RAMAPO COLLEGE OF NEW JERSEY

*Academic Review Committee*
**Request Form: New Program**

ARC Use Only:
ARC #: _____
Program ID: _____
Status: Status _____
(A=Approved, I=Information Item, R=Returned)
Date rec'vd by ARC: _____

All ARC program proposals must be submitted electronically. Please work with your unit ARC representative to be sure your proposal is complete. After your proposal has received the required approvals, e-mail this completed form along with all supporting materials to ARC@ramapo.edu. Please use digital signatures for approvals.

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## SECTION A: Program Information

Program Title: _____ Healthcare Administration _____

Originator(s) of the Proposal: _Julia Fitzgerald_  _Julia Fitzgerald_

Proposal Date: __10/16/2023__

School(s): _TAS_  Convening Group(s): _NURSING  Business  Interdisciplinary_

*Please attach a description of the proposed program, and all supporting documentation*

*including the Provost's pre-approval of the program feasibility.*

## SECTION B: Approvals

**Reviewed and Approved by:**

| Title | Type Name | Signature | Date |
|---|---|---|---|
| Convener (if a convening group exists) | **Kathleen Burke** | KBurke | 10/12/2023 |
| Graduate Council Chair | ~~Scott Frees~~ | | |
| Dean | **Edward Saiff** | ELSaiff | 10/12/23 |
| Other | | | |

**ARC Disposition:**

- ◎ Information item only - no ARC approval necessary
- ⊠ ARC recommends approval by the Faculty Assembly
- ◎ ARC does NOT recommend approval by the Faculty Assembly

ARC Chair: _(signature)_  Date: __11/29/23__
    Signature

ARC recommends the following: _____

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Office of the Provost Use Only:

◯ Approved  ◯ Not Approved  Provost Signature _____  Date: _____

# Healthcare Administration
Recommended Four-Year Plan (2023)

The recommended four-year plan is designed to provide a blueprint for students to complete their degrees within four years. These plans are the recommended sequences of courses. Students must meet with their Major Advisor to develop a more individualized plan to complete their degree. This plan assumes that no developmental courses are required. If developmental courses are needed, students may have additional requirements to fulfill which are not listed in the plan.

**NOTE:** This recommended Four-Year Plan is applicable to students admitted into the major during the 2022-2023 academic year.

| First Year | | | | | |
|---|---|---|---|---|---|
| **Fall Semester** | **HRS** | ✓ | **Spring Semester** | **HRS** | ✓ |
| Gen Ed: INTD 101-First Year Seminar | 4 | | Gen Ed: AIID 201-Readings in Humanities | 4 | |
| Gen Ed: Scientific Reasoning | 4 | | Gen Ed SOSC 110-Social Science Inquiry | 4 | |
| Gen Ed: CRWT 102-Critical Reading & Writing II | 4 | | Gen Ed/Quantitative Reasoning: (MATH 108 Elementary Probability & Statistics strongly recommended) | 4 | |
| Gen Ed: HIST perspectives | 4 | | Gen Ed: Global Awareness | 4 | |
| **Total:** | 16 | | **Total:** | 16 | |

| Second Year | | | | | |
|---|---|---|---|---|---|
| **Fall Semester** | **HRS** | ✓ | **Spring Semester** | **HRS** | ✓ |
| Gen Ed: Culture & Creativity OR Value and Ethics ( one course outside of home school) | 4 | | PSY 242: Statistics | 4 | |
| Comm 211: Organizational Communication | 4 | | INFO 224: Information Technology | 4 | |
| Data 101: Introduction to Data Science | 4 | | ACCT 221: Principles of Financial Accounting | 4 | |
| MRKTG 290: Marketing Principles and Practice | 4 | | Elective | 4 | |
| **Total:** | 16 | | **Total:** | 16 | |

