesthesia Techs