| Third Year | | | | | |
|---|---|---|---|---|---|
| **Fall Semester** | **HRS** | ✓ | **Spring Semester** | **HRS** | ✓ |
| Psych 345: Workplace Psych | 4 | | Elective | 4 | |
| NURS 321: US Healthcare System | 4 | | NURS 322 Quality Assessment for Improvement | 4 | |
| NURS 312: Nursing Informatics WI | 4 | | MGMT 330: Healthcare Administration | 4 | |
| MGMT 302: Managing Organizational Behavior | 4 | | ECON 302: Money and Economics Activity OR ECON 322: Labor Economics | 4 | |
| **Total:** | 16 | | **Total:** | 16 | |

| Fourth Year | | | | | |
|---|---|---|---|---|---|
| **Fall Semester** | **HRS** | ✓ | **Spring Semester** | **HRS** | ✓ |
| LAWS 363: Healthcare Law | 4 | | NURS 445-Leadership in a Global World | 4 | |
| NURS 425-Community Centered Nursing WI | 4 | | NURS 460-Clinical Management WI | 4 | |
| Comm 358: Leadership & Group Comm | 4 | | Elective | 4 | |
| (Systems, Sustainability and Society: PHL 328 Bioethics recommended | 4 | | Elective | 4 | |
| **Total:** | 16 | | **Total:** | 16 | |

\*New courses submitted to ARC
**Total Credits Required:** 128 credits
**Note:** A 2.3 GPA in the major is required for graduation

**WI: Writing Intensive-3 required in the major**

**NURS 312  Nursing Informatics**
**NURS 425  Community Nursing**
**NURS 460  Clinical Management**


**Courses for Business Essentials Certificate:** **Satisfactory completion (grade of "C" or better) of all of the following courses:**
- ACCT 221 - PRINCIPLES OF FINANCIAL ACCOUNTING
- MKTG 290 - MARKETING PRINCIPLES AND PRACTICES
- MGMT 302 - MANAGING ORGANIZATIONAL BEHAVIOR
- INFO 224. Information Technology

**Bachelor of Science in Healthcare Administration**

Program Summary:

   The Bachelor of Science in Healthcare Administration was developed jointly by members of the Nursing faculty (Kathleen Burke, Julie Fitzgerald, AnnMarie Flatekval), Anisfield School of Business (Alexandre Olbrecht, Rikki Abzug, Constance Crawford, Karen Norton, Edward Petkus) and the Director of the Degree Completion Program (Patricia Laprey). The goal of this program is to develop graduates who will be able to use critical thinking, information technology, leadership, and organizational theory to provide safe and effective care through effective management. As healthcare administrators, they will promote shared governance and teamwork within the healthcare setting. This major will be part of TAS and directed by the Assistant Dean of Nursing, and another major in the Nursing Department.

   Healthcare administrators are responsible for the operation and coordination of healthcare services across diverse settings. They are involved in budgeting, ensuring timely provision of services, ensuring safety in healthcare environments, and more. Healthcare administrators manage people and resources. They keep current with insurance regulations, regulatory requirements, and population health to ensure their organization provides appropriate services to the community and stakeholders. They are involved in strategic planning, marketing of services, and ensuring adherence to the mission of the organization. They apply ethics and healthcare law to ensure protection of patient rights and electronic records.

<u>**Program Outcomes**</u>

Graduates will:

1. Apply leadership theories and healthcare ethics in decision making to create and maintain a productive healthcare workforce.
2. Communicate effectively with various members of the healthcare organization.
3. Demonstrate entry-level management skills to ensure the healthcare organization promotes patient safety and teamwork.
4. Apply budget information and financial analyses to make decisions regarding resources and staffing in healthcare organizations.
5. Articulate how to promote population health and identify global health issues affecting the U.S. healthcare system.

Program Implementation:

   Many of the course requirements for the Healthcare Administration major already exist at Ramapo College and are part of the general education requirements. and draw from the Information Technology Management, Communication Arts, Nursing, and business majors. The Healthcare Administration major will include 72 major-required credits, 40 general education credits, and 16 credits of elective courses. Current courses that will be in the major include the following:

| |
|---|
| Gen Ed: INTD 101 First Year Seminar |
| Gen Ed: Quantitative Reasoning Category ; (Math108 Probability and Statistics strongly recommended) |
| Gen Ed: SOSC110 Social Science Inquiry |
| Gen Ed: CRWT 102 Critical Reading & Writing II |
| Gen Ed: Scientific Reasoning (One course from this category) |
| Gen Ed: AIID 201 Studies in the Arts and Humanities |
| Gen Ed: Historical Perspectives (One course from this category) |
| Gen Ed: Global Awareness (One course from this category) |
| Gen Ed: Systems, Sustainability & Society: ( strongly recommend PHIL 328 Bioethics) |
| Gen Ed: Value & Ethics OR Culture & Creativity (One course from EITHER category One course must be outside of your home school) |
| DATA 101: Introduction to Data Science |
| INFO 224 Information Technology |
| COMM 211: Organizational Communication |
| NURS 312 Nursing Informatics |
| PSYC 242 Statistics |
| MGMT 302 Managing Organizational Behavior |
| PSYC 345 Workplace Psychology |
| MKTG 290 Marketing Principles and Practices |
| ECON 322 Labor Economics or ECON 302 |
| COMM 358 Leadership and Group Communication |
| ACCT 221: Principles of Financial Accounting |
| MGMT330: Healthcare Administration |
| Laws 363: Healthcare Laws |
| NURS 322: Quality Assessment for Improvement |
| NURS321: U.S, Healthcare System |

| | |
|---|---|
| NURS 425: Community Centered Nursing | |
| NURS445: Leadership in a Global World | |
| NURS460: Clinical Management | |
| Electives: 16 Credits | |
| Total Credits; | 128 |

Anisfield School of Business Courses:

The five courses drawn from the Anisfield School of Business include:

ECON 322 Labor Economics or ECON302: Money and Economic Activity

MKTG 290 Marketing Principles and Practices

MGMT 330 Healthcare Administration

MGMT 302 Managing Organizational Behavior

ACCT 221 Principles of Financial Accounting

Nursing Courses: Prerequisites will be waived for Healthcare Administration majors for the following nursing courses:

NURS 312 Nursing Informatics

NURS 425 Community Centered Nursing

NURS 445 Leadership in a Global World

NURS 460 Clinical Management

New Courses:

There are four new courses developed for this major:

NURS 321 U.S. Healthcare System (Approved by ARC October 2021)

MGMT 330 Healthcare Administration (Approved by ARC for 9/2021)

NURS 322 Quality Assessment for Improvement (Submitted to ARC October 2021)

LAWS: Health Care Law (Submitted to ARC October 2021)

Curriculum Map and Evaluation Plan

| Program Outcome | Learner Outcome | Courses | Year of Assessment | Assessment Measures | Responsible Parties |
|---|---|---|---|---|---|
| 1.Apply leadership theories and healthcare ethics in decision making to create and maintain a productive healthcare workforce. | Explain the United States healthcare reimbursement system. | NURS 321 US Healthcare System<br><br>Healthcare Law<br><br>ECON 322 | 2022-2023 | NURS 321 Direct: Multiple-choice exam questions Rubric for class presentation | Convener of Healthcare Administration |
| | Apply management theories regarding employee and employer behavior | PSYC 345 Workplace Psychology<br><br>NURS 460 Clinical Management<br><br>MGMT 330 Healthcare Administration | 2022-2023 | NURS 460 Direct: Multiple-choice exam questions Rubric for Class presentation | |
| | Consider diverse points of view and apply them towards issue resolution. | PHIL 328 Bioethics<br><br>MGMT 330 Healthcare Administration<br><br>MGMT 302 Managing Organizational Behavior | 2022-2023 | | |
| 2.Communicate effectively with various members of the healthcare organization. | Write and speak effectively in a culturally congruent healthcare environment. | NURS 425 Community Centered Nursing<br><br>NURS 445 Leadership in a Global World<br><br>COMM 211Organization | 2022-2023 | NURS 425 Direct: Rubric for health teaching brochure<br><br>NURS 445 Direct: Rubric for class presentation | Convener of Healthcare Administration |

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| | | al Communication | | on global health issue | |
|---|---|---|---|---|---|
| | Describe ways to hold effective meetings. | COMM 211 Organization communication | | COMM 211 Direct: class assignments, discussions and papers | |
| | Identify team building and conflict resolution strategies. | NURS 460 Clinical Management<br><br>MGMT 302 Managing Organizational Behavior | | NURS 460 Direct: Multiple-choice questions on exams | |
| 3. Demonstrate entry-level management skills to ensure the healthcare organization promotes patient safety and teamwork. | Utilize data sets to compare outcomes on local, state and national level. | NURS 460 Clinical Management<br><br>MGMT 330 Healthcare Administration<br><br>INFO 224 Information Technology<br><br>DATA 101 Introduction to Data Science<br><br>NURS 322 Quality Assessment for Improvement<br><br>MGMT 330 Healthcare Administration | 2023-2024 | NURS 460 Direct: Multiple-choice questions on exams<br><br>NURS 322 Direct: Rubric for quality improvement project | Convener for Healthcare Administration |
| | Discuss the importance of | NURS 322 | | NURS 322 Quality | |

| | | | | Assessment for Improvement Direct: completion of IHI Safety Modules with post-test scores | |
|---|---|---|---|---|---|
| | communicatio n and teamwork on patient safety. | Quality Assessment for Improvement<br><br>MGMT 330 Healthcare Administration | | | |
| | Demonstrate knowledge of the Quadruple Aim of Healthcare and the importance of patient engagement in improving safety, outcomes, and satisfaction. | NURS 460 Clinical Management<br><br>MGMT 302 Managing Organizational Behavior | | NURS 460 Direct: Rubric for group project NURS 3XX Direct: completion of IHI Safety Modules to demonstrate the importance of patient engagement and the Quadruple Aim | |
| 4. Apply budget information and financial analysis in making decisions regarding resources and staffing in healthcare organizations. | Discuss wage theory and supply and demand. | NURS 460 Clinical Management<br><br>ECON 322 Labor Economics<br><br>ACCT 221 Principles of Financial Accounting | 2023-2024 | NURS 460 Direct: Multiple-choice questions on exams | Convener for Healthcare Administratio n |

| | | NURS321 US Healthcare System | | | |
|---|---|---|---|---|---|
| | Discuss healthcare costs, sustainability, and reimbursement. | NURS 321 US Healthcare System<br><br>MGMT 330 Healthcare Administration | | NURS 321 Direct: Multiple-choice questions on exams<br><br>NURS 321 Direct: rubric for class project on healthcare issue | |
| 5. Articulate how to promote population health and identify global health issues affecting the U.S. healthcare system. | Assess and analyze a population health problem and suggest strategies to improve health outcomes. | NURS 425 Community Centered Nursing<br><br>NURS 445 Leadership in a Global World | AY 2023-2024 | NURS 425 Direct: rubric-based scoring of community health project teaching video<br><br>rubric-based scoring of community health project paper on addressing a health issue | Convener for Healthcare Administration |
| | Identify a global health issue and explore possible solutions. | NURS 445 Leadership in a Global World | | NURS 445 Direct: rubric for class presentation on Global Issue | |

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|  |  |  |  | discussion board in Canvas |  |
|---|---|---|---|---|---|
|  |  |  |  |  |  |

- Program Need:

According to the Bureau of Labor Statistics, the

median annual wage for medical and health services managers was 104,830 in May 2022. (https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm)In May 2022, the median annual wages for medical and health services managers in the top industries in which they worked were as follows:

| Hospitals; state, local, and private | $125,280 |
|---|---|
| Government | 119,100 |
| Outpatient care centers | 101,890 |
| Offices of physicians | 99,440 |
| Nursing and residential care facilities | 93,610 |

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A recent online search on indeed.com for healthcare administration jobs returned the following job titles: medical and dental practice administrators, hospice and surgical center managers, urgent care managers and director of nursing homes. These jobs were for private practices, hospitals, clinics, ambulatory settings, and nursing homes. According to the Bureau of Labor Statistics, the entry-level requirements of the field include a Bachelor's degree in Healthcare Administration. A Master's degree in healthcare administration is also desirable and commands a higher salary.

## Medical and Health Services Managers

Percent change in employment, projected 2022-32

Medical and health services managers

28%

Other management occupations

5%

Total, all occupations
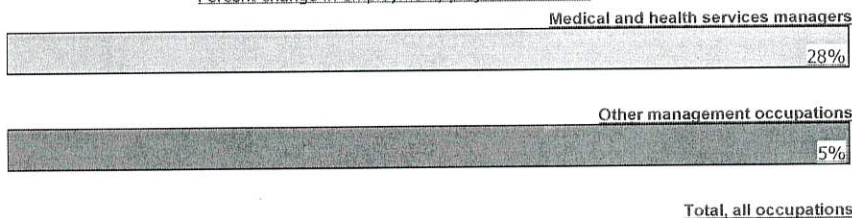
Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Employment Projections program

Job Outlook:

According to the U.S. Bureau of Labor Statistics, the projected job outlook for healthcare managers is expected to grow 32% from 2022-2032, which is much greater than other fields. Part of the reason for the expected significant growth is the aging of the country's population and anticipated increased need for health care and nursing care. According to the US Bureau of Labor Statistics graduates of Health Administration degrees go on to careers in health services in a number of diverse settings including: hospitals, managed care organizations, medical group practices, ambulatory care, long term care-, home healthcare facilities, insurance and pharmaceutical firms, consulting firms, government agencies and nonprofit organizations. Positions can be held in finance and budgeting, forecasting, scheduling, capital improvements, operations management, quality control and improvement, strategic planning, information technology and health technology. Health care administrators are central to address trends in the dynamic health services industry (US Bureau of Labor Statistics).

| Occupational Characteristics | United States | | | | | | |
|---|---|---|---|---|---|---|---|
| SOC Code | Occupation | Growth Rate 2020-30 | Median Annual Wage | Typical Education | Work Experience | Typical Training | Pct Self Empl |
| 11-9111 | Medical and Health Services Managers | Much faster than the average | $104,830 | Bachelor's degree | Less than 5 years | None | 3.5% |

• Long-term OJT (on-the-job training): more than 1 year    • Moderate-term OJT: 1-12 months    • Short-term OJT: 1 month or less

| Occupational Projections | United States | | | | | |
|---|---|---|---|---|---|---|
| | | Employment | | Change 2020-30 | | Average |
| SOC Code | Occupation | Base 2020 | Proj 2030 | Number | Percent | Annual Openings |
| 11-9111 | Medical and Health Services Managers | 429,800 | 569,400 | 139,600 | 32.5% | 51,800 |

## Wage Trends (Median)    United States

| SOC Code | Occupation | Median Annual Wage | | | | | Change |
| | | 2018 | 2019 | 2020 | 2021 | 2022 | 2018 to 2022 |
|---|---|---|---|---|---|---|---|
| 29-9021 | Health Information Technologists and Medical Registrars | N/A | N/A | N/A | $55,560 | $58,250 | N/A |
| 11-9111 | Medical and Health Services Managers | $99,730 | $100,980 | $104,280 | $101,340 | $104,830 | 5.1% |

| Benchmarks for Wage Trends (all occupations) | 2018 | 2019 | 2020 | 2021 | 2022 | Change 2018 to 2022 |
|---|---|---|---|---|---|---|
| National Median Wage | $38,640 | $39,810 | $41,950 | $45,760 | $46,310 | 19.8% |
| National Mean Wage | $51,960 | $53,490 | $56,310 | $58,260 | $61,900 | 19.1% |
| National Mean Wage RSE | 0.1% | 0.1% | 0.1% | 0.1% | 0.2% | |
| National Consumer Price Index C-CPI-U | 141.8 | 143.9 | 145.4 | 152.0 | 163.9 | 15.6% |

## Wage Trends (Mean)    United States

| SOC Code | Occupation | Mean Annual Wage | | | | | Change | Relative Standard Error of the Mean Annual Wage | | | | |
| | | 2018 | 2019 | 2020 | 2021 | 2022 | 2018 to 2022 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 29-9021 | Health Information Technologists and Medical Registrars | $44,010 | N/A | N/A | $61,410 | $65,280 | 48.3% | 0.4% | N/A | N/A | 1.3% | 0.9% |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 11-9111 | Medical and Health Services Managers | $113,730 | $115,160 | $118,800 | $119,840 | $127,980 | 12.5% | | 0.4% | 0.3% | 0.4% | 0.3% | 0.4% |

Potential Students:

The proposed Bachelor of Science in Healthcare Administration will attract new students, as well as become a major for students who enter the College undecided or transfer out of other majors. It is anticipated that potential students will include transfer students who are not admitted to Ramapo's Nursing program, adult learners returning to college, non-Nursing majors currently employed in hospitals and other healthcare venues, non-successful Nursing majors, and graduates of Associate's degree programs. Some possible Associate's degree programs graduates include those who transfer to Ramapo after completing the following degrees:

A.S. Health Science Rowan College at Burlington

A.S. Health Science Passaic County Community College

A.S. Health Science Essex County College

A.S. Health Science Union County College

A.S. Health Science Raritan Valley Community College

A.S. Health Services Hudson County Community College

A.S. Medical Sciences-Pre-Professional Hudson County Community College.

A.S. Health Science Salem Community College

A.S. Radiography Hudson County Community College

A.S. Radiologic Technology Brookdale Community College


A.S. Occupational Therapy Assistant County College of Morris

A.S. Occupational Therapy Assistant Ocean County College

A.S. Occupational Therapy Assistant Rutgers, The State University of NJ

A.S. Occupational Therapy Assistant Felician University

A.S. Occupational Therapy Assistant (W/ 8 Community Colleges and Thomas Edison) Rutgers, The State University of NJ

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A.S. Physical Therapist Assistant Fairleigh Dickinson University

A.S. Physical Therapy Assistant (w/ Union County Coll) Warren County Community College

A.S. Addiction Counseling Degree Warren County Community College

A.S. Psychosocial Rehabilitation and Addictions Atlantic Cape Community College

Ramapo already has articulation agreements with some of these colleges. In addition, students who complete some other A.A.S. degrees such as Community Health, Public Health, and Lab Technology may pursue a degree in Healthcare Administration.

According to Anthony Dovi, in Admissions, there have been no inquiries to his office asking if we offer the major. Gurvinder Khaneja, Director of Institutional Research, the EDEPS reports indicate a need for the major. According to the Economic Development and Employer Planning System (EDEPS)a 32% increase in available jobs will occur by 2028. These numbers were calculated -pre-Covid. Covid hastened an exodus of managers within U.S. Healthcare in addition to the great resignation. The great resignation is the mass exodus of exhausted workers las left few industries harder than healthcare (https://www.forbes.com/sites/forbesbusinesscouncil/2022/07/28/covid-healthcare-workers-and-the-rise-of-the-gig-economy-lessons-for-every-industry/?sh=508629952bbd)

<u>Alignment with the College Mission:</u>

**Mission:** Ramapo College is New Jersey's Public Liberal Arts College, dedicated to providing students a strong foundation for a lifetime of achievement. The College is committed to academic excellence through interdisciplinary and experiential learning, and international and intercultural understanding. Ramapo College emphasizes teaching and individual attention to all students. We promote diversity, inclusiveness, sustainability, student engagement, and community involvement.

**Vision:** Ramapo College delivers a transformative education in a diverse community dedicated to welcoming and mentoring students who bring with them a range of lived experiences. We will achieve national distinction for developing empathetic problem solvers, ethical change agents, and responsible leaders who make a positive impact and thrive in a changing world.

The proposed Bachelor of Science in Healthcare Administration will be an interdisciplinary major combining existing courses from the liberal arts, psychology, nursing, business, and information technology

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Competing Programs:

The committee searched for existing programs with healthcare administration tracks. In New Jersey, the following Bachelor of Science programs in healthcare were identified:

| DEGREE | INSTITUTION | YEARLY TUITION without Room and Board |
|---|---|---|
| BS in Health Leadership | Eastern International | $ 21,100 |
| B.S. in Healthcare Administration | Caldwell College | $36,900 |
| B.S. in Health Services Management | Berkeley College Woodland Park | $ 27,600 |
| BS or BA in Healthcare Management | St. Peter's University | |
| | St. Elizabeth's | $33,600 |
| | | |

| | |
|---|---|
| BS in Health Leadership | Eastern International |
| B.S. in Healthcare Administration | Caldwell College |
| BS in Health Services Management | Berkeley College |
| BS or BA in Healthcare Management | St. Peters University |

Yearly Tuition without Room and Board;

| | |
|---|---|
| Berkley College-Woodland Park | 27,600.00 |
| Caldwell University | 36, 900.00 |
| Eastern International College Jersey City | 21, 100.00 |
| Felician University | 35,180.00 |
| Rutgers University-New Brunswick | 27, 560.00 |
| Saint Elizabeth University | 33, 866.00 |

Ramapo College          15,364.00  This tuition is considerably lower than the next competitor Eastern International (savings of 5,736) Which is over 32 miles from our campus and Rutgers University, the other state institution offering the program.

The enrollment numbers in the competing programs are not larger, but growing slightly

Taken `from:
https://www.edeps.org/MarketShare.aspx?cip=51.0701&UA=5114B&pn=2&st=NJ

. At the graduate level, Rutgers University, Stockton University, Felician University, Saint Peter University and Seton Hall University offer Master's degrees in Healthcare Administration or Healthcare Management. Students may pursue an undergraduate degree at Ramapo College of New Jersey and then pursue a masters degree

Data from EDEPS regarding completion:

**EDEPS** ECONOMIC DEVELOPMENT and EMPLOYER PLANNING SYSTEM

| | Program Completers by Degree Level (2020 - 2021) | | | | | | | | United States | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| CIP Code | Program Title | Cert 1 | Cert 2 | Assc | Assc + | Bach | Cert B | Mast | Cert M | Doct | Total |
| 51.07 19 | Clinical Research Coordinator | 93 | 2 | 29 | 0 | 3 | 37 | 180 | 0 | 0 | 344 |
| 51.07 99 | Health and Medical Administrative Services, Other | 348 | 397 | 535 | 0 | 588 | 158 | 206 | 0 | 11 | 2,243 |
| 51.07 06 | Health Information/Medical Records Administration/Administrator | 596 | 214 | 299 | 0 | 1,568 | 47 | 575 | 7 | 0 | 3,306 |
| 51.32 02 | Health Professions Education | 0 | 0 | 0 | 0 | 0 | 3 | 10 | 3 | 13 | 29 |
| 51.22 11 | Health Services Administration | 21 | 26 | 297 | 0 | 1,267 | 113 | 1,347 | 5 | 19 | 3,095 |
| 51.07 04 | Health Unit Manager/Ward Supervisor | 0 | 0 | 19 | 1 | 0 | 0 | 2 | 0 | 0 | 22 |
| 51.07 01 | Health/Health Care Administration/Management | 617 | 13 | 2,087 | 0 | 14,083 | 701 | 13,380 | 82 | 373 | 31,336 |
| 51.07 23 | Healthcare Information Privacy Assurance and Security | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 7 |

| CIP | Program | Cert1 | Cert2 | Assc | Assc+ | Bach | CertB | Mast | CertM | Doct | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 51.0722 | Healthcare Innovation | 0 | 0 | 0 | 0 | 77 | 28 | 40 | 38 | 0 | 183 |
| 51.0702 | Hospital and Health Care Facilities Administration/Management | 257 | 54 | 50 | 0 | 2,726 | 34 | 1,264 | 5 | 0 | 4,390 |
| 51.0718 | Long Term Care Administration/Management | 231 | 0 | 1 | 0 | 42 | 18 | 52 | 8 | 0 | 352 |
| 51.0717 | Medical Staff Services Technology/Technician | 0 | 0 | 23 | 0 | 0 | 3 | 0 | 0 | 0 | 26 |
| 51.3802 | Nursing Administration | 32 | 0 | 0 | 0 | 859 | 63 | 8,406 | 38 | 435 | 9,833 |
| 51.2213 | Patient Safety and Healthcare Quality | 0 | 0 | 0 | 0 | 0 | 0 | 43 | 0 | 0 | 43 |
| 51.2201 | Public Health, General | 48 | 3 | 272 | 0 | 9,882 | 874 | 10,838 | 75 | 569 | 22,561 |
| | **Total** | 2,243 | 709 | 3,612 | 1 | 31,095 | 2,086 | 36,343 | 261 | 1,420 | 77,770 |

Cert1 = Postsecondary award, certificate, or diploma of (less than 1 academic year)

Cert2 = Postsecondary award, certificate, or diploma of (at least 1 but less than 2 academic years)

Assc = Associate's degree

Assc+ = Postsecondary award, certificate, or diploma of (at least 2 but less than 4 academic years)

Bach = Bachelor's degree or equivalent

CertB = Post-baccalaureate certificate

Mast = Master's degree

CertM = Post-master's certificate

Doct = Doctor's degree

Source: National Center for Educational Statistics, Degrees Conferred 2020-21 (provisional data) An individual with a double-major (receiving two degrees) is counted as a completer for their primary degree program.

Anticipated Enrollment:

It is anticipated there will be interest from returning adult students (per Patricia Laprey- Director of our Adult Education Program). In addition, students seeking a baccalaureate degree who are already working in the healthcare field may consider the healthcare administration major. For example, students with a two-year degree and work as nursing assistants, physical or occupational therapy assistants, addictions counsellors, or office assistants may explore the healthcare administration major. Both physical therapy and occupational therapy have limited enrollments. Additionally, students in the first two years of the nursing program who are unsuccessful (fail more than one science course (automatic dismissal from nursing major) or decide they do not want nursing may switch to Healthcare Administration. For the past few years approximately twenty percent of first- and second-year nursing majors switch out of the Nursing program. This past fall, 127 out or our original 160 freshman admits entered the junior year of

nursing. Twenty percent (30/160 were not eligible) and transferred to other majors. We anticipate a minimum of ten of these students in the first year of the program. Eventually we hope to have 20 -25 students a year (approximately half former nursing majors). With this amount of enrollment, we can anticipate we will not need to add additional sections of courses unless already at capacity. The upper-level nursing courses (NURS 312, NURS 425, NURS 445 and NURS 460 have online sessions for the RN/?BSN completion students. Currently there are approximately 12—15 students in these sections. The Healthcare Administration students will be advised to enroll in these sections and per and co requisites will be waived (Personal communication Kathleen students. Burke).- We therefore anticipate that the Healthcare Administration students can help fill those classes.

A strength of this proposal is that students in the program can obtain the Business Essentials Certificate from the Ramapo Anisfield Business School prior to graduating, which will make them more marketable. Students will be advised from early on to seek the -Business Essentials Certificate. Members of ASB on the task force have made this suggestion and fully supported it.

Additional Resources:

Since the majority of courses already exist at Ramapo College, the additional resources needed are few. Students can be enrolled in existing courses if they are not at full capacity. As stated earlier, many students will enroll in existing courses. Many of the major-required courses will be taught with existing faculty members, including full-time nursing and business faculty. The new courses created for the major can be covered with adjunct faculty and some of the courses developed for this program such as Healthcare Law or US Healthcare System may be taken as an elective for other majors.. The new major will be offered out of the Nursing Department, and student advisement will take place with the usual advisor.

All Ramapo College majors undergo a 5 year academic review, and this program will be no different. The Nursing Program which will be the home for this major convenes a yearly meeting -with clinical partners, alumni, graduate schools and alumni to assess student performance after graduation and to keep abreast of changes in the healthcare field. We will follow this model with the healthcare administration track and meet yearly with employers of our graduates, clinical partners and healthcare leaders in our geographic area. Minutes will reflect satisfaction with our graduates and needed changes in the curriculum. Employment, retention and graduation rates will be tracked. Changes to the curriculum will be discussed and approved by the faculty and our external reviewers.

References;

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Medical and Health Services Managers,
at https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm (visited *September 06, 2023*).

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